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2023 G20 New Delhi Summit Final Compliance Report

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Prepared by
Tisya Raina and Brinda Batra
and the G20 Research Group

www.g20.utoronto.ca • g20@utoronto.ca • [@g20rg](https://twitter.com/g20rg)

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Feedback, as always, is welcome and is kept anonymous. Please send comments to
g20@utoronto.ca



G20 Research Group
University of Toronto
6 Hoskin Avenue, Toronto Ontario M5S 1H6 Canada
g20@utoronto.ca +1-416-946-8953
www.g20.utoronto.ca www.g7g20.utoronto

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4. Gender: Closing the Pay Gap

“Take steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs.”

G20 New Delhi Leaders’ Declaration

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina	-1		
Australia			+1
Brazil			+1
Canada			+1
China			+1
France		0	
Germany	-1		
India		0	
Indonesia		0	
Italy			+1
Japan			+1
Korea			+1
Mexico			+1
Russia	-1		
Saudi Arabia		0	
South Africa		0	
Türkiye			+1
United Kingdom		0	
United States			+1
European Union			+1
Average		+0.40 (70%)	

Background

Addressing gender equality in labour markets is an issue of importance, and one related to a just transition and right decent work, on the G20’s agenda. Despite the growing representation of women in the workforce, the existence of the gender pay gap remains a significant concern. On a global scale, women only earn 77 cents for every dollar earned by men.¹¹⁰⁵ From inadequate parental leave to rigid work schedules, labour policies pose challenges in balancing work and family duties, leading women to pursue part-time employment and creating further inequalities. Therefore, it is imperative that women receive fair compensation for their work equivalent to that of their male counterparts. Closing the gender pay gap serves not only as a matter of economic fairness but also a key step towards fostering gender equality and diversity in the workplace. It is estimated that by 2025, up to USD28 trillion could be allocated to the global annual Gross Domestic Product if women were to participate in labour markets to the same extent as men.¹¹⁰⁶ Thus, by ensuring equal access to employment opportunities and fair compensation, societies can harness the full potential of their workforce, contributing to its growth and prosperity, while promoting inclusive and equitable work environments. The pursuit of

¹¹⁰⁵ Wage Gap, UN Women (New York), 2017. Access Date: 7 March 2024.

<https://interactive.unwomen.org/multimedia/infographic/changingworldofwork/en/index.html>

¹¹⁰⁶ Labour Force, UN Women (New York), 2017. Access Date: 7 March 2024.

<https://interactive.unwomen.org/multimedia/infographic/changingworldofwork/en/index.html>

gender equality amongst G20 members regarding women's status in the workforce traces its origins back to the 2009 London Summit.

At the 2009 London Summit, G20 members committed to fostering fair and family-friendly labour markets for both men and women.¹¹⁰⁷ They also expressed their commitment to promoting employment through the implementation of education and training.

At the 2011 Cannes Summit, G20 members committed to an action plan regarding the growth of jobs through strengthening foundations which involved the integration of labour market policies to foster the participation of women.¹¹⁰⁸

At the 2012 Los Cabos Summit, G20 members affirmed their commitment to enact measures to overcome obstacles impeding women's economic and social engagement, striving to broaden opportunities for women across G20 economies.¹¹⁰⁹ Furthermore, they confirmed their dedication to promoting gender equality in various domains of compensation, workplace treatment and caregiving responsibilities.

At the 2013 St Petersburg Summit, G20 members attributed a particular focus directed towards groups encountering significant obstacles in securing or sustaining employment, which included women.¹¹¹⁰ Additionally, G20 members devised an action plan that involved improving childcare support to increase female labour participation.

At the 2014 Brisbane Summit, G20 members affirmed their objective of narrowing the labour participation rate disparity between men and women in countries by 25 percent before 2025, to incorporate over 100 million women into the workforce.¹¹¹¹

At the 2015 Antalya Summit, G20 members reaffirmed their goals of minimizing the gender participation gap and nurturing safer and healthier workplaces by continuously monitoring their Employment Plans.¹¹¹²

At the 2016 Hangzhou Summit, G20 members pledged to actively pursue strategies and policies that promote innovation, endorse investments in science, technology and innovation (STI) and facilitate skills training to encourage the involvement of more women in these fields.¹¹¹³

At the 2017 Hamburg Summit, G20 members underscored the significance of removing obstacles to women's participation, such as workplace discrimination and violence and emphasized policies geared towards wage policies, addressing occupational segregation and advancing women's careers.¹¹¹⁴

¹¹⁰⁷ G20 London Summit Commitments, G20 Information Centre (Toronto) 2 April 2009. Access Date: 2 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-09-london.html>

¹¹⁰⁸ G20 Leaders' Conclusions on Gender, G20 Information Centre (Toronto) 4 November 2011. Access Date: 2 February 2024. <https://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

¹¹⁰⁹ G20 Los Cabos Summit Commitments, G20 Information Centre (Toronto) 18 June 2012. Access Date: 2 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-12-loscabos.html>

¹¹¹⁰ G20 Leaders' Conclusions on Gender, G20 Information Centre (Toronto) 6 September 2013. Access Date: 2 February 2024. <https://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

¹¹¹¹ G20 Leaders' Conclusions on Gender, G20 Information Centre (Toronto) 16 November 2014. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

¹¹¹² G20 Leaders' Communiqué, G20 Information Centre (Toronto) 16 November 2015. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/2015/151116-communique.html>

¹¹¹³ G20 Leaders' Communiqué: Hangzhou Summit, G20 Information Centre (Toronto) 5 September 2016. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/2016/160905-communique.html>

¹¹¹⁴ The 2017 G20 Hamburg Summit Commitments, G20 Information Centre (Toronto) 4 October 2017. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-17-hamburg.html>

At the 2018 Buenos Aires Summit, G20 members committed to advancing initiatives directed at eliminating all forms of violence and discrimination against women and girls while enhancing women's economic empowerment through collaboration with the private sector to improve labour conditions. This included access to quality and affordable care infrastructure, supporting parental leave and working towards reducing the gender pay gap. They also promoted women's leadership, development of digital skills and participation in Science, Technology, Engineering and Mathematics (STEM) and high-tech sectors.¹¹¹⁵

At the 2019 Osaka Summit, G20 members acknowledged that the gender disparity in unpaid care work continues to pose a significant barrier to women's involvement in the labour market and advocated taking further steps to limit gender pay gaps and discrimination while continuing to provide education and training.¹¹¹⁶

At the 2020 Riyadh Summit, G20 members recognized the disproportionate effects of the COVID-19 pandemic on women and reaffirmed the goals of promoting gender equality, countering stereotypes, narrowing pay gaps and acknowledging the burden of unpaid work and caregiving responsibilities on women. The Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation (EMPOWER) for women's advancement in leadership positions was initiated.¹¹¹⁷

At the 2021 Rome Summit, G20 members committed to enhancing social services, improving healthcare and education services, as well as ensuring equal access to opportunities in entrepreneurship and STEM sectors while overcoming gender stereotypes and combatting gender-based violence.¹¹¹⁸

At the 2022 Bali Summit, G20 members reaffirmed their commitment to strive for an inclusive workplace environment, while continuing to support women and girls' social and healthcare services, educational programs and encourage female leadership positions.¹¹¹⁹

Commitment Features

At the 2023 New Delhi Summit, leaders committed to “take steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.”¹¹²⁰

Definitions and Concepts

This commitment can be understood to have four main pillars to promote the full and meaningful participation of women in the context of a transitioning world of work: 1) “enabling inclusive access to employment opportunities,” 2) “with a focus on closing the gender pay gap” and 3) “ensuring women's access to decent work” and 4) “quality jobs.”

¹¹¹⁵ The 2019 G20 Buenos Aires Summit Commitments, G20 Information Centre (Toronto) 14 December 2018. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-18-buenosaires.html>

¹¹¹⁶ The 2019 G20 Osaka Summit Commitments, G20 Information Centre (Toronto) 1 July 2019. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-19-osaka.html>

¹¹¹⁷ Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

¹¹¹⁸ The 2021 G20 Rome Summit Commitments, G20 Information Centre (Toronto) 31 October 2021. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-21-rome.html>

¹¹¹⁹ The 2022 G20 Bali Summit Commitments, G20 Information Centre (Toronto) 13 December 2022. Access Date: 3 February 2024. <https://www.g20.utoronto.ca/analysis/commitments-22-bali.html>

¹¹²⁰ G20 New Delhi Leaders' Declaration, G20 Information Centre (Toronto) 9 September 2023. Access Date: 6 March 2024. <https://www.g20.utoronto.ca/2023/230909-declaration.html>

“To take steps [to achieve something]” is understood to mean to “undertake measures” and “do something with a view to the attainment of some end.”¹¹²¹ In the context of this commitment, the attainment of an end refers to achieving the full and meaningful participation of women in a transitioning world of work.

“To promote” is understood to mean “support or renew old efforts or create new efforts in the area” and “to contribute to growth or prosperity of, to help bring into being.” It should not have to be have to be a brand new initiative.¹¹²²

“Full” is understood to mean “being at the highest or greatest degree.”¹¹²³

“Meaningful” is understood to “mean in an important or significant way.”¹¹²⁴

“Participation” is understood to mean “to take part” and “to have a part or share in something.”¹¹²⁵ According to the International Labour Organization, Labour force participation “is a measure of a country’s working age population that engages actively in the labor market.”¹¹²⁶

Therefore, “Full and meaningful participation [in the labour market]” is understood to mean that the significant portion of a country’s population engages actively in the labour market. In the context of this commitment, it refers to the active engagement and participation of women in the labor market.

“To enable” is understood to mean “to provide with the means or opportunity” and “to give legal power, capacity, or sanction to.”¹¹²⁷

“To ensure” is understood to mean “to make something certain to happen.”¹¹²⁸

“Transitioning world of work” is understood to mean “the divisive changes affecting the jobs available in the labour market and the skills needed to preform them. These changes are caused by digitalisation, globalisation, demographic changes and the transition to a low carbon economy.”¹¹²⁹ The rapid developments in AI are also likely to affect jobs.¹¹³⁰

“Inclusive” is understood to mean “all parties are included in the discussion and decision making process taking into account relative capabilities.” “Access” refers to “the right to obtain or make use of the entity in reference.”¹¹³¹ “Inclusive access” therefore, is understood to mean all parties are

¹¹²¹ Take Steps, Collins Dictionary (Glasgow) n.d. Access Date: 6 March 2024. <https://www.collinsdictionary.com/dictionary/english/take-steps#>

¹¹²² Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto) 12 November 2020. Access Date: 6 March 2024.

¹¹²³ Full, Merriam-Webster Dictionary (Springfield) n.d. Access Date: 6 March 2024. <https://www.merriam-webster.com/dictionary/full>

¹¹²⁴ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto) 12 November 2020. Access Date: 6 March 2024.

¹¹²⁵ Participation, Merriam-Webster Dictionary (Springfield) n.d. Access Date: 6 March 2024. <https://www.merriam-webster.com/dictionary/participation>

¹¹²⁶ Labour Force Statistics (LFS, STFLS, RUBAN databases), International Labour Organization (Geneva) n.d. Access Date: 7 March 2024. <https://ilostat.ilo.org/resources/concepts-and-definitions/description-labour-force-statistics>

¹¹²⁷ Enable, Merriam-Webster Dictionary (Springfield) n.d. Access Date: 6 March 2024.

¹¹²⁸ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto) 12 November 2020. Access Date: 6 March 2024.

¹¹²⁹ Skills and Work, Organization for Economic Cooperation and Development (Paris) n.d. Access Date: 7 March 2024. <https://www.oecd.org/employment/skills-and-work/>

¹¹³⁰ Future of Work, Organization for Economic Cooperation and Development (Paris) n.d. Access Date: 7 March 2024. <https://www.oecd.org/future-of-work/>

¹¹³¹ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto) 12 November 2020. Access Date: 6 March 2024.

included in the discussion and decision making process regarding the right to obtain or make use of the labour market and employment opportunities.

“Gender pay gap” refers to “the difference in earnings of men and women – what women on average, take out of employment in monetary terms relative to men.”¹¹³² According to the United Nations, the gender pay gap stands at 20 per cent, which means that women workers earn 80 per cent of what men do.¹¹³³

“Decent work” is understood to mean “opportunities for everyone to get work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”¹¹³⁴

According to the Organisation for Economic Co-operation and Development, “quality jobs” is understood to mean “jobs that provide: 1) earnings quality, which refers to the extent to which earnings contribute to workers’ well-being and distribution in the labour force, 2) labour market security, which includes aspects of economic security related to job loss risks and its economic cost for workers and, 3) quality of the working environment, which captures non-economic aspects of jobs including the nature and content of the work performed, working time arrangements and workplace relationships.”¹¹³⁵

General Interpretive Guidelines

The welfare target of this commitment is “The full and meaningful participation of women in a transitioning world of work,” through the specified instruments of 1) “enabling inclusive access to employment opportunities,” 2) with a focus on closing the gender pay gap,” 3) ensuring women’s access go decent work” and 4) “quality jobs.”

The “transitioning world of work” means driven by disruptive changes, such as evolving gender norms, globalisation, demographic changes, digital disruption including artificial intelligence and even climate change. In the context of this commitment, the G20 has identified two specific instruments to achieve this: 1) taking steps to close the gender pay gap and 2) taking steps to ensure decent work and quality jobs are accessible to women.

Hence, including the overarching welfare target along with the two key specific instruments to achieve it, there are three main pillars, the G20 member must take steps towards to be compliant with this commitment. Further, this report applies a depth analysis, whereby the strength of the members’ action affects their score.

Full compliance, or a score of +1 will be given to the G20 member that demonstrates strong actions to promote the full and meaningful participation of women in the labour market, in the context of a transitioning world, by 1) enabling inclusive access to employment opportunities generally; 2) taking steps to close the gender pay gap; and 3) taking steps to ensure access to employment opportunities meets “decent work” and “quality jobs” concepts or standards. For a score of +1 these actions must be strong:

¹¹³² Gender Pay Gap, United Nations Economic Commission for Europe (Geneva) 2015. Access Date: 7 March 2024. <https://unece.org/statistics/video/gender-pay-gap>

¹¹³³ International Equal Pay Day, United Nations (New York City) 2023. Access Date: 7 March 2024. <https://www.un.org/en/observances/equal-pay-day>

¹¹³⁴ Decent Work, International Labour Organization (Geneva) n.d. Access Date: 7 March 2024. <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

¹¹³⁵ Job Quality, Organization for Economic Co-operation and Development (Paris) n.d. Access Date: 7 March 2024. <https://www.oecd.org/statistics/job-quality.htm>

Examples of actions that count as enabling inclusive access to employment opportunities include but are not limited to allocation of budgetary resources and/or implementing development strategies, programs and policies to increase the creation of jobs for women, provide skills training, promote women’s entrepreneurship and leadership initiatives and increase gender specific measures for education and training.

Examples that these opportunities are “decent work” and “quality jobs” are adequate earnings and productive work, decent working time, safe work environment, social security, stability and security in work and equal opportunity and treatment in employment. The instances mentioned here are not exhaustive.

Examples of closing the gender pay gap include initiating a policy, program or law and/or allocation financial or budgetary resources to increase pay transparency by sharing information on the gender pay gap with citizens, reduce pay secrecy, strengthening minimum wage and collective bargaining for women, increase awareness about the gender pay gap, increase gender neutral evaluations of work, promote sharing of care work and generally promote measures to increase pay equity. The instances mentioned here are not exhaustive.

Weak actions may include but are not limited to verbal reiterations of support, speeches, public address, hosting webinars or conferences, facilitating and organizing fora and attending conferences or meetings to discuss the gender pay gap and accessibility of decent work and quality jobs for women.

Partial compliance, or a score of 0, will be assigned to the G20 member that demonstrates actions in at least half of the above commitment areas i.e. the G20 member undertakes minimum strong action in one area, or demonstrates weak actions in all three areas.

Non-compliance, or a score of -1, will be assigned if the G20 member that demonstrates actions in less than half of the commitment areas, i.e. the G20 member undertakes weak actions in two or one areas. These actions are directly and explicitly inconsistent with the commitment.

Scoring Guidelines

-1	The G20 member does NOT take any action in any of the three commitment areas or takes weak actions in two or one commitment areas of enabling inclusive access to employment opportunities OR takes steps to close the gender pay gap OR takes steps to ensure access to employment opportunities meets decent work and quality jobs concepts or standards.
0	The G20 member takes strong action in one commitment area or takes weak actions in all three commitment areas of enabling inclusive access to employment opportunities OR takes steps to close the gender pay gap OR takes steps to ensure access to employment opportunities meets decent work and quality jobs concepts or standards.
+1	The G20 member takes strong actions in all three commitment areas of enabling inclusive access to employment opportunities AND takes steps to close the gender pay gap AND takes steps to ensure access to employment opportunities meets decent work and quality jobs concepts or standards.

