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CONTEXT

National engagement in creating access, capacity and opportunities for women's participation in the labour market, improving their earnings and job security and achieving better working conditions has undoubtedly improved across G20 countries. However, at the current pace and with the impact of Covid-19 on national efforts for women's economic empowerment, it will take another generation and a half to realise gender equity objectives. In 2021, the United Nations estimated that [47 million](#) more women and girls had been pushed into extreme poverty. Collective action at the global scale is required to reverse this trend. One Global Woman Empowerment (OGWE) is one such all-inclusive platform that can contribute to the collective global effort to empower women.

At the G20 Brisbane Summit in 2014, G20 leaders committed to a 25 per cent reduction in the labour force participation gender gap by 2025. This commitment was before the triple crisis of Covid, geopolitical tensions and climate change reversed hard-earned gains. Over the years, G20 Labour Ministers and leaders have agreed on policies and approaches to advance the agenda of women at work. At the B20 level, B20 Saudi Arabia 2020 established a Women in Business Action Council – with the objective of ensuring that gender equality and women empowerment is mainstreamed throughout the different policy discussions. This objective continued to progress during the B20 Italy 2021. In this context and taking into account the growing need to accelerate the move from commitment to action on women empowerment, B20 Indonesia 2022 launched the blueprint for a legacy project entitled OGWE.



The objective of OGWE is to ensure continuity in the advocacy work on women empowerment between B20 presidencies, facilitate peer-learning and steer collective action.

The platform aims to advance inclusive, resilient, and sustainable global economic growth by aggregating existing capacities and networks to accelerate and scale impactful women empowerment efforts globally. To facilitate critical support in accelerating the inclusion of women in business in the global economy, B20 Indonesia focused particularly on:

- ❖ Empowering women entrepreneurs by developing an ecosystem that can provide access to financial, legal, and technical assistance to business players.
- ❖ Increasing women's digital skills and leadership.
- ❖ Promoting the creation of a just and safe environment for women workers in the informal economy, including people in rural areas.

As the longstanding B20 networking partner, the International Organisation of Employers (IOE) serves as the OGWE Secretariat. IOE is the leading voice of business on labour and social issues. It draws on its extensive network and decades of experience and expertise in promoting women's empowerment.

Moving forward on the legacy Initiative – First digital OGWE conference

On 30 January 2023, IOE, together with the B20 India Secretariat – hosted by the Confederation of Indian Industry (CII) – launched the first digital OGWE conference. The conference attracted close to 200 registrants from across the globe. The aim of the digital event was to kick off with 'food for thought' for the G20 India Presidency on what is needed to make the G20 a driver for change in women empowerment and to hear from B20 Indonesia what they hope to see for OGWE on the way forward.



This informal yet high-level dynamic group of panellists from different national, international and business sectors shared their expertise, data and concrete messages to be conveyed to the G20. Panellists reiterated businesses full support for the work of the G20 on women's empowerment and equal opportunity, which includes dismantling obstacles to women's employment and entrepreneurship, and accelerating and incentivising training opportunities and job creation for women at various levels.

Key Messages

- **Enable policy environment for women in business – access to finance, venture capital.**
- **Tackle informality (and poverty).**
- **Education, apprenticeships, mentorships.**
- **Enable financial inclusion.**
- **Leverage trade as a policy lever to give more women opportunities to access international and regional markets.**
- **Enhance the role of employers' organisations, including offering business support services and legal services to small and medium enterprises.**
- **Share of unpaid care work and access to parental leave.**
- **Shape mindsets and cultures at the workplace and societal level to promote transformational changes (joint responsibility between business and employees).**
- **Focus on entrepreneurship skills.**
- **Leverage the role of social partners.**
- **Increase women ownership, including private sector.**
- **Focus on women-led development.**
- **Upscale diversity and inclusion programmes.**

SUMMARY OF INTERVENTIONS

In line with its objective to unpack key messages, the digital event provided a platform for panellists and participants to engage in valuable and substantive discussions on the panel and the chat box, raising questions and comments and identifying specific challenges to be addressed by the panellists. Kickstarting the event, IOE Deputy Secretary General Matthias Thorns laid down the agenda and rules of engagement during the event ([Agenda is enclosed in Annexe I](#)).



In his welcoming remarks, IOE Secretary-General, Roberto Suárez-Santos, presented OGWE as a platform for change and progress for women in business. He invited participants to follow IOE's lead and set out concrete actions to achieve the ambitions of the OGWE agenda.

IOE President Michele Parmelee [stressed](#) that more needs to be done to support women's economic empowerment. OGWE will craft a safe space to discuss and discover practical solutions, help scale them and give voice to women in business. Ms Parmelee explained that OGWE is a great opportunity to better connect the dots between different initiatives that currently exist and tap their potential to accelerate progress for women worldwide.

In her opening statement, the Chair of B20 Indonesia Women in Business Action Council, founding member of OGWE, President Director of Unilever Indonesia, Ira Novianti, emphasised that equal opportunities for women benefit countries and businesses. She shared the three strategic imperatives developed and proposed during the B20/G20 2022 Indonesia. As a concrete action, she stressed that the OGWE platform was set up to enable the acceleration of women-led businesses and empower women's active participation in the workforce. She expressed her hope that different actors, initiatives and stakeholders will collaborate to realise OGWE objectives.



Deloitte India Director, Rumki Majumdar, PhD., presented IOE-Deloitte #G20 Monitoring report ["Women Empowerment – Time for Action."](#) (see presentation attached in Annex II). According to Ms Majumdar, the Report outcomes highlighted how far behind the G20 countries are in the implementation of their commitments to women's empowerment. While progress has been made, particularly in the participation of women in the labour force, labour market security and working conditions for women have worsened. The data analysis presented projected areas where actions need to be taken and accelerated.

