C20-Gender Synthesis And the G20

Initial briefing for the C20-2024

Executive Summary

In crisis scenarios, women's rights are always a priority, and at the moment this is no different. It's urgent to reverse this scenario.

Women have made many advances in society through their contribution to economic and social development, science, politics, culture and the arts. The G20 must act to ensure that half of the world's population enjoys substantive equity, social protection and the promotion of rights. And the urgency is even greater when it comes to racialized women and girls, in extreme poverty and living in non-secular states.

Technological development needs to reach and be accessible to women and girls, and be regulated so that it is no longer an element of rights violations - as we have seen on the internet and with the advent of artificial intelligence.

Below, we present the analyzes and recommendations of the C20 2021, 2022 and 2023.

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The following five key components reflect gaps in cross-cutting issues that have weakened previous policy designs and their implementation. Therefore, these must be incorporated into all policies and programmes to successfully realise the SDGs.

1. Improve, increase, and incentivise high-quality gender-disaggregated data collection. This requires dedicated, inter-sectoral resources to design data collection protocols that reflect holistic indicators on gender, society, economics, environment, health, education, and safety; design appropriate tools that will facilitate data collection; and teams of social and data scientists to extract meaningful insights from the collected data.

Further, data collection should include regular, periodic audits of the implementation processes of policies and programmes. Incentives should be put in place to ensure high-quality processes and data collection.

2. Allocate sufficient financial and human resources to gender equality policies and programmes. Mandate the integration of gender budgeting into existing public financial management and in future reforms. Gender budgeting must be included throughout the entire budget cycle, applicable to planning, budget execution, reporting, impact evaluation, and reflection upon efficacy. Incorporating gender budgeting and the allocation of adequate human resources into all phases of the budget cycle will improve sustainability of gender policies and programmes and improve gender-related outcomes.

3. Ensure monitoring, evaluation, and impact assessments are integrated into developing all policies and programmes. This entails the creation of context-appropriate key performance indicators and expected outcomes, which should be publicly available. Additionally, evaluation reports should be published to provide a comprehensive overview of the progress

made. By adopting this approach, organisations can enhance accountability, facilitate evidence-based decision-making, and foster transparency.

4. Incorporate safety and security into all aspects of life, with special attention paid to institutional approaches to ensuring girls' and women's safety. One of the primary characteristics of gender-based violence (GBV) is that it cuts across all boundaries social, economic and political, therefore requiring urgent attention in developing and developed nations alike. Schools, workplaces, and public spaces need to be designed (or re-designed) with safety and security as a priority. First responders, criminal justice workers, social servants, and the medical community should be actively engaged. The most effective initiatives to reduce violence against women and girls require a community-based, multi-pronged approach and sustained engagement with multiple stakeholders. These initiatives should address underlying risk factors, such as gender roles and the acceptability of violence.

5. Develop intersectional policy and programme design. Develop policies and programmes that are targeted, tailored, flexible, and cognisant of the different identities women carry. These involve understanding the specific challenges faced by indigenous women, LGBTQ+ women, women of colour, women with disabilities, and others. Recognise these experiences and barriers to design more effective policies that are responsive to the unique needs of diverse groups of women.

Stakeholder participation, including those from traditionally marginalised groups, should be increased at all levels of decision-making processes.

Ensuring that policy development includes voices representative of all aspects of intersectionality will result in more equitable policies.
(C20 2023 - Police Pack - pág 75 e 76)

• Recognize the limitations of Gross Domestic Product (GDP) as a sole measure of development and prioritise the development of an ecosystem-centric index. This index should consider the ecological balance, sustainable resource utilisation, and preservation of biodiversity. It should measure the well-being of both human societies and the natural environment, fostering a holistic approach to development.

• Encourage governments to adopt policy frameworks that prioritise community engagement and participation in decision-making processes. This can be achieved through regular consultations, participatory rural/urban appraisals, and participatory budgeting exercises. Establish mechanisms for Civil Society Organizations (CSOs) to actively engage in policy formulation, implementation, and monitoring at the local level. This can include the creation of advisory committees or the inclusion of CSO representatives in relevant government bodies.

3. Promoting Cultural Sensitivity and Localization: Encourage governments to design and implement social schemes that take into account the unique cultural practices and traditions of local communities. This can help ensure that policies are more effective and resonate with the target population. Support research and documentation of local practices and traditional knowledge that contribute to community development. This can be done through partnerships between government institutions, academic institutions, and CSOs.
(C20 2023 - Police Pack - pág 218)

• The gender gap is substantial in the access and control over productive resources and assets, services and markets. Due to legal and institutional barriers, women farmers have a limited access to the ownership, the use and control of means and resources of production.
(C20 2021 - Final Communiqué - pág 08)

Since the outbreak of COVID-19, emerging data and reports showed that, due to the isolation and distancing measures adopted to prevent COVID transmission, an increase of all types of gender-based violence (GBV), particularly domestic violence, has been registered and is now commonly referred to as the "shadow pandemic". While this phenomenon has always been structural, the current crisis exacerbates it and, at the same time, curtails the resources and infrastructure to cope with it, as all the efforts are redirected towards the Covid-19 response. The largest study conducted on the prevalence of violence against women showed that in pre-pandemic times 1 in 3 women and girls globally, around 736 million, experience violence perpetrated by a partner or non-partner, with perpetrators being predominantly family members and friends (2018).

