

# W20

ITALIA 2021

women

# WOMEN20

HANDBOOK

Edition 2021



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# FOREWORD

**LINDA LAURA SABBADINI**

**W20 CHAIR**

**The beginning of the Italian W20 Presidency: Broadening G20 traditional topics, moving from a women's inclusion approach of women to an empowerment one.**

Being the Chair of Women 20 was really a challenge, I was very honoured and excited for the complexity of this role. It was a difficult and at the same time a fantastic experience, together with all the W20 expert delegates, everyone with her own expertise. It was really a wonderful experience. Thank you all.

2020 was a very hard year: it brought grief for the loss of so many people, grief for suddenly losing jobs, loneliness, a decrease in social relations, a revolution in the ways of working and studying. Many people have remained behind, without computers, in overcrowded homes. Those who were worst off got worse. Everything went enormously fast, even the changes in our lifestyles.

Marriage and birth rates decreased, female employment too, in particular in the service sector. Then, the arrival of the vaccines became a light that opened great hopes. The blow we received was quick: governments reactions had to be quick, and we understood that our demands had to be more challenging.

We understood that our awareness had to grow, that the time had come to articulate our proposals more than in the past. We, together with all the W20 delegates, understood the need to go beyond the traditional themes of the G20, broadening the topics of our Communiqué. It was a change of perspective, as the battle for gender equality does not only concern women and must emerge as a priority for governments and for the G20. We pushed the G20 with all our strength in this direction, because the battle for gender equality represents a win for the growth of the whole world.

## **How to respond to three crises in one**

We began with an analysis of the situation. People all over the Planet were at the epicentre of three epochal processes - the pandemic crisis, the climate crisis, and the technological revolution. Three crises in one, which will have a considerable social, economic, environmental impact for many years to come.

The Pandemic crisis began as a crisis in care. In this crisis, women have played a leading active role at many levels in most countries: in the labour market, they have represented and represent the majority of the health professionals, teachers, domestic workers, sanitation workers, elders' care

workers, housekeepers and mothers, shouldering an ever-increased burden of unpaid care work. In countries where women hold the highest levels of political power, they have proven to be better skilled to arrest the pandemic. Nonetheless, this role has been and is largely undervalued. Our task was to put it at the centre of the agenda and of the debate: we asked for more public and private investments on health, on care and on social assistance. We asked for more investment in the Care Economy.

The Climate crisis can also be related to the caring idea. We asked for adopting strategies that take care of the planet and that don't irreversibly exploit its resources. Women may play a leading role in facing the climate crisis, as the caring skills they already displayed within activist movements can also permeate politically and economically.

The Technology revolution requires a high level of care and awareness at the social and especially at the political level. The expected dramatic consequences of job disruption further exacerbate gender inequalities and social exclusion. We underlined that a high degree of care is crucial to address the technology revolution, at the service of the human wellbeing. The new work organisation, its gender-related aspects and the workers' needs should all be considered as emerging in the pandemic context. We then pushed to enhance women's capabilities and skills to participate in co-designing and testing technologies.

We considered that times of crisis, however, often give us the chance to achieve a very clear and wide-sharing awareness of the need to make previously delayed decisions. Such a renewed perspective may, therefore, offer the unique possibility of bringing out unforeseen strength for positive changes. On the contrary, it may also lead to surrender to fears and to a resignation to widespread conflicts. In the first case, the decisions made can result in a common and shared growth and well-being. In the second case, wider inequality gaps at any level may be experienced.

### **Gender medicine and gender stereotypes: the two strategical cross-sectional topics of the W20 agenda**

Gender medicine is a fascinating newly emergent approach of medicine, aimed at recognizing and analysing the differences arising from gender in several sectors: anatomical, physiological, biological, functional, social, and in the response to pharmacological treatment and vaccines. Several studies have demonstrated that the physiology and the psychology of men and women are different, and that this diversity has a profound impact on the development, diagnosis and treatment of diseases and on how patients deal with pathologies. Gender Medicine applies these concepts in order to ensure the best available treatment to everyone, bringing several benefits: it reduces the level of error in medical practice, promotes therapeutic appropriateness for both men and research and studies for the experimentation of drugs and vaccines, as men

and women, and improves personalized therapies. We asked for investing more in research and studies for the experimentation of drugs and vaccines, as men and women are different biologically and socially. If we don't take into consideration a gender approach in medicine, women can't receive a proper care. Diagnosis and effective treatments for the male population can't be equally valid for the female population: giving weight to gender inequalities in medicine means giving everyone an equal opportunity of health. Putting gender medicine in the G20 agenda is then important for developing equal opportunities in health. Gender medicine is the research of how diseases differ between men and women, in prevention, clinical signs, therapeutic approach, prognosis, psychological and social impact.

Gender stereotypes are automatic and unconscious cognitive processes, internalised from childhood. They become self-prescribed patterns of attitudes and behaviour that must be adhered to, to avoid being socially sanctioned. We started from this point of view: the path of women is full of obstacles. Cultural obstacles, today more than ever, depend on gender stereotypes that are widespread, albeit in different ways in different countries. These cultural architectures must be fought with all our strength, because they often turn into gender-based violence against women, as an expression of the desire of men to possess and dominate women; but also because they imprison women and prevent them from being free to choose the studies they want, free to work without being discriminated against, free to make a career, free to choose their life. The Women 20 presented concrete proposals to encourage the elimination of gender-related prejudices to be transmitted to the Leaders of the G20.

No girl child must be educated to have limits of action, otherwise her future will be marked and conditioned in a negative way and the limits of action will turn into barriers to freedom.

The W20 asked governments to allocate funds for national plans for promoting awareness on gender stereotypes, from training courses, to job roles, to the development of artificial intelligence systems.

The W20 considered important to have a permanent educational program addressed to both boys and girls since childhood, focused on sharing awareness on the unconscious transmission of stereotypes in all fields (from artificial intelligence to media and advertising communication).

We recommended to enrich the representations of genders through the updating and reviewing of all school books, the development of civic education courses and role-modelling programs, and to provide systematic interventions to raise awareness among online and offline media, in advertising and public communication, to share non-biased information, financial education, and STEM education.

## **The two new topics: Violence against women and environmental sustainability**

Violence Against Women and Girls could be considered a global pandemic per se. It is a great obstacle for the achievement of gender equality, and in all of its forms, physical, psychological, sexual, economic and digital, it is one of the most serious human rights violation, and a discrimination against women. It affects women's fundamental freedoms, silencing them and thwarting their participation in the public and private sphere. The W20 asked G20 Leaders to considering and adopt recommendations to prevent and combat violence against women in all forms: developing comprehensive and coordinated public policies to guarantee the right of every woman and girl to live free from violence; preventing, punishing, and providing reparation for all acts of violence; ensuring quick and effective investigations and the prosecution to protect women's rights in criminal proceedings, including the right to free legal assistance and representation, and to prevent secondary victimization; paying particular attention to the 'multiple and intersecting forms of discrimination' that amplify and multiply the experience of violence of women and girls. The W20 asked for enhancing healthcare models, empowering and supporting women's rights in their exit from violence, fighting against stalking, sexual harassment and violence in the workplace, addressing cyber-violence against women at all levels, protecting and supporting child witnesses, orphans and criminalized violence against girls, combating trafficking of women and girls, allocating funds and resources for training for all professionals involved in the multi-agency response to violence against women and girls (in the law enforcement, judicial, social, and health sectors) with the aim of reducing the risk of secondary victimization.

Environmental sustainability is a strategical point, considering the three pillars of G20 Italian presidency, People, Planet, Prosperity. The W20 envisaged the opportunity to address G20 leaders in order to suggest a guaranteed control over land, by assuring equal rights to get economic resources, access to ownership and control over land and other forms of property, inheritance and natural resources; access to education, joint decision-making employment and shared control of resources to promote education and employment in the green and blue economy; promoting women empowerment engaging them in education and employment opportunities for the transition towards a decarbonized economy; providing development opportunities for a socially just transition in green industries through GND (Green New Deal) policies, funds and incentives, restoring biodiversity and building resilience; building capacity programs to increase economic, ecological, carbon literacy and meaningful democratic participation, narrowing the gender gap. To improve access, development and use of research, by developing and including gendered innovation topics in research activities connected with green economy, sustainability, climate change and environmental justice; developing research activities for a just transition, addressing the gender division and inequality and connecting local and national GND policies to a commitment to global justice;

developing gender studies investigating and providing disaggregated data on the climate change effects on women in terms of “One Health and Safety” (including violence against women); promoting awareness on the existing links between nature degradation (loss of biodiversity, pollution, wildlife trafficking, climate change) and deterioration of human health (both at physical and psychological level), which especially affect women and vulnerable sectors of population (elderly, minors). To prevent and mitigate the effect of climate change on women, to build and redesign sustainable and inclusive cities, rethinking or re-adapting urban design and planning considering women’s need in terms of lifestyle, health and security, including public transportation and e-mobility solutions for women’s justice.

