



# 2024 G20 Rio de Janeiro Summit Interim Compliance Report

20 November 2024 to 31 May 2025

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## 12. Gender Equality: Labour Markets

“We commit to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.”

*G20 Rio de Janeiro Leaders’ Declaration*

### Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina	-1		
Australia			+1
Brazil		0	
Canada			+1
China	-1		
France	-1		
Germany		0	
India		0	
Indonesia		0	
Italy			+1
Japan			+1
Korea			+1
Mexico			+1
Russia	-1		
Saudi Arabia		0	
South Africa		0	
Türkiye		0	
United Kingdom			+1
United States	-1		
African Union		0	
European Union			+1
Average		+0.14 (57%)	

### Background

In 2024, the Chair’s Statement for the G20 Gender Equality and Empowerment of Women Ministerial Meeting recognized persistent gender inequalities that limit equal economic rights, participation and leadership for women around the world.<sup>4304</sup> The International Labour Organization’s (ILO) reiterates these inequalities, noting that while gender equality in employment has improved over the last thirty years, there is still a 23.1 per cent gap in the employment rate for men and women, only 30 per cent of managerial positions worldwide are held by women and women are paid “77.4 cents for every dollar earned by men in 2024.”<sup>4305</sup> The ILO also notes that women continue to be overrepresented in low-paying sectors, informal employment and unpaid care work, with structural barriers, discrimination and gender-blind economic policies contributing to unequal employment and work opportunities for women. Given the significance of these issues, the G20 has prioritized addressing gender inequality in labour markets since the 2009 London Summit where G20 leaders pledged to build “a fair and family-friendly labour market for both women and men.”<sup>4306</sup>

<sup>4304</sup> Chair's Statement on Gender Equality and the Empowerment of Women, G20 Research Group (Brasília) 10 October 2024. Access Date: 3 April 2025. <https://www.g20.utoronto.ca/2024/241011-women.html>

<sup>4305</sup> Achieving gender equality in employment rates would take almost two centuries, International Labour Organization (Geneva) 6 March 2025. Access Date: <https://www.ilo.org/resource/news/achieving-gender-equality-employment-rates-would-take-almost-two-centuries>

<sup>4306</sup> Global Plan for Recovery and Reform, G20 Research Group (London) 2 April 2009. Access Date: 3 April 2025. <https://www.g20.utoronto.ca/2009/2009communique0402.html>

At the 2011 Cannes Summit, G20 leaders agreed to enhance the “medium-term foundations for growth” in the Action Plan for Growth and Jobs.<sup>4307</sup> In part, the leaders committed to structural reforms and labour market policies that encourage women’s workforce participation.

At the 2012 Los Cabos Summit, G20 leaders committed to advancing economic opportunities for women and supporting gender equality in employment through skills training, salaries, treatment and distribution of care-work.<sup>4308</sup> They also acknowledged the importance of financial education and access to financial services for women.

At the 2013 St. Petersburg Summit, G20 leaders committed to enhancing labour market participation for women and disadvantaged groups.<sup>4309</sup> The leaders also supported financial inclusion for women by endorsing the International Network for Financial Education and World Bank’s progress report on financial education and services for women and girls and launching the Women Finance Hub with the International Financial Corporation.

At the 2014 Brisbane Summit, G20 leaders reiterated the importance of addressing barriers to employment, committing to reducing the gendered gap in labour market participation by 25 per cent by 2025.<sup>4310</sup> The G20 also launched the Brisbane Action Plan for economic growth and jobs, noting that all members will take action to increase women’s employment and recognizing the need for better quality jobs.<sup>4311</sup>

At the 2015 Antalya Summit, G20 leaders reiterated their commitment to improving labour market participation and quality jobs for women as part of their Action Plan for economic growth.<sup>4312</sup> The leaders also acknowledged the establishment of Women-20, a G20 engagement group supporting gender equality and economic empowerment for women.

At the 2016 Hangzhou Summit, G20 leaders committed to inclusive economic growth that enables opportunities and benefits for women and disadvantaged groups.<sup>4313</sup> The leaders also agreed to invest in skills training to increase employment opportunities for women in science, technology and innovation and support women entrepreneurs and women-led businesses to access global value chains.

At the 2017 Hamburg Summit, G20 leaders focused on the importance of women’s empowerment, noting progress on their Brisbane Summit commitment to reduce the gender gap in labour force participation.<sup>4314</sup> In addition, they committed to addressing gender pay gaps, employment discrimination and violence against women while increasing women’s opportunities in the Science, Technology, Engineering and Mathematics (STEM) fields. G20 leaders also endorsed the World Bank’s Women Entrepreneurs Financing Initiative to advance financial inclusion and economic opportunities for women.

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<sup>4307</sup> Cannes Action Plan for Growth and Jobs, G20 Research Group (Cannes) 4 November 2011. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2011/2011-cannes-action-111104-en.html>

<sup>4308</sup> G20 Leaders Declaration, G20 Research Group (Los Cabos) 19 June 2012. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2012/2012-0619-loscabos.html>

<sup>4309</sup> G20 Leaders’ Declaration, G20 Research Group (St. Petersburg) 6 September 2013. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2013/2013-0906-declaration.html>

<sup>4310</sup> G20 Leaders’ Communiqué, G20 Research Group (Brisbane) 16 November 2014. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2014/2014-1116-communiqu.html>

<sup>4311</sup> Brisbane Action Plan, G20 Research Group (Brisbane) November 2014. Access Date: 15 April 2025. [https://www.g20.utoronto.ca/2014/brisbane\\_action\\_plan.pdf](https://www.g20.utoronto.ca/2014/brisbane_action_plan.pdf)

<sup>4312</sup> Antalya Action Plan, G20 Research Group (Antalya) 15 November 2015. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2015/Antalya-Action-Plan.pdf>

<sup>4313</sup> G20 Leaders’ Communiqué: Hangzhou Summit, G20 Research Group (Hangzhou) 5 September 2016. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2016/160905-communiqu.html>

<sup>4314</sup> G20 Leaders’ Declaration: Shaping an Interconnected World, G20 Research Group (Hamburg) 8 July 2017. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

At the 2018 Buenos Aires Summit, G20 leaders reaffirmed their commitment to ensuring gender equality in the economic sector through women’s empowerment.<sup>4315</sup> They noted the importance of “quality and affordable care infrastructure and parental leave” to advance this objective.

At the 2019 Osaka Summit, G20 leaders reiterated their commitment to increasing women’s labour force participation and economic empowerment including by addressing unpaid care work responsibilities.<sup>4316</sup> They also reaffirmed the importance of addressing gender pay gaps and employment discrimination alongside increasing access to education and skills training for women and girls, especially in the STEM and digital technology sectors.

At the 2020 Riyadh Summit, G20 leaders recognized the disproportionate impact of COVID-19 on employment opportunities for women and committed to continue promoting gender equality in the labour market.<sup>4317</sup> The G20 also recognized the launch of the Private Sector Alliance for the Empowerment and Progression of Women’s Economic Representation to support women in leadership.

At the 2021 Rome Summit, G20 leaders committed to supporting gender equality and women’s empowerment by improving social services including healthcare and education, addressing uneven care work responsibilities, tackling gender-based violence and stereotypes and increasing the number of quality jobs available to women.<sup>4318</sup>

At the 2022 Bali Summit, G20 leaders called for international efforts to support the digital transition, with a particular focus on women.<sup>4319</sup> They also reiterated their commitment to gender equality and women’s empowerment, including by increasing STEM opportunities and leadership positions for women, supporting rural and disabled women and ensuring quality education for women and girls.

At the 2023 New Delhi Summit, G20 leaders reaffirmed the importance of economic equality and empowerment and noted the need for women’s meaningful participation in the labour market.<sup>4320</sup> To this end, they agreed to continue supporting women and girls’ education, particularly for STEM and digital technologies, increasing equitable and decent employment opportunities, ensuring social services and addressing gender-based violence.

At the 2024 Rio de Janeiro Summit, G20 leaders reiterated their commitment to supporting the “full, equal, effective and meaningful participation and leadership of women,” recognizing the importance of gender equality in paid and unpaid work.<sup>4321</sup> They also committed “to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal” to achieve women’s empowerment and economic equality.

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<sup>4315</sup> G20 Leaders’ Declaration: Building Consensus for Fair and Sustainable Development, G20 Research Group (Buenos Aires) 1 December 2018. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2018/2018-leaders-declaration.html>

<sup>4316</sup> G20 Osaka Leaders’ Declaration, G20 Research Group (Osaka) 29 June 2019. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

<sup>4317</sup> Leaders’ Declaration, G20 Research Group (Riyadh) 21 November 2020. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>4318</sup> G20 Rome Leaders’ Declaration, G20 Research Group (Rome) 31 October 2021. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2021/211031-declaration.html>

<sup>4319</sup> G20 Bali Leaders’ Declaration, G20 Research Group (Bali) 16 November 2022. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2022/221116-declaration.html>

<sup>4320</sup> G20 New Delhi Leaders’ Declaration, G20 Research Group (New Delhi) 9 September 2023. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2023/230909-declaration.html>

<sup>4321</sup> G20 Rio de Janeiro Leaders’ Declaration, G20 Research Group (Rio de Janeiro) 18 November 2024. Access Date: 15 April 2025. <https://www.g20.utoronto.ca/2024/241118-declaration.html>

## Commitment Features

The G20 Roadmap Towards and Beyond the Brisbane Goal includes six key objectives, with specific sub-areas of action.<sup>4322</sup> With these objectives in mind, this commitment can be broken down into the following components: 1) increasing the quantity and quality of women’s employment, 2) ensuring equal opportunities and achieving better outcomes in the labour market, 3) promoting a more even distribution of women and men across sectors and occupations, 4) tackling the gender pay gap, 5) promoting a more balanced distribution of paid and unpaid work between women and men and 6) addressing discrimination and gender stereotypes in the labour market. Strong actions for complying with the commitment include actions that align with any of the sub-areas of action for the six components, as listed in the G20 Roadmap document. Actions that contribute to the six components but are not aligned with the sub-areas of action will count towards a score of partial compliance.

## Definitions and Concepts

“Commit” is understood to mean “to do or perform, to pledge or bind (a person or an organization) to a certain course or policy.”<sup>4323</sup>

“Implementing” is interpreted “to mean taking steps forward. While the commitment may be a part of a longer-term initiative and actions on it may continue into the prolonged future, steps need to be taken in the near future to be considered implementation. This should not, therefore, be interpreted to mean only prolonged or delayed action.”<sup>4324</sup>

The “G20 Roadmap Towards and Beyond the Brisbane Goal” refers to the Action Plan for “more, better and equally paid jobs for women” adopted during Italy’s G20 Presidency in 2021.<sup>4325</sup> This roadmap builds on the G20’s pledge at the 2014 Brisbane Summit “to reduce the gap in labour force participation rates between men and women by 25[per cent] by 2025, with the aim of bringing 100 million women into the labour market, increasing global and inclusive growth, and reducing poverty and inequality.” It also incorporates elements from “the G20 Policy Priorities for Boosting Female Participation, Quality of Employment and Gender Equity (Australia, 2014) and the G20 Policy Recommendations to Reduce Gender Gaps in Labour Force Participation and Pay by Improving Women’s Job Quality (Germany, 2017).” In sum, it aims to achieve “full gender equality in the labour market and in our societies” through policy measures to improve the opportunities, quality and quantity of women’s employment, while addressing the gender pay gap, disproportionate distribution of care work and discrimination in the labour market.

“Gender equality” is understood to mean “the equal rights, responsibilities and opportunities of women and men and girls and boys.”<sup>4326</sup> “Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups.”

“Labour market” is understood to mean “the supply of people in a particular country or area who are able and willing to work.”<sup>4327</sup>

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<sup>4322</sup> Annex 1 G20 Roadmap Towards and Beyond the Brisbane Target: more, better and equally paid jobs for women, G20 Research Group (Catania) 23 June 2021. Access Date: 3 April 2025. [https://www.g20.utoronto.ca/2021/G20-2021-LEM-Annex1\\_RoadmapBrisbane.pdf](https://www.g20.utoronto.ca/2021/G20-2021-LEM-Annex1_RoadmapBrisbane.pdf)

<sup>4323</sup> Compliance Coding Manual for International Institutional Commitments, Global Governance Program (Toronto) 12 November 2020. Access Date: 3 April 2025. [https://www.g7.utoronto.ca/compliance/Compliance\\_Coding\\_Manual\\_2020.pdf](https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf)

<sup>4324</sup> Compliance Coding Manual for International Institutional Commitments, Global Governance Program (Toronto) 12 November 2020. Access Date: 3 April 2025. [https://www.g7.utoronto.ca/compliance/Compliance\\_Coding\\_Manual\\_2020.pdf](https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf)

<sup>4325</sup> Annex 1 G20 Roadmap Towards and Beyond the Brisbane Target: more, better and equally paid jobs for women, G20 Research Group (Catania) 23 June 2021. Access Date: 3 April 2025. [https://www.g20.utoronto.ca/2021/G20-2021-LEM-Annex1\\_RoadmapBrisbane.pdf](https://www.g20.utoronto.ca/2021/G20-2021-LEM-Annex1_RoadmapBrisbane.pdf)

<sup>4326</sup> Concepts and Definitions, United Nations Women (New York) n.d. Access Date: 3 April 2025. <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

“Employment” refers to “any activity to produce goods or provide services for pay or profit.”<sup>4328</sup>

“Work” is understood to mean “any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.”<sup>4329</sup> Forms of work include “own-use production work: production of goods and services for own final use; employment work: work performed for others in exchange for pay or profit; unpaid trainee work: work performed for others without pay to acquire workplace experience or skills; volunteer work: non-compulsory work performed for others without pay; and other work activities.” This commitment outlines different objectives to address employment and to address paid and unpaid work.

In the context of this commitment, “discrimination” is understood to mean “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin (among other characteristics), “which has the effect of nullifying or impairing equality of opportunity and treatment in employment or occupation.”<sup>4330</sup> “Discrimination can occur at every stage of employment, from recruitment to education and remuneration, occupational segregation and at time of lay-offs.” Sex discrimination targeting women is the most common form of discrimination, resulting in higher unemployment rates, pay gaps and less secure jobs.

A “gender stereotype” refers to “a generalized view or preconception about attributes or characteristics, or the roles that are or ought to be possessed by, or performed by, women and men. A gender stereotype is harmful when it limits women’s and men’s capacity to develop their personal abilities, pursue their professional careers and/or make choices about their lives.”<sup>4331</sup>

### **General Interpretive Guidelines**

Full compliance, or a score of +1, will be given to a G20 member that takes strong action across at least five of the six components: 1) increasing the quantity and quality of women’s employment, 2) ensuring equal opportunities and achieving better outcomes in the labour market, 3) promoting a more even distribution of women and men across sectors and occupations, 4) tackling the gender pay gap, 5) promoting a more balanced distribution of paid and unpaid work between women and men and 6) addressing discrimination and gender stereotypes in the labour market.

Examples of strong actions include investing in initiatives to improve decent work opportunities for women, implementing policies to prevent gender-based violence or discrimination in the workplace, increasing parental leave or unemployment benefits, providing skills training to women for digital technologies or STEM, investing in quality and affordable childcare services, encouraging flexible work arrangements and supporting women-led small and medium-sized enterprises to access the global economy. To achieve full compliance, strong actions must be aligned with the sub-areas of action listed under each of the six objectives in the G20 Roadmap Towards and Beyond the Brisbane Goal.

Partial compliance, or a score of 0, will be given to a G20 member that takes strong action aligned with the sub-areas of action on three to five of the six components, weak action aligned with the sub-areas of action on at least four of the six components or strong action that does not align with the sub-areas of action on at least four or more components. Examples of weak actions include hosting seminars for women

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<sup>4327</sup> Labour market, Cambridge Dictionary (Cambridge) n.d. Access Date: 3 April 2025.

<https://dictionary.cambridge.org/dictionary/english/labour-market>

<sup>4328</sup> Work and employment are not synonyms, International Labour Organization Department of Statistics (Geneva) 29 October 2019. Access Date: 3 April 2025. <https://ilostat.ilo.org/blog/work-and-employment-are-not-synonyms/>

<sup>4329</sup> Work and employment are not synonyms, International Labour Organization Department of Statistics (Geneva) 29 October 2019. Access Date: 3 April 2025. <https://ilostat.ilo.org/blog/work-and-employment-are-not-synonyms/>

<sup>4330</sup> ILO: Workplace discrimination, a picture of hope and concern, International Labour Organization (Geneva) 1 June 2003. Access Date: 3 April 2025. <https://www.ilo.org/publications/ilo-workplace-discrimination-picture-hope-and-concern>

<sup>4331</sup> Gender stereotyping, Office of the United Nations High Commissioner for Human Rights (Geneva) n.d. Access Date: 3 April 2025. <https://www.ohchr.org/en/women/gender-stereotyping>

entrepreneurs, publishing non-binding advisory documents that address how to reduce gender pay gaps, attending bilateral meetings where labour force participation for women is discussed or verbally reaffirming support towards the commitment.

Non-compliance, or a score of  $-1$ , will be given to a G20 member that fails to take action on the commitment, only takes weak action across three or fewer commitment components or takes action that is directly and explicitly antithetical to the commitment.