These numbers are likely to be higher due to the social stigma and under-reporting, as well as the ongoing exacerbation of GBV. Specific forms of GBV, such as harmful practices, appear to also be on the rise: due to pandemic-related disruptions in prevention programs including sexual and reproductive health, 2 million FGM cases could occur over the next decade that would otherwise have been averted, as well as an additional 13 million early marriages between 2020 and 2030.

The militarization and restrictions to individual freedoms carried out in some national Covid-19 responses have sometimes resulted in abuses of power and an overall increase in GBV, as well as having a profound impact on human mobility by the implementation of even stricter border security, therefore resulting in increased violence experienced by people in migration and asylum seekers.

After a first surge in ceasefires around the world due to the onset of the Covid-19 crisis, the resuming of hostilities and the militarization of the pandemic response have exacerbated existing conflicts, fragilities, and humanitarian crises, with a particularly heavy impact on women and girls and their involvement in peacebuilding processes.

Moreover, the UN Independent Expert on SOGI (Sexual Orientation and Gender Identity) concluded that COVID-19 had a disproportionate impact on LGBTQI+ persons, exacerbating patterns of social exclusions and multiple forms of violence.

It is particularly worrisome to witness, in such challenging times, actions such as Turkey's withdrawal from the Istanbul Convention, that is considered one of the most innovative and accurate international tools to prevent GBV, protect and provide remedy to women survivors of violence and punish perpetrators, as denounced by the C20, L20 and Y20 joint statement.

Women's mental health has been particularly impacted due to increased household responsibilities and unpaid work, flimsy or non-existent social protection, and higher rates of unemployment and poverty. Data gathered across the world shows how the provision and utilisation of reproductive, maternal, new-born, and child health (RMNCH) services have been disrupted, as well as access to sexual and reproductive health and rights (SRHR) such as HPV vaccination, contraceptives and safe abortions, resulting in a surge of unintended pregnancies, especially in low and middle-income countries.

In light of these challenges, global efforts to guide joint actions to prevent future health crises and improve preparedness, coordinated responses and recovery, such as *The Rome Declaration*, put forth insufficient commitments to address the structural obstacles that prevent the full enjoyment and realisation of the right to health. The bold and ambitious principles needed would encompass, among others, the overcoming of intellectual property and trade-related barriers and the implementation of a gender-transformative approach across all areas, capable of addressing the appalling inequalities and disproportioned gendered impact of the current pandemic.

The pandemic also worsened gender and economic gaps, putting a strain on the categories that were already affected by structural inequalities. Globally, women lost more jobs and sources of income than men, therefore facing more financial precarity and falling into extreme poverty, even in High Income Countries (HICs). According to an ongoing analysis carried out by UNDP and UN Women, "by 2021 around 435 million women and girls will be living on less than $1.90 a day — including 47 million pushed into poverty as a result of covid-19". Addressing the structural obstacles that hamper women's economic empowerment is therefore more urgent than ever to ensure that no one is left behind.

A pivotal point for achieving gender equality is the recognition of the social and economic value of care work: women and girls are responsible for the vast majority of unpaid and underpaid care work, which greatly affects their economic independence, their chances of engaging in paid labour and overall participation in society.

The covid-19 pandemic has accelerated and almost forced the paradigm shift towards a digital society and economy, leaving many behind in the process. Women and girls are bearing the brunt of this sudden adjustment, but even before the pandemic, the digital gender divide was one of the many obstacles hampering the full realisation of their rights and potential: according to OECD, in 2018 some 327 million fewer women than men have a smartphone and access to the internet. The gender divide prevents women and girls from accessing essential services such as education and health, as well as training and job opportunities.

Meanwhile, the climate crisis, which is at its core an issue of racial and gender justice, continues to disproportionately impact those who least contribute to it and to widen gender inequality. In fact, the climate crisis has a gendered dimension: women tend to be less involved in climate-related policy and decision making, as well as being more exposed to natural hazards due to socio-economic factors (care responsibilities, the gendered division of labour, being more reliant on natural resources for livelihood, the feminization of poverty etc.). Current efforts to put women and girls in all their diversity, LGBTQI+ persons and indigenous people at the centre of the climate-related planning, policy-making and implementation are insufficient to ensure that our collective response to this crisis is inclusive, efficient and just.

Therefore, continuing to stress the urgency of the achievement of SDG 5 (Gender Equality) is of paramount importance especially at the present time, in light of the major setbacks that occurred during the pandemic and the rather slow progress that was being made in pre-pandemic times. We deem it necessary to mainstream gender-transformative analysis into the G20 covid-19 Action Plan and the overall G20 agenda, as well as committing to gather gender disaggregated data for accountability and establish a Ministerial Meeting on Gender Equality.