### **The three legacy topics: labour, digital empowerment, entrepreneurship and finance.**

#### **Labour**

Our main objective was to put gender equality at the core of the emergency and recovery efforts, to counteract the entrenched gender inequalities, further increased by the COVID-19 pandemic, and to avoid long-term damages to women’s job prospects.

We asked G20 Leaders to take urgent measures to accelerate the implementation of national gender equality plans in the labour market and to act upon previous G20 commitments towards meeting the goal of reducing the Gender Gap by 25% - compared to 2012 - by the year 2025 (the Brisbane Commitment). The W20 asked to consider taking further actions to increase women employment rates, including creating new quality jobs for women; ensuring universal, free and accessible gender-responsive social protection; promoting the universal ratification and implementation of all ILO standards; addressing structural barriers, including discrimination based on gender, age, disability and immigration or refugee status; supporting policies for disabled workers by the law. We asked to reconsider the indicator of Brisbane, based on active population, to instead monitor the employment rate of women, the only indicator that measures the real progress of women.

We considered important to avoid family care work preventing women from looking for jobs, and suggested to enhance universal maternity protection by law, to invest in care in a wide framework, to secure parental leave for both women and men, and to recognize and value unpaid care and domestic work in the definition of economic and social policies, with the aim of empowering women’s occupations avoiding an “horizontal segregation”; to support women in reaching higher positions in public institutions and medium/large enterprises avoiding “vertical segregation”; to support women in reaching higher positions in public institutions and medium/large enterprises avoiding a “vertical segregation”; to close the gender pay and pension gap, addressing the interlinked occupational segregation, especially in the less protected, informal, involuntary part-time,



low-waged and low-status jobs all-over the world; to promote and implement governing mechanisms to foster equality in the workplace.

### **Digital empowerment**

We considered crucial empowering women in designing, building and leading our shared digital future, to foster the full participation of women and girls in the digital society. We asked to promote digital citizenship by ensuring access to ICTs by all women independently of their age, education level, economic condition, provenience and geographical position and to identify and fight cultural barriers to access, connectivity, and digital skill acquisition.

It is very important to promote education and training in digital skills acquisition with a lifelong learning approach; to promote women participation in the technology sector and in decision-making positions in public and private organisations; to advocate female role models in high-technology sectors and promoting positive images of women in STEAM in the media; to prevent, mitigate and respond to threats that arise from AI and ICTs and address inequalities that hinder girls and women from fully participating in and benefiting from the information society.

### **Women's empowerment through entrepreneurship and access to finance**

In an economy dealing with several crises, it is very important to support women entrepreneurship, enhancing women's opportunities and hence their position in industry and the economy. The Women 20 asked to develop and support women entrepreneurship, mapping the global landscape for women-responsive public procurement, to promote a Peer Learning Network on Public Procurement; to promoting entrepreneurial training courses designed to make the female world, currently facing new economic initiatives, aware of the contexts and basic rules in the administrative, economic, financial, commercial and digital fields (whether in simple artisanal production or in high technology industries); to elaborate strategies to promote women entrepreneurs into higher value markets in traditional or new sectors; to reduce the funding gap; to increase support institutions for women entrepreneurship development, also by disseminating role models of successful women's entrepreneurs in cutting edges fields various and new sectors (such as industry 4.0 and high tech, where there is a perception of gender roles that makes women feel that these sectors are not for them), in primary and secondary education as in universities. We asked to increase access to finance for micro small and medium female enterprises, and to develop and promote educational programs on sustainable finance to improve women's finance literacy, including green investments' opportunities.

### **Important results achieved with the Declaration of the G20 Leaders: the content of the Declaration's articles**

I will compare the statements of the G20 conclusions with our requests included

in the Women 20 Communiqué presented in July 2021, to analyse the results of Women 20's work.

We can all be truly satisfied, as many of our recommendations have been taken on board on new and emerging issues by the G20 Leaders. We have achieved an important result due to our ability to work together and share every step of our Communiqué. I will report below all the points of the G20 Leaders' Declaration, and then of the Roadmap, which is attached to the Declaration but which is also explicitly referred to in Art.33 with these very explicit words "We commit to implement the G20 Roadmap Towards and Beyond the Brisbane Goal". This means that, for the first time, the space dedicated to gender equality is really large: we must be proud of it. Our continuous work of interaction has yielded important results, not only in the articles of the Declaration, but with seven pages of the G20 Roadmap Towards and Beyond the Brisbane Target.

Let's now see Art.33 of the Leaders' Declaration:

*Art.33 "Gender Equality and Women's Empowerment. We reaffirm our commitment to gender equality and emphasize the pivotal role of women's and girls' empowerment and leadership at all levels for inclusive and sustainable development. We commit to put women and girls, who have been disproportionately affected by the pandemic, at the core of our efforts to build forward better"*

It is an important statement that takes women's empowerment and gender equality as a strategic and transversal objective, and that underlines that women are the most affected by the crisis and are at the centre of the actions of the G20.

*Art.33 "We will work on key factors such as equal access to education and opportunities, including in STEM sectors, the promotion of women's entrepreneurship and leadership, the elimination of gender-based violence, the enhancement of social, health, care and educational services, the overcoming of gender stereotypes, and the uneven distribution of unpaid care and domestic work"*

This other sentence of the Declaration's Art.33 explicitly summarizes the central objectives of the W20 Communiqué, from STEM, to gender stereotypes, to female entrepreneurship and leadership, to the elimination of gender violence, to the development of social, health, care and educational services

*Art.33 "We commit to implement the G20 Roadmap Towards and Beyond the Brisbane Goal and to rapidly enhance the quality and quantity of women's employment, with a particular focus on closing the gender pay gap. We reiterate our commitment to share progress and actions taken towards the Brisbane Goal in the related annual report and ask the ILO and the OECD to continue reporting annually on our progress, taking into account the Roadmaps' Auxiliary Indicators"*

This other part of Art.33 is also very important, as it refers to the objective of Brisbane that we criticized due to the fact that it refers to the reduction of the gender gap in the active population (that contains both employed and unemployed people), and not to female employment. While maintaining Brisbane's Goal, this article takes into consideration a wider list of auxiliary indicators where the female employment rate, as requested by us, has been included and will be monitored every year.

*Art.34 "We welcome the hosting of the first G20 conference on Women's Empowerment and will continue to enhance our concrete measures towards a systemic and cross-cutting approach to gender equality in our national policies, with adequate implementation tools. We will work on women's empowerment in cooperation with academia, civil society and the private sector. To this end, we support the convening of a G20 Conference on Women's Empowerment under the upcoming Presidencies. We welcome the work of the EMPOWER Alliance and its engagement with the G20, to be reviewed in 2025. We acknowledge the Women Entrepreneurs Finance Initiative as an important partnership to support women-led SMEs"*

The call to work with the civil society on gender equality is an implicit recognition of the importance of our contribution and we must be proud of it. The first G20 conference on women's empowerment was organised under the Italian Presidency, and it is very important that the Leaders have decided that it should take place every year. This was also one of our requests during the W20 Summit, which will allow the actions of the civil society action to be less isolated.

*Art.2 "We have agreed upon a shared vision to combat climate change, and taken important steps towards the achievement of gender equality"*

The two topics of environmental sustainability and gender equality are mentioned together in an approach similar to the one had within our Communiqué.

**Art.3 Global Economy** "We remain determined to use all available tools for as long as required to address the adverse consequences of the pandemic, in particular on those most impacted, such as women, youth, and informal and low-skilled workers, and on inequalities"

The Art.3 on the global economy makes explicit reference to the use of all possible tools, without time limits, to address the negative consequences of the pandemic on women. We underlined this need in our Communiqué, with the analysis of the three kinds of crises and the focus on the need to quickly resolve the most serious situation of women.

**Art. 8 Health** "We reaffirm the importance of ensuring the continuity of health services beyond COVID-19 and of strengthening national health systems and primary health care services, in light of the repercussions

*of the pandemic on mental health and well-being, due to isolation, unemployment, food insecurity, increased violence against women and girls and constrained access to education as well as health services, including sexual and reproductive health, paying special attention to women and girls and to the needs of the most vulnerable”*

The reference to women's health was called for by us with great force. It is important for the need for action against violence against women to be highlighted, together with the reactivation of all Health Services, including those of sexual and reproductive health - as requested by us -, and the special attention to the needs of women. It is a pity that the need for the development of gender medicine has not been accepted. We will have to articulate it better for the future.

**Art.9 Sustainable Development** *“We reaffirm our commitment to a global response to accelerate progress on the implementation of the SDGs and to support a sustainable, inclusive and resilient recovery across the world, able to promote equity and accelerate progress on all SDGs, recognizing the importance of nationally owned strategies, SDG localization, women and youth empowerment, sustainable production and responsible consumption patterns, and access to affordable, reliable, sustainable and modern energy for all”*

**Art.20 Cities and Circular Economy** *“We will support intermediary cities in adopting integrated and inclusive urban planning; accelerating their transitions towards clean and sustainable energy and sustainable mobility for all; improving waste management; fostering empowerment and decent work for women, youth, migrants and refugees; assisting disabled and elderly persons; enhancing food systems sustainability; and enabling more equitable access to digital innovations”*. The reference to the 2030 agenda and the empowerment of women and in particular in the field of urban planning responds to the explicit reference to this aspect in our Communiqué.

