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# 2023 G7 Hiroshima Summit Interim Compliance Report

22 May 2023 to 3 December 2023

Prepared by  
Samraggi Hazra and Ambra Bisagni  
and the G7 Research Group  
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[www.g7.utoronto.ca](http://www.g7.utoronto.ca) • [g7@utoronto.ca](mailto:g7@utoronto.ca) • [@g7\\_rg](https://twitter.com/g7_rg)

“We have meanwhile set up a process and there are also independent institutions monitoring which objectives of our G7 meetings we actually achieve. When it comes to these goals we have a compliance rate of about 80%, according to the University of Toronto. Germany, with its 87%, comes off pretty well. That means that next year too, under the Japanese G7 presidency, we are going to check where we stand in comparison to what we have discussed with each other now. So a lot of what we have resolved to do here together is something that we are going to have to work very hard at over the next few months. But I think that it has become apparent that we, as the G7, want to assume responsibility far beyond the prosperity in our own countries. That’s why today’s outreach meetings, that is the meetings with our guests, were also of great importance.”

Chancellor Angela Merkel, Schloss Elmau, 8 June 2015

G7 summits are a moment for people to judge whether aspirational intent is met by concrete commitments. The G7 Research Group provides a report card on the implementation of G7 and G20 commitments. It is a good moment for the public to interact with leaders and say, you took a leadership position on these issues — a year later, or three years later, what have you accomplished?

Achim Steiner, Administrator, United Nations Development Programme,  
*in G7 Canada: The 2018 Charlevoix Summit*

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## 14. Gender: Labour Markets

“[We also work towards] ... further improving gender equality in the labor market.”

*G7 Hiroshima Leaders' Communiqué*

### Assessment

	No Compliance	Partial Compliance	Full Compliance
Canada			+1
France			+1
Germany			+1
Italy		0	
Japan			+1
United Kingdom		0	
United States			+1
European Union		0	
Average		+0.63 (81%)	

### Background

The introduction of gender equality in labour markets has been a recent addition to the G7 agenda as the global community becomes increasingly aware of gender equality as an essential component to economic growth. Although women's labour force participation was first introduced as an issue at the 2016 Ise-Shima Summit, governments continue to face difficulties in effectively implementing inclusive, effective gender-equality initiatives. The focus of implementing gender equality across all labour markets thus serves to address the lack of women's equal participation in the labour force.<sup>2028</sup>

The G7 has addressed gender issues since 1981 and consistently since 2001. On its governance of women and labour, highlights follow.

At the 2004 Sea Island Summit, G8 leaders agreed on the G8 Action Plan: Applying the Power of Entrepreneurship to the Eradication of Poverty which encourages countries to adopt policies that encourage private sector development. The leaders aimed to establish microfinance programs that provide financial capital to women entrepreneurs, in particular.<sup>2029</sup>

At the 2015 Schloss Elmau Summit, G7 leaders emphasized countries taking concrete steps towards health, women empowerment, and climate protection. The leaders agreed on a number of measures to boost women's entrepreneurship, such as promoting women's access to markets, leadership opportunities, and social networks.<sup>2030</sup>

At the 2016 Ise Shima Summit, G7 leaders adopted the G7 Guiding Principles for Capacity Building of Women and Girls: Towards Sustainable, Inclusive and Equitable Growth and Peace which aims to build the capacity of women and girls towards sustainable, inclusive and equitable economic growth by eliminating gender inequality in education and careers as well as enriching job-related education and vocational training to promote women's

<sup>2028</sup> 2015 OECD Recommendation of the Council on Gender Equality in Public Life, OECD (Paris) 8 March 2016. Access Date: 29 September 2023. <https://www.oecd.org/governance/2015-oecd-recommendation-of-the-council-on-gender-equality-in-public-life-9789264252820-en.htm>.

<sup>2029</sup> G8 Action Plan: Applying the Power of Entrepreneurship to the Eradication of Poverty, G7 Information Centre (Toronto) 9 June 2004. Access Date: 7 October 2023. <http://www.g7.utoronto.ca/summit/2004seaisland/poverty.html>

<sup>2030</sup> Leaders' Declaration: G7 Summit, G7 Information Centre (Toronto) 8 June 2015. Access date: 7 October 2023. <http://www.g7.utoronto.ca/summit/2015elmau/2015-G7-declaration-en.html>

labour force participation, entrepreneurship, and leadership.<sup>2031</sup> Additionally, the leaders recognized the Women’s Initiative in Developing STEM Career (WINDS), which intends to encourage women’s labour participation in science, technology, engineering, and mathematics careers.<sup>2032</sup>

At the 2017 Taormina Summit, G7 leaders agreed on the G7 Roadmap for a Gender-Responsive Economic Environment which highlights policies that are likely to foster gender equality through encouraging women’s labour force participation, entrepreneurship, and economic empowerment. Further, the leaders aim to strengthen women’s access to “decent and quality jobs” by committing to reducing the gap in labour force participation rates between women and men, recognizing the value of unpaid care and domestic work, investing in social infrastructure that provides care for children and other dependents, as well as encouraging the participation of girls and women in science, technology, engineering, mathematics, and medicine (STEMM) fields.<sup>2033</sup>

At the 2018 Charlevoix Summit, G7 leaders agreed on the Charlevoix Commitment on Equality and Economic Growth which aims to maximize economic prosperity by removing barriers that keep people from full participation in the global economy and addressing the causes of gender inequality.<sup>2034</sup> The G7 leaders also recognized the Charlevoix Declaration on Quality Education for Girls, Adolescent Girls and Women in Developing Countries which prioritizes preparing women for jobs of the future as well as improving sex and age data and accountability.

