



Beyond 2025 – Three bold G20 gender equality action areas

**G20 Ministerial Conference on Women Empowerment – Side Event
1 August 2023, Gandhinagar, Gujarat, India**

SUMMARY AND RECOMMENDATIONS

Background

The Group of Twenty (G20) is the premier forum for international economic cooperation. It plays an important role in shaping and strengthening global architecture and governance on all major international economic issues. India held the G20 Presidency from 1 December 2022 to 30 November 2023, with a theme of “*Vasudhaiva Kutumbakam*” or “*One Earth · One Family · One Future*”. Women’s empowerment and women-led development were cross-cutting priority areas for India’s G20 presidency.

The commitment by G20 Leaders at the Brisbane G20 meeting in 2014 to improve women’s workforce participation by 25% by 2025 has delivered some good gender equality gains. G20 leaders reaffirmed at the New Delhi meeting in 2023 that “*gender equality is of fundamental importance, and that investing in the empowerment of all women and girls, has a multiplier effect in implementing the 2030 Agenda*”, committed to “*close gender gaps and promote the full, equal, effective and meaningful participation of women in the economy as decision-makers,*” and agreed to establish a new Working Group on Empowerment of Women to support the G20 Women’s Ministerial.¹

As part of the India G20 Presidency, Asian Development Bank (ADB) and UN Women, in collaboration with the National Institute of Public Cooperation and Child Development (NIPCCD), Ministry of Women and Child Development, Government of India organized a side event to the G20 Ministerial Conference on Women Empowerment (G20 MCWE) to help expedite gender equality efforts and action. The side event was held on 1 August 2023 in Gandhinagar, Gujarat, India with 76 participants representing G20 government officials, development partners, private sector, and civil society (see Annex A and B).

Three bold G20 gender equality action areas

Key actions and policy levers to accelerate gender equality across G20 members in three policy areas of gender-responsive budgeting (GRB), care economy, and gender and climate change were discussed at the side event, along with proposed policy recommendations for consideration of MCWE and G20 leaders. International experts were invited as content speakers for each topic.

I. Gender-responsive budgeting (GRB)

G20 MCWE Side Event – GRB Session Summary

In the GRB session, experiences of G20 members on GRB practices for realization of gender equality outcomes were discussed along with identifying potential pathways for expansion, including a stronger enabling ecosystem for GRB that incorporates tax administration, trade agreements, and labor reforms. As a public finance management strategy, GRB analysis determines how and to what extent state policy and programs affect diverse groups, with a particular focus on distinct impacts for different groups of

¹ [G20 New Delhi Leaders’ Declaration](#), September 2023.

women and men. Experts discussed GRB as an effective strategy in the larger context of financing for gender equality to realize policy commitments by government, private sector, multilateral financial institutions, and civil society organizations.

G20 and GRB

Globally there has been much improvement in gender equality over the last 30 years, as measured by indicators in education, reduced maternal mortality, and women's increased labor force and political participation. Nonetheless, progress has been too slow and was threatened by the recent global pandemic, hence there needs to be greater attention paid to the tools to achieve and meet global gender equality goals. In all countries, women still face disadvantages in labor and financial markets, and bear a disproportionate burden of unpaid labor in the home. Household infrastructure and public support for childcare and elder care are inadequate to ensuring that women and girls can take full advantage of educational and employment opportunities. The administration of justice is still inadequate to ensure that women and girls live in a world free from gender-based violence. Old age security is another problem that has specific gender aspects, given women's lower labor market participation and opportunities to accumulate wealth. Income support programs generally fail to take proper account of the disproportionate number of female-headed households with children. Taxation systems may have explicit or implicit bias against women.

G20 nations comprise of developed and emerging economies: consequently, ensuring gender equality incorporates market and non-market spaces where both enterprise-based and family-based units of production exist, the former motivated by profit, the latter by subsistence. Women are central at both levels, given their roles in the inter-linked systems of production, distribution, consumption, maintenance, reproduction of goods and services, community management, and reproduction of the labor force. In performing their contribution to income-earning, income-augmenting, and income-saving activities, they face numerous patriarchal economic and extra-economic constraints that reduce and also de-visibility their contribution to the national economy. One of the major consequences is the gendered continuum of paid–underpaid–unpaid work, manifested by an overwhelming work burden and time poverty which does not permit the full realization of their rights.

GRB is the principal approach for fiscal policy and public financial management that seeks to ensure that government budgets contribute to the achievement of gender equality objectives. From a fiscal policy perspective, GRB entails ensuring that programs to achieve gender equality are properly structured and adequately funded and that government policies on both the expenditure and revenue sides of the budget provide support to the achievement of equality objectives. From a public financial management perspective, GRB entails ensuring that there are appropriate entry points in the budget process to ensure that gender equality programs and policies are directed to key priorities, that the government acts upon these objectives, and its performance in this regard is monitored and evaluated.

In a macroeconomic context, GRB can contribute to an approach to fiscal and monetary policy implementation to ensure that the strengths that women bring to policy, such as a greater emphasis on stability and investing in human capital, are fully taken advantage of and that during periods of austerity or crisis, such as the global COVID-19 pandemic, women do not bear a disproportionate share of fiscal austerity.

It was agreed under the German Presidency that all G20 countries report separately on gender. This process was strengthened by the G20-Women call for greater investment in Gender Budgeting, re-asserted by the formation of Women 20 in 2015 under Türkiye's Presidency. The Bali declaration identified three focus areas: post-pandemic issues, the digital gender gap, and entrepreneurship. The Women20 (W20) communique of 2023 urged G20 leaders to advance previous commitments to increase the quantity and quality of women's employment, to improve National Gender Strategies, and to establish a National Annual Review Mechanism to track implementation. The five priorities that were identified are entrepreneurship, grassroots leadership, digital divide, education and skill, and climate change.

G20 countries have adopted a variety of approaches to implementing GRB in systems of public financial management. Some build gender responsive budgeting into the constitution, organic budget laws, or governmental directives, such as Indonesia. Others take a less formal approach and address specific needs through legislation on specific topics, such as in the U.S. or Japan. Some countries have reformed their tax codes to eliminate explicit gender bias, but implicit gender bias is mostly unaddressed.

Governments – both national and sub-national – therefore need to perform the major role as enablers, warranting that all policies and institutions ensure gender equality. Patriarchy is a macroeconomic construct, with inequalities having a two-way connect between macro, micro and meso levels, the dominant role to be thereby enacted by macroeconomic institutions, policies, and programs. In view of the myriad local specificities as well as divergent attainment levels of G20 nations, there can be no single uniform policy or initiative.

