

**Talking pints by Dr. Marina Larionova, Vice President for International Relations of the Russian Union of Industrialists and Entrepreneurs (RSPP); Head of the Center for International Institutions Research (CIIR) of the RANEPA**

Chatham House 2016 International Policy Forum “Empowering Women for Economic Growth: the Smart Choice for the G20”; Session “Gender equality, a key issue for the international economic agenda: how are businesses, civil society and think tanks engaging on this”

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I would like to share with you three observations.

**Limited Number of G20 Gender Related Decisions** is striking given the G20 mission of generating strong, sustainable and balanced growth.

Limited attention G20 have paid to the issue is illustrated by the disappointingly low number of gender-related commitments amounting to 11(+2), or only 67% of the total G20 pledges reaching 1,627.

Most of the commitments aim to encourage women participation in labour, a trend set by the London summit in April 2009, when the leaders promised to build a fair and family friendly labour market for both women and men (Annex 1).

Pittsburg and Toronto were silent on the issue. But at their Seoul summit in 2010 the G20 leaders agreed to promote gender equality as part of their Development Consensus for Shared Growth and address gender gaps in skills in the Multi-Year Action Plan on Development (Annex 2).

Since the Cannes the leaders reiterated their pledge to encourage women participation in labour and advance gender equality in all areas at each summit.

**Compliance with the commitments made remains modest.**

We have got compliance data on two commitments: Los Cabos and Antalya (which is still being monitored and thus not final). In Los Cabos the G20 agreed:

*2012-41. We commit to take concrete actions to overcome the barriers hindering women's full economic and social participation and to expand economic opportunities for women in G20 economies. (socioeconomic)*

The average compliance score was 0.55 or 77.5%, a bit lower than the average for the summit.

The average compliance score for the Antalya commitment to monitor the implementation of our Employment Plans as well as to reduce gender participation stands at the same level (0.55 or 78%) higher than the average compliance score of 0.34 or 67% for the summit.

*2015-25: We will continue monitoring the implementation of our Employment Plans as well as our goals to reduce gender participation gap (labour and employment) (Annex 3)*

G20 fully complied with one of the Seoul Development Actions and implementation on the second one was on track according to 2013 St. Petersburg Accountability Report on G20 Development.<sup>1</sup> However, we will have more evidence base from the Accountability report expected for the G20 summit at Hangzhou.

Hopefully, G20 would not consider their mission completed, even if the action can be regarded fulfilled.

**B20 has not prioritized gender –related issues in its recommendations** to the leaders until recently. Of the total of 648 recommendations, only 7 are gender related. Cannes and Los Cabos advocate empowering women farmers, Saint-Petersburg support financial inclusion, Antalya emphasized reducing skills mismatches and increase of women participation in labor-force in line with the G20 Brisbane commitments (Annex 4).

Under the Chinese presidency the B20 Employment Taskforce proposes to: “Implement and encourage initiatives to increase the female labor force participation rate”.

Thus given that the Voice of Business is relatively weak, W20 initiative has a primary importance.

### **Suggestions for thought**

Think 20 could contribute to strengthening G20 commitments to gender highlighting the economic and social benefits of women empowerment and participation in economic activities for growth.

The G20 could tap on positive APEC experience. In 1998 the first APEC Ministerial Meeting on Women was held in Manila which paved the way for the drafting of the Framework for the Integration of Women in the APEC agenda. The Framework has guided all APEC fora in integrating gender equality and women’s economic empowerment into APEC processes and activities. In 2015 APEC released its first Women and the Economy Dashboard,<sup>2</sup> providing a snapshot of the status of women in APEC, by looking at a set of 80 indicators in recent years, which allows measurement of the progress of women’s participation in economic-related activities and women’s inclusion in several aspects of life.

The OECD Gender Data Portal<sup>3</sup> which includes selected indicators on gender inequalities in education, employment, entrepreneurship, health and development covering OECD member countries as well as partner economies including Brazil, China, India, Indonesia, and South Africa, could guide our research or possibly help inform the G20 decisions and help monitor progress.

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<sup>1</sup> 2013 St. Petersburg Accountability Report on G20 Development. <https://www.oecd.org/g20/summits/saint-petersburg/St-Petersburg-Accountability-Report-G20-Development-Commitments.pdf>

<sup>2</sup> The APEC Women and The Economy Dashboard 2015. [http://publications.apec.org/publication-detail.php?pub\\_id=1656](http://publications.apec.org/publication-detail.php?pub_id=1656)

<sup>3</sup> OECD Gender Data Portal. <http://www.oecd.org/gender/data/>

<b>G20 summits` commitments since Washington summit 2008</b>		
Summit	The total number of commitments	The number of gender-related commitments
Washington Summit, November 14-15, 2008	95	0
London Summit, April 1-2, 2009	129	1
Pittsburgh Summit, September 24-25, 2009	128	0
Toronto Summit, June 26-27, 2010	61	0
Seoul Summit, November 11-12, 2010	153	0
Cannes Summit, November 3-4, 2011	282	1
Los Cabos, Mexico, June 18-19, 2012	180	2
St. Petersburg, Russia, September 5-6, 2013	281	1
Brisbane, Australia, November 15-16, 2014	205	4
Antalya, Turkey, November 15-16, 2015	113	2
<b>Total</b>	<b>1,627</b>	<b>11</b>

**G20 London summit (April 2, 2009) (Global Plan for Recovery and Reform)**

We will build a fair and family-friendly labour market for both women and men.

**G20 Cannes Summit (November 3-4, 2011) (The Cannes Action Plan for Growth and Jobs)**

2011-126 [Members commit to] encourage the participation of older workers and women where appropriate. (socioeconomic)

**G20 Los Cabos Summit (June 18-19, 2012) (G20 Leaders Declaration)**

2012-41. We commit to take concrete actions to overcome the barriers hindering women's full economic and social participation and to expand economic opportunities for women in G20 economies. (socioeconomic)

2012-42. We also express our firm commitment to advance gender equality in all areas, including skills training, wages and salaries, treatment in the workplace, and responsibilities in care-giving. (socioeconomic)

**G20 St. Petersburg Summit (September 5-6, 2013) (St. Petersburg Development Outlook)**

2013-264: [In coordination with the GPMI, we will explore in 2014 options to strengthen financial inclusion work in developing countries and targeted actions to] increase uptake by increasing incentives, financial literacy, education and consumer protection for the poor, in particular vulnerable groups such as women, youth and migrants. (development)

**G20 Brisbane Summit (November 15-16, 2014) (first three - G20 Leaders' Communiqué; last one - Brisbane Action Plan)**

2014-30: We agree to the goal of reducing the gap in participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances, to bring more than 100 million women into the labour force significantly increase global growth (gender)

2014-31: We agree to the goal of reducing the gap in participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances, to bring more than 100 million women into the labour force [reduce inequality] (gender)

2014-32: [We agree to the goal] to bring more than 100 million women into the labour force, [significantly reduce] inequality. (gender)

2014-158: To achieve this we agree to the goal of reducing the gap in labour force participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances. (gender)

**G20 Antalya Summit (November 15-16, 2015) (G20 Leaders' Communiqué)**

2015-25: We will continue monitoring the implementation of our Employment Plans as well as our goals to reduce gender participation gap (labour and employment)

2015-65: We will pay particular attention to the needs of smallholder and family farmers, rural women and youth. (food and agriculture)