At the 2019 Biarritz Summit, G7 leaders adopted the Declaration on Gender Equality and Women’s Empowerment which emphasizes further support for women’s education and training by countering gender biases to promote inclusion and access of women to access science, technology, engineering and mathematics (STEM) fields.<sup>2035</sup> The leaders also recognized recommendations of the Gender Equality Advisory Council (GEAC) which includes the promotion of economic empowerment of women by recognizing and reducing unpaid care work, cultivating female leadership positions in public and private sectors, as well as dismantling discriminatory laws that prevent women from having equal access to labour markets, compared to men.<sup>2036</sup>

At the 2021 Cornwall Summit, G7 leaders discussed the Gender Equality Advisory Council’s recommendations to further include women’s participation in the labour force.<sup>2037</sup> The leaders also recognized a number of initiatives including strengthened social care infrastructure, equal access to labour markets, as well as ending stereotypes and unequal treatment of women.<sup>2038</sup>

At the 2022 Elmau Summit, G7 leaders agreed on the G7 Development and Development-Related Commitments. These commitments aim to promote equality by encouraging governments to implement

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<sup>2031</sup> G7 Guiding Principles for Capacity Building of Women and Girls: Towards Sustainable, Inclusive and Equitable Growth and Peace, G7 Information Centre (Toronto) 27 May 2016. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2016shima/principles-women.html>

<sup>2032</sup> G7 Initiative on Women and STEM: Women’s Initiative in Developing STEM Career (WINDS), G7 Information Centre (Toronto) 27 May 2016. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2016shima/winds-en.pdf>

<sup>2033</sup> G7 Roadmap for a Gender-Responsive Economic Environment, G7 Information Centre (Toronto) 27 May 2017. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2017taormina/gender.html>

<sup>2034</sup> Charlevoix Commitment on Equality and Economic Growth, G7 Information Centre (Toronto) 9 June 2018. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2018charlevoix/growth-commitment.html>

<sup>2035</sup> Declaration on Gender Equality and Women’s Empowerment, G7 Information Centre (Toronto) 26 August 2019. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2019biarritz/chairs-summary-inequalities.html>

<sup>2036</sup> Biarritz Partnership for Gender Equality, G7 Information Centre (Toronto) 26 August 2019. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2019biarritz/GEAC-recommendations.pdf>

<sup>2037</sup> Recommendations of the Gender Equality Advisory Council 2021 to the Leaders of the G7, G7 Information Centre (Toronto) 11 June 2021. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/GEAC/2021-recommendations.html>

<sup>2038</sup> G7 Gender Equality Advisory Council, G7 Information Centre (GEAC) Presents Recommendations to Drive Global Gender Equality (Toronto) 11 June 2021. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/GEAC/2021-press-release.html>

technical and vocational training for women, economic empowerment initiatives, and non-discriminatory legislation.<sup>2039</sup>

The G7's 24 gender equality commitments assessed from 2014 to 2022 averaged compliance of 69%. Within them, the 5 on entrepreneurship averaged 78%, the 3 on economic participation averaged 54%, the one on companies averaged 82% and the one on the labour market (G72018-163) averaged 100%.

### **Commitment Features**

At the 2023 Hiroshima summit, leaders committed to “work toward ... further improving gender equality in the labor market.”<sup>2040</sup> This commitment has the explicit instrument of “work toward” (in unspecified ways) and one implicit, main outcome objective, namely increasing a gender-equal labour force.

### **Definitions and Concepts**

“Work toward” is defined to mean taking concrete actions towards a certain end, including by drafting proposals, putting forth new ideas and encouraging new initiatives.<sup>2041</sup> As such, this concept does not include putting forward no effort, resisting or destroying efforts put forth by other actors or simply joining once a consensus has been reached.

“Improving” is understood to mean “make or become better” or “produce something better than” (as improve upon).<sup>2042</sup> In a G7 context, when a commitment states that it will “improve” it should be interpreted to mean that old initiatives will be updated. It should not be interpreted to require, but could include brand-new initiatives.

“Gender equality” is understood to mean the capability of societies to have equal status for men and women.<sup>2043</sup> To achieve this state, countries can utilize institutions, initiatives, laws, and legislation. In the context of this commitment, the Joint Statement of the G7 Gender Equality Ministers on Gender Equality and the Empowerment of All Women and Girls highlights the various aspects needed to achieve gender equality.<sup>2044</sup>

“Labor market” is understood to mean the demographic of individuals ages 15 and older that are seeking employment, regardless if they are employed or not.<sup>2045</sup> Employment is identified for an established duration and is interpreted to mean the provision of work to create goods and services.

### **General Interpretive Guidelines**

This commitment applies a depth and breadth analysis.

Full compliance, or a score of +1, will be given to G7 members who take at least one strong action in at least four areas. These can be taken domestically and internationally. Examples of strong action include but are not limited to:

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<sup>2039</sup> Elmau Progress Report 2022: G7 Development and Development-Related Commitments, G7 Information Centre (Toronto) 7 July 2022. Access date: 30 September 2023. <http://www.g7.utoronto.ca/summit/2022elmau/220707-progress-report.html>

<sup>2040</sup> G7 Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communication.html>

<sup>2041</sup> Compliance Coding Manual for International Institutional Commitments, G7 Information Centre (Toronto) 12 November 2020. Access Date: 20 January 2024. [https://www.g7.utoronto.ca/compliance/Compliance\\_Coding\\_Manual\\_2020.pdf](https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf)

<sup>2042</sup> Compliance Coding Manual for International Institutional Commitments, G7 Information Centre (Toronto) 12 November 2020. Access Date: 29 September 2023. [https://www.g7.utoronto.ca/compliance/Compliance\\_Coding\\_Manual\\_2020.pdf](https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf)

<sup>2043</sup> Metadata Glossary, World Bank (Washington, D.C.) n.d. Access Date: 29 September 2023.

<https://databank.worldbank.org/metadataglossary/country-policy-and-institutional-assessment/series/IQ.CPA.GNDR.XQ>

<sup>2044</sup> Joint Statement of the G7 Gender Equality Ministers on Gender Equality and the Empowerment of All Women and Girls, G7 Information Centre (Nikko) 25 June 2023. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/gender/2023-gender-declaration.html>

<sup>2045</sup> Metadata Glossary, World Bank (Washington, D.C.) n.d. Access Date: 29 September 2023.

<https://databank.worldbank.org/metadataglossary/jobs/series/SL.TLF.TOTL.IN>

- After acknowledging the unequal nature of paid and unpaid care work, acting to make it more gender equal. Examples of strong action in this area include campaigns that encourage men to take up a greater share in unpaid household work and to improve the flexibility of working hours and parental leave, especially to be used by men.
- Reducing wage gaps, by creating and enforcing pay equity and transparency legislation.
- Increasing female representation in high-level positions. Strong actions include initiatives that support and mentor women’s career advancement and flexible working methods in high-level positions.
- Addressing labour mobility issues by providing more initiatives and opportunities to further education in upskilling or reskilling. Strong actions include initiatives to support women in STEM, technology, and climate fields.
- Advancing female entrepreneurship according to the G7 Principles on Women’s Entrepreneurship. Examples of strong action include substantially bolstering education, support networks and resources to support entrepreneurial success.
- Ensuring a work environment in which women of all different backgrounds feel comfortable, protected and supported. Examples of strong action include enforced policies tackling gender-based violence, harassment, and sexist discrimination — which includes supporting victims of violence, harassment, and discrimination.