In G20 countries, it is important to integrate gender equality priorities into public programs and policies. This should involve analyzing expenditure and revenue data based on gender and time use with sex-disaggregated data, both before and after implementation, against ambitious and quantifiable targets. In keeping with the shift to performance or program budgeting in most G20 countries, simply measuring spending on gender-responsive budgeting is not enough, especially since it tends to be inconsistent across countries and even within ministries. Instead, a systematic and well-developed methodology should be applied consistently throughout the government to effectively track gender-responsive budgeting efforts.

Even so, a full-scale shift to a focus on what has been achieved against performance targets is required to ensure that the countries are moving toward achievement of the Sustainable Development Goals and that G20 countries, in particular, are demonstrating

best practices that can then be adapted to the specific situation of countries at a lower level of development, outside the G20 group.

Way Forward

- **Ensuring GRB is part of all stages of budget process leading to gender equality outcomes**
 - Ensuring that ex-ante gender impact assessments are required for critical spending programs and policies and sex disaggregated data are used for this purpose.
 - Implementing program or performance budgeting with an explicit set of meaningful and measurable goals or targets on improvement in gender equality performance indicators.
 - Implementing a medium-term perspective to account for the need to sustain efforts to make meaningful progress.
 - Ensuring that macroeconomic objectives, and specifically the mix of fiscal and monetary policies, are cognizant of gender equality priorities and that periods of austerity or crisis do not lead to gender equality targets being set aside.
 - Engaging subnational governments especially where they are responsible for provision of public services critical to achievement of gender equality goals.
 - Ensuring that administrative practices do not explicitly or implicitly discriminate against women or discourage their participation in economic markets.
 - Ensure fair, timely and transparent devolution of funds and resource distribution of the subnational share of central taxes so that development funding does not suffer, and regional inequalities decrease.

- **A common set of issues to which GRB is relevant across G20 and other countries**
 - Improving access to education for women and girls.
 - Improving access to healthcare for women, including reproductive health services
 - Providing public infrastructure to increase women's access to services.
 - Reducing unpaid care burdens in the household.
 - Strengthening the social safety net, including in households headed by single women.
 - Ensuring that the administration of justice addresses gender-based violence.
 - Promoting greater agency for women in public life.
 - Promoting a pipeline of qualified women for high-level and skilled technical work in the public and private spheres
 - Adjusting tax policies to remove explicit discrimination against women.
 - Introducing tax exemptions for all households headed by single women.

Action Points for G20

Accelerating progress on gender equality demands active collaboration among G20 nations to exchange best practices, enhancing their efforts in achieving gender equality objectives. The leadership exhibited by G20 countries in advocating for the widespread adoption and effective implementation of gender-responsive programs and policies plays a crucial role in expediting progress towards SDG 5.

The economic empowerment of women encompasses a wide array of issues, including work participation rates, wage equality, gender earnings and incomes, access to productive resources (both private and commonly held), the burden of unpaid work, time poverty, representation in managerial and technical positions, employment stability, post-pandemic impacts, financial inclusion, fiscal agency, and a supportive monetary framework. These indicators form a comprehensive and lengthy list. At the heart of this effort are two critical factors: recognizing women as drivers of growth and acknowledging their capacity to set and lead the agenda for development and equality. All G20 nations have acknowledged and endorsed these factors, and progress towards achieving these objectives is underway. Thus, it is essential to surmount these challenges and accelerate efforts to achieve gendered economic equality with unwavering determination and renewed commitment.

GRB and Gender Responsive Fiscal and Monetary policies serve as the foundational pillars for attaining substantive economic equality and fostering an ethical and democratic development paradigm. Initiatives aimed at improving sex-disaggregated data and time use data and utilizing this information to assess needs and identify successful approaches enable countries to set ambitious and measurable goals in their pursuit of gender equality. Furthermore, it is imperative for gender-responsive budgeting to encompass other intersecting concerns, such as global climate change. By doing so, gender equality goals can be harmonized with the broader spectrum of SDGs, fostering a more comprehensive and inclusive approach to sustainable development.

II. Care economy

G20 MCWE Side Event – Care Economy Session Summary

Experts in this session discussed the critical importance of the care economy for gender equality, sustainable development, and inclusive economic growth, highlighting both challenges and opportunities posed by specific demands and scale of care work. Speakers represented stakeholders across the care sector, including those performing care work, and those focused on its reform. A facilitated discussion focused on challenges to be addressed at national and global levels and recommended solutions to reduce the burden of care work for women and to enable them to participate more equally in the labor force and economy.

W20 and Care Work

Care work- both paid and unpaid- plays a significant role in the wellbeing and functioning of economies and societies. A large part of this work is majorly borne by women across the world guided by the existing social norms and a continuing consequence of the gendered division of labor. It is considered one of the primary barriers for accessing labor markets by women across the world. Evidence has amply shown that attending to care responsibilities is detrimental to women's income-earning capacities and building women's economic agency.

Globally, women perform approximately 76% of the total amount of unpaid care work, which is 3.2 times as much as men and boys². In Asia and the Pacific, women on an average spend approximately 265 minutes per day on unpaid work compared to 65 minutes spent by men (ILO calculations, 2019). The care workforce is also a vast community of women workers. Currently there are around 16-17 million people globally in the care economy, more than 90% of which are women; There is an ever-increasing need for care work and caregivers - by 2030 in order to meet care requirements, a total of 39 million strong care workforce would be needed i.e., an additional 22 million jobs could be created³. The stark unevenness of care work performed by women clearly impacts their abilities to join the labor force.

Several international conventions including Beijing+25⁴ have highlighted these issues and the need for global action targeting care-related challenges, which have only been exacerbated by the COVID-19 pandemic. In 2015, the first ever W20 Summit which was convened in Istanbul, Türkiye identified infrastructural mechanisms for social care as one of the crucial steps for achieving gender equality. The 2015 W20 communique highlighted the need for care institution workers to be recognized as specialized professional caregivers rather than unpaid domestic care workers. As a call to action, the monitoring framework included in the communique also gave significant weightage to care-related indicators.

² [Toward a Resilient Care Ecosystem in Asia and the Pacific](#), January 2023.

³ [Emerging Priorities in the Care Sector: Opportunities for India's G20 Presidency](#), June 2023.

⁴ [Asia-Pacific Ministerial Conference on the Beijing+25 Review](#), January 2020.

