

Women in the G20

- ★ Summary of the 2024 G20 Leaders' Declaration
- ★ Overview of the G20 Social actions
- ★ Summary of the G20 Gender Equality and Empowerment of Women Ministerial Meeting Chair's Statement
- ★ Topics from other Working Groups on gender equality, economic autonomy, care economy, and care systems
- ★ Topics from other Working Groups on misogyny and gender-based violence
- ★ Topics from other Working Groups on gender-sensitive climate action



MINISTRY OF
WOMEN





Women in the *G20*



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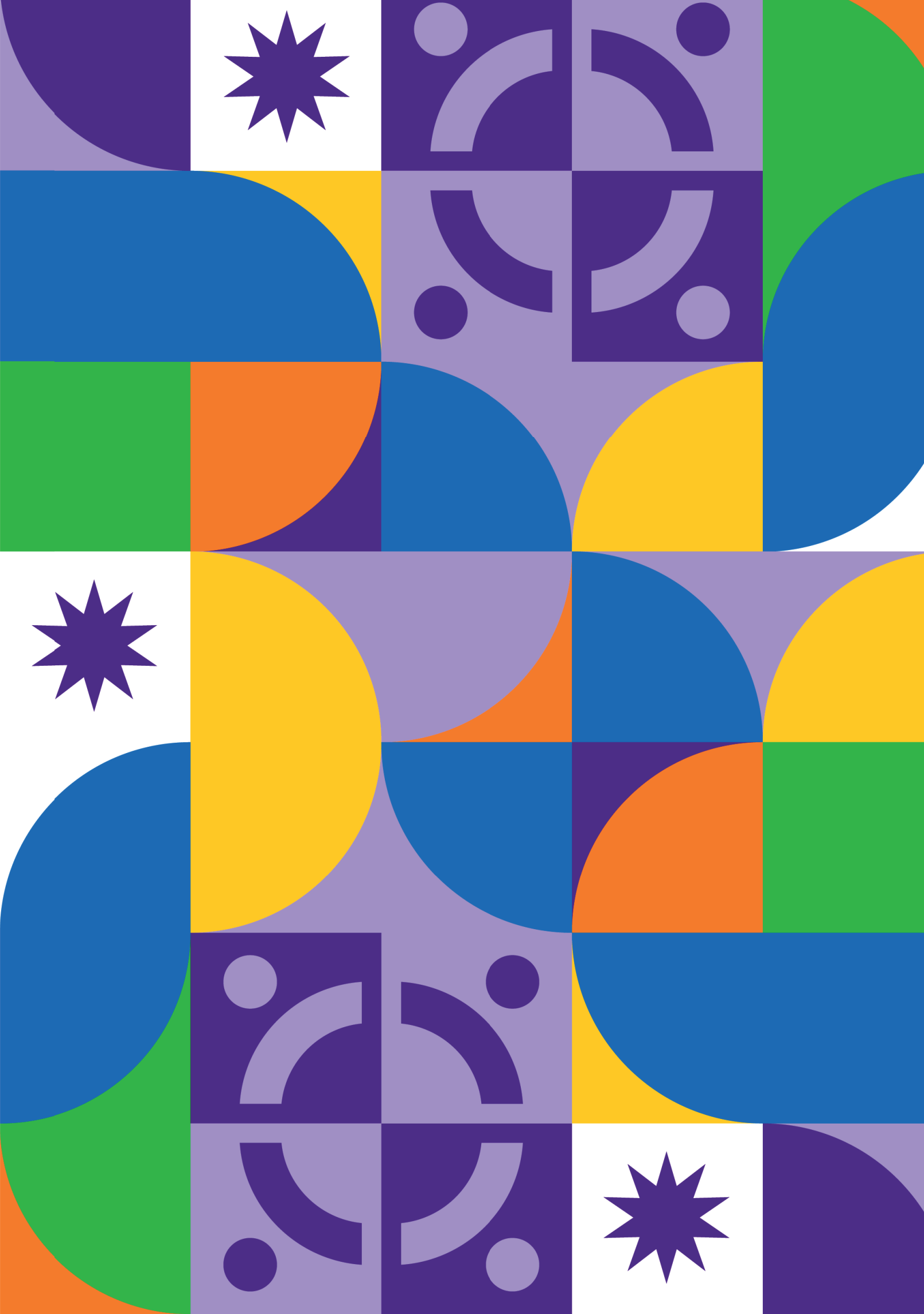
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This material was produced by the Ministry of Women of Brazil to present the initiatives and results that the Brazilian presidency of the G20 achieved in the pursuit of the rights and empowerment of women and girls around the world.

It is divided into seven sections. The first presents a summary of the G20 Leaders' Declaration of 2024, from the meeting held on November 18 and 19 in Rio de Janeiro. Then, a review with the main discussions and actions during the G20 Social Summit, held November 14 to 16, also in Rio.

Next, we list the highlights of the G20 Gender Equality and Empowerment of Women Ministerial Meeting Chair's Statement, resulting from the debates of the first year of the Empowerment of Women Working Group, coordinated by the Ministry of Women of Brazil.

Following that, we break down each of the priority topics selected by the Group into three major themes, discussed across the final documents of other Working Groups, Task Forces, the Bioeconomy Initiative, and Engagement Groups:

- Gender equality, economic autonomy, economy and care systems
- Misogyny and gender-based violence
- Gender-responsive climate action

Finally, we present a concluding section with themes from other areas that benefit women and girls.

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1. SUMMARY OF THE 2024 G20 LEADERS' DECLARATION – BRAZIL

The journey of the G20 in Brazil concluded on November 19, 2024, with the closing of the G20 Leaders' Summit, held at the Museum of Modern Art (MAM) in Rio de Janeiro.

A major milestone: the world's largest economies committed to **"gender equality and the empowerment of all women and girls"**, reaffirming the importance of the Empowerment of Women Working Group (EWWG), which met for the first time in 2024 under the leadership of the Ministry of Women of Brazil.



Photo credit: Ricardo Stuckert

According to Minister Cida Gonçalves, the publication of the Declaration including "gender equality" demonstrates the Brazilian Government's commitment to dignified lives for women and girls, placing them at the center of decisions and policies.

"Brazil's position, led by President Luiz Inácio Lula da Silva, is courageous and marks significant progress on this agenda within the G20. Women are the most affected by inequalities and climate change, while being the main caregivers for families and communities. That is, we are the center, and we are the solution," said the Minister.

Highlights from the Leaders' Declaration regarding women's issues:

**Access the full Leaders' Declaration
by scanning the QR code beside.**



In paragraph 32, the countries further affirm that:

- "We celebrate the inaugural meeting of the G20 Empowerment of Women Working Group in 2024 and reaffirm our full commitment to gender equality and the empowerment of all women and girls. We encourage women-led development and will promote their full, equal, effective and meaningful participation and leadership of women in all sectors and at all levels of the economy, which is crucial to the growth of global GDP."

- "We recognize that all women and girls face particular barriers because of various factors, such as lack of access to health care, education, career development, equal pay, and leadership opportunities. Acknowledging that gender-based violence, including sexual violence against women and girls, is alarmingly high across public and private spheres, we condemn every form of discrimination against women and girls and recall our commitment to end gender-based violence including sexual violence and combat misogyny online and offline."

- "We commit to promoting gender equality in paid and unpaid care work to ensure equal, full and meaningful participation of women in the economy, by promoting social and gender co-responsibility, encouraging and facilitating men's and boys' equal involvement in care work and challenging gender norms that prevent equitable distribution and redistribution of caregiving responsibilities."

- "As we approach the 30th anniversary of the Beijing Declaration and Platform for Action, we will strengthen our efforts to fulfill its implementation, including the outcome documents of its review conferences,"

- "We commit to implementing the G20 Roadmap Towards and Beyond the Brisbane Goal and look forward to our Ministers developing proposals with a view to establishing new G20 commitments for the post-2025 period, in particular regarding closing the gender pay gap."

- "We recognize the role of women as agents of peace."



GLOSSARY

2014. Brisbane Target

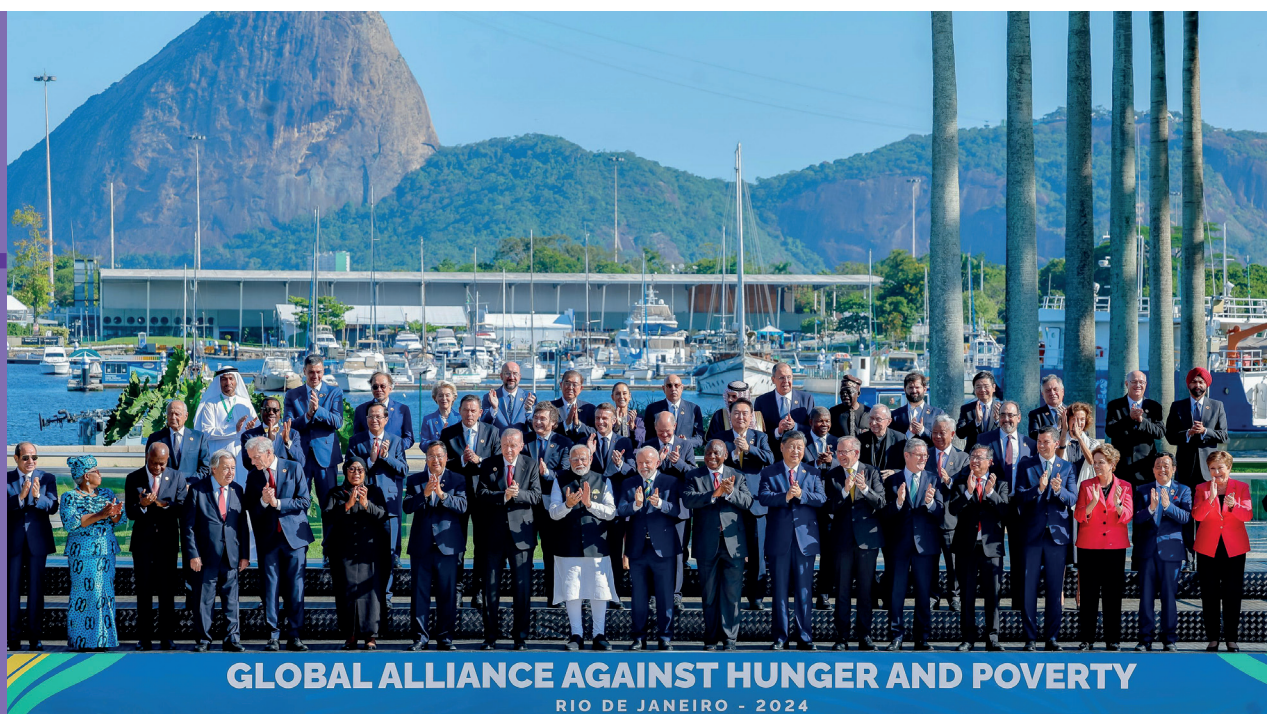
The Brisbane Target is a commitment made by G20 members in 2014 to reduce the gender gap in labor force participation by 25% by 2025. According to a 2024 ILO/OECD report, only half of the G20 countries will reach this goal.