Summit and document	Quotation
<b>G20 Washington Summit</b> November 14-15, 2008	No
<b>G20 London summit</b> April 2, 2009 Global Plan for Recovery and Reform (http://www.g20.utoron.to.ca/2009/2009communique0402.html)	26. We recognise the human dimension to the crisis. We commit to support those affected by the crisis by creating employment opportunities and through income support measures. We will build a fair and family-friendly labour market <b>for both women and men</b> . We therefore welcome the reports of the London Jobs Conference and the Rome Social Summit and the key principles they proposed. We will support employment by stimulating growth, investing in education and training, and through active labour market policies, focusing on the most vulnerable. We call upon the ILO, working with other relevant organisations, to assess the actions taken and those required for the future ( <b>employment</b> )
<b>G20 Pittsburgh Summit</b> September 24-25, 2009	No
<b>G20 Toronto Summit</b> June 26-27, 2010	No
<b>G20 Seoul Summit</b> November 11-12, 2010 Annex I: Seoul Development Consensus for Shared Growth ( <a href="http://www.g20.utoron.to.ca/2010/g20seoul-consensus.html">http://www.g20.utoron.to.ca/2010/g20seoul-consensus.html</a> )  Annex II: Multi-Year Action Plan on Development ( <a href="http://www.g20.utoron.to.ca/2010/g20seoul-development.html">http://www.g20.utoron.to.ca/2010/g20seoul-development.html</a> )  Policy Commitments by G20 Members ( <a href="http://www.g20.utoron.to.ca/2010/g20seoul-commitments.pdf">http://www.g20.utoron.to.ca/2010/g20seoul-commitments.pdf</a> )	Guided by our development principles and oriented around the key pillars, we have developed the following Multi-Year Action Plan on Development. We believe these action plans address some of the most critical bottlenecks to strong and sustainable economic growth and resilience in developing countries, in particular LICs, and have high potential for transformative, game-changing impact on people's lives, helping to narrow the development gap, improve human rights <b>and promote gender equality (development)</b>  <i>Action 1: Create Internationally Comparable Skill Indicators</i> • Identify the links between education, health problems, <b>gender gaps</b> and life-long skills development <i>Action 2: Enhance National Employable Skills Strategies</i> • Build on the G20 Training Strategy submitted at the Toronto Summit and begin by identifying existing gaps that act as barriers to increasing investment in skills development and productivity, including <b>through considering the impact of gender gaps</b> and health problems such as non-communicable diseases ( <b>employment</b> )  <i>ADVANCED SURPLUS ECONOMIES: JAPAN</i> <i>STRUCTURAL REFORM POLICY</i> <i>Strong</i> Reforms and deregulation to promote R&D investment and increased labour market participation by youth, <b>women</b> and the elderly worker will contribute to increasing potential output growth ( <b>employment</b> ) <i>ADVANCED SURPLUS ECONOMIES: ITALY</i> <i>STRUCTURAL REFORM POLICY</i> increase labour market participation of less attached groups, women and youth ( <b>employment</b> )

<p><b>G20 Cannes Summit</b> November 3-4, 2011 Cannes Action Plan for Growth and Jobs (<a href="http://www.g20.utoronto.ca/2011/2011-cannes-action-111104-en.html">http://www.g20.utoronto.ca/2011/2011-cannes-action-111104-en.html</a>)</p>	<p>a) Structural reforms will be combined with active, flexible labour market policies and effective labour institutions that provide incentives for increasing formal and quality jobs. Members commit to promote mobility and encourage participation, including tax and benefit reforms to reduce long-term unemployment and encourage the participation of older workers <b>and women</b> where appropriate <b>(employment)</b></p>
<p><b>G20 Los Cabos Summit</b> June 18-19, 2012 G20 Leaders Declaration (<a href="http://www.g20.utoronto.ca/2012/2012-0619-loscabos.html">http://www.g20.utoronto.ca/2012/2012-0619-loscabos.html</a>)</p> <p>Policy Commitments by G20 Members (<a href="http://www.g20.utoronto.ca/2012/2012-0619-loscabos-commitments.pdf">http://www.g20.utoronto.ca/2012/2012-0619-loscabos-commitments.pdf</a>)</p>	<p>23. We commit to take concrete actions <b>to overcome the barriers hindering women's full economic and social participation and to expand economic opportunities for women in G20 economies</b>. We also express our firm commitment <b>to advance gender equality</b> in all areas, including skills training, wages and salaries, treatment in the workplace, and responsibilities in care-giving <b>(employment)</b></p> <p>53. We recognize the need <b>for women</b> and youth to gain access to financial services and financial education, ask the GPF, the OECD/INFE, and the World Bank to identify barriers they may face and call for a progress report to be delivered by the next Summit <b>(financial inclusion)</b></p> <p><i>JAPAN</i> <i>STRUCTURAL REFORMS</i> develop human resources of the next generation and create society which further <b>facilitates labour force participation by women</b> etc <b>(employment)</b></p> <p><i>SOUTH KOREA</i> <i>STRUCTURAL REFORMS</i> Pursue measures to increase women's labor participation rate (medium-term) <b>(employment)</b></p>
<p><b>G20 St. Petersburg Summit</b> September 5-6, 2013 G20 Leaders' Declaration (<a href="http://www.g20.utoronto.ca/2013/2013-0906-declaration.html">http://www.g20.utoronto.ca/2013/2013-0906-declaration.html</a>)</p>	<p>31. We recognize the importance of ensuring that underrepresented and vulnerable groups are given both incentives and support to find productive and rewarding jobs. Special attention must be given to those groups facing the greatest barriers to finding or remaining in employment such as youth, <b>women</b>, long-term unemployed, low skilled workers, single parents, people with disabilities and older workers <b>(employment)</b></p> <p>80. We welcome practical tools to measure financial literacy and evaluate financial education programs, developed by the OECD/International Network for Financial Education (INFE) and the World Bank Group, support their widespread use in countries along with instruments to measure youth financial literacy such as the Programme for International Student Assessment (PISA). We also look forward to the development of international core competencies frameworks for adults and youth on financial literacy by the OECD/INFE by our next Summit. We welcome progress reports on barriers <b>for women</b> and youth in financial inclusion and education prepared by the OECD/INFE and the World Bank Group and endorse the OECD/INFE policy guidance <b>on addressing women and girls' needs for financial education</b>. We endorse the recommendations of the progress report <b>on women and finance</b>, including that the GPF, the OECD and the World Bank Group conduct a stocktaking of promising and successful initiatives <b>to enhance women's financial</b></p>