"Governments have put in place many policies, but there need to be monitoring mechanisms to ensure these policies are implemented and are in fact, effective. To implement them, the government should involve social partners, such as the private sector in this process". – Rumki Majumdar

Following the keynote speech and presentations, IOE Senior Adviser Akustina Morni opened the floor for discussion, with participants filling up the chat box with introductions, questions and comments. Asking what can move the needle on gender equality and women's empowerment, especially for women in business, B20 India representative and National Chairperson of the CII Indian Women Network, Ms Smita Vaish Agarwal, highlighted the importance of an ecosystem change to achieve women's integration in business and shared good practices from India.



She shared data and highlighted the challenges faced by women in the workplace, stressing the need for access to education (digital and physical) at the national level. One of the significant initiatives that yielded positive gains for women in the workplace in India is access to safety and sanitation. Hence, locally relevant strategies for fair recruitment, a safe environment and flexible work-life policies are needed to bring diversity and increase the meaningful participation of women in the workforce.



The 'Just a conversation' segment focused on answering the question: '*What key messages business wants to convey to G20 to concretely progress women in business?*' The expert panel was comprised of Chidi King from the International Labour Organization (ILO), Cummins India's Ashwath Ram (and B20 India representative), Jacqueline Mugo from the Federation of Kenya Employer (FKE), OECD representative Willem Adema and Laura R. Gimenez from the *Unión Industrial Argentina*.



Branch Chief of the Gender, Equality, Diversity and Inclusion at the ILO, Chidi King enriched the discussion with her argument for equality to be viewed as a fundamental part of the equation rather than 'a nice to have', particularly when states are dealing with global scale crisis. Analysis of the ILO's Outlook 2023 shows staggering figures on women's labour force participation. Seventy per cent of female entrepreneurs in the formal sector are facing barriers to access to finance. One can imagine the difficulties women-led enterprises face in informal sectors, which have little to no access to social protection or finance.

"The point of departure needs to be about making gender equality an explicit goal of public policy and business practices both in strong economic climates and when countries are facing difficult economic circumstances". – Ms Chidi King

Mr Ashwath Ram, B20 India representative, Chairman, CII National Committee on Industrial Relations, Managing Director, Cummins India and President, Employers' Federation of India, addressed the question of what the India G20 Presidency sees as the main action points to consider as an employer? Sharing CII's vision to increase women's workforce participation in India to 50 per cent by 2047, from 22.8 per cent in 2020, Mr Ram emphasised CII's decision to gender mainstream all B20 task forces and action councils, to strengthen women's representation, professional growth and advancement across all B20 priority areas. He outlined four areas of action for G20: skilling, accessibility, flexibility of work, and representation of vulnerable in the workplace. Each task force incorporates and builds upon the progress achieved in previous Women in Business Action Councils.

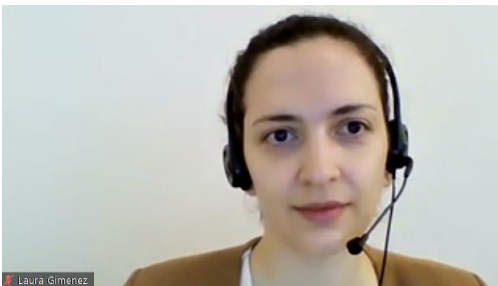


Ms Jacqueline Mugo, FKE Executive Director, IOE Vice-President for Africa and Member of the ILO Governing Body was asked to share her perspectives on successful policy levers the G20 can use as inspiration to concretely scale up the promotion of women in business. According to Ms Mugo, at the regional and national levels, there are many policy levers to support the advancement of women in business, such as the Africa Continental free trade area Agreement (AfcTA) or the [Agenda 2063: Africa We Want](#). The latter is a key policy guide, a blueprint to boost Africa's economic growth and development and lead to the continent's rapid transformation. She also stressed the critical role played by employers to support women entrepreneurs' efforts to take advantage of the regional opportunities offered through AfcTA, the African Union strategies for MSMEs, and continental frameworks inspired by [UNCTAD](#). At the national level, Ms Mugo showcased employer organisations' STEM projects for young women, along with diversity and inclusion programmes. One example, she gave is the Female Future Leadership Programme which aims to build women's leadership capacity in the workplace and empower more women to pursue top leadership positions.



“The number of women rising to management and board level is still painfully low. We want to see more women take up leadership positions in the corporate and business world. As employers, we hope that the G20 can support governments and employers in strengthening key policy aspects that exist in the African continent while supporting specific interventions EBMOs are running to support women empowerment in Africa”. – Jacqueline Mugo

Mr Willem Adema, Senior Economist Social Policy Division at OECD, shared his expertise on what governments can do to improve an enabling environment for businesswomen in particular on how barriers to entrepreneurship be minimised. He emphasised that it takes time to change policies, attitudes and workplace cultures. It is a balancing act between all social actors - employers, entrepreneurs, workers and governments. For example, one-third of the countries in the OECD have introduced paid leave for fathers for 10 weeks or more, which is slowly changing attitudes. Governments should continue to dismantle barriers to accessing finance, especially microfinance and fintech initiatives and could direct support for equity financing. Some initiatives and good practices he shared include [Women in Technology Venture Fund](#) in Canada launched in 2018, the Caribbean Women Entrepreneurs and [Boosting Female Founders Initiative](#) in Australia. They provide targeted support to women entrepreneurs who face multiple barriers.



