



2022 G20 Bali Summit Final Compliance Report

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Feedback, as always, is welcome and is kept anonymous.
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6. Labour and Employment: Gender Equality

“We underline that it remains our utmost priority to promote gender equality.”

G20 Bali Leaders’ Declaration

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China		0	
France		0	
Germany			+1
India			+1
Indonesia			+1
Italy		0	
Japan		0	
Korea			+1
Mexico			+1
Russia		0	
Saudi Arabia		0	
South Africa		0	
Türkiye		0	
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.60 (80%)	

Background

Gender inequality has long been credited with shaping, influencing and regulating the role of women and girls and the dynamics between genders existing within the realms of labour and employment. Manifesting in various forms, gender inequality has perpetuated itself in the historical and continued underrepresentation of women in the workforce, the gender wage gap, workplace discrimination and violence and the disproportionate distribution of caregiving responsibilities. Ultimately, denigrating the presence and contributions of women existing within the spheres of labour and employment, many have opted to resolve such conditions through proactive efforts intended to promote gender equality. The nature of early commitments present in the creation of pathways of entry for female employment. Growing concern for gender equality and the position of women in labour and employment have been notable items of focus since the 2009 London Summit, becoming more prominent since. In later years, the nature of these commitments adapted in the push toward increased support in prevention of unfavorable working environments and are aimed to cater in response to the disproportionate impact of the COVID-19 crisis on women’s labor and employment.

At the 2009 London Summit, G20 leaders committed to creating a fair and family-friendly labour market for both women and men.¹⁰¹⁷ G20 members committed to supporting employment by stimulating growth, investing in education and training through active labour market policies, to ensure increased access into the labour market for women.

At the 2012 Los Cabos Summit, G20 leaders formally committed to gender equality. During the summit, G20 members pledged concrete actions to overcome the barriers hindering women’s full economic and social participation and to expand economic opportunities for women in G20 economies. During the

¹⁰¹⁷ Conclusions on Gender in G20 Summit Documents, G20 Research Group: G20 Leaders’ Conclusions on Gender, 2008–2014 (Toronto) 5 January 2015. Access date: 30 January 2023. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

summit, G20 members also committed to the promotion of gender equality in skills training, wages and salaries, treatment in the workplace and responsibilities in caregiving.¹⁰¹⁸

At the 2013 St Petersburg Summit, G20 leaders constructed action plans to improve the state of equality for women in the labour and employment sectors, including through increasing labour participation of women and enhancing childcare support.¹⁰¹⁹

At the 2014 Brisbane Summit, G20 leaders committed to reducing gender inequality in the labour force, by reducing the gender employment by 25 per cent by 2025 – which would include more than an additional 100 million women in the labour force.¹⁰²⁰

At the 2015 Antalya Summit, G20 leaders reaffirmed their commitment to country-specific action Employment Plans through publishing individual reports detailing country-specific growth strategies as well as the status of how these plans are being implemented in efforts to reduce gender participation gaps in the labour markets and improve the conditions of women in the workplace.¹⁰²¹ This commitment extended to digital skills development and education in science, technology, engineering and mathematics, to increase female participation in those employment sectors.

At the 2016 Hangzhou Summit, G20 leaders committed to pursuing pro-innovation strategies and policies, support investment in science, technology and innovation (STI) and support skills training for STI in support for the entry of more women into these fields.¹⁰²²

At the 2017 Hamburg Summit, G20 leaders emphasized the importance of removing barriers for women's inclusion. The leaders encourage heightened protection for women against all forms of violence including in the workplace and policies that reduce employment discrimination.¹⁰²³

At the 2019 Osaka Summit, G20 leaders re-committed to reducing the gender gap in labour force participation by 25 per cent by 2025.¹⁰²⁴ Members also committed to creating flexible working arrangements for women. G20 leaders emphasized the significance of increasing and developing economic access to women in efforts to bolster global economic growth.

At the 2020 Riyadh summit, G20 leaders recognized the disproportionate effect of the COVID-19 pandemic on women and how the crisis has disproportionately affected female labour and employment. Members committed to ensuring that even despite COVID-19 pandemic, existing inequalities would not be increased to undermine progress made toward gender inequality.¹⁰²⁵ The Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation (EMPOWER) was further engaged to advocate for gender equality in the workplace.¹⁰²⁶

¹⁰¹⁸ G20 Los Cabos Summit Leaders Declaration (Toronto) 19 June 2012. Access date: 30 January 2023.

<http://www.g20.utoronto.ca/2012/2012-0619-loscabos.pdf>

¹⁰¹⁹ Conclusions on Gender in G20 Summit Documents, G20 Research Group: G20 Leaders' Conclusions on Gender, 2008–2014 (Toronto) 5 January 2015. Access date: 30 January 2023.

¹⁰²⁰ 2014 Brisbane G20 Summit Final Compliance Report (Toronto) 14 November 2015. Access date: 30 January 2023.

<http://www.g20.utoronto.ca/compliance/2014brisbane-final/12-2014-g20-compliance-final-gender.pdf>

¹⁰²¹ 2015 G20 Antalya Summit Final Compliance Report (Toronto) 5 September 2016. Access date: 30 January 2023.

<http://www.g20.utoronto.ca/compliance/2015antalya-final/10-2015-g20-final-compliance-gender.pdf>

¹⁰²² G20 Leaders' Communique Hangzhou Summit (Toronto) 5 September 2016. Access Date: 30 January 2023.

<http://www.g20.utoronto.ca/2016/160905-communique.html>

¹⁰²³ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date:

30 January 2023. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.pdf>

¹⁰²⁴ 2019 G20 Osaka Summit Final Compliance Report (Toronto) 19 November 2020. Access date: 30 January 2023.

<http://www.g20.utoronto.ca/compliance/2019osaka-final/12-2019-osaka-final-compliance-gender-labour.pdf>

¹⁰²⁵ Leaders' Declaration Riyadh Summit, G20 Information Centre (Toronto) 21 November 2020. Access date: 30 January

2023. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

¹⁰²⁶ Leaders' Declaration, G20 Information Centre (Toronto) 22 November 2020. Access Date: 30 January 2023.

http://www.g20.utoronto.ca/2020/G20_Riyadh_Summit_Leaders_Declaration_EN.pdf

At the 2021 Rome summit, G20 leaders committed to rapidly enhance the quality and quantity of women's employment, with a particular focus on closing the gender pay gap.¹⁰²⁷ G20 leaders further committed to working on women's empowerment in cooperation with academia, civil society and the private sector.

Commitment Features

At the G20 Bali Summit, G20 leaders reaffirmed their commitment to “underline that it remains our utmost priority to ... promote gender equality.” This commitment can be interpreted as participating in and promoting new and existing efforts to advance gender equality, specifically in the realms of labour and employment.

“Underline” is understood to mean to emphasize or stress.¹⁰²⁸

“Remains” is understood to mean to continue unchanged.¹⁰²⁹ In the context of this commitment, it refers to the G20 members' continued resolve in promoting gender equality.

“Utmost” is understood to mean the greatest or highest degree, quantity, number, or amount.¹⁰³⁰

“Promote” is understood to mean the support or renewal of existing efforts or the creation of new efforts.¹⁰³¹ In the context of this commitment, it refers to the efforts of G20 members in the area of gender equality, within the realms of labour and employment, including, but not limited to: allocation of funding and investment, participation in national and multilateral fora relevant to the issue, development and implementation of policies and legislation and the introduction or expansion of new or existing programs or initiatives.

“Priority” is understood to mean a preferential rating.¹⁰³²

“Gender equality” refers to the “equal rights, responsibilities and opportunities of women and men and girls and boys.”¹⁰³³ The breadth of this commitment chiefly concerns the promotion of gender equality in the spheres of labour and employment, specifically focusing on the advancement of roles and opportunities provided to and the enlarged presence of women within labour markets and employment sectors.

Only actions concerning the promotion of gender equality as they explicitly concern labour and employment will be evaluated in the determination of compliance. Actions will reflect relevant priorities contained within the recommendations and conventions of the United Nations Sustainable Development Goal 5: Gender Equality, the International Labour Organization and the Organisation for Economic Co-operation and Development, including the promotion of family-friendly policies and working conditions that facilitate greater women participation in employment, the elimination of the gender wage gap, the end of violence, discrimination and harassment against women in employment, reducing the gender gap in entrepreneurial activity, the promotion and recognition of the value of unpaid care and domestic work, the provision of equal rights to economic resources and ensuring women's full and effective participation and opportunities in economic life, including employment, occupation and job training.

Strong actions also depend upon tangible activity going beyond verbal affirmations. Examples of strong and substantial actions include, but are not limited to: the allocation of funding to new or existing initiatives or organizations, the development of new partnerships and agreements with domestic or international

¹⁰²⁷ The 2021 G20 Rome Summit Commitments, G20 Information Centre (Toronto) 31 October 2021. Access date: 30 January 2023. <http://www.g20.utoronto.ca/analysis/commitments-21-rome.html>

¹⁰²⁸ Underline, Merriam-Webster (Springfield) n.d. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/underline>

¹⁰²⁹ Remain, Merriam-Webster (Springfield) n.d. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/remains>

¹⁰³⁰ Utmost, Merriam-Webster (Springfield) n.d. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/utmost>

¹⁰³¹ Compliance Coding Manual for International Institutional Commitments, G7 Information Centre (Toronto) 12 November 2020. Access Date: 30 January 2023. http://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf

¹⁰³² Priority, Merriam-Webster. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/priority>

¹⁰³³ Concepts and definitions, United Nations Entity for Gender Equality and the Empowerment of Women (New York) n.d. Access Date: 30 January 2022. <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

partners, the establishment or renewal of new or existing programs or initiatives, or the implementation of federal legislation intended to promote gender equality within the realms of labour and employment. Examples of weak, more routine actions include, but are not limited to the issuance of non-binding verbal statements promoting gender equality efforts in labour and employment, participating in existing national or multilateral discussions or forums, or sharing information with fellow G20 members about gender equality as it concerns labour and employment.

Full compliance, or a score of +1, will be given to G20 members who have taken strong and substantial actions to promote gender equality in the realms of labour and employment through supporting or renewing existing efforts AND creating new efforts. A G20 member must take substantial steps – either domestically or internationally – for full compliance.

Partial compliance, or a score of 0, will be given to G20 members who have taken weak actions to promote gender equality in the realms of labour and employment, OR through supporting or renewing existing efforts.

Non-compliance, or a score of –1, will be given to G20 members who have not taken any actions to promote gender equality in the realms of labour and employment or have taken actions in direct contradiction of the objectives of the commitment and undermine the promotion of gender equality.

Scoring Guidelines

–1	G20 member has NOT taken any substantial actions to promote gender equality in the realms of labour and employment.
0	G20 member has taken weak actions to promote gender equality in the realms of labour and employment OR through supporting or renewing existing efforts.
+1	G20 member has taken strong and substantial actions to promote gender equality in the realms of labour and employment through supporting or renewing existing AND creating new efforts.

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Argentina: +1

Argentina has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 6 December 2022, the Ministry of Women, Gender and Diversity announced the creation of the Igualar Seal.¹⁰³⁴ The Seal is a policy instrument that promotes the structural transformation of economic enterprise to reduce gender equality, through the generation of fairer, more inclusive workspaces free of gender-based violence.

On 10 January 2023, the Minister of Women, Gender and Diversity Ayelén Mazzina and the Minister of Health Carla Vizzotti launched an initiative to provide over 25,000 breastfeeding kits to breastfeeding people.¹⁰³⁵ The stated goal of the initiative is to promote labour continuation and inclusion.

On 20 January 2023, the Ministry of Women, Gender and Diversity participated in the 4th Ibero-American Gender Conference, as part of the Ibero-American Summit of Heads of State and Government.¹⁰³⁶ During the conference, Argentina recognized the role of feminized jobs, including the roles service, care and health industries have in sustaining economies and the income of countries. Participants also stressed the

¹⁰³⁴ The Igualar Seal was presented, a policy to transform the unequal organization of the world of work, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 6 December 2023. Access Date: 27 March 2023.

<https://www.argentina.gob.ar/noticias/se-presento-el-sello-igualar-una-politica-para-transformar-la-organizacion-desigual-del>
¹⁰³⁵ The distribution of 25,000 kits to promote shared breastfeeding began in San Luis, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 10 January 2023. Access Date: 20 March 2023. <https://www.argentina.gob.ar/noticias/comenzo-en-san-luis-la-distribucion-de-25-mil-kits-para-promover-la-lactancia-compartida>

¹⁰³⁶ The MMGYD represented the Argentine position in the declaration adopted at the IV Ibero-American Gender Conference, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 20 January 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/el-mmgyd-represento-la-posicion-argentina-en-la-declaracion-adoptada-en-la-iv-conferencia>

importance of deconstructing gender roles and stereotypes which maintain the gendered division of labour, in order to increase the participation of women in male-dominated areas of work.

On 31 January 2023, the Ministry of Women, Gender and Diversity published a ministerial report of the participation of women in work.¹⁰³⁷ The report found that Argentinian women earn, on average, 28.1 per cent less than men, that women represent 64 per cent of the lowest-income population and that women are more exposed to work that violates labour rights.

On 9 February 2023, Minister Mazzina chaired the 64th meeting of the Board of Directors of the Regional Conference on Women in Latin America and the Caribbean, a part of the Economic Commission for Latin America and the Caribbean.¹⁰³⁸ During the meeting, Minister Mazzina emphasized the importance of increasing training opportunities for women and increasing participation of women in the areas of science and technology. Minister Mazzina also reaffirmed Argentina's commitment to supporting women's entrepreneurship.

On 13 February 2023, Minister Mazzina met with the Ambassadors of France and the United States, Claudia Scherer-Effosse and Marc Stanley.¹⁰³⁹ During the meetings, Minister Mazzina stressed the importance of increasing economic independence and access to formal work for women in order to achieve gender equality.

On 8 March 2023, President Alberto Fernández and Minister Mazzina led a working session to advance the creation of the Constructoras program.¹⁰⁴⁰ The policy promotes training and equal employment opportunities for women in the construction sector and economic independence. The policy also seeks to break down gender roles and stereotypes in the world of work.

On 9 March 2023, the Ministry for Women, Gender and Diversity and the Bank of Argentina signed an agreement which pledged the Bank's commitment to the Igualar Seal.¹⁰⁴¹ The objective of the Seal is to promote gender equality within the Bank, including through increasing the participation of women in employment.

On 12 March 2023, the Government hosted the 4th 'We Move the World for Democracy' forum.¹⁰⁴² During the event, participants recognized the contributions of women in unpaid care work. To this end, the Ministry of Women, Gender and Diversity spoke on the importance of establishing a more equitable distribution of care to promote increased employment opportunities and economic independence for women.

On 14 March 2023, Minister Ayelén Mazzina hosted a working group composed of twenty Argentinian businesswomen.¹⁰⁴³ During the meeting, participants presented recommendations and initiatives to

¹⁰³⁷ Igualar Report: Women represent 64% of the lowest-income population, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 9 February 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/informe-igualar-las-mujeres-representan-el-64-de-la-poblacion-de-menores-ingresos-2>

¹⁰³⁸ The Board of Directors of the Regional Conference on Women called to close the digital gender gap, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 9 February 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/la-mesa-directiva-de-la-conferencia-regional-sobre-la-mujer-llamo-cerrar-la-brecha-digital>

¹⁰³⁹ The Ministry made progress in the articulation of gender policies with the Embassies of France and the United States, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 13 February 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/el-ministerio-avanzo-en-la-articulacion-de-politicas-de-genero-con-las-embajadas-de-francia>

¹⁰⁴⁰ Alberto Fernández and Ayelén Mazzina led a working group for the creation of the Construction Program, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 08 March 2023. Access Date: 20 March 2023. <https://www.argentina.gob.ar/noticias/alberto-fernandez-y-ayelen-mazzina-encabezaron-una-mesa-de-trabajo-para-la-creacion-del>

¹⁰⁴¹ A new body joins the Igualar Seal: MMGYD and Banco Nación will work together to reduce gender gaps, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 09 March 2023. Access Date: 20 March 2023.

<https://www.argentina.gob.ar/noticias/un-nuevo-organismo-se-suma-al-sello-igualar-el-mmgyd-y-el-banco-nacion-trabajaran-en>
¹⁰⁴² NMEM for Democracy. Chronicle of an urgent debate: how care is redistributed to organize social life, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 12 March 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/nmem-por-la-democracia-cronica-de-un-debate-urgente-como-se-redistribuyen-los-cuidados-para>

¹⁰⁴³ Minister Mazzina headed a working group with businesswomen, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 14 March 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/la-ministra-mazzina-encabezo-una-mesa-de-trabajo-con-mujeres-empresarias>

promote gender equality in the world of work. During the meeting, Minister Mazzina also expressed a desire to strengthen women's access to employment and prevent and address gender-based violence in the workplace.

On 21 March 2023, Minister Mazzina announced two new government programs to finance women entrepreneurial activities in both new and existing micro, small or medium-sized companies.¹⁰⁴⁴

On 22 March 2023, the Ministry for Women, Gender and Diversity and the General Administration of Argentine Ports and Trains signed an agreement which pledged the General Administration's commitment to the Igualar Seal.¹⁰⁴⁵ Through this, the General Administration pledged to increase employment opportunities for women and create workplaces free of gender-based violence.

On 22 March 2023, Argentina approved Article 179 of the Labour Contract Law.¹⁰⁴⁶ The law mandates that all companies with over 100 individuals employed must offer care spaces for children from 45 days to three years of age during employee working hours. Article 179 seeks to reduce gender inequality through reducing the burden of unpaid care work on women.

On 27 March 2023, Minister Mazzina committed to developing further measures to increase the participation of women in the world of work.¹⁰⁴⁷ The Argentine government committed to developing training reflective of gender equality in the world of work, disseminate programs aimed at the access, development and permanence of women in labour markets and encourage greater redistribution of care for care tasks in workplaces, specifically in constructing care spaces in work establishments.

On 30 March 2023, the Ministry of Women, Gender and Diversity participated in the First National Meeting of Care Cooperatives, a forum dedicated to the exchange of experiences, issues and solutions to strengthen organizations engaged in the work in Argentina.¹⁰⁴⁸ Forums, discussions and workshops featured discussions of reducing the gender gap in care tasks.

On 4 April 2023, the Secretariat of Equality and Diversity Policies of the Ministry of Women, Gender and Diversity conducted training on gender equality in the world of work with the Gran Buenos Aires Cooperative.¹⁰⁴⁹

On 10 April 2023, Minister Mazzina and Minister of Work, Employment and Social Security Raquel Olmos delivered construction equipment kits to 50 women recipients of the (De)Constructoras Program.¹⁰⁵⁰ The objective of the program is to promote the inclusion and equality of women workers in the construction sector and to strengthen the economic independence of women.

¹⁰⁴⁴ Mazzina and de Mendiguren announced two new programs to finance projects led by women or that have a gender perspective, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 21 March 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/mazzina-y-de-mendiguren-anunciaron-dos-nuevos-programas-para-financiar-proyectos-liderados>

¹⁰⁴⁵ The General Administration of Argentine Ports and Trains joins the Igualar Seal to reduce gender gaps, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 14 March 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/la-administracion-general-de-puertos-y-trenes-argentinos-se-suman-al-sello-igualar-para>

¹⁰⁴⁶ The National Government advances towards an equal distribution of care tasks in the field of production, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 22 March 2023. Access Date: 27 March 2023. <https://www.argentina.gob.ar/noticias/el-gobierno-nacional-avanza-hacia-una-distribucion-igualitaria-de-las-tareas-de-cuidados-0>

¹⁰⁴⁷ Mazzina and the Women's Roundtable Union Force in Motion committed to articulate actions to promote equality in labour and production, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 27 March 2023. Access Date: 27 April 2023. <https://www.argentina.gob.ar/noticias/mazzina-y-la-mesa-de-mujeres-fuerza-sindical-se-comprometieron-articular-acciones-para>

¹⁰⁴⁸ The First National Meeting of Care Cooperatives was held in Chubut, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 30 March 2023. Access Date: 8 May 2023. <https://www.argentina.gob.ar/noticias/se-realizo-el-primer-encuentro-nacional-de-cooperativas-de-cuidado-en-chubut>

¹⁰⁴⁹ Cooperativist workers were trained in gender perspective, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 4 April 2023. Access Date: 27 April 2023. <https://www.argentina.gob.ar/noticias/trabajadoras-y-trabajadores-cooperativistas-se-capacitaron-en-perspectiva-de-genero>

¹⁰⁵⁰ Mazzina led the delivery of clothes and helmets to women builders, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 10 April 2023. Access Date: 27 April 2023. <https://www.argentina.gob.ar/noticias/mazzina-encabezo-la-entrega-de-indumentaria-y-cascos-mujeres-constructoras>

On 12 April 2023, Minister Mazzina and Minister Raquel Olmos led the Plenary Table of the Tripartite Commission for Equal Opportunities.¹⁰⁵¹ This event presented public policies implemented by the government for the generation of jobs for women workers. The Tripartite Commission encouraged the discussion of issues in the labour sector to ensure working spaces free of discrimination and violence against women.

