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COMMUNIQUÉ

G20 INDIA PRESIDENCY 2023





Disclaimer

The G20 EMPOWER Alliance does not operate like a traditional G20 working group. The decisions and recommendations in this document are not binding and do not represent official government policy.




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PREAMBLE

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PREAMBLE

G20 has a strategic role in securing future global economic growth and prosperity. Together, the G20 member nations represent around 85% of the global GDP, over 75 % of the global trade, and two-thirds of the world's population. Given its key role in the global economy, the G20 has immense potential to deliver sustainable economic progress and empowerment of women.

While women comprise about half of the world's population, they contribute only 37 % to the global GDP¹. Women's empowerment across the world has witnessed slow progress for decades. This is reflected in the lower levels of education attainment, economic participation and leadership responsibilities compared to men. 'Gender Gap' and 'Inequity' remain barriers to the achievement of full potential throughout women's and girls' lives.

According to UNESCO, of the 760 million adults worldwide, who still lack basic literacy, a staggering two thirds are women². Additionally, women are less likely to work in formal employment and have fewer opportunities for business expansion or career progression. The global rate of women's labor force participation is less than 47%, marking a significant 25 percentage point difference compared to men³. In top leadership positions as well, such as chief executive officers (CEOs) in Fortune 500 companies, women account for a mere 4.8%⁴. Women's limited participation in entrepreneurial activities is a concern as well.

¹ <https://www.worldbank.org/en/topic/trade/brief/trade-and-gender>

² <https://www.unesco.org/en/literacy/need-know>

³ <https://www.ilo.org/infostories/en-GB/Stories/Employment/barriers-women#global-gap>

⁴ <https://fortune.com/2022/08/03/female-ceos-global-500-thyssenkrupp-martina-merz-cvs-karen-lynch/>

Women comprise
half of the
world's
population and
contribute 37% to
the global GDP

If men and
women
participated in
the labor force at
equal rates, there
would be a
potential to
increase global
GDP by USD 28
trillion

Women globally are challenged by socio-cultural biases, lack of safety, information asymmetry, access to finance and technology, structural barriers, and limited access to labor markets. Additionally, women also bear a disproportionate burden of unpaid household and care work. According to the International Labor Organization (ILO), women perform 3.2 times more unpaid care-work than men, which has only been exacerbated by the pandemic.

Closing the gender gap and unlocking the untapped potential of women is imperative and would require concerted efforts from all stakeholders. According to a McKinsey Global Institute report, achieving gender equality in labor force participation could potentially increase global GDP by US\$ 28 trillion⁵.

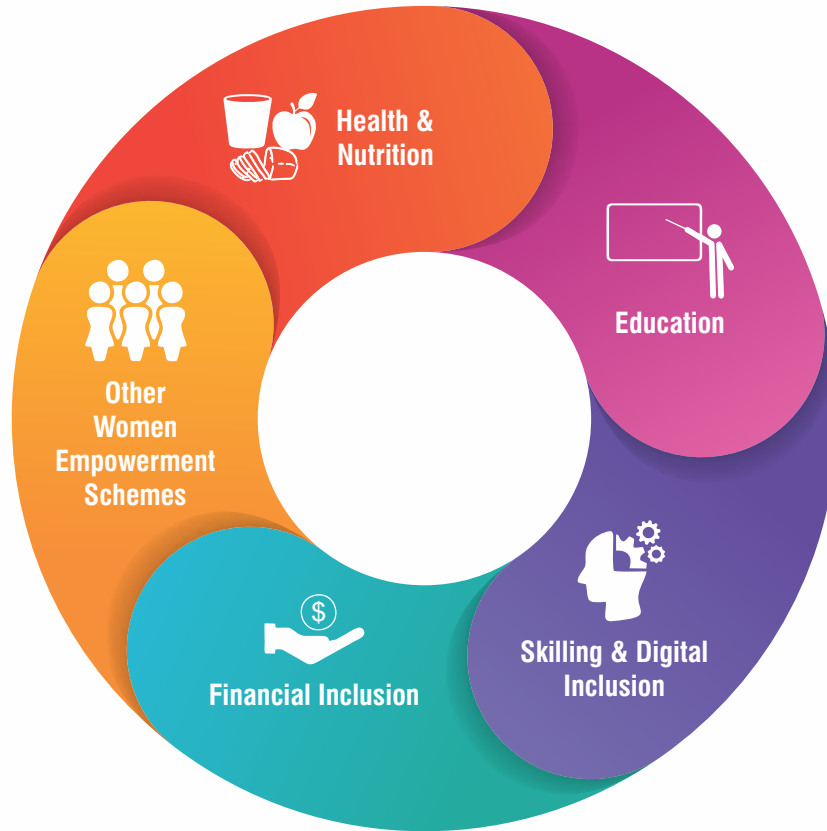
Over the years, India has transitioned from the growth narrative of 'development of women' to 'women-led development' (WLD). This involved recognizing women's substantial and active contribution to economic growth as well as enhancing the scope of their participation and leadership across all spheres.

Going forward, to realize the transformative power of women-led development, cooperation, collaboration, and convergence is crucial across governments. The G20 EMPOWER Alliance proposes to prioritize women's participation and leadership at national, regional and global levels.

This approach aims to enhance women's decision making roles and ensure equitable distribution of opportunities and resources. By embracing a women-led development approach, the G20 countries can drive gender transformative actions and foster inclusive development through the life course approach as shown below.