### Scoring Guidelines

-1	The G20 member fails to take action on the commitment, only takes weak action across three or fewer of the six components of the commitment to 1) increasing the quantity and quality of women's employment, 2) ensuring equal opportunities and achieving better outcomes in the labour market, 3) promoting a more even distribution of women and men across sectors and occupations, 4) tackling the gender pay gap, 5) promoting a more balanced distribution of paid and unpaid work between women and men and 6) addressing discrimination and gender stereotypes in the labour market; or takes action that is directly and explicitly antithetical to the commitment.
0	The G20 member takes strong action aligned with the sub-areas of action on between three to five of the six components, weak action aligned with the sub-areas of action on at least four of the six components or strong action that does not align with the sub-areas of action on at least four or more components.
+1	The G20 member takes strong action that is aligned with the sub-areas of action for at least five of the six components of the commitment.

*Compliance Director: Alisa Yudina  
Lead Analyst: Ritika Roy Chowdhury*

### Argentina: -1

Argentina has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

Argentina has not complied with its commitment implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Argentina has not taken action to address any of the six components of the commitment.

Thus, Argentina receives a score of  $-1$ .<sup>4332</sup>

*Analyst: Melani Verecka*

### Australia: +1

Australia has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 19 December 2024, Minister for Women Katy Gallagher and Minister for Employment and Workplace Relations Murray Watt announced a pilot program to help male-dominated industries become more gender

<sup>4332</sup> This score of non-compliance was determined after searching the following websites: <https://www.argentina.gob.ar/capital-humano>, <https://www.argentina.gob.ar/economia/noticias>, <https://www.argentina.gob.ar/justicia/noticias>, <https://www.cancilleria.gob.ar/es/actualidad>, <https://buenosairesherald.com/>, <https://www.batimes.com.ar/>, <https://noticiasargentinas.com/politica>, [https://www.unwomen.org/en/news-stories?f\[0\]=country\\_news%3A1506](https://www.unwomen.org/en/news-stories?f[0]=country_news%3A1506), <https://www.argentina.gob.ar/jefatura/noticias>, <https://www.casarosada.gob.ar/informacion/ultimas-noticias> and <https://www.argentina.gob.ar/interior/noticias>.

inclusive.<sup>4333</sup> The government pledged AUD16.4 million to support the initiative, addressing horizontal segregation which contributes to the gender pay gap.

On 25 February 2025, the Department of Education released the Department of Education Employer Statement which measured gender equality within the Ministry and reaffirmed its commitment to closing the gender pay gap.<sup>4334</sup> The statement includes data to share the Department’s progress in reaching this goal, using indicators set by the Workplace Gender Equality Agency.

On 26 February 2025, the Department of the Prime Minister and Cabinet announced AUD5 million in award funding for the University of Sydney through the Working for Women program.<sup>4335</sup> This funding will support research on women’s labour market participation and experiences, including a focus on gender-based violence, care work and immigrant and First Nations women’s experiences.

On 3 March 2025, Minister for Skills and Training Andrew Giles announced AUD45 in grant funding for ten projects under the Building Women’s Careers program.<sup>4336</sup> The projects include a focus on addressing systemic barriers to participation in male-dominated fields like construction, clean energy, advanced manufacturing and digital and technology, improving workplace flexibility in the trades and technology sectors, training 1,500 women in construction and addressing cultural barriers in the sector and developing a national framework and training program for women in plumbing.

On 12 March 2025, Minister Giles announced AUD9.5 million in grant funding for several projects under the Building Women’s Careers program.<sup>4337</sup> These projects include a focus on educating, empowering and employing women in construction, addressing systemic barriers that lead to horizontal and vertical segregation in cybersecurity, increasing women’s skilled participation in the manufacturing sector, improving diversity and women’s representation in the labour force in the Riverina Murray region through training, professional development and recruitment efforts and leadership programs for women in South West Coast’s clean energy and construction sectors. Additionally, the “Big Sister: Advanced mentoring program” aims to increase female apprentices in construction and clean energy by 50 per cent by 2028 through mentoring, training, flexible work arrangements and increasing the safety and inclusivity in workplaces.<sup>4338</sup>

On 25 March 2025, Minister Gallagher and Treasurer Jim Chalmers released the Women’s Budget Statement for 2025-2026.<sup>4339</sup> The statement includes several new measures to advance gender equality including AUD16.4 million for a grant program to address gender segregation in the workforce, AUD1.4 million to advance “public sector reporting requirements, including for workplace sexual harassment,” AUD426.6 million over four years for a minimum three-day per week subsidy for early childhood education and

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<sup>4333</sup> Pilot program to drive gender equality in Australian workplaces, Ministers of the Employment and Workplace Relations Portfolio (Canberra) 19 December 2024. Access Date: 29 March 2025. <https://ministers.dewr.gov.au/gallagher/pilot-program-drive-gender-equality-australian-workplaces>

<sup>4334</sup> Department of Education Employer Statement 2025, Department of Education (Canberra) 25 February 2025. Access Date: 15 May 2025. <https://www.education.gov.au/about-us/resources/department-education-employer-statement-2025>

<sup>4335</sup> University of Sydney awarded \$5 million to build evidence base for gender equality, Department of the Prime Minister and Cabinet (Canberra) 26 February 2025. Access Date: 3 July 2025. <https://www.pmc.gov.au/news/university-sydney-awarded-5-million-build-evidence-base-gender-equality>

<sup>4336</sup> Building Women’s Careers Program Stream One Partnership Projects announced, Department of Employment and Workforce Relations (Canberra) 3 March 2025. Access Date: 3 July 2025. <https://www.dewr.gov.au/newsroom/articles/building-womens-careers-program-stream-one-partnership-projects-announced>

<sup>4337</sup> Building Women’s Careers Program: Stream Two Partnership Projects announced, Department of Employment and Workforce Relations (Canberra) 12 March 2025. Access Date: 3 July 2025. <https://www.dewr.gov.au/newsroom/articles/building-womens-careers-program-stream-two-partnership-projects-announced>

<sup>4338</sup> Boosting jobs for women in clean energy and construction sectors, Ministers of the Employment and Workplace Relations Portfolio (Canberra) 21 May 2025. Access Date: 3 July 2025. <https://ministers.dewr.gov.au/rishworth/boosting-jobs-women-clean-energy-and-construction-sectors>

<sup>4339</sup> Women’s Budget Statement, The Treasury (Canberra) 25 March 2025. Access Date: 3 July 2025. <https://budget.gov.au/content/womens-statement/download/womens-budget-statement-2025-26.pdf>

childcare, AUD10.5 million to expand the Primary Care Nursing and Midwifery Scholarship Program, AUD248.7 million over four years for paid parental leave for general practitioners under training, AUD3.4 million to help First Nations women pursue entrepreneurship and AUD1.1 million to promote women's leadership in sports.

On 27 March 2025, the amendment Workplace Gender Equality Act gained royal assent to become law.<sup>4340</sup> The amendments require all companies with 500 or more employees to select three gender equality targets focused on the gender pay gap, workforce and board composition, care work support and/or harassment to implement within their company over the next three years. This law will apply to approximately 2,000 employers.

On 28 March 2025, the Australian Public Service Commission published a circular to inform government employees and agencies on how to support colleagues experiencing perimenopause and menopause.<sup>4341</sup> The circular explained both conditions and outlined steps to ensure affected women received support at work.

Australia has fully complied with its commitment implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Australia has taken strong action across the sub-areas of action across five of the six components of the G20 Roadmap funding for projects to promote a more balanced distribution of paid and unpaid work, ensure equal opportunities and better outcomes in the labour market for women, support a more even distribution of women and men across sectors and address the gender pay gap and legislation requiring large companies to advance gender equality.

Thus, Australia receives a score of +1.

*Analyst: Zoe Perenack*

## **Brazil: 0**

Brazil has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 22 November 2024, the Ministry of Women established a Monitoring Committee for the Pro-Gender and Race Equity Program.<sup>4342</sup> The committee will ensure businesses participating in the program increase inclusive practices, support leadership positions for women and Black people and work to eliminate the gender pay gap.

On 4 December 2024, the Ministry of Labor and Employment through the Women's Working Group launched the Reception Room, a safe space for women to speak up about discrimination experienced in the workplace.<sup>4343</sup> It also released a Guide for the Prevention of Moral and Sexual Harassment.

On 23 December 2024, President Luiz Inácio Lula da Silva enacted a law establishing a National Care Policy.<sup>4344</sup> The law includes objectives to ensure domestic care work, mostly undertaken by women, is

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<sup>4340</sup> MEDIA RELEASE: WGEA statement on Setting Gender Equality Targets Act, Workplace Gender Equality Agency (Canberra) 27 March 2025. Access Date: 3 July 2025. [https://www.wgea.gov.au/newsroom/WGEA-setting-gender-equality-targets-act#\\_ftn1](https://www.wgea.gov.au/newsroom/WGEA-setting-gender-equality-targets-act#_ftn1)

<sup>4341</sup> Circular 2025/02: Supporting employees experiencing symptoms of perimenopause and menopause in the workplace, Australian Public Service Commission (Canberra) 28 March 2025. Access Date: 15 May 2025. <https://www.apsc.gov.au/resources/circulars-guidance-and-advice/circular-202502-supporting-employees-experiencing-symptoms-perimenopause-and-menopause-workplace>

<sup>4342</sup> Programa Pró-Equidade: instalado Comitê que irá monitorar e orientar ações de mais de 100 empresas, Ministério das Mulheres (Brasília) 22 November 2024. Translation provided by Google Translate. Date Accessed: 30 May 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/janeiro/mulheres-no-mundo-do-trabalho-e-tema-de-novo-curso-oferecido-pelo-ministerio-das-mulheres-mdhc-e-enap>

<sup>4343</sup> MTE inaugura sala de acolhimento para mulheres em situação de assédio e violência, Ministério das Mulheres (Brasília) 5 December 2024. Date Accessed: 30 May 2025. <https://www.gov.br/trabalho-e-emprego/pt-br/noticias-e-conteudo/2024/Dezembro/mte-inaugura-sala-de-acolhimento-para-mulheres-em-situacao-de-assedio-e-violencia>

recognized and supported through new policies that ensure decent pay for paid care work, the redistribution of responsibilities for unpaid care work and a National Care Plan.

On 15 January 2025, the Ministry of Women, the Ministry of Human Rights and Citizenship and the National School of Public Administration launched the “Women in the World of Work” course.<sup>4345</sup> The course includes discussions on social inequalities, an intersectional analysis of the labour market, workplace conditions for women, the unequal entrance of women in the labour market and ways for women to overcome them.

On 28 January 2025, the Ministry of Management and Innovation in Public Services established the Sectoral Plan for the Prevention and Confrontation of Harassment and Discrimination 2024-2026.<sup>4346</sup> The plan aims to promote a safe working environment for women in the federal government through prevention, reception and handling of complaints.

On 12 February 2025, President Lula da Silva approved a rule allowing women to transfer jobs within the federal civil sector if they are facing violence due to their work location.<sup>4347</sup> This will help ensure the quality of women’s employment in the federal government.

On 3 March 2025, the Ministry of Labor and Employment launched the Women in the Job Market Bulletin.<sup>4348</sup> The document provides a thorough analysis of the current state of women’s advancements and barriers in the job market and reiterates the need for public policies that promote gender equality.

On 11 March 2025, Minister of Women Cida Gonçalves spoke at the 69th Session of the Commission on the Status of Women.<sup>4349</sup> She reiterated Brazil’s commitment to the economic empowerment of women, presented its efforts to ensure equal pay and highlighted the achievements of the Ministry of Women in promoting gender equality in the labour force.

On 13 March 2025, the Ministry of Science, Technology and Innovation, the National Council for Scientific and Technological Development, Ministry of Women, British Council and Development Bank of Latin America and the Caribbean presented Women and Science Awards worth BRL500,000 to nine scholars and

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<sup>4344</sup> LEI Nº 15.069, DE 23 DE DEZEMBRO DE 2024, Diário Oficial da União (Brasília) 24 December 2024. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.in.gov.br/web/dou/-/lei-n-15.069-de-23-de-dezembro-de-2024-603826031>

<sup>4345</sup> Mulheres no mundo do trabalho é tema de novo curso oferecido pelo Ministério das Mulheres, MDHC e ENAP Ministério das Mulheres (Brasília) 15 January 2025. Date Accessed: 30 May 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2024/dezembro/politica-nacional-de-cuidados-vai-a-sancao-presidencial>

<sup>4346</sup> Plano Setorial de Prevenção e Enfrentamento do Assédio e da Discriminação do MGI 2024-2026, Ministério da Gestão e da Inovação em Serviços Públicos (Brasília) 29 January 2025. Translation provided by Analyst. Access Date: 29 March 2025. <https://www.gov.br/gestao/pt-br/assuntos/plano-setorial-de-prevencao-e-enfrentamento-do-assedio-e-da-discriminacao-do-mgi-2024-2026>

<sup>4347</sup> Presidente Lula aprova parecer que possibilita transferência de servidoras públicas federais vítimas de violência doméstica, Ministério das Mulheres (Brasília) 12 February 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/fevereiro/presidente-lula-aprova-parecer-que-possibilita-transferencia-de-servidoras-publicas-federais-vitimas-de-violencia-domestica>

<sup>4348</sup> Boletim Mulheres no Mercado de Trabalho é divulgado em comemoração ao Dia Internacional da Mulher, Ministério do Trabalho e Emprego (Brasília) 7 March 2025. Translation provided by Analyst. Access Date: 15 March 2025. <https://www.gov.br/trabalho-e-emprego/pt-br/assuntos/estatisticas-trabalho/notas-tecnicas/boletim-mulheres-no-mercado-de-trabalho-e-divulgado-em-comemoracao-ao-dia-internacional-da-mulher>

<sup>4349</sup> “O Brasil está pronto para seguir avançando com políticas que coloquem as mulheres no centro”, diz Cida Gonçalves na CSW, Ministério das Mulheres (Brasília) 12 March 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/marco/201co-brasil-esta-pronto-para-seguir-avancando-com-politicas-que-coloquem-as-mulheres-no-centro201d-diz-cida-goncalves-na-csw>

research institutions.<sup>4350</sup> This includes BRL150,000 for three institutions that advanced gender equality in the labour market, including for Science Technology Engineering and Math. The initiative aims to increase women's participation and gender equality in male-dominated research sectors.

On 19 March 2025, the Ministry of Women announced that it has provided BRL472,759.24 to support Caruaru in opening a public laundry facility.<sup>4351</sup> The facility will open in April 2025 and aims to ensure quality working conditions and decent pay for care work for women, in line with the National Care Policy.

On 7 April 2025, the Ministry of Women and Ministry for Labor and Employment launched the Movement for Equality in the Workplace, an initiative aimed at expanding women's employment and eliminating the gender pay gap in the banking, industry and other sectors.<sup>4352</sup>

On 7 April 2025, the Ministry of Women and Ministry for Labor and Employment launched the online "Guide to Collective Bargaining of the Equal Pay Law - Law No. 14,611/2023."<sup>4353</sup> The guide provides information on gender discrimination in the workforce, including the gender pay gap and provides recommendations to reduce inequalities.

On 8 April 2025, Brazil established the National Plan for Equal Pay between Women and Men and its 2025-2027 steering committee.<sup>4354</sup> The plan establishes objectives to eliminate the gender pay gap, ensure equal working opportunities for men and women, help women achieve leadership positions, eliminate discrimination and harassment in the workplace, ensure the equal distribution of care work and ensure decent work and access to work for women.

On 25 April 2025, the Ministry of Women held the first meeting of a forum to develop public policies that support paid domestic workers, which are mainly women.<sup>4355</sup> This action aims to advance decent work and living conditions for female domestic workers.

On 29 April 2025, the Ministry of Women and Ministry of Development and Social Assistance, Family and Fight Against Hunger established a partnership to support the socioeconomic inclusion of women who are receiving care for psychoactive addiction.<sup>4356</sup> This partnership will include training and professional

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<sup>4350</sup> Cerimônia de entrega do 1º Prêmio Mulheres e Ciência destaca trajetórias acadêmicas e reforça a importância da presença feminina na ciência, Ministério das Mulheres (Brasília) 13 March 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/marco/cerimonia-de-entrega-do-1o-premio-mulheres-e-ciencia-destaca-trajetorias-academicas-e-reforca-a-importancia-da-presenca-feminina-na-ciencia>

<sup>4351</sup> Caruaru vai inaugurar primeira lavanderia pública do Brasil equipada com investimento do Ministério das Mulheres, Ministério das Mulheres (Brasília) 19 March 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/marco/caruaru-vai-inaugurar-primeira-lavanderia-publica-do-brasil-equipada-com-investimento-do-ministerio-das-mulheres>

<sup>4352</sup> Movimento pela Igualdade no Trabalho é lançado com adesões de empresas e entidades, Ministério das Mulheres (Brasília) 7 April 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/abril/movimento-pela-igualdade-no-trabalho-e-lancado-com-adesoes-de-empresas-e-entidades>

<sup>4353</sup> MMulheres e MTE lançam Guia para Negociação Coletiva com base na Lei de Igualdade Salarial, Ministério das Mulheres (Brasília) 7 April 2025. Translation provided by Analyst. Access Date: 15 March 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/abril/mmulheres-e-mte-lancam-guia-para-negociacao-coletiva-com-base-na-lei-de-igualdade-salarial>

<sup>4354</sup> Governo Federal institui o Plano Nacional de Igualdade Salarial entre Mulheres e Homens e o comitê gestor, Ministério das Mulheres (Brasília) 8 April 2025. Translation provided by Analyst. Access Date: 15 March 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/abril/governo-federal-institui-o-plano-nacional-de-igualdade-salarial-entre-mulheres-e-homens-e-o-comite-gestor>

<sup>4355</sup> Ministério das Mulheres instala fórum de políticas públicas para trabalhadoras domésticas, Ministério das Mulheres (Brasília) 25 April 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/abril/ministerio-das-mulheres-instala-forum-de-politicas-publicas-para-trabalhadoras-domesticas>

<sup>4356</sup> Ministério das Mulheres e MDS firmam parceria para apoiar mulheres em situação de dependência psicoativa, Ministério das Mulheres (Brasília) 29 April 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2025/abril/ministerio-das-mulheres-e-mds-firmam-parceria-para-apoiar-mulheres-em-situacao-de-dependencia-psicoativa-1>

development to enable women to join the labour market. The ministries will also train managers, including breastfeeding mothers, working at the shelters.