*Compliance Director: Sara Rann
Lead Analyst: Jennifer Lee*

Argentina: -1

Argentina has not complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs.

No actions that enable inclusive access to employment for women have been registered during the compliance period.

Thus, Argentina receives a score of -1 .¹¹³⁶

Analyst: Alisha Aslam

Australia: +1

Australia has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 24 February 2024, the gender pay gap data for up to 5,000 companies in Australia was made public for the first time through the revised Workplace Gender Equality Act passed by the Parliament in March 2023.¹¹³⁷ Mary Wooldridge, chief executive of the Workplace Gender Equality Agency took on this initiative to increase transparency regarding the gender pay gap and prompt employers to address the gender gap and take accountability.

On 27 February 2024, Minister for Finance, Minister for Women and Minister for the Public Service Katy Gallagher¹¹³⁸

On 28 February 2024, Stephanie Copus Campbell, the Ambassador for Gender Equality visited the Salelologa Market in Savaii, organized by the UN Women's Market for change project.¹¹³⁹ The Government of Australia is investing AUD 5.3 million in this project, led by UN Women, the project reaffirms gender equality through economic empowerment of women, by promoting women-led entrepreneurship and leadership enterprises.

On 1 March 2024, the Women and Women's Safety Ministerial Council convened virtually to discuss matters such as the Gender Equality Act 2020, which is recognized globally as a leading workplace gender equality legislation.¹¹⁴⁰ The Act targets the drivers of gender inequalities including the gender pay gap, gendered workplace segregation, lack of workplace flexibility and sexual harassment.

On 1 March 2024, Lalita Kapur, the Acting High Commissioner to Sri Lanka and Azusa Kubota, the Resident Representative of the United Nations Development Programme in Sri Lanka launched the

¹¹³⁶ This non-compliance was determined after a deep search of the following websites: <https://www.g77.org/>, <https://www.unicef.org/>, <https://www.oecd.org/>, <http://www.un.org/>, <http://www.unesco.org/>, <https://www.nytimes.com/topic/subject/international-herald-tribune-magazine>, <http://www.nytimes.com/>, <http://www.usa.ft.com/>, <http://www.reuters.com/>, <https://www.ap.org/>, <https://buenosairesherald.com/>, <https://www.batimes.com.ar/>, <https://www.lanacion.com.ar/>, <https://www.lagaceta.com.ar/>, <https://www.afp.com/en>, <https://www.argentina.gob.ar/capital-humano/familia/noticias>, <https://www.argentina.gob.ar/capital-humano/trabajo/noticias> and <https://www.argentina.gob.ar/economia/noticias>.

¹¹³⁷ How to find gender pay gap data— once a tightly held secret— on your company, The Sydney Morning Herald (Sydney) 24 February 2024. Access Date: 16 March 2024. <https://www.smh.com.au/politics/federal/how-to-find-gender-pay-gap-data-once-a-tightly-held-secret-on-your-company-20240222-p5f765.html>

¹¹³⁸ Employer gender pay gaps published first time, Australian Government (Canberra) 27 February 2024. Access Date: 16 March 2024. <https://www.wgea.gov.au/newsroom/employer-gender-pay-gaps-published-first-time-Media-release>

¹¹³⁹ Australia's Ambassador for Gender Equality Visits Salelologa Market in Samoa, United Nations Women Asia and the Pacific (Geneva) 28 February 2024. Access Date: 16 March 2024. <https://asiapacific.unwomen.org/en/stories/news/2024/02/australias-ambassador-for-gender-equality-visits-salelologa-market-in-samoa>

¹¹⁴⁰ Women and Women's Safety Ministerial Communique, Ministers for the Department of Social Service (Canberra) 1 March 2024. Access Date: 16 March 2024. <https://ministers.dss.gov.au/media-releases/13991>

Mobile Interactive Exhibition on Women’s Empowerment initiatives in Kurunegala.¹¹⁴¹ High Commissioner Kapur also participated in a discussion to strengthen and promote women entrepreneurs and leadership especially under climate change adaptation initiatives.

On 7 March 2024, Minister Gallagher released the first national strategy to achieve gender equality, “Working for Women: A Strategy for Gender Equality.”¹¹⁴² The strategy will drive government action towards gender equality with a focus on five priority areas. Through these priority areas, the strategy reaffirms the government’s commitment towards a reduction in gender pay gap by increasing transparency and action and promoting equity in sharing of care work.

On 7 March 2024, Minister Gallagher announced that the government will set tougher gender targets for businesses with at least 500 workers that seek to win government, as an effort towards addressing inequality in the workplace.¹¹⁴³

On 8 March 2024, Minister Gallagher released the second Status of Women Report Card.¹¹⁴⁴ The Report Card includes recent data on the social and economic equality issues facing women and girls in Australia. The Report Card is a vital instrument for tracking the progress of Working for Women strategy and presents outcomes and indicators to improve economic and social outcomes for women, including reduction of the pay gap and access to employment.

On 27 March 2024, the Australian government passed laws in the Senate mandate to expand the Paid Parental Leave to 26 weeks from the current 20 weeks by 2026 to address the gender pay gap.¹¹⁴⁵ Through the Paid Parental Leave Amendment (More Support for Working Families) Act 2024, two weeks of payment will be added to the Paid Parental Leave each year till 2026.

On 27 March 2024, the Fair Work Commission received a formal submission from the Labor government about the increase in minimum wage.¹¹⁴⁶ This action would help decrease the gender pay gap in workplaces and empower women to enter the workforce or work for more hours.

On 7 May 2024, the government launched the new phase of its multi-country program, Investing in Women, to boost the economic empowerment of women entrepreneurs and business owners in the Philippines.¹¹⁴⁷ This investment will help boost economic empowerment of Southeast Asian female entrepreneurs by supporting gender equality in the workplace and introducing policy reforms to increase women’s economic participation, especially related to care work.

¹¹⁴¹ UNDP and Australian Government open Mobile Interactive Exhibition on Women’s Empowerment initiatives in Kurunegala, United Nations Development Programme (Geneva) 1 March 2024. Access Date: 16 March 2024. <https://www.undp.org/srilanka/press-releases/undp-and-australian-government-open-mobile-interactive-exhibition-womens-empowerment-initiatives-kurunegala>

¹¹⁴² Working for women - A strategy for gender equality, Australian Government (Canberra) 7 March 2024. Access Date: 16 March 2024. <https://ministers.pmc.gov.au/gallagher/2024/working-women-strategy-gender-equality>

¹¹⁴³ Australia to Tie Company Gender Targets to Government Contracts, BNN Bloomberg (Toronto) 7 March 2024. Access Date: 16 March 2024. <https://www.bnnbloomberg.ca/australia-to-tie-company-gender-targets-to-government-contracts-1.2043719>

¹¹⁴⁴ Status of Women Report Card – 2024 released, Australian Government (Canberra) 8 March 2024. Access Date: 16 March 2024. <https://www.pmc.gov.au/news/status-women-report-card-2024-released>

¹¹⁴⁵ Paid Parental Leave Scheme, Australian Department of Social Services (Canberra) 18 March 2024. Access Date: 1 April 2024. <https://www.dss.gov.au/our-responsibilities/families-and-children/programs-services/paid-parental-leave-scheme>

¹¹⁴⁶ Minimum pay boost pitched to narrow gender pay gap, The Canberra Times (Canberra) 27 March 2024. Access Date: 1 April 2024. <https://www.canberratimes.com.au/story/8571775/minimum-pay-boost-pitched-to-narrow-gender-pay-gap/>

¹¹⁴⁷ Australia boosts investment for women’s economic empowerment in the Philippines, Investing in Women (Makati City) 7 May 2024. Access Date: 13 May 2024. <https://investinginwomen.asia/posts/australia-boosts-investment-for-womens-economic-empowerment-in-the-philippines/>

On 14 May 2024, the government announced that the 2024-2025 Budget will include measures to support economic security for women.¹¹⁴⁸ These measures include a tax cut for all women taxpayers, AUD1.1 billion over four years “to pay superannuation on Government-funded Paid Parental Leave,” AUD239.7 million over five years to cap Higher Education Loan Program debt and debt relief totalling AUD3 billion for those under debt through the Higher Education Loan Program, mostly women. The government will also provide AUD427.4 million over four years in financial support for students taking part in mandatory placements in female-dominated fields such as nursing, midwifery, social work and teaching. Lastly, to support women’s equal access to decent and quality employment, the government will invest AUD38.2 million over the next eight years to increase women’s engagement in STEM and science engagement programs and 55.6 million over the next four years to spearhead the Building Women’s Careers program which will provide skills training for women in clean energy and construction.

On 20 June 2024, the Australian Government, through the Workplace Gender Equality Agency, released a new report which provides the first comparable results of the gender pay gap and gender equality performance of the Commonwealth public sector, compared to Australia’s private sector.¹¹⁴⁹ The Scorecard is the first of a new annual report series publishing the results from Commonwealth public sector Gender Equality Reporting to the agency. This helps identify actions Government is taking to deliver initiatives, such as flexibility, that helps empower more women to take leadership roles and drives gender balance in key management positions.

On 2 August 2024, the Department of Industry, Science and Resources updated their Science, Technology, Engineering and Math (STEM) Equity Monitor which holds data about female participation in the STEM industry.¹¹⁵⁰ The monitor shows improvements including a one per cent decrease in the gender pay gap compared to 2022. The government will continue to use the monitor to recognize gaps and fill the gaps of inequity for women in STEM education and employment.

On 7 August 2024, Minister Gallagher announced the opening of a Centre for Gender Equality and Inclusion at the University of Sydney.¹¹⁵¹ The Centre will focus on research aligned with the government’s priorities on gender equality in work and the labor market as well as prioritizing care work. The government plans to use research outcomes to influence policy decisions.

On 8 August 2024, the Australian Government announced it will fund a 15 per cent wage increase for Early Childhood Education and Care workers.¹¹⁵² This action will help retain existing early childhood educators, who are predominately women, and attract new employees. It helps create greater equity for women in the workplace.

¹¹⁴⁸ Australia boosts investment for women’s economic empowerment in the Philippines, Investing in Women (Makati City) 7 May 2024. Access Date: 13 May 2024. <https://investinginwomen.asia/posts/australia-boosts-investment-for-womens-economic-empowerment-in-the-philippines/>

¹¹⁴⁹ Progress on gender equality in the public sector, Department of the Prime Minister and Cabinet (Canberra) 20 June 2024. Access date: 12 November 2024. <https://ministers.pmc.gov.au/gallagher/2024/progress-gender-equality-public-sector>

¹¹⁵⁰ The state of STEM gender equity in 2024, Department of Industry, Science and Resources (Canberra) 2 August 2024. Access Date: 3 August 2024. <https://www.industry.gov.au/news/state-stem-gender-equity-2024>

¹¹⁵¹ Opening of Australian Centre for Gender Equality & Inclusion, Department of the Prime Minister and Cabinet (Canberra) 7 August 2024. Access Date: 27 August 2024. <https://ministers.pmc.gov.au/gallagher/2024/opening-australian-centre-gender-equality-inclusion>

¹¹⁵² Wage increase for early childhood workforce, Department of Education (Canberra) 8 August 2024. Access date: 12 November 2024. <https://www.education.gov.au/newsroom/articles/wage-increase-early-childhood-workforce>

On 20 August 2024, the government announced additional funding to increase programs and opportunities in STEM as part of the 2024-2025 Budget.¹¹⁵³ This includes AUD8.5 million over 2025-2026 to advance grants for women in STEM including First Nations women and those in rural areas. The government will also provide AUD7.1 million to Science in Australia Gender Equity over five years to enable inclusive “workplaces in the higher education, research and vocational education sector” and to address discrimination. AUD2.0 million will be provided over five years to support The Girls in STEM Toolkit which aims to help girls develop an interest in STEM and STEM careers.

On 19 September 2024, Minister Gallagher announced that the government has agreed to pay superannuation on Paid Parental Leave.¹¹⁵⁴ Starting 1 July 2025, eligible parents will receive an additional lump sum payment equivalent to 12 per cent of their Paid Parental Leave payment. This change aims to reduce the gender gap in retirement savings.

Australia has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs. Australia has taken strong action to enable access to inclusive employment, decent work and quality jobs through monetary investments and legislative protections.

Thus, the Australia receives a score of +1.

Analyst: Grace (Yujung) Choi

Brazil: +1

Brazil has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs.

On 24 February 2024, Minister of Women Cida Gonçalves attended the inauguration of the Qualification Center for Women in Caruaru.¹¹⁵⁵ The centre will provide educational courses and support the training and career development of thousands of socially vulnerable women in the area.

On 19 March 2024, Minister Gonçalves and the Minister of Fisheries and Aquaculture André de Paula signed a technical cooperation agreement to promote the autonomy and equality of fisherwomen.¹¹⁵⁶ The agreement focuses on recognizing fisherwomen and their territories, guaranteeing their economic autonomy and supporting policies that ensure their rights.

On 3 April 2024, Minister Gonçalves and the Minister of Transport Renan Filho, in partnership with the Ministry of Racial Equality, the Ministry of Labor and Employment, UN Women and the International Labor Organization signed “a protocol of intentions to promote the 7th edition of the

¹¹⁵³ Investments to support a thriving, skilled and diverse STEM workforce, Department of Industry, Science and Resources (Canberra) 20 August 2024. Access Date: 27 August 2024. <https://www.industry.gov.au/news/investments-support-thriving-skilled-and-diverse-stem-workforce>

¹¹⁵⁴ Super boost for new parents, Department of the Prime Minister and Cabinet (Canberra) 19 September 2024. Access Date: 18 October 2024. <https://ministers.pmc.gov.au/gallagher/2024/super-boost-new-parents>

¹¹⁵⁵ Ministra Cida Gonçalves participa de inauguração de centro de formação para mulheres em Caruaru/PE, Ministério das Mulheres (Brasília) 24 February 2024. Translation provided by Google Translate. Access Date: 18 May 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/fevereiro/ministra-cida-goncalves-participa-de-inauguracao-de-centro-de-formacao-para-mulheres-em-caruaru-pe>

¹¹⁵⁶ Ministério das Mulheres e da Pesca e Aquicultura assinam acordo para o fortalecimento de organizações de pescadoras do país, Ministério das Mulheres (Brasília) 19 March 2024. Translation provided by Google Translate. Access Date: 18 May 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/marco/ministerio-das-mulheres-e-da-pesca-e-aquicultura-assinam-acordo-para-o-fortalecimento-de-organizacaoes-de-pescadoras-do-pais>

Gender and Race Pro-Equity Program.”¹¹⁵⁷ The protocol is focused on the inclusion of women and equality in job opportunities, pay, promotions and retention in public sector jobs related to the Ministry of Transport and infrastructure jobs throughout Brazil. To this end, 12 infrastructure companies and all federal highway concessionaires have committed to increased access to jobs and equal pay for women.

On 3 April 2024, the Ministry of Women and the Ministry of Development, Industry, Commerce and Services signed a technical cooperation agreement to support the inclusion of socially vulnerable women between the ages of 15 and 29 within “high-skilled activities in foreign trade.”¹¹⁵⁸ This agreement will also support the Asas pro Futuro program which focuses on helping mainly Black and Indigenous women living in poverty to access careers in technology, energy, infrastructure, logistics, transport, audiovisual, science and innovation, which it refers to as STEAM.

On 28 April 2024, Minister Gonçalves discussed the Law on Equal Pay and Remuneration Criteria between Women and Men with representatives from the Central Única dos Trabalhadores, the General Union of Workers, the Central dos Trabalhadores and Workers of Brazil and the Nova Central Sindical de Trabalhadores.¹¹⁵⁹ Minister Gonçalves highlighted statistics indicating the pay disparity between men and women in Brazil and reiterated the importance of alleviating the gender pay as well as pay gaps for racialized or other marginalized groups.

On 30 April 2024, the Government of Brazil launched the “Thousand Women: Domestic Work and Care” project which aims to professionally train 900 women as domestic workers.¹¹⁶⁰ The project will focus on improving decent work opportunities for domestic workers by providing them with education and training at federal institutions. Courses offered will include labor and social rights, addressing violence and inequalities and “care economics.”

On 23 May 2024, Brazil held its 2075th and 2076th committee meetings on eliminating discrimination against women.¹¹⁶¹ The Committee commended Brazil for its efforts to enhance women’s economic empowerment, including initiatives like the “Bolsa Família” program. In accordance with the sustainable development goals, the Committee recommended implementing a series of reforms that grant women equal rights, wages and access to economics resources.

