



2017
Inaugural Asia-Pacific Dialogue

WOMEN20 FOR THE G20



CHRISTINE LAGARDE | *Managing Director, International Monetary Fund:*

“The focus on gender equality is an economic no-brainer.”



Photograph: EY

MARK WEINBERGER | *Global Chairman and CEO, EY:*

“We wouldn’t wait 217 years to implement any other business imperative offering so much upside, so why are we waiting on this one?”

G20 COMMITMENTS

Achieving gender equality is the single biggest opportunity for inclusive growth.

In 2014, G20 members committed to reducing the gender employment gap by 25 percent by 2025 (“**25 by 25**”). All 193 UN Member countries have signed on to **UN Sustainable Development Goal 5** to achieve gender equality and empower all women and girls.

THE BUSINESS CASE

Recent research demonstrates as much as \$28 trillion could be added to the global economy by 2025 if all countries bridged the gender gap—a magnitude equivalent to the combined US and China economies today.

As Asia-Pacific G20 members represent close to two-thirds of global GDP, a focus on this region is critical for meaningful progress.

Latest data from the World Economic Forum estimates it will take another 217 years to reach economic parity.¹ Ninety percent of countries—including fifteen of the G20 members—still have discriminatory legislation preventing women from contributing fully to economic growth.²

The Economic Case for Gender Parity



\$28 trillion

of additional annual GDP in 2025 in the full-potential scenario of bridging the gender gap...

...equivalent to the combined US and China economies today.



\$12 trillion

could be added in 2025 if all countries matched their best-in-region country in progress toward gender parity.

Equal to 2x the likely contribution of women to global GDP growth in the business-as-usual scenario

Source: McKinsey Global Institute, 2015

Communiqué of Summary Recommendations for Putting Gender Equality at the Core of the G20 in the Asia Pacific

We, the participants in the inaugural Women20 Asia-Pacific Dialogue, met at the East-West Center in Hawai'i on 29–30 June 2017 to both commend G20 leaders for their on-going commitment to women's empowerment and to urge member states to hasten progress. Dialogue participants hope G20 countries will share good practice to spur rapid progress. Hence we:

- 1 Urge G20 members to remove discriminatory legislation** and enforce implementation to enable women to fully contribute to sustainable economic growth, including in legislation governing indigenous women (e.g. Canada's Indian Act).
- 2 Encourage G20 members to actively promote gender-responsive financial inclusion for women** via National Financial Inclusion Strategies (as in Indonesia), digital and financial literacy. Responsible financial services supported by consumer protection principles must underpin these, such as the Reserve Bank of India Regulation on Customer Protection (Electronic Banking Transactions) 2017. Financial inclusion has a multiplier impact on entrepreneurship, economic growth and wealth creation. In addition to the market failure caused by discriminatory legislation and practice which prevents women from owning assets and thus to use them as collateral for business loans, lower levels of financial literacy and digital access (as well as lack of tailored offerings) also impede uptake. Research demonstrates that mobile phones can result in a 30% increase in people accessing finance.
- 3 Call on G20 member to improve access for women and girls to digital technologies and literacy and facilitate study of STEM subjects**, such as in Australia's SAGE program. Some 2.3 billion women do not have internet access and are 14% less likely than men to own a mobile phone, impeding access to financial services, business information and opportunities. Girls are less likely to study STEM subjects and hence women less likely to be active in technology related fields.
- 4 Encourage all G20 members to consider adopting proactive legislation to support purchasing from women-owned business**, as have the United States and South Korea, so as to promote supply chain inclusion, innovation, and sustainable economic growth, and include special provision for indigenous women, as in South Africa. Women-owned businesses receive an estimated 1% of large corporate and government procurement spent globally, yet are over a third of all business. The United States Government recently reached its 5% target for federal procurement expenditure from women-owned small businesses.
- 5 Invite G20 members to adopt regulation to require publicly listed companies with no female board representation to explain why not**, as in Australia, or to consider adopting affirmative strategies such as quotas, as in France. A growing body of research demonstrates the value of diversity in promoting better business outcomes, yet women remain significantly underrepresented on boards (in Japan only 2%). The Peterson Institute for International Economics indicates that 30% female representation on boards could add up to six percentage points to a company's net margin.
- 6 Recommend other G20 members follow Canada's lead in ensuring the inclusion of an indigenous woman expert in the relevant national advisory board.** Given the important contributions of indigenous knowledge and practice to sustainable development suggest leaders establish an Indigenous Advisory Group to the G20 with special consideration of Indigenous women. Indigenous women are often invisible in broader policy-making processes, despite the additional value their inclusion provides.