HUNGER AND INCLUSION

In other parts of the Declaration, leaders also recognized women and children as the most affected by hunger, emphasizing commitments to social inclusion and the fight against hunger and poverty. The Brazilian presidency stood out by creating the **Global Alliance Against Hunger and Poverty**, officially launched on November 18.

Photo credit: Ricardo Stuckert



GLOSSARY

2024. Global Alliance Against Hunger

The Global Alliance Against Hunger is an international initiative proposed by Brazil and approved in July 2024, during the country's G20 presidency. This alliance aims to build a cooperation network among countries, international organizations, companies, and civil society to share knowledge, resources, and technologies that have proven effective in combating food insecurity and poverty.

During the opening speech, President Lula emphasized how social, racial, and gender inequalities deepened after the COVID-19 pandemic. According to FAO, over 733 million people were undernourished in 2024:

"Hunger is a result of political decisions that perpetuate exclusion. It's our inescapable duty to end this shameful wound on humanity. That's why launching the Global Alliance Against Hunger and Poverty was a central goal

of Brazil's G20 presidency," said Luiz Inácio Lula da Silva.

On the **Global Alliance Against Hunger and Poverty Portal**, information such as the event agenda, recent news, and instructions on how countries can join is provided, along with key documents of the Alliance, such as the **Statements of Commitment**. The **Policy Basket**, a resource of the Global Alliance, is also available, offering a range of thoroughly evaluated programs and policy tools that can be adapted to national or subnational contexts.

**Access the Global Alliance
Against Hunger and Poverty Portal
by scanning the QR code beside.**



DIGITAL INCLUSION, HATE SPEECH, AND ARTIFICIAL INTELLIGENCE

At another point, the Leaders' Declaration also acknowledges the potential of digital and emerging technologies to reduce inequalities and reaffirms the commitment to digital inclusion through universal and meaningful connectivity. *"We acknowledge the contribution of digital public infrastructure to an equitable digital transformation and recognize the transformative power of digital technologies to bridge existing divides and empower societies and individuals including all women and girls and people in vulnerable situations,"* the document states.

In line with the recommendations of the EWWG, in which the ministers and women's policy authorities of 20 out of the 21 G20 members advocate for an end to online misogyny and for closing the gender digital divide, the Leaders' Declaration acknowledges that *"the digitization of the information realm and the accelerated evolution of new technologies, such as artificial intelligence (AI), has dramatically impacted the speed, scale and reach of misinformation and disinformation, hate speech and other forms of online harms."* To address this, leaders emphasized the need for transparency and accountability from digital platforms, as well as the goal of halving the gender digital divide by 2030.

Regarding artificial intelligence (AI), the countries *"acknowledge that the development, deployment and use of emerging technologies, including artificial intelligence, can provide many opportunities to workers, but also poses ethical concerns and risks for their rights and well-being."* In relation to women, the countries agreed to *"advocate and promote responsible AI for improving education and health outcomes as well as women's empowerment."*

PAID AND UNPAID WORK

Other key topics for the Empowerment of Women Working Group concern decent work for women and the recognition of unpaid care work. In paragraph 32, as previously mentioned, the countries stated that they will promote "social and gender co-responsibility, encouraging and facilitating men's and boys' equal involvement in care work and challenging gender norms that prevent equitable distribution and redistribution of caregiving responsibilities", in addition to committing to the **Brisbane Goal**.

Furthermore, in paragraph 31, they also reaffirmed the importance of creating quality jobs and promoting decent work for all in order to achieve social inclusion, as outlined in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Among the measures highlighted to this end is the need to "to develop and implement comprehensive policies that dismantle discriminatory social and cultural norms as well as legal barriers to ensure women's equal, full and meaningful participation in our economies."

CHANGES IN GLOBAL GOVERNANCE

It is also worth noting that among the topics aimed at implementing reform in international Global Governance institutions, such as multilateral banks and international organizations, the document emphasizes that the United Nations General Assembly should be impacted by "increased nominations of women candidates for President of the General Assembly" and "gender balance in filling positions, and increasing the nomination of women for senior positions, including Secretary-General, while reaffirming that no post should be considered the exclusive preserve of any member state or group of states."



2. OVERVIEW OF G20 SOCIAL DISCUSSIONS

Among the new initiatives introduced by the Brazilian presidency of the G20 Brazil 2024 is the creation of the G20 Social — a broad space for civil society participation and contribution in discussions and policy formulation related to the Summit. In addition to the 13 Engagement Groups, the Brazilian presidency included diverse voices and expressions from social movements and civil society organizations.

GLOSSARY

G20 Social and the Engagement Groups

President Luiz Inácio Lula da Silva has emphasized that civil society must be heard in the process of building public policies — including those related to the international agenda. In this context, the objective of G20 Social was to broaden the participation of non-governmental actors in activities and decision-making processes, and to ensure that civil society contributions are reviewed and incorporated into the Leaders' Declaration..

The 13 Engagement Groups that are part of G20 Social include: C20 (Civil Society); T20 (Think Tanks); Y20 (Youth); W20 (Women); L20 (Labour); U20 (Urban/Local Governments); B20 (Business); S20 (Science); Startup20 (Startups); P20 (Parliaments); SAI20 (Supreme Audit Institutions); and the newest additions: J20 (Supreme Courts) and O20 (Oceans).

The highlight of this initiative was the Social Summit, held prior to the G20 Leaders' Summit, also in Rio de Janeiro. The event reflected the range of proposals debated by civil society from G20 member countries. It took place over three days, from November 14 to 16, and brought together more than 49,000 participants in a global dialogue on the challenges faced by contemporary society.

In self-managed activities, the Brazilian Ministry of Women was able to follow discussions focused on the rights of women and girls in the context of climate justice, addressing climate change, sustainable development, energy transition, and food sovereignty. Debates also included economic autonomy, such as pay equity and care policies; democracy and the internet; and rights related to women who are waste pickers, rural workers, Black women, and LGBTQIA+ women.

One of the thematic panels was proposed by the Ministry under the theme: "G20 and Women: Inclusive, Sustainable Economic Development." The opening session featured the Minister of Women, Cida Gonçalves, the First Lady of Brazil, Janja Lula da Silva, and Federal Congresswoman Benedita da Silva. The event also included selected representatives from G20 Working Groups and Engagement Groups, such as Maria Helena Guarezi, Executive Secretary of the Ministry of Women and Chair of the G20 Empowerment of Women Working Group; Vanessa Dolce de Faria, High Representative for Gender Issues at the Ministry of Foreign Affairs (Itamaraty); Ana Fontes, President of W20 Brazil; Tatiane Rosito, Coordinator of the G20 Finance Track; and Alessandra Nilo, Sherpa of C20 Brazil. The discussions addressed urgent topics for the economic empowerment of women, emphasizing that gender equality is a central pillar for sustainable development. Minister Cida Gonçalves also took part in the debate "Overcoming Inequalities Between Men and Women in the Labor Market: the Importance of the Equal Pay Law," an initiative by the National Forum of Women Workers of Trade Union Centers, in addition to attending both the Opening and Closing Ceremonies of the G20 Social, alongside other Brazilian ministers.



Photo credit: Dandara Lima



The massive participation of civil society demonstrated the desire for a more inclusive and just global governance. This was made even more evident in the Final Declaration of the G20 Social, a document that synthesized key consensus points around social justice, the fight against hunger, democratization of access to resources, and environmental preservation. The document was presented at the closing of the G20 Social Summit on November 16, and later delivered to G20 leaders as a reflection of the people's aspirations — placing civil society's voice at the heart of global governance.

