

WOMEN 20 OF G20

2015 - 2023



Turkiye, China, Germany,
Argentina, Japan, Saudi Arabia,
Italy, Indonesia, India

W20 Summit Communiqué

Istanbul, Turkey
16-17 October 2015

We, the delegates of the first ever W20 Summit, gathered together in Istanbul on 16-17 October 2015, after having thoroughly discussed different aspects of the women related issues of global economy indicated in the W20's "Priority Policy Paper", agreed to put forward the following set of policy recommendations to support the G20 leaders in their ongoing work to achieve gender equality and women's economic empowerment.

In order to achieve the gender equality and women's economic empowerment as well as to reach the target of reducing the gap in participation rates between men and women set by G20 Leaders in Brisbane, Australia in 2014, we call on the G20 Leaders to:

1- Address women's economic empowerment through strengthening linkages between education, employment and entrepreneurship

Strengthening the linkages between education, employment and entrepreneurship is fundamental for economic growth and women's social rights. There will always be a gap when these are not systematically linked to one another in a continuous and structured form. Collaboration and cooperation among the stakeholders will strengthen this pipeline. Joint planning between the government, private sector and academia will identify the market needs, minimize the skills mismatch and address demand and supply side constraints faced by women.

Girls and boys should have equal access to good quality education as well as equal rights and opportunities to successfully complete schooling and to make educational choices.

Women of all ages need to gain access to vocational education, lifelong learning or re-training especially focusing on STEAM training, innovation and improvement of financial, managerial and social skills.

Governmental funds for women start-ups and tax incentives for women businesses are also essential. To foster gender equality and women's empowerment in the private sector, companies should join and implement

the UN Women's Empowerment Principles and consequently report on the progress.

2- Support work and life balance by developing and/or improving infrastructural mechanisms for social care (child, elderly, sick and disable care)

The governments should allocate resources and provide incentives, including tax incentives, to create new jobs in order to build an effective infrastructure for social care. Care institution workers should be specialized professional care givers rather than unpaid domestic care workers. Access to training and improving the qualifications of professional care workers should be made available for people of all legal working ages. Given that domestic and community care work is expected to continue, finding a solution to the social security coverage of unpaid care workers is a necessity.

The reduction of taxes both for care work employees and business owners should be implemented by the governments. Programs should be developed to strengthen family supportive ability by providing a legal framework for all flexible forms of decent work with secure job conditions. Sustaining work and life balance is a social responsibility for both men and women. Nurturing and parenting, the functions carried out by men and/or women, have to be recognized as a social value and the responsibility must be shared amongst the family, state, employer and society. To this end, a cultural change should be stimulated to share the burden between parents.

3- Increase the number of women both in public and private sector leadership positions

The participation of women in top decision making positions in the government, including elected representatives and in the private sector needs to be enhanced through quotas or voluntary measurable targets that are reported and encouraged publicly.

G20 members should set nationally determined gender targets for the board of directors of joint stock companies. After a grace period of two years, the target for the under-represented gender should be set to no less than 25% per annum or their current national level should be improved by at least 25% per year.

4- Ensure women's access to financial and productive assets as well as to markets

Women's access to finance, market opportunities, business and financial training should be supported. Several banks in partnership with NGOs and women's business associations have successfully offered women these services. Widespread adoption of these business models should be encouraged by producing national level, sex- disaggregated, demand and

supply side data. This will ensure that effectiveness of financial inclusion policies is tracked.

We also encourage governments and the private sector to: i) *support* platforms that share best practice business models, ii) *address* legal and financial system infrastructure constraints such as access to collateral, iii) *encourage* public and private procurement goals for women owned SME's, iv) *increase* women entrepreneurial engagement with international trade associations and v) *develop* ecosystem actors such as National Business Associations to deliver education, enable peer-to-peer mentoring and advocate for policy change.

5- Eliminate workplace discrimination, enforce legal rights and promote equal opportunities

Governments should enforce legislation and abolish gender related legal restrictions. Furthermore, all stakeholders should promote equal opportunities and improve social dialogue that would enable equal access to the labor market, with fair treatment with respect to gender in recruitment, training, promotions, rights for grievance, including harassment.

A generally accepted code of conduct should be established across all G20 members to promote equal opportunity and fair treatment model based on best practices of private sector companies or governments.

A G20-wide generally accepted code of conduct should be adopted to eliminate workplace discrimination. An equal opportunity and fair treatment model should be based on the best practices of private sector companies and governments.

It is necessary to strengthen the legal framework and its enforcement, promote pay transparency and tackle stereotypes, segregation and indirect discrimination in the labor market.

G20 leaders should improve employment outcomes for women by strengthening access to effective and active labor market policies. To that end, W20 will propose close collaboration with the G20 Employment Working Group on the Policy Priorities on labor income share and inequalities.

6- Strengthen women's economic, social and political networks

Business organizations, associations and networks are multipliers in terms of raising awareness about policies and opportunities. Such networks amplify success, as well as channel and reinforce collective voice of women. In this regard, building networks should be encouraged.

G20 governments should support the participation of W20 members in the relevant G20 meetings.

7- Support women-owned enterprises and innovation

To support women-owned enterprises grow, innovate and internationalize, governments should improve access to finance, training programs, mentoring, coaching and networks. Policies targeting sourcing from companies owned by women need to be adopted and implemented by governments and companies.

W20 will develop definitions for various types of women-owned businesses addressing different ownership structures and widely promote them.

Governments should implement policies delivering STEAM (science, technology, engineering, arts and mathematics) education at all levels, together with innovation training and social skills development including communication skills to better access and better use technology.

8- Promote women's leadership in creating sustainable consumption patterns and green growth

Governments should create and scale up opportunities to women's leadership and employment to protect the environment and address the impacts of climate change. This includes greater participation and economic empowerment of women in renewable energy solutions, sustainable and organic farming production, and in projects financed by the green climate fund for climate change adaptation and mitigation.

Programs to enhance investment in women-owned enterprises and job creation for women in green growth industries should be designed and implemented. Women's participation in the decision making bodies of green funds should be increased.

9- Deliver adequate social protection and improve working conditions for women

Noting that women are overly represented in informal, vulnerable and precarious employment, the working conditions need to be improved and decent work opportunities must be provided. Social security systems must be extended to cover new forms of employment, like job sharing and flexible decent jobs, homebased employment in accordance with the evolving work place patterns. Furthermore, the number of women without a social security scheme needs to be significantly reduced. Social protection programs should address specific women related issues such as improving real incomes and capabilities and to prevent deprivation of pensions and other benefits.

The outputs of the G20 Employment Working Group on social protection and the Policy Priorities on labor income share and inequalities to address specific issues that relate to women should be extended. Women

experiencing multiple discrimination on grounds such as age, disability and/or ethnicity should be particularly addressed.

10- In order to develop a monitoring framework, based on available data sets and empirical studies, the G20 should develop a scorecard using the following indicators:

- i. *Labor force participation rate*: Female-to-male ratio of labor-force participation rate (20%)
- ii. *Professional and technical jobs*: Female-to-male ratio of representation in professional and technical jobs (10%)
- iii. *Perceived wage gap for similar work*: Female-to-male ratio of wages for similar work (10%)
- iv. *Leadership positions*: Female-to-male ratio of representation in leadership positions (10%)
- v. *Unpaid care work*: Male-to-female ratio of time spent on unpaid care work (10%)
- vi. *Education level*: Female-to-male composite ratio of adult literacy rate, secondary education enrollment rate, and tertiary education enrollment rate (10%)
- vii. *Financial inclusion*: Female-to-male composite ratio of the rate of account holders at a financial institution, rate of borrowing, and mobile banking rates (10%)
- viii. *Digital inclusion*: Female-to-male composite ratio of the rate of internet and mobile users (10%)
- ix. *Number of care institutions*: Child care, elderly care, disable care, sick care in proportion to the total population (10%)
- x. *Number of new business registrations by women*: Collect sex-disaggregated data at the time of business registration to build a database of companies owned by women.

W20 will work with intergovernmental organizations including UN Women.

We encourage W20 Country Representatives to meet with their respective G20 Sherpa in the lead up to the Leaders Summit in Antalya on 15-16 November, 2015.

We do thank Turkey for its leadership in 2015 and look forward to our next W20 Summit.



**Women 20 Meeting
Communiqué Xi'an, China
26 May 2016**

Women 20 Meeting Communiqué

Xi'an, China

26 May 2016

1. We, representatives of the 2016 Women 20 (W20) Meeting, met in Xi'an, China, from 24 to 26 May 2016 to discuss gender equality perspectives in global economic governance; women's employment, entrepreneurship and social protection; women's role in the digital economy; and interconnected and innovative women's network.
2. We reaffirm that gender inclusiveness, gender equality, and women's rights are essential for strong, sustainable and balanced growth.
3. We are pleased that the G20 Leaders acknowledged the crucial role of women in achieving economic prosperity and reaffirmed their commitment to taking concrete actions for ensuring gender equality and women's full participation in economic and social affairs and for their economic empowerment.
4. We welcome the establishment of Women 20 as an outreach group of the G20, and appreciate Turkey's hosting of the first W20 Meeting in October 2015.

