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2024 G7 Apulia Summit Interim Compliance Report

15 June 2024 to 20 December 2024

Prepared by

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

Chancellor Angela Merkel, Schloss Elmau, 8 June 2015

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

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

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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		0	
Italy		0	
Japan		0	
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.63 (81%)	

Background

The G7 first addressed gender equality in 1981, and did so only sporadically until the 2000 Okinawa Summit in the context of education.¹⁸⁹⁶ 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.¹⁸⁹⁷ Beginning with the 2015 Elmau Summit, G7 leaders have also committed to advancing equality for women in the workplace.¹⁸⁹⁸ G7 leaders began addressing other forms of equality at the 2021 Cornwall Summit, recognizing the need to combat racism and “violence and discrimination against LGBTQTI+ populations.”¹⁸⁹⁹ 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.¹⁹⁰⁰

¹⁸⁹⁶ G8 Communiqué Okinawa 2000, G7 Information Centre (Toronto) 23 July 2000. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2000okinawa/finalcom.htm>

¹⁸⁹⁷ 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>

¹⁸⁹⁸ 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>

¹⁸⁹⁹ 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-communication.html>

¹⁹⁰⁰ Camp David Declaration, G7 Information Centre (Toronto) 19 May 2012. Access Date: 12 September 2024. <https://g7.utoronto.ca/summit/2012campdavid/g8-declaration.html>

At the 2014 Brussels Summit, G7 leaders committed to promoting gender equality and the “full participation and empowerment of all women and girls.”¹⁹⁰¹

At the 2015 Elmau Summit, G7 leaders committed to enhancing women’s entrepreneurship by addressing barriers to finance, markets, skills and leadership opportunities.¹⁹⁰² 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.¹⁹⁰³ 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.¹⁹⁰⁴ 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.¹⁹⁰⁵ 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.¹⁹⁰⁶

At the 2019 Biarritz Summit, G7 leaders stressed the importance of addressing inequalities, including those that affect access to decent work and pay gaps.¹⁹⁰⁷ 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.¹⁹⁰⁸

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

¹⁹⁰¹ G7 Brussels Summit Declaration, G7 Information Centre (Toronto) 5 June 2014. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2014brussels/declaration.html>

¹⁹⁰² 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>

¹⁹⁰³ 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>

¹⁹⁰⁴ 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>

¹⁹⁰⁵ 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>

¹⁹⁰⁶ 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>

¹⁹⁰⁷ 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>

¹⁹⁰⁸ 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>

technology.¹⁹⁰⁹ 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. 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.¹⁹¹⁰ 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.”¹⁹¹¹ 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.¹⁹¹² 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.”¹⁹¹³ 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.¹⁹¹⁴

“Accelerating” means “to hasten the progress or development of [something].”¹⁹¹⁵

¹⁹⁰⁹ 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-communication.html>

¹⁹¹⁰ G7 Leaders' Communiqué, G7 Information Centre (Toronto) 28 June 2022. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2022elmau/220628-communication.html>

¹⁹¹¹ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 8 September 2024. <https://g7.utoronto.ca/summit/2023hiroshima/230520-communication.html>

¹⁹¹² Apulia G7 Leaders' Communiqué, G7 Information Centre (Toronto) 14 June 2024. Access Date: 13 September 2024. <https://g7.utoronto.ca/summit/2024apulia/240614-apulia-communication.html>

¹⁹¹³ Apulia G7 Leaders' Communiqué, G7 Information Centre (Toronto) 14 June 2024. Access Date: 13 September 2024. <https://g7.utoronto.ca/summit/2024apulia/240614-apulia-communication.html>

¹⁹¹⁴ 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

¹⁹¹⁵ Accelerate, Merriam-Webster (Springfield) n.d. Access Date: 6 September 2024. <https://www.merriam-webster.com/dictionary/accelerate>

“Gender equality” is understood to mean “the equal rights, responsibilities and opportunities of women and men and girls and boys.”¹⁹¹⁶ “Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups.”

“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.¹⁹¹⁷

“World of work” is understood to mean the activities and interactions that occur in the course of, or arise from, work in the workplace.¹⁹¹⁸ 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.