¹¹⁵⁷ MMulheres e Ministério dos Transportes assinam protocolo de intenções para promover Programa Pró-Equidade de Gênero e Raça, Ministério das Mulheres (Brasília) 3 April 2024. Translation provided by Google Translate. Access Date: 18 May 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/abril/mmulheres-e-ministerio-dos-transportes-assinam-protocolo-de-intencoes-para-promover-programa-pro-equidade-de-genero-e-raca>

¹¹⁵⁸ Ministério das Mulheres e MDIC se unem para capacitar jovens mulheres em comércio exterior, Ministério das Mulheres (Brasília) 3 April 2024. Translation provided by Google Translate. Access Date: 18 May 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/abril/ministerio-das-mulheres-e-mdic-se-unem-para-capacitar-jovens-mulheres-em-comercio-exterior>

¹¹⁵⁹ Trabalho igual, salário igual: ministra Cida Gonçalves dialoga com centrais sindicais em Pernambuco, Ministério das Mulheres (Brasília) 28 April 2024. Translation provided by Google Translate. Access Date: 18 May 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/abril/trabalho-igual-salario-igual-ministra-cida-goncalves-dialoga-com-centrais-sindicais-em-pernambuco>

¹¹⁶⁰ Projeto "Mulheres Mil: Trabalho Doméstico e Cuidados" vai ofertar qualificação profissional para trabalhadoras domésticas, Ministério das Mulheres (Brasília) 30 April 2024. Translation provided by Google Translate. Access Date: 18 May 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/abril/projeto-mulheres-mil-trabalho-domestico-e-cuidados-vai-ofertar-qualificacao-profissional-para-trabalhadoras-domesticas>

¹¹⁶¹ Concluding observations on the combined eighth and ninth periodic reports of Brazil, Ministry of Women (Brasília) 3 June 2024. Access Date: 25 June 2024. https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/junho/CEDAW_C_BRA_CO_89_58527_E.pdf/view

On 18 September 2024, the Government of Brazil announced BRL17 billion in funding for 79 actions to address the gender pay gap and promote gender equality in the world of work.¹¹⁶² This includes 36 actions to address barriers preventing women from accessing the world of work, 19 actions to reduce barriers and promote the sharing of family responsibilities and 24 actions for professional advancement including enabling young women to enter science fields.

Brazil has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Brazil has launched a protocol for the inclusion of women in jobs related to the Ministry of Transport with equal job opportunities and pay. It has also launched a project to professionally train women for decent work and has established an agreement to train women to access quality jobs in STEAM fields and foreign trade.

Thus, Brazil receives a score of +1.

Analyst: Caitlin Zhang

Canada: +1

Canada has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 24 January 2024, Employment and Social Development Canada announced over CAD7.3 million in funding towards two projects focusing on improving the participation of underrepresented groups in skilled trades in Ontario.¹¹⁶³ These projects mainly target women among other underrepresented groups and seek to develop skills to improve equal access to good well-paying jobs for all diverse groups.

On 2 February 2024, Seamus O'Regan, the Minister of Labour, launched the Equi'Vision website highlighting representation numbers and wages between different groups. This platform aims to improve transparency regarding representation and pay gaps amongst Canadians.¹¹⁶⁴

On 22 February 2024, Women and Gender Equality Canada (WAGE) announced CAD960,000 in funding for the Information and Communications Technology Council to help fund the "Changing the Narrative – Unleashing the Full Potential of Women-owned Enterprises project."¹¹⁶⁵ The project

¹¹⁶² Governo federal lança plano com 79 ações para promover a igualdade salarial e laboral entre mulheres e homens, Ministério das Mulheres (Brasília) 18 September 2024. Translation provided by Google Translate. Access Date: 18 October 2024. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/setembro/governo-federal-lanca-plano-com-79-acoes-para-promover-a-igualdade-salarial-e-laboral-entre-mulheres-e-homens>

¹¹⁶³ Minister Boissonnault announces over \$7 million investment in skilled trades workers in Windsor, Employment and Social Development Canada (Windsor) 24 January 2024. Access Date: 18 March 2024. <https://www.canada.ca/en/employment-social-development/news/2024/01/minister-boissonnault-announces-over-7-million-investment-in-skilled-trades-workers-in-windsor.html>

¹¹⁶⁴ Minister O'Regan launches first of its kind pay transparency website: Equi'Vision, Employment and Social Development Canada (Gatineau) 2 February 2024. Access Date: 18 March 2024. <https://www.canada.ca/en/employment-social-development/news/2024/02/minister-oregan-launches-first-of-its-kind-pay-transparency-website-equivision.html>

¹¹⁶⁵ Government of Canada announces funding for women entrepreneurs to create a more equitable digital economy, Women and Gender Equality Canada (Toronto) 22 February 2024. Access Date: 18 March 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/02/government-of-canada-announces-funding-for-women-entrepreneurs-to-create-a-more-equitable-digital-economy.html>

aims to encourage female economic participation in digital entrepreneurship with a focus on tackling systemic barriers experienced by Black and official language minority women.

On 5 March 2024, WAGE invested CAD1.5 million in funding to Plan International Canada's "Promoting the Power Within and Redefining Beauty: Uprooting Systemic Barriers to Equity in Leadership" initiative.¹¹⁶⁶ This program aims to increase gender representation in leadership positions and empower women and girls through fostering self-confidence in young girls.

On 8 March 2024, Randy Boissonnault the Minister of Employment, Workforce Development and Official Languages, announced the funding of more than CAD28.9 million to support 15 projects that will help train approximately 6400 women to enter the skilled trades workforce. This funding is meant to help increase female participation rates in a traditionally male-dominated industry.¹¹⁶⁷

On 16 April 2024, the Government of Canada released a report on Gender, Diversity and Inclusion.¹¹⁶⁸ As part of the Gender Results Framework, this report delivers statistics on gender equality and empowerment and highlights areas of improvement and initiatives in the 2024 budget that contribute towards such improvements.¹¹⁶⁹

On 9 May 2024, Minister for Women and Gender Equality and Youth Marci Ien announced CAD924,370 in funding for Build a Dream's "Supporting Women's Access to Employment, Retention, Advancement in Male Dominated Fields" project.¹¹⁷⁰ This project aims to foster increased gender equality by helping women advance in male-dominated fields through career development.

On 29 May 2024, Minister Boissonnault announced CAD39.4 million in funding for Quebec to promote the training of tradespeople particularly from underrepresented groups.¹¹⁷¹ Of this, CAD3.5 million will be directed towards two union projects supporting the recruitment of women into the skilled trades workforce.

On 16 July 2024, WAGE announced the provision of over CAD770,000 over two and half years towards the Mining Industry Human Resources Council.¹¹⁷² This investment will support the

¹¹⁶⁶ Government of Canada supports young women to build self-esteem and reach their full potential, Women and Gender Equality Canada (Toronto) 5 March 2024. Access Date: 18 March 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/03/government-of-canada-supports-young-women-to-build-self-esteem-and-reach-their-full-potential.html>

¹¹⁶⁷ Minister Boissonnault announces more than \$28.9 million to help women succeed in the skilled trades, Employment and Social Development Canada (Surrey) 8 March 2024. Access Date: 18 March 2024. <https://www.canada.ca/en/employment-social-development/news/2024/03/minister-boissonnault-announces-more-than-289-million-to-help-women-succeed-in-the-skilled-trades.html>

¹¹⁶⁸ Budget 2024: Table of contents, Government of Canada (Ottawa) 16 April 2024. Access Date: 28 April 2024. <https://budget.canada.ca/2024/report-rapport/toc-tdm-en.html>

¹¹⁶⁹ Budget 2024: Statement and Impacts Report on Gender, Diversity, and Inclusion, Government of Canada (Ottawa) 16 April 2024. Access Date: 28 April 2024. <https://budget.canada.ca/2024/report-rapport/gdql-egdqv-en.pdf>

¹¹⁷⁰ Government of Canada helps to improve women's economic participation in male-dominated industries, Women and Gender Equality Canada (Ottawa) 9 May 2024. Access Date: 27 June 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/05/government-of-canada-helps-to-improve-womens-economic-participation-in-male-dominated-industries.html>

¹¹⁷¹ Government of Canada announces investments to support skilled tradespeople in Quebec, Employment and Social Development Canada (Quebec City) 29 May 2024. Access Date: 27 June 2024. <https://www.canada.ca/en/employment-social-development/news/2024/05/government-of-canada-announces-investments-to-support-skilled-tradespeople-in-quebec.html>

¹¹⁷² Government of Canada helps improve women's participation in the mining sector, Government of Canada (Ottawa) 16 July 2024. Access Date: 5 August 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/07/government-of-canada-helps-improve-womens-participation-in-the-mining-sector.html>

organization's Changing Culture: Advancing Women's Participation and Prosperity in Mining project to increase the representation of women in a traditionally gender unequal economic sector.

On 13 August 2024, Minister Ien announced CAD530,000 in funding for Pitch Better Inc. to support Black and equality-seeking women entrepreneurs to access better economic and leadership opportunities.¹¹⁷³ Funding will go towards the FoundHers Labs Venture Studio which will advance gender equality, economic growth and the creation of jobs in business sectors including AI, healthcare, finance, e-commerce and machine learning.

On 18 September 2024, Minister of Labour Steven MacKinnon, Minister Ien and Minister Boissonnault released a statement on International Equal Pay Day affirming the importance of addressing the gender pay gap and highlighting Canada's advancements regarding this issue.¹¹⁷⁴

Canada has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Canada has invested in projects that develop the skills and workforce participation of women, promoted transparency on the gender pay gap and advanced equal access for women in quality jobs that are traditionally male-dominated.

Thus, Canada receives a score of +1.

Analyst: Sara Cai

China: +1

China has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 8 March 2024, the Chinese government's instrumental measures in advancing specific policies and programs aimed at fostering increased female involvement in the workforce were highlighted.¹¹⁷⁵ These include actively offering employment opportunities to female workers who have been laid off and providing online and offline job fairs for female job seekers, demonstrating the government's commitment to promoting gender equality in the workplace and creating supportive work environments.

On 12 March 2024, China held an exhibition showcasing the contributions of women to China's development over the past century, which commenced at the Memorial Hall of the First National Congress of the Communist Party of China (CPC) in downtown Shanghai.¹¹⁷⁶ There were two sections in the exhibition, one regarding women's engagement in leadership roles within the CPC over the past

¹¹⁷³ Government of Canada announces funding to improve economic and leadership opportunities for Black and equality-seeking women entrepreneurs, Government of Canada (Ottawa) 13 August 2024. Access Date: 27 August 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/08/government-of-canada-announces-funding-to-improve-economic-and-leadership-opportunities-for-black-and-equality-seeking-women-entrepreneurs.html>

¹¹⁷⁴ Statement on International Equal Pay Day, Employment and Social Development Canada (Gatineau) 18 September 2024. Access Date: 18 October 2024. <https://www.canada.ca/en/employment-social-development/news/2024/09/statement-on-international-equal-pay-day.html>

¹¹⁷⁵ Navigating Women's Employment in China: Recent Advancements and Ongoing Challenges, CHINA BRIEFING (Beijing) 8 March 2024. Access Date: 18 March 2024. <https://www.china-briefing.com/news/navigating-womens-employment-in-china-recent-advancements-and-ongoing-challenges/>

¹¹⁷⁶ Exhibition highlighting women's contribution to China's development held at founding site of first CPC Congress, Global Times (Beijing) 12 March 2024. Access Date: 18 March 2024. <https://www.globaltimes.cn/page/202403/1308704.shtml>

century and the other serving as an introduction to 113 remarkable Chinese female individuals and groups, along with their narratives.

On 21 June 2024, the head of the China Office at the UN Global Compact Liu Meng participated in the session promoting family-friendly workplaces and gender equality.¹¹⁷⁷ She highlighted the importance of tackling gender inequality to ensure future business sustainability in China and stressed the need for comprehensive economic gender equality, including the creation of gender-inclusive, family-friendly workplaces for working parents.

China has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

Thus, China receives a score of +1.

Analyst: Caitlin Zhang

France: 0

France has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 18 December 2023, the Ministry responsible for Equality between Women and Men and the Fight against Discrimination announced the '101 femmes de Matignon' competition.¹¹⁷⁸ The objective is to promote 101 women entrepreneurs throughout France to support innovation, freedom and to encourage entrepreneurial vocations. This strategy is a part of the Ministry's framework since 2012 to improve women's entrepreneurship across France.

On 8 March 2024, the Minister Delegate in charge of Business, Tourism and Consumer Affairs, Olivia Grégoire travelled to Seine-Saint-Denis, to speak with female entrepreneurs and representatives of La Fabrique 621.¹¹⁷⁹ The organisation allows female entrepreneurs to start their businesses by providing aid in the development of business plan and management.

France has partially complied with its commitments to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Through the '101 femmes de Matignon' competition, France has taken strong action to support the inclusive access to employment opportunities for women and ensure their access to decent work. However, France has not taken action to address the gender pay gap.

Thus, France receives a score of 0.

¹¹⁷⁷ UN Global Compact hosts session promoting family-friendly workplaces and gender equality, CHINADAILY (Beijing) 21 June 2024. Access Date: 1 Aug 2024. <https://chinadaily.com.cn/a/202406/21/WS6675277da31095c51c50a2fb.html>

¹¹⁷⁸ Concours « 101 femmes de Matignon », Ministère chargé de l'Égalité entre les femmes et les hommes et de la Lutte contre les discriminations (Paris) 18 December 2023. Translation provided by Google Translate. Access Date: 17 March 2024. <https://www.egalite-femmes-hommes.gouv.fr/concours-101-femmes-de-matignon?source=4fb97b42-7796-4904-bf83-92e8ee71119b>

¹¹⁷⁹ NAR - Déplacement d'Olivia Grégoire en Seine-Saint-Denis le vendredi 8 mars, Ministère de l'Économie, des Finances et de la Souveraineté industrielle et numérique (Saint-Denis) 8 March 2024. Translation provided by Google Translate. Access Date: 17 March 2024. <https://presse.economie.gouv.fr/deplacement-dolivia-gregoire-en-seine-saint-denis-le-vendredi-8-mars/>

Analyst: Candace Sara Ciju

Germany: -1

Germany has failed to comply with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

No evidence of actions taken were found during the compliance period.

Thus, Germany receives a score of -1.¹¹⁸⁰

Analyst: Blerta Ademaj

India: 0

India has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 1 February 2024, the Indian Ministry of Labour advised employers to encourage employment of women.¹¹⁸¹ The advisory calls on employers to take steps to close the gender pay gap, by providing family benefits, equal pay and encouraging women to take on leadership roles. The advisory encourages employers to implement policies and programmes to support women in entrepreneurial ventures, eliminate bias in recruitment and promotion as well as measures to allow men to participate in sharing of care responsibilities.

On 1 February 2024, the Indian government committed to raising its target to help women become "Lakhpati Didis."¹¹⁸² The Lakhpati Didi scheme launched by Prime Minister Narendra Modi in 2023 provides training for women in self-help groups to enable them to earn wages that sustain their livelihoods.

¹¹⁸⁰ This non-compliance was determined after a deep search of the following websites:

<http://www.handelsblatt.de/cgi-bin/hbi.exe?FN=hb&SFN=p>, <http://www.mathematik.uni-ulm.de/de-news/>,
<http://www.faz.de/>, <http://www.f-r.de/>, <http://www.welt.de>, <http://www.germany-info.org>, <https://www.who.int/>,
<https://www.unicef.org/>, <https://www.oecd.org/>, <https://www.imf.org/en/Home>,
<https://www.worldbank.org/en/home>, <http://www.un.org/>, <http://www.unesco.org/>, <https://www.g77.org/>,
<http://www.financialstabilityboard.org/>, <http://www.bis.org/bcbs/>, <http://www.bis.org/>,
<https://www.nytimes.com/topic/subject/international-herald-tribune-magazine>, <http://www.nytimes.com/>,
<http://www.usa.ft.com/>, <http://www.reuters.com/>, <http://www.ap.org/>, <http://www.afp.com/english/home/>,
http://www.vny.com/cf/News/upisearch.cfm?content=sv_intnews, <https://www.bundesregierung.de/breg-en>,
<https://www.auswaertiges-amt.de/de/>, <https://www.bmas.de/DE/Startseite/start.html>,
<https://www.bmbf.de/en/index.html>, https://www.bmel.de/EN/Home/home_node.html, <https://www.bmfsfj.de/>,
<https://www.bundesfinanzministerium.de/Web/DE/Home/home.html>,
<https://www.bundesgesundheitsministerium.de/>, <https://www.bmi.bund.de/DE/startseite/startseite-node.html>,
https://www.bmfv.de/DE/Startseite/Startseite_node.html, <https://www.bmu.de/>,
<https://www.bmvi.de/DE/Home/home.html>, <https://www.bmvg.de/de>,
<https://www.bmw.de/Navigation/DE/Home/home.html>, <https://www.bmz.de/en/>.

