

CIVIL 20 - GENDER POLICY PAPER

Context/ G20 Commitment

The C20 acknowledges and commends G20 countries for their commitments aimed at achieving gender equality and securing the full economic empowerment of women.

In 2015, under the Turkish Presidency, the G20 established the Women20 (W20) to support the promotion of gender-inclusive economic growth. This followed a landmark commitment in 2014 by G20 countries to reduce the gender gap in labor market participation rates by 25 per cent by 2025.¹ This commitment has since sparked a number of actions and initiatives; however, challenges remain. The Hamburg Annual Progress Report on G20 Development Commitments found that, although the gender gap in labor force participation has narrowed slightly in the past few years, it remains large in a number of G20 economies and has recently increased in several countries.² In 2017, the W20 consequently released an Implementation Plan that specifically proposes G20 countries develop a plan of action to achieve this target.³

G20 have yet to make any commitments in regard to the economic participation of LGBTQI⁴ people.

The Challenge

The economic empowerment of women has been identified as a priority for many organizations and governments across the globe, including the G20. But still, in every country, women's economic choices, income and control over assets lag behind those of men. In their Global Gender Gap Report 2017, the World Economic Forum found it could take another 217 years until the economic gender gap is closed.⁵

There is both an ethical and economic imperative to achieving gender equality. Studies have shown that prevention of violence against women and protecting sexual and reproductive health and rights yields positive returns on investment and improves productivity.⁶ The International Labour Organisation also suggests that closing the gender gap in economic participation by 25 per cent by 2025 could increase global GDP by US\$5.3 trillion.⁷

Bold action is required if G20 countries wish to achieve their target of reducing the gender gap in labor market participation. The C20 challenges G20 countries to move away from traditional and piecemeal actions, and instead tackle the structural barriers that inhibit the fulfilment of women's rights. Efforts need to be accelerated and expanded, reaching into every sector, and utilizing data (collection, analysis and insights), technology, and evidence-driven approaches such as behavioral insights.⁸ To ensure accountability, activities and targets must be outlined in an action plan that looks to 2025 and beyond.

G20 countries also stand to gain from improved participation of LGBTQI people in the labor market. Harmful stereotypes and rigid gender roles, among other intersecting forms of discrimination, are having harmful impacts on LGBTQI people's education, employment prospects, and experience once in employment, where many LGBTQI people experience mental health issues, bullying, and physical and sexual assault.⁹ A 2014 study found that exclusion of LGBTQI people causes harm to the economy, while "the addition of legal rights for LGBT people is associated with higher levels of economic development."¹⁰

¹ G20. *G20 Leaders' Communiqué: Brisbane Summit, 15-16 November 2014*. 2014.

² G20 Development Working Group, editor. *Annex to G20 Leaders Declaration: Hamburg Annual Progress Report on G20 Development Commitments*. 2017.

³ Women20. *Women20 Germany 2017 Implementation Plan*. 2017.

⁴ Lesbian, gay, bisexual, trans, queer, questioning, intersex.

⁵ World Economic Forum. *The Global Gender Gap Report 2017*. 2017.

⁶ Care International. *Counting the Cost: The Price Society Pays for Violence Against Women*. 2018.; Universal Access Project. *BRIEFING CARDS: Sexual and Reproductive Health and Rights (SRHR) and the Post-2015 Development Agenda*. 2014.

⁷ International Labour Organization. *Economic Impacts of Reducing the Gender Gap (What Works Research Brief No. 10)*. 2017.

⁸ Behavioural insights is an approach to policy making that uses behavioural science to develop trials, which, if proven to be effective, are scaled up.

⁹ International Labour Organization. *Gender Identity and Sexual Orientation: Promoting Rights, Diversity and Equality in the World of Work: Results of the ILO's PRIDE Project*. 2017.

¹⁰ USAID & The Williams Institute. *The Relationship Between LGBT Inclusion and Economic Development: An Analysis of Emerging Economies*. 2014.

Recommendations

The C20 calls upon G20 countries to:

1. develop and implement an Action Plan to reduce the gender gap in labor market participation by 25 per cent by 2025, applying an intersectional approach and incorporating the recommended actions and initiatives listed below; and
2. acknowledge diversity in gender and sexuality and commit to progressive laws and policies to address specific disadvantages faced by LGBTQI individuals of all intersecting identities.

An Action Plan to Reduce the Gender Gap in Labor Market Participation

In line with W20's recommendation in 2017,¹¹ the C20 calls upon G20 governments to develop an Action Plan to reduce the gender gap in labor market participation. This Action Plan should be presented at the next G20 Summit in June 2019, with annual progress reports submitted at subsequent summits.

The Action Plan must detail the initiatives that each country will take to increase the participation of all women in the workforce, with indicators to measure progress. In order to do this, States must collect, analyze and disseminate disaggregated data on key economic indicators broken down by gender and other intersecting identity markers. To ensure transparency and the adequate financing of gender equity initiatives, G20 countries must also provide a breakdown of their financial commitment to the Action Plan.

The Action Plan must be developed in partnership with civil society, enterprises, social partners, and diverse groups of affected individuals, harnessing existing knowledge and innovative approaches (including new technologies and behavioral insights) to ensure initiatives are evidence-based and effective for all women.