¹⁹¹⁶ Concepts and Definitions, United Nations Women (New York) n.d. Access Date: 6 September 2024.

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

¹⁹¹⁷ 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://unsceb.org/sites/default/files/imported_files/CEB%20equality%20framework-A4-web-rev3.pdf

¹⁹¹⁸ 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>

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
Lead Analyst: Ritika Roy Chowdhury*

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.¹⁹¹⁹ 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.¹⁹²⁰ 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.¹⁹²¹ 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.

¹⁹¹⁹ 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>

¹⁹²⁰ 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>

¹⁹²¹ 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>

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.”¹⁹²² 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.

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.¹⁹²³ 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.”¹⁹²⁴ 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.¹⁹²⁵ 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.¹⁹²⁶ 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.¹⁹²⁷ Minister Boissonnault also reaffirmed Canada’s commitment to reducing gender inequalities in the labour force.

¹⁹²² 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>

¹⁹²³ 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>

¹⁹²⁴ 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>

¹⁹²⁵ 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>

¹⁹²⁶ 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>

¹⁹²⁷ 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>

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.¹⁹²⁸ This 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.”¹⁹²⁹

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.¹⁹³⁰ 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.¹⁹³¹ 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.¹⁹³² 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.¹⁹³³ 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

¹⁹²⁸ 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>

¹⁹²⁹ 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>

¹⁹³⁰ 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>

¹⁹³¹ 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>

¹⁹³² 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>

¹⁹³³ 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>

Program (TIP) which helps marginalized youth enter the labour force or return to education.¹⁹³⁴ This funding 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.¹⁹³⁵ 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.¹⁹³⁶ 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.¹⁹³⁷ 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.¹⁹³⁸ 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.¹⁹³⁹ 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.

¹⁹³⁴ 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>

¹⁹³⁵ 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>

¹⁹³⁶ 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>

¹⁹³⁷ 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>

¹⁹³⁸ 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>

¹⁹³⁹ 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>

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.¹⁹⁴⁰

On 14 November 2024, Minister Boissonnault announced a CAD20.5 million investment in the Enabling Fund for Official Language Minority Communities Program.¹⁹⁴¹ 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.¹⁹⁴² 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 Khara took part in a Disability Inclusion Business Council event wherein a report was shared outlining policy recommendations to promote inclusion in the workplace.¹⁹⁴³ 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.¹⁹⁴⁴ 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.¹⁹⁴⁵ This initiative will focus on communities in northern Canada.

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 and CAD530,000 to support Black women entrepreneurs. Furthermore, legislative reforms, such as gig worker

¹⁹⁴⁰ 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>

¹⁹⁴¹ 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>

¹⁹⁴² 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>

¹⁹⁴³ 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>

¹⁹⁴⁴ 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>

¹⁹⁴⁵ 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>

protections and paid leave for pregnancy loss, reflect Canada's dedication to equity in the workplace. 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.¹⁹⁴⁶ 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.¹⁹⁴⁷ Over 400 organizations support this initiative, aiming to facilitate employment opportunities 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.¹⁹⁴⁸ 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.¹⁹⁴⁹ 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.¹⁹⁵⁰ France presented

¹⁹⁴⁶ 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>

¹⁹⁴⁷ 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>

¹⁹⁴⁸ 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>

¹⁹⁴⁹ 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-renové-des-allocataires-du-rsa>

¹⁹⁵⁰ 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>

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.¹⁹⁵¹ 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.¹⁹⁵² 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 G7 Labour and Employment Ministerial.¹⁹⁵³ 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.¹⁹⁵⁴ 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.¹⁹⁵⁵

¹⁹⁵¹ 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>

¹⁹⁵² 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>

¹⁹⁵³ 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>

¹⁹⁵⁴ 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>

¹⁹⁵⁵ 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/>

On 17 October 2024, Minister of Labor and Employment Astrid Panosyan-Bouvet piloted a campaign to promote apprenticeships among recruiters and organizations.¹⁹⁵⁶ 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.¹⁹⁵⁷ 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.¹⁹⁵⁸ 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.

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.¹⁹⁵⁹ 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.

