

# G20 Leaders' Conclusions on Gender, 2008–2014

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## Summary of Conclusions on Gender in G20 Leaders' Documents

Year	# words	% total words	# paragraphs	% total paragraphs	# documents	% total documents	# dedicated documents
2008 Washington	0	0	0	0	0	0	0
2009 London	155	2.5	2	1.2	1	33.3	0
2009 Pittsburgh	0	0	0	0	0	0	0
2010 Toronto	0	0	0	0	0	0	0
2010 Seoul	177	1.1	3	1.5	2	40	0
2011 Cannes	52	0.4	1	0.5	1	33.3	0
2012 Los Cabos	231	1.8	3	1.7	2	50	0
2013 St. Petersburg	1,015	3.5	13	2.4	5	45	0
2014 Brisbane	305	3.3	4	1.8	2	40	0
Average	215	1.4	2.8	1.0	1.4	26.8	0

### Notes:

Data are drawn from all official English-language documents released by the G20 leaders as a group. Charts are excluded.

“# of Words” is the number of gender-related subjects for the year specified, excluding document titles and references. Words are calculated by paragraph because the paragraph is the unit of analysis.

“% of Total Words” refers to the total number of words in all documents for the year specified.

“# of Paragraphs” is the number of paragraphs containing references to gender for the year specified. Each point is recorded as a separate paragraph.

“% of Total Paragraphs” refers to the total number of paragraphs in all documents for the year specified.

“# of Documents” is the number of documents that contain gender subjects and excludes dedicated documents.

“% of Total Documents” refers to the total number of documents for the year specified.

“# of Dedicated Documents” is the number of documents for the year that contain a gender-related subject in the title.

## Search Terms

The following keywords were used for this report.

### Inclusions

Gender, gender equality, gender equity, female, male, woman, man, women, men, sex, sexes

**Exclusions**

Maternal leave, paternal leave, children, girls, boys

**Coding Rules**

The unit of analysis is the paragraph/sentence.

A direct reference to crime or a cognate term is required

Cognate or extended terms can be used without a direct reference to “gender if the have previously been directly associated together in summit document history.

## Conclusions on Gender in G20 Summit Documents

### 2008: Washington DC, November 14-15

No references.

### 2009: London, April 1-2

#### Global Plan for Recovery and Reform

2. We face the greatest challenge to the world economy in modern times; a crisis which has deepened since we last met, which affects the **lives of women, men**, and children in every country, and which all countries must join together to resolve. A global crisis requires a global solution.

Ensuring a Fair and Sustainable Recovery for All

26. We recognise the human dimension to the crisis. We commit to support those affected by the crisis by creating employment opportunities and through income support measures. We will build a **fair and family-friendly labour market for both women and men**. We therefore welcome the reports of the London Jobs Conference and the Rome Social Summit and the key principles they proposed. We will support employment by stimulating growth, investing in education and training, and through active labour market policies, focusing on the most vulnerable. We call upon the ILO, working with other relevant organisations, to assess the actions taken and those required for the future.

### 2009: Pittsburgh, September 24-25

No references.

### 2010: Toronto, September 26-27

No references.

### 2010: Seoul, November 11-12

#### Annex I: Seoul Development Consensus for Shared Growth

Guided by our development principles and oriented around the key pillars, we have developed the following Multi-Year Action Plan on Development. We believe these action plans address some of the most critical bottlenecks to strong and sustainable economic growth and resilience in developing countries, in particular LICs, and have high potential for transformative, game-changing impact on people's lives, helping to narrow the development gap, improve human rights and promote **gender equality**. We commit to full, timely and effective implementation of these action plans and, to this end, will continue to closely monitor their progress, in synergy with other processes, including preparations for the Fourth High-Level Forum on Aid Effectiveness to be held in Korea in late 2011.

#### Annex II: Multi-Year Action Plan on Development

Identify the links between education, health problems, **gender** gaps and life-long skills development; and

Build on the G20 Training Strategy submitted at the Toronto Summit and begin by identifying existing gaps that act as barriers to increasing investment in skills development and productivity,

including through considering the impact of **gender** gaps and health problems such as non-communicable diseases;

### **2011: Cannes, November 3-4**

#### **Cannes Action Plan for Growth and Jobs**

Strengthening the Medium-Term Foundations for Growth

a) Structural reforms will be combined with active, flexible labour market policies and effective labour institutions that provide incentives for increasing formal and quality jobs. Members commit to promote mobility and encourage participation, including tax and benefit reforms to reduce long-term unemployment and encourage the **participation of older workers and women** where appropriate.