⁵ McKinsey Global Institute "Power of Parity: How advancing women's equality can add \$12 trillion to global growth",

Life Course Approach



The life course approach focuses on building aspirations and leadership of girls early on, so that they are equipped to effectively make the transition from school to work.



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G20 EMPOWER ROADMAP 2023

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G20 EMPOWER ROADMAP 2023

The EMPOWER Alliance was established based on a recommendation by Canada, supported by the G20 Japanese Presidency, and endorsed in the G20 Osaka Summit Declaration in 2019. The alliance was first activated with working terms of reference set up under the Saudi Arabian Presidency in 2020, as well as the onboarding of Advocates and building the Pledge draft.

The Italian G20 Presidency in 2021 focused on three key issues: continued measurement and monitoring of the agreed upon key performance indicators on the advancement of women in leadership roles, promotion of policies that strengthen female talent pipelines in organizations, and a pragmatic approach towards the development of skills and qualifications needed to face future challenges.

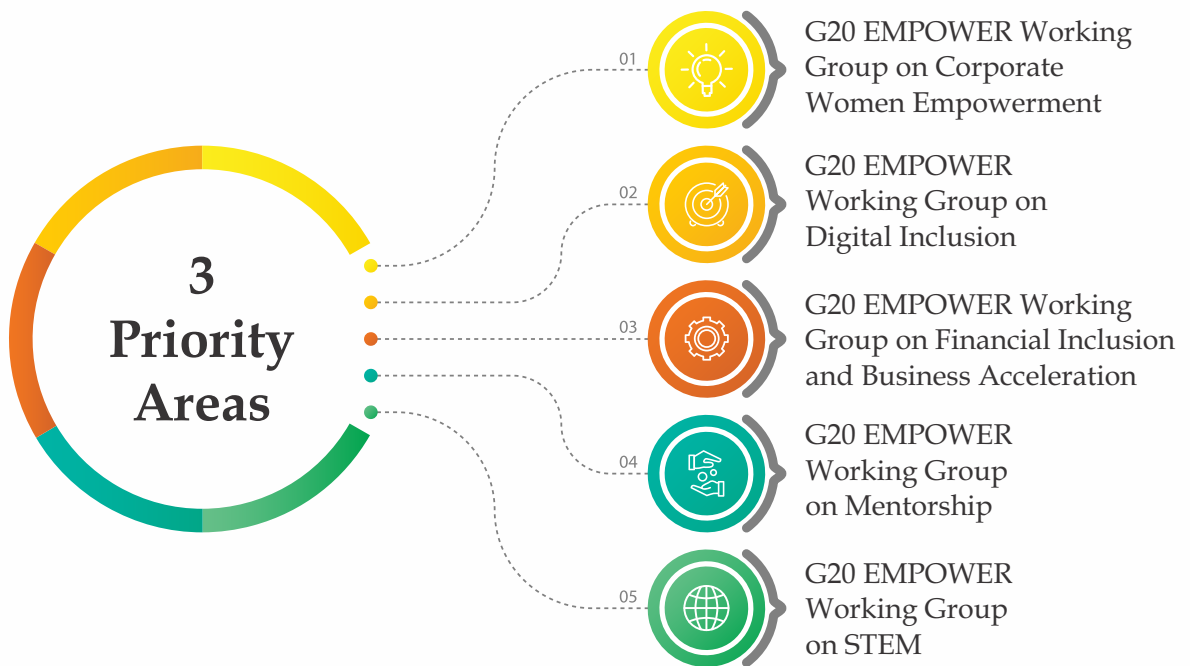
Subsequently, the Indonesian Presidency 2022 also emphasized the need for governments to promote the collection and use of gender-disaggregated data, implement gender-responsive budgeting, and strengthen collaboration and coordination between various stakeholders at national and global levels. The purpose is to create a sustainable ecosystem for women-led small and medium businesses to flourish.

Building on the roadmap of past Presidencies, India's G20 EMPOWER Presidency aims to create a three-pronged roadmap in the following priority areas, with digital inclusion as a cross-cutting theme:



Under India's G20 EMPOWER Presidency, five working groups were constituted to deliberate and elicit ideas on the three priorities:

Working Groups



Additionally, detailed deliberations were held on the need to strengthen the care economy.



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OUTCOMES

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OUTCOMES

3.1 Continuation of the G20 EMPOWER Alliance

The G20 Alliance for the Empowerment and Progression of Women's Economic Representation (G20 EMPOWER) endeavors to be the most inclusive and action-driven alliance among businesses and governments to accelerate women's leadership and empowerment across G20 countries.

Representatives of the G20 EMPOWER Alliance continue to build on their partnership. Efforts were strengthened under the Italian Presidency in 2021, continued as part of the Indonesian Presidency for 2022, and have been extended further into the Indian Presidency for 2023. Its collaborative work will be handed over to Brazil in the next Presidency in 2024. The representatives recognize that progress should be accelerated across G20 countries to deliver concrete outcomes through ongoing synergies between public and private sectors.

Further, in the interest of ensuring continuity and effectiveness of our collective efforts, it is proposed that G20 EMPOWER Alliance transitions from an initiative to a formalized G20 Working Group. This suggestion is rooted in our commitment to the sustainable progress of our mandate and aims to maintain the momentum of our actions regardless of changes in the Presidency and other external factors. The EMPOWER Working Group is intended to be a unique amalgamation, maintaining active participation and representation from both government entities and private organizations.