A Gender Equality Perspective in Global Economic Governance

5. Since the global financial crisis in 2008, the world economy has undergone profound and complicated changes and the road to recovery has been uneven across countries, with some still experiencing the negative effects of the global financial crisis. In addition, new issues, risks and challenges continue to emerge. Therefore, it is increasingly important to ensure strong, sustainable and balanced growth by improving global economic governance and making it accessible to women and more equitable and inclusive. The potential for the participation in and contribution of women to the economy is not being fully realized, nor is their representation and voice in global economic governance. It is critical that the G20 acknowledge that gender-based inequalities are a systemic aspect of the current functioning of the world economy. We, therefore, encourage G20 members to take the following measures:

- ◆ Eliminate all forms of discrimination against women, promote women's economic

empowerment and participation, and work to integrate gender perspectives into all activities of G20;

- ❖ Integrate gender mainstreaming into macroeconomic policies, and gender perspectives into global economic governance, and implement and advocate for gender-responsive budgeting;
- ❖ Study the negative impacts and cost of violence against women on national economy, and adopt and ensure the implementation of laws and measures to prevent and eliminate all forms of violence against all women and girls and to ensure safety in public and private spaces to facilitate their economic participation,
- ❖ Take effective measures to increase opportunities for equal representation of women in decision-making and leadership positions in both public and private sectors and in the composition of G20 delegations.
- ❖ Significantly increase financing for gender equality and women's empowerment to reduce the gender gap in development policies as called for in the Addis Ababa Action Agenda;
- ❖ Take special measures to encourage inclusive sourcing policies by governments and by corporations to include more women as suppliers in local and global value chains by establishing baseline data, setting targets and reporting on progress.

Women's Employment and Entrepreneurship and Social Protection

6. Women are still lagging far behind men in terms of economic participation and are not fully reaping the benefits of economic growth. Among G20 members, the average labor participation rate is 56% for women and 86% for men. Women continue to concentrate in sectors, industries, occupations, and jobs with lower job security and wages. They are overrepresented in small businesses, often with low profitability, and in the informal economy with limited, if any, access to social security, and receive inadequate recognition for their unpaid work. Compared with their male counterparts, women still face more obstacles in accessing land, funding, loans, markets and other productive resources in their entrepreneurship efforts. Women entrepreneurs find it difficult to gain necessary market and financial information, operating skills and other

services and support. We, therefore, encourage G20 members to take the following measures:

- ❖ Request G20 Labour and Employment Ministers to work with the W20 on the implementation of the agreed target of reducing female labour force participation gap by 25% by 2025, and urge member states to publish their strategies towards the target and adopt a transparent and rigorous monitoring process with, if necessary, the technical support of international organisations;
- ❖ Strengthen the legal framework and its enforcement in order to eliminate the gender wage gap, improve women's employment opportunities, working conditions and benefits, promote reconciliation of work and family life and strengthen the social security systems in order to increase female labour force participation, recognise and regulate all forms of new and flexible work and ensure adequate social protection;
- ❖ Continue to increase social infrastructure investments for care of children, the elderly, the disabled and the sick. Take active measures to encourage equal sharing of family responsibilities between women and men;
- ❖ Make a commitment to systematically recognizing and measuring all forms of work and embark on national income accounting that includes unpaid care work;
- ❖ Encourage the B20 to foster gender equality and good governance in the private sector, including, inter alia, calling on companies to implement the United Nations Women's Empowerment Principles and report on progress;
- ❖ Support entrepreneurship and launch specific programs to help women overcome business start-up barriers, grow and sustain their businesses, including through trade. Improve women's access to credit and other means of production, and the provision of relevant training, information services and technical support;
- ❖ Ensure women's equal access to and ownership of land and assets, and their access to water and energy, food security and nutrition, quality infrastructure. Encourage rural women's role in the improvement of global food security by promoting investment in agriculture and food systems;
- ❖ Encourage women and girls in the study of science, technology, engineering, and

mathematics (STEM), finance, entrepreneurial, green and creative industries, including life-long learning in STEM jobs;

- ❖ Enable women's engagement in cross-border trade and participation in global economic development;
- ❖ Provide economic and trade incentives for businesses that are at least 51% owned, managed and controlled by one or more women.
- ❖ Provide incentives to investors, and in particular to women investors, who support women-owned or led companies.

Women's Role in the Digital Economy

7. The rapid development and widespread use of information and communication technology (ICT) has enabled women to enhance development capabilities and competitiveness in the labor market, created new and tremendous opportunity for women's entrepreneurship and employment, and facilitated women's access to market information, social networks and finance. On the other hand, the digital gap has also widened gender disparity in the labor market participation and wealth creation, and restricted women's role in the digital economy. Women still encounter many constraints in entrepreneurship and employment and face obstacles in full and equal participation in the digital economy. We, therefore, encourage G20 members to take the following measures:

- ❖ Encourage and support women and girls in their efforts to seize the opportunity brought by the New Industrial Revolution and to actively participate in and benefit from the digital economy;
- ❖ Invest in the digital empowerment of women and girls and encourage public and private investment in women-led digital ventures;
- ❖ Conduct gender analysis of the impact of the digital economy on the labor market and on labour rights, and implement policies favorable to women for their entrepreneurship and employment in the digital economy era.

Interconnected and Innovative Women's Network

8. Women's networks play a crucial role in promoting gender equality and the development of women, and together with women entrepreneurs' associations can create more employment opportunities and new sources of economic growth. However, due to lack of human, material and financial resources, women's organizations and professional associations cannot play their role effectively. In addition, there is potential for greater cooperation among organisations. In this connection, we encourage G20 members to take the following measures:

- ❖ Support and strengthen capacity building of women's networks nationally, regionally and internationally;
- ❖ Strengthen trans-national and cross-regional exchanges between women's organisations and women's professional associations as well as their cooperation with governmental institutions, workers' and employers' organisations and relevant intergovernmental organisations.

Conclusion

9. We reaffirm the importance of the monitoring framework included in the Istanbul W20 Communiqué to track G20 members' progress in delivering on their gender equality commitments.

10. W20 will continue to work with intergovernmental organisations, including UN Women and ILO.

11. We will submit this W20 Meeting Communiqué to the 2016 G20 Summit.

12. We thank China for its leadership in 2016 and look forward to our next W20 Meeting.

Women20 Germany 2017 Communiqué

26th April 2017, Berlin, Germany

Putting Gender Equality at the Core of the G20

We, the representatives of the 2017 Women20 (W20) network, are convinced that the G20's goal of inclusive and sustainable economic growth in an interconnected world will not be achieved without the G20's commitment to women's economic empowerment by means of the following targets: (a) full property rights, legal capacity, right to self-determination for women and girls and their effective protection from violence; (b) full access to quality education for girls and women, with special attention on technical and vocational education, e-skills and lifelong learning opportunities; (c) full access on equal terms to productive and financial resources for women; (d) full access to labour markets and decent working conditions for men and women, implementing the G20 Job Quality Framework; (e) equal pay and pension rights for equal and equivalent work; (f) GDP measurement and fair redistribution of unpaid domestic and care work, including more investment in the provision of infrastructure and public services, and; (g) equitable representation of women in decision-making positions with that of men.

G20 policies tend to be gender-blind, but they are not automatically gender-neutral in their outcome. Accordingly:

1. **The W20 calls on the G20 member states to systematically integrate gender analysis and gender budgeting into all its agenda, growth strategy and policy frameworks.** This must include improving gender-disaggregated data collection for evidence-based policymaking and progress monitoring. It also requires the adoption of, and agreement on, essential indicators that can assess progress in achieving gender equality both within the G20 and internationally.
2. **The W20 urges the G20 to advance member state policies towards the '25 by 25' target set by G20 for reducing the gender labour participation gap, resulting in a 25 per cent improvement by 2025, by putting forward national plans of actions and monitoring its progress with support from the OECD and the ILO.** To this end, we recommend alignment with the agreed conclusions of The 61st Session of the Commission on the Status of Women, and drawing fully on recommendations of the UN Secretary-General's High-Level Panel on Women's Economic Empowerment. It is also critical that G20 members actively work to hold employers accountable to standards of gender equality by supporting the adoption and implementation of the UN Women's Empowerment Principles (WEPS). Progress on closing the gender divide to date has been slow: The gap in participation rates between men and women in G20 countries has declined by 0.6 percentage points per annum between 2012 and 2015. Unless a focused effort is made to eliminate restrictions, stereotypes and bias, women will be unable to realise their full potential to contribute to national economic growth.
3. **The W20 recommends that the G20 supports women entrepreneurs and female cooperatives to start up and scale their operations, build capacity, ensure their equal access to finance and markets, and accord them their fair share in global value chains.** Entrepreneurship is vital for resilient growth and vibrant societies. Entrepreneurs enhance employment and productivity while creating high quality innovations. Increasing the huge untapped potential of female entrepreneurship would significantly contribute towards achieving the G20's growth goals.
4. **The W20 calls on the G20 to swiftly bridge the widening digital gender divide and take inspiration from the 'Women's Initiative in Developing STEM Career (WINDS)' by setting up a comprehensive 5-year plan for gender-equal digital transformation, thereby partnering with 'EQUALS', an initiative implemented by the International Telecommunication Union (ITU), the GSM Association (GSMA) and UN Women.** Information and communication technologies (ICT) have been identified as a key driver for achieving the UN Sustainable Development Goals and as the core enabling innovation area of the Fourth Industrial Revolution. Furthermore, they are tools through which gender equality and women's economic and social empowerment can be advanced. An increased investment in access to ICT and technical, vocational education skills and training (TVET) for girls and women is necessary to counteract potential job losses from "digitalisation" of the economy, which may disproportionately affect women.
5. **The W20 calls on the G20's Presidencies to ensure access to the G20 negotiation tracks and G20 Sherpa meetings.** We will remain a driving force for accelerating progress on the G20 commitment of "women's full economic and social participation" as agreed in the Los Cabos Declaration 2012.