The reference to the 2030 Agenda and to the empowerment of women, in particular in the field of urban planning, responds to the explicit reference to this aspect in our Communiqué.

**Art. 35 Employment and social protection** *“We will work to ensure decent working conditions for remote and platform workers and strive to adapt our regulatory frameworks to new forms of work, ensuring that these are fair and inclusive, leaving no one behind, while paying special attention to addressing the digital gender divide and intergenerational inequalities”*

**Art.36 Education** *“We commit to ensure access to quality education for all, with particular attention to women and girls and vulnerable students”*

These two references on work and education are particularly concise. It is important to analyse what has emerged in this regard on the G20 Roadmap Towards and Beyond the Brisbane Target. The part on digital gender divide is addressed here but only in a general manner, thus it will be crucial to fight with the next presidencies to achieve more on this aspect. It would be important for the areas that are least affected to be taken up by us more forcefully in future Communiqués, so as to increase the pressure of civil society to improve progress in the G20's recruitment of gender equality targets.

### **Important results achieved with the Declaration of the Leaders: the content of the G20 Roadmap Towards and Beyond the Brisbane Target**

One of the topics addressed by the Roadmap concerns the decision-making places. Recommendations are part of a process of enhancement of women's careers.

*"Promote measures to increase the participation and representation of women in decision-making bodies, including public organisations, private and public undertakings, decision-making bodies and workers' and employers' organisations;" "Promote policy measures aimed at achieving fair and transparent career progression processes, including in the selection criteria for managers and other key positions; such as regular and voluntary communication by companies on gender gaps in promotions, recruitment and managerial positions."*

*"Promote equal opportunities in educational and vocational pathways and increase the participation of women in high-wage, high-growth Fields, including by strengthening educational, vocational, labour market and career guidance. Encourage evidence-based practices to promote the hiring of women in those sectors where women are under-represented, notably in Science, Technology, Engineering, Mathematics and ICT"*

Quantity and quality of work are the recurring aspects that crosses the road map, "sustain job creation for women and support quality employment", identifying even the most vulnerable groups, such as migrant women.

The use of parental leave and all possible tools to make working and personal life more sustainable for men and women and to develop appropriate care services are particularly highlighted in the road map.

*"Design active labour market policies with a gender lens to support women through work-life transitions such as school-to-work, care responsibilities, changing jobs and their integration/reintegration to high quality employment, reskilling and upskilling."*

*"Improve access of all women to comprehensive social protection benefits, for example parental leave, unemployment benefits, paid sick leave and pensions, taking into account relevant international labour standards, in particular the*

*Social Protection Floors Recommendation, 2012 (No. 202)*". Promoting a more balanced distribution of paid and unpaid work between women and men.

Another important aspect regards sexual harassment at work. Harassment at work has been one of the key points in our fight against violence against women, in the new focus area inserted this year by the W20 Italian Presidency, and it is rightly included as a fundamental aspect of the quality of women's work.

*"Work towards adopting measures to prevent and eliminate all forms of violence and harassment and associated psycho-social risks in the world of work, including gender-based, racial and other discriminatory forms"*

Lifelong learning is key for the quality of work of women. The road map gives particular attention to this aspect:

*"Ensure equal opportunities to access lifelong learning, reskilling, upskilling, and workplace training, especially for low-skilled female workers that are more likely to suffer the impact of employment changes; provide enabling environments for women to take control of their lives in a world of rapid economic and technological change, giving opportunities to enter, maintain and progress in employment; Increase the provision of digital skills training for all women, especially young women and those returning to work after a prolonged break, and other relevant measures to bridge the gender digital divide"*

*Extremely relevant is also the reference to female entrepreneurship, to the removal of all barriers to access to credit, and to the development of financial education as a tool for women's empowerment, which we particularly underlined. "Promote, in coordination with other Ministries, women entrepreneurship by taking measures to eliminate legal, policy, procedural, and regulatory barriers and practices that impede women entrepreneurs access to digital services, financial services, venture capital, and promote transparency measures to help identify gender investment gaps;" " Promote financial inclusion of women, and in particular, foster female access to credit, including through financial literacy training and women-oriented credit mechanisms".*

Gender stereotypes in the labour market are a barrier for women, both in their access to the labour market and in their choice of particular jobs and to career progression. They need to be combated, as they make it difficult for women to be integrated in a way that really takes their skills into account. The risk is that some skills just do not develop among women due to gender stereotypes.

*"Addressing discrimination and gender stereotypes in the labour market Promote initiatives to address discriminatory social and cultural norms preventing the achievement of gender equality in education and in the world of work.*

*Promote respectful, inclusive, and non-discriminatory language in job*

*advertisements and descriptions as well as in the workplace; Reinforce and strengthen, as appropriate, measures to tackle all forms of discrimination in employment; Combat stereotyped representations of women and men of their role in paid and unpaid work"*

The gender pay gap is expressed as direct discrimination against women and also as an effect of the indirect discriminations of women. The Roadmap makes it a key point of government action.

*"Tackling the gender pay gap. Work towards addressing all the causes of the gender pay gap, including the unequal distribution of invisible and unpaid work, the higher use of part-time work and more frequent career breaks among women, as well as vertical and horizontal segregation based on gender. In consultation with the Social Partners, consider introducing or regularly reviewing minimum wages to prevent the risk of in-work poverty faced by low-paid workers, who are often female; Continue promoting equal pay for equal work or work of equal value between women and men, including by promoting wage transparency, such as allowing employees to request information on average pay levels or regular employer reporting on wage structures" age structures"*

Fighting horizontal segregation is another point present in the road map and requested by us. The Roadmap considers women as being particular vulnerable, especially women in rural areas or in overrepresented sectors and commits towards "Promoting a more even distribution of women and men across sectors and occupations. Seek to eliminate all laws, regulations, practices, and provisions that directly or indirectly discourage or even restrict either women or men from working in specific occupations or forms of employment as appropriate; Consider reviewing pay, career advancement and promotion policies to identify and eliminate implicit gender disparities; Address the higher incidence of old-age poverty among women, also because of inequalities at work and at home, including by exploring possible measures to reduce the gender gap in benefits and entitlements for pensioners and elderlies."

*"Improve working conditions, including through social dialogue, in those sectors where women are overrepresented, particularly in the care sector. This includes advocating for adequate wages and limits on hours of work, allowing for more choice on work schedules, enhancing health and safety at work, increasing training and career opportunities and recognizing prior relevant learning, in accordance with the Fundamental Principles and Rights at Work and taking into account the ILO Centenary Declaration of the Future of Work;"*

*"Combat inequality in employment between women and men in rural areas, where it is even more pronounced than in urban areas; According to national circumstances, make efforts, in cooperation with other Ministries, to ensure that taxes and benefits systems do not discourage women who wish to enter, re-enter, and remain in the labour market."*

### Looking to the future

We can consider ourselves very satisfied. Now we face some important challenges.

First, from words we must move on to action. We need to monitor the situation and make sure that our recommendations will be applied.

Second, we have to push for all the objectives that we have not achieved, alongside the new challenges that are opening up, to be taken on by the G20.

Third, we need to continue with our sisterhood approach. The more we are united, the more we will achieve in the future. The more we discuss in depth, the more we will be able to convince our governments.

The Presidency will now be hosted by Indonesia and I warmly welcome it. I'm sure the Indonesian team will work brilliantly, and we will be in the front row to support you at any time.

I thank you all, and W20 Saudi Arabia in particular, for the important work you have done before us and for the constructive help you have given us.

I thank all the sponsors and media partners.

May 2022 be a year of renaissance and real advancement for the women of the world.



## MARTINA ROGATO

### W20 SHERPA

As the first millennial Sherpa in the history of the W20, it has been an honour to lead the W20 platform this year, together with Dr Linda Laura Sabbadini. The W20 is made by 111 delegates coming from more than 20 countries. They are a group of skilled, committed and passionate professionals, volunteering to achieve the common goal of advancing gender equality, and it has been a privilege to develop this path together under the Italian G20 Presidency.

This year, the W20 Italian Secretariat decided to firstly valorize past W20 presidencies' legacies focused on digital, labour and finance and entrepreneurship issues, and then adding the pioneering topic of environmental sustainability to strengthen the liaison with the G20 People-Planet-Prosperity framework; finally, the topic of violence against women has also been prioritized due to the alarming global increase of cases of violence after pandemic. The ILO, ITU, ITC, the OECD, UNICEF and UN Women have played an important role in finalizing draft content, together with all W20 delegates and Working Groups.

Our W20 Communiqué is not only a complete set of policy recommendations to advance gender equality, but a concrete proof of the importance of multilateralism. All the W20 documents and statements have been approved via full consensus and are the results of the combination of different cultures, experiences and perspectives.

During our Presidency, we have also emphasised the role of young generations and the importance of investing in education for accelerating cultural changes and empowering women from all ages. Introducing a “diverse” approach to business and politics - also in terms of gender and generation - is the key for rebuilding a new post pandemic era based on equality.

