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# 2024 G7 Apulia Summit Final Compliance Report

15 June 2024 to 15 May 2025

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

Chancellor Angela Merkel, Schloss Elmau, 8 June 2015

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

Achim Steiner, Administrator, United Nations Development Programme,  
*in G7 Canada: The 2018 Charlevoix Summit*

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## 12. Labour and Employment: Gender and Other Forms of Equality

“[We will continue accelerating] ... gender and other forms of equality in the world of work.”

*Apulia G7 Leaders’ Communiqué*

### Assessment

	No Compliance	Partial Compliance	Full Compliance
Canada			+1
France			+1
Germany			+1
Italy			+1
Japan		0	
United Kingdom			+1
United States		0	
European Union			+1
Average	+0.75 (88%)		

### Background

The G7 first addressed gender equality in 1981, and did so only sporadically until the 2000 Okinawa Summit in the context of education.<sup>2690</sup> Since then, gender equality has been addressed at most G7 summits, with G7 leaders first recognizing gender equality and women’s empowerment as principles of development at the 2008 Hokkaido Toyako Summit.<sup>2691</sup> Beginning with the 2015 Elmau Summit, G7 leaders have also committed to advancing equality for women in the workplace.<sup>2692</sup> G7 leaders began addressing other forms of equality at the 2021 Cornwall Summit, recognizing the need to combat racism and “violence and discrimination against LGBTQI+ populations.”<sup>2693</sup> Despite this, efforts to improve gender and other forms of equality in the world of work have faced significant challenges in part due to the pay gap, unfair distribution of unpaid care and lack of job security, especially for women and vulnerable groups. The COVID-19 pandemic has also worsened inequalities in the world of work. As such, the G7’s commitment to accelerate gender and other forms of equality is essential to address disparities in the world of work and strive towards equal opportunities and outcomes for women and other minorities. Examples of the G7’s prior commitments in this regard are highlighted below:

At the 2012 Camp David Summit, G8 leaders affirmed the importance of equal rights and opportunities for women, especially in the context of economic development, political participation and democratic governance.<sup>2694</sup>

At the 2014 Brussels Summit, G7 leaders committed to promoting gender equality and the “full participation and empowerment of all women and girls.”<sup>2695</sup>

<sup>2690</sup> G8 Communiqué Okinawa 2000, G7 Information Centre (Toronto) 23 July 2000. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2000okinawa/finalcom.htm>

<sup>2691</sup> G8 Hokkaido Toyako Summit Leaders' Declaration, G7 Information Centre (Toronto) 8 July 2008. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2008hokkaido/2008-declaration.html>

<sup>2692</sup> Leaders’ Declaration: G7 Summit, G7 Information Centre (Toronto) 8 June 2015. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2015elmau/2015-G7-declaration-en.html>

<sup>2693</sup> Carbis Bay G7 Summit Communiqué: Our Shared Agenda for Global Action to Build Back Better, G7 Information Centre (Toronto) 13 June 2021. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2021cornwall/210613-communicue.html>

<sup>2694</sup> Camp David Declaration, G7 Information Centre (Toronto) 19 May 2012. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2012campdavid/g8-declaration.html>

<sup>2695</sup> G7 Brussels Summit Declaration, G7 Information Centre (Toronto) 5 June 2014. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2014brussels/declaration.html>

At the 2015 Elmau Summit, G7 leaders committed to enhancing women’s entrepreneurship by addressing barriers to finance, markets, skills and leadership opportunities.<sup>2696</sup> Recognizing the importance of women’s economic empowerment, G7 leaders also pledged to support women’s participation in the workforce and access to quality jobs in part by increasing technical and vocational training for women and girls. G7 members also committed to “reduc[ing] the gender gap in workforce participation within [their] own countries by 25 [per cent] by 2025.”

At the 2016 Ise-Shima Summit, G7 leaders committed to advancing gender equality for women and girls, in part by increasing labour market participation for women and improving job opportunities and quality.<sup>2697</sup> In support of this commitment, the G7 endorsed the Guiding Principles for Building Capacity in Women and Girls which aim to foster sustainable and equitable economic growth by addressing gender imbalances in education and careers including the Science, Technology, Engineering and Mathematics (STEM) fields.

At the 2017 Taormina Summit, G7 leaders adopted the G7 Roadmap for a Gender-Responsive Economic Environment, focusing on policies to promote gender equality by enhancing women’s labor force participation, entrepreneurship and economic empowerment.<sup>2698</sup> The roadmap focuses on investing in social infrastructure, recognizing the value of unpaid care work, promoting work-life balance and supporting women in the Science, Technology, Engineering, Mathematics and Medicine fields.

At the 2018 Charlevoix Summit, G7 leaders endorsed the Charlevoix Commitment on Equality and Economic Growth which aims to enhance economic prosperity by removing barriers to full participation and addressing gender inequality.<sup>2699</sup> Additionally, the G7 committed to the Charlevoix Commitment on Innovative Financing for Development which emphasizes leveraging private capital and innovative solutions to achieve sustainable development, gender equality and economic growth.<sup>2700</sup>

At the 2019 Biarritz Summit, G7 leaders stressed the importance of addressing inequalities, including those that affect access to decent work and pay gaps.<sup>2701</sup> Additionally, the G7 endorsed the Declaration on Gender Equality and Women’s Empowerment, highlighting the need for global cooperation and resource mobilization to support survivors of sexual violence and ensure access to quality training and education for women, including in STEM fields.<sup>2702</sup>

At the 2021 Cornwall Summit, G7 leaders committed to addressing inequalities intensified by the COVID-19 pandemic, focusing on improved social protection and decent working conditions, equal pay, education and technology.<sup>2703</sup> G7 leaders also recognized the impact of unpaid care on gender inequality in the world of work and recognized the intersectionality of identities such as race, sexual orientation and gender identity.

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<sup>2696</sup> Leaders’ Declaration: G7 Summit, G7 Information Centre (Toronto) 8 June 2015. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2015elmau/2015-G7-declaration-en.html>

<sup>2697</sup> 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: 8 September 2024. <https://g7.utoronto.ca/summit/2016shima/principles-women.html>

<sup>2698</sup> G7 Roadmap for a Gender-Responsive Economic Environment, G7 Information Centre (Toronto) 27 May 2017. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2017taormina/gender.html>

<sup>2699</sup> The Charlevoix G7 Summit Communiqué, G7 Information Centre (Toronto) 9 June 2018. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2018charlevoix/communique.html>

<sup>2700</sup> Charlevoix Commitment on Innovative Financing for Development, G7 Information Centre (Toronto) 9 June 2018. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2018charlevoix/financing-commitment.html>

<sup>2701</sup> Biarritz Chair’s Summary on Fighting Inequalities, G7 Information Centre (Toronto) 26 August 2019. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2019biarritz/chairs-summary-inequalities.html>

<sup>2702</sup> Declaration on Gender Equality and Women’s Empowerment, G7 Information Centre (Toronto) 26 August 2019. Access Date: 13 September 2024. <https://g7.utoronto.ca/summit/2019biarritz/declaration-on-gender-equality.pdf>

<sup>2703</sup> Carbis Bay G7 Summit Communiqué: Our Shared Agenda for Global Action to Build Back Better, G7 Information Centre (Toronto) 13 June 2021. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2021cornwall/210613-communique.html>

Furthermore, they reiterated their commitment to ensure plans for economic recovery post-Covid-19 support all individuals, irrespective of their gender, age or ethnicity.

At the 2022 Elmau Summit, G7 leaders reaffirmed their commitment to advancing gender equality, equal opportunities for all and inclusive economic recovery.<sup>2704</sup> G7 leaders also emphasized the need to address gender disparities exacerbated by the Covid-19 pandemic and highlighted the importance of increasing women's participation in the workforce, particularly through increased access to quality childcare and support for care workers.

At the 2023 Hiroshima Summit, G7 leaders committed to “build an inclusive labor market that ensures decent and good quality jobs for all and leaves no one behind, especially, women and under-represented groups, including persons with disabilities, older persons and youth.”<sup>2705</sup> In this regard, they committed to addressing the unequal distribution of care work and supporting women through improved access to job opportunities and fair compensation. G7 leaders also endorsed the Action Plan for Promoting Career Development and Greater Resilience to Structural Changes which includes measures to ensure decent work and support for women and under-represented groups in the labor market.

At the 2024 Apulia Summit, G7 leaders reaffirmed their commitment towards gender equality and announced USD20 billion in funding over the next three years to advance women's empowerment.<sup>2706</sup> In this regard, they recognized the importance of affordable and quality childcare, work-life balance, equal division of care work and equal rights for women. G7 leaders also committed to enhancing equal opportunities for all in the world of work.

### **Commitment Features**

At the 2024 Apulia summit, G7 leaders committed to “[continue accelerating] ... gender and other forms of equality in the world of work.”<sup>2707</sup> This commitment is understood to have two dimensions: 1) gender equality and 2) other forms of equality.

### **Definitions and Concepts**

“Continue” is understood to mean that the commitment is “established and implemented” but will have new actions added to it and not rely on past allocations.<sup>2708</sup>

“Accelerating” means “to hasten the progress or development of [something].”<sup>2709</sup>

“Gender equality” is understood to mean “the equal rights, responsibilities and opportunities of women and men and girls and boys.”<sup>2710</sup> “Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups.”

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<sup>2704</sup> G7 Leaders' Communiqué, G7 Information Centre (Toronto) 28 June 2022. Access Date: 8 September 2024.

<https://g7.utoronto.ca/summit/2022elmau/220628-communiqué.html>

<sup>2705</sup> G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 8 September 2024.

<https://g7.utoronto.ca/summit/2023hiroshima/230520-communiqué.html>

<sup>2706</sup> Apulia G7 Leaders' Communiqué, G7 Information Centre (Toronto) 14 June 2024. Access Date: 13 September 2024.

<https://g7.utoronto.ca/summit/2024apulia/240614-apulia-communiqué.html>

<sup>2707</sup> Apulia G7 Leaders' Communiqué, G7 Information Centre (Toronto) 14 June 2024. Access Date: 13 September 2024.

<https://g7.utoronto.ca/summit/2024apulia/240614-apulia-communiqué.html>

<sup>2708</sup> Compliance Coding Manual for International Institutional Commitments, Global Governance Program (Toronto) 12 November 2020. Access Date: 6 September 2024. [https://www.g7.utoronto.ca/compliance/Compliance\\_Coding\\_Manual\\_2020.pdf](https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf)

<sup>2709</sup> Accelerate, Merriam-Webster (Springfield) n.d. Access Date: 6 September 2024. <https://www.merriam-webster.com/dictionary/accelerate>

<sup>2710</sup> Concepts and Definitions, United Nations Women (New York) n.d. Access Date: 6 September 2024.

<https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

“Other forms of equality” in this context refers to providing safe work environments and equal opportunities and outcomes in the world of work, regardless of a person’s status such as race, class, ethnicity, migration status, religion, age, disability, sexual orientation and gender identity, along with their multiple and intersecting identities.<sup>2711</sup>

“World of work” is understood to mean the activities and interactions that occur in the course of, or arise from, work in the workplace.<sup>2712</sup> This includes public and private spaces designated as places of work, locations where workers are paid, take breaks, have meals or use facilities such as restrooms and changing areas, as well as during work-related trips, travel, training, events, social activities and communications.

**General Interpretive Guidelines**

Full compliance, or a score of +1, will be given to G7 members that take several strong actions within the compliance period to accelerate gender equality and at least two other forms of equality within the world of work. These actions can be domestic or international in scope. Other forms of equality may concern race, urban-rural status, age, immigrant status, mother tongue, sexuality, or disability. Examples of strong actions include changing legislation to reduce wage gaps through pay equity and transparency measures, allocating resources to address labor mobility by promoting upskilling or reskilling opportunities especially in fields of STEM, launching new programs to support career advancement, increasing the availability of flexible working options and enforcing policies through judicial action against violence, harassment and discrimination in the world of work.

Partial compliance, or a score of 0, will be assigned to G7 members that take a few strong actions to accelerate either gender equality or other forms of equality within the world of work, or to members that take several weak actions across both commitment dimensions (with dimension two addressing at least one other form of equality). Weak actions include 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 equality in the world of work.

Non-compliance, or a score of -1, will be assigned to G7 members that take only weak action across only one commitment dimension, or do not take any action towards accelerating forms of equality in the world of work, or to members that take actions that are directly and explicitly antithetical to the commitment.

**Scoring Guidelines**

-1	The G7 member has taken weak action across only one commitment dimension or has taken no action to accelerate equality in the world of work, or has taken actions that are antithetical to the commitment.
0	The G7 member has taken strong action to accelerate either (but not both) gender equality or other forms of equality, or has taken weak action to continue accelerating gender equality and at least one other form of equality.
+1	The G7 member has taken several strong actions to continue accelerating gender equality and has taken strong action to continue accelerating at least two other forms of equality in the world of work.

*Compliance Director: Serena Honekin  
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<sup>2711</sup> Leaving No One Behind: Equality and Non-Discrimination at the Heart of Sustainable Development, United Nations (New York) 2017. Access Date: 6 September 2024.

[https://unscebe.org/sites/default/files/imported\\_files/CEB%20equality%20framework-A4-web-rev3.pdf](https://unscebe.org/sites/default/files/imported_files/CEB%20equality%20framework-A4-web-rev3.pdf)

<sup>2712</sup> The world of work definition, Law Insider (San Francisco) n.d. Access Date: 6 September 2024.

<https://www.lawinsider.com/dictionary/the-world-of-work>

**Canada: +1**

Canada has fully complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 17 June 2024, Minister of Employment, Workforce Development and Official Languages Randy Boissonnault reaffirmed Canada’s commitment to strengthening the workforce and advancing gender diversity during the Forum of Labour Market Ministers.<sup>2713</sup> Minister Boissonnault also announced key investments from Budget 2024, such as CAD50 million over two years for the Foreign Credential Recognition Program in health care and construction and CAD90 million for apprenticeship placements with small and medium-sized enterprises. These initiatives are part of a broader strategy to address labour market challenges, promote gender diversity and build a skilled workforce for emerging industries.

On 21 June 2024, Minister of Labour Seamus O’Regan Jr. announced new legislative changes to the Canada Labour Code aimed at protecting federally regulated workers.<sup>2714</sup> These reforms include strengthening protections for gig workers, requiring employers to develop right to disconnect policies, introducing a three-day paid leave for pregnancy loss and establishing a 16-week unpaid leave for parents through adoption or surrogacy. These changes aim to enhance work-life balance and ensure employees receive the benefits and protections they are entitled to. Gig worker protections are effective immediately with other changes set to roll out next year.

On 28 June 2024, the Government of Canada published proposed changes to the Canada Student Financial Assistance Regulations and Canada Student Loans Regulations.<sup>2715</sup> These changes aim to allow more doctors and nurses working in underserved rural and remote communities to qualify for Canada Student Loan forgiveness. The government also proposed the amendment of the definition of “under-served rural and remote community” to include doctors and nurses in population centers of 30,000 or less. This expansion aims to attract over 900 healthcare professionals to these communities.

On 28 June 2024, Minister of Veterans Affairs and Associate Minister of National Defence Ginette Petitpas Taylor launched the “Service after Service: The National Veterans Employment Strategy.”<sup>2716</sup> This initiative aims to enhance employment opportunities for veterans by leveraging their skills and addressing labour market barriers. By fostering partnerships with government, private employers, educational institutions and non-governmental organizations, the strategy promotes inclusive hiring practices. The government also committed to ongoing consultations with veterans and stakeholders to adapt to diverse needs and ensure equitable opportunities across all sectors.

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<sup>2713</sup> Minister Boissonnault engages in strategic discussions with provincial and territorial ministers to strengthen Canada’s workforce, Government of Canada (Gatineau) 17 June 2024. Access Date: 27 September 2024.

<https://www.canada.ca/en/employment-social-development/news/2024/06/minister-boissonnault-engages-in-strategic-discussions-with-provincial-and-territorial-ministers-to-strengthen-canadas-workforce.html>

<sup>2714</sup> Government of Canada protects federally regulated workers, Government of Canada (Gatineau) 21 June 2024. Access Date: 27 September 2024. <https://www.canada.ca/en/employment-social-development/news/2024/06/government-of-canada-protects-federally-regulated-workers.html>

<sup>2715</sup> More health care professionals and more communities to benefit from Canada student loan forgiveness, Government of Canada (Gatineau) 28 June 2024. Access Date: 27 September 2024. <https://www.canada.ca/en/employment-social-development/news/2024/06/more-health-care-professionals-and-more-communities-to-benefit-from-canada-student-loan-forgiveness.html>

<sup>2716</sup> Canada launches first strategy to support Veteran employment, Government of Canada (Ottawa) 28 June 2024. Access Date: 27 September 2024. <https://www.canada.ca/en/veterans-affairs-canada/news/2024/06/canada-launches-first-strategy-to-support-veteran-employment.html>

On 3 July 2024, Minister for Women and Gender Equality and Youth Marci Ien announced over 70,000 job opportunities for youth through the Canada Summer Jobs (CSJ) program.<sup>2717</sup> This initiative aims to equip young Canadians with essential skills while promoting equitable access for marginalized groups including Indigenous and racialized youth. The CSJ program will be supported by a proposed investment of CAD200.5 million through the 2024 budget.

On 11 July 2024, Minister of Diversity, Inclusion and Persons with Disabilities Kamal Khara launched the Employment Strategy for Canadians with Disabilities “to close the employment gap for persons with disabilities and those without by 2040.”<sup>2718</sup> This strategy focuses on helping individuals secure jobs, assisting employers in creating inclusive workplaces and enhancing organizational capacity for disability inclusion. Coinciding with the fifth anniversary of the Accessible Canada Act, the announcement also included CAD6.5 million in funding through the Opportunities Fund for Persons with Disabilities for seven organizations supporting Indigenous, Black and racialized Canadians with disabilities.

On 15 July 2024, Minister Ien announced approximately CAD370 million in funding for over 200 community-led youth employment projects through the Youth Employment and Skills Strategy Program.<sup>2719</sup> Over the next four years, this initiative will enhance job opportunities for 22,000 young Canadians facing employment barriers through projects focused on providing tailored support, including mentorship and paid work placements.

On 16 July 2024, Minister Ien announced that CAD770,000 would be allocated to the Mining Industry Human Resources Council over two and a half years to increase women’s participation in the mining industry.<sup>2720</sup> This funding will support mining companies in fostering more inclusive workplace environments for women.

On 26 July 2024, Minister Boissonnault participated in the G20 Labour and Employment Ministers’ Meeting, emphasizing the importance of investing in diversity, inclusion and equity and skills development in the workplace.<sup>2721</sup> Minister Boissonnault also reaffirmed Canada’s commitment to reducing gender inequalities in the labour force.

On 7 August 2024, Minister of Families, Children and Social Development Jenna Sudds, Minister of Public Safety, Democratic Institutions and Intergovernmental Affairs Dominic LeBlanc and New Brunswick’s Minister of Education and Early Childhood Development Bill Hogan jointly announced a three-year plan to improve and expand child care services in New Brunswick through an investment of CAD426 million.<sup>2722</sup> This

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<sup>2717</sup> More than 70,000 Canada Summer Jobs opportunities for youth across Canada, Government of Canada (Toronto) 3 July 2024. Access Date: 27 September 2024. <https://www.canada.ca/en/employment-social-development/news/2024/07/more-than-70000-canada-summer-jobs-opportunities-for-youth-across-canada.html>

<sup>2718</sup> Government of Canada launches the Employment Strategy for Canadians with Disabilities, Government of Canada (Toronto) 11 July 2024. Access Date: 27 September 2024. <https://www.canada.ca/en/employment-social-development/news/2024/07/government-of-canada-launches-the-employment-strategy-for-canadians-with-disabilities.html>

<sup>2719</sup> Minister Ien announces funding for over 200 youth employment projects, Government of Canada (Gatineau) 15 July 2024. Access Date: 27 September 2024. <https://www.canada.ca/en/employment-social-development/news/2024/07/minister-ien-announces-funding-for-over-200-youth-employment-projects.html>

<sup>2720</sup> Government of Canada helps improve women’s participation in the mining sector, Government of Canada (Ottawa) 16 July 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/07/government-of-canada-helps-improve-womens-participation-in-the-mining-sector.html>

<sup>2721</sup> Minister Boissonnault attends G20 Labour and Employment Ministers’ Meeting, Government of Canada (Fortaleza) 26 July 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/07/minister-boissonnault-attends-g20-labour-and-employment-ministers-meeting.html>

<sup>2722</sup> Governments of Canada and New Brunswick announce Early Learning and Child Care Action Plan, Government of Canada (Moncton) 7 August 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/08/governments-of-canada-and-new-brunswick-announce-early-learning-and-child-care-action-plan.html>

funding was intended to increase equality in the workforce by ensuring that “women [and families] didn’t have to choose between having a career and having kids.”<sup>2723</sup>

On 9 August 2024, Minister of Rural Economic Development Gudie Hutchings and Newfoundland and Labrador’s Minister of Education Krista Lynn Howell announced a three-year plan and an investment of over CAD280 million to expand child care services under the Canada–Newfoundland and Labrador Canada-wide Early Learning and Child Care (ELCC) Agreement and the Canada–Newfoundland and Labrador ELCC Agreement.<sup>2724</sup> This funding is intended to reduce childcare costs to an average of CAD10 a day, thereby providing more accessible childcare for families and fostering a more inclusive and strengthened workforce.

On 13 August 2024, Minister Ien announced that CAD530,000 would go towards Pitch Better Inc. to support Black women in entrepreneurship and business.<sup>2725</sup> Through this funding, Pitch Better Inc. aims to address the unique workforce needs of Black and equity-seeking women by fostering network engagement, conducting research, providing education and using other means to improve equality.

On 16 August 2024, Minister Boissonnault announced that over CAD74.6 million would be allocated for 124 projects, of which ten work to increase the participation of underserved groups in apprenticeships.<sup>2726</sup> The funding will enable unions to recruit and retain newcomers, Indigenous people, racialized individuals, individuals with disabilities and women who serve as apprentices in Red Seal trades.

On 12 September 2024, the Federal, Provincial and Territorial Ministers Responsible for Social Services Forum held a meeting to discuss the federal government’s Canada Disability Benefit which seeks to bolster the financial security of Canadians with disabilities.<sup>2727</sup> The ministers shared insights on the working Canada Disability Benefit regulations, highlighted the importance of the economic inclusion of those with disabilities and committed to regularly meeting to discuss the Canada Disability Benefit. This reinforces Canada’s commitment to furthering equality of diverse individuals in the world of work.

On 27 September 2024, Member of Parliament for Sault Ste. Marie Terry Sheehan, on behalf of Minister Ien, announced that over CAD1.07 million for the Sault Community Career Centre’s Transition to Independence Program (TIP) which helps marginalized youth enter the labour force or return to education.<sup>2728</sup> This funding

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<sup>2723</sup> Governments of Canada and New Brunswick announce Early Learning and Child Care Action Plan, Government of Canada (Moncton) 7 August 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/08/governments-of-canada-and-new-brunswick-announce-early-learning-and-child-care-action-plan.html>

<sup>2724</sup> Governments of Canada and Newfoundland and Labrador announce Early Learning and Child Care Action Plan, Government of Canada (St. John’s) 9 August 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/08/governments-of-canada-and-newfoundland-and-labrador-announce-early-learning-and-child-care-action-plan.html>

<sup>2725</sup> Government of Canada announces funding to improve economic and leadership opportunities for Black and equality-seeking women entrepreneurs, Government of Canada (Toronto) 13 August 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/08/government-of-canada-announces-funding-to-improve-economic-and-leadership-opportunities-for-black-and-equality-seeking-women-entrepreneurs.html>

<sup>2726</sup> Government of Canada invests to recruit, retain and train more apprentices in skilled trades, Government of Canada (Gatineau) 16 August 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/08/government-of-canada-invests-to-recruit-retain-and-train-more-apprentices-in-skilled-trades0.html>

<sup>2727</sup> Federal, provincial, and territorial ministers responsible for social services meet to discuss implementation of the Canada Disability Benefit, Government of Canada (Gatineau) 19 September 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/09/federal-provincial-and-territorial-ministers-responsible-for-social-services-meet-to-discuss-implementation-of-the-canada-disability-benefit.html>

<sup>2728</sup> MP Sheehan announces funding for the Sault Community Career Centre to support skills training for young people, Government of Canada (Sault Ste Marie) 27 September 2024. Access Date: 14 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/09/mp-sheehan-announces-funding-for-the-sault-community-career-centre-to-support-skills-training-for-young-people.html>

will enable TIP to offer skills training, work experiences and other tools to underrepresented youth to help them overcome socioeconomic barriers.

On 16 October 2024, Minister Ien announced that CAD4 million would be allocated to NPower Canada's NPowering Underrepresented Youth to Overcome Barriers to Employment project.<sup>2729</sup> This funding supports the initiative's mission of helping youth overcome indiscriminate socioeconomic barriers within the labour force.

On 17 October 2024, Minister of Diversity, Inclusion and Persons with Disabilities Kamal Khera participated in the G7 Ministers' Meeting on Inclusion and Disability.<sup>2730</sup> During the meeting, Minister Khera emphasized the importance of equal access to employment through policy initiatives, referenced Canada's Employment Strategy for Canadians with Disabilities and noted the need to ensure that the use of artificial intelligence does not impair the human rights of those with disabilities.

On 21 October 2024, Minister Boissonnault announced that the starting hourly wage for foreign workers in the high-wage stream will be raised by 20 per cent.<sup>2731</sup> This change will encourage the hiring of domestic workers, including women, Indigenous peoples and persons with disabilities who are disproportionately affected by unemployment.

On 1 November 2024, Minister Ien announced an investment of CAD100 million for 163 projects throughout Canada that enhance women's access to economic and leadership opportunities.<sup>2732</sup> This funding will go towards tackling systemic barriers such as discriminatory norms, policies and decision-making processes to promote greater gender equality in the labour force.