Women realising their full potential will not only stimulate sustainable growth but also be an imperative for diverse, stable and viable societies, pillared by active and inclusive citizenships, and thus the well-being of humankind. The G20 member states are responsible for leading the way. This communiqué and the attendant implementation plan build on previous W20 communiqués and articulate game-changing measures and directional indicators for monitoring progress in delivering on the G20's gender equality commitments. We are therefore grateful to W20 Turkey and W20 China for their foundational work. This W20 Communiqué and the implementation plan will be submitted to the 2017 G20 Summit. The W20 network thanks Germany for its leadership in 2017 and is committed to the continuation of our dialogue in Argentina.

COMMUNIQUE



ARGENTINA 2018
WOMEN 20



W20 Argentina 2018 Communiqué

We, the representatives of the Women20 (W20) 2018 network, strongly believe that gender equality is a key driver of sustainable and inclusive growth. This view is at the core of the G20 Argentina 2018 agenda and is in line with Sustainable Development Goal 5, which aims to “achieve gender equality and empower all women and girls”.

Building on the strong foundation established during previous W20 consultations, the W20 identifies the main challenges to be addressed and which are strategic for the G20.

INCREASE AND IMPROVE WOMEN’S PARTICIPATION IN THE LABOR FORCE BY:

- 1.** Accelerating the pace of implementation of the 2014 Brisbane commitment to reduce the gender gap in labour force participation by 25 percent by 2025 by developing and funding National Plans and reporting the progress on an annual basis.
- 2.** Investing public funds to ensure affordable, quality and professionalized universal care services for people with dependents, including those in the informal sector.
- 3.** Implementing policies for mandatory paid parental leave schemes by 2025 that include non-transferable entitlements for a second caregiver to promote shared responsibility of care work and a better work-life balance.
- 4.** Eliminating all forms of discrimination against women, particularly in laws and regulations on access to and control of land, assets and resources and promoting mechanisms to guarantee equal pay for work of equal value.
- 5.** Strengthening and enforcing regulations, ensuring equal access to justice, as well as supporting international processes leading to setting standards on “ending violence and harassment in the world of work” in order to protect women from all forms of violence, including online violence.
- 6.** Analyzing the Future of Work from a gender perspective and design policies to ensure equitable impact. Major trends such as the gig economy, automation and machine learning should be addressed in terms of their gender-specific impact, focusing on the social protection and labor rights of women workers.

GUARANTEE WOMEN’S FINANCIAL INCLUSION BY:

- 7.** Ensuring equal access to credit, financial services, equity and markets for women, and designing initiatives to improve women’s financial and legal literacy and entrepreneurial capacity.
- 8.** Enhancing transparency and supporting measures for public procurement contracts awarded to women-owned and women-led businesses and increasing their share by a minimum of 10 percent taking into consideration the situation of each G20 country¹.
- 9.** Using and promoting alternative forms of credit scoring, including alternative data to evaluate MSMEs credit worthiness in order to increase women’s access to financial services.

1. By a minimum of 10% increase is an improvement for each country according to its own baseline.



ENSURE WOMEN'S DIGITAL INCLUSION BY:

10. Developing holistic and cross-sectoral policies that abolish the barriers to women's access and use of digital technologies and the internet, especially in rural and remote areas. Improve access, affordability, safety and security of digital services, broadband and connectivity plans, and the availability of relevant content and services, while taking into consideration women in all their diversity.
11. Guaranteeing inclusive educational programs through the promotion and investment in initiatives that boost equal participation of women and girls in STEAM studies (Science, Technology, Engineering, Arts and Mathematics) and support women's digital rights and citizenship. Training programs should promote women's life-long learning, and provide frequent updating of digital skills to increase opportunities for both employment and entrepreneurship. G20 countries must also foster the equitable participation of women in the development and governance of STEAM-related industries.
12. Ensuring women's participation in the development and modification of algorithms in artificial intelligence in order to avoid gender bias.

FOSTER THE DEVELOPMENT OF RURAL WOMEN BY:

13. Securing women's access to comprehensive and gender responsive social services, including education, health and legal services in rural areas.
14. Investing in infrastructure for rural development and ensuring the participation of women in all stages of the process, taking into account their specific needs and work opportunities. Infrastructure projects should also incorporate gender violence protocols.
15. Allocating or increasing funds for women living in rural areas to strengthen their cooperatives, entrepreneurs, organizations and value chains, promoting access to credit and training, enabling women's economic participation and inclusion in decision making and governance.

To ensure sustainable development, **it is imperative to adopt a comprehensive human rights perspective on gender equality and to develop evidence-based policies** that recognize and address structural differences. In this regard, **G20 should support gender budgeting and together with** international partner organizations and relevant national partners **develop statistical systems based on indicators that are gender disaggregated and consider women in all their diversity.**

To ensure continuity and efficiency of the W20, we urge G20's Presidencies to engage with the W20 network by ensuring access to the G20 negotiation tracks and continue to mainstream gender in all their engagement groups.

Recognizing that G20 leadership is paramount in realizing gender equality, **the W20 urges the G20 to act on these recommendations** by developing implementation plans with timelines and targets, facilitating the participation and cooperation of women's organizations, measuring and monitoring progress and reporting publicly on outcomes.





W^{WOMEN}20
JAPAN 2019

COMMUNIQUE

The logo for the W20 Women's Summit Japan 2019. It features a circular emblem on the left composed of stylized purple and white flowers. To the right of the emblem, the text "W20" is written in a large, bold, purple serif font, with "WOMEN" in a smaller, purple sans-serif font positioned between the "W" and "20". Below "W20" is the text "JAPAN 2019" in a purple sans-serif font. Below the entire logo is the word "COMMUNIQUE" in a purple serif font.



W20 Japan 2019 Communiqué

We, the representatives of the Women20 (W20) network, fully endorse the statement in the Buenos Aires G20 Leaders' Declaration that "gender equality is crucial for economic growth and fair and sustainable development." We reiterate the need for women and men to work in partnership to close the gender gap in order to achieve the Sustainable Development Goals (SDGs).

During Japan's presidency of the G20, the W20 pays particular attention to the inclusive and responsible use of all new technologies, including Artificial Intelligence (AI), due to their critical impact on all segments of society, ensuring no woman is left behind.

We urge G20 leaders to act upon the following recommendations:

- 1. Request their labour and employment ministers to present a mid-term report on the 2014 Brisbane commitment to reduce the gender gap in labour force participation by 25 percent by 2025 during the 2020 G20.**
- 2. Remove systemic legal and social barriers in the labour market and provide solutions for achieving gender equality.**
 - Enact and implement legal measures to achieve gender equality in all aspects of employment practices. In particular, take further action to close gender income gaps such as wages, pensions and other earnings in line with the SDGs.
 - Invest public funds in quality, accessible and affordable care infrastructure for children and elderly, and put in place mandatory paid parental leave to promote shared responsibility.
 - Incentivize employers in the public and private sectors to implement evidence-based policies and publicize progress on gender equality, leading to more women in decent and quality work and in leadership positions.
- 3. Close the digital gender gap and ensure that women can exercise their digital rights.**
 - Take urgent measures to promote equal participation of women in the design and development of digital technologies with due consideration to ethics, and prevent amplification of gender discriminations by biased data-sets, models, and algorithms in Artificial Intelligence (AI).
 - Boost equal participation of girls and women of all ages in Science, Technology, Engineering, Arts, and Mathematics (STEAM).
 - Provide women in urban and rural areas with affordable, reliable, and safe internet and mobile services.





- 4. Ensure financial inclusion, promote women's entrepreneurship, and accelerate access to investment and markets.**
 - Ensure women's equal rights to economic resources and access to ownership and control over land and other forms of property, financial services, and natural resources.
 - Develop a policy framework and action plan to strengthen the business, financial and digital capacity of women's enterprises, including e-commerce.
 - Create conditions for public procurement contracts awarded to women-owned and women-led businesses to increase their share by a minimum of 10 per cent, taking into consideration national circumstances.¹
 - Incentivize investors to proactively incorporate gender factors into investment analysis and decision-making.