Brazil has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Brazil has taken strong action to increase the quality of women's employment, address the gender pay gap, address discrimination in the labour market and promoting a more even distribution of women and men across sectors and occupations through the Monitoring Committee for the Pro-Gender and Race Equity Program, Reception Room enabling women to report discrimination, Movement for Equality in the Workplace, National Care Policy, funding for a public laundry facility and training women suffering from addiction to enter the workforce. It has also taken weak action to ensure equal opportunities for women in the labour market and promote a more balanced distribution of paid and unpaid work between women and men.

Thus, Brazil receives a score of 0.

*Analyst: Laís Russi Caputo*

### **Canada: +1**

Canada has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 8 December 2024, Minister for Women and Gender Equality and Youth Marci Ien and Member of Parliament for Yukon Brendan Hanley announced CAD11.77 million in funding for 16 projects aimed at supporting women in Canada's northern communities.<sup>4357</sup> This includes projects to increase women's labour market participation and leadership opportunities through mentorship, networking and training.

On 6 February 2025, Minister of National Revenue Élisabeth Brière announced CAD287,639 in funding for the Fédération des communautés culturelles de l'Estrie on behalf of Minister Ien.<sup>4358</sup> This will support efforts to address systemic barriers preventing immigrant and newcomer women from joining the labour market in Quebec's eastern townships by providing them with increased opportunities and resources.

On 28 February 2025, Women and Gender Equality Canada announced CAD10.2 million in funding for 22 projects to address gender-based violence across the country.<sup>4359</sup> This includes CAD526,731 for a project to support immigrant employees facing domestic violence and CAD399,050 to address sexual and gender-based violence in the skilled trades sector.

On 7 March 2025, Minister Ien announced CAD1,019,240 in funding for the "HeARTwork: Advancing Women in Business" project which aims to address barriers including the gender pay gap, care work, lack of safe and healthy workplaces and barriers for leadership which hinder women's integration in the labour market.<sup>4360</sup> The project will focus on Black, Indigenous and women of colour and women working in vulnerable or precarious sectors.

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<sup>4357</sup> Government of Canada supports projects in northern communities to advance gender equality, Women and Gender Equality Canada (Whitehorse) 8 December 2024. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2024/12/government-of-canada-supports-projects-in-northern-communities-to-advance-gender-equality.html>

<sup>4358</sup> Increasing opportunities for immigrant women in Quebec to build a more resilient economy for everyone in Canada, Women and Gender Equality Canada (Sherbrooke) 6 February 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/02/increasing-opportunities-for-immigrant-women-in-quebec-to-build-a-more-resilient-economy-for-everyone-in-canada.html>

<sup>4359</sup> Backgrounder – Preventing and addressing gender-based violence in Manitoba and across Canada, Women and Gender Equality Canada (Ottawa) 28 February 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/02/backgrounder--preventing-and-addressing-gender-based-violence-in-manitoba-and-across-canada.html>

<sup>4360</sup> Federal funding to help increase opportunities for women in business and build a more resilient economy for everyone in Canada, Women and Gender Equality Canada (King City) 7 March 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/federal-funding-to-help-increase-opportunities-for-women-in-business-and-build-a-more-resilient-economy-for-everyone-in-canada.html>

On 8 March 2025, Women and Gender Equality Canada announced CAD8.2 million in funding for several gender equality projects including CAD298,838 to help newcomer and Black, Indigenous and women of colour achieve workforce participation in male-dominated industries.<sup>4361</sup> Additionally, CAD581,825 and CAD400,000 will support two projects to support leadership for Métis young people and women, CAD300,000 to address barriers for girls and women in Science, Technology, Engineering and Math and CAD557,079 to address barriers for Indigenous women and two-spirited people in supporting the blue economy.

On 8 March 2025, Parliamentary Secretary to the Minister of International Development Anita Vandenbeld announced CAD193.45 million in funding for 20 projects to advance women's empowerment and gender equality.<sup>4362</sup> This includes projects to strengthen women's organizations around the world, CAD20 million for a project to help women, youth and other vulnerable groups in Lebanon gain skills for employment and entrepreneurship and CAD12.2 million to increase the number of Somali midwives.

On 9 March 2025, Minister of International Development Ahmed Hussen announced CAD272.2 million for 14 development projects in Bangladesh and Indo-Pacific Region.<sup>4363</sup> Of this, CAD6.3 million will support Cowater International Incorporation's project to advance women's empowerment in the nursing sector by addressing systemic barriers and stereotypes, providing skills training and improving education. The Gender-Responsive and Inclusive Vocational Education and Training program will also receive CAD12 million to provide vocational education and training to 27,000 women, enabling them to gain decent employment.

On 21 March 2025, Minister of Canadian Culture and Identity, Parks Canada and Quebec Lieutenant and Minister responsible for the Department of Women and Gender Equality Steven Guilbeault announced CAD5.9 million in funding for seven projects aimed at advancing gender equality in Canada.<sup>4364</sup> This includes up to CAD299,855 to increase early child education and childcare availabilities for women who have experienced gender-based violence.

On 21 March 2025, Member of Parliament for Québec Jean-Yves Duclos, on behalf of Minister Guilbeault, announced CAD533,029 in funding for a project to improve women's entrepreneurship opportunities in Quebec.<sup>4365</sup> The project will include addressing systemic barriers to participation, providing training and establishing policies and programs that support an inclusive and equitable entrepreneurial environment.

Canada has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Canada has taken strong action to address sub-areas of action under all six components of the G20 Roadmap through funding to increase women's labour market participation and leadership opportunities, address the gender pay gap, increase women's employment in male-dominated industries, address sexual and

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<sup>4361</sup> Backgrounder – Supporting economic opportunities for women and building a sustainable future for everyone in Canada, Women and Gender Equality Canada (Mississauga) 8 March 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/backgrounder--supporting-economic-opportunities-for-women-and-building-a-sustainable-future-for-everyone-in-canada.html>

<sup>4362</sup> Backgrounder: Canada announces projects to advance gender equality and empower women and girls, Global Affairs Canada (Ottawa) 8 March 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/global-affairs/news/2025/03/backgrounder-canada-announces-projects-to-advance-gender-equality-and-empower-women-and-girls.html>

<sup>4363</sup> Backgrounder - Minister Hussen announces support for development projects in Bangladesh and the Indo-Pacific region, Global Affairs Canada (Ottawa) 9 March 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/global-affairs/news/s2025/03/backgrounder--minister-hussen-announces-support-for-development-projects-in-bangladesh-and-the-indo-pacific-region.html>

<sup>4364</sup> Advancing gender equality and supporting victims and survivors of gender-based violence across Canada, Women and Gender Equality Canada (Ottawa) 21 March 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/advancing-gender-equality-and-supporting-victims-and-survivors-of-gender-based-violence-across-canada.html>

<sup>4365</sup> Federal funding to help increase opportunities for women in Quebec and build a more resilient economy for everyone in Canada, Women and Gender Equality Canada (Ottawa) 21 March 2025. Access Date: 3 July 2025. <https://www.canada.ca/en/women-gender-equality/news/2025/03/federal-funding-to-help-increase-opportunities-for-women-in-quebec-and-build-a-more-resilient-economy-for-everyone-in-canada.html>

gender-based violence in the skilled trades sector, ensure childcare, address systemic barriers and stereotypes, provide vocational training and establish policies for safe and inclusive work environments.

Thus, Canada receives a score of +1.

*Analyst: Zoe Perenack*

### **China: -1**

China has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 7 March 2025, Minister of Foreign Affairs Wang Yi announced that China would convene a Global Leaders' Meeting on Gender Equality in the second half of 2025.<sup>4366</sup> He also commended China's consistent prioritization of gender equality, highlighting China's achievements in training female professionals.

On 28 April 2025, the China Council for the Promotion of International Trade and the China Chamber of International Commerce hosted the 2025 BRICS Women's Leadership Forum.<sup>4367</sup> The event focused on empowering women across BRICS countries and promoted innovation and cooperation among businesses.

China has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. China has taken weak action to support equal opportunities for women through the BRICS Women's Leadership Forum. However, it has not taken sufficient action to qualify for partial compliance.

Thus, China receives a score of -1.<sup>4368</sup>

*Analyst: Leora Kasneci*

### **France: -1**

France has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 25 January 2025, France marked its first National Day Against Sexism to raise awareness, change societal attitudes and support victims.<sup>4369</sup> The Ministry of the Interior aims to combat sexist behavior and promote gender equality through this initiative.

On 7 March 2025, Minister of Labor and Employment Astrid Panosyan-Bouvet organized an event to discuss gender inequality in the workforce and explore possible actions to further gender equality.<sup>4370</sup>

On 7 March 2025, France published its five-year strategy for feminist foreign policy which aims to promote the full and meaningful participation of women in the labour market, politics and all other sectors.<sup>4371</sup> The

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<sup>4366</sup> Wang Yi: China will convene a Global Leaders' Meeting on Gender Equality and Women's Empowerment, Ministry of Foreign Affairs of the People's Republic of China (Beijing) 7 March 2025. Access Date: 17 May 2025.

[https://www.fmprc.gov.cn/mfa\\_eng/wjbzhd/202503/t20250307\\_11570324.html](https://www.fmprc.gov.cn/mfa_eng/wjbzhd/202503/t20250307_11570324.html)

<sup>4367</sup> Forum seeks to empower women, promote innovation, China Internet Information Center (Beijing) 29 April 2025. Access Date: 19 May 2025. [http://www.china.org.cn/2025-04/29/content\\_117851463.shtml](http://www.china.org.cn/2025-04/29/content_117851463.shtml)

<sup>4368</sup> This score of non-compliance was determined after consulting the following websites: <https://www.chinadaily.com.cn/>, <https://www.womenofchina.cn/womenofchina/news/womeninaction/1302/1552-5.htm>, <http://www.china.org.cn/>, [https://asiapacific.unwomen.org/en/news-and-events/stories?search\\_api\\_fulltext=china](https://asiapacific.unwomen.org/en/news-and-events/stories?search_api_fulltext=china), <https://www.mohrss.gov.cn> and <https://www.fmprc.gov.cn>.

<sup>4369</sup> Le 25 janvier (et toute l'année), ensemble contre le sexisme, Ministère de l'Intérieur (Paris) 25 January 2025. Translation provided by Analyst. Access Date: 24 March 2025. <https://www.interieur.gouv.fr/actualites/actualites-du-ministere/25-janvier-et-toute-lannee-ensemble-contre-sexisme>

<sup>4370</sup> Toutes et tous mobilisés pour l'égalité femmes-hommes au travail, Ministère du Travail, de la Santé, des Solidarités et des Familles (Paris) 5 March 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://travail-emploi.gouv.fr/toutes-et-tous-mobilises-pour-egalite-femmes-hommes-au-travail>

government grounded its commitments in five pillars: defending rights and freedoms, mobilizing financing to advance gender equality, combatting gender-based violence, addressing gender-based inequalities and promoting participation and representation in all decision-making processes.

On 7 March 2025, the Ministry Responsible for Equality between Women and Men and the Fight Against Discrimination announced that the upcoming 2026 federal budget will include a focus on gender equality.<sup>4372</sup> This includes ensuring all budget measures are assessed for gender equality implications, addressing gender biases in federal spending and tracking progress.

On 10 March 2025, the Ministry Responsible for Equality between Women and Men and the Fight Against Discrimination launched the 13th annual women and entrepreneurship youth awareness weeks.<sup>4373</sup> Between 10 March and 28 March 2025, this initiative aimed to promote gender equality and address stereotypes by inviting female entrepreneurs to speak to youth about their accomplishments.

On 20 March 2025, Minister for Equality between Women and Men and the Fight Against Discrimination Aurore Bergé spoke at the 69th session of the Commission on the Status of Women at the UN to reaffirm France's commitment to women's rights and gender equality.<sup>4374</sup>

France has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. France has taken weak action to advance the G20 Roadmap through new rules for the 2026 federal budget, launch of women and entrepreneurship weeks, reaffirming France's commitment to gender equality, announcing its 2025-2030 feminist foreign policy and launching the National Day Against Sexism. However, France has not taken action across at least four of the six components of the commitment.

Thus, France receives a score of  $-1$ .<sup>4375</sup>

*Analyst: Gigi Devlin*

### **Germany: 0**

Germany has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 28 November 2024, the Ministry for Family Affairs, Senior Citizens, Women and Youth organized an “Economic Equality 2030” conference.<sup>4376</sup> At the event, Minister for Women's Affairs Lisa Paus reiterated

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<sup>4371</sup> Stratégie internationale de la France pour une diplomatie féministe (2025-2030), Ministère de l'Europe et des affaires étrangères (Paris) April 2025. Translation provided by Analyst. Access Date: 16 May 2025. <https://www.diplomatie.gouv.fr/fr/politique-etrangere-de-la-france/diplomatie-feministe/strategie-internationale-de-la-france-pour-une-diplomatie-feministe-2025-2030/>

<sup>4372</sup> Journée internationale des droits des femmes – Faire du budget de la Nation une arme pour faire avancer l'égalité femmes-hommes, Ministère chargé de l'Égalité entre les femmes et les hommes et de la Lutte contre les discriminations (Paris) 7 March 2025. Translation provided by Analyst. Access Date: 3 July 2025.

<sup>4373</sup> Femmes et entrepreneuriat : Lancement national des Semaines de sensibilisation des jeunes, Ministère chargé de l'Égalité entre les femmes et les hommes et de la Lutte contre les discriminations (Paris) 7 March 2025. Translation provided by Analyst. Access Date: 3 July 2025. <https://www.egalite-femmes-hommes.gouv.fr/femmes-et-entrepreneuriat-lancement-national-des-semaines-de-sensibilisation-des-jeunes>

<sup>4374</sup> Commission de la condition de la femme à l'ONU : la France réaffirme son engagement, Ministère chargé de l'Égalité entre les femmes et les hommes et de la Lutte contre les discriminations (Paris) 20 March 2025. Translation provided by Analyst. Access Date: 3 July 2025. <https://www.egalite-femmes-hommes.gouv.fr/commission-de-la-condition-de-la-femme-lonu-la-france-reaffirme-son-engagement>

<sup>4375</sup> This score of non-compliance was determined after consulting the following websites: <https://www.afd.fr/fr/>, <https://www.elysee.fr/toutes-les-actualites>, <https://www.diplomatie.gouv.fr/fr>, <https://travail-emploi.gouv.fr/>, <https://www.service-public.fr/>, <https://www.assemblee-nationale.fr/dyn/espace-presse/communiqués-de-presse>, <https://www.assemblee-nationale.fr/>, <https://www.egalite-femmes-hommes.gouv.fr/> and <https://www.france24.com/fr/france/>.

Germany's commitment to ensuring gender equality in the workforce and reiterated the importance of facilitating convenience and opportunities for female workers.

On 4 December 2024, KfW Banking Group, on behalf of the Ministry for Economic Cooperation and Development invested EUR14 million for the 2X Ignite Warehousing Facility.<sup>4377</sup> Until 2032, this funding will support gender equality and financial inclusion by providing development loans to women-led fund managers in Africa. In turn, this will support employees in those funding portfolios and women, households and medium and small-sized businesses that receive basic services through the portfolios. The Ministry also allocated EUR500,000 as an accompanying measure for this initiative.<sup>4378</sup>

On 15 January 2025, the Family Report Commission published the tenth Family Report, calling for the reform of parental allowance, expansion of childcare and focus on care work in employment laws to promote the economic independence of single mothers.<sup>4379</sup>

On 26 February 2025, the German Corporation for International Cooperation and Tunisia's Ministry of Industry, Mines, and Energy officially launched the Tunisian Women Network for Energy Transition (TWNET).<sup>4380</sup> TWNET aims to support women in the energy transition sector, supporting greater inclusivity of women in the male-dominated sector. The launch event including workshops to discuss values, strategies and the network's action plan.

On 10 March 2025, Parliamentary State Secretary in the Ministry for Family Affairs, Senior Citizens, Women and Youth Ekin Deligöz represented Minister Paus at the 69th United Nations Commission on the Status of Women in New York.<sup>4381</sup> Between 10 March-13 March, she participated in discussions on women's economic empowerment, gender-based violence and sexual and reproductive rights, accompanied by a civil society delegation from Germany.

On 14 March 2025, Minister Paus restated Germany's commitment to ensuring equal employment in leadership positions in the federal government by the end of 2025.<sup>4382</sup>

On 3 April 2025, the Ministry for Family Affairs, Senior Citizens, Women and Youth and the Ministry of Education and Research funded the Girls' Day and Boys' Day event whereby children explored career

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<sup>4376</sup> Economic independence of women as a goal, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 28 November 2024. Translation provided by Google Translate. Access Date: 29 May 2025.

