



2025 G7 Kananaskis Summit Final Compliance Report

18 June 2025 to 1 June 2026

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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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7. Digital Economy: Workforce Development for Women and Underrepresented Communities

“Support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization, to equip individuals with the skills needed for new jobs in the quantum sector. These include apprenticeships; science, technology, engineering and mathematics (STEM) and computer science education; and mentorship.”

G7 Kananaskis Common Vision for the Future of Quantum Technologies

Assessment

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

Background

As labour markets transform due to the rise of new and emerging technologies, including quantum technology, underrepresented groups such as women, those with disabilities, the elderly and people of colour have experienced disproportionate effects relating to their workforce participation. The fields of science, technology, engineering and mathematics (STEM) especially demonstrate this disparity. Since 2016, G7 leaders have committed to remedying this inequality to ensure that labour markets adapt to emerging technologies. Examples of G7 governance in this area follow.

At the 2016 Ise Shima Summit, G7 leaders committed to empowering women and girls to become active participants in STEM fields through training and education projects in collaboration with the Organisation for Economic Co-operation and Development, UN Women and other agencies.¹²⁷⁷ Additionally, leaders reaffirmed their commitment to improving the labour market participation of women, the elderly and youth to ensure inclusivity and equality of opportunity.

At the 2017 Taormina Summit, G7 leaders committed to supporting researchers’ ability to tackle challenges and opportunities presented by the Next Production Revolution, with particular consideration given to the effects on underrepresented groups.¹²⁷⁸ The leaders also agreed to promote women and girls’ participation in STEM by undertaking initiatives to remove barriers and dismantle gender stereotypes.¹²⁷⁹

At the 2018 Charlevoix Summit, G7 leaders committed to promoting learning among current and future workers in response to emerging technologies.¹²⁸⁰ Leaders pledged to bolster market-based

¹²⁷⁷ G7 Ise-Shima Leaders' Declaration, G7 Information Centre (Toronto) 27 May 2016. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2016shima/ise-shima-declaration-en.html#economy>

¹²⁷⁸ G7 People-Centered Action Plan on Innovation, Skills and Labour, G7 Information Centre (Toronto) 27 May 2017. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2017taormina/action-plan.html>

¹²⁷⁹ G7 Roadmap for a Gender-Responsive Economic Environment, G7 Information Centre (Toronto) 27 May 2017. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2017taormina/gender.html>

¹²⁸⁰ The Charlevoix G7 Summit Communiqué, G7 Information Centre (Toronto) 9 June 2018. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2018charlevoix/communique.html>

education and upskilling initiatives, especially for women, girls and underrepresented communities within the STEM domain.

At the 2019 Biarritz Summit, G7 leaders committed to promoting the “inclusion, equity and access” of girls and women to quality education, including access to SEM.¹²⁸¹

At the 2021 Cornwall Summit, G7 leaders committed to investing in skills training and addressing inequalities while seizing the benefits of the digital transformation.¹²⁸² Leaders also highlighted the importance of upskilling and education to ensure no geographical area or person, regardless of their background or identity, is left behind as labour markets change.

At the 2022 Elmau Summit, G7 leaders committed to strengthening efforts to upskill working-age adults to meet the demands of changing labour markets, particularly within the digital economy sector.¹²⁸³ Leaders further pledged to intensify their support for continuing education training, especially for low-skilled individuals and those facing systemic barriers.

At the 2023 Hiroshima Summit, G7 leaders reiterated the need to invest in human capital through reskilling and upskilling measures amid the rise of emerging technologies to guarantee labour markets’ just inclusion of women and marginalized groups.¹²⁸⁴ Moreover, in recognition of the gender digital divide, leaders stated they will promote inclusive development while boosting employability.

At the 2024 Apulia Summit, G7 leaders committed to promoting the inclusion of underrepresented communities in the world of work and investing in human capital to provide valuable employment opportunities for all, including within the digital economy sector.¹²⁸⁵ In addition, leaders acknowledged the potential of quantum technology developments and agreed to adopt or implement national quantum strategies. They affirmed that these strategies should promote responsible innovation, including biotechnology and its convergence with AI, while ensuring that labour markets adapt inclusively to frontier technologies.

Commitment Features

This commitment’s features can be broken down as such. The two target groups are women and communities left behind by globalization. The three core goals are to support initiatives, exchange best practices, and promote workforce development policies. The four instruments identified for implementation are apprenticeships, STEM education, computer science education, and mentorship, alongside skills training specific to the quantum sector.

Definitions and Concepts

“Support” is understood to mean “the action, or act of providing aid, assistance, or backing up an initiative, or entity.”¹²⁸⁶

¹²⁸¹ Declaration on Gender Equality and Women’s Empowerment, G7 Information Centre (Toronto) 26 August 2019. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2019biarritz/declaration-on-gender-equality.pdf>

¹²⁸² Carbis Bay G7 Summit Communiqué: Our Shared Agenda for Global Action to Build Back Better, G7 Information Centre (Toronto) 13 June 2021. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2021cornwall/210613-communique.html>

¹²⁸³ G7 Leaders' Communiqué, G7 Information Centre (Toronto) 28 June 2022. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2022elmau/220628-communique.html>

¹²⁸⁴ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2023hiroshima/230520-communique.html>

¹²⁸⁵ Apulia G7 Leaders' Communiqué, G7 Information Centre (Toronto) 14 June 2024. Access Date: 19 September 2025. <https://www.g7.utoronto.ca/summit/2024apulia/240614-apulia-communique.html>

¹²⁸⁶ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto) 12 November 2020. Access Date: 29 September 2025.

“Initiatives” are understood to mean “an introductory step.”¹²⁸⁷ These consist of new or ongoing projects, programs or actions designed to achieve a certain aim, including training facilities, scholarships, quantum research hubs or digital upskilling programs.

“Exchange” is understood to mean “the act of giving or taking one thing in return for another.”¹²⁸⁸ This includes the act of sharing and receiving information, knowledge or resources, such as the exchange of workforce development plans, experiences and technical skills between G7 members and partner countries.

“Best practices” is understood to mean “a procedure that has been shown by research and experience to produce optimal results and that is established or proposed as a standard suitable for widespread adoption.”¹²⁸⁹ Here, it refers to educational and workforce training strategies that have proven successful in preparing people for upcoming quantum technology.

“Promote” is understood to mean “support or renew old efforts or create new efforts in the area. It should not have to be a new initiative. To contribute to growth or prosperity of, to help bring into being.”¹²⁹⁰

“Workforce development policies” are understood to mean “any one of a relatively wide range of national and international policies and programmes related to learning to work.”¹²⁹¹ In the context of the commitment, they prioritize providing persons with skills related to the quantum sector.

“Women” is understood to mean “an adult female person.”¹²⁹² “Women,” therefore, is understood to refer to female persons aged 18 and older.

“Communities left behind by globalization” refers to the global economic trends that have disenfranchised or disadvantaged certain communities. The pledge refers to targeted inclusion strategies that provide equal access to training and employment in the quantum industry.

“Apprenticeships” is understood to mean “a position as an apprentice: an arrangement in which someone learns an art, trade or job under another.”¹²⁹³ This refers to training programs that combine on-the-job experience and classroom education to prepare individuals for skilled trades or technical vocations.

“STEM” is understood to abbreviate “science, technology, engineering, and mathematics.”¹²⁹⁴

¹²⁸⁷ Initiative, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/initiative>

¹²⁸⁸ Exchange, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/exchange>

¹²⁸⁹ Best Practices, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/best%20practices>

¹²⁹⁰ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto) 12 November 2020. Access Date: 29 September 2025.

¹²⁹¹ The Emergence of ‘Workforce Development’: Definition, Conceptual Boundaries and Implications, International Handbook of Education for the Changing World of Work (Columbus) January 2009. Access Date: 25 September 2025. https://doi.org/10.1007/978-1-4020-5281-1_167

¹²⁹² Women, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/women>

¹²⁹³ Apprenticeships, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/apprenticeships>

¹²⁹⁴ STEM, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/stem>

“Mentorship” is understood to mean “the influence, guidance, or direction given by a mention.”¹²⁹⁵ In the context of the commitment, it can refer to, for instance, organized programs that pair students or early-career workers with quantum specialists.

“Quantum” is understood to mean quantum technologies, including computing, sensing and communications, that apply the principles of quantum science to practical innovations.¹²⁹⁶ These technologies are understood as emerging fields with transformative potential across sectors such as finance, transport, energy, health and agriculture, and with implications for national and international security.”¹²⁹⁷

General Interpretive Guidelines

The commitment has three components that contain nine elements: the first component is the two target groups 1) women and 2) communities left behind; the second component is the three main goals of 3) supporting initiatives, 4) exchanging best practices and 5) promoting workforce development policies; and the third component is the four instruments of supporting 6) apprenticeships, 7) STEM and computer science education, 8) mentorship and 9) skills for the quantum sector. G7 members must address both target groups, take action to achieve the three goals through the four instruments.

Full compliance, or a score of +1, will be assigned to G7 members that address both target groups of women and communities left behind by globalization; take strong action on at least two of the three commitment goals of supporting initiatives, exchanging best practices and promoting workforce development policies; and support at least three of the four instruments of apprenticeships, STEM and computer science education, mentorship, and skills for the quantum sector. Examples of strong domestic actions include providing substantial financing for national quantum workforce programs, creating or expanding apprenticeships (particularly in quantum domains), passing laws or developing national policies to increase STEM education access and introducing programs to connect students with industry or research professionals. Examples of strong international actions include signing or leading a multilateral agreement to exchange best practices in quantum workforce development, funding international training programs that prioritize women and disadvantaged communities and hosting global or regional summits that establish formal cooperation frameworks on quantum skills development.

Partial compliance, or a score of 0, will be assigned to G7 members that address only one target group; take at least one strong action or at least three weak actions that meets at least two of the three commitment goals, and support at least two of the four instruments. Examples of weak domestic actions include hosting workforce development conferences or gatherings without creating new initiatives, announcing a national quantum skills plan without law, funding or institutional backing, and launching a mentorship program confined to elite universities with little accessibility for marginalized communities. Examples of weak international actions include sending representatives to international forums on quantum workforce development without follow-up measures, sharing best practices informally through workshops but without an institutional mechanism and participating in cooperative projects that lack measurable outputs or inclusivity provisions.

Non-compliance, or a score of –1, will be assigned to G7 members that fail to address any target group or take weak or no action towards any of the three goals or to support any of the four instruments.

¹²⁹⁵ Mentorship, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/mentorship>

¹²⁹⁶ Kananaskis Common Vision for the Future of Quantum Technologies, G7 Information Centre (Toronto) 17 June 2025. Access Date: 16 November 2025. <https://www.g7.utoronto.ca/summit/2025kananaskis/250617-quantum.html>

¹²⁹⁷ Quantum Mechanism, Merriam-Webster (Springfield) n.d. Access Date: 24 September 2025. <https://www.merriam-webster.com/dictionary/quantum%20mechanism>

Scoring Guidelines

-1	The G7 member fails to address target groups of 1) women or 2) communities left behind; takes two or fewer weak actions in no more than one action type (support initiatives, exchange best practices or promote workforce development policies); or supports none of the skill areas (apprenticeships, STEM and computer science education, mentorship, and skills for the quantum sector); or takes explicitly antithetical action.
0	The G7 member strongly supports at least one target group (women or communities left behind), takes at least two strong actions or at least three weak actions in at least two action types (support initiatives or exchange best practices or promote workforce development policies) and supports at least one skill area (apprenticeships, STEM and computer science education, mentorship, and skills for the quantum sector)
+1	The G7 member addresses both target groups (women and communities left behind), takes at least three strong actions in at least two of the three action types (support initiatives, exchange best practices, promote workforce development policies), and supports at least three of the four skill areas (apprenticeships, STEM and computer science education, mentorship, and skills for the quantum sector).

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Canada has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization, to equip individuals with the skills needed for new jobs in the quantum sector; these include apprenticeships in science, technology, engineering and mathematics (STEM) and computer science education and mentorship.

On 14 August 2025, Minister of Women and Gender Equality Rechie Valdez and Member of Parliament Chi Nguyen announced CAD656,053 funding to support the project Breaking Barriers and Shaping Inclusive Workplaces for Women with Episodic Disabilities.¹²⁹⁸ This project will provide training opportunities employer engagement and community building initiatives to challenge harmful gender norms strengthen workplace policies and expand employment and career advancement opportunities for women with episodic disabilities.

On 2 September 2025, Minister of Jobs and Families Patty Hajdu announced CAD26.1 million in funding for six national projects under the Youth Employment and Skills Strategy Program and extended temporary increases to Canada Student Financial Assistance grants and loans for the 2025–26 academic year.¹²⁹⁹ This funding will support projects that improve youth employment outcomes and maintain higher student grants and loan limits to make post-secondary education more affordable for students including youth with disabilities.

On 26 September 2025, Minister of Crown-Indigenous Relations Rebecca Alty announced over CAD8 million funding through the Sustainable Jobs Training Fund for the Sustainable North Our

¹²⁹⁸ Federal support to help women with disabilities overcome barriers to economic security, Women and Gender Equality Canada (Toronto) 14 August 2025. Access Date: 17 November 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/08/federal-support-to-help-women-with-disabilities-overcome-barriers-to-economic-security.html>

¹²⁹⁹ Back to school boost: Government of Canada invests in education and job supports for youth, Employment and Social Development Canada (Toronto) 2 September 2025. Access Date: 18 November 2025. <https://www.canada.ca/en/employment-social-development/news/2025/09/back-to-school-boost-government-of-canada-invests-in-education-and-job-supports-for-youth.html>

Workforce.¹³⁰⁰ This project will provide in person skills training to nearly 1,850 mid-career and new workers including Indigenous people in remote communities in the Northwest Territories to help them gain job ready skills for low carbon employment.

On 23 October 2025, Minister Hajdu announced over CAD35 million in funding under the Enabling Accessibility Fund for 564 accessibility infrastructure projects across Canada.¹³⁰¹ This funding will support workplace and community infrastructure and youth led accessibility projects to make Canadian workplaces and community spaces more accessible and inclusive for persons with disabilities.

On 29 October 2025, Employment and Social Development Canada released the annual Report of the National Advisory Council on Poverty, noting the intersectionality between people facing poverty and compounding identities of oppression.¹³⁰² Particularly, the rise of the digital economy was pointed out for leaving people behind, specifically racialized people or those from rural communities. Canada has invested in projects and programs to support labour market participation. By understanding the gap faced by marginalized groups and putting action behind promises, Canada is ensuring that the digital economy serves all.

On 29 October 2025, Minister of Finance François Philippe Champagne and Minister Valdez announced that Budget 2025 would provide CAD660.5 million over five years to the Department for Women and Gender Equality.¹³⁰³ The proposal would renew and expand multiyear funding including CAD382.5 million for the Women's Program to address systemic economic barriers to women's equality and CAD54.6 million to support 2SLGBTQI+ community capacity funds that strengthen organizations and responses to gender-based violence.

On 31 October 2025, Canada hosted a meeting between the G7 Ministers of Energy and Environment which produced the Energy and AI Work Plan.¹³⁰⁴ The work plan aims to advance the adoption of AI and digital technologies across energy systems. This plan will drive innovation and digital skill development throughout Canada's workforce.