Background to the Women20

W20 is one of the most recent G20 dialogue processes.

- **2014 Australia:** The objective of reducing the gender employment gap by 25 percent by 2025 ("25 by 25"), was agreed on by the G20 at its 2014 summit in Australia, and paved the way for the inclusion of a new engagement group in the official ambit.
- **2015 Turkey:** In October 2015, the first working meeting of W20 took place in Istanbul as part of the Turkish G20 presidency.
- **2016 China:** In 2016, the Chinese presidency of the G20 continued this work, and a final declaration (W20 communiqué) was also drawn up at the W20 summit and passed to the G20.
- **2017 Germany:** Women20 Germany 2017 Implementation Plan. German Chancellor Angela Merkel championed the W20 by pledging to incorporate the recommendations from the W20 process. Women Entrepreneurs Finance Initiative launched.

Inaugural Asia-Pacific Dialogue W20 for the G20, June 2017

The Women20 Asia-Pacific Dialogue was hosted by the East-West Center and sponsored by the global professional services organization EY. Regional and international organizations represented included APEC, the World Bank, the International Labour Organization and the Council of Women World Leaders. Participants made policy recommendations with examples of G20 good practice around five key aspects of women's economic empowerment addressed in the Women20 Germany 2017 Implementation Plan, and included leadership and indigenous women.

1. **Legislative barriers**
2. **Financial inclusion**
3. **Digital inclusion**
4. **Care economy**
5. **Women in leadership**
6. **Indigenous women**
7. **Supply chain diversity**



Participants in the Women20 Asia-Pacific Dialogue included current and former heads of state, government officials, academic experts, representatives of regional and international organizations, business and civil-society leaders.

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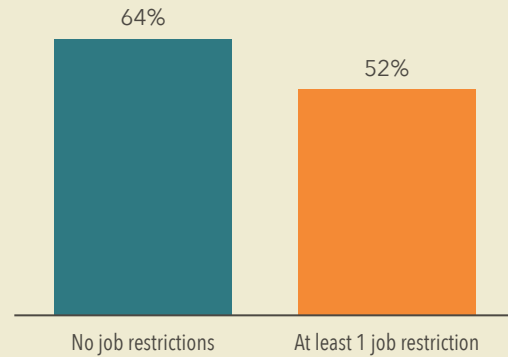
ENDING LEGISLATIVE BARRIERS:

Granting Full Property Rights, Legal Capacity and Right to Self-Determination for Women and Girls³

ISSUES: 90 percent of countries—including fifteen of the G20 members—still have discriminatory legislation preventing women from contributing fully to economic growth such as unequal property and inheritance rights that impacts women’s ability to access finance. Labor regulation banning women from working in certain jobs and sectors is also a problem. **In three G20 economies—Argentina, the Russian Federation and Saudi Arabia—legal restrictions exist prohibiting women from working in certain industries and sectors. In the Russian Federation, for example, the law prohibits women from working in 456 professions.**⁴ Lack of legal protection from violence has both social and economic costs.⁵ **The OECD estimates suggest that discriminatory social institutions—including violence against women—cost the global economy approximately 12 trillion US dollars a year.**⁶

RECOMMENDATIONS: Participants recommend G20 leaders consider removing discriminatory legislation to create a level playing field and enable women to fully contribute to sustainable economic growth by:

Estimated Earned Income, Male-to-Female Ratio

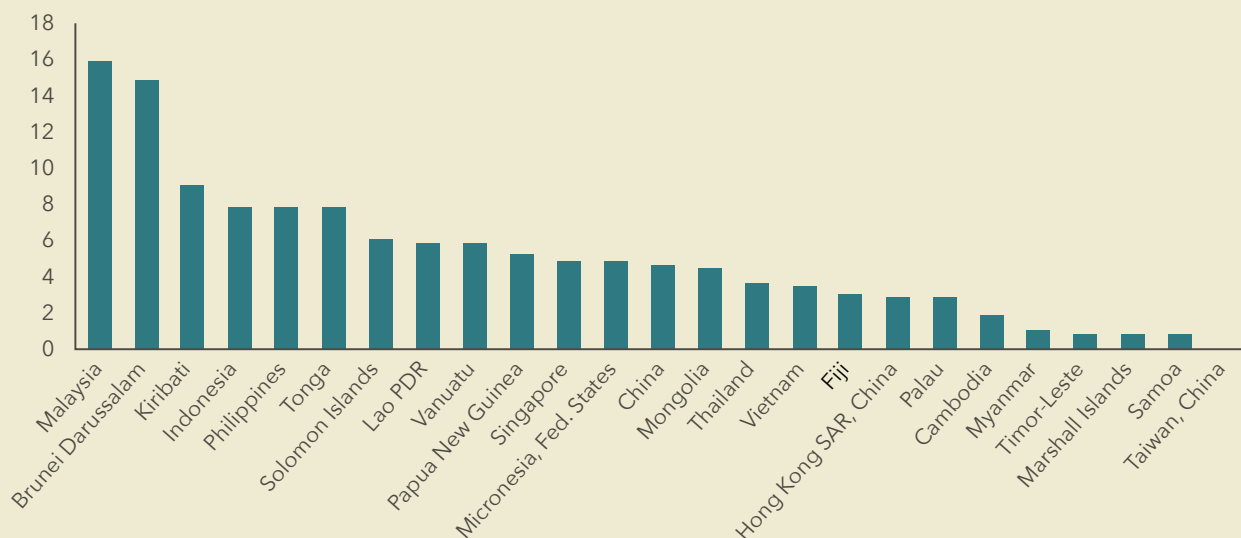


Restrictions on women’s work decrease women’s earning potential relative to men’s

Source: World Bank, 2016

1. Adopting constitutional provisions that prohibit discrimination based on sex
2. Reforming legislation prohibiting women from working in certain sectors or performing certain jobs

Legal Gender Differences in Selected Asia-Pacific Countries



Source: Data from World Bank, 2016

Legal, Structural and Cultural Barriers to Women's Economic Participation

LEGAL



90% of economies have at least one law inhibiting women's economic participation.

STRUCTURAL



10%–20% is the amount by which a woman's earnings can increase from one additional year of schooling.

75% is the amount of the world's unpaid work performed by women.

CULTURAL



15 million girls each year are at risk of being married before age eighteen.

Source: Council on Foreign Relations

3. Ensuring new laws and reforms are accompanied by mechanisms and budget assignments to ensure effective implementation
4. Adopting policies to promote and guarantee women's participation in high-level decision making positions (corporate boards, parliaments, local governments and world-of-work institutions)
5. Promoting collaborative efforts between G20 economies to support each other in the process of identifying legal gender gaps and adopting reforms, as well as sharing knowledge and technical resources
6. Ensuring any reforms to remove discriminatory provisions guarantee that the same rights are applicable to indigenous women, who might be exempt from discriminatory provisions in the general legal framework but are subject to specific laws only applicable to their communities (e.g. Canada's Indian Act 1876, now being reformed)
7. Ensuring maternity leave is equitable, universal and co-parental

APEC GOOD PRACTICE • VIETNAM • IMPLEMENTATION MATTERS: In Vietnam, land use certificates now have space for two names so that husband and wife are formally registered. This enables women to use land as collateral for business loans.