On 17 April 2023, the Ministry of Women, Gender and Diversity, the Secretariat of Human Rights and the Ministry of Foreign Affairs, International Trade and Worship submitted several policies as part of their request for an Advisory Opinion by the Inter-American Court of Human Rights.¹⁰⁵² The policies include the Registradas program, which requires work spaces with more than 100 workers to set up care centers, as well as the Care Infrastructure Program and the 100 Days Plan, which delivered breastfeeding kits to promote co-responsibility and more equal working environments in the field of care.

On 18 April 2023, Minister Mazzina, Minister Raquel Olmos, Secretary General of the Argentine Construction Workers' Union Gerardo Martínez and the president of the Argentine Chamber of Construction Gustavo Weiss signed the Commitment to Equality Act.¹⁰⁵³ The objective of the Act is to reduce the gender gap and gender stereotypes in the construction sector while increasing the participation of women workers in the field.

On 20 April 2023, Minister Mazzina, Secretary for Equality and Diversity Policies Paulina Calderón and Undersecretary for Equality Policies, Lucía Cirmi Obón delivered over 1500 breastfeeding kits.¹⁰⁵⁴ As part of the 100 Day Plan, the objective is to promote co-responsibility by enabling breastfeeding people who work or study to go back to their daily routines.

On 21 April 2023, Secretary Calderón and president of Grupo Provincia Gustavo Menéndez signed an agreement which pledged Grupo Provincia's commitment to the Igualar Seal.¹⁰⁵⁵ The objective of the Seal is to promote gender equality, including through increasing the participation of women in employment.

On 26 April 2023, Secretary Calderón and the president of Nación Seguros Alberto Pagliano signed an agreement which pledged Nación Seguros' commitment to the Igualar Seal.¹⁰⁵⁶ With this, the institution commits to implement measures in favour of gender equality among workers.

On 26 April 2023, the Ministry of Women, Gender and Diversity delivered over 200 breastfeeding kits to the province of Buenos Aires.¹⁰⁵⁷ The objective of the deliveries is to promote the redistribution of care by enabling breastfeeding people who work or study to go back to their daily routines.

On 8 May 2023, the Ministries of Women, Gender and Diversity and Mining, along with the Representative of the International Development Bank in Argentina José Agustín Aguerre chaired the "Mining and Gender

¹⁰⁵¹ Mazzina and Olmos highlighted the advances in equal opportunities in the labour world, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 12 April 2023. Access Date: 27 April 2023. <https://www.argentina.gob.ar/noticias/mazzina-y-olmos-destacaron-los-avances-en-materia-de-igualdad-de-opportunidades-en-el-mundo>

¹⁰⁵² The Argentine State filed a request for the IACHR Court to recognize care as a Human Right, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 17 April 2023. Access Date: 28 April 2023. <https://www.argentina.gob.ar/noticias/el-estado-argentino-presento-una-solicitud-para-que-la-corte-idh-reconozca-los-cuidados>

¹⁰⁵³ The National Government, UOCRA and the Argentine Chamber of Construction signed an agreement to promote equality in the sector, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 18 April 2023. Access Date: 28 April 2023. <https://www.argentina.gob.ar/noticias/el-gobierno-nacional-la-uocra-y-la-camara-argentina-de-la-construccion-firmaron-un-acta>

¹⁰⁵⁴ 100 Days Plan: breastfeeding kits were delivered in Misiones, La Rioja and Tierra del Fuego, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 20 April 2023. Access Date: 28 April 2023. <https://www.argentina.gob.ar/noticias/plan-100-dias-se-entregaron-kits-de-lactancia-en-misiones-la-rioja-y-tierra-del-fuego>

¹⁰⁵⁵ Grupo Provincia joins the Igualar Seal to reduce gender gaps, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 21 April 2023. Access Date: 28 April 2023. <https://www.argentina.gob.ar/noticias/el-grupo-provincia-se-suma-al-sello-igualar-para-reducir-las-brechas-de-genero>

¹⁰⁵⁶ Nación Seguros joins the Igualar Seal to reduce gender gaps, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 26 April 2023. Access Date: 28 April 2023. <https://www.argentina.gob.ar/noticias/nacion-seguros-se-suma-al-sello-igualar-para-reducir-las-brechas-de-genero>

¹⁰⁵⁷ Redistribution of care: the Ministry delivered breastfeeding kits that will be part of the Buenos Aires "Co-responsibles" program, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 26 April 2023. Access Date: 8 May 2023. <https://www.argentina.gob.ar/noticias/redistribucion-de-los-cuidados-el-ministerio-entrego-kits-de-lactancia-que-formaran-parte>

in Argentina and Latin America” conference.¹⁰⁵⁸ The objective of the discussion was to establish policy-making guidelines that will assist in closing the gender gap in the mining sector.

On 12 May 2023, the Ministry of Women, Gender and Diversity delivered training to the Federal Administration of Public Revenues on gender violence in the workplace.¹⁰⁵⁹

On 30 May 2023, the Secretariat of Public Management and Employment released the “Gender Gap in Government Positions Argentina 2009-2022” report.¹⁰⁶⁰ This document evaluates the presence of the gender gap in the access to high government positions.

On 2 June 2023, the Ministry of Women, Gender and Diversity initiated a series of trainings to be delivered to labour union representatives.¹⁰⁶¹ The training will discuss women’s labour rights, gender role and stereotypes contributing to the gendered division of labour, the impacts of unpaid care work, and gender-based violence in the workplace.

On 2 June 2023, the Ministry of Women, Gender and Diversity and the Superintendency of Insurance, with the assistance of the Igualar Program, surveyed 205 insurance companies to evaluate the gender gap in the sector.¹⁰⁶²

On 6 June 2023, the Ministry of Women, Gender and Diversity participated in the Public Works Observatory meeting.¹⁰⁶³ The Ministry spoke on the gender gap in the construction sector and announced the Construction Program, which promotes the economic development of women in employment within the sector. Participants also spoke on opportunities to reduce gender inequalities within the sector more broadly.

On 8 June 2023, the Ministry of Women, Gender and Diversity delivered training for rural and fishing workers on gender equality.¹⁰⁶⁴ Within the training, the Ministry discussed the gender gap in rural and fishing employment. The training also focused on gender discrimination and sexism in the workplace, which prevent the full participation of women in the economy.

On 13 June 2023, the Ministry of Women, Gender and Diversity delivered training to workers in the fishing sector on gender equality.¹⁰⁶⁵ During the workshop, the Ministry provided information regarding the regulatory framework concerning gender-based discrimination and violence within the workplace.

¹⁰⁵⁸ The mining sector advances in the implementation of gender and diversity policies, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 8 May 2023. Access Date: 10 June 2023. <https://www.argentina.gob.ar/noticias/el-sector-minero-avanza-en-la-implementacion-de-politicas-de-genero-y-diversidad>

¹⁰⁵⁹ AFIP teams were trained to address gender-based violence in the workplace, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 2 June 2023. Access Date: 10 June 2023. <https://www.argentina.gob.ar/noticias/equipos-de-afip-se-capitaron-en-el-abordaje-de-las-violencias-de-genero-en-el-ambito>

¹⁰⁶⁰ The Secretariat of Public Management and Employment presented the report “Gender Gap in Government Positions Argentina 2009-2022,” Ministerio de Trabajo, Empleo y Seguridad Social (Buenos Aires) 30 May 2023. Access Date: 10 June 2023. <https://www.argentina.gob.ar/noticias/la-secretaria-de-gestion-y-empleo-publico-presento-el-informe-brecha-de-genero-en-los>

¹⁰⁶¹ Equality in the world of work: the Ministry and Mujeres Fuerza Sindical began their training cycle for trainers in gender and diversity, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 2 June 2023. Access Date: 22 June 2023. <https://www.argentina.gob.ar/noticias/igualdad-en-el-mundo-del-trabajo-el-ministerio-y-mujeres-fuerza-sindical-iniciaron-su-ciclo>

¹⁰⁶² 30% of insurance companies train their staff in gender perspective, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 2 June 2023. Access Date: 10 June 2023. <https://www.argentina.gob.ar/noticias/el-30-de-las-aseguradoras-capacita-su-personal-en-perspectiva-de-genero>

¹⁰⁶³ Public Works with a gender perspective: the National Government promotes the reduction of inequalities in the construction sector, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 6 June 2023. Access Date: 22 June 2023. <https://www.argentina.gob.ar/noticias/obra-publica-con-perspectiva-de-genero-el-gobierno-nacional-impulsa-la-reduccion-de-las>

¹⁰⁶⁴ Entre Ríos: rural and fishing workers received training in gender and diversity, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 12 June 2023. Access Date: 22 June 2023. <https://www.argentina.gob.ar/noticias/entre-rios-trabajadoras-y-trabajadores-rurales-y-de-la-pesca-se-capitaron-en-genero-y>

¹⁰⁶⁵ Micaela Law: in Mar del Plata, a training session was held for workers in the fishing sector, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 13 June 2023. Access Date: 22 June 2023. <https://www.argentina.gob.ar/noticias/ley-micaela-en-mar-del-plata-se-realizo-una-jornada-de-capitacion-para-trabajadoras-y>

On 11 July 2023, the Ministry of Women, Gender and Diversity delivered training to workers in industrial parks as part of Article 179 of the Labour Contract Law 20.744.¹⁰⁶⁶ During the workshop, the Ministry provided guidelines and financing tools for the establishment of care spaces in industrial parks.

On 18 July 2023, the Ministry of Women, Gender and Diversity and the municipality of Río Grande held meetings with the aim of expanding the implementation of the Igualar Seal.¹⁰⁶⁷ During the meeting, three companies also received the Igualar Seal as recognition for their work in promoting gender equality.

On 26 July 2023, Minister Mazzina participated in a regional discussion with representatives of Brazil and Paraguay on the topic of eradicating gender-based violence.¹⁰⁶⁸

On 1 August 2023, the Ministry of Women, Gender and Diversity delivered 11,390 breastfeeding kits.¹⁰⁶⁹ The objective of the program is to promote co-responsibility by enabling breastfeeding people who work or study to go back to their daily routines.

On 2 August 2023, Minister Mazzina participated in the G20 Ministerial Conference on the Empowerment of Women, held in Gandhinagar, India.¹⁰⁷⁰ During the conference, Minister Mazzina delivered a speech on the role of education in achieving gender equality and women's leadership, including within the realms of labour and employment.

On 3 August 2023, Minister Olmos participated in the Forum for Media Equity - Law 27.635.¹⁰⁷¹ The objective is to promote equal rights, opportunities, gender equality and continuity in media jobs.

On 8 August 2023, Secretary Calderón presented the Constructoras Program in La Pampa.¹⁰⁷² This policy promotes the inclusion of women and LGBTI+ people in the construction sector.

On 10 August 2023, the Ministry of Women, Gender and Diversity announced the delivery of funding for the installation of a toy library in Labour Training Centre No. 405, where more than 60 percent of individuals trained in the trades are women.¹⁰⁷³ The funding will allow more children to access safe and professional childcare services. In turn, the women who attend classes will be able to devote more time to their education and professional training to achieve economic independence.

¹⁰⁶⁶ Art. 179: industrial park managers were trained on alternatives to guarantee care spaces, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 11 July, 2023. Access Date: 14 August 2022. <https://www.argentina.gob.ar/noticias/art-179-se-capacito-personal-jerarquico-de-parques-industriales-sobre-alternativas-para>

¹⁰⁶⁷ Río Grande advances in the implementation of Sello Igualar to reduce gender gaps in the world of work, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 18 July 2023. Access Date: 14 August 2022. <https://www.argentina.gob.ar/noticias/rio-grande-avanza-en-la-implementacion-sello-igualar-para-reducir-las-brechas-de-genero-en>

¹⁰⁶⁸ Mazzina participated in the First Meeting of Integration of Latin American Women in Brazil, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 26 July 2023. Access Date: 27 August 2022. <https://www.argentina.gob.ar/noticias/mazzina-participo-del-primer-encuentro-de-integracion-de-mujeres-latinoamericanas-en-brasil>

¹⁰⁶⁹ World Breastfeeding Week: Government promotes shared breastfeeding to make breastfeeding compatible with work, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 1 August 2023. Access Date: 14 August 2023. <https://www.argentina.gob.ar/noticias/semana-mundial-de-la-lactancia-materna-el-gobierno-promueve-la-lactancia-compartida-para>

¹⁰⁷⁰ G20 Conference: Mazzina called for promoting equality policies in education to build an inclusive society and close gender gaps, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 8 August 2023. Access Date: 27 August 2023. <https://www.argentina.gob.ar/noticias/conferencia-del-g20-mazzina-llamo-impulsar-politicas-de-igualdad-en-materia-de-educacion>

¹⁰⁷¹ Kelly Olmos participated in the Forum for Equity in Public and Private Media, Ministerio de Trabajo, Empleo y Seguridad Social (Buenos Aires) 3 August 2023. Access Date: 14 August 2023. <https://www.argentina.gob.ar/noticias/kelly-olmos-participo-del-foro-para-la-equidad-en-los-medios-publicos-y-privados>

¹⁰⁷² "Constructoras": La Pampa to train women and diversities in construction, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 9 August 2023. Access Date: 14 August 2023.

¹⁰⁷³ Articular Program: more than 60 women will have a care space where they can leave their sons and daughters to study, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 10 August 2023. Access Date: 27 August 2023. <https://www.argentina.gob.ar/noticias/programa-articular-mas-de-60-mujeres-tendran-un-espacio-de-cuidado-donde-dejar-sus-hijos-e>

On 14 August 2023, The Undersecretary for Training, Research and Cultural Policies for Equality, Julieta González Salinas led the implementation of the Formar Igualdad Program in the Provincia ART company.¹⁰⁷⁴ The initiative seeks to train senior managers on gender equality and promote violence-free workspaces.

On 14 August 2023, the Ministry of Women, Gender and Diversity carried out training on violence-free masculinities to workers a part of Radio and Television Argentina.¹⁰⁷⁵ The objective of the training was to address gender-based violence, gender stereotypes and gender inequality within the media and communications sector.

On 17 August 2023, the Ministry of Labor, Employment and Social Security held the first Federal Forum for the Eradication of Violence and Harassment in the World of Work.¹⁰⁷⁶ The purpose of the forum is to share experiences, expand dialogues and propose strategies for the prevention of violence and harassment in the workplace.

On 18 August 2023, the Ministry of Women, Gender and Equality delivered training to the Association of Metallurgical Industrialists with the objective of promoting and improving the gender equality policies of the organization.¹⁰⁷⁷ The training is part of the Igualar Program, in which strategic agreements are made between the Argentinian government and organizations to carry out actions aimed at strengthening institutional capacities around gender equality.

Argentina has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Argentina has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

Thus, Argentina receives a score of +1.

Analyst: Analí Arámbula Galindo

Australia: +1

Australia has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 28 November 2022, the Government approved Anti-Discrimination and Human Rights Legislation Amendment Bill 2022.¹⁰⁷⁸ The new law expands the Workplace Gender Equality Agency's abilities to provide expanded insights on gender equality in the workplace as well as requires mandatory reporting by the federal public sector. The legislation also places a positive duty on workplaces to take reasonable and proportionate measures to eliminate sex discrimination, sexual harassment and victimization.

¹⁰⁷⁴ Formar Igualdad: Provincia ART authorities trained in gender and diversity perspective, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 14 August 2023. Access Date: 14 August 2023. <https://www.argentina.gob.ar/noticias/formar-igualdad-autoridades-de-provincia-art-se-capacitaron-en-perspectiva-de-genero-y>

¹⁰⁷⁵ Micaela Medios: training was carried out for workers of Radio and Television Argentina, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 14 August 2023. Access Date: 27 August 2023. <https://www.argentina.gob.ar/noticias/micaela-medios-se-realizo-una-capacitacion-para-trabajadoras-y-trabajadores-de-radio-y>

¹⁰⁷⁶ The Federal Forum for the Eradication of Violence and Harassment in the World of Work was held, Ministerio de Trabajo, Empleo y Seguridad Social (Buenos Aires) 17 August 2023. Access Date: 27 August 2023. <https://www.argentina.gob.ar/noticias/se-realizo-el-foro-federal-para-la-erradicacion-de-la-violencia-y-el-acoso-en-el-mundo-del>

¹⁰⁷⁷ Igualar Program: managers of the Association of Metallurgical Industrialists were trained in gender perspective and diversity in the workplace, Ministerio de las Mujeres, Géneros y Diversidad (Buenos Aires) 17 August 2023. Access Date: 27 August 2023. <https://www.argentina.gob.ar/noticias/entre-rios-avanzan-las-politicas-de-cuidados-y-de-prevencion-de-las-violencias-por-motivos>

¹⁰⁷⁸ Passage of Respect at Work Bill legislates federal public sector gender equality reporting, Workplace Gender Equality Agency (Sydney) 28 November 2022. Access Date: 18 March 2023. https://www.wgea.gov.au/newsroom/WGEA_statement_on_passage_of_Respect_at_Work_bill

On 29 November 2022, the Government moved to ratify the International Labour Organization’s Violence and Harassment Convention of 2019.¹⁰⁷⁹ The Convention would commit Australia to ensuring its laws provide a framework prohibiting all forms of violence and harassment in the workplace, including gender-based violence.

On 2 December 2022, the Parliament passed the Secure Jobs, Better Pay Bill.¹⁰⁸⁰ A new prohibition on pay secrecy clauses provides employees with a positive right to disclose (or not disclose) their remuneration and protect them from adverse action if they do. These changes are aimed at reducing discrimination and the gender pay gap by enabling employees to understand and gather more information about their remuneration.

On 8 February 2023, Prime Minister Anthony Albanese introduced the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 into the Australian Parliament.¹⁰⁸¹ The bill seeks to promote transparency and action towards closing the gender pay gap through publishing gender pay gaps of employers with 100 or more workers.

On 1 March 2023, the Workplace Gender Equality Agency awarded the Employer of Choice for Gender Equality (EOCGE) citation to 25 new organizations.¹⁰⁸² The EOCGE citation recognizes, encourages and promotes organizations with an active commitment to workplace gender equality.

On 8 March 2023, Australia released the Status of Women Report Card on International Women’s Day.¹⁰⁸³ The report acknowledged the continued persistence of the gender pay gap and presence of gender-segregated work in Australia, with women overrepresented in the sectors of childcare, nursing and teaching. The report also found that women spend 9 hours a week more than men on unpaid work and care.

On 17 March 2023, Minister for Finance and Women Katy Gallagher tabled the Workplace Gender Equality Agency’s biennial Progress Report in the Australian Parliament.¹⁰⁸⁴ The report found that the agency has helped achieve “significant improvements in gender equality in the workplace,” though stressed the need for further initiatives to continue progress. The report found that the gender pay gap has fallen to 22.8 per cent from 28.6 per cent since 2013-14, though noted that progress has stalled. The report also found that 77.7 per cent of employers have policies in place to support gender equality.

