



**G(IRLS)20  
SUMMIT  
JAPAN 2019**

MAY 30TH 2019

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**G(IRLS)20  
COMMUNIQUÉ**

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CULTIVATING A NEW GENERATION OF FEMALE LEADERS

# COMMUNIQUÉ TO G20 LEADERS

We, the delegates of the 2019 G(irls)20 Summit, met in Tokyo, May 24-31, 2019. Based on our deliberations, we call on G20 Leaders to reaffirm the 2030 Agenda to achieve the Sustainable Development Goal 5 to “achieve gender equality and empower all women and girls” and all gender-related targets of the SDGs.

We recognize the value of gender equality to fuel economic growth and sustainability across all sectors. We urge G20 leaders to use an intersectional lens when recognizing the diverse needs and lived experiences of girls and women across national policies and programmes to achieve gender equality for all women. This includes the recognition of the rights of Indigenous peoples and other disadvantaged populations.

To ensure government accountability and sustainable policies for progress on gender equality in G20 countries, we urge G20 leaders to collect, distribute and analyse intersectional data disaggregated across all sectors and levels.

We recommend that G20 leaders acknowledge the disproportionate impact of climate change on girls and women, and emphasize the importance of mental health as a cross-cutting issue essential to their empowerment.

During our consultations, we examined five distinct pillars to close the gender gap and we call upon G20 leaders to:

- 1. FOSTER INTEREST AND REMOVE BARRIERS TO ACCESSING & THRIVING IN STEM FIELDS**
- 2. INVEST IN INCLUSIVE, TARGETED & COLLABORATIVE HEALTH & MENTAL HEALTH POLICIES & PROGRAMS**
- 3. FOSTER ACCESSIBLE AND SUSTAINABLE ENTREPRENEURSHIP MODELS FOR RURAL AND URBAN COMMUNITIES**
- 4. CREATE INCLUSIVE REGULATIONS AND ENABLING ENVIRONMENTS FOR INCREASED RECRUITMENT AND RETENTION OF WOMEN IN THE WORKPLACE**
- 5. REMOVE POLICY AND EDUCATION BARRIERS FOR VULNERABLE POPULATIONS IN THE LABOUR FORCE**

# 1. FOSTER INTEREST AND REMOVE BARRIERS TO ACCESSING & THRIVING IN STEM FIELDS

**Vision for 2030:** Women and girls have equal access to work, and thrive in STEM fields free of any social, cultural, structural or financial barriers.

**At the 2019 G20 Summit,** we call upon each G20 government to recognize the socio-economic, cultural and financial barriers, in addition to prejudiced work environments that prevent women's full participation in STEM fields, and:

1. Ensure that **educational curriculum and materials are revised to be gender-balanced to eliminate socio-cultural barriers** that discourage girls' early interest in STEM fields, including but not limited to representative images and examples that portray women of different races or class in STEM.
2. Implement the following recommendations to **address the financial costs of specialised education** for STEM related careers:
  - 2.1 **Dedicate full scholarships**, including tuition fees, living costs and access to educational materials such as computers and internet, especially to women from underrepresented groups.
  - 2.2 **Devote government funding and infrastructure** such as laptops, mobile phones, and internet access for both urban and rural women, especially those leveraging STEM to solve the time sensitive and global crisis of climate change.
  - 2.3 Create financial support for programs supporting women **outside the formal education system** through apprenticeships.
3. Require publicly listed corporations to disclose gender disaggregated data for a **gender equality index** to monitor the commitment and performance of companies on gender parity and inclusive work environments.<sup>1</sup>

# 2. INVEST IN INCLUSIVE, TARGETED & COLLABORATIVE HEALTH AND MENTAL HEALTH POLICIES & PROGRAMS

**Vision for 2030:** All women and girls are represented in **decision making** for health policy, and have access to **universal health care**, including reproductive and mental health, acknowledging the compounded health impacts of **climate change**, for full achievement of SDG 3 Good Health and Wellbeing.

**At the 2019 G20 Summit,** we call upon each G20 government to recognize the **stigma** and **barriers** that women and girls face around health and to:

1. Recruit more women in **leadership positions** in health ministries and related departments to ensure inclusive policies in the spheres of women's reproductive and mental health.

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<sup>1</sup> For this economic incentive structure, we suggest the inclusion of data such as: gender pay gap, parental leave, flexible work options, supplier diversity and gender parity at all levels of leadership and in the workforce.

2. Introduce independent courses along with **gender mainstreaming** across curriculums on sexual and reproductive rights and health, including but not limited to menstrual hygiene, family planning, consent and sexual violence in tandem with social-emotional learning to promote mental health and well-being for all children starting at age 5.
3. Ensure the **design and implementation of local, regional, national and international awareness campaigns** to reduce stigma around mental health.
4. **Integrate reproductive and mental health services into general health services** for all healthcare providers and related educational institutions, especially amongst indigenous and displaced populations.

