# girls20
## SUMMIT 2020

# COMMUNIQUÉ TO THE G20 LEADERS

**Prepared by the G(irls)20
Global Summit Delegation**

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We, the delegates of the 2020 G(irls)20 Summit, met online from September 26 to October 17, 2020. In the start of the new decade of action, we the delegates of the G(irls)20 urge the G20 leaders to reaffirm and catalyze the United Nations Sustainable Development Goal 5 to "achieve gender equality and empower all women and girls" and all gender-related targets. We envision a gender equitable reality by 2030.

We call on G20 Leaders to pave the way for all girls and women to participate equally in the economic progress of their countries, especially by ensuring participation in entrepreneurship and digital technologies. Young women must be included in decision-making, both to support a COVID-19 recovery and toward gender equal representation by 2030. In the past year, COVID-19 has placed a magnifying glass on issues that women are facing around the world.

We recommend that G20 leaders adopt an intersectional lens to all policies emerging out of the 2020 Summit, including sets of interconnected, overlapping and concurrent categories of identities that create oppression focused on gender, race, age, sexuality, disability, social and economic class and other marginalized communities. This includes the recognition of the rights of Indigenous peoples and other marginalized populations.

These are the recommendations we younger women are making to arrive at a gender equal future in the next decade.

### End all forms of gender-based violence and harassment in the workplace:

Emphasize the need for a trauma-based approach in following up to workplace bullying and sexual harassment, sexual violence, and sexual exploitation and abuse. Provide support with accessible mental health professionals valuing anonymity both virtually and in person. Ensure companies adopt quick response mechanisms to reports of violence and harassment through prompt follow-up processes. Allow for the establishment of labour unions in the "gig economy" to protect vulnerable women workers, particularly to combat harassment and discrimination.

### Combat rising offline and online violence towards women:

Push for worldwide ratification and enforcement of International Labor Organization's Violence and Harassment Convention, 2019 (No. 190). Work with international partners to explicitly define online harassment in UN's Declaration of Elimination of Violence Against Women and push for local legislation to be updated to include online harassment as a form of gender-based violence. Work with social media companies to develop stronger regulatory mechanisms for preventing and eliminating online hate speech against women.

### Use public education to promote gender equality and leadership education:

Introduce gender equality training to be undertaken by all genders at all primary and secondary levels of education that includes a lens of intersectionality and fosters

reflection on the gendered roles, stereotypes and norms. Sponsor leadership sessions conducted by female role models in diverse fields for high school and university students.

## Use gender-based analysis and gender mainstreaming in the private and public sectors:

Make use of corporate tax incentives and gender auditing to ensure gender mainstreaming in the private sector and requires companies and organizations to disclose more gender information by adding further gender-related indicators in existing reporting standards including but not limited to the annual review, corporate social responsibility reporting and Environmental, Social and Governance reporting.

Provide training to all public servants to ensure gender-based analysis and gender mainstreaming in public policy development and implementation. Partner with civil society organizations to collect intersectional, gender-disaggregated data. Require a gender analysis in the creation of national budgets.

Implement gender pay audits to combat unequal wages in the public and private sectors. Acknowledge that women of colour, Black women, and Indigenous women face a more emphasized pay gap especially in service work.

## Improve the collection of gender-disaggregated data for achieve targets:

Set realistic indicators and benchmarks based on internationally recognized taxonomies, such as the UN Sustainable Development Goals (SDGs). Governments systematically monitor the progress towards SDGs by applying a gender lens to all goals. Analyze and identify where gender impact discrepancies appear to determine and provide the support needed to increase women's involvement in all sectors.

## Continue to remove barriers to education for girls:

Recognizing the need to be able to access nutritious food, clean drinking water, affordable sanitary hygiene products as necessary conditions for girls to attend and complete school. Reaffirm the need for specialized educational programs for girls to create multiple pathways for women to enter the workforce and avoid joining the "informal" economy. Reduce barriers faced by immigrant women to use educational qualifications to enter the labour force. Address resource accessibility issues in rural and remote areas and vulnerable communities by providing tangible financial investment, including technology. Use data driven education approaches such as experiential learning, service learning, social and emotional learning, and skills-based training to build resilient workers to be competitive in the Future of Work.

## Recognizing that women carry out 76% of the total amount of unpaid and invisible household and care work, reduce their load for full economic participation:

Governments must commit to providing universal, free child care facilities complimented by subsidies for support for those caring for seniors and/or people with special needs. This should urgently be directed to essential service workers, teleworkers and unpaid

workers. Combat the "motherhood penalty" by introducing and/or promoting paternity leave quotas that cannot be transferred to the mother.

Make use of public campaigns to change stereotypes and norms about the gendered dimensions of the care economy and house-work. Expand accessibility to social safety nets to ensure and sustain active social assistance, including cash and food support, and social insurance programs for women and, in particular, women in the informal economy.

## Enhance women's participation in STEM fields:

Implement inclusive educational programs for all educational levels to improve digital literacy and fluency and programs to encourage girls to pursue STEM education through vocational programs. Address workplace bias with on-the-job training programs in the private sector. Promote campaigns and support civil society efforts to change stereotypes that prevent young women from entering STEM fields.

## Enable young women's entrepreneurship during COVID-19:

Use stimulus packages to ensure women are able to create businesses within their communities. Invest in programs that support early businesses led by young women. Support banks to allow young women entrepreneurs to borrow with low-interest rates and without asset-backed securities.

## Recognizing that 300 million fewer women than men have access to the internet, remove the greatest barrier to digital inclusion:

Partner with civil society organizations to provide free ICT hardware, in particular mobile phones, laptops and laptops, to digitally-excluded groups including young women and marginalized women. Reduce the cost to access the internet and data, in particular for low-income and single mothers.

## Ensure the active participation of women in decision-making positions both within the public and private sectors by regulation and policy:

Ensure representation of women across all levels of leadership in the government and private organizations especially senior management and executive boards, through regulating sanctions and fiscal incentives for quotas aiming at 5% points increase every year and a minimum of 30% women in leadership positions for all countries by 2030. Ensuring there is transparent and inclusive criteria for recruitment and promotion processes to achieve gender equal leadership, especially for young women.

## Finally, G(irls)20 calls on the G20 to address tax evasion, money laundering, and capital flight in order to bring revenues to national governments for increased public spending on girls and women.

Unanimously signed on October 21, 2020:

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