3.2 Consolidation of G20 EMPOWER Advocates Network and Best Practices

The G20 EMPOWER Advocates' Network continues to be expanded with the collective support of G20 EMPOWER representatives. Advocates comprise

organizations and heads of organizations who have agreed to promote the goals of G20 EMPOWER in their respective companies and business ecosystems. They are committed to accelerating advancement of women in business and leadership positions. So far, the network has reached out to over 500 Advocates across G20 countries, with its impact continuing to grow.

The Advocates have greatly contributed to the endeavors of G20 EMPOWER, acting both as champions and participants at EMPOWER side events which are crucial platforms for wider engagement. During India's G20 Presidency, the Advocates actively participated in the Working Group deliberations, along with government representatives, exploring challenges, initiatives and providing informed insights on how and where interventions can best drive the achievement of the G20 EMPOWER vision. The Advocates also contributed to the G20 EMPOWER 2023 Best Practices Playbook.

3.3 Commitment and Recommendations

Taking an evidence-based approach and learning from the empirical experiences of G20 EMPOWER Representatives, the Commitments for Private Sector and Recommendations for Governments have been deliberated and jointly reviewed during the Focus Group Discussions, Working Group Meetings, and High-Level Events. Besides, these have also been triangulated through literature reviews conducted by our Knowledge Partners.

The representatives of G20 EMPOWER have set forth specific objectives and actionable solutions for both private sector organizations and governments across G20 countries. These solutions aim to drive gender-responsive sustainable transformation.

G20 EMPOWER will continue to function differently than other G20 working groups, bringing together the private sector and governments to undertake actionable solutions. The idea is to track and measure progress in advancing women's empowerment.

The outcomes are categorized into two pillars: Commitments and Recommendations.

Commitment

What we, as private sector leaders, encourage the private sector across G20 and guest countries to adopt.

Recommendation

What we, as private sector leaders, recommend G20 and guest countries governments to take forward.

Education: The Game-Changing Pathway to Women's Empowerment



4.1 Issue Note 1: Education: The game-changing pathway to women's empowerment

Education is a game-changing pathway to empower women and foster their overall advancement. Education equips girls and women with knowledge, skills, and critical thinking abilities, enabling them to make informed decisions and participate actively in social, economic, and political spheres. Moreover, education boosts their confidence and self-esteem, empowering them to challenge societal norms, break barriers, and pursue their aspirations. Educated women are also more likely to adopt healthy practices, make informed choices regarding reproductive health, and seek proper healthcare for themselves and their families. However, there is still much to be done to achieve the goal of gender equality in education.

Globally, only 49% of countries have achieved gender parity in primary education, 42% in lower-secondary education, and 24% in upper-secondary education⁶.

Socio-cultural norms often restrict the full participation of girls and women in education, particularly in pursuing technical subjects like science, mathematics, technology, and engineering. Globally, only 35% of girl students opt for science, technology, engineering and mathematics (STEM) subjects during their higher education⁷, leading to significant gender gaps in employment and limiting women's roles in the professional workplace. This gender disparity is alarming, considering that STEM careers are often referred to as jobs of the future, and are driving innovation, social well-being, inclusive growth, and sustainable development. An IMF study (2018) indicates

⁶ <https://www.unicef.org/education/girls-education> UNICEF

⁷ UNESCO "Cracking the Code: Girls' and Women's education in STEM"
<https://unesdoc.unesco.org/ark:/48223/pf0000253479>, 2017

49% of countries have achieved gender parity in primary education, 42% in lower-secondary education, and 24% in upper-secondary education

Only 35% of total female students pursue STEM subjects during their higher education years globally

About 11% of women's workforce, as compared to 9% of male workers, are at a higher risk of losing their jobs to automation

that women, especially those lacking STEM skills, are more likely to be engaged in routine tasks and are at risk of losing their jobs to automation. Approximately 11% of the women workers, compared to 9% of male workers, are at a higher risk of job loss due to automation.

To address these challenges, coordinated efforts are vital to achieving gender equality in education at all levels. During India's Presidency, G20 EMPOWER 2023 reaffirmed the commitment to promoting education, which contributes to combating social norms that hinder the progress of girls' and women. The focus has been on bringing about gender transformation through investments in vocational training and in non-traditional or male-dominated sectors. This includes increasing access to STEM education, enabling women to access better-paid and high-growth job opportunities. G20 EMPOWER aims to bridge the gender gap and enable the creation of future-proof employment opportunities – while achieving SDG 4 (Quality Education) and SDG 5 (Gender Equality), to pave the way for a more inclusive and prosperous future.

G20 EMPOWER Commitment for the Private Sector

To further strengthen the commitment of promoting education as a game-changing pathway to women's empowerment, the G20 EMPOWER representatives, encourage the private sector to actively consider supporting women's education and career progression in the following ways:

1. Enable school-to-work transition and career-development opportunities beyond traditional fields:

- a. Develop fellowships for women, especially in the field of STEM (including Artificial Intelligence), with corporate leaders serving as mentors for a minimum period of three months.
- b. Formalize and strengthen apprenticeship programs targeting girls and young women to facilitate a smooth transition from education to skill development and eventually to gainful employment.
- c. Invest in training of young girls in vocational skills and other skill development opportunities.