On 10 November 2025, Ambassador to Denmark Carolyn Bennett and Danish Minister for Higher Education and Science Christina Egelund signed a joint statement on quantum cooperation at the European Quantum Technologies Conference 2025.¹³⁰⁵ The joint statement commits Canada and

¹³⁰⁰ Government of Canada invests in training for Canada's evolving low-carbon workforce, Employment and Social Development Canada (Yellowknife) 26 September 2025. Access Date: 17 November 2025. <https://www.canada.ca/en/employment-social-development/news/2025/09/government-of-canada-invests-in-training-for-canadas-evolving-low-carbon-workforce.html>

¹³⁰¹ Government of Canada funds accessibility infrastructure projects to make more Canadian workplaces and community spaces accessible, Employment and Social Development Canada (Gatineau) 23 October 2025. Access Date: 17 November 2025. <https://www.canada.ca/en/employment-social-development/news/2025/10/government-of-canada-funds-accessibility-infrastructure-projects-to-make-more-canadian-workplaces-and-community-spaces-accessible.html>

¹³⁰² 2025 Report of the National Advisory Council on Poverty, Employment and Social Development Canada (Ottawa) 29 October 2025. Access Date: 30 October 2025. <https://www.canada.ca/en/employment-social-development/programs/poverty-reduction/national-advisory-council/reports/2025-annual.html#h2.17>

¹³⁰³ Minister Champagne announces funding to advance equality, and build safer, more inclusive communities across Canada, Department of Finance Canada (Ottawa) 29 October 2025. Access Date: 17 November 2025. <https://www.canada.ca/en/department-finance/news/2025/10/minister-champagne-announces-funding-to-advance-equality-and-build-safer-more-inclusive-communities-across-canada.html>

¹³⁰⁴ G7 Energy and AI Work Plan, G7 Information Centre (Toronto) 31 October 2025. Access Date: 8 December 2025. <https://www.g7.utoronto.ca/energy/2025-energy-ai.html>

¹³⁰⁵ Governments of Canada and Denmark sign joint statement on quantum cooperation, Innovation, Science and Economic Development Canada (Copenhagen) 10 November 2025. Access Date: 18 November 2025. <https://www.canada.ca/en/innovation-science-economic-development/news/2025/11/governments-of-canada-and-denmark-sign-joint-statement-on-quantum-cooperation.html>

Denmark to strengthen quantum research collaboration develop a skilled and diverse talent pipeline and support open data sharing and innovation in quantum technologies.

On 19 November 2025, Minister Valdez announced CAD380 million in the 2025 Federal Budget to continue Canada's efforts in revitalizing and stabilizing women's equality throughout the country.¹³⁰⁶ This commitment ensures that programs like the Women's Program will adequately support the full and active participation of women in the Canadian digital economy for years to come.

On 25 November 2025, Minister of Artificial Intelligence and Digital Innovation Evan Solomon, Minister of International Trade Maninder Sidhu, Parliamentary Secretary to the Minister of Industry Karim Bardeesy and Parliamentary Secretary to the Minister of Government Transformation, Public Works and Procurement Jenna Sudds jointly participated in a ceremony sharing the government's collaboration with Nokia to invest in research and development in advanced networking.¹³⁰⁷ This partnership will also see the expansion of the Nokia facility in Ottawa, creating more than 340 job opportunities and increasing co-op placements for post-secondary students to advance the building of a digitally skilled workforce.

On 3 December 2025, G7 Labour and Employment Ministers met virtually with leaders from the International Labour Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD), as well as Business 7 and Labour 7 representatives.¹³⁰⁸ They reaffirmed shared commitments on labour force participation and inclusion, with a focus that aligned with the International Day of Persons with Disabilities. They launched a compendium of best practices for adopting AI in the world of work, which drew contributions from G7 members and international partners. The communiqué said the resource is meant to help workers adapt to AI driven labour markets by strengthening resilience and future ready skills.

On 9 December 2025, Canada hosted the G7 Industry, Digital and Technology Ministers' Meeting in Montréal, where ministers strengthened collaboration on artificial intelligence, digital transformation and industrial competitiveness.¹³⁰⁹ The meeting concluded with a declaration highlighting the importance of developing digital skills, supporting AI adoption among small and medium-sized enterprises and promoting inclusive participation in emerging technology sectors. By advancing multilateral cooperation on AI readiness and workforce development, Canada continues to shape policies that expand equitable participation in the digital economy.

On 5 January 2026, Employment and Social Development Canada issued a call for proposals to support projects aimed at improving workplace diversity, safety and inclusion.¹³¹⁰ The funding prioritizes initiatives that address systemic barriers, enhance representation of equity-deserving groups

¹³⁰⁶ Statement by Minister Valdez on Women's Entrepreneurship Day, Innovation, Science and Economic Development Canada (Ottawa) 19 November 2025. Access Date: 30 November 2025. <https://www.canada.ca/en/innovation-science-economic-development/news/2025/11/statement-by-minister-valdez-on-womens-entrepreneurship-day.html>

¹³⁰⁷ Government of Canada showcases partnership with Nokia to expand Canada's leadership in 5G research and development, Innovation, Science and Economic Development Canada (Ottawa) 25 November 2025. Access Date: 30 November 2025. <https://www.canada.ca/en/innovation-science-economic-development/news/2025/11/government-of-canada-showcases-partnership-with-nokia-to-expand-canadas-leadership-in-5g-research-and-development.html>

¹³⁰⁸ G7 Labour and Employment Ministers' Communiqué, G7 Information Centre (Toronto) 3 December 2025. Access Date: 26 December 2025. <https://www.g7.utoronto.ca/employment/2025-communique.html>

¹³⁰⁹ Canada advances international cooperation on industry, AI and digital technology at the G7 Industry, Digital and Technology Ministers' Meeting, G7 Canada (Montréal) 9 December 2026. Access Date: 16 February 2026. <https://g7.canada.ca/en/news-and-media/news/canada-advances-international-cooperation-on-industry-ai-and-digital-technology-at-the-g7-industry-digital-and-technology-ministers-meeting>

¹³¹⁰ Government of Canada calls for project proposals to make workplaces more diverse, inclusive and safe, Employment and Social Development Canada (Gatineau) 5 January 2026. Access Date: 16 February 2026. <https://www.canada.ca/en/employment-social-development/news/2026/01/government-of-canada-calls-for-project-proposals-to-make-workplaces-more-diverse-inclusive-and-safe.html>

and strengthen inclusive employment practices across sectors. By investing in barrier removal and inclusive workforce structures, Canada continues to promote broader access to employment and skills development opportunities, including within emerging and digital industries.

On 6 February 2026, Minister of Northern Affairs Dan Vandal announced up to CAD 2.8 million in funding through the Canadian Northern Economic Development Agency to expand digital literacy and artificial intelligence initiatives in northern communities.¹³¹¹ The investment supports AI training, digital skills programming and online safety education to strengthen workforce readiness in regions facing connectivity challenges. This funding expands access to digital competencies and supports more inclusive participation in Canada's growing technology-driven economy.

On 9 February 2026, Minister of Women and Gender Equality Rechie Valdez announced CAD15.5 million in federal funding to strengthen national women's organizations across Canada.¹³¹² These Women's Program projects reduce barriers to employment and education, including lack of mentorship and training gaps, while also expanding access to mentorship, job opportunities, training programs, funding, peer networks and hands-on support.

On 27 February 2026, Minister Valdez announced CAD871,262 in funding for the Woman Abuse Council of Toronto.¹³¹³ The funding supports the Community Wellness Canadian Multi-Agency Risk Assessment Conference Pilot, expanding a coordinated response model for survivors of intimate partner violence in Toronto and helping partners adapt lessons from Ontario to communities in Alberta, which strengthens frontline capacity.

On 5 March 2026, Minister Valdez announced over CAD4.3 million in funding for eight organizations to expand community-based initiatives that support women and families experiencing gender-based violence.¹³¹⁴ The funding strengthened frontline training, peer support, legal navigation, culturally safe services and trauma-informed support for women, Indigenous survivors, immigrant and racialized families, remote communities and other underserved groups, which helped reduce barriers to women's participation in society.

On 9 March 2026, Minister Hajdu announced an investment of up to CAD94.5 million for the development of labour market information across various economic sectors to better match the supply and demand of skilled labour.¹³¹⁵ Recipient organizations will develop products like forecast reports on sector-specific employment and growth opportunities to support job searchers, employers and training providers to ultimately address skills shortages and bolster labour preparedness.

¹³¹¹ Minister Chartrand announces over \$2.8M in AI to advance economic growth and digital literacy, Canadian Northern Economic Development Agency (Yellowknife) 6 February 2026. Access Date: 16 February 2026. <https://www.canada.ca/en/northern-economic-development/news/2026/02/minister-chartrand-announces-over-28m-in-ai-to-advance-economic-growth-and-digital-literacy.html>

¹³¹² Minister Valdez announces \$15.5 million in federal funding to strengthen national women's organizations across Canada, Government of Canada (Toronto) 9 February 2026. Access Date: 9 March 2026. <https://www.canada.ca/en/women-gender-equality/news/2026/02/minister-valdez-announces-155-million-in-federal-funding-to-strengthen-national-womens-organizations-across-canada.html>

¹³¹³ Federal support to strengthen community response to gender-based violence, Women and Gender Equality Canada (Toronto) 27 February 2026. Access Date: 23 April 2026. <https://www.canada.ca/en/women-gender-equality/news/2026/02/federal-support-to-strengthen-community-response-to-gender-based-violence.html>

¹³¹⁴ Federal government enhances safety and advances gender equality, Women and Gender Equality Canada (Toronto) 5 March 2026. Access Date: 23 April 2026. <https://www.canada.ca/en/women-gender-equality/news/2026/03/federal-government-enhances-safety-and-advances-gender-equality.html>

¹³¹⁵ Government of Canada announces significant investment to strengthen workforce development across key economic sectors, Employment and Social Development Canada (Ottawa) 9 March 2026. Access Date: 30 March 2026. <https://www.canada.ca/en/employment-social-development/news/2026/03/government-of-canada-announces-significant-investment-to-strengthen-workforce-development-across-key-economic-sectors.html>

On 13 March 2026, Women and Gender Equality Canada released its 2026–27 Departmental Plan. The plan includes a slated investment of CAD382.5 million over 5 years to enable organizations to help women improve their economic security and reach leadership roles across sectors of Canada's economy.¹³¹⁶ It also aims to increase AI adoption and upskill the labour force by providing access to approved AI tools and promoting AI literacy.

On 16 March 2026, Employment and Social Development Canada released the 2026-2027 Employment and Social Development Canada Departmental Plan, which prioritizes investments in skills training, workforce development programs and reducing labour market barriers for underrepresented populations. This expands structured pathways into emerging sectors and equips marginalized groups with the competencies required to participate in all sectors of the economy, including digital.

On 29 May 2026, Minister Solomon and Minister Le Hénaff signed a joint statement on quantum science and technologies during the G7 Digital Ministers' Meeting in Paris, committing to strengthened cooperation in quantum research and workforce development. The initiative supported skills-building policies for the quantum sector, including efforts to develop a more diverse talent pipeline through inclusive training, knowledge exchange, and capacity-building measures aimed at expanding access to emerging quantum jobs.

Canada has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. Canada supported women and communities left behind through initiatives such as Sustainable North Our Workforce, which delivers in-person skills training for Indigenous workers in remote regions and Breaking Barriers and Shaping Inclusive Workplaces for Women with Episodic Disabilities, which expands employment opportunities and strengthens workplace policies. Canada further advanced workforce development through major national investments and policy frameworks, including recent 2026 initiatives such as targeted workforce development funding, the Women and Gender Equality Departmental Plan and the Employment and Social Development Canada Departmental Plan, which collectively expand skills training, reduce systemic barriers and create structured pathways into the digital economy for underrepresented groups. Additionally, Canada reinforced accountability and inclusion through the Employment Equity in the Public Service Annual Report, embedding data-driven monitoring and measurable progress in equitable hiring. Internationally, Canada demonstrated strong best-practice exchange by signing a joint statement with Denmark to strengthen quantum research collaboration and develop a diverse talent pipeline. These actions collectively demonstrate a comprehensive approach that combines investment, inclusive policy design, workforce training and accountability mechanisms to promote equitable participation in the digital economy while contributing to skills development in STEM, computer science and the quantum sector.

Thus, Canada receives a score of +1.

Analyst: Naicey Portus

France: +1

France has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization, to equip individuals with the skills needed for new jobs in the quantum sector; these

¹³¹⁶ Women and Gender Equality Canada's 2026–27 Departmental Plan, Women and Gender Equality Canada (Ottawa) 13 March 2026. Access Date: 30 March 2026. <https://www.canada.ca/en/women-gender-equality/transparency/departmental-plans/2026-2027.html>

include apprenticeships in science, technology, engineering and mathematics (STEM) and computer science education and mentorship.

On 1 July 2025, Minister Delegate for Artificial Intelligence and Digital Affairs Clara Chappaz launched the “Dare to Use AI” plan to promote AI literacy among enterprises and employees.¹³¹⁷ One pillar of the plan is the founding of an AI Academy by the end of 2025, which will offer artificial intelligence (AI) training to all, including apprentices, job-seekers and businesses, with the ultimate goal of training 15 million French people in AI by 2030.

On 16 July 2025, Élisabeth Borne Minister of National Education, Higher Education and Research, Astrid Panosyan-Bouvet, Minister Responsible for Labour and Employment, and Marie Barsacq, Minister of Sports, Youth and Community Life, presented the launch of a national strategy aimed at promoting youth employment to the National Employment Council.¹³¹⁸ The strategy includes potential measures such as developing mentorship programs, offering vocational training to high school students and involving businesses in career exploration pathways starting in middle school, with a particular focus on increasing women’s participation in STEM.

On 22 July 2025, Catherine Vautrin, Minister of Labour, Health, Solidarity and Families, and Marina Calderon, Italian Minister of Labour and Social Policies, hosted the annual conference on sustainable and inclusive social development between France and Italy.¹³¹⁹ The two ministers focused on exchanging best practices and building shared initiatives to advance equitable labour mobility in the European Union.

On 28 August 2025, the Ministry of Labour took part in the seventh edition of the French Business Leaders Meeting (REF), an event designed to strengthen cooperation between all parties of the French economy.¹³²⁰ The Ministry presented its labour priorities to attending companies, which included the promotion of apprenticeships and youth and senior employment.

On 2 October 2025, the Ministry of Labour announced a partnership with Europe’s biggest platform for professional networking, My Job Glasses, to better address youth unemployment along gender and geographical divides.¹³²¹ This partnership grants young people free access to thousands of professionals to network with and various job training opportunities, including apprenticeships.

On 13 November 2025, the French Government announced new measures adopted by the National Assembly to advance equality between women and men across working life and retirement.¹³²² The

¹³¹⁷ Former 15 millions de Français à l’IA : les ministres Astrid Panosyan-Bouvet et Clara Chappaz en déplacement au siège de La Poste, Ministère du Travail et des Solidarités (Paris) 29 July 2025. Translation provided by Google Translate. Access Date: 11 November 2025. <https://travail-emploi.gouv.fr/former-15-millions-de-francais-lia-les-ministres-astrid-panosyan-bouvet-et-clara-chappaz-en-deplacement-au-siege-de-la-poste>

¹³¹⁸ Lancement de la stratégie gouvernementale en faveur de l’emploi des jeunes, Ministère du Travail et des Solidarités (Paris) 15 July 2025. Translation provided by Google Translate. Access Date: 11 November 2025. <https://travail-emploi.gouv.fr/lancement-de-la-strategie-gouvernementale-en-faveur-de-lemploi-des-jeunes>

¹³¹⁹ Coopération italo-française pour la promotion du développement social, Ministère du Travail et des Solidarités (Paris) 22 July 2025. Translation provided by Google Translate. Access Date: 11 November 2025. <https://travail-emploi.gouv.fr/cooperation-italo-francaise-pour-la-promotion-du-developpement-social>

¹³²⁰ 7e édition de la rencontre des entrepreneurs de France (REF), Ministère du Travail et des Solidarités (Paris) 4 August 2025. Translation provided by Google Translate. Access Date: 11 November 2025. <https://travail-emploi.gouv.fr/7e-edition-de-la-rencontre-des-entrepreneurs-de-france-ref>

¹³²¹ Signature d’une convention de coopération entre le ministère et My Job Glasses, Ministère du Travail et des Solidarités (Paris) 2 October 2025. Translation provided by Google Translate. Access Date: 11 November 2025. <https://travail-emploi.gouv.fr/signature-dune-convention-de-cooperation-entre-la-delegation-generale-lemploi-et-la-formation-professionnelle-et-my-job-glasses>

¹³²² Égalité femmes-hommes : de nouvelles avancées concrètes pour les femmes, Ministère du Travail et des Solidarités (Paris) 13 November 2025. Translation provided by Google Translate. Access Date: 23 November 2025. <https://travail-emploi.gouv.fr/egalite-femmes-hommes-de-nouvelles-avancees-concretes-pour-les-femmes>

measures will adjust pension rules to reduce gender gaps, extend prenatal sick leave, open negotiations on equality in the civil service continue pay transparency policies and create additional paid birth leave to support parents and improve work-life balance.