Partial compliance, or a score of 0, will be assigned to G7 members who take less than strong/weak action in at least three areas, or G7 members who take strong action in only two dimensions and weak action in other dimensions. These actions can occur nationally and/or internationally. Weak actions include, but are not limited to verbal affirmations of support, proposals of initiatives that were not carried out, attendance of domestic or international meetings, and verbal condemnations of countries that have backslid in progress towards gender inequality.

Non-compliance, or a score of -1, will be assigned if the G7 member takes action in one or fewer areas of the commitment, or takes action that are directly antithetical to the commitment.

**Scoring Guidelines**

-1	The G7 member has not taken strong action to improve gender equality in the labour market in more than one area, such as: unequal care work, wage gaps, female representation, labor mobility, entrepreneurship and safe work environments, etc.
0	The G7 member has less than taken strong/weak action to improve gender equality in the labour market in more than three areas or has taken strong action in fewer than four areas, such as: unequal care work, wage gaps, female representation, labor mobility, entrepreneurship, safe work environments, etc.
+1	The G7 member has taken strong action to improve gender equality in the labour market in four or more areas, such as unequal care work, wage gaps, female representation, labor mobility, entrepreneurship and safe work environments.

*Compliance Director: Eliza Yip  
Lead Analyst: Selia Sanchez*

**Canada: +1**

Canada has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 25 July 2023, Minister for Women and Gender Equality and Youth, Marci Ien, and the Saskatchewan government announced a bilateral agreement of funding of CAD20.3 million over the span of four years to

support the National Action Plan to end gender-based violence in Saskatchewan.<sup>2046</sup> The Action Plan consists of a 10-year framework and aims to support Canadian victims, survivors, and families of gender-based violence.

On 24 August 2023, Minister Ien and the Minister of Veterans Affairs, Ginette Petitpas Taylor, announced the funding of CAD852,000 for two organizations in New Brunswick to help remove systemic barriers for women's progress.<sup>2047</sup> The first, Regroupement féministe du Nouveau-Brunswick, aims to build leadership of Francophone women and act against gender-based violence and sexual harassment in schools. The second, New Brunswick Coalition for Pay Equity, aims to secure employment opportunities for women in the private sector.

On 12 September 2023, Minister of Innovation, Science, and Industry, François-Philippe Champagne and Minister Ien announced the funding of CAD296,000 for the Société d'aide au développement des collectivités Shawinigan in its "Flexi-Loan for Women" project in Quebec.<sup>2048</sup> This project aims to aid women entrepreneurs who are partaking in another job, caring for family, or others and provide them with resources for full economic participation and assistance.

On 22 September 2023, Minister Ien launched two calls for proposals to help organizations in Canada dedicated to women's rights and invited organizations to apply for funding.<sup>2049</sup> The first proposal, the Women's Economic and Leadership Opportunities Fund aims to increase women's representation in leadership and decision-making. The second proposal, the Women's Capacity Fund aims to increase activities such as community engagement, and partnership development.

On 25 September 2023, Minister Ien announced the funding of CAD 3 million over a span of four years for the LEAP Pecaut Centre for Social Impact to increase the economic participation of women in Canada.<sup>2050</sup> This funding will aid women in Canada to develop more economic independence.

On 30 October 2023, the Treasury Board of Canada Secretariat announced the planned initiatives from 2023 to 2027 to support the Government of Canada's sustainable development goals and targets, which highlights equality in the workforce.<sup>2051</sup> These initiatives promote the enforcement of the Pay Equity Act throughout the public sector and focus on creating strategies for fostering career advancement and leadership for women.

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<sup>2046</sup> The Governments of Canada and Saskatchewan sign historical bilateral agreement to end gender-based violence, The Government of Saskatchewan (Regina) 25 July 2023. Access Date: 2 November 2023. <https://www.saskatchewan.ca/government/news-and-media/2023/july/25/the-governments-of-canada-and-saskatchewan-sign-historical-bilateral-agreement-to-end-genderbased-vi>

<sup>2047</sup> Government of Canada announces funding for Moncton community organizations to address systemic barriers faced by women, Women and Gender Equality Canada (Moncton) 24 August 2023. Access Date: 3 November 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/08/government-of-canada-announces-funding-for-moncton-community-organizations-to-address-systemic-barriers-faced-by-women.html>

<sup>2048</sup> Government of Canada announces funding to support women entrepreneurs in Quebec, Women and Gender Equality Canada (Shawinigan) 12 September 2023. Access Date: 1 November 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/09/government-of-canada-announces-funding-to-support-women-entrepreneurs-in-quebec.html>

<sup>2049</sup> Government of Canada launches two new Calls for Proposals to strengthen gender equality, Women and Gender Equality Canada (Toronto) 22 September 2023. Access Date: 3 November 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/09/government-of-canada-launches-two-new-calls-for-proposals-to-strengthen-gender-equality.html>

<sup>2050</sup> The Government of Canada announces funding to increase the economic participation of women in Canada, Women and Gender Equality Canada (Toronto) 25 September 2023. Access Date: 31 October 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/09/the-government-of-canada-announces-funding-to-increase-the-economic-participation-of-women-in-canada.html>

<sup>2051</sup> Treasury Board of Canada Secretariat's Departmental Sustainable Development Strategy for 2023 to 2027, Treasury Board of Canada Secretariat (Ottawa) 30 October 2023. Access Date: 3 November 2023. <https://www.canada.ca/en/treasury-board-secretariat/corporate/reports/departmental-sustainable-development-strategy/treasury-board-canada-secretariat-departmental-sustainable-development-strategy-2023-2027.html>

On 14 November 2023, Minister Ien announced the funding of CAD325,000 towards Canadian Women and Sport to support the Commercial Women’s Sport initiative.<sup>2052</sup> This initiative aims to limit bias and gender inequity in women’s professional sport and highlights the value of economic and social potential in women’s sports, providing leadership and career opportunities in sport for Canadian women.