G20 GOOD PRACTICE • LEGISLATIVE EQUALITY: Mexico, Canada, South Africa and Japan all have legislative



RT. HON. DAME JENNY SHIPLEY | 36th Prime Minister of New Zealand and the first woman to lead any nation in Oceania. (Photograph: Tina Yuen, Pacific Business News):

“Integrating W20 recommendations into the G20 is both a huge opportunity and a massive challenge. Women confronting these questions in the context of the G20 is a breakthrough.”

equality as measured by the World Bank's Women Business and the Law Project.⁷

2

FINANCIAL INCLUSION:

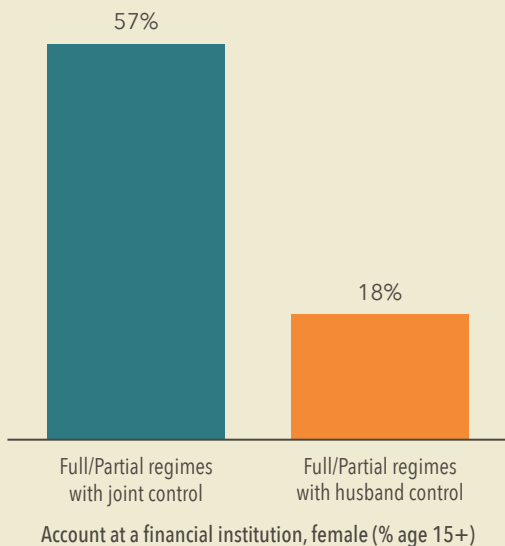
Providing Full Access on Equal Terms to Productive and Financial Resources for Women⁸

ISSUES: Financial inclusion has a multiplier impact on entrepreneurship, economic growth and wealth creation. In addition to the market failure caused by discriminatory legislation and practice that prevents women from owning assets and thus using them as collateral for business loans, lower levels of financial literacy and digital access also impede uptake. **In G20 members less than 40% of women have access to bank accounts.**⁹ While microfinance institutions attempt to mitigate this market failure, governments need to promote systemic change.

Given women live longer than men, are more likely to take time out of the workforce for child and parental care, and earn less in every country for equal work, there is a looming retirement savings and pension crisis. In the US less than half of women are in a retirement plan.¹⁰ EY's Women and Wealth global survey indicates 67% of female investors feel their wealth manager does not understand their goals.¹¹

Women are more likely to take social and environmental impacts of investments into account. The

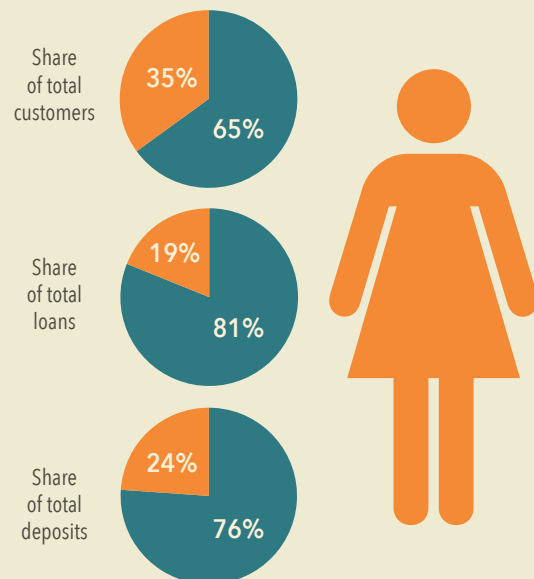
Where Husbands Control Marital Property, Women are Less Likely to Have an Account at a Financial Institution



Source: World Bank, 2016

CFA (Chartered Financial Analyst) Institute expects the global income of women to increase from current US\$13 trillion to US\$18 trillion in the next five years,¹² and are hence able to make a real impact in promoting sustainable investment.