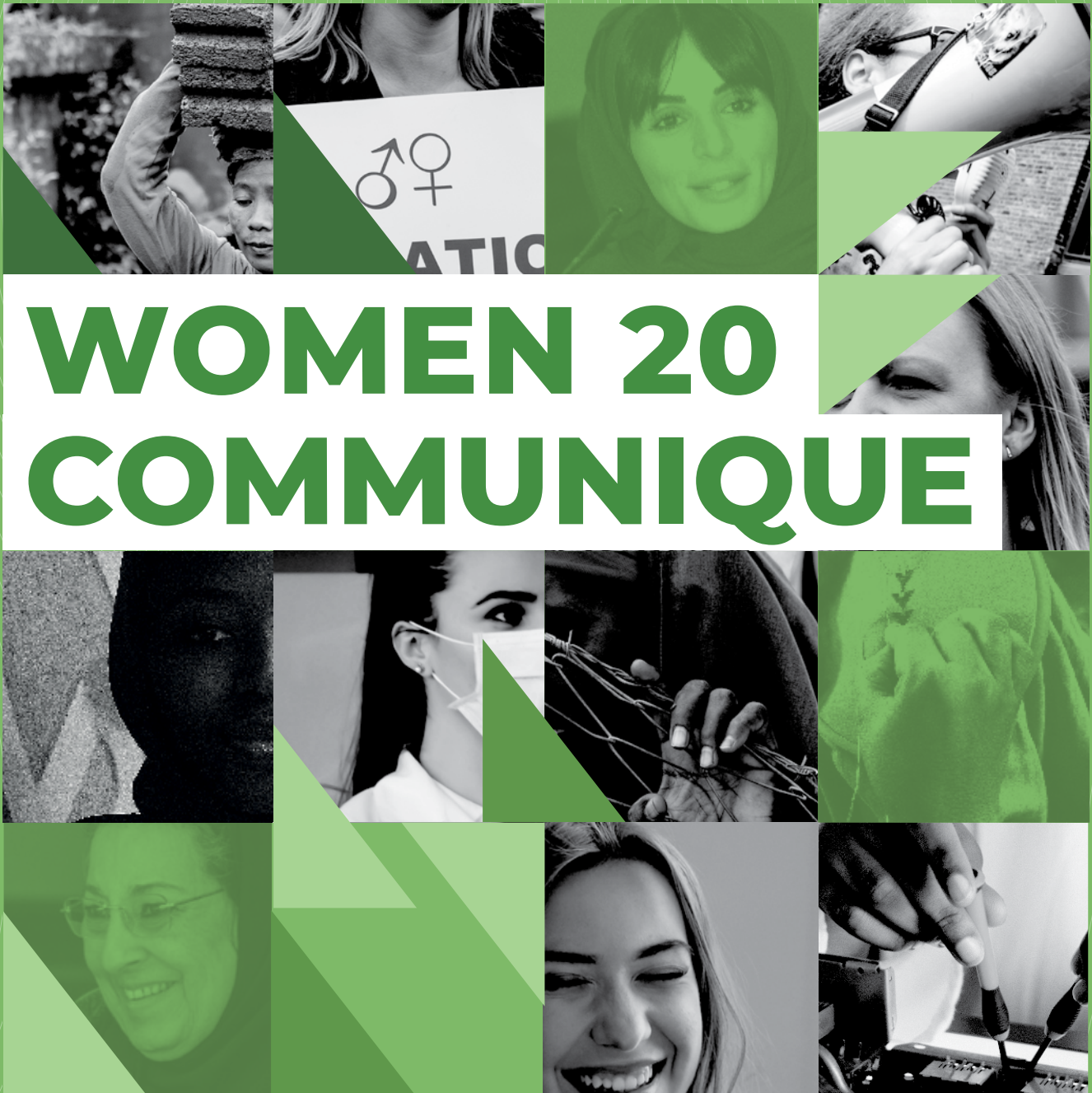
- 5. Promote life-long learning, and education on gender equality in schools and workplaces, to eliminate gender stereotypes and unconscious bias.**

- 6. End all forms of violence against women and girls in the public and private spheres, including social media.**
 - Establish effective legal frameworks, ensure access to justice, and strengthen law enforcement to end all forms of violence against women and girls in all spheres.
 - Support the adoption of the ILO's proposed convention and a recommendation concerning the elimination of violence and harassment in the world of work, as well as ratify international conventions related to violence against women.

- 7. Establish effective and transparent governance and accountability mechanisms for achieving gender equality.**
 - Develop mechanisms to monitor the implementation of G20 commitments on gender equality, together with international organizations, relevant national partners and in collaboration with the W20, and report progress on a regular basis.
 - Jointly review progress, within G20, for achieving gender parity in leadership and all levels of decision-making in the public and private sectors by 2030.
 - Strengthen the mandate and capacity of national gender machinery to ensure that gender impact assessments are conducted on legislation, standards, and policies.

1. By a minimum of 10% increase is an improvement for each country according to its own baseline.





WOMEN 20 COMMUNIQUE



On the Women 20's fifth anniversary, the world enters a highly interconnected environment characterized by technology revolutions, economic uncertainty, social unrest, and a rapidly unfolding global crisis triggered by the COVID-19 pandemic.

G20 leaders must pave the way for equitable economic recovery where women, as equal partners and key economic actors, are part of the solution.



Inclusivity and diversity enrich decision-making that is critical for effective policy and business practices required to tackle the crisis and its offshoots.

The COVID19 pandemic is an opportunity for G20 Leaders to reset G20 economies by planning a recovery based on a principle of inclusiveness, and an acknowledgment that the full and equitable participation of women in economic activity is critical to a faster socio-economic recovery.

In fact, the gender inequalities that have been exposed and exacerbated during the outbreak amply demonstrate the urgency to address these in order to enhance the resilience of all societies.

We, the representatives of the Women 20 (W20), have put forth a communique that provides G20 leaders with two sets of recommendations.

The first set underscores the key measures required to expedite the economic recovery from the COVID-19 pandemic.

The second one will help the G20 achieve the UN Sustainable Development Agenda, SDGs, and the objective of a strong, sustainable and balanced growth by supporting women's social and economic empowerment.

Key Measures to Support Economic Recovery

G20 Leaders should immediately

- 01** Ensure equal representation of women at all levels of decision-making in national and global political and economic bodies including in the private and public sectors.
- 02** Adopt gender-responsive budgeting, informed by gender impact assessment, to ensure that pandemic recovery measures foster a gender-inclusive workforce.
- 03** Significantly increase investment in social infrastructure to create jobs and build resilience:
 - Provide affordable and quality child, dependents, and elders care.
 - Increase the provision of and the equal access to high-quality healthcare services.
 - Ensure access and participation of women and girls in education, including online, and training with special attention to technical and vocational education, e-skills, and lifelong learning opportunities.
- 04** Implement social and income protection mechanisms for alternative employment models to ensure appropriate coverage for all workers in the formal and informal economy, with special attention to essential workers, part-time workers, the self-employed, and vulnerable groups particularly those in low-income countries.
- 05** Develop and fund action plans to stimulate women's participation in entrepreneurship and innovation ecosystems by supporting the start-up, scale-up and sustainability of women-owned businesses, particularly in ecommerce and the digital economy.
- 06** Increase women's and girls' access to digital technology, especially in remote and rural areas, by investing in infrastructure, high-speed connectivity and training to improve skills.
- 07** Develop, in partnership with public and private financial institutions and banks, innovative and easily accessible digital financial products to increase women's access to financial services.
- 08** Fund the research and the collection of sex-disaggregated data on the course of the pandemic.

Key Measures Towards Long-Term Economic Empowerment of Women

We, the representatives of the Women 20 2020, call on G20 Leaders to act upon previous G20 commitments to achieving gender equality and to take urgent measures to accelerate the pace of implementation of national gender equality plans towards the Brisbane 25x25 commitment.

We urge G20 Leaders to adopt the following recommendations, which will correct the stark imbalances in economic opportunities for women that continue to undermine the G20's objective of strong, sustainable, and balanced growth:

On Legal And Social Reforms

01 End all forms of gender-based discrimination and violence; and enact legal and social reforms to achieve gender equality.

- Eliminate regulatory, legislative, and socio-cultural barriers to address all forms of discrimination against women in all areas. This includes, but not limited to, access to entry and advancement within the workplace, financial services, entrepreneurship, business, and equitable access to inheritance and property.
- Commit to the eradication of sexual harassment and violence against women by developing and enforcing accountability and support mechanisms, including but not limited to measures to address gender-based violence and harassment on social media and other forms of communication.

02 Use all levers of policy and political will to enable a transformative shift in stereotypical social norms and gender roles, including men's responsibility for care work, that deter women from achieving their full economic potential.

- Promote education and raise awareness about gender equality targets and efforts to eliminate gender stereotypes and unconscious bias in all forms, including politics, business, technology, and entrepreneurship.

On Inclusive Decision-Making

03 Achieve gender equality in public political decision-making.

- Ensure equitable access and representation of women in politics and policymaking bodies. This includes domestic, international, ministerial, and other public positions through the implementation of targets or quotas in order to achieve gender parity by 2030. This includes domestic, ministerial, international, and other public positions.
- Fund comprehensive programs to change gender bias in culture and structures and promote women in leadership positions.

04 Increase the number of women decision-makers in business by taking the necessary steps, including targets and quotas to ensure full gender parity on the boards of public and listed companies by 2030, and providing incentives for employers that achieve gender parity in decision-making positions.