On 18 November 2025, Minister of Labour and Solidarity Jean Pierre Farandou and Minister for Autonomy and Disabled Persons Charlotte Parmentier Lecocq signed a five party agreement with France Travail Cap emploi Agefiph and FIPHFP to strengthen support for people with disabilities towards and within employment.¹³²³ This agreement extends and integrates employment support services, improves governance and evaluation and aims to make public action more effective for the sustainable professional integration of people with disabilities.

On 30 December 2025, the Ministry of National Education published version 2.00 of its 2023–2027 Digital Strategy for Education.¹³²⁴ The strategy explicitly targets girls by aiming to raise their share in digital and engineering pathways, including NSI, STI2D, the vocational “Ciel” track and MP2I preparatory classes. It says the ministry will back this with teacher training, role-model encounters from lower secondary through upper secondary school, the TechPourToutes programme, the “un scientifique, une classe : chiche !” initiative, mandatory parity in national digital challenges, stronger school-business links and earlier discovery of digital careers.

On 19 January 2026, Minister for Equality between Women and Men and the Fight against Discrimination Aurore Bergé launched the “Talents de France” initiative.¹³²⁵ The program aims to better measure discrimination in access to employment through an experimental campaign. The results will be published to provide greater insight into unequal access to employment, particularly disparities linked to gender and rural–urban divides and to help inform potential corrective measures.

On 6 February 2026, the Ministry of National Education released the “Toutes dans l'équation” video series to encourage more young girls to choose scientific pathways.¹³²⁶ The ministry said the series was designed to encourage young girls to orient toward science, engineering and digital fields, using testimonies from women scientists as role models.

On 10 February 2026, Minister Farandou issued a response to the National Institute of Statistics and Economic Studies' report on unemployment in France in 2025, which highlighted that unemployment had moderately increased though the rate of employment had risen to new heights overall.¹³²⁷ The minister reaffirmed France's commitment to supporting young people through professional integration, training and apprenticeships.

¹³²³ Signature d'une nouvelle convention pour renforcer l'accompagnement des personnes en situation de handicap vers et dans l'emploi, Ministère du Travail et des Solidarités (Paris) 18 November 2025. Translation provided by Google Translate. Access Date: 23 November 2025. <https://travail-emploi.gouv.fr/signature-dune-nouvelle-convention-pour-renforcer-laccompagnement-des-personnes-en-situation-de-handicap-vers-et-dans-lemploi>

¹³²⁴ Stratégie du numérique pour l'éducation 2023-2027. La vision stratégique d'une politique publique partagée., Ministère de l'éducation nationale. (Paris) 30 December 2025. Translated by Google Translate. Access Date: 9 March 2025. <https://www.education.gouv.fr/sites/default/files/document/strat-gie-du-num-rique-pour-l-ducation-2023-2027-476594.pdf>

¹³²⁵ Lancement de l'initiative « Talents de France », Ministère du Travail et des Solidarités (Paris) 20 January 2026. Translation provided by Google Translate. Access Date: 13 April 2026. <https://travail-emploi.gouv.fr/lancement-de-linitiative-talents-de-france>

¹³²⁶ "Toutes dans l'équation" : dans les pas d'Adrienne Kish, Ministère de l'éducation nationale (Paris) 6 February 2026. Access Date 9 March 2025. <https://www.education.gouv.fr/toutes-dans-l-equation-dans-les-pas-d-adrienne-kish-469316>

¹³²⁷ Taux de chômage au quatrième trimestre 2025 : une légère hausse mais des fondamentaux solides qui soulignent la bonne résistance du marché de l'emploi en France, Ministère du Travail et des Solidarités (Paris) 10 February 2026. Translation provided by Google Translate. Access Date: 13 April 2026. <https://travail-emploi.gouv.fr/taux-de-chomage-au-quatrieme-trimestre-2025-une-legere-hausse-mais-des-fondamentaux-solides-qui-soulignent-la-bonne-resistance-du-marche-de-lemploi-en-france>

On 9 March 2026, the Ministry of Labour and Solidarity announced that the government had renewed financial aid for employers hiring apprentices.¹³²⁸ This support enables the continued promotion of vocational training opportunities, including for those from marginalized communities.

On 18 March 2026, the General Delegation for Employment and Vocational Training and the Directorate General for Foreigners in France signed a 2026–2030 framework agreement to promote access to employment and vocational training for newly arrived foreigners.¹³²⁹ The agreement coordinated state, employment, training and integration actors to register newly arrived foreigners with France Travail, match their profiles with employer needs, improve training opportunities and secure employment pathways, which supported workforce development for a community facing labour-market barriers.

On 19 March 2026, the European Union and Member States including France launched and co-funded a global initiative to advance women’s leadership in the public information and communication technology sector.¹³³⁰ The initiative used a budget of over EUR15 million to build decision-makers’ capacity to mainstream gender equality in digital policy, improve access to STEM education for women and girls and combat technology-facilitated gender-based violence, which supported women’s digital workforce development.

On 29 May 2026, Minister Solomon and Minister Le Hénanff signed a joint statement on quantum science and technologies during the G7 Digital Ministers’ Meeting in Paris, committing to strengthened cooperation in quantum research and workforce development.¹³³¹ The initiative supported skills-building policies for the quantum sector, including efforts to develop a more diverse talent pipeline through inclusive training, knowledge exchange, and capacity-building measures aimed at expanding access to emerging quantum jobs.

France has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. France has taken strong initiative based and policy action to promote apprenticeships and develop digital and STEM skills, for example through the Dare to Use AI plan and its planned AI Academy for apprentices and job seekers and the youth employment strategy that includes mentorship programs and vocational training to increase women’s participation in STEM.

Thus, France receives a score of +1.

Analysts: Zainab Ibraheem and Neba Gupta

¹³²⁸ Publication du décret de renouvellement de l'aide aux employeurs d'apprentis, Ministère du Travail et des Solidarités (Paris) 9 March 2026. Translation provided by Google Translate. Access Date: 16 April 2026. <https://travail-emploi.gouv.fr/publication-du-decret-de-renouvellement-de-laide-aux-employeurs-dapprentis>

¹³²⁹ Renewal of the framework agreement to promote access to employment for newly arrived foreigners for 2026–2030, Ministry of Labor and Solidarity (Paris) 27 March 2026. Access Date: 23 April 2026. <https://travail-emploi.gouv.fr/renouvellement-de-laccord-cadre-pour-favoriser-lacces-lemploi-des-etrangers-primos-arrivants-pour-2026-2030>

¹³³⁰ EU and Member States launch global initiative to advance women’s leadership in public ICT, Aid, Development cooperation, Fundamental rights (Brussels) 19 March 2026. Access Dae: 23 March 2026. https://international-partnerships.ec.europa.eu/news-and-events/news/eu-and-member-states-launch-global-initiative-advance-womens-leadership-public-ict-2026-03-19_en

¹³³¹ Government of Canada and Government of the French Republic sign joint statement on quantum science and technologies cooperation, Innovation, Science and Economic Development Canada (Paris) 29 May 2026, Access Date: 11 June 2026. <https://www.canada.ca/en/innovation-science-economic-development/news/2026/05/government-of-canada-and-government-of-the-french-republic-sign-joint-statement-on-quantum-science-and-technologies-cooperation.html>

Germany: +1

Germany has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; science, technology, engineering and mathematics (STEM) and computer science education, mentorship and skills for the quantum sector.

On 17 June 2025, the Federal Ministry of Research, Technology and Space launched a funding measure called “Quantum Future Professionals” to address the shortage of skilled workers in second-generation quantum technologies.¹³³² The program supports projects that create education and training opportunities across all levels, from schools to professional education, increasing accessibility while promoting collaboration between universities, research institutions and companies. Furthermore, it aims to develop “quantum awareness” among young people, students, decision-makers and professionals and to develop exchange formats such as internships, academies and workshops.

On 30 July 2025, the Ministry for Economic Cooperation and Development, alongside the Digital Transformation Center Cambodia launched the Up:Skill 2.0 programme to train women entrepreneurs and professionals in data analytics and data-visualisation skills.¹³³³ The eight-week initiative equipped participants with practical digital competencies, business-data literacy and a supportive professional network to strengthen their competitiveness and career readiness

On 30 July 2025, the Federal Cabinet approved the 2026 draft budget and financial plan allocating EUR14.72 billion to the Federal Ministry of Education Family Affairs Senior Citizens Women and Youth plus EUR6.3 billion from a special fund for childcare and digital education.¹³³⁴ The budget provides major funding for parental allowance child supplement daycare quality civic engagement voluntary services the Startchancen school program and investments in childcare and digital education infrastructure.

On 9 September 2025, the Organisation for Economic Co-operation and Development (OECD), Federal Ministry for Research, Technology and Space, Federal Ministry of Education, Family Affairs, Senior Citizens, Women and Youth and Ministers of Education and Cultural Affairs presented the Education at a Glance 2025 country report for Germany.¹³³⁵ The presentation highlighted Germany’s strong STEM results and outlined measures to support disadvantaged schools, address teacher shortages in STEM subjects and promote gender equality in research and vocational pathways to secure future skilled workers.

On 10 November 2025, Minister of Education, Family Affairs, Senior Citizens, Women and Youth Karin Prien, minister for Economic Affairs and Energy Katherina Reiche and Minister for Labor and Social Affairs Bärbel Bas participated in the Alliance for Vocational Training and Continuing

¹³³² Quantum Future Professionals, Bundesministerium für Forschung, Technologie und Raumfahrt (Berlin) 17 June 2025. Translation provided by Google Translate. Access Date: 31 October 2025.

https://www.quantensysteme.info/foerdermassnahmen/details/q/quantum_future_professionals

¹³³³ Cambodia’s next growth engine: Skilled women leading the way (Bonn) 14 November 2025. Access Date: 27 December 2025. <https://www.bmz-digital.global/en/news/cambodia-women-digital-economy/>

¹³³⁴ Karin Prien: Wir stärken Kinder, Familien und Bildung, Bundesministerium für Forschung, Technologie und Raumfahrt (Berlin) 30 July 2025. Translation provided by Google Translate. Access Date: 23 November 2025. <https://www.bmbfsfj.bund.de/bmbfsfj/aktuelles/pressemitteilungen/karin-prien-wir-staerken-kinder-familien-und-bildung-268286>

¹³³⁵ Bildung in Deutschland: OECD-Studie sieht Deutschland stark in MINT und Ausbildung, warnt aber vor sozialer Ungleichheit, Bundesministerium für Forschung, Technologie und Raumfahrt (Berlin) 9 August 2025. Translation provided by Google Translate. Access Date: 23 November 2025. <https://www.bmbfsfj.bund.de/bmbfsfj/aktuelles/pressemitteilungen/bildung-in-deutschland-oecd-studie-sieht-deutschland-stark-in-mint-und-ausbildung-warnt-aber-vor-sozialer-ungleichheit-270098>

Education Summit in Berlin.¹³³⁶ They highlighted initiatives such as a network of apprenticeship ambassadors a training guarantee and campaigns like the Summer of Vocational Training to promote dual vocational training and expand access to apprenticeships for young people.

On 3 December 2025, G7 Labour and Employment Ministers met virtually with leaders from the International Labour Organization and the OECD, as well as Business 7 and Labour 7 representatives.¹³³⁷ They reaffirmed shared commitments on labour force participation and inclusion, with a focus that aligned with the International Day of Persons with Disabilities. They launched a compendium of best practices for adopting AI in the world of work, which drew contributions from G7 members and international partners. The communiqué said the resource is meant to help workers adapt to AI driven labour markets by strengthening resilience and future ready skills.

On 15 January 2026, Minister Prien and Bitkom President Ralf Wintergerst presented a new study on the digital participation of older people.¹³³⁸ The report highlighted that 74 per cent of people aged 65 and over use the internet and 96 per cent expressed the desire for additional support services to develop their digital skills. In response, initiatives such as the Digital Pact for Older Adults and the “Digital Angel” project were promoted to provide training services in technology and artificial intelligence for senior citizens, including those in rural areas. By promoting access to digital skills training, Germany supports communities left behind by globalization and advances inclusive participation in the digital economy.

On 28 January 2026, the Federal Ministry for Women presented the evaluation report on the Federal Equal Opportunities Act, assessing progress in gender equality within the federal civil service between 2021 and 2024.¹³³⁹ The report found increased representation of women in leadership positions and recommended further measures including mandatory training for managers, strengthening mentoring programs and the compatibility of family and career. By considering the recommendations of the evaluation, Germany is advancing equal workforce participation and demonstrating its commitment to removing institutional barriers.

On 19 March 2026, Minister Prien reaffirmed Germany’s commitment to increasing women’s participation in the digital economy at the Transform 2026 conference.¹³⁴⁰ Following her address, Minister Prien also engaged in a panel discussion on diversity and how to increase women’s participation in IT fields. By continuing to support nationwide initiatives such as the STEM Action Plan and YouCodeGirls project, which aim to engage girls and young women in science, technology and information technology from an early stage and break down gender stereotypes, Germany is advancing inclusive workforce development and bolstering the participation of women in the digital sector.

¹³³⁶ „Allianz für Aus- und Weiterbildung“: Gemeinsam Fachkräfte sichern, Bundesministerium für Forschung, Technologie und Raumfahrt (Berlin) 10 November 2025. Translation provided by Google Translate. Access Date: 23 November 2025. <https://www.bmbfsfj.bund.de/bmbfsfj/aktuelles/pressemitteilungen/-allianz-fuer-aus-und-weiterbildung-gemeinsam-fachkraefte-sichern-274306>

¹³³⁷ G7 Labour and Employment Ministers’ Communiqué, Employment and Social Development Canada (Toronto) 3 December 2025. Access Date: 26 December 2025. <https://www.canada.ca/en/employment-social-development/news/2025/12/g7-labour-and-employment-ministers-communique.html>

¹³³⁸ Neue Studie zur digitalen Teilhabe älterer Menschen vorgestellt, Bundesministerium für Bildung, Familie, Senioren, Frauen und Jugend (Berlin) 15 January 2026. Translation provided by Google Translate. Access Date: 15 January 2026. <https://www.bmbfsfj.bund.de/bmbfsfj/neue-studie-zur-digitalen-teilhabe-aelterer-menschen-vorgestellt-279138>

¹³³⁹ Bundesregierung legt Evaluierungsbericht vor, Bundesministerium für Bildung, Familie, Senioren, Frauen und Jugend (Berlin) 28 January 2026. Translation provided by Google Translate. Access Date: 15 January 2026. <https://www.bmbfsfj.bund.de/bmbfsfj/aktuelles/alle-meldungen/bundesregierung-legt-evaluierungsbericht-vor-279870>

¹³⁴⁰ Digitale Transformation braucht Vielfalt, Bundesministerium für Bildung, Familie, Senioren, Frauen und Jugend (Berlin) 19 March 2026. Translated by Google Translate. Access Date: 1 April 2026. <https://www.bmbfsfj.bund.de/bmbfsfj/aktuelles/alle-meldungen/digitale-transformation-braucht-vielfalt-281432>

On 19 March 2026, the European Union and Member States including Germany launched and co-funded a global initiative to advance women's leadership in the public information and communication technology sector.¹³⁴¹ The initiative used a budget of over EUR15 million to build decision-makers' capacity to mainstream gender equality in digital policy, improve access to STEM education for women and girls and combat technology-facilitated gender-based violence, which supported women's digital workforce development.