¹¹⁸¹ 'Labour Ministry issues advisory to employers to promote women workforce participation, The Economic Times (Mumbai) 1 February 2024. Access Date: 19 March 2024. <https://economictimes.indiatimes.com/jobs/government-jobs/labour-ministry-issues-advisory-to-employers-to-promote-women-workforce-participation/articleshow/107290894.cms>

¹¹⁸² Govt enhances target to help 30mn women become 'Lakhpati Didis': Sitharaman, Hindustan Times (New Delhi) 1 February 2024. Access Date: 19 March 2024. <https://www.hindustantimes.com/india-news/govt-enhances-target-to-help-30-mn-women-become-lakhpati-didis-sitharaman-101706772650213.html>

On 8 March 2024, the All-India Council for Technical Education (AICTE) released scholarships for women in undergraduate business programs.¹¹⁸³ The scholarship program intends to empower women in leadership positions and in technical jobs by improving their skills, training and providing an affordable education. Through the scholarship program, the AICTE reaffirms its commitment to empower women and reduce gender equity in engineering and technology related employment opportunities.

On 29 March 2024, Secretary of Labour and Employment Sumita Dawra attended day-two of the G20 Employment Working Group's meeting in Brasília.¹¹⁸⁴ Topics of discussion included care policies and equal pay for women to advance gender equality.

On 21 June 2024, the Ministry of Women and Child Development organized a workshop on women's empowerment.¹¹⁸⁵ The workshop reaffirmed India's commitment to women empowerment schemes and educated leaders of the Ministry of Skill Development on strategies for encouraging female participation in the workforce. The Ministry's officials will aid India in closing the gender pay gap by implementing women's empowerment initiatives across the country.

On 19 June 2024, the Directorate General of Civil Aviation published an advisory document that guides employers in the aviation industry to increase female representation.¹¹⁸⁶ The aim of the advisory is to overcome gender inequality and unequal pay by increasing access to decent jobs in the aviation industry for women.

On 23 July 2024, Union Minister for Finance and Corporate Affairs Nirmala Sitharaman presented the 2024-2025 union budget in parliament and announced the allocation of over INR3,000,000,000,000 for initiatives that empower women in the workforce.¹¹⁸⁷ Some of the initiatives include establishing hostels for working women and offering job training for women. This budget allocation seeks to increase access to the labour market for women.

On 31 July 2024, the National Skill Development Corporation instituted the "Women Entrepreneurship Program."¹¹⁸⁸ The program will aid female entrepreneurs by providing funding, resources and training for women entrepreneurship initiatives and women-led start-ups.

India has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. India has expressed its commitment to empower women, encourage women's

¹¹⁸³ International Women's Day 2024: AICTE announces new scholarship scheme for girls, Hindustan Times (New Delhi) 8 March 2024. Access Date: 19 March 2024. <https://www.hindustantimes.com/education/news/international-womens-day-2024-aicte-announces-new-scholarship-scheme-for-girls-101709898550001.html>

¹¹⁸⁴ 2nd day at G20 EWG meeting at Brasilia sees progress on commitments made under Indian Presidency 2023 on developing an international reference classification of occupations and skills, enabling skills based international mobility of labour, Ministry of Labor and Employment (Delhi) 29 March 2024. Access Date: 18 May 2024. <https://labour.gov.in/sites/default/files/pib2016666.pdf>

¹¹⁸⁵ Ministry of Women and Child Development Launches 100-Days Special Awareness Campaign on Women Empowerment, Ministry of Women and Social Development (New Delhi) 21 June 2024. Access Date: 25 June 2024. <https://pib.gov.in/PressReleasePage.aspx?PRID=2027730>

¹¹⁸⁶ DGCA issues circular on gender equality to raise share of women workforce to 25% by 2025, The Telegraph (Kolkata) 19 June 2024. Access Date: 3 August 2024. <https://www.telegraphindia.com/business/dgca-issues-circular-on-gender-equality-to-raise-share-of-women-workforce-to-25-by-2025/cid/2028251>

¹¹⁸⁷ Union budget signals government's commitment towards enhanced role of women in economic development, Ministry of Finance (New Delhi) 23 July 2024. Access Date: 3 August 2024. <https://pib.gov.in/PressReleasePage.aspx?PRID=2035567>

¹¹⁸⁸ Women Entrepreneurship Program launched to empower women entrepreneurs and spurring economic growth, Ministry of Skill Development and Entrepreneurship (New Delhi) 31 July 2024. Access Date 3 August 2024. <https://pib.gov.in/PressReleasePage.aspx?PRID=2039876>

participation in the workforce and create inclusive workspaces. However, there is a lack of policy actions translating verbally expressed commitments to tangible outcomes regarding pay transparency and equal pay.

Thus, India receives a score of 0.

Analyst: Lisanne Koehler

Indonesia: 0

Indonesia has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 12 March 2024, the Indonesian Business Coalition for Women Empowerment, Investing in Women and the Australia Indonesia Partnership for Economic Development created Indonesia's first Guide to Employer-Supported Childcare, enhancing the role of the private sector in advancing women's economic empowerment by promoting aid towards sharing of care responsibilities and creating inclusive workplaces for women.¹¹⁸⁹

On 15 March 2024, the Deputy Head of Gender Equality at the Ministry of Women Empowerment and Child Protection, Lenny Rosalin, thanked the PT Permodalan Nasional Madani at the 68th session of the Commission on the Status of Women (CSW) for supporting their efforts in creating opportunities and enhancing the well-being of female entrepreneurs.¹¹⁹⁰ At CSW, they also showcased Indonesia's initiatives and achievements in promoting gender equality and strengthening financing and institutions with a gender perspective.

On 16 March 2024, the Chamber of Commerce and Industry collaborated with *Müstakil Sanayici ve Isadamlari Dernegi* Indonesia to discuss the empowerment of female entrepreneurs and creating a more inclusive national economy.¹¹⁹¹ The discussion focused on areas such as promoting leadership and entrepreneurial skills in women to reaffirm the government's commitment towards equality and empowerment for women.

On 18 March 2024, the National Technical Officer of UNDP Indonesia Agus Soetianto underscored the importance of addressing equality and accessibility, pledging support to governments in creating and implementing policies that focus on gender equality and women's empowerment in the workplace.¹¹⁹²

On 28 March 2024, the Ministry of Women Empowerment and Child Protection collaborated with the International Labour Organisation office for Indonesia and Timor Leste to launch Indonesia's Road Map on Care Economy 2025-2045. This road map solidifies Indonesia's commitment to develop

¹¹⁸⁹ Indonesia creates first ever guide to employer supported ECEC, The Sector (Canberra) 12 March 2024. Access Date: 16 March 2024. <https://thesector.com.au/2024/03/12/indonesia-creates-first-ever-guide-to-employer-supported-ecec/>

¹¹⁹⁰ PNM & KPPPA shine at CSW 68: Empowering women in Indonesia's microeconomic sector, The Jakarta Post (Jakarta) 15 March 2024. Access Date: 15 March 2024. <https://www.thejakartapost.com/front-row/2024/03/15/pnm-kpppa-shine-at-csw-68-empowering-women-in-indonesias-microeconomic-sector.html>

¹¹⁹¹ Kadin Indonesia, MUSIAD Indonesia to expand female entrepreneur market potential, The Jakarta Post (Jakarta) 16 March 2024. Access Date: 16 March 2024. <https://www.thejakartapost.com/adv/2024/03/16/kadin-indonesia-musiad-indonesia-to-expand-female-entrepreneur-market-potential.html>

¹¹⁹² Championing Women's Voices: Empowering Co-Creation to Foster a Human Rights-Friendly and Inclusive Approach in Addressing HIV in Indonesia, UNDP Indonesia (Jakarta) 13 March 2024. Access Date: 18 March 2024. <https://www.undp.org/indonesia/blog/championing-womens-voices-empowering-co-creation-foster-human-rights-friendly-and-inclusive-approach-addressing-hiv-indonesia>

its care economy, advance gender equality in the workplace and increase women's labour force participation rate.¹¹⁹³

On 3 May 2024, UN Tourism and Indonesia's Ministry of Tourism and Creative Economy co-hosted the Second Regional Conference on the Empowerment of Women in Tourism in Asia & the Pacific.¹¹⁹⁴ The panels covered key areas such as female leadership, education and workforce participation with the participants recommending that countries offer more training opportunities for women and provide greater support towards women-owned businesses. This will help ensure women's equal access to decent work and quality jobs.

On 18 May 2024, the Ministry of Women's Empowerment and Child Protection emphasized Indonesia's commitment towards empowering females in the Science, Technology, Engineering and Mathematics (STEM) fields.¹¹⁹⁵ The ministry noted the necessity for increasing women's access to digital technology skills, leadership and resources for future employment opportunities for women in STEM.

On 23 May 2024, the Ministry of Women's Empowerment and Child Protection reaffirmed the need for empowering women and highlighted their plans to increase women's economic empowerment and female participation in the national economy through entrepreneurship at the Joint Meeting of Asia-Pacific Economic Cooperation Ministers Responsible for Women and Ministers Responsible for Trade in Arequipa, Peru.¹¹⁹⁶

On 11 July 2024, the Minister of Women's Empowerment and Child Protection Bintang Puspayoga stressed the importance of closing the gender gap between men and women especially in the digital transformation process.¹¹⁹⁷ Minister Puspayoga also explained that by upholding gender inclusion, technology and the digital world will allow women to access more jobs and increase their income.

On 22 July 2024, the Ministry of Women's Empowerment and Child Protection emphasized the importance of strengthening coordination and collaboration among other ministries in Indonesia to improve understanding about gender equality issues.¹¹⁹⁸ Efforts to fill current knowledge gaps in gender equality concerns will help to tackle issues such as narrowing the gender wage gap and guaranteeing women's equal access to quality jobs.

Indonesia has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. While Indonesia has taken weak actions in support of the

¹¹⁹³ Indonesia launches its Road Map for Care Economy for a more Gender Equal World of Work, International Labour Organization (Jakarta) 28 March 2024. Access Date: 1 April 2024. <https://www.ilo.org/resource/news/indonesia-launches-its-road-map-care-economy-more-gender-equal-world-work>

¹¹⁹⁴ Women take Centre Stage Building Inclusive Tourism in Asia & the Pacific, UN Tourism (Madrid) 3 May 2024. Access Date: 6 May 2024. <https://www.unwto.org/news/women-take-centre-stage-building-inclusive-tourism-in-asia-and-the-pacific>

¹¹⁹⁵ Ministry affirms Indonesia's commitment to empowering women in STEM, Antara News (Jakarta) 18 May 2024. Access Date: 20 May 2024. <https://en.antaranews.com/news/313755/ministry-affirms-indonesias-commitment-to-empowering-women-in-stem>

¹¹⁹⁶ Indonesia outlines strategies for women empowerment at APEC meeting, Antara News (Jakarta) 23 May 2024. Access Date: 20 May 2024. <https://en.antaranews.com/news/314205/indonesia-outlines-strategies-for-women-empowerment-at-apec-meeting>

¹¹⁹⁷ Uphold gender inclusion in digital transformation process: Minister, Antara News (Jakarta) 11 July 2024. Access Date: 20 July 2024. <https://en.antaranews.com/news/318369/uphold-gender-inclusion-in-digital-transformation-process-minister>

¹¹⁹⁸ Coordination necessary to improve understanding of gender issues: govt, Antara News (Jakarta) 22 July 2024. Access Date: 1 August 2024. <https://en.antaranews.com/news/319434/coordination-necessary-to-improve-understanding-of-gender-issues-govt>

commitment, it was not taken strong action to promote the full and meaningful participation of women nor has it taken any action to address the gender pay gap.

Thus, Indonesia receives a score of 0.

Analyst: Grace (Yujung) Choi

Italy: +1

Italy has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 11 December 2023, the Permanent Representative to the United Nations, Vincenzo Grassi presented a list of pledges made by Italy to improve human rights to the Office of the High Commissioner for Human Rights (OHCHR).¹¹⁹⁹ The list includes the promise to enhance the effectiveness of the National Gender Equality Certification System which seeks to encourage companies to close the gender pay gap and advance maternity protection.¹²⁰⁰

On 1 February 2024, President of the Inter-ministerial Committee on Human Rights of Italy and head of the delegation to the OHCHR's Committee on the Elimination of Discrimination against Women, Fabrizio Petri presented Italy's eighth periodic report.¹²⁰¹ President Petri announced that Italy's 2024 budget law will allocate EUR141 million to the Department of Equal Opportunities. Of this amount, EUR18.5 million will be used to train housewives and househusbands and to advance equal opportunities. Additionally, a new kindergarten bonus along with strengthened maternity protection will be introduced.

On 6 February 2024, the Department of Equal Opportunities and the European Union's Directorate-General for Structural Reform Support hosted a seminar on "Technical support for women's empowerment through gender mainstreaming and gender certification of businesses."¹²⁰² This seminar included several experts who participated in the discussion on incentivizing and certifying gender equality initiatives by private enterprises under the National Gender Equality Certification System.

On 4 March 2024, the Regional Employment Agency announced that the Reggio Emilia Employment Center and the Municipality of Reggio Emilia would host a joint event to equip women with knowledge

¹¹⁹⁹ Italy's pledges on the occasion of the 75th Anniversary of the Universal Declaration of Human Rights, UN Representation Geneva (Geneva) 11 December 2023. Access Date: 17 March 2024. https://italiarappginevra.esteri.it/en/news/dalla_rappresentanza/2023/12/impegni-annunciati-dallitalia-in-occasione-del-75-anniversario-della-dichiarazione-universale-dei-diritti-umani/

¹²⁰⁰ Human Rights 75 Pledges, Office of the High Commissioner for Human Rights (Geneva) 11 December 2023. Access Date: 17 March 2024. <https://www.ohchr.org/en/human-rights-75/pledge/human-rights-75-pledges>

¹²⁰¹ Experts of the Committee on the Elimination of Discrimination against Women Commend Italy on Gender Architecture, Ask About Human Trafficking and Gender Parity in Politics, Office of the High Commissioner for Human Rights (Geneva) 1 February 2024. Access Date: 17 March 2024. <https://www.ohchr.org/en/news/2024/02/experts-committee-elimination-discrimination-against-women-commend-italy-gender>

¹²⁰² Seminario conclusivo del progetto europeo "Technical support for women's empowerment through gender mainstreaming and gender certification of businesses," Dipartimento per le Pari Opportunità (Rome) 6 February 2024. Translation provided by Google Translate. Access Date: 17 March 2024. <https://www.pariopportunita.gov.it/it/news-e-media/news/2024/seminario-conclusivo-del-progetto-europeo-technical-support-for-women-s-empowerment-through-gender-mainstreaming-and-gender-certification-of-businesses/>

on ways to search for employment, assist women in training and job opportunities and connect with companies looking to hire new employees.¹²⁰³

On 8 March 2024, the Bank of Italy released a statement detailing its gender equity initiatives in support of International Women’s Day.¹²⁰⁴ The Bank of Italy has hosted seminars, published studies regarding women in economics professions and promoted “Women Matter,” a women-focused financial literacy initiative. Furthermore, it has committed to supporting women in economics and finance by partnering with the Italian Society of Econometrics (SIde) to sponsor 10 female graduate students or researchers in SIde’s summer schools and postgraduate courses.

On 8 March 2024, the Ministry of Economy and Finance hosted the “Mef alongside women” event.¹²⁰⁵ During the event, various government officials participated in discussions on the issue of women’s leadership at the highest positions in public administration, economics and finance.

On 18 March 2024, Deputy Permanent Representative Gianluca Greco released a statement at the 68th session of the Commission on the Status of Women.¹²⁰⁶ In his statement, Deputy Permanent Representative Greco reaffirmed Italy’s commitment to fighting towards women’s equality and eliminating poverty through education and employment inclusion by promoting women in STEM education, support for women-led small and medium enterprises, extending parental leave and tax cuts for businesses hiring women.

On 24 May 2024, National Equality Councillor Filomena D’Antini and the President of the National Council of the Order of Labour Consultants Rosario De Luca signed a Memorandum of Understanding agreeing to conduct training and awareness campaigns to educate companies about equality, equal employment opportunities and gender-based discrimination.¹²⁰⁷ Cooperation aims to improve workplace gender equality and help women integrate in STEM fields.

Italy has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs. Italy has taken strong actions in all three commitment areas through the allocation of financial resources, seminars and training to support employment opportunities for women.

Thus, Italy receives a score of +1.

¹²⁰³ Reggio Emilia. Il lavoro al femminile: le donne incontrano le aziende del territorio, Agenzia regionale per il lavoro (Reggio Emilia) 4 March 2024. Translation provided by Google Translate. Access Date: 17 March 2024.

<https://www.agenzialavoro.emr.it/agenda/evento-a-reggio-job-for-women-11-marzo-2024>

¹²⁰⁴ La Banca d’Italia celebra la Giornata Internazionale della Donna 2024, Banca d’Italia (Rome) 8 March 2024.