On 12 November 2024, Minister of International Development Ahmed Hussen and Minister Boissonnault announced CAD35 million in funding for gender equality and women's empowerment initiatives in Africa.<sup>2733</sup> Of this, CAD1.8 million will go to the Titukule Azimai (Empower Women) project which provides "training in marketing, financial management, business development" to survivors of gender-based violence in Malawi. As well, CAD6 million will go towards Renewed Women's Voice and Leadership to support advocacy, skills development and core services for women, girls and non-binary individuals in South Africa.<sup>2734</sup>

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<sup>2729</sup> Government of Canada announces funding for NPower Canada to support skills training for young people, Government of Canada (Toronto) 16 October 2024. Access Date: 25 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/10/minister-ien-announces-funding-for-npower-canada-to-support-skills-training-for-young-people.html>

<sup>2730</sup> Minister Khera attends G7 Ministers' Meeting on Inclusion and Disability, Government of Canada (Gatineau) 17 October 2024. Access Date: 25 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/10/minister-khera-attends-g7-ministers-meeting-on-inclusion-and-disability.html>

<sup>2731</sup> Minister Boissonnault announces further Temporary Foreign Worker Program reforms to better protect the Canadian labour market and workers, Government of Canada (Gatineau) 21 October 2024. Access Date: 10 November 2024. <https://www.canada.ca/en/employment-social-development/news/2024/10/minister-boissonnault-announces-further-temporary-foreign-worker-program-reforms-to-better-protect-the-canadian-labour-market-and-workers.html>

<sup>2732</sup> Federal funding to help increase opportunities for women and build a more resilient economy for everyone in Canada, Government of Canada (Ottawa) 1 November 2024. Access Date: 10 November 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/11/federal-funding-to-help-increase-opportunities-for-women-and-build-a-more-resilient-economy-for-everyone-in-canada.html>

<sup>2733</sup> Minister Hussen announces more than \$35 million for international assistance projects in Africa, Global Affairs Canada (Edmonton) 12 November 2024. Access Date: 21 December 2024. <https://www.canada.ca/en/global-affairs/news/2024/11/minister-hussen-announces-more-than-35-million-for-international-assistance-projects-in-africa.html>

<sup>2734</sup> Backgrounder – Minister Hussen announces more than \$35 million for international assistance projects in Africa, Global Affairs Canada (Edmonton) 12 November 2024. Access Date: 21 December 2024. <https://www.canada.ca/en/global-affairs/news/2024/11/backgrounder--minister-hussen-announces-more-than-35-million-for-international-assistance-projects-in-africa.html>

On 14 November 2024, Minister Boissonnault announced a CAD20.5 million investment in the Enabling Fund for Official Language Minority Communities Program.<sup>2735</sup> This funding aims to support official language minority communities in the Canadian workforce.

On 22 November 2024, Minister Ien and Member of Parliament for Scarborough–Agincourt Jean Yip announced an investment of over CAD1.2 million for Canada’s Youth Matters program.<sup>2736</sup> This program aims to support individuals aged 15 to 30 to overcome employment barriers, focusing on helping those who are racialized, have disabilities, are part of the 2SLGBTQI+ community, are newcomers or are experiencing homelessness.

On 25 November 2024, Minister Khera took part in a Disability Inclusion Business Council event wherein a report was shared outlining policy recommendations to promote inclusion in the workplace.<sup>2737</sup> The advice provided relates to addressing inaccessible hiring practices and investing in skills development for those with disabilities, working towards labour equality.

On 28 November 2024, Minister Sudds piloted a taxonomy tool, the Pilot Social Equity Lens Investment Coding System.<sup>2738</sup> This system will help measure Canada’s progress in promoting social and gender equality in social finance markets, in hopes of unlocking greater economic opportunities for marginalized groups.

On 8 December 2024, Minister Ien announced up to CAD11.77 in funding for 16 projects to advance women’s participation and success through mentorship, training, networking and capacity building.<sup>2739</sup> This initiative will focus on communities in Northern Canada.

On 19 December 2024, Minister Hussen announced CAD3 million in funding for the Caribbean Future Skills Fund.<sup>2740</sup> This initiative aims to empower Caribbean youth by equipping them with vocational, technical and technological skills for future employment opportunities. This will also provide greater economic opportunities for women and vulnerable groups, such as at-risk youth, thereby building a more inclusive and resilient workforce in the Caribbean.

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<sup>2735</sup> Government of Canada continues to strengthen support for official language minority communities to enter the workforce, Government of Canada (Gatineau) 14 November 2024. Access Date: 29 November 2024.

<https://www.canada.ca/en/employment-social-development/news/2024/11/government-of-canada-continues-to-strengthen-support-for-official-language-minority-communities-to-enter-the-workforce.html>

<sup>2736</sup> Minister Ien and MP Yip announce funding for Rehabilitation Network Canada to support skills training for young people, Government of Canada (Gatineau) 22 November 2024. Access Date: 29 November 2024.

<https://www.canada.ca/en/employment-social-development/news/2024/11/minister-ien-and-mp-yip-announce-funding-for-rehabilitation-network-canada-to-support-skills-training-for-young-people0.html>

<sup>2737</sup> Government of Canada strengthens social equity and gender equality in the financial sector with new tool and funding to support implementation, Government of Canada (Ottawa) 28 November 2024. Access Date: 29 November 2024.

<https://www.canada.ca/en/employment-social-development/news/2024/11/government-of-canada-strengthens-social-equity-and-gender-equality-in-the-financial-sector-with-new-tool-and-funding-to-support-implementation.html>

<sup>2738</sup> Government of Canada strengthens social equity and gender equality in the financial sector with new tool and funding to support implementation, Government of Canada (Ottawa) 28 November 2024. Access Date: 29 November 2024.

<https://www.canada.ca/en/employment-social-development/news/2024/11/disability-inclusion-business-council-successfully-completes-its-mandate-with-the-release-of-a-report-on-disability-inclusion-in-canadian-workplaces.html>

<sup>2739</sup> Government of Canada supports projects in northern communities to advance gender equality, Women and Gender Equality Canada (Whitehorse) 8 December 2024. Access Date: 21 December 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/12/government-of-canada-supports-projects-in-northern-communities-to-advance-gender-equality.html>

<sup>2740</sup> Canada to Establish Caribbean Future Skills Fund, Global Affairs Canada (Ottawa) 19 December 2024. Access Date: 4 January 2025. <https://www.canada.ca/en/global-affairs/news/2024/12/canada-to-establish-caribbean-future-skills-fund.html>

On 15 January 2025, Minister Ien announced funding of up to CAD40 million for 170 organizations dedicated to supporting women and Indigenous women.<sup>2741</sup> This funding will help these organizations improve their capacities and technical skills, so they are better equipped to support women in overcoming systemic barriers that limit their full participation in the workforce.

On 29 January 2025, Minister of Employment, Workforce Development and Labour Steven MacKinnon announced approximately CAD5 million in funding for the Trade Winds to Success Training Society to support the training of over 290 Indigenous Red Seal apprentices.<sup>2742</sup> This funding is intended to help the apprentices overcome systemic barriers, complete their training and secure employment in the trades, therefore contributing to a more inclusive workforce.

On 3 February 2025, Minister Hussen announced CAD50 million in funding for Canadian institutions that promote education, economic opportunities and skills training for women and disadvantaged youth globally.<sup>2743</sup> This funding will help organizations to continue supporting women entrepreneurs, marginalized youth and women seeking skills training in sectors like the digital and green economies.

On 5 February 2025, Minister Hussen announced CAD87 million in development assistance for marginalized populations worldwide whose livelihoods are threatened by climate change.<sup>2744</sup> This funding will advance equality by supporting organizations focused on promoting women and Indigenous peoples' economic participation, empowerment and resilience.

On 6 February 2025, Minister of National Revenue Élisabeth Brière, representing the Minister Ien, announced CAD287,639 in funding for the Fédération des communautés culturelles de l'Estrie to support women's economic success in the Eastern Townships region of Québec.<sup>2745</sup> This funding will help address systemic inequalities faced by newcomer and immigrant women while improving their access to resources, opportunities and career support.

On 15 February 2025, Minister Hussen announced CAD56.8 million in funding for development projects that support Canada's Indo-Pacific Strategy and Feminist International Assistance Policy.<sup>2746</sup> This funding will enhance access to skills training and employment opportunities for Rohingya refugees in Bangladesh, including youth and those with disabilities, while also supporting women-led small- and medium-sized enterprises in Indonesia.

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<sup>2741</sup> Government of Canada strengthens women's sector capacity to reduce barriers and advance gender equality, Women and Gender Equality Canada (Ottawa) 15 January 2025. Access Date: 22 January 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/01/government-of-canada-strengthens-womens-sector-capacity-to-reduce-barriers-and-advance-gender-equality.html>

<sup>2742</sup> Helping more Indigenous talent enter the skilled trades in Edmonton, Employment and Social Development (Edmonton) 29 January 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/employment-social-development/news/2025/01/helping-more-indigenous-talent-enter-the-skilled-trades-in-edmonton.html>

<sup>2743</sup> Canada announces funding for global education during International Development Week, Global Affairs Canada (Ottawa) 3 February 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/global-affairs/news/2025/02/canada-announces-funding-for-global-education-during-international-development-week.html>

<sup>2744</sup> Canada announces new funding during International Development Week to strengthen climate action and economies, Global Affairs Canada (Ottawa) 5 February 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/global-affairs/news/2025/02/canada-announces-new-funding-during-international-development-week-to-strengthen-climate-action-and-economies.html>

<sup>2745</sup> Increasing opportunities for immigrant women in Quebec to build a more resilient economy for everyone in Canada, Women and Gender Equality Canada (Sherbrooke) 6 February 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/02/increasing-opportunities-for-immigrant-women-in-quebec-to-build-a-more-resilient-economy-for-everyone-in-canada.html>

<sup>2746</sup> Minister Hussen announces support to strengthen Canada's development partnerships in Indo-Pacific region, Global Affairs Canada (Ottawa) 15 February 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/global-affairs/news/2025/02/minister-hussen-announces-support-to-strengthen-canadas-development-partnerships-in-indo-pacific-region.html>

On 18 February 2025, Minister Sudds, Minister of Sport and Minister responsible for Prairies Economic Development Canada Terry Duguid and Manitoba's Minister of Education and Early Childhood Learning Tracy Schmidt announced that the federal government will fund more than 700 new affordable childcare spaces throughout Manitoba, allowing parents to continue their work or studies.<sup>2747</sup> Government and provincial funding will also assist Indigenous students and Ukrainian newcomers who wish to pursue careers as early childhood educators, helping fill the new positions that will open in these childcare spaces.

On 18 February 2025, Minister Joly introduced the launch of the Women Foreign Ministers' Group.<sup>2748</sup> This project strives to promote women's participation and representation in global decision-making institutions and negotiations and to raise awareness about the necessity of gender equality in political domains.

On 27 February 2025, Minister Ien, Minister Duguid and Member of Parliament for Winnipeg North Kevin Lamoureux announced CAD23 million in funding for the Youth and Employment Skills Strategy.<sup>2749</sup> The funding will be directed towards organizations that provide mentorship, paid work placements and training to help young people overcome employment barriers. This will support 1,600 youth in securing and maintaining decent work opportunities.

On 5 March 2025, Minister MacKinnon outlined changes to agreements between the Enabling Fund for Official Language Minority Communities and its partner organizations, accompanied by a new investment of CAD20.5 million to support these amendments.<sup>2750</sup> This funding will enable participating organizations to continue helping linguistic minorities overcome language barriers through training and employment services, contributing to the creation of a more inclusive workforce.

On 5 March 2025, Member of Parliament for Ottawa-Vanier Mona Fortier, representing Minister Sudds and Parliamentary Secretary to the Minister of National Defence Marie-France Lalonde, announced over CAD60 million in funding for projects supporting early learning and child care initiatives in Francophone communities.<sup>2751</sup> This funding, intended for French childcare centers, will ensure that bilingual Canadians can enter the workforce and safeguard their children's linguistic identities.

On 6 March 2025, Minister MacKinnon announced modifications to Canada's Student Loan forgiveness program, further increasing eligibility for health care professionals who work in underserved rural

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<sup>2747</sup> Meeting parents where they are: more affordable child care in Manitoba, Employment and Social Development Canada (Winnipeg) 18 February 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/employment-social-development/news/2025/02/meeting-parents-where-they-are-more-affordable-child-care-in-manitoba.html>

<sup>2748</sup> Minister Joly announces launch of Women Foreign Ministers' Group, Global Affairs Canada (Ottawa) 18 February 2025. Access Date: 18 February 2025. <https://www.canada.ca/en/global-affairs/news/2025/02/minister-joly-announces-launch-of-women-foreign-ministers-group.html>

<sup>2749</sup> Government of Canada boosts funding to help 1,600 youth across Canada overcome barriers to employment, Employment and Social Development Canada (Winnipeg) 27 February 2025. Access Date: 12 March 2025. <https://www.canada.ca/en/employment-social-development/news/2025/02/government-of-canada-boosts-funding-to-help-1600-youth-across-canada-overcome-barriers-to-employment.html>

<sup>2750</sup> Government of Canada boosts investment in the protection of official language minority communities, Employment and Social Development Canada (Ottawa) 5 March 2025. Access Date: 12 March 2025. <https://www.canada.ca/en/employment-social-development/news/2025/03/government-of-canada-boosts-investment-in-the-protection-of-official-language-minority-communities.html>

<sup>2751</sup> New funding for early learning and child care initiatives in Francophone minority communities, Employment and Social Development Canada (Ottawa) 5 March 2025. Access Date: 12 March 2025. <https://www.canada.ca/en/employment-social-development/news/2025/03/new-funding-for-early-learning-and-child-care-initiatives-in-francophone-minority-communities.html>

communities.<sup>2752</sup> This move will reduce financial obstacles to medical training and education for those in remote communities, thereby ensuring more equitable access to careers in the healthcare field.

On 7 March 2025, Minister Ien announced an approximately CAD1 million investment in the “Conscious Economics’ HeARTwork: Advancing Women in Business” initiative.<sup>2753</sup> This project aims to support women of diverse backgrounds, including Indigenous, racialized and Black women to achieve economic and personal success in professional settings by addressing pay gaps and supporting safe workplaces, affordable housing and family resources.

On 8 March 2025, Parliamentary Secretary to the Minister of International Development Anita Vandenbeld announced on behalf of Minister Hussen CAD193.45 million in funding for 20 projects dedicated to the advancement of gender equality globally.<sup>2754</sup> This funding will go towards addressing systemic barriers inhibiting women’s participation in the workforce, thereby contributing to the creation of more inclusive economies among Canada’s trade partners.

On 8 March 2025, Parliamentary Secretary Lisa Hepfner, representing Minister Ien, announced CAD8.2 million in funding for initiatives focused on improving women’s economic participation and dismantling related systemic barriers that women face in Canada.<sup>2755</sup> These projects will provide training and leadership opportunities that enable women to seek careers in STEM and promote economic growth for youth and Indigenous women.

On 9 March 2025, Minister Hussen and Member of Parliament Parm Bains announced CAD272.1 million for development initiatives in Bangladesh and the Indo-Pacific region.<sup>2756</sup> This funding will primarily focus on advancing gender equality, with key projects including the promotion of inclusive education and skills training to enable women’s empowerment in the labour market.

On 19 March 2025, Minister MacKinnon announced the creation of a new Sectoral Table on the Care Economy to advise the federal government on how to improve work conditions for the care workforce.<sup>2757</sup> This Sectoral Table will aim to outline potential aids for unpaid and paid care workers, provide support for equity-seeking groups and address regional inequalities within the care workforce.

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<sup>2752</sup> Drawing more doctors and nurses to rural and remote communities through Canada Student Loan forgiveness, Employment and Social Development Canada (Hawkesbury) 6 March 2025. Access Date: 12 March 2025.

<https://www.canada.ca/en/employment-social-development/news/2025/03/drawing-more-doctors-and-nurses-to-rural-and-remote-communities-through-canada-student-loan-forgiveness.html>

<sup>2753</sup> Federal funding to help increase opportunities for women in business and build a more resilient economy for everyone in Canada, Women and Gender Equality Canada (King City) 7 March 2025. Access Date: 12 March 2025.

<https://www.canada.ca/en/women-gender-equality/news/2025/03/federal-funding-to-help-increase-opportunities-for-women-in-business-and-build-a-more-resilient-economy-for-everyone-in-canada.html>

<sup>2754</sup> Canada announces international assistance to continue to advance gender equality globally, Global Affairs Canada (Ottawa) 8 March 2025. Access Date: 12 March 2025. <https://www.canada.ca/en/global-affairs/news/2025/03/canada-announces-international-assistance-to-continue-to-advance-gender-equality-globally.html>

<sup>2755</sup> Supporting economic opportunities for women and building a sustainable future for everyone in Canada, Women and Gender Equality Canada (Mississauga) 8 March 2025. Access Date: 12 March 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/supporting-economic-opportunities-for-women-and-building-a-sustainable-future-for-everyone-in-canada.html>

<sup>2756</sup> Minister Hussen announces support for development projects in Bangladesh and the Indo-Pacific region, Global Affairs Canada (Ottawa) 9 March 2025. Access Date: 12 March 2025. <https://www.canada.ca/en/global-affairs/news/2025/03/minister-hussen-announces-support-for-development-projects-in-bangladesh-and-the-indo-pacific-region.html>

<sup>2757</sup> New Sectoral Table will advise how government can better support the care economy, Employment and Social Development Canada (Gatineau) 19 March 2025. Access Date: 25 March 2025. <https://www.canada.ca/en/employment-social-development/news/2025/03/new-sectoral-table-will-advise-how-government-can-better-support-the-care-economy.html>

On 21 March 2025, Minister of Canadian Culture and Identity Steven Guilbeault announced CAD718,000 in funding for three organizations in Quebec that support 2SLGBTQI+ communities.<sup>2758</sup> Of this amount, CAD247,221 was allocated for Queer Tech’s “2SLGBTQI+ Tech Industry Census 2025-2026” project which will involve a comprehensive analysis of the representation and experiences of 2SLGBTQI+ individuals working in the tech sector. This initiative will highlight potential inequalities and expand knowledge about the community’s status within Canada’s workforce.

On 21 March 2025, Member of Parliament for Québec Jean-Yves Duclos, representing Minister Guilbeault, announced CAD533,029 in funding for the “Corporation de développement économique Communautaire de Québec.”<sup>2759</sup> This investment will support the organization’s efforts in the entrepreneurial sector to change or eliminate policies that hinder gender equality, develop tools to strengthen support systems and raise awareness about the systemic barriers that women entrepreneurs face.

Canada has fully complied with its commitment to accelerating gender and other forms of equality in the world of work. Canada has taken several strong actions to address barriers in the labour market and ensure equitable opportunities by funding initiatives that empower youth, Indigenous, Black and racialized Canadians, veterans and women in the world of work. Key initiatives include CAD370 million for youth employment projects, CAD530,000 to support Black women entrepreneurs and CAD5 million for the training of Indigenous apprentices. Furthermore, legislative reforms, such as gig worker protections and paid leave for pregnancy loss, reflect Canada’s dedication to equity in the workplace. This commitment extends internationally, with Canada also allocating funding for initiatives abroad to help Rohingya refugees in Bangladesh find employment opportunities and equip youth in the Caribbean with vocational and technical skills. These measures collectively address systemic barriers, promote diversity and ensure equitable opportunities for underrepresented groups.

Thus, Canada receives a score of +1.

*Analyst: Zainab Ibraheem*

### **France: +1**

France has fully complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 17 June 2024, the Ministry of Labor and Employment released a guide for company social and economic committees (CSEs) to help prevent and combat racism, antisemitism and discrimination based on origin.<sup>2760</sup> As part of the 2023-2026 action plan, the guide equips CSE representatives with the necessary tools and knowledge to protect employees and promote better workplace conditions by addressing discrimination.

On 17 June 2024, the Fortnight of Sponsorship for Employment began to connect job seekers, regardless of age or qualification level, with professional mentors who offer guidance on resumes, job interviews and networking.<sup>2761</sup> Over 400 organizations support this initiative, aiming to facilitate employment opportunities

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<sup>2758</sup> Strengthening 2SLGBTQI+ communities to advance equality in Québec and across Canada, Women and Gender Equality Canada (Gatineau) 21 March 2025. Access Date: 25 March 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/strengthening-2slgbtqi-communities-to-advance-equality-in-quebec-and-across-canada.html>

<sup>2759</sup> Federal funding to help increase opportunities for women in Quebec and build a more resilient economy for everyone in Canada, Women and Gender Equality Canada (Quebec City) 21 March 2025. Access Date: 25 March 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/federal-funding-to-help-increase-opportunities-for-women-in-quebec-and-build-a-more-resilient-economy-for-everyone-in-canada.html>

<sup>2760</sup> Lutte contre le racisme, l’antisémitisme et les discriminations : un guide pour les CSE, Ministère du Travail et de L’Emploi (Paris) 17 June 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://travail-emploi.gouv.fr/lutte-contre-le-racisme-lantisemitisme-et-les-discriminations-un-guide-pour-les-cse>

<sup>2761</sup> Quinzaine du parrainage vers l’emploi, Ministère du Travail et de L’Emploi (Paris) 17 June 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://travail-emploi.gouv.fr/quinzaine-du-parrainage-vers-lemploi>

through regional events and webinars including discussions on aiding priority neighborhoods and underrepresented groups such as young graduates, seniors and women in specific areas.

On 2 July 2024, the Ministry of Labor and Employment launched a new identification and remobilization offer to support groups far removed from employment.<sup>2762</sup> The program, part of the Full Employment Act, aims to provide personalized support pathways ranging from remobilization to sustainable employment, complemented by existing services provided by France Travail and local Employment Network organizations.

On 9 July 2024, the renewed support for Revenu de Solidarité Active (RSA) beneficiaries was officially published, building on ongoing initiatives such as the Fortnight of Sponsorship for Employment.<sup>2763</sup> This program focuses on enhancing job prospects by connecting job seekers with professional mentors for guidance in key areas such as resume building, interview preparation and networking. This initiative aims to provide comprehensive support, especially for individuals from priority neighborhoods and underrepresented groups such as young graduates, seniors and women. The renewed RSA support will integrate these kinds of mentorship and guidance programs, reinforcing pathways to employment and ensuring ongoing assistance for beneficiaries across the 18 pilot departments.

On 16 July 2024, Deputy Permanent Representative of France to the European Union Cyril Piquemal met with Hungarian counterparts for the first Employment and Social Affairs Council of the Hungarian Presidency, wherein the two parties discussed inclusivity and skills shortages in the workforce.<sup>2764</sup> France presented measures to remedy the skills gap and address employment disparities between disabled and non-disabled workers, demonstrating its progress and commitment to furthering equality in the world of work.

On 19 July 2024, the Chief Executive Officer of the French Development Agency (AFD) Rémy Rioux signed grant agreements with Turkish transport operators Şehir Hatları, EGO and ESHOT to enhance women's access to employment and address harassment against women in Istanbul, Ankara and Izmir's transport sectors.<sup>2765</sup> Each operator will receive EUR100,000 for training and communication campaigns to advance gender equality.

On 2 August 2024, the Ministry of Labor and Employment announced that it launched a multilingual national digital information campaign to increase awareness about employees' fundamental rights and employers' obligations under labour and social security laws.<sup>2766</sup> This demonstrates France's commitment to advancing equality as the project ensures such information is accessible to all, regardless of language or status as a foreign worker.

On 13 September 2024, France's delegate to the International Labour Organization and G7-G20 Labour and Employment Anousheh Karvar represented Minister of Labor, Health, and Solidarity Catherine Vautrin at the

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<sup>2762</sup> Repérer et remobiliser les publics éloignés de l'emploi | Appel à manifestation d'intérêt, Ministère du Travail et de l'Emploi (Paris) 2 July 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://travail-emploi.gouv.fr/reperer-et-remobiliser-les-publics-eloignes-de-lemploi-appel-manifestation-dinteret>

<sup>2763</sup> L'accompagnement rénové des allocataires du RSA, Ministère du Travail et de l'Emploi (Paris) 9 July 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://travail-emploi.gouv.fr/laccompagnement-renove-des-allocataires-du-rsa>

<sup>2764</sup> Conseil EPSCO : Emploi et affaires sociales | Premier rendez-vous de la présidence hongroise, Ministère du Travail et de l'Emploi (Paris) 16 July 2024. Translation provided by Google Translate. Access Date: 13 October 2024. <https://travail-emploi.gouv.fr/conseil-epsco-emploi-et-affaires-sociales-premier-rendez-vous-de-la-presidence-hongroise>

<sup>2765</sup> AFD supports the municipalities of Istanbul, Ankara and Izmir to promote women's access to employment and combat harassment in the public transport sector, Agence Française de Développement (Istanbul) 19 July 2024. Access Date: 21 December 2024. <https://www.afd.fr/en/actualites/communique-de-presse/afd-supports-municipalities-istanbul-ankara-and-izmir-promote-womens-access-employment-and-combat-harassment-public-transport-sector>

<sup>2766</sup> Campagne multilingue d'informations des travailleurs détachés et de leurs employeurs dans le secteur du BTP, Ministère du Travail et de l'Emploi (Paris) 2 August 2024. Translation provided by Google Translate. Access Date: 13 October 2024. <https://travail-emploi.gouv.fr/campagne-multilingue-dinformations-des-travailleurs-detaches-et-de-leurs-employeurs-dans-le-secteur-du-btp>

G7 Labour and Employment Ministerial.<sup>2767</sup> The G7 Labour Ministers released a joint statement at the Ministerial, outlining priorities for creating more inclusive labour markets. The French delegation emphasized the importance of retraining seniors and tackling discrimination and violence in the workplace as part of its commitment to advancing labour equality.

On 18 September 2024, the Ministry of Labor and Employment, National Union of Local Missions and skills operator AKTO signed an agreement expanding their partnership, focusing on youth integration in the labour force.<sup>2768</sup> The agreement includes three new fields: wholesale trade, hotels and mechanical and agricultural woodworking. This underscores France's commitment to promoting greater opportunities for youth to become equally immersed in the workforce.

On October 10, 2024, the Interministerial Digital Directorate launched a barometer to address the gender divide in the digital sector by gathering insights into the experiences of women in the state's digital workforce and supporting their career advancement.<sup>2769</sup>

On 17 October 2024, Minister of Labor and Employment Astrid Panosyan-Bouvet piloted a campaign to promote apprenticeships among recruiters and organizations.<sup>2770</sup> The campaign aims to increase young people's participation in the workforce through supporting apprenticeship training centers and raising awareness about the advantages of apprenticeships. This showcases France's efforts to promote greater and varied access to the workforce for younger people.

On 24 October 2024, Minister Panosyan-Bouvet presented a new service, France Travail Pro, which supports companies throughout the recruitment process.<sup>2771</sup> This service includes considerations of inclusivity as it partners with organizations focused on marginalized groups to help employers connect with individuals that have trouble entering the labour force.

On 15 November 2024, Minister Panosyan-Bouvet announced successful negotiations between labour unions and employers on unemployment insurance and senior citizens' employment.<sup>2772</sup> The parties agreed to encourage seniors' participation in the workforce by lowering the retirement age for gradual retirement, promoting part-time work and introducing new employment contracts for those over 60.