Women's Representation is Lower in Both Numbers and Volume



In terms of customer share and as a proportion of credit and savings portfolio, women across banks and regions are still in the minority. Women also receive loans that average half of those of men and keep savings balances that average less than two-thirds of those of men.

Source: *The Economics of Banking on Women*, Global Banking Alliance for Women 2017

RECOMMENDATIONS: Participants recommend G20 leaders consider removing obstacles to women's financial inclusion by:

1. Promoting access, both via verified identification and digital platforms
2. Promoting financial and digital literacy

3. Promoting responsible financial services supported by consumer protection principles, in line with the G20 High Level Principles on Financial Consumer Protection
4. Establishing National Financial Inclusion Strategies
5. Facilitating access to finance through dedicated lines of credit, gender sensitive services and advice
6. Encouraging the education of women in investment products. Include relevant and continuous training for financial advisors working with women

G20 GOOD PRACTICE • CHINA • DIGITAL PLATFORMS: *China's advanced integrated platforms facilitate digital payments by quick response (QR) code.*

G20 GOOD PRACTICE • INDIA • DIGITAL IDENTITY: *India's biometric identity card (Aadhaar) now covers over 99% of adults 18 and over and is required to access services including finance.¹³*

G20 GOOD PRACTICE • INDIA • CONSUMER PROTECTION: *The Reserve Bank of India's Regulatory Notification on Customer Protection (Electronic Banking Transactions) 2017 provides protection for consumers for losses caused by digital fraud.*



ANDREE SIMON, CEO FINCA Impact Finance with clients who benefit from digital platforms for financial inclusion. (Photograph: FINCA)

Research demonstrates that with mobile phones you can get a 30% increase in people accessing finance.¹⁶

ANGELA MERKEL | Chancellor, Germany:

“We can see from the example of the Women's Entrepreneurs Finance Initiative that the G20 is not just a two-day Summit, but that the G20 is a process.”¹⁵

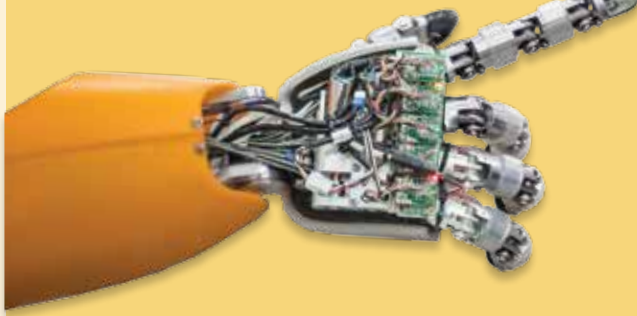
G20 GOOD PRACTICE • INDONESIA • FINANCIAL INCLUSION STRATEGY: *Indonesia's National Financial Inclusion Strategy 2012 specifically promotes the financial inclusion of women.*



Marshall Islands President **HILDA HEINE** with **AMANDA ELLIS**, founding member of the Global Banking Alliance. (Photograph: Tina Yuen, Pacific Business News)

G20 GOOD PRACTICE • FINANCING: *The World Bank estimates there is close to a \$300 billion annual credit deficit to formal women-owned SMEs, with some 70% unable to access needed financing.¹⁴ Launched at the G20 Leaders Summit, the Women Entrepreneurs Finance Initiative (We-Fi) will enable more than \$1 billion in financing in World Bank Group client countries (supported by G20 members: Australia, Canada, China, Germany, Japan, Saudi Arabia, South Korea, United Kingdom, United States).*

THE FUTURE OF WORK



The changing world of work presents both challenges and opportunities for women in what is being called the Fourth Industrial Revolution. Artificial Intelligence is predicted to change the type of skills needed in the workplace, with greater importance being placed on stereotypical 'female' attributes such as emotional intelligence.¹⁷

Technological innovation has accelerated in recent years. For example, it took 75 years for the

telephone to reach 50 million people compared to just four years for the Internet to reach as many users.¹⁸ Recognizing the opportunities in technological innovation, investor funding in disruptive technologies such as AI and robotics has grown. For example, from 2010–2015 investor funding in AI rose sevenfold from \$45 million to \$310 million.¹⁹

JULIE TEIGLAND | *Managing Partner Germany, EY:*

“Over 60% of the new jobs created by 2020 will require skills that less than the 20% of the current work force has.”