<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/wirtschaftliche-eigenstaendigkeit-von-frauen-als-ziel-251246>

<sup>4377</sup> 2X Ignite, Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Berlin) n.d. Translation provided by Google Translate. Access Date: 12 September 2025. <https://www.transparenzportal.bund.de/de/detailsuche/DE-1-202436541>

<sup>4378</sup> 2X Ignite (Begleitmaßnahme), Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Berlin) n.d.

Translation provided by Google Translate. Access Date: 12 September 2025.

<https://www.transparenzportal.bund.de/de/detailsuche/DE-1-202436558>

<sup>4379</sup> Family report: One in five families is single-parent or separated, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 15 January 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/familienbericht-jede-fuenfte-familie-allein-oder-getrennterziehend-254392>

<sup>4380</sup> Launch of the Women's Network in the Energy Sector TWNET is Born, Trovit News (Barcelona) 26 February 2025. Access Date: 12 September 2025. <https://trovit.tn/news/lancement-du-reseau-des-femmes-dans-le-secteur-de-lenergie-twnet-voit-le-jour>

<sup>4381</sup> Schulterschluss für mehr Gleichstellung, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 10 March 2025. Translation provided by Google Translate. Access Date: 3 July 2025.

<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/schulterschluss-fuer-mehr-gleichstellung-257268>

<sup>4382</sup> Women in leadership positions in the federal administration, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 14 March 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/frauen-in-fuehrungspositionen-in-der-bundesverwaltung-257536>

opportunities in which under-represented sectors.<sup>4383</sup> Minister of Education Cem Özdemir stated that the event supports the provision of equal opportunities for men and women.

Germany has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Germany has taken weak action to increase the quantity and quality of women's employment, ensure equal opportunities for women in the labour market, promote a more balanced distribution of paid and unpaid work between men and women and address discrimination in the world of work through its Family Report, reaffirming its commitment to gender equality in the workforce, launched TWNET and the Girls and Boys Day event. It has also taken strong action to ensure equal opportunities for women through funding for 2x Ignite. However, it has not taken strong action across at least five of the six components of the commitment.

Thus, Germany receives a score of 0.

*Analyst: Melani Vevecka*

### **India: 0**

India has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 13 December 2024, the Ministry of Women and Child Development announced that eligible women will no longer be required to provide their husband's unique identification number to receive maternity benefits.<sup>4384</sup> This will increase access to maternity benefits for new and breastfeeding mothers.

On 7 February 2025, the Ministry of Skill Development and Entrepreneurship and National Institution for Transforming India launched a women's entrepreneurship programme called Swavalambini in the northeastern states of Assam, Meghalaya and Mizoram.<sup>4385</sup> The program will promote entrepreneurship to women in high education through mentorship, training and funding.

On 11 February 2025, Minister for Women and Child Development Annpurna Devi announced gender-based funding for 8.86 per cent of the 2025-26 federal budget.<sup>4386</sup> This including measures to empower women, increase gender equality and inclusivity in employment and advance women-led development to promote greater female participation in the workforce and entrepreneurship through targeted initiatives, financial support and skills-building programs.

On 12 February 2025, the Council of Scientific and Industrial Research - National Institute of Science Communication and Policy Research held an event to encourage women to pursue careers in the Science, Technology, Engineering and Mathematics sectors.<sup>4387</sup> The workshop included mentorship, resources and information on government initiatives and funding to 56 undergraduate students from four women's colleges in New Delhi.

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<sup>4383</sup> Creating new perspectives with Girls' Day and Boys' Day, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 14 March 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/neue-perspektiven-schaffen-mit-dem-girls-day-und-boys-day-258842>

<sup>4384</sup> Under PMMVY, maternity benefits are provided to eligible women, Ministry of Women and Child Development (New Delhi) 13 December 2024. Access Date: 3 July 2025. <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2084399>

<sup>4385</sup> Union Minister Jayant Chaudhary launches Swavalambini, a women entrepreneurship programme, for the Northeast, Ministry of Skill Development and Entrepreneurship (New Delhi) 7 February 2025. Access Date: 3 July 2025. <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2100760>

<sup>4386</sup> Union Budget 2025-26 Strengthens Gender-Focused Allocations: Union Minister Smt. Annpurna Devi Highlights Key Measures for Women and Child Development, Ministry of Women and Child Development (New Delhi) 11 February 2025. Access Date: 16 May 2025. <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2101713>

<sup>4387</sup> CSIR-NIScPR hosts One-Day Workshop on International Day of Women and Girls in Science: Empowering Girls in STEM, Ministry of Science & Technology (New Delhi) 12 February 2025. Access Date: 3 July 2025. <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2102402>

On 18 February 2025, the Ministry of Labour and Employment partnered with a prominent recruitment platform called APNA.<sup>4388</sup> This partnership is intended to promote gender equality in labour force for men and women.

On 19 February 2025, Ministry of Labour and Employment Secretary Sumita Sumita Dawra reaffirmed India's commitment to increasing the participation of female workers in growing sectors like information technology, engineering and research and development.<sup>4389</sup> She also affirmed India's commitment to achieving 70 per cent female workforce participation by 2047 through better maternity leaves, equal pay and care facilities.

On 24 February 2025, the Ministry of Labour and Employment and Confederation of Indian Industry-Employers' Federation of India hosted the Global Coalition for Social Justice in New Delhi.<sup>4390</sup> At the event, the Ministry of Commerce and Industry, Ministry of Corporate Affairs, Ministry of External Affairs, Ministry of Skill Development and Entrepreneurship and others discussed empowerment of women in the workforce.

On 5 March 2025, Secretary Dawra took part in an event on Improving Female Workforce.<sup>4391</sup> She spoke about the need to increase the participation of women in the workforce, importance of promotion of education for increasing women's productivity of female workforce, the need for better care services to support working women and strengthening workplace safety for women.

On 24 March 2025, the Ministry of Finance announced a new credit scheme for 2025-2030 to provide 500,000 women and individuals from marginalized communities loans of up to INR20 million to pursue entrepreneurship.<sup>4392</sup> The government will also support women entrepreneurs with capacity building and the development of managerial skills.

On 19 April 2025, the Ministry of Labour and Employment and Rapido signed a Memorandum of Understanding to promote employment opportunities for women.<sup>4393</sup> This memorandum focuses on increasing logistics sector availabilities through the National Career Service portal, with a vow to create 500,000 jobs for women within the next two years, ensuring flexible work and convenient occupation.

India has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. India has taken strong action to support equal opportunities for women and increase the quality and quantity of women's employment through a new credit scheme for women entrepreneurs, the Swavalambini programme, funding through the 2025-2026 budget and a memorandum to increase jobs for women. It has also taken weak action to promote a more even distribution of women and men across sectors and occupations and tackle the gender pay gap through workshops, events and verbal reaffirmation towards the commitment. However, India has not taken strong action across at least five of the six components of the commitment.

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<sup>4388</sup> Ministry of Labour & Employment Signs MoU with APNA to Boost Job Opportunities, Ministry of Labour and Employment (New Delhi) 18 February 2025. Access Date: 29 May 2025. <https://labour.gov.in/sites/default/files/pib2104448.pdf>

<sup>4389</sup> Committed to 70% female workforce participation goal by 2047: Labour secy, Business Standard (New Delhi) 19 February 2025. Access Date: 16 May 2025. [https://www.business-standard.com/india-news/committed-to-70-female-workforce-participation-goal-by-2047-labour-secy-125021901041\\_1.html](https://www.business-standard.com/india-news/committed-to-70-female-workforce-participation-goal-by-2047-labour-secy-125021901041_1.html)

<sup>4390</sup> Dr. Mansukh Mandaviya to Inaugurate First-Ever Regional Dialogue on Global Coalition for Social Justice in New Delhi on 24-25 Feb 2025, Ministry of Labour and Employment (New Delhi) 12 February 2025. Date Access: 29 May 2025. <https://labour.gov.in/sites/default/files/pib2102377.pdf>

<sup>4391</sup> Secretary (Labour & Employment) Participates in Round Table Discussion on Improving Female Workforce Participation in India, Ministry of Labour and Employment (New Delhi) 5 March 2025. Access Date: 29 May 2025. <https://labour.gov.in/sites/default/files/pib2108281.pdf>

<sup>4392</sup> Government has taken several initiatives to facilitate ease of access to credit to Women Entrepreneurs, Ministry of Finance (New Delhi) 24 March 2025. Access Date: 3 July 2025. <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2114502>

<sup>4393</sup> Ministry of Labour & Employment signs MoU with Rapido in Presence of Union Ministers Dr. Mansukh Mandaviya and Sushri Shobha Karandlaje, Ministry of Labour and Employment (New Delhi) 5 March 2025. Access Date: 29 May 2025. <https://labour.gov.in/sites/default/files/pib2125275.pdf>

Thus, India receives a score of 0.

*Analyst: Aanya Gupta*

### **Indonesia: 0**

Indonesia has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 6 March 2025, Religious Affairs Minister Nasaruddin Umar reaffirmed that women are crucial to Indonesia's development and that increased gender equality is necessary.<sup>4394</sup> Minister Umar stressed that religion should not be used to discredit women.

On 14 March 2025, Minister for Women's Empowerment and Child Protection Arifah Fauz reaffirmed Indonesia's commitment to promoting gender equality at the 69th Commission on the Status of Women.<sup>4395</sup> Minister Fauz highlighted areas such as village-based approaches, climate action and budget allocation.

On 26 March 2025, Ambassador to Cambodia Santo Darmosumarto met with Cambodian Minister of Women's Affairs Kantha Phavi.<sup>4396</sup> Ambassador Darmosumarto and Minister Phavi discussed areas for collaboration to increase gender equality in both countries, such as scholarships for female students.

On 9 April 2025, the Ministry for Women's Empowerment and Child Protection endorsed the creation of the "Unlock Our Potential, Shaping the Future of Indonesia" Women Empowerment Conference 2025.<sup>4397</sup> Deputy for Gender Equality at the Ministry for Women's Empowerment and Child Protection Amurwani Dwi Lestariningsih described the event as beneficial for the promotion of gender equality in labour force, erosion of the gender pay gap and provision of opportunities for women leaders.

On 13 April 2025, Minister of Administrative and Bureaucratic Reform Rini Widyantini stressed that women's leadership is crucial to achieving the Indonesia Golden Generation 2045 vision.<sup>4398</sup> Minister Widyantini highlighted the barriers that women face to joining the civil service and called for policy changes to address this issue.

On 21 April 2025, Minister for Human Development and Culture Pratikno spoke at a Kartini Day event, discussing digital tools to advance female empowerment and career growth.<sup>4399</sup> Minister Pratikno also encouraged men to acknowledge and support the work that women perform in caring for the family and raising the next generation.

Indonesia has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Indonesia has taken weak action to support equal opportunities for women, increase the quantity and quality of women's employment, promote a more even distribution of women and men and address discrimination and gender stereotypes through verbal reaffirmations, discussing digital tools to uplift women and the Women Empowerment Conference 2025. However, it has not taken strong action across at least five of the six components of the commitment.

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<sup>4394</sup> Gender Equality Key to Indonesia's Development: Minister, The Jakarta Globe (Jakarta) 7 March 2025. Access Date: 17 May 2025. <https://jakartaglobe.id/news/gender-equality-key-to-indonesias-development-minister>

<sup>4395</sup> Indonesia affirms commitment on gender equality at 69th CSW New York, Antara News (Jakarta) 14 March 2025. Access Date: 17 May 2025. <https://en.antaranews.com/news/348405/indonesia-affirms-commitment-on-gender-equality-at-69th-csw-new-york>

<sup>4396</sup> Indonesia, Cambodia discuss gender equality partnership, The Phnom Penh Post (Phnom Penh) 27 March 2025. Access Date: 17 May 2025. <https://www.phnompenhpost.com/business/indonesia-cambodia-discuss-gender-equality-partnership>

<sup>4397</sup> Supporting WEC 2025, Ministry of PPPA Highlights Importance of Women's Leadership, Ministry of Women's Empowerment and Child Protection (Jakarta) 9 April 2025. Access Date: 29 May 2025. <https://www.kemenpppa.go.id/page/view/NTc4MA==>

<sup>4398</sup> Women must become main pillar to achieve Golden Indonesia: Minister, Antara News (Jakarta) 13 April 2025. Access Date: 17 May 2025. <https://en.antaranews.com/news/351529/women-must-become-main-pillar-to-achieve-golden-indonesia-minister>

<sup>4399</sup> Kartini Day: Minister encourages women's digital-era role expansion, Antara News (Jakarta) 21 April 2025. <https://en.antaranews.com/news/352337/kartini-day-minister-encourages-womens-digital-era-role-expansion>

Thus, Indonesia receives a score of 0.

*Analyst: Logan Roberts*

### **Italy: +1**

Italy has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 28 December 2024, Parliament approved the 2025 Budget Law which includes several measures to support families and working mothers.<sup>4400</sup> This includes extended parental leave to provide 80 per cent pay for three months, at any point before the child's sixth birthday and an increased benefit for families with a child born in 2024 or later, with an Equivalent Economic Situation Indicator income of EUR40,000 or less. Additionally, the budget confirms and extends tax relief for working mothers, including temporary and self-employed individuals and increases deductions for employers that hire individuals from specific categories, including mothers with two or more children and women victims of violence. These allocations promote a more balanced distribution of paid and unpaid work between men and women and aim to increase the quality and quantity of women's employment.

On 30 January 2025, the European Commission approved Italy's Youth and Women scheme, enabling the implementation of its Cohesion Decree.<sup>4401</sup> This endorsement allows Italy to move forward with finalizing documentation to activate financial incentives worth EUR1.1 billion, in part to increase equal opportunities and the quality and quantity of jobs for women. The European Union's European Social Fund Plus will partly fund this initiative.

On 11 February 2025, the Department for Equal Opportunities released a second notice for small and medium sized enterprises that wish to obtain a Gender Equality Certification.<sup>4402</sup> Selected businesses will receive technical assistance and support with gender equality certification which aims to promote work-life balance, address the gender pay gap and ensure opportunities for women. The government will provide EUR2.5 million for the second phase of this initiative.

On 7 March 2025, UN Women and the Ministry of Agriculture and Rural Development and the Ministry of Health and Social Protection launched a project aimed at promoting women's socio-economic status through employment opportunities and addressing gender-based violence in rural Northern Albania over the next three years.<sup>4403</sup> The Italian Agency for Development Cooperation funded the initiative.

On 8 March 2025, President Sergio Mattarella, while on a state visit to Japan, acknowledged the contributions of women to the workforce and promoted greater educational and career opportunities for women.<sup>4404</sup>

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<sup>4400</sup> Principali misure della legge di bilancio 2025, Ministero dell'Economia e delle Finanze (Rome) 28 December 2024. Translation provided by Google Translate. Access Date: 14 September 2025. <https://www.mef.gov.it/focus/Principali-misure-della-legge-di-bilancio-2025/>

<sup>4401</sup> Via libera della Commissione Europea ai bonus Giovani e Donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 30 January 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/via-libera-della-commissione-europea-ai-bonus-giovani-e-donne>

<sup>4402</sup> Certificazione parità di genere: al via il secondo avviso pubblico destinato a Pmi e professionisti, Dipartimento per le Pari Opportunità (Rome) 11 February 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.pariopportunita.gov.it/it/news-e-media/news/2025/certificazione-parita-di-genere-al-via-il-secondo-avviso-pubblico-destinato-a-pmi-e-professionisti/>

<sup>4403</sup> International Women's Day 2025: For All Women and Girls Across Europe and Central Asia, UN Women (New York) 17 March 2025. Access Date: 17 May 2025. <https://eca.unwomen.org/en/stories/news/2025/03/international-womens-day-2025-for-all-women-and-girls-across-europe-and-central-asia>

<sup>4404</sup> Women shouldn't have family or work dilemma - Mattarella, Agenzia Nazionale Stampa Associata (Rome) 8 March 2025. Access Date: 17 May 2025. [https://www.ansa.it/english/news/2025/03/08/women-shouldnt-have-family-or-work-dilemma-mattarella\\_8b54c9a3-b39e-4a6a-811c-d5f7d012c563.html](https://www.ansa.it/english/news/2025/03/08/women-shouldnt-have-family-or-work-dilemma-mattarella_8b54c9a3-b39e-4a6a-811c-d5f7d012c563.html)

On 11 March 2025, at the 69th Commission on the Status of Women, Ambassador to the UN Maurizio Massari shared the Italian Parliament is currently considering legislation to recognize femicide as a distinct offence, increasing the punishment for murder of women up to a life sentence.<sup>4405</sup> Once adopted, this legislation will extend Italy's efforts to eliminate violence against women and further their socioeconomic status.

On 17 March 2025, Minister of Education Giuseppe Valditara signed a decree launching a new call for proposals to construct new daycare centers for children below the age of two and converting existing daycares within the National Recovery and Resilience Plan.<sup>4406</sup> This initiative will receive EUR800 million from European Commission's Next Generation EU package. By increasing early childhood education and daycare availabilities, this action supports the G20 Roadmap's goal to promote a more balanced distribution of paid and unpaid work between men and women.

On 14 April 2025, Minister of Labor and Social Policies Marina Calderone and Minister of Economy and Finance Giancarlo Giorgetti announced the Women Bonus and Youth Bonus decrees, funded by of Youth, Women, Work Programme 2021-2027.<sup>4407</sup> This action supports equal opportunities and quality employment for women.