<p>St. Petersburg Action Plan (<a href="http://www.g20.utoronto.ca/2013/2013-0906-plan.html">http://www.g20.utoronto.ca/2013/2013-0906-plan.html</a>)</p> <p>Annex 3: MAP Policy Templates (<a href="http://www.g20.utoronto.ca/2013/Annex_3_MAP_Policy_Commitments_by_Members_September_5.pdf">http://www.g20.utoronto.ca/2013/Annex_3_MAP_Policy_Commitments_by_Members_September_5.pdf</a>)</p>	<p><b>inclusion.</b> We welcome the G20 Russia's Presidency and the OECD publication on national strategies for financial education and look forward to the development by the OECD/INFE of a Policy Handbook on the Implementation of National Strategies for Financial Education by our next Summit. We support the work done by the G20/OECD Task Force on Financial Consumer Protection on the first set of effective approaches to support the implementation of the G20 High-Level Principles on Financial Consumer Protection and look forward to their report on other principles in 2014. We take note of the formalization process of the FinCoNet and look forward to its conclusion (<b>financial inclusion</b>)</p> <ul style="list-style-type: none"> <li>• Financial Inclusion: Enhanced coherence with the G20 finance track through the Global Partnership for Financial Inclusion (GPI) to pursue efforts to strengthen financial inclusion including work to further reducing the global average cost of transferring remittances to 5% including through innovative result-based mechanisms, to enhance financial literacy and consumer protection for the poor and to foster access to finance for investment, for SMEs for growth, job creation and poverty reduction; and together with the IFC launching the <b>Women Finance Hub (financial inclusion)</b></li> </ul> <p><i>Sustainable Growth</i></p> <p>Japan will implement labour reform measures, such as increasing the capacities of childcare services, <b>to raise the employment rate of women (age 25-44) to 73% by 2020 (employment)</b></p> <p>Korea <b>will enhance labour participation for women</b> by enhancing childcare support and for youth by launching an apprenticeship system and providing incentives for SMEs to hire more young persons and increase the employment rate. This is part of an overall strategy to increase the employment rate from 64% to 70% by 2017 (<b>employment</b>)</p> <p>Turkey aims <b>to increase the participation rate of women in the workforce</b> as well as strengthening employment prospects for those on social assistance (<b>employment</b>)</p> <p><i>Japan - New Policy Commitments (since Los Cabos)</i></p> <p>To raise the <b>employment rate of women</b> (aged 25-44) from the current 68% to 73% in 2020 (<b>employment</b>)</p> <p><i>Korea - New Policy Commitments (since Los Cabos)</i></p> <p>3) Enhancing the labor participation of vulnerable groups including <b>women</b> and youth.</p> <ul style="list-style-type: none"> <li>- <b>Women:</b> enhancing the childcare support, introducing various work types and increasing <b>social service jobs suitable for women (employment)</b></li> </ul> <p><i>Mexico - New Policy Commitments (since Los Cabos)</i></p> <p><i>Structural Reforms</i></p> <p>Improve financial inclusion <b>with a gender perspective (financial inclusion)</b></p> <p><i>Turkey - New Policy Commitments (since Los Cabos)</i></p> <p>Relevance: Labor market policies will target the unemployed, <b>women</b>, informal employees and employers. Our policies aim to: i) <b>increase participation rates of women (employment)</b></p>
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<p>G20 5th Anniversary Vision Statement (<a href="http://www.g20.utoronto.ca/2013/2013-0906-vision.html">http://www.g20.utoronto.ca/2013/2013-0906-vision.html</a>)</p>	<p>When we first met in Washington on 15 November 2008, financial markets were in turmoil, global output was contracting at an alarming pace, trade was plummeting, unemployment was rising, and the future prosperity of <b>women</b>, men and children was at stake.</p> <p>We believe that prosperity must be shared; that the benefits of economic growth are for all, men and <b>women</b>, the poorest and most vulnerable, for this generation and the next.</p>
<p><b>G20 Brisbane Summit</b> November 15-16, 2014 G20 Leaders' Communiqué (<a href="http://www.g20.utoronto.ca/2014/2014-1116-communique.html">http://www.g20.utoronto.ca/2014/2014-1116-communique.html</a>)</p> <p>Brisbane Action Plan (<a href="http://www.g20.utoronto.ca/2014/brisbane_action_plan.pdf">http://www.g20.utoronto.ca/2014/brisbane_action_plan.pdf</a>)</p>	<p>9. Our actions to increase investment, trade and competition will deliver quality jobs. But we must do more to address unemployment, raise participation and create quality jobs. We agree to the goal of reducing the gap in participation rates between men and <b>women</b> in our countries by 25 per cent by 2025, taking into account national circumstances, <b>to bring more than 100 million women into the labour force</b>, significantly increase global growth and reduce poverty and inequality (<b>employment</b>)</p> <p>Greater labour force participation boosts economic growth, increases household income, supports consumption and encourages further investment. Conversely, long-term and structural unemployment and underemployment reduce opportunities and income, erode skills and undermine growth. Supporting our citizens, particularly youth <b>and women</b>, to gain and maintain quality employment can also deliver important social benefits by lifting citizens' living standards, enhancing social cohesion and reducing inequality (<b>employment</b>)</p> <p><b>Promoting greater participation by women in the labour market and improving the quality of their employment</b> will contribute to stronger and more inclusive growth. To achieve this we agree to the goal of reducing the gap in labour force participation rates between men <b>and women</b> in our countries by 25 per cent by 2025, taking into account national circumstances. This <b>will bring more than 100 million women into the labour force</b>, significantly increase global growth and reduce poverty and inequality (<b>employment</b>)</p>
<p>2014 Financial Inclusion Action Plan (<a href="http://www.g20.utoronto.ca/2014/2014_g20_financial_inclusion_action_plan.pdf">http://www.g20.utoronto.ca/2014/2014_g20_financial_inclusion_action_plan.pdf</a>)</p>	<p>Innovation and engagement with the private sector are key areas where the GPMI must now focus. The GPMI also has a role in addressing emerging global regulatory barriers. Continuing to highlight the integration of financial inclusion with financial education and consumer protection is also important to ensure responsible provision and usage of services and responsible market development. Targeting approaches to reach those sections of the population where the greatest gains can be made, <b>including women</b>, youth and migrants, will enable greater impacts to be achieved (<b>financial inclusion</b>)</p> <p>Present in all of the work of the GPMI will be a focus on:</p> <ul style="list-style-type: none"> <li>• <b>women's economic empowerment (women's economic empowerment)</b></li> </ul> <p>In order to bring the excluded into the formal financial system, continued product and business model innovation is required, so that more people and businesses can be reached through a broader range of products at lower costs. To achieve this, countries require enabling environments which foster innovation and a private sector that is driving innovative solutions. Targeting approaches to reach those</p>

sections of the population where the greatest gains can be made, **including women**, youth and migrants, will enable greater impacts to be achieved (**innovations**)

Gender equity in access to financial services remains a challenge. Worldwide, 55 percent of men report having an account at a formal financial institution, **while only 47 percent of women do**. More than one-third of small and medium-sized enterprises (SMEs) in the developing world **are owned or partly owned by women, and 40% of the global workforce is female**. Access to capital can open up economic opportunities **for women**, and bank accounts can be a gateway to the use of additional financial services. **Nonetheless women entrepreneurs face greater challenges than men** in gaining access to financial services. The GPFII has undertaken some work to start to address the different aspects of **women's economic empowerment**. An increased focus will enable further gains to be made (**women's economic empowerment**)

*SME Finance subgroup*

The subgroup has made substantial progress in all three of its action areas. It produced major analytical work on key policy issues and opportunities in SME Finance, agrifinance and **women entrepreneurs finance**, as well as sectoral overviews and an impact assessment framework. It established the SME Finance Forum as a leading information hub and convener. The subgroup established open platforms to finance innovation, including the SME Finance Challenge, the SME Finance Initiative, and **Financing Women** which have mobilized over \$400 million in direct investment and leveraged over \$800 million which will benefit more than 200,000 SMEs (**access to finance**)

*Financial Consumer Protection and Financial Literacy subgroup*

In addition, it has contributed to a set of implementing tools to improve financial literacy developed by the OECD/INFE and the World Bank and in particular: tools to measure financial literacy and evaluate financial education programs; **a progress report on women and finance; guidance on empowering women and girls through financial education** and a related OECD publication; and a progress report on youth and finance including an OECD publication on financial education for youth (**financial inclusion, women's economic empowerment**)

Moving forward, this subgroup will focus on building the capacity of developing and emerging economies to implement appropriate financial consumer protection and financial literacy programs and identify emerging best practices in consumer protection and financial education for digital finance. Particular attention will be paid to sections of the population where the greatest gains can be made such as **women**, youth, migrants and the elderly (**financial inclusion**)

*2014 Financial Inclusion Action Plan and Results Framework*

b) developed guidance or promoted the uptake of policies and services **which effectively promote women's economic empowerment (women's economic empowerment)**

The Global SME Finance Facility, hosted and managed by IFC, with anchor investors and donors consisting of IFC, European Investment Bank (EIB) and the UK, is a first-of-its kind facility which mobilizes