On 28 March 2023, the Government announced changes to the parental leave framework in the Fair Work Act.¹⁰⁸⁵ The changes will increase the entitlement to flexible unpaid parental leave from 30 days to 100 days and will remove restrictions that currently prevent couples taking more than 8 weeks of unpaid parental leave at the same time. The changes will encourage parents to better share care responsibilities, ultimately seeking to empower the full and equal participation of women in the economy.

¹⁰⁷⁹ International treaty to end workplace violence and harassment, Ministers of the Employment and Workplace Relations Portfolio (Canberra) 29 November 2022. Access Date: 18 March 2023. <https://ministers.dewr.gov.au/burke/international-treaty-end-workplace-violence-and-harassment>

¹⁰⁸⁰ Delivering secure jobs and better pay, Ministers of the Employment and Workplace Relations Portfolio (Canberra) 2 December 2022. Access Date: 18 March 2023. <https://ministers.dewr.gov.au/anthony-albanese/delivering-secure-jobs-and-better-pay>

¹⁰⁸¹ Albanese Government Delivers Legislation To Help Close The Gender Pay Gap, Department of the Prime Minister and Cabinet (Canberra) 8 February 2023. Access Date: 27 March 2023. <https://ministers.pmc.gov.au/gallagher/2023/albanese-government-delivers-legislation-help-close-gender-pay-gap>

¹⁰⁸² Employers committed to taking action on gender equality have lower gender pay gaps, Workplace Gender Equality Agency (Sydney) 1 March 2023. Access Date: 18 March 2023. <https://www.wgea.gov.au/newsroom/Media-release-WGEA-Employer-of-Choice-2023>

¹⁰⁸³ Status of Women Report Card - 2023, Department of the Prime Minister and Cabinet (Canberra) 20 March 2023. Access Date: 27 March 2023. <https://www.pmc.gov.au/news/status-women-report-card-2023>

¹⁰⁸⁴ Biennial report on workplace gender equality progress, Workplace Gender Equality Agency (Sydney) 17 March 2023. Access Date: 18 March 2023. <https://www.wgea.gov.au/newsroom/WGEA-Progress-Report-2022>

¹⁰⁸⁵ More flexible parental leave for families, Ministers of the Employment and Workplace Relations Portfolio (Canberra) 28 March 2023. Access Date: 28 March 2023. <https://ministers.dewr.gov.au/burke/more-flexible-parental-leave-families>

On 19 April 2023, the Women's Economic Equality Taskforce provided the Australian government with priorities to further women's economic equality in the upcoming budget.¹⁰⁸⁶ These priorities surround childcare, parental leave, and women's safety.

On 9 May 2023, the Government released the annual budget, announcing funding for several initiatives in the promotion of gender equality.¹⁰⁸⁷ Specifically, the government announced funding to promote women's economic equality and inclusion, including through expanding the eligible for the Single Parenting Payment, a 15 per cent increase to the minimum wage for care workers and for the Australian Skills Guarantee, which includes national targets for women in apprenticeships, traineeships and cadetships on major government projects.

On 30 May 2023, Minister Katy Gallagher and Minister for Employment and Workplace Relations Tony Burke released a joint statement stating record high women's employment rates.¹⁰⁸⁸ The report found that the amount of working women and entering the workforce had increased, announced a record number of women employed in full-time work and noted that women were more likely to upgrade from part-time to full-time jobs.

On 6 June 2023, Minister Tony Burke released a statement regarding a new bargaining system for businesses and employers to make "multi-enterprise agreements," which will include more flexible working arrangements for parents and caregivers.¹⁰⁸⁹ These changes are expected to close the gender pay gap by providing those in care work a stronger bargaining system.

On 28 July 2023, the Australian government held a gender equality symposium. Topics discussed included the National Strategy for Gender Equality.¹⁰⁹⁰

On 11 August 2023, the Australian government announced that all Australian government departments would now be required to include gender-based analyses within new policy proposals and cabinet submissions.¹⁰⁹¹

On 17 August 2023, Minister Gallagher announced that the national gender pay gap dropped to 13 percent in May 2023, the lowest level on record.¹⁰⁹² The report, published by the Australian Bureau of Statistics, also found that the highest gender pay gaps exist within the professional, scientific and technical services sectors.¹⁰⁹³

Australia has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Australia has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

¹⁰⁸⁶ Women's economic equality taskforce advice to government, Minister for Finance (Canberra) 19 April 2023. Access date: 11 June 2023. <https://www.financeminister.gov.au/media-release/2023/04/19/womens-economic-equality-taskforce-advice-government>

¹⁰⁸⁷ Labor Budget backs Australian women, Department of the Prime Minister and Cabinet (Canberra) 9 May 2023. Access Date: 22 June 2023. <https://ministers.pmc.gov.au/gallagher/2023/labor-budget-backs-australian-women>

¹⁰⁸⁸ Record women's employment under the Albanese Labor Government, Minister for Employment and Workplace Relations portfolio (Canberra) 30 May 2023. Access date: 11 June 2023. <https://ministers.dewr.gov.au/burke/record-womens-employment-under-albanese-labor-government>

¹⁰⁸⁹ A Better Bargaining System for Australian Workers, Minister for Employment and Workplace Relations portfolio (Canberra) 6 June 2023. Access date: 11 June 2023. <https://ministers.dewr.gov.au/burke/better-bargaining-system-australian-workers>

¹⁰⁹⁰ Australian government's gender equality symposium, Department of the Prime Minister and Cabinet (Canberra) 28 July 2023. Access date: 14 August 2023. <https://ministers.pmc.gov.au/gallagher/2023/australian-governments-gender-equality-symposium>

¹⁰⁹¹ Gender Responsive Budgeting: Including gender analysis in budget proposals, Department of the Prime Minister and Cabinet (Canberra) 11 August 2023. Access date: 14 August 2023. <https://www.pmc.gov.au/news/gender-responsive-budgeting-including-gender-analysis-budget-proposals>

¹⁰⁹² Gender pay gap drops to lowest level on record under Albanese Labor government, Department of the Prime Minister and Cabinet (Canberra) 17 August 2023. Access Date: 27 August 2023. <https://ministers.pmc.gov.au/gallagher/2023/gender-pay-gap-drops-lowest-level-record-under-albanese-labor-government>

¹⁰⁹³ The ABS data gender pay gap, Workplace Gender Equality Agency (Canberra) 17 August 2023. Access Date: 27 August 2023. <https://www.wgea.gov.au/data-statistics/ABS-gender-pay-gap-data>

Thus, Australia receives a score of +1.

Analyst: Iman Hussain

Brazil: +1

Brazil has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 8 March 2023, President Luiz Inácio Lula da Silva recommended to the National Congress for ratification Convention No. 190, of the International Labour Organization (ILO), on the elimination of violence and harassment in the world of work and ILO Convention No. 156 on equal treatment opportunities for male and female workers, workers with family responsibilities.¹⁰⁹⁴

On 8 March 2023, President Lula da Silva announced that Brazil would join the International Coalition for Equal Pay, which involves entities such as the ILO, UN Women and the Organisation for Economic Co-operation and Development (OECD).¹⁰⁹⁵

On 8 March 2023, President Lula da Silva announced the creation of five inter-ministerial working groups focused on advancing gender equality, focusing on the development of a National Care Policy, the development for a National Plan for Equal Salary, Remuneration and Labor between Women and Men, the development of a policy to Combat Moral and Sexual Harassment and Discrimination in Public Administration, combating Political Violence based on Gender and Race and the formulation of a national policy for Inclusion, Permanence and Ascension of Girls in Science, Technology and Innovation.¹⁰⁹⁶

On 8 March 2023, President Lula da Silva signed a bill that establishes salary and remuneration equality between women and men, to be sent to the National Congress for approval.¹⁰⁹⁷ In accordance with the bill, employers would be mandatorily obligated to provide the same compensation for women and men performing the same responsibilities. In addition to equal pay, the bill also includes increased fines for non-compliance, to be equal to ten times the value of the highest salary paid in the company, along with compensation addressing moral damages delivered to the affected woman.

On 1 June 2023, the Senate approved Bill 1085/2023, which addresses equal pay and remuneration between women and men.¹⁰⁹⁸ The bill institutes penalties for companies that discriminate against workers based on sex, race, ethnicity, origin, or age. The bill also makes equal pay and remuneration between women and men for carrying out work of equal value or performing the same function mandatory. In addition to equal pay, the bill also includes increased fines for non-compliance, to be equal to ten times the value of the highest salary paid in the company, along with compensation addressing moral damages delivered to the affected woman. The bill will be sent to the President for final approval.

¹⁰⁹⁴ "Nothing justifies gender inequality", says Lula, Presidência da República (Brasília) 8 March 2023. Access Date: 27 March 2023. <https://www.gov.br/planalto/pt-br/acompanhe-o-planalto/noticias/2023/03/201cnada-justifica-a-desigualdade-de-genero201d-diz-lula>

¹⁰⁹⁵ Laws, decrees, actions and events: the Federal Government acts broadly on International Women's Day, Presidência da República (Brasília) 8 March 2023. Access Date: 27 March 2023. <https://www.gov.br/planalto/pt-br/acompanhe-o-planalto/noticias/2023/03/leis-decretos-aco-es-e-eventos-governo-federal-atua-de-forma-ampla-no-dia-internacional-das-mulheres>

¹⁰⁹⁶ Laws, decrees, actions and events: the Federal Government acts broadly on International Women's Day, Presidência da República (Brasília) 8 March 2023. Access Date: 27 March 2023. <https://www.gov.br/planalto/pt-br/acompanhe-o-planalto/noticias/2023/03/leis-decretos-aco-es-e-eventos-governo-federal-atua-de-forma-ampla-no-dia-internacional-das-mulheres>

¹⁰⁹⁷ Lula: the word "mandatory" will make all the difference in wage equity, Presidência da República (Brasília) 8 March 2023. Access Date: 27 March 2023. <https://www.gov.br/planalto/pt-br/acompanhe-o-planalto/noticias/2023/03/lula-a-palavra-201cobrigatoriedade201d-fara-toda-a-diferenca-na-equidade-salarial>

¹⁰⁹⁸ Senate approves bill that reinforces equal pay for men and women, Presidência da República (Brasília) 1 June 2023. Access Date: 22 June 2023. <https://www.gov.br/planalto/pt-br/acompanhe-o-planalto/noticias/2023/06/senado-aprova-projeto-de-lei-que-reforca-igualdade-salarial-entre-homens-e-mulheres>

On 3 July 2023, President Lula approved the Equal Salary and Remuneration Criteria Law between women and men.¹⁰⁹⁹ The new law introduced new wage transparency and inspection measures and increases penalties for companies that fail to comply with the law. Moreover, companies with 100 more employees must now provide transparent semi-annual reports on salaries and compensation criteria. The new law also introduces measures to promote the guarantee of wage and remuneration equality between women and men, including the promotion and implementation of diversity and inclusion programs in the workplace training employees on the issue of equity between men and women in the labour market and the promotion of training and education of women to enter, remain and rise in the labour market.

On 1 August 2023, the Ministry of Women launched the national campaign “Brazil without violence against women.”¹¹⁰⁰ The campaign intends to draw attention to the different forms of violence and the gender inequalities women face, including within the realms of labour and employment.

On 3 August 2023, Brazil assumed the presidency of the G20 gender equality agenda.¹¹⁰¹ During the G20 Ministerial Conference on the Empowerment of Women, the Ministry of Women reaffirmed Brazil’s commitment to the construction of public policies advancing gender equality, including the the Equal Salary and Remuneration Criteria Law, the creation of the National Care Plan and the National Policy to Combat Political Violence against Women.

On 10 August 2023, the Ministry of Justice and Public Safety launched Operation Shamar, a new operation to combat violence against women.¹¹⁰² As part of the operation, the Ministry will transfer BRL2 million to the Federal District and the 26 states of Brazil to promote preventative, educational and penalizing actions against gender-based violence, including within the workplace.

Brazil has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Brazil has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

Thus, Brazil receives a score of +1.

Analyst: Elizay Jaweed

Canada: +1

Canada has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 1 December 2022, Minister of International Trade, Export Promotion, Small Business and Economic Development Mary Ng announced the delivery of loans of up to CAD50,000 to women entrepreneurs and business owners through the Women Entrepreneurship Loan Fund.¹¹⁰³ The loans will be distributed through Evol, a partner organization, who is expected to deliver up to CAD7 million in loans.

¹⁰⁹⁹ Federal Government institutes equal pay and remuneration between women and men, Ministério das Mulheres (Brasília) 3 July 2023. Access Date: 27 August 2023. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2023/julho/governo-federal-institui-igualdade-salarial-e-remuneratoria-entre-mulheres-e-homens>

¹¹⁰⁰ August Lilac: Ministry of Women launches campaign to confront misogyny, Ministério das Mulheres (Brasília) 7 August 2023. Access Date: 27 August 2023. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2023/agosto/agosto-lilas-ministerio-das-mulheres-lanca-campanha-de-enfrentamento-a-misoginia>

¹¹⁰¹ With Brazil assuming the presidency of the G20, the Ministry of Women reinforces its development mission for women, Ministério das Mulheres (Brasília) 3 August 2023. Access Date: 27 August 2023. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2023/agosto/com-brasil-assumindo-a-presidencia-do-g20-ministerio-das-mulheres-reforca-a-missao-de-desenvolvimento-para-mulheres>

¹¹⁰² Government launches new operation to combat violence against women, Ministério das Mulheres (Brasília) 10 August 2023. Access Date: 27 August 2023. <https://www.gov.br/mulheres/pt-br/central-de-conteudos/noticias/2023/agosto/governo-inicia-nova-operacao-de-enfrentamento-a-violencia-contra-as-mulheres>

¹¹⁰³ Minister Ng announces that Evol is helping deliver much-needed access to capital to women entrepreneurs in Quebec, Government of Canada (Montréal) 1 December 2022. Access Date: 25 June 2023. <https://www.canada.ca/en/innovation-science-economic-development/news/2022/12/minister-ng-announces-that-evol-is-helping-deliver-much-needed-access-to-capital-to-women-entrepreneurs-in-quebec.html>

On 7 December 2022, Minister for Women and Gender Equality and Youth Marci Ien announced CAD696,000 to Equal Voice for the organization's project on women in politics.¹¹⁰⁴ This project aims to remove barriers to women's participation and leadership in politics and promote the employment and retention of women in the political sphere.

On 8 December 2022, Minister Ng concluded her participation in the Asia Pacific Foundation of Canada's women-only trade mission to Japan.¹¹⁰⁵ The trip focused on expanding trade between women-owned and -led businesses in the health care and cleantech sectors. Throughout the trip, Minister Ng emphasized the importance of women in driving economic growth and increasing trade ties between Canada and Japan. Minister Ng also led a round table with women business leaders in Tokyo.

On 30 January 2023, the Government ratified International Labour Organization Convention 190 - Violence and Harassment Convention 2019.¹¹⁰⁶ The objective of Convention 190 is to end violence and harassment in the workplace, particularly as it concerns women.

On 27 February 2023, Minister of Labour Seamus O'Regan announced approximately CAD9.5 million in funding for ten projects intended to break down employment barriers experienced by equity-seeking groups, including women.¹¹⁰⁷

On 8 March 2023, Minister Ien announced over CAD2.5 million in funding for three projects committed to improving women's economic security and prosperity.¹¹⁰⁸ The projects will encourage women's economic participation, representation in the labour force and leadership roles.

On 8 March 2023, Minister responsible for the Economic Development Agency of Canada for the Regions of Quebec Pascale St-Onge announced nearly CAD10 million in funding to Evol.¹¹⁰⁹ The funding will go toward two projects which provide mentoring for women-owned businesses.

On 8 March 2023, Minister Ng announced the recipients of funding under the Women Entrepreneurship Strategy (WES).¹¹¹⁰ Minister Ng approved CAD25 million in funding for eight projects through the first round of the WES Ecosystem Fund, which will be used to provide entrepreneurship training, business acceleration support, networking and mentorship opportunities to help Canadian women reach their business objectives. Minister Ng also allocated CAD40 million in funding towards fifteen organizations through the second round of the WES Ecosystem Fund, which will focus on supporting women

¹¹⁰⁴ Government of Canada announces funding for Equal Voice to enable women to participate in politics, Government of Canada (Ottawa) 7 December 2022. Access Date: 30 April 2023. <https://www.canada.ca/en/women-gender-equality/news/2022/12/government-of-canada-announces-funding-for-equal-voice-to-enable-women-to-participate-in-politics.html>

¹¹⁰⁵ Minister Ng concludes successful participation in Canada's women-only trade mission to Japan, Government of Canada (Tokyo) 8 December 2022. Access Date: 25 June 2023. <https://www.canada.ca/en/global-affairs/news/2022/12/minister-ng-concludes-successful-participation-in-canadas-women-only-trade-mission-to-japan.html>

¹¹⁰⁶ Minister O'Regan ratifies C190, the first-ever global treaty on ending violence and harassment in the world of work, Government of Canada (Gatineau) 30 January 2023. Access Date: 18 March 2023. <https://www.canada.ca/en/employment-social-development/news/2023/01/minister-oregan-ratifies-c190-the-first-ever-global-treaty-on-ending-violence-and-harassment-in-the-world-of-work.html>

¹¹⁰⁷ Government of Canada announces projects aimed at removing barriers to equality in federally regulated workplaces, Government of Canada (Halifax) 27 February 2023. Access Date: 17 March 2023. <https://www.canada.ca/en/employment-social-development/news/2023/02/government-of-canada-announces-projects-aimed-at-removing-barriers-to-equality-in-federally-regulated-workplaces.html>

¹¹⁰⁸ Minister Marci Ien announces funding for women's organizations on International Women's Day, Women and Gender Equality Canada (Toronto) 8 March 2023. Access Date: 27 March 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/03/minister-marci-ien-announces-funding-for-womens-organizations-on-international-womens-day.html>

¹¹⁰⁹ Women's Leadership: Government of Canada contributes to Evol's development, Government of Canada (Québec) 8 March 2023. Access date: 30 April 2023. <https://www.canada.ca/en/economic-development-quebec-regions/news/2023/03/womens-leadership-government-of-canada-contributes-to-evols-development.html>

¹¹¹⁰ International Women's Day 2023: Minister Ng announces recipients of funding under the Women Entrepreneurship Strategy, Government of Canada (Ottawa) 8 March 2023. Access date: 25 June 2023. <https://www.canada.ca/en/innovation-science-economic-development/news/2023/03/international-womens-day-2023-minister-ng-announces-recipients-of-funding-under-the-women-entrepreneurship-strategy.html>

entrepreneurs in their areas of traditional strength – including the care economy and the retail and service sectors – as well as providing coverage in rural, remote, and northern communities.

On 13 March 2023, Minister Ng led Canada's first Women's Trade Mission to the United Kingdom.¹¹¹¹ The mission focused on expanding trade between businesses owned and led by women in technology-based sectors. The mission is intended to increase the participation of women-owned small and medium enterprises in international trade and foster greater gender equality.

On 21 March 2023, Minister Ien announced CAD768,000 in funding for the Canadian Council of Muslim Women for their "Addressing Barriers to Employment for Muslim Women" project.¹¹¹² The project aims to increase employment and retention of Muslim women in the workforce, as well as analyze the discrimination Muslim women face in the workforce.

On 22 March 2023, Minister Ng participated in a 'Women In Tech' event in Toronto.¹¹¹³ During the event, Minister Ng celebrated the work of several organizations and programs, funded by the Government of Canada, in supporting women entrepreneurs.

On 15 May 2023, the Government published its annual report on human rights and free trade between Canada and the republic of Columbia, which stressed Canada's promises to promote the rights of women, including labor rights.¹¹¹⁴

On 15 May 2023, Minister Ng participated in a virtual signing ceremony to officially welcome Costa Rica and Ecuador to the Global Trade and Gender Arrangement and the Inclusive Trade Action Group.¹¹¹⁵ The GTAGA increases women's participation in trade and contributes to efforts to improve women's economic empowerment.

On 19 May 2023, Prime Minister Justin Trudeau participated in the G7 Summit in Hiroshima, Japan.¹¹¹⁶ During the meeting, Prime Minister Trudeau, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. Participants committed to promoting reskilling and upskilling, fostering decent work conditions, strengthening the financial inclusion of women, and eliminating the gender pay gap.

