

girls 20 SUMMIT



COMMUNIQUÉ TO G20 LEADERS

CULTIVATING A NEW GENERATION OF FEMALE LEADERS

We, the delegates of the 2016 G(irls)20 Summit, met in Beijing, China from August 2nd to August 11th, 2016 to discuss the G20 Leaders' 2014 commitment to reducing the gender gap in labor force participation by 25 per cent by 2025; and to bringing more than 100 million women into the labor force.

While G20 Leaders acknowledge the crucial role of women in achieving economic growth, the progress and process of achieving the 2014 goal are unclear. In addition to monitoring each country's contribution toward the goal, collective action must be taken so that restrictions and barriers are removed and best practices are shared and where possible, duplicated.

On Jobs & Growth:

Including the needs of girls and women in education, entrepreneurship and employment policies is integral to providing girls and women with the skills and opportunities to participate and advance in the labor force. Therefore, we propose the following:

Education:

1. Eradicate the unconscious bias that prevents girls from pursuing careers in STEM by creating a global awareness campaign;
2. Create scholarships, mentorships and support programs that encourage girls and women to pursue careers in STEM; and,
3. Adapt school curriculums to reflect changing market demands by using The 21st Century Learningⁱ methods.

Entrepreneurship:

4. Increase access to lines of credit, loans and digital financial services for female entrepreneurs.

Employment:

5. Mandate that 5% of government procurement be tendered to female-owned/led companies by 2025, and implement a transparent and accountable process;
6. Incentivise the private sector to reach at least 30% female representation on boards and at senior levels through, but not limited to, financial subsidies and tax exemptions;
7. Close the gender wage gap by requiring companies to promote pay transparency at all levels of hierarchy;
8. Ensure safe working conditions for vulnerable workers, including migrant workers and domestic household workers; and,
9. Ensure government decision-makers are gender diverse by removing factors that deter women from holding office and encouraging women to step forward to serve in government.

On Infrastructure:

Infrastructure development and improvement will increase opportunities for girls and women to acquire marketable skills and ensure a more equitable workplace for girls and women. Therefore, we propose the following:

1. Fund government expansion of digital infrastructure to ensure universal access to the Internet;
2. Foster public-private partnerships to provide technological literacy programs to help girls and women utilize digital infrastructure;
3. Install family-friendly facilities in all public and private sector buildings, such as breast-feeding rooms and changing tables in both male and female washrooms, to encourage shared parental responsibilities;
4. Eradicate gender-bias in agriculture and subsidize female-friendly equipment and training to increase the percentage of women in for-profit agriculture; and,
5. Ensure primary and secondary school is accessible to girls in underdeveloped areas, by removing geographical and financial barriers.

On Health & Social Development:

Safeguarding dignity and providing crucial support concerning health and social development are key determinants in advancing female economic empowerment and increasing female labor force participation. Therefore, we propose the following:

1. Ensure the right by law to paid parental leave and flexible working models for both women and men, in order to encourage equal parenting responsibilities;
2. Remove barriers and increase accessibility to healthcare products and services, in particular sanitary products and vaccinations, for vulnerable populations;
3. Invest in mental health services and include mental health in anti-discriminatory laws in order to increase productivity in the workplace;
4. Improve access to contraception and family planning, and ensure reproductive education is offered in schools, for both girls and boys, with an emphasis on contraception and consent; and,
5. Strengthen measures to fulfill your commitment to the UN Convention of the Elimination of All Forms of Discrimination Against Women, with an emphasis on eradicating violence against women.

Signed by:

Afghanistan, Simin Haidary; **African Union**, Finda Harriet Caillendee; **Argentina**, Marina Castellino; **Australia**, Maria Rimsha Bilal; **Brazil**, Ana Carolina Queiroz; **Canada**, Pippa McDougall; **China**, Xinyu Hong (洪昕宇); **European Union**, Marianthi Nika; **France**, Lucile Collin; **Germany**, Annika Brockschmidt; **India**, Aarushi Mehta; **Indonesia**, Giasinta Livia; **Italy**, Majda El Mahi; **Japan**, Sakura Ikeda; **Mexico**, Clarissa de la Vega; **Pakistan**, Areeba Saeed; **Russia**, Nastasya Tsultsumova; **South Africa**, Amanda Hobana; **Saudi Arabia**, Rowaida Alerwi; **South Korea**, Hee Yeon Cho; **Turkey**, İlayda Eskitaşcioğlu; **United Kingdom**, Phoebe Price; and **United States of America**, Lauren Shum.

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ⁱ <http://www.p21.org/our-work/p21-framework>