<p>G20 Plan to Facilitate Remittance Flows (<a href="http://www.g20.utoronto.ca/2014/g20_plan_facilitate_remittance_flows.pdf">http://www.g20.utoronto.ca/2014/g20_plan_facilitate_remittance_flows.pdf</a>)</p> <p>G20 Food Security and Nutrition Framework (<a href="http://www.g20.utoronto.ca/2014/g20_food_security_nutrition_framework.pdf">http://www.g20.utoronto.ca/2014/g20_food_security_nutrition_framework.pdf</a>)</p>	<p>funding from donors, international finance institutions and the private sector, to address the \$1 trillion global SME finance gap. The Facility aims to reaching a million SMEs, <b>including 250,000 women-owned SMEs</b>, in difficult and low-income markets and generate jobs and growth. Particular focus is on very small enterprises and high-impact segments: <b>women-owned SMEs</b>, SMEs in fragile and conflict-afflicted states, climate, agriculture and health. The Facility is initially funded to operate in 28 countries in Africa and South Asia as well as Myanmar, Haiti, West Bank/Gaza.</p> <p><i>Action 4: Improve the quality of measurement and data on financial inclusion</i></p> <p>The consumer protection and financial literacy subgroup worked with the OECD/INFE and the world bank to prepare a set of reports on - women and finance, including barriers to <b>women's financial inclusion (financial inclusion)</b></p> <p>remittances can support <b>women's economic empowerment</b>, as an estimated two-thirds of recipients globally are women, creating opportunities for women to accumulate financial capital to start their own businesses (<b>women's economic empowerment</b>)</p> <p>The following three inter-related G20 Priority Objectives build on the findings of the Review, focus on areas which bring together different elements of the G20's work in support of food security and nutrition, and link to the G20's focus on economic growth and job creation. In this respect, human nutrition, <b>the engagement of women</b>, youth and smallholder farmers are important cross-cutting elements in all three objectives; the impact on these elements will be assessed when the FSN Framework is reviewed</p> <p>Access to inclusive financial services (including for risk management) can enable <b>women</b>, youth and smallholder farmers to fully participate in food system opportunities (<b>financial inclusion</b>)</p> <p>Efficient food markets and agricultural investment require secure land and resource tenure and predictable regulations for responsible management, use and transfer of resources. In particular, good governance of arable land, water and natural resources, with an emphasis on securing access and tenure for smallholders <b>and women</b>, is necessary to promote increased levels of responsible investment (<b>women's economic empowerment</b>)</p> <p>A key part of this process is to develop proactive human resource development programs, in particular vocational training, to allow youth, smallholder farmers, producer organisations and <b>women</b> to acquire the skills necessary to participate in emerging food systems work opportunities and so earn the incomes necessary to meet their for food security and nutrition needs (<b>human resource development</b>)</p> <p>Modernising and improving the performance and market-orientation of smallholders and family farms will help increase incomes and develop on and off-farm economic and employment opportunities, particularly in rural areas. This modernisation can be enabled though technical advice, increased market access, more inclusive financial services</p>
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	<p>(including risk management), provision of infrastructure that links rural and urban regions, and human resource development. Such improvements, along with coherent employment policies, can facilitate the transition from the informal economy to the formal economy, <b>particularly for women farmers</b>, and allow workers in food production systems to access services and earn a decent income <b>(employment)</b></p> <p>The G20 already supports actions relevant to this modernisation process; for example the Taskforce on Employment has coordinated G20 member action plans to address employment challenges through labour market programs, social protection, skills development and policies to address labour market disadvantage. Some of the steps being taken aim to provide development opportunities for women working in informal, rural sector jobs in order <b>to increase female workforce participation</b>, with positive spillovers for food security and nutrition <b>(employment)</b></p> <p>support human resource development <b>to increase participation of women</b>, youth and smallholder farmers in income generation and quality, formal employment <b>(human resource development, employment)</b></p>
<p><b>G20 Antalya Summit</b> November 15-16, 2015 G20 Leaders' Communiqué (<a href="http://www.g20.utoronto.ca/2015/151116-communicue.html">http://www.g20.utoronto.ca/2015/151116-communicue.html</a>)</p>	<p>7. Unemployment, underemployment and informal jobs are significant sources of inequality in many countries and can undermine the future growth prospects of our economies. We are focused on promoting more and better quality jobs in line with our G20 Framework on Promoting Quality Jobs and on improving and investing in skills through our G20 Skills Strategy. We are determined to support the better integration of our young people into the labour market including through the promotion of entrepreneurship. Building on our previous commitments and taking into account our national circumstances, we agree to the G20 goal of reducing the share of young people who are most at risk of being permanently left behind in the labour market by 15% by 2025 in G20 countries. We ask the OECD and the ILO to assist us in monitoring progress in achieving this goal. We will continue monitoring the implementation of our Employment Plans as well as our goals <b>to reduce gender participation gap</b> and to foster safer and healthier workplaces also within sustainable global supply chains <b>(employment)</b></p> <p>20. Our work this year supports key areas for sustainable development such as energy access, food security and nutrition, human resource development, quality infrastructure, financial inclusion and domestic resource mobilization. We endorse the G20 Action Plan on Food Security and Sustainable Food Systems, which underlines our commitment to improve global food security and nutrition and ensure the way we produce, consume and sell food is economically, socially and environmentally sustainable. We remain focused on promoting responsible investment in agriculture and food systems, improving market transparency, increasing incomes and quality jobs, and fostering sustainable productivity growth. We will pay particular attention to the needs of smallholder and family farmers, <b>rural women and youth (sustainable development)</b></p> <p>We thank international organisations, including the UN, IMF, World Bank Group, OECD, WTO, ILO, FSB, FATF and BIS, for their</p>

<p>Antalya Action Plan (<a href="http://www.g20.utoronto.ca/2015/Antalya-Action-Plan.pdf">http://www.g20.utoronto.ca/2015/Antalya-Action-Plan.pdf</a>)</p>	<p>valuable inputs to the G20 process. We also thank the G20 engagement groups, namely Business 20, Civil Society 20, Labour 20, Think 20 and Youth 20 for their important contributions this year. <b>We welcome the establishment of the Women20 and look forward to its active contributions going forward.</b></p> <p>Low female participation rate is an issue in many G20 countries, which is a clear indication of the underutilization of the labor force, hindering our economies to reach their potential. Last year, we set a goal <b>to reduce the gender participation gap by 25 percent by 2025</b>, and this year we established a structured mechanism to monitor our progress. We also commit to take the steps needed to improve opportunities and labor market outcomes for women. To advance our gender related efforts further, we have established a Women-20 outreach group to promote gender inclusiveness and equality <b>(employment)</b></p> <p>The quality of jobs is another vital aspect of the issue as it directly affects the wellbeing of individuals. <b>Women</b> and youth are among the most vulnerable groups in terms of quality of jobs as they are at risk of informality and low pay. To tackle these problems we agreed on a G20 Framework on Promoting Quality Jobs that includes measures in the areas of promoting the quality of earnings, reducing labor market insecurity and encouraging good working conditions and healthy work places <b>(employment)</b></p> <p>Australia, EU, Germany, Japan, Saudi Arabia, Turkey, the UK and the U.S. are putting forward measures <b>to boost female labor participation</b> including through policies such as expanding access to childcare, further promoting the return to work for women after a family-related break of employment and other policies <b>(employment)</b></p>
<p>G20 Action Plan on Food Security and Sustainable Food Systems (<a href="http://www.g20.utoronto.ca/2015/G20-Action-Plan-on-Food-Security-and-Sustainable-Food-Systems.pdf">http://www.g20.utoronto.ca/2015/G20-Action-Plan-on-Food-Security-and-Sustainable-Food-Systems.pdf</a>)</p>	<p>3. We endorse the Communiqué outlining the views and recommendations of our Agriculture Ministers on how best to raise productivity and achieve sustainable food systems. We also endorse the prioritised actions put forward in the Implementation Plan of the G20 Food Security and Nutrition Framework. In this G20 Action Plan on Food Security and Sustainable Food Systems we commit to key actions that we believe best reflect the G20's comparative advantage and make a significant contribution to the achievement of the G20 Food Security and Nutrition Framework's priority objectives. They are relevant to both G20 members and low income and developing countries and pay particular attention to the needs of smallholder and family farmers, <b>rural women</b> and youth.</p> <p>8. Building on the G20 skills strategy and the G20 goals <b>to increase women's participation in the workforce</b> and to reduce youth unemployment, we will support food system employment and entrepreneurial opportunities in particular for smallholders and <b>especially for women</b> and youth through training and skills development. Improved food security and nutrition requires inclusive economic growth and employment creation, especially for women and youth, and social protection mechanisms. We believe that agriculture and sustainable food systems can provide enhanced livelihood opportunities <b>for women</b> and youth and also expand future</p>

<p>G20 and Low Income Developing Countries Framework (<a href="http://www.g20.utoronto.ca/2015/G20-and-Low-Income-Developing-Countries-Framework.pdf">http://www.g20.utoronto.ca/2015/G20-and-Low-Income-Developing-Countries-Framework.pdf</a>)</p>	<p>agricultural production (<b>employment</b>)</p> <p>9. Special efforts are needed to promote training programmes and skills development and improved access to productive resources for smallholders, <b>women</b> and youth (<b>employment</b>)</p> <p>The G20 can add value to FSN efforts by providing international leadership and encouraging international cooperation. G20 Agriculture Ministers this year invited FAO, together with IFPRI and other relevant international organizations, to establish a platform, building on existing systems, for sharing information and experiences in measuring and reducing food loss and waste (FLW), as well as in actions towards the recovery and redistribution of safe and nutritious otherwise wasted food to feed people. The 2014 G20 FSN Framework proposes tangible actions to positively influence the state of food security worldwide by: (i) increasing responsible investment in food systems; (ii) increasing incomes and quality employment in food systems; and (iii) increasing productivity sustainably to expand the food supply. The Framework also links FSN to related G20 work on financial inclusion, remittances, and human resource development. It pays particular attention to smallholder and family agriculture, <b>with an emphasis on women</b> and youth (<b>financial inclusion, human resource development</b>)</p> <p>More must also be done <b>to facilitate the participation of women and youth in paid work</b>. It is important for developing countries, in particular LIDCs, to continue to develop employment-related skills that are better matched to employer and market needs in order to attract investment and decent jobs (<b>employment</b>)</p>
<p>G20 Leaders' Call on Inclusive Business (<a href="http://www.g20.utoronto.ca/2015/G20-Leaders-Call-on-Inclusive-Business.pdf">http://www.g20.utoronto.ca/2015/G20-Leaders-Call-on-Inclusive-Business.pdf</a>)</p>	<p>3. Inclusive business helps low-income communities and people participate in markets as buyers and suppliers. It serves basic needs, enhancing productivity, creating income, and opening up choices as well as solutions <b>for women</b> and men that enhance their livelihoods and well-being. Inclusive business can offer business opportunities, tapping into vast numbers of new customers with a combined spending power of \$5 trillion. Through inclusive business, firms of all sizes can find new sources of demand.</p> <p>4. Inclusive business has the potential to contribute to the implementation of the Sustainable Development Goals and support G20 efforts to enhance growth and investment and to advance inclusion. It can also contribute to G20 objectives to boost employment and quality jobs including <b>for women</b> and youth, support agriculture with benefits for food security and nutrition, and create access to finance and sustainable energy for all.</p> <p>9. We will work closely with the private sector, international organizations, civil society, and non-G20 countries to promote an enabling environment that will facilitate inclusive business opportunities for low-income communities and people. We believe that G20 support will help the efforts of those <b>women</b> and men to benefit from economic participation and build better lives for themselves and their families (<b>women's economic empowerment</b>)</p>
<p>G20 Joint Action Plan</p>	<p>Building on previous GPMI work, areas of continued focus on <b>women</b></p>