On 25 May 2023, the Government published its interim plan for creating sustainable jobs for the period of 2023 to 2025.¹¹¹⁷ The plan includes promoting women-owned businesses as well as leading the Equal 30

¹¹¹¹ Minister Ng leads Canada's first women's trade mission to the United Kingdom, Government of Canada (Ottawa) 10 March 2023. Access Date: 25 June 2023. <https://www.canada.ca/en/global-affairs/news/2023/03/minister-ng-leads-canadas-first-womens-trade-mission-to-the-united-kingdom.html>

¹¹¹² Minister Marci Ien announces funding for an Ontario organization to address systemic barriers to employment for Muslim Women, Government of Canada (Ottawa) 21 March 2023. Access Date: 30 April 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/03/minister-marci-ien-announces-funding-for-an-ontario-organization-to-address-systemic-barriers-to-employment-for-muslim-women.html>

¹¹¹³ Minister Ng highlights support for women entrepreneurs during trip to Toronto, Government of Canada (Ottawa) 22 March 2023. Access Date: 25 June 2023. <https://www.canada.ca/en/innovation-science-economic-development/news/2023/03/minister-ng-highlights-support-for-women-entrepreneurs-during-trip-to-toronto.html>

¹¹¹⁴ Annual Report Pursuant to the Agreement Concerning Annual Reports on Human Rights and Free Trade Between Canada and the Republic of Columbia - 2023, Government of Canada (Ottawa) 15 May 2023. Access Date: 14 June 2023. <https://www.international.gc.ca/transparency-transparence/colombia-colombie/2022.aspx?lang=eng>

¹¹¹⁵ Minister Ng celebrates Ecuador and Costa Rica for advancing women's economic empowerment, Government of Canada (Ottawa) 15 May 2023. Access Date: 25 June 2023. <https://www.canada.ca/en/global-affairs/news/2023/05/minister-ng-celebrates-ecuador-and-costa-rica-for-advancing-womens-economic-empowerment.html>

¹¹¹⁶ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communique.html>

¹¹¹⁷ Sustainable Jobs Plan, Government of Canada (Ottawa) 25 May 2023, Access Date: 14 June 2023. <https://www.canada.ca/en/services/jobs/training/initiatives/sustainable-jobs/plan.html>

Campaign, which promotes equal opportunities and leadership for women in the international energy sector.

On 28 June 2023, Parliamentary Secretary to the Minister for Women and Gender Equality and Youth, Jenna Sudds, met with the G7 Gender Equality Ministers.¹¹¹⁸ During the meeting, ministers discussed gender equality policies to support women's economic empowerment.

On 25 July 2023, Minister Ien signed bilateral agreements to support the implementation of the National Action Plan to End Gender-based Violence in Saskatchewan and Manitoba.^{1119,1120} The National Action Plan is a 10-year plan that sets a framework to create a Canada free of gender-based violence, including in the workplace.

Canada has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Canada has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

Thus, Canada receives a score of +1.

Analyst: Jocelyn Ankenmann

China: 0

China has partially complied with its commitment to promote gender equality in the realms of labour and employment.

On 1 January 2023, the Government implemented the new revisions of the Law of the People's Republic of China on the Protection of Women's Rights and Interests (Women's Protection Law).¹¹²¹ The revisions intend to improve gender equality through measures that prohibit discrimination based on gender, ensure equal pay for equal work and increase protections against sexual harassment in the workplace.

On 22 February 2023, China participated in the First Committee on Trade and Investment Meeting as a member of the Asia-Pacific Economic Cooperation.¹¹²² Discussion of gender-based inequality included topics of unequal distribution of unpaid care, domestic work, workforce participation, job opportunities, the gender pay gap and the importance of women's full economic participation.¹¹²³

On 29 May 2023, the Ministry of Human Resources and Social Security published a report on the initiatives taken by Chinese institutions to empower female workers.¹¹²⁴ This report also delineates a framework for

¹¹¹⁸ Parliamentary Secretary Sudds meets with G7 ministers to discuss progress on Gender Equality and Women's Empowerment, Women and Gender Equality Canada (Nikko) 28 June 2023. Access Date: 27 August 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/06/parliamentary-secretary-sudds-meets-with-g7-ministers-to-discuss-progress-on-gender-equality-and-womens-empowerment.html>

¹¹¹⁹ The Governments of Canada and Saskatchewan sign bilateral agreement to end gender-based violence, Women and Gender Equality Canada (Saskatoon) 25 July 2023. Access Date: 27 August 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/07/the-governments-of-canada-and-saskatchewan-sign-bilateral-agreement-to-end-gender-based-violence.html>

¹¹²⁰ The Governments of Canada and Manitoba sign bilateral agreement to end gender-based violence (Winnipeg) 25 July 2023. Access Date: 27 August 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/07/the-governments-of-canada-and-manitoba-sign-bilateral-agreement-to-end-gender-based-violence.html>

¹¹²¹ Interpretation of the Law on the Protection of Women's Rights and Interests, 中国人大网 (Beijing) 8 March, 2023. Access Date: 15 March 2023. <http://www.npc.gov.cn/npc/c30834/202303/1907d5b903e84d38a987bc766ead01b5.shtml>

¹¹²² Cooperation is Key to Advancing Critical Priority of Women's Economic Participation, Asia-Pacific Economic Cooperation (Palm Springs) 27 February 2023. Access Date: 28 March 2023. <https://www.apec.org/press/news-releases/2023/cooperation-is-key-to-advancing-critical-priority-of-women-s-economic-participation>

¹¹²³ APEC Tackles Gender Inequality by Focusing on Care Economy, Trade and Climate, Asia-Pacific Economic Cooperation (Palm Springs) 26 February 2023. Access Date: 28 March 2023. <https://www.apec.org/press/news-releases/2023/apec-tackles-gender-inequality-by-focusing-on-care-economy-trade-and-climate>

¹¹²⁴ "Five Measures" to Empower Female Workers, Ministry of Human Resources and Social Security of the People's Republic of China (Beijing) 29 May 2023. Access Date: 13 June 2023. http://www.mohrss.gov.cn/SYrlzyhshbzb/ztlz/ldrszytjzc/jyjl/202305/t20230529_500670.html

female empowerment in the workplace, offering resources centred on protecting women's rights to stable employment.

China has partially complied with its commitment of promoting gender equality within the realms of labour and employment. China has taken weak actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

Thus, China receives a score of 0.

Analyst: Olivia Xu

France: 0

France has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 7 March 2023, France announced the Interministerial plan for equality between women and men for 2023 to 2027.¹¹²⁵ Through the plan, the Government of France seeks to achieve equal pay and equal access to positions of responsibility between women and men. The plan also seeks to achieve gender parity in scientific fields by 2027 and increase training opportunities for women in technological professions. The plan also seeks to support women in entrepreneurial activities.¹¹²⁶

On 8 March 2023, Minister for Europe and Foreign Affairs Catherine Colonna announced the Tremplin program, which aims to improve women's access to senior management positions in the Ministry for Europe and Foreign Affairs.¹¹²⁷

On 19 May 2023, President Emmanuel Macron participated in the G7 Summit in Hiroshima, Japan.¹¹²⁸ During the meeting, President Macron, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. Participants vowed to address the unequal sharing of paid and unpaid care work and housework, promoting and protecting parental leave, providing support for childcare, to ensure that women can combine work and family and personal life to actively contribute to all spheres of society.

On 23 May 2023, the Ministry of Finance, Economy and Industrial and Digital Sovereignty announced the relaunch of the IndustriELLES program.¹¹²⁹ The objective of the program is to increase a greater presence of women in the industrial sector.

On 19 June 2023, the Ministry of Finance, Economy and Industrial and Digital Sovereignty launched the VirtuOses program, intended to promote women's access to positions of economic leadership and responsibility.¹¹³⁰ The VirtuOses program is a leadership training and support course, intended to support women in the development of their careers in order to encourage career advancement and in favour of balanced appointments.

¹¹²⁵ Presentation of the interministerial plan for equality between women and men 2023-2027, Gouvernement (Paris) 3 March 2023. Access Date: 27 March 2023. <https://www.gouvernement.fr/communique/presentation-du-plan-interministeriel-pour-legalite-entre-les-femmes-et-les-hommes-2023-2027>

¹¹²⁶ All and All Equal, Gouvernement (Paris) 8 March 2023. Access Date: 27 March 2023. <https://www.gouvernement.fr/upload/media/content/0001/05/9726e4e3d46601d2df70f29fe3a8900031d0878d.pdf>

¹¹²⁷ Feminist diplomacy – International Women's Day, Embassy of France in Washington, D.C. (Washington D.C.) 8 March 2023. Access Date: 27 March 2023. <https://franceintheus.org/spip.php?article11215>

¹¹²⁸ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communique.html>

¹¹²⁹ [Video] Feminization of industry: launch of the IndustriELLES collective, Ministère de l'Économie (Paris) 19 June 2023. Access Date: 23 June 2023. <https://www.economie.gouv.fr/video-feminisation-de-lindustrie-lancement-du-collectif-industrielles>

¹¹³⁰ VirtuOses: the new program to support the careers of female executives at Bercy, Ministère de l'Économie (Paris) 19 June 2023. Access Date: 23 June 2023. <https://www.economie.gouv.fr/virtuoses-le-nouveau-programme-pour-accompagner-la-carriere-des-femmes-cadres-de-bercy#>

France has partially complied with its commitment of promoting gender equality within the realms of labour and employment. France has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, France receives a score of 0.

Analyst: Yevin Abn

Germany: +1

Germany has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 12 December 2022, the Cabinet passed the draft law to ratify Convention No. 190 of the International Labour Organization on the Elimination of Violence and Harassment in the World of Work.¹¹³¹ The convention prohibits violence and harassment in the workplace and offers workers protections against such violence.

On 13 December 2022, Minister of Labour and Social Affairs Hubertus Heil gave a speech to encourage research on social progress for the purpose of producing solutions to inequality in the workforce.¹¹³² The minister cited skilled labour shortages and the “untapped potential of well-trained women” as areas for improvement to mitigate the phenomenon of men often working full-time and women often working part-time.

On 20 January 2023, Minister Heil gave a speech on the importance of securing skilled workers for Germany’s economic prosperity.¹¹³³ He called for the strengthening of vocational training and further education and emphasised female labour force participation as the area for greatest domestic potential.

On 24 January 2023, the Ministry for Economic Cooperation and Development announced the Africa Strategy.¹¹³⁴ The strategy aims to address causes of inequality and discrimination against women and girls, including through improving women’s access to financial resources and employment opportunities and increasing women’s representation and participation in the economy.¹¹³⁵

On 7 February 2023, Minister for Family Affairs, Senior Citizens, Women and Youth Lisa Paus attended the 13th forum of the FidAR initiative to discuss successes and propose next steps to gender parity in management positions.¹¹³⁶

On 9 February 2023, the Ministry for Economic Cooperation and Development announced its efforts to assist the Ivory Coast government in implementing its national development plan, with a focus on training women and girls in support of women-led enterprises.¹¹³⁷

¹¹³¹ Workplace Violence and Harassment Elimination Act, Bundesministerium für Arbeit und Soziales (Berlin) 21 December 2022. Access Date: 25 June 2023.

¹¹³² "Innovations make us strong for the future", Bundesministerium für Arbeit und Soziales (Berlin) 13 December 2022. Access Date: 15 March 2023. <https://www.bmas.de/DE/Service/Presse/Reden/Hubertus-Heil/2022/2022-12-13-rede-preisverleihung-werner-von-siemens-ring.html>

¹¹³³ “Securing skilled workers is securing prosperity”, Bundesministerium für Arbeit und Soziales (Berlin) 20 January 2023. Access Date: 15 March 2023. <https://www.bmas.de/DE/Service/Presse/Reden/Hubertus-Heil/2023/2023-01-20-rede-bundestag-fachkraeftestrategie.html>

¹¹³⁴ Shaping the future with Africa, Federal Ministry for Economic Cooperation and Development (Berlin) 24 January 2023. Access Date: 25 June 2023. <https://www.bmz.de/en/countries/bmz-africa-strategy>

¹¹³⁵ Shaping the future with Africa: The Africa Strategy of the BMZ, Federal Ministry for Economic Cooperation and Development (Berlin) 24 January 2023. Access Date: 25 January 2023. <https://www.bmz.de/resource/blob/137602/bmz-afrika-strategie-en.pdf>

¹¹³⁶ Forum sets an example for more women in management positions, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 7 February 2023. Access Date: 15 March 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/forum-setzt-zeichen-fuer-mehr-frauen-in-fuehrungspositionen-214394>

¹¹³⁷ Improving Vocational Training and Employability, Federal Ministry for Economic Cooperation and Development (Berlin) 9 February 2023. Access Date: 15 March 2023. <https://www.bmz.de/en/countries/cote-divoire/core-area-sustainable-economic-development-training-48440>

On 1 March 2023, Minister for Economic Cooperation and Development Svenja Schulze presented her strategy for a feminist development policy centred on guaranteeing women equal labour rights, access to resources and representation in economic decision-making processes.¹¹³⁸

On 4 March 2023, Minister Paus opened the Equal Pay Future Congress.¹¹³⁹ The objective of the summit is to discuss opportunities to address the gender pay gap, particularly in the arts and culture sector.

On 4 March 2023, Chancellor Olaf Scholz issued a statement on gender equality.¹¹⁴⁰ In the statement, Chancellor Scholz drew attention to the underrepresentation of women in management positions and on boards and the persistence of the gender wage gap.

On 7 March 2023 Minister Paus reaffirmed her commitment to closing the global gender gap in technology and innovation sector.¹¹⁴¹ Minister Paus called attention to the underrepresentation of women in digital occupations and identified the gender gap in access to technology as a significant barrier. Minister Paus proposed a comprehensive approach including education policies supporting women's digital inclusion and an increase in women's representation in the digital workforce.

On 8 March 2023, Minister Paus spoke at the 67th session of the United Nations Commission on the Status of Women.¹¹⁴² In the speech, Minister Paus stressed the importance of increasing the number of women working in digital professions and addressing gender-based violence in the workplace.

On 8 March 2023, Minister Schulze announced a donation of EUR26 million to UN Women.¹¹⁴³ The objective of UN Women is to achieve gender equality and empower women, including through women's economic empowerment and ending violence against women and girls.

On 17 March 2023, Minister Paus delivered a speech to the Bundestag.¹¹⁴⁴ Minister Paus noted the government's investment in care infrastructure and the recent expansion of the parental leave policy, which encourages parents to share care work equally. Minister Paus also noted that the government would improve the Pay Transparency Act to close the gender wage gap and will provide female founders greater access to venture capital.

On 19 April 2023, Minister Paus presented the second German Equal Pay Award to three German companies.¹¹⁴⁵ The award recognizes the companies' commitment to promoting equal pay for women and men.

On 11 May 2023, the Ministry for Family Affairs, Senior Citizens, Women and Youth presented the ninth state report on Germany's gender equality policy to the Convention on the Elimination of All Forms in

¹¹³⁸ Development Minister Schulze Presents Feminist Strategy, Federal Ministry for Economic Cooperation and Development (Berlin) 1 March 2023. Access Date: 15 March 2023. <https://www.bmz.de/en/news/press-releases/development-minister-schulze-presents-feminist-strategy-146512>

¹¹³⁹ Future Congress on the Art of Equal Pay, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 6 March 2023. Access Date: 15 March 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/zukunftskongress-zur-kunst-der-gleichen-bezahlung-221852>

¹¹⁴⁰ Women are half of society, Bundeskanzler Olaf Scholz (Berlin) 4 March 2023. Access Date: 28 March 2023. <https://twitter.com/Bundeskanzler/status/1631942559416082432>

¹¹⁴¹ Lisa Paus: Closing the global digital gender gap, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 9 March 2023. Access Date: 15 March 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-das-weltweite-digital-gender-gap-schliessen-221914>

¹¹⁴² Speech by Federal Minister Ms. Lisa Paus at the CSW67 General Debate, 8 March 2023, Permanent Mission of the Federal Republic of Germany to the United Nations (New York) 8 March 2023. Access Date: 28 March 2023. <https://new-york-un.diplo.de/un-en/news-corner/-/2586634>

¹¹⁴³ Development Ministry strengthens UN women's organization with record contribution, Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Berlin) 8 March 2023. Access Date: 25 June 2023. <https://www.bmz.de/de/aktuelles/aktuelle-meldungen/bmz-staerkt-un-frauenorganisation-mit-rekordbeitrag-146594>

¹¹⁴⁴ Speech by the Federal Minister for Family Affairs, Senior Citizens, Women and Youth, Lisa Paus, Die Bundesregierung (Berlin) 17 March 2023. Access Date: 28 March 2023. <https://www.bundesregierung.de/breg-de/service/bulletin/rede-der-bundesministerin-fuer-familie-senioren-frauen-und-jugend-lisa-paus--2172408>

¹¹⁴⁵ German Equal Pay Award: New ideas for fair pay, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 19 April 2023. Access Date: 8 May 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/german-equal-pay-award-neue-ideen-fuer-gerechte-bezahlung--223908>

Discrimination Against Women Committee of the United Nations.¹¹⁴⁶ The submission of the report is obligatory under the United Nations Convention on Women's Rights. In the presentation, the Ministry expressed their intentions of promoting gender equality, and presented the Federal Government's plans to further develop the Equal Pay Act and to further increase the proportion of women in management positions in business and in the public service.

On 19 May 2023, Chancellor Scholz participated in the G7 Summit in Hiroshima, Japan.¹¹⁴⁷ During the meeting, Chancellor Scholz, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. The parties committed to promoting reskilling and upskilling, fostering decent work conditions, strengthening the financial inclusion of women, and eliminating the gender pay gap.

On 12 June 2023, Minister Schulze attended a meeting of the G20 development ministers.¹¹⁴⁸ During the meeting, the G20 ministers affirmed the importance of gender equality in progressing towards the UN Sustainable Development Goals, including through the areas of economic empowerment, entrepreneurship, and a fairer distribution of care work.

On 14 June 2023, Minister Heil attended the 111th International Labour Conference of the International Labour Organization (ILO).¹¹⁴⁹ During the conference, Minister Heil met with ILO Secretary General Gilbert Houngbo, presenting the ILO with the instrument of ratification, thus allowing ILO Convention No. 190 on the Elimination of Violence and Harassment in the World of Work to come into effect in Germany. Convention No. 190 acknowledges that gender-based violence and harassment disproportionately affects women and girls and prohibits violence and harassment in the workplace.

On 23 June 2023, Minister Paus attended the meeting of G7 gender equality ministers.¹¹⁵⁰ During the meeting, participants stressed the importance of the economic equality of women and gender-equitable distributions of unpaid care work.

Germany has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Germany has taken strong and substantial actions to promote gender equality in the realms of labour and employment.

Thus, Germany receives a score of +1.

Analyst: Olivia Xu

India: +1

India has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

¹¹⁴⁶ 9th state report on the women's rights convention of the United Nations presented in Geneva, Bundesministerium für Familie, Senioren, Frauen und Jugend (Geneva) 11 May 2023. Access Date: 25 June 2023.

<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/9-staatenbericht-zu-frauenrechtskonvention-der-vereinten-nationen-in-genf-praesentiert-225062>

¹¹⁴⁷ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communique.html>

¹¹⁴⁸ Sustainable development can only be achieved with gender equality, Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Varanasi) 12 June 2023. Access Date: 25 June 2023.

<https://www.bmz.de/de/aktuelles/aktuelle-meldungen/g20-in-varanasi-mehr-geschlechtergerechtigkeit-155806>

¹¹⁴⁹ Finding common answers to global challenges, Bundesministerium für Arbeit und Soziales (Geneva) 14 June 2023. Access Date: 25 June 2023. <https://www.bmas.de/DE/Service/Presse/Meldungen/2023/gemeinsame-antworten-auf-globale-herausforderungen-finden.html>

¹¹⁵⁰ Lisa Paus: "Thinking economic and equality policy together", Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 23 June 2023. Access Date: 25 June 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-wirtschafts-und-gleichstellungspolitik-zusammendenken--227516>

On 6 December 2023, the Government hosted an educational awareness on sexual harassment of women in the workplace, as to eradicate gender-based discrimination.¹¹⁵¹ The presentation discussed difficulties face by women in the workplace and the prevention, prohibition and redressal of sexual harassment of women in the workplace.