On 26 March 2026, the federal government of Germany announced the implementation of the *Ganztagsförderungsgesetz*, establishing the legal right to all-day care for primary school children from 1 August 2026.¹³⁴² The legislation expands access to all-day educational and childcare services by allowing cooperation between schools, childcare institutions and external partners such as sports clubs and youth organizations. By expanding access to reliable childcare, the initiative removes structural barriers to workforce participation, particularly for caregivers.

On 30 March 2026, the Federal Ministry for Economic Cooperation and Development launched the "Women Leadership in the Public ICT Sector" initiative of the European Commission to reduce the gender digital divide.¹³⁴³ The initiative advances women's leadership in information and communications technology institutions, strengthens young girls and women's STEM skills and supports their participation in the digital economy. In the framework of the program, Germany is implementing activities in Cambodia and Tanzania, as well as in Latin America and the Caribbean, supported by the local digital centres and international partnerships.

Germany has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. Germany targeted women through digital-skills training for women entrepreneurs under the Up:Skill 2.0 programme and supported communities left behind through measures such as the Quantum Future Professionals programme, which expands access to quantum-skills training for students, young people and professionals and through initiatives to strengthen apprenticeships for youth. Germany also supported three skill areas (the quantum sector, STEM and computer science education and apprenticeships) through its quantum-skills strategy, digital training programmes and vocational training initiatives.

Thus, Germany receives a score of +1.

Analyst: Aron Pechy

Italy: 0

Italy has partially complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; science, technology, engineering and mathematics (STEM) and computer science education, mentorship and skills for the quantum sector.

¹³⁴¹ EU and Member States launch global initiative to advance women's leadership in public ICT, Aid, Development cooperation, Fundamental rights (Brussels) 19 March 2026. Access Date: 23 March 2026. https://international-partnerships.ec.europa.eu/news-and-events/news/eu-and-member-states-launch-global-initiative-advance-womens-leadership-public-ict-2026-03-19_en

¹³⁴² Mehr Chancen für Kinder, Familien und Kommunen, Die Bundesregierung (Berlin) 27 March 2026. Translation provided by Google Translate. Access Date: 31 March 2026. <https://www.bundesregierung.de/breg-de/suche/ganztagsfoerderung-2386432>

¹³⁴³ Team Europe advances global action to reduce the gender digital divide, Federal Ministry for Economic Cooperation and Development (Bonn) 30 March 2026. Access Date: 31 March 2026. <https://www.bmz-digital.global/en/news/team-europe-advances-global-action-to-reduce-the-gender-digital-divide/>

On 11 June 2025, the International Labour Organization and the Italian Agency for Development Cooperation launched the HoReCa project to support labour market integration of young people in Kosovo's hospitality sector.¹³⁴⁴ The project modernizes vocational education and training in hospitality, increases youth employability through work based learning and career guidance and strengthens entrepreneurship among small and medium enterprises with attention to inclusion, gender equality and decent work.

On 5 September 2025, the Ministry of University and Research published the Italian Quantum Strategy, which outlines the government's commitment to actions aimed at workforce development and inclusion, including the creation of advanced training programs and industrial doctorates to grow the skilled workforce.¹³⁴⁵ It allocates funds for the enhancement of diversity and inclusion in the scientific community to support policies that ensure gender balance and counter the phenomenon of women leaving research careers in STEM disciplines.

On 24 November 2025, the Ministry of Enterprises and Made in Italy announced that the AI Hub for Sustainable Development had launched partnerships with African ventures to support the continent's artificial intelligence infrastructure.¹³⁴⁶ This initiative adopts an African-led model in which African innovators set priorities and direction, bringing together infrastructure builders, compute-ready innovators and compute organizations to strengthen Africa's AI capacity on "African terms." A key objective of the project is to make AI compute local and accessible, promoting a more inclusive and sustainable AI ecosystem.

On 10 February 2026, the Ministry of Enterprises and Made in Italy, in line with Italy's Mattei Plan for Africa, announced that the AI Hub for Sustainable Development would provide 1.5 million Graphics Processing Unit (GPU) hours to 130 innovators across Africa to advance AI adoption and development.¹³⁴⁷ The investment will enable startups and private sector organizations, of which many are youth-led, to address challenges including the development of voice AI systems in local African languages. The project will work towards promoting inclusive and sustainable AI ecosystems, ensuring that no communities are left behind.

On 19 February 2026, the Ministry of Enterprises and Made in Italy announced a trilateral partnership with Kenya and India to deploy sovereign AI pathways across Africa through the AI Hub for Sustainable Development.¹³⁴⁸ This targets lower income groups in Africa by focusing on low-connectivity environments, local languages and local data ownership and supports AI capacity-building and technology adoption in areas including education and healthcare.

Italy has partially complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. The Italian Quantum Strategy creates advanced training programs and industrial doctorates in quantum technologies and funds measures to improve gender balance in STEM research, while Italy's cooperation with the ILO through the HoReCa project supports youth

¹³⁴⁴ ILO and Italian Development Cooperation join forces to boost youth employment in Kosovo's hospitality sector, International Labour Organization (Geneva) 24 June 2025. Access Date: 23 November 2025.

<https://www.ilo.org/resource/news/ilo-and-italian-development-cooperation-join-forces-boost-youth-employment>

¹³⁴⁵ ITALIAN STRATEGY FOR QUANTUM TECHNOLOGIES (Rome) 5 September 2025. Access Date: 18 November 2025.

https://www.mur.gov.it/sites/default/files/2025-09/Strategia_italiana_tecnologie_quantistiche_ENG.pdf

¹³⁴⁶ Building Africa's AI Ecosystem: Infrastructure for Tomorrow, Resources for Today (Rome) 24 November 2025.

Access Date: 17 February 2026. <https://www.mimit.gov.it/en/media-tools/news/building-africas-ai-ecosystem>

¹³⁴⁷ Nairobi AI Forum 2026 Drives AI Adoption and Impact (Rome) 10 February 2026. Access Date: 17 February 2026.

<https://www.mimit.gov.it/en/media-tools/news/nairobi-ai-forum-2026-drives-ai-adoption-and-impact>

¹³⁴⁸ India, Italy, and Kenya Partner to Drive Sovereign AI Adoption Across Africa, Ministry of Enterprises and Made in Italy (New Delhi) 19 February 2026. Access Date: 9 March 2026. <https://www.mimit.gov.it/en/media-tools/news/india-italy-and-kenya-partner-to-drive-sovereign-ai-adoption-across-africa>

employment and skills development abroad. Italy has created plans to boost women’s involvement in quantum and artificial intelligence, as well as form strategic long-term partnerships with the African Union. The Mattei Plan is commendable for its depth and strategic nature. However, Italy has not demonstrated strong, targeted apprenticeship or mentorship programs in quantum, STEM or computer science for both women and communities left behind by globalization.

Thus, Italy receives a score of 0.

Analysts: Mebek Berry and Neha Gupta

Japan: +1

Japan has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; science, technology, engineering and mathematics (STEM) and computer science education, mentorship and skills for the quantum sector.

On 31 July 2025, Japan’s Digital Agency published its “Action Plan for Promoting Active Roles of Female Employees and Work-Life Balance in Digital Agency.”¹³⁴⁹ The plan promotes male employees’ participation in childcare, sets numerical targets for the ratios of female employees in leadership positions, supports female employees when returning from maternity leave and establishes flexible work arrangements. Furthermore, it pledges to hold explanatory meetings for students in cooperation with related organizations and provide learning opportunities. The plan advances Japan’s commitment to remove barriers in the workforce for women and provide educational and training opportunities for them.

On 5 August 2025, the Government of Japan and the United Nations Development Programme delivered leadership and safeguarding training for around 30 women under the Vanuatu Green Energy Transformation Project on Pentecost Island.¹³⁵⁰ The sessions in Melsisi and Waterfall communities built women’s leadership capacity, raised awareness of grievance mechanisms and promoted their participation in decision making in Vanuatu’s green energy transition.

On 22 August 2025, the Ministry of Education, Culture, Sports, Science and Technology (MEXT) concluded the Ninth Tokyo International Conference on African Development (TICAD), during which Minister Abe Toshiko signed multiple Letters of Intent with Ghana, Egypt and the World Bank to cooperate on enhancing higher education, vocational training and education, special needs education and scientific and technological research.¹³⁵¹ MEXT committed to enhancing collaboration between Japanese and African universities and promoting personnel exchanges. Japan has furthered its commitment to promoting inclusive workforce-development policies and the sharing of best practices that give underrepresented groups, women, young people and citizens of lower-income countries, the skills they need for the modern scientific and technological workforce.

On 30 September 2025, the Japanese Government brought the Act on Promotion of Research, Development and Utilization of Artificial Intelligence-Related Technology into full effect, establishing

¹³⁴⁹ Action Plan for Promoting Active Roles of Female Employees and Work-Life Balance in Digital Agency, Digital Agency (Tokyo) 31 July 2025. Access Date: 21 October 2025. <https://www.digital.go.jp/en/about/women-and-work-life-balance-action-plan>

¹³⁵⁰ Women Empowered to Lead Vanuatu’s Green Energy Transition, UNDP Pacific Office (Pentecost Island) 5 August 2025. Access Date: 23 November 2025. <https://www.undp.org/pacific/press-releases/women-empowered-lead-vanuatus-green-energy-transition>

¹³⁵¹ The Ninth Tokyo International Conference on African Development (TICAD 9), Ministry of Education, Culture, Sports, Science and Technology (Tokyo) 29 August 2025. Access Date: 1 November 2025. https://www.mext.go.jp/en/news/topics/detail/mext_00113.html

a national framework to support the development and use of artificial intelligence.¹³⁵² The act sets out basic principles for strengthening domestic AI research and development capabilities, promoting coordinated initiatives across stakeholders, ensuring transparency regarding AI-related risks and advancing international cooperation. It also mandates government measures to secure human resources and expand AI education, forming the basis for a long-term national talent strategy to support Japan's AI ecosystem.

On 23 November 2025, the National Institutes for Quantum and Radiological Science and Technology held its “Experience the Quantum World 2025” research open event.¹³⁵³ The program offered children, students and adults quantum science demonstrations, researcher-led talks and experiment workshops aimed at increasing early exposure to quantum research. The event supports Japan's commitment to creating long-term quantum-skills development pipelines by broadening access to foundational STEM learning opportunities.

On 25 November 2025, the Gender Equality Bureau Cabinet Office approved the revised Basic Policy on the Promotion of Women's Participation and Advancement in the Workplace.¹³⁵⁴ The policy strengthens mandatory gender pay-gap disclosure, requires certain employers to set numerical gender-equality targets and action plans, expands access to training and career-development programs for women and reinforces measures against workplace harassment. The policy advances Japan's commitment to removing barriers to workforce participation for women.

On 3 December 2025, G7 Labour and Employment Ministers met virtually with leaders from the International Labour Organization and the Organisation for Economic Co-operation and Development, as well as Business 7 and Labour 7 representatives.¹³⁵⁵ They reaffirmed shared commitments on labour force participation and inclusion, with a focus that aligned with the International Day of Persons with Disabilities. They launched a compendium of best practices for adopting AI in the world of work, which drew contributions from G7 members and international partners. The communiqué said the resource is meant to help workers adapt to AI driven labour markets by strengthening resilience and future ready skills.

On 10 December 2025, the Ministry of Foreign Affairs held the Next Generation Forum for Gender Equality at the United Nations University in cooperation with UN Women, as part of its Next Generation Network Program for Gender Equality.¹³⁵⁶ The forum provided a platform for stakeholders to engage in dialogue on barriers to women's participation, initiatives to support female entrepreneurs and the use of technology to expand women's participation and reduce related urban-rural divides. By fostering international cooperation and supporting knowledge exchange on women's participation, Japan advanced its commitment to promote inclusive workforce participation and gender equality.

On 22 December 2025, the Government of Japan approved its first basic plan on artificial intelligence, establishing a national framework to expand AI use across public administration, strengthen domestic

¹³⁵² 人工知能関連技術の研究開発及び活用の推進に関する法律 令和七年法律第五十三号, (Tokyo) 30 September 2025. Translation provided by Google Translate. Access Date: 26 December 2025. <https://laws.e-gov.go.jp/law/507AC0000000053>.

¹³⁵³ QSTで体験！量子の世界2025, 国立研究開発法人量子科学技術研究開発機構 (Chiba) 19 November 2025. Translation provided by Google Translate. Access Date: 1 December 2025. <https://www.qst.go.jp/site/qst-kenkyukokai/>

¹³⁵⁴ 女性の職業生活における活躍の推進に関する基本方針,内閣府男女共同参画局ホ (Tokyo) 25 November 2025. Translation provided by Google Translate. Access Date: 2 December 2025. https://www.gender.go.jp/policy/suishin_law/horitsu_kihon/hoshin.html

¹³⁵⁵ G7 Labour and Employment Ministers' Communiqué, G7 Information Centre (Toronto) 3 December 2025. Access Date: 26 December 2025. <https://www.g7.utoronto.ca/employment/2025-communication.html>

¹³⁵⁶ Next Generation Forum for Gender Equality, Ministry of Foreign Affairs of Japan (Tokyo) 10 December 2025. Access Date: 15 February 2026. https://www.mofa.go.jp/press/release/pressite_000001_01910.html

AI development capabilities and advance governance and rule-making.¹³⁵⁷ A central component of the plan is the development and securing of AI-related human resources, including the introduction of AI learning in schools and the reinforcement of government research institutions. It ultimately aims to do this by advancing -long-term workforce development in emerging technologies through STEM and computer science education, early-stage skills training, and the creation of institutional environments that can cultivate technical expertise.

On 21 January 2026, the Japan Science and Technology Agency opened applications for the Support for Girl Students in Choosing Science Courses program for the 2026 fiscal year.¹³⁵⁸ The initiative is aimed at high schools, parents and teachers to increase girls' awareness of science and engineering careers and foster their interest in pursuing STEM fields. By promoting early exposure to STEM pathways and mentorship opportunities for women, Japan advances its commitment to increase equal participation in STEM to strengthen the future digital and technological workforce.

On 3 February 2026, Japan and UK announced a new partnership to fund three joint quantum technology research projects and a EUR6 million programme to advance connectivity technologies while training future quantum researchers.¹³⁵⁹

On 27 February 2026, the Ministry of Economy, Trade and Industry held the first Industrial Research and Development Policy Dialogue with Innovation, Science and Economic Development Canada.¹³⁶⁰ During the dialogue, both sides exchanged views on strengthening bilateral cooperation in areas such as artificial intelligence, quantum technologies, semiconductors and clean technologies and reviewed progress in these sectors. They also discussed expanding joint research and development and promoting human resource exchanges. By advancing international collaboration and facilitating the exchange of best practices, Japan contributes to workforce development in digital and quantum sectors.