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 and discrimination, programs to improve job prospects for youth, and participation in multilateral forums, France has taken significant steps to ensure that underrepresented groups are provided with the opportunities and support necessary to equally succeed in the workforce. France has also taken strong action to improve gender equality in the world of work through the AFD.

Thus, France receives a score of +1.

Analyst: Zainab Ibraheem

Germany: 0

Germany has partially 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

¹⁹⁵⁶ 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>

¹⁹⁵⁷ 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-un-nouveau-partenaire-rh-pour-les-entreprises>

¹⁹⁵⁸ 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>

¹⁹⁵⁹ Consolidating Pathways to Inclusion: Launch of "Bridges of Opportunities" in Cairo, Agence Française de Développement (Paris) 17 November 2024. Access Date: 21 December 2024. <https://www.afd.fr/en/actualites/communique-de-presse/consolidating-pathways-inclusion-launch-bridges-opportunities-cairo>

entrepreneur agency.¹⁹⁶⁰ 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.¹⁹⁶¹ 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.¹⁹⁶² 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.¹⁹⁶³ 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.¹⁹⁶⁴ 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.¹⁹⁶⁵ This report supports fostering an environment of transparency and inclusiveness within public agencies and leadership positions.

¹⁹⁶⁰ 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>

¹⁹⁶¹ 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>

¹⁹⁶² 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>

¹⁹⁶³ 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>

¹⁹⁶⁴ 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>

¹⁹⁶⁵ 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

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.¹⁹⁶⁶ 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.¹⁹⁶⁷ These programs aim to facilitate 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.¹⁹⁶⁸ 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."¹⁹⁶⁹ 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.¹⁹⁷⁰ 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."¹⁹⁷¹ They emphasized the importance of a work culture

¹⁹⁶⁶ 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>

¹⁹⁶⁷ 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>

¹⁹⁶⁸ 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>

¹⁹⁶⁹ 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>

¹⁹⁷⁰ 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>

¹⁹⁷¹ 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.¹⁹⁷² 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.¹⁹⁷³ 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.¹⁹⁷⁴ 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.¹⁹⁷⁵ 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."¹⁹⁷⁶ 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.

¹⁹⁷² 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>

¹⁹⁷³ 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>

¹⁹⁷⁴ 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>

¹⁹⁷⁵ 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>

¹⁹⁷⁶ 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.¹⁹⁷⁷ 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.”¹⁹⁷⁸ 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.¹⁹⁷⁹ 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.¹⁹⁸⁰ 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.¹⁹⁸¹ 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.¹⁹⁸²

Germany has partially complied with its commitment to accelerating gender and other forms of equality in the world of work. Germany has reaffirmed its commitment to equal participation in the workplace and willingness to exchange expert information to advance global and national policies. It has also introduced campaigns for labour inclusion of diverse groups including women, the LGBTQ community, low-skilled workers, young population in rural areas, people with disabilities and migrants. However, most of these actions are weak when considering the advancement of the rights of various underserved populations in the world of work.

¹⁹⁷⁷ 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>

¹⁹⁷⁸ 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>

¹⁹⁷⁹ 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>

¹⁹⁸⁰ 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>

¹⁹⁸¹ 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>

¹⁹⁸² 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.

Thus, Germany receives a score of 0.

Analyst: Andrea Gil Cano

Italy: 0

Italy has partially 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.¹⁹⁸³ 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.¹⁹⁸⁴ 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.¹⁹⁸⁵ 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 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.¹⁹⁸⁶

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.¹⁹⁸⁷ 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.

¹⁹⁸³Fisco: 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/>

¹⁹⁸⁴ 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>

¹⁹⁸⁵ 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>

¹⁹⁸⁶ 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>

¹⁹⁸⁷ 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>

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.”¹⁹⁸⁸ The G7 Italian Presidency aims to enhance education in the African Union to drive employment in the continent.

On 22 October 2024, G7 Ministers responsible for Development met in Pescara, Italy.¹⁹⁸⁹ 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.¹⁹⁹⁰ She affirmed Italy’s commitment to creating and advancing fairer work in collaboration with the ILO.

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.¹⁹⁹¹ 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.¹⁹⁹² The budget expands and extends parental leave and updates the tax relief scheme for female workers with children.¹⁹⁹³ 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.