W20 Indonesian Presidency communique in 2022⁵ reiterated the importance of provisioning care infrastructure as well as adopting policies and incentives for equal shared parental responsibilities for child and elder care. India's G20 presidency was an opportunity to shape and influence the agenda of the nations involved to take substantive action targeting the ever-increasing demand for care work. This was especially prudent since the effect of unpaid care work on female labor force participation rates is rather pronounced in the Indian context.

The W20 Communique, 2023 called upon the G20 leaders to “commit to increased funding for a universal "Basic Care Basket" supported by actions to standardize, professionalize and formalize the care economy; deliver on prior UN commitments by G20 donor countries to provide 0.7% of GNI to develop and improve care infrastructure; and implement policies that protect and improve maternity/parental benefits and support gender equitable care responsibilities, including family leave programs.”

Given its critical nature, there is immense scope for reorganizing care work globally, especially in developing nations and groups of nations such as the G20 to strategically plan for an action agenda around mainstreaming care work and empower the care workers via clearly articulated policy goals.

Way Forward

To maximize its economic potential, the care sector needs investments with considerations around making both capital and well-trained labor available. Investing in the care sector not only has a significant social impact but will also boost economic growth rates. It essentially has a long-term multiplier effect by increasing overall profits in the economy. For example, robust childcare infrastructure provides support to women reducing their care work responsibilities enabling them to access employment opportunities. In addition, the care basket should also talk about providing for elderly and disability care. Investing in care thus allows more women to join the labor force, thereby, boosting women's labor force participation rate which acts as a mechanism to translate their untapped potential into economic growth. This builds a strong business case in favor of investing in the care sector.

The International Trade Union Confederation (2019) estimates suggest that investment of approximately 2% of GDP in care can generate up to 11 million jobs, of which 32.5% will be for women workers. While there is a dire need to apportion adequate government budgets towards building and sustaining the care economy, this alone will not suffice. The sector would need strong alignment with the private sector both in terms of increasing investments as well as developing innovative solutions to meet the exponentially increasing care requirements.

G20 leaders therefore need to take a two-pronged approach that focuses on enhancing private and public investments in the care sector while also strengthening rights of care workforce- thus building a robust ecosystem that promises sustained economic growth.

⁵ [W20 Communique 2022](#)

➤ **Investing in Care Infrastructure requirements**

Investing in physical infrastructure for care work is essential to support caregivers. The necessary infrastructure should be geared towards creating enabling mechanisms for women to take up paid work.

- Infrastructure planning and resource allocations need to be driven towards childcare facilities, geriatric care, tending to the sick as well as providing support for the disabled so that they can lead dignified lives. Special focus on childcare is vital as it is instrumental in healthy growth and cognitive development. Quality, safe, affordable, and accessible childcare facilities are a necessity especially for informal women workers with little to no social support. Building quality human capital for the future of the economy cannot be considered the responsibility of women and caregivers alone but should be recognized as a public good with adequate resource allocations.
- While there exist different models of childcare facilities (state-run, public private partnerships, civil society organizations), all of them should be equipped to provide holistic integrated care for children- including health check-ups, immunization, infant stimulation, education, responsive caregiving and so on. This would also need a well-trained cadre of care workers equipped in childcare and related activities. Household chores take up women's time which can be used for education, upskilling, employment, entrepreneurship or to pursue other forms of economic activity. Provisioning of domestic infrastructure like regular/continuous piped water supply, uninterrupted electricity, clean fuel as well as time- and energy-saving devices can reduce women's time spent on chores and can add to their productive engagements.

➤ **Investing in care workers**

Care workers are the backbone of the economy and strengthening the care worker cadre leads to strengthening the sector's economic as well as social outcomes.

- Social norms and gendered division of labor lead to care work being considered inherently women's work. The consequent devaluation of care work and care workers requires changes in perception. An important way to achieve this is through recognition of 'care' as work and caregivers, both paid and unpaid as 'workers'. This also entails ensuring the workers are treated with respect, sufficiently compensated, and provided with decent working conditions.
- The care sector includes formally recognized workers (nurses, other health workers), voluntary workers (grassroots health and frontline workers), informal workers (domestic workers, cooks, nannies). These activities cannot be replaced by artificial intelligence or mechanization. In essence, the care sector is relatively insulated from future job losses. However, this also highlights the need to build a strong workforce to deliver these services. Establishing formal contractual arrangements for care workers thus becomes necessary which ensures opportunities for upward mobility, minimum wages, provisions of comprehensive

social security policies (accident, life insurance), family health insurance, pensions, maternity entitlements, and paternity leaves.

The role of the state and private sector becomes important to ensure that care as a sector expands in the right direction. In order to achieve this, it is crucial to bring synergies together to find sustainable and scalable solutions for recognizing, reducing and redistributing care work and rewarding and providing representation to the care workers. Ensuring fair pay and entitlements along with quality training would require the quantum of investments in the care sector to increase manifold. The state can act as a facilitator in attracting and creating private-sector interest to usher in sustainable funding mechanisms while also framing policies and legal safeguards to protect the care workers.

Action Points for G20

- Setting up Care Councils at country level with a focused agenda aiming to- develop comprehensive care policies; facilitate multi-stakeholder convergence; institutionalize robust data collection, monitoring and accountability mechanisms.
- Promoting investments targeting availability and accessibility to affordable, gender-responsive care infrastructure that address the unequal distribution in paid and unpaid care and domestic work and to facilitate the continued participation of women and girls in education and employment.
- Using quantitative and qualitative data to transform the narrative on care work in order to see it as an economic opportunity rather than a cost, which would in turn help establish it into its own pillar enabling flow of capital.
- Recognizing care workers and compensating them commensurately to meet decent work standards.
- Ensuring entitlements of care workers are protected through accessibility to legal safeguards.

III. Gender and climate change

G20 MCWE Side Event – Gender and Climate Change Session Summary

This session focused on key priorities for G20 members to address the gender equality and climate nexus. Experts discussed how G20 members can drive gender equitable solutions and promote women's leadership and voice as agents of change for climate transition and to enable women's access to green jobs of the future.

Background

Climate change is arguably one of the most pressing issues for G20 leaders to address as its impacts are intensifying each year and profoundly affecting people and ecosystems worldwide. Frequent droughts and floods, extreme heat stress and forest fires, erratic weather conditions, rising sea levels, biodiversity loss, land degradation and desertification are increasingly threatening lives and livelihoods. It is widely accepted, including by Intergovernmental Panel on Climate Change (IPCC), that women and girls are among the hardest hit by the impacts of climate change due to gendered roles and social norms, and that the climate crisis exacerbates inequalities. They also face a disproportionate burden of climate change as they remain socially, economically, and politically marginalized.