WOMEN'S ECONOMIC EMPOWERMENT

• Recognize and take into account the social and economic value of care work.
• Support the development of transformative universal social protection, in order to recognize, reduce and redistribute unpaid care work, in particular childcare which has been severely impacted by the pandemic and caused a major impact on women's livelihoods and employment, a first step being the effective implementation of ILO 20 recommendation on social protection floors.
• Include the G20 Roadmap Towards and Beyond the Brisbane Target: more, better

and equally paid jobs for women, encompassed in the G20 Labour and Employment Ministerial Declaration of June 23, 2021 Catania (Italy) Fostering an inclusive, sustainable, and resilient recovery of labour markets and societies, in the final G20 Declaration, specifying that the Brisbane goal needs to be met by increasing women's employment.

• Enhance legislative frameworks and social protections for women's economic security in the informal and domestic sectors.

• Empower women to be self-employed through entrepreneurship, specifically by addressing how the entrepreneurship and innovation sectors define success according to forms of impact typically led by men (the franchise model), whereas women entrepreneurs lead impact at the level of mindsets and policy changes.

• Support women in the access to capital and credit that makes the path to female self-entrepreneurship difficult, aggravated by less experience of women in negotiating financial matters, promoting training and effective follow-up.

FINANCE

• Implement more redistributive macro-economic policies promoting social justice notably through sovereign debt suspensions and restructuration, progressive taxation and fight against illicit financial flows.

• Facilitate increased access to capital for women-led organisations.

• Redefine success in entrepreneurship to include the unique forms of impact led by women entrepreneurs.

DIGITALIZATION

• Scale up efforts to ensure that women and girls in all their diversity possess digital skills and have access to internet and technological devices, therefore bridging the gender digital divide.

• Place digital security firmly at the centre of the engagement within the process of digitalization: curtail the spread of abuse in digital platforms and networks through regulatory bodies and task forces.

• Ensure the participation of women and girls, as well as other marginalised communities, in the ICT sector to work towards the elimination of the gender and racial bias found in AI, such as in algorithms.

• Promote multi-stakeholder partnerships, global partnerships of "like-minded" public, private and third sector actors to manage digitalization processes.

MAINSTREAM GENDER-TRANSFORMATIVE ANALYSIS INTO THE G20 COVID-19 ACTION PLAN AND G20 AGENDA

• Implement a gender mainstreaming strategy in the whole G20 agenda, commit to gather gender disaggregated data for accountability and establish a Ministerial Working Group on Gender.
• Develop gender and intersectional impact assessments in the design phase of any legislative, political, programmatic and strategic initiative.

GENDER-BASED VIOLENCE (GBV)

• Address GBV as a structural phenomenon leaving behind emergency-based responses, address GBV in all contexts and in all its manifestations. The experience of fighting the pandemic has shown that concrete resources and partnerships can be put in place if a serious and widespread phenomenon is to be tackled.
• Increase sustainable financing for programmes aimed at ending GBV and its many manifestations, e.g. harmful practices that appear to be on the rise due to pandemic-related disruptions.
• Involve women's, feminist and LGBTQI+ associations in the implementation of national plans duly funded and support their activities and programmes.

EDUCATION

• Close the gender gap in education in all fields, promoting human rights and gender equality education.
• Promote comprehensive sexuality education, including the dissemination of IEC – Information, Education and Communication – materials, WASH – water, sanitation and hygiene – and information related to menstruation and safe menstrual practices including the distribution of menstrual hygiene products in schools (Menstrual Hygiene Management - MHM).
• Tackle gender stereotypes and unconscious biases in school at every level, including training for teachers and school material.
• Increase enrolment of women and girls in all their diversity in STEM – science, technology, engineering, and mathematics – programmes.
• Scale up efforts to protect girls and young women from domestic violence and sexual exploitation, end school-related gender-based violence (SRGBV).

DEVELOPMENT AND THE 2030 AGENDA, WOMEN, PEACE AND SECURITY

• Scale up efforts to achieve SDG 5 (Gender Equality), especially in light of the major setbacks occurred during the pandemic.
• Implement gender mainstreaming across all SDGs.
• Support the proposal to create a Global Fund for Social Protection put forward by the UN Special Rapporteur on Extreme Poverty and Human Rights, a way of addressing the urgent

funding gap in low and middle income countries, providing grant-based matching funds that would offer a financial incentive for countries to invest more in gender transformative social protection — ensuring that domestic resource mobilisation gradually expands so that, in time, international support becomes unnecessary.

• Recommit to 0.7% of States' GNI to ODA, allocating 85% of the ODA to gender equality and foresee the elaboration of a bi-annual accountability report on international cooperation for gender equality.

• Implement a Feminist Foreign Policy, therefore centering the security of the most marginalised and rethinking global power relations and hierarchies, to address, among other challenges, the exceptional struggles migrant, asylum seeking and refugee women and girls must face.

• Strengthen the presence of women and girls in all their diversity in peace building processes.

CLIMATE, BIODIVERSITY AND ECOLOGICAL TRANSITION

• Enforce a gender-inclusive green economy and transition, putting women and girls in all their diversity at the centre of all policy and decision-making processes.

• Promote a gender inclusive One Health approach, also by assessing and taking into consideration the impact of climate change on women in all their diversity, including indigenous peoples and the Global South.

• Fully implement international frameworks on Climate Change through a gender lens.

► DEMOCRATIC SOCIETIES, PARTICIPATION IN LEADERSHIP AND DECISION-MAKING

• Implement public gender procurement measures.