Hoping that future W20 presidencies will valorize the Italian experience, it is a pleasure to share the 2021 W20 Handbook.

Thanks to all for this W20 joint path towards equality.

**ELVIRA MARASCO****W20 HEAD OF ITALIAN DELEGATION**

The Italian W20 Presidency found itself in a phase in which the collective effort to restart, after the unprecedented impact of the COVID-19 pandemic, was fundamental. The pandemic crisis has highlighted the complexity of common global challenges, which require ever closer cooperation among countries for their solution.

Everyone knows that the agenda of the Italian Presidency has worked around three pillars: People, Planet and Prosperity.

The outcome of the Italian presidency of the G20 has been very positive, a fact that has been recognized and appreciated by all, even by the small circle of countries belonging to this forum. It was a special year: after the virtual G20 of Saudi Arabia in 2020, Italy was able to hold a completely in-person G20 Summit, with numerous ministerial meetings.

The W20 has lived up to the suggestions of the G20 Presidency and has worked closely with the institutions accordingly: the voice of civil society, in this way, had a great echo. The relationships we developed and implemented were also important, as for example we organized many webinars with Italian women's associations, making a real analysis of the problems related to the world of women; not just empty talk, but data.

It was also crucial to work closely with the G20 commissions from the start. Being the W20 Italian Head of Delegation during this Presidency has been tiring and challenging. The figure of the Head of Delegation was established during the Argentine presidency to ensure that there was only one person to speak; a sort of very important spokesperson in the case of very large delegations. In essence, she simplifies the work because her role is to participate in the meetings and then to spread the contents to the other delegates. One requirement is undoubtedly to share quickly what happens at the various meetings and another, not less important, is to guarantee that the civil society's position regarding gender issues is recognized.

Managing the W20 Presidency has taught us a lot. The key to success was having an excellent team and a point of view shared by all, together with the desire to give our best.

Everything that happened during our work, which will be explained in this Handbook, represents a great experience that made us grow a lot.

Thanks to all of you for contributing to the success of W20 Italy.

## THE GROUP OF TWENTY

The Group of Twenty (G20) is a strategic multilateral platform connecting the world's major developed and emerging economies. Starting in 1999, the G20 gathered at the level of Finance Ministers and Central Bank Governors for high-level discussions on macro-financial issues. In the wake of the 2008 global financial crisis, the G20 was then elevated to include the leaders of all member economies, and over the years its agenda expanded beyond macrofinancial issues, to include socio-economic and development ones as well.

The G20 holds a strategic role in securing future global economic growth and prosperity.

Economic growth, productivity, climate, infrastructure, international taxation to financial inclusion, financial stability and support to the most fragile economies are the main priorities of G20.

Together, the G20 members represent more than 80 percent of world GDP, 75 percent of international trade and 60 percent of the world population.

The members of the G20 are: Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Republic of Korea, Mexico, Russia, Saudi Arabia, South Africa, Turkey, the United Kingdom, the United States, and the European Union. Each year, the Presidency invites guest countries, which take full part in the G20 exercise. Several international and regional organizations also participate, granting the forum an even broader representation and geographical participation.

There is no permanent secretariat for the G20: the G20 Presidency rotates among member states each year to form a troika, which is responsible for setting the policy directives for each respective year and to coordinate the various consultation processes. The troika is composed of the country currently hosting the G20 forum, the previous host, and the upcoming host.

The G20 institutional framework is complex and caters to the wide spectrum of issues that leaders need to consider in their annual Leaders' Declaration.



## — G20 TROIKA —



In addition to that, Sherpa meetings were in charge of carrying out negotiations and building consensus among Leaders, working groups, and special events are also organized throughout the year.

To prepare for the annual summit, the G20 Finance Ministers and Central Bank Governors meet with Sherpas several times a year.

In a perspective of broader inclusion and participation, the G20 decision-making process has been enriched with the involvement of social actors, who regularly meet as “G20 Engagement Groups”, comprised by civil society organizations from the G20 member states which represent different sectors of society. Each engagement group is independent and chaired by one of its national members, and each group develops a set of policy recommendations that are formally submitted to the G20 ahead of the G20 Summit. The current engagement groups of the G20 are the following: Business (B20), Civil Society (C20), Labour (L20), Science (S20), Think Tanks (T20), Urban 20 (U20), Women (W20) and Youth (Y20).

### THE ITALIAN G20 PRESIDENCY

On December 1, 2020, with the handover of the baton from Saudi Arabia, Italy's Presidency of the G20 began, to make way at the end of 2021 for Indonesia's Presidency. This is the first time Italy has taken over the leadership of the main global forum bringing together the world's most prominent economies. This represented a formidable challenge, in particular in a year where the global economy needed to recover after the devastating impact brought about by the COVID-19 crisis.

In 2021, in spite of persisting uncertainties on the evolution of the pandemic, the global economy has recovered after the deepest recession since World War II. Still, the legacy of the crisis will weigh on our economies and societies for the years to come, while new risks have emerged that may dampen the pace of recovery. It is against this backdrop that the Italian Presidency steered and encouraged global policy makers to continue their efforts to overcome the pandemic, foster a sustainable, balanced and inclusive recovery, and ensure that the world is better prepared to cope with unforeseen shocks.

At the same time, we should not settle for a return to normal. The aim of the Italian Presidency was to contribute to developing a shared vision to shape a brighter future for all. The vision proposed by the Italian Presidency was structured on three pillars:

- **People:** All policy actions will be centred on people, so that no one is left behind. This means tackling inequalities and promoting equal opportunities in health, education, employment and human development, starting by the most vulnerable groups.
- **Planet:** To build more resilient societies, we cannot underestimate the risks our planet is facing. Developing a safer and more sustainable world requires restoring the balance between people and nature. Our commitments to the Paris Agreement and the Sustainable Development Goals can no longer be postponed.
- **Prosperity:** Global growth should be seen as a tool to ensure prosperity for all. New technologies and the digital transformation are formidable drivers of prosperity and better quality of life. The international community should strive to make digitalisation an opportunity for all.

## THE WOMEN 20

The Women 20 (W20) is the official G20 engagement group focused on gender equality, composed of around one hundred delegates from its twenty countries. It was established in 2015 during the Turkish presidency, with the objective of ensuring that gender considerations are mainstreamed into G20 discussions and translated into the G20 Leaders' Declaration as policies and commitments that foster gender equality and women's economic empowerment.

The W20 is formed of a transnational network of delegates representing non-government women's organizations, civil society, female entrepreneurs, businesses, and think tanks across G20 member states. Each G20 member state has a W20 delegation constituted by delegates chosen according to each G20 member's process. The W20 dialogue process is however always founded on the engagement of its delegates, non-governmental experts in women-related issues coming from women's organizations, civil society, female entrepreneurs, businesses, think tanks, international organisations, and academia.

Through a broad dialogue facilitated by digital tools, expert meetings, roundtables, and the final Summit, W20 delegates jointly formulate concrete and actionable policy recommendations to advance gender equality in G20 negotiations. Every year, the W20 develops and addresses to the G20 Leaders a Communiqué, which is adopted by consensus and contains a series of actionable policy recommendations aimed at fostering gender equality and women's economic empowerment in order to boost gender-inclusive economic growth globally.

Advocating for the W20 policy recommendations is critical to ensuring that key policy priorities and messages are aligned and conveyed to stakeholders in the G20 ecosystem and beyond. Statements, joint statements, publications, thought leadership contributions, and opinion editorials were scheduled and mapped against key G20 meetings and global event calendars to ensure they would gain traction and achieve impact.

## THE ITALIAN W20 PRESIDENCY

In December 12, 2020, the Italian Presidency of the W20 officially began: its focus areas have been labour, women's entrepreneurship and finance, digital empowerment, cultural changes and gender stereotypes, health equity and gender medicine, violence against women and girls and gender based violence, and environmental sustainability.

The policy success of the W20 over the years has been, in large part, due to continuity and agility. The group has three legacy policy priorities which are carried over, expanded, and developed under each presidency: financial, digital and labour inclusion. Based on years of research and analysis, the W20 has discerned that these priorities constitute the main enabling tools that will pave the way for a gender-equitable future. The collective work of past W20 Presidencies and the W20 delegates to further these priorities has enabled W20 to approach G20 leaders with more focused and comprehensive recommendations year-on-year.

Furthermore, in the face of a rapidly evolving global landscape, each year the Presidency may suggest new policy priorities. The Italian Presidency thus decided to focus its attention also on violence against women and girls and gender based violence, which had already been often mentioned in W20 official documents, and on environmental sustainability, which was a new topic of discussion. Two newly-introduced cross-topics were also introduced: cultural changes and gender stereotypes, and health equity and gender medicine. Overall, the 2021 framework took into consideration the challenges that followed the COVID-19 pandemic, the W20 legacy, and G20 goals and core topics.