Ms Laura Gimenez, Head of the Department of Legislation and Social Policy, *Union Industrial*, elaborated on important elements for policymakers to consider in the Latin American context, what's working and what needs to change. Sixty per cent of university graduates across Latin America are women, but economies are not tapping into this talent. To increase female participation, there is a need for better development policies for SMEs to access talent and skills. Women are overrepresented in informal markets across Latin America. Employers call for governments to empower young

women by ensuring access to health services, social protection and education. Among many important recommendations on education, she emphasised the role of public-private partnerships in strengthening connections between education and the world of work. There is a need for the development of financial, leadership and managerial skills programmes in the local context.

The event concluded with an open Q&A between the panel and participants on the key private sector messages to the G20 India on the necessary next steps to advance women's empowerment. Some of the ideas that emerged included creating a better advocacy process that puts women in business empowerment at the top of the G20's agenda and promoting stronger and more active private initiatives.

Ms Akustina Morni thanked the panellists for their interventions and recapped emerging key messages. The IOE Secretary-General closed the event by expressing his thanks to all participants for their time and contributions. IOE is proud to lead the permanent OGWE Secretariat further to promote women's empowerment across the G20 community and beyond.

ANNEX I Concept Note and AGENDA

ANNEX II Presentation

IOE One Global Women Empowerment (OGWE) conference

30 January 2023 (virtual)

13:30-15:00(CET)/18:00-19:30 (IST)



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B20 India Secretariat



Confederation of Indian Industry

THE FUTURE OF WOMEN IS NOW!

What key messages do business want to convey to the G20 to concretely progress women in business?

Women empowerment, addressing gender inequalities at the workplace and increasing women labour force participation have been priorities for the G20 since its inception. At the G20 Brisbane Summit in 2014, G20 leaders committed to a 25 percent reduction in the labour force participation gender gap by 2025. Over the years, G20 Labour Ministers and leaders have agreed on policies and approaches to advance the agenda of women at work.

National engagement on increasing women's labour force participation rate, improving the quality of women's earnings, increasing labour market security and achieving better working conditions has improved in aggregate terms across G20 countries. But for more than 50 percent of the G20 countries, the gender gap remains large, and the Covid pandemic has further delayed the progress of addressing the gap. There is a need for accelerated action.

Business fully supports the work of the G20 on women empowerment and equal opportunity. Women empowerment across the workforce, dismantling obstacles to women employment and entrepreneurship, accelerating and incentivizing training opportunities and job creation for women at various levels have been the focus of the B20.

At the B20 level, B20 Saudi Arabia established in 2020 a Women in Business Action Council to highlight the importance of the topic for the B20 and to ensure that gender equality and women empowerment is mainstreamed throughout the different policy discussions. B20 Italy in 2021 and B20 Indonesia in 2022 continued to build on its work and progress, including its monitoring and also had a Women in Business Action Council.

B20 Indonesia focused particularly on:

- empowering women entrepreneurs by developing an ecosystem that can provide access to financial, legal, and technical assistance to business players.
- increasing women's digital skills and leadership.
- promoting the creation of a just and safe environment for women workers in the informal economy, including people in rural areas.

In this context, B20 Indonesia launched the blueprint for a legacy project entitled the One Global Women Empowerment, OGWE in short. The aim of this platform is to advance inclusive, resilient, and sustainable global economic growth by empowering women. The objective of OGWE is to ensure continuity in the advocacy work on women empowerment between B20 presidencies, facilitate peer-learning and steer collective action.

The IOE as the leading voice of business on labour and social issues, with many decades of experiences and expertise on women empowerment, with a global network which represents more than 50 million companies, as longstanding B20 networking partner and as the Secretariat of OGWE. The aim of this digital conference is to kick-off the discussion for the G20 India Presidency on what is needed to make the G20 as a driver for change on women empowerment.

AGENDA

Monday, 30 January 2023

13:25 – 13:30 **Participants log in**

13:30 – 13:40 **Welcome**

Master of Ceremony – Matthias Thorns (Deputy Secretary-General, IOE)

Welcoming Remarks

Mr Roberto Suarez Santos (Secretary-General, IOE) - 3 mins

Opening remarks

Ms Michele Parmelee, IOE President & Deloitte Global Deputy CEO and Chief People & Purpose Officer – 3 mins (video recording)

Welcoming Statement

Ms Ira Novianti (Chair B20 Indonesia Women in Business Action Council, President Director & CEO of Unilever Indonesia) - 3 mins

13:40 – 13:50 G20 Monitor: 2022 *Women Empowerment Time for Action* Implementation Report: Presentation

Ms Rumki Majumdar, Director, Deloitte India (10 mins)

13:50 – 14:00 Q&A (Questions from chatbox & audience)

14:00 – 14:05 Keynote interventions

Ms Smita Agarwal, B20 India representative, National Chairperson - CII Indian Women Network

14:05 – 14:40 Just a conversation: *‘What key messages should business convey to the G20 to concretely progress women in business?’*

Moderator: **Ms Akustina Morni, Senior Adviser, IOE**

- **Ms Chidi King**, Branch Chief, Gender, Equality, Diversity and Inclusion, International Labour Organisation (ILO)
- **Mr Ashwath Ram**, B20 India representative, Chairman, CII National Committee on Industrial Relations, Managing Director, Cummins India Ltd and President, Employers’ Federation of India
- **Ms Jacqueline Mugo**, Executive Director, Federation of Kenya Employers (FKE)
- **Mr Willem Adema**, Senior Economist Social Policy Division, OECD
- **Ms Laura Gimenez**, Head of Department of Legislation and Social Policy, Union Industrial Argentina (UIA)