On 10 March 2026, Japan identified quantum computing, artificial intelligence and drones as priority targets for investment under Prime Minister Sanae Takaichi's economic strategy.¹³⁶¹ The government selected 61 products and technologies for support across 17 strategic sectors, which advanced public support for cutting-edge industries including quantum computing.

On 13 March 2026, the Japan Science and Technology Agency launched the ASPIRE 2026 call for proposals to support international joint research and the development of researchers in fields such as artificial intelligence, information and intelligent robotics, biotechnology, energy, materials, quantum technologies, semiconductors and networks and communications.¹³⁶² The program promotes the participation of Japan-based researchers in global research networks and requires the projects to include researcher exchange and human resource development. By supporting global research

¹³⁵⁷ Japanese government approves first basic AI plan, NHK World Japan (Tokyo) 22 December 2025. Access Date: 26 December 2025. https://www3.nhk.or.jp/nhkworld/en/news/20251223_07

¹³⁵⁸ 公募情報, 科学技術振興機構 (Tokyo) 21 January 2026. Translation provided by Google Translate. Access Date: 16 February 2026. <https://www.jst.go.jp/cpse/jyoshi/oubo/bosyu.html>

¹³⁵⁹ UK-Japan partnerships advance quantum and future connectivity tech, UK Research and Innovation (London) 3 February 2026. Access Date: 9 March 2026. <https://www.ukri.org/news/uk-japan-partnerships-advance-quantum-and-future-connectivity-tech/>

¹³⁶⁰ First Policy Dialogue Based on the Japan-Canada Memorandum of Cooperation on Industrial Science and Technology, Ministry of Economy, Trade and Industry (Tokyo) 27 February 2026. Access Date: 31 March 2026. https://www.meti.go.jp/english/press/2026/0227_001.html

¹³⁶¹ Japan's investment targets include AI, quantum computing and drones, The Japan Times (Tokyo) 10 March 2026. Access Date: 23 April 2026. <https://www.japantimes.co.jp/business/2026/03/10/japan-investment-targets-ai-quantum-drones/>

¹³⁶² ASPIRE 2026 Call for Japan based researchers, Japan Science and Technology Agency (Tokyo) 13 March 2026. Access Date: 1 April 2026. https://www.jst.go.jp/aspire/en/program_e/announce_e/announce_aspire2026_e.html

cooperation and talent development, Japan advances the exchange of best practices and strengthens workforce development in scientific and technological fields.

On 20 April 2026, Japan Science and Technology Agency advanced workforce development in emerging technologies through its ASPIRE 2026 call for proposals.¹³⁶³ The programme requires Japan-based researchers to lead international collaborative research projects that integrate researcher exchange and structured human resource development components. It directs a substantial portion of funding toward researcher mobility, skills development and participation in global research networks. The call covers key fields including artificial intelligence, quantum technologies, semiconductors and communications, and is designed to strengthen international cooperation and training and career development in fields such as artificial intelligence, quantum technologies

Japan has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. Japan supported women and communities left behind through measures such as the Digital Agency's action plan, which strengthens work-life balance policies and expands learning opportunities for female employees and students and through leadership training for women in Vanuatu's green-energy transition. Japan also advanced inclusive workforce-development cooperation with African partners through TICAD and introduced national frameworks on artificial intelligence that expand STEM and computer science education and strengthen long-term talent pipelines.

Thus, Japan receives a score of +1.

Analyst: Aron Pechy

United Kingdom: +1

The United Kingdom has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; science, technology, engineering and mathematics (STEM) and computer science education, mentorship and skills for the quantum sector.

On 10 July 2025, the Department for Business and Trade, British Business Bank, Minister for Investment Poppy Gustafsson and the Chancellor of the Exchequer Rachel Reeves announced an investment of GBP400 million to fund marginalized employees as part of the government's Plan for Change.¹³⁶⁴ An additional GBP50 million will be invested towards women-led business funds to support the Invest in Women Taskforce program. The initiative targets women, ethnic minorities, people with disabilities and those from deprived backgrounds, rooted in an understanding of systemic barriers. By taking a stance and investing in development, the UK is firm in dismantling obstacles marginalized communities face and bettering the country's economy.

On 21 August 2025, the UK Mission to the Association of South East Asian Nations (ASEAN) announced the 2025 ASEAN-UK SAGE Women in STEM scholarship recipients funded by the UK

¹³⁶³ ASPIRE 2026 Call for Japan based researchers, ASPIRE (Tokyo) 20 April 2026. Access Date: 26 April 2026. https://www.jst.go.jp/aspire/en/program_e/announce_e/announce_aspire2026_e.html

¹³⁶⁴ £500m Government investment to boost growth and opportunity for underrepresented entrepreneurs, Department for Business and Trade and British Business Bank (London) 10 July 2025. Access Date: 31 October 2025. <https://www.gov.uk/government/news/500m-government-investment-to-boost-growth-and-opportunity-for-underrepresented-entrepreneurs>

government through the ASEAN–UK SAGE programme.¹³⁶⁵ The initiative provides fully funded master’s degrees in STEM subjects at UK universities for 11 women from ASEAN countries and Timor Leste to reduce gender gaps in STEM education and careers and build future women leaders in science and technology.

On 9 September 2025, the Office for Equality and Opportunity and Minister for Equalities Seema Malhotra outlined the reforms to the Women’s Business Council (WBC) to enhance the ability of women to work.¹³⁶⁶ The WBC, with new members of various expert backgrounds, will aim to address gender pay and progression gaps and sexual harassment in the workplace and demonstrate British best practices internationally. This reform supplements the UK’s growth mission and Plan for Change and showcases the government’s objective of making work more accessible for women.

On 25 September 2025, the Scotland Office, Ministry of Housing, Communities and Local Government, His Majesty’s Treasury and Secretary of State for Scotland Douglas Alexander announced a GBP292 million investment for regeneration projects across Scotland, Wales and England.¹³⁶⁷ The investment will be divided amongst communities identified as the most-in-need and may go towards providing job opportunities, promoting new skills and productivity and education opportunities.

On 9 October 2025, Prime Minister Keir Starmer announced the creation of 10,600 new UK jobs following a two-day trade mission to India.¹³⁶⁸ This job-creation stems from India’s GBP1.3 billion investment into the UK’s engineering and technology sectors and comes with bilateral partnerships that include training in artificial intelligence (AI), such as Mastek’s GBP2 million investment towards a new Experience and AI Centre in London and the development of its Leeds Office, which will create 75 apprenticeships.

On 22 October 2025, the Ministry of Defence, Cyber and Specialist Operations Command and Minister for Veterans and People Louise Sandher-Jones announced the expansion of the Government’s Digital and Cyber Bursary Programme.¹³⁶⁹ This expansion will allow 500 students to build their digital skills and achieve qualifications in computer science, AI, cyber security, data science and engineering. Additionally, the program actively seeks to promote the participation of underrepresented populations, especially women, to better advance female participation in the technology sector more broadly.

On 13 November 2025, the Department for Science, Innovation and Technology, Wales Office, Secretary of State for Science, Innovation and Technology Liz Kendall, Secretary Stevens and Prime Minister Starmer announced the creation of over 3,400 jobs in North Wales, where AI Growth Zones

¹³⁶⁵ Eleven women awarded 2025 ASEAN–UK SAGE Women in STEM Scholarships, UK Mission to ASEAN (London) 21 August 2025. Access Date: 23 November 2025. <https://www.gov.uk/government/news/eleven-women-awarded-2025-asean-uk-sage-women-in-stem-scholarships>

¹³⁶⁶ Women’s Business Council refreshed to help break down barriers for opportunity for women at work, Office for Equality and Opportunity (London) 9 September 2025. Access Date: 31 October 2025. <https://www.gov.uk/government/news/womens-business-council-refreshed-to-help-break-down-barriers-for-opportunity-for-women-at-work>

¹³⁶⁷ £292m Pride in Place investment for Scottish neighbourhoods, Scotland Office (London) 25 September 2025. Access Date: 1 December 2025. <https://www.gov.uk/government/news/292m-pride-in-place-investment-for-scottish-neighbourhoods>

¹³⁶⁸ PM wraps up India trade trip with 10,600 jobs secured, Prime Minister’s Office (London) 9 October 2025. Access Date: 1 December 2025. <https://www.gov.uk/government/news/pm-wraps-up-india-trade-trip-with-10600-jobs-secured>

¹³⁶⁹ Major expansion of Digital & Cyber Bursary scheme in Lancashire to strengthen UK’s ‘Cyber Corridor’, Ministry of Defence (London) 22 October 2025. Access Date: 1 December 2025. <https://www.gov.uk/government/news/major-expansion-of-digital-cyber-bursary-scheme-in-lancashire-to-strengthen-uks-cyber-corridor>

are set to be hosted.¹³⁷⁰ The project invests GBP5 million for locals to gain business adoption and skills, allowing local communities to integrate into the digital economy with adequate skillsets.

On 13 November 2025, Department for Science, Innovation and Technology, Wales Office and Prime Minister Starmer jointly announced that North Wales would become the UK's latest AI Growth Zone, producing over 3,000 jobs.¹³⁷¹ This site designation comes with GBP5 million for the promotion of local communities' AI skills, creating "change for communities that have been short-changed for too long."

On 20 November 2025, the UK announced a national AI investment package that includes a new AI Growth Zone in South Wales backed by EUR10 billion in investment to deliver at least 5,000 jobs, plus EUR5 million of government funding per Growth Zone to support local business adoption and worker upskilling.¹³⁷² The package also expands free compute access for UK researchers and startups through a process to spend up to EUR250 million on compute and it launches an AI for Science Strategy backed by up to EUR137 million to accelerate scientific discovery, including drug and treatment research.

On 24 November 2025, Secretary Kendall announced a shift in how UK Research and Innovation will deploy its record EUR38.6 billion research and development settlement, so that more funding is concentrated on government priorities and on scaling innovative companies in sectors such as quantum and AI.¹³⁷³ The package allocated EUR8 billion for priority missions and EUR7 billion for innovative company growth and it also launched a new round of Innovate UK Women in Innovation Awards with EUR4.5 million available for up to 60 women, aimed at reducing barriers to women-led innovation and helping more women build and scale high-growth tech businesses.

On 3 December 2025, G7 Labour and Employment Ministers met virtually with leaders from the International Labour Organization and the Organisation for Economic Co-operation and Development, as well as Business 7 and Labour 7 representatives.¹³⁷⁴ They reaffirmed shared commitments on labour force participation and inclusion, with a focus that aligned with the International Day of Persons with Disabilities. They launched a compendium of best practices for adopting AI in the world of work, which drew contributions from G7 members and international partners. The communiqué said the resource is meant to help workers adapt to AI driven labour markets by strengthening resilience and future ready skills.

On 9 December 2025, the United Kingdom joined G7 partners in Montréal for the Industry, Digital and Technology Ministerial Meeting, endorsing a joint declaration focused on responsible artificial

¹³⁷⁰ AI Growth Zones to create thousands of jobs and unlock up to £100 billion in investment, as new site confirmed for North Wales, Department for Science, Innovation and Technology (London) 13 November 2025. Access Date: 2 December 2025. <https://www.gov.uk/government/news/ai-growth-zones-to-create-thousands-of-jobs-and-unlock-up-to-100-billion-in-investment-as-new-site-confirmed-for-north-wales>

¹³⁷¹ North Wales to pioneer UK's first small modular reactors, Department for Energy Security and Net Zero (London) 13 November 2025. Access Date: 2 December 2025. <https://www.gov.uk/government/news/north-wales-to-pioneer-uks-first-small-modular-reactors>

¹³⁷² AI to power national renewal as government announces billions of additional investment and new plans to boost UK businesses, jobs and innovation, Department for Science, Innovation and Technology, HM Treasury, Wales Office, The Rt Hon Liz Kendall MP, The Rt Hon Rachel Reeves MP and The Rt Hon Jo Stevens MP (London) 20 November 2025. Access Date: 26 December 2025. <https://www.gov.uk/government/news/ai-to-power-national-renewal-as-government-announces-billions-of-additional-investment-and-new-plans-to-boost-uk-businesses-jobs-and-innovation>

¹³⁷³ More targeted R&D investment towards driving UK growth and jobs unveiled by Technology Secretary, Department for Science, Innovation and Technology, UK Research and Innovation and The Rt Hon Liz Kendall MP (London) 24 November 2025. Access Date: 26 December 2025. <https://www.gov.uk/government/news/more-targeted-rd-investment-towards-driving-uk-growth-and-jobs-unveiled-by-technology-secretary>

¹³⁷⁴ G7 Labour and Employment Ministers' Communiqué, G7 Information Centre (Toronto) 3 December 2025. Access Date: 26 December 2025. <https://www.g7.utoronto.ca/employment/2025-communique.html>

intelligence development, secure digital infrastructure and expanded digital skills pathways.¹³⁷⁵ Ministers committed to strengthening cooperation on AI governance, innovation ecosystems and workforce readiness. Through its participation, the United Kingdom reinforced international collaboration aimed at fostering inclusive digital growth and expanding access to emerging technology sectors.

On 10 December 2025, the UK launched the EUR11.7 million Digital Inclusion Innovation Fund and announced funding for 80 local schemes offering free digital training, support and in some cases devices and data.¹³⁷⁶ The programme targeted people most at risk of digital exclusion, including disadvantaged young people, older people, people experiencing homelessness and people with disabilities, so they can use online services, find jobs and access better value deals. Projects included community led digital skills training, National Health Service app support for older users and e-sports based learning to build young people's digital confidence and online safety.

On 10 December 2025, the UK Technology Secretary concluded a visit to Canada, advancing international agreements on artificial intelligence and digital cooperation.¹³⁷⁷ Discussions focused on modernising public services through AI deployment, improving efficiency and strengthening transatlantic technology partnerships. These agreements support the responsible adoption of AI in government services while fostering international standards and workforce adaptation in digital governance.

On 16 December 2025, Secretary Kendall launched a Women in Tech Taskforce to help more women enter, stay and lead in the UK tech sector.¹³⁷⁸ The taskforce convened industry leaders and experts to identify barriers in education, training and career progression, then to develop practical solutions that government and industry can implement together. Secretary Kendall also appointed Anne Marie Imafidon as Women in Tech Envoy to lead the taskforce, while linking the work to wider measures that build digital and AI skills through school and training pathways.

On 28 January 2026, the Department for Science, Innovation and Technology announced the expansion of the United Kingdom's national AI skills programme, making free AI training available to all workers as part of its commitment to equip 10 million workers with foundational AI skills by 2030.¹³⁷⁹ Delivered through collaboration between government and industry partners, the initiative offers accessible AI courses through the AI Skills Hub to help Britons develop fluency with artificial intelligence at work. The programme promotes widespread AI literacy and prepares the workforce to adapt to rapid technological transformation.