On 1 February 2023, Minister of Finance Nirmala Sitharaman introduced the 2023 Union Budget. Minister Sitharaman noted that the budget will give “new momentum to efforts of women-led economic development.”¹¹⁵² As part of the budget, the Government of India announced the introduction of assistance packages for women entrepreneurs, allowing women to improve the quality, scale and reach of their products, to integrate their businesses within the value chain. The packages will include financial support, skills training and digital literacy education.

On 7 February 2023, the Minister of State for Rural Development Sadhvi Niranjani Jyoti released data pertaining to the rate of participation of women in the Mahatma Gandhi National Rural Employment Guarantee Scheme.¹¹⁵³ Minister Jyoti noted successive increases in the participation rates of women from 2017 to 2023, noting that from 2022 to 2023, the participation of women reached 56.62 per cent.

On 8 February 2023, the Government hosted a workshop on the participation of women entrepreneurs in the agriculture sector.¹¹⁵⁴ The objective of the workshop was to seek the participation of more women in the Agriculture Infrastructure Fund and in the agriculture sector more broadly.

On 11 February 2023, the Government of India hosted the inaugural G20 EMPOWER meeting in Agra.¹¹⁵⁵ The meeting centred on women-led development, featuring themes of women’s entrepreneurship and promoting women’s leadership. Proceedings featured discussions on increasing women’s participation in male-dominated sectors, including in science, technology, engineering and mathematics (STEM) and in artificial intelligence, and best practices of women-led entrepreneurial activities.

On 27 February 2023, Minister for Women and Child Development Smt. Smriti Zubin Irani hosted the inaugural Women 20 (W20) meeting in Chhatrapati Sambhajnagar.¹¹⁵⁶ During the meeting, Minister Irani announced the Indian Presidency’s W20 priorities, including women’s grassroots leadership, female enterprise in the agriculture sector, bridging the digital gender gap and education and skill development for women and girls. Moreover, Minister Irani called upon participants to continue building progress in increasing the volume of women-led businesses, the participation of women in agriculture, health and education employment sectors and skills training for women. The meeting hosted sessions on relevant topics including empowering women in nano-, micro- and start-up enterprises, the creation of economic pathways for women through education and skills training and women-led economic development.

On 1 March 2023, the Ministry of Micro, Small & Medium Enterprises hosted a national economic convention.¹¹⁵⁷ The convention featured discussions on the state of women in business in India and increasing the presence of women-owned businesses in global value chains.

¹¹⁵¹ Awareness & Sensitisation Workshop and Nukkad Natak On Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 at Department of Legal Affairs, Press Information Bureau (New Delhi) 6 December 2022. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1881503>

¹¹⁵² Summary of the Union Budget 2023-24, Press Information Bureau (New Delhi) 1 February 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1895320>

¹¹⁵³ Women Participation under Mahatma Gandhi National Rural Employment Guarantee Scheme, Press Information Bureau (New Delhi) 7 February 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1897019>

¹¹⁵⁴ G-20 theme based Workshop organized in Jabalpur on Agriculture Infrastructure Fund (AIF), Madhya Pradesh Farm Gate App and participation of Women entrepreneurs in the Agriculture sector, Press Information Bureau (New Delhi) 8 February 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1897498>

¹¹⁵⁵ G-20 EMPOWER Inception Meeting held from 11th-12th February 2023 at Agra, Press Information Bureau (New Delhi) 12 February 2023. Access Date: 8 May 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1898568>

¹¹⁵⁶ The two-day Women-20 Inception Meet concludes today at Chhatrapati Sambhajnagar, Press Information Bureau (New Delhi) 28 February 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1903021>

¹¹⁵⁷ Shakti National Convention, 2023-Successful Women Entrepreneurs felicitated, Press Information Bureau (New Delhi) 1 March 2023. Access Date: 31 March 2023. <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1903519>

On 10 March 2023, Prime Minister Narendra Modi hosted a post-budget webinar on the topic of economic empowerment of women.¹¹⁵⁸ During the session, Prime Minister Modi recognized the advances of women's empowerment in India, including the participation rate of women in the labour force and the rise of women entrepreneurs. Prime Minister Modi also spoke about India's budget, which includes programs facilitating women's skills training.

On 16 March 2023, the Ministry of Ayush and Ministry of Rural Development signed a Memorandum of Understanding agreeing to collaborate in the delivery of skills and vocational training to rural women.¹¹⁵⁹ The objective of the project is to increase self-employment opportunities for women.

On 17 March 2023, the Government announced the initiation of the herSTART[®] program.¹¹⁶⁰ The objective of the program is to promote women start-ups and encourage women entrepreneurship. As part of the government's Start-Up India Action Plan, the program will provide INR20,000 in monthly allowances for up to one year to women entrepreneurs with start-up companies.

On 20 March 2023, the Government issued a report on the participation rate of women in the labour force.¹¹⁶¹ The Government of India noted growth in the participation rate of women, from 30 per cent in 2019-2020 to 32.8 per cent in 2021-22, respectively.

On 20 March 2023, India hosted the inaugural Labour20 meeting under the Indian G20 Presidency.¹¹⁶² During the meeting, India established 'Women and the Future of Work' as a Labour20 priority.¹¹⁶³ Participants from 20 members signed the Joint Statement on Women and the Future of Work. The statement called for the global upskilling of the women workforce to meet emerging challenges of tech-intensive industries and the post-pandemic job market, addressing the gender gap in the global workforce and women and the future of work.

On 28 March 2023, the Government hosted a workshop on the opportunities for agricultural entrepreneurship for women.¹¹⁶⁴ The purpose of the event was to create awareness among farm women and women entrepreneurs regarding entrepreneurial opportunities in the agriculture sector and the use of digital media in upscaling and promoting women-led and owned enterprises.

On 5 April 2023, the Government hosted the second G20 EMPOWER meeting in Agra.¹¹⁶⁵ The meeting centred on women-led development, featuring themes of women's entrepreneurship and promoting women's leadership. Discussions focused on creating favourable environments for women's entrepreneurship and leadership and increasing access to mentorship, capacity-building and financing for women entrepreneurs. Meeting participants set up several working groups, focused on financial inclusion and business acceleration, mentorship, STEM, women's empowerment in corporate environments and digital inclusion. G20 EMPOWER participants also proposed the creation of a digital inclusion platform

¹¹⁵⁸ PM addresses Post Budget Webinar on "Economic Empowerment of Women", Press Information Bureau (New Delhi) 17 March 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1905482>

¹¹⁵⁹ Ministry of Ayush and Ministry of Rural Development signs MoU for skilling of rural youth and empowering women, Ministry of Rural Development (New Delhi) 16 March 2023. Access Date: 31 March 2023. <https://rural.nic.in/en/press-release/historic-step-make-lakhpatis-women-annual-earnings-rs-1-lakh-and-more-self-help>

¹¹⁶⁰ Union Minister Dr Jitendra Singh says, 'herSTART', a platform to encourage women entrepreneurs inaugurated recently, Press Information Bureau (New Delhi) 17 March 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1907977>

¹¹⁶¹ Labour Force Participation Rate (LFPR) of women shows an increasing trend as per the annual PLFS reports, Press Information Bureau (New Delhi) 20 March 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1908961>

¹¹⁶² L20 adopts two Joint Statements on Universalisation of Social Security & Women and Future of Work as outcome of two-day inception meet, Press Information Bureau (New Delhi) 20 March 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1908847>

¹¹⁶³ Delegates, experts from 20 nations arrive in Amritsar for Inception meeting of Labour20 under India's G20 presidency, Press Information Bureau (New Delhi) 18 March 2023. Access Date: 25 June 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1908371>

¹¹⁶⁴ Women Entrepreneurs leading the way towards Sustainable Agriculture, Press Information Bureau (New Delhi) 28 March 2023. Access Date: 31 March 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1911588>

¹¹⁶⁵ Second G-20 Empower Two day Meet of Ministry of WCD begins today in Thiruvananthapuram with the theme 'Women's Empowerment: A win-win for Equity and Economy', Press Information Bureau (New Delhi) 5 April 2023. Access Date: 8 May 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1913912>

that would address gender inequality in digital and financial literacy, promoting greater job and entrepreneurial opportunities for women.

On 14 June 2023, India hosted the Women20 (W20) Summit, organized on the theme of ‘Women-Led Development: Transform, Thrive, and Transcend.’¹¹⁶⁶ The Indian W20 agenda focused on five key priorities intended to further gender equality, including women’s entrepreneurship, grassroots women’s leadership, bridging the digital gender divide, and education and skill development. Session topics included ‘Breaking the Glass Ceiling’ and ‘Economic Empowerment through Trade and Investment.’

On 21 June 2023, India hosted the Labour20 Summit.¹¹⁶⁷ During the meeting, India highlighted the recent report authored by the L20’s ‘Women and the Future of Work’ task group. The task force recommended increasing women’s participation in the private sector and promoting leadership opportunities, in part through offering remote working arrangements and flexible working hours, allowing women to balance their personal and professional responsibilities. The task force also recommended gender sensitivity training for management personnel to assist in fostering an inclusive and respectful work environment. The report also encouraged greater opportunities for women’s entrepreneurship and skills training.

On 22 July 2023, the Ministry of Fisheries, Animal Husbandry & Dairying hosted an event on women-led sustainable development through dairy cooperatives.¹¹⁶⁸ During the session, ministry officials stressed the role, participation and importance of women in the economic sphere, including within the dairy sector.

On 2 August 2023, India hosted the G20 Ministerial Conference on Women’s Empowerment in Gandhinagar.¹¹⁶⁹ Prime Minister Modi spoke on India’s progress towards achieving women-led development, including women’s economic empowerment. Prime Minister Modi also remarked on India’s contributions in gender equality during their G20 Presidency, including ‘TechEquity’ a digital inclusion platform through which girls and women can skill, upskill and reskill themselves in digital literacy, financial literacy and other technical subjects to achieve economic independence.

India has fully complied with its commitment of promoting gender equality within the realms of labour and employment. India has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

Thus, India receives a score of +1.

Analyst: Yami Malhotra

Indonesia: +1

Indonesia has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 1 December 2022, the Ministry of Women’s Empowerment and Child Protection launched guidelines directing women’s digital transformation as part of the Government of Indonesia’s plan in reducing the gender gap in the economic sector.¹¹⁷⁰ Noting gendered challenges in the digital economy facing women, such as the lack of access and adequate internet infrastructure and the rise of gender-based violence in the digital sphere, the Government of Indonesia expressed a commitment to increasing women’s participation in the digital realm, including through the digital economy.

¹¹⁶⁶ W20 Summit Women-Led Development; Transform, Thrive and Transcend, Press Information Bureau (Tamil Nadu) 14 June 2023. Access Date: 23 June 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1932289>

¹¹⁶⁷ Two-day Labour 20 Summit concludes in Patna, Press Information Bureau (New Delhi) 23 June 2023. Access Date: 25 June 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1934873>

¹¹⁶⁸ Women-led Sustainable Development through Dairy Cooperatives - W20 Janbhagidari Event, Press Information Bureau (New Delhi) 22 July 2023. Access Date: 27 August 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1941688>

¹¹⁶⁹ Ministerial Conference of Ministry of WCD on Women’s Empowerment Celebrates Actions to Accelerate Women-Led Development, Press Information Bureau (New Delhi) 7 August 2023. Access Date: 27 August 2023. <https://pib.gov.in/PressReleasePage.aspx?PRID=1946323>

¹¹⁷⁰ Kemenpppa Launches Guidelines for Women’s Digital Transformation, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 1 December 2022. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4257/kemenpppa-luncurkan-pedoman-transformasi-digital-perempuan>

On 6 December 2022, the Ministry of Women's Empowerment and Child Protection, along with Korea's Ministry of Gender Equality and Family, issued a report detailing the progress made through the joint Official Development Assistance Project to Support Women's Empowerment.¹¹⁷¹ In the report, the Government of Indonesia noted their progress in addressing the gender gap in the labour and employment sectors, with the project initiating vocational training for women and increasing the number of women entrepreneurs in Indonesia.

On 9 December 2022, Minister of Women's Empowerment and Child Protection Bintang Puspayoga issued a statement on the importance of increasing women's digital and financial literacy.¹¹⁷² Minister Puspayoga noted the importance of expanding and strengthening the digital economy for women and called for increased digital training for women entrepreneurs.

On 12 January 2023, Minister Puspayoga spoke on women's economic independence.¹¹⁷³ In the speech, Minister Puspayoga invited women to increase their interest in entrepreneurship, to assist in Indonesia's economic development and close the employment gender gap.

On 1 February 2023, the Ministry of Women's Empowerment and Child Protection signed a Memorandum of Understanding (MoU) with Huawei Indonesia to promote female digital leadership.¹¹⁷⁴ The MoU aims to intensify joint activities that empower women in the digital realm, including through the promotion of women's entrepreneurship and vocational and skills training.

On 23 February 2023, the APEC [Asia-Pacific Economic Cooperation] Policy Partnership on Women and the Economy addressed ways to decrease the amount of unpaid labor performed by women in Indonesia.¹¹⁷⁵

On 8 March 2023, the Government participated in the 67th session of the United Nations Commission on the Status of Women.¹¹⁷⁶ During the session, Minister Puspayoga reaffirmed the Government's commitment to addressing gender equality, including within the realms of labour and employment. Minister Puspayoga also participated in several events discussing addressing gender inequality in the digital realm.¹¹⁷⁷

¹¹⁷¹ Kemenpppa Establishes Cooperation with the Government of South Korea, Empowering Women Through Vocational Training, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 6 December 2022. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4279/kemenpppa-jalin-kerja-sama-dengan-pemerintah-korea-selatan-berdayakan-perempuan-melalui-pelatihan-vokasional>

¹¹⁷² Facing the Global Recession, Minister of PPPA Encourages Digital Business Acceleration for Women, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 9 December 2022. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4286/hadapi-resesi-global-menteri-pppa-dorong-akselerasi-bisnis-digital-bagi-perempuan>

¹¹⁷³ Preparing for Economic Independence, Minister of PPPA Invites Young Women Entrepreneurs, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 12 January 2023. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4339/persiapkan-kemandirian-ekonomi-menteri-pppa-ajak-generasi-muda-perempuan-berwirausaha>

¹¹⁷⁴ The Ministry of PPPA and Huawei Indonesia Gather Synergy to Print Talents and Women's Digital Leaders, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 1 February 2023. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4366/kementerian-pppa-dan-huawei-indonesia-galang-sinergi-cetak-talenta-dan-pemimpin-digital-perempuan>

¹¹⁷⁵ APEC to redouble efforts to tackle gender inequality in the economy, Antara News (Jakarta) 27 February 2023. Access Date 21 March 2023. <https://en.antaranews.com/news/273966/apec-to-redouble-efforts-to-tackle-gender-inequality-in-economy>

¹¹⁷⁶ The PPPA Minister is Ready to Lead the Indonesian Delegation at the 67th CSW Session, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 8 March 2023. Access Date: 31 March 2023.

<https://www.kemenpppa.go.id/index.php/page/read/29/4411/menteri-pppa-siap-pimpin-delegasi-ri-di-sidang-csw-ke-67>

¹¹⁷⁷ Attend a Side Event at CSW – 67, Minister of PPPA: Unite Strength to Close the Gender Gap in the Digital Realm, and Strive for Inclusive Digital Solutions for Women, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 8 March 2023. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4435/hadiri-side-event-di-csw-67-menteri-pppa-satukan-kekuatan-untuk-menutup-kesenjangan-gender-di-ranah-digital-dan-upayakan-solusi-digital-inklusif-bagi-perempuan>

On 21 March 2023, the Government, in partnership with UN Women, hosted a workshop on increasing women's entrepreneurship in the digital realm.¹¹⁷⁸ With attendance of 50 women leading micro-, small-, or medium-sized enterprises in Indonesia, the workshop sought to strengthen women's entrepreneurial skills and maximize the use of digital technologies in advancing their enterprises.

On 5 April 2023, the Ministry of Women's Empowerment and Child Protection visited women victims of the earthquake in West Java.¹¹⁷⁹ During the visit, the ministry offered training on reviving women's economic participation and increasing women's income.

On 5 May 2023, the Ministry of Women's Empowerment and Child Protection condemned companies that engaged in gender discrimination against women employees.¹¹⁸⁰ Minister Puspayoga emphasized that women workers have the right to be protected from violence in discrimination in the workplace, and that the Ministry would continue to investigate the situations.

On 25 May 2023, the Ministry of Women's Empowerment and Child Protection announced the government's intention to assist women victims of trafficking, including through economic empowerment and entrepreneurial activities.¹¹⁸¹ The objective of the program is to assist women in increasing their quality of life through becoming financially independent.

On 31 May 2023, the Ministry of Women's Empowerment and Child Protection issued a statement acknowledging the role of women in micro, small, and medium enterprises.¹¹⁸² The Ministry also announced the launch of the Indonesia Gender Dashboard on Women in SMEs, the objective of which is to advance women's development.

On 31 May 2023, the Ministry of Women's Empowerment and Child Protection attended the International Human Rights Instrument Evaluation Coordination Meeting.¹¹⁸³ During the meeting, the Ministry also announced that the 8th Periodic Report on the implementation of the Convention on Elimination of All Forms of Discrimination Against Women had implemented regulations that supported women entrepreneurs and women workers.

¹¹⁷⁸ Increasing the Level of Female MSME Actors, KemenPPPA Provides Business Skills in a Digital Way, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 21 March 2023. Access Date: 31 March 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4464/tingkatkan-level-perempuan-pelaku-umkm-kemenpppa-bekali-keterampilan-usaha-dengan-cara-digital>

<https://www.kemenpppa.go.id/index.php/page/read/29/4514/kemenpppa-antisipasi-melonjaknya-prt-seiring-arus-balik>

¹¹⁷⁹ Minister of PPPA: revive the economy of women survivors of the Cianjur earthquake, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 5 April 2023. Access Date: 30 April 2023.

<https://www.kemenpppa.go.id/index.php/page/read/29/4486/menteri-pppa-bangkitkan-ekonomi-perempuan-penyintas-bencana-gempa-bumi-cianjur>

¹¹⁸⁰ Protect Women Workers From Discrimination and Sexual Violence, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 5 May 2023. Access Date: 12 June 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4521/menteri-pppa-lindungi-pekerja-perempuan-dari-diskriminasi-dan-kekerasan-seksual>

¹¹⁸¹ Preventing Human Trafficking can be Started by Empowering Womens' Potential at the Village Level, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 25 May 2023. Access Date: 12 June 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4550/menteri-bintang-cegah-perdagangan-orang-bisa-dimulai-dari-memberdayakan-potensi-perempuan-di-tingkat-desa>

¹¹⁸² The Indonesia Gender Dashboard on Women in SMES, Collaboration Promotes the Economic Empowerment of Women and Indonesian MSMES, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 31 May 2023. Access Date: 12 June 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4564/the-indonesia-gender-dashboard-on-women-in-smes-kolaborasi-promosikan-pemberdayaan-ekonomi-perempuan-dan-umkm-indonesia>

¹¹⁸³ KEMENPPPA Delivers CEDAW and CRC Implementation Reporting Progress at the Coordination Meeting for Evaluation of International Human Rights Instruments, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta). 31 May 2023. Access Date: 14 June 2023.

<https://www.kemenpppa.go.id/index.php/page/read/29/4561/kemenpppa-sampaikan-progres-pelaporan-implementasi-cedaw-dan-crc-pada-rapat-koordinasi-evaluasi-instrumen-ham-internasional>

On 13 July 2023, the Ministry of Women's Empowerment and Child Protection launched a digital learning program focused on advanced digital skills for women.¹¹⁸⁴ The program is intended to increase the competitiveness of women MSME entrepreneurs who wish to start and operate online businesses through skills-building exercises.