• Address the shrinking of the democratic space by ensuring full participation of Civil Society to multilateral fora and their related international processes, especially Women's rights, feminist, LGBTQI+, indigenous, migrant/refugee-led associations.

• Scale up efforts to put women and girls in all their diversity and LGBTQI+ persons at the centre of the decision-making processes across all areas and therefore ensure equal opportunities for leadership by removing structural legal, institutional, social and cultural barriers that prevent their full participation in society, also through the adoption of quotas.

(C20 2021- Police Pack - pág 37 a 41)

• Human rights-based, equity-focused, and gender transformative responses: all policies, strategies and implementation must adopt a human rights-based, people-centred, equity-focused, and gender transformative lens to overcome the limitations of current responses to health interventions and to address future emergencies. Inadequate response(s) by governments to COVID-19 resulted in the reduction and/or interruption of health, nutrition, and social services. In addition, inequitable, unequal, and punitive measures resulted in

infringing human rights disproportionately affecting vulnerable, marginalised, and key communities and groups, exacerbated gender-based violence and further reduced access to sexual reproductive health services and rights services, including access to HPV vaccination, essential maternal and child healthcare, safe abortions. The need to mitigate and respond to the differential impact of the COVID-19 pandemic on women and girls, older persons, persons with disabilities, indigenous populations, and key and marginalised communities because of disease severity, accessing health services, and various movement restrictions impacting livelihoods is essential towards achieving healthy lives for all. At the same time, ensuring and empowering the leadership and contributions of women is central to recovery and will contribute towards achieving gender equality.

(C20 2021- Police Pack - pág 13)

The C20 urges all G20 member countries and multinational corporations in respective countries to provide safeguarding policies for all, including the digital environment, and eliminate gender and disability-based violence in the workplace, particularly in higher risk work sectors such as plantations, extractives, garments, and domestic work.

The G20 countries shall build and improve access to capital for women and persons with disabilities by giving a mandate for the financial sector to provide financial support at the minimum 10% from their credit portfolio specifically for SMEs led by women and persons with disabilities.

1. Insufficient commitment of G20 countries to ensure women, persons with disabilities, and all marginalised groups to have decent work with social security, safeguarding and a healthy environment at work-place.
2. Lack of recognition from multinational companies towards SMEs led by women and persons with disabilities and their exclusion in the supply chain.
3. High import tax cost on mobility aids, devices, and assistive technologies that support accessibilities of persons with disabilities such as hearing aids, wheelchairs, magnifiers, and other related assistive devices and technology.

(C20 2022- Police Pack - pág 40)

According to the Global Gender Gap Report (2021), progress on closing the gender gap is slow with women now 267.6 years away from gender parity. Unpaid care work constitutes the main barrier to women's participation in labour markets. In contrast, a more equal sharing of unpaid care work between men and women is associated with higher levels of women's labour force participation. In addition, persons with disabilities continue to face substantial challenges to entering and remaining in the labour market and finding good quality jobs that can fully use their talents and capabilities. In 2018, under Argentina's Presidency, G20 Labour and Employment Ministers committed to promoting the participation of persons with

disabilities in the labour market and endorsed the "G20 principles for the inclusive labour market integration of persons with disabilities".

Another challenge faced by women and women with disabilities is the lack of access to capital markets. Based on a study by the International Finance Corporation (IFC), 80% of women's micro, small and medium enterprises (MSMEs) have credit needs and are not served or underserved. Also, the ability of MSMEs to compete with imported goods has yet to be strengthened. Women's and persons with disabilities' SMEs must be part of the supplier actors in the supply chain system.

Persons with disabilities in low-income countries still have challenges in accessing assistive devices and technology because of the high tax importation policies and scarcity of the devices. This increases the poverty levels and contributes to a low quality of life of persons with disabilities because accessing assistive devices is one of the enabling factors to exercise their rights to work and employment. However, only a few countries have public policies and/or programmes for national assistive technology. As a result, causing millions of persons with disabilities to have limited access to appropriate assistive products and equipment. In many low- and middle-income countries, national service delivery for assistive products does not exist.

1. Recall G20 countries to share their progress and good practices related to Employment and Labour Ministerial declaration of the Argentina 2018 G20 Presidency. This includes encouraging active involvement and meaningful participation of civil society in the process of monitoring and evaluation.

2. G20 countries shall formulate and endorse a guideline on inclusive labour market based on ILO and OECD G20 indicator framework for monitoring inclusive labour market for persons with disabilities in all occupation sectors to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms based on article 2 UNCRPD.

3. The G20 countries shall finance the expansion of care services by expanding the countries' fiscal capacity and strategic policy intervention for unpaid care work and informal work, especially for women and persons with disabilities, as an indicator to expand the social protection programs in all G20 member countries and LMICs.

4. The G20 countries shall build and improve access to capital for women and persons with disabilities by giving a mandate for the financial sector to provide financial support at a minimum 10% from their credit portfolio specifically for SMEs led by women and persons with disabilities.

5. The G20 countries shall apply tax exemptions for export and import of assistive devices and technology assistance in all G20 countries to support all persons with disabilities in assessing decent work and employment.