Among the demands presented, the following are of direct relevance to women:

- The classification of the Global Alliance Against Hunger and Poverty initiative as a matter of "urgency and top priority," aligned with the UN 2030 Agenda for Sustainable Development Goals;

- The guarantee of "food sovereignty based on the production of healthy foods" (...). "Promoting healthy eating habits must be central in order to ensure socio-environmental justice, guaranteeing that all social groups — regardless of race, class, gender or origin— have equal access to environmental benefits, respecting traditional food cultures and avoiding the commodification of natural resources";

- The centrality of "decent work, in accordance with ILO standards" (...). "We stress the importance of formalizing the labor market and fostering inclusive, counter-hegemonic economies, such as the popular and **solidarity economy**, cooperatives, solidarity kitchens, and the recognition and valorization of the care economy. Ensuring access to decent jobs, social security, and protection systems for all—especially young people, Black individuals, **women**, and the most vulnerable—is essential, as is the expansion of union rights";

- "We reiterate the urgency of tackling climate change, with respect for science and the traditional knowledge of our peoples" (...). "The just transition, as a process of socioeconomic transformation towards a sustainable model, must serve as the guiding principle for replacing the fossil fuel-based production model with a low-carbon economy. This transformation must tackle social exclusion, energy poverty, and environmental racism while ensuring equitable conditions for workers, Black people, and vulnerable communities. We stress that achieving this transition demands significant investments in environmental education, social participation, and civic engagement";

- And regarding Global Governance Reform, the document advocates for a reform that "prioritize democracy and the active involvement of civil society." It stresses that "democracy is under threat" due to discourses that "spread disinformation, authoritarian and totalitarian narratives, and foster human rights violations, lies, hatred, prejudice, xenophobia, ageism, racism, and violence in social and political relations, both within nations and on the international stage."

South Africa, which assumed the G20 presidency in 2025, signaled that it will continue the Brazilian legacy by maintaining the G20 Social.

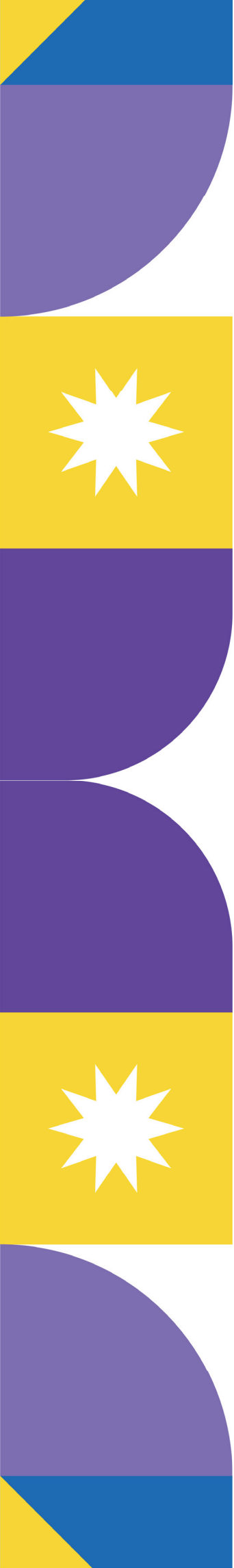
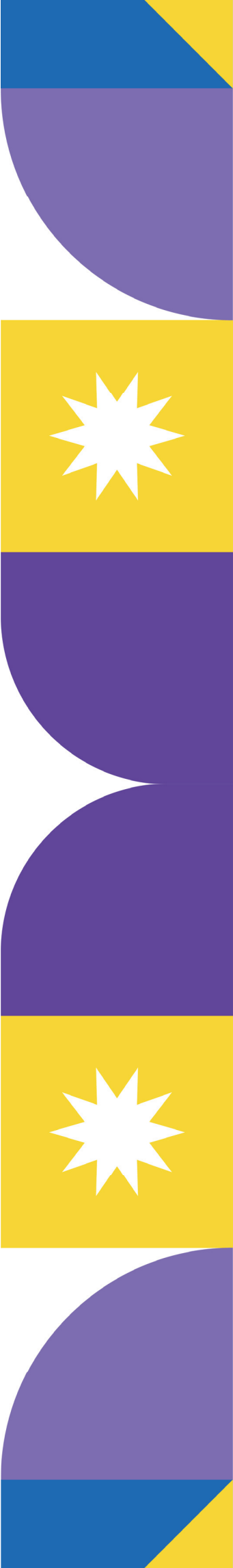


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Photo Credit: Ricardo Stuckert





3. SUMMARY OF THE G20 GENDER EQUALITY AND EMPOWERMENT OF WOMEN MINISTERIAL CHAIR'S STATEMENT

The Working Group, coordinated by Brazil's Ministry of Women in 2024, concluded its discussions on October 11 of that year with the approval of a Chair's Statement, supported by 20 of the 21 G20 members. This Chair's Statement addresses gender equality and women's empowerment and involved extensive negotiations over four technical meetings, eight online sessions, and more than 15 bilateral meetings.

The final text of the document was supported by the following members: South Africa, Germany, Saudi Arabia, Australia, Brazil, Canada, China, United States of America, France, India, Indonesia, Italy, Japan, Mexico, United Kingdom, Republic of Korea, Russia, Turkey, African Union, and European Union. The only member country not supporting the text was Argentina.

The invited countries to the Summit also participated in the negotiations: Angola, Egypt, United Arab Emirates, Spain, Nigeria, Norway, Portugal, and Singapore. The Working Group, coordinated by the Ministry of Women, also invited Chile and Bangladesh.

Finally, the international organizations that participated in the debates and decisions include: UN Women, Food and Agriculture Organization (FAO), United Nations Population Fund (UNFPA), United Nations Development Programme (UNDP), United Nations Educational, Scientific and Cultural Organization (UNESCO), International Labour Organization (ILO), Economic Commission for Latin America and the Caribbean (ECLAC), Inter-American Development Bank (IDB), Development Bank of Latin America and the Caribbean (CAF), World Bank, and World Health Organization (WHO).

In addition to the international documents that supported the G20 Gender Equality and Empowerment of Women Ministerial Meeting Chair's Statement, three global surveys were conducted: one on economic autonomy and care systems in partnership with the ILO; one on combating misogyny and gender-based violence with UNESCO; and another on gender-responsive climate actions with UN Women.

An International Seminar titled "Care Work and the Sustainability of Life and the Economy" was also held on July 9 and 10, 2024, with the participation of delegations of member countries, invited countries, and international organizations.

The Chair's Statement was also the result of a broad dialogue with 13 Working Groups from the Sherpas Track, the Finance Track, and the Women, Civil Society, Startups, Think Tanks, and Business Engagement Groups, among others.

At the end of the Ministerial meeting, a symbolic moment was held to welcome South Africa, the next country to preside over the G20, which committed to continuing the work started in Brazil to strengthen gender equality and the empowerment of women and girls.



The following content is organized into five sections, including one for each priority agenda defined by the Working Group: (1) economic autonomy and care systems; (2) ending misogyny and gender-based violence; (3) gender and climate actions; an introduction; and a section on other areas of focus.

Access the full text of the Brazilian Presidency Statement (in English) by scanning the QR code beside.



PREAMBLE

- Recognition of the need for a global approach to address the specific barriers women face in achieving full, equal, and **meaningful participation in the economy and in decision-making and leadership roles;**

- Ratification of the commitments already made by G20 members, as outlined in the **Beijing Declaration and Platform for Action**, the final documents of its review conferences, and the Sustainable Development Goals (SDGs) of the **2030 Agenda**, with particular emphasis on Sustainable Development Goal (SDG) 5 - "Achieve gender equality and empower all women and girls."

GLOSSARY

1995. Beijing Declaration and Platform for Action

The Fourth World Conference on Women, held in Beijing in 1995, was the largest and most significant, resulting in the Beijing Declaration and Platform for Action, which outlines priority areas and strategic objectives for advancing gender-sensitive laws and policies in member countries.

In 2000, the member states conducted a five-year global review of its implementation, reaffirming and strengthening their commitment to its application. The next review will take place in 2025, marking the 30th anniversary of the conference.

2015. 2030 Agenda

The 2030 Agenda is a global action plan for sustainable development, established in 2015 by the 193 member states of the United Nations and coordinated by the United Nations Development Programme (UNDP). It includes 17 Sustainable Development Goals and 169 targets to be achieved between 2016 and 2030.

SDG 5, which addresses gender equality and the empowerment of women, represents a significant step in recognizing gender equality as a fundamental human right and understanding women's empowerment as a pillar for a peaceful, prosperous, and sustainable world.

- Echoing the 2024 G20 Employment and Labour Ministerial Meeting Declaration, the document reaffirms the strong commitment of the parties to achieving the Brisbane Goal and implementing the G20 Roadmap Toward and Beyond the **Brisbane Goal**.

ON GENDER EQUALITY, ECONOMIC AUTONOMY, ECONOMY, AND CARE SYSTEMS

A) Gender Equality

- Emphasis is placed on the need to address the gender pay gap through the implementation of salary transparency schemes that promote equal pay for equal work or work of equal value, as established by **ILO Convention No. 100**.

GLOSSARY

1951. ILO Convention No. 100

ILO Convention No. 100 addresses equal pay for equal work or work of equal value between men and women. It was adopted on June 29, 1951, and came into force on May 23, 1953. Brazil ratified Convention No. 100 on April 25, 1957.

- The declaration highlights the role of quality, inclusive, and gender-responsive education in eliminating barriers, particularly those related to stereotypes, norms, attitudes, and behaviors that perpetuate gender inequalities in the labor market.

- It recommends efforts to ensure equal access to education and training that is affordable, equitable, safe, quality, and inclusive, from early childhood through to higher education for all women and girls, regardless of other factors such as disabilities, learning difficulties, or special needs.
- Regarding education, it discusses policies that promote increased entry, retention, advancement, and leadership of women in professions and careers where they remain underrepresented, especially in the fields of Science, Technology, Engineering, and Mathematics (STEM) and Economics.
- The declaration guides countries to increase efforts to halve gender digital exclusion by 2030.
- It suggests that national statistical offices strengthen the collection, analysis, dissemination, and use of sex-disaggregated data and gender statistics to support public policies aimed at reducing gender inequality.