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<sup>2767</sup> G7 Travail-Emploi | Réunion des ministres en Italie de septembre 2024, Ministère du Travail et de l'Emploi (Paris) 16 September 2024. Translation provided by Google Translate. Access Date: 13 October 2024. <https://travail-emploi.gouv.fr/g7-travail-emploi-reunion-des-ministres-en-italie-de-septembre-2024>

<sup>2768</sup> Insertion des jeunes: élargissement du partenariat entre le ministère du Travail et de l'Emploi, l'UNML et AKTO, Ministère du Travail et de l'Emploi (Paris) 28 September 2024. Translation provided by Google Translate. Access Date: 13 October 2024. <https://travail-emploi.gouv.fr/insertion-des-jeunes-elargissement-du-partenariat-entre-le-ministere-du-travail-et-de-lemploi-lunml-et-akto>

<sup>2769</sup> Féminisation de la filière numérique de l'État : répondez au baromètre pour agir en faveur de la parité, Le numérique au service de l'efficacité de l'action publique (Paris) 10 October 2024. Translation provided by Google Translate. Access Date: 11 November 2024. <https://www.numerique.gouv.fr/actualites/feminisation-de-la-filiere-numerique-de-letat-repondez-au-barometre-pour-agir-en-faveur-de-la-parite/>

<sup>2770</sup> Campagne apprentissage 2024: faire de l'apprentissage un levier de réussite pour tous les jeunes et les entreprises, Ministère du Travail et de l'Emploi (Paris) 18 October 2024. Translation provided by Google Translate. Access Date: 25 October 2024. <https://travail-emploi.gouv.fr/mobiliser-les-employeurs-en-faveur-de-lapprentissage>

<sup>2771</sup> France Travail Pro: un nouveau partenaire RH pour les entreprises, Ministère du Travail et de l'Emploi (Paris) 25 October 2024. Translation provided by Google Translate. Access Date: 25 October 2024. <https://travail-emploi.gouv.fr/france-travail-pro-nouveau-partenaire-rh-pour-les-entreprises>

<sup>2772</sup> Réussite de la négociation sur l'assurance chômage et l'emploi des seniors, Ministère du Travail et de l'Emploi (Paris) 15 November 2024. Translation provided by Google Translate. Access Date: 29 November 2024. <https://travail-emploi.gouv.fr/reussite-de-la-negociation-sur-lassurance-chomage-et-lemploi-des-seniors>

On 17 November 2024, AFD and the Sawiris Foundation for Social Development launched the “Bridges of Opportunities” project which aims to support the social inclusion of vulnerable children and youth in Cairo.<sup>2773</sup> This project will together multiple stakeholders to “offer sports activities, life-skills training, psychosocial support and career-focused workshops” for over 450 youth, mainly girls, to enable their integration in the world of work.

On 19 November 2024, the Ministry of Employment hosted a virtual event in celebration of European Week for the Employment of People with Disabilities, focusing on the integration of apprentices with disabilities into the workplace.<sup>2774</sup> The event featured a disability advisor, an apprentice with a disability, employees from the Ministry of Labor and Employment and other experts who offered practical insights for building more inclusive and supportive environments.

On 12 December 2024, the Institut Français in Cotonou concluded the first seminar of the Academia Partnerships Africa-France program, which is organized by the French Development Agency (AFD) and other partners.<sup>2775</sup> The program focuses on promoting higher education and research in African countries with the goal of building job-oriented training programs to improve youth employability in critical economic sectors. During the seminar, stakeholders emphasized the importance of gender equality in training and highlighted that equality and inclusion would be central to the project’s future.

On 17 January 2025, the General Inspectors of Social Affairs Noor-Yasmin Djataou, H  l  ne Furnon-Petrescu and Carine Seiler published a report calling for action to reduce unemployment and poverty rates among rural populations.<sup>2776</sup> The report advocated for prioritizing rural youth’s access to employment support programs and training.

On 10 February 2025, the Sport for Education and Sustainable Livelihoods in Africa initiative, supported by the AFD, announced its selection of 14 projects across eight African countries for funding.<sup>2777</sup> These projects will receive funding and technical support for initiatives that use sports to address youth unemployment in Africa, providing personal development and professional training so that youth can be active participants in the workforce.

On 11 February 2025, France concluded the Artificial Intelligence (AI) Action Summit which gathered 1,000 global stakeholders to address the economic, political, scientific and social questions posed by recent technological advancements such as AI.<sup>2778</sup> The summit featured sessions focused on professional equality and AI, algorithmic discrimination in recruitment and potential solutions to promote more gender-inclusive and

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<sup>2773</sup> Consolidating Pathways to Inclusion: Launch of "Bridges of Opportunities" in Cairo, Agence Fran  aise de D  veloppement (Paris) 17 November 2024. Access Date: 21 December 2024. <https://www.afd.fr/en/actualites/communiqu  -de-presse/consolidating-pathways-inclusion-launch-bridges-opportunities-cairo>

<sup>2774</sup> Semaine europ  enne pour l’emploi de personnes handicap  es 2024, Minist  re du Travail et de l’Emploi (Paris) 15 November 2024. Translation provided by Google Translate. Access Date: 4 February 2025. <https://travail-emploi.gouv.fr/semaine-europeenne-pour-lemploi-de-personnes-handicapees-2024>

<sup>2775</sup> The first seminar of the Academia Partnerships Africa-France (PeA) program: a unique collaboration, Agence Fran  aise de D  veloppement (Paris) 23 January 2025. Access Date: 4 February 2025. [https://www.afd.fr/en/first-seminar-pea-program?origin=/en/actualites?actuCtnId=90482&items\\_per\\_page%3D20&items\\_per\\_page=10&page=0](https://www.afd.fr/en/first-seminar-pea-program?origin=/en/actualites?actuCtnId=90482&items_per_page%3D20&items_per_page=10&page=0)

<sup>2776</sup> Rapport de l’IGAS | « Pauvret   et conditions de vie des jeunes dans le monde rural : Comment adapter les r  ponses institutionnelles ? », Minist  re du Travail et de l’Emploi (Paris) 17 January 2025. Translation provided by Google Translate. Access Date: 4 February 2025. <https://travail-emploi.gouv.fr/rapport-de-ligas-pauvrete-et-conditions-de-vie-des-jeunes-dans-le-monde-rural-comment-adapter-les-reponses-institutionnelles>

<sup>2777</sup> Sport, education and employability: 14 projects selected under the SESLA initiative, Agence Fran  aise de D  veloppement (Paris) 10 February 2025. Date Accessed: 18 February 2025. [https://www.afd.fr/en/14-projects-Africa-sesla-initiative?origin=/en/actualites?field\\_region\\_country\\_target\\_id=182&items\\_per\\_page=10](https://www.afd.fr/en/14-projects-Africa-sesla-initiative?origin=/en/actualites?field_region_country_target_id=182&items_per_page=10)

<sup>2778</sup> Semaine pour l’action sur l’intelligence artificielle : une conf  rence internationale au minist  re du Travail, Minist  re du Travail et de l’Emploi (Paris) 7 February 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://travail-emploi.gouv.fr/semaine-pour-laction-sur-lintelligence-artificielle-une-conference-internationale-au-ministere-du-travail#anchor-navigation-63>

equitable AI usage. This advances equality in the world of work by ensuring that new AI tools do not perpetuate biases when used in workplaces.

On 18 February 2025, the Ministry of Labor and Employment announced that by 1 March 2025, all workplaces with 50 or more employees will be required to calculate and display their professional equality index on their website, which measures gender equality in a given workplace.<sup>2779</sup> Additionally, enterprises with over 1,000 employees must calculate and publish any gender representation gaps in their executive bodies. Companies with scores below specific thresholds will also be required to publish progress reports outlining the corrective measures implemented to address these gender disparities in the workplace.

On 7 March 2025, Minister Panosyan-Bouvet convened researchers, organization leaders and social partners to assess workplace inequalities and discuss strategies to advance gender equality in the workplace to mark International Women's Day.<sup>2780</sup> During the event, the minister also presented the results of this year's professional equality index scores.

On 10 March 2025, Minister Panosyan-Bouvet participated in the Employment, Social Policy, Health and Consumer Affairs Council in Brussels, meeting with European ministers to address demographic aging and develop strategies to enhance workforce participation among senior individuals.<sup>2781</sup> Minister Panosyan-Bouvet announced France's upcoming national campaign aimed at encouraging the employment of senior workers by combating stereotypes, maintaining employment for those over 50 and promoting their recruitment. In the context of the EU's Union of Skills initiative, Minister Panosyan-Bouvet also emphasized the importance of supporting women's access to careers in scientific fields.

France has fully complied with its commitment to accelerating gender and other forms of equality in the world of work. Through comprehensive strategies such as action plans to combat racism, gender discrimination and underrepresentation, as well as programs to improve job prospects for youth and seniors and participation in multilateral forums, France has taken significant steps to ensure that underrepresented groups are provided with the opportunities and support necessary to succeed equally in the workforce. France has also taken strong action to improve gender equality in the world of work through the AFD, supporting global projects that combine sports and professional development to encourage the participation of marginalized groups in the workforce.

Thus, France receives a score of +1.

*Analyst: Zainab Ibraheem*

### **Germany: +1**

Germany has fully complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 21 June 2024, Minister for Women Lisa Paus launched the National Day of Action "Succession is female!" to promote more women as business leaders in the skilled trades. The initiative is supported by the Ministry for Women, in collaboration with other federal ministries, chambers of trades and the nationwide women

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<sup>2779</sup> Égalité professionnelle : les entreprises ont jusqu'au 1er mars pour calculer et publier leurs résultats, Ministère du Travail et de l'Emploi (Paris) 18 February 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://travail-emploi.gouv.fr/egalite-professionnelle-les-entreprises-ont-jusquau-1er-mars-pour-calculer-et-publier-leurs-resultats-1>

<sup>2780</sup> Toutes et tous mobilisés pour l'égalité femmes-hommes au travail, Ministère du Travail et de l'Emploi (Paris) 5 March 2025. Translation provided by Google Translate. Access Date: 5 April 2025. <https://travail-emploi.gouv.fr/toutes-et-tous-mobilises-pour-egalite-femmes-hommes-au-travail>

<sup>2781</sup> Retour sur le Conseil emploi et politique sociale de l'Union européenne du 10 mars 2025, Ministère du Travail et de l'Emploi (Paris) 18 March 2025. Translation provided by Google Translate. Access Date: 5 April 2025. <https://travail-emploi.gouv.fr/retour-sur-le-conseil-emploi-et-politique-sociale-de-lunion-europeenne-du-10-mars-2025>

entrepreneur agency.<sup>2782</sup> This action aims to address gender inequality by encouraging female business succession, particularly in rural areas and medium-sized businesses, fostering gender equality and creating more opportunities for women in leadership roles within the craft sector.

On 25 June 2024, Minister Paus presented the third German Equal Pay Award in Berlin to Barilla Deutschland GmbH, metafinanz Informationssysteme GmbH and the Leipzig Opera.<sup>2783</sup> These companies were recognized for promoting equal pay through innovative measures such as wage monitoring and fair salary reviews. The award is part of the “Promote Equal Pay” program funded by the Ministry for Women to support companies in closing the gender pay gap.

On 26 June 2024, the Ministry for Family Affairs, Senior Citizens, Women and Youth presented a new guide on part-time management in the highest federal authorities.<sup>2784</sup> This guide promotes work-family balance and aims to increase women’s participation in management roles. It outlines strategies to modernize federal working conditions and achieve equal leadership by 2025.

On 15 July 2024, Parliamentary State Secretary Annette Kramme met with Uzbekistan’s Minister of Employment and Labour Relations Bekhzod Musaev to discuss skilled labour needs and employment reforms.<sup>2785</sup> Her visit underscored Germany’s support for Uzbekistan’s commitment to enhancing labour standards and social policies.

On 17 July 2024, the Ministry for Family Affairs, Senior Citizens, Women and Youth published its Eighth Annual Information of the Federal Government on the Development of the Proportion of Women in Management Levels, showcasing the advances of women in leadership positions in the public and private sector.<sup>2786</sup> This study reports that the share of women in management positions rose steadily from 20.1 per cent in 2015 to 43 per cent in 2023 and encourages further efforts toward gender parity in public supervisory bodies. This report supports the FüPo 2025 plan which seeks to ensure equal representation of women and men in management positions by 2025.

On 17 July 2024, the Ministry of Finance published its Departmental Report Sustainability 2024 reaffirming its commitment to equal labour participation regardless of gender, ethnic origin or sexual orientation and to the compatibility of childcare and the workplace.<sup>2787</sup> This report supports fostering an environment of transparency and inclusiveness within public agencies and leadership positions.

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<sup>2782</sup> Frauen im Handwerk stärken, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 21 June 2024. Translation provided by Google Translate. Access Date: 27 September 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/frauen-im-handwerk-staerken-241278>

<sup>2783</sup> Lisa Paus verleiht German Equal Pay Award, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 25 June 2024. Translation provided by Google Translate. Access Date: 27 September 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-verleiht-german-equal-pay-award--241766>

<sup>2784</sup> Leitfaden zum Thema Führen in Teilzeit vorgestellt, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 26 June 2024. Translation provided by Google Translate. Access Date: 27 September 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/leitfaden-zum-thema-fuehren-in-teilzeit-vorgestellt-241242>

<sup>2785</sup> Skilled labour and reforms of employment and social policy: Parliamentary State Secretary Kramme visits Uzbekistan, Federal Ministry of Labour and Social Affairs (Berlin) 17 July 2024. Access Date: 30 October 2024. <https://www.bmas.de/EN/Services/Press/recent-publications/2024/parliamentary-state-secretary-kramme-visits-uzbekistan.html>

<sup>2786</sup> Achte Jährliche Information der Bundesregierung über die Entwicklung des Frauenanteils in Führungsebenen, Senioren, Frauen und Jugend (Berlin) 17 July 2024. Translation provided by Google Translate. Access Date: 30 October 2024. <https://www.bmfsfj.de/bmfsfj/service/publikationen/-achte-jaehrliche-information-der-bundesregierung-ueber-die-entwicklung-des-frauenanteils-in-fuehrungsebenen-242442>

<sup>2787</sup> BMF-Ressortbericht Nachhaltigkeit 2024, Bundesministerium der Finanzen (Berlin) 17 July 2024. Translation provided by Google Translate. Access Date: 30 October 2024. [https://www.bundesfinanzministerium.de/Content/DE/Downloads/Broschueren\\_Bestellservice/bmf-ressortbericht-nachhaltigkeit-2024.html](https://www.bundesfinanzministerium.de/Content/DE/Downloads/Broschueren_Bestellservice/bmf-ressortbericht-nachhaltigkeit-2024.html)

On 25 July 2024, Parliamentary State Secretary Kramme worked to advance gender equality and the creation of fair employment opportunities during the G20 Labour and Employment Ministers' Meeting.<sup>2788</sup> Alongside the G20 meeting, she engaged in a series of bilateral talks to promote vocational training, reflecting Germany's commitment to workforce inclusion for women and upskilling disadvantaged groups.

On 23 August 2024, Minister Paus and Minister Stark-Watzinger announced EUR3 billion in funding for full-day education and care programs for primary school children.<sup>2789</sup> The funding aims to expand full-day education and care for primary school children and thus facilitates the full participation of mothers compelled to work part-time due to childcare responsibilities and other groups in the workforce.

On 5 September 2024, State Secretary Rolf Schmachtenberg discussed the inclusion of individuals with disabilities in the workforce with the Swedish Committee on the Labour Market and Sweden's ambassador in Germany Veronika Wand-Danielsson to share insights on employment policies.<sup>2790</sup> This conversation reinforces Germany's ongoing relationship and commitment to improving labour conditions for people with disabilities, enriched by external perspectives on German labour market policy.

On 6 September 2024, the Ministry for Family Affairs, Senior Citizens, Women and Youth published the Recommendation Paper of the Working Environment Working Group as part of the Federal Government's Action Plan "Queer Living."<sup>2791</sup> Written by non-governmental organizations, it proposed measures to promote inclusive diversity strategies and awareness of the LGBTQ community along the employee life cycle from recruitment to separation. These recommendations aim to promote a working and management framework that is respectful and inclusive of individuals regardless of their gender identity or sexual orientation.

On 12 September 2024, the Ministry of Labour and Social Affairs awarded the second Saxony-Anhalt Equality Prize recognizing projects intended to promote women's rights.<sup>2792</sup> The winning initiatives will enhance women's participation in the social scene, provide migration and integration aid and break gender roles in the workplace.

On 20 September 2024, Minister Paus and German Chamber of Commerce and Industry President Peter Adrian attended the event "Family as a Success Factor."<sup>2793</sup> They emphasized the importance of a work culture

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<sup>2788</sup> In Brazil, the G20 Labour and Employment Ministers' Meeting agreed on a final declaration that calls for more fairness in society and the world of work, Federal Ministry for Employment and Social Affairs (Berlin) 6 August 2024. Access Date: 30 October 2024. <https://www.bmas.de/EN/Services/Press/recent-publications/2024/parliamentary-state-secretary-ramme-g20-brasil.html>

<sup>2789</sup> Investitionsprogramm Ganztagsausbau jetzt bundesweit am Start, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 23 August 2024. Translation provided by Google Translate. Access Date: 1 December 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/investitionsprogramm-ganztagsausbau-jetzt-bundesweit-am-start-243548>

<sup>2790</sup> Dialogue with Swedish Members of Parliament on Labour Market Policy, Federal Ministry for Employment and Social Affairs (Berlin) 17 September 2024. Access Date: 30 October 2024. <https://www.bmas.de/EN/Services/Press/recent-publications/2024/dialogue-with-swedish-parliament-on-labour-market-policy.html>

<sup>2791</sup> Empfehlungspapier der Verbände und Vertreterinnen der LSBTIQ\*-Community an die Bundesministerien Arbeitsgruppe Arbeitsumfeld, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 6 September 2024. Translation provided by Google Translate. Access Date: 30 October 2024. <https://www.bmfsfj.de/resource/blob/244204/ef4c270010df7146923b39a4fcc9112/empfehlungspapier-ag-arbeitsumfeld-data.pdf>

<sup>2792</sup> Zweiter Gleichstellungspreis Sachsen-Anhalts verliehen, Süddeutsche Zeitung (Munich) 12 September 2024. Translation provided by Google Translate. Access Date: 30 October 2024. <https://www.sueddeutsche.de/wirtschaft/preisverleihung-zweiter-gleichstellungspreis-sachsen-anhalts-verliehen-dpa.urn-newsml-dpa-com-20090101-240912-930-230940>

<sup>2793</sup> Unternehmenstag „Erfolgsfaktor Familie“: Vereinbarkeit von Familie und Beruf wird für die Fachkräftesicherung immer wichtiger, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 20 September 2024. Translation provided by Google Translate. Access Date: 1 December 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/unternehmenstag-erfolgsfaktor-familie-vereinbarkeit-von-familie-und-beruf-wird-fuer-die-fachkraeftesicherung-immer-wichtiger-245774>

that facilitates work-life balance and access to flexible childcare, especially for mothers and their active participation in the workforce.

On 4 October 2024, Minister Paus endorsed the joint final document at the G7 gender equality meeting which reaffirmed Germany's dedication to advancing equal participation in the labour market.<sup>2794</sup> Key conclusions of the meeting include the need for the empowerment of women to pursue STEM careers and the recognition of structural obstacles to women's labour integration, such as the unbalanced distribution of paid and care positions.

On 7 October 2024, the Ministry of Economic Cooperation and Development announced its membership in the Global Alliance Against Hunger and Poverty, committing to ensuring a fair minimum wage to protect employees.<sup>2795</sup> Its statement of commitment specifically recognizes the vulnerability of women and agricultural workers and endorses domestic policy changes for an equal and sustainable agriculture industry.

On 16 October 2024, Minister for Economic Cooperation and Development Svenja Schulze announced Germany's support of the Ouissal Program in 2025 and 2026 during the sixth German-Arab Women's Forum hosted in Berlin.<sup>2796</sup> This initiative aims to facilitate a learning and cultural exchange between women entrepreneurs and female leaders in Arab countries to promote women's empowerment and labour participation.

On 17 October 2024, State Secretary in the Federal Ministry for Equal Opportunities Anja Stahmann kicked off the Equal Pay Day campaign 2025, mandating that employers outline their standards to allocate wages.<sup>2797</sup> This initiative promotes transparency to ensure fair pay practices across genders.

On 7 November 2024, Minister Paus and the Scientific Advisory Board for Family Issues presented the report titled "Guiding Principles and Legal Framework for a Family-Friendly Working World."<sup>2798</sup> This report offers recommendations to ensure more accessible and fair inclusion of women with children in the workforce, including a proposed new Compatibility and Care Protection Act.

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<sup>2794</sup> Lisa Paus unterzeichnet gemeinsames Statement bei G7-Gleichstellungstreffen, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 7 October 2024. Translation provided by Google Translate. Access Date: 30 October 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-unterzeichnet-gemeinsames-statement-bei-g7-gleichstellungstreffen-246182>

<sup>2795</sup> Germany to join the Global Alliance Against Hunger and Poverty, Federal Ministry of Economic Cooperation and Development (Berlin) 7 October 2024. Access Date: 30 October 2024. <https://www.bmz.de/en/news/press-releases/germany-to-join-the-global-alliance-against-hunger-and-poverty-230704>

<sup>2796</sup> Speech by Federal Minister Svenja Schulze at the 6th German-Arab Women's Forum, Federal Ministry for Economic Participation and Development (Berlin) 16 October 2024. Access Date: 30 October 2024. <https://www.bmz.de/en/news/speeches-and-contributions/minister-svenja-schulze/speech-6th-german-arab-womens-forum-232796>

<sup>2797</sup> Anja Stahmann startet Equal Pay Day Kampagne 2025, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 17 October 2024. Translation provided by Google Translate. Access Date: 30 October 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/anja-stahmann-startet-equal-pay-day-kampagne-2025-246158>

<sup>2798</sup> Lisa Paus nimmt neues Gutachten für eine familiengerechte Arbeitswelt entgegen, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 8 November 2024. Translation provided by Google Translate. Access Date: 1 December 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-nimmt-neues-gutachten-fuer-eine-familiengerechte-arbeitswelt-entgegen-248202>

On 7 November 2024, the Ministry of Education and Research announced the guidelines for funding for professional training courses targeting low-skilled workers.<sup>2799</sup> This initiative aims to enhance employability and labour integration for people with limited access to continuing education and professional training.

On 10 November 2024, the Ministry for Family Affairs published the “Working Aid for Equality-Oriented Regulatory Impact Assessment.”<sup>2800</sup> This booklet creates legal norms regarding the equality of women and men and their right to professional development, representation in leadership positions and access to social benefits.

On 12 November 2024, Minister Paus participated in a panel entitled “Mothers have no lobby?,” reaffirming Germany’s commitment to women’s economic independence.<sup>2801</sup> She highlighted the importance of economic stability for women and the opportunity to secure an appropriate work-life balance with access to daycare centers and parental allowance.

On 15 November 2024, the Ministry for Economic Affairs and Climate Protection published the Ludwig Fröhler Institute’s study “Women in the Craft Organization” study.<sup>2802</sup> The report investigated the inclusion of women in leadership positions in craft organizations under current legislation and explored potential enhancements for their involvement.

On 21 November 2024, the Ministry of Food and Agriculture announced the result of its project “LandMobil” which supported mobility in rural areas, including a bus system for trainees and young people to reach the workplace and vocational training centres.<sup>2803</sup> The findings of the project will inform policy, companies and associations to develop an accessible mobility system that facilitates labour integration for people in rural areas.

On 28 November 2024, Ministry for Family Affairs, Senior Citizens, Women and Youth organized the Economic Equality 2030 conference bringing together a variety of stakeholders to discuss economic equality and gender.<sup>2804</sup>

On 5 December 2025, the Ministry for Family Affairs, Senior Citizens, Women and Youth published the results from the “Queer Living” action plan, including recommendations for inclusion and diversity management in

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<sup>2799</sup> Richtlinie zur Förderung von Projekten zur Steigerung und Stärkung der berufsbezogenen Weiterbildung durch Qualifizierung und Etablierung von Weiterbildungsmentorinnen und Weiterbildungsmentoren Bundesanzeiger vom 14.11.2024, Bundesministerium für Bildung und Forschung (Berlin) 14 November 2024. Translation provided by Google Translate. Access Date: 1 December 2024. <https://www.bmbf.de/bmbf/shreddocs/bekanntmachungen/de/2024/11/2024-11-14-bekanntmachung-weiterbildungsmentoren.html>

<sup>2800</sup> Arbeitshilfe gleichstellungsorientierte Gesetzesfolgenabschätzung, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 10 November 2024. Translation provided by Google Translate. Access Date: 1 December 2024. <https://www.bmfsfj.de/bmfsfj/service/publikationen/arbeitshilfe-gleichstellungsorientierte-gesetzesfolgenabschaetzung-186982>

<sup>2801</sup> Lisa Paus: Wir müssen die ökonomische Eigenständigkeit von Frauen stärken, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 13 November 2024. Translation provided by Google Translate. Access Date: 1 December 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-wir-muessen-die-oekonomische-eigenstaendigkeit-von-frauen-staerken-248818>

<sup>2802</sup> LFI-Studie: Frauen in der Handwerksorganisation, Bundesministerium für Wirtschaft und Klimaschutz (Berlin) 15 November 2024. Translation provided by Google Translate. Access Date: 1 December 2024.

<https://www.bmwk.de/Redaktion/DE/Downloads/Studien/20241115-studie-frauen-in-der-handwerksorganisation.html>

<sup>2803</sup> Ergebniskonferenz des BMEL-Projekts “LandMobil”, Bundesministerium für Ernährung und Landwirtschaft (Bonn) 22 November 2024. Translation provided by Google Translate. Access Date: 1 December 2024.

<https://www.bmel.de/SharedDocs/Pressemitteilungen/DE/2024/132-ergebniskonferenz-landmobil.html>

<sup>2804</sup> Wirtschaftliche Eigenständigkeit von Frauen als Ziel Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 28 November 2024. Translation provided by Google Translate. Access Date: 11 March 2025.

the federal administration.<sup>2805</sup> This recommendation paper aims to eliminate discrimination and bias against LGBTQ+ individuals through administrative training and employee networking.

On 11 December 2024, Minister of State and Federal Commissioner for Migration, Refugees and Integration Reem Alabali-Radovan presented the 2024 Integration Report, recognizing the importance of immigrant workers.<sup>2806</sup> The report highlights the German skilled labour market's high dependence on immigrant workers, emphasizing the need for awareness and policy recognition of their importance and noting the need to better integrate their access to public services.

On 11 December 2024, the Federal Cabinet approved a gender violence protection strategy based on the Istanbul Convention to protect and support women and LGBTQ+ victims of violence and promote gender equality in the economic and political realm.<sup>2807</sup> Alongside other goals, this strategy aims to inform policies of labour integration for women and other vulnerable groups.

On 17 December 2025, the German Social Accident Insurance in partnership with the Ministry of Labour and Social Affairs published a report about psychological and physical violence against workers.<sup>2808</sup> This report highlights systemic differences in work conditions according to gender and aims to raise awareness about policies that tackle the gendered abuses in the health and social services sector, public administration and transport, trade and education sectors.

On 18 December 2024, Minister Paus approved the creation of a new position in the Ministry for Women to promote gender equality in leadership positions of major German companies.<sup>2809</sup> This new office will monitor progress towards balanced gender representation in executive boards, thereby promoting equal opportunities for women in leadership positions.

On 1 January 2025, Germany increased the minimum wage to EUR12.82 per hour and increased the mini-job or marginal employment wage to EUR556 per month.<sup>2810</sup> These measures aim to reduce income inequality and address gender and racial pay gaps due to the overrepresentation of marginalized groups in low-wage sectors.