Women are custodians of vital conservation knowledge and practices for managing natural resources due to their traditional gender roles. They are leaders and agents of change for climate action, particularly at grassroots levels, due to their role in tapping natural resources, agriculture and ensuring food security. Indeed, women are often drivers of community conservation, recycling, nature-based solutions and disaster preparedness and response. Indigenous women in particular are key to biodiversity conservation. Yet women lack access to climate finance and are significantly under-represented at the climate negotiation table and in international climate policy forums. Women's unequal access to land, clean energy sources, finance, technology, knowledge, mobility, and other assets constrain their ability to respond to and cope with climate crises and disasters. Therefore, enhancing the capacity of women to build their resilience to climate change, must involve removing structural barriers and tackling prevailing gender gaps.

Way Forward

➤ Driving Climate finance and Policy for Gender Equality

The Sharm-El-Sheikh implementation plan of COP 27 highlights that global transformation to low carbon emission economy requires an investment of at least USD 4-6 trillion a year⁶. At the same time, according to a March 2022 OECD report on gender and climate finance, only 0.04 of all climate related official development assistance (ODA) between 2015-2018 had gender equality as the principal objective. Swiftly scaling up climate finance while ensuring a significant portion is directed towards women and gender equality is crucial due to the urgency of the situation, and time is of the essence in this endeavor.

Several global policy mandates for mainstreaming gender in climate change exist, such as the Lima Work Programme on Gender adopted at COP20. The Paris Agreement (COP21) acknowledges that Parties should promote gender equality and the empowerment of women, and that adaptation (Article 7) and capacity building (Article 11) should be gender responsive. The Gender Action Plan (COP23), aims to advance women's participation in climate negotiations, develop gender-responsive policy on climate change, and incorporate the mainstreaming of gendered perspectives in the implementation of all work of Parties of the Convention.

There is clear need for greater representation and voice of women in climate policymaking spaces, to ramp up efforts to mainstream a gender perspective in climate institutions, and to catalyze private sector climate financing for gender equality.

- Commit to gender equal representation in climate negotiation teams and climate events, including diverse women leaders (indigenous, young, rural).
- Adequately resource national and international entities responsible for climate change and disaster risk management to mainstream gender and move towards routine gender audits of climate financing fund flows.
- Align national gender and climate policies so that nationally determined contributions, national adaptation plans, national biodiversity strategies, land degradation neutrality targets, and strategies for disaster risk reduction are gender-responsive and mutually reinforcing.
- Implement taxation regimes to encourage corporations to commit to robust emissions reduction together with gender equality targets.
- Develop measures to increase the capital flows to female entrepreneurs in climate businesses and increase support (finance and business services) for women-led/women-owned businesses to climate proof their business (e.g., 10% annually).

➤ Gender and the Energy Transition

⁶ See https://unfccc.int/sites/default/files/resource/cop27_auv_2_cover%20decision.pdf

Globally, 733 million people still have no access to electricity, and 2.4 billion people still cook using biomass fuels detrimental to their health and the environment. This affects women more due to their domestic care roles, greater exposure to indoor air pollution, time poverty and reduced opportunity to engage in paid employment. There is also a significant gender gap in the energy sector, with fewer women employed overall, and women more likely to be represented in lower paid and lower skilled positions. This is largely due to fewer women and girls pursuing science, technology, engineering, and mathematics (STEM) careers alongside gender roles and stereotypes which limit their opportunities.

The Bali Compact⁷ and the Bali Energy Transitions Roadmap 2022⁸ stresses the urgency and pathways towards clean energy transition. G20 Commitments towards access to clean energy for all must also accelerate efforts to reduce gender disparities which otherwise hinder a just transition. Urgent action is needed across government policy, and in targeted economic sectors to increase opportunities for women in the green economy and to ensure that labor market gender segregation is not replicated in green jobs emerging from the energy transition in renewable energy, as well as fisheries, forestry, agriculture, and tourism sectors.

- Ensure affordable access to energy for all and provide targeted support for the marginalized women to meaningfully participate in renewable energy transition.
- Commit to achieving parity through an annual target increase to the number of women in renewable energy jobs. Establish a sex-disaggregated baseline for renewable energy jobs and share annual progress reports to the G20.
- Develop national roadmaps towards achieving gender parity in enrolment and graduation from STEM education at secondary, vocational, and tertiary levels.
- Invest in focused skills development and training of women in clean energy initiatives, including through use of new technology.
- Promote private sector engagement and corporate responsibility to create gender equitable workplaces and clean energy supply chains to increase scope of equal employment opportunities for women in green jobs of the future.

➤ **Participatory women-led climate adaptation.**

Given the disproportionate climate impacts on women and significant links with food security, livelihoods, and ecological sustainability, particularly in a rural agricultural context, it is important to tackle the gender, climate and poverty nexus at community level with a bottom-up approach. This includes recognizing women's participation and substantial contribution to agriculture, fisheries and aquaculture sectors and ensuring their equal access to innovations and training in climate smart approaches and technology. Nature-based Solutions (NbS) are also critical for building the resilience of ecosystems on which women rely for their livelihoods and can contribute to mitigation and reduce the negative effects of the climate crisis by decreasing the impact of disasters. For example, mangroves can help coastal communities avert flood damage and provide

⁷ [Bali Compact](#), September 2022.

⁸ [Decade of Actions: Bali Energy Transitions Roadmap 2022](#), September 2022.

livelihoods, food and are effective carbon sinks. Women-led community-based NbS can draw on their intrinsic knowledge, experience, and capacities. It is also important to recognize the heterogeneity amongst women especially in terms of how they relate and engage with environment, especially indigenous and rural women who have a closer relationship with nature and ecosystems. G20 can play a significant role in stressing the importance of women-led climate adaptation, especially at grassroots levels.

- Support the participation of women in community-based NbS and nature-focused economic activity (e.g., incentives, concessional finance, technical support), while addressing socio-economic barriers to their participation, ensure that benefits are equitably distributed, and provide skills development for women to effectively participate in their implementation.
- Invest in climate smart, innovative and resilient agriculture, fisheries, and aquaculture systems that enhance food security and inclusive agricultural value chains for women farmers.
- Recognize local and indigenous knowledge systems and promote intergenerational dialogue between women as a way to preserve local practices and connect them with new scientific climate smart innovation and training.