B) Economic Autonomy

- Women and girls are recognized as the majority of people living in extreme poverty, and the adoption of the Global Alliance Against Hunger and Poverty within the G20 is praised.
- The document emphasizes the need for the inclusion of women in all sectors and at all levels of the economy, recognizing the potential impacts of this action on global GDP growth, productivity, and innovation.
- Promoting gender equality through the advancement of female entrepreneurship and the promotion of female leadership models in business.
- In this context, countries recognize the Women Entrepreneurs Financial Initiative and the importance of regional, bilateral, and multilateral coalitions and initiatives that promote women's economic empowerment and support women-led small and medium-sized enterprises.
- The declaration encourages countries to consider trade and gender-related issues when developing their new treaties and investment policies.

C) Care Economy and Care Systems

- On unpaid domestic and care work between genders, countries recognize the negative effects of this scenario on women and girls, who have little or no time for educational opportunities, paid work, participation in public and political life, and equal opportunities for leisure and personal care, including access to healthcare. Therefore, care is emphasized as a responsibility that must be shared by individuals, communities, businesses, and states across all sectors of society.
- Commitment to promoting all types of measures, initiatives, and solutions that advance gender equality in the health sector and the care economy, and improve working conditions for all, from the perspective of decent work, to build stronger health and social care systems.
- Encouragement to advance the collection of internationally comparable data on paid and unpaid care work, as well as the collection of disaggregated data on time use that accounts for all forms of discrimination.
- Finally, it proposes the continuation of the dialogue on care work

between the G20 Working Groups and calls on countries to recognize the ILO's 5R Framework for Decent Care Work and join the efforts of the **Global Care Alliance**.

GLOSSARY

2024. Global Care Alliance

The Global Care Alliance is an international initiative aimed at promoting the recognition and value of care work. This alliance, led by UN Women, brings together governments, civil society organizations, academic institutions, and other relevant actors with the goal of transforming how care work is perceived and valued worldwide. Brazil joined the Global Care Alliance in February 2024.

ON MISOGYNY AND GENDER-BASED VIOLENCE:

- The violation of fundamental rights to physical and mental health, life, and physical integrity of women and girls is denounced, as they also face barriers to access education, healthcare, justice, and participation in political and economic life under such circumstances.
- The issue of misogyny is highlighted, defined as "an expression used to designate the manifestation of hatred or aversion against women and girls". Misogyny can manifest as physical, psychological, economic, and symbolic violence, through attacks on social media, among other forms.
- The proximity of the **30th anniversary of the Beijing Declaration and Platform for Action** is recalled, reinforcing the commitment of countries to end gender-based violence and misogyny at all levels and spheres, ensuring that women and girls enjoy all human rights.
- The need for investment in and promotion of public policies aimed at preventing and eliminating all forms of gender-based violence is recognized, with the goal of expanding economic and social opportunities for women and creating safe, violence-free societies for all.
- Countries commit to combating misogyny and gender-based violence in politics and public life, as well as against women in leadership positions. It is also important to remember that gender-based violence is one of the many causes that exclude women from economic participation and the formal labor market. Therefore, the social and material costs of these violations are highlighted, as their adverse effects also impact economic growth and the prosperity of countries and the global economy.
- Emerging forms of gender-based violence are described, including violence against women and girls that occurs through or is amplified by technology. To address technology-facilitated gender-based violence (TFGBV), including the use of artificial intelligence (AI), countries suggest mapping best

practices in prevention and response based on actions developed by G20 countries.

- The commitment adopted in the Global Digital Pact (GDC) is reinforced, as part of the **Pact for the Future**, to initiate a Global Dialogue on AI Governance at the United Nations, encouraging the inclusion of women and girls' empowerment and gender equality as key topics in these discussions.

GLOSSARY

2024. Pact for the Future

The Pact for the Future is a comprehensive international agreement adopted by world leaders at the UN's Summit for the Future in September 2024. It provides a global framework to promote gender equality and women's empowerment by reaffirming the SDGs of the 2030 Agenda and emphasizing inclusion and diversity to create a more just and equitable world for all.

- Commitment to multi-sectoral legislation and public policies aimed at preventing and eliminating gender-based violence, recognizing the active role of women in building these practices.

- Commitment to integrating society in education and public awareness about gender equality, including in school curricula and through media campaigns that challenge gender stereotypes and help overcome prejudice.

- Emphasis on promoting sexual and reproductive health and rights for all women and girls, understood as essential for the prevention of future victimizations or re-victimizations.

ON GENDER AND CLIMATE ACTION:

- It is recognized that the impacts of climate change disproportionately affect women and girls, particularly those who face multiple and intersectional forms of discrimination. It is emphasized that women are often underrepresented in decision-making forums related to climate issues, yet they play critical roles in producing responses and solutions for climate change adaptation and mitigation, biodiversity loss, and disaster risk reduction, often taking the lead in these solutions within their communities.

- Highlighting the need for the full, meaningful, and equal participation and leadership of all women and girls in climate action, their fundamental role in building healthy, sustainable, and climate-resilient societies for all people is acknowledged.

- The crucial role of education and training for women and girls is reinforced to advance equal access to public and private research opportunities, including innovations for agricultural value chains.



- The need for gender-responsive climate actions is affirmed, including the strengthening of the evidence base and the use of sex-disaggregated data for gender analysis to inform policies, plans, strategies, and climate actions, as well as conducting gender impact assessments aimed at sustainable development across its three dimensions: economic, environmental, and social.

ON OTHER AREAS OF ACTION:

- Women are recognized as peacebuilders, and their participation at all levels of decision-making, including in conflict prevention and resolution, is key to building more peaceful, just, and inclusive societies based on gender equality.

- Commitment is expressed to maintaining dialogue with other Working Groups, including the Finance Tracks and the G20 Engagement Groups, as an important avenue for advancing gender equity and sustainable development. There is also a call for other Working Groups to include in their domains and final documents the progress in each area related to gender equity issues.

- Countries further commit to expanding dialogue with civil society, including women's rights organizations, women-led organizations, and feminist organizations..



4. TOPICS FROM OTHER WORKING GROUPS AND ENGAGEMENT GROUPS ON GENDER EQUALITY, ECONOMIC EMPOWERMENT, ECONOMY, AND CARE SYSTEMS

The Women's Empowerment Working Group (EWWG) acted transversally in 2024, holding continuous meetings and engagements with representatives from other Working Groups and Engagement Groups to ensure that the interests of women and girls were present in as many documents as possible.



As a result, the rights of women and girls were mentioned several times in 14 Working Groups from the Sherpa Track, in the Bioeconomy Initiative, in two Task Forces, and in the Finance Tracks, in addition to the final documents of eight Engagement Groups.

Regarding gender equality, economic empowerment, economy, and care systems, the documents delve into themes such as: reforming global governance to include more women in decision-making spaces in macroeconomics; equal access to the labor market with equal conditions and pay transparency; economic autonomy and access to land rights for rural women and women from traditional or local communities; addressing poverty, which primarily affects women and their children; care systems where unpaid household and caregiving work is shared by all members of society; inclusion of women in careers where they are still underrepresented, such as STEM (Science, Technology, Engineering, and Mathematics), economics, and foreign trade.

In the **G20 Finance Track**, for example, the final document after the 4th meeting of finance ministers and central bank governors of the G20 mentions the economic empowerment of women in the final section celebrating the 25th anniversary of this Track. It states the following:

"We recognize the cross-cutting importance of gender equality in building a just and sustainable world. In alignment with SDG 5 and the commitments established in international treaties, conventions, and declarations adopted by G20 countries, including the 1995 Beijing Declaration, we reaffirm our responsibility to advance women's economic empowerment."

GLOSSARY

Finance Track

This Track is the oldest within the G20 and addresses strategic macroeconomic issues. It is led by the finance ministers and central bank governors of the member countries and is composed of seven technical groups.

Additionally, in September 2024, the Finance Track held, for the first time, an event in partnership with the Women's Empowerment Working Group, which resulted in the publication of a report presenting 12 future action areas to empower women and girls. These areas include:

Photo credit: Audiovisual G20



1. **Strengthening collaboration between the G20 Tracks:** Enhance co-operation between the Finance Track and the Sherpa Track to ensure that gender considerations are fully integrated into global finance discussions.
2. **Enhance the Global Alliance Against Hunger and Poverty in alignment with the fight for gender equality:** Promote international collaboration to tackle hunger and poverty, acknowledging their disproportionate impact on women.
3. **Equal pay for growth and prosperity:** Implement measures to address gender pay gaps, ensuring inclusive labor market growth and fostering women's full participation in economic prosperity.
4. **Access to care services:** Prioritize investment in care services as a fundamental pillar of gender equality and women's economic empowerment.
5. **Gender-responsive public budgeting:** Promote public policies that incorporate gender perspectives into national budgeting processes to guarantee equitable resource distribution.
6. **Financial inclusion for women:** Enhance access to financial services, including banking, financial education, and credit for women.
7. **Support for women-led enterprises:** Increase access to credit, infrastructure, and support services for small and medium-sized enterprises (SMEs) led by women, encouraging entrepreneurship and innovation.
8. **Women's leadership in international financial institutions:** Promote greater representation of women in leadership roles within international financial institutions' boards and management.
9. **Gender perspectives in just transition plans:** Ensure that climate-related strategies, such as mitigation and adaptation, incorporate gender considerations to address women's unique vulnerabilities and opportunities, recognizing that women are disproportionately more affected by climate-related disasters.
10. **Gender-sensitive infrastructure planning:** Incorporate gender perspectives throughout the infrastructure development process, ensuring women's equitable access and benefit from infrastructure projects.
11. **Tax reform with a gender lens:** Push for tax reforms that address gender disparities and promote equity in taxation policies.
12. **Debt solutions with a gender approach:** Advocate for debt negotiations that consider gender impacts and aim to mitigate the disproportionate effects of financial crises on women.