6. High cases of GDBV in the workplace, in particular the high-risk sectors, such as plantations, extractives, garments, and domestic and migrant workers are a barrier to achieving the Brisbane Target and SDGs.

7. The lack of acknowledgement and risk mitigation of digital based violence as the result of technology and digital development.
(C20 2022- Police Pack - pág 42 e 43)

Gender-based violence occurs in the work-place against workers that are particularly vulnerable and/or persons with disabilities. Women and persons with disabilities experience the highest rates of gender-based violence because inequalities in social and economic power make women and groups of persons with disabilities more vulnerable to violence. Elimination of gender-based violence against women, persons with disabilities, and marginalised groups are regulated by the Convention on the Elimination of Discrimination against Women (CEDAW), ILO Conventions, the Convention on the Rights of the Child, and the Convention on the Rights of Persons with Disabilities.
The Convention on the Rights of Persons with disabilities recognizes that women and women with disabilities are at greater risk of violence, injury, and harassment and that disability adds another layer of discrimination and deprivation. Violence experienced by women with disabilities and gender-based discrimination can lead to a greater likelihood of poverty, limited access to protective services and resources, and an increased risk of lifelong violence and harassment.

There are occupational sectors that have a higher risk of gender-based violence against women and groups of persons with disabilities. These are plantations, extractive industries, garments and domestic workers including migrant workers. According to the Solidarity Center, globally, approximately 85% of garment workers are women, and they are especially vulnerable to harassment and violence in the workplace due to segregation of the lowest-paying and least secure jobs. Another study conducted by the Asia Floor Wage Alliance in 2021, found that six countries in Asia experienced gender-based violence in particular sexual harassment throughout the garment industry.

World Rainforest Movement (WRM) found that women suffer incidents of sexual violence in and around industrial plantations, particularly in palm oil plantations. The reality is that wherever these plantations expand in Africa, Asia and Latin America, women living in or around industrial palm oil plantations face an increase in similar abuses such as sexual violence, harassment and rape.

Being a country with more than 16 million hectares of palm oil plantation, Indonesia is no exception. A study by Migrant Care in Indonesia found that women experienced high levels of harassment in this sector.

Gender-based violence does not only occur in high-risk work sectors but also in the digital world, especially during the COVID-19 pandemic. Many digital violence crimes are experienced by women in the form of rape and death threats, sexual harassment, stalking, including the using of tracking apps and devices, as well as impersonation, and economic loss through digital means.

Women with disabilities experience barriers and violence in the digital workplace. They have limited access to technology and are also vulnerable to harassment due to their disabilities.

The Women's UN Report Network EU states that addressing digital-based violence against women and girls must be framed within a broader international human rights framework. Policies and legislative measures to eradicate gender-based violence in the digital world against women should aim at creating an enabling environment to achieve gender equality using information and communication technology (ICT), including the protection of women's rights to freedom of expression, privacy, particularly a life free from violence.

1. G20 countries shall develop the ISO 1200 policy regarding the recruitment of at least 2% of women with disabilities, a mandatory policy for all companies in G20 countries.

2. Recall G20 countries to enact safeguard policies to eliminate gender and disability violence in the workplace, particularly in high-risk work sectors such as plantations (specifically in palm oil plantation), extractives, garments, and domestic work.

3. G20 countries shall invest in accessible user experience models to ensure better privacy and reporting Technology-facilitated gender and disability-based violence (GDBV) is increasing, yet reporting remains difficult for survivors and under-prioritised by digital platforms, which have largely shifted their attention and resources to addressing COVID-19 related misinformation.

4. C20 urges all G20 member countries and multinational corporations in respective countries to provide safeguarding for all in the digital environment.
(C20 2022- Police Pack - pág 46 e 49)

Sexual and reproductive health rights (SRHR) are part of human rights, including the right to life, the right to be free from torture, the right to health, the right to privacy, the right to education, and the prohibition of discrimination. The International Conference on Population

and Development (ICPD), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Covenant on Economic, Social and Cultural Rights (CESCR) clearly state women's right to sexual and reproductive health. The global agenda for the Sustainable Development Goals/SDGs through Goals 3 and 5 also ensures universal access to sexual and reproductive health services and provides education on sexual and reproductive health rights (comprehensive sexuality education). Therefore, the state has an obligation to respect, protect and fulfil rights related to women's sexual and reproductive health including women with disabilities through policy mandates and a global agenda.

WHO data shows that half of the world's population does not have access to essential health services, and around 500 million may be pushed into extreme poverty due to catastrophic health costs. This situation has been exacerbated by the COVID-19 pandemic. In fact, some 4.3 billion people would not have access (at least to one intervention) to essential reproductive health during their lifetime. WHO has committed to support member country efforts to achieve the SDGs targets related to health, including those related to sexual and reproductive health (SRH) and universal health coverage (UHC). The commitment includes comprehensive SRH services in a health benefits package, integrated planning, and implementation.

The SDGs Gender Index 2022 from Equal Measures 2030 shows that none of the 144 countries assessed have achieved gender equality with a very satisfactory score (score 100). Achievement of gender equality means the fulfilment of SRHR, which includes the proportion of women who report that they are satisfied with sexual and reproductive services in their area and the proportion of women of childbearing age who are satisfied with their need for access to family planning with modern methods.