➤ **Gender-Responsive Disaster Risk Reduction (DRR)**

Climate change and environmental degradation have been intensifying the scale and the impact of disasters at an alarming rate and women are usually more adversely impacted than men from disasters, due to a combination of prevailing social norms, lower socioeconomic status, and gendered division of labor. Understanding gender relations is critical to effective DRR because women's and men's different roles, responsibilities, and access to resources influence how each will be affected, and how they will cope with and recover from disaster. It is essential to push for strategies and policies prioritize specific gender needs in DRR, response and building back better.

- Actively promote ongoing gender mainstreaming of Sendai Framework for Disaster Risk Reduction 2015-2030⁹ and the loss and damage fund announced at COP 27¹⁰.
- Ensuring the collection and use of gender-disaggregated data, research and reporting on DRR to influence policy making at national and global levels.
- Ensure a gender-responsive approach in DRR programming with specific focus on breaking down social and gender norms which place women and girls at greater risk, and attention to their specific needs in disaster response (e.g., sexual and reproductive health rights and protection from gender-based violence).

➤ **Sustainable, Green and Gender-Equal Cities**

More than 80% of GDP is generated in cities¹¹ and rapid urbanization has provided much better access to services and employment opportunities. But it also has major implications on climate change because urbanization and cities are the main body of greenhouse gas

⁹See <https://www.undrr.org/publication/sendai-framework-disaster-risk-reduction-2015-2030>

¹⁰See <https://unfccc.int/topics/adaptation-and-resilience/the-big-picture/introduction#Glasgow-Dialogue>

¹¹ See https://www.thegpsc.org/sites/gpsc/files/gender_and_sustainable_cities_guidance_note.pdf

emissions due to high concentration of population, and therefore an important field for decreasing carbon emissions. Cities, mostly, have been historically designed by men for men, thereby resulting inadvertently in gender unequal design and lack of gender-inclusive urban planning. Improving climate resiliency and climate proofing of cities must therefore adopt a gender lens to ensure gender-responsive green and sustainable infrastructure. Women's role in urban planning and the circular economy (e.g., informal recycling) should also be acknowledged and supported towards more resilient and adaptive futures.

- Ensure women's participation and gender perspectives are incorporated in the design, construction and management of climate-smart urban infrastructure such as green transport, housing, parks and public spaces and water, sanitation, and hygiene solutions.
- Target women entrepreneurs and women-owned or led businesses in unleashing innovation and technology to build sustainable infrastructure.

Design innovative urban development policies and technological advancements in the development of urban infrastructure through the lens of sustainability and gender.

Action Points for G20

As illustrated by the above discussion, the interlinkages between gender equality and climate change must be tackled together by G20 leaders in pursuit of a sustainable, inclusive, and gender equitable just transition.

The road to net zero will not be achievable without women and girls at the center. With clear intention, G20 has an opportunity to deliver 50/50 on gender equality at scale by focusing on a gender equal green future through:

- Increasing the full participation and voice of women at all levels of climate decision-making and policy agenda setting for the energy transition and nurture girls as future climate leaders.
- Directing climate finance into the hands of women, women's groups, and gender-focused initiatives, while holding entities responsible for climate change accountable to women and for mainstreaming a gender perspective.
- Reforming education systems along with breaking gender stereotypes to direct women and girls through STEM pathways and skills development for green and blue jobs of the future.
- Providing support to women owned or led MSMEs to build capacity building for widening entry bottlenecks to green business development and democratizing the use of climate technology.
- Implementing gender-responsive public financial management regimes in ways that allows for addressing multiple gender discrimination which adversely impact resilience and adaptability to the impacts of climate change.

Conclusion

The G20 leaders under the India Presidency continued to build on preceding G20 gender equality gains and to collaborate on enhancing women's economic empowerment. G20 leaders must strongly advocate for gender-responsive programs and policies, promote knowledge sharing on best practices, and increase private and public investments in key areas such as gender-responsive budgeting (GRB), care economy, and gender and climate change. The establishment of the Working Group on Empowerment of Women is an opportune time for G20 leaders to take the action points forward and further deliver their commitment on gender equality.

ANNEX A: G20 MCWE – Side Event Agenda

Time	Session and Speakers
9:30 – 10:00 a.m.	Registration
10:00 – 10:15 a.m.	Welcome
10:15 – 11:15 a.m.	<p>Session: Advancing commitment to Gender Responsive Budgeting and Gender Mainstreaming of Public Financial Management</p> <p>Opening Remarks: <i>Dhrijesh Kumar Tiwari</i>, Statistical Advisor, Ministry of Women and Child Development, Government of India</p> <p>Moderator: <i>Teresa Curristine</i>, Deputy Division Chief, Fiscal Affairs Department, IMF</p> <p>Speakers:</p> <ul style="list-style-type: none"> • <i>Rochelle White</i>, Assistant Secretary, Social Policy and International Engagement, Office for Women, Social Policy Division, Australia • <i>Michelle Harding</i>, Counsellor and Senior Adviser Organization for Economic Cooperation and Development
11:15 – 11:30 a.m.	Morning tea/coffee break
11:30 a.m. – 12:15 p.m.	<p>INAUGURAL SESSION</p> <p>Opening Remarks Message from <i>Sima Sami Bahous</i>, Executive Director, UN Women <i>Mohammad Naciri</i>, Chief of Staff, Office of Executive Director, UN Women</p> <p>Welcome Remarks <i>Takeo Konishi</i>, Country Director, India Resident Mission, Asian Development Bank</p> <p>Keynote Address <i>Smriti Z. Irani</i>, Minister of Women and Child Development, Government of India</p>
12:15 – 1:30 p.m.	Lunch break
1:30 – 2:45 p.m.	<p>Session: Approaches and Recommendations for the Care Economy</p> <p>Opening Remarks: <i>Indevar Pandey</i>, Secretary, Ministry of Women and Child Development, Government of India</p> <p>Moderator: <i>Susan Ferguson</i>, Country Representative, UN Women, India</p> <p>Speakers:</p> <ul style="list-style-type: none"> • <i>Deborah Foo</i>, Platforms Manager- Gender, AVPN, Singapore • <i>Sumitra Mishra</i>, Executive Director, Mobile Creches, India • <i>Bimbika Sijapati Basnett</i>, Head of Gender Equality, Disability and Social Inclusion, Australia-Indonesia Partnership for Economic Development (PROSPERA) • <i>Sukti Dasgupta</i>, Director, Conditions of Work and Equality Department, ILO
2:45 – 3:45 p.m.	<p>Session: Gender Equality and Climate Change – how can net zero deliver 50/50 gender equality?</p> <p>Moderator: <i>Samantha Hung</i>, Director, Gender Equality, Asian Development Bank</p> <p>Speakers:</p> <ul style="list-style-type: none"> • <i>Sanjay Wijesekera</i>, Regional Director for South Asia UNICEF • <i>Gauri Sing</i>, Deputy Director General, International Renewable Energy Agency (IRENA) • <i>Laurel Miller</i>, CEO, The Asia Foundation
3:45 – 4:00 p.m.	Afternoon tea/coffee break
4:00 – 4:15 p.m.	Summarizing key recommendations: <i>Samantha Hung</i> , Director, Gender Equality, Asian Development Bank
4:15 – 4:30 p.m.	Closing Session: <i>Dhrijesh Kumar Tiwari</i> , Statistical Advisor, Ministry of Women and Child Development, Government of India