14:40 – 14:55 Q&A session (Questions from chatbox & audience)

14:55 – 15:00 Closing remarks by IOE Secretary General Mr Roberto Suarez Santos - 5 mins

END

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B20 India Secretariat



Confederation of Indian Industry



Women empowerment: time for action G20 implementation report

30 January 2022

The questions we try to answer

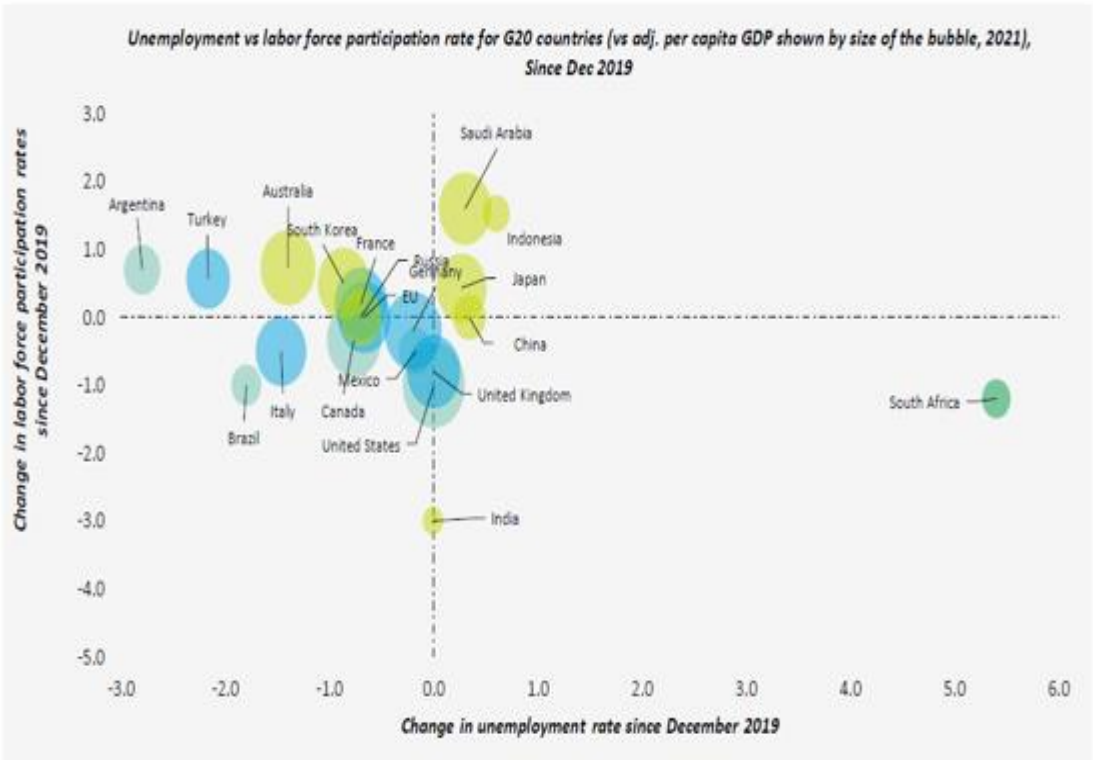
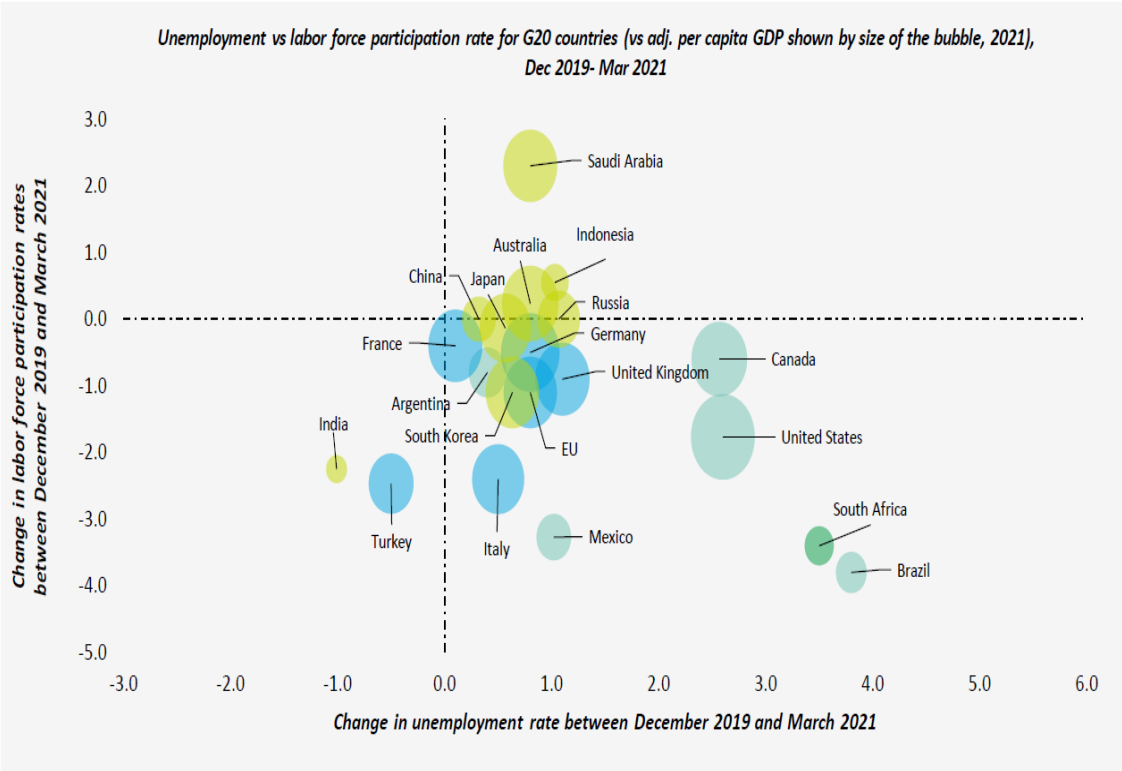
- How has the labor market recovered post the pandemic, especially amongst women?
- How are G20 nations performing in the implementation of their commitments with respect to women's empowerment?
- What is the path forward?

