



5 June 2019

Joint Statement by C20, L20, T20, W20 and Y20 on Eliminating Gaps in Labour Market Participation

In 2014, G20 committed to reduce the gender gap in labour market participation by 25 percent by 2025. This ambitious commitment was reinstated in the 2018 G20 Leaders' Declaration, where Leaders also acknowledged that "more needs to be done" to achieve the target.¹

As official engagement groups of G20, **C20, L20, T20, W20 and Y20 call on G20 to put their words into action and develop and implement National Action Plans to eliminate gender gaps and inequalities in the labour market**, thereby contributing to the achievement of "25 by 25" commitment. We also call on G20 to extend the target to:

- **include LGBTQI+ people, people with disabilities and other groups that are underrepresented in countries' respective labour markets** so that no one is left behind;
- **have an exclusive focus on decent work (using the International Labour Organisation's indicators of decent work)** and address the structural and social barriers that prevent women and other groups subject to discrimination from accessing decent work.

Evidence is clear that inequalities persist in labour market participation rates as well as the nature of work typically carried out by women and marginalised populations (i.e. informal, unpaid, low paid, precarious and part-time work). **We urge G20 countries to tackle the root causes and structural barriers that inhibit economic justice for these groups**, including harmful social, cultural and religious norms and practices, corruption, and economic policies that perpetuate gender inequalities (such as privatization,² public private partnerships,³ regressive tax policies and poor access to social protection systems, public services and sustainable infrastructure⁴). These sit at the heart of the unequal distribution of unpaid care and work, the gender pay and pensions gap, gender-based violence and harassment (including in the world of work), digital exclusion and other key economic barriers.

Evidence shows that closing gender gaps in the labour market has a positive return,⁵ while the perpetuation of gender inequalities has significant social and economic costs for families, communities and society at large. The International Labour Organization suggests that closing the gender gap in economic participation by 25 per cent by 2025 could increase global GDP by US\$5.3 trillion.⁶ Studies also show that prevention of violence against women and protecting sexual and reproductive health and rights improves productivity and yields positive returns on investment.⁷

The case is clear and now is the time for bold action. In their 2018 Leaders' Declaration, G20 leaders acknowledged that "[g]ender equality is crucial for economic growth and fair and sustainable development". **We thus call on G20 to turn their words into action and ensure accountability by developing National Action Plans to secure economic justice for women, LGBTQI+ people, people with disabilities, and other marginalised groups.**

National Action Plans must include targets and indicators for all women, in every sector, to measure progress. Consequently, G20 countries must harness digital technologies to collect, analyse and disseminate disaggregated data, broken down by gender, gender identity, gender expression, sexual orientation, sex characteristics, age, race, ethnicity, disability and other relevant identity markers. G20 countries must also adequately finance and release figures that show their financial commitment to National Action Plans.

¹ G20. [G20 Leaders' declaration: Building consensus for fair and sustainable development](#), 2018.

² Alston, Philip. [Report of the Special Rapporteur on extreme poverty and human rights, submitted in accordance with Human Rights Council resolution 35/19](#), 2018.

³ Eurodad, Gender & Development Network and FEMNET. [Can public-private partnerships deliver gender equality?](#), 2019.

⁴ United Nations Secretary-General. [Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls](#), 2018.

⁵ Langou, Gala Díaz and Lopez, Caterina Brest. [The economic case for reducing gender gaps in the labour market](#), 2018.

⁶ International Labour Organization. [Economic Impacts of Reducing the Gender Gap \(What Works Research Brief No. 10\)](#), 2017.

⁷ Care International. [Counting the Cost: The Price Society Pays for Violence Against Women](#), 2018; Universal Access Project. [BRIEFING CARDS: Sexual and Reproductive Health and Rights \(SRHR\) and the Post-2015 Development Agenda](#), 2014.