ANNEX B: G20 MCWE – Side Event Participants

	Participant	Designation	Organization	Country
1	Aakansha Saxena	Consultant	UN Women	India
2	Anushree Rai	Intern	Mobile Creches	India
3	Arkja Kuthiala	Implementor, ECD Partnership	Mobile Creches	India
4	Bhupendra Shandilya	Senior implementer	Mobile Creches as secretariat of National FORCES	India
5	Bimbika Sijapati Basnett	Head of Gender Equality, Disability and Social Inclusion	Australia-Indonesia Partnership for Economic Development (PROSPERA)	Indonesia
6	Chirashree Ghosh	National Coordinator	National FORCES	India
7	Cynthia McCaffrey	Representative	UNICEF	India
8	Deborah Foo	Care Economy Lead (Gender Platform Manager)	AVPN	Singapore
9	Govind Desai	Senior Development Officer	Asian Development bank	India
10	Dhrijesh Kumar Tiwari	Statistical Adviser	Ministry of Women and Child Development, Government of India	India
11	Diego Samuel De La Rosa Pereira	Regional Communications Specialist	UN Women	India
12	Dinesh Patil	Social Policy Specialist	UNICEF	India
13	Divya Jain	Project Officer	UNDP	India
14	Dr Ishita Sachdeva	Senior Program Officer	IDRC	India
15	Florencia Caro Sachetti	associate researcher	CIPPEC	Argentina
16	Gauri Singh	Deputy Director-General	International Renewable Energy Agency	UAE
17	Govind Desai	Social Development Officer (Gender)	ADB	India
18	Hrithik Verma	Consultant	ADB	India
19	Ina Wadhwa	Program Manager	TalentNomics India	India
20	Indevar Pandey	Secretary	Ministry of Women and Child Development, Government of India	India
21	Ishan Choudhary	Strategy, Partnerships & Communications	RPG Foundation	India
22	Jamshed M. Kazi	Representative and Liaison to ASEAN	UN Women	Indonesia
23	Kanta Singh	Deputy Representative	UN Women	India
24	Kinkini Roychoudhary	Managing Director	Accenture	India
25	Kshama Fernandes	Chairperson, Northern Arc Investment Managers	Northern Arc Group	India
26	Laurel E. Miller	President and Chief Executive Officer	The Asia Foundation	United States
27	Meenakshi Krishnan	Portfolio Research Officer	Institute of Development Studies	United Kingdom
28	Michelle Harding	Counsellor & Senior Adviser	OECD	France
29	Mohamed Naciri	Chief of Staff, Executive Director's Office	UN Women	United States
30	Pallavi Agarwal	Technical Consultant - G20	UN Women	India
31	Parikrama Chowdhry	Senior Policy Manager	J-PAL SA	India
32	Patricia Mathias	Head, Gender Platform	AVPN	Singapore
33	Prabhjot Khan	Social Development Specialist (Gender and Development)	Asian Development Bank	Philippines
34	Priyanka Sunil Jashnani	Senior Associate, Policy	AVPN	India
35	Ravi Kumar Verma	Regional Director	ICRW	India
36	Rochelle White	Assistant Secretary, Social Policy and International Engagement Branch	The Office for Women, Department of Prime Minister and Cabinet	Australia
37	Samantha Hung	Director, Gender Equality Division	ADB	Philippines
38	Sanjay Wijesekera	Regional Director for South Asia	UNICEF	Nepal
39	Santanu Pramanik	Research Director	LEAD at Krea University	India
40	Sarah Brun	Programme Specialist - Political Analysts and Programme Development Unit	UN Women	United States
41	Sarita Bahl	Country Group CSR Head - South Asia, Director – Bayer Foundation India	BAYER	India
42	Savita Sethi	Consultant	ADB	India
43	Shiv Kumar	Co-founder	The Catalyst Group	India
44	Sona Mitra	Principal Economist	IWWAGE in LEAD at Krea University	India
45	Sruthi Kutty	Program Manager	IWWAGE	India
46	Sukti Dasgupta	Director, Conditions of Work and Equality Department	ILO	Switzerland
47	Sumitra Mishra	Executive Director	Mobile Creches	India
48	Susan Jane Ferguson	Country Representative	UN Women	India
49	Susan Thomas	National Health Coordinator	Women's organization (self-employed)	India
50	Swati Chowdhary	Director, FSP Advocacy, Network & Development	Women's World Banking	India
51	Teresa Rose Curristine	Deputy Division Chief	IMF	United States
52	Urmi Bhattacharya	Research lead	Inclusion Economics India Center at IFMR	India
53	Hitendra	Liaison Officer	Ministry of Women and Child Development, Government of India	India
54	Dr. Bijayashree Satpathy	Director	TSIC	India
55	Sukh Lal Meena	Deputy Secretary	Ministry of Women and Child Development, Government of India	India
56	M. Natesan	Section Officer	Ministry of Women and Child Development, Government of India	India
57	Suresh Arya	Section Officer	Ministry of Women and Child Development, Government of India	India
58	Rajesh Kumar	Section Officer	Ministry of Women and Child Development, Government of India	India
59	Dr. Saroj Kumar Adhikari	Asst. Director	Ministry of Women and Child Development, Government of India	India
60	Harshil A. Patel	District Coordinator	Ministry of Women and Child Development, Government of India	India
61	Nayana B Patel	CDPO	Ministry of Women and Child Development, Government of India	India
62	Jyotsnaby Jadeja	CDPO	Ministry of Women and Child Development, Government of India	India
63	Gayatri Thakrar	CDPO	Ministry of Women and Child Development, Government of India	India
64	Yogesh J Singh	CDPO	Ministry of Women and Child Development, Government of India	India
65	Tanisha			India
66	Soban Vikasha			India
67	Jugnti Rewal	CDPO	ICDS Department, WCD	India
68	Takeo Kanishi	Country Director, INRM	ADB	India
69	Abhishek Mishra		Silvergenie	India
70	Poulomi Bhattacharya		Silvergenie	India
71	Komal Thakar	CDPO	Ministry of Women and Child Development, Government of India	India
72	Powa Joshi	CDPO	Ministry of Women and Child Development, Government of India	India
73	Alpo Makward	CDPO	Ministry of Women and Child Development, Government of India	India
74	Mansi Shah	SEWA	Ministry of Women and Child Development, Government of India	India
75	Nidhi Goswami	Liaison Officer	Ministry of Women and Child Development, Government of India	India
76	Rupesh Kumar Sinha	Deputy Secretary	Ministry of Women and Child Development, Government of India	India