On 20 July 2023, Minister Puspayoga spoke on the importance of Indonesia's tourism sector in expanding employment opportunities and accelerating economic empowerment for women.¹¹⁸⁵ Accordingly, the Minister committed to supporting efforts to empower the micro, small and medium-sized enterprises a part of the tourism sector in Bali, Indonesia, of which the majority are owned and operated by women.

On 25 July 2023, the Government of India issued a statement of reflection in recognition of the 39th anniversary of Indonesia's ratification of the Convention on the Elimination of All Forms of Discrimination against Women.¹¹⁸⁶ The Ministry of Women's Empowerment and Child Protection reflected the progress made towards eliminating gender-based violence, including in the realms of labour and employment, but acknowledged that challenges have continued to persist.

On 4 August 2023, Minister Puspayoga attended the G20 Ministerial Conference on Women's Empowerment. During the conference, representatives discussed strategies to eliminate gender inequality in the workforce.¹¹⁸⁷ In particular, the ministers discussed the importance of education in decreasing economic gender inequality and the role of entrepreneurship for improving gender economic inclusion.

On 10 August 2023, Minister Puspayoga issued a statement encouraging expanding vocational training for women to increase women's labour force participation and improve women's economic welfare.¹¹⁸⁸ Minister Puspayoga also announced the implementation of the Vocational Training Program for Women, a pilot project aimed at reducing the employment gap.

On 11 August 2023, the Ministry of Women's Empowerment and Child Protection spoke on the importance of the creative economy in achieving economic empowerment and accessing employment for women.¹¹⁸⁹

Indonesia has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Indonesia has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

¹¹⁸⁴ KemenPPPA Together with Tokopedia Launches 'Digital Advanced Women's Module', Supports MSME Women's Empowerment, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Bali) 13 July 2023. Access Date: 27 August 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4618/kemenpppa-ri-bersama-tokopedia-luncurkan-modul-perempuan-maju-digital-dukung-pemberdayaan-perempuan-umkm>

¹¹⁸⁵ The Minister of PPPA Supports Increasing Women's Empowerment in Bali through the Tourism Sector, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Bali) 21 July 2023. Access Date: 27 August 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4629/menteri-pppa-dukung-peningkatan-pemberdayaan-perempuan-di-bali-melalui-sektor-pariwisata>

¹¹⁸⁶ Reflection on 39 Years of Ratification of CEDAW, Indonesia Achieves Progress in the Protection of Women, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 25 July 2023. Access Date: 27 August 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4639/refleksi-39-tahun-ratifikasi-cedaw-indonesia-raih-kemajuan-dalam-perlindungan-perempuan>

¹¹⁸⁷ G20 MCWE India: PPPA Minister Emphasizes Commitment of World Women Leaders to Produce Collaboration to Support Gender Equality and Women's Empowerment, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 4 August 2023. Access Date: 15 August 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4658/g20-mcwe-india-menteri-pppa-tekanan-komitmen-pemimpin-perempuan-dunia-hasilkan-kolaborasi-dukung-kesetaraan-gender-dan-pemberdayaan-perempuan>

¹¹⁸⁸ Increasing Women's Vocational Capacity, Kemenpppa Encourages all Parties to Take a Role, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 8 August 2023. Access Date: 15 August 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4662/tingkatkan-kapasitas-vokasional-perempuan-kemenpppa-dorong-seluruh-pihak-ambil-peran>

¹¹⁸⁹ Ministry of PPPA: Women's Creative Economy Empowerment, the Early Gate out of Poverty, Kementerian Pemberdayaan Perempuan Dan Perlindungan Anak Republik Indonesia (Jakarta) 11 August 2023. Access Date: 15 August 2023. <https://www.kemenpppa.go.id/index.php/page/read/29/4662/tingkatkan-kapasitas-vokasional-perempuan-kemenpppa-dorong-seluruh-pihak-ambil-peran><https://www.kemenpppa.go.id/index.php/page/read/29/4663/kemen-pppa-pemberdayaan-ekonomi-kreatif-perempuan-gerbang-awal-keluar-dari-kemiskinan>

Thus, Indonesia receives a score of +1.

Analyst: Jocelyn Ankenmann

Italy: 0

Italy has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 29 December 2022, the Government issued the national budget. In it, the government committed to increasing the number of women employed in the agricultural industry. The Government of Italy has also increased funds for policies relating to women's rights and equal opportunity.¹¹⁹⁰

On 8 March 2023, Minister of Labour and Social Policy Marina Calderone issued a statement on women's employment in honour of International Women's Day.¹¹⁹¹ In the statement, Minister Calderone remarked on the recent increase in permanent employment opportunities for women. Minister Calderone also reaffirmed her commitment to addressing challenges that women encounter in the world of work.

On 9 March 2023, Minister of Labour and Social Policy Calderone met with the European Union Commissioner for Equality Helena Dalli.¹¹⁹² During the meeting, the parties spoke on pay transparency and the promotion of a culture that promotes and supports women's economic and financial independence. During the meeting, Minister Calderone called for a greater dialogue on inclusion and gender equality, noting that women's economic participation directly affects the country's economic well-being. Minister Calderone and Commissioner Dalli also committed to working in collaboration to further women's financial independence.

On 14 March 2023, Minister of Economy and Finance Giancarlo Giorgetti, Deputy Minister Maurizio Leo and Under Secretary to the President of the Council of Ministers Alfredo Mantovano met with trade union representatives to discuss Prime Minister Giorgia Meloni government's new tax system. The new tax system contains reforms that will boost labour with a specific focus on women among other groups.¹¹⁹³

On 11 May 2023, the Council of Ministers gave its authorization for two government amendments to be submitted for the draft law converting Decree Law No. 44 of 2023. The second of the two amendments cover the promotion of gender equality and inclusion in public procurement. This amendment will reward companies who adopt gender inclusive policy in accordance with Article 46 of the Code of Equal Opportunities Between Men and Women.¹¹⁹⁴

On 19 May 2023, Prime Minister Giorgia Meloni participated in the G7 Summit in Hiroshima, Japan.¹¹⁹⁵ During the meeting, Prime Minister Meloni, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. The parties committed to promoting reskilling and upskilling,

¹¹⁹⁰ Budget Law 2023, Ministero del Lavoro e delle Politiche Sociali (Rome) 30 December 2022. Access Date 19 March 2023. <https://www.lavoro.gov.it/notizie/Pagine/Legge-di-Bilancio-2023.aspx>

¹¹⁹¹ Calderone: "Value of March 8 is celebrated with the actions of other days", Ministero del Lavoro e delle Politiche Sociali (Rome) 8 March 2022. Access Date: 31 March 2023. <https://www.lavoro.gov.it/priorita/pagine/calderone-valore-8-marzo-si-festeggia-con-le-azioni-degli-altri-giorni.aspx>

¹¹⁹² Minister Calderone meets the EU Commissioner for Equality, Helena Dalli, Ministero del Lavoro e delle Politiche Sociali (Rome) 9 March 2022. Access Date: 31 March 2023. <https://www.lavoro.gov.it/priorita/Pagine/Il-Ministro-Calderone-incontra-la-Commissaria-Ue-per-uguaglianza-Helena-Dalli.aspx>

¹¹⁹³ Government illustrates principles of enabling law on taxation to trade unions, Presidenza del Consiglio dei Ministri (Rome) 14 March 2022. Access Date: 28 April 2022. <https://www.governo.it/it/node/22080>

¹¹⁹⁴ Government amendments on university housing and gender equality in public procurement, Ministero del Lavoro e delle Politiche Sociali (Rome) 11 May 2023. Access Date 11 June 2023. <https://www.governo.it/en/articolo/government-amendments-university-housing-and-gender-equality-public-procurement/22637>

¹¹⁹⁵ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communique.html>

fostering decent work conditions, strengthening the financial inclusion of women, and eliminating the gender pay gap.

On 9 June 2023, the National Council for Equality and the National Labour Inspectorate signed a Memorandum of Understanding intended to foster increased collaboration.¹¹⁹⁶ The agreement seeks to create equal opportunities between men and women and address gender discrimination in the workplace. The agreement also commits the parties to disclose violations of equal opportunities within their respective portfolios.

Italy has partially complied with its commitment of promoting gender equality within the realms of labour and employment. Italy has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, Italy receives a score of 0.

Analyst: NESTA Muthunawagonna

Japan: 0

Japan has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 2 December 2022, Prime Minister Fumio Kishida hosted a dinner for the World Assembly for Women (WAW!) 2022 conference.¹¹⁹⁷ In his speech to attendees, Prime Minister Kishida stressed the importance of women's economic independence. Prime Minister Kishida also expressed a desire to make efforts to promote gender equality and women's empowerment in cooperation with the international community.

On 3 December 2022, Japan hosted WAW! 2022 in Tokyo.¹¹⁹⁸ It is an international conference hosted by the Government of Japan since 2014 as a part of its efforts aimed at realizing gender equality and advancing women's empowerment. The assembly included several sessions, with topics including correcting the gender wage gap and women's economic independence, women's job training and presence in science, technology, engineering and mathematics (STEM) economic sectors and women's entrepreneurship.¹¹⁹⁹

On 22 February 2023, Japan participated in the First Committee on Trade and Investment Meeting as a member of the Asia-Pacific Economic Cooperation.¹²⁰⁰ Discussion of gender-based inequality included topics of unequal distribution of unpaid care, domestic work, workforce participation, job opportunities, the gender pay gap and the importance of women's full economic participation.¹²⁰¹

On 8 March 2023, Prime Minister Kishida released a statement to commemorate International Women's Day.¹²⁰² In the statement, Prime Minister Kishida stressed the importance of women's economic independence, especially as part of the Kishida government's flagship policy "New Capitalism." Prime Minister Kishida also noted that the government will announce further efforts to eliminate the "L-shaped" curve in which women become non-regular workers after childbirth, to current the gender wage gap and

¹¹⁹⁶ New Memorandum of Understanding between the National Equality Council and INL, Ministero del Lavoro e delle Politiche Sociali (Rome) 9 June 2023. Access Date 11 June 2023. <https://www.lavoro.gov.it/notizie/Pagine/Protocollo-intesa-Consigliera-Nazionale-Parita-INL.aspx>

¹¹⁹⁷ Dinner for World Assembly for Women: WAW! 2022 Hosted by Prime Minister Kishida, Prime Minister's Office of Japan (Tokyo) 2 December 2022. Access Date: 28 March 2023. https://japan.kantei.go.jp/101_kishida/diplomatic/202212/_00002.html

¹¹⁹⁸ World Assembly for Women: WAW! 2022, Ministry of Foreign Affairs of Japan (Tokyo) 29 June 2022. Access Date: 28 March 2023. https://www.mofa.go.jp/fp/hr_ha/page3e_001217.html

¹¹⁹⁹ World Assembly for Women: WAW! 2022 (Result), Ministry of Foreign Affairs of Japan (Tokyo) 3 December 2022. Access Date: 28 March 2023. https://www.mofa.go.jp/fp/hr_ha/page3e_001283.html

¹²⁰⁰ Cooperation is Key to Advancing Critical Priority of Women's Economic Participation, Asia-Pacific Economic Cooperation (Palm Springs) 27 February 2023. Access Date: 28 March 2023. <https://www.apec.org/press/news-releases/2023/cooperation-is-key-to-advancing-critical-priority-of-women-s-economic-participation>

¹²⁰¹ APEC Tackles Gender Inequality by Focusing on Care Economy, Trade and Climate, Asia-Pacific Economic Cooperation (Palm Springs) 26 February 2023. Access Date: 28 March 2023. <https://www.apec.org/press/news-releases/2023/apec-tackles-gender-inequality-by-focusing-on-care-economy-trade-and-climate>

¹²⁰² Video message from Prime Minister Kishida on International Women's Day, Prime Minister's Office of Japan (Tokyo) 8 March 2023. Access Date: 28 March 2023. https://www.kantei.go.jp/jp/101_kishida/discourse/20230308message.html

to develop female entrepreneurship. He also noted that the government would address barriers to women's employment and create a program that makes it easier for both men and women to take parental leave.

On 27 April 2023, Prime Minister Kishida attended the 69th meeting of the Council for Gender Equality.¹²⁰³ Participants of the meeting discussed the promotion of women's empowerment. Participants committed to increasing the volume of female directors in companies to 30 per cent or higher by 2030.¹²⁰⁴ Parties also agreed to strengthen their efforts increasing women's income and economic independence, including through the promotion of non-regular employment that promotes diverse and flexible work and through the development of re-skilling initiatives.

On 19 May 2023, Prime Minister Kishida hosted in the G7 Summit in Hiroshima, Japan.¹²⁰⁵ During the meeting, Prime Minister Kishida, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. Participants vowed to address the unequal sharing of paid and unpaid care work and housework, promoting and protecting parental leave, providing support for childcare, to ensure that women can combine work and family and personal life to actively contribute to all spheres of society.

On 13 June 2023, Prime Minister Kishida attended a meeting on women's empowerment and gender equality.¹²⁰⁶ During the meeting, Prime Minister Kishida approved a statement committing to the promotion of women's economic empowerment, including through encouraging an increase in the volume of female executives a part of companies listed on the Tokyo Stock Exchange, the promotion of diverse and flexible working styles to assist women in achieving financial independence and address gender-based violence against women.

Japan has partially complied with its commitment of promoting gender equality within the realms of labour and employment. Japan has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, Japan receives a score of 0.

Analyst: Iman Hussain

Korea: +1

Korea has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 19 December 2022, Minister of Gender Equality and Family Kim Hyun-sook announced the ministry's future goals to formulate a new five-year plan to upgrade policies on gender equality.¹²⁰⁷

On 21 December 2022, the Ministry of Economy released the 2023 Economic Policy Direction's goals to achieve tailored employment and financial stability.¹²⁰⁸ This document included intentions to decrease women's childcare burdens to avoid career breaks and encourage greater economic participation.

¹²⁰³ Council for Gender Equality, Prime Minister's Office of Japan (Tokyo) 27 April 2023. Access date: 28 April 2023.

https://japan.kantei.go.jp/101_kishida/actions/202304/27danjo.html

¹²⁰⁴ Conference for gender equality, Prime Minister's Office of Japan (Tokyo) 27 April 2023. Access date: 8 May 2023.

https://www.kantei.go.jp/jp/101_kishida/actions/202304/27danjo.html

¹²⁰⁵ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023.

<http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communication.html>

¹²⁰⁶ Joint Meeting of the Headquarters for Creating a Society in Which All Women Shine and the Headquarters for the Promotion of Gender Equality (Tokyo) 13 June 2023. Access date: 27 August 2023.

https://japan.kantei.go.jp/101_kishida/actions/202306/13josei.html

¹²⁰⁷ Ministry of Gender Equality and Family has new stacks of work to do, The Korea Herald (Seoul), 19 December 2022.

Access Date: 21 March 2023. https://www.koreaherald.com/view.php?ud=20221219000231&ACE_SEARCH=1

¹²⁰⁸ The 2023 Economic Policy Directions, Ministry of Economy and Finance Economic Policy Division (Seoul), 21 December 2022. Access Date: 26 April 2023. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5476>

On 6 March 2023, Minister Kim promised the introduction of policy efforts that would narrow the gender wage gap through vocational courses.¹²⁰⁹

On 10 April 2023, Minister Kim introduced the 1st Basic Plan for Single-Parent Family Policy.¹²¹⁰ The plan seeks to strengthen single-parents' self-reliance capabilities by promoting their participation in economic activities.

On 21 May 2023, Minister Kim visited the Seoul Jeongsu Campus of Korea Polytechnic University to discuss women's employment opportunities.¹²¹¹ Minister Kim highlighted the Ministry's efforts in providing comprehensive support for women seeking employment, including through training and counselling.

On 24 May 2023, the Ministry of Gender Equality and Family hosted a meeting with female entrepreneurs, to promote women's participation in economic activities.¹²¹² During the meeting, participants discussed women's businesses, opportunities to improve economic opportunities, and fostering women's entrepreneurship.

On 4 June 2023, Minister Kim visited Germany and Sweden to strengthen cooperation in the realm of gender equality.¹²¹³ During the visits, Minister Kim affirmed the importance of resolving the gender wage gap.

On 4 June 2023, Minister of Small and Medium Enterprises and Start-Ups, Young Lee, participated in the 2nd Women Entrepreneurs Week Summit.¹²¹⁴ During the event, the Government of Korea oversaw ceremonies recognizing the contributions of women entrepreneurs.

On 11 July 2023, the Ministry of Employment and Labour published a report showcasing the efforts of 11 Korean companies in promoting child-raising, work-life balance and distributing family responsibilities between male and female employees.¹²¹⁵ The report commends the efforts of the companies in facilitating opportunities for parents to continue their employment while raising children and maintaining work-family balance, including through providing support for parents returning from parental leave, the implementation of a family day holiday, the delivery of workshops for fathers providing caregiving and offering flexible working schedules.

On 16 August 2023, the Ministry of Employment and Labour announced the expansion of a program providing education of and awareness to gender equality for employees.¹²¹⁶ The program is intended to improve employees' understanding of work-life balance, improve work adaptability and flexibility, promote a gender-equal organizational culture and encourage greater gender equality within the realms of childcare

¹²⁰⁹ South Korea's gender minister vows policy efforts to narrow gender wage gap, The Korea Herald (Seoul), 7 March 2023. Access Date: 21 March 2023. https://www.koreaherald.com/view.php?ud=20230307000705&ACE_SEARCH=1

¹²¹⁰ Single-Parent Family Planning to strengthen support for child-rearing, housing stabilization, self-reliance, Ministry of Gender Equality and Family (Seoul), 14 April 2023. Access Date: 26 April 2023. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsSn=709213

¹²¹¹ Ministry of Gender Equality, Korea Polytechnic University and female workforce seek ways to enter high value-added industries, Ministry of Gender Equality and Family (Seoul) 21 May 2023. Access Date: 25 June 2023. http://www.mogef.go.kr/nw/enw/nw_enw_s001d.do?mid=mda700&bbsSn=711111

¹²¹² Held the 4th 'Happy Companion' for women's entry into entrepreneurship and new industries, Ministry of Gender Equality and Family (Seoul) 24 May 2023. Access Date: 25 June 2023. http://www.mogef.go.kr/nw/enw/nw_enw_s001d.do?mid=mda700&bbsSn=711120

¹²¹³ Minister Kim Hyun-sook visits Germany and Sweden seeking ways to cooperate on gender equality and family policy, Ministry of Gender Equality and Family (Seoul) 2 June 2023. Access Date: 25 June 2023. http://www.mogef.go.kr/nw/enw/nw_enw_s001d.do?mid=mda700&bbsSn=711159

¹²¹⁴ The Largest Festival of Women Entrepreneurs, with 2.95 Million Participants, Ministry of SMEs and Startups (Seoul) 10 July 2023. Access Date: 27 August 2023. <https://www.korea.net/Government/Briefing-Room/Press-Releases/view?articleId=1043004&type=N&insttCode=A260117&startDate=2023-07-01&searchKey=all&categoryId=109&pCnt=0&oldSearchCnt=0&endDate=2023-08-30&language=A020101&cCnt=0&pageIndex=1&gov=undefined>

¹²¹⁵ Excellent companies with happy working moms and dads, Ministry of Employment and Labour (Seoul) 11 July 2023. Access Date: 27 August 2023. https://www.moel.go.kr/news/enevs/report/enevsView.do?news_seq=15243

¹²¹⁶ Fathers take care of children together, Minister of Employment and Labour (Seoul) 16 August 2023. Access Date: 29 August 2023. https://www.moel.go.kr/news/enevs/report/enevsView.do?news_seq=15396

and raising families. The program also provides assistance to parents returning from parental leave and provides counselling and lectures on work-family balance.

Korea has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Korea has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

Thus, Korea receives a score of +1.

