# W20 Communique 2022

**Women 20 2022 (W20) calls upon the G20 leaders to ensure that women and girls are central to the 2022 G20 Presidency theme of 'Recover Together, Recover Stronger'.**

**W20 urge G20 leaders to:**
- ***Act on their commitments*** *to implement the* ***"G20 Roadmap Towards and Beyond the Brisbane Target",*** *also referred to as the* ***W20 Roadmap of Rome -*** *included in the* ***2021 G20 Leaders' Declaration***, increasing the quantity and quality of women's employment.
- ***Create a G20 Gender Data Network*** **and** ***W20 Outcome Dashboard*** that encompass both data transparency and performance monitoring that will demonstrate the best areas for action and improve evidence-based policymaking.
- ***Develop or improve National Strategies on Gender Equity and Equality (NSGEE)*** in line with human rights treaties, using a whole-of-government approach to increase women's impact on their families, society, and the economy, and bring about parity in G20 countries and beyond.

Ensuring gender equality, inclusion and empowerment of women and girls, in all their diversity, - while additionally including those in rural areas and those with disabilities - *will result in strong social and economic growth that builds resiliency for G20 countries.*

We recommend action across five priority areas:

**Priority area #1: Non-discrimination and equality**
1. Remove discriminatory laws, policies, systems and services that hinder women and girls in all sectors of advancement including: education, work, entrepreneurship, health, technology, energy, as well as in their private, public and political lives.
2. Provide support and infrastructure to reduce the burdens of unpaid work and care responsibilities for women and adopt policies and incentives for equal shared parental responsibilities for child and elder care. Take concrete measures to address the gender pay gap.
3. Eliminate gender-based violence and recognize and address gender bias and norms that hinder and harm women and girls. Develop and enforce laws and regulations to prevent and end impunity for physical, sexual and psychological violence. Adopt and promote anti-violence legislation and ratify the International Labor Organization (ILO) 190 convention on sexual harassment.
4. Update educational pedagogy for boys and girls, women and men, to eliminate biases and stereotypes and ensure equal participation of women and girls in STEAM and employment.
5. Ensure that digital technology/AI does not create, perpetuate, and amplify all biases in data and algorithms.
6. Monitor and report the results of G20 actions taken on commitments on non-discrimination and equality and across the 5 priority areas.

**Priority area #2: Women-owned and led MSMEs**
1. Promote women entrepreneurial policy frameworks and ecosystems that will accelerate women-owned and led MSMEs' growth. Provide access to finance (including alternative systems of collateral) and access to markets (corporate and public procurement, international trade and ecommerce). Provide opportunities and incentives for women-owned and led MSMEs to participate in emerging opportunities (digital innovation, AI, green and blue technologies, green energy, and STEAM).

2. Allocate a minimum of 1% of the new global minimum tax of at least 15% on corporations, endorsed by OECD and G20 in 2021, to fund women-owned and led MSMEs and scale-ups, to close the USD $1.7 trillion-dollar funding credit gap, stimulate GDP growth and job creation.
3. Commit $350 million USD additional funding to the Women Entrepreneurs Finance Initiative (We-Fi), launched by G20 Leaders in 2017. Implement We-Fi's WE Finance Code in G20 countries.
4. For G20 countries with mature Gender-Responsive Public Procurement (GRPP) programs, establish targets for women-owned and led MSMEs for each country, and increase procurement by 1% a year to a minimum of 10% by 2032. For other countries, work with knowledge partners and W20 members to build a step-by-step process to facilitate GRPP development.

**Priority area #3: Gender equitable health response**
1. Increase affordable access to healthcare for women and girls. Create new health and welfare services that include care, living conditions, water, sanitation, and hygiene, that impact women and girls' health disproportionally. Advance global distribution of vaccines and medicine with WTO/TRIPS waivers.
2. Provide Sexual Reproductive Health and Rights services for women and girls as specified by World Health Organization (WHO): provide comprehensive sexuality education; affordable and accessible range of services, as well as antenatal and postnatal care to reduce maternal mortality. Invest in advancements and increase utilization of digital tools (telemedicine, Femtech and services).
3. Require that all future medical research includes both men and women, recognizing the biological and social differences. Invest in additional medical research and technology focused on women and girls, in all their diversity.
4. Include women at all levels of decision-making and leadership in medical research, development and implementation of health products and services. Guarantee the presence of 50% women in high-levels of decision making and support the growth of women leaders in the health sector.
5. Increase formal employment benefits for healthcare workers to create more resilience and equality, understanding that employment of women is dominant in this sector.

**Priority area #4: Rural women**
1. Remove inequities in access for rural women's meaningful participation in the economy and an added focus on inequities for women engaged in agriculture: increase inclusive infrastructure investments in rural areas by 25%, ensure women's access to transportation, water, electricity, clean energy, agricultural inputs and subsidies, connectivity, digital services, education and healthcare, by 2030.
2. Ensure rural women's equal rights to resources (including equitable rights to access, control, management and ownership of land and assets) and finance, for rural women to build the green and blue economies. By 2030, develop and invest in G20-wide gender-responsive biodiversity, climate action and adaptation measures, and green skills programs.
3. Provide access to and usage of digital technologies that support and advance rural women's life goals and needs: internet and mobile money, digital and financial literacy, content and services, safety, and security concerns. By 2030, halve the mobile internet gender gap in low and middle income countries[1], match or exceed private sector investment in initiatives to close the digital gender gap, and mainstream gender equality in all official development assistance (ODA) related to digital transformation, especially ensuring rural women's participation in the decision-making process.

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[1] from a baseline of women being 16% less likely than men to use the mobile internet in 2022

**Priority area #5: Women with disabilities**
1. Require employers to make reasonable adjustments to promote participation of women with disabilities in the labor force. This includes mandated sex-disaggregated quotas in hiring and retaining persons with disabilities in the public sector of no less than 3%, providing additional benefits and incentives (such as tax exemptions and incentives) for private sector companies to provide accommodations.
2. Provide safe (free from gender-based violence and harassment) and accessible infrastructure for persons with disabilities in public transport, access to buildings, equal opportunities to education, employment, civic, political, economic, and cultural spheres. Provide digital technology solutions and connectivity. Include women and girls with disabilities in the decision-making, design and implementation of these solutions and launch educational campaigns to reduce stereotypes for people with disabilities that include women.
3. Train women with disabilities in technology, AI, and communications. Train educators, government leaders, frontline and emergency workers and the private sector, to help create more accessible spaces to learn, work and prosper, and launch educational campaigns to reduce stereotypes about disabilities in the workplace. Protect human rights and sexual and reproductive health and rights of persons with disabilities.

The following are 7 cross-cutting areas to focus on to enhance impact across the W20 recommendations:



We call on G20 member countries to act now and establish a clear agenda of actions to be implemented. Sex-disaggregated data must be collected, progress monitored and analyzed, and accountability taken on G20 commitments for women and girls.

***The time to deliver is now.***