ANNEX C



वसुधैव कुटुम्बकम्

ONE EARTH • ONE FAMILY • ONE FUTURE

G20 MINISTERIAL CONFERENCE ON WOMEN EMPOWERMENT

Chair's Statement

Gandhinagar, Gujarat, India
2-4 August 2023

G20 MINISTERIAL CONFERENCE ON WOMEN EMPOWERMENT
Gandhinagar, 2-4 August 2023

We, the G20 Ministers responsible for gender equality and the empowerment of all women and girls from G20 members, guest countries, and representatives from international organizations as well as high-level representatives of the official G20 engagement groups and initiative viz., G20 EMPOWER, met in Gandhinagar, Gujarat from 02-04 August 2023, under India's G20 Presidency's theme, "One Earth, One Family, One Future."

At a time when the world is facing multidimensional crises, we reaffirm our commitment to achieving gender equality and empowerment of all women and girls. The following actions taken in this regard will help accelerate progress on all the Sustainable Development Goals (SDGs).

1. We note with concern and are fully aware that gender discrimination, sexual and gender-based violence, lack of supportive policy interventions and structural support, pre-defined harmful social biases, negative social norms, discriminatory laws or lack of enforcement of relevant laws, under-representation in leadership positions, as well as lack of access to and control over resources in many countries are still holding all women and girls back from enjoying their human rights and reaching their full potential.
2. We recognize the importance of overcoming the structural barriers which worsen the existing gender gaps and challenges. To this extent, we call for a paradigm shift in gender roles by equally recognizing all women and girls as active and positive agents of change to ensure their full, equal, effective, and meaningful participation as decision-makers in addressing global challenges effectively, decisively, and inclusively. As Ministers for Gender Equality / Heads of Delegation, we underline that progress in gender equality is not a women's issue alone, but needs to be taken forward by all.
3. We believe and emphasize that without the heightened commitment and concrete action of the G20 members in applying a decisive gender-mainstreaming approach, achieving gender equality, women's empowerment, and women-led development will remain an unrealized goal. In this regard, we welcome the adoption of the "G20 Action Plan on Sustainable Development through Gender Equality and Empowerment of Women" at the G20 Development Ministerial.
4. Ensuring that no one is left behind, we call on all the relevant G20 working groups within their respective mandates to commit to advance existing and new G20 collective actions regarding gender equality and empowerment of all women and girls to help bring on track and accelerate progress towards timely, full, and effective implementation of the 2030 Agenda and achieve equitable, inclusive and sustainable development for all women and girls by (i) enabling safe and equal access to quality education, skills training, decent work, and social protection; (ii) bridging the gender digital divide (iii) eliminating gender biases and promoting gender-equal representation in leadership and other decision-making roles at all levels, including at grassroots levels, (iv) promoting meaningful gender-equal participation and leadership in climate change mitigation, adaptation actions, and disaster risk reduction; (v) facilitating access to safe and adequate nutrition and food security.

5. We appreciate the theme of 'Women-Led Inclusive Development at the Cusp of Inter-Generational Transformation' chosen for the G20 Ministerial Conference on Women Empowerment during India's G20 Presidency and to advance gender equality and empowerment of all women and girls by encouraging all the relevant G20 working groups to continue to prioritize the following areas of focus within their respective mandates: (i) Education, a game-changing pathway to Women's Empowerment; (ii) Women's Entrepreneurship, a win-win for Equity and Economy; (iii) Creating a Partnership for Promoting Women's Leadership at all Levels including at the grassroots; and (iv) Women and Girls as Change-makers in Climate Action with Digital Skilling underpinning the aforementioned priorities.

6. Education, a Game-changing Pathway to Empowerment of All Women and Girls

We recognize the crucial impact of education in empowering and transforming the lives of all women and girls and call upon all responsible on the need to:

- i. Increase investment for improving access to (i) affordable, inclusive, equitable, safe, and quality education, including in STEM (Science, Technology, Engineering, and Mathematics) and vocational education for lifelong learning, (ii) skilling, upskilling, reskilling, and mentoring programs, (iii) foundational literacy, and (iv) financial literacy; and encourage greater enrolment of all women and girls in STEM education.
- ii. Address harmful gender norms and stereotypes present in the education curricula through inter alia gender-responsive parenting and teacher training strategies as well as creation of spaces free of violence.
- iii. Bridge the gender digital divide and enhance the participation by women in the digital economy through initiatives and measures that focus on (i) improving access to affordable, safe, and quality digital technologies, including connectivity; (ii) investing in digital literacy and skills training; (iii) addressing and preventing potential risks for all women and girls in the digital world that can occur due to harmful gender-bias, for example in AI and algorithms, which perpetuate gender-prejudices and stereotypes (iv) promoting strategies to eliminate all forms of violence against all women and girls in public and private spaces, online and offline; and (iv) increasing active participation and employment in fields that use digital and emerging technologies, like Artificial Intelligence and Machine Learning, for promoting exchange of best practices, offering role models and using "champions" to encourage this change. In this regard, we take note of the United States' Women in the Digital Economy Initiative, a collaborative effort to accelerate progress toward closing the gender digital divide.
- iv. Remove all potential risks that all women and girls encounter from increased digitalization, including all forms of online and offline abuse, by adopting safety-by-design approaches in digital tools and technologies.
- v. Reduce gender gaps in all relevant socio-economic sectors by (i) accelerating progress

to achieve equal pay for equal work and work of equal value, ensure decent work, and high-quality jobs across all sectors, including women's equal opportunities in leadership and decision-making roles; (ii) addressing and eliminating sexual and gender-based violence, including domestic violence, and sexual harassment in the world of work across all sectors of the economy; (iii) ensuring access to safe and equal access to public infrastructure, including public transportation, and public spaces to promote access to education and employment opportunities; (iv) promoting investment in the availability and accessibility of affordable care infrastructure while also addressing unequal distribution of unpaid care and domestic work for facilitating the participation of all women in education and in the world of work; (v) providing gender-responsive social protection; (vi) supporting adequate social, educational, and care services and policies, both from the public and the private sectors, to support women in balancing their careers and family choices and encourage men to share the workload.