¹³⁷⁵ G7 Industry, Digital and Technology Ministerial Declaration, 8 to 9 December 2025, Department for Science, Innovation and Technology (London) 9 December 2025. Access Date: 16 February 2026. <https://www.gov.uk/government/publications/g7-ministerial-declaration-montreal-canada-8-to-9-december-2025/g7-industry-digital-and-technology-ministerial-declaration-8-to-9-december-2025>

¹³⁷⁶ Thousands to get free digital training so everyone has the chance to shop around for cheaper deals online, Department for Science, Innovation and Technology (London) 10 December 2025. Access Date: 26 December 2025. <https://www.gov.uk/government/news/thousands-to-get-free-digital-training-so-everyone-has-the-chance-to-shop-around-for-cheaper-deals-online>

¹³⁷⁷ Stronger tech ties and international agreements on AI to modernise public services and reduce costs for Britons as UK tech minister wraps Canada visit, Department for Science, Innovation and Technology (London) 10 December 2025. Access Date: 16 February 2026. <https://www.gov.uk/government/news/stronger-tech-ties-and-international-agreements-on-ai-to-modernise-public-services-and-reduce-costs-for-britons-as-uk-tech-minister-wraps-canada-visit>

¹³⁷⁸ Launch of Women in Tech taskforce, Department for Science, Innovation and Technology (London) 16 December 2025. Access Date: 26 December 2025. <https://www.gov.uk/government/news/launch-of-women-in-tech-taskforce>

¹³⁷⁹ Free AI training for all as government and industry programme expands to provide 10 million workers with key AI skills by 2030, Department for Science, Innovation and Technology (London) 28 January 2026. Access Date: 16 February 2026. <https://www.gov.uk/government/news/free-ai-training-for-all-as-government-and-industry-programme-expands-to-provide-10-million-workers-with-key-ai-skills-by-2030>

On 2 February 2026, the UK government presented the 2025 findings report on cyber security skills in the UK labor market and linked it to the launched of the TechFirst skills program, delivered by Parliamentary Under Secretary of State Kanishka Narayan.¹³⁸⁰ Secretary Narayan addressed women, ethnic minorities and disabled individuals as underrepresented groups in the cyber security workforce and reaffirmed the support towards targeted cyber security skills development and career-pathway.

On 3 February 2026, Japan and UK announced a new partnership to fund three joint quantum technology research projects and a EUR6 million programme to advance connectivity technologies while training future quantum researchers.¹³⁸¹

On 7 February 2026, the Department for Work and Pensions announced reforms to fast-track apprenticeships across key growth sectors¹³⁸²This reduces time-to-employment barriers and increasing the accessibility of high-demand.

On 12 March 2026, the Department for Science, Innovation and Technology launched a GBP4 million TechFirst Women's Programme to support 300 women through paid placements and coaching in the tech sector.¹³⁸³ By doing so, they are directly addressing structural gender disparities in the tech workforce and creating targeted entry points into high-growth digital sectors.

On 12 March 2026, Department for Science, Innovation and Technology launched a call for evidence on building a tech sector that works for everyone, seeking input on barriers faced by underrepresented groups and informing future inclusive workforce policies in the digital economy.¹³⁸⁴ This lays the groundwork for evidence-based policy interventions that can systematically remove structural barriers and improve long-term workforce representation.

On 17 March 2026, Skills England introduced a new AI apprenticeship programme aimed at addressing digital skills shortages by expanding training pathways and enabling workers to access careers in artificial intelligence and emerging technologies.¹³⁸⁵ Participating apprentices will learn how to safely and responsibly use AI safely as they help businesses boost productivity by identifying where AI can reduce costs and time.

On 20 March 2026, the Department for Science, Innovation and Technology published the Media Literacy Action Plan.¹³⁸⁶ The plan set out steps to strengthen media literacy over three years, help

¹³⁸⁰ Cyber security skills in the UK labour market 2025, Department for Science, Innovation & Technology (London) 2 February 2026. Access Date: 9 March 2026. <https://www.gov.uk/government/publications/cyber-security-skills-in-the-uk-labour-market-2025/cyber-security-skills-in-the-uk-labour-market-2025>

¹³⁸¹ UK-Japan partnerships advance quantum and future connectivity tech, UK Research and Innovation (London) 3 February 2026. Access Date: 9 March 2026. <https://www.ukri.org/news/uk-japan-partnerships-advance-quantum-and-future-connectivity-tech/>

¹³⁸² Britain's growth sectors to get major skills boost from new 'fast track' apprenticeships reforms, Department for Work and Pensions (London) 7 February 2026. Access Date: 31 March 2026. <https://www.gov.uk/government/news/britains-growth-sectors-to-get-major-skills-boost-from-new-fast-track-apprenticeships-reforms>

¹³⁸³ Government breaks down barriers to help more women and girls enter the tech sector, Department for Science, Innovation and Technology (London) 12 March 2026. Access Date: 31 March 2026. <https://www.gov.uk/government/news/government-breaks-down-barriers-to-help-more-women-and-girls-enter-the-tech-sector>

¹³⁸⁴ Building a future tech sector that works for everyone, Department for Science, Innovation and Technology (London) 12 March 2026. Access Date: 31 March 2026. <https://www.gov.uk/government/calls-for-evidence/building-a-future-tech-sector-that-works-for-everyone/building-a-future-tech-sector-that-works-for-everyone>

¹³⁸⁵ AI apprenticeship to close digital skills gap holding back millions of workers, Skills England (London) 17 March 2026. Access Date: 31 March 2026. <https://www.gov.uk/government/news/ai-apprenticeship-to-close-digital-skills-gap-holding-back-millions-of-workers>

¹³⁸⁶ Government Cyber Action Plan, Department for Science, Innovation & Technology (London) 20 March 2026. Access Date: 23 April 2026. <https://www.gov.uk/government/publications/government-cyber-action-plan/government-cyber-action-plan>

people think critically about online content and make the most of digital opportunities, which supported broad digital education.

On 24 March 2026, the Department for Science, Innovation and Technology reported that over one million people had been supported through its Digital Inclusion Action Plan.¹³⁸⁷ This includes funding for digital skills programs, device access and connectivity initiatives targeting underrepresented communities. This directly mitigates structural barriers to digital participation and enabling broader access to employment, training and economic opportunities in the digital economy.

The United Kingdom has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. The UK has supported women and other marginalised groups through initiatives such as the ASEAN–UK SAGE Women in STEM scholarships, which fund master’s degrees for women from ASEAN and Timor Leste in STEM fields and the GBP400 million Plan for Change investment that targets women, ethnic minorities, people with disabilities and those from deprived backgrounds. The UK has also strengthened inclusive workforce development through recent 2026 initiatives, including the TechFirst Women’s Programme, AI apprenticeship programme and fast-track apprenticeship reforms, which expand access to digital skills training, create targeted entry points into high-growth sectors and reduce structural barriers to employment. In addition, the Digital Inclusion Action Plan has provided large-scale support for digitally excluded populations through access to training, devices and connectivity, while the call for evidence on an inclusive tech sector demonstrates a commitment to evidence-based policy design and long-term structural reform. Internationally, the UK has partnered with global actors to advance AI and quantum collaboration, further supporting workforce readiness in emerging technologies. These actions collectively demonstrate a comprehensive approach that combines investment, targeted training pathways, inclusion strategies and barrier removal measures to expand equitable participation in the digital economy and strengthen a diverse, future-ready workforce.

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

Analyst: Naicey Portus

United States: 0

The United States has partially complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; science, technology, engineering and mathematics (STEM) and computer science education, mentorship and skills for the quantum sector.

On 9 July 2025, Secretary of Labor Lori Chavez-DeRemer announced a USD 5 million funding opportunity under the Women in Apprenticeship and Nontraditional Occupations grant program to support up to 14 community-based organizations that recruit, train and retain women in Registered Apprenticeships and high demand occupations such as construction, manufacturing, infrastructure and

¹³⁸⁷ More than one million helped get connected and get online thanks to government digital inclusion action plan, Department for Science, Innovation and Technology (London) 24 March 2026. Access Date: 31 March 2026. <https://www.gov.uk/government/news/more-than-one-million-helped-get-connected-and-get-online-thanks-to-government-digital-inclusion-action-plan>

cybersecurity.¹³⁸⁸ The program is intended to expand women's access to good paying apprenticeship pathways and help fill skilled labor shortages.

On 26 August 2025, the Department of Labor's Employment and Training Administration issued guidance to states on using Workforce Innovation and Opportunity Act (WIOA) grants to bolster artificial intelligence (AI) literacy and training across public workforce programs for youth, adults and dislocated workers.¹³⁸⁹ The guidance encourages states to integrate AI learning into WIOA funded services and aligns with the federal America's Talent Strategy to prioritize AI skills development for in demand jobs.

On 18 November 2025, the Departments of Labor and Education signed new interagency agreements that expand Labor Department's role in administering selected K–12 and postsecondary education grant programs, so that it can run grant competitions, provide technical assistance and integrate Education-funded programs with federal employment and training systems.¹³⁹⁰ While the Education department retains oversight, in order to reduce administrative burden, align schooling with workforce and college pathways and help students access credentials and career training for high-demand jobs.

On 3 December 2025, G7 Labour and Employment Ministers met virtually with leaders from the International Labour Organization and the Organisation for Economic Co-operation and Development, as well as Business 7 and Labour 7 representatives.¹³⁹¹ They reaffirmed shared commitments on labour force participation and inclusion, with a focus that aligned with the International Day of Persons with Disabilities. They launched a compendium of best practices for adopting AI in the world of work, which drew contributions from G7 members and international partners. The communiqué said the resource is meant to help workers adapt to AI driven labour markets by strengthening resilience and future ready skills.

On 19 December 2025, the Department of Labor launched the American Manufacturing Apprenticeship Incentive Fund, using a USD35.8 million cooperative agreement with Arkansas to incentivize employers to expand advanced manufacturing Registered Apprenticeships, including a USD3,500 payment per new apprentice hired.¹³⁹²

On 30 December 2025, the Department of Labor released USD98 million to be invested in the YouthBuild Program through 57 individual grants.¹³⁹³ Alongside funding the development of pre-apprenticeships and occupational skills for youth aged 16-24, this initiative also mandates that grant applicants integrate AI skills into the education and occupational training components of their programs.

¹³⁸⁸ Secretary Chavez-DeRemer announces \$5M in WANTO grants to expand apprenticeship opportunities, good-paying jobs for women, U.S Department of Labour (Washington) 9 July 2025. Access Date: 25 October 2025. <https://www.dol.gov/newsroom/releases/wb/wb20250709>

¹³⁸⁹ US Department of Labor promotes AI literacy across the American workforce, U.S. Department of Labor (Washington) 26 August 2025. Access Date: 23 November 2025. <https://www.dol.gov/newsroom/releases/osec/osec20250826>

¹³⁹⁰ US Departments of Labor, Education announce new elementary, secondary, and postsecondary education partnerships, U.S. Department of Labor (Washington) 18 November 2025. Access Date: 26 December 2025. <https://www.dol.gov/newsroom/releases/osec/osec20251118>

¹³⁹¹ G7 Labour and Employment Ministers' Communiqué, G7 Information Centre (Toronto) 3 December 2025. Access Date: 26 December 2025. <https://www.g7.utoronto.ca/employment/2025-communique.html>

¹³⁹² US Department of Labor announces launch of American Manufacturing Apprenticeship fund, designed to support, expand registered apprenticeships, Department of Labor (Washington) 19 December 2025. Access Date: 26 December 2025. <https://www.dol.gov/newsroom/releases/eta/eta20251219-0>

¹³⁹³ US Department of Labor announces \$98M in available funding to deliver education, occupational skills training, job services to young people, US Department of Labor (Washington) 30 December 2025. Access Date: 10 February 2026. <https://www.dol.gov/newsroom/releases/eta/eta20251230>

On 16 January 2026, the Department of Labor issued USD23 million under the Veteran's Employment and Training Service to support homeless veterans in re-entering the workforce.¹³⁹⁴ The funding will be awarded to organizations supporting homeless and at-risk veterans, enabling them to increase veterans' participation in the Registered Apprenticeship program or other on-the-job training initiatives and offer skills training and employment placement.

On 28 January 2026, the Department of Labor released the dates for the 2026 National Apprenticeship Week, occurring from 26 April 2026 to 2 May 2026.¹³⁹⁵ The event is expected to include events across the country to promote Registered Apprenticeships while emphasizing how apprenticeships are boosting workforce development in the US, including through increasing Americans' preparedness for the digital transition and careers in AI.

On 13 February 2026, the Department of Labor issued USD145 million intended to further President Trump's target of one million active apprenticeships across the country.¹³⁹⁶ This funding awards up to five agreements to organizations to help them develop their Registered Apprenticeships and existing programs, including those in artificial intelligence.

On 17 February 2026, the Department of Labor announced the availability of USD65 million in Strengthening Community College Training Grants to help community colleges expand access to high-quality, short-term training, including training for in-demand occupations.¹³⁹⁷

On 25 February 2026, the Department of Labor announced USD81 million in Reentry Employment in Skilled Trades, Advanced Manufacturing, Registered Apprenticeships and Training (RESTART) grant funding to support training and employment for formerly incarcerated individuals.¹³⁹⁸ This would increase pre-apprenticeships, registered apprenticeships, work-based learning and AI/digital literacy training.

On 9 March 2026, the Department of Labor published guidance on the Registered Apprenticeship system to reduce administrative roadblocks.¹³⁹⁹ The guidance is aimed at the program sponsors, and includes clearer instructions on how to design the Registered Apprenticeship program around their workforce. The goal of this guidance is to help the program scale to meet President Trump's goal of one million active apprenticeships.

On 1 April 2026, the Department of Labor announced an initiative aimed at increasing AI integration into the Registered Apprenticeship program through expanding AI training, modernising

¹³⁹⁴ US Department of Labor announces \$23M funding opportunity to provide support, preventative services for homeless veterans, US Department of Labor (Washington) 16 January 2026. Access Date: 10 February 2026. <https://www.dol.gov/newsroom/releases/vets/vets20260116>

¹³⁹⁵ US Department of Labor announces 2026 National Apprenticeship Week set for April 26-May 2, US Department of Labor (Washington) 28 January 2026. Access Date: 10 February 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260128-0>

¹³⁹⁶ US Department of Labor announces \$145M in funds supporting performance-based Registered Apprenticeship expansion across key industry sectors, Department of Labor (Washington) 13 February 2026. Access Date: 16 February 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260213-0>

¹³⁹⁷ US Department of Labor Announces Availability of \$65M In Grants to Help Community Colleges Increase Access to In-Demand, High-Quality Training, US Department of Labor (Washington) 17 February 2026. Access Date: 9 March 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260217>

¹³⁹⁸ US Department of Labor Announced \$81M To Support Training, Employment for Formerly Incarcerated Individuals, US Department of Labor (Washington) 25 February 2026. Access Date: 9 March 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260225>

¹³⁹⁹ US Department of Labor issues guidance on Registered Apprenticeship aimed at accelerating growth, reducing burdens, improving transparency, Department of Labor (Washington) 9 March 2026. Access Date: 1 April 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260309>

apprenticeships and strengthening workforce pathways into jobs supporting AI use, such as data centres.¹⁴⁰⁰

On 2 April 2026, the Department of Labor signed a Memorandum of Understanding with the National Science Foundation to advance workforce development efforts related to artificial intelligence.¹⁴⁰¹ This promotes workforce development policy for emerging technology jobs and supports skills for new jobs.

On 2 April 2026, the Department of Labor announced the availability of approximately USD76 million in funding to advance employment and training assistance for Indigenous Americans including Native Hawaiians and Alaskans.¹⁴⁰² This aims to promote workforce development policies for communities that can be considered left behind by broader economic change and supports education-to-career pipelines, academic skills, occupational skills, literacy skills and entrepreneurial skills.

On 13 April 2026, the Department of Labor announced the availability of approximately USD85 million in State Apprenticeship Expansion Formula grant funding to support Registered Apprenticeship expansion and modernization.¹⁴⁰³ This supports apprenticeships and promotes workforce development policies by helping states and territories expand active apprenticeships, increase employer participation and strengthen talent pipelines in priority industries including artificial intelligence infrastructure, manufacturing and other high-growth sectors.

The United States has partially complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. The United States expanded access to technical training through measures such as the USD 5 million Women in Apprenticeship and Nontraditional Occupations grant program, which supports community organisations that recruit and train women in Registered Apprenticeships and federal guidance encouraging states to use Workforce Innovation and Opportunity Act funds to bolster AI literacy for youth, adults and dislocated workers. The Departments of Labor and Education also strengthened coordination to align education and workforce systems and improve pathways into high demand jobs. While these actions advance apprenticeships and STEM and computer science education, the United States did not demonstrate structured mentorship or skills development specifically tied to the quantum sector.