<p>on SME Financing (<a href="http://www.g20.utoronto.ca/2015/Joint-Action-Plan-on-SME-Financing.pdf">http://www.g20.utoronto.ca/2015/Joint-Action-Plan-on-SME-Financing.pdf</a>)</p> <p>G20 Energy Access Action Plan: Voluntary Collaboration on Energy Access (<a href="http://www.g20.utoronto.ca/2015/G20-Energy-Access-Action-Plan.pdf">http://www.g20.utoronto.ca/2015/G20-Energy-Access-Action-Plan.pdf</a>)</p> <p>G20 Factsheet (<a href="http://www.g20.utoronto.ca/2015/151116-antalya-outcomes.html">http://www.g20.utoronto.ca/2015/151116-antalya-outcomes.html</a>)</p>	<p><b>owned SMEs</b>, young entrepreneurs, and agricultural SMEs remain important and would be streamlined in new knowledge topics and data work.</p> <p>Future phases of the Action Plan may focus on different regions of the world and may emphasize additional areas such as clean cooking and <b>women</b> and children's <b>health</b>, the water-energy-food nexus, the social and economic impact of energy access and measures to promote the productive use of energy, as well as other energy access issues, as may be endorsed by the ESWG through consultations.</p> <p>Sustainable Energy for Girls and Women (SE4G&amp;W) is an £18m programme seeking to improve the health, safety and economic opportunities of low income girls and women via clean energy, principally in Africa. This includes support via the SE4ALL Global Facilitation team for actions co-ordinating, facilitating and tracking international progress on the goals of SE4ALL, and mainstreaming gender considerations into these.</p> <p><i>B. The Sherpa Track Agenda</i> <i>a. Employment</i> <i>Presidency Priorities</i></p> <p>Implementing the G20 commitments <b>such as increasing the participation of women into the labor market</b>, foster safer and healthier workplaces, reducing youth unemployment (<b>employment</b>)</p>
<p><b>G20 Hangzhou Summit</b> September 4-5, 2016 Message from Xi Jinping (<a href="http://www.g20.utoronto.ca/2016/151201-xi-en.pdf">http://www.g20.utoronto.ca/2016/151201-xi-en.pdf</a>)</p>	<p>In 2016, the G20 will continue to work with representatives from business, labor, think-tanks, <b>women</b>, youth and other social groups, so as to better respond to people's needs and demands</p>
<b>Ministerial</b>	
<b>Agriculture</b>	
<p><b>Action Plan on Food Price Volatility</b> June 23, 2011 <a href="http://www.g20.utoronto.ca/2011/2011-agriculture-plan-en.pdf">http://www.g20.utoronto.ca/2011/2011-agriculture-plan-en.pdf</a></p>	<p>4. We reaffirm the right of everyone to have access to safe, sufficient and nutritious food, consistent with the progressive realization of the right to adequate food in the context of national food security. To strengthen global food security, steps must be taken to improve access and availability of safe and nutritious food for the most vulnerable, <b>particularly women</b> and children in developing countries, through for instance national food security programs</p> <p>13. We commit ourselves to implementing a broad scope of actions to boost agricultural growth. In this whole range of actions, we will give special attention to smallholders, <b>especially women</b> and young farmers, in particular in developing countries.</p>
<p><b>Agriculture Vice Ministers / Deputies Meeting Report</b> Mexico City, May 18th 2012</p>	<p>(11) We encourage countries to strengthen monitoring and evaluation systems of their smallholders targeted input subsidy programs, improve smallholders targeting methods and graduation mechanisms, and implement specific training to enhance farmers' knowledge of precise approaches to promote sustainable input applications, on a</p>

<p><a href="http://www.g20.utoronto.ca/2012/2012-0518-agriculture.pdf">http://www.g20.utoronto.ca/2012/2012-0518-agriculture.pdf</a></p>	<p>gender equal basis.</p> <p>(25) We recognize <b>the equal importance of the roles of women</b> and men farmers in promoting sustainable agricultural productivity growth, the critical need to <b>bridge gender productivity gaps in agriculture</b>, and the need for measures <b>to improve gender equality</b>, specifically concerning access to land, water, education, services, technology and decent rural employment. In particular, the use of tools such as the <b>Women's Empowerment in Agriculture Index</b> to assess the impact of policies and investment on women should be promoted.</p> <p>(26) We encourage the development of well-designed and <b>gender-sensitive social safety-net programs</b> that meet the immediate food and nutrition needs of smallholders and their households, and that also help reduce risks and costs associated with the adoption of more productive and sustainable practices and technologies, including the empowerment of smallholders through groups and cooperatives for improving their access to technology and markets</p>
<p><b>G20 Agriculture Ministers Meeting Final Communiqué</b> Istanbul, May 8, 2015 <a href="http://www.g20.utoronto.ca/2015/150508-agriculture.html">http://www.g20.utoronto.ca/2015/150508-agriculture.html</a></p>	<p>1. Responsible investment in sustainable and resilient food systems should raise productivity to expand food supplies and increase incomes and quality jobs in rural areas, <b>especially for women</b> and youth, reducing poverty and contributing to the G20's inclusive growth agenda.</p> <p>5. Sustainable food systems should promote sustainable increases in productivity and production, use natural resources more efficiently, increase resilience and help address climate change in accordance with the UNFCCC. Improvement of soil fertility, water retention capacity and restoration of degraded land are key elements to improve agricultural productivity for food security in a changing climate. Sustainable food systems can help promote not only food security and the more sustainable use of natural resources but also economic and social opportunities through quality jobs especially for smallholders, <b>rural women</b> and youth.</p> <p>7. Investment at all stages of food value chains is fundamental to raising productivity, generating employment and incomes and reducing food loss and waste. We will promote national enabling environments for investment including infrastructure and policies conducive to well-functioning markets, the integration of smallholders <b>and women</b> into those markets, inclusive financing institutions, secure tenure of land, social protection, the management of risk and measures to limit the adverse impacts of excessive price volatility.</p>
<p><b>G20 Agriculture Ministers Meeting Communiqué</b> Xi'an, China, June 3, 2016 <a href="http://www.g20.utoronto.ca/2016/160603-agriculture.html">http://www.g20.utoronto.ca/2016/160603-agriculture.html</a></p>	<p>12. We will promote institutional innovation in improving agricultural production systems, giving full play to the active role of all types of food producers, enhancing the degree of sustainable agricultural intensification and organization, and better enabling family farmers and smallholders, in particular, <b>women</b> and young people, to integrate into the food value chain. We need to improve both public and private service system, including vocational training and foster efficient agricultural service organizations and enterprises, thus building a comprehensive service network covering all stages before, during and after production, including sustainable value chains. We need to improve access to inclusive financial services, loans or credits, in particular for family farmers, smallholders <b>and women</b>, to boost sustainable agricultural production, including offering innovative</p>