Translation provided by Google Translate. Access Date: 17 March 2024. <https://www.bancaditalia.it/media/notizia/la-banca-d-italia-celebra-la-giornata-internazionale-della-donna-2024/>

¹²⁰⁵ 8 marzo: il Mef a fianco delle donne, un altro genere di leadership alla guida del cambiamento nella PA, Ministero dell’Economia e delle Finanze (Rome) 8 March 2024. Translation provided by Google Translate. Access Date: 28 April 2024. <https://www.mef.gov.it/inevidenza/8-marzo-il-Mef-a-fianco-delle-donne-un-altro-genere-di-leadership-alla-guida-del-cambiamento-nella-PA/>

¹²⁰⁶ Statement by Italy’s Deputy Permanent Representative Gianluca Greco at the CSW68 General Discussion, Rappresentanza Permanente d’Italia ONU – New York (New York) 18 March 2024. Access Date: 28 April 2024. https://italyun.esteri.it/en/news/dalla_rappresentanza/2024/03/statement-by-italys-deputy-permanent-representative-gianluca-greco-at-the-csw68-general-discussion/

¹²⁰⁷ Siglato il Protocollo d’Intesa tra Consigliera Nazionale di Parità e Consiglio Nazionale dell’Ordine dei Consulenti del Lavoro, Ministero del Lavoro e delle Politiche Sociali (Rome) 24 May 2024. Translation provided by Google Translate. Access Date: 17 July 2024. <https://www.lavoro.gov.it/notizie/pagine/siglato-protocollo-intesa-tra-consigliera-nazionale-di-parita-e-consiglio-nazionale-ordine-consulenti-del-lavoro>

Japan: +1

Japan has fully complied with its commitment its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 12 December 2023, Prime Minister Fumio Kishida released a statement congratulating the Gender Equality Advisory Council (2023) on submitting their final report.¹²⁰⁸ In his statement, he reaffirmed Japan's commitment, as pledged during the 2023 G7 Hiroshima Summit, to dismantle gender barriers and support gender equality efforts through various ways such as education.

On 24 January 2024, the United Nations in Sri Lanka announced that the Government of Japan provided approximately USD343,000 worth of productive assets in partnership with UN Women and Chrysalis to support women's economic empowerment in Sri Lanka.¹²⁰⁹ This initiative will help support the growth and expansion of 600 micro-enterprises led by women through training in financial education, product development and online marketing.

On 16 February 2024, the UNESCO International Institute for Capacity Building in Africa (IICBA) announced that the Government of Japan agreed to fund USD3.3 million for a two-year educational development project in West Africa. UNESCO IICBA's project will focus on access to education for girls and empowering female teachers through professional development, training and management solutions.¹²¹⁰

On 20 February 2024, the Japan International Cooperation Agency announced the signing of a loan agreement with the Government of India to support the country's development.¹²¹¹ Of the approximately JPY232 billion loan to India, close to JPY23.7 billion will be used to promote women's entrepreneurship and enable inclusive access to employment opportunities through several subprojects aimed at supporting entrepreneurs and expansion of micro, small and medium-sized enterprises.

On 8 March 2024, Prime Minister Kishida released a statement on International Women's Day in support of gender equality and women's empowerment.¹²¹² In his statement, Prime Minister Kishida reaffirmed his commitment to gender equality and the Government of Japan's unity in addressing women's issues, ranging from closing the gender pay gap to women in leadership at companies, as well as work-life balance support for women.

¹²⁰⁸ Message from Prime Minister KISHIDA Fumio on the Occasion of Submission of the Final Report by Gender Equality Advisory Council (GEAC), Prime Minister's Office of Japan (Tokyo) 12 December 2023. Access Date: 18 March 2024. https://japan.kantei.go.jp/101_kishida/statement/202312/12message_geac.html

¹²⁰⁹ UN Women and Japan support 600 women-led micro-enterprises affected by the socioeconomic crisis in Sri Lanka, United Nations in Sri Lanka (Colombo) 24 January 2024. Access Date: 18 March 2024. <https://srilanka.un.org/en/258620-un-women-and-japan-support-600-women-led-micro-enterprises-affected-socioeconomic-crisis-sri>

¹²¹⁰ Investing in teachers to Promote Safe and Quality Education for Girls in West Africa: A New Japan-funded IICBA Project, UNESCO International Institute for Capacity Building in Africa (Addis Ababa) 16 February 2024. Access Date: 18 March 2024. <https://www.iicba.unesco.org/en/node/126>

¹²¹¹ Signing of Japanese ODA Loan Agreements with India: Contributing to the deepening of bilateral relations and mutual development between Japan and India by supporting India's achievement of the SDGs, Japan International Cooperation Agency (Tokyo) 20 February 2024. Access Date: 18 March 2024. https://www.jica.go.jp/english/information/press/2023/20240220_31.html

¹²¹² Video Message from Prime Minister KISHIDA Fumio on International Women's Day, Prime Minister's Office of Japan (Tokyo) 8 March 2024. Access Date: 18 March 2024. https://japan.kantei.go.jp/101_kishida/statement/202403/08message2.html

On 12 March 2024, the Cabinet of Japan approved legislation mandating companies to disclose data on paternity leave usage.¹²¹³ Through this legislation, the Government of Japan seeks to increase competition among employers to offer more family-friendly incentives in the hiring process, which will help alleviate the burden of childcare for mothers, especially those in dual-income families.

On 5 April 2024, UN Women Europe and Central Asia announced the launching of a project in partnership with the Government of Japan to empower Ukrainian refugee women and girls in Georgia, Poland and Slovakia.¹²¹⁴ The project seeks to provide socio-economic and educational support for Ukrainian refugee women and girls through training to improve job prospects, as well as work placement assistance, education and child-care support for their dependents, psychosocial, digital literacy, information and communication technology training.

On 24 April 2024, Prime Minister Kishida participated in the first meeting of the Project Team for the Promotion of Women's Active Engagement in Professional Life.¹²¹⁵ At the meeting, Prime Minister Kishida reaffirmed his commitment to promoting women's economic empowerment, closing the gender wage gap and supporting women's participation and leadership in the workplace.¹²¹⁶

On 24 May 2024, the Government of Japan passed legislation requiring companies to support balanced work and childcare by offering flexible working arrangements such as working from home and reduced work hours.¹²¹⁷ The legislation also extends childcare leave to attend to sick or injured children up to third grade and requires the disclosure of data on paternity leave for companies with over 300 employees. This legislation aims to support the government's efforts to promote gender equality in the workplace.

On 5 June 2024, Prime Minister Kishida participated in the fourth meeting of the Project Team for the Promotion of Women's Active Engagement in Professional Life.¹²¹⁸ At the meeting, Prime Minister Kishida reaffirmed the importance of closing the gender wage gap in increasing women's labor force participation.

On 11 June 2024, Prime Minister Kishida participated in the 14th joint meeting of the Headquarters for Creating a Society in which All Women Shine and the 24th joint meeting of the Headquarters for Promoting Gender Equality.¹²¹⁹ At the meeting, Prime Minister Kishida reiterated his commitment to promoting the participation of women in companies, sharing of care work and increasing women's wages.

¹²¹³ Japan nudges companies on paternity leave as births tumble, Nikkei Asia (Tokyo) 13 March 2024. Access Date: 18 March 2024. <https://asia.nikkei.com/Spotlight/Society/Japan-nudges-companies-on-paternity-leave-as-births-tumble>

¹²¹⁴ Japan and UN Women cooperate to strengthen resilience of Ukrainian refugee women and girls in Georgia, Poland, and Slovakia, UN Women Europe and Central Asia (Istanbul) 5 April 2024. Access Date: 28 April 2024. <https://eca.unwomen.org/en/stories/press-release/2024/04/japan-and-un-women-cooperate-to-strengthen-resilience-of-ukrainian-refugee-women-and-girls-in-georgia-poland-and-slovakia>

¹²¹⁵ Project Team for the Promotion of Women's Active Engagement in Professional Life, Prime Minister's Office of Japan (Tokyo) 24 April 2024. Access Date: 28 April 2024. https://japan.kantei.go.jp/101_kishida/actions/202404/24josei.html

¹²¹⁶ 女性の職業生活における活躍推進プロジェクトチーム, 首相官邸, 首相官邸 (Tokyo) 24 April 2024. Translation provided by Google Translate. Access Date: 28 April 2024. https://www.kantei.go.jp/jp/101_kishida/actions/202404/24josei.html

¹²¹⁷ Japan passes law on flexible work for parents with young children, The Japan Times (Tokyo) 24 May 2024. Access Date: 3 August 2024. <https://www.japantimes.co.jp/news/2024/05/24/japan/child-care-leave-law/>

¹²¹⁸ 女性の職業生活における活躍推進プロジェクトチーム, 首相官邸 (Tokyo) 5 June 2024. Translation provided by Google Translate. Access Date: 27 June 2024. https://www.kantei.go.jp/jp/101_kishida/actions/202406/05josei.html

¹²¹⁹ すべての女性が輝く社会づくり本部・男女共同参画推進本部合同会議, 首相官邸 (Tokyo) 11 June 2024. Translation provided by Google Translate. Access Date: 27 June 2024.

https://www.kantei.go.jp/jp/101_kishida/actions/202406/11josei.html

On 24 June 2024, Prime Minister Kishida joined the Prime Minister's Awards Ceremony for Recognizing Contributions to Creating a Gender-Equal Society.¹²²⁰ At the ceremony, Prime Minister Kishida reaffirmed his commitment to improving women's income and female labor force participation, including providing training support for women in the workplace and promoting sharing of care work.

Japan has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Japan has taken strong actions in all three commitment areas through the allocation of financial resources, legislation and international partnerships.

Thus, Japan receives a score of +1.

Analyst: Ryan Do

Korea: +1

Korea has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 18 December 2023, the Minister of Labour and Employment, Lee Jeong-sik held the Employment Policy Forum to discuss the past year's employment and future policy directions.¹²²¹ Minister Lee announced one of the key initiatives for the upcoming year which included targeted policies that promote women's labour force participation through training for new, digitized industries, promoting flexible work arrangements and allowing women to combine work and childcare.

On 26 December 2023, the Minister of Gender Equality and Family, Kim Hyun-sook published the 2023 White Paper on Women's Economic Activity.¹²²² The paper details current policies and programs regarding women's employment, including statistics on the current status of women's employment in various industries, improving transparency and accessibility for legislators and the public.

On 4 January 2024, Deputy Prime Minister and Minister of Economy and Finance, Choi Sang-mok announced the 2024 Economic Policy Directions.¹²²³ This includes a commitment to increasing policies supporting women's economic participation through work-life balance measures.

On 8 January 2024, Minister of Small- to Medium- Sized Enterprises (SMEs) and Startups, Oh Young-joo announced the Women's Business Development Project for 2024.¹²²⁴ The project provides KRW104.9 billion in funding to 18 centres for female entrepreneurs, entailing ecommerce training and

¹²²⁰ 男女共同参画社会づくり功労者内閣総理大臣表彰式, 首相官邸 (Tokyo) 24 June 2024. Translation provided by Google Translate. Access Date: 27 June 2024. https://www.kantei.go.jp/jp/101_kishida/actions/202406/24hyoushou.html

¹²²¹ 「일자리정책 포럼」을 통해 '24년 고용상황 점검 및 향후 고용정책 방향 논의, 고용노동부 (Sejong-si) 18 December 2023. Translation provided by Google Translate. Access Date: 5 March 2024. https://www.moel.go.kr/news/enews/report/enewsView.do?news_seq=15971

¹²²² Publishing the "2023 White Paper on Women's Economic Activity", Ministry of Gender Equality and Family (Seoul) 26 December 2023. Access Date: 2 March 2024. https://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=709747

¹²²³ 2024 Economic Policy Directions, Ministry of Economy and Finance (Sejong-si) 4 January 2024. Access Date: 4 March 2024. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5744>

¹²²⁴ 여성기업의 창업·성장 지원을 위한 '24년 여성기업육성사업 통합 공고, 중소벤처기업부 (Sejong-si) 8 January 2024. Translation provided by Google Translate. Access Date: 7 March 2024. <https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbldx=86&bclDx=1047161&parentSeq=1047161>

IT support for women's online businesses and a Women's Business Management Difficulties Support Center that will allow women to consult with experts regarding business difficulties.

On 10 January 2024, Minister Oh met with female business owners at the Korea Association of Women Business Owners to discuss steps the government can take to support women entrepreneurs.¹²²⁵ This event is a part of the Ministry of SMEs development project to improve entrepreneurship opportunities for women by connecting senior women entrepreneurs with girls in high school and colleges.

On 5 February 2024, Minister Oh announced the 2024 Career Break Women's Startup program.¹²²⁶ The program will connect women who have experienced career breaks with senior female entrepreneurs in order to help women find reemployment in the entrepreneur industry as well as providing education, training and funding.

On 5 February 2024, Minister Lee announced the launch of 48 rights relief support teams that will operate in local employment and labour offices.¹²²⁷ The support teams will help those experiencing gender discrimination in the workplace through counselling and legal aid, greatly improving the level of support for victims of gender discrimination and increase the speed of solutions.

On 13 February 2024, Minister Choi led the Expert Roundtable on Social Mobility, discussing measures for improving social mobility.¹²²⁸ Minister Choi underscored the importance of improving women's economic participation and reaffirmed the government's commitment towards implementing strategies aimed at providing a better work-life balance for women, enabling easier access to employment.

On 21 February 2024, Minister Kim signed an agreement with economic institutions and organizations in Chungcheongbuk-do to establish training in high-tech industries, career development and job entry support for women who have experienced career breaks to ensure gender-balanced companies.¹²²⁹

On 26 February 2024, Minister Kim announced the launch of 158 new career centres for women, called Saeil Centres.¹²³⁰ These Saeil centres will provide 676 new courses focused on empowering women who have experienced career pauses to enter high-value fields such as artificial intelligence and information technology. Through these courses, women will gain the required skills and training to enter the job market and avail employment opportunities easily.

¹²²⁵ 오영주 장관, 여성기업계의 현장 요구에 답하다, 중소벤처기업부 (Sejong-si) 10 January 2024. Translation provided by Google Translate. Access Date: 3 March 2024.

<https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbIdx=86&bcIdx=1047232&parentSeq=1047232>

¹²²⁶ 경력단절여성 창업 프로그램 본격 가동!, 중소벤처기업부 (Sejong-si) 5 February 2024. Translation provided by Google Translate. Access Date: 4 March 2024.

<https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbIdx=86&bcIdx=1047940&parentSeq=1047940>

¹²²⁷ 직장의 모든 노동문제, 초기상담부터 권리구제까지 원스톱으로 촘촘하게, 고용노동부 (Sejong-si) 5 February 2024. Translation provided by Google Translate. Access Date: 3 March 2024.

https://www.moel.go.kr/news/enews/report/enewsView.do?news_seq=16169

¹²²⁸ Expert Roundtable on Social Mobility for Materializing Dynamic Economy, Ministry of Economy and Finance (Sejong-si) 13 February 2024. Translation provided by Google Translate. Access Date: 3 March 2024.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5777>

¹²²⁹ 행복동행 2024 – 지역 함께 일자리, 충북 첨단산단 방문, 여성가족부 (Chungcheongbuk-do) 21 February 2024.

Translation provided by Google Translate. Access Date: 6 March 2024.

https://www.mogef.go.kr/nw/rpd/nw_rpd_s001d.do?mid=news405&bbsSn=709822

¹²³⁰ From job training to employment all at once at Saeil centers, Ministry of Gender Equality and Family (Seoul) 26 February 2024. Access Date: 4 March 2024.

https://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsSn=709836

On 27 February 2024, Minister Lee held a conference with the directors of various employment centers to discuss topical employment policy issues, including the need for stronger childcare systems that will allow women to participate more in the economy.¹²³¹ Minister Lee committed to establishing an employment environment that alleviates difficulties for women entering the labour force by enabling childcare and work balance through parental leave and flexible work.

On 7 March 2024, Minister Oh announced the 2024 Implementation Plan for the Promotion of Women's Business activities, comprised of four major projects.¹²³² First, The Women's Entrepreneurship Care Program will include not only female university students but all female entrepreneurs. Additionally, a global sprout business development project will be initiated to help women expand their businesses globally and increase the public purchases of products from women-owned businesses.

On 18 March 2024, Minister Oh launched the International Global Startup Planning Program for Women's Businesses.¹²³³ This program will provide education and counselling for female entrepreneurs and help women take their businesses to the global market, increasing women's participation in the labor market.

On 1 May 2024, the Ministry of the Interior and Safety held the 25th Women's Leadership Deepening Course.¹²³⁴ 200 female public officials participated in this three-day training course which included lectures on leadership, AI and the digital age and regional revitalization strategies.

On 17 June 2024, Minister Lee began two weeks of on-site prevention inspections.¹²³⁵ These inspections are targeting industries with large numbers of female employees, such as childcare, to investigate the work-life balance of women in these industries and ensure their safe labour rights.

On 1 July 2024, the Ministry of SMEs and Startups held the third Women Entrepreneur's Week. During the event, talks were held between female business owners, female diplomats and representatives of foreign chambers of commerce to discuss increasing international growth opportunities for female-owned businesses.¹²³⁶ 13 government awards were also awarded to various female-owned businesses.