On Equitable Labor Inclusion

- 05 Significantly increase public funding towards affordable, quality, and professionalized childcare and long-term care so that by 2030 these services are available to all women in or re-entering the labor market.
- 06 Implement by 2030 policies for mandatory paid parental leave schemes - including non-transferable entitlements for a second caregiver to promote shared responsibility of care work and a better work-life balance.
- 07 Invest in education infrastructure to ensure access to, and participation of women and girls in primary and secondary education, at the very least; and bolster technical and vocational training, digital skills, and lifelong learning - online or otherwise - to enable women to secure quality employment.
- 08 Take further action to close gender gaps in income, wages, pensions, and other earnings, to align with the SDGs, including recognizing, reducing, redistributing, and measuring the value of unpaid care and domestic work and its estimated contribution to the economy and valorize care work with equitable pay.
- 09 Develop and implement social protection mechanisms for alternative employment models to ensure appropriate coverage for all forms of work, in particular in the informal sector where women are over-represented.
- 10 Ratify by 2025 ILO Conventions No. 156 on Workers with Family Responsibilities, No. 189 on Domestic Workers and No. 190 on Violence and Harassment in the World of Work.

On Equitable Financial Inclusion

- 11 Develop and promote innovative and easily accessible financial solutions and products, including digital tools and microfinance, in partnership with public and private financial institutions to increase women's access to finance.
- 12 Develop and promote financial education programs, especially for disadvantaged women and girls, to improve women's financial literacy, skills, confidence, and entrepreneurial capacity.
- 13 Mandate public and private financial institutions to collect sex-disaggregated data with the purpose of understanding different gender implications on financial outcomes and investment decision making.

On Equitable Digital Inclusion

- 14 Secure digital access for women in an enabled and safe environment by improving infrastructure, including remote and rural areas; ensure access to STEM education and training to improve digital skills; and develop gender-sensitive ethical guidelines on Artificial Intelligence (AI) and other digital technologies.

- 15** Engage women in STEM education and employment by providing funding and incentives to public and private sectors for their training and career development in STEM industries. Require technology institutions and companies to include women in the research, design, and development of digital technologies.
- 16** Apply a gender lens to measure the digital economy by tracking the impact of AI and technology led shifts in the demand for jobs, skills, and growth for women.

On Women's Entrepreneurship

- 17** Develop policy frameworks and action plans, and provide financial support, training, and programs to strengthen women's participation in entrepreneurial and innovation ecosystems and to build women's capacity.
- 18** Offer incentives and targeted programs to increase the number of women-owned and women-led companies, including in ecommerce and STEM.
- 19** Incentivize the investment community to incorporate a gender lens in their decision-making across all asset classes, and foster the development of gender-responsive business loan officers and investors (including women angel investors and venture capitalists) with a view to increasing women's access to capital.
- 20** Create conditions to build capacity and increase opportunities for women-owned and women-led businesses to access markets by setting national year-on-year goals with regard to procurement, international trade and ecommerce. Set a target of a minimum 10 per cent increase in public procurement by 2030^[1]. Report on annual progress on women's access to these markets.
- 21** Collect sex-disaggregated data to facilitate evidence-based policy to improve women's entrepreneurial research and development as well as international comparison.

On G20 Accountability

- 22** Strengthening G20 monitoring and evaluation frameworks and indicators:
- Systemically review policies implemented and progress made by calling upon the OECD and ILO to continue reporting annually to G20 Leaders on the Brisbane 25x25 commitment, based on each G20 member's annual employment plan reporting.
 - Call on the OECD to provide comparable sex-disaggregated G20 data to establish baselines, measure progress and report on gender equality related commitments stemming from G20 communiqués and declarations, leveraging existing multilateral frameworks and reporting mechanisms.

[1] By a minimum of 10% increase in improvement for each country according to its own baseline.



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A NEW CHALLENGING VISION:

FROM INCLUSION TO EMPOWERMENT OF WOMEN



People all over the planet are at the epicentre of three epochal influences - the pandemic crisis, the climate crisis and the technological revolution. These will have considerable social, economic and environmental impact for years to come, particularly on women.

We, the representatives of the 2021 Women 20, call on G20 leaders to address gender inequalities, establish sustainable development policies, employ and fund strategies to support the empowerment of women, with priority on tackling the intersecting structural barriers that negatively impact women and girls in all their diversity, by implementing our main focus areas and cross-cutting recommendations:



1) Place gender equality at the heart of budgeting decisions by creating inclusive and innovative economic models that work for women and focus on achieving human well-being;

2) Ensure equal representation of women at all levels of decision making in public and private, national and global, political and economic bodies by 2030; adopt multi-year plans to achieve this goal and monitor progress annually;

3) Collect, analyse, and report on all areas identified in this Communiqué using gender-sensitive and disaggregated data;

4) Develop gender impact assessments, leaving no one behind, in the design, implementation, monitoring and evaluation of all legislative, political, strategic and programmatic initiatives including post-pandemic reconstruction plans, and climate response strategies;

5) Promote education by investing in infrastructure to ensure women and girls have access to and participate in pre-school to tertiary education, including early education and STEAM programs; bolster technical and vocational training, digital, financial and entrepreneurial skills, and lifelong learning. This is to enable women to secure quality employment with continuing education and progression during career breaks.



FOCUS AREA: **CULTURAL CHANGES AND GENDER STEREOTYPES**

Discriminatory social norms, gender stereotypes and unconscious biases, including those potentially captured in new technologies, produce a distortion in all aspects of life which reinforces and sustains gender inequalities in education, the workplace, family, and broader society. G20 governments need to formulate national plans to tackle gender stereotypes within the next three years, support organisations addressing these issues, and allocate funds for policy implementation.

1) Develop lifelong learning programmes and campaigns to address gender stereotypes by a) introducing curricula that aim to eliminate unconscious biases and stereotypes, in all professional fields, and from pre-school to tertiary education; b) developing age-appropriate content with a focus on human rights, equality, respect, financial education, caring skills, and critical use of the internet, social media and artificial intelligence; c) updating and revising school texts including women's history; d) implementing actions for empowerment and diverse role-modelling;

2) Provide systematic awareness-building measures to combat sexism and gender biases by a) mobilising all key multipliers (educators, researchers, politicians, doctors, among others) to enhance full participation of women in all aspects of society; b) encouraging media players and publishers to apply a gender lens, establish frameworks, guidelines and guaranteeing equal representation in media content creation; c) encouraging men and boys to take action on gender equality.

FOCUS AREA: HEALTH EQUITY AND GENDER MEDICINE

Universal access to quality health care is an essential prerequisite for a better and sustainable future. The successes of recent decades in reducing levels of maternal and child mortality must not be set back and access to services for sexual and reproductive health rights must not be diminished. COVID-19 recovery planning provides an opportunity to use planetary health as a guiding development narrative, given the widely recognised interconnection between safeguarding of the earth's ecosystem and human health (One Health).

1) Guarantee health and care for all by a) ensuring adequate and equitable financing of infrastructure and services; b) strengthening gender sensitive public health care systems; c) offering the best prevention and universal health care including people with disabilities and older people; d) ensuring strong development of local public health services for primary and secondary health prevention, including mental health issues; e) taking advantage of artificial intelligence and telemedicine; f) ensuring sexual and reproductive health services, specified as essential services by WHO 2020, as well as modern and free contraception, and dissemination of comprehensive information and guidance;

2) Promote free, universal, accessible, and affordable health care systems to combat COVID-19 and halt the pandemic and other globally significant existing and potential future diseases by a) guaranteeing equitable access to all control tools, drugs including vaccines and medical devices, supporting research to produce thermostable vaccines and drugs that do not need low temperatures for transporting and distributing to isolated regions; b) supporting the temporary waiver of patent rights of the Trade and Intellectual Property Rules to enable the production of COVID-19 vaccinations in more countries and accelerate the global effort to contain the pandemic and to address health globally as one nation;

3) Develop and fund multidisciplinary strategic plans on Gender Medicine by a) investing in research that considers biological and gender differences in essential risk factors, biomarkers, mechanisms and outcomes of diseases, drug metabolism and response, and in relation to specific lifecycle requirements.

FOCUS AREA: WOMEN'S ENTREPRENEURSHIP AND FINANCE

Women have been hit harder than men in this pandemic crisis, in particular entrepreneurs. G20 members must develop a strategic policy to reinforce and relaunch female entrepreneurship, that generates multiplier effects to create jobs, drive innovation, and reduce inequalities, including sectors impacted by the pandemic and climate change. Women entrepreneurs have the potential to add \$13 Trillion USD to the global economy by 2030 (McKinsey, 2020) to help humanity build forward better, and contribute to government tax revenues. We call on G20 leaders to implement OECD suggestions for a strategic policy framework.