In the **Sherpa Track**, at least 13 groups mentioned gender, women, and girls. The **Employment Working Group**, for example, is one of the oldest in the Sherpa Track and prioritizes developing actions to create quality jobs and promote decent work to ensure social inclusion and eliminate poverty.

GLOSSARY

Sherpa Track

The Sherpas are an ethnic group from the mountainous region of Nepal, and in the Tibetan language, their name means “people of the east.” They are the guides for mountaineers aiming to reach the top of Mount Everest. Without their skills, it would be nearly impossible to reach the summit of the mountain.

In the G20, Sherpas are the leaders of each country who lead the discussions and agreements up to the final summit with heads of state and government. The Sherpa Track includes 15 Working Groups, including the Women’s Empowerment Working Group, as well as two Task Forces and one Initiative.

During the Brazilian presidency, the **Employment Working Group** issued a Ministerial Declaration that uses the term gender or mentions women several times. Specifically, regarding gender equality, economic autonomy, and the care economy, the document states that countries support “the ILO agenda for Decent Work.”

- This includes, notably, “job creation, fair wages and income, the respect for labour rights, safe and healthy working conditions, social protection and social dialogue, with gender equality and non-discrimination as cross-cutting issues”.

- In Section 3, which deals with “gender equality and the promotion of diversity in the world of work,” countries recognize “challenges women and girls face, including the disproportionate burdens of poverty, climate change impacts, and health emergencies. These are exacerbated by pervasive structural barriers such as discrimination and gender stereotypes, limited access to quality education and training, quality jobs and decent work, occupational segregation, disproportionate share of unpaid care and domestic work, lack of adequate care policies and services, in particular childcare, and gender pay gaps”.

- To combat inequalities, countries recognize that they are “committed to developing and implementing comprehensive policies that dismantle discriminatory social and cultural norms as well as legal barriers to ensure women’s equal, full and meaningful participation in our economies”. They also affirm that they will promote “programmes and policies such as pay transparency schemes that support equal pay for equal work, or work of equal value in line with ILO Convention 100, and help tackle gender pay gaps.”

- The document calls on countries to join the International Coalition for Equal Pay (EPIC) and also encourages “cross-sectoral collaboration to reduce gender based occupational segregation and to promote fair and equal job opportunities for all.”

- Countries assert that they will increase “access to quality education, training and lifelong learning for all women and girls, including technical and

vocational education and training, particularly in underrepresented and high-demand fields of study such as, but not limited to, science, technology, engineering and mathematics."

- Countries reaffirmed their commitment to achieving the Brisbane Goal set in 2014, stating: "This target is expected to bring 100 million women into the labor market and is essential for improving the quality of jobs and career prospects for all women and girls globally."

- They also state that they remain "committed to the achievement of the Sustainable Development Goals, with a specific focus on SDG 5 on Gender Equality and the Empowerment of all Women and Girls and SDG 8 on Decent Work and Economic Growth". The countries reaffirm their efforts "towards accelerating progress on gender equality and to encourage women-led development as spelt out in the G20 New Delhi Leaders' Declaration in 2023". For this reason, they will promote "the integration of the principle of fair and equal treatment at all stages of policy-making with regard to employment and occupation and undertake effective measures to eliminate all forms of discrimination. Ensuring that employment policies are inclusive, equitable and reflect gender responsive approaches, particularly for women and girls in vulnerable situations." Finally, they will also consider "gender-disaggregated indicators in policymaking, fostering a global environment of accountability and progress. As all G20 members shall combat discrimination, in all forms, without a distinction."

- The document recognizes the "underrepresentation of women in leadership and decision-making roles across many sectors" and states that countries are committed "to adopting policies that foster transparent and equitable career progression processes and women-led development, to retain and promote women in the workforce".

- It also acknowledges that "policies should promote measures to avoid structural and systematic discrimination against women along their career paths and also address gender-biases in the world of work, including at all stages of recruitment, employment and in all forms of work". Countries will "promote the implementation of mentoring and sponsorship programs tailored to advance women's leadership within both the public and private sectors". They are also committed to "promote women's entrepreneurship, including in the digital economy, by eliminating barriers to access digital services, financial services, venture capital, and other resources".

- Regarding the **care economy**, countries recognize the importance of ensuring "access to affordable and quality childcare as a contributor to gender equality". According to the document, "the unequal distribution of caregiving responsibilities significantly impacts women's labour market participation, wages and ability to access decent work opportunities and career progression. We encourage more equal sharing of parenting and household responsibilities, regardless of gender". Countries also encourage "policies for the equal sharing of parental leave and care leave, including child and older persons' care. Such measures are crucial for promoting shared caregiving responsibilities and achieving a gender balanced approach both in the workplace and at home".



• They also recognize that “women and girls carry out a disproportionate share of paid and unpaid care work”. In this context, the document informs that countries will address “gender inequalities in care work to ensure equal, full and meaningful participation of women in our economy as well as to achieve gender equality”.

• They commit to ensuring “women’s access to comprehensive social protection benefits, including unemployment benefits, paid sick leave, and pensions, in alignment with relevant international labour standards, particularly the Social Protection Floors Recommendation, 2012 (No. 202)”.

• Countries reaffirm their commitment to “respect, promote and realize the fundamental principles and rights at work and access to adequate social protection. As AI and other technologies continue to evolve, it is also necessary to bridge digital divides, including the gender digital divide, prioritize the inclusion of people in vulnerable situations in the labour market, as well as ensure fairness, data protection, privacy, and security”.



Photo credit: Audiovisual G20




Photo credit: Guilherme Martimon/MAPA

Another Working Group concerned with women’s economic autonomy was the **Agriculture Working Group**. This Group addresses essential global agricultural issues such as food security, sustainable agriculture, technological innovation, and adaptation to climate change. It concluded its discussions in September 2024 with a Ministerial Declaration that mentions women, especially family farmers, and women from traditional and local communities.

• In the preamble, the Agriculture Group highlights “the importance of implementing tailored policies for family farmers, including small-scale farmers, Indigenous Peoples, women, and youth for the sustainable development of agriculture and food systems”

• The group highlights “the importance of promoting access to finance, innovative technologies, training, capacity development and extension services for under-represented and people in vulnerable situations to reduce inequalities, especially for women, youth, Indigenous Peoples and local



communities". It adds that "such advances need to be scaled according to local contexts to protect the environment, manage natural resources, mitigate and adapt to climate change, revitalize rural areas, address the lack of generational renewal, promote the economic autonomy of rural women, increase access to markets, create decent jobs, and thus generate social equity and the sustainable transformation of agriculture and food systems".

The **Development Working Group**, responsible for developing an agenda focused on poverty reduction, published a **Ministerial Declaration** titled "Leaving no one behind: G20 Development Ministerial Declaration for reducing inequalities". This document mentions women in the following ways:

- In paragraph 4, the document states that "all people, irrespective of gender, age, race, ethnicity, origin, religion, geographic location and other status (...)" should have access to essential services to meet their basic needs, decent work, and other social and economic opportunities that ensure their full, equal, effective, and meaningful participation in society.

- In paragraph 9, the document recognizes the G20's cooperation as strategic for accelerating progress on the SDGs, particularly SDG 5, which addresses the empowerment of women.


- Paragraph 10 commends the creation of the **Empowerment of Women Working Group** and advocates for investment in the care economy and the promotion of **Micro, Small, and Medium Enterprises (MSMEs)** owned by women. It reaffirms the commitment to eliminating gender stereotypes and biases, pledges to enhance the full, equal, and effective participation of women as decision-makers, and reaffirms that gender equality is a cross-cutting issue. It also stresses that investing in the empowerment of all women and girls has a multiplier effect on the 2030 Agenda.

In the fight against poverty and inequalities, a major victory for Brazil was the approval within one of the **Task Forces**, the **Global Alliance Against Hunger and Poverty**. The Brazilian presidency of the G20 published the **Foundational Documents** for the creation of this Alliance, which mentions women and girls.

GLOSSARY

Task Force

The Task Forces that operated in 2024 within the G20 combine efforts from both the Finance Track and the Sherpa Track. In total, three Task Forces were active: the Joint Finance and Health Task Force, the Global Mobilization Against Climate Change, and the Global Alliance Against Hunger and Poverty.



- In paragraph 3, the document expresses “deep concern for the state of food insecurity and malnutrition across the world” and presents data indicating that 733 million people faced hunger in 2023. Additionally, it points out that 26.7% of women globally faced food insecurity that year, compared to 25.4% of men, revealing a “gender gap at the global level.”

- In paragraph 5, the document acknowledges that “the fight against hunger, poverty, malnutrition, and inequalities can be accelerated with progress in achieving gender equality and empowering women and girls, in line with SDG5. Women and girls in diverse situations and conditions are disproportionately affected by hunger and malnutrition due to various socioeconomic factors, including gender stereotypes and biases, norms, attitudes and behaviours that perpetuate gender inequality, disrupted access to livelihoods and care responsibilities, among other factors. The division of labour in most societies assigns most of the unpaid care work, including childcare, long term care, preparation of meals, subsistence farming and purchase of food to women and girls. Women are actively engaged across agriculture and food systems as producers and entrepreneurs. The persistence of discrimination against women in access to land, finance, the labour market, social protection and to decision making power, including in politics, constitute fundamental barriers to achieving a world free of hunger, malnutrition and poverty.”