### — 2021 Core Topics —



## FROM ISTANBUL TO ITALY

Istanbul, Turkey



October 16-17, 2015

- [Communiqué](#), October 17, 2015

Xi' an, China

May 24-26, 2016



- [Communiqué](#), May 26, 2016

Berlin, Germany



April 26, 2017

- [Communiqué](#): Putting Gender Equality at the Core of the G20, April 26, 2017
- [Implementation Plan](#): Putting Gender Equality at the Core, April 26, 2017
- [Official W20 Germany website](#)



## Argentina



2018

- **Communiqué**
- **Joint Statements:**
  - [W20 Y20 B20 Education: The True Enabler of Equal Opportunities](#)
  - [Joint Statement by the C20, L20, S20, T20, W20 and Y20 on Addressing Gender Labour Gaps](#)

March 23-24, 2019

## Tokyo, Japan



- **Communiqué**, March 23, 2019
- **W20 Menu of Action**
- **Policy Brief: The Digital Gender Gap**
- **Official W20 Japan website**

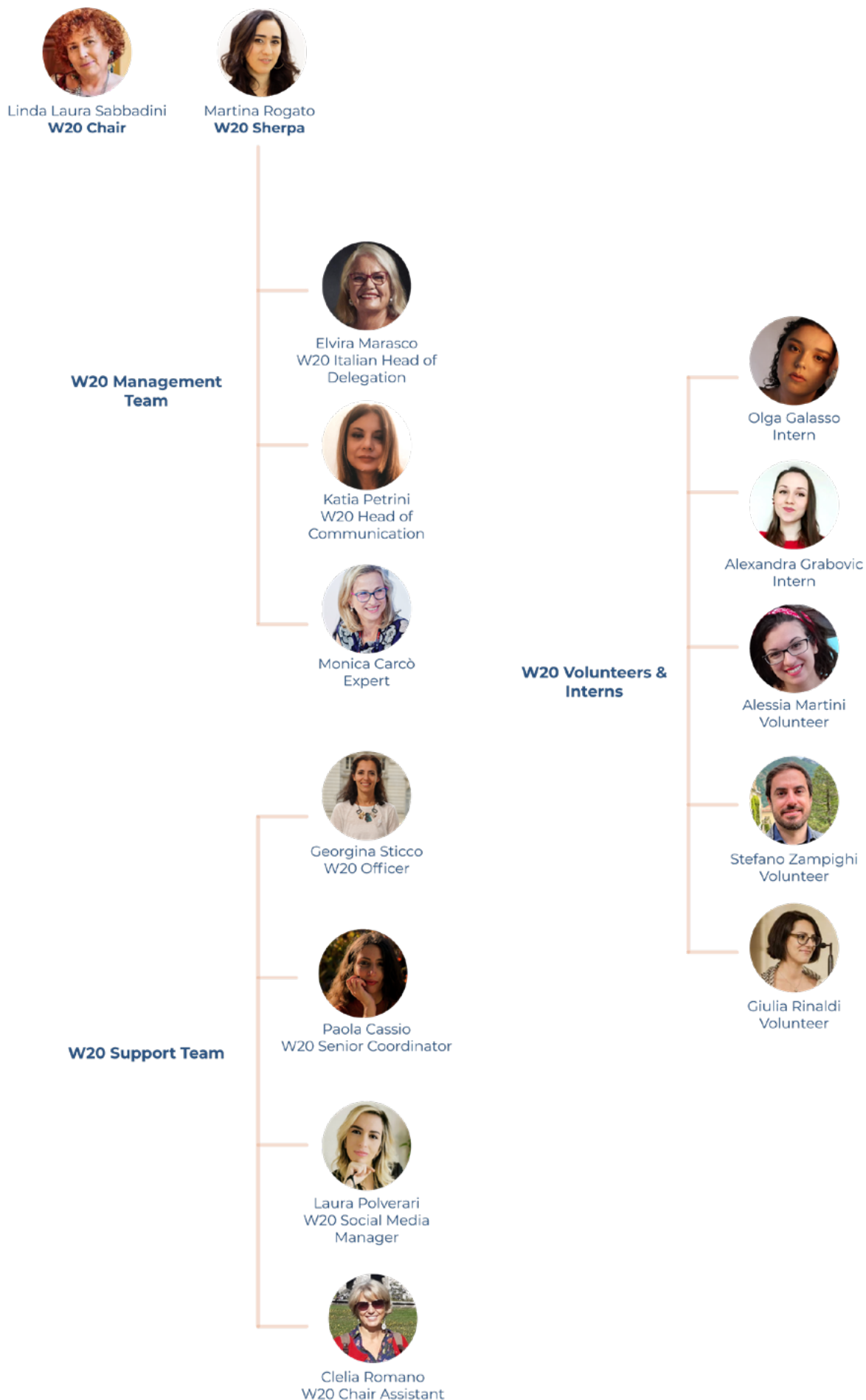
## Riyadh, Saudi Arabia



October 20-22, 2020

- **Joint Statement on Employment, Skills and Women**, B20, L20 and W20, April 5, 2020
- **W20 Statement to the Extraordinary Virtual G20 Leaders' Summit: Call to Action for Gender Equality in Response to the COVID-19 Pandemic**, March 23, 2020
  - **W20 Communiqué**
  - **Official website: Saudi Arabia 2020 Women**

## W20 STRUCTURE



## W20 WORKING GROUPS

### Women's Entrepreneurship and Finance



Coordinator  
Virginia Littlejohn



Co-Coordinator  
Annamaria Tartaglia

Experts  
Magda Biamco  
Grazia Francescato  
Maurizia Iachino  
Annamaria Tarantola

### Digital Empowerment



Coordinator  
Cheryl Miller Van Dÿck



Co-Coordinator  
Gianna Avellis

Experts  
Floriana Beretta  
Rosa Capozzi  
Flavia Marzano  
Serenella Molendini

### Labour



Coordinator  
Mabel Bianco



Co-Coordinator  
Elvira Marasco

Experts  
Giovanna Badalassi  
Silvana Cappuccio  
Daniela Colombo  
Sandra Miotto  
Chiara Saraceno  
Monica Carcò  
Bianca Pomeranzi

### Violence Against Women and Girls and Gender Based Violence



Coordinator  
Pam Rajput



Co-Coordinator  
Francesca Dellisanti

Experts  
Elisabetta Camussi\*  
Vittoria Doretti  
Maria Grazia Giammarinaro  
Marcella Pirrone  
Claudia Pividori  
Patrizia Shiarizza

### Environmental Sustainability



Coordinator  
Narnia Bohler-Muller



Co-Coordinator  
Sveva Avveduto

Experts  
Pietro Bertazzi  
Carlo Buontempo  
Paola Fiore  
Grazia Francescato  
Monica Frassoni  
Stefania Romano  
Giuliana Rubbia

## W20 Special Commissions

### W20 Cultural Change Commission



Coordinator  
Fabiana Giacomotti

### W20 Equity in Health Commission



Coordinator  
Flavia Franconi



Facilitator  
Florana Menendez Camporrotondo

\*Elisabetta Camussi was also an expert for the cultural changes and gender stereotypes focus area.

## PARTNERS AND SPONSORS



## SECRETARIAT

The W20 Presidency is led by the Chair, who sets the strategic direction for the W20 with the support of the Sherpa, who oversees all operational activities and ensures that W20 activities are being executed effectively through the Secretariat.

The W20 Secretariat is the central unit of the W20. It coordinates the operational activities of the W20 and ensures seamless operations throughout the dialogue process, providing research and insight that helps to refine W20 official documents and communication.

This year, the Secretariat was constituted by a Management Team, which included the Sherpa, the Italian Head of Delegation, and the Head of Communication, together with an experienced international organizations professional. The Management Team was backed in its activities by a Support Team, which included an Officer, a Senior Coordinator, a Social Media Manager and an Event Manager, together with some volunteers and interns.

## KNOWLEDGE PARTNERS, SPONSORS AND OTHER PARTNERS

Knowledge partners are subject matter experts who provided technical advice and support to ensure the W20 policy recommendations were data-driven and based on methodical research. W20 knowledge partners in 2021 included international organizations that were critical to creating global avenues for W20 discussions, and that provided a global view on the trends and challenges in relation to gender equality and women's economic empowerment. The 2021 Knowledge Partners of W20 were the International Labour Organization (ILO), the International Trade Centre (ITC), the International Telecommunication Union (ITU), the The Organisation for Economic Co-operation and Development (OECD), the United Nations Children's Fund (UNICEF), UN Women and Global Women's Entrepreneurship Policy (GWEP).

Throughout the year, the W20 Presidency organized eleven events involving Knowledge Partners; and in December, the W20, together with the OECD, delivered the 3rd edition of the report "Ending gender-based discrimination in G20 countries: a frame for action", which highlights discriminatory social institutions as the missing link to achieve gender equality in G20 countries. The Italian Presidency also decided to launch the Women Entrepreneurship (WE Act) Initiative. WE Act Initiative will bring forward recommendations from W20 meetings to advance women's entrepreneurship that will not be limited by the timing of one G20 round and will be able to promote action and implementation of the recommendations. Women's entrepreneurship under the WE Act Initiative will include the full cross-cutting areas that have been addressed to

date, including labor, finance, digital, green and blue transformation, rural, 30social enterprise, STEAM and STEM, and emerging contextual issues such as recovery from the pandemic. WE Act will continue to evolve with the ongoing W20 rounds and provide a framework for stability, continuity, and drive toward action.