1) Ensure equal rights to ownership of assets and remove barriers to financial inclusion for all women by a) legislating for equal rights for women to finance and investments, ownership of land and assets, inheritance rights, pensions and insurance, mobile and cryptocurrency bank accounts, and devices for access to these assets, achieving financial independence and self-sufficiency;

2) Facilitate access to finance, and capacity building for all, in particular for solopreneurs and microenterprises by a) developing and promoting inclusive financial solutions, in partnership with public, private and civil society institutions, including microfinance, credit schemes and alternative systems of collateral to increase women's access to finance; b) supporting access to digital banking, mobile money accounts, mobile commerce, and blockchain-enabled assets and technologies; c) providing incentives and an enabling environment for training to enable women to transition from solopreneurs to employer businesses, and from the informal to the formal economy;

3) Create policy frameworks and strategic growth initiatives by a) creating and/or updating overarching policy frameworks to support women's entrepreneurship, including sectors that have been hit the hardest by the pandemic; b) developing actionable strategies with funding to overcome gaps in entrepreneurial ecosystems with innovative support services; c) creating incentives to fund innovative sectors poised for growth;

4) Create public procurement and access to markets initiatives by a) implementing policies to promote public procurement spend with women-owned SMEs and providing incentives for large government contractors to subcontract contract value to women-owned SMEs, by a minimum of 10%

increase in improvement for each country according to its own baseline by 2030, using a “step by step” plan that will be piloted for 2 years and refined; d) researching and reporting progress on private and public procurement, international trade, ecommerce, for women-owned businesses of various sizes;

5) Promote private and public investment by a) incentivising private and public investment communities and philanthropists to incorporate a gender lens into their funding decisions across all asset classes; b) allocating a minimum of 1 percentage point of the new global minimum tax of at least 15% on corporations, endorsed by the G20, to fund women-owned and led SMEs and scale-ups, to help close the estimated several trillion dollar funding credit gap; c) incentivising all investors to invest in more women-founded and female/male co-founded employer companies.

FOCUS AREA: DIGITAL EMPOWERMENT

The pandemic has hastened digital transformation, dramatically deepening gender inequalities. It is imperative to halt the digital marginalisation of girls and women impacted by this disruption, and urgently take action to ensure a just digital transformation where girls and women are fairly, meaningfully and equally engaged as digital citizens.

1) Ensure safe access to and use of digital technologies for all women and girls in G20 economies by 2026 by a) removing barriers such as prohibitive costs, insufficient infrastructure, unsafe online environments and harmful gender stereotypes; b) facilitating the use of the internet, mobile telephony and other digital tools by women and girls for health, education, financial, employment and other purposes; c) developing gender-sensitive ethical guidelines on artificial intelligence (AI) and other digital technologies;

2) Guarantee foundational digital skills for all women and girls of G20 members, with pathways to future work and expertise in disruptive technologies by 2026 by a) upskilling and reskilling women to address the skills shortage in digital and STEAM jobs; b) providing funding and incentives to public and private sectors to provide training and career development in digital fields to women and girls; c) implementing skills programmes that promote women's financial inclusion and entrepreneurship, focused on and enabled by digital technologies to support women's economic development;

3) Ensure that women hold equal leadership roles in digital fields in G20 economies by 2030, including technology organisations, start-ups, policy-making and academia, by a) ensuring women are equally represented in fields of technology research and development; b) creating more visibility of women in high level positions in the ICT sector; c) providing fiscal and other incentives to achieve gender-balanced leadership in the technology sector, including academia and research institutions;

4) Adopt and implement comprehensive and coordinated policies encompassing all relevant measures to identify, prevent and prosecute cyber violence and threats of violence by a) promoting awareness-raising programmes throughout society on how to prevent harmful online gender-based violence; b) legislating for prevention and punishment of online violence.

FOCUS AREA: LABOUR

The COVID-19 pandemic increased the entrenched gender inequalities that are prevalent in labour markets. To counteract the current regression, which is holding back the global economy, interventions are urgently needed. Equal access to full and productive employment, including decent work with social protection for women and men is fundamental for a better future where everyone has an adequate standard of living and equal access to opportunities to realise their full potential. G20 leaders must accelerate the implementation of national gender equality plans towards and beyond the Brisbane 25x25 commitment, as mentioned in the G20 Labour and Employment Ministerial Declaration (2021).

1) Increase women's employment rate and quality of work by removing structural barriers by a) promoting women's economic autonomy and rights, ensuring decent work conditions and equitable remuneration, social protection and pensions; b) addressing gender and pensions gaps; c) creating new career opportunities for women; d) fostering standards and tools for remote working guaranteeing privacy, safety, security, work-life balance, and the right to disconnect from work; e) guaranteeing fiscal stimulus and recovery plans ensuring women's access to jobs in traditional and non-traditional sectors, including those that were impacted by COVID-19;

2) Reduce the gender pay gap and the horizontal and vertical segregation of women in the labour market by a) implementing equal pay for work of equal value and pay transparent measures; b) implementing policies for affirmative action including temporary special measures to remove employment systems biases; c) developing new organisational structures based on fair and just employment practices for all; d) adopting gender responsive public procurement awarding organisations with certified gender equality performances together with at least 40% of women in decision making positions and welfare programmes;

3) Value unpaid care and domestic work in the definition of economic and social policies by a) recognising, reducing and redistributing women's unpaid care and domestic work; b) investing a meaningful proportion of GDP, at least 2%, in the care economy, in accordance with national baselines, to create gender-responsive public health and care services, ensuring universal, free and accessible care for children, older people, and people with disabilities; c) securing paid maternity, paternity and shared parental leave, promoting shared responsibility among partners, in the national legislations and promoting its implementation.

FOCUS AREA: VIOLENCE AGAINST WOMEN AND GIRLS AND GENDER BASED VIOLENCE

Violence Against Women and Girls (VAWG) is a violation of human rights and one of the most serious forms of discrimination against women. VAWG affects the fundamental right to freedom, silencing voices, creating barriers and preventing equal and just participation in public and private spheres. VAWG manifests itself as physical, sexual, psychological, economic and other forms of violence including stalking, in homes, workplaces and public spaces. VAWG is a global emergency. Its eradication is a step on the road to gender equality.

1) Develop integrated and coherent public policies to ensure the right of every woman and girl to live free from violence by a) preventing, punishing, and providing reparation for all acts of violence; b) allocating funds for training for professionals involved in the multi-agency response (in the law enforcement, judicial, social, and health sectors) with the aim of reducing the risk of secondary victimisation;

2) Empower and support the right to freedom from violence and offer quality services for survivors by a) increasing funding and allocating appropriate public financial resources to women's specialist support services; b) supporting healthcare models that provide trained health professionals, and adequate and accessible safe treatment; c) providing women survivors of violence with access to economic means and upholding their right to decent work, access to legal services, social, economic and environmental justice and to support child witnesses, especially orphans of femicide, and addressing the issues of forced early marriages and female genital mutilation;

3) Provide safe and welcoming workplaces by a) supporting ratification and full implementation of the ILO Convention n. 190; b) ratifying all international and regional conventions related to VAWG;

4) Combat human trafficking and modern slavery of women by a) paying particular attention to migrants, asylum seekers and refugees and other marginalised groups; b) providing quick access to non-exploitative employment, residence status when needed, restitution of unpaid salaries and compensation, and personalised assistance and support.

FOCUS AREA: ENVIRONMENTAL SUSTAINABILITY

The Paris Agreement, brokered by women, underpins a global economic transformation needed to both limit climate change and foster human and planetary well-being. Women are most frequently first responders to crises, including health, food and water security. Women have also proven to be agents of change in the areas of resource sustainability and driving forces behind the shift to a wellbeing economy. It is essential that G20 members engage the wealth of ingenuity and ability that lies with women leaders and experts, including grassroots women's organisations.

1) Prevent and mitigate the effect of climate change and environmental degradation on women by a) providing more effective mitigation and adaptation measures through gender-responsive interventions, and health equity with the One Health approach; b) providing measures to guarantee education and decent work opportunities for women affected by natural disasters and other effects of climate change; c) strengthening equal access to environmental justice and tackling discrimination that affects women's rights and their ability to adapt to climate change and other forms of environmental degradation; d) ensuring all climate finance is gender-just; e) ensuring that women have equal representation in decision-making positions;

2) Provide equal opportunities in the climate, environment and energy sectors, including green, blue and circular economies for a socially just transition by a) supporting inclusive job creation and entrepreneurial business, investing in education, up-skilling and reskilling to increase women's ecological and carbon literacy; b) promoting strategies for sustainable food and water security and building resilience of women to climate change;

3) Build and redesign sustainable and inclusive intermediary cities and other communities by a) rethinking or adapting urban design and planning considering women's and girls' needs in terms of well-being, lifestyle, health and security, including public transportation and e-mobility solutions; b) planning gender budgeting and gender procurement for the development of rural, indigenous and other communities with the provision of access to essential services such as education, health and renewable energy.

MOVING FORWARD

The W20 welcomes the G20 Labour and Employment Ministerial Declaration (2021), including the G20 Roadmap Towards and Beyond Brisbane Target, to reach more, better and equally paid jobs for women, and asks for this to be included as an attachment in the G20 Leaders' Declaration, along with the focus areas and cross-cutting recommendations in this Communiqué. In addition, we call on G20 members to establish a clear mechanism to monitor progress and accountability on commitments on gender equality. Reinforcement of the engagement groups infrastructure by G20 would facilitate an effective transition among presidencies each year and maximize effectiveness of their contribution to the political and policy making processes.