### 3. FOSTER ACCESSIBLE AND SUSTAINABLE ENTREPRENEURSHIP MODELS FOR RURAL AND URBAN COMMUNITIES

**Vision for 2030:** Entrepreneurial activities are **accessible** to all women and girls, free of social, cultural and financial barriers, and **inclusive of diverse rural and urban entrepreneurship models**.

At the **2019 G20 Summit**, we call upon each G20 government to:

1. Implement a **primary and secondary school curriculum** that addresses culturally constructed perceptions of ability, with outcomes measured and reported annually at the G20 Summit.
2. Create a **public fund led by women focused on investing in women-led businesses**.
3. Provide **sustainable financial resources for initiatives** that support the development of female entrepreneurs' capacity, inclusive of all models of entrepreneurship<sup>2</sup>, in urban and rural areas.

### 4. CREATE INCLUSIVE REGULATIONS AND ENABLING ENVIRONMENTS FOR INCREASED RECRUITMENT AND RETENTION OF WOMEN IN THE WORKPLACE

**Vision for 2030:** Labour regulations and programmes for recruitment are fair and reach all women. Eradicate all forms of gender based violence and discrimination in the workplace for women to feel safe while fully contributing to the labour force.

At the **2019 G20 Summit**, we call upon each G20 government to:

1. Create **inclusive labour regulations related to recruitment** to increase representation of qualified female candidates through **blind recruitment** (e.g. excluding age, photography, family and relationship status etc.)
2. Recognize and create enabling conditions to make **high school completion** for all children as the national **indicator of basic educational level**, specifically addressing barriers faced by youth NEETs<sup>3</sup>.

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<sup>2</sup> Including full-time and part-time self-employment, low-tech and high-tech businesses, microentrepreneurship and social entrepreneurship.

<sup>3</sup> NEETs <https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm>

3. Mandate employer **training** to ensure the workplace is **free of gender-based violence and biases** and create a **mechanism to safely and anonymously report** incidents to employer.
4. **Implement governance quotas** to ensure women are represented on Boards of Directors<sup>4</sup>.
5. Create **inclusive workplace policies** for women, particularly **designated space for mothers and expecting mothers, minimum standard for paid leave, and publicly funded child care** especially targeted at women from lower income communities.

## 5. REMOVE POLICY AND EDUCATION BARRIERS FOR VULNERABLE POPULATIONS IN THE LABOUR FORCE

**Vision for 2030:** All vulnerable populations have access to and fully contribute to the labour force, free of policy and educational barriers.

Acknowledging that the Japan G20 Summit is emphasizing a “society where all women shine” and recognizing the diversity of vulnerable populations, the barriers they face to contributing to the labour force and the missed potential, we call upon each G20 government to implement mechanisms that:

1. Recognize identification documents of vulnerable people, including but not limited to **displaced populations and Indigenous Peoples.**
2. **Provide specific legal protection to female workers in the informal sector** to ensure the fulfillment of labour rights in accordance with the ‘*2002 ILC Resolution and Conclusions on Decent Work and Informal Economy*’ to provide minimum salary and safe working conditions standards.
3. In line with the ‘*United Nations Declaration on the Rights of Indigenous Peoples*’ provide vulnerable populations with the space to ‘*enjoy and practice their cultures and customs, their religions, and their languages.*’
4. Ensure that the **diversity of the stories of vulnerable populations** in their respective countries are **represented in primary and secondary curriculum.**
5. Recognize the **academic qualifications they acquired in their country of origin** to access the local labour market.

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<sup>4</sup> Recommended cutoff of at least 30%.

## **SIGNED BY THE 2019 G(IRLS)20 DELEGATES**

Esther Ajari, **African Union**, Pía (María ) Chianea, **Argentina**, Georgie Carey, **Australia**, Aniele Berenguer, **Brazil**, Kaitlyn Gillelan, **Canada**, Pinxin Chen, **China**, Sara Kemppainen, **European Union**, Tiyi Ayeva, **France**, Ildem (Beyhan) Esin, **Germany**, Richa Shivangi Gupta, **India**, Arizona Leger, **Indigenous**, Salsa (Eva Maria) Putri Salsabila, **Indonesia**, Ginevra Bersani, **Italy**, Irene Evbade-dan, **Japan**, Lara Kasbari, **MENA**, Rosa María Hinojosa, **Mexico**, Umama Malik, **Pakistan**, Daria Kiseleva, **Russia**, Ftoon AlThaedi, **Saudi Arabia**, Annika Brundyn, **South Africa**, Helen Yeonsoo Kim, **South Korea**, Sena Namlu, **Turkey**, Nyasha Duri, **United Kingdom**, Valerie Weisler, **United States**.

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# Thank You to our Generous Partners

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