The recovery post the pandemic on employment in G20 markets has not been uniform

		Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22
America	<i>Brazil</i>	11.1	12.4	13.6	14.9	14.2	14.9	14.2	12.6	11.1	11.1	9.3
	<i>Argentina</i>	9.7	10.2	12.4	11.8	11.7	10.1	8.9	8.3	7.7	6.9	6.2
	<i>Canada</i>	5.8	6.4	12.9	10.1	8.9	8.4	7.9	7.2	6.3	5.8	5.1
	<i>United States</i>	3.6	3.8	13.0	8.8	6.8	6.2	5.9	5.1	4.2	3.8	3.6
	<i>Mexico</i>	3.4	3.5	4.8	4.9	4.4	4.5	4.3	4.0	3.8	3.6	3.3
Europe	<i>Germany</i>	3.1	3.3	3.6	3.9	3.9	3.9	3.7	3.5	3.3	3.0	2.9
	<i>Italy</i>	9.7	9.0	8.6	10.0	9.8	10.2	9.8	9.1	9.0	8.5	8.2
	<i>France</i>	7.9	7.6	7.1	8.8	7.8	8.0	7.7	7.8	7.2	7.1	7.2
	<i>EU</i>	6.7	6.6	7.1	7.8	7.5	7.5	7.3	6.8	6.5	6.2	6.0
	<i>United Kingdom</i>	3.8	4.0	4.1	4.9	5.2	4.9	4.7	4.3	4.0	3.7	3.8
	<i>Turkey</i>	13.4	12.9	13.5	13.2	13.0	12.9	12.5	11.5	11.2	11.0	10.6
APAC	<i>Russia</i>	4.6	4.6	6.0	6.3	6.1	5.7	4.9	4.4	4.3	4.2	3.9
	<i>Australia</i>	5.2	5.2	6.9	7.1	6.8	6.0	5.1	4.6	4.7	4.0	3.8
	<i>South Korea</i>	3.7	3.6	4.1	4.0	4.3	4.3	3.7	3.2	3.4	3.0	2.8
	<i>China</i>	3.62	3.66	3.84	4.19	4.24	3.94	3.86	3.88	3.96		
	<i>Japan</i>	2.3	2.4	2.7	3.0	3.0	2.9	2.9	2.8	2.7	2.7	2.6
	<i>Indonesia</i>	5.23	4.94	#N/A	7.07	#N/A	6.26	#N/A	6.49	#N/A	5.83	
	<i>India</i>	7.66	7.81	17.77	7.34	7.54	6.65	9.33	7.3	7.58	7.37	7.7
	<i>Saudi Arabia</i>	5.7	5.7	9.0	8.5	7.4	6.5	6.6	6.6	6.9	6	
Africa	<i>South Africa</i>	29.1	30.1	23.3	30.8	32.5	32.6	34.4	34.9	35.3	34.5	33.9

Color codes	Assumptions
	Decline by over 1-1.4% from baseline (Dec 2019)
	Sharp deterioration from baseline, >1.4% (Dec 2019)
	No significant / marginal change

Changes in the unemployment rates and labor force participation through the pandemic