On 1 January 2025, the Ministry of Education began accepting applications to certify professional skills for those without official certifications, according to the Vocational Training Validation and Digitization Act.<sup>2811</sup>

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<sup>2805</sup> Beteiligungsprozess zum Aktionsplan „Queer leben“ der Bundesregierung Empfehlungspapier der Verbände und Vertreter\*innen der LSBTIQ\*-Community an die Bundesministerien Arbeitsgruppe Arbeitsumfeld, Bundesministerium für Bildung und Forschung (Bonn) 5 December 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bmfsfj.de/resource/blob/244204/971c4968c0938689ae692fb92b96a7e8/empfehlungspapier-ag-arbeitsumfeld-data.pdf>

<sup>2806</sup> Teilhabe in der Einwanderungsgesellschaft, Die Bundesregierung (Berlin) 11 December 2024. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bundesregierung.de/breg-de/suche/intergrationsbericht-2024-2324524>

<sup>2807</sup> Gemeinsam gegen Gewalt, Die Bundesregierung (Berlin) 11 December 2024. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bundesregierung.de/breg-de/suche/gewaltschutzstrategie-2324606>

<sup>2808</sup> "Der Kampf gegen Gewalt bei der Arbeit bleibt eine Herausforderung", Bundesministerium für Arbeit und Soziales (Berlin) 17 December 2025. Translation provided by Google Translate. Access Date: 18 February 2025.

[https://www.bmas.de/DE/Service/Presse/Pressemitteilungen/2024/kampf-gegen-gewalt-bei-der-arbeit-bleibt-eine-herausforderung.html?cms\\_templateQueryString=Arbeit++&cms\\_showNoGesetzesstatus=true&cms\\_showNoStatus=true](https://www.bmas.de/DE/Service/Presse/Pressemitteilungen/2024/kampf-gegen-gewalt-bei-der-arbeit-bleibt-eine-herausforderung.html?cms_templateQueryString=Arbeit++&cms_showNoGesetzesstatus=true&cms_showNoStatus=true)

<sup>2809</sup> Mehr Gleichstellung in Führungspositionen schaffen, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 18 December 2024. Translation provided by Google Translate. Access Date: 18 February 2025.

<https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/mehr-gleichstellung-in-fuehrungspositionen-schaffen-252442>

<sup>2810</sup> Mindestlohn zum Jahresbeginn gestiegen, Die Bundesregierung (Berlin) 6 January 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bundesregierung.de/breg-de/suche/mindestlohn-steigt-2223632>

<sup>2811</sup> Özdemir: Wir schaffen neue Chancen für berufserfahrene Menschen ohne formalen Abschluss, Bundesministerium für Bildung und Forschung (Berlin) 30 December 2024. Translation provided by Google Translate. Access Date: 18 February 2025.

<https://www.bmbf.de/SharedDocs/Pressemitteilungen/DE/2024/12/041231-berufsvalidierung.html?templateQueryString=Bildung>

This will enable higher-level vocational training and the formal recognition of labour skills, especially in trade, for immigrants, those with limited educational experience and people with disabilities.

On 22 January 2025, Minister Paus and Minister of Agriculture Cem Özdemir opened the 18<sup>th</sup> Future Forum for Rural Development focused on the integration of women and young people into the labour force in rural areas.<sup>2812</sup> The organizations and local government participants of this forum proposed solutions for the labour and political integration of women and youth, creating a platform for women’s empowerment by addressing gender imbalances in rural areas.

On 29 January 2025, the Federal Cabinet approved the German Sustainability Strategy titled “Shaping transformation together in a fair way,” recognizing the social dimension of sustainability and importance of gender equality and participation of young and elderly people and people with disabilities in education and the world of work.<sup>2813</sup>

On 5 February 2025, the Ministry of Labor and Social Affairs announced funding over seven years to support the “Fair Integration” information and advice service aimed at preventing the exploitation of German residents from developing countries and protecting local workers from wage undercutting.<sup>2814</sup> This new service will improve the labour conditions of immigrant workers with comprehensive labour and social law guidance and contribute to a more equitable work environment.

On 11 February 2025, Minister of State for Culture Claudia Roth presented the Gabriele Münter Prize 2025 to Parastou Forouhar in recognition of her contributions to contemporary art and her activism.<sup>2815</sup> This award honours female artists over 40, enhancing the visibility of women’s art and addressing age and gender disparities, thereby promoting women’s empowerment in the professional creative sector.

On 12 February 2025, Germany passed the National Action Plan against Labor Exploitation and Forced Labor with 83 measures to protect workers against exploitative employment.<sup>2816</sup> This policy improves equality in the world of work due to its focus on foreign workers who are particularly affected by precarious treatment, especially in the meat, catering, beauty and agriculture industries.

On 14 February 2024, the Federal Council approved an amendment to the Maternity Protection Act giving working women who suffer a miscarriage the opportunity to participate in a protection period of 14 weeks.<sup>2817</sup> This amendment promotes fair treatment by reducing discrimination and providing support for women’s economic participation in the event of miscarriage.

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<sup>2812</sup> Lisa Paus beim 18. Zukunftsforum Ländliche Entwicklung, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 22 January 2025. Translation provided by Google Translate. Access Date: 18 February 2025.

<https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-beim-18-zukunftsforum-laendliche-entwicklung-254656>

<sup>2813</sup> Nachhaltige Entwicklung gerecht gestalten, Die Bundesregierung (Berlin) 17 January 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bundesregierung.de/breg-de/suche/deutsche-nachhaltigkeitsstrategie-2025-2332540>

<sup>2814</sup> Schutz vor Ausbeutung und unfairem Lohndumping, Bundesministerium für Arbeit und Soziales (Berlin) 10 February 2025. Translation provided by Google Translate. Access Date: 18 February 2025. [https://www.bmas.de/DE/Service/Presse/Meldungen/2025/faire-integration.html?cms\\_templateQueryString=Arbeit++&cms\\_showNoGesetzesstatus=true&cms\\_showNoStatus=true](https://www.bmas.de/DE/Service/Presse/Meldungen/2025/faire-integration.html?cms_templateQueryString=Arbeit++&cms_showNoGesetzesstatus=true&cms_showNoStatus=true)

<sup>2815</sup> Kulturstaatsministerin Roth gratuliert Parastou Forouhar zum Gabriele Münter Preis 2025, Die Bundesregierung (Berlin) 11 February 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bundesregierung.de/breg-de/suche/kulturstaatsministerin-roth-gratuliert-parastou-forouhar-zum-gabriele-muenter-preis-2025-2334252>

<sup>2816</sup> Nationaler Aktionsplan gegen Arbeitsausbeutung und Zwangsarbeit im Bundeskabinett beschlossen, Bundesministerium für Arbeit und Soziales (Berlin) 12 February 2025. Translation provided by Google Translate. Access Date: 18 February 2025.

[https://www.bmas.de/DE/Service/Presse/Meldungen/2025/nationaler-aktionsplan-gegen-arbeitsausbeutung-und-zwangsarbeit-beschlossen.html?cms\\_templateQueryString=Arbeitskr%C3%A4fte&cms\\_showNoGesetzesstatus=true&cms\\_showNoStatus=true](https://www.bmas.de/DE/Service/Presse/Meldungen/2025/nationaler-aktionsplan-gegen-arbeitsausbeutung-und-zwangsarbeit-beschlossen.html?cms_templateQueryString=Arbeitskr%C3%A4fte&cms_showNoGesetzesstatus=true&cms_showNoStatus=true)

<sup>2817</sup> Änderung des Mutterschutzgesetzes hat Bundesrat passiert, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 14 February 2025. Translation provided by Google Translate. Access Date: 18 February 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/bundesrat-stimmt-erweiterten-mutterschutzfristen-nach-einer-fehlgeburt-zu-255072>

On 18 February 2025, Minister Paus hosted a discussion event based on the publication of the study “Diversity in German Supervisory Boards and Management Boards” highlighting progress towards gender equality in the workplace.<sup>2818</sup> This document encourages institutional and corporate accountability by setting industry standards and precedents to ensure diverse leadership in the future.

On 25 February 2025, Minister Paus participated in the Ministry of Labor’s Skilled Workers Congress to advocate for increased work-life balance policies, including those focused on daycare centres and care facilities.<sup>2819</sup> This would help to alleviate the burden on women and promote their economic participation as women are overrepresented in caregiving roles that limit work-life balance.

On 26 February 2025, the Ministry of Labour and Social Affairs announced seven winners for the German Skilled Worker Award including REWE Markt GmbH which supports employees without a degree to gain qualifications while working and the Sana Remscheid Hospital which provides advice for skilled immigrant workers in the nursing industry.<sup>2820</sup>

On 3 March 2025, the Ministry for Family Affairs, Senior Citizens, Women and Youth organized a “Girl’s Day and Boy’s Day” event to expose young children to careers and vocational training irrespective of their gender.<sup>2821</sup> This event enabled young girls to explore various professional fields and to meet role models, challenging gender norms in the world of work, fostering diversity and expanding career horizons for girls and boys alike.

On 6 March 2025, the Ministry of Finance and UN Women Germany organized an event to highlight women in leadership positions in the financial industry and draw attention to gender gaps and family-work balance.<sup>2822</sup> This event promoted financial independence for women whilst addressing structural barriers and inspiring change through role models.

On 7 March 2025, Minister Paus restated Germany’s commitment to achieve fair and equal pay for women, in recognition of Equal Pay Day.<sup>2823</sup> Her speech raised awareness about the wage disparity between men and women and advocated for policy changes and legislative measures to close the wage gap.

On 10 March 2025, Parliamentary State Secretary at the Federal Ministry for Women Ekin Deligöz advocated for women’s economic empowerment and rights protections at the 69<sup>th</sup> United Nations Commission on the

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<sup>2818</sup> Mehr Diversität in deutschen Aufsichtsräten und Vorständen fördern, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 18 February 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/mehr-diversitaet-in-deutschen-aufsichtsr-aeten-und-vorstaenden-foerdern-255598>

<sup>2819</sup> Erziehungs- und Pflegeberufe stärken Vereinbarkeit von Familie und Beruf, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 25 February 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/erziehungs-und-pflegeberufe-staerken-vereinbarkeit-von-familie-und-beruf-256262>

<sup>2820</sup> Verleihung des Deutschen Fachkräftepreises 2025, Bundesministerium für Arbeit und Soziales (Berlin) 26 February 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmas.de/DE/Service/Presse/Pressemitteilungen/2025/verleihung-des-deutschen-fachkraeftepreises-2025.html>

<sup>2821</sup> Neue Perspektiven schaffen mit dem Girls’ Day und Boys’ Day, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 3 March 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/neue-perspektiven-schaffen-mit-dem-girls-day-und-boys-day-258842>

<sup>2822</sup> Gleichstellung von Frauen beginnt bei den Finanzen, Bundesministerium der Finanzen (Berlin) 10 March 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bundesfinanzministerium.de/Content/DE/Standardartikel/Ministerium/Veranstaltungen/Rueckblick/gleichstellung-von-frauen-beginnt-bei-den-finanzen.html>

<sup>2823</sup> Lisa Paus: Lohnlücke zwischen Frauen und Männern schließen, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 7 March 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-lohnluecke-zwischen-frauen-und-maennern-schliessen--257138>

Status of Women.<sup>2824</sup> Her speech reaffirmed Germany's commitment to promoting women's economic independence and leadership through gender equal labour policies.

On 19 March 2025, Ministry of Labor and Social Affairs announced the extension of the "KOMPASS - Compact Help for Solo Self-Employed" project which reimburses up to 90 per cent of fees for training courses completed by self-employed individuals.<sup>2825</sup> This extension will improve self-employed workers' skills and competitiveness by reducing financial barriers and enhancing their economic participation.

On 27 March 2025, Germany, the EU and Sweden pledged EUR6 million to fund gender equality in Ukrainian civil societies organizations focused on women leadership in politics, business and peace processes.<sup>2826</sup> This funding will support the integration of women in sectors where they have been underrepresented while addressing gender-based challenges in the war context.

On 2 April 2025, Chancellor Olaf Scholz inaugurated the third World Disability Summit in Berlin, drawing attention to the political responsibility to ensure the proper integration of people living with disabilities in the labour market and in social communities.<sup>2827</sup> His speech reaffirmed Germany's commitment to promoting the social and economic inclusion of people with disabilities.

On 2 April 2025, the Federal Cabinet passed a reform for the German Sustainable Development Strategy, emphasizing commitments to reduce inequalities and discrimination in the world of work and increase education for women, young and elderly people and people with disabilities.<sup>2828</sup> This reform defines key transformation areas for a more equitable future based on the United Nations Sustainable Development Goals.

On 3 April 2025, State Secretary Leonie Geber hosted "The future belongs to you!" event to commemorate Girls' Day 2025, featuring female leaders to highlight opportunities for young girls in STEM careers.<sup>2829</sup> This event encouraged underrepresented young women to pursue careers in science and technology fields by increasing awareness and advocating for towards gender diversity in the workplace.

Germany has fully complied with its commitment to accelerating gender and other forms of equality in the world of work. Germany has taken strong actions to support gender equality in the world of work including amending the Maternity Protection Act, announcing EUR3 billion in funding for full-day education and care programs to alleviate the burden of care work on women and adopting a violence protection strategy. It has also taken strong actions to support immigrant workers by funding the "Fair Integration" information and advice service and passing the National Action Plan against Labor Exploitation and Forced Labor. In addition, Germany has taken several strong actions supporting various groups such as the LGTBQ community, low-

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<sup>2824</sup> Ekin Deligöz ruft zum Schulterschluss für mehr Gleichstellung auf, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin), 10 March 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/ekin-deligoez-ruft-zum-schulterschluss-fuer-mehr-gleichstellung-auf-257272>

<sup>2825</sup> KOMPASS für Solo-Selbständige wird verlängert, Bundesministerium für Arbeit und Soziales (Berlin) 19 March 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmas.de/DE/Service/Presse/Meldungen/2025/zukunftssichere-solo-selbststaendigkeit-durch-kompass.html>

<sup>2826</sup> EU, Sweden, and Germany announce €44 million funding for Civil Society, including €6 million on gender equality, European External Action Service Delegation of the European Union to Ukraine (Kyiv) 27 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/ukraine/eu-sweden-and-germany-announce-%E2%82%AC44-million-funding-civil-society-including-%E2%82%AC6-million-gender\\_en](https://www.eeas.europa.eu/delegations/ukraine/eu-sweden-and-germany-announce-%E2%82%AC44-million-funding-civil-society-including-%E2%82%AC6-million-gender_en)

<sup>2827</sup> Inklusion als grundlegendes Menschenrecht, Die Bundesregierung (Berlin) 2 April 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bundesregierung.de/breg-de/suche/kanzler-bei-global-disability-summit-2340248>

<sup>2828</sup> Nachhaltige Entwicklung gerecht gestalten, Die Bundesregierung (Berlin) 2 April 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bundesregierung.de/breg-de/suche/deutsche-nachhaltigkeitsstrategie-2025-2332540>

<sup>2829</sup> "Die Zukunft gehört Dir!" – Girls' Day 2025 im BMAS, Bundesministerium für Arbeit und Soziales (Berlin) 3 April 2025. Translation provided by Google Translate. Access Date: 7 April 2025. <https://www.bmas.de/DE/Service/Presse/Meldungen/2025/girls-day-2025-unter-dem-motto-zukunft-gehört-dir-im-bmas.html>

skilled workers, young people in rural areas, people with disabilities and migrants. Relevant actions include upskilling programs, increasing rural accessibility and improving remuneration and working conditions.

Thus, Germany receives a score of +1.

*Analyst: Andrea Gil Cano*

### **Italy: +1**

Italy has fully complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 27 June 2024, the Ministry of Finance and Economy published a decree activating incentives for permanent employment under the Irpef reform.<sup>2830</sup> Businesses increasing their number of permanent employees can benefit from a 120 per cent deduction on labour costs for the 2024 tax year, rising to 130 per cent for hires from vulnerable groups, including disabled individuals and women victims of violence. This initiative aims to promote stable employment while supporting marginalized groups.

On 10 July 2024, National Equality Councillor Filomena D'Antini emphasized the significance of protecting the network of equal opportunity councillors who are tasked with implementing effective measures to achieve equality in the labour market.<sup>2831</sup> This action supports the defence of labour equality regardless of marginalized characteristics.

On 11 July 2024, Minister of Labour and Social Policies Marina Calderone expressed her satisfaction with Italy's National Institute for Social Security achieving a gender equality certification.<sup>2832</sup> This certification reflects the Ministry's commitment to promoting female employment and ensuring gender equality in the world of work.

On 12 July 2024, Ministers of Labor and Social Policies Marina Calderone and Minister for Family, Birth Rate and Equal Opportunities Eugenia Roccella raised concerns about the potential for AI to introduce new workplace discrimination, highlighting this as a key topic for the G7 Labour Ministerial in Cagliari.<sup>2833</sup>

On 2 September 2024, Minister for Disabilities Alessandra Locatelli announced that applications had opened for organizations seeking incentives for hiring people under the age of 35 with disabilities.<sup>2834</sup> The announcement reaffirmed Italy's commitment to investing in talent development for all.

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<sup>2830</sup>Fisco: al via le maxi deduzioni per assunzioni a tempo indeterminato, Ministero dell'Economia e delle Finanze (Rome) 27 June 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://www.mef.gov.it/inevidenza/Fisco-al-via-le-maxi-deduzioni-per-assunzioni-a-tempo-indeterminato/>

<sup>2831</sup> Rapporto biennale sulla situazione del personale maschile e femminile: rafforzate le funzioni di controllo delle Consigliere di Parità, Ministero del Lavoro e delle Politiche Sociali (Rome) 10 July 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://www.lavoro.gov.it/notizie/pagine/rapporto-biennale-sulla-situazione-del-personale-maschile-e-femminile-rafforzate-le-funzioni-di-controllo-delle-consigliere-di-parita>

<sup>2832</sup> A Inps la certificazione della parità di genere, Ministero del Lavoro e delle Politiche Sociali (Rome) 11 July 2024. Translation provided by Google Translate. Access Date: 28 September 2024. <https://www.lavoro.gov.it/notizie/pagine/inps-certificazione-parita-di-genere>

<sup>2833</sup> The National Conference of the Equality Counsellors (consiglieri di parità) at the Ministry of Labour and Social Policies, Ministry of Labour and Social Policies (Rome) 12 July 2024. Access Date: 28 September 2024. <https://www.lavoro.gov.it/g7-labour/news/national-conference-equality-counsellors-ministry-labour-and-social>

<sup>2834</sup> Al via le domande per gli incentivi per le assunzioni delle persone con disabilità, Ministro per le disabilità (Rome) 2 September 2024. Translation provided by Google Translate. Access Date: 11 April 2025. <https://disabilita.governo.it/it/notizie/al-via-le-domande-per-gli-incentivi-per-le-assunzioni-delle-persone-con-disabilita/>

On 17 September 2024, Minister Calderone spoke at the “Inclusive work: opportunities and challenges for people with disabilities” event, reaffirming Italy’s commitment to an inclusive society.<sup>2835</sup> The event was also marked by the signing of a Memorandum of Understanding between the National Council of the Order of Labour Consultants and the National Association of Families and People with Intellectual Disabilities and Neurodevelopmental Disorders to advance job opportunities for disabled people.

On 1 October 2024, Deputy Minister of Foreign Affairs Edmondo Cirielli held the G7 High-Level Event “Investing in Lifelong Learning for Job Creation and Resilience: a Dialogue with Africa.”<sup>2836</sup> The G7 Italian Presidency aims to enhance education in the African Union to drive employment in the continent.

On 5 October 2024, Minister Roccella hosted the G7 ministerial meeting on gender equality and women’s empowerment.<sup>2837</sup> The ministers released a declaration outlining commitments to achieve gender equality for women in the workforce.

On 14 October 2024, Italy hosted the first G7 Inclusion and Disability conference.<sup>2838</sup> The three-day conference featured panels on various topics related to disability inclusion including “Independent Living and Work Inclusion” for people with disabilities.

On 16 October 2024, Minister Locatelli and other G7 ministers signed the Solfagnano Charter.<sup>2839</sup> The charter reaffirms the G7’s commitment to the inclusion of people with disabilities across all of society, including in the economy.

On 22 October 2024, G7 Ministers responsible for Development met in Pescara, Italy.<sup>2840</sup> In the Pescara G7 Development Ministers’ Meeting Communiqué, the Ministers affirmed the need for “effective education and skills development policies” to enhance job opportunities for African youth and investment in low- and middle-income countries for skills development pertaining to agriculture and food systems.

On 24 October 2024, Minister Calderone participated in the 60th anniversary celebrations of the International Labour Organization (ILO) International Training Centre.<sup>2841</sup> She affirmed Italy’s commitment to creating and advancing fairer work in collaboration with the ILO.

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<sup>2835</sup> Costruire una società inclusiva con opportunità per le persone con disabilità, Ministero del Lavoro e delle Politiche Sociali (Rome) 17 September 2024. Translation provided by google translate. Access Date: 1 November 2024.

<https://www.lavoro.gov.it/notizie/pagine/costruire-una-societa-inclusiva-con-opportunita-le-persone-con-disabilita>

<sup>2836</sup> Caserta. Education and training as drivers of growth for Africa in the G7 High-Level Event chaired by Deputy Minister Cirielli, Ministero degli Affari Esteri e della Cooperazione Internazionale (Rome) 1 October 2024. Access Date: 1 November 2024.

[https://www.esteri.it/en/sala\\_stampa/archivionotizie/comunicati/2024/10/caserta-istruzione-e-formazione-volano-di-crescita-per-lafrica-nellevento-g7-di-alto-livello-presieduto-dal-vice-ministro-cirielli/](https://www.esteri.it/en/sala_stampa/archivionotizie/comunicati/2024/10/caserta-istruzione-e-formazione-volano-di-crescita-per-lafrica-nellevento-g7-di-alto-livello-presieduto-dal-vice-ministro-cirielli/)

<sup>2837</sup> G7 ministerial meeting on gender equality and women’s empowerment, G7 Italia (Matera) 5 October 2024. Access Date: 11 April 2025. [https://www.pariopportunita.gov.it/media/gdxhqsyg/matera-ministerial-statement\\_final\\_c.pdf](https://www.pariopportunita.gov.it/media/gdxhqsyg/matera-ministerial-statement_final_c.pdf)

<sup>2838</sup> Al via il primo G7 Inclusione e Disabilità, Ministro per le disabilità (Rome) 14 October 2024. Translation provided by Google Translate. Access Date: 11 April 2025. <https://www.disabilita.governo.it/it/notizie/al-via-il-primo-g7-inclusione-e-disabilita/>

<sup>2839</sup> G7, i Ministri firmano la Carta di Solfagnano, Ministro per le disabilità (Rome) 16 October 2024. Translation provided by Google Translate. Access Date: 11 April 2025. <https://www.disabilita.governo.it/it/notizie/g7-i-ministri-firmano-la-carta-di-solfagnano/>

<sup>2840</sup> Communiqué of the G7 Development Ministers’ Meeting of Pescara, Ministero degli Affari Esteri e della Cooperazione Internazionale (Rome) 22 October 2024. Access Date: 1 November 2024. [https://www.esteri.it/en/sala\\_stampa/archivionotizie/comunicati/2024/10/comunicato-della-riunione-dei-ministri-dello-sviluppo-del-g7-di-pescara/](https://www.esteri.it/en/sala_stampa/archivionotizie/comunicati/2024/10/comunicato-della-riunione-dei-ministri-dello-sviluppo-del-g7-di-pescara/)

<sup>2841</sup> Minister Calderone: “We will continue to invest in fairer work,” Ministry of Labour and Social Policies (Rome) 24 October 2024. Access Date: 1 November 2024. <https://www.lavoro.gov.it/g7-labour/news/minister-calderone-we-will-continue-invest-fairer-work>

On 24 November 2024, the Department of Equal Opportunities announced EUR4 million in funding for projects to train STEM teachers in lower and upper secondary schools.<sup>2842</sup> These projects aim to help teachers understand how to advise career paths to students based on qualities and skills, rather than gendered or cultural stereotypes.

On 25 November 2024, National Equality Advisor Filomena D'Antini marked the International Day for the Elimination of Violence against Women, reaffirming her commitment to combating gender discrimination.<sup>2843</sup> She emphasized the need for women's economic autonomy to break the cycle of violence.

On 20 December 2024, the Chamber of Deputies passed the 2025 Budget Bill.<sup>2844</sup> The budget expands and extends parental leave and updates the tax relief scheme for female workers with children.<sup>2845</sup> As well, the budget allocates an additional EUR3 million annually for economic opportunity and independence for women victims of violence. In addition, the budget creates a fund to combat illegal recruitment of foreign labour.

On 27 November 2024, Minister Locatelli met with the president of the National Deaf Organization.<sup>2846</sup> Subsequently, Minister Locatelli announced a roundtable discussion regarding the inclusion of deaf and hard-of-hearing people, including in the economy.

On 7 January 2025, the Ministry of Labour and Social Policies launched PUOI PLUS, a new initiative to support the socio-labour integration of vulnerable migrants.<sup>2847</sup> Funded by the Asylum, Migration and Integration Fund and European Social Fund Plus, the EUR42 million program will provide 6,200 inclusion paths including internships and employment services. The initiative aims to assist refugees, trafficking victims and former unaccompanied minors to secure job opportunities and training.

On 23 January 2025, National Councillor D'Antini and the Global Thinking Foundation signed a Memorandum of Understanding to address gender-based economic violence and the gender pay gap.<sup>2848</sup> They also stressed the importance of financial autonomy to advance gender equality.