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W20
INDONESIA
2022 **WOMEN**

WOMEN20

COMMUNIQUE

EDITION 2022

W20 COMMUNIQUE 2022

Women 20 2022 (W20) calls upon the G20 leaders to ensure that women and girls are central to the 2022 G20 Presidency theme of 'Recover Together, Recover Stronger'.

W20 urge G20 leaders to:

- **Act on their commitments** to implement the “**G20 Roadmap Towards and Beyond the Brisbane Target**”, also referred to as the **Rome Roadmap** - included in the **2021 G20 Leaders' Declaration**, increasing the quantity and quality of women's employment.
- **Create a G20 Gender Data Network and W20 Outcome Dashboard** that encompass both data transparency and performance monitoring that will demonstrate the best areas for action and improve evidence-based policymaking.
- **Develop or improve National Strategies on Gender Equity and Equality (NSGEE)** in line with human rights treaties, using a whole-of-government approach to increase women's impact on their families, society, and the economy, and bring about parity in G20 countries and beyond.

Ensuring gender equality, inclusion and empowerment of women and girls, in all their diversity, - while additionally including those in rural areas and those with disabilities - will result in strong social and economic growth that builds resiliency for G20 countries.

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W20 2022 Delegates





3rd Plenary Event:
**Promoting Health
Response to Recover
Together Equally**

**Banjarmasin,
South Kalimantan**



1st Plenary Event:
**Freedom from
Discrimination:
Historical Journey
from Japan to Indonesia**

Likupang, North Sulawesi



5th Plenary Event:
**W20 Summit:
Recover Together Equally**

Lake Toba, North Sumatra



2nd Plenary Event:
**Women-owned MSMEs:
Key to Inclusive Growth**

Batu, East Java



4th Plenary Event:
**Inclusive Economic
Growth to Build
Resilience: Focus on
Rural Women and Women
with Disabilities**

Manokwari, West Papua

PRIORITY AREA #1

NON-DISCRIMINATION AND EQUALITY



North Sulawesi



1. Remove discriminatory laws, policies, systems and services that hinder women and girls in all sectors of advancement including: education, work, entrepreneurship, health, technology, energy, as well as in their private, public and political lives.

2. Provide support and infrastructure to reduce the burdens of unpaid work and care responsibilities for women and adopt policies and incentives for equal shared parental responsibilities for child and elder care. Take concrete measures to address the gender pay gap.

3. Eliminate gender-based violence and recognize and address gender bias and norms that hinder and harm women and girls. Develop and enforce laws and regulations to prevent and end impunity for physical, sexual and psychological violence. Adopt and promote anti-violence legislation and ratify the International Labor Organization (ILO) 190 convention on sexual harassment.

4. Update educational pedagogy for boys and girls, women and men, to eliminate biases and stereotypes and ensure equal participation of women and girls in STEAM and employment.

5. Ensure that digital technology/AI does not create, perpetuate, and amplify all biases in data and algorithms.

6. Monitor and report the results of G20 actions taken on commitments on non-discrimination and equality and across the 5 priority areas.



PRIORITY AREA #2

WOMEN-OWNED AND LED MSMES



East Java



- 1.** Promote women entrepreneurial policy frameworks and ecosystems that will accelerate women-owned and led MSMEs' growth. Provide access to finance (including alternative systems of collateral) and access to markets (corporate and public procurement, international trade and ecommerce). Provide opportunities and incentives for women-owned and led MSMEs to participate in emerging opportunities (digital innovation, AI, green and blue technologies, green energy, and STEAM).
- 2.** Allocate a minimum of 1% of the new global minimum tax of at least 15% on corporations, endorsed by OECD and G20 in 2021, to fund women-owned and led MSMEs and scale-ups, to close the USD \$1.7 trillion-dollar funding credit gap, stimulate GDP growth and job creation.
- 3.** Commit \$350 million USD additional funding to the Women Entrepreneurs Finance Initiative (We-Fi), launched by G20 Leaders in 2017. Implement We-Fi's Women Entrepreneurs Finance Code in G20 countries.
- 4.** For G20 countries with mature Gender-Responsive Public Procurement (GRPP) programs, establish targets for women-owned and led MSMEs for each country, and increase procurement by 1% a year to a minimum of 10% by 2032. For other countries, work with knowledge partners and W20 members to build a step-by-step process to facilitate GRPP development.

PRIORITY AREA #3

GENDER EQUITABLE HEALTH RESPONSE



South Kalimantan



- 1.** Increase affordable access to healthcare for women and girls. Create new health and welfare services that include care, living conditions, water, sanitation, and hygiene, that impact women and girls' health disproportionately. Advance global distribution of vaccines and medicine with WTO/TRIPS waivers.
- 2.** Provide Sexual Reproductive Health and Rights services for women and girls as specified by World Health Organization (WHO): provide comprehensive sexuality education; affordable and accessible range of services, as well as antenatal and postnatal care to reduce maternal mortality. Invest in advancements and increase utilization of digital tools (telemedicine, Femtech and services).
- 3.** Require that all future medical research includes both men and women, recognizing the biological and social differences. Invest in additional medical research and technology focused on women and girls, in all their diversity.
- 4.** Include women at all levels of decision-making and leadership in medical research, development and implementation of health products and services. Guarantee the presence of 50% women in high-levels of decision making and support the growth of women leaders in the health sector.
- 5.** Increase formal employment benefits for healthcare workers to create more resilience and equality, understanding that employment of women is dominant in this sector.

PRIORITY AREA #4
RURAL WOMEN



West Papua



- 1.** Remove inequities in access for rural women's meaningful participation in the economy and an added focus on inequities for women engaged in agriculture: increase inclusive infrastructure investments in rural areas by 25%, ensure women's access to transportation, water, electricity, clean energy, agricultural inputs and subsidies, connectivity, digital services, education and healthcare, by 2030.
- 2.** Ensure rural women's equal rights to resources (including equitable rights to access, control, management and ownership of land and assets) and finance, for rural women to build the green and blue economies. By 2030, develop and invest in G20-wide gender-responsive biodiversity, climate action and adaptation measures, and green skills programs.
- 3.** Provide access to and usage of digital technologies that support and advance rural women's life goals and needs: internet and mobile money, digital and financial literacy, content and services, safety, and security concerns. By 2030, halve the mobile internet gender gap in low and middle income countries¹, match or exceed private sector investment in initiatives to close the digital gender gap, and mainstream gender equality in all official development assistance (ODA) related to digital transformation, especially ensuring rural women's participation in the decision-making process.

¹ From a baseline of women being 16% less likely than men to use the mobile internet in 2022

PRIORITY AREA #5
WOMEN WITH
DISABILITIES



Manokwari dance



1. Require employers to make reasonable adjustments to promote participation of women with disabilities in the labor force. This includes mandated sex-disaggregated quotas in hiring and retaining persons with disabilities in the public sector of no less than 3%, providing additional benefits and incentives (such as tax exemptions and incentives) for private sector companies to provide accommodations.

2. Provide safe (free from gender-based violence and harassment) and accessible infrastructure for persons with disabilities in public transport, access to buildings, equal opportunities to education, employment, civic, political, economic, and cultural spheres. Provide digital technology solutions and connectivity. Include women and girls with disabilities in the decision-making, design and implementation of these solutions and launch educational campaigns to reduce stereotypes for people with disabilities that include women.

3. Train women with disabilities in technology, AI, and communications. Train educators, government leaders, frontline and emergency workers and the private sector, to help create more accessible spaces to learn, work and prosper, and launch educational campaigns to reduce stereotypes about disabilities in the workplace. Protect human rights and sexual and reproductive health and rights of persons with disabilities.

ENHANCING IMPACT

7 CROSS-CUTTING AREAS TO FOCUS
ON TO ENHANCE IMPACT ACROSS
THE W20 RECOMMENDATIONS



North Sumatra

1. Infrastructure - Non-Digital

Increasing access for women and girls to resources, finance (including ownership of land), healthcare and services; and tailored ones for rural women and women and girls with disabilities



2. Infrastructure - Digital

Increasing access to digital investments (e.g., Femtech) and digital technologies (e.g., mobile internet or internet-enabled devices)



3. Policy

Removing discriminatory policies and developing those with sex-disaggregated data, considering implications on women and girls



4. Data Transparency

Increasing visibility on gender-centric data to allow for better research and decision making



W20 2022
Enablers on
Advancing Women

5. Performance Monitoring

Solving for rigorous monitoring of performance indicators of women-centered initiatives relative to targets/milestones



6. People - Education

Equipping women and girls with the right skills to be empowered and educating societies to eliminate biases and stereotypes



