



# 2022 G20 Bali Summit Interim 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         |               | 0                  |                 |
| China          |               | 0                  |                 |
| France         |               | 0                  |                 |
| Germany        |               | 0                  |                 |
| India          |               |                    | +1              |
| Indonesia      |               |                    | +1              |
| Italy          |               | 0                  |                 |
| Japan          |               | 0                  |                 |
| Korea          |               | 0                  |                 |
| Mexico         |               | 0                  |                 |
| Russia         |               | 0                  |                 |
| Saudi Arabia   |               | 0                  |                 |
| South Africa   |               | 0                  |                 |
| Türkiye        |               | 0                  |                 |
| United Kingdom |               |                    | +1              |
| United States  |               |                    | +1              |
| European Union |               |                    | +1              |
| Average        |               | +0.40 (70%)        |                 |

### 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.<sup>678</sup> 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

<sup>678</sup> 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 care-giving.<sup>679</sup>

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.<sup>680</sup>

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.<sup>681</sup>

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.<sup>682</sup> 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.<sup>683</sup>

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.<sup>684</sup>

At the 2019 Osaka Summit, G20 leaders re-committed to reducing the gender gap in labour force participation by 25 per cent by 2025.<sup>685</sup> 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.<sup>686</sup> 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.<sup>687</sup>

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<sup>679</sup> 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>

<sup>680</sup> 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.

<sup>681</sup> 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>

<sup>682</sup> 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>

<sup>683</sup> G20 Leaders' Communique Hangzhou Summit (Toronto) 5 September 2016. Access Date: 30 January 2023.

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

<sup>684</sup> 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>

<sup>685</sup> 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>

<sup>686</sup> 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>

<sup>687</sup> 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](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.<sup>688</sup> 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.<sup>689</sup>

“Remains” is understood to mean to continue unchanged.<sup>690</sup> 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.<sup>691</sup>

“Promote” is understood to mean the support or renewal of existing efforts or the creation of new efforts.<sup>692</sup> 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.<sup>693</sup>

“Gender equality” refers to the “equal rights, responsibilities and opportunities of women and men and girls and boys.”<sup>694</sup> 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

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<sup>688</sup> 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>

<sup>689</sup> Underline, Merriam-Webster (Springfield) n.d. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/underline>

<sup>690</sup> Remain, Merriam-Webster (Springfield) n.d. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/remains>

<sup>691</sup> Utmost, Merriam-Webster (Springfield) n.d. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/utmost>

<sup>692</sup> 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](http://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf)

<sup>693</sup> Priority, Merriam-Webster. Access Date: 30 January 2023. <https://www.merriam-webster.com/dictionary/priority>

<sup>694</sup> 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 Iguaral Seal.<sup>695</sup> 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.<sup>696</sup> 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.<sup>697</sup> 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

<sup>695</sup> The Iguaral 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-iguaral-una-politica-para-transformar-la-organizacion-desigual-del>

<sup>696</sup> 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>

<sup>697</sup> 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.<sup>698</sup> 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.<sup>699</sup> 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.<sup>700</sup> 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.<sup>701</sup> 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.<sup>702</sup> 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.<sup>703</sup> 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.<sup>704</sup> During the meeting, participants presented recommendations and initiatives to promote gender equality in the world of work. During the meeting, Minister Mazzina also expressed a desire to

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<sup>698</sup> 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>

<sup>699</sup> 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>

<sup>700</sup> 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>

<sup>701</sup> 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>

<sup>702</sup> 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>

<sup>703</sup> 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>

<sup>704</sup> 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>

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.<sup>705</sup>

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.<sup>706</sup> 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.<sup>707</sup> 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.<sup>708</sup> 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.<sup>709</sup> 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.<sup>710</sup>

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.<sup>711</sup> 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.

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<sup>705</sup> 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>

<sup>706</sup> 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>

<sup>707</sup> 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>

<sup>708</sup> 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>

<sup>709</sup> 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>

<sup>710</sup> 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>

<sup>711</sup> 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.<sup>712</sup> 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.<sup>713</sup> 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.<sup>714</sup> 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.<sup>715</sup> 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.<sup>716</sup> 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.<sup>717</sup> 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.<sup>718</sup> 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.

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<sup>712</sup> 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>

<sup>713</sup> 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>

<sup>714</sup> 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>

<sup>715</sup> 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>

<sup>716</sup> 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>

<sup>717</sup> 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>

<sup>718</sup> 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>

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.<sup>719</sup> 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.

On 29 November 2022, the Government moved to ratify the International Labour Organization's Violence and Harassment Convention of 2019.<sup>720</sup> 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.<sup>721</sup> The law ensures better conditions for workers, including banning secrecy clauses that hold back women's wages.

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.<sup>722</sup> 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.<sup>723</sup> 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.<sup>724</sup> 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.