On 31 May 2025, the Ministry of Labor and Social Policies revealed that it launched a call for applications for incentives to hire women and individuals under the age of 35 on 16 May 2025. Between 16 May-30 May 2025, the measure received 60,000 applications, of which 4,960 are related to the hiring of women.<sup>4408</sup> The women-related applications are expected to receive a total of EUR54 million of the EUR479 million earmarked for this cause. This action aims to support the "stable hiring of women who have been without paid employment for at least 24 months," or those who have been unemployed for at least six months in Special Economic Zones.

Italy has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Italy has taken strong action to promote a more balanced distribution of paid and unpaid work between men and women, advance equal opportunities for women, address the gender pay gap and discrimination in the labour market and ensure quality and quantity employment for women through the 2025 Budget Law, Women Bonus, Gender Equality Certification, project in North Albania and incentives for employers to hire women. It has also taken weak action to address discrimination and promote a more even distribution of women and men through the Youth and Women scheme.

Thus, Italy receives a score of +1.

*Analyst: Logan Roberts*

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<sup>4405</sup> CSW69 – Statement of Italy at Ministerial Round Table, Permanent Mission of Italy to the UN (New York) 11 March 2025. Access Date: 17 May 2025. [https://italyun.esteri.it/en/news/dalla\\_rappresentanza/2025/03/csw69-statement-of-italy-at-ministerial-round-table-on-national-mechanisms-for-gender-equality-and-the-empowerment-of-women-and-girls-recommitting-resourcing-and-accelerating-implementation-of-the/](https://italyun.esteri.it/en/news/dalla_rappresentanza/2025/03/csw69-statement-of-italy-at-ministerial-round-table-on-national-mechanisms-for-gender-equality-and-the-empowerment-of-women-and-girls-recommitting-resourcing-and-accelerating-implementation-of-the/)

<sup>4406</sup> Asili nido, Valditara firma decreto per nuovo Piano di interventi: "Altri 800 milioni per gli asili nido. Ogni famiglia deve contare su un sistema educativo che supporti la crescita dei figli", Ministero dell'Istruzione e del Merito (Rome) 17 March 2025. Translation provided by Google Translate. Access Date: 12 September 2025. <https://www.mim.gov.it/web/guest/-/asili-nido-valditara-firma-decreto-per-nuovo-piano-di-interventi-altri-800-milioni-per-gli-asili-nido-ogni-famiglia-deve-contare-su-un-sistema-educati>

<sup>4407</sup> Firmati i decreti attuativi per i Bonus giovani e donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 14 April 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/firmati-i-decreti-attuativi-i-bonus-giovani-e-donne>

<sup>4408</sup> In 15 giorni oltre 60mila le domande di accesso ai Bonus giovani e donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 31 May 2025. Translation provided by Google Translate. Access Date: 12 September 2025. <https://www.lavoro.gov.it/notizie/pagine/15-giorni-oltre-60mila-le-domande-di-accesso-ai-bonus-giovani-e-donne>

## Japan: +1

Japan has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 26 November 2024, the Ministry of Labor announced plans to require companies with 101 employees or more to report the ratio of women to men in management positions.<sup>4409</sup> This proposition aims to address Japan's low percentage of female managers and the associated gender wage gap.

On 24 January 2025, Prime Minister Ishiba Shigeru announced plans to submit a bill addressing wage inequalities between men and women in the workforce.<sup>4410</sup> The initiative aims to introduce a comfortable and satisfactory environment for women and young people. Efforts will include small group discussions and support for local communities.

On 29 January 2025, Japan removed voluntary funding for the United Nations' Committee on the Elimination of All Forms of Discrimination against Women following their recommendation in October 2024 to revise the Imperial House Law to ensure gender equality.<sup>4411</sup> The law states that only the paternal line male descendants can become emperor.

On 5 February 2025, Japan hosted a public symposium on Women, Peace and Security, bringing together 93 UN member states representatives and 10 regional organizations to discuss the integration of gender perspectives in peacebuilding and conflict resolution.<sup>4412</sup> The symposium highlighted the importance of ensuring women's participation in decision-making processes and the implementation of effective policies to address gender-based violence in conflict zones.

On 6 February 2025, the Ministry of Foreign Affairs and United Kingdom co-organized a meeting for British women business owners, entrepreneurs and investors to facilitate partnership in trade with Japan.<sup>4413</sup> This measure aims to eliminate gender inequality in the trading industries, facilitating equal opportunities for female-owned exporting businesses.

On 10 February 2025, Deputy Permanent Representative of Japan to the United Nations Shigeru Umetsu announced a USD9 million commitment to the UN Women Committee's non-core budget to support international projects.<sup>4414</sup> This funding will enhance initiatives on gender equality, women's empowerment and addressing global challenges.

On 21 February 2025, the Ministry of Land, Infrastructure, Transport and Tourism eliminated the 158 cm height requirement for enrollment of female applicants in aviation programs, provided that they could reach

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<sup>4409</sup> Ministry to widen disclosure rules on ratio of female managers, The Asahi Shimbun (Osaka) 27 November 2024. Access Date: 24 March 2025. <https://www.asahi.com/ajw/articles/15526012>

<sup>4410</sup> Policy Speech by Prime Minister ISHIBA Shigeru to the 217th Session of the Diet, Prime Minister's Office of Japan (Tokyo) 24 January 2025. Access Date: 24 March 2025. <https://japan.kantei.go.jp/103/statement/202501/24shiseihoshin.html>

<sup>4411</sup> Press Conference by Foreign Press Secretary KITAMURA Toshihiro, Ministry of Foreign Affairs Japan (Japan) 29 January 2025. Access Date: 24 March 2025. [https://www.mofa.go.jp/press/kaiken/kaikenwe\\_000001\\_00145.html](https://www.mofa.go.jp/press/kaiken/kaikenwe_000001_00145.html)

<sup>4412</sup> Public Symposium Women, Peace and Security 25th: Towards Intergenerational initiatives, The Ministry of Foreign Affairs Japan (Tokyo), 18 February 2025. Access Date: 10 May 2025. [https://www.mofa.go.jp/fp/hr\\_ha/pagewe\\_000001\\_00141.html](https://www.mofa.go.jp/fp/hr_ha/pagewe_000001_00141.html)

<sup>4413</sup> Statement on the Japan - UK Women's Economic Empowerment Seminar, Department for Business and Trade (London) 7 February 2025. Access Dates: 29 May 2025. <https://www.gov.uk/government/news/statement-on-the-japan-uk-womens-economic-empowerment-seminar>

<sup>4414</sup> Statement by H.E. Ambassador UMETSU Shigeru, Deputy Permanent Representative of Japan to the United Nations, at the UN Women Executive Board First Regular Session 2025 (Opening Session), Permanent Mission of Japan to the United States (Tokyo) 10 February 2025. Access Date: 10 May 2025. [https://www.un.emb-japan.go.jp/itpr\\_en/umetsu021025.html](https://www.un.emb-japan.go.jp/itpr_en/umetsu021025.html)

the aircraft devices.<sup>4415</sup> The change, set to begin in the 2026 fiscal year, is expected to increase the number of female pilots from 1.9 per cent to 10 per cent over the next 10 years.

On 8 March 2025, Minister of Women's Empowerment and Minister of State for Gender Equality Junko Mihara declared the government's plan to create regions that attract women and encourage their involvement.<sup>4416</sup> She also submitted the Incorporated Administrative Agency for Gender Equality Bill, extended the Act on the Promotion of Women's Active Engagement in Professional Life to encourage women's employment participation and opportunities and announced initiatives to support women entrepreneurship.

On 10 March 2025, Minister Mihara, Member of the House of Representatives and Chairperson of the Parliamentary League to Promote Women's Political Participation and Advancement Noda Seiko and representatives from the Delegation of the European Union participated in the seminar "Building on a New Momentum for Gender Equality."<sup>4417</sup> Panel discussions focused on women's political participation, the gender pay gap and a selective dual surname system for married couples, with speakers from parliament, academia and civil society.

On 11 March 2025, the Ministry of Finance announced USD5 million in supplemental funding for the Women Entrepreneurs Finance Initiative.<sup>4418</sup> This initiative provides additional support to aid financial and non-financial challenges faced by women-owned businesses.

On 26 March 2025, Prime Minister Ishiba attended the 11th meeting of the Project Team for the Promotion of Women's Active Engagement in Professional Life at the Prime Minister's Office.<sup>4419</sup> In his statement, he emphasized the need for relevant government agencies to take steps to create comfortable work environments for women and young people by removing unconscious prejudice and correcting the gender pay gap between men and women.

On 31 March 2025, Japan and the UN Women Afghanistan committee initiated a one-year project to support 3,700 women and impact over 25,000 people, focusing on improving women's lives and ability to respond to climate-related risks.<sup>4420</sup> The project will provide Afghan women with climate-smart tools, access to finance and support for women-only safe spaces, markets and cooperatives.

On 1 April 2025, amendments to Japan's Child Care and Family Care Leave Act took effect with additional provisions effective from 1 October 2025.<sup>4421</sup> These amendments introduce new obligations for employers, including offering flexible work arrangements for parents, extending overtime exemptions and requiring businesses to report childcare leave usage and create action plans to improve work-life balance.

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<sup>4415</sup> Japan to scrap height requisite for women who want to be pilots, The Asahi Shimbun (Osaka) 27 March 2025. Access Date: 10 May 2025. <https://www.asahi.com/ajw/articles/15647176>

<sup>4416</sup> Minister's Message on International Women's Day 2025, Gender Equality Bureau Office (Tokyo) 8 March 2025. Access Date: 10 May 2025. [https://www.gender.go.jp/english\\_contents/international/un/iwd/iwd\\_2025.html](https://www.gender.go.jp/english_contents/international/un/iwd/iwd_2025.html)

<sup>4417</sup> International Women's Day Seminar "Building on a new momentum for gender equality – Towards a better working environment for women", Delegation of the European Union to Japan (Tokyo) 10 March 2025. Access Date: 10 May 2025. [https://www.eeas.europa.eu/delegations/japan/international-women%E2%80%99s-day-seminar-%E2%80%9Cbuilding-new-momentum-gender-equality-%E2%80%93-towards-better-working\\_en](https://www.eeas.europa.eu/delegations/japan/international-women%E2%80%99s-day-seminar-%E2%80%9Cbuilding-new-momentum-gender-equality-%E2%80%93-towards-better-working_en)

<sup>4418</sup> Japan Pledges a Total of \$10 Million to Support Women Entrepreneurs in the Care Economy, Women Entrepreneurs Finance Initiative (New York City) 11 March 2025. Access Date: 10 May 2025. <https://we-fi.org/2025-japan-pledges-10-million-to-support-women-entrepreneurs-in-the-care-economy/>

<sup>4419</sup> Project Team for the Promotion of Women's Active Engagement in Professional Life, Prime Minister's Office of Japan (Tokyo) 26 March 2025. Access Date: 10 May 2025. <https://japan.kantei.go.jp/103/actions/202503/26josei.html>

<sup>4420</sup> Empowering Afghan women: UN Women and Japan partner to strengthen resilience and livelihoods, UN Women (New York City) 31 March 2025. Access Date: 10 May 2025. <https://asiapacific.unwomen.org/en/stories/announcement/2025/04/un-women-and-japan-partner-to-strengthen-resilience-and-livelihoods>

<sup>4421</sup> Japan: Amendment to the Child Care and Family Care Leave Law, International Organisation of Employers (Geneva) February 2025. Access Date: 10 May 2025. <https://industrialrelationsnews.ioe-emp.org/industrial-relations-and-labour-law-february-2025/news/article/japan-amendment-to-the-child-care-and-family-care-leave-law>

Japan has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Japan has taken strong action across to increase the quantity and quality of women's employment, ensure equal opportunities in the labour market, promote a more even distribution of women and men across sectors and occupations, promote a more balanced distribution of paid and unpaid work between women and men and address the gender pay gap through funding for domestic and international initiatives and legislation.

Thus, Japan receives a score of +1.

*Analyst: Alicia Gallardo*

### **Korea: +1**

Korea has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 22 November 2024, Korea issued KRW200 million in fines to 37 companies that discriminated during the employment process based on gender.<sup>4422</sup>

On 16 January 2025, the Ministry of Science and Information Communication Technology announced its 2025 Work Plan to increase growth in science and the digital technologies, research and development and artificial intelligence.<sup>4423</sup> This includes KRW83 billion to support equal opportunities, employment and entrepreneurship for women in the artificial intelligence and software education sectors.

On 22 January 2025, the Ministry of Gender Equality and Family (MOGEF) the expansion of services offered at the Women's New Job Centers to provide 89 vocational education and training courses to women in various sectors including software, information technology and science.<sup>4424</sup> Additionally, the Ministry is establishing a KRW100,000 monthly allowance, renewable four times, for women training at the centers, KRW4.6 million to support employment retention incentives including hiring women in full-time positions after internships, the easing of regulations restricting companies from hiring interns permanently, mobile entrepreneurship training at 15 Women's New Job Centers and six additional pharmaceutical licensing management courses across the country.

On 9 March 2025, MOGEF shared that Acting Minister of MOGEF Shin Young-sook will attend the 69th UN Commission on the Status of Women.<sup>4425</sup> Shin Young-sook will act as the country representative, sharing the government's policy efforts and successes towards gender equality.

On 3 May 2025, MOGEF hosted the first Policy Partnership on Women and the Economy meeting of the Asia-Pacific Economic Cooperation.<sup>4426</sup> On the second day of the meeting, MOGEF announced various measures to increase gender equality in the labour market including through skills training in the artificial intelligence field, increased childcare services, "the Parental Allowance system to compensate income lost due

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<sup>4422</sup> 고용형태나 성별이 다르다는 이유만으로 차별한 37개 사업장, 약 2억원 적발, 고용노동부 (Seoul) 22 November 2024. Translation provided by Google Translate. Access Date: 17 May 2025. [https://www.moel.go.kr/news/enews/report/enewsView.do?news\\_seq=17263](https://www.moel.go.kr/news/enews/report/enewsView.do?news_seq=17263)

<sup>4423</sup> MSIT's Work Plan for 2025, Ministry of Science and ICT (Seoul) 16 January 2025. Access Date: 3 July 2025. <https://www.korea.net/Government/Briefing-Room/Press-Releases/view?articleId=7797&type=O&insttCode=>

<sup>4424</sup> Enhancement of Employment and Entrepreneurship Support Services at Saeil Centers, Ministry of Gender Equality & Family (Seoul) 22 January 2025. Access Date: 3 July 2025. <https://www.korea.net/Government/Briefing-Room/Press-Releases/view?articleId=710340&type=N&insttCode=A260114>

<sup>4425</sup> 신영숙 장관 직무대행 차관, 정부 수석대표로 제69차 유엔여성지위위원회(CSW) 참석, 여성가족부의 (Seoul) 9 March 2025. Translation Provided by Google Translate. Access Date: 17 May 2025. [https://www.mogef.go.kr/nw/rpd/nw\\_rpd\\_s001d.do?mid=news405#stop](https://www.mogef.go.kr/nw/rpd/nw_rpd_s001d.do?mid=news405#stop)

<sup>4426</sup> MOGEF Discusses Global Cooperation Strategies for Expanding Women's Economic Participation and Ensuring a Safer Society, Ministry of Gender Equality and Family (Seoul) 7 May 2025. Access Date: 17 May 2025. <https://www.korea.net/Government/Briefing-Room/Press-Releases/view?articleId=710509&type=N&insttCode=A260114>

to childbirth and childcare” and “the new Advance Child Support Payment System for Single-Parent Families” to come into effect in July 2025.

Korea has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Korea has taken strong action to increase the quantity and quality of women’s employment, ensure equal opportunities for women in the labour market, promote a more even distribution of women and men across sectors and occupations, promote a more balanced distribution of paid and unpaid work between women and men and address discrimination in the labour market through vocational education and training, increased childcare services and support, investments for equal opportunities, women’s entrepreneurship and the quality and quantity of women’s employment and measures against discrimination in the labour market.

Thus, Korea receives a score of +1.

*Analyst: Gigi Devlin*

### **Mexico: +1**

Mexico has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 10 January 2025, President Claudia Sheinbaum announced MXN500 million in funding to provide grants to Afro-Mexican women artisans.<sup>4427</sup> Grants of up to MXN50,000 for 12,000 individuals and MXN300,000 for 1,000 groups will support training, technical assistance, marketing support and other needs to address the financial gap between men and women and help women achieve better outcomes in the labour market.

On 15 January 2025, President Sheinbaum announced the construction of the first 12 Child Education and Care Centers (CECI) in Ciudad Juárez, Chihuahua between 30 April and 11 October 2025.<sup>4428</sup> Mexico will investment in the construction of these centres alongside up to MXN45 million for equipment and MXN400,000 in monthly expenses. This action will promote a more balanced distribution of work between women and men, with a focus on supporting working mothers in the manufacturing sector.

On 5 March 2025, the Secretariat of Women met with female union members to discuss challenges faced by women workers and improving gender equality in the workforce.<sup>4429</sup>

On 5 March 2025, the Ministry of Labor and Social Welfare announced a National Job Fair for Women during March 2025.<sup>4430</sup> The fair will include 68 events across the country and 30,000 job opportunities for women. The Ministry also announced a mandatory pilot program beginning on 27 June to provide digital platform workers with maternity leave, childcare, medical care and other social benefits.

