

girls  
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SUMMIT  
Turkey  
2015

Communiqué to G20 Leaders

Istanbul, Turkey  
October 7th, 2015



Increasing the number of women in the labor market has a positive impact on economic growth. However, the participation rate of women in the global labor force has seen little improvement in the last decade. If the participation level of women was equal to that of men, the impact on the GDP would be significant. For example, GDP would increase by 5% in the United States of America and by 9% in Japan.

In 2014, under the Australian presidency, G20 Member States formally committed to creating 100 million new jobs for women by 2025. The 6<sup>th</sup> G(irls)20 Summit held on October 5<sup>th</sup> and 6<sup>th</sup>, 2015 in Istanbul is a response to this commitment.

To ensure that the labor force fully engages the potential of women and that conditions of employment are inclusive, we call on G20 Leaders to create jobs by:

**On Job Creation:**

1. Improving access to lines of credit and loans for female entrepreneurs to substantially increase the number of female owned and led businesses.
2. Encouraging the public and private sector to adopt quotas for female participation in paid internships, entry level, and senior level positions.
3. Creating, supporting, and funding a Government Department on Female Labor Force Participation to achieve full participation of women in economic and political life at a national level.
4. Meeting market demands by developing accessible and safe learning environments for girls and women with a quality curriculum that includes experiential learning in the areas of:
  - STEM;
  - soft skills;
  - civic education; and
  - financial literacy.

**On Job Retention and Re-entry:**

1. Mandating paid parental leave of equal minimum duration for women and men to encourage shared child-care responsibilities. Also, encouraging the development of flexible working models.
2. Establishing a government workforce development agency, for those who are re-entering the workforce, that funds leadership, retraining, and mentoring programs in order to promote the retention and reintegration of women into the workforce.

3. Developing a national strategy to provide affordable and accessible child-care and breast-pumping facilities for working parents.
4. Enforcing a zero tolerance approach to discrimination in labor laws, including but not limited to, gender motivated harassment in the work place and discrimination based on family or marital status.
5. Ensuring equal gender representation as a factor in assigning government tenders.

**On Inclusion:**

1. Promoting transparency and accountability by collecting and disseminating disaggregated data on the participation of women in the work force within the private, social profit, and government sectors, to supplement existing data provided by the World Economic Forum.
2. Allocating funding to create a network of employers and community organisations to provide free vocational training and mentoring programs especially for vulnerable populations, such as migrant and low-income women.
3. Recognizing the qualification of migrant workers to close the gap between credentials and employment opportunities for migrant women.
4. Providing free wireless internet connection wherever government funds are used in existing or future rural and urban public spaces, to enable easier and affordable access to information that will allow for the development of skills and acquisition of knowledge for career advancement.

### Key Partners



### Host Country Partners



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To support our efforts to economically empower girls and women please visit <https://www.canadahelps.org/CharityProfilePage.aspx?charityID=s106630>.

To learn more about G(irls)20, please visit [www.girls20.org](http://www.girls20.org)