### **2012: Los Cabos, June 18-19**

#### **G20 Leaders Declaration**

Employment and Social Protection

23. We commit to take concrete actions to overcome the barriers hindering women's full economic and social participation and to expand **economic opportunities for women** in G20 economies. We also express our firm commitment to advance **gender equality** in all areas, including skills training, wages and salaries, treatment in the workplace, and responsibilities in care-giving.

Reforming the Financial Sector and Fostering Financial Inclusion

53. We recognize the **need for women** and youth to gain access to financial services and financial education, ask the GPMI, the OECD/INFE, and the World Bank to identify barriers they may face and call for a progress report to be delivered by the next Summit.

#### **The Los Cabos Growth and Jobs Action Plan**

Strengthening the Medium-Term Foundations for Growth

Labour market reforms to increase employment and increase labour force participation, such as: retraining long-term unemployed (US); skills development (Spain); increasing wage flexibility, such as decentralizing wage setting (Italy); reducing labour tax wedges (Brazil, Italy); reforms to employment insurance to make it more effective and efficient in supporting job creation (Canada); enhancing education, training and skills development (Australia, Canada, France, Germany, Italy, Turkey, South Africa); encouraging the participation of **females** in the labour force by, for example, reforming benefit systems and providing affordable child care services (Australia, Germany, Japan, Korea); improving employment opportunities for targeted groups such as youth and persons with disabilities (Canada, Korea, UK); encouraging the participation of younger workers through apprenticeships (UK); and, encouraging formal sector employment through better education or skill development (Brazil, Indonesia, Mexico, South Africa).

### **2013: St Petersburg, September 5-6**

#### **2013 St Petersburg G20 Leaders' Declaration**

Growth Through Quality Jobs

31. We recognize the importance of ensuring that underrepresented and vulnerable groups are given both incentives and support to find productive and rewarding jobs. Special attention must be given

to those groups facing the greatest barriers to finding or remaining in employment such as youth, **women**, long-term unemployed, low skilled workers, single parents, people with disabilities and older workers. We are committed therefore to develop and strengthen tailored activation strategies for these groups that combine income support for those out of work with measures to improve their employability through job search assistance, work experience, public employment programs, hiring subsidies, conditional transfers and training as well as reduced obstacles for employment as per country's circumstances. These measures should be linked to more general efforts to provide better opportunities to gain formal employment. We call upon our Ministers of Labour and Employment and Ministers of Finance to work together to exchange best practices and to deliver on implementation of this commitment with the support of the ILO, the OECD and the World Bank Group in identifying good practices and effective measures for more inclusive labour markets.

Financial Inclusion, Financial Education, Consumer Protection

80. We welcome practical tools to measure financial literacy and evaluate financial education programs, developed by the OECD/International Network for Financial Education (INFE) and the World Bank Group, support their widespread use in countries along with instruments to measure youth financial literacy such as the Programme for International Student Assessment (PISA). We also look forward to the development of international core competencies frameworks for adults and youth on financial literacy by the OECD/INFE by our next Summit. We welcome progress reports on barriers for **women** and youth in financial inclusion and education prepared by the OECD/INFE and the World Bank Group and endorse the OECD/INFE policy guidance on addressing **women and girls'** needs for financial education. We endorse the recommendations of the progress report on **women** and finance, including that the GPFI, the OECD and the World Bank Group conduct a stocktaking of promising and successful initiatives to enhance **women's** financial inclusion. We welcome the G20 Russia's Presidency and the OECD publication on national strategies for financial education and look forward to the development by the OECD/INFE of a Policy Handbook on the Implementation of National Strategies for Financial Education by our next Summit. We support the work done by the G20/OECD Task Force on Financial Consumer Protection on the first set of effective approaches to support the implementation of the G20 High-Level Principles on Financial Consumer Protection and look forward to their report on other principles in 2014. We take note of the formalization process of the FinCoNet and look forward to its conclusion.

Promoting Development for All

Financial Inclusion: Enhanced coherence with the G20 finance track through the Global Partnership for Financial Inclusion (GPFI) to pursue efforts to strengthen financial inclusion including work to further reducing the global average cost of transferring remittances to 5% including through innovative result-based mechanisms, to enhance financial literacy and consumer protection for the poor and to foster access to finance for investment, for SMEs for growth, job creation and poverty reduction; and together with the IFC launching the **Women** Finance Hub.