- d. Partner with government and academic institutions for designing a future-ready and inclusive curriculum with a focus on STEM education and influencing structural changes to remove barriers faced by women such as unpaid care responsibilities.
- e. Partner with educational institutions and communities to bring about long-term behavioral change to reduce gender biases and stereotypes and encourage women to take up non-traditional career choices.

2. Enhance the quality and accessibility of education and encourage lifelong learning by investing in:

- a. Physical, social and digital infrastructure at scale including in the care sectors, to create an enabling environment for women to access education, life-long learning opportunities, and decent work.
- b. Training (technical, vocational, and digital skills), and focused internship programs.

3. Leverage technology to scale digital skilling and capacity building:

- a. Build and sponsor digital tools that enable learning and address information asymmetry.

4. Invest in STEM education and digital skilling to prepare women for jobs of the future:

- a. Fund scholarships for non-traditional subjects and specializations to enable participation of women and girls in science and technology; and investment in digital infrastructure.
- b. Collaborate with the education system in order to encourage women-led tech and non-tech entrepreneurship from an early stage.

G20 EMPOWER Recommendations for Government

Investing in women's education, skill development, and training, decent employment and livelihood support empowers women and is the key to a sustainable and inclusive future. We urge governments to take a whole-of-government approach while considering the suggested recommendations:

1. **Develop clear policies and legal frameworks to encourage continuous learning for women and girls.**
2. **Build safe and inclusive learning environments that:**
 - a. Have the necessary holistic infrastructure to address barriers for women and girls in accessing education, employment and ensure the right to be free from violence and harassment, and any unconscious biases.
3. **Provide access to finance through:**
 - a. Loans and schemes, credit guarantees to underserved women and girls to ensure continuity of education across primary, secondary, and higher education.
4. **Fund programs that promote training, entrepreneurship, and skilling along with encouraging research in STEM subjects.**
5. **Strengthen educational curriculum to make it future-ready:**
 - a. Make structural changes, in partnership with industry and academia to strengthen educational curriculum to make it inclusive and future-ready.
 - b. Encourage curriculum design to include teacher training programs that enable continuous market-forward learning for educators.

Women's Entrepreneurship: A Win-Win for Equity and Economy



4.2 Issue Note 2: Women's Entrepreneurship: A win-win for equity and economy

Women's economic participation has remained a cause for concern worldwide. They are underrepresented in the workforce as well as in entrepreneurship. According to the Global Entrepreneurship Monitor 2020/21 Women's Entrepreneurship Report⁸, only one in every three growth-oriented entrepreneurs is a woman. Throughout their entrepreneurship journey, women face challenges at different stages, from starting a business to surviving in a highly competitive market to growing and scaling their business to the next level. These challenges are common across geographies and are a result of: gaps in education and learning; access to finance, information asymmetry in digital and technology adoption; access to social capital and networks; and forward market linkages.

Socially, women entrepreneurs have smaller, less diverse entrepreneurial networks, which limit their ability to exchange knowledge with one another. Globally, only 47 % of women know an entrepreneur personally, compared to 53% of men, according to the Global Entrepreneurship Monitor report⁹. In the marketplace, women encounter barriers such as restricted mobility of women owing to social norms and distance, lack of knowledge, and technical expertise to trade in overseas markets and limited skills in high-growth sectors (such as AI, big data and tech). These factors restrict women's access to large, centralized, domestic, and international markets, and leave them in nascent stages of growth.

Additionally, the uneven burden of unpaid work consisting of household chores, and elder and childcare

According to
Global
Entrepreneurship
Monitor 2020/21,
only 47 % of
women know
an entrepreneur
personally,
compared to
53% of men

^{8,9} Global Entrepreneurship Monitor (GEM) 2020/2021 Women's Entrepreneurship Report

responsibilities, is often coupled with barriers in the societal support systems. These factors collectively create barriers to entry and continuity in entrepreneurial pursuits among women.

The G20 has enormous potential to promote gender equity and women's empowerment, recognizing that women entrepreneurs make significant contributions to the economy and society. To boost global growth and build back in an inclusive manner, governments across G20 nations are urged to prioritize reducing inequality and poverty across G20 countries by 2025 and jointly work together towards realizing the Brisbane goal of reducing the gender gap in labor force participation by 25%¹⁰.

The G20 EMPOWER Alliance is committed to advocating women's entrepreneurship and addressing barriers that prevent them from starting, sustaining, and expanding businesses. The suggestions aim at ensuring women's equal access to technical, business, and digital education, access to financial avenues, asset ownership, social capital, networks, and domestic and international markets.

G20 EMPOWER Commitment for Private Sector

While many private sector programs have already been established to support the growth of women in small and medium enterprises (SMEs), the G20 EMPOWER representatives suggested key solutions to address challenges faced by women entrepreneurs in micro, small and medium enterprises (MSMEs). To realize the win-win for equity and economy through women's entrepreneurship, the private sector is encouraged to:

1. Partner as mentors for women entrepreneurs:

- a. Support creation of a G20-wide online mentorship platform to share legal, business, financial, strategic, and advisory knowledge with women at various stages of their entrepreneurial journey.

¹⁰ OECD Women at Work in G20 countries: Progress & Policy Action <https://www.oecd.org/g20/summits/osaka/G20-Women-at-Work.pdf>

- b. Partner with private sector organizations to create a network of women entrepreneurs that enable training and onboarding, along with continued support towards up-skilling on new tools and tech.

2. Enable access and availability of finance by:

- a. Leveraging Corporate Social Responsibility (CSR) funds to support women entrepreneurs.
- b. Investing in pooled credit funds for investments towards women-owned businesses.