Photo: iStock.com/muratseneel

3

DIGITAL INCLUSION:

Bridging the Digital Gender Divide²⁰

ISSUES: Some 2.3 billion women do not have Internet access.²¹ As of 2015, it was estimated 200 million fewer women—some 14% globally—than men owned mobile phones,²² impeding access to financial services, business information and opportunities. Women in South Asia are 38% less likely to own a mobile phone.²³

Policy, industry, market, systematic and societal obstacles to achieving inclusivity include the cost of device ownership, data plan structures and lower levels of technical literacy that reduce confidence in using technology and social norms.

RECOMMENDATIONS: Participants recommended G20 leaders consider helping bridge the digital gender divide and better equipping women and girls for the future of work, by proactively:

1. Creating and implementing a gender-inclusive national education framework for STEM (science, technology, engineering, and math) that will build personal and professional skills. National STEM frameworks can incorporate skill levels ranging from basic digital literacy through to advanced vocational training



GWEN MURPHY, *Global Director, IT Services, EY*, explains that to close the digital gender divide we need to continue to drive programs to make technology available and educate on its value.

2. Rewarding telecommunications operators for addressing gender inclusivity in service offerings
3. Leveraging Universal Service Funds (e.g. USO-Indonesia, USOF-India, Universal Service-USA) that aim to provide a baseline of digital services to support the creation of standard digital and financial inclusion programs for girls and women. For example, EQUALS, The Global Partnership for Gender Equality in a Digital Age, is a coalition of programs dedicated to women and girls in technology and growing the use of information and communication technologies (ICTs) to accelerate global progress²⁴
4. Promoting and implementing gender sensitive digital inclusion programs in public private partnership

As a result of the Women20 Asia-Pacific Dialogue, the participants are investigating the potential impact scenarios, both positive and negative, for G20 countries of Artificial Intelligence (AI), Robotics/Wetware, and Blockchain/Bitcoin, with a view to helping inform policy recommendations which harness the benefits, while addressing the potential risks.

G20 GOOD PRACTICE • AUSTRALIA • PROMOTING WOMEN IN STEM:

Australia: SAGE program

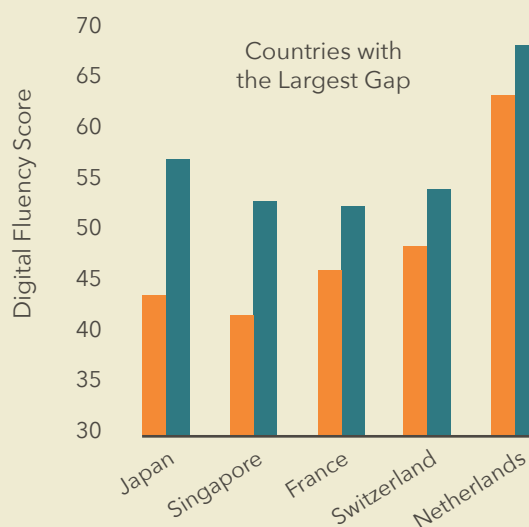
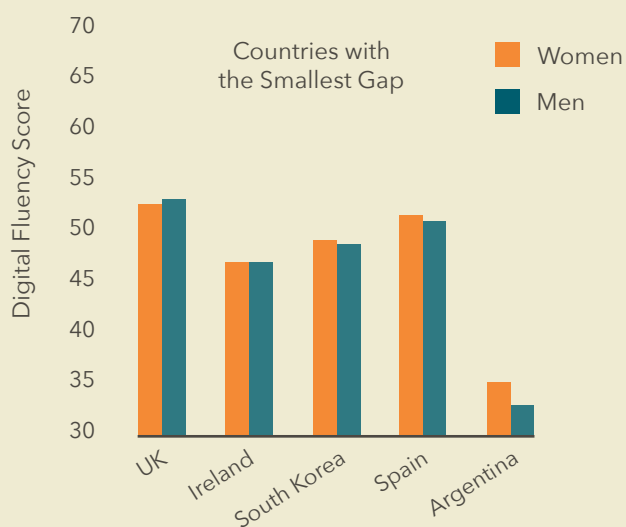
UK: Athena SWAN program