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<sup>719</sup> 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](https://www.wgea.gov.au/newsroom/WGEA_statement_on_passage_of_Respect_at_Work_bill)

<sup>720</sup> 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>

<sup>721</sup> 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>

<sup>722</sup> 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>

<sup>723</sup> 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>

<sup>724</sup> 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>

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.<sup>725</sup> 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.<sup>726</sup> 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.

On 30 March 2023, the Parliament approved the "Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023."<sup>727</sup> As a result, beginning in 2024, Government of Australia will identify through publication the gender pay gaps of employers with 100 or more workers, in attempts towards closing the gender pay gap.

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.

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.<sup>728</sup>

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).<sup>729</sup>

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

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<sup>725</sup> 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>

<sup>726</sup> 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>

<sup>727</sup> Progress to Close the Gender Pay Gap, Minister for Women (Canberra) 30 March 2023. Access Date: 2 April 2023. <https://ministers.pmc.gov.au/gallagher/2023/progress-close-gender-pay-gap>

<sup>728</sup> "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>

<sup>729</sup> 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-acoee-e-eventos-governo-federal-atua-de-forma-ampla-no-dia-internacional-das-mulheres>

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.<sup>730</sup>

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.<sup>731</sup> 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.

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: 0**

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

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.<sup>732</sup> 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 30 January 2023, the Government ratified International Labour Organization Convention 190 - Violence and Harassment Convention 2019.<sup>733</sup> 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.<sup>734</sup>

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.<sup>735</sup> The projects will encourage women's economic participation, representation in the labour force and leadership roles.

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<sup>730</sup> 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>

<sup>731</sup> 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>

<sup>732</sup> 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>

<sup>733</sup> 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>

<sup>734</sup> 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>

<sup>735</sup> 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>

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.<sup>736</sup> The funding will go toward two projects which provide mentoring for women-owned businesses.

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.<sup>737</sup> 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.

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

Thus, Canada receives a score of 0.

*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).<sup>738</sup> 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.<sup>739</sup> 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.<sup>740</sup>

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.

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<sup>736</sup> 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>

<sup>737</sup> 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>

<sup>738</sup> 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>

<sup>739</sup> 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>

<sup>740</sup> 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>

On 7 March 2023, France announced the Interministerial plan for equality between women and men for 2023 to 2027.<sup>741</sup> 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.<sup>742</sup>

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.<sup>743</sup>

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: 0**

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

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.<sup>744</sup> 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.<sup>745</sup> 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 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.<sup>746</sup>

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.<sup>747</sup>

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<sup>741</sup> 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>

<sup>742</sup> 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>

<sup>743</sup> 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>

<sup>744</sup> "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>

<sup>745</sup> "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>

<sup>746</sup> 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>

<sup>747</sup> 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.<sup>748</sup>

On 4 March 2023, Minister Paus opened the Equal Pay Future Congress.<sup>749</sup> 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.<sup>750</sup> 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.<sup>751</sup> 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.<sup>752</sup> 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 17 March 2023, Minister Paus delivered a speech to the Bundestag.<sup>753</sup> 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.<sup>754</sup> The award recognizes the companies' commitment to promoting equal pay for women and men.

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

Thus, Germany receives a score of 0.

*Analyst: Olivia Xu*

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<sup>748</sup> 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>

<sup>749</sup> 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>

<sup>750</sup> Women are half of society, Bundeskanzler Olaf Scholz (Berlin) 4 March 2023. Access Date: 28 March 2023. <https://twitter.com/Bundeskanzler/status/1631942559416082432>

<sup>751</sup> 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>

<sup>752</sup> 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>

<sup>753</sup> 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>

<sup>754</sup> 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>

**India: +1**

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

On 6 December 2023, the Government hosted an educational awareness on sexual harassment of women in the workplace, as to eradicate gender-based discrimination.<sup>755</sup> 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.”<sup>756</sup> 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 Niranjana Jyoti released data pertaining to the rate of participation of women in the Mahatma Gandhi National Rural Employment Guarantee Scheme.<sup>757</sup> 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.<sup>758</sup> 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.<sup>759</sup> 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.<sup>760</sup> 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.

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<sup>755</sup> 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>

<sup>756</sup> 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>

<sup>757</sup> 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>

<sup>758</sup> 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>

<sup>759</sup> 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>

<sup>760</sup> 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>

On 1 March 2023, the Ministry of Micro, Small & Medium Enterprises hosted a national economic convention.<sup>761</sup> 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.