3. Offer support by way of providing seed capital through trusts and endowments that:

- a. Fund women entrepreneurs on the basis of their business proposition and its economic potential.

4. Encourage gender-responsive procurement through the 'proudly owned and made by women' seal.

5. Advocate for increased public and private investment to:

- a. Create infrastructure and services in care facilities (e.g., childcare, elderly care, and care for people with disabilities).
- b. Support business development for women to start and scale their businesses (e.g. co-working spaces, networking, advisory).

6. Launch accelerator initiatives for women entrepreneurs:

- a. Offer in-house advisory, financial resources, and technology support to women entrepreneurs to scale up and become part of supply chains of large organizations.
- b. Enable simplified digital entrepreneurship curriculum, access to online learning, and mentoring for women to be able to pursue entrepreneurship learning from their homes.

7. Enhance supply chain transparency through:

- a. Digital wage payments across supply chains, particularly in industries that employ a significant percentage of women.

8. Mitigate online risks to make digital environment safer for women:

- a. Embed safety at the start and throughout the lifecycle of digital products and services through implementing 'safety by design' approaches to anticipate, detect and eliminate online risks to make digital environments safer and more inclusive.
- b. Design awareness program for the protection of women and women-owned businesses from cybercrimes and technology facilitated violence.

G20 EMPOWER Recommendations for Government

G20 EMPOWER representatives recommend governments to support and work with the private sector to address the challenges faced by women entrepreneurs through the following actions:

1. Design and scale up initiatives to help women entrepreneurs access finance:

- a. Accelerate capacity building for regulators and financial institutions to drive transformative policy and solutions for women entrepreneurs. The solutions could be: improving the quality of existing programs such as business loans, credit guarantee instruments for women entrepreneurs; extending financial literacy programs; enhancing effectiveness; and better targeting of existing programs using gender-disaggregated data.
- b. Provide affordable loan and credit conditions for women and provide an alternative collateral system such as a mutual warranty system for aspiring and existing women entrepreneurs.
- c. Build a gender-disaggregated reporting framework for financial institutions to help monitor and implement national-level commitments to support women entrepreneurs.

2. Integrate a gender dimension into public procurement:

- a. Increase procurement from women-owned enterprises.
- b. Set up a government e-market place that promotes opportunities for women-owned businesses.

3. Promote an open access e(quality)-commerce platform that:

- a. Enables access to markets by dis-intermediating the value chain and enhances transparency and reduced costs.

4. Enables access to asset ownership through:

- a. Development of integrated savings and credit products alongside affordable housing initiatives.
- b. Legal frameworks that safeguard the rights of women and girls, and create awareness about the same.

5. Enable programs, policies, and increased public investments for strengthening the care ecosystem:

- a. Make quality care facilities and services available and accessible for workers with family responsibilities (childcare, elderly care, care for people with disabilities), including the creation of women friendly work spaces in economic zones, industrial areas etc.



Creating a Partnership For Promoting Women's Leadership at All Levels, Including Grassroots



4.3 Issue Note 3: Creating a partnership for promoting women's leadership at all levels, including grassroots

Women's equal participation and representation in decision-making processes is critical for the prioritization of women's differential needs and issues across sectors, and for effectively localizing the Sustainable Development Goals (SDGs) at all levels.

Even with the progress made in women's leadership over recent years, with more women holding decision-making roles in businesses and on boards, politics, and communities than ever before, many challenges continue to impede progress. Biased social and gender norms are among the greatest obstacles to women's success. According to an ILO publication¹¹, only 28.3% of women in the workforce hold managerial positions. Similarly, the Global Political Empowerment gender gap is one of the largest, with only 22.1% of it closed (World Economic Forum's, Global Gender Gap Report, 2023)¹². According to the report, it will take another 162 years to completely close the gap on political empowerment.

The disproportionate burden of unpaid domestic and care responsibilities prevents women from seeking employment and income, which in turn inhibits their economic empowerment. Women face challenges to becoming financially independent and are often seen as dependants. This is further perpetuated by a lack of social and legal support systems that encourage their rise to leadership roles in economic and political areas.

¹¹ ILO Statistics, 2022

¹² Global Gender Gap Report, 2023 World Economic Forum

Only 28.3% of women in the workforce hold managerial positions

Globally it will take another 162 years to close the gap on political empowerment

Increasing women's participation in leadership and decision making has proved to be extremely beneficial for economic and social development around the world. It is therefore imperative to train, nurture and promote women's leadership from an early stage. Exposure and fostering agency from the early years of women's lives will enable them to start building skills that, in turn, will propel them to leadership positions.

Further, employer organizations and other business representative organizations can play a more significant role to enhance women's empowerment, entrepreneurship, and leadership. Supporting inclusion of leadership at the grassroots level, women's leadership in front-line service delivery at the lowest levels of society and community is equally important for promoting the economic empowerment of women.

G20 EMPOWER Commitment for Private Sector

Representative and diverse voices in decision-making are key to making better and fair decisions. To promote women's leadership across all levels, the G20 EMPOWER 2023 encourages private sector organizations to consider the adoption of the following commitments:

1. Develop skill and capacity-building programs to benefit women in leadership roles across all levels by:

- a. Accelerating women's advancement to decision-making levels. For example, by identifying potential women candidates from early stages in equitable succession plans and in diversity talent pools, and enhancing women's experience and recognition through effective sponsorship and mentorship programs.
- b. Identifying initiatives that encourage women at grassroots levels to take on leadership roles and responsibilities in their communities for the delivery of services in healthcare, financial inclusion, digital and technology uptake, etc.