On 15 November 2023, Minister Ien and the Ontario government announced a bilateral agreement of an investment of CAD162 million over the span of four years to support the National Action Plan to end gender-based violence in Ontario.<sup>2053</sup> The plan consists of strategies to enhance preventive measures, extend support to vulnerable populations, and stabilize the Gender-Based-Violence sector.

On 24 November 2023, Minister Ien and the Quebec government announced a bilateral agreement of a funding of CAD97.3 million over the span of four years to support Quebec’s Integrated Government Strategy to Counteract Sexual Violence and Domestic Violence, and to Rebuild Trust.<sup>2054</sup> The strategy emphasizes the well-being and safety of women through a focus on prevention, awareness, and detection measures.

Canada has fully complied with its commitment to further improving gender equality in the labour market. Canada has taken at least one strong action in implementing initiatives to support women in labour markets, in four areas: providing funding to support women entrepreneurs, working towards providing safe work environments for women by tackling gender-based violence and sexual harassment, providing opportunities for upward mobility for women in the workplace through further education and skills development and advocating for policies for women’s leadership and representation in the workplace. Canada has also taken steps to achieve financial independence for women, promote female employment in otherwise underrepresented fields and enforce the Pay Equity Act in the labour market.

Thus, Canada receives a score of +1.

*Analyst: Jennifer Lee*

**France: +1**

France has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 16 June 2023, Prime Minister Elizabeth Borne announced the “Tech for All” program. The goal of the program is to encourage women to work in the tech industry, and to ultimately make the technology sector egalitarian between men and women.<sup>2055</sup> To achieve this goal, the program will support 10,000 young women who hope to pursue higher education in technology through coaching and mentorship, in addition to financial support.

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<sup>2052</sup> Government of Canada announces funding to improve economic security for women in professional sport, Women and Gender Equality Canada (Toronto) 14 November 2023. Access Date: 2 December 2023: <https://www.canada.ca/en/women-gender-equality/news/2023/11/government-of-canada-announces-funding-to-improve-economic-security-for-women-in-professional-sport.html>

<sup>2053</sup> The Governments of Canada and Ontario sign bilateral agreement to end gender-based violence, Women and Gender Equality Canada (Toronto) 15 November 2023. Access Date: 3 December 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/11/the-governments-of-canada-and-ontario-sign-bilateral-agreement-to-end-gender-based-violence.html>

<sup>2054</sup> The Governments of Canada and Quebec sign bilateral agreement to address gender-based violence, Women and Gender Equality Canada (Quebec City) 24 November 2023. Access Date: 3 December 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/11/the-governments-of-canada-and-quebec-sign-bilateral-agreement-to-address-gender-based-violence.html>

<sup>2055</sup> Le programme « Tech pour toutes », moteur de la féminisation de la tech, Government of France (Paris) 16 June 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://www.gouvernement.fr/actualite/le-programme-tech-pour-toutes-moteur-de-la-feminisation-de-la-tech>

On 17 September 2023, the French Government announced that they would be doubling financial support to the Support Fund for Feminist Organizations.<sup>2056</sup> As a result of this commitment, the Support Fund for Feminist organizations will receive EUR 250 million over the next five years.

On 20 September 2023, the Government Information Service announced a joint campaign to encourage women to move into the digital industry, to counter stereotypes, and to promote professional equality.<sup>2057</sup>

On 4 October 2023, the Human Rights Advisor of France to the United Nations, Emmanuel Leclerc, gave a statement in which he reaffirmed France's commitment to a feminist diplomacy, as well as their commitment to make gender equality a priority in all areas.<sup>2058</sup>

On 16 October 2023, the French Government announced a campaign to improve the rights of women living in rural areas in collaboration with the National Federation of Information Centers for Women and Families' Rights.<sup>2059</sup> One focus of this campaign will be the disproportionately high unemployment rate of women living in rural areas. The campaign also acknowledges that women, especially in rural areas, are statistically more likely to be financially dependent on another and aims to reduce instances of this phenomenon as well.

On 24 November 2023, Prime Minister Borne announced "Against the attackers: let's raise our eyes," a campaign to raise awareness of gender-based and sexual violence on public transport during a speech that condemned gender-based violence and domestic violence.<sup>2060</sup>

On 1 December 2023, Minister Delegate to the Prime Minister, Bérangère Couillard, announced the Family Allowance Fund.<sup>2061</sup> This fund provides available financial assistance for victims of domestic violence who need to leave their homes immediately.

France has fully complied with its commitment to further improving gender equality in the labour market. The French government has taken at least strong actions to improve gender equality in the labour market across four areas: promoting female involvement in underrepresented fields, promoting female political advocacy to achieve labour equity at higher levels, achieving financial independence for women and establishing safe working conditions for women by tackling harassment and gender-based violence. Actions towards these ends include efforts to promote women in male-dominated industries, to reduce the disproportionate effect of unemployment on women, and to finance organizations that work towards gender equality.

Thus, France receives a score of +1.

*Analyst: Esme Smolynec*

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<sup>2056</sup> Feminist diplomacy - United Nations - France doubles the financing of the Support Fund for Feminist Organizations, Minister for Europe and Foreign Affairs (Paris) 16 June 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/feminist-diplomacy/news/article/feminist-diplomacy-united-nations-france-doubles-the-financing-of-the-support>

<sup>2057</sup> On a toutes une tête à travailler dans la tech, Government of France (Paris) 20 September 2023. Translation provided by Google Translate. Access Date: 3 November 2023. <https://www.gouvernement.fr/actualite/on-a-toutes-une-tete-a-travailler-dans-la-tech>

<sup>2058</sup> La France continue de défendre une diplomatie résolument féministe, Mission permanente de la France après des Nations Unies à New York (New York) 4 October 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://onu.delegfrance.org/la-france-continue-de-defendre-une-diplomatie-resolument-feministe>

<sup>2059</sup> Une campagne pour l'accès aux droits des femmes en milieu rural, Government of France (Paris) 16 October 2023. Translation provided by Google Translate. Access Date: 3 November 2023. <https://www.gouvernement.fr/actualite/une-campagne-pour-laces-aux-droits-des-femmes-en-milieu-rural>

<sup>2060</sup> Une campagne contre les violences sexistes et sexuelles dans les transports en commun, Government of France (Paris) 24 November 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.gouvernement.fr/actualite/une-campagne-contre-les-violences-sexistes-et-sexuelles-dans-les-transports-en-commun>

<sup>2061</sup> Une aide d'urgence pour les victimes de violences conjugales, Government of France (Paris) 1 December 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.gouvernement.fr/actualite/une-aide-durgence-pour-les-victimes-de-violences-conjugales>

## Germany: +1

Germany has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 30 June 2023, Minister Paus and the Government of Berlin signed a contract to implement the Daycare Quality Act in Berlin, which included a funding of EUR 173 million over a span of two years to enhance the quality of daycare.<sup>2062</sup> This funding will work towards expanding daycare centers and developing the quality of education provided through skilled educators.