	<p>financial products, promoting agricultural insurance scheme and risk management tools, and develop inclusive financial system for farmers. In this regard, we recognize the work done under the Global Partnership on Financial Inclusion (GPFI), particularly in relation to SME financing and remittance-based rural financial inclusion.</p> <p>15. We acknowledge that family and smallholder farms manage the majority of the world's agricultural land and produce most of the world's food, underpinning global food security and social stability. We stress that, smallholder farmers face crucial challenges in addressing globalization, increasingly complex food value chains, pressures on natural resources, and the adverse effect of climate change. We support efforts which aim to sustainably increase smallholder farmers' productivity, enhance the enabling environment for collective action and organization and integration to markets, promote their access to innovations, appropriate inputs, finance, technology and services <b>on gender-equal basis</b>, and strengthen their resilience towards external shocks....We support skills development and training programmes that prepare farmers for present and future challenges, such as globalized food value chains and the adverse effects of climate change, and especially target <b>women</b> and young people including to assist in retaining youth in the sector.</p>
<b>Labour</b>	
<p><b>G20 Labour and Employment Ministers' Conclusions</b> Paris, September 27, 2011 <a href="http://www.g20.utoronto.ca/2011/2011-labour-110927-en.html">http://www.g20.utoronto.ca/2011/2011-labour-110927-en.html</a></p>	<p><i>(10) Labour market policies for better social inclusion and access to jobs</i></p> <p>We are committed to strengthen policies that support small and medium sized enterprises, especially to formalize their workforce and improve working conditions. We also stress the importance of developing entrepreneurship, <b>including women's entrepreneurship</b>.</p>
<p><b>G20 Labour and Employment Ministers' Conclusions</b> Guadalajara, Mexico, 17-18 May 2012 <a href="http://www.g20.utoronto.ca/2012/2012-0518-labour.pdf">http://www.g20.utoronto.ca/2012/2012-0518-labour.pdf</a></p>	<p>11. Promoting equal opportunities in the labour market is a key pillar for shared growth and development. Therefore, we will continue to promote policies that increase people's employability, match skills with market needs, improve public employment services, <b>integrate gender perspectives in policies and programmes</b>, and fight any kind of discrimination in workplaces</p> <p>Provide support for different categories of young people, including assistance in job training and job search, adult mentoring, alternative education and work experience. Consider designing programmes or dedicated structures for vulnerable youth, <b>including young women</b> and rural populations that address diverse academic and social needs.</p>
<p><b>G20 Labour and Employment Ministers' Declaration</b> Moscow, July 19, 2013 <a href="http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html">http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html</a></p>	<p>11. We commit to develop policies which will boost labour activation and inclusion, to improve the supply of labour through a suitable mix of incentives, support and obligations for job seekers and potential members of the workforce. Labour market activation policies are particularly important during periods of slow economic growth or recession when the risk of disconnection and even exclusion from the labour market of certain vulnerable groups increases. Effective, well-targeted, and coordinated active labour market policies should be designed to encourage and assist unemployed and inactive people, to connect or remain connected with the labour market and take</p>

<p><b>The G20 Labour and Employment and Finance Ministers' Communiqué</b> Moscow, July 19, 2013 <a href="http://www.g20.utoronto.ca/2013/2013-0719-labour-finance-communication.html">http://www.g20.utoronto.ca/2013/2013-0719-labour-finance-communication.html</a></p>	<p>advantage of new opportunities, with skills development an important part of this strategy. Priority groups include the low skilled, long- term unemployed, people with disabilities, <b>women</b>, youth and seniors/older persons.</p> <p>13. We are committed to continue developing and enhancing programs to improve the integration in the labour market of the following groups according to each country's circumstances:</p> <ul style="list-style-type: none"> <li>- <b>Women:</b> Empower girls and women through equal access to quality education and employment opportunities. Social protection measures <b>for women</b> in poor households can allow them to participate in the labour market. Access to affordable and good-quality childcare, as well as parental leave and suitable work-time and working conditions, have an important role to play in supporting women's participation (<b>employment</b>)</li> </ul> <p>8. <i>Different country circumstances inevitably mean that the appropriate mix of policies will need to be tailored to meet country specific situations, and there is no single answer for how best to promote growth and jobs. Nevertheless, we agreed that at a broad level the following policies should be foremost in our considerations as we continue to support economic and employment growth in our countries:</i></p> <p>8.4. Implementing policies to increase labour force participation, including among youth, <b>women</b>, older workers, and people with disabilities, as well as reducing structural unemployment, long-term unemployment, underemployment, and job informality;</p>
<p><b>G20 Labour and Employment Ministerial Declaration: Preventing Structural Unemployment, Creating Better Jobs and Boosting Participation</b> Melbourne, September 11, 2014 <a href="http://www.g20.utoronto.ca/2014/2014-0911-labour.html">http://www.g20.utoronto.ca/2014/2014-0911-labour.html</a></p> <p>Annex D: Policy priorities for boosting female participation, quality of employment and gender equity</p>	<p><b>Empowering women and increasing participation</b></p> <p>20. We recognise that promoting greater participation by women in the labour market, and improving the quality of their employment, would contribute to stronger and more inclusive growth. Therefore, we commit to take the steps needed to close gender gaps in opportunities and labour market outcomes. Accordingly, G20 members will draw on the policy priorities set out in Annex D – as informed by ILO conventions and recommendations on equality of opportunity and treatment and the OECD Gender Recommendation.</p> <p>21. We are committed to increasing female participation. International organisations have estimated that reducing the current gap in participation between men and women in G20 economies by 25 per cent by 2025 could bring more than 100 million women into the labour force. We will make every effort in this regard and, taking into account national conditions, recommend that our Leaders adopt this goal as a reference for action (<b>employment</b>)</p> <p><b>Reducing gender gaps</b>, and improving female economic participation and access for women to productive, high quality employment will support stronger and more inclusive economic growth across G20 countries. Female labour force participation rates are significantly lower than those among men in many G20 economies, suggesting a potential for an improvement in labour supply that can mitigate the effects of a shrinking workforce, help to relieve supply constraints and contribute to growth. For the G20 as a whole, participation for the age group 15 to 64 is currently around 83 per cent for men and 57 per cent</p>

	<p><b>for women.</b></p> <p>Nations are making progress in addressing gender inequity, including through educational attainment and improving the quality of female employment, but significant challenges and opportunities remain. For example, women continue to be overrepresented in low quality and low wage jobs.</p> <p>G20 members agree to implement measures across a range of key policy areas <b>to boost female workforce participation</b>, subject to national circumstances, including to:</p> <ol style="list-style-type: none"> <li>1. Support lifelong access to education and training, matched with the needs of business and communities</li> <li>2. Provide access to affordable and quality child care, paid parental leave, family-friendly work opportunities and conditions, and support for elderly care</li> <li>3. <b>Support women to pursue self-employment and become entrepreneurs</b>, including through equal property rights, improved financial literacy, access to financial markets and advisory services</li> <li>4. <b>Widen access to services for women</b> (in the formal or informal economies) in order to support their employment prospects and mobility, including tailored employment services, active labour market programmes and skills development opportunities</li> <li>5. Address legal, regulatory, cultural and behavioural barriers to employment opportunities for women</li> <li>6. Promote non-discriminatory practices at the workplace, including on pay and career progression</li> <li>7. Extend social protections, especially to those in poor households or those working in the informal economy, including in regard to work safety, health services, pensions and income security</li> <li>8. Improve work incentives, income support, other transfer payments and related forms of social security</li> <li>9. Enhance the female share of executive positions in the public and private sectors</li> <li>10. Work with social <b>partners to develop new employment opportunities for women</b></li> <li>11. Collect and report timely <b>data related to gender</b>.</li> </ol> <p>These priorities are informed by ILO conventions and recommendations on equality of opportunity and treatment and the OECD Gender Recommendation.</p>
<p><b>G20 Labour and Employment Ministers Declaration: Creating Quality Jobs for All, Investing in Skills and Reducing Inequalities to Promote Inclusive and Robust Growth</b> Ankara, September 4, 2015 <a href="http://www.g20.utoronto.ca/2015/150904-">http://www.g20.utoronto.ca/2015/150904-</a></p>	<p>18. In line with the commitment assumed last year, we have started monitoring the implementation of our Employment Plans through newly established reporting templates. We will update our policy commitments where needed. We welcome the EWG's establishment of a multi-year agenda to ensure continued focus on key labour and employment priorities <b>related to women</b>, youth, inequalities, and safe workplaces.</p> <p>20. We are also implementing reforms to achieve our Leaders' commitment to reduce the gender gap in participation rates by 25 per cent by 2025, taking into account national circumstances. We will closely monitor our progress in achieving this goal over the coming years, and <b>we reiterate the importance of improving the quality of women's employment</b>.</p> <p>22. We acknowledge the essential role of social dialogue between</p>