¹²³¹ 국민이 체감하는 고용정책, 우리가 혁신한다!, 고용노동부 (Sejong-si) 27 February 2024. Translation provided by Google Translate. Access Date: 9 March 2024.

https://www.moel.go.kr/news/eneews/report/eneewsView.do?news_seq=16243

¹²³² 여성기업을 우리 경제의 새로운 주역으로 육성!, 중소벤처기업부 (Sejong-si) 7 March 2024. Translation provided Google Translate. Access Date: 10 March 2024.

<https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbldx=86&bcldx=1048720&parentSeq=1048720>

¹²³³ 여성창업자의 해외 진출 교두보 마련!, 중소벤처기업부 (Sejong-si) 18 March 2024. Translation provided by Google Translate. Access Date: 27 April 2024.

<https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbldx=86&bcldx=1048946&parentSeq=1048946>

¹²³⁴ '살기 좋은 지방시대' 구현에 앞장서는 전국 지자체 여성공직자 한 자리에!, 대한민국 행정안전부 (Sejong-si) 1 May 2024. Translation provided by Google Translate. Access Date: 22 June 2024.

https://www.moel.go.kr/frt/bbs/type010/commonSelectBoardArticle.do?bbsId=BBSMSTR_000000000008&n

¹²³⁵ 어린이집 등 여성 다수 종사업종도 육아지원제도 부담없이 사용하세요!, 고용노동부 (Sejong-si) 17 June 2024. Translation provided by Google Translate. Access Date: 22 June 2024.

https://www.moel.go.kr/news/eneews/report/eneewsView.do?news_seq=16690

¹²³⁶ 만 여성기업 최대의 축제 '제3회 여성기업주간' 개막식 개최, 중소벤처기업부 (Sejong-si) 1 July 2024.

Translation provided by Google Translate. Access Date: 10 July 2024.

<https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbldx=86&bcldx=1051513&parentSeq=1051513>

On 3 July 2024, the Ministry of SMEs and Startups held the 25th Women’s Entrepreneurship Contest.¹²³⁷ This contest aims to promote technological development and entrepreneurship by women. The grand prize of KRW20 million will aid the winning company in this development.

Korea has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs. Korea has provided strong monetary and strategic support for women-owned businesses and female workers and has taken steps to ensure women’s work environments are safe and dignified.

Thus, Korea receives a score of +1.

Analyst: Kit Wasan

Mexico: +1

Mexico has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women’s equal access to decent work and quality jobs.

On 10 January 2024, Foreign Secretary Alicia Bárcena called for more women to head Mexico’s representations abroad during the Feminist Foreign Policy (FFP) Panel at the 35th Meeting of Ambassadors and Consuls (REC 2024).¹²³⁸ A “toolbox” was introduced at the event, designed to equip Mexico’s ambassadors, consuls and senior ministry officials with concrete strategies to advance the objectives of the FFP and to foster substantive gender equality across all aspects of the Foreign Ministry’s activities.

On 16 January 2024, the Secretariat of Infrastructure, Communications and Transportation and the social company Pro Mujer signed an Action Coordination Agreement.¹²³⁹ The agreement aims to provide entrepreneurial training to women in rural areas of Southeast Mexico that face connectivity challenges. It aims to improve the personal, digital and business skills of female entrepreneurs by providing training tailored to their specific needs in Mexico’s rural communities.

On 2 March 2024, Foreign Secretary Alicia Bárcena announced the adoption of the Declaration on Feminist Foreign Policy for Latin America and the Caribbean on the eve of the Community of Latin American and Caribbean States’ VIII Summit. This declaration reaffirms Mexico’s commitment to encouraging women’s participation and leadership, assisting in the reduction of gender gaps and promoting women’s empowerment and economic autonomy.¹²⁴⁰

¹²³⁷ 국내 유일 여성 (예비)창업자 경진대회, 2024년 ‘여성창업경진대회’ 시상식 개최, 중소벤처기업부 (Sejong-si) 3 July 2024. Translation provided by Google Translate. Access Date: 10 July 2024.

<https://www.mss.go.kr/site/smba/ex/bbs/View.do?cbldx=86&bcldx=1051592&parentSeq=1051592>

¹²³⁸ Foreign Secretary Alicia Bárcena calls for more women to head Mexico’s representations abroad, Secretary of Foreign Relations (Mexico City) 10 January 2024. Access Date: 17 March 2024. <https://www.gob.mx/sre/prensa/foreign-secretary-alicia-barcena-calls-for-more-women-to-head-mexico-s-representations-abroad?idiom=en>

¹²³⁹ Firma SICT y PRO MUJER convenio de inclusión digital para mujeres indígenas del sureste, Secretaría de Comunicaciones y Transportes (Mexico City), 16 January 2024. Translation provided by Google Translate. Access Date: 17 March 2024. <https://www.gob.mx/sct/prensa/firma-sict-y-pro-mujer-convenio-de-inclusion-digital-para-mujeres-indigenas-del-sureste?idiom=es>

¹²⁴⁰ Mexico leads adoption of the Declaration on Feminist Foreign Policy for Latin America and the Caribbean, Secretary of Foreign Relations (Mexico City) 2 March 2024. Access Date: 17 March 2024. <https://www.gob.mx/sre/prensa/mexico-leads-adoption-of-the-declaration-on-feminist-foreign-policy-for-latin-america-and-the-caribbean?idiom=en>

On 8 March 2024, Eréndira Valdivia Carrillo, Head of the Administration and Finance Unit, attended the Mexican Association of Land Roads' 2nd Colloquium on the Participation of Women in the Development of Land Roads in Mexico.¹²⁴¹ The event aimed to recognise and promote women's contributions to the field of land roads, as well as to advance gender equality.

On 12 March 2024, the Mexican delegation discussed feminist and welfare policies at the 68th annual Commission on the Status of Women (CSW). As part of its feminist foreign policy, Mexico reaffirmed its commitment to putting women's, young women's and girls' rights first at CSW68. The delegation emphasised intersectionality and the various groups of women in vulnerable situations, the benefits of disaggregated gender statistics and the significance of sharing care responsibilities to allow women to join the workforce¹²⁴²

On 13 March 2024, Foreign Secretary Alicia Bárcena Ibarra announced that Mexico is hosting the third International Feminist Foreign Policy Summit from July 1-3, 2024, in Mexico City during the side event on feminist foreign policy promoted by Mexico at the 68th session of the Commission on the Status of Women.¹²⁴³ During this summit, Mexico reaffirmed its commitment towards removing structural inequalities including the gender gap to support women in the workplace.

On 26 March 2024, the Mexican delegation, led by President of the National Women's Institute Nadine Gasman Zylbermann concluded its participation in the 68th session of the Commission on the Status of Women (CSW68) at the United Nations.¹²⁴⁴ The delegation organised and participated in 24 events highlighting Mexico's increased minimum wage and the National Program for Equality between Women and Men which aims to empower women economically. The agreed-upon conclusions at the end of CSW68 reflected UN member states' commitment to strengthen financing and institutions to eliminate the wage gap and poverty among women.

On 10 May 2024, Foreign Secretary Bárcena recognized the dedication of the over 1,000 women and mothers employed at the Ministry of Foreign Affairs during a Mother's Day Commemoration.¹²⁴⁵ During her speech, Secretary Bárcena also emphasized that a key priority for the Ministry is the establishment of a care society, where the State, schools and families collectively contribute to the care economy.

On 10 June 2024, Mexico announced that it will host the Third Ministerial Conference on Feminist Foreign Policies from 1 to 3 July 2024 in collaboration with the National Women's Institute and UN

¹²⁴¹ Progreso alcanzado por las mujeres, resultado del esfuerzo y lucha de generaciones: SICT, Secretaría de Comunicaciones y Transportes (Mexico City) 8 March 2024. Translation provided by Google Translate. Access Date: 17 March 2024. <https://www.gob.mx/sct/prensa/progreso-alcanzado-por-las-mujeres-resultado-del-esfuerzo-y-lucha-de-generaciones-sict>

¹²⁴² Mexico presents feminist and welfare policies at 68th annual Commission on the Status of Women, Secretary of Foreign Relations (Mexico City) 12 March 2024. Access Date: 17 March 2024. <https://www.gob.mx/sre/prensa/mexico-presents-feminist-and-welfare-policies-to-the-commission-on-the-status-of-women>

¹²⁴³ Mexico announces that it will host the third International Feminist Foreign Policy Summit in 2024, during CSW68, Secretary of Foreign Relations (Mexico City), 13 March 2024. Access Date: 17 March 2024. <https://www.gob.mx/sre/prensa/mexico-announces-that-it-will-host-the-third-international-feminist-foreign-policy-summit-in-2024-during-csw68>

¹²⁴⁴ Mexico concludes its participation in the 68th session of the Commission on the Status of Women at the United Nations, Secretary of Foreign Relations, (Mexico City), 26 March 2024. Access Date: 29 April 2024. <https://www.gob.mx/sre/prensa/mexico-concludes-its-participation-in-the-68th-session-of-the-commission-on-the-status-of-women-at-the-united-nations?idiom=en>

¹²⁴⁵ La SRE trabaja por la paridad y por una sociedad del cuidado en favor de las madres de familia, Secretaría de Relaciones Exteriores (Mexico City) 10 May 2024. Translation provided by Google Translate. Access Date: 26 June 2024. <https://www.gob.mx/sre/prensa/la-sre-trabaja-por-la-paridad-y-por-una-sociedad-del-cuidado-en-favor-de-las-madres-de-familia?idiom=es>

Women.¹²⁴⁶ The conference will bring together high-level representatives from 50 countries to discuss best practices and challenges related to feminist foreign policies and will include discussions on women's participation in the economy and the role of civil society in developing feminist foreign policies, especially in the Global South.

On 24 June 2024, the Ministry of Foreign Affairs celebrated the International Day of Women in Diplomacy.¹²⁴⁷ As part of this commemoration, the Ministry announced that they will be implementing an affirmative action program to ensure that 60 per cent of the promotions in the Mexican Foreign Service, granted through the promotion competition, are given to women.

Mexico has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Mexico has taken strong action to enable access to inclusive employment, decent work and quality jobs through monetary investments, initiatives and action in international forums.

Thus, Mexico receives a score of +1.

Analyst: Candace Sara Ciju

Russia: -1

Russia has failed to comply with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

No evidence of Russia taking actions towards the commitment was found during the compliance period.

Thus, Russia receives a score of -1.¹²⁴⁸

Analyst: Blerta Ademaj

¹²⁴⁶ México será anfitrión de la III Conferencia Ministerial sobre Políticas Exteriores Feministas, Secretaría de Relaciones Exteriores (Mexico City) 10 June 2024. Translation provided by Google Translate. Access Date: 26 June 2024.

<https://www.gob.mx/sre/prensa/mexico-sera-anfitrión-de-la-iii-conferencia-ministerial-sobre-políticas-exteriores-feministas?idiom=es>

¹²⁴⁷ La SRE conmemora el Día Internacional de las Mujeres en la Diplomacia, Secretaría de Relaciones Exteriores (Mexico City) 24 June 2024. Translation provided by Google Translate. Access Date: 26 June 2024.

<https://www.gob.mx/sre/prensa/la-sre-conmemora-el-día-internacional-de-las-mujeres-en-la-diplomacia?idiom=es>

¹²⁴⁸ This non-compliance was determined after a deep search of the following websites: <http://government.ru/en/>, <https://en.mchs.gov.ru/>, <http://eng.mil.ru/>, <https://en.mvd.ru/>, http://www.mid.ru/en/main_en, <http://www.minjust.ru/en/>, <http://www.minstroyrf.ru/en/>, <http://www.mkrf.ru/en/>, <http://eng.minvr.ru>, <https://digital.gov.ru/en/>, <http://old.economy.gov.ru/en/home>, <https://edu.gov.ru/en>, <http://minenergo.gov.ru/en>, <http://www.minfin.ru/en/>, <http://www.rosminzdrav.ru/en>, <http://minpromtorg.gov.ru/en>, <http://www.rosmintrud.ru/eng/>, <http://www.mnr.gov.ru/en/>, <https://www.minobrnauki.gov.ru/>, <http://www.minsport.gov.ru/en/>, <http://www.mintrans.ru/>, <https://www.who.int/>, <https://www.unicef.org/>, <https://www.oecd.org/>, <https://www.imf.org/en/Home>, <https://www.worldbank.org/en/home>, <http://www.un.org/>, <https://www.unesco.org/>, <https://www.g77.org/>, <http://www.financialstabilityboard.org/>, <http://www.bis.org/bcbs/>, <http://www.bis.org/>, <https://www.nytimes.com/topic/subject/international-herald-tribune-magazine>, <http://www.nytimes.com/>, <http://www.usa.ft.com/>, <http://www.reuters.com/>, <http://www.ap.org/>, <http://www.afp.com/english/home/>, http://www.vny.com/cf/News/upisearch.cfm?content=srv_intnews, <https://www.themoscowtimes.com/>, <https://tass.com/>, <https://www.ilo.org/global/lang-en/index.htm>.

Saudi Arabia: 0

Saudi Arabia has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 28 December 2023, Crown Prince Mohammed bin Salman reaffirmed his commitment to expanding opportunities for women in business ownership and employment during the opening of the fourth year of the eighth session of the Shoura Council.¹²⁴⁹ He stated that in 2023, the female labour force participation rate exceeded the 30% target outlined in Saudi's Vision 2030. Furthermore, he announced that Saudi women own more than 45% of small and medium enterprises in the Kingdom and underscored his dedication towards the prosperity of the female labour market.

On 28 February 2024, the Minister of Energy, Abdulaziz bin Salman launched the King Abdullah Petroleum Studies and Research Center School of Public Policy.¹²⁵⁰ The school aims to equip future policy leaders, particularly empowering youth and women to shape public policy locally and globally. The Minister described youth and women as vital contributors to the economy, reaffirming the Kingdom's commitment to creating opportunities for them to make decisions addressing global challenges.

On 10 March 2024, Prince Mohammed bin Salman announced the Data and Artificial Intelligence Authority awarded certificates to over 1,900 women in advanced technologies, including programming, data science and artificial intelligence.¹²⁵¹ This initiative aims to enable women to pursue careers in emerging markets and to nurture them with the skills to succeed. It also aligns with the Kingdom's efforts in supporting the United Nations 2030 Sustainable Development Goals.

On 27 March 2024, the Ministry of Human Resources and Social Development announced its participation in the 5th Global Business Women Forum.¹²⁵² At the forum, the Ministry introduced empowerment programs to support orphan girls pursuing entrepreneurship.

On 15 September 2024, Minister of Interior Prince Abdulaziz bin Saud bin Naif launched education and training programs at the Women's Security Training Institute.¹²⁵³ The programs will train 1,200 individuals in a variety of fields including military, security and administrative sciences and information technology and communications enabling them to work in 20 different sectors.

¹²⁴⁹ Crown Prince outlines Saudi Arabia's internal and external policies, Saudi Gazette (Riyadh) 28 December 2023. Access Date: 13 March 2024. <https://saudigazette.com.sa/article/639117/SAUDI-ARABIA/Crown-Prince-outlines-Saudi-Arabias-internal-and-external-policies>

¹²⁵⁰ Energy minister launches first Saudi School of Public Policy, Saudi Gazette (Riyadh) 28 February 2024. Access Date: 13 March 2024. <https://saudigazette.com.sa/article/640801/SAUDI-ARABIA/Energy-minister-launches-first-Saudi-nbspSchool-of-Public-Policy>

¹²⁵¹ SDAIA empowers over 1,900 women with Data and AI certifications, Saudi Gazette (Riyadh) 10 March 2024. Access Date: 13 March 2024. <https://saudigazette.com.sa/article/641082/SAUDI-ARABIA/SDAIA-empowers-over-1900-women-with-Data-and-AI-certifications>

¹²⁵² HRSD's Makkah Office Participates in the 5th Gulf Business Women Forum, Human Resources and Social Development (Riyadh) 27 March 2023. Access Date: 13 March 2024. <https://www.hrsd.gov.sa/en/media-center/news/19012020>

¹²⁵³ Interior Minister launches programs and platforms at King Fahd Security College, Saudi Gazette (Riyadh) 15 September 2024. Access Date: 18 October 2024. <https://saudigazette.com.sa/article/645528/SAUDI-ARABIA/Interior-Minister-launches-programs-and-platforms-at-King-Fahd-Security-College>

On 16 September 2024, the Women and Energy Association and International Atomic Energy Agency signed a Memorandum of Understanding to cooperate for capacity building and support the integration of women in the STEM fields.¹²⁵⁴

Saudi Arabia has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Saudi Arabia has taken weak action in all three commitment areas. Saudi Arabia has created only one initiative to enable inclusive access to employment opportunities, specifically the empowerment programs for orphan girls. However, all other actions were carried out through verbal reaffirmations. These actions do not directly take steps to close the gender pay gap nor ensure access to employment opportunities meets decent work and quality jobs concepts or standards.