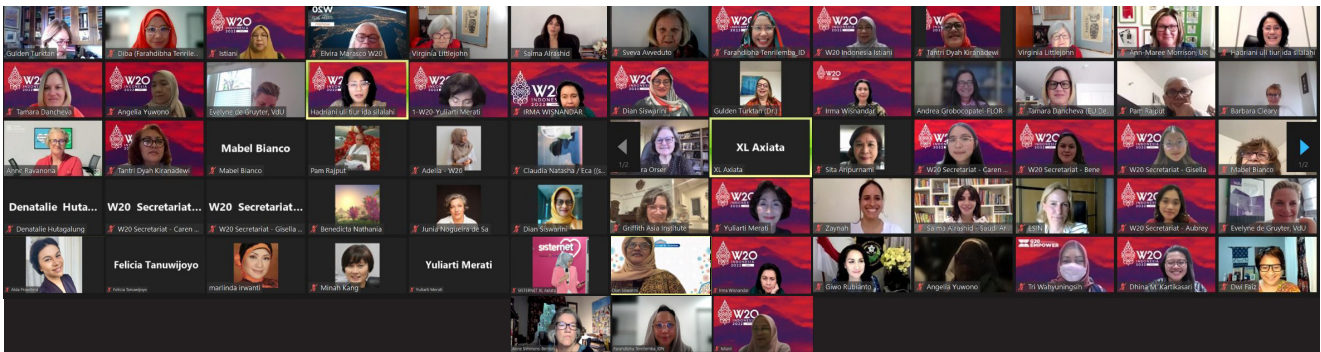
7. People - Labor & Leadership Participation

Addressing disadvantages women face in the workforce to increase participation rate such as gender pay gap, access to benefits in the formal sector, and representation in decision-making roles



We call on G20 member countries to act now and establish a clear agenda of actions to be implemented. Sex-disaggregated data must be collected, progress monitored and analyzed, and accountability taken on G20 commitments for women and girls.

THE TIME TO DELIVER IS NOW.







W20 COMMUNIQUE

2023

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ONE EARTH • ONE FAMILY • ONE FUTURE

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W20 COMMUNIQUE 2023

Women-led Development

Women 20 2023 (W20) calls upon G20 leaders to place *women and girls as the drivers* of the 2023 Presidency theme of *One Earth, One Family, One Future* — *Vasudhaiva Kutumbakam*



W20 COMMUNIQUE 2023
INDIA

We urge G20 leaders to:

- **Advance their previous commitments** in the 2022 Bali Leaders' Declaration, the “G20 Roadmap Towards and Beyond the Brisbane Target”, also referred to as the Rome Roadmap - included in the 2021 G20 Leaders' Declaration, increasing the quantity and quality of women's employment and previous G20 Leaders' Declarations regarding equality and equity for women.
- **Develop and improve National Gender Strategies** that are funded and tracked using *gender-sensitive and sex-disaggregated data*. Each G20 government to establish a *national Annual Review Mechanism* and bring in all key stakeholders and respective members of national W20 delegations to evaluate the progress, gaps and challenges.
- **Create an Annual G20 Reporting & Review Mechanism** to track implementation and the impact of the commitments made to women and girls and the results at the G20 level.

Requiring and delivering gender equality, inclusion and empowerment of women and girls in all their diversity will result in increased economic and social growth that strengthens resiliency for G20 countries.



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We recommend action across five priority areas:

1. Climate Change

Climate change and gender are inextricably linked and women should be at the heart of climate justice. All climate-related policies must take an inclusive, equal and equitable gender approach.

- **Guarantee equal representation and meaningful participation** of women in climate decision-making mechanisms, e.g., COP 28 et seq., and a gender-responsive approach in all climate change policies, including Nationally Determined Contributions (NDCs).
- **Commit that the UN Loss and Damage Fund (COP27) and adaptation finance** have a stronger gender focus to provide fiscal space for gender-just climate action and infrastructure, including climate disaster risk reduction management.
- **Leverage the Green Climate Fund** and commit direct funding to women-led projects, such as investing in climate entrepreneurship and technologies supporting net zero goals.

- **Protect and support women and children affected by climate change and climate change-induced migration and the consequences on their human rights; and track impact.**
- **Mandate gender strategies for energy infrastructure planning and decision-making to guarantee access to renewable energy for all to enable a just energy transition.**

2. Entrepreneurship

Women entrepreneurs play a crucial role in driving national economies by boosting GDP growth, creating jobs, and providing essential goods and services. Women, particularly in rural and indigenous areas, continue to face multiple legal, policy, procedural, regulatory, social, and societal barriers, as well as a lack of access to capital and financial services.

- Facilitate, promote, and incentivize **access to markets** (domestic and international) including: public and corporate procurement, national and international trade, e-commerce, access to corporate value and supply chains, and new technologies; with particular attention to sustainable and emerging sectors (space, blue, green, circular, digital technologies).
- Increase access to **finance, collateral, and capital**, for women entrepreneurs, and incentivize private, institutional, and public investors to invest in opportunities through a gender lens.

- **Promote women entrepreneurial policy frameworks and ecosystems** that will accelerate women-owned and led MSMEs' growth through all stages, encourage every country to create and fund **Women's Business Centres**, facilitate women entrepreneurs to move from informal to formal sectors in order to unleash growth and increase tax revenues.
- Encourage **Gender-Responsive Public Procurement (GRPP)** programs in G20 countries and establish their own national targets for procurement for women-owned and led MSMEs; increase gender procurements by minimum one percentage point a year with a goal of 20% by 2030.
- **Allocate a minimum of 5% of the new Global Minimum Corporate Tax**, endorsed by OECD and G20 in 2021, to fund women-owned and led MSMEs in growth sectors.
- Implement **We-Fi's Women Entrepreneurs Finance Code**; create and leverage blended finance mechanisms for women such as the **Global Blended Finance Alliance**; continue to provide the remaining funding for the \$350 million USD commitment in 2022 to We-Fi.

3. Gender Digital Divide

The digital gender gap in access, skills, leadership and research is driven by complex social, economic and cultural factors, resulting in women and girls experiencing barriers to accessing and using digital technologies. Closing this gap will result in significant social and economic gains and increase in livelihoods and GDP, both now and for future generations. G20 leaders must commit to women's full participation as key actors and decision-makers in the digital economy.

- G20 Member States must publish an annual **national G20 Digital Gender Equality Report** to demonstrate progress.
- By 2030, **halve the digital gender gap (including mobile)** by addressing barriers around affordability, literacy and digital skills, accessibility, online safety, and lack of relevant content in usage and adoption of digital technologies.
- Guarantee and put in place policies and procedures to correct and prevent digital technology/AI from creating, perpetuating, and amplifying **gender biases in data and algorithms**.

- **Provide a minimum 15% tax break, or other equivalent incentives** for women-led technology and tech-enabled start-ups; and relevant incentives/subsidies for women entrepreneurs.
- Strengthen institutional capacity and mechanisms to protect, monitor, investigate, and prosecute reports of **online abuse and violence against women and girls.**

4. Grassroots Leadership

It is critical for women to become leaders, to lead development, and act as agents of change, including at the grassroots level, and for society to embrace that mindset and the systemic change necessary for women to exercise that leadership. As such, governments, organizations, and individuals must promote grassroots leadership of women.

- Promote women's leadership by applying a **minimum quota** for one-third of women representation at all levels of governance and decision-making in leadership, with an emphasis at the grassroots levels and sustained career progression to achieve the 50% representation goal for 2030.
- Guarantee that all **recommendations/benefits for women extend and are tailored to the remote, rural and indigenous areas**, particularly important areas are: education, healthcare, gender-based violence (including online) infrastructure, climate change, agriculture, financial and digital literacy.
- Ensure the **G20 Annual Reporting and Review Mechanism** for women's leadership includes women at *grassroots level especially from remote and rural areas* from each country.

5. Education, Skill Development, & Labour Market Participation

Education is a human right. For peaceful, equitable, and prosperous societies, it is necessary to educate girls and women. The economic contributions of women must be appropriately recognized, rewarded and supported through measures that promote decent and predictable work, gender-equitable sharing of care responsibilities, strengthening public social infrastructures, and a guarantee of freedom from gender-based violence everywhere.

- **Provide equitable access to primary, secondary, vocational, and tertiary education;** increase retention in school; and deliver lifelong learning, including upskilling, for women and girls of all ages in emerging sectors and STEM/STEAM.
- **Mandate anti-bias and unconscious bias training** in the education and wider social ecosystems for all, and fund media campaigns to change gendered conceptions of care, work, and stereotypes of women and men.

- **Provide free sanitary hygiene products** and safe and sustainable sanitation practice education, in schools and higher education facilities; supported with comprehensive sexuality education (CSE) as specified by the World Health Organization (WHO); and provide an affordable and accessible range of services, including antenatal and postnatal care to reduce maternal mortality.
- **Guarantee that all research regarding health, medical devices and pharmaceuticals is conducted and analyzed equally**, and includes women at all stages of their development, including pregnancy, which influences future generations as well.
- **Adopt and enforce anti-violence legislation and workplace safety** as provided for in ILO Convention 190, and extend that protection to all other gendered violence - at home or elsewhere.

- **Legislate gender pay gap reporting for the public sector, private sector and publicly-traded firms and end gender-based discrimination in the workforce.**
- **Commit to increased funding for a universal "Basic Care Basket" supported by actions to standardize, professionalize and formalize the care economy; deliver on prior UN commitments by G20 donor countries to provide 0.7% of GNI to develop and improve care infrastructure; and implement policies that protect and improve maternity/parental benefits and support gender-equitable care responsibilities, including family leave programs.**





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