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<sup>2842</sup> Pubblicato l'Avviso STEM 2024 per il finanziamento di progetti innovativi di formazione rivolti al personale docente per favorire le competenze STEM in classe, Dipartimento per le Pari Opportunità (Rome) 24 November 2024. Translation provided by Google Translate. Access Date: 11 April 2025. <https://www.pariopportunita.gov.it/it/news-e-media/news/2024/avviso-stem-2024-per-il-finanziamento-di-progetti-innovativi-di-formazione-rivolti-al-personale-docente/>

<sup>2843</sup> Dichiarazione Consigliera Nazionale di Parità - Giornata internazionale per l'eliminazione della violenza contro le donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 25 November 2024. Translation provided by Google Translate. Access Date: 6 December 2024. <https://www.lavoro.gov.it/notizie/pagine/dichiarazione-consigliera-nazionale-di-parita-giornata-internazionale-eliminazione-violenza-contro-donne>

<sup>2844</sup> Budget Law: Green light from the Chamber, passes to the Senate, Nova News (Rome) 20 December 2024. Access Date: 11 March 2025. <https://www.agenzianova.com/en/news/legge-di-bilancio-via-libera-dalla-camera-passa-al-senato/>

<sup>2845</sup> Bilancio di previsione dello Stato per l'anno finanziario 2025 e bilancio pluriennale per il triennio 2025-2027, Camera dei Deputati (Rome) 23 October 2024. Translation Provided by Google Translate. Access Date: 11 March 2025. <https://documenti.camera.it/leg19/pdl/pdf/leg.19.pdl.camera.2112.19PDL0112500.pdf>

<sup>2846</sup> A breve istituzione tavolo accessibilità e inclusione delle persone sorde, Ministro per le disabilità (Rome) 27 November 2025. Translation provided by Google Translate, Access Date: 11 April 2025. <https://disabilita.governo.it/it/notizie/a-breve-istituzione-tavolo-accessibilita-e-inclusione-delle-persone-sorde/>

<sup>2847</sup> Labor PUOI PLUS: da oggi le domande per promuovere percorsi di inclusione per migranti vulnerabili, Ministero del Lavoro e delle Politiche Sociali (Rome) 7 January 2025. Translation provided by Google Translate. Access Date: 19 February 2025. <https://lavoro.gov.it/notizie/pagine/puoi-plus-da-oggi-le-domande-per-promuovere-percorsi-di-inclusione-migranti-vulnerabili>

<sup>2848</sup> AbSiglato un protocollo d'interesse tra la Consigliera Nazionale di Parità e la Global Thinking Foundation, Ministero del Lavoro e delle Politiche Sociali (Rome) 23 January 2025. Access Date: 19 February 2025. <https://www.lavoro.gov.it/notizie/pagine/siglato-un-protocollo-d-intesa-tra-la-Consigliera-Nazionale-di-Parita-e-la-Global-Thinking-Foundation>

On 7 February 2025, Italy provided the city of Milan with a Certification for Gender Equality.<sup>2849</sup> This certificate recognizes the city's efforts to achieve gender equality in the workplace and in other settings.

On 10 February 2025, Minister Locatelli and Azimut hosted a conference focused on working with disabilities<sup>2850</sup> During the conference, the Minister emphasized the importance of legislation to advance the inclusion of disabled people in the workplace, commended Italy for its existing legislation and discussed challenges.

On 17 March 2025, the Ministry of Labour and Social Policies announced the adoption of the non-binding guidelines "for the planning and design of training activities preparatory to obtaining gender equality certification."<sup>2851</sup> These guidelines were developed in collaboration with other stakeholders which seek to enhance and ensure the quality of these training activities.

On 21 March 2025, Minister Locatelli hosted the ComoLake Inclusion event, featuring panels discussing the inclusion of people with disabilities in the workforce.<sup>2852</sup> The Minister reaffirmed Italy's commitment to prioritize inclusion for people with disabilities.

On 4 April 2025, Minister Locatelli released a statement calling for the inclusion of autistic people across a wide range of sectors, committing EUR30 million to support people with autism.<sup>2853</sup> The Minister also noted that the government will announce a call for proposals to assist people with disabilities, allocating EUR300 million towards this initiative.

On 7 May 2025, the Official Gazette of the Italian Republic announced the coming into force of a bonus scheme for women and youth, focusing particularly on women in disadvantaged areas of Southern Italy.<sup>2854</sup> Under this scheme, employers are incentivized to hire women and youth by exempting these firms from social security contributions.

Italy has fully complied with its commitment to accelerating gender and other forms of equality in the world of work. Italy has taken strong action towards equality in the world of work for migrants, people with disabilities, youth and other regionally disadvantaged groups in the form of tangible investments towards education, workplace improvement, and hiring incentives. Italy has also taken strong action towards women's employment, namely through social security contribution exemptions.

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<sup>2849</sup> Labor Policies. The Municipality of Milan obtains the certification for Gender Equality, Comune di Milano, (Milan) 7 February 2025. Access Date: 19 February 2025. <https://www.comune.milano.it/en/politiche-del-lavoro-il-comune-di-milano-ottiene-la-certificazione-per-la-parita-di-genere>

<sup>2850</sup> "Disabilità e lavoro: la sfida possibile", il convegno organizzato da Azimut e dal Ministro per le disabilità, Ministro per le disabilità (Rome) 10 February 2025. Translation provided by Google Translate. Access Date: 11 April 2025. <https://disabilita.governo.it/it/notizie/disabilita-e-lavoro-la-sfida-possibile-il-convegno-organizzato-da-azimut-e-dal-ministro-per-le-disabilita/>

<sup>2851</sup> Adozione delle Linee guida per la programmazione e progettazione delle attività di formazione propedeutiche all'ottenimento della certificazione della parità di genere, Ministero del Lavoro e delle Politiche Sociali (Rome) 17 March 2025. Translation provided by Google Translate. Access Date: 11 April 2025. <https://www.lavoro.gov.it/notizie/pagine/adozione-delle-linee-guida-la-programmazione-e-progettazione-delle-attivita-di-formazione-propedeutiche-all-ottenimento-della-certificazione-della-parita-di-genere>

<sup>2852</sup> Locatelli: "Al Comolake Inclusion per costruire un futuro più inclusivo per tutti," Ministro per le disabilità (Rome) 21 March 2025. Translation provided by Google Translate. Access Date: 11 April 2025. <https://disabilita.governo.it/it/notizie/locatelli-al-comolake-inclusion-per-costruire-un-futuro-piu-inclusivo-per-tutti/>

<sup>2853</sup> Locatelli: Autismo, con 30 milioni a supporto dei progetti sociali, Ministro per le disabilità (Rome) 4 April 2025. Translation provided by Google Translate. Access Date: 11 April 2025. <https://disabilita.governo.it/it/notizie/locatelli-autismo-con-30-milioni-a-supporto-dei-progetti-sociali/>

<sup>2854</sup> TESTO COORDINATO DEL DECRETO-LEGGE 7 maggio 2024, n. 60, Gazzetta Ufficiale della Repubblica Italiana (Rome) 7 May 2025. Translation provided by Google Translate. Access Date: 1 June 2025. <https://www.gazzettaufficiale.it/eli/id/2024/07/06/24A03521/SG>

Thus, Italy receives a score of +1.

*Analyst: Catherine Evelyn Moore Donkin*

## **Japan: 0**

Japan has partially complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 21 June 2024, the Ministry of Health, Labor and Welfare convened the ninth “Study Group on Promoting Women’s Participation in the Employment Sector” to review policies on workplace harassment and promote gender equality.<sup>2855</sup> The session gathered public service officials, human resources managers and equal opportunity officers to discuss strategies aimed at improving women’s labour market participation. This initiative aligns with ongoing efforts to create equitable employment conditions and enhance women’s representation in leadership roles across various sectors.

On 28 June 2024, the Ministry of Health, Labor and Welfare released the results of consultations on the prohibition of discrimination against persons with disabilities and the obligation to provide reasonable accommodation in employment.<sup>2856</sup> The Labor Bureau accepted ten applications for conflict resolution assistance, while the Disability Employment Mediation Council processed nine mediation applications. These results emphasized ongoing efforts to promote equality in the labour market and strengthen support for individuals with disabilities.

On 28 June 2024, the Ministry of Health, Labor and Welfare published its FY2023 report on job placements for persons with disabilities through Hello Work.<sup>2857</sup> The report showed a 6.9 per cent increase in new job applications, reaching 249,490, while employment cases rose by 8.0 per cent to 110,756. These placements reflect the government’s ongoing commitment to enhance workforce inclusion for persons with disabilities across Japan.

On 8 July 2024, the Ministry of Health, Labour and Welfare launched a pilot vocational training program for non-regular workers, subsidized by the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers.<sup>2858</sup> The program aims to provide flexible training in fields such as digital skills and administration, enhancing employment opportunities for part-time and casual workers. The initiative supports up to 720 participants and emphasizes a variety of training formats, including e-learning, to accommodate different lifestyles.

On 9 July 2024, the Ministry of Health, Labor and Welfare launched a consultation service to support companies employing people with disabilities through teleworking.<sup>2859</sup> This initiative aimed to enhance remote work opportunities using information and communications technologies and provided tailored support to

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<sup>2855</sup> 第9回「雇用の分野における女性活躍推進に関する検討会」を開催します（開催案内, 厚生労働省 (Tokyo) 19 June 2024. Translation provided by Google Translate. Access Date: 28 September 2024. [https://www.mhlw.go.jp/stf/newpage\\_40815.html](https://www.mhlw.go.jp/stf/newpage_40815.html)

<sup>2856</sup> 「雇用の分野における障害者の差別禁止・合理的配慮の提供義務に係る相談等実績（令和5年度）」を公表しました, 厚生労働省 (Tokyo) 28 June 2024. Translation provided by Google Translate. Access Date: 28 September 2024. [https://www.mhlw.go.jp/stf/newpage\\_41002.html](https://www.mhlw.go.jp/stf/newpage_41002.html)

<sup>2857</sup> 令和5年度 ハローワークを通じた障害者の職業紹介状況などの取りまとめを公表します, 厚生労働省 (Tokyo) 28 June 2024. Translation provided by Google Translate. Access Date: 28 September 2024. [https://www.mhlw.go.jp/stf/newpage\\_40951.html](https://www.mhlw.go.jp/stf/newpage_40951.html)

<sup>2858</sup> 令和5年度 ハローワークを通じた障害者の職業紹介状況などの取りまとめを公表します, 厚生労働省 (Tokyo) 8 July 2024. Translation provided by Google Translate. Access Date: 28 September 2024. [https://www.mhlw.go.jp/stf/newpage\\_41218.html](https://www.mhlw.go.jp/stf/newpage_41218.html)

<sup>2859</sup> 障害者のテレワーク雇用を推進する企業向け相談窓口を開設しました, 厚生労働省 (Tokyo) 9 July 2024. Translation provided by Google Translate. Access Date: 28 September 2024. [https://www.mhlw.go.jp/stf/newpage\\_41280.html](https://www.mhlw.go.jp/stf/newpage_41280.html)

address employer challenges. The Ministry also held seminars to guide companies on hiring disabled individuals via telework, fostering greater labor market inclusion and diversity.

On 10 July 2024, the Japanese International Cooperation Agency (JICA) announced a technical cooperation project with Ukraine to promote “Small-Scale Horticultural Agriculture” by increasing the agricultural production and business skills of farmers through vocational training. This initiative will focus specifically on women farmers and work towards the Sustainable Development Goals of gender equality, decent work and economic growth and zero hunger.

On 29 July 2024, the Ministry of Health, Labor and Welfare convened the 11th Study Group on Promoting Women’s Participation in the Employment Sector both in-person and online.<sup>2860</sup> The agenda included a draft report and discussions to advance women’s active engagement in the workforce. This meeting was part of the Ministry’s ongoing efforts to promote policies that support women’s employment and ensure equitable participation across various industries, fostering inclusive opportunities and addressing structural barriers for women in the workforce.

On 10 September 2024, the Ministry of Health, Labor and Welfare convened the 71st Employment Environment and Equality Subcommittee of the Labor Policy Council.<sup>2861</sup> The agenda included discussions on the Fiscal Year 2025 budget request, annual evaluations, updates on the Act on Childcare Leave and Family Care Leave and measures to promote women’s workforce participation and anti-harassment initiatives.

On 1 October 2024, the Ministry of Health, Labor and Welfare implemented revisions to the Special Job Seeker Employment Development Subsidy to enhance usability and promote fair job opportunities.<sup>2862</sup> Key updates include redefining the qualifying work experience criteria and allowing shorter training periods for public occupational qualifications. This initiative fosters inclusive hiring practices and expanded training opportunities for marginalized job seekers, promoting fair employment opportunities.

On 5 November 2024, JICA signed a loan agreement of up to USD30 million to finance Türkiye’s project to support micro, small and medium enterprises in its rural areas, including those operated by women.<sup>2863</sup> This initiative aims to expand employment opportunities and improve economic disparities between urban and rural areas.

On 26 December 2024, the Labour Policy Council published a recommendation to increase women’s workforce participation and address workplace harassment.<sup>2864</sup> The Ministry of Health, Labor and Welfare plans to draft a bill based on the recommendation and submit it to the Council for consultation.

On 29 January 2025, the Government of Japan announced that it will cease funding for the United Nations Committee on the Elimination of Discrimination against Women after the Committee’s concluding

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<sup>2860</sup> 第11回「雇用の分野における女性活躍推進に関する検討会」を開催します(開催案内), 厚生労働省 (Tokyo) 29 July 2024. Translation provided by Google Translate. Access Date: 30 Oct 2024. [https://www.mhlw.go.jp/stf/newpage\\_41735.html](https://www.mhlw.go.jp/stf/newpage_41735.html)

<sup>2861</sup> 第71回 労働政策審議会雇用環境・均等分科会(ペーパーレス)を開催します(開催案内), 厚生労働省 (Tokyo) 10 Sept 2024. Translation provided by Google Translate. Access Date: 31 Oct 2024. [https://www.mhlw.go.jp/stf/newpage\\_43322.html](https://www.mhlw.go.jp/stf/newpage_43322.html)

<sup>2862</sup> 特定求職者雇用開発助成金(成長分野等人材確保・育成コース)は、より利用しやすくなるよう制度の見直しを行います, 厚生労働省 (Tokyo) 1 Oct 2024. Translation provided by Google Translate. Access Date: 31 Oct 2024. [https://www.mhlw.go.jp/stf/newpage\\_43992.html](https://www.mhlw.go.jp/stf/newpage_43992.html)

<sup>2863</sup> Signing of a Loan Agreement for the Project to Support Micro, Small and Medium Enterprises in Rural Areas of Turkey (Private Sector Investment Finance): 100th Anniversary of the Establishment of Diplomatic Relations between Japan and Turkey: Contributing to the Improvement of Economic Disparities, Japan International Cooperation Agency (Tokyo) 5 November 2024. Access Date: 11 December 2024. [https://www.jica.go.jp/english/information/press/2024/20241030\\_21.html](https://www.jica.go.jp/english/information/press/2024/20241030_21.html)

<sup>2864</sup> 労働政策審議会建議「女性活躍の更なる推進及び職場におけるハラスメント防止対策の強化について」を公表します(Tokyo) 26 December 2024. Translation provided by Google Translate. Access Date: 19 February 2025. [https://www.mhlw.go.jp/stf/houdou/0000073981\\_00016.html](https://www.mhlw.go.jp/stf/houdou/0000073981_00016.html)

observations implored Japan to revise its male-only royal succession laws.<sup>2865</sup> Press Secretary for the Ministry of Foreign Affairs Toshihiro Kitamura also shared that the committee members' planned visit to Japan would also be cancelled. This action is antithetical to the commitment as it hinders actions to end discrimination against women, including in the workforce, thereby opposing the goal of accelerating gender equality in the world of work.

Japan has partially complied with its commitment to accelerating gender and other forms of equality in the world of work. Japan has advanced work equality for part-time workers and people with disabilities. For instance, Japan introduced vocational training programs for non-regular workers and implemented remote work support services for employees with disabilities. However, Japan has not taken strong actions towards advancing gender equality beyond organizing study groups, discussion panels and verbal affirmations. Furthermore, Japan has taken action directly antithetical to the commitment by withdrawing funding for the United Nations Committee on the Elimination of Discrimination against Women.

Thus, Japan receives a score of 0.

*Analyst: JunHan Wang*

### **United Kingdom: +1**

The United Kingdom has fully complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 11 July 2024, the Secretary of State for Work and Pensions Liz Kendall visited Leeds to reaffirm the government's commitment to its Back to Work Plan.<sup>2866</sup> She also confirmed that the pillars of the Back to Work Plan are to create "[a] new national jobs and career service," establish "work, health and skills plans" at the local level and guarantee jobs for young people aged 18 to 21. The plan will focus on training opportunities for youth and will support disabled individuals and those with health conditions to get suitable positions.

On 18 September 2024, Chancellor of the Exchequer Rachel Reeves stated her support for the Invest in Women Taskforce.<sup>2867</sup> The taskforce aims to "establish a funding pool of more than GBP250 million for female-founded businesses through private capital."

On 1 October 2024, the United Kingdom announced that "the Employment (Allocation of Tips) Act and the statutory Code of Practice on fair and transparent distribution of tips" had come into force.<sup>2868</sup> Going forward, employees will receive 100 per cent of the tips, gratuities and service charges that a business receives. The new law is estimated to help workers gain an additional GBP200 million in wages which would have previously gone to businesses, supporting labour equality for those working in the service sector.

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<sup>2865</sup> Japan to halt funding for a UN women's rights panel over call to end male-only imperial succession, The Associated Press (New York) 29 January 2025. Access Date: 30 April 2025. <https://apnews.com/article/japan-un-gender-equality-women-emperor-succession-d093b3e1774493548c7b1bd183d2c516>

<sup>2866</sup> Back to Work Plan will help drive economic growth in every region, Department for Work and Pensions (London) 11 July 2024. Access Date: 28 September 2024. <https://www.gov.uk/government/news/back-to-work-plan-will-help-drive-economic-growth-in-every-region>

<sup>2867</sup> Chancellor: "Everyone can do something for women's equality," HM Treasury and Rachel Reeves MP (London) 18 September 2024. Access Date: 1 November 2024. <https://www.gov.uk/government/news/chancellor-everyone-can-do-something-for-womens-equality>

<sup>2868</sup> Millions to take home more cash as Tipping laws come into force, Department of Business and Trade and Justin Madders MP (London) 1 October 2024. Access Date: 1 November 2024. <https://www.gov.uk/government/news/millions-to-take-home-more-cash-as-tipping-laws-come-into-force>

On 10 October 2024, the Employment Rights Bill was revealed in Parliament.<sup>2869</sup> The bill aims to balance the needs of workers and employers in the United Kingdom’s job market. In part, the Employment Rights Bill strengthens the rights of women in the workplace by increasing protections for pregnant people, mothers and menopausal people, as well as requiring large employers to have specific plans to prevent gender pay gaps. In addition, the Employment Rights Bill expands requirements to allow flexible work where feasible.

On 15 October 2024, the Public Services Committee published its report titled “Think Work First: the transition from education to work for young disabled people,” recommending several actions to support disabled people entering the workforce.<sup>2870</sup> The committee released the report in various formats to improve accessibility for the populations it addresses.

On 18 October 2024, Mariella Frostrup was appointed as the new Menopause Employment Ambassador.<sup>2871</sup> She will work to improve the workplaces for women experiencing menopause and help them continue to contribute to the economy and advance their careers.

On 23 October 2024, Development Minister Anneliese Dodds announced GBP7.5 million in funding over two years to the World Bank’s Umbrella Facility for Gender Equality.<sup>2872</sup> The Umbrella Facility “supports the generation of high-quality data and evidence to address gender inequality and boost women’s economic and social empowerment.”

On 24 October 2024, Attorney General for England and Wales and Advocate General for Northern Ireland Richard Hermer addressed the United Nations Security Council on the topic of “women building peace in a changing environment.”<sup>2873</sup> In his speech, Attorney General Hermer highlighted that addressing gender inequality in the workplace is essential to long-term solutions for gender-based violence.

On 26 October 2024, new sexual harassment protections came into force in the United Kingdom, requiring that employers take reasonable action to anticipate and prevent sexual harassment in the workplace.<sup>2874</sup> Charges against this duty will automatically be investigated if an instance of sexual harassment in the workplace has occurred.

On 28 October 2024, Chancellor of the Exchequer Rachel Reeves announced the Get Britain Working package, a GBP240 million investment to reduce economic inactivity in the United Kingdom.<sup>2875</sup> This package will

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<sup>2869</sup> Government unveils significant reforms to employment rights, Department for Business and Trade (London) 10 October 2024. Access Date: 1 November 2024. <https://www.gov.uk/government/news/government-unveils-most-significant-reforms-to-employment-rights>

<sup>2870</sup> Aspiration and specialist support are key to young disabled people thriving in the workplace, Public Services Committee (London) 15 October 2024. Access Date: 1 November 2024. <https://committees.parliament.uk/committee/430/public-services-committee/news/203264/aspiration-and-specialist-support-are-key-to-young-disabled-people-thriving-in-the-workplace/>

<sup>2871</sup> Women’s health campaigner Mariella Frostrup appointed as Government Menopause Employment Ambassador, Department of Work and Pensions (London) 18 October 2024. Access Date: 1 November 2024. <https://www.gov.uk/government/news/womens-health-campaigner-mariella-frostrup-appointed-as-government-menopause-employment-ambassador>

<sup>2872</sup> UK Development Minister to push for gender equality at World Bank Annuals, Foreign, Commonwealth & Development Office and Anneliese Dodds MP (Washington DC) 23 October 2024. Access Date: 1 November 2024.

<https://www.gov.uk/government/news/uk-development-minister-to-push-for-gender-equality-at-world-bank-annuals>

<sup>95</sup> The full and safe participation of women is crucial to successful peacebuilding efforts: UK statement at the UN Security Council, Foreign Commonwealth Office and Lord Richard Hermer (New York) 24 October 2024. Access Date: 1 November 2024.

<https://www.gov.uk/government/speeches/the-full-and-safe-participation-of-women-is-crucial-to-successful-peacebuilding-efforts-uk-statement-at-the-un-security-council>

<sup>2874</sup> New protections from sexual harassment come into force, Office for Equality and Opportunity and Anneliese Dodds MP (London) 26 October 2024. Access Date: 1 November 2024. <https://www.gov.uk/government/news/new-protections-from-sexual-harassment-come-into-force>

<sup>2875</sup> Chancellor: “We will build a Britain where those who can work, will work,” HM Treasury and Rachel Reeves MP (London) 28 October 2024. Access Date: 1 November 2024. <https://www.gov.uk/government/news/chancellor-we-will-build-a-britain-where-those-who-can-work-will-work>

provide funding to local employment services to make it easier for people out of work to find employment. The investment will also focus on skills and supports for disabled people and those with long-term sickness.

On 12 November 2024, Culture Secretary Lisa Nandy and Minister for Youth Stephanie Peacock launched the National Youth Strategy, committing GBP85 million and GBP100 million to improve support services for youth.<sup>2876</sup> This strategy includes Expanding the Creative Careers Programme which will increase opportunities to access careers in the arts.

On 18 November 2024, the UK-ASEAN [Association of South East Asian Nations] Trade Mission in Phnom Penh connected UK companies with 75 women-led Cambodian businesses over two days.<sup>2877</sup> The event aimed to strengthen trade ties and empower women entrepreneurs, facilitating opportunities for Cambodian women-owned businesses to access the UK market.

On 21 November 2024, the UK-ASEAN Trade Mission in Jakarta connected UK companies with 25 women-led Indonesian businesses in textiles, apparel, handicrafts and footwear over two days.<sup>2878</sup> The event focused on fostering stronger trade relationships and supporting women entrepreneurs.

On 26 November 2024, Secretary of State for Work and Pensions Liz Kendall presented the Get Britain Working White Paper, outlining reforms to address employment challenges.<sup>2879</sup> The plan introduces a new Jobs and Careers Service with GBP55 million in funding, GBP45 million funding to ensure all young people are earning or learning and GBP125 million funding to tackle economic inactivity in local areas. These reforms aim to reduce unemployment and improve job prospects, particularly for those affected by health issues.

On 28 November 2024, Parliamentary Under Secretary of State (Minister for Equalities) Seema Malhotra and Minister of State at the Department of Health and Social Care Stephen Kinnock announced a crackdown on employers abusing the visa system.<sup>2880</sup> The new measures banned businesses with repeated visa violations or serious breaches from hiring overseas workers. These actions aim to protect migrant workers from exploitation and ensure compliance with immigration and labor laws.

On 3 December 2024, UK Export Finance announced its partnership with Female Founder Finance to support women owned businesses with export finance guidance.<sup>2881</sup> This partnership aims to mitigate missed opportunities for women in business and help them to expand their businesses.

On 18 December 2024, the Department for Work and Pensions announced GBP3.5 million in funding for 17 Integrated Care Boards across England to provide innovative treatments for musculoskeletal conditions.<sup>2882</sup>

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<sup>2876</sup> New National Youth Strategy to break down barriers to opportunity for young people, Department for Culture, Media and Sport (London) 12 November 2024. Access Date: 6 December 2024. <https://www.gov.uk/government/news/new-national-youth-strategy-to-break-down-barriers-to-opportunity-for-young-people>

<sup>2877</sup> UK Trade Mission bridges ASEAN women entrepreneurs and UK businesses in Cambodia, British Embassy to Phnom Penh (Phnom Penh) 18 November 2024. Access Date: 6 December 2024. <https://www.gov.uk/government/news/uk-trade-mission-bridges-asean-women-entrepreneurs-and-uk-businesses-in-cambodia>

<sup>2878</sup> UK-ASEAN Trade Mission connects UK-Indonesia women entrepreneurs, UK Mission to ASEAN (London) 28 November 2024. Access Date: 6 December 2024. <https://www.gov.uk/government/news/uk-asean-trade-mission-connects-uk-indonesia-women-entrepreneurs>

<sup>2879</sup> Get Britain Working White Paper, Department of Work and Pensions (London) 26 November 2024. Access Date: 6 December 2024. <https://www.gov.uk/government/speeches/get-britain-working-white-paper>

<sup>2880</sup> Rogue employers will be banned from hiring overseas workers, Department of Health and Social Care (London) 28 November 2024. Access Date: 6 December 2024. <https://www.gov.uk/government/news/rogue-employers-will-be-banned-from-hiring-overseas-workers>

<sup>2881</sup> UKEF partners with business group to support female entrepreneurs, UK Export Finance (London) 3 December 2024. Access Date: 21 December 2024. <https://www.gov.uk/government/news/uk-ef-partners-with-business-group-to-support-female-entrepreneurs>

<sup>2882</sup> Economic inactivity set to be tackled with funding boost, Department for Work and Pensions (London) 18 December 2024. Access Date: 21 December 2024. <https://www.gov.uk/government/news/economic-inactivity-set-to-be-tackled-with-funding-boost>

This initiative aims to address economic inactivity by supporting the 646,000 people who are off from work due to musculoskeletal conditions with the services they need to go back to work.

On 24 January 2025, the Department for Work and Pensions announced the commission of a new report on the employment of disabled people in the United Kingdom and the challenges and barriers faced both by them and the businesses that hire them.<sup>2883</sup> The report will be released in April 2025 and will contain recommendations on how to better accommodate disabled and ill people in the workforce.

On 29 January 2025, the Department for Work and Pensions announced the commission of an independent panel to advise the government on how to improve the state of the job market for neurodiverse individuals.<sup>2884</sup> The panel will be composed of academics with knowledge of neurodiversity and is being chaired by Professor Amanda Kirby.

On 4 February 2025, the government enacted legislation to raise the national living wage to GBP12.21 per hour and the national minimum wage for individuals aged 18-20 to GBP10.00 per hour, effective 1 April 2025.<sup>2885</sup> The legislation also increased the minimum wage for apprentices to GBP7.55 per hour. Overall, this action addresses pay gaps for different age groups and those employed in different types of work.