On 12 September 2023, Minister Paus published the Fathers' Report 2023 that advocated for parental leave for fathers, consisting of full compensation for the first ten days after a child's birth to achieve equal partnership in families.<sup>2063</sup>

On 29 September 2023, the State Secretary of the Federal Ministry for Family, Senior Citizens, Women and Youth, Margit Gottstein, presented the ninth state report on Germany's gender equality policy to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women Committee in Geneva.<sup>2064</sup> The State Secretary announced Germany's plans of achieving progress towards gender equality by 2030, which included further implementations to enforce the Equal Pay Act, supporting women in leadership in business and public sectors, and working towards partnership in care work.

On 2 October 2023, the Parliamentary State Secretary, Christian Lange, affirmed the importance of breastfeeding-friendly environments in the workplace to family and work life.<sup>2065</sup> Secretary Lange acknowledged the significance of employers implementing a breastfeeding-friendly environment to ensure that women can participate in the workforce while also breastfeeding.

On 8 November 2023, Minister Paus and members of the Federal Cabinet joined the "Together Against Sexism Alliance."<sup>2066</sup> This alliance aims to recognize sexual harassment and sexism in the workplace and advocates for measures such as mandatory employee training and information sessions on sexual harassment to effectively counter sexism.

On 23 November 2023, Minister Paus met with the representatives of initiatives and organizations that serve to protect women and girls against violence.<sup>2067</sup> Minister Paus proposed a federal law on the right to protection

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<sup>2062</sup> 173 Millionen Euro für die frühkindliche Bildung – Berlin unterzeichnet Vertrag zum KiTa-Qualitätsgesetz mit dem Bund. Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 30 June 2023. Translation provided by Google Translate. Access Date: 31 October 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/173-millionen-euro-fuer-die-fruehkindliche-bildung-berlin-unterzeichnet-vertrag-zum-kita-qualitaetsgesetz-mit-dem-bund-227858>

<sup>2063</sup> Bundesministerin Lisa Paus veröffentlicht Väterreport. Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 12 September 2023. Translation provided by Google Translate. Access Date: 1 November 2023.

<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/bundesministerin-lisa-paus-veroeffentlicht-vaeterreport-230666>

<sup>2064</sup> 9. Staatenbericht zu Frauenrechtskonvention der Vereinten Nationen in Genf präsentiert. Bundesministerium für Familie, Senioren, Frauen und Jugend (Geneva) 29 September 2023. Translation provided by Google Translate. Access Date: 3 November 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/9-staatenbericht-zu-frauenrechtskonvention-der-vereinten-nationen-in-genf-praesentiert-225062>

<sup>2065</sup> Parlamentarische Staatssekretärin Deligöz: „Stillfreundliches Arbeitsumfeld verbessert Vereinbarkeit von Familie und Beruf.“ Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 2 October 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/parlamentarische-staatssekretaerin-deligoez-stillfreundliches-arbeitsumfeld-verbessert-vereinbarkeit-von-familie-und-beruf--231374>

<sup>2066</sup> Bundeskabinett tritt dem Bündnis „Gemeinsam gegen Sexismus“ bei, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 8 November 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/bundeskabinett-tritt-dem-buendnis-gemeinsam-gegen-sexismus-bei-232432>

<sup>2067</sup> Bundesfrauenministerin Paus trifft Initiative #DieNächste und stellt Kernelemente für Gewalthilfegesetz vor, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 23 November 2023. Translation provided by Google Translate. Access Date: 3 December 2023.

<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/bundesfrauenministerin-paus-trifft-initiative-dienaechste-und-stellt-kernelemente-fuer-gewalthilfegesetz-vor-233826>

and advice, which will give every woman affected by gender-based and domestic violence the legal right to seek protection and advice.

Germany has fully complied with its commitment to further improving gender equality in the labour market. Germany has taken at least one strong action in the following four areas: equalizing caregiver responsibilities, alleviating wage gaps, allowing for equitable working capabilities for working mothers and promoting safe working environments for women by taking action on sexual harassment and gender-based violence. This includes enforcing the Pay Transparency Act to ensure equal pay for women, supporting women in family and work through breastfeeding-friendly environments and developing quality daycares. Germany has also supported women's representation in positions of leadership and has urged for more partnership for fathers in the family through paid parental leave for fathers.

Thus, Germany receives a score of +1.

*Analyst: Jennifer Lee*

### **Italy: 0**

Italy has partially complied with its commitment to work toward further improving gender equality in the labor market.

On 9 June 2023, National Equality Councillor Francesca Bagni Cipriani and Head of the National Labour Inspectorate (INL) Paolo Pennesi signed a Memorandum of Understanding to promote equal opportunities for men and women in the workplace and combat gender discrimination.<sup>2068</sup> This new agreement requires the INL and Councillor Cipriani to work together and share information regarding violations of this commitment towards equal opportunities.