- vi. Promote collection, availability, and usage of evidence-based disaggregated and intersectional data to ensure that no one is left behind, and address biases in the availability of representational data on all women and girls and account for their personal data protection and privacy.

7. Women's Entrepreneurship, key to Equity and Economy

To eliminate existing gender gaps and challenges restricting the expansion of all women and girls in entrepreneurship, there is a need to:

- i. Promote women's financial inclusion by integrating all women, particularly women entrepreneurs, and MSMEs owned and led- by women into the formal financial system; and by strengthening their access to low-cost, convenient, need-based, and sustainable finance, including through digital finance and other tailored financial services, such as microfinance.
- ii. Strengthen access to markets, including global value chains, to increase the visibility of businesses led by women.
- iii. Facilitate capacity building and skills training, including networking and mentorship opportunities to build an enabling ecosystem for all businesses owned and led by women.

8. Promoting Partnership for Promoting Leadership at Grassroots

We acknowledge the significance of removing structural barriers that restrict participation of all women in leadership and decision-making roles at the grassroots level by:

- i. Designing public policies and encouraging private sector contribution towards promoting equal representation of all women in political systems and governance.
- ii. Recognizing women's rights organizations as one of the important pathways to advance gender equality and sustainable development, and supporting these organizations for ensuring quality implementation of gender-responsive policies and programmes.

9. Women and Girls as Change-makers in Climate Action, Food Security & Nutrition

We recognize the importance of enhancing the role of all women and girls as changemakers in building climate resilience by:

- i. Designing gender-responsive frameworks and policy interventions and promoting investments to support and scaleup efforts on climate resilience.
- ii. Promoting women's participation, leadership, and decision-making in climate change mitigation and adaptation, disaster risk reduction strategies including finance preparedness policies and plans.
- iii. Encouraging collection and use of disaggregated data to address the disproportionate impact of climate change, biodiversity loss, and pollution on all women and girls.
- iv. Facilitating gender-responsive and climate- and environment-resilient solutions, including water, sanitation and hygiene (WASH) solutions, to mitigate the impact of climate change and ensure disaster risk reduction.
- v. Promoting engagement with grassroots women's organizations for improving nutritional and health outcomes and early childhood care. In this regard, we recognize the importance of deployment of technology for monitoring nutrition and health services and early childhood care service delivery for pregnant women, lactating mothers, adolescent girls and children. We take note of India's POSHAN Tracker, a unique digital platform which seeks to digitize data near-real time monitoring and enabling policies for targeted intervention.

10. Recommendations of G20 EMPOWER Initiative and W20

- i. The G20 Alliance for the Empowerment and Progression of Women's Economic Representation (EMPOWER) presented its recommendations to the G20 members under its four priority areas viz. education, leadership, entrepreneurship, and digital skilling. The G20 EMPOWER Initiative delivered a Key Performance Indicator (KPI) Dashboard, Best Practices Playbook, Pledge for EMPOWER Advocates, and the G-20 Empower Communiqué. The outcomes of the G20 EMPOWER during India's Presidency include a Digital Inclusion Platform and listing of Inspirational Stories on the G20 EMPOWER website.
- ii. W20 recommended G20 members to advance their previous commitments under the 2022 Bali Leaders' Declaration, the "G20 Roadmap Towards and Beyond the Brisbane Target" for improving women's access to decent work and employment opportunities. W20 urged G20 leaders to develop and improve National Gender Strategies utilizing gender-disaggregated data and recommended each G20 member to establish a national 'Annual Review Mechanism', bringing together all key stakeholders and respective members of national W20 delegations to evaluate the progress, gaps, and challenges. Furthermore, W20 recommended the creation of an Annual G20 'Reporting & Review Mechanism' to track implementation and the impact of the commitments involving all women and girls and the results at the G20 level.

11. Geopolitical Issue

- i. The war in Ukraine has further adversely impacted the global economy. There was a discussion on the issue. We reiterated our national positions as expressed in other fora, including the UN Security Council and the UN General Assembly, which, in Resolution No. ES- 11/1 dated 2 March 2022, as adopted by majority vote (141 votes for, 5 against, 35 abstentions, 12 absent) deplores in the strongest terms the aggression by the Russian Federation against Ukraine and demands its complete and unconditional withdrawal from the territory of Ukraine. Most members strongly condemned the war in Ukraine and stressed it is causing immense human suffering and exacerbating existing fragilities in the global economy – constraining growth, increasing inflation, disrupting supply chains, heightening energy and food insecurity, and elevating financial stability risks. There were other views and different assessments of the situation and sanctions. Recognizing that the G20 is not the forum to resolve security issues, we acknowledge that security issues can have significant consequences for the global economy.¹²
- ii. It is essential to uphold international law and the multilateral system that safeguards peace and stability. This includes defending all the Purposes and Principles enshrined in the Charter of the United Nations and adhering to international humanitarian law, including the protection of civilians and infrastructure in armed conflicts. The use or threat of use of nuclear weapons is inadmissible. The peaceful resolution of conflicts, efforts to address crises, as well as diplomacy and dialogue, are vital. Today's era must not be of war.

¹² Russia disassociates itself from Para 11(i) due to its distinct view on the issue and from a few definitions in the text.

12. Way Forward

We reaffirm our strong commitment to eliminate gender-based discriminations and to close the gender gaps across all development areas, including education, entrepreneurship, leadership, and climate resilient action. To this end, we strive for greater collaboration and cooperation to further the agenda of women- led development. We urge proactive measures for effective development and implementation of gender-responsive development policies. We call upon governments, international organizations, institutions at all levels, and all individuals—including men and boys—to operationalize the 2023 G20 theme of the Ministerial Conference for Women Empowerment to ensure full, effective, and meaningful participation of all women and girls as active agents of sustainable development to accelerate progress on the SDGs.