On 11 February 2025, the UK–Association of Southeast Asian Nations (ASEAN) programme for the advancement of girls’ education began accepting applications for its Women in STEM Scholarships.<sup>2886</sup> The programme includes 11 full-ride scholarships to master’s programs at the University of Manchester and the University of Warwick which are available only to women from ASEAN member states or Timor-Leste. This initiative aims to combat the global exclusion of women from STEM jobs.

On 4 March 2025, the UK Parliament tabled amendments to the Employment Rights Bill to promote “long-term sustainable, inclusive, and secure economic growth.”<sup>2887</sup> The proposed amendments include provisions to expand access to sick pay, ensure that workers’ contracts reflect actual hours worked and strengthen the enforcement of employment rights for workers at “umbrella companies.”

On 4 March 2025, the Department for Environment, Food and Rural Affairs announced a GBP38 million Rural England Prosperity Fund for rural communities.<sup>2888</sup> The funding will be allocated to projects such as investments to diversify rural economies away from agriculture and proposals to create “rural business hubs.”

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<sup>2883</sup> Ex-high street chief to keep Britain working with review into business support for disabled and long-term sick, Department for Work and Pensions (London) 24 January 2025. Access Date: 19 February 2024. <https://www.gov.uk/government/news/ex-high-street-chief-to-keep-britain-working-with-review-into-business-support-for-disabled-and-long-term-sick>

<sup>2884</sup> Employment prospects for neurodiverse people set to be boosted with launch of new expert panel, Department for Work and Pensions (London) 29 January 2025. Access Date: 19 February 2024. <https://www.gov.uk/government/news/employment-prospects-for-neurodiverse-people-set-to-be-boosted-with-launch-of-new-expert-panel>

<sup>2885</sup> April pay rise set to boost pockets of over 3 million workers, Department for Business and Trade (London) 4 February 2025. Access Date: 19 February 2024. <https://www.gov.uk/government/news/april-pay-rise-set-to-boost-pockets-of-over-3-million-workers>

<sup>2886</sup> ASEAN-UK SAGE Women in STEM Scholarships 2025 Open to Empower Women to Lead in STEM, Foreign, Commonwealth & Development Office (UK Mission to ASEAN) 11 February 2025. Access Date: 19 February 2024. <https://www.gov.uk/government/news/asean-uk-sage-women-in-stem-scholarships-2025-open-to-empower-women-to-lead-in-stem>

<sup>2887</sup> Employment Rights Bill to boost productivity for British workers and grow the economy, Department for Business and Trade (London) 4 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/employment-rights-bill-to-boost-productivity-for-british-workers-and-grow-the-economy>

<sup>2888</sup> Government funding for rural communities set out, Department for Environment, Food & Rural Affairs (London) 4 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/government-funding-for-rural-communities-set-out>

On 8 March 2025, the Foreign, Commonwealth and Development Office announced the appointment of Harriet Harman as the United Kingdom's first Special Envoy for Women and Girls.<sup>2889</sup> She is tasked with coordinating the United Kingdom's global gender equality efforts, including promoting equal access to education.

On 8 March 2025, the Office for Equality and Opportunity issued a press release reaffirming the government's commitment to closing the gender pay gap.<sup>2890</sup> The press release also highlighted the economic value of women's inclusion in the workforce.

On 8 March 2025, the British High Commission in Dhaka hosted an event with female Bangladeshi leaders to advocate for the advancement of women's rights in Bangladesh.<sup>2891</sup> Discussions centred around women's enfranchisement in decisions across a wide variety of sectors.

On 10 March 2025, the Deputy Permanent Representative to the United Nations Ambassador James Kariuki delivered a speech at the UN Security Council meeting on Afghanistan.<sup>2892</sup> This speech expressed concern over the ongoing government ban on secondary education for girls in Afghanistan and stressed the importance of lifting the ban alongside more comprehensive accountability efforts.

On 10 March 2025, the United Kingdom Mission to ASEAN announced a joint study with the Centre for Strategy and Evaluation Services to explore policy reforms that could better support female entrepreneurs of small and medium-sized enterprises in ASEAN countries.<sup>2893</sup> The research focused on micro-enterprises, which are disproportionately led by women and often face regulatory barriers.

On 13 March 2025, Minister for Africa and the United Nations Ray Collins delivered a speech during the General Discussion at the UN Commission on the Status of Women, reaffirming the United Kingdom's commitment to advancing the rights of women, girls and other marginalized groups.<sup>2894</sup> The minister also voiced concern over the global rollback of progress in gender equality.

On 18 March 2025, the Department for Work and Pensions announced a GBP1 billion investment for support services for disabled individuals and those living with long-term conditions to seek employment.<sup>2895</sup> The announcement included the introduction of a "Right to Try Guarantee" intended to prevent disabled

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<sup>2889</sup> Women's rights to be championed by appointment of new UK Special Envoy, Foreign, Commonwealth & Development Office (London) 8 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/womens-rights-to-be-championed-by-appointment-of-new-uk-special-envoy>

<sup>2890</sup> Women key to unlocking growth says Minister for Women and Equalities, Office for Equality and Opportunity (London) 8 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/women-key-to-unlocking-growth-says-minister-for-women-and-equalities>

<sup>2891</sup> British High Commission Dhaka celebrates International Women's Day, reaffirming commitment to gender equality, Foreign, Commonwealth & Development Office (London) 8 March 2025. Access Date: 11 April 2025. <https://www.gov.uk/government/news/british-high-commission-dhaka-celebrates-international-womens-day-reaffirming-commitment-to-gender-equality>

<sup>2892</sup> The UK unequivocally condemns the Taliban's ban on girls' education in Afghanistan: UK statement at the UN Security Council, Foreign, Commonwealth & Development Office (London) 10 March 2025. Access Date: 11 April 2025. <https://www.gov.uk/government/speeches/the-uk-unequivocally-condemns-the-talibans-ban-on-girls-education-in-afghanistan-uk-statement-at-the-un-security-council>

<sup>2893</sup> UK launches study on regulatory reform to enhance gender equality and support MSMEs in ASEAN, UK Mission to ASEAN (London) 10 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/uk-launches-study-on-regulatory-reform-to-enhance-gender-equality-and-support-msmes-in-asean>

<sup>2894</sup> When women and girls are empowered in all their diversity, their leadership transforms societies: UK National statement at the UN Commission on the Status of Women General Discussion, Foreign, Commonwealth & Development Office (London) 14 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/speeches/when-women-and-girls-are-empowered-in-all-their-diversity-their-leadership-transforms-societies-uk-national-statement-at-the-un-commission-on-the-st>

<sup>2895</sup> Biggest shake up to welfare system in a generation to get Britain working, Department for Work and Pensions (London) 18 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/biggest-shake-up-to-welfare-system-in-a-generation-to-get-britain-working>

individuals from being discouraged from job-seeking out of fear of losing benefits too quickly. This investment was accompanied by various changes to the Personal Independence Payments system in the United Kingdom.

On 18 March 2025, the Office for Equality and Opportunity announced the establishment of a new Race Equality Engagement Group chaired by Member of the House of Lords Doreen Lawrence.<sup>2896</sup> The group was created to improve the representation of ethnic minorities in government decision-making and to ensure that their interests are reflected in the government's Plan for Change.

On 18 March 2025, the Ministry of Defence introduced a new independent support unit for women serving in the Armed Forces and a Violence Against Women and Girls Taskforce.<sup>2897</sup> The support unit, independent of the military chain of command, is designed to manage serious complaints related to bullying, discrimination and harassment. The taskforce aims to reduce violence against women within the Armed Forces.

On 2 April 2025, the Office for Standards in Education, Children's Services and Skills released a report commissioned by the Department for Education on career guidance for students from low socioeconomic backgrounds.<sup>2898</sup> The report found that students at further education institutions generally had a positive view of the guidance they received. However, it also identified ongoing gaps and recommended further research into how best to support these students in planning their careers.

The United Kingdom has fully complied with its commitment to accelerating gender and other forms of equality in the world of work. It has taken several strong actions to improve the workplace rights of both women and disabled people, including tangible investments to benefit those groups in the workplace and broad improvements to workplace rights, including specific provisions for the inclusion of women. In addition, the United Kingdom has invested in opportunities in the workplace for people living in rural communities. Finally, the United Kingdom has acted to support gender equality in the world of work in a global context.

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

*Analyst: Catherine Evelyn Moore Donkin*

## **United States: 0**

The United States has partially complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 18 June 2024, the Department of Labor hosted a Women's Bureau summit on eliminating gender-based violence and harassment at work.<sup>2899</sup> Panelists discussed the Biden-Harris Administration's National Plan to End Gender-Based Violence and International Labour Organization Convention 190 as frameworks to address workplace violence, followed by breakout sessions on strategies to advance these efforts. Women's Bureau Director Wendy Chun-Hoon called for systemic change to ensure safe workplaces.

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<sup>2896</sup> Government announces Race Equality Engagement Group to break down barriers to racial equality, Office for Equality and Opportunity (London) 18 March 2025. Access date: 10 April 2025. <https://www.gov.uk/government/news/government-announces-race-equality-engagement-group-to-break-down-barriers-to-racial-equality>

<sup>2897</sup> Fundamental changes to Armed Forces processes to better support Women in UK Defence, Ministry of (London) 18 March 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/fundamental-changes-to-armed-forces-processes-to-better-support-women-in-uk-defence>

<sup>2898</sup> Careers guidance for students from lower socioeconomic backgrounds 'variable' – new report, Office for Standards in Education, Children's Services and Skills (London) 2 April 2025. Access Date: 10 April 2025. <https://www.gov.uk/government/news/careers-guidance-for-students-from-lower-socioeconomic-backgrounds-variable-new-report>

<sup>2899</sup> READOUT: Department of Labor welcomes labor, business, stakeholders to discuss elimination of gender-based violence, harassment at work, U.S. Department of Labor (Washington D.C.) 18 June 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/wb/wb20240620>

On 21 June 2024, Deputy Undersecretary for International Labor Affairs Thea Lee and the Department of Labor concluded its participation at the 2024 International Labor Conference held in Geneva.<sup>2900</sup> Key outcomes of the conference include progress on developing a new international standard to protect against biological hazards at work and plans to address gender inequality in the care economy by promoting comprehensive leave policies and tackling discrimination.

On 26 June 2024, the Department of Labor's Veterans' Employment and Training Service announced eight new partners for its Employment Navigator and Partnership Program.<sup>2901</sup> Organizations in California, Colorado, Florida, Idaho, Massachusetts, New York and the District of Columbia will offer services such as career mentoring, apprenticeships and skill matching. This initiative, part of the Transition Assistance Program, aims to promote workforce inclusion and equal employment opportunities for veterans and their families.

On 27 June 2024, the Department of Labor announced a USD12.7 million funding opportunity through the Occupational Safety and Health Administration's Susan Harwood Training Grant Program.<sup>2902</sup> Grants aim to enhance workplace safety and promote job quality by providing instructor-led training in high-risk industries, focusing on underserved workers, including those with limited English proficiency and in temporary jobs.

On 27 June 2024, the Department of Labor announced over USD57 million in grants through the Homeless Veterans' Reintegration Program to help homeless and at-risk veterans secure meaningful employment.<sup>2903</sup> Managed by the Veterans' Employment and Training Service, this initiative provides access to job training, apprenticeships and placement services, collaborating with nonprofits and educational institutions to address veteran homelessness and promote workforce equality.

On 1 July 2024, the Department of Labor implemented a new rule extending overtime protections for salaried workers.<sup>2904</sup> This rule aims to promote labour equity and economic fairness, prioritizing lower-paid workers to give them greater financial security and work-life balance.

On 2 July 2024, the Department of Labor awarded nearly USD47 million in grants to 14 organizations through the Growth Opportunities program.<sup>2905</sup> These grants aim to address structural barriers to employment by providing jobs, skills training and supportive services to youth aged 15 to 24, particularly those affected by violence, crime and poverty. As part of the Reentry Employment Opportunities program, this initiative also focuses on leadership development, mentoring and conflict resolution skills, helping underserved communities access resources for labour market success.

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<sup>2900</sup> READOUT: Department of Labor leads US delegation to promote worker rights at 2024 International Labor Conference, U.S. Department of Labor (Washington D.C.) 21 June 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/ilab/ilab20240621>

<sup>2901</sup> US Department of Labor announces 8 additions to program to deliver employment assistance to transitioning service members, spouses, U.S. Department of Labor (Washington D.C.) 26 June 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/vets/vets20240626>

<sup>2902</sup> Department of Labor announces \$12.7M funding opportunity to support delivery of employee safety, health training, education, U.S. Department of Labor (Washington D.C.) 27 June 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/osh/osh20240627-0>

<sup>2903</sup> US Department of Labor awards more than \$57M in grants to help homeless, at-risk veterans re-enter workforce, U.S. Department of Labor (Washington D.C.) 27 June 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/vets/vets20240627>

<sup>2904</sup> Statement from Acting Secretary of Labor Su on extending overtime protections for millions of workers, U.S. Department of Labor (Washington D.C.) 1 July 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/osec/osec20240701>

<sup>2905</sup> US Department of Labor awards nearly \$47M in grants to provide jobs, training, supportive services in communities affected by violence, poverty, U.S. Department of Labor (Washington D.C.) 2 July 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240702-0>

On 2 July 2024, the Department of Labor awarded over USD56 million in Pathway Home Five grants to help individuals receive job training and re-enter their communities post-incarceration.<sup>2906</sup> These grants are authorized by the Workforce Innovation and Opportunity Act and aim to reduce recidivism by providing participants with skills valued by local employers. The program enables individuals to begin training before release and builds on partnerships between correctional facilities and workforce systems.

On 11 July 2024, Acting Secretary of Labor Julie Su and White House Domestic Policy Advisor Neera Tanden announced a USD244 million investment by the Biden-Harris administration to modernize, diversify and expand the US Registered Apprenticeship system as part of the Investing in America agenda.<sup>2907</sup> This initiative includes nearly USD195 million allocated under the Apprenticeship Building America initiative and USD49 million through State Apprenticeship Expansion Formula grants. The funds will support public-private partnerships and provide underrepresented communities access to in-demand careers, aligning with broader legislative priorities such as the Inflation Reduction Act and the CHIPS and Science Act.

On 15 July 2024, the Department of Labor awarded up to USD13.9 million in funding to Management and Training Corp. and Net America Corp. to pilot information technology training and job services for Job Corps students in the Atlanta and San Francisco regions.<sup>2908</sup> This funding is supported by the Workforce Innovation and Opportunity Act and aims to expand career technical training and counseling for young people, particularly those from marginalized communities. These projects focus on providing industry-recognized credentials and career pathways in high-growth sectors, emphasizing labor force inclusion and gender equity in access to in-demand careers in information technology (IT).

On 18 July 2024, the Department of Labor's Employment and Training Administration announced USD99 million in funding through the YouthBuild Program to support pre-apprenticeships in high-demand sectors such as construction, clean energy, healthcare and IT for young people aged 16 to 24 facing barriers to education and career development.<sup>2909</sup> This program provides academic support, skills training and employment services to empower youth in underserved communities. This initiative supports equitable access to career-building opportunities and helps marginalized youth gain essential skills for economic advancement.

On 31 July 2024, the Department of Labor's Employment and Training Administration announced USD45 million in funding through the Reentry Employment Opportunities program to enhance employment opportunities for young adults aged 15 to 24 in communities impacted by violence, crime and poverty.<sup>2910</sup> This funding will support education, skills training, mentorship and paid work experience to address structural barriers and promote equitable access to employment.

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<sup>2906</sup> Department of Labor awards over \$56M in grants to help justice-involved people get needed job training, prepare them for return to communities, U.S. Department of Labor (Washington D.C.) 2 July 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240702>

<sup>2907</sup> Biden-Harris administration awards over \$244M to modernize, diversify, expand Registered Apprenticeships in growing industries, U.S. Department of Labor (Washington D.C.) 11 July 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240711-0>

<sup>2908</sup> US Department of Labor awards up to \$13.9M to fund pilot programs to deliver info-technology skills, training, job services to Job Corps students, U.S. Department of Labor (Washington D.C.) 15 July 2024. Access Date: 30 September 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240715>

<sup>2909</sup> US Department of Labor announces \$99M in available funding to deliver education, occupational skills training, job services to young people, U.S. Department of Labor (Washington D.C.) 18 July 2024. Access Date: 30 October 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240718-0>

<sup>2910</sup> US Department of Labor announces \$45M in funds available to improve employment opportunities for young people affected by violence, poverty, U.S. Department of Labor (Washington D.C.) 31 July 2024. Access Date: 30 October 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240731>

On 5 August 2024, the Department of Labor implemented the Equal Employment Opportunity Program under DLMS 6 - Employee Relations.<sup>2911</sup> This program establishes a fair and impartial complaint process to handle allegations of discrimination, harassment and retaliation based on characteristics protected under federal law, including race, colour, religion and sex. The policy aims to promote a respectful workplace and safeguard employees' rights through transparency, oversight and compliance with federal statutes.

On 3 September 2024, Acting Secretary of Labor Julie Su issued an Equal Employment Opportunity policy to foster a workplace centred on diversity, equity, inclusion and accessibility within the Department of Labor.<sup>2912</sup> The policy aims to eliminate discrimination and advance equitable treatment, particularly for employees from historically underserved communities, by establishing Equal Employment Opportunity protections across all employment processes, including recruitment, promotions and training.

On 11 September 2024, the Department of Labor's Women's Bureau and Employment and Training Administration awarded USD1.4 million in Fostering Access, Rights and Equity grants to support four community organizations in preventing and responding to gender-based violence and harassment in the workplace.<sup>2913</sup> This funding aims to assist underserved and marginalized women workers, focusing on those from historically marginalized communities, including women of color, LGBTQI+ individuals and women affected by poverty and inequality.

On 20 September 2024, the Department of Labor's Employment and Training Administration awarded USD203 million in grants through the Senior Community Service Employment Program (SCSEP) to support training and career services for low-income older adults in 14 states and the District of Columbia.<sup>2914</sup> The SCSEP grants aim to assist participants in moving into unsubsidized employment, fostering self-sufficiency and promoting part-time community service roles for unemployed individuals aged 55 and older.

On 25 September 2024, the Biden-Harris administration, through the Department of Labor's Employment and Training Administration, awarded USD71 million in grants to support 27 organizations across 14 states and the District of Columbia.<sup>2915</sup> This funding is aimed at improving job quality, expanding access to good jobs and preparing workers for high-paying jobs aligned with the administration's Investing in America agenda.

On 27 September 2024, the Department of Labor's Employment and Training Administration awarded USD18.4 million in demonstration grants to nine national grantees involved in the SCSEP.<sup>2916</sup> This funding aims to evaluate the impact of sector-based training for low-income, older workers, focusing on aiding their transition to unsubsidized employment. These grants support partnerships with employers, training providers and public workforce systems, allowing grantees to enhance services with career navigation, occupational training and on-the-job training.

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<sup>2911</sup> DOL Equal Employment Opportunity Program, U.S. Department of Labor (Washington D.C.) 5 August 2024. Access Date: 30 October 2024. <https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/dlms6-0100>

<sup>2912</sup> U.S. Department of Labor Policy Statement on Equal Employment Opportunity, U.S. Department of Labor (Washington D.C.) 3 September 2024. Access Date: 29 October 2024. <https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/internal/policies/equal-employment-opportunity-policy>

<sup>2913</sup> US Department of Labor announces \$1.4M in grants to prevent, respond to workplace gender-based violence, harassment, Department of Labor (Washington D.C.) 3 September 2024. Access Date: 30 October 2024. <https://www.dol.gov/newsroom/releases/wb/wb20240911>

<sup>2914</sup> US Department of Labor awards \$203M in grants to provide training, services to low-income older adults in 14 states, District of Columbia, U.S. Department of Labor (Washington D.C.) 20 September 2024. Access Date: 30 October 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240920>

<sup>2915</sup> Biden-Harris administration awards \$71M in grants to improve job quality, prepare workers, expand access to good jobs in critical sectors, U.S. Department of Labor (Washington D.C.) 25 September 2024. Access Date: 30 October 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240925>

<sup>2916</sup> US Department of Labor awards additional \$18.4M in grants, will measure effectiveness of sector-based training for low-income older adult workers, U.S. Department of Labor (Washington D.C.) 27 September 2024. Access Date: 30 October 2024. <https://www.dol.gov/newsroom/releases/eta/eta20240927>

On 30 September 2024, the Department of Labor's Office of Disability Employment Policy launched the "Situations and Solutions Finder," a new tool offering over 700 ideas for workplace accommodations tailored for workers with disabilities.<sup>2917</sup> Released during National Disability Employment Awareness Month, this tool drew from the Job Accommodation Network and allows users to filter accommodations by disability, limitation or occupation, helping employers and employees identify suitable modifications to the workplace. This initiative improves productivity and equal employment opportunities for disabled workers, while reinforcing the Office of Disability Employment Policy's commitment to supporting inclusive workplaces through accessible resources.

On 30 September 2024, the Department of Labor obtained a permanent injunction against Cargomatic Inc., a California transportation company, prohibiting it from retaliating against drivers and from unlawfully transferring liability for labour law violations onto them.<sup>2918</sup> This legal action reinforces the department's commitment to protecting workers' rights and ensuring compliance with labor laws, particularly against coercive contract provisions that undermine workers' legal protections.

On 1 October 2024, the Department of Labor's Wage and Hour Division, in partnership with the New Jersey Department of Labor and Workforce Development, launched a strategic enforcement initiative to combat illegal child labor practices.<sup>2919</sup> This initiative targets industries with a history of non-compliance, focusing on preventing child labor violations in hazardous occupations. Through joint investigations, outreach and education efforts, the agencies aim to protect vulnerable young workers and promote safe employment practices in New Jersey.

On 1 October 2024, the Department of Labor announced the availability of up to USD20 million in grants to support national out-of-school time organizations in expanding job training and career pathways for underserved youth.<sup>2920</sup> Through the Workforce Pathways for Youth demonstration grants, these organizations will collaborate with state and local affiliates to provide work-based learning, paid employment opportunities and foundational skills training to youth aged 14 to 21.

On 2 October 2024, the Department of Labor's Women's Bureau and Employment and Training Administration awarded USD6 million in Women in Apprenticeship and Nontraditional Occupations grants to expand job opportunities for women in pre-apprenticeship, Registered Apprenticeship programs and nontraditional occupations.<sup>2921</sup> This funding will enable organizations in eight states and the District of Columbia to train women in fields such as construction, advanced manufacturing and IT.

On 18 October 2024, the Department of Labor's Employment and Training Administration awarded USD800,000 to the Kansas Local Area I Workforce Investment Board to support employment and training

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<sup>2917</sup> Department of Labor launches tool to provide workers with disabilities, employers ideas for workplace accommodations, U.S. Department of Labor (Washington D.C.) 30 September 2024. Access Date: 30 October 2024.

<https://www.dol.gov/newsroom/releases/odep/odep20240930>

<sup>2918</sup> Department of Labor obtains order forbidding California transportation provider from retaliating against drivers, interfering with their rights, U.S. Department of Labor (Washington D.C.) 30 September 2024. Access Date: 30 October 2024.

<https://www.dol.gov/newsroom/releases/sol/sol20240930>

<sup>2919</sup> US Department of Labor, New Jersey Department of Labor strategic enforcement initiative combats illegal child labour, U.S. Department of Labor (Washington D.C.) 1 October 2024. Access Date: 30 October 2024.

<https://www.dol.gov/newsroom/releases/whd/whd20241001>

<sup>2920</sup> US Department of Labor announces \$20M in grants available for out-of-school time organizations to increase access to good jobs for underserved youth, U.S. Department of Labor (Washington D.C.) 1 October 2024. Access Date: 30 October 2024.

<https://www.dol.gov/newsroom/releases/eta/eta20241001>

<sup>2921</sup> US Department of Labor announces \$6M in grants to expand job opportunities for women in apprenticeships, nontraditional occupations, U.S. Department of Labor (Washington D.C.) 2 October 2024. Access Date: 30 October 2024.

<https://www.dol.gov/newsroom/releases/wb/wb20241002>

services for workers affected by multiple layoffs and business closures between January and June 2024.<sup>2922</sup> This initial funding is part of a National Dislocated Worker Grant totaling up to USD2 million to provide retraining and skills development for dislocated workers across 62 Kansas counties, ensuring that impacted workers receive the assistance they need to re-enter the workforce.

On 13 November 2024, the Department of Labor and the Department of Commerce released the Skills-First Hiring Starter Kit to help employers hire and promote workers based on their skills and knowledge, rather than formal degree qualifications.<sup>2923</sup> The initiative aims to offer economic opportunities to workers who possess relevant skills but may face barriers due to the lack of traditional credentials.

On 21 November 2024, the Department of Labor awarded USD4.3 million in funding to Wisconsin's Department of Workforce Development to support employment and training services in communities affected by the opioid crisis.<sup>2924</sup> The grant will create disaster-relief positions to address humanitarian needs and offer training opportunities in fields such as addiction treatment and mental health. This initiative aims to help individuals reintegrate into the workforce while addressing the economic and public health impacts of opioid addiction.

On 21 November 2024, the Department of Labor announced the expansion of the Transition Assistance Program, enhancing employment resources for veterans, transitioning service members and their spouses.<sup>2925</sup> The program connects participants to apprenticeship opportunities, mentorship and training services to support their transition into civilian careers.

On 3 December 2024, the Department of Labor announced a USD3 million award to Humanity and Inclusion, a humanitarian organization that supports individuals with disabilities living in vulnerable situations such as poverty and conflict.<sup>2926</sup> This award will enable the organization to support access to decent work for people with disabilities in Cambodia while addressing labor exploitation. A secondary focus will be placed on those with multiple disabilities or those facing multiple forms of exclusion such as women, children and those with intellectual or psychosocial disabilities.

On 12 December 2024, the Department of Labor announced USD99.3 million in grants in 31 US states to support young people to access the world of work.<sup>2927</sup> Seventy-one selected organizations will provide youth with training and employment services while employing a pre-apprenticeship model that supports disadvantaged youth to gain education and occupational skills training for careers in "healthcare, information technology, manufacturing and logistics, culinary arts and hospitality."

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<sup>2922</sup> US Department of Labor awards \$800K to provide employment, training services for workers displaced by multiple layoffs, closures, U.S. Department of Labor (Washington D.C.) 18 October 2024. Access Date: 30 October 2024.

<https://www.dol.gov/newsroom/releases/eta/eta20241018-0>

<sup>2923</sup> US Departments of Labor, Commerce release skills-first hiring guide to help employers hire, promote workers based on skill, knowledge, U.S. Department of Labor (Washington D.C.) 14 November 2024. Access Date: 11 December 2024.

<https://www.dol.gov/newsroom/releases/osec/osec20241113>

<sup>2924</sup> US Department of Labor awards Wisconsin \$4.3M in funding to support employment, training services in communities affected by opioid crisis, U.S. Department of Labor (Washington D.C.) 21 November 2024. Access Date: 11 December 2024.

<https://www.dol.gov/newsroom/releases/eta/eta20241121-0>

<sup>2925</sup> US Department of Labor expands employment assistance for transitioning service members, veterans, spouses with new training, partners, service areas, U.S. Department of Labor (Washington D.C.) 21 November 2024. Access Date: 11 December 2024.