Achieving SRHR will have a positive impact on the Gross Domestic Product (GDP) by reducing maternal mortality, child marriage, unwanted pregnancies, stunting, and HIV and AIDS. All of these can lead to a decrease in the total value of the economy or a reduction in economic growth.

The burden of sexual and reproductive health mostly falls on people who are sexually active, who are also the most economically active age.

Therefore, poor sexual and reproductive health will significantly reduce productivity in households and the workforce, thereby affecting the capacity of the economy. G20 countries shall include SRHR as an indicator in the assessment of the achievement of Universal Health Coverage (UHC) published by WHO to ensure the achievement of SDGs. 3 targets 3.1 & 3.7 and SDGs 5 targets 5.3 and 5.6 regarding universal access to sexual and reproductive health services, including family planning, information, and education (Comprehensive Sexuality

Education) as a preventive measure, and the integration of reproductive health into state strategies and programs.

2. G20 member countries shall include Reproductive Health Rights as an indicator in appraising the achievement of UHC comprehensively integrated within a health benefit package, published by the WHO, by integrating article 12 and 16 in CEDAW convention.

3. G20 member countries must report achievements to the G20 Summit on Reproductive Health Rights in accordance with the SDGs, CRPD and CEDAW Convention every year.
(C20 2022- Police Pack - pág 44, 45 e 46)

To strengthen adaptive social protection that is responsive to the world's vulnerabe citizens. G20 countries must provide adaptive social protection to informal workers, vulnerable workers (precariat), refugees, persons with disabilities, children who are at risk of human trafficking and child labour, migrant workers, unpaid care workers and those who are at the lowest bottom least of socio-economic group through the promotion of active labor market policy and flexicurity (flexible and security) policies as universal protection (SDG 1, 3, 4, 5, 8). The adaptive social protection must ensure that those vulnerable groups have the resilient capacity in terms of resources of income, jobs, and social safety nets in order to prepare, cope, and to adapt into covariate circumstances. Under this adaptive social protection recommendation, we propose that G20 member countries focus in two ways: 1) social protection schemes must put poverty alleviation programs as priority and; 2) the schemes must ensure equal access to health services including long-term medical treatment, social support.
(C20 2022- Police Pack - pág 58)

The pandemic has transformed the world's education system through the rise of e-learning, whereby teaching is undertaken remotely and on digital platforms. Although efforts to continue education at home or shift education online have helped many students, such solutions remain inaccessible to millions of poor, children with disabilities and socially marginalised families. Students in low-income and fragile countries do not always have access to the internet, devices, or online resources. In addition, the extensive use of the internet has led to the rise of technology-facilitated violence.

Provide access to free, safe, inclusive and gender-sensitive quality education for all by (i) prioritising the inclusion of children, youth, and adult learners affected by discrimination and inequalities. Specifically those who are economically deprived, girls/women, persons with disabilities, forcibly displaced, living in rural and slum urban areas, in conflict or humanitarian crises, and all other minorities; (ii) ensuring safe, violence-free learning environments by providing capacity building, continuous professional development, also upskilling and reskilling for teachers/educators; (iii) designing remedial policies and recovery programmes

to mitigate learning loss, improve learners' resilience, and foster intergenerational learning for in-school and out-of-school learners in a collaborative effort among parents, communities, and schools; (iv) ensuring the enrollment rates from lower to higher levels of education and; (v) providing child and social protection through monitoring the implementation of inclusive education and SDG 4 progress.

Expand youth's—including those marginalised and/or with disabilities—access to the workplace and entrepreneurship opportunities by (i) encouraging the public and private sectors to facilitate their transition to work; (ii) providing youth and especially marginalised groups with quality, inclusive, gender-sensitive lifelong learning to ensure viable employment opportunities and; (iii) improving youth entrepreneurship scheme to foster personal and professional developments that support economic growth.
(C20 2022- Police Pack - pág 63, 65 e 67)

At current rates of progress, the World Economic Forum's Global Gender Gap Index Report estimates that it will require 132 years to achieve gender equality. Cross-cutting recommendations include:

a. Improving gender-disaggregated data collection to inform decision-making;
b. Integrating monitoring and evaluation into policy development for transparency and accountability;
c. Allocating sufficient resources to gender equality policies and programmes;
d. Prioritising safety and security for girls and women in all aspects of life;
e. Prioritising mental health and investing in accessible mental health services for women and girls by developing comprehensive national mental health education policies and integrating such policies into schools and workplaces;
f. Expanding access to education, particularly for rural and marginalised women by addressing barriers such as safety concerns, inadequate sanitation facilities, and lack of digital infrastructure;
g. Establishing gender-responsive learning centres, ensuring access for marginalised groups, improving existing infrastructure, and expanding internet connectivity are key goals;
h. Engaging men and boys which is vital for achieving gender equality. Harmful social norms contribute to issues like violence against women; and gender sensitization and transformative education should be provided to various stakeholders;
i. Ensuring disaster preparedness and management includes women and girls who are disproportionately affected;
j. Mandating their representation in decision-making bodies, conducting gender and vulnerability assessments, providing gender-responsive training, and collaborating with local organisations are essential;
k. Promoting women's economic empowerment and enhancing financial inclusion and equal financing opportunities (25% in green and blue economies and priority procurement for

women entrepreneurs) through collaboration between relevant institutions and organisations.
(C20 2023 - Police Pack - pág 14 e 15)

MENTAL HEALTH

♦ Prioritising mental health is crucial, and investing in accessible mental health services for women and girls can yield significant benefits.
Inclusive, comprehensive national mental health policies should be developed, and mental health education should be integrated into schools and workplaces.

