



2020 Edition



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 2020 (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 2030¹. 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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