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<sup>4427</sup> Presidenta Claudia Sheinbaum Presenta Apoyo Financiero A Mujeres Indígenas y Afromexicanas Artesanas, Presidencia de la República (Mexico City) 10 January 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/presidencia/prensa/presidenta-claudia-sheinbaum-presenta-apoyo-financiero-a-mujeres-indigenas-y-afromexicanas-artesanas?idiom=es>

<sup>4428</sup> En cumplimiento a compromiso de campaña, se construirán 12 Centros de Educación y Cuidado Infantil (CECI) del IMSS en Cd. Juárez, Presidencia de la República (Mexico City) 15 January 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/presidencia/prensa/en-cumplimiento-a-compromiso-de-campana-se-costruiran-12-centros-de-educacion-y-cuidado-infantil-ceci-del-imss-en-cd-juarez?idiom=es>

<sup>4429</sup> Secretaría de las Mujeres realiza la primera reunión con mujeres sindicalistas en el marco del 8M, Secretaría de las Mujeres (Mexico City) 5 March 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.gob.mx/mujeres/prensa/boletin-de-prensa-023-2025?idiom=es>

<sup>4430</sup> Presidenta: Con la Transformación llegamos las mujeres al poder; en el marco del 8M, Gobierno anuncia Feria Nacional de Empleo para mujeres, Presidencia de la República (Mexico City) 5 March 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/presidencia/prensa/presidenta-con-la-transformacion-llegamos-las-mujeres-al-poder-en-el-marco-del-8m-gobierno-anuncia-feria-nacional-de-empleo-para-mujeres?idiom=es>

On 8 March 2025, the Ministry of Economy's Undersecretariat of Industry and Commerce launched a Gender Strategy to support women's participation in male-dominated production sectors.<sup>4431</sup> This includes a focus on understanding and addressing barriers to employment including the gender pay gap, lack of access to childcare services and discrimination against mothers, developing an Official Mexican Standard that addresses care work in the industry and commerce sectors and collaborating with Danone and UN Women to provide gender equality, diversity and inclusion training to companies.

On 8 March 2025, President Sheinbaum announced ten actions to support women in Mexico.<sup>4432</sup> This includes the construction of 200 CECIs to support working mothers and forums to discuss ending gender-based violence.

On 10 March 2025, President Sheinbaum announced a nearly MXN850 million investment through the 2025 Budget to ensure the Women's Welfare Pension for women 60 to 64 years of age.<sup>4433</sup> Two million women will be able to register for the pension between 4 August and 30 August 2025, with additional availabilities to come. This aligns with the sub-action focused on addressing old-age poverty in women under the G20 Roadmap's gender pay gap section and the sub-action to provide social benefits under the quantity and quality of women's employment section.

On 3 April 2025, the Secretariat of Women urged employers to eradicate the gender pay gap within domestic work.<sup>4434</sup>

On 21 May 2025, Secretary of Women's Affairs Citlalli Hernández Mora noted Mexico City's efforts in establishing a public care system and reaffirmed Mexico's commitment to supporting care work, which is predominantly conducted by women.<sup>4435</sup>

Mexico has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Mexico has taken strong action to increase the quantity and quality of women's employment, ensure equal opportunities and better outcomes for women in the labour market, promote a more even distribution of women and men across sectors and occupations, tackle the gender pay gap, promote a more balanced distribution of paid and unpaid work between men and women and address discrimination and gender stereotypes in the labour market through expansions to the Women's Welfare Pension, the construction of childcare centres, the expansion of social benefits to digital platform workers, a job fair with 30,000 opportunities for women, grants for Afro-Mexican women artisans and the Ministry of Economy's Gender Strategy.

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<sup>4431</sup> La Secretaría de Economía lanza Estrategia de Género para incrementar la participación de las mujeres en el desarrollo productivo de México, Secretaría de Economía (Mexico City) 8 March 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/se/prensa/la-secretaria-de-economia-lanza-estrategia-de-genero-para-incrementar-la-participacion-de-las-mujeres-en-el-desarrollo-productivo-de-mexico?idiom=es>

<sup>4432</sup> A la Presidencia de la República llegamos todas: Presidenta Claudia Sheinbaum presenta 10 acciones a favor de las mujeres en el marco del 8M, Presidencia de la República (Mexico City) 8 March 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/presidencia/prensa/a-la-presidencia-de-la-republica-llegamos-todas-presidenta-claudia-sheinbaum-presenta-10-acciones-a-favor-de-las-mujeres-en-el-marco-del-8m?idiom=es>

<sup>4433</sup> En 2025 cumpliremos el compromiso de que todas las mexicanas de 60 a 64 años reciban la Pensión Mujeres Bienestar: Presidenta, Presidencia de la República (Mexico City) 10 March 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/presidencia/prensa/en-2025-cumpliremos-el-compromiso-de-que-todas-las-mexicanas-de-60-a-64-anos-reciban-la-pension-mujeres-bienestar-presidenta?idiom=es>

<sup>4434</sup> Secretaría de las Mujeres convoca a personas empleadoras a proveer seguridad social e igualdad salarial para las trabajadoras del hogar, Secretaría de las Mujeres (Mexico City) 3 April 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.gob.mx/mujeres/prensa/secretaria-de-las-mujeres-convoca-a-personas-empleadoras-a-proveer-seguridad-social-e-igualdad-salarial-para-las-trabajadoras-del-hogar-394770?idiom=es>

<sup>4435</sup> Ciudad de México, vanguardia en la construcción de un sistema público de cuidados: Secretaría de las Mujeres, Secretaría de las Mujeres (Mexico City) 21 May 2025. Translation provided by Google Translate. Access Date: 3 July 2025. <https://www.gob.mx/mujeres/prensa/ciudad-de-mexico-vanguardia-en-la-construccion-de-un-sistema-publico-de-cuidados-secretaria-de-las-mujeres?idiom=es>

Thus, Mexico receives a score of +1.

*Analyst: Madison Ketcheson*

### **Russia: -1**

Russia has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 3 December 2024, Russian delegates attending the 35th Asia-Pacific Economic Cooperation Forum Ministerial Meeting in Peru participated in a Joint Ministerial Statement.<sup>4436</sup> The statement indicated the ministers' desire to promote women's economic empowerment and advocate for gender equality and recognized the importance of tackling the barriers women face in the labour force.

On 18 December, Prime Minister Mikhail Mishustin announce the expansion of the maternity capital benefit programme, during a government meeting.<sup>4437</sup> The expansion will be in effect until 2030, providing RUB676,000 for the first child and RUB893,000 for subsequent children.

On 8 March 2025, the Ministry of Civil Defence, Emergencies and Disaster Relief issued a press release on International Women's Day that celebrated the work of Russian women in the Ministry.<sup>4438</sup> The notice discussed how Russian women balance their careers and families, in male-dominated fields.

On 24 March 2025, Deputy Prime Minister Tatyana Golikova announced measures to increase family benefits, the minimum wage and salaries to address poverty alongside measures like childcare and after school support to support working parents.<sup>4439</sup> These actions aim to improve family health and the birth rate.

Russia has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Russia has taken strong action to provide maternity benefits and support childcare services for working parents, contributing to the G20 Roadmap's commitment to promoting a more balanced distribution of paid and unpaid work between women and men. However, Russia has not taken sufficient action to qualify for partial compliance.

Thus, Russia receives a score of -1.<sup>4440</sup>

*Analyst: Maya Hutzul*

### **Saudi Arabia: 0**

Saudi Arabia has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 23 January 2025, Minister of Human Resources and Social Development and Chairman of the Family Affairs Council Ahmad bin Sulaiman Al-Rajhi and Executive Director of UN Women Sima Bahous met

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<sup>4436</sup> Joint Ministerial Statement of the 35th APEC Ministerial Meeting, The Ministry of Foreign Affairs of the Russian Federation (Moscow) 3 December 2024. Access Date: 21 March 2025. [https://www.mid.ru/en/foreign\\_policy/rso/1984917/](https://www.mid.ru/en/foreign_policy/rso/1984917/)

<sup>4437</sup> Government meeting, The Russian Government (Moscow) 18 December 2024. Access Date: 3 July 2025 <http://government.ru/en/news/53768/>

<sup>4438</sup> There are more than 40 thousand women in the Russian Emergencies Ministry system, The Ministry of Civil Defence, Emergencies, and Disaster Relief of the Russian Federation (Moscow) 8 March 2025. Access Date: 16 May 2025. <https://en.mchs.gov.ru/for-mass-media/novosti/5473612>

<sup>4439</sup> Meeting with deputy prime ministers on current issues, The Russian Government (Moscow) 24 March 2025. Access Date: 3 July 2025. <http://government.ru/en/news/54578/>

<sup>4440</sup> This score of non-compliance was determined after searching the following websites: <http://government.ru/>, <https://rostrud.gov.ru/>, <https://mid.ru/>, <https://www.unwomen.org/> and <http://en.kremlin.ru/>.

alongside her delegation.<sup>4441</sup> The pair discussed the Sustainable Development Goals and cooperation with UN Women to encourage women's empowerment and labour market integration.

On 23 March 2025, the Ministry of Human Resources and Social Development announced that it had begun establishing measures to increase the employability and visibility of women in the Saudi workforce.<sup>4442</sup> The Ministry also shared that it has amended the Labor Law to extend maternity leave to 12 weeks with full pay and adopted flexible work arrangements to support women's employment.

On 4 May 2025, the Ministry of Human Resources and Social Development shared that efforts to increase female employment have led to a record low unemployment rate of 11.8 per cent among Saudi women.<sup>4443</sup> The Ministry stated that this progress resulted from multiple programs, including a leadership training initiative with INSEAD University that involved 1,700 Saudi women.

On 14 May 2025, the Ministry of Human Resources and Social Development introduced new measures to increase quantity and quality of jobs for Saudi citizens including women.<sup>4444</sup> These measures establish mandatory quotas for Saudi employees in the private sector.

Saudi Arabia has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. Saudi Arabia has taken strong action to increase the quantity and quality of women's employment and promote a more balanced distribution of paid and unpaid work between women and men through amendments to its Labor Law and measures to increase quotas for Saudi employees. It has also taken weak action to ensure opportunities for women in the labour market and promote a more balanced distribution of men and women in sectors and occupations through a meeting with UN Women and reaffirmations towards the commitment. However, it has not taken strong action across at least five of the six commitment components.

Thus, Saudi Arabia receives a score of 0.

*Analyst: Zoe Perenack*

### South Africa: 0

South Africa has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 5 February 2025, Deputy Minister of Mineral and Petroleum Resources Phumzile Mgcina attended the Women in Mining South Africa Breakfast, reaffirmed the need for women in the mining industry.<sup>4445</sup> The Department of Mineral and Petroleum Resources also revealed that eight projects have been selected to

<sup>4441</sup> Minister of Human Resources and Social Development Meets with UN Women Executive Director, Ministry of Human Resources and Social Development (Riyadh) 23 January 2025. Access Date: 14 May 2025. <https://www.hrsd.gov.sa/en/media-center/news/وزير-الموارد-البشرية-والتنمية-الاجتماعية-يلتقي-بالمديرة-التنفيذية-الهيئة-الأمم-المتحدة/> المرأة?search=%22women%22%20%22employment%22

<sup>4442</sup> Women in the Labor Market... A Fundamental Pillar of Economic Growth in Saudi Arabia, Ministry of Human Resources and Social Development (Riyadh) 23 March 2025. Access Date: 14 May 2025. <https://www.hrsd.gov.sa/en/media-center/news/المرأة-المعمل?search=%22women%22%20%22employment%22>

<sup>4443</sup> His Excellency Deputy Dr. Abdullah Abuthnain will showcase the achievements of women's empowerment at the National Observatory for Women Conference at Princess Noura University, Ministry of Human Resources and Social Development (Riyadh) 4 May 2025. Access Date: 13 May 2025. <https://www.hrsd.gov.sa/en/media-center/news/معالي-النائب-الدكتور-عبدالله-أبوثنين-يستعرض-منجزات-تمكين-المرأة-في-مؤتمر-المرصد-الوطني-للمرأة?search=%22women%22%20%22employment%22>

<sup>4444</sup> The Ministry of Human Resources and Social Development issues a number of Emiratisation. Decision for 169 private sector professionals, Ministry of Human Resource and Social Development (Riyadh) 5 May 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.hrsd.gov.sa/media-center/news/قرارات-التوطين-ل-269-مهنة-في-القطاع-الخاص>

<sup>4445</sup> Deputy Minister Phumzile Mgcina: Women in Mining South Africa Breakfast, South African Government (Cape Town) 5 February 2025. Access Date: 11 May 2025. <https://www.gov.za/news/speeches/deputy-minister-phumzile-mgcina-women-mining-south-africa-breakfast-05-feb-2025>

receive a total of ZAR160 million from its exploration fund, including three black woman-owned projects. Additional projects will receive a total of ZAR67 million in funding through the artisanal and small-scale mining fund to advance the women and youth training program on small-scale mining.

On 17 February 2025, the Department of Women, Youth and Persons with Disabilities hosted the G20 technical meeting of the Empowerment of Women Working Group, bringing together representatives from member countries to discuss strategies for advancing gender equality.<sup>4446</sup> The meeting focused on key issues such as economic empowerment, paid and unpaid work in households and addressing violence against women.

On 20 February 2025, Minister in the Presidency for Women, Youth and People with Disabilities Sindisiwe Chikunga addressed South African officials during the Southern African High-Level Consultative Forum on Advancing Gender-Transformative Economies.<sup>4447</sup> Minister Chikunga outlined South Africa's plan to strengthen the African Union's Agenda 2063 by prioritizing gender equality initiatives such as economic growth, women's education, financial inclusion, land rights, digital access, care economy and regional collaboration.

On 7 March 2025, the Department of Women, Youth and Persons with Disabilities released a statement in celebration of International Women's Day, highlighting the need for acceleration of women's advancement.<sup>4448</sup> The department suggested strengthening policies on financial inclusion, credit access and workplace protections, as well as providing women with the tools to manage businesses and finances.

On 14 March 2025, the Member of Executive Council for the Department of Education Mavhungu Lerule-Ramakhanya announced an upcoming programme to support female entrepreneurs in the agriculture, tourism and green energy sectors.<sup>4449</sup> The programme aims to empower women to take an active role in these key sectors for sustainable development.

On 26 March 2025, the Department of Science, Technology and Innovation established the Women in Technology and Innovation Programme.<sup>4450</sup> The initiative offers women entrepreneurs funding, mentorship and innovation support to enter male-dominated fields.

On 24 April 2025, the Department of Women, Youth and Persons with Disabilities and the North-West Provincial Government hosted the G20 stakeholder engagement session on the Empowerment of Women Working Group at the North-West University.<sup>4451</sup> The forum provided a platform for discussing strategies to advance gender equality and women's economic empowerment.

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<sup>4446</sup> First Virtual G20 Empowerment of Women Working Group Meeting, G20 South Africa (Cape Town) 17 February 2025. Access Date: 11 May 2025. <https://g20.org/track-news/first-virtual-g20-empowerment-of-women-working-group-meeting/>

<sup>4447</sup> Minister Sindisiwe Chikunga: southern African High-Level Consultative Forum on Advancing Gender-Transformative Economies in SADC and Africa, South African Government (Pretoria) 20 February 2025. Access Date: 11 May 2025. <https://www.gov.za/news/speeches/minister-sindisiwe-chikunga-outhern-african-high-level-consultative-forum-advancing>

<sup>4448</sup> Women, Youth and Persons with Disabilities commemorates International Women's Day, South African Government (Pretoria) 7 March 2025. Access Date: 11 May 2025. <https://www.gov.za/news/media-statements/women-youth-and-persons-disabilities-commemorates-international-women%E2%80%99s-day-0>

<sup>4449</sup> Limpopo Education on International Women's Day, South African Government (Pretoria) 14 March 2025. Access Date: 11 May 2025. <https://www.gov.za/news/media-statements/limpopo-education-international-women%E2%80%99s-day-14-mar-2025>

<sup>4450</sup> Science, Technology and Innovation on launch of Women in Technology and Innovation Programme, South African Government (Pretoria) 31 March 2025. Access Date: 11 May 2025. <https://www.gov.za/news/media-statements/science-technology-and-innovation-launch-women-technology-and-innovation>

<sup>4451</sup> Woman, Youth and Persons with Disabilities hosts stakeholder engagement on woman empowerment, South African Government (Pretoria) 24 April 2025. Access Date: 11 May 2025. <https://www.gov.za/news/media-statements/woman-youth-and-persons-disabilities-hosts-stakeholder-engagement-woman>

On 24 April 2025, Minister Chikunga attended the BRICS Women Ministerial Meeting, leading the South African delegation.<sup>4452</sup> The meeting focused on women's empowerment and gender-responsive governance.

On 24 April 2025, Member of the Executive Committee on Roads and Transport Kedibone Diale-Tlabela announced the launch of the Public Transport Women's Help Desk.<sup>4453</sup> The initiative aims to support women in the public transport sector by offering resources such as legal assistance, business development tools and a platform for reporting abuse and discrimination.

On 8 May 2025, the Department of Women, Youth and Persons with Disabilities hosted the Technical Meeting on the Empowerment of Women Working Group in Sun City.<sup>4454</sup> The meeting consisted of stakeholders discussing strategies for advancing gender equality, women's economic involvement and promoting policies at national and regional levels.