Thus, the United States receives a score of 0.

Analyst: Olivia Stewart

European Union: +1

The European Union has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; science, technology,

¹⁴⁰⁰ US Department of Labor launches landmark initiative to integrate artificial intelligence skills into Registered Apprenticeships nationwide, Department of Labor (Washington) 1 April 2026. Access Date: 1 April 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260401>

¹⁴⁰¹ US Department of Labor, National Science Foundation Announce Collaborative Efforts On AI Workforce, Tech access Initiative, U.S. Department of Labor (Washington) 2 April 2026. Access Date: 23 April 2026. <https://www.dol.gov/newsroom/releases/osec/osec20260402>

¹⁴⁰² US Department of Labor Announces \$76M Available to Advance Employment Readiness for American Indians, Alaska Natives, Native Hawaiians, U.S. Department of Labor (Washington) 2 April 2026. Access Date: 23 April 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260402-0>

¹⁴⁰³ US Department of Labor Announces Availability of \$85M in Grant Funding to Support Registered Apprenticeship Expansion, Modernization, U.S. Department of Labor (Washington) 2 April 2026. Access Date: 23 April 2026. <https://www.dol.gov/newsroom/releases/eta/eta20260413>

engineering and mathematics (STEM) and computer science education, mentorship and skills for the quantum sector.

On 18 June 2025, the European Investment Bank Group and Santander signed a EUR250 million securitisation operation to unlock EUR370 million in financing for Spanish small and medium-sized enterprises and mid caps.¹⁴⁰⁴ EUR270 million will support the green transition and women's entrepreneurship, while EUR100 million will finance agricultural projects including sustainable and regenerative farming and investments that help young and newly installed farmers.

On 19 June 2025, the European Commission and the Women in Digital Forum organized an event intended to bring together leading figures and stakeholders in the advancement of gender equality in technology.¹⁴⁰⁵ The event is a key development in furthering EU-wide collaboration to promote increased opportunities for women in digital industries.

On 19 June 2025, the European Union Council adopted conclusions calling for targeted efforts to advance gender equality in the digital age driven by artificial intelligence (AI).¹⁴⁰⁶ The Council urged member states and the European Commission to tackle technology facilitated gender-based violence, address gender bias in AI systems and mainstream a gender perspective in EU policies and digital regulation including the AI Act, the Digital Services Act and upcoming AI and STEM education strategies.

On 24 June 2025, the Minister of Post, Telecommunications and the Digital Economy of the Republic of Congo Léon Juste Ibombo formally initiated a plan with funding from the European Investment Bank to develop the digital sector in the Republic of Congo, doing so with an emphasis on gender equality and the promotion of women's equal access to digital skills training.¹⁴⁰⁷

On 6 July 2025, the European Commission mobilized EUR930,000 from the European Globalisation Adjustment Fund for Displaced Workers (EGF) to aid 417 Belgian workers displaced following the shutdown of the chip manufacturer BelGaN.¹⁴⁰⁸ This allowance supports those who have been negatively impacted by globalization by providing them with skills training, counselling, vocational orientation and help with job-seeking.

¹⁴⁰⁴ Spain: EIB Group and Santander join forces to unlock €370 million to support small businesses and mid-caps in the green transition, women entrepreneurship and the agriculture sector, European Investment Bank (Luxembourg City) 18 June 2025. Access Date: 31 October 2025. <https://www.eib.org/en/press/all/2025-244-eib-group-and-santander-join-forces-to-unlock-eur370-million-to-support-small-businesses-and-mid-caps-in-the-green-transition-women-entrepreneurship-and-the-agriculture-sector-in-spain>

¹⁴⁰⁵ Women in Digital Forum Launched in Brussels to Drive Gender Equality in the Digital Sector, European Commission (Brussels) 19 June 2025. Access Date: 29 October 2025. <https://digital-strategy.ec.europa.eu/en/news/women-digital-forum-launched-brussels-drive-gender-equality-digital-sector>

¹⁴⁰⁶ Council calls for targeted efforts to advance gender equality in the AI-driven digital age, European Council (Brussels) 19 June 2025. Access Date: 20 October 2025. <https://www.consilium.europa.eu/en/press/press-releases/2025/06/19/council-calls-for-targeted-efforts-to-advance-gender-equality-in-the-ai-driven-digital-age>

¹⁴⁰⁷ European Union expands commitment to speeding up digital transformation in Republic of the Congo for an inclusive digital future serving governance, the economy and young people, European Investment Bank (Luxembourg City) 24 June 2025. Access Date: 31 October 2025. <https://www.eib.org/en/press/all/2025-250-pour-un-avenir-numerique-et-inclusif-au-service-de-la-gouvernance-de-l-economie-et-de-la-jeunesse-l-union-europeenne-renforce-son-engagement-en-faveur-de-l-acceleration-de-la-transformation-numerique-au-congo>

¹⁴⁰⁸ With almost €1 million, the European Globalisation Adjustment Fund for Displaced Workers supports 417 in Belgium after factory closure, European Commission (Brussels) 6 July 2025. Access Date: 25 October 2025. https://ec.europa.eu/commission/presscorner/detail/en/ip_25_1739

On 14 July 2025, the European Investment Bank loaned EUR100 million to Mediobanca with the goal of facilitating easier access of credit for Italian businesses.¹⁴⁰⁹ Whilst the focus is primarily on small and medium-sized businesses, 20 per cent of the funding is allocated to women-run companies or projects that are committed to advancing gender equality.

On 16 July 2025, the European Alliance for Apprenticeships held their flagship event, where key gender equality targets were emphasized at the opening ceremony and were discussed during the event.¹⁴¹⁰ These targets included providing 50,000 STEM apprenticeships for women and encouraging one million women to pursue STEM by 2028, whilst the discussions focused on promoting a female-forward environment in STEM through vocational education and training.

On 28 July 2025, the European Commission pledged EUR3 million from the European Globalization Adjustment Fund for Displaced Workers for 915 German workers dismissed following the partial shutdown of Goodyear as the tire manufacturer struggled to compete against cheap Asian imports.¹⁴¹¹ The grant will finance workforce reintegration methods, including upskilling or reskilling, career guidance and job-search help.

On 5 August 2025, the European External Action Service invested EUR500,000 into workforce development in Namibia, with a focus on women, youth and those with disabilities.¹⁴¹² The European External Action Service has partnered with the Namibian Training Authority and will focus on equipping Namibian workers with key competencies through vocational training and education to effectively engage in the green energy transition.

On 15 September 2025, the European Commission released its Employment and Social Developments in Europe 2025 report, which highlighted the importance of women, seniors, persons with disabilities and migrants in tackling labour and skills shortages.¹⁴¹³ Additionally, the report highlights pathways to effectively boost the workforce participation of these groups, including expanded childcare, anti-discrimination measures and career guidance.

On 23 September 2025, G20 research science and innovation ministers met in Tshwane, South Africa, and adopted the Tshwane Package and Ministerial Declaration on global science cooperation. The European Commission played a leading role in shaping recommendations that promote open and

¹⁴⁰⁹ Italy: EIB and Mediobanca make available €200 million in new finance to microenterprises and female-led entrepreneurs, European Investment Bank (Luxembourg City) 14 July 2025. Access Date: 19 October 2025. <https://www.eib.org/en/press/all/2025-286-eib-and-mediobanca-make-available-eur200-million-in-new-finance-to-microenterprises-and-female-led-entrepreneurs>

¹⁴¹⁰ Apprenticeships for the Union of Skills and the Clean Industrial Deal: Highlights from the 2025 EAF High-Level Event, European Commission (Brussels) 16 July 2025. Access Date: 31 October 2025. https://employment-social-affairs.ec.europa.eu/news/apprenticeships-union-skills-and-clean-industrial-deal-highlights-2025-eafa-high-level-event-2025-07-16_en

¹⁴¹¹ Over €3 million of EU support for 915 dismissed workers in Germany after partial factory closure, European Commission (Brussels) 28 July 2025. Access Date: 22 October 2025. https://ec.europa.eu/commission/presscorner/detail/en/ip_25_1922

¹⁴¹² Technical Assistance to Support the Namibian Training Authority (NTA) in Improving the TVET Offer Related to the Green Transition, European External Action Service (Brussels) 5 August 2025. Access Date: 31 October 2025. https://www.eeas.europa.eu/delegations/namibia/technical-assistance-support-namibian-training-authority-nta-improving-tvet-offer-related-green_en

¹⁴¹³ Women, older people, migrants and persons with disabilities are key to tackling EU skills and labour shortages, European Commission (Brussels) 15 September 2025. Access Date: 22 October 2025. https://ec.europa.eu/commission/presscorner/detail/en/ip_25_2100

inclusive science, strengthen international research collaboration and embed equity inclusion and gender equality in STEM and science policy.¹⁴¹⁴

On 9 October 2025, the European Investment Bank released a report detailing how financial institutions are aiding women-owned businesses and where support remains insufficient.¹⁴¹⁵ Highlighting these disparities is key to ensuring female entrepreneurs have equal access to finance and the report urges financial institutions to adapt their funding framework accordingly.

On 12 October 2025, Executive Vice President Roxana Minzatu spoke at the Conference of the Union for the Mediterranean and highlighted the importance of gender equality in workforce development and investing in education and training.¹⁴¹⁶

On 14 October 2025, leaders at the session of the European Committee of the Regions highlighted the pitfalls of the Roadmap for Women's Rights.¹⁴¹⁷ Members of the committee stressed the importance of local and regional authorities in addressing gender inequality along rural and developmental lines and urged the European Commission to implement greater measures to ensure equal pay, strengthen accountability measures in the workforce and support female entrepreneurship.

On 16 October 2025, the European Parliament and European Investment Bank endorsed the Declaration for a Gender-Equal Society, highlighting the European Union's commitment to promoting gender equality.¹⁴¹⁸ The declaration identifies eight central themes, including equal employment opportunities and economic empowerment for women.

On 16 October 2025, the European Institute of Innovation and Technology announced the launch of Girls Go STEM, following the success of the Girls Go Circular program.¹⁴¹⁹ Girls Go STEM is intended to support the target of one million women in STEM by 2028 by training 100,000 female pupils.

On 22 October 2025, the European Alliance for Apprenticeships held a webinar discussing how gender stereotypes influence apprenticeships, especially in STEM fields.¹⁴²⁰ The webinar brought together various stakeholders, including European Commission officials, civil society groups, and industry

¹⁴¹⁴ G20 Ministers commit to Global Science Cooperation – EU's leading role instrumental in advancing sustainable, inclusive, and innovative science, technology and innovation, European Commission (Brussels) 14 October 2025. Access Date: 23 November 2025. https://research-and-innovation.ec.europa.eu/news/all-research-and-innovation-news/g20-ministers-commit-global-science-cooperation-eus-leading-role-instrumental-advancing-sustainable-2025-10-14_en

¹⁴¹⁵ New EIB Group study maps debt products for women entrepreneurs in the EU, European Investment Bank (Luxembourg City) 9 October 2025. Access Date: 31 October 2025. <https://www.eib.org/en/press/news/new-eib-group-study-maps-debt-products-for-women-entrepreneurs-in-the-eu>

¹⁴¹⁶ Remarks by Executive Vice-President Roxana Minzatu at the Opening of the High-Level Policy Conference of the Union for the Mediterranean: "Exploring the Future of Jobs and Skills in the Mediterranean Region," European Commission (Brussels) 12 October 2025. Access Date: 20 October 2025. https://ec.europa.eu/commission/presscorner/detail/en/speech_25_2362

¹⁴¹⁷ Women's rights: local and regional authorities are pivotal to speed up progress, European Committee of the Regions (Brussels) 14 October 2025. Access Date: 31 October 2025. <https://cor.europa.eu/en/news/womens-rights-local-and-regional-authorities-are-pivotal-speed-progress>

¹⁴¹⁸ EIB Group endorses the EU declaration of principles for a gender-equal society, European Investment Bank (Luxembourg City) 16 October 2025. Access Date: 31 October 2025. <https://www.eib.org/en/press/news/eib-group-endorses-the-eu-declaration-of-principles-for-a-gender-equal-society>

¹⁴¹⁹ EIT Powers Europe's Innovators: New Initiatives To Close The Skills Gap, European Institute of Innovation and Technology (Budapest) 16 October 2025. Access Date: 31 October 2025. <https://www.eit.europa.eu/news-events/news/eit-powers-europes-innovators-new-initiatives-close-skills-gap>

¹⁴²⁰ Webinar: From gender stereotypes to opportunities: Inclusive apprenticeships in STEM, European Commission (Brussels) 22 October 2025. Access Date: 30 November 2025. https://employment-social-affairs.ec.europa.eu/webinar-gender-stereotypes-opportunities-inclusive-apprenticeships-stem-2025-10-22_en

representatives to explore ways apprenticeships can be used to challenge gender stereotypes and promoting inclusivity in work and educational settings.

On 30 October 2025, the European Commission stated it planned to unlock EUR8.5 million from the EGF in order to support 5,800 dismissed Swedish workers after their place of employment, Northvolt, filed for bankruptcy due to global oversupply and production issues in the battery market.¹⁴²¹ This funding will help the workers through training, education and career guidance.

On 5 November 2025, the European Commission adopted the European Innovation Council work program with a budget of EUR1.4 billion to strengthen Europe's deep technology innovation, whilst furthering gender equality in the sector.¹⁴²² This includes the implementation of a Gender Index to track participation of women in the innovation sector.

On 12 November 2025, European Commissioner for Internal Partnerships Jozef Sikela announced over EUR200 million in investments to support Zambia's sustainable workforce development.¹⁴²³ EUR30 million was designated for supporting lending for agri-businesses and women-led small enterprises and EUR40 million was allocated for reforms to education, including the expansion of access to vocational training and skills development.

On 12 November 2025, the European Commission published its biennial European Globalisation Adjustment Fund activity report showing that 81 per cent of dismissed workers found a new job within 18 months of receiving support.¹⁴²⁴ The report highlights how EGF measures help workers affected by globalization acquire new skills including digital skills prepare for new jobs through mentoring career guidance and job search assistance or start their own businesses.

On 18 November 2025, the European Institute of Innovation and Technology Community Supernovas launched a tool dedicated to identifying and reducing gender bias in the investment sector.¹⁴²⁵ The tool is complemented by a report on the state of gender bias in early-stage investment which outlines five key levers for addressing gender biases in the field, such as by increasing outreach to underrepresented founders and increasing funding for women founders.

On 19 November 2025, the European Alliance for Apprenticeships launched the adult apprenticeship toolkit.¹⁴²⁶ The initiative comes following 2022 figures showing limited adult participation in training, with this number particularly low for older workers and low-skilled or unemployed adults. The toolkit

¹⁴²¹ Commission releases €8.5 million from the European Globalisation Adjustment Fund to support 5,800 dismissed workers in Sweden, European Commission (Brussels) 30 October 2025. Access Date: 30 October 2025.

https://employment-social-affairs.ec.europa.eu/news/commission-releases-eu85-million-european-globalisation-adjustment-fund-support-5800-dismissed-2025-10-30_en

¹⁴²² Commission adopts 2026 European Innovation Council work programme, putting forward €1.4 billion to boost Europe's deep tech innovation, European Commission (Brussels) 5 November 2025. Access Date: 19 November 2025. https://ec.europa.eu/commission/presscorner/detail/en/ip_25_2612

¹⁴²³ Commissioner Sikela announces over €200 million in Team Europe investments to boost Zambia's industrial development and local value chains, European External Action Service (Brussels) 12 November 2025. Access Date: 19 November 2025. https://www.eeas.europa.eu/delegations/zambia/commissioner-sikela-announces-over-e200-million-team-europe-investments-boost-zambia-s-industrial_en

¹⁴²⁴ Eight in ten workers find a job after receiving support from the European Globalisation Adjustment Fund, European Commission (Brussels) 12 November 2025. Access Date: 23 November 2025. https://employment-social-affairs.ec.europa.eu/news/eight-ten-workers-find-job-after-receiving-support-european-globalisation-adjustment-fund-2025-11-12_en

¹⁴²⁵ Supernovas Launch New Tool to Tackle Gender Bias in Venture Capital, European Institute of Innovation and Technology (Budapest) 18 November 2025. Access Date: 19 November 2025. <https://www.eit.europa.eu/news-events/news/supernovas-launch-new-tool-tackle-gender-bias-venture-capital>

¹⁴²⁶ New EAfA toolkit to boost the uptake of adult apprenticeships, European Commission (Brussels) 19 November 2025. Access Date: 1 December 2025. https://employment-social-affairs.ec.europa.eu/news/new-eafa-toolkit-boost-uptake-adult-apprenticeships-2025-11-19_en

includes practical guidance for policy makers, companies and vocational training providers on how to design, implement and monitor adult apprenticeships.