Thus, Saudi Arabia receives a score of 0.

Analyst: Alisha Aslam

South Africa: 0

South Africa has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 31 January 2024, the Department of Employment and Labour under the Inspection and Enforcement Services branch, hosted an Employment Equity breakfast session to promote equal pay and the presence of equity within the transformation of the South African labour landscape.¹²⁵⁵ The Deputy Minister of Employment and Labour, Boitumelo Moloï in collaboration with designated employers engaged in discussions to explore strategies to enhance compliance and contribute to shaping policies and practices to achieve a fair and equitable labour market.

On 1 February 2024, the Minister of Employment and Labour opened the proposed sectoral numerical targets of Section 55(1) of the Employment Equity Act for public comment in preparation for the commencement of Section 15A of the Employment Equity Amendment Act No 4.¹²⁵⁶ The public commentary on the proposed numerical targets have the purpose of ensuring gender equitable representation in economic sectors and is part of the process of amending the Employment Equity Act of 1998, to reduce the gender pay gap and provide equal access to employment opportunities.

On 26 April 2024, the Minister in the Presidency Responsible for Women, Youth and Persons with Disabilities Nkosazana Dlamini Zuma coordinated with the Energy and Water Sector Education Training Authority to send 22 women engineering students from rural areas to India for a training

¹²⁵⁴ IAEA and Saudi Women and Energy Association tie up to enhance cooperation in capacity building, Saudi Gazette (Riyadh) 16 September 2024. Access Date: 18 October 2024. <https://saudigazette.com.sa/article/645574/SAUDI-ARABIA/IAEA-and-Saudi-Women-and-Energy-Association-tie-up-to-enhance-cooperation-in-capacity-building>

¹²⁵⁵ Department of Employment and Labour host an Employment Equity breakfast session on equal pay, Department of Employment and Labour (Pretoria) 25 January 2024. Access Date: 18 March 2024. <https://www.labour.gov.za/departments-of-employment-and-labour-host-an-employment-equity-breakfast-session-on-equal-pay>

¹²⁵⁶ Employment Equity Act: Regulations: Sectoral Numerical Targets: Comments invited, South Africa Government (Pretoria) 01 February 2024. Access Date: 14 March 2024. <https://www.gov.za/documents/notices/employment-equity-act-regulations-sectoral-numerical-targets-comments-invited-01>

program.¹²⁵⁷ In India, they will learn about solar panel manufacturing and installation which enables access to electricity particularly in rural areas. This training program will enable the women to explore quality jobs and career opportunities related to solar panels.

On 7 June 2024, the Department of Sport, Art and Culture on behalf of the Department of Women, Youth and Persons with Disabilities committed to accelerating opportunities for youth empowerment and skills development through the National Youth Policy and the Presidential Youth Employment Initiative.¹²⁵⁸ The commitment emphasises the role of young women and girls in the economy and focuses on uplifting and educating them through workplace development plans, support for small businesses in townships and rural communities and improving workplace experience.

On 13 June 2024, the Department of Youth, Women and Persons with Disabilities and Deputy Vice Chancellor of Research, Innovation and Engagement signed a Memorandum of Understanding with Tshwane University of Technology to support the socio-economic development of women, youth and persons with disabilities.¹²⁵⁹ Cooperation aims to provide capacity building tools and supports such as technical skills training, business management, entrepreneurship skills and mentorship.

South Africa has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. South Africa has taken strong action to ensure women's access to quality jobs and has taken weak action to enable employment opportunities for women, with a focus on closing the gender pay gap. However, South Africa has not taken strong action across all commitment dimensions.

Thus, South Africa receives a score of 0.

Analyst: Elliot Savin

Türkiye: +1

Türkiye has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 22 January 2024, the Minister of Family and Social Services, Mahinur Göktaş addressed the meeting of the Women in Technology Association in a speech partially written with the help of artificial intelligence.¹²⁶⁰ She highlighted the gender disparity between men and women in the technology

¹²⁵⁷ Women, Youth and Persons with Disabilities on Rural female engineering students going to India to take part in the Solar Panel Manufacturing Learning Programme, South African Government (Cape Town) 26 April 2024. Access Date: 18 May 2024. <https://www.gov.za/news/media-statements/women-youth-and-persons-disabilities-rural-female-engineering-students-going>

¹²⁵⁸ The Government roll out of the 2024 Youth Month by committing to acceleration of opportunities for youth empowerment and skills development, Department of Sports, Arts and Culture (Pretoria) 7 June 2024. Access Date: 1 August 2024. <https://www.dsac.gov.za/>

Thegovernmentcommittingtoaccelerationofopportunitiesforyouthempowermentandskillsdevelopment

¹²⁵⁹ Women, Youth and Persons with Disabilities signs MoU for cooperation with TUT to strategically support socio-economic development of women, youth, and persons with disabilities, Department of Women, Youth and Persons with Disabilities (Pretoria) 13 June 2024. Access Date: 25 June 2024. <https://www.gov.za/news/media-advisories/government-activities/women-youth-and-persons-disabilities-signs-mou>

¹²⁶⁰ Aile ve Sosyal Hizmetler Bakanımız Göktaş, Teknolojiyle İlgilenen Kadınlara Yapay Zekayla Hazırlanan Metinden Seslendi, Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (Istanbul) 22 January 2024. Translation Provided by Google Translate. Access Date: 17 March 2024. <https://www.aile.gov.tr/haberler/aile-ve-sosyal-hizmetler-bakanimiz-goktas-teknolojiyle-ilgilenen-kadinklara-yapay-zekayla-hazirlanan-metinden-seslendi/>

industry, speaking of the need to correct the disparity in the industry entrance rates of male and female technology university degree holders.

On 30 January 2024, the Ministry of Family and Social Services in conjunction with the Ministry of Industry and Technology, signed the Cooperation Protocol for the Development of Women's Entrepreneurship.¹²⁶¹ The ministers hailed this protocol as furthering women's economic participation in Türkiye by facilitating access to investments and services from the Small and Medium Industries Development Organization for female entrepreneurs.

On 9 February 2024, Minister Göktaş and First Lady Erdoğan spoke at an event highlighting notable Turkish women from the past century.¹²⁶² They highlighted existing programs meant to develop female participation in the workforce and underscored the importance of continued economic mobilization by women.

On 11 February 2024, Minister Göktaş issued a statement highlighting the successes of Türkiye's ongoing Engineer Girls Project wherein approximately 55,000 female students since 2016 have been given support in pursuing a career in engineering.¹²⁶³ She further expressed hopes for the program to transform into a sustainable platform with a cycle of women being inspired to break into engineering after witnessing empowered female engineer role models.

On 23 February 2024, Minister Göktaş presented the Strategy Document and Action Plan for Planning and Budgeting Sensitive to Gender Equality at a meeting with an international advisory board including partners such as UN Women and the European Union.¹²⁶⁴ The plan lays out strategies to institutionalize gender-based budgeting where records of the gender-based distribution of public funds and services will be kept to better ensure equal opportunities for both genders.

On 8 March 2024, President Recep Tayyip Erdoğan and Minister Göktaş unveiled the 2024-2028 Women's Empowerment Strategy Document and Action Plan.¹²⁶⁵ The plan identified, among other things, the importance of securing women's right to decent work, providing equal participation opportunities for women and addressing the gender pay gap. Strategies relevant to the three commitment areas announced for implementation include but are not limited to initiatives to measure

¹²⁶¹ Aile ve Sosyal Hizmetler Bakanlığı ile Sanayi ve Teknoloji Bakanlığı Arasında Kadın Girişimciliğinin Güçlendirilmesine Yönelik İş Birliği, Teknolojiyle İlgilenen Kadınlara Yapay Zekayla Hazırlanan Metinden Seslendi, Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (Istanbul) 30 January 2024. Translation Provided by Google Translate. Access Date: 17 March 2024. <https://www.aile.gov.tr/haberler/aile-ve-sosyal-hizmetler-bakanligi-ile-sanayi-ve-teknoloji-bakanligi-arasinda-kadin-girisimciliginin-guclendirilmesine-yonelik-is-birligi/>

¹²⁶² Emine Erdoğan Hanımefendi ve Bakanımız Göktaş "Yüzyılın Kadın İstihdamı 'İş-Pozitif' Tanıtım Programı"nda Kadın Girişimcilerle Buluştu, Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (Istanbul) 9 February 2024. Translation Provided by Google Translate. Access Date: 17 March 2024. <https://www.aile.gov.tr/haberler/emine-erdogan-hanimefendi-ve-bakanimiz-goktas-yuzyilin-kadin-istihdami-is-pozitif-tanitim-programinda-kadin-girisimcilerle-bulustu/>

¹²⁶³ Aile ve Sosyal Hizmetler Bakanımız Göktaş: "Türkiye'nin Mühendis Kızları Projesi ile yaklaşık 55 bin kız öğrenciyeye ulaştık", Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (Istanbul) 11 February 2024. Translation Provided by Google Translate. Access Date: 17 March 2024. <https://www.aile.gov.tr/haberler/aile-ve-sosyal-hizmetler-bakanimiz-goktas-turkiye-nin-muhendis-kizlari-projesi-ile-yaklasik-55-bin-kiz-ogrenciyeye-ulastik/>

¹²⁶⁴ Strategy Document and Action Plan for Gender Responsive Planning and Budgeting Prepared, United Nations Türkiye (Ankara) 23 February 2024. Access Date: 17 March 2024. <https://turkiye.un.org/en/261482-strategy-document-and-action-plan-gender-responsive-planning-and-budgeting-prepared>

¹²⁶⁵ Cumhurbaşkanı Erdoğan ve Bakanımız Göktaş "Türkiye ile Güçlenen, Türkiye'ye Güç Veren Kadınlar Programı"na Katıldı, Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (Istanbul) 8 March 2024. Translation Provided by Google Translate. Access Date: 17 March 2024. <https://www.aile.gov.tr/haberler/cumhurbaskani-erdogan-ve-bakanimiz-goktas-turkiye-ile-guclenen-turkiye-ye-guc-veren-kadinlar-programina-katildi/>

the wage gap, strengthen women's cooperatives, develop skills of female workers and support access to decent work opportunities via training programs.¹²⁶⁶

On 4 April 2024, the Ministry of Family and Social Services (MFSS) launched applications for the Global Clean Technologies Entrepreneurship program supporting female entrepreneur-led clean energy projects with access to investment and mentorship.¹²⁶⁷ This program aims to accelerate Türkiye's green energy transition and development while supporting female participation in the underrepresented areas of technology, research and business.

On 5 July 2024, the MFSS announced a protocol of cooperation with the Agriculture and Rural Development Support Institution for the development of women's entrepreneurship in conjunction with the EU's Instrument for Pre-Accession Assistance for Rural Development Program in Türkiye.¹²⁶⁸ This action will support the training and development of women in rural areas and aims to increase the participation of women in the workforce.

Türkiye has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. Türkiye has already taken or announced the implementation of strong actions towards enabling inclusive employment access, increasing transparency on the gender pay gap and promoting decent work for women.

Thus, Türkiye receives a score of +1.

Analyst: Sara Cai

United Kingdom: 0

The United Kingdom has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 7 March 2024, the British High Commission in Belmopan awarded a grant to empower women in the seaweed maricultural sector in Belize.¹²⁶⁹ The grant was awarded to the Belize Women's Seaweed Farmers Association to implement a project focusing on gender-transformative and environmentally sustainable economic development in coastal communities.

¹²⁶⁶ Kadının Güçlenmesi Strateji Belgesi ve Eylem Planı (2024-2028), Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (İstanbul) 8 March 2024. Translation Provided by Google Translate. Access Date: 17 March 2024. <https://www.aile.gov.tr/ksgm/duyurular/kadinin-guclenmesi-strateji-belgesi-ve-eylem-planı-2024-2028/>

¹²⁶⁷ Aile ve Sosyal Hizmetler Bakanlığından Küresel Temiz Teknolojiler Girişimcilik Programı kapsamında kadın girişimcilere özel destek, Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (İstanbul) 4 April 2024. Translation Provided by Google Translate. Access Date: 28 April 2024. <https://www.aile.gov.tr/haberler/aile-ve-sosyal-hizmetler-bakanligindan-kuresel-temiz-teknolojiler-girisimcilik-programi-kapsamında-kadin-girisimcilere-ozel-destek/>

¹²⁶⁸ Aile ve Sosyal Hizmetler Bakanlığı ile TKDK arasında IPARD Programına ilişkin İşbirliği Protokolü imzalandı, Türkiye Cumhuriyeti Aile ve Sosyal Hizmetler Bakanlığı (İstanbul) 5 July 2024. Translation Provided by Google Translate. Access Date: 5 August 2024. <https://www.aile.gov.tr/haberler/aile-ve-sosyal-hizmetler-bakanligi-ile-tkdk-arasında-ipard-programına-iliskin-isbirligi-protokolu-imzalandi/>

¹²⁶⁹ UK awards grant to empower women in seaweed mariculture sector in Belize, British High Commission Belmopan (Belize) 07 March 2024. Access Date: 10 March 2024. <https://www.gov.uk/government/news/uk-awards-grant-to-empower-women-in-seaweed-mariculture-sector-in-belize>

On 8 March 2024, the British High Commission in Singapore launched The Gender Pledge 2024 and renewed its commitment to ensuring gender equality within and beyond the workplace.¹²⁷⁰ The updated pledge further integrates gender equality and inclusion initiatives into business planning and corporate culture through inclusive recruitment and retention practices. This ensures diverse gender representation at all public events organized by the High Commission, supporting events that promote gender equality and awareness and publishing communications with gender balances visuals and appropriate terminology.

On 14 March 2024, the Foreign, Commonwealth & Development Office and Second Secretary at the UK Delegation to the Organization for Security and Cooperation in Europe, Justin Addison released a statement of support to empower youth and women by breaking barriers to inclusive inclusion.¹²⁷¹ The statement highlighted how the UK plans to improve women's economic inclusion through equal access to skills training, contributions to inclusive growth and tackling outdated gender stereotypes.

On 20 May 2024, Deputy Foreign Secretary Andrew Mitchell announced GBP45 million in funding for the Higher Education for Female Empowerment program to support higher education for 1 million young people, particularly women and girls.¹²⁷² Businesses, universities and governments will form 12 partnerships across Africa, Asia and the Middle East to support the program, aiming to increase gender equality in the workforce, increase the inclusion of women in the fields of science, technology, engineering and mathematics and senior academic positions and conduct research on gender equality, violence prevention and employability.

On 11 July 2024, the British High Commission in Cameroon announced an open call for organizations wishing to implement the 2024 Empowering Women Entrepreneurs in Cameroon Programme.¹²⁷³ The programme aims to support women's economic potential in business by inviting proposals from organizations to design and implement innovative training programs to enhance the capabilities of women entrepreneurs in Cameroon.

On 10 October 2024, the Department for Business and Trade announced that a new Employment Rights Bill has been introduced in Parliament.¹²⁷⁴ In part, it will provide “day one rights for paternity, parental and bereavement leave,” require large employers to develop action plans to address the gender pay gap and require them to support employees during menopause. The bill will also strengthen protections against the dismissal of pregnant women, women on maternity leave and new mothers within six months of returning to work.

The United Kingdom has partially complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access

¹²⁷⁰ British High Commission Singapore launches The Gender Pledge 2024, British High Commission Singapore (Singapore) 08 March 2024. Access Date: 10 March 2024. <https://www.gov.uk/government/news/british-high-commission-singapore-launches-the-gender-pledge-2024>

¹²⁷¹ Empowering youth and women by breaking barriers to inclusive growth: UK statement to the OSCE, Foreign, Commonwealth & Development Office (London) 14 March 2024. Access Date: 18 March 2024. <https://www.gov.uk/government/speeches/empowering-youth-and-women-by-breaking-barriers-to-inclusive-growth-uk-statement-to-the-osce>

¹²⁷² Women and girls across Africa, Asia and the Middle East to benefit from a new UK higher education programme, Foreign, Commonwealth & Development Office and The Rt Hon Andrew Mitchell MP (London) 20 May 2024. Access Date: 17 July 2024. <https://www.gov.uk/government/news/women-and-girls-across-africa-asia-and-the-middle-east-to-benefit-from-a-new-uk-higher-education-programme>

¹²⁷³ Developing women's economic potential in Cameroon: call for interest, British High Commission Cameroon (Yaoundé) 11 July 2024. Access Date: 1 August 2024. <https://www.gov.uk/government/news/developing-womens-economic-potential-in-cameroon-call-for-interest>

¹²⁷⁴ Government unveils significant reforms to employment rights, Department of Business and Trade (London) 10 October 2024. Access Date: 18 October 2024. <https://www.gov.uk/government/news/government-unveils-most-significant-reforms-to-employment-rights>

to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. The United Kingdom has released statements supporting an inclusive labour market as well as launched programs, pledges and grants that work towards equity and inclusion within the job market. However, the United Kingdom has not taken action to address the gender pay gap.