South Africa has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. South Africa has taken strong action to promote a more even distribution of women and men across sectors and occupations, ensure equal opportunities and better outcomes for women in the labour market, increase the quantity and quality of women's employment and address discrimination through the Women in Technology and Innovation Programme and Public Transport Women's Help Desk. It has also taken weak action through verbal reaffirmations and participation in meetings. However, South Africa has not taken strong action across at least five of the six components of the commitment.

Thus, South Africa receives a score of 0.

*Analyst: Alicia Gallardo*

### **Türkiye: 0**

Türkiye has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 26 January 2025, Minister of Labor and Social Security Vedat Işıkhan spoke at the AK Party Mardin seventh Ordinary Provincial Women's Branch Congress where he restated the importance of women's participation in the labour force and highlighted the success of government programs in furthering gender equality in employment.<sup>4455</sup>

On 1 February 2025, Türkiye launched a National Employment Strategy for 2025-2028 highlighting a key target of increasing the labour force participation rate for women to 40.1 per cent by 2028.<sup>4456</sup> Policy actions within the strategy include preventing discrimination and human rights violations in the workplace, strengthening legislative infrastructure on "Psychological Harassment at Workplaces," aiding in nurturing the female labor force in the field of informatics, expanding institutional childcare services, promote women's

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<sup>4452</sup> Minister Sindisiwe Chikunga leads delegation at BRICS Women Ministerial Meeting in Brazil, 24 Apr, South African Government (Pretoria) 24 April 2025. Access Date: 11 May 2025. <https://www.gov.za/news/media-advisories/government-activities/minister-sindisiwe-chikunga-leads-delegation-brics>

<sup>4453</sup> MEC Kedibone Diale-Tlabela: Launch of Public Transport Women's Help Desk, South African Government (Pretoria) 24 April 2025. Access Date: 11 May 2025. <https://www.gov.za/news/speeches/mec-kedibone-diale-tlabela-launch-public-transport-women%E2%80%99s-help-desk-24-apr-2025>

<sup>4454</sup> Women, Youth and Persons with Disabilities on media registration for G20 Financial Inclusion and Empowerment Women working group technical meeting, South African Government (Pretoria) 8 May 2025. Access Date: 11 May 2025. <https://www.gov.za/news/media-statements/women-youth-and-persons-disabilities-media-registration-g20-financial>

<sup>4455</sup> Minister Işıkhan Attended the AK Party Mardin 7th Ordinary Provincial Women's Branch Congress, Ministry of Labour and Social Security of the Republic of Turkey (Ankara) 26 January 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.csgeb.gov.tr/haberler/bakan-isikhan-ak-parti-mardin-7-olagan-il-kadin-kollari-kongresine-katildi/>

<sup>4456</sup> National Employment Strategy 2025-2028, Ministry of Labour and Social Security of the Republic of Turkey (Ankara) 4 February 2025. Access Date: 30 August 2025. <https://csgeb.gov.tr/Media/zgcfstrm/uis-ingilizce.pdf>

participation in leadership and carrying out awareness-raising activities to foster an entrepreneurial culture in women.

On 27 February 2025, Minister Işıkhan visited the Research Commission on Combating Violence and Discrimination Against Women in the Turkish Grand National Assembly.<sup>4457</sup> He discussed the importance of gender equality in the labour market, urged for the strengthening of women's socioeconomic status, increase in the quality of the women's employment and female participation in the labour market and called for equal pay and women's rights observances in the workplace.

On 6 March 2025, the Confederation of Hak İşçi Trade Unions organized and conducted the 14th HAK-İŞ International Working Women Conference.<sup>4458</sup> Minister Işıkhan spoke at the event, reiterating the government's commitment to the economic, social and democratic rights and freedoms of women in the work environment.

On 8 March 2025, Minister Işıkhan restated the government's commitment to gender equality in the labour force at the Women's Employment of the Century Job Positive Promotion Program and Fair Opening.<sup>4459</sup> He spoke on the problematic nature of the informal employment for women empowerment, highlighting government programs that ensure better work-life balance for women in the labour force and ensure better quality of employment for women.

Türkiye has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. The government has taken weak action to increase the quantity and quality of women's employment, ensure equal opportunities and better outcomes for women in the labour market, tackle the gender pay gap and promote a more even distribution of women and men across sectors and occupations through verbal reaffirmations towards the commitment. However, it has not taken strong action across the commitment.

Thus, Türkiye receives a score of 0.

*Analyst: Laís Russi Caputo*

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

The United Kingdom has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 6 February 2025, the United Kingdom and Japanese Ministry of Foreign Affairs co-organized a meeting for British women business owners, entrepreneurs and investors to facilitate partnerships in trade with Japan.<sup>4460</sup> This measure aims to eliminate gender inequality in the trading industries, facilitating equal opportunities for female-owned exporting businesses.

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<sup>4457</sup> Minister Işıkhan Joined the Research Commission on Combating Violence and Discrimination Against Women, Ministry of Labour and Social Security of the Republic of Turkey (Ankara) 27 February 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.cs.gb.gov.tr/haberler/bakan-isikhan-kadina-yonelik-siddet-ve-ayrimcilikla-mucadele-arastirma-komisyonuna-katildi/>

<sup>4458</sup> Bakan Işıkhan, HAK-İŞ'in 14. Uluslararası Kadın Emeği Buluşması Programı'na İştirak Etti, T.C. Çalışma ve Sosyal Güvenlik Bakanlığı, (Ankara) 6 March 2025. Translation provided by Google Translate. Access Date: 12 May 2025. <https://www.cs.gb.gov.tr/haberler/bakan-isikhan-hakisin-14-uluslararasi-kadin-emegi-bulusmasi-programina-istirak-etti/>

<sup>4459</sup> Minister Işıkhan Visited Erzurum, Ministry of Labour and Social Security of the Republic of Turkey (Ankara) 8 March 2025. Translation provided by Google Translate. Access Date: 30 May 2025. <https://www.cs.gb.gov.tr/haberler/bakan-isikhan-erzurumda-ziyaretlerde-bulundu/>

<sup>4460</sup> Statement on the Japan - UK Women's Economic Empowerment Seminar, Department for Business and Trade (London) 7 February 2025. Access Dates: 29 May 2025. <https://www.gov.uk/government/news/statement-on-the-japan-uk-womens-economic-empowerment-seminar>

On 11 February 2025, the United Kingdom and Association of Southeast Asian States (ASEAN) Secretariat launched opened applications for the second round of scholarships for women in the Science, Technology, Engineering and Math (STEM) sector.<sup>4461</sup> 11 women will be selected for the scholarship from ten ASEAN member states and Timor-Leste, enabling them to pursue master's degrees at the University of Warwick and the University of Manchester. The scholarship aims to address the underrepresentation of women in the STEM field.

On 25 February 2025, the United Kingdom and FTSE Women Leaders Review published a report on women's participation in the labour force.<sup>4462</sup> The report presented successes in promoting female participation in the workforce and leadership, highlighted programs implemented to promote women's rights in the workplace and advocate for menopausal women and reiterated the government's commitment to promote gender equality in the labour markets.

On 8 March 2025, Minister for Women and Equalities Bridget Phillipson announced that the government will pursue partnerships with businesses through the Women's Business Council, Invest in Women Taskforce and other initiatives.<sup>4463</sup> This action aims to increase women's employment, tackle the gender pay gap and address barriers like the lack of childcare services.

On 22 March 2025, the Department for Science, Innovation and Technology, the National Cyber Security Centre and IBM partnered to provide cyber skills training to girls in the UK.<sup>4464</sup> IBM will lead the 2025 iteration of the CyberFirst Girls Competition, supporting skills development and encouraging young women to join the cybersecurity sector.

On 5 April 2025, Parliamentary Under-Secretary of State for Patient Safety, Women's Health and Mental Health Gillian Merron and Parliamentary Under-Secretary of State for Employment Rights, Competition and Markets Justin Madders announced the new right to neonatal care leave and pay for new parents.<sup>4465</sup> The new right allows 12 weeks of paid leave in addition to regular parental leave, for eligible parents with babies in the neonatal unit.

On 7 April 2025, the Office for Equality and Opportunity launched a call for evidence to identify barriers to gender equality in the workplaces and gather recommendations on overcoming these barriers.<sup>4466</sup> This initiative aims to understand how current policies are working in action and to recognize areas for future government policy reforms.

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<sup>4461</sup> ASEAN-UK SAGE Women in STEM Scholarships 2025 Open to Empower Women to Lead in STEM, UK Mission to ASEAN (London) 11 February 2025. Access Date: 3 July 2025. <https://www.gov.uk/government/news/asean-uk-sage-women-in-stem-scholarships-2025-open-to-empower-women-to-lead-in-stem>

<sup>4462</sup> UK businesses lead the way with record numbers of female leaders, Department for Business and Trade (London) 25 February 2025. Access Dates: 29 May 2025. <https://www.gov.uk/government/news/uk-businesses-lead-the-way-with-record-numbers-of-female-leaders>

<sup>4463</sup> Women key to unlocking growth says Minister for Women and Equalities, Office for Equality and Opportunity (London) 8 March 2025. Access Dates: 29 May 2025. <https://www.gov.uk/government/news/women-key-to-unlocking-growth-says-minister-for-women-and-equalities>

<sup>4464</sup> Plans to boost skills and diversity in UK cyber backed by tech giant IBM, Department for Science, Innovation and Technology and National Cyber Security Centre (London) 22 March 2025. Access Date: 3 July 2025. <https://www.gov.uk/government/news/plans-to-boost-skills-and-diversity-in-uk-cyber-backed-by-tech-giant-ibm>

<sup>4465</sup> Neonatal care leave and pay right for thousands of new parents, Department for Business and Trade (London) 5 April 2025. Access Date: 16 May 2025. <https://www.gov.uk/government/news/neonatal-care-leave-and-pay-right-for-thousands-of-new-parents>

<sup>4466</sup> Equality law call for evidence, Office for Equality and Opportunity (London) 7 April 2025. Access Date: 15 May 2025. <https://www.gov.uk/government/calls-for-evidence/equality-law-call-for-evidence>

On 9 April 2025, Secretary of State for Health and Social Care Wes Streeting shared new measures to address violence and harassment in England's National Health Service.<sup>4467</sup> The measures include data analysis to determine if women or other minorities are at higher risk for violence in the workplace and measures to encourage reporting instances of violence or harassment.

On 25 April 2025, Menopause Employment Ambassador Mariella Frostup announced plans to boost work support for women experiencing menopause.<sup>4468</sup> These plans aim to support women in the workforce while experiencing menopause.

On 30 April 2025, the British High Commission in Nairobi, Kenya and County Government of Lamu announced a partnership to construct a cotton processing facility in Lamu County, Kenya.<sup>4469</sup> This initiative will support women's employment opportunities and quality and quantity employment by ensuring that 50 per cent of the facility's staff are women, ensuring 2500 job opportunities.

On 7 May 2025, the Department for Education announced GBP8.2 million in funding for disadvantaged youth and girls to advance their math and artificial intelligence skills.<sup>4470</sup> This will help address the digital gender divide.

On 8 May 2025, Secretary Streeting shared that the Plan to Make Work Pay passed in the House of Commons in April 2025.<sup>4471</sup> Make Work Pay, or the Employment Rights Bill, aims to boost the economy, uplift living standards and create work opportunities across the nation to help the low-paid population and address the gender pay gap. It will need to be passed by the House of Lords to become law.

On 12 May 2025, the Department for Education announced that eligible working parents can apply for up to GBP7,500 in funding to support 30 hours of childcare per week.<sup>4472</sup> This initiative aims to support mothers who are unable to return to employment due to lack of childcare.

On 15 May 2025, the Ministry of Housing, Communities and Local Government introduced a public service pension scheme to make maternity, shared parental and adoption leave pensionable.<sup>4473</sup> This pension reform aims to end the inequality of the pension received by a man and a woman which previously occurred due to maternity leave. The reform also promises to eliminate all sex-based discrimination to close the pension pay gap.

On 21 May 2025, British International Investment and the Standard Chartered Bank announced USD100 million in co-financing for the Trade Finance Programme in Kenya and Tanzania which aims to support

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<sup>4467</sup> Government delivers on promise to support frontline staff with new action to tackle violence, improve working lives and enhance career progression, Department of Health and Social Care (London) 9 April 2025. Access Date: 3 July 2025. <https://www.gov.uk/government/news/one-million-nhs-staff-to-benefit-from-new-support-measures>

<sup>4468</sup> Menopause Employment Ambassador partners with industry leaders to support women to stay in work, Department of Work and Pension (London) 25 April 2025. Access Date: 15 May 2025. <https://www.gov.uk/government/news/menopause-employment-ambassador-partners-with-industry-leaders-to-support-women-to-stay-in-work>

<sup>4469</sup> Kanga power! Homegrown cotton for a homegrown economy – UK & Kenya launch Lamu cotton processing facility, British High Commission Nairobi (London) 30 April 2025. Access Date: 3 July 2025. <https://www.gov.uk/government/news/kanga-power-homegrown-cotton-for-a-homegrown-economy-uk-kenya-launch-lamu-cotton-processing-facility>

<sup>4470</sup> More girls to study maths under plans to improve pathway into AI careers, Department for Education (London) 6 May 2025. Access Date: 3 July 2025. <https://www.gov.uk/government/news/more-girls-to-study-maths-under-plans-to-improve-pathway-into-ai-careers>

<sup>4471</sup> Delivering our Plan for Change for workers, Department of Health and Social Care (London) 8 May 2025. Access Date: 16 May 2025. <https://www.gov.uk/government/speeches/delivering-our-plan-for-change-for-workers>

<sup>4472</sup> Applications open for 30 hours funded childcare expansion, Department for Education (London) 12 May 2025. Access Date: 3 July 2025. <https://www.gov.uk/government/news/applications-open-for-30-hours-funded-childcare-expansion>

<sup>4473</sup> Pension Scheme reforms to boost benefits and tackle inequality, Ministry of Housing, Communities and Local Government (London) 15 May 2025. Access Date: 16 May 2025. <https://www.gov.uk/government/news/pension-scheme-reforms-to-boost-benefits-and-tackle-inequality>

businesses through local and international trade.<sup>4474</sup> At least 30 per cent of the program will support women's employment and leadership opportunities for women.

The United Kingdom has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. The United Kingdom has taken strong action to increase the quantity and quality of women's employment, promote a more even distribution of women and men across sectors and occupations, promote a more balanced distribution of paid and unpaid work between women and men, help women gain equal opportunities and achieve better outcomes in the labour market and tackle the gender pay gap through STEM scholarships for women, increased childcare funding, supporting women's employment and leadership opportunities through the Trade Finance Programme, skills training for girls to address the digital divide, supporting the development of a cotton processing facility which will employ 50 per cent women and the Employment Rights Bill.

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

*Analyst: Aanya Gupta*

### **United States: -1**

The United States has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 10 December 2024, the Department of Labor and International Labour Organization announced a renewed Memorandum of Understanding to address gender-based violence and harassment in the world of work.<sup>4475</sup> The partnership will focus on implementing the US National Plan to End Gender-Based Violence from 2023.

On 21 January 2025, President Donald Trump signed executive order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity."<sup>4476</sup> The order ended affirmative action in the United States federal government, which had been in place since the passage of the Civil Rights Act of 1964. The executive order immediately ordered the Office of Federal Contract Compliance Programs in the US Department of Labor to stop "promoting diversity" and engaging in hiring that accounted for "race, color, sex, sexual preference, religion, or national origin."

On 26 February 2025, Attorney General Pam Bondi announced that the Department of Justice dismissed its pending lawsuits against police and firefighting departments that were sued for racial and gender discrimination.<sup>4477</sup> This included *United States v. City of South Bend*, in which it was alleged the department's physical fitness tests disproportionately prevented women from becoming police officers.

On 19 March 2025, President Trump signed the "Removing Discrimination and Discriminatory Equity Ideology from the Foreign Service" memorandum.<sup>4478</sup> The memorandum directed the Secretary of State to

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<sup>4474</sup> UK-East Africa trade forum to kickstart investment, British High Commission Kampala, British High Commission Dar es Salaam and British High Commission Nairobi (London) 21 May 2025. Access Date: 3 July 2025.

<https://www.gov.uk/government/news/uk-east-africa-trade-forum-to-kickstart-investment>

<sup>4475</sup> US Department of Labor, International Labour Organization renew partnership to end gender-based violence, harassment in world of work, Department of Labor (Washington D.C.) 10 December 2024. Access Date: 3 July 2025.

<https://www.dol.gov/newsroom/releases/wb/wb20241210>

<sup>4476</sup> ENDING ILLEGAL DISCRIMINATION AND RESTORING MERIT-BASED OPPORTUNITY, United States White House (Washington D.C.) 21 January 2025. Access Date: 24 March 2024. [www.whitehouse.gov/presidential-actions/2025/01/](http://www.whitehouse.gov/presidential-actions/2025/01/)

<sup>4477</sup> Trump Administration Stops Lowering Standards for Police, Firefighters, United States White House (Washington D.C.) 27 February 2025. Access Date: 13 May 2025. <https://www.whitehouse.gov/articles/2025/02/trump-administration-stops-lowering-standards-for-police-firefighters/>

<sup>4478</sup> Removing Discrimination and Discriminatory Ideology From the Foreign Service, United States White House (Washington D.C.) 19 March 2025. Access Date: 15 May 2025. <https://www.whitehouse.gov/presidential-actions/2025/03/removing-discrimination-and-discriminatory-equity-ideology-from-the-foreign-service/>

remove criteria for foreign service tenure and promotion related to diversity, equity, inclusion and accessibility. It also states that an individual's sex and any other "discriminatory equity ideology" should not be considered in hiring decisions for the foreign service.