Private entities also supported the W20 process through in-kind and financial contributions, in exchange for brand visibility during the W20 official events, including but not limited to digital materials for the W20 Summit. Brand visibility was adapted to the W20 website, with logo prominence across all communication materials according to partnership tiers. Additional benefits dependent on the tier of the partnership included participating with a speaker to one of the sessions of the Summit, or organising together a separate event. All the W20 Sponsors have been chosen after a due diligence analysis, evaluating each brand's reputation and its concrete commitment on gender equality. Corporate Sponsors of the W20 2021 Presidency were: Enel; Quojobis; Levico; Paglieri; Samer; Sgaravatti. The W20's Host Organization, AIDDA, also contributed with a sponsorship.

Other Partners helped the W20 Italian Presidency, providing pro-bono technical support. Consenso Europa, for example, has supported the organisation of dissemination events in Rome, Daleca has provided digital tools for improving networking initiatives among Delegates, and the Temple University hosted both the Kick-off Meeting in February and the Handover Ceremony in December. In addition, the Italian Chamber of Commerce hosted the W20 Rome Summit, and local events were also supported by different players, such as the Sgaravatti Group and Cariplo Factory. RAI – Radiotelevisione italiana, Fortune Italia and Agenzia DIRE were chosen as Media Partners.

## W20 DELEGATES

As mentioned, delegates are non-government affiliated experts on women's economic empowerment and are familiar with multilateral negotiations. The G20 members, led by their G20 Sherpas, facilitate the formation of their own W20 delegation through their independent process. Each delegation consists of heads/co-heads of delegation, appointed to ensure coordination and a united voice, and participating delegates. The 111 delegates active this year included representatives from women's associations, business organizations, civil society, academia, international organizations, the private sector, and think tanks. The W20 delegates are at the very core of developing the actionable policy recommendations presented to G20 Leaders, especially through the Communiqué, which is adopted by consensus.



## WORKING GROUPS AND COMMISSIONS

W20 Working Groups are thematic groups intended to focus policy research and drafting, while also increasing operational efficiency. Each group focuses on one of the overarching policy priority areas.

Working Group Coordinators were selected by the W20 Italian Secretariat, taking into account delegates' specializations, as well as regional diversity. The Co-coordinators were Italian experts appointed by the Presidency based on their technical expertise.

The W20 has also been supported by numerous experts, assigned to the different working groups based on their field of expertise. Experts have been firstly involved in 2021 priorities identification and in the drafting "zero" of

Communiqué, and for the entire year they were involved to advise on the contents related to each core recommendation.

Two special Commissions, focused on the two cross-cutting topics identified by the Italian W20 Presidency, were also created: the Cultural changes and Equity in Health.

## — Working Groups - Coordinators —

### Entrepreneurship and Finance

Virginia Littlejohn



Annamaria Tartaglia



### Digital empowerment

Cheryl Miller Van Dÿck



Gianna Avellis



### Labour

Mabel Bianco



Elvira Marasco



### Violence against women

Pam Rajput



Francesca Dellisanti



### Environmental sustainability

Narnia Bohler-Muller



Sveva Avveduto



- **Women's Entrepreneurship and Finance**

The Women's Entrepreneurship and Finance Working Group focused on financial inclusion, which is one of the historic pillars of the Women 20. In prosperous times, as well as in times of crisis, women can be actors of change, both in private and public sectors: even if women entrepreneurs have been hit harder than men during the COVID-19 pandemic, women's talents and entrepreneurship play a key role in the world's economic recovery. The discussion revolved around ways to reinforce and relaunch female entrepreneurship, which would generate multiplier effects to create jobs, drive innovation, and reduce inequalities, including in sectors impacted by the pandemic and climate change.

- **Digital Empowerment**

The Digital Empowerment Working Group focused on digital inclusion, which is one of the historic pillars of the Women 20. As the COVID-19 pandemic has hastened the digital transformation, dramatically deepening gender inequalities, the discussion revolved around ways to halt the marginalization of girls and women engendered by this disruption, and to ensure a just digital transformation where girls and women are fairly, meaningfully and equally



engaged as digital citizens. Analysing the barriers that women face in different countries to access technology, especially in rural areas, the goal was finding ways to ensure that women and girls can safely engage in digital society without violence, threat of violence or the risk that the digital transformation will replicate, amplify or increase biases that hinder their full self-determination as individuals.

- **Labour**

The Labour Working Group focused on labour inclusion, which is one of the historic pillars of the Women 20. Granting equal access to full and productive employment, including decent work with social protection for women and men, is fundamental for a future where everyone has an adequate standard of living and equal access to opportunities; this is now more needed than ever, as the COVID-19 pandemic increased the entrenched gender inequalities that are prevalent in labour markets. The discussion thus revolved around finding ways to accelerate the implementation of national gender equality plans towards and beyond the Brisbane 25x25 commitment, together with ways to tackle the issue of unpaid care and domestic work as well.

- **Violence Against Women and Girls and Gender Based Violence**

The Violence Against Women and Girls and Gender Based Violence Working Group focused on violence against women and girls, a topic often mentioned in W20 official documents, but that was newly introduced as a focus area by the W20 Italian Presidency. Violence Against Women and Girls (VAWG) is a violation of human rights and one of the most serious forms of discrimination against women, affecting the fundamental right to freedom, silencing voices, creating barriers and preventing equal and just participation in public and private spheres. As VAWG manifests itself as physical, sexual, psychological, economic and other forms of violence including stalking, the discussion revolved around ways to develop integrated and coherent public policies to ensure the right of every woman and girl to have violence free lives.

- **Environmental Sustainability**

The Environmental Sustainability Working Group focused on environmental sustainability, a topic newly introduced as a focus area by the W20 Italian Presidency. The Paris Agreement, brokered by women, underpins a global economic transformation needed to both limit climate change and foster human and planetary well-being. Women are most frequently the first responders to health, food and water security crises, and at the same time they have proven to be agents of change and driving forces behind the shift to a sustainable economy. As climate change and environmental degradation increasingly affect lives and livelihoods globally, the discussion revolved around the importance of engaging the wealth of ingenuity and ability that lies with women leaders and experts, including grassroots women's organisations.

- **Cultural Change Commission**

Cultural changes and gender stereotypes is a cross-topic newly introduced as a focus area by the W20 Italian Presidency. The Cultural Change Commission, coordinated by Prof. Fabiana Giacomotti, analysed the discriminatory social norms, gender stereotypes, and unconscious cognitive biases that produce a distortion of reality in all contexts, which reinforce and sustain existing gender inequalities. The Commission specifically focused on the lack of representation of women in our history, a systematic erasure which promotes that certain spaces do not correspond to women, because it is believed that they have never been occupied by them. The project “Women Missing in Schoolbooks” was then implemented with the objective of making women visible, addressing structural inequalities and stereotypes from kindergarten to secondary education. Other solutions that were discussed included formulating plans to tackle gender stereotypes at a national and international level, supporting organisations addressing these issues, and allocating funds for policy implementation.

- **Equity in Health Commission**

Health equity and gender medicine is a cross-topic newly introduced as a focus area by the W20 Italian Presidency. The Equity in Health Commission, coordinated by Prof. Flavia Franconi, analysed ways to increase the dissemination of and investment in effective strategies to address gender inequality in healthcare. The objective was to understand the various processes through which gender differences impact health and the development of other pathologies, in order to offer the best protection and care for every individual, thereby ending the gender discrimination that is currently present in healthcare. As universal access to quality health care is an essential prerequisite for a better and sustainable future, the discussion revolved around ways of not setting back the successes of recent decades in reducing levels of maternal and child mortality and to increase access to services for sexual and reproductive health rights.

## HOST ORGANIZATION

The 2021 Women 20 Host Organisation was AIDDA (Associazione Imprenditrici e Donne Dirigenti di Azienda), which was founded in 1961 as the first Italian association established with the objective of promoting and supporting female entrepreneurs, managers and professionals.

Etta Carignani, as the Italian National President of AIDDA from 1996 to 2002 and its current Honorary National President, has been chosen as the Patroness of the Italian W20 Presidency.