On 26 June 2023, the Ministry of Labour and Social Policies received requested state aid from the European Commission for several projects, which will include a scheme to hire disadvantaged women either permanently or temporarily.<sup>2069</sup>

On 8 July 2023, the Italian Government announced that it had begun the process of creating a list of expert consultants for small- and medium-sized enterprises to achieve the gender equality certification, which provides official evidence of a business's efforts to abide by gender equity guidelines in accordance with Italian regulations.<sup>2070</sup>

On 11 October 2023, Minister of Labour and Social Policies Marine Calderone made a statement on women in science, technology, engineering and math (STEM), declaring that the job market requires additional training and education on STEM in order to open up employment opportunities, especially to youth and women.<sup>2071</sup>

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<sup>2068</sup> Nuovo Protocollo d'intesa tra la Consigliera Nazionale di Parità e l'INL, Ministero del Lavoro e delle Politiche Sociali (Rome) 9 June 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/notizie/pagine/nuovo-protocollo-dintesa-tra-la-consigliera-nazionale-di-parita-e-linl>

<sup>2069</sup> Autorizzati dalla Commissione europea gli Aiuti di Stato per giovani e donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 26 June 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/notizie/pagine/autorizzati-dalla-commissione-europea-gli-aiuti-di-stato-giovani-e-donne>

<sup>2070</sup> Certificazione Parità di genere: sul sito di Unioncamere l'Avviso per la creazione di un elenco di esperti, Dipartimento per le Pari Opportunità (Rome) 8 July 2023. Translation provided by Google Translate. Access Date: 15 February 2024. <https://certificazione.pariopportunita.gov.it/public/news-detail>

<sup>2071</sup> Calderone: "Fondamentale promuovere le competenze STEM", Ministero del Lavoro e delle Politiche Sociali (Rome) 11 October 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/calderone-fondamentale-promuovere-le-competenze-stem>

On 7 November 2023, Minister Calderone stated at a presentation on the Code of Responsible Companies in Favour of Maternity that it was essential for companies to provide services such as nurseries for working mothers, stating that such accommodations will allow for greater economic growth in Italy.<sup>2072</sup>

On 20 November 2023, the Ministry of Labour and Social Policies and the Ministry of Economy and Finance released a decree listing sectors that have a high disparity between women and men, with a gap of at least 25 per cent, and pledged to work on prioritizing those sectors in 2024 to reduce the gaps.<sup>2073</sup>

Italy has partially complied with its commitment to further improving gender equality in the labour market. It has taken a few less than strong actions in three areas of gender equality: improving employment opportunities for women, promoting opportunities for women in underrepresented fields, and to providing safe working opportunities for women, including working mothers. However, Italy has not taken any strong actions.

Thus, Italy receives a score of 0.

*Analyst: Karissa Cruz*

### **Japan: +1**

Japan has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. The policy sets targets for a 30 per cent ratio of female executives for companies listed on the Prime Market by 2030, with a hard mandate of needing at least one female executive by 2025 and a recommendation for all such companies to formulate an action plan to achieve this goal.<sup>2074</sup>

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. The policy further introduced a goal of 20 per cent women participation in the government entrepreneurship fund J-Startup to encourage female entrepreneurship. Additionally, the policy will enhance networks for female entrepreneurs to make funds more accessible.<sup>2075</sup>

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. Additionally, the policy seeks to promote diverse and flexible work environments including encouraging normalization of work-from-home and men taking childcare leave. Additionally, the bureau will seek to undertake initiatives to correct long working-hour practices to assist with fixing work-life balances.<sup>2076</sup>

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. Furthermore, the policy seeks to promote

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<sup>2072</sup> Calderone: “Puntare su donne e lavoro fa crescere l’economia”, Ministero del Lavoro e delle Politiche Sociali (Rome) 7 November 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/priorita/pagine/calderone-puntare-su-donne-e-lavoro-fa-crescere-leconomia>

<sup>2073</sup> Settori e professioni caratterizzati da tasso di disparità uomo donna, Ministero del Lavoro e delle Politiche Sociali (Rome) 21 November 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/notizie/pagine/settori-e-professioni-caratterizzati-da-tasso-di-disparita-uomo-donna-0>

<sup>2074</sup> Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. [https://www.gender.go.jp/english\\_contents/pdf/230713.pdf](https://www.gender.go.jp/english_contents/pdf/230713.pdf)

<sup>2075</sup> Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. [https://www.gender.go.jp/english\\_contents/pdf/230713.pdf](https://www.gender.go.jp/english_contents/pdf/230713.pdf)

<sup>2076</sup> Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. [https://www.gender.go.jp/english\\_contents/pdf/230713.pdf](https://www.gender.go.jp/english_contents/pdf/230713.pdf)

women's reskilling through several measures, including the development of digital resources, use of digital skills standards and IT Passport Examination.<sup>2077</sup>

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. The policy also introduces measures to address local needs through strengthening local resources such as the functions of local gender equality centres as well as through the National Women's Education Centre (NWEC). The policy additionally will see the transfer of authority over the NWEC and local gender equality centres to the Cabinet Office.<sup>2078</sup>

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. Further, the policy implements and reinforces measures to increase women's health and safety in and out of the workplace. The policy establishes the National Women's Health Centre as well as seeks to bolster menstrual health leave and enhancing employer medical health checkups. Further, the policy seeks to strengthen prevention and reporting of sexual crimes and violence through improving and making more accessible the consultation process for victims as well as implementing the Policy Package for the Elimination of Groping and Policy for Further Strengthening Measures against Sexual Crimes and Sexual Violence.<sup>2079</sup>

On 17 October 2023, the Minister responsible for Children and Gender Equality, Ayuko Kato, announced the resumption of and updates to, a babysitter coupon program for working parents.<sup>2080</sup> The program will no longer limit the total number of coupons, that is applicants benefitting under the program. However, each applicant can only apply for half of the previous, individual ticket limit.

Japan has fully complied with its commitment to further improving gender equality in the labour market. Japan has taken at least one action to promote gender parity in the workplace across four areas: promoting female representation in high-level positions by imposing a specific ratio target for female executives in publicly traded companies, providing equal opportunities for working mothers to participate in the workforce, enhancing female upward mobility in the workplace through skills development and reducing the burden of caregiver responsibilities on women. Japan has also taken some actions to promote female entrepreneurship and establish safe working environments for women by establishing the comprehensive Basic Policy on Gender Equality and Empowerment of Women 2023, which addresses the need to improve the health of safety of women in the workplace.

Thus, Japan receives a score of +1.

*Analyst: Jonathan Dong*

### **United Kingdom: 0**

The United Kingdom has partially complied with its commitment to work toward further improving gender equality in the labour market.