Asia

Europe

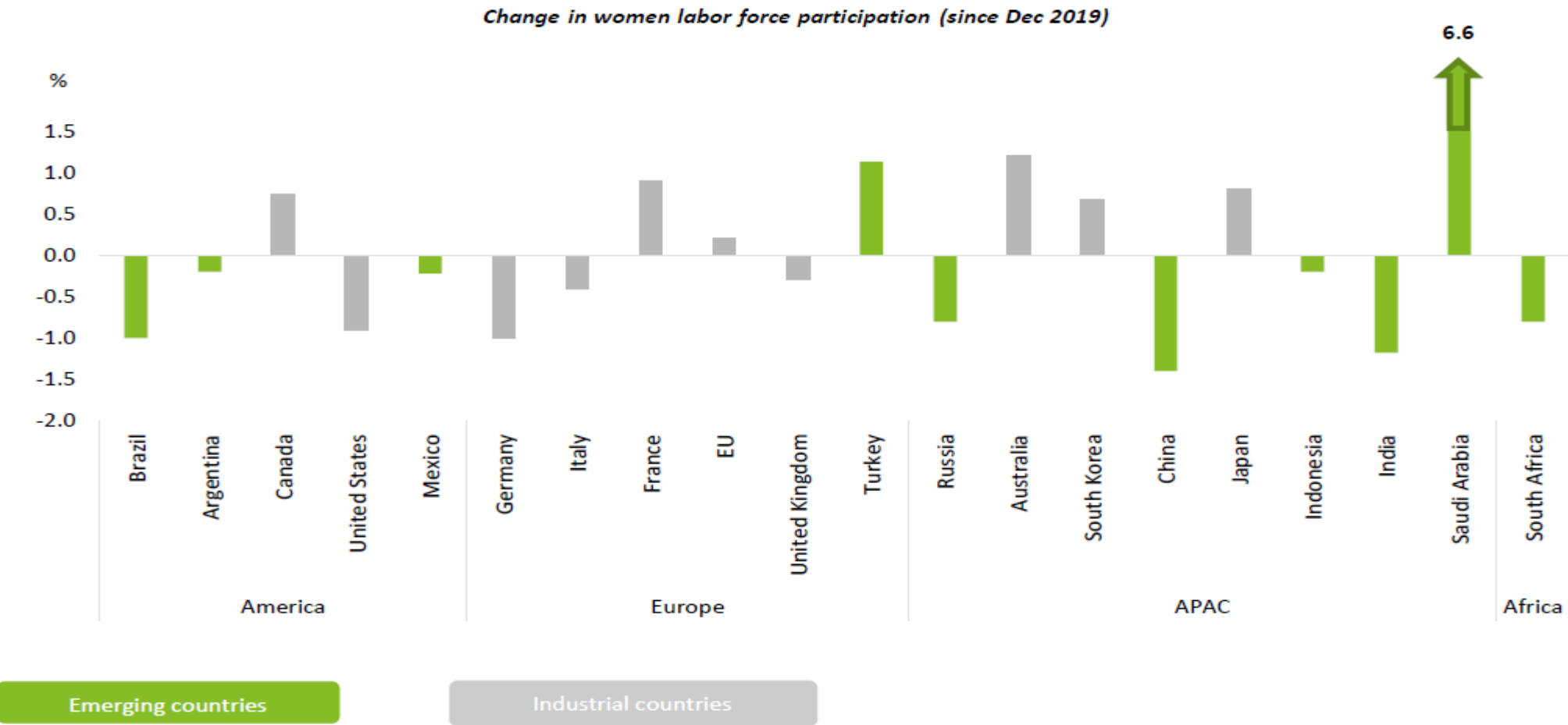
America

Africa

*Note: Data for Argentina, EU, Indonesia, Italy, Saudi Arabia, and South Africa are current to March 2022, the rest of the countries are to June 2022

Source: National sources compiled by Haver Analytics, ILO estimates wherever national sources were not available for August 2022

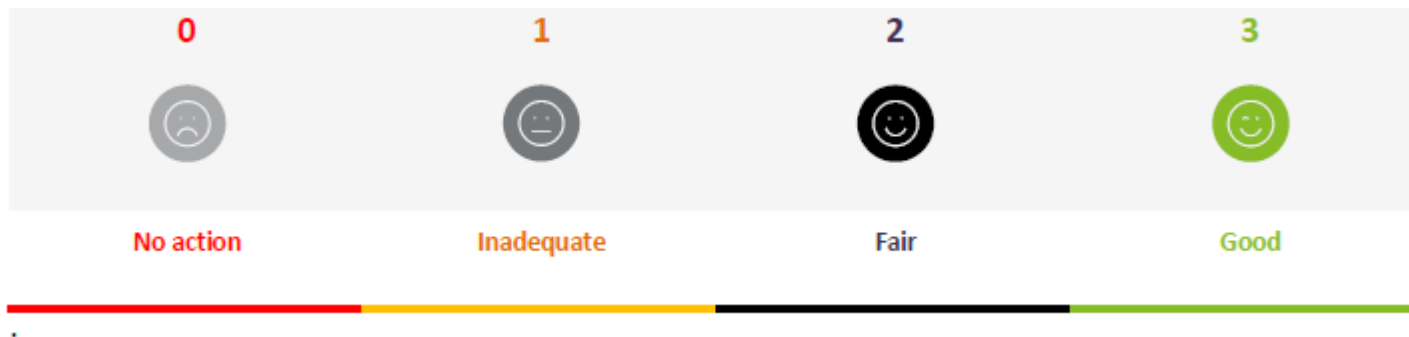
Women are returning to the workforce, but several nations have not fared well



Note: Annual data for Argentina, China, Indonesia, and Russia reported every December was used.

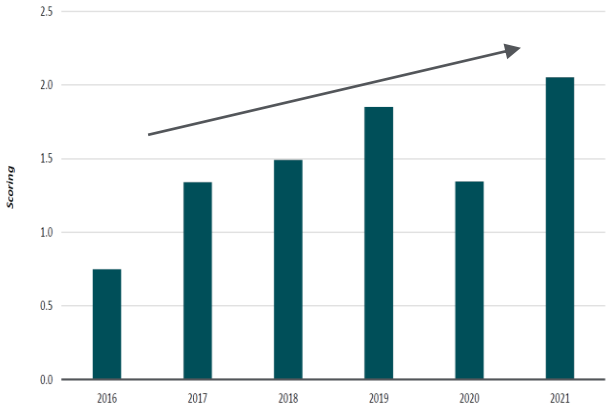
Source: National sources compiled by Haver Analytics, EUStat, CMIE, and ILO wherever national sources were not available, August 2022.