On 23 April 2025, President Trump signed the executive order "Restoring Equality of Opportunity and Meritocracy."<sup>4479</sup> This executive order directed federal agencies not to pursue discrimination claims based on disparate impact liability which suggests that neutral policies can have a disproportionate effect on protected groups such as women. The order also allows agencies to dismiss pending claims of that nature.

On 9 May 2025, President Trump issued a statement that celebrated women on Mother's Day.<sup>4480</sup> He also pledged to ensure that American families can enjoy a standard of living on a single income.

The United States has not complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. The United States has taken weak action to address gender-based violence and harassment in the world of work, aligned with the sub-actions to increase the quantity and quality of women's employment. However, the US has also taken actions that are directly and explicitly antithetical to the commitment through executive orders that undermine existing equity and inclusion initiatives in the federal government and foreign service, dismissing gender-based lawsuits and making it more difficult to file discrimination lawsuits based on gender. The United States has also failed to take positive action across at least four of the six commitment components.

Thus, the United States receives a score of  $-1$ .<sup>4481</sup>

*Analyst: Maya Hutzul*

### **African Union: 0**

The African Union has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 20 December 2024, the African Union Commission's Women, Gender and Youth Directorate launched the Women and Youth Financial and Economic Inclusion Initiative called AfriTalent.<sup>4482</sup> AfriTalent aims to empower women entrepreneurs to enter the creative sector and unlock USD100 billion to support 10 million African women and youth by 2030. Members of the program's pilot phase will receive leadership, entrepreneurship and business-related training to increase their labour market opportunities.

On 28 February 2025, the African Union approved the AU Convention on Ending Violence Against Women and Girls during its 38th Ordinary Session.<sup>4483</sup> The convention aims to address the causes of gender-based violence, "strengthen legal and institutional mechanisms, and promote a culture of respect for human rights, gender equality and the dignity of women and girls." This includes a focus on the world of work amongst other sectors.

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<sup>4479</sup> RESTORING EQUALITY OF OPPORTUNITY AND MERITOCRACY, United States White House (Washington D.C.) 23 April 2025. Access Date: 15 May 2025. <https://www.whitehouse.gov/presidential-actions/2025/04/restoring-equality-of-opportunity-and-meritocracy/>

<sup>4480</sup> Mother's Day, 2025, United States White House (Washington D.C.) 9 May 2025. Access Date: 14 May 2025. <https://www.whitehouse.gov/presidential-actions/2025/05/mothers-day-2025/>

<sup>4481</sup> This score of non-compliance was determined after searching the following websites: <https://www.dol.gov/>, <https://www.whitehouse.gov/>, <https://www.commerce.gov/>, <https://www.state.gov/press-releases/> and <https://www.ed.gov/>.

<sup>4482</sup> "Empowering Africa's Creatives: The AU Women and Youth Financial and Economic Inclusion Initiative Creative Sector Cohort "AfriTalent" Launch, African Union (Addis Ababa) 20 December 2024. Access Date: March 28, 2025. <https://au.int/en/pressreleases/20241220/empowering-africas-creatives-au-women-and-youth-financial-and-economic>

<sup>4483</sup> African Union adopts Convention on Ending Violence Against Women and Girls, African Union (Addis Ababa) 28 February 2025. Access Date: 3 July 2025. <https://au.int/en/pressreleases/20250228/african-union-adopts-convention-ending-violence-against-women-and-girls>

On 8 March 2025, the African Commission on Human and Peoples' Rights' Special Rapporteur on the Rights of Women in Africa Janet Ramatoulie Sallah-Njie released a statement marking International Women's Day.<sup>4484</sup> Special Rapporteur Sallah-Njie recognized the importance of gender equality and women's empowerment, reiterating the African Commission's commitment to tackling the gender pay gap, increasing the representation of women across sectors including Science, Technology, Engineering and Math and supporting marginalized women.

On 11 March 2025, the African Union Economic, Social and Cultural Council and the European Economic and Social Committee released a joint declaration at the 69th session of the United Nations Commission on the Status of Women.<sup>4485</sup> The declaration reiterates their commitment to addressing the underrepresentation of women in the economic and political sectors and in leadership positions, ending gender-based violence, addressing the digital gender divide through skills training, valuing unpaid care work conducted by women and reducing the burden of this work and ensuring women's empowerment.

The African Union has partially complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. The African Union has taken strong action to ensure equal opportunities and better outcomes for women in the labour market through the AfriTalent initiative. It has also taken weak action to promote a more even distribution of women and men across sectors and occupations, tackle the gender pay gap and promote promoting a more balanced distribution of paid and unpaid work between women and men through a joint declaration with the European Economic and Social Committee and AU Convention on Ending Violence Against Women and Girls.

Thus, the African Union receives a score of 0.

*Analyst: Madison Ketcheson*

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

The European Union has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal.

On 2 December 2024, the Council of the European Union approved a conclusion urging EU member states to tackle the gender pay gap, address barriers to women's participation in the labour market ensuring better working conditions for women and other underrepresented groups.<sup>4486</sup>

On 2 December 2024, the Council of the European Union adopted new guidelines to address gender-based discrimination in the workplace.<sup>4487</sup> In clause 12, the Employment Guidelines stipulate that member states must enact labour market reforms and establish national wage-setting mechanisms to improve sustainability, social protection and inclusion as well as fair working conditions for women.<sup>4488</sup>

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<sup>4484</sup> Statement by the Special Rapporteur on the Rights of Women in Africa on the occasion of International Women's Day, African Commission on Human and Peoples' Rights (Banjul) 8 March 2025. Access Date: 3 July 2025.

<https://achpr.au.int/en/news/press-releases/2025-03-08/international-womens-day-statement>

<sup>4485</sup> Joint EESC-AU ECOSOC Declaration for the UN Commission on the Status of Women (CSW69) / Beijing+30, African Union (Addis Ababa) 11 March 2025. Access Date: 3 July 2025. <https://au.int/en/pressreleases/20250311/joint-eesc-au-ecosoc-declaration-un-commission-status-women-csw69-beijing30>

<sup>4486</sup> Tackling labour and skills shortages in the EU: Council approves conclusions, Council of the EU (Brussels) 2 December 2024. Access Date: 29 May 2025. <https://www.consilium.europa.eu/en/press/press-releases/2024/12/02/tackling-labour-and-skills-shortages-in-the-eu-council-approves-conclusions/>

<sup>4487</sup> Adopted EU Employment guidelines and Roma, EURoma (Madrid) 16 December 2024. Access Date: 18 May 2025. <https://www.euromanet.eu/news/adopted-eu-employment-guidelines-and-roma/>

<sup>4488</sup> Employment Guidelines, Official Journal of the European Union (Brussels) 2 December 2024. Access Date: 18 May 2025. [https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=OJ:L\\_202403134](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=OJ:L_202403134)

On 12 December 2024, the Council of the European Union and the European Parliament reached an agreement on a law to collect more comprehensive data on the gender pay gap across all EU members.<sup>4489</sup> Pending approval by EU member states, this will enable gender pay gap statistics to support EU policies.

On 17 December 2024, the European Investment Bank and Crédit Agricole announced a EUR400 million initiative to support healthcare professionals in France.<sup>4490</sup> Of this, at least EUR120 million will be devoted to supporting women in the healthcare field, supporting entrepreneurship and increasing the number of women employed in this sector.

On 28 December 2024, the European Union's Gender Balance on Corporate Boards Directive came into effect requiring companies across the EU to ensure at least 40 per cent representation of women in their non-executive Boards of Directors and 33 per cent representation across all Boards of Directors.<sup>4491</sup> The companies must institute these changes by 30 June 2026, further solidified by legislation enacted by EU Member States prior to 28 December 2024 reaffirming this target. This aims to support women's representation in leadership positions.

On 17 January 2025, the European Investment Bank, Côte d'Ivoire and Banque Nationale d'Investissement announced a joint initiative to support youth and gender equality in the cocoa industry.<sup>4492</sup> The European Union will provide a EUR100 million loan for this initiative through the EU Sustainable Cocoa Initiative, helping to increase equal opportunities for women, promote women's entrepreneurship and provide technical assistance to small and medium sized businesses including those run by women.

On 30 January 2025, the European Commission approved Italy's Youth and Women scheme, enabling the implementation of its Cohesion Decree.<sup>4493</sup> This endorsement allows Italy to move forward with finalizing documentation to activate financial incentives worth EUR1.1 billion, in part to increase equal opportunities and the quality and quantity of jobs for women. The European Union's European Social Fund Plus will partly fund this initiative.

On 5 March 2025, the European Investment Bank launched the InvestEU Gender Finance Lab aimed at encouraging commercial banks to increase investment for women entrepreneurs and women-led small and medium-size enterprises.<sup>4494</sup>

On 5 March 2025, the European Investment Bank and Spanish Bank CBNK announced a partnership to increase support for women in the pharmacy sector, a female-dominated field that continues to have gender

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<sup>4489</sup> Labour market statistics on businesses: Council and Parliament reach agreement, Council of the EU (Brussels) 12 December 2024. Access Date: 29 May 2025. <https://www.consilium.europa.eu/en/press/press-releases/2024/12/12/labour-market-statistics-on-businesses-council-and-parliament-reach-agreement/>

<sup>4490</sup> France: Healthcare and energy transition - EIB and the Credit Agricole strengthen their support for French regions with €700 million of financing, European Investment Bank (Luxembourg) 17 December 2024. Access Date: 3 July 2025. <https://www.eib.org/en/press/all/2024-513-sante-et-transition-energetique-le-credit-agricole-et-la-bei-renforcent-leurs-soutiens-aux-territoires-et-debloquent-une-enveloppe-de-700-millions-d-euros>

<sup>4491</sup> New EU rules to improve Gender Balance in corporate boards enter into application, European Commission (Brussels) 2 January 2025. Access Date: 3 July 2025. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_25\\_22](https://ec.europa.eu/commission/presscorner/detail/en/ip_25_22)

<sup>4492</sup> Côte d'Ivoire: Global Gateway - BNI and EIB join forces to promote sustainable cocoa and youth employment, European Investment Bank (Luxembourg) 17 January 2025. Access Date: 3 July 2025. <https://www.eib.org/en/press/all/2025-014-global-gateway-bni-and-eib-join-forces-to-promote-sustainable-cocoa-and-youth-employment-in-cote-d-ivoire>

<sup>4493</sup> Via libera della Commissione Europea ai bonus Giovani e Donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 30 January 2025. Translation provided by Google Translate. Access Date: 29 May 2025. <https://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/via-libera-della-commissione-europea-ai-bonus-giovani-e-donne>

<sup>4494</sup> New EU programme launched with banking sector to support women entrepreneurs across Europe, European Investment Bank (Luxembourg) 5 March 2025. Access Date: 3 July 2025. <https://www.eib.org/en/press/all/2025-117-new-eu-programme-launched-with-banking-sector-to-support-women-entrepreneurs-across-europe>

pay gaps and underrepresent women in leadership.<sup>4495</sup> The European Investment Bank will provide EUR150 million for loans for women entrepreneurs in the sector, supporting leadership and increased growth.

On 5 March 2025, the European Investment Bank group announced the extension of its Sustainability Awareness Bond to support gender equality and women's economic empowerment, in support of International Women's Day.<sup>4496</sup> This will enable initiatives for women's entrepreneurship, mobilizing capital markets to support a more even distribution of women and men across sectors and occupations and address the gender pay gap.

On 6 March 2025, the European Commission published its Roadmap for Women's Rights dedicated to advancing gender equality across the European Union and its member states.<sup>4497</sup> The Roadmap builds on the 2020-2025 Gender Equality Strategy and introduces progressive policies to address discrimination against women including as pay transparency, work-life balance measures, ensuring equal employment opportunities and implementing institutional mechanisms to support women's rights.

On 10 March 2025, the Delegation of the European Union to Japan and Japan's Minister for Gender Equality and Women's Empowerment Mihara Junko and Member of the House of Representatives and Chairperson of the Parliamentary League to Promote Women's Political Participation and Advancement Seiko Noda participated in the seminar "Building on a New Momentum for Gender Equality."<sup>4498</sup> Panel discussions focused on women's political participation, the gender pay gap and a selective dual surname system for married couples, with speakers from parliament, academia and civil society.

On 11 March 2025, the European Economic and Social Committee and the African Union Economic, Social and Cultural Council released a joint declaration at the 69th session of the United Nations Commission on the Status of Women.<sup>4499</sup> The declaration reiterates their commitment to addressing the underrepresentation of women in the economic and political sectors and in leadership positions, ending gender-based violence, addressing the digital gender divide through skills training, valuing unpaid care work conducted by women and reducing the burden of this work and ensuring women's empowerment.

On 17 March 2025, Italy's Minister of Education Giuseppe Valditara signed a decree launching a new call for proposals to construct new daycare centers for children below the age of two and converting existing daycares within the National Recovery and Resilience Plan.<sup>4500</sup> This initiative will receive EUR800 million from European Commission's Next Generation EU package. By increasing early childhood education and

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<sup>4495</sup> Spain: EIB and CBNK launch pioneering initiative to support women entrepreneurs in the pharmacy sector, European Investment Bank (Luxembourg) 5 March 2025. Access Date: 3 July 2025. <https://www.eib.org/en/press/all/2025-116-eib-and-cbnk-launch-pioneering-initiative-to-support-women-entrepreneurs-in-the-pharmacy-sector-in-spain>

<sup>4496</sup> EIB mobilises capital markets for gender equality and women's economic empowerment, European Investment Bank (Luxembourg) 5 March 2025. Access Date: 3 July 2025. <https://www.eib.org/en/press/all/2025-118-eib-mobilises-capital-markets-for-gender-equality-and-women-s-economic-empowerment>

<sup>4497</sup> Commission unveils its Roadmap to strengthen women's rights, European Commission (Brussels) 6 March 2025. Access Date: 3 July 2025. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_25\\_681](https://ec.europa.eu/commission/presscorner/detail/en/ip_25_681)

<sup>4498</sup> International Women's Day Seminar "Building on a new momentum for gender equality – Towards a better working environment for women", Delegation of the European Union to Japan (Tokyo) 10 March 2025. Access Date: 10 May 2025. [https://www.eeas.europa.eu/delegations/japan/international-women%E2%80%99s-day-seminar-%E2%80%9Cbuilding-new-momentum-gender-equality-%E2%80%93-towards-better-working\\_en](https://www.eeas.europa.eu/delegations/japan/international-women%E2%80%99s-day-seminar-%E2%80%9Cbuilding-new-momentum-gender-equality-%E2%80%93-towards-better-working_en)

<sup>4499</sup> Joint EESC-AU ECOSOC Declaration for the UN Commission on the Status of Women (CSW69) / Beijing+30, African Union (Addis Ababa) 11 March 2025. Access Date: 3 July 2025. <https://au.int/en/pressreleases/20250311/joint-eesc-au-ecosoc-declaration-un-commission-status-women-csw69-beijing30>

<sup>4500</sup> Asili nido, Valditara firma decreto per nuovo Piano di interventi: "Altri 800 milioni per gli asili nido. Ogni famiglia deve contare su un sistema educativo che supporti la crescita dei figli", Ministero dell'Istruzione e del Merito (Rome) 17 March 2025. Translation provided by Google Translate. Access Date: 12 September 2025. <https://www.mim.gov.it/web/guest/-/asili-nido-valditara-firma-decreto-per-nuovo-piano-di-interventi-altri-800-milioni-per-gli-asili-nido-ogni-famiglia-deve-contare-su-un-sistema-educati>

daycare availabilities, this action supports the G20 Roadmap's goal to promote a more balanced distribution of paid and unpaid work between men and women.

On 6 May 2025, the Directorate-General for Employment, Social Affairs and Inclusion announced that trade unions and employment organizations across federal and sub-national governments, hospitals, the education sector and the hospitality industry signed updated guidelines to advance gender equality, anti-discrimination and cybersecurity in the world of work.<sup>4501</sup> The guidelines are not legally binding, but aim to advance better risk assessments, training, awareness and support for victims of harassment and violence, including gender-based violence.

The European Union has fully complied with its commitment to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal. The European Union has taken strong action to increase the quantity and quality of women's employment, ensure equal opportunities and achieving better outcomes in the labour market, promote a more even distribution of women and men across sectors and occupations, tackle the gender pay gap, promote a more balanced distribution of paid and unpaid work between women and men and address discrimination in the labour market. It has done so through guidelines to address gender-based discrimination in the workplace, funding through the European Investment Bank to support equal opportunities and better outcomes for women in the labour market, a more even distribution of women and men across sectors, support women entrepreneurs and address the gender pay gap and the European Social Fund Plus' funding for Italy's Youth and Women scheme.

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

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<sup>4501</sup> EU sectoral social partners join forces to counter third-party violence and harassment related to work with updated Guidelines, Directorate-General for Employment, Social Affairs and Inclusion (Brussels) 6 May 2025. Access Date: 3 July 2025. [https://employment-social-affairs.ec.europa.eu/news/eu-sectoral-social-partners-join-forces-counter-third-party-violence-and-harassment-related-work-2025-05-06\\_en](https://employment-social-affairs.ec.europa.eu/news/eu-sectoral-social-partners-join-forces-counter-third-party-violence-and-harassment-related-work-2025-05-06_en)