On 30 August 2023, the United Kingdom pledged to retain the right of women to receive equal pay for doing the same job as men.<sup>2081</sup> New legislation is required to ensure this right as the right of UK women to receive

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<sup>2077</sup> Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. [https://www.gender.go.jp/english\\_contents/pdf/230713.pdf](https://www.gender.go.jp/english_contents/pdf/230713.pdf)

<sup>2078</sup> Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. [https://www.gender.go.jp/english\\_contents/pdf/230713.pdf](https://www.gender.go.jp/english_contents/pdf/230713.pdf)

<sup>2079</sup> Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. [https://www.gender.go.jp/english\\_contents/pdf/230713.pdf](https://www.gender.go.jp/english_contents/pdf/230713.pdf)

<sup>2080</sup> Japan resumes babysitter discount coupon program amid high demand. The Japan Times (Tokyo) 17 October 2023. Access Date: 4 December 2023. <https://www.japantimes.co.jp/news/2023/10/17/japan/politics/baby-sitter-coupon-restart/>

<sup>2081</sup> UK to retain Brussels-derived law protecting equal pay, The Financial Times (London) 30 August 2023. Access Date: 3 November 2023. <https://www.ft.com/content/292f6094-7657-41f4-9a4a-56608928f472>

equal pay was previously dependent on legislation from the European Union that will soon no longer be valid after the United Kingdom's departure from the European Union.

On 12 September 2023, His Majesty's Treasury awarded GBP12.4 million to six projects that comprise the first round of the Labour market Evaluation and Pilots Fund.<sup>2082</sup> One of these projects investigates the impact of endometriosis on women's work choices.

On 6 October 2023, the British High Commission in Canberra released a joint statement with the Australian government on the Strategic Dialogue on Gender Equality, in which the United Kingdom affirmed their commitment to promoting gender equality, women's rights, and reducing gender-based harassment worldwide.<sup>2083</sup>

On 18 October 2023, the Department for Work and Pensions published "No Time to Step Back: the government's Menopause Employment Champion," a policy paper containing guidance to help recruit and support women experiencing menopause, and to encourage those women not to give up their employment after menopause.<sup>2084</sup>

On 25 October 2023, Ambassador Barbara Woodward made a statement at the United Nations Security Council emphasizing the importance of having women take leading roles in resolving conflicts, as well as the importance of empowering women affected by conflict and protecting their rights.<sup>2085</sup>

On 28 November 2023, Development Minister Andrew Mitchell, head of the Foreign, Commonwealth & Development Office, announced up to GBP18 million to fund grassroots women's rights organizations across 70 countries to tackle gender-based violence.<sup>2086</sup> In addition, GBP15 million was contributed to a new UK-funded program in Somalia that aims to prevent gender-based violence and treat women and girls who were victims. It was also announced the What Works to Prevent Violence: Impact at Scale programme will support women's rights organisations in Malawi, India, Pakistan, Somalia, Eswatini, Uganda and Madagascar to further prevent gender-based violence, including in schools, universities and workplaces.

On 29 November 2023, the Secretary of State for Culture, Media and Sport, Lucy Frazer, announced GBP30 million in funding to go to 30 new facilities to support women and girls in sport.<sup>2087</sup>

The United Kingdom has partially complied with its commitment to further improving gender equality in the labour market. The United Kingdom has taken actions at least one strong action in two areas of improving working conditions for women, including through providing safe conditions for menstruating women, and to promote female involvement in underrepresented fields. The UK has also taken actions towards promoting equal pay for women and promoting female political participation in labour issues, but these actions have only been through pledges and statements, without concrete plans for implementation.

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<sup>2082</sup> £12.4 million to help change choices about work, gov.uk (London) 12 September 2023. Access Date: 3 November 2023. <https://www.gov.uk/government/news/124-million-to-help-change-choices-about-work>

<sup>2083</sup> Joint statement on the Australia-United Kingdom Strategic Dialogue on Gender Equality, gov.uk (Canberra) 6 October 2023. Access Date: 3 November 2023. <https://www.gov.uk/government/news/joint-statement-on-the-australia-united-kingdom-strategic-dialogue-on-gender-equality>

<sup>2084</sup> No Time to Step Back: the government's Menopause Employment Champion, gov.uk (London) 18 October 2023. Access Date: 3 November 2023. <https://www.gov.uk/government/publications/no-time-to-step-back-the-governments-menopause-employment-champion>

<sup>2085</sup> The UK calls for urgent action as the rights of women and girls come under attack: UK Statement at the UN Security Council (London) 25 October 2023. Access date: 3 November 2023. <https://www.gov.uk/government/speeches/the-uk-calls-for-urgent-action-as-the-rights-of-women-and-girls-come-under-attack-uk-statement-at-the-un-security-council>

<sup>2086</sup> UK invests in global grassroots efforts to tackle gender-based violence, gov.uk (London) 28 November 2023. Access Date: 3 December 2023. <https://www.gov.uk/government/news/uk-invests-in-global-grassroot-efforts-to-tackle-gender-based-violence>

<sup>2087</sup> Lionesses trailblazing success recognised with £30 million fund, gov.uk (London) 29 November 2023. Access Date: 3 December 2023. <https://www.gov.uk/government/news/lionesses-trailblazing-success-recognised-with-30-million-fund>

Thus, the United Kingdom receives a score of 0.

*Analyst: Esme Smolyneec*

### **United States: +1**

The United States has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 25 May 2023, the United States Government released its National Plan to End Gender-Based Violence: Strategies for Action, which aims to tackle gender-based violence. President Joe Biden ordered a White House Gender Policy Council which created the first-ever government-wide plan to prevent and address gender inequality, education disparities, intimate partner violence, and other forms of gender-based violence. The plan consists of multiple pillars — including safety and well-being, economic security and housing stability, online safety, legal and justice systems, emergency preparedness and crisis response as well as research and data.<sup>2088</sup>

On 23 June 2023, Acting Assistant Secretary of the Bureau of Oceans and International Environmental and Scientific Affairs, Jennifer R. Littlejohn, spoke at the Women in STEM Public Outreach Event in Jakarta, Indonesia. The primary topic of discussion was the advancement of gender equality and promoting girls and women in science, technology, engineering and mathematics (STEM) both domestically and internationally. The US representative affirmed that women in STEM are critical to sustainable economic growth and robust science and technology; increased representation of women in STEM matters; and overcoming social, cultural, and economic barriers women in STEM face.<sup>2089</sup>

On 16 August 2023, the Department of State launched the Academy for Women Entrepreneurs (AWE), a global initiative for aspiring women entrepreneurs. This initiative provides opportunities for aspiring women entrepreneurs to enhance their skills, foster connections, and make contributions to the entrepreneurial ecosystem. The program includes online and in-class mentorship with experienced implementers and mentors, in addition to partnerships with non-governmental organizations, renowned universities, and chambers of commerce.<sup>2090</sup>