Assessment the implementation of G20 commitments to address gaps

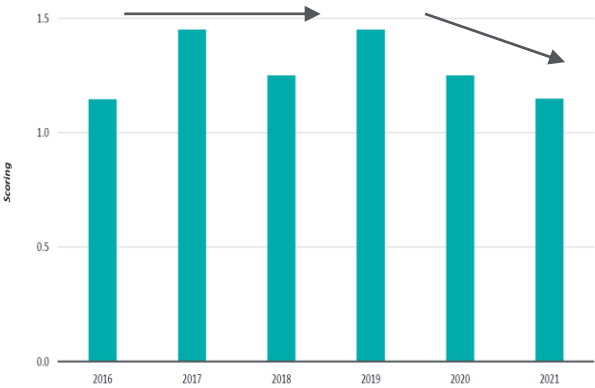


Understanding our achievements in the implementation of G20 commitments so far

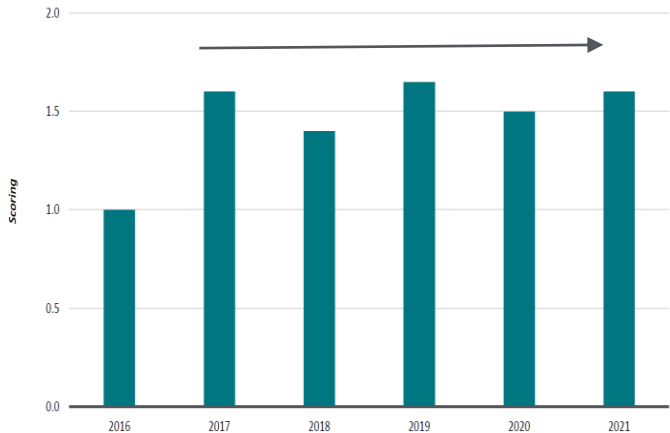
1 Increasing women's labor force participation rate



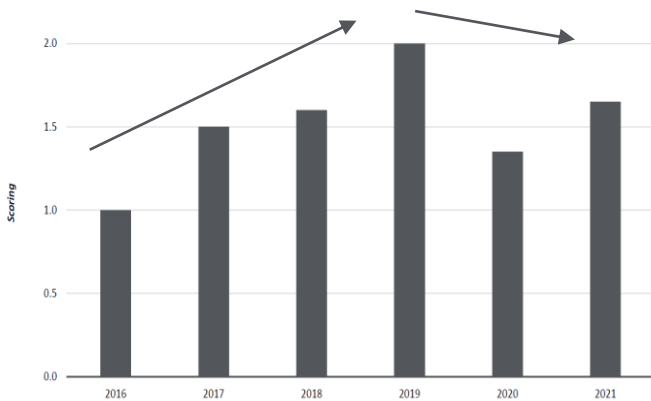
3 Increasing women's labor market security



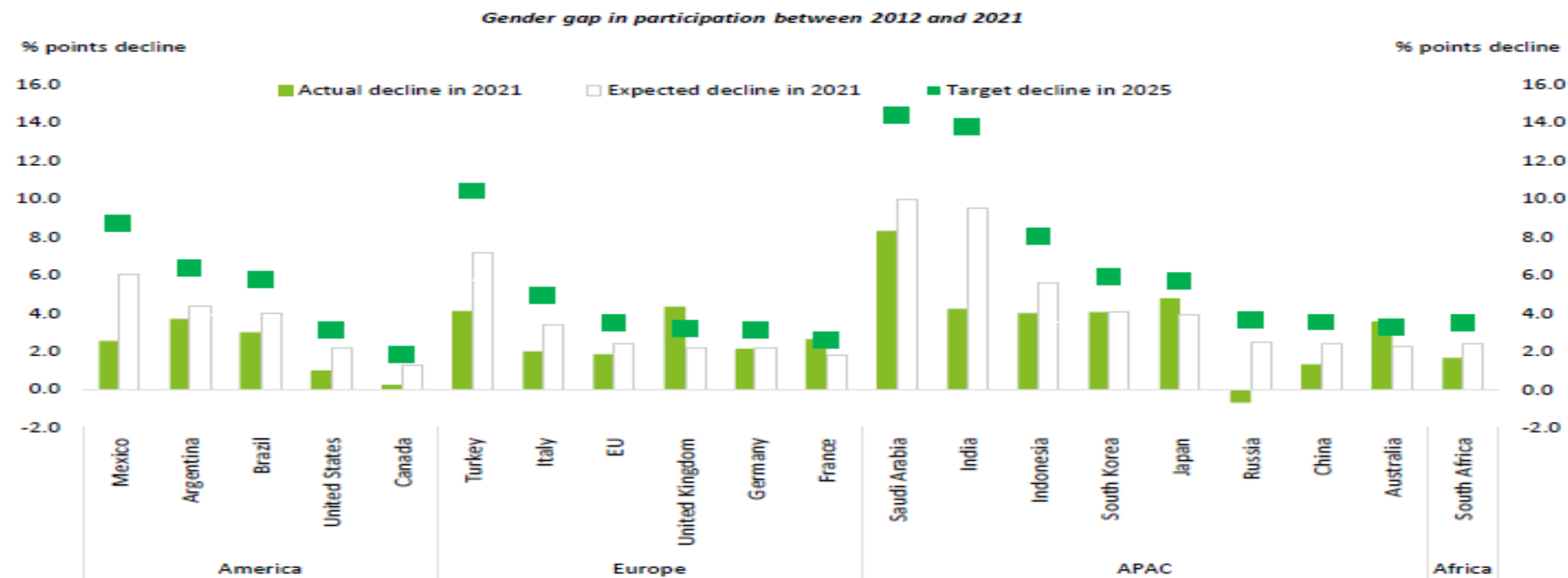
2 Improving the quality of women's earnings



4 Achieving better working conditions



The gender gap in participation has declined in almost all economies, a few nations have exceeded the target



Note: For Mexico, the start date is 2013, as 2012 was not available. Target decline has been calculated using 25 percent reduction of the 2012 level gender gap. The expected decline is the decline that every nation should have achieved by 2021, assuming they reach the goal by 2025 in a linear fashion.

Source: National sources compiled by Haver Analytics, EUStat, World Bank, and ILO wherever national sources were not available, August 2022.