<a href="#">labour.html</a>	<p>employers and workers during the Turkish Presidency of the G20. We strongly welcome the efforts of B20 and L20 on producing a joint statement on jobs, growth and decent work. We also appreciate the constructive roles of the B20, L20, T20, C20 and Y20 in the G20 process. We look forward to further cooperation with social partners, engagement groups and the newly established <b>Women20 (W20)</b> in implementing our shared commitments.</p>
<b>Tourism</b>	
<p><b>6th T.20 Meeting: Declaration</b> Antalya, October 2, 2015 <a href="http://www.g20.utoronto.ca/2015/151002-tourism.html">http://www.g20.utoronto.ca/2015/151002-tourism.html</a></p>	<p><i>Considering that,</i> <b>tourism accounts for a higher share of women's employment and entrepreneurship</b> as compared to the whole economy and can thus be an effective means <b>to promote gender equality and women's empowerment;</b> <i>In line with the overall priorities of Turkish G20 Presidency – Inclusiveness, Investment for growth and Implementation –, agree to</i> 33. foster stronger links between the private sector, the public sector and education and training institutions in the area of research in order to identify and address the gaps between training needs and market requirements as well as to support policies that promote decent work in tourism, entrepreneurship, <b>gender equality</b> and youth employment; 36. enable cooperation between developing countries and G20 countries in tourism in order to promote inclusive economic opportunities and job creation, <b>with a particular focus on women's education and empowerment;</b> 38. <b>define goals and indicators to promote gender equality in working conditions in tourism employment</b> according to the framework defined by UNWTO and UN Women in their 2010 Joint Report[7];</p>

**Table 2: 2012 G20 Los Cabos Summit Final Compliance Scores**

Commitment	ARG	AUS	BRA	CAN	CHI	FRA	GER	IND	INDO	ITA	JPN	KOR	MEX	RUS	S.AR	S.AF	TUR	UK	US	EU	AVG
1 Exchange Rates	-1	1	-1	1	0	1	1	0	1	1	-1	0	1	1	0	1	0	1	1	1	0.45
2 Fiscal Consolidation	n/a	1	n/a	1	n/a	-1	1	n/a	n/a	-1	1	1	n/a	n/a	n/a	n/a	n/a	1	0	1	0.50
3 Emerging Market Growth	0	n/a	1	n/a	1	n/a	n/a	1	1	n/a	n/a	n/a	1	1	1	1	0	n/a	n/a	n/a	0.80
4 Trade	-1	1	-1	1	0	1	1	-1	0	0	0	1	1	-1	0	-1	0	1	1	1	0.25
5 Crime and Corruption	0	0	0	0	0	0	-1	0	0	0	-1	0	0	0	0	0	0	0	0	0	-0.10
6 Basel Capital and Liquidity	1	1	0	1	1	1	1	1	0	1	1	0	1	1	1	1	0	1	1	1	0.80
7 OTC Derivatives	1	1	1	0	0	0	0	1	n/a	0	1	0	0	1	1	0	0	0	1	0	0.42
8 SIFIs	-1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0.15
9 Sustainable Agriculture	1	1	1	1	-1	1	0	0	1	0	-1	-1	0	1	0	1	0	1	1	0	0.35
10 Climate Change	1	1	1	1	1	1	1	1	-1	0	1	1	1	1	-1	1	0	1	1	1	0.70
11 Fossil Fuel Subsidies	0	1	1	0	1	1	0	1	0	0	0	1	1	1	n/a	1	0	1	0	1	0.58
12 Opportunities for Women	1	1	1	1	-1	1	0	0	0	0	0	1	1	1	1	1	-1	1	1	1	0.55
13 Combating Unemployment	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1.00
14 Investment	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	0.95
15 Infrastructure	0	1	1	1	1	1	1	1	1	1	1	1	1	0	1	0	1	1	1	1	0.85
16 Social Protection	0	1	1	1	0	1	1	0	1	0	1	1	0	1	1	0	1	1	1	1	0.70

	Floors																					
17	Green Growth	1	1	1	1	1	1	1	1	1	0	1	1	1	0	0	0	1	1	1	1	0.80
	Average	0.31	0.94	0.56	0.75	0.38	0.69	0.56	0.50	0.47	0.19	0.44	0.62	0.69	0.62	0.47	0.50	0.25	0.81	0.81	0.75	0.56

**Table 4: 2012 G20 Los Cabos Summit Final Compliance: Commitment Ranking**

Rank	Commitment	Average Compliance Score	
1	Combating Unemployment	1.00	100%
2	Investment	0.95	97.5%
3	Infrastructure	0.85	92.5%
4	Basel Capital and Liquidity	0.80	90.0%
	Emerging Market Growth	0.80	90.0%
	Green Growth	0.80	90.0%
5	Climate Change	0.70	85.0%
	Social Protection Floors	0.70	85.0%
6	Fossil Fuel Subsidies	0.58	79.0%
7	Opportunities for Women	0.55	77.5%
8	Fiscal Consolidation	0.50	75.0%
9	Exchange Rates	0.45	72.5%
10	OTC Derivatives	0.42	68.5%
11	Sustainable Agriculture	0.35	67.5%
12	Trade	0.25	62.5%
13	SIFIs	0.15	57.5%
14	Crime and Corruption	-0.10	45.0%

**Table 2: 2015 G20 Antalya Interim Compliance Scores**

		Argentina	Australia	Brazil	Canada	China	France	Germany	India	Indonesia	Italy	Japan	Korea	Mexico	Russia	Saudi Arabia	South Africa	Turkey	United Kingdom	United States	European Union	Average	Average, %
1	Energy: Fossil Fuel	-1	-1	-1	-1	0	0	0	1	-1	0	-1	-1	-1	0	0	-1	-1	-1	1	-1	-0.50	25
2	Refugees	0	0	0	1	0	1	1	-1	-1	0	0	0	0	-1	0	-1	1	1	1	0	0.10	55
3	Macroeconomic: Fiscal Policy	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0.20	60
4	International Financial Institutions Reform: IMF	0	1	-1	1	1	0	1	1	0	0	1	0	1	1	0	0	0	0	1	1	0.45	73
5	Trade	0	1	0	1	1	0	0	0	1	0	1	0	1	-1	1	0	0	1	1	0	0.40	70
6	Financial Regulation	1	0	-1	1	0	1	1	0	0	1	-1	0	0	1	0	0	1	1	1	1	0.40	70
7	Development: Aid for Trade	1	1	0	1	1	0	1	0	0	1	1	0	-1	1	1	0	1	1	1	1	0.60	80
8	Development: Remittances	-1	1	-1	-1	0	-1	-1	0	0	0	-1	0	-1	-1	-1	0	-1	0	0	0	-0.45	28
9	Tax: Development	0	1	0	1	1	1	1	1	0	1	0	0	0	0	0	1	1	1	1	1	0.60	80
10	Employment: Gender	0	1	0	1	1	1	1	1	1	0	1	1	-1	-1	0	1	1	0	1	1	0.55	78
11	Labour and Employment: Youth	1	1	0	1	0	1	1	0	0	0	0	1	1	1	1	0	0	1	1	1	0.60	80
12	Macroeconomic policy: SMEs	0	1	0	1	1	1	1	-1	1	1	1	0	1	1	-1	-1	0	1	1	1	0.50	75
13	Trade: RTAs	1	1	0	1	1	1	1	1	0	1	1	1	1	1	0	0	1	1	1	1	0.80	90
14	Financial Regulation: Tax Information	1	1	0	1	1	1	1	1	0	1	1	1	1	1	0	1	0	1	0	n/a	0.74	87
15	Crime and Corruption: Asset Recovery	0	0	0	1	0	1	0	0	-1	0	0	-1	0	0	-1	0	0	1	1	n/a	0.05	53
16	Information and Communication	0	0	0	1	0	1	1	0	0	1	1	1	1	0	-1	0	-1	1	1	1	0.40	70
17	Terrorism	-1	1	-1	1	-1	1	1	-1	0	1	1	1	1	1	0	-1	-1	1	1	1	0.30	65
	Average	0.12	0.65	-0.24	0.71	0.41	0.59	0.71	0.18	0.00	0.47	0.35	0.24	0.24	0.24	-0.06	0.00	0.12	0.65	0.82	0.60	0.34	67
	Average, %	56	82	38	85	71	79	85	59	50	74	68	62	62	62	47	50	56	82	91	80	67	

N/A = Not applicable.