Analyst: Yevin Abn

Mexico: +1

Mexico has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 22 February 2023, the Ministry of Economy, in partnership with Google, announced the delivery of microcredits and training to over 8,000 women in the southeastern region of Mexico, as part of a program that aims to reduce the wage gap by promoting financial inclusion and women entrepreneurship.¹²¹⁷

On 3 March 2023, the Institute of the National Fund for Workers' Consumption announced that it would be expanding the Crédito Mujer Efectivo Sur program to exempt women from paying the commission for opening an account upon receiving financing support.¹²¹⁸ The objective of the program is to promote financial inclusion for women entrepreneurs.

On 9 April 2023, the Ministry of Labor and Social Welfare hosted the 2023 National Women's Employment Fair.¹²¹⁹ Through various seminars and workshops, the fair aimed to increase labour opportunities for women while striving for gender equality and the reduction of the gender wage gap.

On 2 May 2023, the National Institute for Women held the 29th session of the National System for Equality between Women and Men.¹²²⁰ At the meeting, the Mexico highlighted the work recently completed in the advancement of gender equality.

On 5 May 2023, the National Institute for Women, the Ministry of Labor and Social Welfare and the National Council to Prevent Discrimination announced a tool to aid in the implementation of employment opportunities for women.¹²²¹ The tool will also support the certification of the "Norma Mexicana," which recognizes workplaces that comply with practices in support of labour gender equality and non-discrimination.

¹²¹⁷ Ministry of Economy and Google will provide microcredit and train 8,000 women from the southeast, El Economista (Mexico City) 22 February 2023. Access Date: 19 March 2023. <https://www.eleconomista.com.mx/el-empresario/Secretaria-de-Economia-y-Google-daran-microcredito-y-capacitaran-a-8000-mujeres-del-sureste-20230221-0089.html>

¹²¹⁸ Fonacot eliminates the commission for opening credits for women throughout the country, Gobierno de México (Mexico City) 3 March 2023. Access Date: 19 March 2023. <https://www.gob.mx/stps/prensa/fonacot-elimina-la-comision-por-apertura-de-creditos-para-mujeres-de-todo-el-pais?idiom=es>

¹²¹⁹ More than 43 thousand job openings offered at the National Women's Employment Fair, Secretaría de Trabajo y Previsión Social (Mexico City) 9 April 2023. Access Date: 30 April 2023. <https://www.gob.mx/stps/prensa/mas-de-43-mil-vacantes-ofertadas-en-la-feria-nacional-de-empleo-de-las-mujeres?idiom=es-MX>

¹²²⁰ Inmujeres holds session 29 of the National System for Equality between Women and Men, Gobierno de México (Mexico City) 2 March 2023. Access Date: 8 May 2023. <https://www.gob.mx/inmujeres/prensa/inmujeres-realiza-sesion-29-del-sistema-nacional-para-la-igualdad-entre-mujeres-y-hombres?idiom=es>

¹²²¹ Inmujeres presents a tool for the certification of the Mexican Standard on Labor Equality and Non-Discrimination in the Workplace, Instituto Nacional de las Mujeres (Mexico City) 5 May 2023. Access Date: 12 June 2023. <https://www.gob.mx/inmujeres/prensa/inmujeres-presenta-herramienta-para-la-certificacion-de-la-norma-mexicana-en-igualdad-laboral-y-no-discriminacion-en-centros-laborales?idiom=es>

On 27 June 2023, the Ministries of Economy, Welfare, Culture, Finance, Foreign Affairs and the National Women's Institute led the inauguration of the Fourth Edition of *Mujer Exporta Mexico*.¹²²² The event aims to promote the inclusion of women in foreign trade.

On 1 July 2023, the National Institute for Women, UN Women, the Huairou Commission and the Global Alliance for Care hosted the Global Meeting of Women Community Caregivers in Mexico City.¹²²³ Through the event, women caregivers discussed the importance of care in their local economies. Concurrently, they called governments to promote initiatives that provide resources and compensate community-based women caregivers.

On 28 July 2023, the National Institute for Women signed a commitment with the *Financiera para el Bienestar* introducing the launch of a new financing line.¹²²⁴ The objective of the line is to promote women's economic autonomy, financial inclusion and escape the cycle of gender-based violence.

On 3 August 2023, the National Institute for Women signed 13 commitments at the Participatory Forum of Women Trade Unionists focused on equality in trade union organizations.¹²²⁵ The commitments aim to promote gender equality within union organizations, including through the promotion of equality and inclusion programs and gender-equal hiring practices, facilitate increased access for women to masculinized positions and spaces, the guarantee of equal parental leave for both mothers and fathers, the implementation of policies that promote work-life balance and the sharing of care work and the promotion of union leadership opportunities for women.

On 4 August 2023, the National Institute for Women issued a statement rejecting gender-based violence against women.¹²²⁶

Mexico has fully complied with its commitment of promoting gender equality within the realms of labour and employment. Mexico has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, Mexico receives a score of +1.

Analyst: Analí Arámbula Galindo

Russia: 0

Russia has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 29 December 2022, the Government approved the National Strategy of Action to Promote Interests of Women for 2023 – 2030. This strategy aims to promote equal rights and freedoms for women and create more economic and political opportunities for them.¹²²⁷

¹²²² Government of Mexico inaugurates Fourth Edition of *Mujer Exporta MX*, Secretaría de Economía (Mexico City) 27 June 2023. Access Date: 15 August 2023. <https://www.gob.mx/se/prensa/inaugura-gobierno-de-mexico-cuarta-edicion-de-mujer-exporta-mx?idiom=es>

¹²²³ Community caregivers and domestic workers urge recognition of care work and elimination of stigma and discrimination, Instituto Nacional de las Mujeres (Mexico City) 1 July 2023. Access Date: 15 August 2023. <https://www.gob.mx/inmujeres/prensa/cuidadoras-comunitarias-y-trabajadoras-del-hogar-istan-a-reconocer-el-trabajo-de-cuidado-y-a-eliminar-el-estigma-y-la-discriminacion?idiom=es>

¹²²⁴ Inmujeres and Finabien sign agreement; present Credit Libertad Mujer, Instituto Nacional de las Mujeres (Mexico City) 30 July 2023. Access Date: 30 August 2023.

¹²²⁵ Inmujeres and labor unions sign commitments to strengthen women 's leadership, Instituto Nacional de las Mujeres (Mexico City) 3 August 2023. Access Date: 15 August 2023. <https://www.gob.mx/inmujeres/prensa/firman-inmujeres-y-sindicatos-compromisos-para-fortalecer-liderazgo-de-las-mujeres?idiom=es>

¹²²⁶ Statement of the National Institute for Women (Inmujeres), Instituto Nacional de las Mujeres (Mexico City) 4 August 2023. Access Date: 29 August 2023. <https://www.gob.mx/inmujeres/prensa/pronunciamiento-del-instituto-nacional-de-las-mujeres-inmujeres?idiom=es>

¹²²⁷ ПРАВИТЕЛЬСТВО РОССИЙСКОЙ ФЕДЕРАЦИИ, Government of Russia (Moscow) 29 December 2022. Translation provided by Google Translate. Access Date: 26 May 2023. <http://static.government.ru/media/files/ilHtVckhskBAE9DAfD3Akpd787xAOc4.pdf>

Russia has partially complied with its commitment of promoting gender equality within the realms of labour and employment. It has approved a long-term strategy that promotes equality for women in the labour market by promoting more economic opportunities for them. However, this falls short of full compliance, as Russia has not taken much action towards this commitment beyond this action.

Thus, Russia receives a score of 0.

Analyst: Lauren Hill

Saudi Arabia: 0

Saudi Arabia has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 6 March 2023, Saudi Arabia participated in the 67th session of the Commission on the Status of Women (CSW67).¹²²⁸ The main topic discussed at CSW67 was the challenges and opportunities in achieving gender equality.

On 8 March 2023, Saudi Arabia hosted the Women in Leadership Summit in Riyadh.¹²²⁹ The summit highlighted the role of women in fields such as medicine, education and entrepreneurship to discuss their impact on a sustainable future in the Middle East.

On 8 March 2023, the Ministry of Industry and Mineral Resources reported that the number of Saudi women employed in the industrial sector increased to 63,892, rising by more than 93 per cent from 2019.¹²³⁰

Saudi Arabia has partially complied with its commitment of promoting gender equality within the realms of labour and employment. Saudi Arabia has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, Saudi Arabia receives a score of 0.

Analyst: Razan Akiba

South Africa: 0

South Africa has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 19 November 2022, Minister of Small Business Development Stella Ndabeni-Abrahams delivered equipment to 24 women-owned (or predominantly owned) small businesses.¹²³¹ The donation was in accordance with the “Bring Her Up” entrepreneurship program, designed to provide women with tools and skills to succeed in entrepreneurial activities.

On 23 November 2022, the Commission for Employment Equity held a stakeholder engagement session on equal pay and remuneration for work of equal value performed by men and women with the National Economic Development and Labour Council social partners and other strategic partners.¹²³² This was held

¹²²⁸ Saudi Arabia Participates in 67th Session of CSW67, Saudi Gazette (Riyadh) 8 March 2023. Access Date: 19 March 2023. <https://saudigazette.com.sa/article/630515/SAUDI-ARABIA/Saudi-Arabia-participates-in-67th-session-of-CSW67>

¹²²⁹ Summit Highlights How Women Drive Progress, Arab News (Riyadh) 09 March 2023. Access Date: 19 March 2023. <https://www.arabnews.com/node/2265531/saudi-arabia>

¹²³⁰ Female workers in the Kingdom's industrial sector up 93% since 2019, Arab News (Riyadh) 8 March 2023. Access Date: 20 March 2023. <https://www.arabnews.com/node/2265036/saudi-arabia>

¹²³¹ Minister Stella Ndabeni-Abrahams and the Charlotte Mannya-Maxeke Institute hands over Working Equipment to Women Owned SMMEs, Department of Small Business Development (Pretoria) 19 November 2022. Access Date: 28 April 2023. <http://www.dsbd.gov.za/media-release/minister-stella-ndabeni-abrahams-and-charlotte-mannya-maxeke-institute-hands-over>

¹²³² Commission for Employment Equity hosts stakeholder engagement on equal pay/remuneration for work of equal value, Department of Employment and Labour (Pretoria) 18 November 2022. Access Date 20 March 2023. <https://www.gov.za/speeches/commission-employment-equity-hosts-stakeholder-engagement-equal-payremuneration-work-equal>

with the intent of reviewing the impact of current equal pay laws and reflecting on implementing solutions to unequal pay.

On 24 January 2023, the Commission for Gender Equity began an investigation of allegations of sexual exploitation of women workers a part of liquor companies.¹²³³ The Commission also called on South African employers to develop sexual harassment policies and reporting procedures in the workplace.

On 9 February 2023, President Cyril Ramaphosa delivered the State of the Nation address.¹²³⁴ In the speech, President Ramaphosa remarked on South Africa's progress in support of women entrepreneurs, noting that the Industrial Development Corporation has designated ZAR9 billion to invest in women-led businesses.

On 22 February 2023, the National Treasury released the 2023 National Budget.¹²³⁵ The budget allocated ZAR2.7 billion in funding over the next three years to the Department of Women, Youth and Persons with Disabilities, in part to facilitate work that supports the economic inclusion of women. The budget also designated up to ZAR4.7 billion in funding for the next three years to support women-owned businesses.

On 6 March 2023, President Ramaphosa delivered an address on closing the gender gap between men and women in the workplace and in South Africa's economy.¹²³⁶ President Ramaphosa spoke of empowering women in the economy and abandoning antiquated viewpoints of the role of women.

On 29 March 2023, the Commission for Gender Equity hosted roundtable discussions on the representation and participation of women in leadership positions.¹²³⁷ The discussions occurred between the government and civil society organizations and highlighted gender disparity in governmental leadership positions.

On 9 May 2023, the Ministry for Women, Youth and Persons with Disabilities released the Ministry's 2023-2024 Annual Performance Plan.¹²³⁸ The plan reports on the participation and roles of women within the realms of labour and employment.

On 23 May 2023, Minister for Women, Youth and Persons with Disabilities Dr. Nkosazana Dlamini Zuma delivered an address on the Budget vote.¹²³⁹ Minister Zuma highlighted the government's priority of furthering gender equality within the realms of labour and employment.

¹²³³ Commission for Gender Equity to Launch Investigation into Allegations of Sexual Exploitation of Vulnerable Workers at Liquor Companies' Operation, Commission for Gender Equity (Johannesburg) 24 January 2023. Access Date: 27 April 2023. https://cge.org.za/wp-content/uploads/2023/01/COMMISSION-FOR-GENDER-EQUALITY-TO-LAUNCH-INVESTIGATION-INTO-ALLEGATIONS-OF-SEXUAL-EXPLOITATION-OF-VULNERABLE-WORKERS-AT-LIQUOR-COMPANIES-OPERATIONS8.pdf#new_tab

¹²³⁴ State of the Nation Address by President Cyril Ramaphosa, Cape Town City Hall, The Presidency of the Republic of South Africa (Cape Town) 9 February 2023. Access Date: 2 April 2023. <https://www.thepresidency.gov.za/state-of-the-nation-address/state-nation-address-president-cyril-ramaphosa%2C-cape-town-city-hall-0>

¹²³⁵ Budget 2023: Budget Review, National Treasury of the Republic of South Africa (Cape Town) 22 February 2023. Access Date: 2 April 2023. <https://www.treasury.gov.za/documents/National%20Budget/2023/review/FullBR.pdf>

¹²³⁶ We Need to Work Harder to Close the Gap Between Men and Women in the Economy, The Presidency of the Republic of South Africa (Pretoria) 6 March 2023. Access Date: 28 April 2023. <https://www.thepresidency.gov.za/from-the-desk-of-the-president/desk-president%2C-monday%2C-6-march-2023>

¹²³⁷ CGE hosts Civil Society Organisations, Government, and Multi-Party Round Table Discussions on Women's Participation and Representation in Leadership, Commission for Gender Equity (Johannesburg) 29 March 2023. Access Date: 27 April 2023. https://cge.org.za/wp-content/uploads/2023/03/CGE-HOSTS-CIVIL-SOCIETY-ORGANISATIONS-GOVERNMENT-AND-MULTI-PARTY-ROUND-TABLE-DISCUSSIONS-ON-WOMENS-PARTICIPATION-IN-LEADERSHIP2.pdf#new_tab

¹²³⁸ Annual Performance Plan 2023/24, Ministry for Women, Youth and Persons with Disabilities (Pretoria) 9 May 2023. Access Date: 25 June 2023.

<https://www.dwypd.gov.za/images/2023/APP/DWYPD%20Annual%20Performance%20Plan%20202324.pdf>

¹²³⁹ Budget vote address Dr Nkosazana Dlamini Zuma, MP Minister in the Presidency for Women, Youth and Persons with Disabilities, Ministry for Women, Youth, and Persons with Disabilities (Pretoria) 23 May 2023. Access Date: 12 June 2023. <https://www.dwypd.gov.za/index.php/component/content/article/92-travel/166-budget-vote-address-dr-nkosazana-dlamini-zuma-mp-minister-in-the-presidency-for-women-youth-and-persons-with-disabilities?Itemid=437>

On 6 June 2023, Minister Zuma delivered an address on the 2023-2024 Budget.¹²⁴⁰ Minister Zuma spoke on budgetary items pertaining to gender equality within the realms of labour and employment, including through exploring employment opportunities, eliminating gender-based violence in the workplace, and the budget allocation of ZAR94 million to the Commission for Gender Equality to assist in the delivery of its mandate.

South Africa has partially complied with its commitment of promoting gender equality within the realms of labour and employment. South Africa has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, South Africa receives a score of 0.

Analyst: Nesta Muthunavagonna

Türkiye: 0

Türkiye has partially complied with its commitment of promoting gender equality within the realms of labour and employment.

On 19 December 2022, the International Labour Organization (ILO) Office for Türkiye implemented a “More and Better Jobs for Women Programme” to prevent gendered violence in the workplace, promote job opportunities for domestic workers and generate awareness regarding violence and harassment in the workplace through university programs.¹²⁴¹ Given the high unemployment rate for young Turkish women and lack of safety in a male-dominated work environment, the ILO Office proposed to ratify Convention 190, the “most recent internationally established [labour] standard,” in the near future.

Türkiye has partially complied with its commitment of promoting gender equality within the realms of labour and employment. Türkiye has taken weak actions to promote gender equality in the realms of labour and employment.

Thus, Türkiye receives a score of 0.

Analyst: Lauren Hill

United Kingdom: +1

The United Kingdom has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 11 February 2023, Minister for Women and Equalities, Kemi Badenoch announced a new initiative supporting women entering careers in science, technology, engineering and mathematics (STEM).¹²⁴² The objective of the program is to address the gender STEM gap and increase workplace gender equality. Specifically, the program seeks to assist women who are returning to the economy after providing for their families.

On 28 February 2023, the Government released a report regarding women’s representation on top company boards.¹²⁴³ The report found that 40.2 per cent of the Financial Times Stock Exchange (FTSE) 350

¹²⁴⁰ Budget vote address Dr Nkosazana Dlamini Zuma, MP Minister in the Presidency for Women, Youth and Persons with Disabilities, Ministry for Women, Youth, and Persons with Disabilities (Pretoria) 6 June 2023. Access Date: 12 June 2023. <https://www.dwypd.gov.za/index.php/component/content/article/93-health/169-budget-vote-address-dr-nkosazana-dlamini-zuma-mp-minister-in-the-presidency-for-women-youth-and-persons-with-disabilities?Itemid=437>

¹²⁴¹ Programme Advisory Committee meeting held for More and Better Jobs for Women Programme, International Labour Organization (Geneva) 19 December 2022. Access Date: 19 March 2023. https://www.ilo.org/ankara/news/WCMS_864297/lang--en/index.htm

¹²⁴² More women to be supported back into STEM jobs in Government-backed training, Government of United Kingdom (London) 11 February 2023. Access Date: 31 March 2023. <https://www.gov.uk/government/news/more-women-to-be-supported-back-into-stem-jobs-in-government-backed-training>

¹²⁴³ FTSE 350 hits boardroom gender balance target three years early, Government of United Kingdom (London). 28 February 2023. Access Date: 31 March 2023. <https://www.gov.uk/government/news/ftse-350-hits-boardroom-gender-balance-target-three-years-early>

company board positions are now held by women. The report also noted that women now hold a third of all leadership roles in FTSE 350 companies.

On 21 March 2023, Chancellor of the Exchequer Jeremy Hunt announced the Spring 2023 Budget.¹²⁴⁴ In the budget, the government committed to increasing the amount of free childcare that working families can access, providing over GBP4.1 billion by 2027-28 to fund 30 free hours per week for working parents with children, intended to reduce the amount of time women spend conducting unpaid care work.

On 19 May 2023, Prime Minister Rishi Sunak participated in the G7 Summit in Hiroshima, Japan.¹²⁴⁵ During the meeting, Prime Minister Sunak, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. The parties committed to promoting reskilling and upskilling, fostering decent work conditions, strengthening the financial inclusion of women, and eliminating the gender pay gap.

The United Kingdom has fully complied with its commitment of promoting gender equality within the realms of labour and employment. The United Kingdom has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

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

Analyst: Yami Malhotra

United States: +1

The United States has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 14 December 2022, Vice President Kamala Harris attended the U.S.-Africa Leaders Summit.¹²⁴⁶ During the Summit, Vice President Harris announced new commitments to advance women's economic participation in Africa, including the African Women's Trade and Investment Project and the revitalization of the African Women's Entrepreneurship Program. Specifically, the U.S. International Development Financial Corporation announced USD358 million in investments in advancing women's entrepreneurship and equality. The Department of State also announced USD3.5 million in funding to launch the Middle East and North Africa Employers for Gender Equitable and Inclusive Workplace Policies initiative to help create employer policies and practices that are gender-equitable, inclusive and improve the security of employed women.

On 27 December 2022, the United States Congress passed the Pregnant Workers Fairness Act.¹²⁴⁷ The law intends to eliminate discrimination and ensure workplace accommodations for workers with known limitations related to pregnancy, childbirth, or a related medical condition.