KELLY LOVELL, Tech CEO of MyEffect and G20 Young Entrepreneurs Alliance, and **MARK KAPLAN**, Global VP Sustainable Solutions, Unilever, discuss how girls are less likely to study STEM subjects and hence women less likely to be active in technology-related fields.

“According to the European Commission, only 30% of the approximately seven million people working in the information and communication technology (ICT) sector in the EU are women.”²⁵

Digital Fluency Gap Between Men and Women



Source: *Getting to Equal: How Digital is Helping Close the Gender Gap at Work*, Accenture 2016.

4

CARE ECONOMY:

Measuring and Fairly Redistributing Unpaid Domestic and Care Work²⁶

ISSUES: Unpaid domestic and care work is socially and economically essential yet invisible in national accounting. As a result, societies undervalue this work, and government policies do not accurately reflect its costs and benefits. Women provide the bulk of unpaid care work—around 75%—which frees up time for others to participate in the economy.²⁷ Women’s unpaid care work is estimated at around US\$10 trillion per year, roughly equivalent to 13 percent of global GDP.²⁸ One in thirteen women worldwide is a domestic worker, and the bulk are from and in the Asia-Pacific region.²⁹

For the Asia-Pacific region, women’s access to care services is a key lever to enable women to access and remain in the formal economy if they so choose. While the vast majority of economies mandate maternity leave, paid or unpaid parental leave is still a rarity and paternity leave is still only offered in around half of economies.³⁰

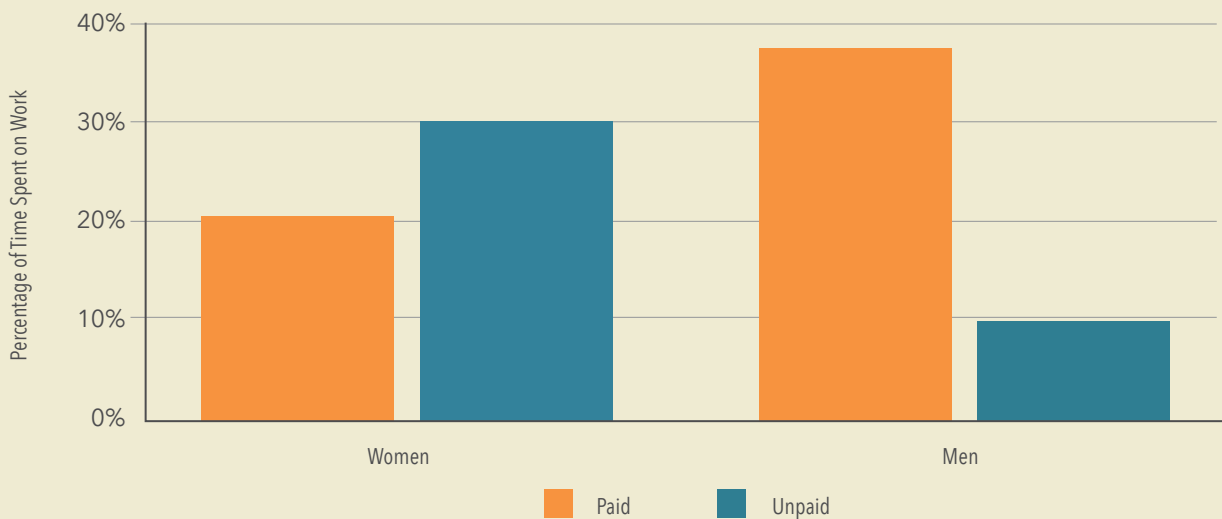
Tax structures can be a useful tool in encouraging women to leave unpaid care work and enter into formal employment. For example, from 1994–2004 the tax wedge for secondary earners fell from 35 to 31 percent in Canada.³¹ With women

comprising the vast majority of secondary earners, employment became more attractive, which resulted in a boost in the female labor force participation rate.