Thus, the United Kingdom receives a score of 0.

Analyst: Elliot Savin

United States: +1

The United States has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 8 January 2024, the Office of International Affairs in the US Department of Energy released information regarding the department's 2024 energy strategy.¹²⁷⁵ The US, serving as the head of the Ambassadors Program, continues to commit to the Equality in Energy Transitions Initiative, an international commitment dedicated towards closing the gender pay gap. The executive committee intends to advance the Ambassadors Program by encouraging women to pursue jobs in clean energy.

On 29 January 2024, the Office of Personnel Management (OPM) issued a regulation preventing federal agencies from using an applicant's non-federal pay history to determine their salary.¹²⁷⁶ The OPM Director Kiran Ahuja acknowledged that setting salaries based on pay history leads to lower pay for women.

On 29 January 2024, the White House announced new steps to enhance equal pay.¹²⁷⁷ The actions focus on federal workers' pay equity, transparency and committing federal agencies to make efforts in closing the gender pay gap.

In February 2024, the Department of Agriculture published a report on the financial well-being of farms run by women, the socially disadvantaged and farmers with limited access to resources.¹²⁷⁸ The report recognizes the lack of financial information on farms operated by women, which poses difficulties in measuring and tackling gender inequalities in the farming sector. The report attempts to fill this lack of information to better address the gender pay gap.

On 14 February 2024, the Department of Education released updates to their Equity Action Plan.¹²⁷⁹ The department committed to uphold equity requirements, increase equal access to post-secondary education and close the gender gap in technical education programs.

¹²⁷⁵ Insight into the 13th Executive Committee's 2024 Strategy, U.S. Department of Energy (Washington D.C.) 8 January 2024. Access Date: 17 March 2024. <https://www.energy.gov/ia/articles/equality-energy-transitions-initiative>

¹²⁷⁶ RELEASE: OPM Finalizes Regulation to Prohibit Use of Non-Federal Salary History, US Office of Personnel Management (Washington D.C.) 29 January 2024. Access Date: 18 March 2024. <https://www.opm.gov/news/releases/2024/01/release-opm-finalizes-regulation-to-prohibit-use-of-non-federal-salary-history>

¹²⁷⁷ 2023 Equity Action Plan Summary, The White House (Washington D.C.) 29 January 2024. Access Date: 18 March 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/01/29/fact-sheet-biden-harris-administration-announces-new-actions-to-advance-pay-equity-on-the-15th-anniversary-of-the-lilly-led-better-fair-pay-act/>

¹²⁷⁸ An Overview of Farms Operated by Socially Disadvantaged, Women, and Limited Resource Farmers and Ranchers in the United States, U.S. Department of Agriculture (Washington D.C.) February 2024. Access Date: 17 March 2024. <https://www.ers.usda.gov/webdocs/publications/108417/eib-266.pdf?v=1405.2>

¹²⁷⁹ 2023 Equity Action Plan Summary, U.S. Department of Education (Washington D.C.) 14 February 2024. Access Date: 18 March 2024. <https://www.whitehouse.gov/wp-content/uploads/2024/02/ED-2023-EAP-Summary.pdf>

On 6 March 2024, the Equal Employment Opportunities Commission released its first pay data collection based on the 2017 and 2018 data collections.¹²⁸⁰ The White House welcomed this data and committed to better understanding unequal pay to reach gender equality.¹²⁸¹

On 11 March 2024, the Department of Commerce's Minority Business Development Agency announced a collaboration with national women's leadership organizations.¹²⁸² This collaboration intends to support the growth of women-led businesses in line with the Department of Commerce's goal "to create the conditions for economic growth and opportunity for all communities."

On 11 March 2024, President Joe Biden released a statement recognizing the existing gender pay gap in the US, announcing his commitment to progressing equal pay and pay transparency.¹²⁸³

On 12 March 2024, the Department of Labor released a fact sheet that highlights pay discrimination against Black and Hispanic women.¹²⁸⁴ Due to job segregation, Black and Hispanic women have seen a loss in wages. The government committed to eliminating job segregation to overcome the gender pay gap.

On 12 March 2024, the White House Administration released a statement on "pay equity and women's economic security."¹²⁸⁵ President Biden and Vice President Kamala Harris committed to continuing efforts to promote equal pay and closing the gender pay gap.

On 14 March 2024, the White House announced its 2025 fiscal year budget.¹²⁸⁶ The US committed to taking steps to continue funding the Equal Employment Opportunity Commission that advocates for equal wages.

On 11 April 2024, the Department of Labor announced USD6 million to fund 17 grants aimed at attracting and retaining women in Registered Apprenticeship programs and underrepresented industries like manufacturing, construction and cybersecurity.¹²⁸⁷ These industries provide

¹²⁸⁰ EEOC Releases Data Dashboard for 2017 & 2018 Pay Data Collection, U.S. Equal Employment Opportunity Commission (Washington D.C.) 12 March 2024. Access Date: 18 March 2024. <https://www.eeoc.gov/newsroom/eeoc-releases-data-dashboard-2017-2018-pay-data-collection>

¹²⁸¹ FACT SHEET: On Equal Pay Day, the Biden-Harris Administration Announces Actions to Continue Advancing Pay Equity and Women's Economic Security, The White House (Washington D.C.) 12 March 2024. Access Date: 18 March 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/03/12/fact-sheet-on-equal-pay-day-the-biden-harris-administration-announces-actions-to-continue-advancing-pay-equity-and-womens-economic-security/>

¹²⁸² The Minority Business Development Agency to Announce Historic Collaboration with Divine Nine Sororities and National Women's Leadership Organizations, Minority Business Development Agency (Washington D.C.) 11 March 2024. Access Date: 19 March 2024. <https://www.mbda.gov/news/press-releases/2024/03/minority-business-development-agency-announce-historic-collaboration>

¹²⁸³ A Proclamation on National Equal Pay Day, 2024, The White House (Washington D.C.) 11 March 2024. Access Date: 19 March 2024. <https://www.whitehouse.gov/briefing-room/presidential-actions/2024/03/11/a-proclamation-on-national-equal-pay-day-2024/>

¹²⁸⁴ Black and Hispanic Women Lose Billions Due to Job Segregation, The U.S. Department of Labor (Washington D.C.) 12 March 2024. Access Date: 19 March 2024. https://www.dol.gov/sites/dolgov/files/WB/media/BearingTheCostReport2024.pdf?_ga=2.239623873.317251858.1710791725-2048398974.1710791725

¹²⁸⁵ FACT SHEET: On Equal Pay Day, the Biden-Harris Administration Announces Actions to Continue Advancing Pay Equity and Women's Economic Security, The White House (Washington D.C.) 12 March 2024. Access Date: 18 March 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/03/12/fact-sheet-on-equal-pay-day-the-biden-harris-administration-announces-actions-to-continue-advancing-pay-equity-and-womens-economic-security/>

¹²⁸⁶ President Biden's FY 2025 Budget Advances Gender Equity and Equality, The White House (Washington D.C.) 14 March 2024. Access Date: 18 March 2024. <https://www.whitehouse.gov/gpc/briefing-room/2024/03/14/president-bidens-fy-2025-budget-advances-gender-equity-and-equality/>

¹²⁸⁷ US Department of Labor Announces Availability of \$6M in Grants to Attract, Retain Women in Registered Apprenticeships, Nontraditional Occupations, U.S. Department of Labor (Washington D.C.) 11 April 2024. Access Date: 18 May 2024. <https://www.dol.gov/newsroom/releases/wb/wb20240411-0>

opportunities for women to have gainful employment with highly developed skills and opportunities for growth.

On 25 April 2024, the Department of Labor announced 16 new infrastructure projects within the Mega Construction Project Program.¹²⁸⁸ These projects will support the creation of equitable job opportunities and aims to support access to jobs for underrepresented groups like women. Funding for this initiative is provided by the Biden-Harris administration's Investing in America agenda.

On 2 October 2024, the Department of Labor announced USD6 million in grant funding to “recruit, train and retain more women” in pre-apprenticeship and apprenticeship programs and nontraditional occupations.¹²⁸⁹ Funding will be used to provide training in skilled trades, advanced manufacturing and information technology in eight states and the District of Columbia.

The United States has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. The US has taken strong action towards the three commitment dimensions through grants, projects and policy decisions.

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

Analyst: Lisanne Koehler

European Union: +1

The European Union has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs.

On 21 December 2023, the European Investment Bank (EIB) announced a EUR10 million loan to help fund the creation of a facility in Mozambique that will support women-owned small and medium-sized enterprises.¹²⁹⁰ This facility will help fill the current financing gap experienced by female business owners.

On 29 January 2024, the European Central Bank (ECB) implemented a decision requiring competent national authorities to collect benchmarking data on the gender pay gap and report it to the ECB every three years.¹²⁹¹ This data will allow the ECB to better understand the current situation regarding the gender pay gap and facilitate improved monetary policy decisions aimed at narrowing the gap.

¹²⁸⁸ Department of Labor Adds 16 New Large Federally Funded Projects to Program Promoting Equal Access to Jobs Created by Investing in America Agenda, U.S. Department of Labor (Washington D.C.) 25 April 2024. Access Date: 18 May 2024. <https://www.dol.gov/newsroom/releases/ofccp/ofccp20240425>

¹²⁸⁹ US Department of Labor announces \$6M in grants to expand job opportunities for women in apprenticeships, nontraditional occupations, U.S. Department of Labor (Washington D.C.) 2 October 2024. Access Date: 18 October 2024. <https://www.dol.gov/newsroom/releases/wb/wb20241002>

¹²⁹⁰ Mozambique: EIB Global and Moza Banco provide €20 million to grow women-led businesses, European Investment Bank (Luxembourg) 21 December 2023. Access Date: 3 March 2024. <https://www.eib.org/en/press/all/2023-545-mozambique-eib-global-and-moza-banco-provide-eur20-million-to-grow-women-led-businesses>

¹²⁹¹ Decisions taken by the Governing Council of the ECB (in addition to decisions setting interest rates), European Central Bank (Frankfurt) 29 January 2024. Access Date: 5 March 2024. <https://www.ecb.europa.eu/press/govcdec/otherdec/2024/html/ecb.gc240223~b09bfd5ce7.en.html>

On 19 February 2024, the European Union Delegation to Kuwait held a series of activities discussing how the private sector can encourage women to participate in leadership roles.¹²⁹² This included a workshop for Kuwaiti women in leadership roles to discuss career success, challenges and the tools and knowledge needed to navigate them, a podcast featuring European Women on Boards Chair, Hedwige Nuyens and a networking lunch for members of the Kuwait Women Economic Empowerment Platform. These activities aim to increase the number of women decision-makers and leaders within Kuwait's private sector.

On 6 March 2024, 11 EU member states, the EIB and the European Bank for Reconstruction and Development (EBRD) announced the "Investing in Young Women-Led Entrepreneurs Business in Africa" initiative.¹²⁹³ The initiative provides a EUR90 million investment for young female entrepreneurs, catering towards job creation and business growth to enhance the employability of women and vulnerable youth and improve access to decent employment in Uganda.

On 7 March 2024, the EIB announced a EUR25 million loan to the Housing Finance Bank of Uganda, intended to support SMEs, of which at least half will go to women-led businesses and businesses serving women.¹²⁹⁴

On 8 March 2024, Members of the European Parliament and national Members of Parliament discussed women in sport. Calls were made for an independent sports federation to investigate abuse, advocate for more women in sports leadership and decision-making and data collection on women's representation in sport.¹²⁹⁵ Concerns regarding abuse, the gender pay gap, investment in sports of female youth, the inclusion of transgender women and barriers to decision-making were also brought up.

On 25 March 2024, the Council of the European Union invited members to ratify the International Labour Organization's convention on violence and harassment.¹²⁹⁶ This convention aims to help promote decent work and safe working conditions for all with women as one of the key target groups.

On 11 April 2024, the European Commission launched the Team Europe Initiative Opportunity-driven Skills and Vocational Education and Training in Africa.¹²⁹⁷ This initiative will help identify job

¹²⁹² European Union and Kuwait's private sector exchange best practices on women's empowerment, European External Action Service (Kuwait) 20 February 2024. Access Date: 1 March 2024.

https://www.eeas.europa.eu/delegations/kuwait/european-union-and-kuwait%E2%80%99s-private-sector-exchange-best-practices-women%E2%80%99s-empowerment_en

¹²⁹³ 3rd Uganda-EU Business Forum Highlights: €200 million in investments for Uganda, 3,600 participants, European External Action Service (Kampala) 6 March 2024. Access Date: 8 March 2024.

https://www.eeas.europa.eu/delegations/uganda/3rd-uganda-eu-business-forum-highlights-%E2%82%AC200-million-investments-uganda-3600-participants_en

¹²⁹⁴ 3rd Uganda-EU Business Forum Highlights: €200 million in investments for Uganda, 3,600 participants, European External Action Service (Kampala) 6 March 2024. Access Date: 8 March 2024.

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¹²⁹⁵ International Women's Day: the fight for equality in sport is far from over, European Parliament (Brussels) 8 March 2024. Access Date: 10 March 2024. <https://www.europarl.europa.eu/news/en/press-room/20240304IPR18766/international-women-s-day-the-fight-for-equality-in-sport-is-far-from-over>

¹²⁹⁶ Combatting violence and harassment in the workplace: Council invites EU countries to ratify ILO convention, Council of the European Union (Brussels) 25 March 2024. Access Date: 26 April 2024.

<https://www.consilium.europa.eu/en/press/press-releases/2024/03/25/combating-violence-and-harassment-in-the-workplace-council-invites-eu-countries-to-ratify-ilo-convention/>

¹²⁹⁷ EU leads global mobilisation for increased investments in inclusive and quality education for all, European Commission (Brussels) 11 April 2024. Access Date: 27 April 2024.

https://ec.europa.eu/commission/presscorner/detail/en/ip_24_1893

opportunities for women in sub-Saharan Africa as well as enhancing women's employability in the region.

On 18 April 2024, the EIB announced a partnership with the Bill and Melinda Gates Foundation.¹²⁹⁸ Together, the two organizations are launching a EUR30 million microfinance program in Kenya that will specifically target the needs of Female-Led and Made Enterprises.

On 19 June 2024, members of the European Economic and Social Committee's Labour Market Observatory met to discuss the future of employment in Europe.¹²⁹⁹ Member Baiba Mitovica emphasized the importance of including women in the workforce and encouraged all parties to act to improve women's participation in the labor force.

On 1 July 2024, the EIB and Banca Etica announced a EUR60 million loan for the labor market, support for refugees and financing for women-led companies.¹³⁰⁰ A minimum of 30 per cent of this funding will help woman-owned SMEs in Italy access finance and grow their businesses.

On the 6 September 2024, the European Investment Bank and La Banque Agricole du Sénégal signed a EUR30 million loan agreement for sustainable agricultural value chains in Senegal.¹³⁰¹ In part, the partnership will focus on gender equality as at least 30 per cent of the loan will be directed towards women to support their economic participation and reduce gender inequality for economic opportunities.

The European Union has fully complied with its commitment of taking steps to promote the full and meaningful participation of women in a transitioning world of work by enabling inclusive access to employment opportunities, with a focus on closing the gender pay gap and ensuring women's equal access to decent work and quality jobs. The EU has taken strong action to enable access to inclusive employment, decent work and quality jobs through monetary investments and legislative protections.

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

Analyst: Kit Wasan

¹²⁹⁸ The Bill & Melinda Gates Foundation and EIB launch pilot in Africa to improve women entrepreneurs' access to capital, European Investment Bank (Luxembourg) 18 April 2024. Access Date: 18 May 2024. <https://www.eib.org/en/press/all/2024-155-the-bill-melinda-gates-foundation-and-eib-launch-pilot-in-africa-to-improve-women-entrepreneurs-access-to-capital>

¹²⁹⁹ All Hands-On-Deck for the Skills Revolution, European Economic and Social Committee (Brussels) 19 June 2024. Access Date: 22 June 2024. <https://www.eesc.europa.eu/en/news-media/news/all-hands-deck-skills-revolution>

¹³⁰⁰ EIB and Banca Etica provide over €165 million to support gender equality, refugee inclusion and development in southern Italy, European Investment Bank (Luxembourg) 1 July 2024. Access Date: 10 July 2024. <https://www.eib.org/en/press/all/2024-231-eib-and-banca-etica-provide-over-eur165-million-to-support-gender-equality-refugee-inclusion-and-development-in-southern-italy>

¹³⁰¹ Senegal: la Banque Agricole and EIB sign agreement to back food sovereignty with EU support, European Investment Bank (Luxembourg) 6 September 2024. Access Date: 18 October 2024. <https://www.eib.org/en/press/all/2024-321-la-banque-agricole-et-la-bei-avec-le-soutien-de-l-ue-signent-un-accord-pour-appuyer-la-souverainete-alimentaire-du-senegal>