<https://www.dol.gov/newsroom/releases/vets/vets20241121>

<sup>2926</sup> US Department of Labor awards \$3M to empower Cambodian organizations of persons with disabilities address labor exploitation, barriers to decent work, U.S. Department of Labor (Washington D.C.) 3 December 2024. Access Date: 21 December 2024.

<https://www.dol.gov/newsroom/releases/ilab/ilab20241203>

<sup>2927</sup> US Department of Labor awards \$99.3M in grants to support training, job services to prepare young people to succeed in high-demand careers, U.S. Department of Labor (Washington D.C.) 12 December 2024. Access Date: 21 December 2024.

<https://www.dol.gov/newsroom/releases/eta/eta20241212-0>

On 20 December 2024, the Department of Labor announced USD1.5 million in funding for Florida's Department of Commerce.<sup>2928</sup> This funding will be used to support individuals impacted by opioid use, addiction and overdose in 21 Florida counties to access employment and training services as well as disaster-relief jobs that address health and counseling shortages.

On January 13, 2025, the Department of Labor announced the availability of at least USD25 million in grants to provide training and employment services for incarcerated individuals pre- and post-release.<sup>2929</sup> This program supports Pathway Home 6 Grants, aimed at reducing recidivism by closing the gap between release and entry into workforce development programs and offering participants legal assistance, job search guidance and skills-based employment pathways.

On January 17, 2025, the Department of Labor awarded USD46.5 million in grants to help young people in communities affected by violence and poverty find pathways to success.<sup>2930</sup> This initiative supports 14 organizations across 12 states and the District of Columbia with job training, mentoring, leadership development and conflict resolution, fulfilling the department's commitments under the Workforce Innovation and Opportunity Act and expanding opportunities for justice-involved youth.

On 24 January 2025, the Department of Labor announced that it will no longer take action in relation to Executive Order 11246, noting that Acting Secretary of Labor Vince Micone has instructed employees "to cease and desist all investigative and enforcement activity under the rescinded Executive Order 11246 and the regulations promulgated under it."<sup>2931</sup> The Executive Order was rescinded by President Donald Trump on 21 January 2025, ending prohibitions to discrimination in government employment and by government contractors and sub-contractors as well as ending affirmative action requirements.<sup>2932</sup> Title VII of the Civil Rights Act of 1964 will continue to prohibit some forms of employment discrimination on the basis of race, colour, religion, sex and national origin, but protections have been weakened by rescinding Executive Order 11246. Furthermore, this action means that there are no longer any federal policies preventing discrimination on the basis of sexual orientation or gender identity. As such, this action is directly and explicitly antithetical to the commitment on gender and other forms of equality in the world of work, which includes government employment.

On March 5, 2025, Acting Chair of the Equal Employment Opportunity Commission Andrea Lucas announced that universities and colleges would be held accountable for creating hostile work environments for Jewish employees, underscoring that academic institutions are also major employers subject to Title VII of the Civil Rights Act of 1964.<sup>2933</sup> This action represents the government's efforts to address antisemitism in the workplace.

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<sup>2928</sup> US Department of Labor awards Florida \$1.5M in funding to support jobs, training services in 21 counties affected by opioid crisis, U.S. Department of Labor (Washington D.C.) 20 December 2024. Access Date: 21 December 2024. <https://www.dol.gov/newsroom/releases/eta/eta20241220>

<sup>2929</sup> US Department of Labor announces \$25M in available funding to support pre-release training, employment services to incarcerated people, U.S. Department of Labor (Washington D.C.) 13 January 2025. Access Date: 18 February 2025. <https://www.dol.gov/newsroom/releases/eta/eta20250113>

<sup>2930</sup> US Department of Labor awards \$46.5M in grants to help young people in communities affected by violence, poverty find opportunities to succeed, U.S Department of Labor (Washington D.C.) 17 January 2025. Access Date: 19 February 2025. <https://www.dol.gov/newsroom/releases/eta/eta20250117>

<sup>2931</sup> US Department of Labor to cease and desist all investigative and enforcement activity under rescinded Executive Order 11246, U.S. Department of Labor (Washington D.C.) 24 January 2025. Access Date: 30 April 2025. <https://www.dol.gov/newsroom/releases/osec/osec20250124>

<sup>2932</sup> Rescission of Executive Order 11246, "Equal Employment Opportunity": Legal Implications, U.S. Congress (Washington D.C.) 12 February 2025. Access Date: 30 April 2025. <https://www.congress.gov/crs-product/LSB11268>

<sup>2933</sup> EEOC Acting Chair Promises to Hold Accountable Universities and Colleges for Antisemitism on Campus Workplaces, U.S Equal Employment Opportunity Commission (Washington D.C.) 5 March 2025. Access Date: 7 April 2025. <https://www.eeoc.gov/newsroom/eeoc-acting-chair-promises-hold-accountable-universities-and-colleges-antisemitism-campus>

The United States has partially complied with its commitment to accelerating gender and other forms of equality in the world of work. The United States has taken strong action to accelerate gender equality and equal opportunities for veterans, young people, formerly incarcerated individuals and other marginalized groups in the world of work. However, by rescinding Executive Order 11246 and directing employees at the Department of Labor to stop all activities pertaining to the order which preventing discrimination against government employees, the United States has also acted directly against the commitment.

Thus, the United States receives a score of 0.

*Analyst: JunHan Wang*

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

The European Union has fully complied with its commitment to accelerating gender and other forms of equality in the world of work.

On 17 June 2024, the European Commission released the Gender Overview Document, which highlights the progress made under the 2020-2025 Gender Equality Strategy.<sup>2934</sup> This document underscores the Commission’s commitment to embedding gender equality across all policy areas, ensuring that women and men have equal opportunities in every sector. The report outlines key achievements, including increased gender representation in leadership positions, enhanced policies on gender pay transparency and strengthened legal frameworks to combat gender-based violence.

On 30 July 2024, the Committee on Women’s Rights and Gender Equality announced key features of its Empowering Women in Construction: FEMCON Project designed to enhance the professional growth of women in the construction field.<sup>2935</sup> Tools such as the Inclusion Reach Toolkit, practice showcases and an online course provide a platform to foster skill enhancement and gender equality within the industry.

On 1 August 2024, the European External Action Service funded a market event in Timor-Leste to showcase local female producers and incentivize their craft and businesses.<sup>2936</sup> This initiative aimed to highlight women’s empowerment through their economic activities and raise awareness of the inclusion of rural women in national and local markets.

On 5 August 2024, the European External Action Service held the “Women’s Councils: models, skills and voice for a just society in Eritrea” which offered training for at-risk women to create small businesses.<sup>2937</sup> This programme provided up to 300 vulnerable women with the skills and knowledge to generate income and strengthen their well-being.

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<sup>2934</sup> Gender equality mainstreaming, European Commission (Brussels) 17 June 2024. Access Date: 28 September 2024. [https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/horizontal-priorities/gender-equality-mainstreaming\\_en](https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/horizontal-priorities/gender-equality-mainstreaming_en)

<sup>2935</sup> Empowering Women in Construction: FEMCON Project Launches Key Resources to Foster Gender Equality in the Industry, European Commission (Brussels) 30 July 2024. Access Date: 30 October 2024 <https://epale.ec.europa.eu/en/content/empowering-women-construction-femcon-project-launches-key-resources-foster-gender-equality>

<sup>2936</sup> Market Event and Gender Equality Competition: Empowering Communities and Promoting Gender Equality, European External Action Service (Brussels) 5 August 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/timor-leste/market-event-and-gender-equality-competition-empowering-communities-and-promoting-gender-equality\\_en](https://www.eeas.europa.eu/delegations/timor-leste/market-event-and-gender-equality-competition-empowering-communities-and-promoting-gender-equality_en)

<sup>2937</sup> Women’s Councils: models, skills and voice for a just society in Eritrea, European External Action Service (Brussels) 5 August 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/eritrea/%E2%80%98women%E2%80%99s-councils-models-skills-and-voice-just-society-eritrea%E2%80%99\\_en](https://www.eeas.europa.eu/delegations/eritrea/%E2%80%98women%E2%80%99s-councils-models-skills-and-voice-just-society-eritrea%E2%80%99_en)

On 6 August 2024, the European External Action Service announced support of up to EUR33.12 million to the Government of Tanzania to be distributed amongst five areas, including gender.<sup>2938</sup> This funding intends to advance economic independence and enhance women’s roles in leadership.

On 12 August 2024, the European Commission’s Service for Foreign Policy Instruments granted EUR2 million to fund an all-female Ukrainian technical survey dog handlers to ensure the removal of landmines from areas in Ukraine.<sup>2939</sup> This initiative highlights the participation of women in professional and military settings and provides skill training to advance their expertise.

On 30 August 2024, the European Institute for Gender Equality published its study on workforce re-entry following parental leave under gendered perspectives, highlighting the unequal policies and obstacles often faced by women.<sup>2940</sup> This report includes recommendations for member states to conduct gender impact evaluations and encourage employers to facilitate more equal work-life policies.

On 6 September 2024, the European Institute of Innovation and Technology reopened a recruitment call for the STRADA Project for women to join the manufacturing sector.<sup>2941</sup> This ongoing project provides women with tools, masterclasses and networking events to obtain leadership positions in a usually male-dominated industry.

On 9 September 2024, the European External Action Service distributed 16 grants as part of the EU4Employment project to vulnerable groups in Bosnia and Herzegovina including women from rural areas and people with disabilities.<sup>2942</sup> This financial support contributes to providing opportunities in the labour market for women and people living with disabilities and aims to deliver guidance to bolster employment policy initiatives.

On 10 September 2024, the European External Action Service revealed the 20 recipients of USD280,494 from the Culture Fund of Zimbabwe Trust funded by the European Union.<sup>2943</sup> Projects such as “TraFashion” and “Re-Imagining [and] Re-directing Intwasa 2024” offer training for women and marginalized communities to create a means of livelihood and delve into sustainable business ventures.

On 19 September 2024, the European Economic and Social Committee adopted an opinion information report put forward earlier in the year under the title “Promoting the social integration of persons with disabilities and

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<sup>2938</sup> European Union pays almost TZS 100 billion to Tanzanian coffers for Sectoral Reforms, European External Action Service (Dar es Salaam) 6 August 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/tanzania/european-union-pays-almost-tzs-100-billion-tanzanian-coffers-sectoral-reforms\\_en](https://www.eeas.europa.eu/delegations/tanzania/european-union-pays-almost-tzs-100-billion-tanzanian-coffers-sectoral-reforms_en)

<sup>2939</sup> Local all-female team equipped with technical survey dogs to clear Ukraine’s minefields, European External Action Service (Brussels) 12 August 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/ukraine/local-all-female-team-equipped-technical-survey-dogs-clear-ukraine%E2%80%99s-minefields\\_en](https://www.eeas.europa.eu/delegations/ukraine/local-all-female-team-equipped-technical-survey-dogs-clear-ukraine%E2%80%99s-minefields_en)

<sup>2940</sup> Return to the labour market after parental leave: A gender analysis, European Institute for Gender Equality (Vilnius) 30 August 2024. Access Date: 30 October 2024. <https://eige.europa.eu/publications-resources/publications/return-labour-market-after-parental-leave-gender-analysis>

<sup>2941</sup> STRADA launches new call for women in manufacturing, European Institute of Innovation and Technology (Budapest) 6 September 2024. Access Date: 31 October 2024. <https://eit.europa.eu/our-activities/opportunities/strada-launches-new-call-women-manufacturing>

<sup>2942</sup> The European Union and Sweden support employment in BiH, European External Action Service (Sarajevo) 9 September 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/european-union-and-sweden-support-employment-bih\\_en](https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/european-union-and-sweden-support-employment-bih_en)

<sup>2943</sup> USD280,494 awarded to 20 new project as creative actions 2 continues to make a positive impact in Zimbabwe's arts and culture sector, European External Action Service (Harare) 10 September 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/zimbabwe/usd-280494-awarded-20-new-projects-creativeactions-2-continues-make-positive-impact-zimbabwe%E2%80%99s-arts\\_en](https://www.eeas.europa.eu/delegations/zimbabwe/usd-280494-awarded-20-new-projects-creativeactions-2-continues-make-positive-impact-zimbabwe%E2%80%99s-arts_en)

persons with changed working capacity.”<sup>2944</sup> This report aims to incentivize member states to advance policies for the integration of people with disabilities in the workforce.

On 23 September 2024, the European Investment Bank awarded 41 African leading venture capital fund managers, the majority of whom were women, through the EU-funded “Africa Venture Finance Program.”<sup>2945</sup> These recognitions encourage women’s participation in the financial industry and support technology firms in their initial phases to create quality employment opportunities.

On 24 September 2024, the European Investment Bank published its guidelines for “Financing for gender equality with the European Investment Bank,” offering a credit line for investment to companies with either 51 per cent of the company’s ownership being held by women, 30 to 40 per cent share of women in top leadership positions or product offering that benefit girls and women.<sup>2946</sup> These financing opportunities create pathways to foster women’s advancement in leadership and create secure positions in business.

On 24 September 2024, the European External Action Service announced that the EU, Poland and Estonia will join Germany’s Joint Action Skills4Recovery program. This joint action will train 4,700 Ukrainian workers in industries such as construction, logistics and IT with a budget of EUR25.5 million.<sup>2947</sup> This program aims to reduce the skill gap by offering training to vulnerable populations and fostering economic development and the creation of quality employment.

On 25 September 2024, the European Institute for Gender Equality (EIGE) published the second edition of its “Quality Considerations for EIGE’s Gender Statistics Database” publication, introducing considerations about gender identity and ethnicity.<sup>2948</sup> These renewed guidelines for data collection allow for economic inequalities between women and men and between women of different backgrounds to be distinguished and more effectively addressed.

On 3 October 2024, the European External Action Service announced funding for a series of “Women’s Municipal Conferences” in Timor-Leste to promote female participation in several industries including agriculture, entrepreneurship and politics.<sup>2949</sup> This support will facilitate 13 conferences and the National Women’s Congress to provide a platform for networking and knowledge sharing to promote gender economic equality.

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<sup>2944</sup> Promoting the social integration of persons with disabilities and persons with changed working capacity, European Economic and Social Committee (Brussels) 18 September 2024. Access Date: 31 October 2024. <https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/promoting-social-integration-persons-disabilities-and-persons-changed-working-capacity>

<sup>2945</sup> Leading African fund managers receive awards for supporting promising entrepreneurs and start-ups across the continent, European Investment Bank (Luxembourg City) 23 September 2024. Access Date: 31 October 2024. <https://www.eib.org/en/press/news/leading-african-fund-managers-receive-awards-for-supporting-promising-entrepreneurs-and-start-ups-across-the-continent>

<sup>2946</sup> Financing for gender equality with the European Investment Bank, European Investment Bank (Luxembourg City) 24 September 2024. Access Date: 31 October 2024. <https://www.eib.org/en/publications/20240031-financing-for-gender-equality-with-the-eib>

<sup>2947</sup> Joint Action Skills4Recovery Launched: EU, Poland, Estonia join Germany to Train 4,700 Skilled Workers for Ukraine’s Economy, European External Action Service (Brussels) 24 September 2024. Access Date: 31 October 2024. [https://www.eeas.europa.eu/delegations/ukraine/joint-action-skills4recovery-launched-eu-poland-estonia-join-germany-train-4700-skilled-workers\\_en](https://www.eeas.europa.eu/delegations/ukraine/joint-action-skills4recovery-launched-eu-poland-estonia-join-germany-train-4700-skilled-workers_en)

<sup>2948</sup> EIGE launches updated guidance on how to collect gender equality data, European Institute for Gender Equality (Vilnius) 25 September 2024. Access Date: 30 October 2024. <https://eige.europa.eu/newsroom/news/eige-launches-updated-guidance-how-collect-gender-equality-data>

<sup>2949</sup> EU supports municipal women’s conferences, European External Action Service (Brussels) 3 October 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/timor-leste/eu-supports-municipal-women%E2%80%99s-conferences\\_en](https://www.eeas.europa.eu/delegations/timor-leste/eu-supports-municipal-women%E2%80%99s-conferences_en)

On 7 October 2024, the European Parliament approved amendments to its “Guidelines for the Employment Policies of the Member States” to foster a more inclusive labour market including protection of workers’ rights, career guidance and training.<sup>2950</sup> The amendments explicitly mention the gender equality commitment from the United Nations Sustainable Development Goals, demanding fair wages.

On 15 October 2024, the European Parliament mobilized EUR2.66 million from the European Globalisation Adjustment Fund to aid 513 displaced Belgian workers after Belgium’s proposal met all standards and committed to equality.<sup>2951</sup> This allowance supports the reintegration of workers who lost their jobs due to industry modernization with retraining or information technology and language skills training.

On 28 October 2024, the EU-ASEAN [Association of South East Asian Nations] Sustainable Connectivity Package-Higher Education Programme organized the “Closing the Gap Workshop 2024” workshop in Bangkok, Thailand.<sup>2952</sup> This event brought together major stakeholders across Southeast Asia to address skill disparities in the agri-food sector, encouraging youth and low-skilled workers to participate in the sector.

On 29 October 2024, the European External Action Service launched the EU-supported project “EU-Tabassum: Media Skills for Promoting Gender Equality and Empowering Young Women in Uzbekistan” to provide avenues for women to enhance their media expertise.<sup>2953</sup> This project also offers grants of up to EUR4,000 from a budget of EUR500,000 to allow women to create their own media outlets.

On 30 October 2024, the European External Action Service agreed to advocate for women’s equality and participation with a budget of EUR7 million in Zimbabwe.<sup>2954</sup> This funding aims to promote gender empowerment initiatives to enhance women’s socio-economic status.

On 31 October 2024, the European Commission began the project “Stronger Together: Strengthening Youth Workers and Organisations for Displaced Youth Integration and Resilience” in Ukraine, Türkiye, Poland, Georgia and Moldova with a contribution of EUR300,000.<sup>2955</sup> This project promotes labour integration by enhancing the professional skills of youth and displaced workers and contributing to building state capacity to support this vulnerable group.

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<sup>2950</sup> REPORT on the proposal for a Council decision on guidelines for the employment policies of the Member States, European Parliament (Strasbourg) 7 October 2024. Access Date: 30 October 2024. [https://www.europarl.europa.eu/doceo/document/A-10-2024-0004\\_EN.html](https://www.europarl.europa.eu/doceo/document/A-10-2024-0004_EN.html)

<sup>2951</sup> REPORT on the proposal for a decision of the European Parliament and of the Council on the mobilisation of the European Globalisation Adjustment Fund for Displaced Workers (application from Belgium – EGF/2024/001 BE/Match-Smatch), European Parliament (Strasbourg) 15 October 2024. Access Date: 30 October 2024. [https://www.europarl.europa.eu/doceo/document/A-10-2024-0009\\_EN.html](https://www.europarl.europa.eu/doceo/document/A-10-2024-0009_EN.html)

<sup>2952</sup> Closing the Gap Workshop 2024 commences to address Employability Gaps in ASEAN’s Agri-food Sector, European External Action Service (Bangkok) 28 October 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/association-southeast-asian-nations-asean/closing-gap-workshop-2024-commences-address-employability-gaps-asean%E2%80%99s-agri-food-sector\\_en](https://www.eeas.europa.eu/delegations/association-southeast-asian-nations-asean/closing-gap-workshop-2024-commences-address-employability-gaps-asean%E2%80%99s-agri-food-sector_en)

<sup>2953</sup> European Union launched a new initiative on gender equality on media skills in Uzbekistan, European External Action Service (Tashkent) 29 October 2024. Access Date: 30 October 2024. [https://www.eeas.europa.eu/delegations/uzbekistan/european-union-launched-new-initiative-gender-equality-media-skills-uzbekistan\\_en](https://www.eeas.europa.eu/delegations/uzbekistan/european-union-launched-new-initiative-gender-equality-media-skills-uzbekistan_en)

<sup>2954</sup> Zimbabwe and European Union sign Financing Agreements worth 75 Million Euros, European External Action Service (Harare) 31 October 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/zimbabwe/zimbabwe-and-european-union-sign-financing-agreements-worth-75-million-euros\\_en](https://www.eeas.europa.eu/delegations/zimbabwe/zimbabwe-and-european-union-sign-financing-agreements-worth-75-million-euros_en)

<sup>2955</sup> Stronger Together: Strengthening Youth Workers and Organisations for Displaced Youth Integration and Resilience, European Commission (Brussels) 31 October 2024. Access Date: 1 December 2024. <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/projects-details/43353764/101185795/ERASMUS2027>

On 4 November 2024, the Eurogroup adopted the statement “Competitiveness of the European economy.”<sup>2956</sup> In part, the statement highlights the need to support an improvement of human capital with upskilling strategies and the need to promote labour market integration for under-represented groups.

On 5 November 2024, EU Ambassador to Timor-Leste Marc Fiedrich and Secretary of State for Equality Elvina Sousa Carvalho opened the “Women’s Empowerment Shop” in Timor-Leste, showcasing the craft and agricultural products of local women’s groups.<sup>2957</sup> This shop facilitates business opportunities for women and presents the results of previous training and grants.

On 6 November 2024, the European External Action Service released its statement following the International Labor Organization’s resolution of quality employment in the care sector.<sup>2958</sup> The Delegation to the United Nations recognized the undercompensated labour of women and the effects of Covid-19 on the care economy while reaffirming the EU’s commitment to promoting decent jobs and protecting vulnerable groups, including women and migrant workers.

On 23 November 2024, the European External Action Service presented 18 high-potential start-ups in Tanzania, as part of its FUNGUO program, with funding of 1.45 billion Tanzanian Shillings (approximately EUR573,000).<sup>2959</sup> This initiative stimulates job growth and enhances youth empowerment while reserving at least 40 per cent of the funds for women-led enterprises, promoting gender inclusion in the labour market.

On 25 November 2024, the European Council approved new conclusions to increase support for young people in rural areas by enhancing access to global education and employment opportunities.<sup>2960</sup> The Council is calling on EU members to improve access to diverse and quality labour and training opportunities in remote areas, particularly in agriculture and climate adaptation sectors.

On 26 November 2024, the European External Action Service and the United Nations High Commissioner for Refugees organized a Women’s Forum in Zakarpattia highlighting the role of women in business and civil society organizations in Ukraine.<sup>2961</sup> This conference provided an opportunity for knowledge and experience sharing from women in leadership positions to promote the visibility of women’s successful participation in labour and political frameworks.

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<sup>2956</sup> Competitiveness of the European economy - statement of the Eurogroup in inclusive format, European Council (Brussels) 4 November 2024. Access Date: 1 December 2024. <https://www.consilium.europa.eu/en/press/press-releases/2024/11/04/competitiveness-of-the-european-economy-statement-of-the-eurogroup-in-inclusive-format/>

<sup>2957</sup> Women’s Empowerment Shop Opened by RFTL and ADRA, SEI and EU, European External Action Service (Dili) 5 November 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/timor-leste/women%E2%80%99s-empowerment-shop-opened-rftl-and-adra-sei-and-eu\\_en](https://www.eeas.europa.eu/delegations/timor-leste/women%E2%80%99s-empowerment-shop-opened-rftl-and-adra-sei-and-eu_en)

<sup>2958</sup> ILO Governing Body 352nd Session - Follow-up to the resolution concerning decent work and the care economy, European External Action Service (Geneva) 6 November 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/un-geneva/ilo-governing-body-352nd-session-follow-resolution-concerning-decent-work-and-care-economy\\_en](https://www.eeas.europa.eu/delegations/un-geneva/ilo-governing-body-352nd-session-follow-resolution-concerning-decent-work-and-care-economy_en)

<sup>2959</sup> More Financing for Startups as FUNGUO pushes its commitments to over TZS 5 billion and partners for the first time with iMBEJU, European External Action Service (Dar es Salaam) 23 November 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/tanzania/more-financing-startups-funguo-pushes-its-commitments-over-tzs-5-billion-and-partners-first-time\\_en](https://www.eeas.europa.eu/delegations/tanzania/more-financing-startups-funguo-pushes-its-commitments-over-tzs-5-billion-and-partners-first-time_en)

<sup>2960</sup> ‘Glocal’ opportunities for young people in rural and remote areas: Council approves conclusions, European Council (Brussels) 25 November 2024. Access Date: 1 December 2024. <https://www.consilium.europa.eu/en/press/press-releases/2024/11/25/glocal-opportunities-for-young-people-in-rural-and-remote-areas-council-approves-conclusions/>

<sup>2961</sup> Women’s Forum in Zakarpattia brings together women leaders to draw attention to their role in Ukraine’s recovery, European External Action Service (Uzhhorod) 26 November 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/ukraine/women%E2%80%99s-forum-zakarpattia-brings-together-women-leaders-draw-attention-their-role-ukraine%E2%80%99s-recovery\\_en](https://www.eeas.europa.eu/delegations/ukraine/women%E2%80%99s-forum-zakarpattia-brings-together-women-leaders-draw-attention-their-role-ukraine%E2%80%99s-recovery_en)

On 27 November 2024, the European External Action Service and its Delegation to the United Arab Emirates organized a “Career Talk” panel discussion on “Women in Engineering” at Sorbonne University Abu Dhabi.<sup>2962</sup> This conference enabled women in careers and leadership in science, technology, engineering and mathematics (STEM) to share experiences and advocate for women and girls’ place in STEM.

On 29 November 2024, the European External Action Service and UN Women launched the project “Women Empower India” with a collective budget of USD2.78 million.<sup>2963</sup> This program will focus on increasing labour participation and economic independence for women, providing access to job opportunities and skills training and addressing counterproductive societal norms.

On 30 November 2024, the European Commission began the project “DoYou(th)” in the Netherlands, Germany, Kosovo, Serbia, Albania and Bosnia and Herzegovina with a budget of approximately EUR300,000.<sup>2964</sup> This project facilitates diverse training and networking opportunities for young workers throughout the two-year duration of the program.

On 30 November 2024, the European Commission began the project “Digital Platform of Knowledge and Skills Development for Youth Working with Child Migrants and Refugees at the European Level” in Ukraine, Moldova and Portugal with a budget of approximately EUR250,000.<sup>2965</sup> This project aims to train young workers to work specifically with displaced and refugee children, increasing their labour participation and supporting vulnerable groups.

On 10 December 2024, the European Union Capacity Building Mission Somalia and Somalia’s Ministry of Fisheries and Blue Economy concluded a two-day workshop to empower women in the fisheries sector, enabling their participation in leadership positions in the sector.<sup>2966</sup>

On 16 December 2024, the European Union allocated EUR19.8 million to the Aga Khan Foundation and Aga Khan Cultural Services for the “Economic Resilience, Women’s Economic Empowerment and Job Creation in Afghanistan” initiative.<sup>2967</sup> This initiative aims to support women, youth, internally displaced persons, returnees, farmers and other vulnerable groups to access employment and vocational, professional, and digital skills training while supporting micro, small and medium enterprises. This project is estimated to support 26,793 women and 34,200 households directly.