2. Adopt inclusive policies and practices at the workplace to:

- a. Support the career growth of women and their advancement to leadership positions through equitable action in career development opportunities, and mentorship.
- b. Establish a clear and ambitious target to increase women executives, both independent directors and execution officers, to ensure women's influence in decision-making in governance and execution and monitor the progress at the Board level.
- c. Support women by implementing gender equitable practices through various career stages. These practices could eliminate bias in selection, ensure gender-equal payment, and enhance caregiving support (for both men and women), flexible work arrangements, return to work programs, and employee resource group activities.

3. Regularly review and publish gender diversity metrics:

- a. Measure gender representation and metrics across career levels such as recruitment mix, attrition mix, promotion, and pay parity.
- b. Review the gender mix of vendors, suppliers, and partners. For example, the percentage of women-led businesses in the vendor panel.

4. Recognize exemplary women leaders across business and socio-economic roles at all levels.

5. Ensure the safety of women workers and prevent harassment through an enabling environment where women can report harassment without fear of reprisal:

- a. Ensure victims have access to a sensitive justice system beyond the private sector's redress mechanisms.
- b. Implement awareness campaigns and educate about existing policies on sexual harassment, micro-aggressions, and unconscious biases.
- c. Enable robust anti-discrimination/anti-harassment frameworks that address both gender-based workplace discrimination and harassment.

G20 EMPOWER Recommendations for Government

To truly empower women, enabling their role in leadership and decision making, across all levels of society, is crucial. G20 EMPOWER Representatives urge the governments across G20 nations to consider the following recommendations:

1. Build a Knowledge Exchange Platform to:

- a. Share best practices on successful policy interventions, institutional mechanisms, and government programs on women's leadership, undertaken by governments of G20 member countries.

2. Adopt policies and progressive measures to:

- a. Induct women onto the shop floor across all shifts, along with enhanced security measures (for e.g., labor code amendments to include a streamlined night shift approval process).

3. Encourage reporting of gender metrics at all levels by the private sector (for e.g., gender gaps across management levels, gender pay gap data, board gender diversity).

4. Pass legislations and create provisions for:

- a. Appropriate workplace infrastructure and public investments in care infrastructure for women (for e.g., safe and easily accessible restrooms, safe working conditions, childcare facilities), and safe transportation to the workplace, so that women can work in a secure and harassment-free environment.

5. Promote Women's Leadership at the Grassroots (women at community level):

- a. Which enables an ecosystem for livelihood enhancement that creates confident and secure women who undertake larger responsibilities and roles for the benefit of their communities and economic prosperity.



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TANGIBLE OUTCOMES

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TANGIBLE OUTCOMES

Under India's G20 Presidency, the EMPOWER representatives have agreed to create a

TechEquity Platform

TechEquity, the G20 EMPOWER Digital Inclusion Platform which aims to bridge the gender digital divide. The platform is envisioned as an education and up-skilling portal that will empower women from different parts of the world by providing accessible and comprehensive training programs, resources, and support. With a focus on practical, hands-on training, the platform will equip women with the digital skills and help them acquire digital fluency needed to thrive in today's world.

With the potential to impact over 2.3 billion women in the G20 countries and more around the world, the G20 EMPOWER Digital Inclusion platform is a step towards building a supportive ecosystem to strengthen women-led development.

The G20 EMPOWER Digital Inclusion platform is targeted at up-skilling and reskilling women with a range of interests. As a collaborative effort for gender equity, the TechEquity Platform aggregates learning modules from private and public sector contributors from multiple G20 nations. The platform is available in over 120 languages, with special accessibility features.

The content focuses on the following:

1. Digital literacy
2. Digital financial literacy
3. Technical skill development
4. Core skill development

The platform can be accessed at <https://techequity.g20empower.com/>

Furthermore, recognizing the importance of women's equal access to and use of digital technology to broader inclusive sustainable development, we welcome the launch of the Women in the Digital Economy Initiative by the US government in partnership with other G20 countries which will accelerate progress toward this goal by scaling evidence-based, proven solutions to improve women's livelihoods, economic security, and resilience.

Mentorship Platform

A Global Mentorship and Capacity Building Platform will be launched under EMPOWER during India's G20 Presidency. The platform is designed to help aspiring women start their own enterprises and mentor existing entrepreneurs to overcome their business challenges. This platform is an extension of the Women Entrepreneurship Platform (WEP) and is supported by the Ministry of Women and Child Development, Government of India.

The WEP Mentorship Platform provides four types of mentorship programs to cater to the unique needs of aspiring entrepreneurs. These mentorship programs include individual mentoring, where mentors offer personalized guidance and support to mentees. Additionally, there are mentorship programs organized by various organizations, ensuring a wide array of expertise and resources are available to mentees. The platform also facilitates curated mentorship workshops, fostering skill development and knowledge sharing in specific domains. Lastly, the Peer to Peer (P2P) mentoring initiative encourages mutual learning and support among peers within the entrepreneurial community. Through these comprehensive programs, the WEP Mentorship Platform aims to empower women entrepreneurs and nurture their professional growth effectively.