♦ Expanding access to education, particularly for rural and marginalised women and girls, is required. Barriers to education, such as safety concerns, inadequate sanitation facilities, and lack of digital infrastructure and access to it, must be addressed. Establishing gender-responsive learning centres, ensuring access for marginalised groups, improving existing sanitation infrastructure, and expanding internet connectivity and access to it are key goals.

♦ Engaging men and boys is vital for achieving gender equality. Harmful social norms contribute to issues like violence against women, and gender sensitisation and transformative education should be provided to all stakeholders.

♦ Disaster preparedness and management should include women and girls as they are disproportionately negatively affected. Mandating their representation in decision-making bodies, conducting gender and vulnerability assessments, providing gender-responsive training, and collaborating with local organisations are essential.

♦ Promoting women's economic empowerment is critical. Enhancing financial inclusion and promoting economic opportunities for women through stronger collaboration among financial institutions, government, private sector and civil society organisations can have a significant impact on women's economic empowerment and economic growth.
(C20 2023 - Police Pack - pág 73)

Gender inequality is internationally recognised as a cross-cutting issue that must be addressed to achieve the Sustainable Development Goals (SDGs) and the realisation of basic human rights. Considering that all G20 countries have adopted the 2030 Agenda for Sustainable Development, gender equality and empowering all women and girls are intrinsic objectives.

However, a pernicious and persistent gap remains: Women comprise 49.7% of the world's population, yet the World Economic Forum's Gender Gap Report (2023) estimates it will take another 132 years to attain a gender-equal society at the current pace.

Women hold only 33% of leadership positions across public and private sectors, earn less than men, are over-represented in low-paying jobs, are less likely to own land and control assets than men, and have limited influence over important decisions.

Women are also exponentially more vulnerable to discrimination, violence, sex and labour trafficking, the effects of climate change and disasters, food insecurity, and lack of access to education and healthcare, among other disproportionately negative impacts.

When women are empowered with education and decision-making power, together with access to and ownership and control over economic resources, they contribute more to sustainable development; children are less likely to suffer from malnutrition and more likely to be educated. Women's empowerment has long-term positive impacts on a family's economic status, significantly reducing poverty, and women are more likely to promote environmentally sustainable practices in agriculture and consumption.
Gender equality is vital to achieving a regenerative, harmonious, and prosperous world, and empowering women is a critical component of achieving gender equality.

Achieving gender equality cannot be accomplished through isolated or fragmented approaches. Instead, a comprehensive, holistic, systemic approach must be adopted to achieve sustainable and long-lasting results.

The following policy recommendations aim to advance such an approach, highlighting the interconnected nature of these policies.
(C20 2023 - Police Pack - pág 74)

Women face a significantly higher lifetime risk of mood disorders and anxiety compared to men.

Investing in accessible mental health services for women and girls offers extensive economic and social benefits, including the potential to reduce the intergenerational transmission of mental illness. However, addressing men's mental health issues is also crucial for achieving gender equality, as there is a strong link between men's mental health and gender-based violence. Early intervention and prevention programmes for mental health, particularly in schools and community settings, can significantly reduce mental health problems in adulthood. Such programmes, incorporating robust social-emotional learning skills, have shown positive outcomes for mental health, all of which are vital in the post-Covid-19 era when global health systems are still strained, and mental health conditions are even more prevalent.
(C20 2023 - Police Pack - pág 77 e 78)

While most countries have achieved gender parity in primary school enrolment, approximately 129 million girls are still not attending school, with 97 million of them being of secondary school age. Such statistics highlight the need to address low completion rates and target underserved populations for sustainable gender parity in education.

Investing in women's education has significant financial benefits, as each year of education can increase earnings by 10%, and educating all girls and women could boost global GDP by up to 112 billion USD annually.

Barriers to girls' and women's education include safety, inadequate sanitation facilities, and lack of digital infrastructure and access to it. Providing proper sanitation facilities in schools increases girls' attendance rates by 11% and improves academic performance.

Additionally, expanding internet access, especially for girls and women in rural areas of developing countries, has a substantial impact on reducing poverty and promoting gender equality.