- In paragraph 15, the document encourages all countries to “make efforts to design, implement and mobilize funding for such policies” ensuring “a gender-sensitive approach.”

- In paragraph 6 of the General Section of the document, it recognizes “high value and positive impact of quality implementation of national and local country-owned, inclusive policy instruments and programmes, focused on the poorest and most vulnerable, in the fields of poverty reduction, social protection, food security and nutrition, gender equality, decent work in the agri-food sector, skills development, family farming and smallholder agriculture, food systems transformation, health and care services and resilience building.”

- In the section presenting the Inclusion Criteria, Item D highlights that the instruments should particularly benefit subgroups of the population most prone to facing inequalities and intersecting vulnerabilities, including women and girls.

- In Item E, the document states that a criterion should be to “contribute to addressing discrimination against women that leads to poverty, hunger and malnutrition such as differences in the prevalence of moderate or severe food insecurity between men and women; absence of women equal rights to economic resources”, as well as “to recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate (SDG 5.4).”

- Still in Item E of the Inclusion Criteria, it is stated that the policies of the Alliance should primarily target smallholder farmers, and among them, “those more likely to be left behind (e.g. women, youth, elderly, indigenous populations, communities which are land-locked or living in isolated areas,

pastoralists, fishers, forest dwellers)."

- Finally, in the section on Operational Principles, the document states that the Global Alliance must "ensure due consideration of specific circumstances and people in vulnerable situations," with special attention to women, among others.

It is also impossible to mention the topic of women's economic autonomy without detailing the final document, the Communiqué, from the Engagement Group that is part of the **G20 Social**, W20 (Women20).



Photo credit: W20

The "W" here stands for "Women" in English. This Engagement Group is composed of women from academia, entrepreneurship, and civil society sectors. Its goal is to develop recommendations for public policies aimed at the economic empowerment of women. For this reason, the entire document pertains to women, and we recommend reading it.

Read the full W20 Communiqué by scanning the QR code beside.



• In addition to citing agreements from the last nine summit declarations, which were also mentioned in the **Brazilian Presidency's Declaration on Gender Equality and Women's Empowerment of the G20** — such as the Brisbane goal of 2014 (25x25) and the halving of the gender digital gap by 2030, among others — the W20 Communiqué suggests the creation of a standardized **G20 Gender Outcomes Dashboard**, where the progress of investments made by G20 members on the topic can be measured with absolute transparency and annually.

• Regarding women entrepreneurs and access to financing, the W20 points out that gender balance in entrepreneurship could amplify global GDP by 3 to 6%, which equals US\$2.5 to 5 trillion. Therefore, it recommends:

- > Developing financial instruments and policies, laws, and support structures for entrepreneurship that utilize blended finance to engage banks and public, private, philanthropic, and multilateral institutions;
- > Collecting and monitoring sex-disaggregated data on grants, loans, debt financing, gender bonds, and equity-based financing;
- > Increasing women's access to domestic and international markets through public procurement (Gender Responsive Public Procurement, GRPP) and corporate purchasing;
- > Facilitating women's involvement in external markets through trade fairs and targeted interventions;
- > Ensuring tax incentives for investors to support women entrepreneurs, including tax deductions, credits, capital gains tax exemptions, and government contributions.

• Another priority of the W20 is investment in Care Systems. For this Engagement Group, it is a necessary investment to achieve the 2030 Agenda's Sustainable Development Goals numbers 3, 5, 8, and 10. Among the recommendations on this topic are:

- > Reduce and promote an equal redistribution of unpaid care work by "implementing government policies that integrate education, health-care, and social services to support caregivers and provide inclusive, high-quality, and affordable care that is accessible to all, with a focus on children, older persons, persons with disabilities, and other dependents";
- > "Reward paid care work and provide greater dignity for providers by actions and policies that promote fair employment practices, decent work, and social protection";
- > Increasing critical and sustainable public investments in comprehensive care services and infrastructure, work towards affordable care systems, and support public-private funding models and innovative technological solutions."

• The W20 also suggests mandatory paid parental leave schemes to ensure that all countries meet a minimum of 14 weeks of maternity leave (the standard used in ILO Convention 183), contributing to long-term economic growth; and 4 weeks (including non-transferable rights) for a second caregiver, promoting shared responsibility and better work-life balance. For countries that meet or exceed the minimum standard, they should maintain the

current benefit.

It is worth highlighting that another Engagement Group also extensively addressed the need for the socialization of care work, the T20. The "T" in T20 refers to "think tanks," a term used to refer to the research centers of the G20 member countries and invited organizations. In Brazil, one of the think tanks coordinating the debates of the Group is IPEA – the Institute for Applied Economic Research. The Communiqué of this Group mentions women:

- In the section on specific recommendations for Fighting Inequalities, Poverty, and Hunger, the T20 points out the "fighting gender discrimination and inequalities and rethinking the care economy" as a critical issue that will contribute to progress and the achievement of the SDGs of the 2030 Agenda. For the T20, care work should be "socialized" through the strengthening of services and public policies.

- The T20 also suggests the creation of a "global initiative on data generation to allow the qualification and quantification of systemic inequalities". This effort "should consider different perspectives on inequality and take into account gender, race, and ethnicity elements".

The C20, an Engagement Group that unifies civil society organizations, in turn, suggests that countries conduct an exact measurement of the "contribution of unpaid care work" in order to reduce the inequality of responsibilities assigned to women and girls, across all their diversity. The C20 document further advises the equitable redistribution of these responsibilities between women and men, families, and the state.

The Health Working Group also addressed care, but from the perspective of paid care work. In Brazil, it was coordinated in 2024 by the Ministry of Health and concluded discussions at the end of October with a Ministerial Declaration recognizing women's demands. The document recognizes the need to provide means for "adequate support for health professionals with high exposure to stress."

Photo credit: Audiovisual G20



• It also acknowledges “the urgent need to tackle inequalities in the healthcare sector, emphasizing the critical role of women as health workers and within the care economy.” According to the document, women represent 70% of healthcare professionals worldwide but occupy only 25% of leadership positions. They also face a wage inequality of up to 24 percentage points compared to men working in the sector. To change this reality, the members point to the need for labor laws that “includes supporting labor standards using a gender-based and inclusive approach for strengthening health worker rights, based on the respect for fundamental principles and rights at work, such as through collective bargaining, pay equity, social protections, and safe working conditions, including prevention of violence, discrimination, harassment and their monitoring.”

Another **priority of the W20 (Women20)** related to women’s economic autonomy concerns their inclusion in STEM careers – science, technology, engineering, and mathematics. According to the W20, referencing UNESCO, “only 35% of global enrollments in higher education in STEM are women”. For this reason, the Group recommends developing gender-equitable AI (artificial intelligence) technologies through research funding and collaboration; allocating scholarships and financial support, especially for women in disadvantaged circumstances, so they can pursue STEM education at all levels; creating employment opportunities (including return-to-work programs); and developing recruitment, retention, and career progression strategies to promote women leaders in STEM.

The inclusion of women in STEM careers was also suggested by the Youth Engagement Group (Y20). This Engagement Group enables dialogue among future leaders of G20 countries so they can contribute to public policy formulation. The Communiqué of this Group references women and includes a specific section on Inclusion and Diversity, which contains most of the recommendations. Among them are: the creation of a “permanent fund to finance national and international associations that promote girls’ education in STEM disciplines,” encouraging initiatives that combat stereotypes, and establishing mechanisms that facilitate access to bank credit through government subsidies to reduce barriers for women entrepreneurs in STEM.

Other specific career areas for women were highlighted by different Working Groups from the Sherpa Track, such as Research and Innovation, Tourism, Culture, and Trade and Investment.

The Research and Innovation Working Group is a new initiative introduced by the Brazilian presidency and was established in 2024, concluding its discussions in September of that year. Its objective is to advance access to and transfer of technology to developing countries. As a result, the countries published a Ministerial Declaration and a series of G20 Recommendations on Diversity, Equity, Inclusion, and Accessibility in Science, Technology, and Innovation. In this context, the use of the term “gender” and references to women are as follows:



- The document states that “diversity, equity, inclusion, accessibility, and sustainability must be at the core of Science, Technology, and Innovation (STI) initiatives and must encompass economic, social, environmental, gender, and race/ethnicity aspects, as well as the inclusion of vulnerable and underserved groups, Indigenous Peoples, and local communities, especially in the conservation, restoration, and sustainable use of biodiversity, sustainable development, and climate action.”

- Within the recommendations, the document highlights the need to “advance diversity, equity, inclusion, and accessibility in Science, Technology, and Innovation (STI),” meaning to ensure that, without any form of discrimination, all people have equal opportunities for the education and training necessary to qualify for careers in research and development. It also means “closing the gender gap in science.”

The **Tourism Working Group** aims to promote sustainable development in the sector, focusing on international cooperation and the strengthening of multilateral institutions. The Group’s discussions during the Brazilian presidency concluded in September 2024 with a reference to women in the Ministerial Declaration, in which the countries acknowledge “the need for inclusive training opportunities, ensuring that youth, women, people in vulnerable situations, local communities, and Indigenous Peoples, as appropriate, have access to professional development in the tourism sector.”

The **Culture Working Group** aims to foster discussions and actions that leverage the transformative power of culture in society, its impact on the economy, and on sustainable and inclusive development, as well as to promote a culture of peace and harmony among peoples. One of the recommendations in this Working Group’s Ministerial Declaration is to promote “a more inclusive and equitable society through the promotion of artistic and cultural education, including fostering opportunities for all, with a particular focus on children, youth, women, and people in vulnerable situations.”