*On its seventh anniversary, W20 enters a highly interconnected world, characterised by an accelerating rate of technological innovation, economic uncertainty and the great tragedy of COVID-19. Multilateral coordination and cooperation are more important than ever to address complex global challenges and protect segments of vulnerable populations; especially women. Gender equality is a key factor in achieving the 2030 Sustainable Development Agenda and the United Nations Sustainable Development Goals, in particular Goal 5 “Gender Equality: Achieving Gender Equality and Empowering All women and girls”. Our primary ambition is to ensure that no women are left behind in an increasingly fragmented and economically unstable global environment.*

*It was an immense honor for AIDDA to be the W20 Host Organisation; this has contributed to making even more known the excellence of its members and also its deep-rooted positioning in civil society.*

*It was an even greater honor for me to have been the Patroness of the W20. A role that has filled me with pride and that comes to crown a life of challenges faced and overcome to improve the world of women's work.*

***Hooray for women, Hooray for the W20, Hooray for Aidda.***

### **Etta Carignani Melzi**

Patroness

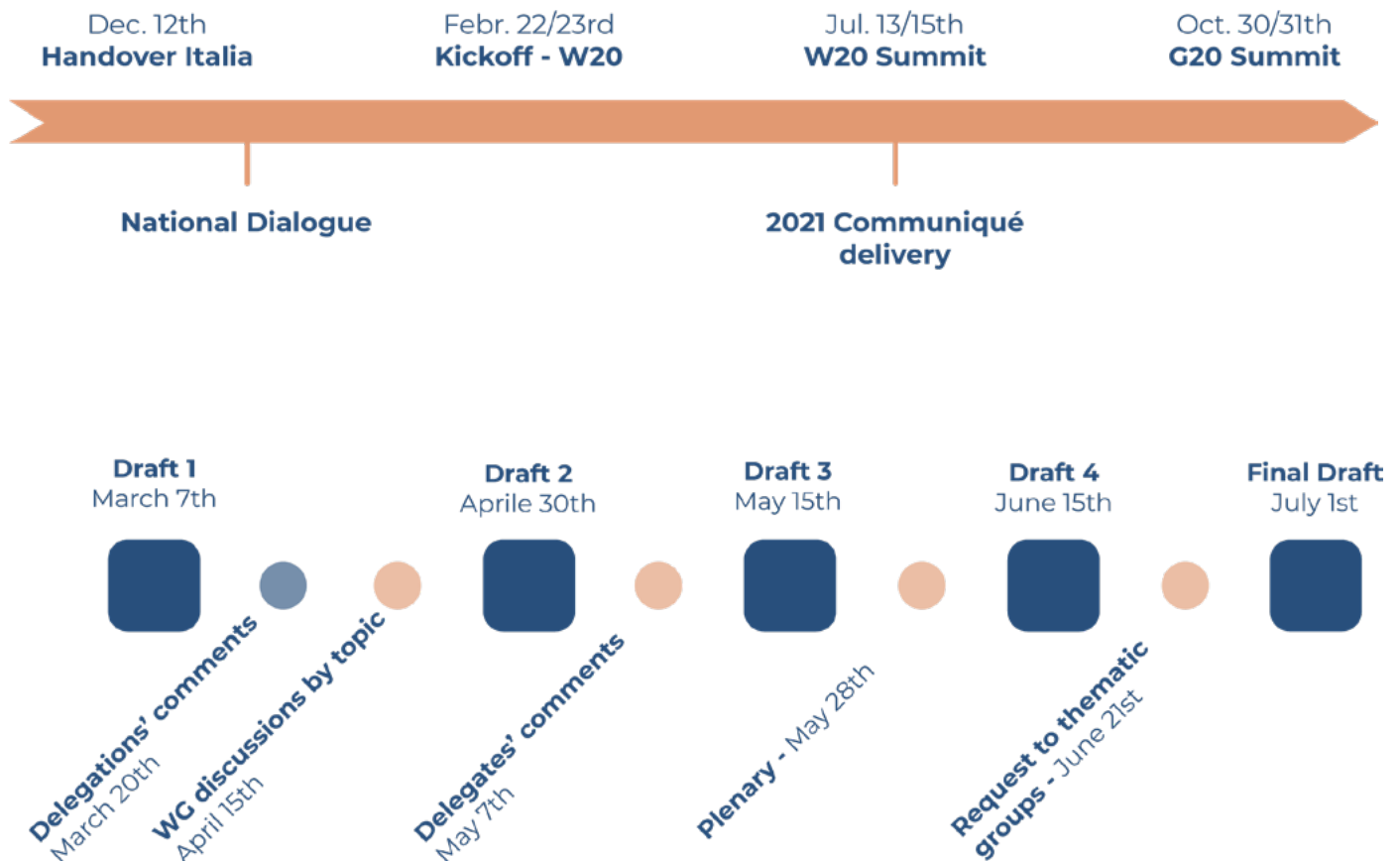
Women 20 (W20)



## CONSULTATION PROCESS

The W20 Management Team, together with the Italian delegation, consulted over 100 Italian associations dealing with gender issues and over 50 Italian and foreign journalists from important national newspapers. All the key priorities that inspired the international dialogue emerged from these consultations. Based on the results of the aforementioned stakeholder engagement, a draft Communiqué was created and then negotiated on the basis of the full consensus mechanism by the 20 countries, to be finally launched during the July W20 Summit in Rome.

### W20 TIMELINE



After the W20 Communiqué delivery in July, the W20 Delegates, coordinated by the W20 Working Groups Coordinators, realised an Action Plan containing a set of tools and ideas for practically implementing W20 recommendations. This document includes international best practises from G20 Countries.

## THE 2021 W20 SUMMIT

The 2021 Women 20 Rome Summit took place from 13 to 15 July 2021, a head of the G20 Leaders' Summit, which was hosted in Rome on October 30 - 31. The Summit was held both in person in the Camera di Commercio Roma – Sala del Tempio di Adriano, and on the web-based platform [www.w20italialive.it](http://www.w20italialive.it), bringing leaders, experts and role models from across the world even closer together.



During the event, through a broad dialogue facilitated by digital tools, expert meetings and roundtables, the W20 delegates finalised their policy recommendations to advance gender equality in G20 negotiations in the 2021 W20 Communiqué.



- On July 13, the Summit started with an opening session, which saw the participation, among other guests, of Maria Elisabetta Alberti Casellati, President of the Italian Senate, Elena Bonetti, Minister of Equal Opportunities and Family of Italy, and Roberto Speranza, Minister of Health of Italy; Ursula von der Leyen, the European Commission President, and Amina Mohammed, Deputy Secretary General of The United Nations, participated as well with pre-recorded video messages. During the day, three sessions focused on the W20 historic pillars – women's entrepreneurship and finance, digital empowerment and labour –, and two other sessions discussed the cross-topics of health equity and gender medicine, and cultural changes and gender stereotypes.

Interviews with Enrico Giovannini, Minister of Sustainable Infrastructures and Mobility of Italy, Vittorio Colao, Minister for Technological Innovation and Digital Transition of Italy, and Andrea Orlando, Minister of Labour and Social Policies of Italy, were also held. Labour and Social Policies of Italy, were also held.

- On July 14, a closed-door meeting for the W20 delegates was held to finalise the Communiqué, together with an interview with Mara Carfagna, Minister for Southern Italy and Territorial Cohesion of Italy, and four sessions that focused on Italian women-led businesses, women's resilience in times of economic crisis, women in peace and security, and women in science. Two sessions were also held to present the Network of the Italian Chamber Of Commerce Women Entrepreneurship Committees and the project "JAZZ'INN: THE BUTTERFLY EFFECT", and pre-recorded videos from the Italian Women's Civil Society and from Vanessa Erogbogbo, Chief of Sustainable and Inclusive Value Chains Section at the International Trade Centre (ITC), were displayed.
- On July 15, the opening session included guests such as Maria Edera Spadoni, Vice President of the Italian Chamber of Deputies, Nicola Zingaretti, President of Lazio, Virginia Raggi, Mayor of Rome, together with Paolo Gentiloni, the European Commissioner for Economy, and Maria-Andriani Kostopoulou, second Vice-President of GREVIO, who participated with pre-recorded video messages. A special session was held in collaboration with UNICEF, Save the Children and Terre des hommes to discuss the fight to protect young girls' rights, and two sessions focused on the topics that were newly introduced by the Italian W20 Presidency: violence against women and girls and gender based violence, and environmental sustainability. Finally, the Summit was closed by a presentation of the W20 Troika, followed by the Communiqué delivery to the G20 Sherpa, Ambassador Luigi Mattiolo

Overall, the Summit brought together over 1,600 people from 45 countries, providing a platform for exchange amongst high-level public and private sector representatives, experts, entrepreneurs, researchers and other relevant stakeholders on challenges and solutions to create an enabling environment that supports women's empowerment.

The CO2 emissions produced during the three-day event will be compensated by January 2022 through trees plantation realised in collaboration with the Sgaravatti Group.

## ADVOCACY

### STRATEGY

- Increasing the direct dialogue with the G20 Sherpa Office and G20 Working Groups;
- Consolidating synergies with other engagement groups and working groups to create joint initiatives that support the advocacy efforts; and engaging with other G20 relevant initiatives focused on women (e.g. E20/B20 women empowerment);
- Coordinating with international organisations and institutions to consolidate complementary policy frameworks and intensify the joint dissemination of common goals and positions on gender issues;
- Strengthening synergies with other multilateral dialogue initiatives such as CSW;
- Sharing strategies, initiatives and updates with all delegates to maximise the W20 advocacy efforts.