On 1 December 2025, the European Council affirmed its position on a regulation to expand the scope of the European Globalisation Adjustment Fund to include support for unemployed workers due to company restructuring.¹⁴²⁷ The Council's position includes a funding cap per company to ensure the fund is not depleted by one source, safeguards to protect the fund against fraud and a call to specify the scope of the new regulation.

On 3 December 2025, G7 Labour and Employment Ministers met virtually with leaders from the International Labour Organization and the Organisation for Economic Co-operation and Development, as well as Business 7 and Labour 7 representatives.¹⁴²⁸ They reaffirmed shared commitments on labour force participation and inclusion, with a focus that aligned with the International Day of Persons with Disabilities. They launched a compendium of best practices for adopting AI in the world of work, which drew contributions from G7 members and international partners. The communiqué said the resource is meant to help workers adapt to AI driven labour markets by strengthening resilience and future ready skills.

On 3 December 2025, the European Institute of Innovation and Technology released EUR70 million as part of a wider call to improve STEM capacity across Europe.¹⁴²⁹ This call comes under the Higher Education Initiative and aims to equip 200,000 students, academics and non-academic staff with innovation and entrepreneurship skills.

On 9 December 2025, the European Institute of Innovation and Technology opened the Rocket Up program for women-led tech startups. This initiative aims to support women through expert know-how, market-entry support and scaling support for tech entrepreneurship.¹⁴³⁰

On 17 December 2025, the European External Action Service highlighted the work of the European Union alongside the International Fund for Agricultural Development and Bank Arvand in supporting a grant agreement of EUR445,000 for developing rural Tajikistan.¹⁴³¹ The program encompasses multiple aspects of rural development to promote job sustainability and creation, including a business and business literacy training program for over 8,000 individuals, over 50 per cent of them women.

On 8 January 2026, the European Commission submitted a proposal to release EUR7.5 million from the EGF to support Belgian workers following the closure of Audi's factory in Brussels.¹⁴³² The funds

¹⁴²⁷ European Globalisation Adjustment Fund: Council agrees its position on support for people at risk of unemployment, European Council (Brussels) 1 December 2025. Access Date: 1 December 2025. <https://www.consilium.europa.eu/en/press/press-releases/2025/12/01/european-globalisation-adjustment-fund-council-agrees-its-position-on-support-for-people-at-risk-of-unemployment/>

¹⁴²⁸ G7 Labour and Employment Ministers' Communiqué, Employment and Social Development Canada (Toronto) 3 December 2025. Access Date: 26 December 2025. <https://www.canada.ca/en/employment-social-development/news/2025/12/g7-labour-and-employment-ministers-communique.html>

¹⁴²⁹ EIT Launches €70 Million Call to Boost STEM Innovation and Strengthen University Cooperation, European Institute of Innovation and Technology (Budapest) 3 December 2026. Access Date: 20 January 2026. <https://www.eit.europa.eu/news-events/news/eit-launches-eu70-million-call-boost-stem-innovation-and-strengthen-university>

¹⁴³⁰ Rocket Up, European Institute of Innovation & Technology (Brussels) 9 December 2025. Access Date: 9 March 2026. <https://www.eit.europa.eu/our-activities/opportunities/rocket>

¹⁴³¹ European Union supports IFAD and Bank Arvand partnership to harness remittances for rural development in Tajikistan, European External Action Service (Brussels) 17 January 2026. Access Date: 20 January 2026. https://www.eeas.europa.eu/delegations/tajikistan/european-union-supports-ifad-and-bank-arvand-partnership-harness-remittances-rural-development_en

¹⁴³² Commission proposes to support over 3,400 dismissed workers in the car industry in Belgium with €7.5 million, European Commission (Brussels) 8 January 2026. Access Date: 30 January 2026. https://ec.europa.eu/commission/presscorner/detail/en/ip_26_63

would primarily be focused on providing skills-based training and career guidance and are awaiting approval from the European Parliament.

On 14 January 2026, the European Investment Bank expanded their support to Ukraine-based businesses through EUR150 million to strengthen finance access for small and medium sized businesses in Ukraine.¹⁴³³ This initiative places a particular focus on supporting youth, veteran and women-led businesses.

On 14 January 2026, the European Investment Bank announced an EUR80 million investment in Egypt's private sector to support workforce development.¹⁴³⁴ At least 30 per cent of this investment has been set aside for the purpose of advancing gender equality through assisting women-led businesses as well as ensuring a strong focus on gender inclusive business practices.

On 22 January 2026, the European Institute of Innovation and Technology announced the participation of 28DIGITAL in the Connecting Women in Digital initiative.¹⁴³⁵ The initiative aims to identify opportunities for systemic change in the digital sector, with the goal of achieving gender equality in the domain by exchanging best practices and analyzing and identifying gaps in state strategies. 28DIGITAL is expected to advance this initiative by offering their expertise in digital regulation and stakeholder interests to the project.

On 5 February 2026, the European Institute of Innovation and Technology partnered with Norrskan Brussels to hold an event discussing female investors and their role in the workforce.¹⁴³⁶ The event highlighted the underrepresentation of women in the sector and the lack of diversity while spotlighting leading female investors.

On 18 February 2026, the European Institute of Innovation and Technology opened calls for the Empowering Women in Agrifood Advance Programme, aimed at supporting female entrepreneurs in agrifood.¹⁴³⁷ Selected participants gain access to training, connections within the industry, as well as personalised one-on-one mentoring.

On 25 February 2026, the European Commission welcomed the agreement reached by the European Parliament and EU Member States on strengthening the EGF.¹⁴³⁸ The revised proposal includes multiple improvements, such as facilitating upskilling within companies undergoing restructuring and earlier assistance for workers facing job loss.

On 1 March 2026, the European Commission proposed a mobilisation of EUR2 million from the EGF, with the funds intended to support 507 workers who were dismissed from Liberty Steel in

¹⁴³³ EIB Group provides EU-backed guarantees to expand finance for war-affected businesses in Ukraine, European Investment Bank (Luxembourg City) 14 January 2026. Access Date: 30 January 2026. <https://www.eib.org/en/press/all/2026-009-eib-group-provides-eu-backed-guarantees-to-expand-finance-for-war-affected-businesses-in-ukraine>

¹⁴³⁴ EIB Global backs RMBV North Africa Fund III to power private sector growth in Egypt, as part of a regional strategy covering North Africa, European Investment Bank (Luxembourg City) 14 January 2026. Access Date: 10 February 2026. <https://www.eib.org/en/press/all/2026-006-eib-global-backs-rmbv-north-africa-fund-iii-to-power-private-sector-growth-in-egypt-as-part-of-a-regional-strategy-covering-north-africa>

¹⁴³⁵ Connecting Women in Digital, European Institute of Innovation and Technology (Budapest) 22 January 2026. Access Date: 12 February 2026. <https://www.eit.europa.eu/news-events/news/connecting-women-digital>

¹⁴³⁶ Women Investing In Change, European Institute of Innovation and Technology (Budapest) 5 February 2026. Access Date: 12 February 2026. <https://www.eit.europa.eu/news-events/events/women-investing-change>

¹⁴³⁷ Call for Empowering Women in Agrifood (EWA) Advance Programme 2026, European Institute of Innovation and Technology (Budapest) 18 February 2026. Access Date: 1 April 2026. <https://www.eit.europa.eu/our-activities/opportunities/call-empowering-women-agrifood-ewa-advance-programme-2026>

¹⁴³⁸ Commission welcomes the political agreement for a broader European Globalisation Adjustment Fund supporting workers, European Commission (Brussels) 25 February 2026. Access Date: 1 April 2026. https://ec.europa.eu/commission/presscorner/detail/en/ip_26_482

Belgium.¹⁴³⁹ The funding will finance career counselling, new skills training and assistance for aspiring entrepreneurs to assist the workers in a successful return to the labour market.

On 4 March 2026, the European Innovation Council and SME Executive Agency held the final event of the two year program, Women TechEU in Brussels.¹⁴⁴⁰ The event focuses on highlighting the economic success of the initiative, with 160 women-led start-ups having received financial support and a personalised business development program that included mentoring, training on topics crucial to running a successful business and workshops.

On 5 March 2026, the European Innovation Council and SME Executive Agency hosted the Supporting Women Entrepreneurs Conference in Brussels to discuss the reality of starting and growing women-led businesses in Europe.¹⁴⁴¹ The conference served as a discussion panel for attending participants to share their view on the Supporting Women Entrepreneurs project, with recommendations for the project including improved access to finance and strengthening pathways for entrepreneurial learning.

On 11 March 2026, the European Parliament voted in favour of mobilising EUR1.6 million from the EGF to support the 267 workers affected by the shutdown of Tupperware Belgium.¹⁴⁴² The funds will be used to provide career counselling, job-searching assistance and training in digital skills.

On 19 March 2026, the European Union and Member States including Germany launched and co-funded a global initiative to advance women's leadership in the public information and communication technology sector.¹⁴⁴³ The initiative used a budget of over EUR15 million to build decision-makers' capacity to mainstream gender equality in digital policy, improve access to STEM education for women and girls and combat technology-facilitated gender-based violence, which supported women's digital workforce development.

On 26 March 2026, the European Parliament approved a proposal to mobilise EUR1.8 million in funds from the EGF for 420 jobless workers following the closure of Austrian motorcycle manufacturer, KTM Gruppe.¹⁴⁴⁴ The funds will contribute to a EUR3 million program offering skills training, job search assistance and career guidance.

¹⁴³⁹ Commission proposes €2 million from the European Globalisation Adjustment Fund to support 507 dismissed Liberty Steel workers in Belgium, European Commission (Brussels) 1 March 2026. Access Date: 1 April 2026. https://ec.europa.eu/commission/presscorner/detail/en/ip_26_512

¹⁴⁴⁰ The Women TechEU 2024-26 edition wraps-up, celebrating pioneering women-led start-ups from Europe and beyond, European Innovation Council (Brussels) 5 March 2026. Access Date: 1 April 2026. https://eisma.ec.europa.eu/news/women-techeu-2024-26-edition-wraps-celebrating-pioneering-women-led-start-ups-europe-and-beyond-2026-03-05_en

¹⁴⁴¹ EISMEA Highlights Real Stories and Concrete Actions to Support Women Entrepreneurs Across Europe, European Innovation Council (Brussels) 9 March 2026. Access Date: 1 April 2026. https://eisma.ec.europa.eu/news/eisma-highlights-real-stories-and-concrete-actions-support-women-entrepreneurs-across-europe-2026-03-09_en

¹⁴⁴² €1.6 million in EU support to help Belgian workers, European Parliament (Brussels) 11 March 2026. Access Date: 1 April 2026. <https://www.europarl.europa.eu/news/en/press-room/20260306IPR37510/EU1-6-million-in-eu-support-to-help-belgian-workers>

¹⁴⁴³ EU and Member States launch global initiative to advance women's leadership in public ICT, Aid, Development cooperation, Fundamental rights (Brussels) 19 March 2026. Access Date: 23 March 2026. https://international-partnerships.ec.europa.eu/news-and-events/news/eu-and-member-states-launch-global-initiative-advance-womens-leadership-public-ict-2026-03-19_en

¹⁴⁴⁴ €1.8 million EU support to help workers in Austria find a new job, European Parliament (Brussels) 26 March 2026. Access Date: 1 April 2026. <https://www.europarl.europa.eu/news/en/press-room/20260323IPR38823/EU1-8-million-eu-support-to-help-workers-in-austria-find-a-new-job>

On 26 March 2026, the European Parliament authorised the use of EUR1.9 billion in funds from the EGF to support 416 workers made redundant from the closure of Casa International in Belgium.¹⁴⁴⁵ This funding will help workers reintegrate into the workforce through the provision of career counselling and targeted skills training.

On 31 March 2026, the European Investment Bank and Croatian National Bank held a conference discussing the acceleration of AI adoption in Croatia.¹⁴⁴⁶ Policymakers, financial institutions and business leaders analysed the impact of AI on Croatian competitiveness, job quality, wages and sustainable economic growth.

On 8 April 2026, the European Commission launched a digital transformation programme for North Africa and the Middle East under the Pact for the Mediterranean.¹⁴⁴⁷ The program aims to improve digital skills, support continuous learning and exchange expertise in partner countries.

On 21 April 2026, the European Commission opened seven Digital Europe Programme calls worth EUR63.2 million to support artificial intelligence in health, digital health, digital skills and online safety.¹⁴⁴⁸ This includes EUR12.5 million available for training in advanced digital skills across the Union, supporting workforce development and skills for Europe's modern economy.

The European Union has fully complied with its commitment to support initiatives, exchange best practices and promote workforce development policies for all, including women as well as communities left behind by globalization by supporting apprenticeships; STEM and computer science education, mentorship and skills for the quantum sector. The European Union has taken strong initiative and policy action across multiple skill areas, for example, by setting targets for 50,000 STEM apprenticeships for women and one million women in STEM through the European Alliance for Apprenticeships and Girls Go STEM, while also promoting digital and computer science skills and mentorship via the Women in Digital Forum. At the same time, measures such as EGF support for displaced Belgian, German, Austrian and Swedish workers and vocational training partnerships in Namibia and the Republic of Congo show a clear focus on communities left behind by globalization through upskilling, reskilling and career guidance.

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

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¹⁴⁴⁵ EU funds to support 416 dismissed workers in Belgium to find employment, European Parliament (Brussels) 26 March 2026. Access Date: 1 April 2026. <https://www.europarl.europa.eu/news/en/press-room/20260323IPR38825/eu-funds-to-support-416-dismissed-workers-in-belgium-to-find-employment>

¹⁴⁴⁶ EIB and Croatian National Bank highlight artificial intelligence role in strengthening Croatia's economy, European Investment Bank (Luxembourg City) 31 March 2026. Access Date: 1 April 2026. <https://www.eib.org/en/press/all/2026-123-eib-and-croatian-national-bank-highlight-artificial-intelligence-role-in-strengthening-croatia-s-economy>

¹⁴⁴⁷ Pact for the Mediterranean delivers as EU unveils first digital initiative for the region, European Union (Brussels) 9 April 2026. Access Date: 23 April 2026. <https://digital-strategy.ec.europa.eu/en/news/pact-mediterranean-delivers-eu-unveils-first-digital-initiative-region>

¹⁴⁴⁸ Commission makes €63.2 million available to support AI innovation in health and online safety, European Union (Brussels) 21 April 2026. Access Date: 23 April 2026. <https://digital-strategy.ec.europa.eu/en/news/commission-makes-eu632-million-available-support-ai-innovation-health-and-online-safety>