### **St Petersburg Action Plan**

Structural Reforms

Japan will implement labour reform measures, such as increasing the capacities of childcare services, to raise the employment rate of **women** (age 25-44) to 73% by 2020.

Korea will enhance labour participation for **women** by enhancing childcare support and for youth by launching an apprenticeship system and providing incentives for SMEs to hire more young persons and increase the employment rate. This is part of an overall strategy to increase the employment rate from 64% to 70% by 2017.

Turkey aims to increase the participation rate of **women** in the workforce as well as strengthening employment prospects for those on social assistance.

#### Annex 4: The St Petersburg Accountability Assessment

##### Germany

Germany has fulfilled many of its structural reform commitments. Of particular note was progress towards facilitating immigration of skilled workers, enhancing labour market competition, and boosting R&D and education spending. Further progress is still needed to increase domestic demand, notably by boosting private investment and service sector competition, and further increasing **female** labour force participation.

##### Japan

Japan has made significant progress towards all of its structural reform commitments as it implements its growth strategy. This includes pursuing economic partnerships with an expanded set of countries and encouraging innovation in healthcare. Further efforts are still needed to increase **female** labour force participation.

##### Turkey

Turkey has made progress for many of its structural reform commitments, especially on reforms to increase domestic savings with the implementation of new private pension system and to boost employment for youth and **women**. Education reforms have also been implemented, and there are plans to increase savings, continue to activate the labour markets, and reform the energy sector.

#### **G20 5th Anniversary Vision Statement**

When we first met in Washington on 15 November 2008, financial markets were in turmoil, global output was contracting at an alarming pace, trade was plummeting, unemployment was rising, and the future prosperity of **women**, men and children was at stake. A truly global crisis called for a truly global solution.

We today reaffirm our conviction that the foundation for sustainable growth and rising prosperity for all is an open world economy based on market principles, effective regulation, inclusiveness and strong global institutions, underpinned by the closer partnership and collective action and shared responsibility of the G20, based on effective policy coordination. We believe that prosperity must be shared; that the benefits of economic growth are for all, men and **women**, the poorest and most vulnerable, for this generation and the next.

#### **Saint Petersburg Development Outlook Annex**

Response: Food security and nutrition require sustainable production and productivity growth with a particular emphasis on smallholder and family farmers development needs, **gender equality** and **women** empowerment, decent jobs especially in rural areas, comprehensive rural development, responsible investment, capacity building, transparent and efficient markets, increased resilience, reduction of food losses and wastes, safety nets and better nutrition for everyone. The G20 can best add value through political leadership to foster a coordinated, integrated and longer-term approach in most of these areas.

Increase uptake by increasing incentives, financial literacy, education and consumer protection for the poor, in particular vulnerable groups such as **women**, youth and migrants.

## **2014: Brisbane, November 15-16**

### **G20 Leaders Communiqué**

9. Our actions to increase investment, trade and competition will deliver quality jobs. But we must do more to address unemployment, raise participation and create quality jobs. We agree to the goal of reducing the gap in participation rates between men and **women** in our countries by 25 per cent by 2025, taking into account national circumstances, to bring more than 100 million **women** into the labour force, significantly increase global growth and reduce poverty and inequality.

### **Brisbane Action Plan**

Our individual actions to lift employment and participation are outlined in our comprehensive growth strategies and employment plans. All members are taking action to raise **female** participation and tackle youth unemployment.

Greater labour force participation boosts economic growth, increases household income, supports consumption and encourages further investment. Conversely, long-term and structural unemployment and underemployment reduce opportunities and income, erode skills and undermine growth. Supporting our citizens, particularly youth and **women**, to gain and maintain quality employment can also deliver important social benefits by lifting citizens' living standards, enhancing social cohesion and reducing inequality. Significant welfare gains can be made by addressing informality and improving the health and safety of workplaces, and we will renew our efforts, appropriate to our national circumstances, in these areas.

Promoting greater participation by **women** in the labour market and improving the quality of their employment will contribute to stronger and more inclusive growth. To achieve this we agree to the goal of reducing the gap in labour force participation rates between men and **women** in our countries by 25 per cent by 2025, taking into account national circumstances. This will bring more than 100 million **women** into the labour force, significantly increase global growth and reduce poverty and inequality. We recognise the significance of this commitment and will seek the support of international organisations, led by the ILO and OECD, in measuring our progress.