Italy has partially complied with its commitment to accelerating gender and other forms of equality in the world of work. Italy has taken strong actions towards accelerating gender and other forms of equality in the world of work through provisions in its 2025 budget. Italy also advanced the commitment through its recognition of the importance of equal opportunity councillors, verbal reaffirmations towards the commitment and certifications of gender equality. However, Italy has not taken strong action towards the commitment.

Thus, Italy receives a score of 0.

Analyst: Catherine Evelyn Moore Donkin

¹⁹⁸⁸ 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/

¹⁹⁸⁹ 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/

¹⁹⁹⁰ 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>

¹⁹⁹¹ 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>

¹⁹⁹² 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/>

¹⁹⁹³ 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>

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.¹⁹⁹⁴ 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.¹⁹⁹⁵ 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.¹⁹⁹⁶ 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.¹⁹⁹⁷ 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.¹⁹⁹⁸ This initiative aimed to enhance remote work opportunities using information and communications technologies and provided tailored support to 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

¹⁹⁹⁴ 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

¹⁹⁹⁵ 「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

¹⁹⁹⁶ 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

¹⁹⁹⁷ 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

¹⁹⁹⁸ 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

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.¹⁹⁹⁹ 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.²⁰⁰⁰ 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.²⁰⁰¹ 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.²⁰⁰² This initiative aims to expand employment opportunities and improve economic disparities between urban and rural areas.

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.

Thus, Japan receives a score of 0.

Analyst: JunHan Wgan

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.

¹⁹⁹⁹ 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

²⁰⁰⁰ 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

²⁰⁰¹ 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

²⁰⁰² 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

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.²⁰⁰³ 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.²⁰⁰⁴ 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.²⁰⁰⁵ 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.

On 10 October 2024, the Employment Rights Bill was revealed in Parliament.²⁰⁰⁶ 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.²⁰⁰⁷ 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.²⁰⁰⁸ 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.²⁰⁰⁹ The Umbrella Facility “supports the

²⁰⁰³ 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>

²⁰⁰⁴ 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>

²⁰⁰⁵ 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>

²⁰⁰⁶ 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>

²⁰⁰⁷ 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/>

²⁰⁰⁸ 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>

²⁰⁰⁹ 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>

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.”²⁰¹⁰ 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.²⁰¹¹ 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.²⁰¹² This package will 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.²⁰¹³ 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.²⁰¹⁴ 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.²⁰¹⁵ The event focused on fostering stronger trade relationships and supporting women entrepreneurs.

⁹⁵ 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>

²⁰¹¹ 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>

²⁰¹² 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>

²⁰¹³ 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>

²⁰¹⁴ 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>

²⁰¹⁵ 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>

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.²⁰¹⁶ 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.²⁰¹⁷ 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.²⁰¹⁸ 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.²⁰¹⁹ 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.

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 rights of women in the workplace, such as the new protections contained within the Employment Rights Bill. Moreover, the United Kingdom has taken strong action to advance work equality for youth, people with disabilities and migrant workers by funding multiple programs and through legislative reforms.

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

Analyst: Catherine Evelyn Moore Donkin

United States: +1

The United States has fully 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.²⁰²⁰ 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.

²⁰¹⁶ 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>

²⁰¹⁷ 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>

²⁰¹⁸ 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/ukef-partners-with-business-group-to-support-female-entrepreneurs>

²⁰¹⁹ 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>

²⁰²⁰ 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.²⁰²¹ 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.²⁰²² 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.²⁰²³ 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.²⁰²⁴ 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.²⁰²⁵ 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.²⁰²⁶ 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.

²⁰²¹ 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>

²⁰²² 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>

²⁰²³ 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/osha/osha20240627-0>

²⁰²⁴ 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>

²⁰²⁵ 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>

²⁰²⁶ 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.²⁰²⁷ 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.²⁰²⁸ 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.²⁰²⁹ 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.²⁰³⁰ 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.²⁰³¹ This funding will support education, skills training, mentorship and paid work experience to address structural barriers and promote equitable access to employment.