The **Trade and Investment Working Group**, in turn, seeks to promote global trade growth and cooperation in investment policies, supporting multilateral negotiations and inclusive global value chains. It concluded its discussions in October 2024 and approved a series of principles to guide countries in implementing policies that align international trade with sustainable development goals. An entire paragraph is dedicated exclusively to women’s

inclusion in international trade, marking the first time the Group prioritized women's participation:

"We welcome the efforts mentioned to increase women's participation in international trade. We also recognize the role that disaggregated data can play in the formulation, implementation, review, and adjustment of trade policies aimed at overcoming the barriers faced by women in international trade. Similarly, we acknowledge that effective and voluntary monitoring mechanisms can be critical for the successful implementation of inclusive trade policies for women. While recognizing the different approaches G20 members may take, we emphasize the value of international cooperation in this area and remain committed to promoting women's participation in international trade at all levels and across all sectors, striving to ensure that the benefits of global trade are shared more equitably."

In addition, this Working Group produced a compendium document focused exclusively on good practices for the inclusion of women in international trade. The document spans 86 pages and presents an overview of public policies on this topic in 31 countries, including Brazil.

The inclusion of women in international trade was also a key issue highlighted in the final document of the B20, the Business Engagement Group that brings together around 1,200 business representatives and connects the business community with G20 governments. The final Communiqué of this Group was hand-delivered to President Lula in August 2024. With over one hundred pages, it references women and gender-related issues dozens of times.

In the specific section of the "Women, Diversity and Inclusion in Business Action Council" of the B20, the document addresses the question "Why are women, diversity, and inclusion in business important?" by proposing three policy recommendations for the G20: increase the participation of underrepresented groups, including women; enable an equitable work environment; and promote an inclusive environment for the future of the workforce.

- The B20 also emphasizes the "promotion of digitalization in trade processes to improve efficiency, transparency, and the provision of trade finance solutions, especially for least developed countries (LDCs), micro and small enterprises (MSEs), and women entrepreneurs."

- It suggests promoting an inclusive workplace, which includes increasing the representation of women in political and decision-making positions and expanding paternity and caregiver leave policies.

- As a recommendation to make trade and investment more efficient, the B20 suggests "establishing better conditions to unlock funds to finance trade, especially for LDCs, MSEs, and women."



- In this sense, one proposed Action Policy is to “increase access to international trade finance and export credit by facilitating the digitalization of trade and trade finance, including the establishment of an enabling regulatory framework for trade finance, and by strengthening government export credit programs to support access to international trade for LDCs, MSEs, and women.”

- It also suggests “improving working conditions for underrepresented groups (based on gender, age, minority status, among others), informal workers, and migrants.”.

- Another Action Policy proposed by the B20 is to “address the structural challenges faced by women—equal and fundamental rights, the care economy, family caregiving leave, and disparities in healthcare services—while paying special attention to intersectionality.”

- The B20 also commits, through the SheLeads initiative, to “increasing the representation of women in both leadership and the B20 membership to reduce gender inequality”; “raising the proportion of women in Task Forces by at least 2 percentage points in leadership and 1 percentage point in membership each year, reaching 50% female representation in both groups by 2023. For South Africa, this means a minimum of 41% women in leadership and 45% among Task Force members”; and “working with future B20 cycles to further increase women’s participation.”

- Additionally, through the Women in Trade initiative, the B20 commits to collaborating with the G20 “in the production of knowledge and advocacy for inclusive trade policy to increase women’s participation in international trade”; “promoting the implementation of trade policies to enhance women’s participation in global trade by integrating the women’s agenda into the G20’s Trade and Investment framework”; and to “working with the G20 Trade

and Investment Working Group to help develop trade policies that eliminate gender inequality."

The **T20**, representing **Think Tanks**, also addressed the topic of women in international trade and recommended the creation of a consultation platform within the G20 to promote interactive dialogue between women in the sector and women policymakers.

"This action should standardize definitions and methodologies while simultaneously taking into account intersectional factors such as race and class, as well as emerging issues on the sustainability agenda."



5. TOPICS FROM OTHER WORKING GROUPS AND ENGAGEMENT GROUPS ON MISOGYNY AND GENDER-BASED VIOLENCE

The **Women's Engagement Group (W20)** addressed the issue of combating violence against women most extensively, making it one of the five priority topics in its Communiqué. According to the W20, violence against women and girls comes with an economic cost estimated at up to 3.7% of global GDP, which includes healthcare expenses, legal proceedings, and lost productivity due to survivors' reduced ability to work. To tackle violence, the W20 recommends:

- "Developing, reviewing, and enforcing policies, legislation, regulations, and support structures to protect women and girls and to prevent impunity and secondary victimization in cases of femicide and gender-based violence in all its forms";
- Investing in evidence-based, gender-transformative educational policies and programs starting in early childhood to shift harmful gender norms, social norms, and stereotypes;
- Sustaining and increasing well-coordinated, ongoing funding for prevention, protection, early intervention, and response services;
- Ensuring the collection, analysis, and dissemination of official national data.

Another Engagement Group that addressed violence was the **Youth20 (Y20)**, in the section of its Communiqué on **Diversity and Inclusion**. The Y20 advocates for combating "all forms of violence (physical, sexual, verbal, emotional, cyber), as defined by SDG 5, particularly against girls, women, and people in vulnerable situations, through the development of programs that ensure safe virtual, public, and private spaces."

They also suggest the promotion of "awareness campaigns to combat systemic discrimination and overcome inequality."

The B20, the Business Engagement Group, mentioned the increased risk of violence against women and girls in the context of displacement due to climate change, linking the fight against gender-based violence to the next prio-



Photo credit: Audiovisual G20

rity topic from the Women's Empowerment Working Group—climate action.

This was also echoed in an annex document from the Development Working Group of the Sherpa Track, the "G20 Call to Action on Strengthening Drinking Water, Sanitation, and Hygiene (WASH) Services," which mentions women. In this document, countries acknowledge that universal access to WASH will help achieve SDG 5, since "women and girls are often responsible for collecting and providing water, which can be a time-consuming task that puts them at risk of injury, threats, and acts of violence and harassment, including gender-based violence."

The Employment Working Group of the Sherpa Track issued a Ministerial Declaration in which countries committed to combating all forms of violence and harassment in the workplace, "in accordance with ILO Convention C190, and to promoting equal opportunities and treatment, as well as eliminating all forms of discrimination, in line with the ILO Centenary Declaration for the Future of Work, by promoting strong mechanisms for communication and for resolving complaints related to discrimination and violence, including those based on gender."

The declaration also states that "safe workplaces free from all forms of violence and harassment will enhance women's participation in the workforce and their economic empowerment, in addition to promoting sustainable and inclusive growth across all economies."

A key theme from the Brazilian Presidency's Declaration, emerging from discussions in the Women's Empowerment Working Group, is technology-facilitated gender-based violence or online misogyny. A similar concern was raised in the Ministerial Declaration of the Digital Economy Working Group, which addresses topics related to connectivity, digital government, information integrity, and artificial intelligence.

The final meeting of the Digital Economy Working Group took place in September 2024. The group advocates for promoting information integrity "through various approaches, in ways that are consistent with international law and applicable legal frameworks, with the meaningful participation of all stakeholders." According to the document, this is essential for ensuring "societal resilience against disinformation and misinformation," as well as for mitigating the risks of online harm, "which disproportionately affect women and girls."



Photo credit: Audiovisual G20

6. TOPICS FROM OTHER WORKING GROUPS AND ENGAGEMENT GROUPS ON GENDER-SENSITIVE CLIMATE ACTION

The issue of climate action—like the empowerment of women and girls—emerged as a cross-cutting theme in various documents, whether from Working Groups, Task Forces, or G20 Social Engagement Groups. When seeking the intersection between gender and climate action, relevant content was found across seven Working Groups, two Task Forces, the Bioeconomy Initiative, and three Engagement Groups.

The W20, for instance, highlights that the two topics are “intrinsically linked” and that “G20 members are responsible for 75% of global greenhouse gas (GHG) emissions.”

According to this Engagement Group, it is necessary to:

- “Ensure a gender-responsive approach in all climate change policies, strategies, tactical plans, actions, and Nationally Determined Contributions (NDCs), ensure meaningful representation of all underrepresented and disadvantaged women, and include the knowledge of Indigenous women”;
- “Invest in gender-just climate finance and implement direct funding for women-led projects and businesses in the climate sector”;
- “Integrate a gender perspective in disaster risk reduction and management through the implementation of early warning systems. Empower more women in disaster response mechanisms and place them in leadership roles during evacuation efforts”;
- “Ensure equitable representation of women as decision-makers and negotiators at the Conference of the Parties (COP) and all other multilateral climate change meetings.”

The C20 also reinforced the importance of women’s inclusion in a new global governance framework, especially regarding climate and territorial decisions.

- “Ensure gender-equal representation of women, in all their diversity, in the governance of multilateral and national economic, social, and environmental institutions, while also guaranteeing interdisciplinary and gender-sensitive external, economic, and climate policies. Strengthen community leadership and resources, ensure coherence between internal and external policies, and particularly recognize Indigenous women as guardians of the land and ecosystems.”

These recommendations align with the Ministerial Declaration of the Disaster Risk Reduction Working Group, which addresses critical issues related to crisis and disaster management on a global scale. This group concluded its debates in late October with a document titled “Reducing Vulnerabilities and Addressing Inequalities.” Women are mentioned in the following instances:



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- Members pledge to prioritize “addressing inequalities through inclusive, country-specific initiatives that take gender issues into account, include people with disabilities and society as a whole, and strengthen the leadership of local communities, Indigenous Peoples, women, and youth to reduce risks and build resilience.”