**Table 4: 2015 G20 Antalya Summit Final Compliance by Commitment**

Rank	Commitment	Average	Average, %
1	Trade: RTAs	0.80	90
2	Financial Regulation: Tax Information	0.74	87
3	Development: Aid for Trade	0.60	80
	Tax: Development	0.60	80
	Labour and Employment: Youth	0.60	80
6	Employment: Gender	0.55	78
7	Macroeconomic policy: SMEs	0.50	75
8	International Financial Institutions Reform: IMF	0.45	73
9	Trade	0.40	70
	Financial Regulation	0.40	70
	Information and Communication	0.40	70
12	Terrorism	0.30	65
13	Macroeconomic: Fiscal Policy	0.20	60
14	Refugees	0.10	55
15	Crime and Corruption: Asset Recovery	0.05	53
16	Development: Remittances	-0.45	28
17	Energy: Fossil Fuel	-0.50	25

<b>B20 recommendations to G20 leaders</b>		
Summit	A total number of B20 recommendations	A number of gender-related recommendations
Toronto Business Summit, June 2010	11	0
Seoul Business Summit, August 2010	57	0
Cannes Business Summit, November 2011	118	1
Los Cabos Business Summit, June 2012	76	2
St. Petersburg Business Summit, June 2013	141	1
Sydney Business Summit, July 2014	92	0
Antalya Business Summit, November 2015	87	2
Hangzhou Business Summit, September 2016	66	1
<b>Total</b>	<b>648</b>	<b>7</b>

<b>B20 gender related recommendations</b>	
<b>Presidency, year, link</b>	<b>Recommendation</b>
French presidency, 2011 <a href="http://www.g20.utoronto.ca/b20/B20-2011-report.pdf">http://www.g20.utoronto.ca/b20/B20-2011-report.pdf</a>	<b>Medium and long-term food security</b> <b>6. Increase investment</b> Strengthen the capacity of smallholding farmers ( <b>particularly women</b> ) through extension, financing, information access, organizing support and property rights
Mexican presidency, 2012, <a href="https://www.hse.ru/data/2013/01/23/1306477584/Los_Cabos_B20_Report.pdf">https://www.hse.ru/data/2013/01/23/1306477584/Los_Cabos_B20_Report.pdf</a>	<i>II. Optimizing Agricultural Productivity and Nutrition Outcomes</i> A step-change in productivity can be achieved through a coordinated set of actions to strengthen whole value chains and agriculture systems and strengthen support for small-scale farmers, especially women. <i>Empowering women farmers:</i> Women make up 43% of developing-world farmers, but in many regions they have significantly less access to land and water rights, financial services, education and public programs (such as extension) that could increase their productive and earning potential. Correcting this imbalance would reduce the number of hungry people by 100-150 million ( <b>women's economic empowerment</b> ) <i>IV. Strengthening Capacity to Improve Value Chains</i> · building capacity along the value chain: Investing in the training of farmers, entrepreneurs and specialists along the food value chain – <b>especially women</b> – can increase the productivity, incomes and market access of smallholder farmers, while improving nutritional value and food safety for consumers.

	<p>Supporting farmers to adopt “technologies of practice”, including sustainable farming techniques, can jointly boost productivity, sustainability and incomes. As part of a long-term investment in the human capital of rural communities, incentives to encourage farm families to prioritize children’s school attendance over farm labor are needed</p> <p><i>I. Actions to Enable Increased Investment in Agriculture and Food Security</i></p> <p><i>Increasing investment</i></p> <p><i>recommended industry commitments:</i></p> <ul style="list-style-type: none"> <li>· Sectors represented by the task force to invest an additional us\$ 10-15 billion, expanding market and input access for 3-5 million smallholder farmers and improving the income and productivity of 2-3 million <b>women farmers</b>.</li> <li>· Investments should ensure the sustainable use of resources, including farming inputs; and should expand market access for smallholder farmers, <b>especially women</b></li> </ul> <p><i>recommended public-sector commitments:</i></p> <ul style="list-style-type: none"> <li>· Increase government investments in agriculture to help reach the goal of increasing both production and productivity by 50% by 2030 and improving smallholder farmers’ livelihoods. Policy measures can be targeted to catalyse, de-risk and incentivize sustainable private-sector investment in agriculture and food value chains. Public programs should also be designed <b>to empower women farmers</b>.</li> </ul> <p><i>I. Significantly enhance public- and private-sector investment to achieve a 50 percent increase in agricultural production and productivity by 2030.</i></p> <p><i>Commitments needed</i></p> <p><i>from industry</i></p> <ul style="list-style-type: none"> <li>· Investments should ensure the sustainable use of resources, including farming inputs, and should expand market access for smallholder farmers, <b>especially women</b>.</li> </ul> <p><i>from the public sector</i></p> <ul style="list-style-type: none"> <li>· Governments should increase their investments in agriculture to help increase production and productivity by 50 percent by 2030, and to improve the livelihood of smallholder farmers. Policy measures can be targeted to catalyze, de-risk, and offer incentives for sustainable private-sector investment in agriculture and food-value chains. Public programs should also be designed <b>to empower women farmers</b></li> </ul>
<p>Russian presidency, 2013, White Book,  <a href="http://www.b20russia.com/B20_WhiteBook_web.pdf">http://www.b20russia.com/B20_WhiteBook_web.pdf</a></p>	<ul style="list-style-type: none"> <li>• Support financial inclusion securing the proper business involvement in business education, helping to gain access to financial education and services <b>for women</b> and youth while participating in financial consumer protection schemes development (<b>financial</b></li> </ul>

	<b>inclusion)</b>
Australian presidency, 2014	No
<p>Turkey presidency, 2015, <a href="http://media.rspp.ru/document/1/3/0/30afbb822e6183eade3799dbee339a8.pdf">http://media.rspp.ru/document/1/3/0/30afbb822e6183eade3799dbee339a8.pdf</a></p> <p>B20-L20 Statement “Jobs, Growth and Decent Work” (<a href="http://media.rspp.ru/document/1/d/8/d8f971c467f393d6ae2995af87d2b7a9.pdf">http://media.rspp.ru/document/1/d/8/d8f971c467f393d6ae2995af87d2b7a9.pdf</a>)</p>	<p>Despite these efforts, the recovery of economic growth globally remains weak; unemployment, particularly among youth, and <b>labor-force participation by women have not materially improved</b>, nor have small and medium-sized enterprises (SMEs) found firmer foundations.</p> <p><i>RECOMMENDATION 8: Develop and finance programs aimed at reducing skills mismatches, in particular technical, managerial, and entrepreneurial skills.</i></p> <p>The youth unemployment rate is projected to reach 13.1 percent globally, and increase in many countries. Similarly, <b>women represent 49.6 percent of the total global population</b>, yet only 40.8 percent of the total workforce in the formal economy. These trends will trigger social, productivity, and stability challenges in many countries. <b>Achieving the goal of reducing the gap in participation rates between men and women in G20 countries by 25 percent by 2025 would bring more than 100 million women into the labor force.</b> Overall, closing the gender gap could boost GDP by up to 34 percent for developing countries and increase growth by 12 percent in OECD countries (<b>employment</b>)</p> <p><i>RECOMMENDATION 10: Increase youth employment and female labor-force participation</i></p> <p>2. Commit to implementing non-discriminatory policies aimed at <b>increasing women’s participation in the labor force</b> via improving supportive mechanisms such as day-care and elderly care centers, and leave schemes in diverse forms for work-family balance, and by advancing education of women through measures that reduce the opportunity cost of schooling for girls (<b>employment</b>)</p> <p><i>Global Skills Accelerator</i></p> <p>The GSA training programs would target young people (18-25 years old), potentially <b>focusing on mobilization of young women.</b></p> <p>3) <i>Make a reality of the 2014 Brisbane target of reducing by 25% the gender gap in employment by 2025:</i>  <i>A fresh approach to gender equality is needed. Governments should:</i></p> <ul style="list-style-type: none"> <li>• <b>Focus on gender equality in education and skills training</b> from an early age in areas of study linked to key economic sectors including but not limited to such as Science, Technology, Engineering and Mathematics (STEM) (<b>human resource development</b>)</li> <li>• <b>Promote gender equality in employment</b> through campaigns/awareness raising programs both at the national and global level</li> </ul>

	<p><b>(employment)</b></p> <ul style="list-style-type: none"> <li>• Focus on the <b>quality of jobs for women</b>, including through opportunities for life-long learning, and by reducing the gender pay gap <b>(employment)</b></li> <li>• Enhance investment and job creation in the care sector and ensure access to affordable child and elder care, also to ensure greater work-life balance for both men and <b>women (employment)</b></li> </ul>
Chinese presidency, 2016	<p>Recommendation 3. Implement and encourage initiatives to increase the female labor force participation rate</p> <p><b>Actions</b></p> <p>3.1 G20 countries should promote mechanisms to increase employment access, remove bias, and ensure equal pay for females in the labor force.</p> <p>3.2 G20 countries should encourage an increase in female entrepreneurs by providing incentives and measurement for funding female-run start-ups.</p> <p>3.3 G20 countries should encourage the advancement and mentorship of women into senior leadership roles in the private sector.</p> <p>3.4 G20 countries should reconcile work and family life by providing or encouraging support mechanisms for family care, flexible roles in the workplace, and career transitions to retain female labor in the work force.</p> <p>3.5 G20 countries should establish transparent reporting mechanisms on female labor force participation.</p>