On 4 January 2023, the United States launched the United States Strategy on Global Women's Economic Security.¹²⁴⁸ The Strategy aims to foster equal access to education, innovation, quality jobs and decent work, including through entrepreneurship, for women around the world. The Strategy will inform foreign policy, international programming and development assistance, trade policy and promotion, private sector

¹²⁴⁴ Spring Budget 2023, HM Treasury (London) 21 March 2023. Access Date: 31 March 2023.

<https://www.gov.uk/government/publications/spring-budget-2023/spring-budget-2023-html>

¹²⁴⁵ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023.

<http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communication.html>

¹²⁴⁶ Fact Sheet: U.S.-Africa Partnerships in Gender Equality and Women's Empowerment, The White House (Washington D.C.) 14 December 2022. Access Date: 31 March 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2022/12/14/fact-sheet-u-s-africa-partnerships-in-gender-equality-and-womens-empowerment/>

¹²⁴⁷ H.R.1065 - Pregnant Workers Fairness Act, United States Congress (Washington D.C.) 27 December 2022. Access Date: 31 March 2023. <https://www.congress.gov/bills/117th-congress/house-bill/1065>

¹²⁴⁸ United States Strategy on Global Women's Economic Security, U.S. Department of State (Washington D.C.) 4 January 2023. Access Date: 31 March 2023. <https://www.state.gov/reports/united-states-strategy-on-global-womens-economic-security/>

development and other actions to further the global economic priorities including improving economic security and accelerating economic growth, eliminating gender-based violence, ensuring equal opportunity and equity in education and closing gender gaps in science, technology, engineering and mathematics.

On 6 March 2023, the Employment and Training Administration announced a cooperative agreement of approximately USD20 million to support the National Urban League and TradeFuture in developing a strategy to increase participants from underrepresented populations in Registered Apprenticeships in the construction industry.¹²⁴⁹ The cooperative agreement aims to enroll over 13,000 women and underserved communities in apprenticeship readiness programs.

On 9 March 2023, President Joe Biden released the Fiscal Year 2024 Budget.¹²⁵⁰ The budget will expand access to early child care and learning by enabling states to increase child care options and lower costs. The budget also proposes to establish a national, comprehensive paid family leave. The budget will also expand workforce training for women workers in construction, clean energy, semiconductor and other in demand industries. The budget also designates USD50 billion in advancing the objectives of the Partnership for Global Infrastructure and Investment, including in gender equality within the realms of labour and employment.¹²⁵¹

On 14 March 2023, the Office of Federal Contract Compliance Programs launched the Mega Construction Project Program, a federally funded project of USD35 million.¹²⁵² The goal of the program is to foster equal opportunities in the construction trades workforce of federal contractors and subcontractors on large federal construction projects.

On 14 March 2023, President Biden hosted a roundtable on the gender wage gap and the participation of women in the workforce.¹²⁵³ The roundtable discussed strategies to recruit, train and hire more women, diversifying labour sectors and the creation of fair and equitable workplaces.

On 15 March 2023, President Biden presented the National Strategy on Gender Equity and Equality Progress Report.¹²⁵⁴ Announced in October 2021, the National Gender Strategy establishes ten priority areas in the areas of gender equality and equity. The report detailed the Biden-Harris Administration's work in increasing the participation rate of women in the labour force and in supporting women entrepreneurs.

On 27 March 2023, President Biden announced that the Small Business Administration would expand the Women Business Centers network.¹²⁵⁵ The centers support women entrepreneurs through training, mentoring, business development and financing opportunities.

¹²⁴⁹ Secretary Walsh joins union, community leaders, apprentices to discuss Registered Apprenticeships, \$20M agreement to expand equitable construction training, U.S. Department of Labor (Washington D.C.) 6 March 2023. Access Date: 17 March 2023. <https://www.dol.gov/newsroom/releases/eta/eta20230306>

¹²⁵⁰ President Biden's FY 2024 Budget Advances Gender Equity and Equality, The White House (Washington D.C.) 9 March 2023. Access Date: 31 March 2023. <https://www.whitehouse.gov/gpc/briefing-room/2023/03/15/president-bidens-fy-2024-budget-advances-gender-equity-and-equality/>

¹²⁵¹ Budget of the U.S. Government, The White House (Washington D.C.) 9 March 2023. Access Date: 31 March 2023. https://www.whitehouse.gov/wp-content/uploads/2023/03/budget_fy2024.pdf

¹²⁵² Mega Construction Project Program, U.S. Department of Labour (Washington D.C.) 14 March 2023. Access Date: 18 March 2023. <https://www.dol.gov/agencies/ofccp/Mega-Construction-Project-Program>

¹²⁵³ Readout of White House Roundtable, Women Rebuilding America, The White House (Washington D.C.) 14 March 2023. Access Date: 31 March 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/03/14/readout-of-white-house-roundtable-women-rebuilding-america/>

¹²⁵⁴ Release of the National Strategy on Gender Equity and Equality Progress Report, The White House (Washington D.C.) 15 March 2023. Access Date: 31 March 2023. <https://www.whitehouse.gov/gpc/briefing-room/2023/03/15/release-of-the-national-strategy-on-gender-equity-and-equality-progress-report/>

¹²⁵⁵ FACT SHEET: President Biden Announces New Resources to Support Women Small Businesses Owners, Continued Commitment to Supporting America's Entrepreneurs, The White House (Washington D.C.) 27 March 2023. Access Date: 31 March 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/03/27/fact-sheet-president-biden-announces-new-resources-to-support-women-small-businesses-owners-continued-commitment-to-supporting-americas-entrepreneurs/>

On 27 March 2023, Vice President Harris announced initiatives to strengthen the United States' partnership with Ghana, including in the area of gender equality.¹²⁵⁶ Specifically, Vice President Harris announced that the Department of State will provide support for women entrepreneurs through the creation of a Small Business Development Centre at the African Continental Free Trade Area Secretariat. The center will build the capacity of woman-owned small and medium enterprises through the provision of training. As well, the Department of Energy launched an Equality Ambassadors program, seeking representatives from Ghana, Tanzania and Zambia in the clean energy field, who will act as advocates for gender equality and increase the volume of women leaders in the clean energy sector.

On 29 March 2023, Vice President Harris announced that the United States government, in partnership with the Bill and Melinda Gates Foundation would establish the Women in the Digital Economy Fund.¹²⁵⁷ The intention of the Fund is to address digital access, affordability, digital literacy and gender equality in the digital economy. Vice President Harris also announced USD47 million in funding to advance gender equality across Africa, including through the delivery of skills training and support of women entrepreneurs.¹²⁵⁸

On 29 March 2023, Vice President Harris announced the launch of global initiatives towards women's economic empowerment in Africa.¹²⁵⁹ The first global initiative aims to invest USD400 million in private sector commitments to support closing the digital gender divide. The second global initiative consists of private sector pledges exceeding USD528 million in support of women's economic empowerment in Africa more broadly.

On 14 April 2023, the Department of Labor announced up to USD5 million in funding for grants to attract and support women in gaining access to Registered Apprenticeship programs in traditionally male-dominated industries such as construction, manufacturing and cybersecurity.¹²⁶⁰

On 21 April 2023, the Department of Labor announced up to USD1 million in funding for up to four grants in the prevention and response to gender-based violence and harassment against underserved and marginalized women workers.¹²⁶¹ The Fostering Access, Rights and Equity grants will support projects that address harmful workplace norms and employ strategies to prevent and reduce gender-based violence and harassment.

On 19 May 2023, President Biden participated in the G7 Summit in Hiroshima, Japan.¹²⁶² During the meeting, President Biden, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in

¹²⁵⁶ FACT SHEET: Vice President Harris Announces Initiatives to Strengthen U.S. Partnership with Ghana and Promote Regional Security, The White House (Washington D.C.) 27 March 2023. 8 May 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/03/27/fact-sheet-vice-president-harris-announces-initiatives-to-strengthen-u-s-partnership-with-ghana-and-promote-regional-security/>

¹²⁵⁷ Remarks by Vice President Harris at Roundtable Discussion with Women Entrepreneurs, The White House (Accra) 29 March 2023. Access Date: 31 March 2023. <https://www.whitehouse.gov/briefing-room/speeches-remarks/2023/03/29/remarks-by-vice-president-harris-at-roundtable-discussion-with-women-entrepreneurs/>

¹²⁵⁸ Fact Sheet: Vice President Harris Launches Global Initiatives on the Economic Empowerment of Women, Totaling over \$1 Billion, The White House (Accra) 29 March 2023. Access Date: 31 March 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/03/29/fact-sheet-vice-president-harris-launches-global-initiatives-on-the-economic-empowerment-of-women-totaling-over-1-billion/>

¹²⁵⁹ Fact Sheet: Vice President Harris Launches Global Initiatives on the Economic Empowerment of Women, Totaling over \$1 Billion, The White House (Accra) 29 March 2023. Access Date: 27 April 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/03/29/fact-sheet-vice-president-harris-launches-global-initiatives-on-the-economic-empowerment-of-women-totaling-over-1-billion/>

¹²⁶⁰ US Department of Labor announces \$5M funding opportunity to attract, retain women in Registered Apprenticeships, nontraditional occupations, U.S. Department of Labor (Washington D.C.) 14 April 2023. Access Date: 8 May 2023. <https://www.dol.gov/newsroom/releases/wb/wb20230414>

¹²⁶¹ US Department of Labor announces availability of \$1M in grants to prevent, respond to workplace gender-based violence, harassment, U.S. Department of Labor (Washington D.C.) 21 April 2023. Access Date: 8 May 2023. <https://www.dol.gov/newsroom/releases/wb/wb20230421>

¹²⁶² G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communication.html>

economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy.

On 24 May 2023, the Department of Labor hosted a roundtable with Congresswomen and the department's Women's Bureau on the topic of older women in today's workforce.¹²⁶³ The roundtable discussed the findings of recent reports conducted by the Bureau, acknowledging that older women's incomes continue to be lower and are more likely to live in poverty than men of the same age. Participants discussed solutions, including through eliminating pay disparities, increasing access to worker protections, creating opportunities to better paying careers and improving job quality.

On 25 May 2023, the United States announced the National Plan to End Gender-Based Violence: Strategies for Action.¹²⁶⁴ This plan intends to address and prevent gender-based violence in the United States.

On 25 May 2023, the U.S. Department of Labor announced that the department's Women Bureau had signed a memorandum of understanding with the International Labour Organization (ILO) Office for the United States and Canada to create workplaces free of gender-based violence and harassment.¹²⁶⁵ Under the agreement, the Women's Bureau and the ILO will host a series of meetings where workers and survivors will collaborate on strategies to help eliminate gender-based violence and harassment in the world of work. The partnership aims to end violence and harassment in the workplace throughout the U.S. by adhering to the principles of ILO Convention No. 190.

On 10 June 2023, President Biden issued a statement on the 60th Anniversary of the Equal Pay Act.¹²⁶⁶ While recognizing advancements, President Biden recognized the persistence of gender wage gaps and noted the government's commitment to addressing such.

On 13 June 2023, the Department of Labor hosted the Department of Education and a panel of women leaders in the professional sports industry for a roundtable discussion to mark the significance of the Equal Pay Act and Title IX of the Education Amendments of 1972.¹²⁶⁷ Department of Labor representatives recognized the continued exclusion of women from high-paying opportunities, often relegated to lower-wage, unstable jobs that lack essential benefits. The purpose of the discussion was to highlight opportunities for building on the Equal Pay Act.

The United States has fully complied with its commitment of promoting gender equality within the realms of labour and employment. The United States has taken strong and substantial actions to promote gender equality in the realms of labour and employment through the support and creation of new and existing efforts.

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

Analyst: Elizay Jaweed

¹²⁶³ Readout: US Department of Labor Finds Stark Gender, Age-Based Pay Inequities for Older Women, Whose Share of the Labor Force Has Increased, U.S. Department of Labor (Washington D.C.) 24 May 2023. Access Date: 25 June 2023. <https://www.dol.gov/newsroom/releases/wb/wb20230524>

¹²⁶⁴ Release of the National Plan to End Gender-Based Violence: Strategies for Action, The White House (Washington D.C.) 25 May 2023. Access Date: 12 June 2023. <https://www.whitehouse.gov/gpc/briefing-room/2023/05/25/release-of-the-national-plan-to-end-gender-based-violence-strategies-for-action/>

¹²⁶⁵ US Department of Labor, International Labour Organization Announce Partnership to Curb Gender-Based Violence, Harassment in World of Work, U.S. Department of Labor (Washington D.C.) 25 May 2023. Access Date: 25 June 2023. <https://www.dol.gov/newsroom/releases/wb/wb20230525>

¹²⁶⁶ Statement from President Joe Biden on the 60th Anniversary of the Equal Pay Act, The White House (Washington D.C.) 10 June 2023. Access Date: 25 June 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/06/10/statement-from-president-joe-biden-on-the-60th-anniversary-of-the-equal-pay-act/>

¹²⁶⁷ Readout: US Department of Labor Roundtable Marks Equal Pay Act, Title IX Anniversaries, Reflects on Advances, Hurdles Ahead for Women, U.S. Department of Labor (Washington D.C.) 13 June 2023. Access Date: 25 June 2023. <https://www.dol.gov/newsroom/releases/wb/wb20230613>

European Union: +1

The European Union has fully complied with its commitment of promoting gender equality within the realms of labour and employment.

On 22 November 2022, the European Commission adopted the Directive on gender balance in corporate boards to improve the gender balance in corporate decision-making positions in the largest listed companies in the European Union.¹²⁶⁸

On 7 December 2022, the European Commission adopted a proposal from the European Parliament and the European Council regarding standards for equality bodies dealing with equal treatment and opportunities between men and women in employment and occupation.¹²⁶⁹ This ensures that the bodies that assist victims of gender-based discrimination are held to binding standards.

On 8 December 2022, the European Council adopted a Recommendation on access to affordable high-quality long-term care, which includes provisions for member states to support quality employment and fair working conditions in the profession, which is largely performed by women.¹²⁷⁰

On 8 December 2022, the European Council adopted a Recommendation on achieving the Barcelona targets for 2030 by removing obstacles for female labour-market participation, namely by providing early childhood education and care to at least 33 per cent of children under the age of three and at least 90 per cent of children between the age of three and the mandatory school age in order to allow women to participate in the workforce.¹²⁷¹

On 6 March 2023, the EU released a statement following the 67th session of the United Nations Commission on the Status of Women.¹²⁷² In the statement, the European Union declared that its priority is to be the global front-runner on gender equality, women's and girls' empowerment and their full and equal enjoyment of all human rights. The EU will also emphasize digital inclusion for all women and girls in order to fight existing gender-based inequalities, negative stereotypes and discriminatory social norms.

On 8 March 2023, the European Commission launched a campaign against gender stereotypes to promote, among other objectives, the freedom to choose careers regardless of gender-based expectations as part of the Gender Equality Strategy 2020-2025.¹²⁷³

On 30 March 2023, the European Parliament adopted new rules on binding-pay transparency measures.¹²⁷⁴ The legislation requires EU companies to compare pay levels based on gender neutral criteria and include gender-neutral job evaluation and classification systems. Job titles and vacancy notices will have to be gender neutral and recruitment processes must be led in a non-discriminatory manner.

¹²⁶⁸ Gender equality strategy, European Commission (Brussels) n.d. Access Date: 1 July 2023.

https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

¹²⁶⁹ Proposal for a Directive of the European Parliament and of the Council, European Commission (Brussels) 7 December 2022. Access Date: 1 July 2023. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0688>

¹²⁷⁰ Council Recommendation of 8 December 2022 on access to affordable high-quality long-term care 2022/C 476/01, European Commission (Brussels) 8 December 2022. Access Date: 1 July 2023. https://eur-lex.europa.eu/legal-content/EN/TXT/?toc=OJ%3AC%3A2022%3A476%3ATOC&uri=uriserv%3AOJ.C_.2022.476.01.0001.01.ENG

¹²⁷¹ Council Recommendation of 8 December 2022 on early childhood education and care: the Barcelona targets for 2030 2022/C 484/01, European Commission (Brussels) 8 December 2022. Access Date: 1 July 2023. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32022H1220%2801%29>

¹²⁷² The European Union at the 67th UN Commission on the Status of Women, The European External Action Service (Brussels), 6 March 2023. Access Date: 20 March 2023. https://www.eeas.europa.eu/delegations/un-new-york/european-union-67th-un-commission-status-women_en

¹²⁷³ Gender equality strategy, European Commission (Brussels) n.d. Access Date; 1 July 2023.

https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

¹²⁷⁴ Gender pay gap: Parliament adopts new rules on binding pay-transparency measures, European Parliament (Brussels) 30 March 2023. Access Date: 12 June 2023. <https://www.europarl.europa.eu/news/en/press-room/20230327IPR78545/gender-pay-gap-parliament-adopts-new-rules-on-binding-pay-transparency-measures>

On 24 April 2023, the Council of the European Union adopted the Pay Transparency Directive.¹²⁷⁵ The directive requires EU companies to submit reports about the compensation of their female and male employees for work of equal position or value and compelled to act if their gender pay gap exceeds five per cent. Under the new Directive, workers who have suffered gender pay discrimination can receive compensation, including full recovery of back pay and related bonuses or payments in kind. The Directive also introduced penalties for companies engaging in non-compliance.

On 19 May 2023, President Ursula von der Leyen and President Charles Michel participated in the G7 Summit in Hiroshima, Japan.¹²⁷⁶ During the meeting, they, along with the other G7 leaders, pledged to several commitments towards the advancement of gender equality within the realms of labour employment. Members stressed the crucial role of women in economies, and pledged to build an inclusive labour market that ensures decent and good quality employment for women and to achieve full, equal and meaningful participation of women in the economy. Parties committed to promoting reskilling and upskilling, fostering decent work conditions, strengthening the financial inclusion of women, and eliminating the gender pay gap.

On 1 June 2023, the Council of the European Union approved the EU's accession to the Convention on preventing and combating violence against women and domestic violence (Istanbul Convention).¹²⁷⁷ The Convention creates a legal framework to protect women against violence, covering a broad range of measures including data collection, advocacy and legal measures on criminalizing different forms of violence against women. The accession to the Convention is in line with the European Union's objective to achieve gender equality.

On 9 June 2023, the Council of the European Union agreed on its position on a proposed directive to prevent and combat violence against women and domestic violence.¹²⁷⁸ The new law would criminalize gender-based violence and introduce instruments of protection, support and disclosure to victims of gender-based violence. Currently, no legal instrument specifically addressing violence against women exists at the European Union level.

On 12 June 2023, the Council of the European Union approved a proposal strengthening the independence and function of equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation.¹²⁷⁹ The approved proposal will establish common EU-wide minimum requirements for EU member state gender equality bodies, including enhancing the capabilities for equality bodies to combat discrimination on the basis of gender, a legal requirement for equality bodies to be independent and sufficient human, technical and financial resources.

The European Union has fully complied with its commitment of promoting gender equality within the realms of labour and employment. The European Union has taken strong actions to enact new initiatives through legislation such as its Recommendations. It has also built upon previous initiatives, including the Gender Equality Strategy 2020-2025.

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

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¹²⁷⁵ Gender pay gap: Council adopts new rules on pay transparency, Council of the European Union (Brussels) 24 April 2023. Access Date: 8 May 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/04/24/gender-pay-gap-council-adopts-new-rules-on-pay-transparency/>

¹²⁷⁶ G7 Hiroshima Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 22 June 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communique.html>

¹²⁷⁷ Combatting violence against women: Council adopts decision about EU's accession to Istanbul Convention, Council of the European Union (Brussels) 1 June 2023. Access Date: 23 June 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/01/combating-violence-against-women-council-adopts-decision-about-eu-s-accession-to-istanbul-convention/>

¹²⁷⁸ Violence against women and domestic violence: Council agrees position on draft EU law, Council of the European Union (Brussels) 9 June 2023. Access Date: 25 June 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/09/violence-against-women-and-domestic-violence-council-agrees-position-on-draft-eu-law/>

¹²⁷⁹ Standards for equality bodies: Council agrees its positions, Council of the European Union (Brussels) 12 June 2023. Access Date: 25 June 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/12/standards-for-equality-bodies-council-agrees-its-positions/>