- They recognize “the role that local communities—including women, youth, the elderly, and people with disabilities, as well as Indigenous Peoples—can play in disaster risk reduction efforts.” For this reason, they commit to “promoting, where appropriate, practices such as community engagement, local leadership, and participation in disaster risk governance that reduce vulnerabilities and support sustainable recovery.”

The document outlining the creation of the **Global Alliance against Hunger and Poverty**, in paragraph 28, discusses financial instruments for climate and disaster risk. It emphasizes the need to link them to adaptive social protection systems, stating that these systems “can enable resilience and adaptation to climate change, as well as faster, more cost-effective, and predictable responses to climate-related shocks and disasters.”

- “As we promote a G20 review of the operations of multilateral climate and environmental funds, considering their crucial role in supporting sustainable, inclusive, and just transition pathways, we invite climate funds, facilities, and financial mechanisms for climate adaptation, disaster risk reduction, and loss and damage response to consider, within their existing mandates

and objectives, increasing their support to national adaptive social protection mechanisms."

- Furthermore, the document encourages countries to strengthen the role of these mechanisms in their national plans for climate, disaster risk reduction, and biodiversity. "These adaptive social protection programs can include scalable initiatives to support poor populations and groups most vulnerable to climate change—including all women and girls in various conditions and situations, small producers and family farmers, and persons with disabilities."

In the financial context of climate crisis response, the T20 Engagement Group advocates for accessible and affordable climate and sustainable development financing through Multilateral Development Banks and Climate Funds. This financing should be based on inclusive, needs-based policies to ensure funds reach the countries and communities that need them most. This means establishing favorable financing allocation criteria that prioritize vulnerable and low-income countries, disadvantaged groups such as women and Indigenous Peoples, and small businesses—while also considering their adaptation and mitigation needs.

In this regard, the Environmental and Climate Sustainability Working Group is responsible for discussing adaptation to extreme climate events; payments for ecosystem services; oceans; as well as waste and circular economy. The group concluded its discussions in early October 2024 with the publication of a Ministerial Declaration that mentions women in two topics—one on oceans and another on waste management:

- In this document, countries committed to "raising awareness, building capacity, and facilitating and encouraging the meaningful participation of Indigenous Peoples, local communities, coastal communities, women, and youth in ocean and coastal conservation and restoration, decision-making, and management efforts."

- They also stated they would promote policies for the creation of decent work and high-quality jobs, as well as economic and social empowerment and protection of the workforce in the waste management sector, "including workers in cooperative environments, particularly waste pickers, women, local communities, and Indigenous Peoples along the value chains."



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The **Task Force for Global Mobilization against Climate Change** promoted dialogue between governments, financial institutions, and international organizations, in addition to macroeconomic and financial alignment for the implementation of the goals of the Paris Agreement. The final document of this Task Force included conclusions with one section mentioning women and an annex that also references them.

According to the document, from a social and economic perspective, national and sectoral transition planning can incorporate climate action into broader sustainable development strategies to achieve the SDGs under the 2030 Agenda, leaving no one and no country behind. This includes prioritizing the reduction of poverty and inequality, as well as providing specific measures to support Indigenous Peoples, local authorities, communities, workers, youth, women, trade unions, and other groups, in order to promote social dialogue and respond to needs.

In Annex A, "Framework for Transition Planning and National Platforms," the document suggests that country platforms should be designed based on national climate trajectories and should consult "all relevant stakeholders, such as Indigenous Peoples, local authorities, communities, workers, youth, women, trade unions, and vulnerable groups."

On sanitation and water management, paragraph 12 of the Development Working Group Declaration highlights that sanitation and sustainable water management policies must prioritize women and be inclusive, integrated, sustainable, and gender-sensitive, "to build resilience to the impacts of biodiversity loss, climate change, environmental degradation, waterborne diseases, disasters, and pollution, in order to achieve better health, education, and socioeconomic development outcomes."

The group also published an Annex titled "G20 Call to Action on Strengthening Drinking Water, Sanitation and Hygiene Services," where women are mentioned again.

- In topic (A) of the "Call to Action," countries reaffirm the commitment to "lead by example in building and strengthening WASH systems," WASH being the English acronym for Water, Sanitation and Hygiene. They state that "it is essential for WASH solutions to be gender-sensitive and to ensure the inherent dignity of all women and girls in diverse situations and conditions." The document also encourages "women-led development" and commits to "improving the full, equal, effective, and meaningful participation of women as decision-makers, including in the development and implementation of national WASH policies, plans, and strategies."

- Next, in topic (B), the document states that countries support the creation of gender-responsive budgeting strategies and that "making financial resources available, using and directing existing financing more effectively are essential actions to directly benefit all women and girls in diverse situations and conditions, groups and individuals in vulnerable situations, including Indigenous Peoples and local communities, who are disproportionately affected by the impacts of water scarcity, water-related risks (such as floods and droughts), and poor water resource management and access to safe drinking water, sanitation, and hygiene."

• In topic (D), the document states that countries will promote and invest in “WASH services in the health and education sectors and in workplaces,” and also encourage “greater inclusive community involvement.” According to the document, “this can encourage personal, household, and community hygiene practices, including menstrual health management, paying special attention to the needs of all women and girls in diverse situations and conditions and those in vulnerable situations.”

Regarding food security, the Agriculture Working Group recognizes in its document that it is “vital to improve market and supply chain access for women, family farmers, including smallholders, Indigenous Peoples, and local communities.”

Among the topics on resilient food systems, there is recognition that family farmers, including smallholders, Indigenous Peoples, and local communities—as well as women and youth—are essential to ensuring food security and play a central role in the sustainable management and use of natural resources and biodiversity conservation. For this reason, countries state that “it is imperative to prioritize locally adapted and locally led solutions and to develop specific policies with the meaningful and effective participation of these groups.”



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As for the energy transition, the dedicated Working Group prioritizes discussions on the global shift toward clean and sustainable energy sources and pathways for a just, accessible, and inclusive energy transition. The group concluded its debates in October 2024, with the approval of “Principles for Just and Inclusive Energy Transitions,” including a principle to “incorporate intersectional perspectives on gender equality, including women’s empowerment, age, race, ethnicity, and those in vulnerable situations, in energy planning and policy-making, ensuring a fair distribution of costs and benefits.”

The labor market of the energy transition was also a topic in the document from the Working Group on Employment, in which countries point out

that "the current energy transition has the potential to increase labor market participation, mitigate the impact of climate change, and improve living standards, while creating opportunities for workers." However, they acknowledged that these opportunities "affect workers' rights, provoke structural changes in the labor market, result in disruptions in various sectors, and may exacerbate many existing inequalities, negatively impacting women, girls, and people in vulnerable situations."

The Bioeconomy Initiative, an innovation of the Brazilian presidency, was structured around three thematic pillars: (1) Science, Technology, and Innovation; (2) sustainable use of biodiversity; and (3) the role of bioeconomy in promoting sustainable development. As a result of the technical debates, finalized in October, a document was published with the "High-Level Principles on G20 Bioeconomy."

One of the principles includes a gender perspective. It is expected that bioeconomy activities "be inclusive and equitable, advocate for the rights of all people, including Indigenous Peoples and members of local communities, promote gender equality, and the participation of all stakeholders."

The Health Working Group published a second document attached to the Ministerial Declaration, focusing exclusively on climate change and health. The material mentions women:

- The members state they will work to increase the resilience of health systems for all and recognize that "women, local communities, Indigenous Peoples, youth, and other people in vulnerable situations, including the elderly, people with disabilities, and the poor, suffer greater climate-related impacts, including health emergencies and disease burdens."

- They also assure they will promote "the adoption and implementation of health policies to address the effects of climate change on health, as well as the full, equitable, effective, and meaningful participation of women and people in vulnerable situations at all levels of decision-making and leadership in the field of climate change and health."

To conclude the discussion on climate action with a gender perspective, the U20 Engagement Group is a city diplomacy initiative aimed at promoting recommendations on economy, climate, and development in cities. The U20 document points out two suggestions that address women, especially in the section dealing with "increasing social inclusion and tackling hunger and poverty."

- "Ensuring the rights, needs, and aspirations of historically marginalized groups, promoting gender equality, and facilitating people's participation by developing a new social contract, as outlined in Our Common Agenda, with the 2030 Agenda as a global framework."

- They also suggest that "high-quality green jobs be accessible to those who need them most, including people living in poverty, women, and workers in the informal economy."

7. TOPICS FROM OTHER WORKING GROUPS AND ENGAGEMENT GROUPS ON OTHER AREAS OF ACTION

It is worth noting that, in addition to the general topics selected by the Women's Empowerment Working Group—gender equality, economic autonomy, and care policies; combating misogyny and gender-based violence; and gender-sensitive climate action—other areas of focus that address women also emerged in the documents from the Engagement Groups and the Working Groups.

For example, the Anti-Corruption Working Group, which aims to formulate anti-corruption standards that strengthen the implementation of international instruments, concluded its discussions in October 2024. The Ministerial Declaration mentions the gender debate when countries express “concern about the impact of corruption” on people in vulnerable situations, particularly women, and commit to improving the understanding of the link between gender inequalities and the phenomenon of corruption.

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The topics related to Digital Transformation were also addressed in some documents, with emphasis on the suggestions from the B20 and W20 regarding digital gaps affecting women, as well as from the T20. This Engagement Group advocates for global guidelines for accountability and regulation regarding Artificial Intelligence (AI), recognizing that it is "necessary to address the imbalance in technological capabilities by investing in open-access computational resources to promote public interests at a global level, funding research on the dignity of work with data, and retraining programs for women and minorities."

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