On 10 March 2023, Prime Minister Narendra Modi hosted a post-budget webinar on the topic of economic empowerment of women.<sup>762</sup> 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.<sup>763</sup> 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<sup>9</sup> program.<sup>764</sup> 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.<sup>765</sup> 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.<sup>766</sup> 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.<sup>767</sup> 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.<sup>768</sup> 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

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<sup>761</sup> 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>

<sup>762</sup> 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>

<sup>763</sup> 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-lakhpati-didis-women-annual-earnings-rs-1-lakh-and-more-self-help>

<sup>764</sup> 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>

<sup>765</sup> 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>

<sup>766</sup> 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>

<sup>767</sup> 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>

<sup>768</sup> 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>

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

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.<sup>769</sup> 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.

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.<sup>770</sup> 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.<sup>771</sup> 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.<sup>772</sup> 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.

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<sup>769</sup> 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>

<sup>770</sup> 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>

<sup>771</sup> 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>

<sup>772</sup> 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>

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.<sup>773</sup> 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.<sup>774</sup>

On 8 March 2023, the Government participated in the 67th session of the United Nations Commission on the Status of Women.<sup>775</sup> 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.<sup>776</sup>

On 21 March 2023, the Government, in partnership with UN Women, hosted a workshop on increasing women's entrepreneurship in the digital realm.<sup>777</sup> 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.<sup>778</sup> During the visit, the ministry offered training on reviving women's economic participation and increasing women's income.

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.

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.

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<sup>773</sup> 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>

<sup>774</sup> 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>

<sup>775</sup> 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>

<sup>776</sup> 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-satuan-kekuatan-untuk-menutup-kesenjangan-gender-di-ranah-digital-dan-upayakan-solusi-digital-inklusif-bagi-perempuan>

<sup>777</sup> 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>

<sup>778</sup> 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>

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.<sup>779</sup>

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.<sup>780</sup> 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.<sup>781</sup> 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.<sup>782</sup>

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.<sup>783</sup> 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.<sup>784</sup> 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

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<sup>779</sup> 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>

<sup>780</sup> 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>

<sup>781</sup> 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>

<sup>782</sup> 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>

<sup>783</sup> 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](https://japan.kantei.go.jp/101_kishida/diplomatic/202212/_00002.html)

<sup>784</sup> 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](https://www.mofa.go.jp/fp/hr_ha/page3e_001217.html)

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.<sup>785</sup>

On 22 February 2023, Japan participated in the First Committee on Trade and Investment Meeting as a member of the Asia-Pacific Economic Cooperation.<sup>786</sup> 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.<sup>787</sup>

On 8 March 2023, Prime Minister Kishida released a statement to commemorate International Women's Day.<sup>788</sup> 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 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.<sup>789</sup> 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.<sup>790</sup> 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.

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: 0**

Korea has partially 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.<sup>791</sup>

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<sup>785</sup> 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](https://www.mofa.go.jp/fp/hr_ha/page3e_001283.html)

<sup>786</sup> 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>

<sup>787</sup> 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>

<sup>788</sup> 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](https://www.kantei.go.jp/jp/101_kishida/discourse/20230308message.html)

<sup>789</sup> 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](https://japan.kantei.go.jp/101_kishida/actions/202304/27danjo.html)

<sup>790</sup> 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](https://www.kantei.go.jp/jp/101_kishida/actions/202304/27danjo.html)

<sup>791</sup> 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](https://www.koreaherald.com/view.php?ud=20221219000231&ACE_SEARCH=1)

On 21 December 2022, the Ministry of Economy released the 2023 Economic Policy Direction's goals to achieve tailored employment and financial stability.<sup>792</sup> This document included intentions to decrease women's childcare burdens to avoid career breaks and encourage greater economic participation.

On 6 March 2023, Minister Kim promised the introduction of policy efforts that would narrow the gender wage gap through vocational courses.<sup>793</sup>

On 10 April 2023, Minister Kim introduced the 1st Basic Plan for Single-Parent Family Policy.<sup>794</sup> The plan seeks to strengthen single-parents' self-reliance capabilities by promoting their participation in economic activities.

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

Thus, Korea receives a score of 0.

*Analyst: Yewin Ahn*

### **Mexico: 0**

Mexico has partially 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.<sup>795</sup>

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.<sup>796</sup> 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.<sup>797</sup> 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.

Mexico has partially 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 0.

*Analyst: Analí Arámbula Galindo*

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<sup>792</sup> 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>

<sup>793</sup> 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](https://www.koreaherald.com/view.php?ud=20230307000705&ACE_SEARCH=1)

<sup>794</sup> 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&bbsn=709213](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=709213)

<sup>795</sup> 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>

<sup>796</sup> 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>

<sup>797</sup> 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>

### **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.<sup>798</sup>

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: Antonia Stan*

### **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).<sup>799</sup> 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.<sup>800</sup> 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.<sup>801</sup>

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.<sup>802</sup> The donation was in

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<sup>798</sup> 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/ilHtVckhskBAE9DAfID3Akpd787xAOc4.pdf>

<sup>799</sup> 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>

<sup>800</sup> 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>

<sup>801</sup> 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>

<sup>802</sup> Minister Stella Ndabeni-Abrahams and the Charlotte Manny-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>

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.<sup>803</sup> This was held 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.<sup>804</sup> 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.<sup>805</sup> 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.<sup>806</sup> 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.<sup>807</sup> 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.<sup>808</sup> The discussions occurred between the government and civil society organizations and highlighted gender disparity in governmental leadership positions.