Regarding a direct dialogue with the G20 Sherpa Office and other key institutions, since December 2020 the W20 Presidency has developed:

- Monthly updates with the G20 Sherpa Office;
- Periodical meetings and constant updates with the Italian Government, specifically with the Minister of Equal Opportunities and Family;
- Participation and content suggestions at the G20 Interministerial Conference on Women's Empowerment in Santa Margherita Ligure;

Content suggestions to the G20 Leaders' Declaration Drafting Team.

From February 2021, the W20 has been also engaged in G20 Working Group's consultation processes related to Development & Sustainability, Digital, Labour and Health areas, providing direct recommendations to the G20 Presidency.

In relation with the Labour Working Group, W20 also participated in the G20 Labour and Employment Ministers' Meeting, sharing content for the draft of the G20 Roadmap Towards and Beyond the Brisbane Target (approved in June in Catania and including all the W20 recommendations). The W20 also participated in the G20 Health Ministers' Meeting in September, jointly advocating with C20 on gender medicine.

Concerning the consolidation of synergies with other engagement groups, the W20 organised seven joint events together with the B20, the C20, the L20 and the T20, involved on different levels; with most of the engagement groups, pre-consultation alignments were also arranged to unify efforts on mainstreaming gender equality.

The W20 also delivered three joint Statements on:

- TRIPs Waivers (in synergy with the C20/L20);
- Climate change (together with the B20; C20; F20; L20; T20);
- Institutionalization of the G20 Gender Track ( with B20; C20; L20).

## **PUBLIC RELATIONS AND MEDIA COVERAGE**

*It was a great honour and a wonderful experience for me to lead the communication of the G20 engagement group on gender equality. During the year of the Italian W20 Presidency, communication has played a fundamental role in bringing awareness, in the first place to the public and consequently to institutions, on issues that need an epochal turning point through concrete policies against all forms of gender stereotypes and discrimination.*

*It is very important to never let our guard down on these issues and to ensure that each W20 delegation keeps the focus on gender issues in their own country. Thanks to the considerable pressure put on institutions by the W20, the topics of gender equality and female empowerment have been thoroughly discussed during the Italian Presidency of the G20. I then hope that, in the coming years, the W20 delegations will adopt effective communication measures in their countries to keep the attention on women's problems, through constant dialogue with associations and communication operators, and through social media, newspapers and tv websites. The aim of the W20 communication teams should be to give as much visibility as possible to the constant work that the delegations carry out in a multilateral context such as the G20.*

*My thanks go to all the women in the world who are working for a more just future.*

**Katia Petrini**

W20 Head of Communication



During the W20 Italian Presidency, around 40 events were organised throughout the year, both in person and online, to have productive roundtables on the W20 focus areas and to include the public in the conversation.

The W20 Italian Presidency especially established a media partnership with RAI - Radiotelevisione italiana, the national public broadcasting company of Italy, and the most important national newspapers, such as la Repubblica, Corriere della Sera, Il Sole 24 Ore, have also covered the W20 events and activities.



The W20 dialogue was also accompanied digitally by our website, [w20italia.it](http://w20italia.it), which received around 28K visitors in 2021. W20 social media accounts were also actively used: on Facebook W20-Women20 page, Twitter @w20org profile, LinkedIn W20 page, and Instagram w20\_italia page, posts and live streams were continuously shared to engage the public in W20 activities, with the help of the hashtags **#G20Italy** **#W20RomeSummit** **#W20** **#Women20** **#W20Italy**.

#### FOLLOWERS:

12,9K



6,2K



2K



497



To promote the W20 Rome Summit, the **#W20RomeSummit** and **#W20Italy** hashtags were used on all of our platforms, and during the event our social media manager followed the conference with live-tweets, together with retweeting other crucial tweets by participants.

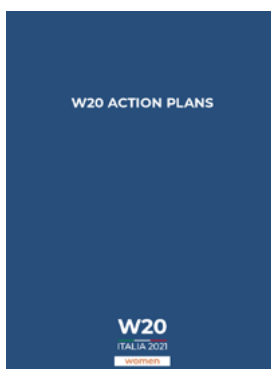
## OUTPUTS

### Publications:



#### **W20 Communiqué**

Set of G20 policy recommendations on gender equality focused on five priorities areas (women's entrepreneurship and finance; digital empowerment; labour; violence against women and girls and gender based violence; environmental sustainability) and two cross-cutting issues (cultural changes; equity in health).



#### **W20 Action Plans**

Concrete actions and initiatives for setting up W20 recommendations and sharing best practices among G20 Members.



#### **Ending gender-based discrimination in G20 countries: A frame for Action**

##### **W20 and OECD Report**

Building on the OECD Development Centre's Social Institutions and Gender Index (SIGI), the 3rd edition of this W20/Oecd report highlights discriminatory social institutions as the missing link to achieving gender equality in G20 countries.



#### **Sex, Gender & Medicine - Towards Equity in Health** **Edited by Flavia Franconi and Elisa Manacorda**

In this publication, experts from the W20 Equity in Health Commission experts explain how, from basic research to cardiology and oncology, implementing a gender-based approach for prevention, diagnosis and care can become a driving force for healthcare equality.

## Statements:

- **W20 Declaration of Support for Afghan Women and Girls**  
Set of recommendations addressed to G20 Leaders to deliver humanitarian aid, evacuation assistance and safe passage for all afghan women and girls.
- **Call on the institutionalization of a G20 Gender Equality Ministerial Meeting and Working Group**  
B20, C20, L20 and W20 Joint Statement on the institutionalization of a G20 Gender Equality Ministerial Meeting and Working Group.
- **Urgent call for TRIPS waiver**  
C20, L20 and W20 statement on opening access to vaccines and treatments.
- **Charta de Florentia**  
The result of the studies and considerations done by the Women 20 Equity in Health Commission, brought together by Flavia Franconi, W20 Equity in Health Commission Coordinator, and Monica Baldi, European Parliament Former Members Association Vice President.
- **Joint Climate Statement of G20 Engagement Groups**  
B20, C20, L20, T20, W20 and F20 statement to call upon the G20 countries to adopt provisions for promoting sustainable development.

## EVALUATION

The Italian W20 Secretariat welcomes the adoption of the G20 Rome Leaders' Declaration approved by the G20 Leaders last October 31 in Rome, and the Italian Presidency efforts to reach consensus on highly topical issues for the post-pandemic recovery.

First at all, the W20 celebrates the G20's commitment to implement the G20 Roadmap "Towards and Beyond the Brisbane Target" with its focus on enhancing the quality and quantity of women's employment, which was recommended by the W20 during one year of constant dialogue with the G20 Labour Working Group, and at the G20 Labour and Employment Ministers' Meeting of Catania of last June.

Furthermore, the W20 appreciates the adoption, in the G20 Rome Leaders' Declaration, of those recommendations contained in the 2021 W20 Communiqué on empowering women and young people through high quality education, especially on STEAM and on green jobs, and on recognizing the importance of cities as enablers of sustainable development. The Rome Declaration has affirmed, for example, the importance of *"...fostering empowerment and decent work for women, youth" and the importance of intermediary cities in "adopting integrated and inclusive urban planning; and on accelerating their transitions towards clean and sustainable energy and sustainable mobility for all..."*.

The W20 Presidency is also satisfied that the issues of developing digital skills for the digital transformation, especially in disruptive technologies, was taken into account in the final G20 Leaders' Declaration of G20, together with the issue of cybersecurity.

Last but not least, the G20 welcomed the hosting of the first G20 Conference on Women's Empowerment in Santa Margherita Ligure, promising further steps in the following years, and pledging to continue enhancing "concrete measures towards a systemic and cross-cutting approach to gender equality in national policies, with adequate implementation tools". Finally, G20 Leaders committed to guarantee a stronger engagement of academia and civil society organisations.

This is a further joint step achieved by the whole W20 towards gender equality and women empowerment.

## SPECIAL THANKS TO...



**Eliana Lanza**, Event Manager for the W20 Summit. For the promotion of female entrepreneurship of the Chamber of Commerce of Rome, Litterae provides publishing service, graphic, premedia and digital services for business and event management.



**Litterae** operates through its own in-house structure which is specialized in creating communication campaigns and integrated management of services for communication, events, media relations and advertising. Production consultancy and support are key elements of the Litterae offer: each phase in the project is followed by an expert professional who guarantees excellent execution at the best price. Eliana Lanza, Litterae partner, operates as event manager in-charge of coordinate creative team, planning functions, technical team; venue, logistics & catering management; speakers and presenters management.

**Karina Laterza**, President of the Equal Opportunity Commission at RAI - Radiotelevisione italiana, for supporting the W20 media coverage, creating a special partnership with RAI and supporting in the media content production of the whole W20 Rome Summit.

**Committee for the Promotion of Female Entrepreneurship of the Chamber of Commerce of Rome.**

**Franny Thiery** for her wonderful drawing.

FRANNY THIERY



**Claudia Torlasco**, former president of AIDDA and first Italian head of delegation (Argentina 2018).

Without her we would not have been able to have such a successful presidency.

**Paola Bocci** and **Caterina Carcione** for always supporting us.

**Mediapop.** **Stefano Minnucci** and **MediaPop** for the site project.



**Cristina Di Traglia** for the graphic design project.

# W20

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