1. Establish and operate gender-responsive, accessible, and affordable learning centres in underserved areas by 2030. This includes migrant and immigrant populations and rural areas.
2. Ensure that at least 80% of uneducated girls in all their diversity, marginalised groups, and migrants have access to learning centres and online education by 2030.
3. Increase the percentage of girls in all their diversity, marginalised groups and migrants who complete secondary education or equivalent by at least 50% by 2030.
4. Improve sanitation and hygiene in all existing education infrastructure; provide all newly-built infrastructure with safe, functioning, hygienic facilities suitable for girls' and women's needs.
5. Aggressively implement a strategy to ensure last-mile connectivity for underserved populations. (e.g. The International Telecommunication Union's Last-mile Internet Connectivity Solutions Guide, or alternative) to ensure technological literacy for girls and women. Achieve 80% connectivity with minimum speeds of 25 Mbps by 2030.
(C20 2023 - Police Pack - pág 79)

Engaging men and boys is critical to gender equality and a key component of a holistic approach. The negative effects of social norms on men often contribute to violence against women, harmful gender stereotypes, and many other negative outcomes. Studies to measure the effects of harmful social norms on men and boys have been developed, including an evaluation of a concept called the "Man Box". This refers to harmful beliefs that pressure men to conform to certain stereotypes, including being tough, self-sufficient, and sexually aggressive. Internalising these beliefs leads to a range of negative outcomes, including sexual violence, traffic accidents, bullying, violence, suicide, binge drinking, and depressive symptoms in men aged 18-30 in the US, costing the US economy at least 15.7 billion USD annually. The same issues cost the UK 3.8 billion USD and Mexico 1.4 billion USD. In addition to global mental health efforts, specific gender sensitisation efforts need to be implemented.

1. All educational institutions, workplaces, government offices, and non-governmental organisations must provide gender sensitisation and masculinities' transformative education to their staff, children, parents, policy-makers, judiciary, and front-line workers by 2030.
2. Ensure that 80% of educational institutions, workplaces, government offices, and non-government organisations receive regular audits of their gender sensitisation and masculinities' transformative education programs by 2030.

3. All curricula should include culturally and age-appropriate sexual and reproductive health and rights and responsibilities of all genders, awareness of alternative masculinities, sexual and gender diversity awareness, sexual harassment, anti-violence and anti-bias campaigns, and online safety by 2030.
4. At least 50% of all educational institutions, workplaces, government offices, and non-government organisations should have measurable targets for engaging men and boys in the context of gender equality by 2030.
(C20 2023 - Police Pack - pág 80)

CLIMATE AND GENDER

Women and girls, particularly those in lower socio-economic populations, are disproportionately negatively impacted by environmental degradation and disasters. Yet, women are typically not systematically included in the design, implementation, monitoring and evaluation of disaster risk reduction and resilience efforts or in other environmental decision-making roles. This has resulted in persistent inequalities in women's access to housing, education, health services, safety, employment, and other post-disaster economic reconstruction efforts. Women's roles as key stakeholders in agriculture, biodiversity preservation, and as transmitters of inter-generational values and sustainable environmental practices are vital contributions to disaster preparedness. In particular, indigenous keepers of traditional knowledge have a long-held understanding of the plant and animal species that inhabit their regions and the sustainable practices that allow them to flourish. It is important to include indigenous and native peoples, especially women, in planning and decision-making processes to prevent or mitigate climate-induced natural disasters. Several agencies of the United Nations have developed programmes to address gender inequality in disaster preparedness and relief from multiple angles, but men still hold 94% of managerial roles in the field of disaster risk reduction. Upon closer look, women in managerial positions are concentrated in roles such as personnel and public relations rather than direct management of disaster response programs.

1. Mandate a minimum representation of at least 50% women, girls, and other vulnerable groups in disaster risk reduction and management (DRRM) planning and policy development committees, task forces, and decision-making bodies and ensure this target is met by 2030.

2. Conduct gender and vulnerability assessments in all disaster-prone areas within the next three years.

3. Implement specialised gender-responsive DRRM training for at least 500 policymakers, planners, and practitioners in G20 countries, annually.

4. Establish community-based training initiatives in 50% of disaster-prone communities within the next three years, focusing on empowering women and girls as leaders in disaster management.

5. Collaborate with local organisations, NGOs, and community leaders to deliver awareness programmes and challenge gender norms in at least 90% of targeted communities.
(C20 2023 - Police Pack - pág 81 e 82)

GENDER AND FINANCE

Access to finance for women entrepreneurs has a significant impact on economic growth. Studies indicate that closing the gender finance gap in developing countries could unlock USD 5.5 trillion in global gross domestic product (GDP) by 2025. Advancing women's access to finance equality could also add USD 12 trillion to global GDP by 2025. Additionally, women-led start-ups generate 78 cents in revenue for every dollar of funding, compared to 31 cents for start-ups founded by men.

Furthermore, companies with more women in senior management positions have better financial performance, with a six percentage points higher net profit margin for companies with at least 30% women in leadership positions. Enhancing financial inclusion and promoting other economic opportunities can be achieved by enabling convergence among financial institutions, government, private sector, and CSOs.

Specifically:

1. Mandate financial service providers to allocate a minimum of 33% of their credit portfolio specifically for micro, small, and medium scale enterprises led by women and marginalised groups.

2. Incentivise loan officers to positively consider applications from women business owners and institute an "if not/why not" accountability framework, under which loan officers must explain why a loan application submitted by a woman was rejected.

3. Provide capacity building and skills development to women and marginalised groups to access employment, entrepreneurship and investment opportunities in frontier technologies and the green and blue economies.

4. Encourage gender-responsive public procurement programmes in G20 countries; mandate Environmental, Social and Governance (ESG) reporting by the top 1000 publicly listed companies, encouraging reporting on gender-responsive corporate procurement as a metric.
(C20 Police Pack, 2023 - pág 81 e 82)