Further, under India's Presidency, G20 EMPOWER has highlighted and added to the focus areas identified by previous Presidencies through the following actions:

G20 EMPOWER KPI Dashboard

Measuring and monitoring the progress of women to leadership positions continues to be a key priority of the G20 EMPOWER Alliance. India's Presidency has carried forward this commitment and published the second edition of the G20 EMPOWER KPI Dashboard. The Dashboard updates data on four of the five parameters - monitoring women's workforce participation across levels, the gender pay gap, share of women on company's board of directors, and share of women in technical roles - as aligned under Italy's Presidency. Currently, the data on female share in promotions is not being reported.

In addition, given the focus of EMPOWER on women entrepreneurs, the G20 countries are urged to support measuring outcomes for women in SMEs and work towards a collaborative policy dialogue. India, along with Indonesia, proposes to track a common set of KPIs for recognizing the progress made towards addressing the challenges faced by women-owned SMEs. In fact, Indonesia has launched initiatives to empower women-led MSMEs and the efforts are being jointly undertaken with World Bank Indonesia and other key stakeholders from both the public and private sectors. The overarching goal of these initiatives by Indonesia is to establish an equal playing field for women entrepreneurs in the country.

G20 EMPOWER Best Practices Playbook

The G20 EMPOWER Best Practices Playbook serves as an important tool to learn from insights and best practices across industries and businesses. Strengthening this ongoing effort to promote knowledge sharing across the public and private sectors remains important, and is fully supported by all member countries.

Under India's G20 Presidency, a new area of focus has been added - 'Supporting women entrepreneurs and leaders at the local level' in addition to the four 'Areas of Focus' identified earlier (Measuring to Improve; Building and

Nourishing an Efficient and Sustainable Women Talent Pipeline; Enabling Women to Lead the Future; Any Other).

The G20 EMPOWER Best Practices Playbook 2023 comprises 149 best practices from 19 G20 countries and invited guest countries.

G20 EMPOWER Pledge for Advocates

India under its Presidency continued to support the EMPOWER initiative to expand the network of Advocates and adoption of the Pledge. Drawing on the UN Women's Empowerment Principles and based on the deliberations with EMPOWER representatives, India has incorporated additional elements such as gender-responsive and equity-based procurement, up-skilling, and mentorship initiatives for women in the Pledge to strengthen the private sector contribution in achieving gender equity.

Inspirational Stories

A special section on Inspirational Stories has been curated on the G20 EMPOWER Website to highlight success stories of women achievers from across G20 nations and guest countries. As many as 73 inspirational stories from 10 countries (Argentina, Egypt, India, Japan, Italy, Republic of Korea, Saudi Arabia, Singapore, UAE, USA) have been incorporated on the G20 EMPOWER website.



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ACKNOWLEDGEMENT

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ACKNOWLEDGEMENT

The G20 EMPOWER Indian Presidency team would like to express heartfelt gratitude to all **Co-Chairs** for their unwavering strategic support and invaluable guidance. We extend our sincere appreciation to **Indonesia** for its ever-extended support and its instrumental efforts on the KPI Dashboard, **Italy** for its exceptional 2021 Presidency in which over 400 Advocates took the G20 EMPOWER Pledge, **Japan** for its crucial assistance in developing the G20 EMPOWER Best Practices Playbook 2023, and **Saudi Arabia** for its exceptional 2020 Presidency, during which the Advocates Network and Best Practice collection were launched.

We would also like to express our sincere thanks to the **Ministry of Women & Child Development**, Government of India, and the **Sherpa Track Presidency** of G20 India for their unwavering faith in and support for this Alliance. Their commitment has been pivotal in driving forward the goals and objectives of the G20 EMPOWER initiative.

Our heartfelt thanks go to the **G20 EMPOWER REPRESENTATIVES** for their unwavering dedication, invaluable insights, and pragmatic contributions in advancing the work of this Alliance across diverse countries and cultures.

The G20 EMPOWER Indian Presidency also wishes to acknowledge the work and outcomes of the **Working Groups** on Corporate Women Empowerment, Digital Inclusion, Financial Inclusion and Business Acceleration, Mentorship, and STEM, for their invaluable ideas and tireless efforts in advancing the cause of women's empowerment across G20 countries and beyond. We extend our profound gratitude to the **Co-Convenors** of these Working Groups for their exceptional leadership and dedication.