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<sup>2962</sup> EU Delegation to the UAE Hosts Second “Career Talk” on Women in Engineering, European External Action Service (Abu Dhabi) 29 November 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/united-arab-emirates/eu-delegation-uae-hosts-second-%E2%80%9Ccareer-talk%E2%80%9D-women-engineering\\_en](https://www.eeas.europa.eu/delegations/united-arab-emirates/eu-delegation-uae-hosts-second-%E2%80%9Ccareer-talk%E2%80%9D-women-engineering_en)

<sup>2963</sup> UN Women Recognizes Corporate Leaders Driving Gender Equality at the 2024 WEPs India Awards & Launches the Transformative “Women Empower India” Initiative with the European Union, European External Action Service (Brussels) 29 November 2024. Access Date: 1 December 2024. [https://www.eeas.europa.eu/delegations/india/un-women-recognizes-corporate-leaders-driving-gender-equality-2024-weps-india-awards-launches\\_en](https://www.eeas.europa.eu/delegations/india/un-women-recognizes-corporate-leaders-driving-gender-equality-2024-weps-india-awards-launches_en)

<sup>2964</sup> DoYou(th), European Commission (Brussels) 30 November 2024. Access Date: 1 December 2024. <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/projects-details/43353764/101184108/ERASMUS2027>

<sup>2965</sup> Digital Platform of Knowledge and Skills Development for Youth Working with Child Migrants and Refugees at European Level, European Commission (Brussels) 30 November 2024. Access Date: 1 December 2024. <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/projects-details/43353764/101183623/ERASMUS2027>

<sup>2966</sup> EUCAP Somalia Enhances Women’s Role in Fisheries through Capacity-Building Workshop, European External Action Service (Mogadishu) 11 December 2024. Access Date: 21 December 2024. [https://www.eeas.europa.eu/eucap-som/eucap-somalia-enhances-women%E2%80%99s-role-fisheries-through-capacity-building-workshop\\_en](https://www.eeas.europa.eu/eucap-som/eucap-somalia-enhances-women%E2%80%99s-role-fisheries-through-capacity-building-workshop_en)

<sup>2967</sup> Afghanistan: EU Allocates €19.8 Million to Promote Inclusive and Sustainable Economic Growth, Reducing Dependence on Humanitarian Aid, Delegation of the European Union to Afghanistan (Kabul) 16 December 2024. Access Date: 21 December 2024. [https://www.eeas.europa.eu/delegations/afghanistan/afghanistan-eu-allocates-%E2%82%AC198-million-promote-inclusive-and-sustainable-economic-growth-reducing\\_en](https://www.eeas.europa.eu/delegations/afghanistan/afghanistan-eu-allocates-%E2%82%AC198-million-promote-inclusive-and-sustainable-economic-growth-reducing_en)

On 17 December 2024, the European Investment Bank and Crédit Agricole announced a partnership with EUR400 million in joint funding to increase the number of women working in the healthcare sector.<sup>2968</sup> In part, funding will help healthcare practitioners to set up their practices and will support women’s entrepreneurship in healthcare.

On 20 December 2024, members of the European Parliament adopted a recommendation on women’s rights, calling for the EU to promote gender equality externally, ensure women have equal pay and pensions in the EU and support women’s entrepreneurship, political leadership and economic autonomy.<sup>2969</sup>

On 17 January 2025, the European Union’s Albanian Delegation provided EUR2 million to support economic participation in the labour market for young entrepreneurs in the “Youth in Business” programme.<sup>2970</sup> This programme will facilitate the integration of young workers into the labour market with initiatives directed at the creation and management of small and medium-sized enterprises, giving them the opportunity for professional growth.

On 17 January 2025, the European Investment Bank and the Banque Nationale d’Investissement announced EUR100 million for a Global Gateway project in Côte d’Ivoire to fight against child labour exploitation and increase women and young people’s economic opportunities in the cocoa sector.<sup>2971</sup> This initiative will target women-led enterprises with opportunities to achieve economic independence, develop skills and grow professionally in inclusive workplaces.

On 23 January 2025, Deputy Minister of Labour and Social Affairs Anna Zhamakochyan announced 3 socio-economic programs to aid refugees in Armenia with a total of EUR8.8 million in funding across the different projects.<sup>2972</sup> The projects include “Three4ResilientArmenia” which aims to encourage businesses and support employment for displaced and local vulnerable groups.

On 29 January 2025, the European Investment Bank released the “Multiple Beneficiary Intermediated Loan” with EUR20 million to provide investment opportunities to small and medium-sized firms, 30 per cent of which must be led or founded by young people and another 30 per cent being firms that meet the gender equality criteria.<sup>2973</sup> This funding represents accessible opportunities for young people and women to develop their entrepreneurship skills and promote gender equality by encouraging gender-responsive investments.

On 30 January 2025, the European Union’s Bosnian and Herzegovinian Delegation announced a EU4Employment progress focused on green and digital transitions, allocating EUR5.5 million to promote

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<sup>2968</sup> France: Healthcare and energy transition - EIB and the Credit Agricole strengthen their support for French regions with €700 million of financing, European Investment Bank (Luxembourg) 17 December 2024. Access Date: 21 December 2024.

<https://www.eib.org/en/press/all/2024-513-sante-et-transition-energetique-le-credit-agricole-et-la-bei-renforcent-leurs-soutiens-aux-territoires-et-debloquent-une-enveloppe-de-700-millions-d-euros>

<sup>2969</sup> MEPs call on the EU to champion women’s rights against global backlash, European Parliament (Brussels) 20 December 2024. Access Date: 21 December 2024. <https://www.europarl.europa.eu/news/en/press-room/20241212IPR25965/meps-call-on-the-eu-to-champion-women-s-rights-against-global-backlash>

<sup>2970</sup> EBRD and EU provide funding to support Albanian small businesses, European External Action Service Delegation of the European Union to Albania (Tirana) 17 January 2025. Access Date: 18 February 2025.

[https://www.eeas.europa.eu/delegations/albania/ebrd-and-eu-provide-funding-support-albanian-small-businesses\\_en](https://www.eeas.europa.eu/delegations/albania/ebrd-and-eu-provide-funding-support-albanian-small-businesses_en)

<sup>2971</sup> Côte d’Ivoire: Global Gateway - BNI and EIB join forces to promote sustainable cocoa and youth employment, European Investment Bank (Luxembourg) 17 January 2025. Access Date: 18 February 2025. <https://www.eib.org/en/press/all/2025-014-global-gateway-bni-and-eib-join-forces-to-promote-sustainable-cocoa-and-youth-employment-in-cote-d-ivoire>

<sup>2972</sup> The European Union Launches New Civil Society Actions to Support Refugees in Armenia, European External Action Service Delegation of the European Union to Armenia (Yerevan) 23 January 2025. Access Date: 18 February 2025. [https://www.eeas.europa.eu/delegations/armenia/european-union-launches-new-civil-society-actions-support-refugees-armenia\\_en](https://www.eeas.europa.eu/delegations/armenia/european-union-launches-new-civil-society-actions-support-refugees-armenia_en)

<sup>2973</sup> BEA YOUTH & GENDER INCLUSION & BLUE ECONOMY MBIL, European Investment Bank (Luxembourg) 29 January 2025. Access Date: 18 February 2025. <https://www.eib.org/en/projects/pipelines/all/20230121>

economic participation for women and youth groups in eco-friendly and digital businesses.<sup>2974</sup> This initiative supports employment creation for marginalized groups in sustainable ventures.

On 4 February 2025, the European Union's Delegation to Sierra Leone announced EUR30 million to fund the "Sustainable Food and Agricultural Value Chains Development" project aimed at creating sustainable jobs in several food chains and promoting women's participation in the labour market.<sup>2975</sup> This project contributes to the integration of women in the world of work and to building a more resilient and inclusive green economy.

On 12 February 2025, the European Union's Pakistani Delegation, the United Nations Entity for Gender Equality and the Empowerment of Women and the United Nations Development Programme announced the "Pakistan Women Leaders Project."<sup>2976</sup> This project aims to increase the participation of women in political leadership positions, encourage women's empowerment and address socio-cultural and economic barriers hindering their complete integration into the labour market and politics.

On 13 February 2025, the European Investment Bank, the European Investment Fund and Santander Bank announced a EUR5 million grant to support women-led and gender equal companies in Poland to support female entrepreneurship.<sup>2977</sup> This investment will help incentivize and enhance women's roles in leadership and promote an inclusive workplace where women are fairly represented and compensated.

On 13 February 2025, Deputy Ambassador to Egypt Wael Badawi inaugurated the THAMM+ Programme which expects to provide 1,500 workers from Egypt, Morocco and Tunisia with training, internship or employment opportunities in Europe.<sup>2978</sup> This program provides training and official skills assessment while improving the governance infrastructure for labour mobility to support economic opportunities for migrant workers.

On 15 February 2025, the European Union's Delegation to India and Bhutan launched seven projects with EUR9.5 million in funding to develop the textile industry in India with a focus on inclusivity and sustainability.<sup>2979</sup> This funding will contribute to women's economic empowerment, supporting approximately 200,000 women and promoting fair pay and practices.

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<sup>2974</sup> European Union Launches €5.5 Million Project to Create New Jobs in Bosnia and Herzegovina, European External Action Service Delegation of the European Union to Bosnia and Herzegovina (Sarajevo) 30 January 2025. Access Date: 18 February 2025. [https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/european-union-launches-%E2%82%AC55-million-project-create-new-jobs-bosnia-and-herzegovina\\_en](https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/european-union-launches-%E2%82%AC55-million-project-create-new-jobs-bosnia-and-herzegovina_en)

<sup>2975</sup> Government of Sierra Leone and European Union sign € 35M Financing Agreement for "Sustainable Food and Agricultural Value Chains Development" Programme, European External Action Service Delegation of the European Union to Sierra Leone (Freetown) 4 February 2025. Access Date: 18 February 2025. [https://www.eeas.europa.eu/delegations/sierra-leone/government-sierra-leone-and-european-union-sign-%E2%82%AC-35m-financing-agreement-sustainable-food-and\\_en](https://www.eeas.europa.eu/delegations/sierra-leone/government-sierra-leone-and-european-union-sign-%E2%82%AC-35m-financing-agreement-sustainable-food-and_en)

<sup>2976</sup> European Union-Funded Women Leaders Project launched by UN Women and UNDP, European External Action Service Delegation of the European Union to Pakistan (Islamabad) 12 February 2025. Access Date: 18 February 2025. [https://www.eeas.europa.eu/delegations/pakistan/european-union-funded-women-leaders-project-launched-un-women-and-undp\\_en](https://www.eeas.europa.eu/delegations/pakistan/european-union-funded-women-leaders-project-launched-un-women-and-undp_en)

<sup>2977</sup> Poland: New cooperation between EIB Group and Santander Bank Polska to boost SMEs and female entrepreneurship, European Investment Bank (Luxembourg) 13 February 2025. Access Date: 18 February 2025. <https://www.eib.org/en/press/all/2025-090-new-cooperation-between-eib-group-and-santander-bank-polska-to-boost-polish-smes-and-female-entrepreneurship>

<sup>2978</sup> EU Deputy Ambassador's Speech at the THAMM+ Programme Launch, European External Action Service Delegation of the European Union to Egypt (Cairo) 13 February 2025. Access Date: 18 February 2025. [https://www.eeas.europa.eu/delegations/egypt/eu-deputy-ambassadors-speech-thamm-programme-launch\\_en](https://www.eeas.europa.eu/delegations/egypt/eu-deputy-ambassadors-speech-thamm-programme-launch_en)

<sup>2979</sup> The European Union and the Ministry of Textiles launched 7 projects to boost the textile and handicraft sector in India, European External Action Service Delegation of the European Union to India and Bhutan (New Delhi) 15 February 2025. Access Date: 18 February 2025. [https://www.eeas.europa.eu/delegations/india/european-union-and-ministry-textiles-launched-7-projects-boost-textile-and-handicraft-sector-india\\_en](https://www.eeas.europa.eu/delegations/india/european-union-and-ministry-textiles-launched-7-projects-boost-textile-and-handicraft-sector-india_en)

On 19 February 2025, the European Union’s Delegation to Pakistan announced EUR8.33 million to promote women and youth empowerment in the criminal justice sector and civil society organizations by promoting women and youth leadership and addressing barriers to full participation for women and girls.<sup>2980</sup> This funding will support civil society organizations’ capacity development by dismantling barriers to women and youth participation in the workplace and bridging gaps in economic participation.

On 4 March 2025, the European Union’s Somali Delegation held a workshop on gender equality and participation in the security sector to discuss legal reforms to ensure a safe integration of women in armed forces and peacebuilding missions.<sup>2981</sup> This event advised on gender equality in the security sector to further promote women’s empowerment in traditionally male-dominated forms of work.

On 6 March 2025, the European Union’s Japanese Delegation hosted a seminar on gender equality, discussing the role of women in politics and structural barriers such as the pay gap and challenges for married women.<sup>2982</sup> This event promoted the sharing of strategies and tools to combat the underrepresentation of women in politics in an effort to advance women’s empowerment and gender equality in the world of work.

On 6 March 2025, the European Union’s Delegation to Timor-Leste organized the “Promotion of Women through Economic Empowerment and Rights (POWER)” event.<sup>2983</sup> The event aimed to provide a space for women entrepreneurs to promote their products to consumers and investors.

On 7 March 2025, the European Union’s Icelandic Delegation organized an the “Women, Peace, and Security” event, inviting panelists to discuss the role of women and people with disabilities in security and peace issues and advocating for their inclusion.<sup>2984</sup> This initiative highlighted the practical necessity of inspiring women’s leadership and representation.

On 7 March 2025, the European Union Delegation to Papua New Guinea announced a EUR800,000 grant to subsidize 150 women entrepreneurs to improve their access the labour market and develop their skills.<sup>2985</sup> It also announced the “Specialty Coffee Association” project with another EUR800,000 grant to foster skills training and financial counsel for women in business. These initiatives support women’s economic

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<sup>2980</sup> European Union to Support Civil Society Initiatives Promoting Gender Equality, Youth Empowerment and Human Rights in the Criminal Justice System of Pakistan, European External Action Service Delegation of the European Union to Pakistan (Islamabad) 19 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/pakistan/european-union-support-civil-society-initiatives-promoting-gender-equality-youth-empowerment-and\\_en](https://www.eeas.europa.eu/delegations/pakistan/european-union-support-civil-society-initiatives-promoting-gender-equality-youth-empowerment-and_en)

<sup>2981</sup> EUCAP Somalia and EUTM Somalia: Workshop on gender equality and women’s participation in Somalia’s security sector reform, European External Action Service Delegation of the European Union to Somalia (Mogadishu) 4 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/eucap-som/eucap-somalia-and-eutm-somalia-workshop-gender-equality-and-women%E2%80%99s-participation-somalia%E2%80%99s-security\\_en](https://www.eeas.europa.eu/eucap-som/eucap-somalia-and-eutm-somalia-workshop-gender-equality-and-women%E2%80%99s-participation-somalia%E2%80%99s-security_en)

<sup>2982</sup> International Women’s Day Seminar “Building on a new momentum for gender equality – Towards a better working environment for women,” European External Action Service Delegation of the European Union to Japan (Tokyo) 10 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/japan/international-women%E2%80%99s-day-seminar-%E2%80%9Cbuilding-new-momentum-gender-equality-%E2%80%93-towards-better-working\\_en](https://www.eeas.europa.eu/delegations/japan/international-women%E2%80%99s-day-seminar-%E2%80%9Cbuilding-new-momentum-gender-equality-%E2%80%93-towards-better-working_en)

<sup>2983</sup> World Vision, FOKUPERS, FEEO and EU Mark International Women’s Day with Fair for Women’s Economic Empowerment, European External Action Service Delegation of the European Union to Timor-Leste (Dili) 7 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/timor-leste/world-vision-fokupers-feeo-and-eu-mark-international-women%E2%80%99s-day-fair-women%E2%80%99s-economic-empowerment\\_en](https://www.eeas.europa.eu/delegations/timor-leste/world-vision-fokupers-feeo-and-eu-mark-international-women%E2%80%99s-day-fair-women%E2%80%99s-economic-empowerment_en)

<sup>2984</sup> Women, Peace, and Security: a successful event held in honour of the International Women’s Day 2025, European External Action Service Delegation of the European Union to Iceland (Reykjavík) 7 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/iceland/women-peace-and-security-successful-event-held-honour-international-womens-day-2025\\_en](https://www.eeas.europa.eu/delegations/iceland/women-peace-and-security-successful-event-held-honour-international-womens-day-2025_en)

<sup>2985</sup> European Union signs two Human Rights Thematic grant contracts supporting women’s economic empowerment in the country while commemorating International Women’s Day 2025, European External Action Service Delegation of the European Union to Papua New Guinea (Port Moresby) 10 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/papua-new-guinea/european-union-signs-two-human-rights-thematic-grant-contracts-supporting-women%E2%80%99s-economic\\_en](https://www.eeas.europa.eu/delegations/papua-new-guinea/european-union-signs-two-human-rights-thematic-grant-contracts-supporting-women%E2%80%99s-economic_en)

empowerment by enhancing their labour opportunities and entrepreneurial training in regions with historically significant gender disparities.

On 7 March 2025, the European Union Delegation to the United Nations in Geneva organized an event to amplify the voices of over 80 female Ambassadors and young professionals in discussions regarding gender equality and women's participation in diplomacy careers.<sup>2986</sup> Discussions were centred on supporting the personal and professional growth of young female diplomats in the workplace.

On 7 March 2025, the European Union Delegation to Korea hosted an event to encourage women's leadership and equal participation in security and defence.<sup>2987</sup> This event supports the inclusion of women in a male-dominated form of work.

On 7 March 2025, the European Union's Bosnian and Herzegovinian Delegation held two exhibitions and panel discussions on the visibility of the role of women in leadership positions, challenging underrepresentation and unequal labour opportunities.<sup>2988</sup> These events provided a platform to amplify women's voices, raise awareness of the gender gap in the world of work and promote collaboration on the issue.

On 8 March 2025, the European Union's Delegation to Kosovo raised awareness of prevailing structural barriers to gender equality such as uneven labour participation, the disproportionate burden of childcare on women, household work and other informal work by women and gendered challenges for professional growth in the workplace.<sup>2989</sup> This speech, delivered on International Women's Day, reaffirmed the delegation's commitment to address systemic issues and ensure policy change to advance women's economic empowerment and fair and equitable labour integration.

On 10 March 2025, the European Council oversaw a debate on the "Challenges of the Silver Transformation" providing a platform for ministers to share their countries' initiatives to boost upskilling and reskilling for older people and address age-based barriers in the workplace.<sup>2990</sup> This event highlighted age-related disparities in the world of work, encouraging policy change to empower older individuals including older women.

On 11 March 2025, the European Parliament approved additional funding for the "European Social Fund Plus post-2027," aimed at fostering dignified working conditions and standards of living for vulnerable groups like women, refugees and young people.<sup>2991</sup> This funding will allow the European Social Fund to continue its work promoting education and training to support labour integration equitably.

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<sup>2986</sup> EU Delegation Engages Young Professionals in High-Level Dialogue on Women in Diplomacy, European External Action Service Delegation of the European Union to the UN (Geneva) 7 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/un-geneva/eu-delegation-engages-young-professionals-high-level-dialogue-women-diplomacy\\_en](https://www.eeas.europa.eu/delegations/un-geneva/eu-delegation-engages-young-professionals-high-level-dialogue-women-diplomacy_en)

<sup>2987</sup> 2025 International Women's Day- Towards More Resilient and Secure Democracies: Women in Security and Defence, European External Action Service Delegation of the European Union to the Republic of Korea (Seoul) 25 February 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/south-korea/2025-international-womens-day-towards-more-resilient-and-secure-democracies-women-security-and\\_en](https://www.eeas.europa.eu/delegations/south-korea/2025-international-womens-day-towards-more-resilient-and-secure-democracies-women-security-and_en)

<sup>2988</sup> Europe House opens two exhibitions and hosts discussion on female empowerment for International Women's Day, European External Action Service Delegation of the European Union to Bosnia and Herzegovina (Sarajevo) 10 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/europe-house-opens-two-exhibitions-and-hosts-discussion-female-empowerment-international-women%E2%80%99s-day\\_en](https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/europe-house-opens-two-exhibitions-and-hosts-discussion-female-empowerment-international-women%E2%80%99s-day_en)

<sup>2989</sup> The Economic Power of Including More Women in the Labour Market, European External Action Service Delegation of the European Union to Kosovo (Pristina) 8 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/kosovo/economic-power-including-more-women-labour-market\\_en](https://www.eeas.europa.eu/delegations/kosovo/economic-power-including-more-women-labour-market_en)

<sup>2990</sup> Employment, Social Policy, Health, and Consumer Affairs Council (Employment and Social Policy), 10 March 2025, European Council (Brussels) 10 March 2025. Access Date: 8 April 2025. <https://www.consilium.europa.eu/en/meetings/epsco/2025/03/10/>

<sup>2991</sup> Parliament calls for a strong and standalone Fund to combat social exclusion, European Parliament (Strasbourg) 11 March 2025. Access Date: 8 April 2025. <https://www.europarl.europa.eu/news/en/press-room/20250310IPR27222/parliament-calls-for-a-strong-and-standalone-fund-to-combat-social-exclusion>

On 12 March 2025, the European Union’s Delegation to the United Nations pledged to advance women’s participation in peace processes, committing to ensure women’s fair and full integration in peacebuilding and ceasefire negotiations in conflict areas.<sup>2992</sup> This commitment aims to empower women in conflict-affected regions, advocating for gender equity in decision-making processes and highlighting their expertise in labour opportunities as mediators and leaders.

On 13 March 2025, the European Parliament approved a resolution to protect workers’ rights in the restructuring process with training and income support, encouraging member states to assist in collective bargaining.<sup>2993</sup> This resolution advocates for economic security for workers displaced by companies restructuring, supporting skill development and inclusive governance.

On 14 March 2025, the European Commission organized a networking event for the WomenINvestEU project where participants discussed women’s representation in leadership positions, policy efforts to combat the gender gaps and strategies to empower and inspire women in the finance world.<sup>2994</sup> This event highlighted the importance of role models as well as systemic barriers to the fair integration and participation of women in the finance industry to inform policy changes.

On 19 March 2025, the European Parliament vouched for the creation of an “EU Talent Pool” to help non-EU workers find employment opportunities through a free and non-discriminatory mechanism.<sup>2995</sup> This initiative will make job-seeking more accessible for immigrant workers.

On 24 March 2025, Commissioner for Equality, Preparedness and Crisis Management Hadja Lahbib endorsed the renewed commitment of the 69<sup>th</sup> UN Commission on the Status of Women, acknowledging the need to improve gender-based economic equality and participation in the labour market for women.<sup>2996</sup> This pledge and the adoption of the UN work program for the next four years will inform policy change to tackle structural inequalities and underlying discrimination for women in the world of education and work.

On 27 March 2025, the EU, Sweden and Germany pledged EUR6 million to fund gender equality in Ukrainian civil societies organizations focused on women leadership in politics, business and peace processes.<sup>2997</sup> This funding will support the integration of women in sectors where they have been underrepresented while addressing gender-based challenges in the war context.

On 31 March 2025, the European Union Delegation to the Council of Europe launched a series of informative videos to encourage to inspire women and girls to consider careers in diplomacy, with invited Ambassadors as

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<sup>2992</sup> United Nations: EU joins Common Pledge for Women’s Participation in Peace Processes, European External Action Service Delegation of the European Union to the United Nations (New York) 12 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/un-new-york/united-nations-eu-joins-common-pledge-women%E2%80%99s-participation-peace-processes\\_en](https://www.eeas.europa.eu/delegations/un-new-york/united-nations-eu-joins-common-pledge-women%E2%80%99s-participation-peace-processes_en)

<sup>2993</sup> MEPs demand better worker protection against unfair dismissal in restructuring, European Parliament (Strasbourg) 13 March 2025. Access Date: 8 April 2025. <https://www.europarl.europa.eu/news/en/press-room/20250310IPR27233/meps-demand-better-worker-protection-against-unfair-dismissal-in-restructuring>

<sup>2994</sup> Kicking off the European Network of Gender-Conscious Investors in Paris – insights from the WomenINvestEU Opening Breakfast and panel at Hello Tomorrow, European Commission (Brussels), 20 March 2025. Access Date: 8 April 2025. [https://women-invest.ec.europa.eu/news/kicking-european-network-gender-conscious-investors-paris-2025-03-20\\_en](https://women-invest.ec.europa.eu/news/kicking-european-network-gender-conscious-investors-paris-2025-03-20_en)

<sup>2995</sup> Labour migration: an EU Talent Pool to facilitate international recruitment, European Parliament (Strasbourg) 19 March 2025. Access Date: 8 April 2025. <https://www.europarl.europa.eu/news/en/press-room/20250318IPR27410/labour-migration-an-eu-talent-pool-to-facilitate-international-recruitment>

<sup>2996</sup> UNCSW69 concludes with renewed commitments for the future of gender equality, European Commission (Brussels), 24 March 2025. Access Date: 8 April 2025. [https://commission.europa.eu/news/uncsw69-concludes-renewed-commitments-future-gender-equality-2025-03-24\\_en](https://commission.europa.eu/news/uncsw69-concludes-renewed-commitments-future-gender-equality-2025-03-24_en)

<sup>2997</sup> EU, Sweden, and Germany announce €44 million funding for Civil Society, including €6 million on gender equality, European External Action Service Delegation of the European Union to Ukraine (Kyiv) 27 March 2025. Access Date: 8 April 2025. [https://www.eeas.europa.eu/delegations/ukraine/eu-sweden-and-germany-announce-%E2%82%AC44-million-funding-civil-society-including-%E2%82%AC6-million-gender\\_en](https://www.eeas.europa.eu/delegations/ukraine/eu-sweden-and-germany-announce-%E2%82%AC44-million-funding-civil-society-including-%E2%82%AC6-million-gender_en)

role models.<sup>2998</sup> This initiative aims to boost the visibility of young women in leadership roles and promote equality of opportunity by challenging gender stereotypes.

The European Union has fully complied with its commitment to accelerating gender and other forms of equality in the workplace. The EU has taken several strong actions to accelerate gender equality, such as funding initiatives for women's participation in leadership roles and the economy across various sectors and various countries. In addition to gender equality, the European Union has promoted work equality for persons with disabilities, youth and migrant workers through funding for programs.

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

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<sup>2998</sup> Celebrating Women in Diplomacy: Inspiring the Next Generation, European External Action Service Delegation of the European Union to the Council of Europe (Strasbourg) 31 March 2025. Access Date: 8 April 2025.  
[https://www.eeas.europa.eu/delegations/council-europe/celebrating-women-diplomacy-inspiring-next-generation\\_en](https://www.eeas.europa.eu/delegations/council-europe/celebrating-women-diplomacy-inspiring-next-generation_en)