Assessment of the G20 roadmap- a comprehensive framework for action- across G20 nations



*More, better, and equally paid jobs
for women.*

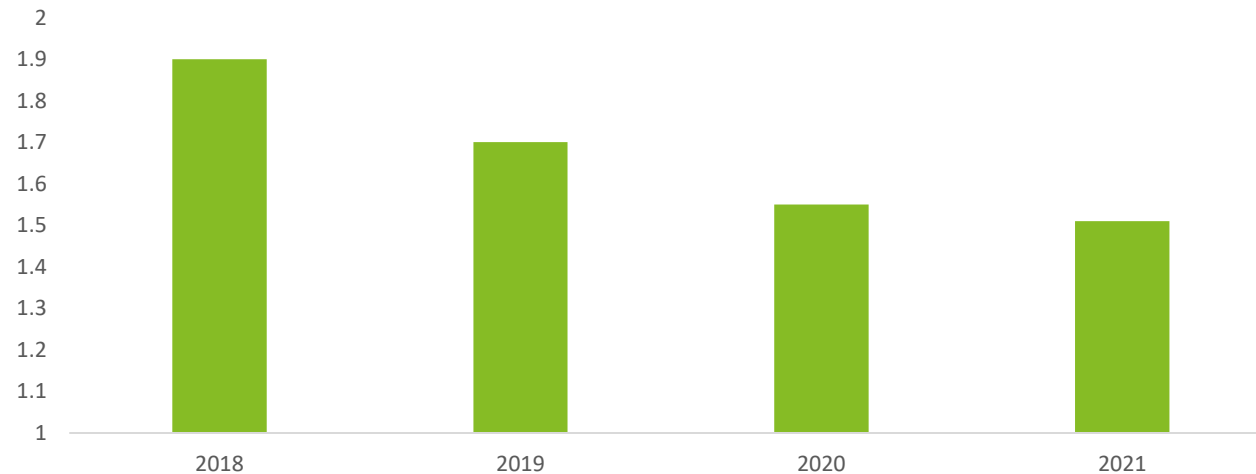


*Social protection systems in a
changing world of work.*



*Working patterns, business
organization and production
process in the digitalization era.*

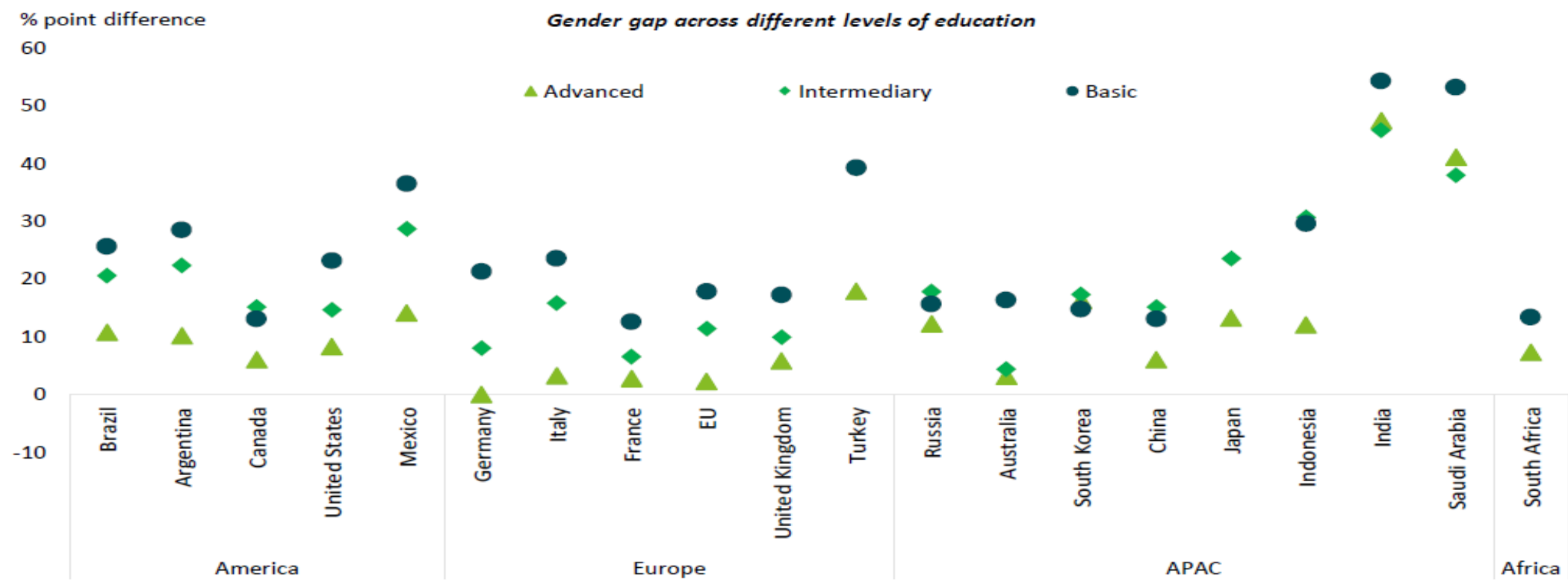
Implementation score across G20 nations



Way forward

- Comprehensive measures
 - Education, skills, training
 - Inculcating entrepreneurship skills among women and providing a support mechanism
- Monitoring the effectiveness and impact of policies
- Strengthening implementation of G20 commitments
 - Involve Social Partners

Education helps in reducing the gender gaps in the workforce with advanced countries faring better



Note: The latest annual data have been used for this analysis. While a majority of the countries have data to 2020, and a few to 2021 (the US and Canada), data for the UK is to 2018.
Source: World Bank, August 2022.

Thank you



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