²⁰²⁷ 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>

²⁰²⁸ 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>

²⁰²⁹ 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>

²⁰³⁰ 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>

²⁰³¹ 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.²⁰³² 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.²⁰³³ 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.²⁰³⁴ 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.²⁰³⁵ 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.²⁰³⁶ 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.²⁰³⁷ 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.

²⁰³² 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>

²⁰³³ 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>

²⁰³⁴ 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>

²⁰³⁵ 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>

²⁰³⁶ 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>

²⁰³⁷ 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.²⁰³⁸ 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.²⁰³⁹ 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.²⁰⁴⁰ 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.²⁰⁴¹ 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.²⁰⁴² 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

²⁰³⁸ 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>

²⁰³⁹ 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>

²⁰⁴⁰ 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>

²⁰⁴¹ 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>

²⁰⁴² 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 2024.²⁰⁴³ 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.²⁰⁴⁴ 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.²⁰⁴⁵ 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.²⁰⁴⁶ 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.²⁰⁴⁷ 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.²⁰⁴⁸ 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."

²⁰⁴³ 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>

²⁰⁴⁴ 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>

²⁰⁴⁵ 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>

²⁰⁴⁶ 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>

²⁰⁴⁷ 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>

²⁰⁴⁸ 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.²⁰⁴⁹ 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.

The United States has fully 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.

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

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.²⁰⁵⁰ 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.²⁰⁵¹ 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.²⁰⁵² 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.²⁰⁵³ This

²⁰⁴⁹ 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>

²⁰⁵⁰ 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

²⁰⁵¹ 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>

²⁰⁵² 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

²⁰⁵³ 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

programme provided up to 300 vulnerable women with the skills and knowledge to generate income and strengthen their well-being.

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.²⁰⁵⁴ 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.²⁰⁵⁵ 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.²⁰⁵⁶ 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.²⁰⁵⁷ 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.²⁰⁵⁸ 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.²⁰⁵⁹ 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

²⁰⁵⁴ 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

²⁰⁵⁵ 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

²⁰⁵⁶ 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>

²⁰⁵⁷ 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>

²⁰⁵⁸ 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

²⁰⁵⁹ 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

persons with changed working capacity.”²⁰⁶⁰ 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.”²⁰⁶¹ 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.²⁰⁶² 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.²⁰⁶³ 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.²⁰⁶⁴ 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.²⁰⁶⁵ 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.

²⁰⁶⁰ 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>

²⁰⁶¹ 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>

²⁰⁶² 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>

²⁰⁶³ 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

²⁰⁶⁴ 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>

²⁰⁶⁵ 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

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.²⁰⁶⁶ 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.²⁰⁶⁷ 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.²⁰⁶⁸ 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.²⁰⁶⁹ 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.²⁰⁷⁰ 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 EUR300,000.²⁰⁷¹ 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.

²⁰⁶⁶ 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

²⁰⁶⁷ 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

²⁰⁶⁸ 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

²⁰⁶⁹ 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

²⁰⁷⁰ 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

²⁰⁷¹ 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.”²⁰⁷² 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.²⁰⁷³ 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.²⁰⁷⁴ 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).²⁰⁷⁵ 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.²⁰⁷⁶ 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.²⁰⁷⁷ 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.

²⁰⁷² 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/>

²⁰⁷³ 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

²⁰⁷⁴ 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

²⁰⁷⁵ 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

²⁰⁷⁶ ‘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/>

²⁰⁷⁷ 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

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.²⁰⁷⁸ 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.²⁰⁷⁹ 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 EUR300,000.²⁰⁸⁰ 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 EUR250,000.²⁰⁸¹ 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.²⁰⁸²

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.²⁰⁸³ 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.

²⁰⁷⁸ 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

²⁰⁷⁹ 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

²⁰⁸⁰ 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>

²⁰⁸¹ 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>

²⁰⁸² 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

²⁰⁸³ 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

On 17 December 2024, the European Investment Bank and Cr dit Agricole announced a partnership with EUR400 million in joint funding to increase the number of women working in the healthcare sector.²⁰⁸⁴ 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.²⁰⁸⁵

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 advanced work equality for persons with disabilities, youths and migrant workers through funding for programs.

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

Analyst: Andrea Gil Cano

²⁰⁸⁴ 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>

²⁰⁸⁵ 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>