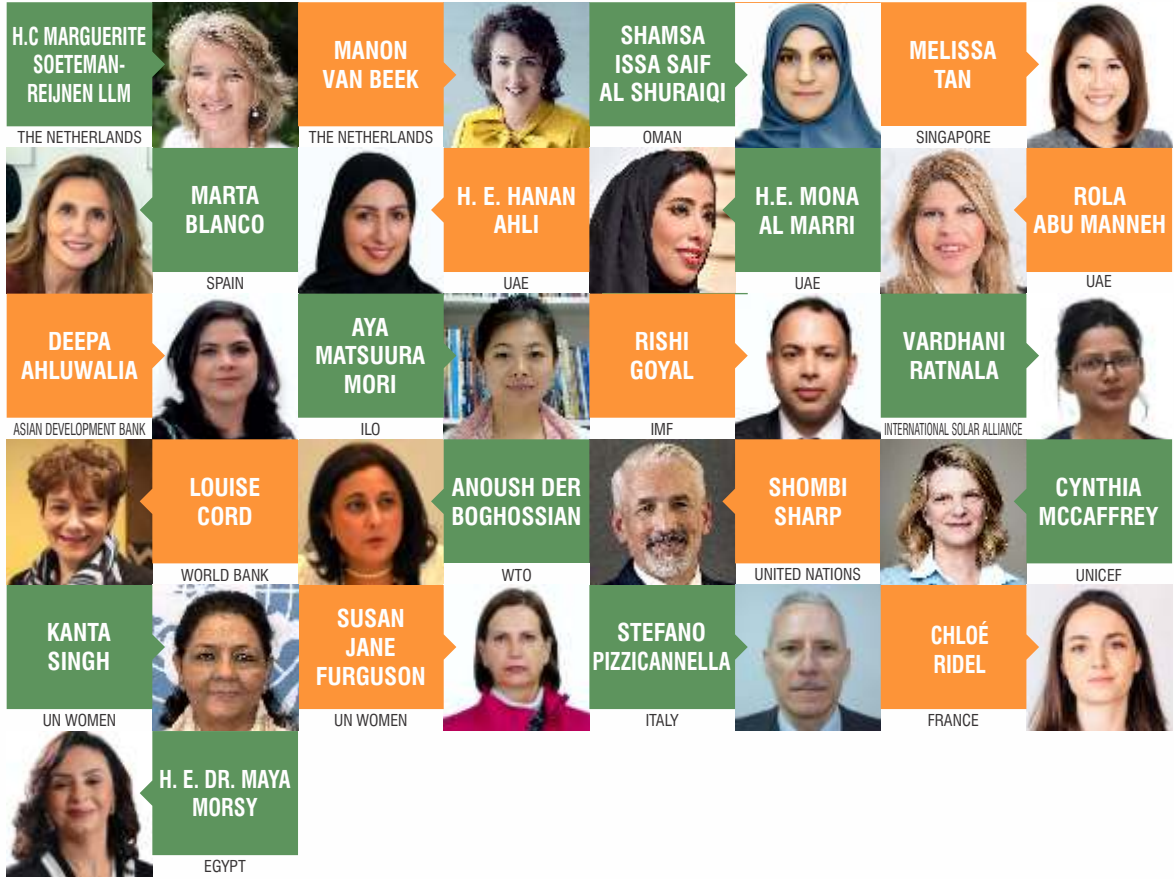
Special gratitude is extended to the **Boston Consulting Group (BCG) India Team** and **UN Women India Team** for their exceptional support and guidance throughout the preparation of this Communiqué. Their expertise and dedication have been vital in shaping this document.

Lastly, we extend our deepest appreciation to the network of over **500 G20 EMPOWER Advocates** across the G20 and guest countries who have actively participated in shaping this Communiqué. Their ownership of the Alliance's outcomes and unwavering commitment has transformed ideas into concrete actions within their respective companies, driving real change and progress in advancing female leadership in the private sector. Their determination and passion have been vital in propelling this movement forward.



G20 EMPOWER DELEGATES







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ANNEXURE

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G20 EMPOWER 2023 PLEDGE*

We, the EMPOWER Pledge signatories, support women's advancement to leadership positions in the private sector by:

1. Setting measurable targets/action plans with accountability/gender-sensitive policies to increase and measure the progress of the number of women in leadership & as role models in our companies, reviewing the board(s) and senior managers' compositions, and enabling women to access and be part of all levels of seniority (Leadership and Decision-making)
2. Committing to hiring, progressing and retaining women by applying a gender & inclusive lens in our hiring to achieve a gender balanced workforce, building of a positive ecosystem in the world of work through measures such as equal pay for work of equal value of work, leave and re-entry opportunities, access to childcare and dependent care services, etc. (Equality & Diversity)
3. Building a safe, enabling and inclusive workplace by introducing policies and mechanisms to address and dismantle barriers for women in the workforce to combat stereotypes, mitigate and end gender-based discrimination, sexual harassment (Physical & online), gendered health interventions such as flexible work (part-time work, remote work), care infrastructure, parental leaves, & overall wellbeing (Safety)
4. Adopting gender-responsive marketing and distribution practices, and procurement policies; and committing to equity-based procurement in the company's supply chain; (Marketing and Procurement)
5. Promoting the use of "Proudly owned by Women" seal (Marketing and Procurement)
6. Introducing and/or investing in skilling, upskilling and, reskilling initiatives as well as mentorship programs for women (including those returning to work) across all sectors, especially in non-traditional sectors, such as STEM, to promote professional growth (Education and Training)

* The delegates have agreed to the above Pledge, and this is for further consideration of the advocates for a sign up

7. Actively collaborating and advocating for women in the community and at the grassroots, by encouraging social dialogues and global communication, through initiatives with stakeholders, using philanthropy/grants, etc. (Community Initiatives and Advocacy)
8. Sharing learnings and company best practices in the public domain through reports/disclosures, such as gender markers in reporting, gender-disaggregated data, diversity targets/goals, mechanisms including accountability of leaders in job descriptions and performance reviews, for improving gender equality and advancing women's empowerment in the corporate world (Measurement and Transparency)

G20 EMPOWER Overarching Goal: Target Oriented Commitment 30 by 30

Commit to achieve a target of at least 30% women in the organization by 2030, in an effort to achieve equal representation of women in the workforce in the coming years. If the target of 30% has already been achieved, then commit to reaching at least 30% across all organizational levels, including management and leadership. This goal will serve as a significant milestone in the collective journey towards achieving gender equity in the workplace.

-  www.g20empower-india.org/en
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