On 30 October 2023, the US Embassy in Cameroon launched an AWE in Cameroon to further support women in their pathways to leadership and economic prosperity.<sup>2091</sup>

On 16 November 2023, Vice President Kamala Harris announced the launch of the Women in the Sustainable Economy Initiative. The initiative brought the overall commitment to women's economic participation budget in clean energy, fisheries, recycling, forest management and environmental conservation to over USD900 million. This newly adopted initiative consists of three key pillars: the promotion of well-paying quality jobs for

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<sup>2088</sup> Release of the National Plan to End Gender-Based Violence: Strategies for Action, The White House (Washington D.C.) 25 May 2023. Access date: 7 November 2023. <https://www.whitehouse.gov/gpc/briefing-room/2023/05/25/release-of-the-national-plan-to-end-gender-based-violence-strategies-for-action/>

<sup>2089</sup> Opening Remarks at Women in STEM Public Outreach Event, United States Department of State (Washington D.C.) 23 June 2023. Access date: 7 November 2023. <https://www.state.gov/opening-remarks-at-women-in-stem-public-outreach-event/>

<sup>2090</sup> Inaugural Launch of the Academy for Women Entrepreneurs (AWE) in Samoa, U.S. Embassy in Samoa (Apia) 16 August 2023. Access date: 3 December 2023. <https://ws.usembassy.gov/inaugural-launch-of-the-academy-for-women-entrepreneurs-awe-in-samoa/>

<sup>2091</sup> U.S. Embassy Launches the Academy for Women Entrepreneurs to Boost Women's Economic Empowerment, U.S. Embassy in Cameroon (Yaoundé) 30 October 2023. <https://cm.usembassy.gov/u-s-embassy-launches-the-academy-for-women-entrepreneurs-to-boost-womens-economic-empowerment/>

women, supporting women-owned, -led, and -managed businesses, and the elimination of barriers to women's economic participation in STEM industries.<sup>2092</sup>

The United States has fully complied with its commitment to the enhancement of gender equality in labour markets by supporting female representation, labour mobility, and entrepreneurship. The US has taken at least one strong action in four areas of the commitment: improving safe working conditions for women by addressing gender-based violence, promoting opportunities for women to participate in underrepresented fields, particularly in STEM, promoting female entrepreneurship, both domestically and internationally, and improving wage parity between men and women through greater well-paying job opportunities for women.

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

*Analyst: Karissa Cruz*

### **European Union: 0**

The European Union has partially complied with its commitment to work toward further improving gender equality in the labour market.

On 1 June 2023, the European Council approved the accession of the European Union to the Convention on preventing and combatting violence against women, or the Istanbul Convention. The Convention entails a broad, binding legal framework to criminalize certain offences as well as measures regarding data collection, protection of victims and provision of support services. Thus, the European Union public administration and institutions shall become compliant and cooperative regarding the matters outlined in the convention.<sup>2093</sup>

On 9 June 2023, the Council of the European Union settled its position on a draft legislation to combat gender-based violence and domestic violence.<sup>2094</sup> The new law would criminalize gender-based violence and introduce instruments of protection, support and disclosure to victims of gender-based violence.

On 12 June 2023, the European Council agreed to the adoption of two proposals to strengthen the independence and functionality of equality bodies in member nations. Equality bodies, meant to address inequalities through fighting discrimination, lacked standardization at the regional level, with varying mandates and competences. The newly adopted measures seek to enhance and standardize the competences, ensure the bodies have sufficient human, financial and technical resources, including those to resolve disputes, creates where none existed before a requirement that such bodies be independent and an additional requirement that public institutions consult on matters of discrimination.<sup>2095</sup>

On 18 September 2023, Commissioner for International Partnerships Jutta Urpilainen and Sima Bahous, UN Women Executive Director, signed the Advocacy, Coalition Building, and Transformative Feminist Action to End Violence Against Women (ACT program). The ACT program is a part of a joint initiative between the EU and UN Women as part of the Generation Equality Coalition in order to end violence against women. The

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<sup>2092</sup> Fact Sheet: Vice President Harris Launches Women in the Sustainable Economy Initiative, Totaling over \$900 Million in Commitments, The White House (Washington D.C.) 16 November 2023. Access date: 3 December 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/11/16/fact-sheet-vice-president-harris-launches-women-in-the-sustainable-economy-initiative-totaling-over-900-million-in-commitments/>.

<sup>2093</sup> Combatting violence against women: Council adopts decision about EU's accession to Istanbul Convention, Council of the EU (Brussels) 1 June 2023. Access Date: 4 November 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/01/combating-violence-against-women-council-adopts-decision-about-eu-s-accession-to-istanbul-convention/>

<sup>2094</sup> Violence against women and domestic violence: Council agrees position on draft EU law, Council of the European Union (Brussels) 9 June 2023. Access Date: 20 January 2024. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/09/violence-against-women-and-domestic-violence-council-agrees-position-on-draft-eu-law/>

<sup>2095</sup> Standards for equality bodies: Council agrees to its positions, Council of the EU (Brussels) 12 June 2023. Access Date: 4 November 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/12/standards-for-equality-bodies-council-agrees-its-positions/>

program will seek to “strengthen the leadership and resilience of women’s rights coalitions and networks, and advocate, campaign, and make policies through coalitions and multi-stakeholder partnerships.”<sup>2096</sup>

The European Union has partially complied with its commitment to further improving gender equality in the labour market. The European Union has taken strong actions to address two areas of the commitment: it has implemented three strong measures to combat and curb violence against women and has also taken strong action towards ending discrimination against women through equality bodies. However, the EU has not taken any action in other areas of gender equality.

Thus, the European Union receives a score of 0.

*Analyst: Jonathan Dong*

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<sup>2096</sup> EU and UN Women to boost women’s rights coalitions on ending violence against women, Directorate-General for International Partnerships (Brussels) 18 September 2023. Access Date: 4 November 2023. [https://international-partnerships.ec.europa.eu/news-and-events/news/eu-and-un-women-boost-womens-rights-coalitions-ending-violence-against-women-2023-09-18\\_en](https://international-partnerships.ec.europa.eu/news-and-events/news/eu-and-un-women-boost-womens-rights-coalitions-ending-violence-against-women-2023-09-18_en)