Content of the Action Plan:

The Action Plan must include initiatives that:

- a) Recognize, reduce and redistribute women's unpaid and underpaid work and care. This requires increased investment in accessible and quality care services, adequate universal social protection, and investment in technologies and infrastructure (including water, sanitation and energy infrastructure) that reduce the time women spend providing care and carrying out domestic labor.
- b) Holistically commit to advancing health, education and decent work for women, including earnings, labor market security, and working conditions, as recommended in The Hamburg Annual Progress Report on G20 Development Commitments. Initiatives must:
 - o promote girl's and women's participation in STEM subjects in all levels of education;
 - o protect labor regulations, such as collective bargaining and freedom of association; and
 - o reach all women workers, including women in rural areas and migrant women.
- c) Work to eliminate gender-based violence, both online and offline, including sexual harassment in the workplace and violence based on sexual orientation, gender identity and expression, and sex characteristics. As part of this, the International Labour Organisation's forthcoming convention and recommendation on ending violence in the world of work must be ratified by G20 countries.
- d) Encourage and support women's entrepreneurship, financial literacy and inclusion. This must involve increased access to markets, capital, training and skills development (including access to affordable internet services and ICT tools and support), and the establishment of legal frameworks to address land access for women, especially widows.
- e) Ensure access to Sexual and Reproductive Health and Rights (SRHR) information and services for women and LGBTQI people. This must involve comprehensive sexuality and relationship education (including education and campaigns around consent) and access to quality sexual health services (including contraception and abortion services).
- f) Include a plan to eliminate the gender pay gap. This requires an enabling legal framework that establishes accountability mechanisms for key actors, including the private sector.
- g) Outline countries' plans to implement existing anti-corruption commitments and principles in order to address the disproportionate effects that corruption has on women, in all their diversity. The C20 also calls on G20 countries to recognize and address sexual extortion ('sextortion') by civil servants and public service providers as a gendered form of corruption and violence.

¹¹ Women20. *Women20 Germany 2017 Implementation Plan*. Recommendation 2(1). 2017.

Supporting Information

The resources below provide evidence and guidance related to recommendations in this policy paper.

Recommendation 1:

- Fragoso, Lucía Pérez and Enríquez, Corina Rodríguez. [*IMF working paper: Western hemisphere: a survey of gender budgeting efforts*](#). International Monetary Fund. 2016.
- G20 Development Working Group, editor. [*Annex to G20 Leaders Declaration: Hamburg Annual Progress Report On G20 Development Commitments*](#). 2017.
- International Labour Organization. [*Economic Impacts of Reducing the Gender Gap \(What Works Research Brief No. 10\)*](#). 2017.
- International Organisation for Economic Co-operation and Development and International Labour Organization. [*Monitoring progress in reducing the gender gap in labour force participation*](#). 2015.
- Service, Owain et al. [*EAST: Four simple ways to apply behavioural insights*](#). The Behavioural Insights Team. 2014.
- Stotsky, Janet G. [*IMF working paper: Gender budgeting: fiscal context and current outcomes*](#). International Monetary Fund. 2016.
- UN Secretary-General's High-Level Panel on Women's Economic Empowerment. [*Leave No One Behind: Taking Action for Transformational Change on Women's Economic Empowerment*](#). 2017.
- Women20. [*Women20 Germany 2017 Implementation Plan*](#). 2017.
- World Economic Forum. [*The Global Gender Gap Report 2017*](#). 2017.

Recommendation 1(a):

- De Henau, J. et al. [*Investing in the Care Economy: A gender analysis of employment stimulus in seven OECD countries*](#). UK Women's Budget Group (report commissioned by the International trade union confederation). 2016.
- UN Secretary-General's High-Level Panel on Women's Economic Empowerment. [*Driver 3 Toolkit: How to recognize, reduce and redistribute unpaid work and care*](#). 2017.

Recommendation 1(b):

- Care International. [*Counting the Cost: The Price Society Pays for Violence Against Women*](#). 2018.

Recommendation 1(d):

- BetterPlace Lab, in cooperation with G20 Germany 2017. [*Bridging the Digital Gender Gap*](#). 2017.
- Scuro, Lucía and Bercovichcepal, Néstor. [*El nuevo paradigma productivo y tecnológico: la necesidad de políticas para la autonomía económica de las mujeres*](#). Comisión Económica para América Latina y el Caribe. 2014.

Recommendation 1(e):

- Universal Access Project. [*BRIEFING CARDS: Sexual and Reproductive Health and Rights \(SRHR\) and the Post-2015 Development Agenda*](#). 2014.

Recommendation 1(g):

- Transparency International. [*Sextortion: Undermining Gender Equality*](#). 2016.

Recommendation 2:

- International Labour Organization. [*Gender Identity and Sexual Orientation: Promoting Rights, Diversity and Equality in the World of Work: Results of the ILO's PRIDE Project*](#). 2017.
- USAID and The Williams Institute. [*The Relationship Between LGBT Inclusion and Economic Development: An Analysis of Emerging Economies*](#). 2014.