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 Muthumawagonna*

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<sup>803</sup> 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>

<sup>804</sup> 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-INVESTI-GATION-INTO-ALLEGATIONS-OF-SEXUAL-EXPLOITATION-OF-VULNE-RABLE-WORKERS-AT-LIQUOR-COMPANIES-OPERATIONS8.pdf#new\\_tab](https://cge.org.za/wp-content/uploads/2023/01/COMMISSION-FOR-GENDER-EQUALITY-TO-LAUNCH-INVESTI-GATION-INTO-ALLEGATIONS-OF-SEXUAL-EXPLOITATION-OF-VULNE-RABLE-WORKERS-AT-LIQUOR-COMPANIES-OPERATIONS8.pdf#new_tab)

<sup>805</sup> 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>

<sup>806</sup> 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>

<sup>807</sup> 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>

<sup>808</sup> 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-T-AND-MULTI-PARTY-ROUND-TABLE-DISCUSSIONS-ON-WOMENS-PARTICIPATION-IN-LEADERSHIP2.pdf#new\\_tab](https://cge.org.za/wp-content/uploads/2023/03/CGE-HOSTS-CIVIL-SOCIETY-ORGANISATIONS-GOVERNMENT-T-AND-MULTI-PARTY-ROUND-TABLE-DISCUSSIONS-ON-WOMENS-PARTICIPATION-IN-LEADERSHIP2.pdf#new_tab)

### **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.<sup>809</sup> 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: Antonia Stan*

### **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).<sup>810</sup> 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.<sup>811</sup> The report found that 40.2 per cent of the Financial Times Stock Exchange (FTSE) 350 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.<sup>812</sup> 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.

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*

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<sup>809</sup> 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](https://www.ilo.org/ankara/news/WCMS_864297/lang-en/index.htm)

<sup>810</sup> 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>

<sup>811</sup> 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>

<sup>812</sup> 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>

## 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.<sup>813</sup> 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.<sup>814</sup> 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.<sup>815</sup> 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 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.<sup>816</sup> 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.<sup>817</sup> 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.<sup>818</sup>

On 14 March 2023, the Office of Federal Contract Compliance Programs launched the Mega Construction Project Program, a federally funded project of USD35 million.<sup>819</sup> The goal of the program is to foster equal

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<sup>813</sup> 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/>

<sup>814</sup> 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/bill/117th-congress/house-bill/1065>

<sup>815</sup> 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/>

<sup>816</sup> 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>

<sup>817</sup> 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/>

<sup>818</sup> 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](https://www.whitehouse.gov/wp-content/uploads/2023/03/budget_fy2024.pdf)

<sup>819</sup> 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>

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.<sup>820</sup> 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.<sup>821</sup> 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.<sup>822</sup> The centers support women entrepreneurs through training, mentoring, business development and financing opportunities.

On 27 March 2023, Vice President Harris announced initiatives to strengthen the United States' partnership with Ghana, including in the area of gender equality.<sup>823</sup> 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.<sup>824</sup> 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.<sup>825</sup>

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<sup>820</sup> 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/>

<sup>821</sup> 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/>

<sup>822</sup> 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/>

<sup>823</sup> 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/>

<sup>824</sup> 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/>

<sup>825</sup> 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/>

On 29 March 2023, Vice President Harris announced the launch of global initiatives towards women's economic empowerment in Africa.<sup>826</sup> 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.<sup>827</sup>

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.<sup>828</sup> 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.

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*

### **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.<sup>829</sup>

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.<sup>830</sup> This ensures that the bodies that assist victims of gender-based discrimination are held to binding standards.

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<sup>826</sup> 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/>

<sup>827</sup> 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>

<sup>828</sup> 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>

<sup>829</sup> 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](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

<sup>830</sup> 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>

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.<sup>831</sup>

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.<sup>832</sup>

On 6 March 2023, the EU released a statement following the 67th session of the United Nations Commission on the Status of Women.<sup>833</sup> 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.<sup>834</sup>

On 24 April 2023, the Council of the European Union adopted the Pay Transparency Directive.<sup>835</sup> 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.

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.

*Analyst: Razan Akiba*

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<sup>831</sup> 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](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)

<sup>832</sup> 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>

<sup>833</sup> 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](https://www.eeas.europa.eu/delegations/un-new-york/european-union-67th-un-commission-status-women_en)

<sup>834</sup> 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](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

<sup>835</sup> 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/>