RECOMMENDATIONS: Participants recommended G20 leaders consider recognizing and valuing the important contribution women make to the care economy by:

1. Expanding the National Transfer Accounts “Counting Women’s Work” analysis to include all G20 members and continuing to make progress on the calculation of time units into monetary units to better estimate the contribution of unpaid work. This can be done by using periodic time-use surveys to help value the contribution of care and domestic activities to the national economy
2. Prioritizing social protection policies and infrastructure development that reduce women’s unpaid care and domestic work
3. Ensuring job-protected leave of adequate pay and length for both mothers and fathers

Disproportionate Burden on Women of Unpaid Work

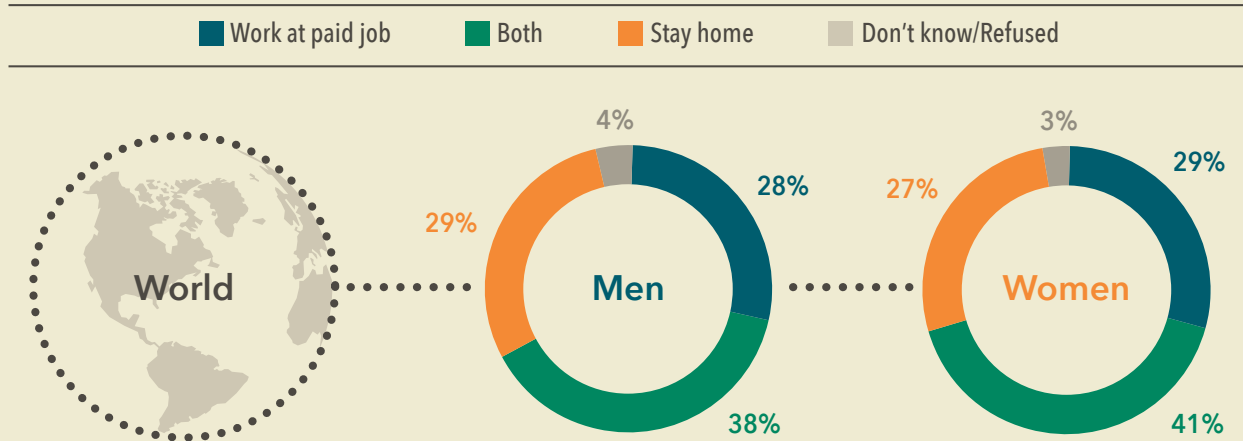


Source: UN Development Program 2015 Human Development Report

Preference for Women to Work at Paid Job, Stay Home, or Both

[Asked of women] Would you prefer to work at a paid job, or stay at home and take care of your family and the housework, or would you prefer to do both?

[Asked of men] Would you prefer that the women in your family work at paid jobs, or that they stay at home and take care of your family and the housework, or would you prefer that they do both?



Source: ILO-Gallup

- Mandating paid maternity leave, that is universally provisioned either through the tax base or via insurance so as to prevent discrimination against women of childbearing age and ensure women entrepreneurs are also covered
- Ensuring tax structures do not disincentivise economic participation and contribution

G20 GOOD PRACTICE • COUNTING WOMENS WORK: *The AGENTA project in the EU covers sex-specific data in 17 countries to date.*

G20 GOOD PRACTICE • INDONESIA: *Finance Minister of Indonesia Sri Mulyani Indrawati revised income tax laws in Indonesia to allow women to file taxes separately from their husbands—“When you can file taxes independently, this means that you have your own assets and you are going to be able to access banking and finance.”*

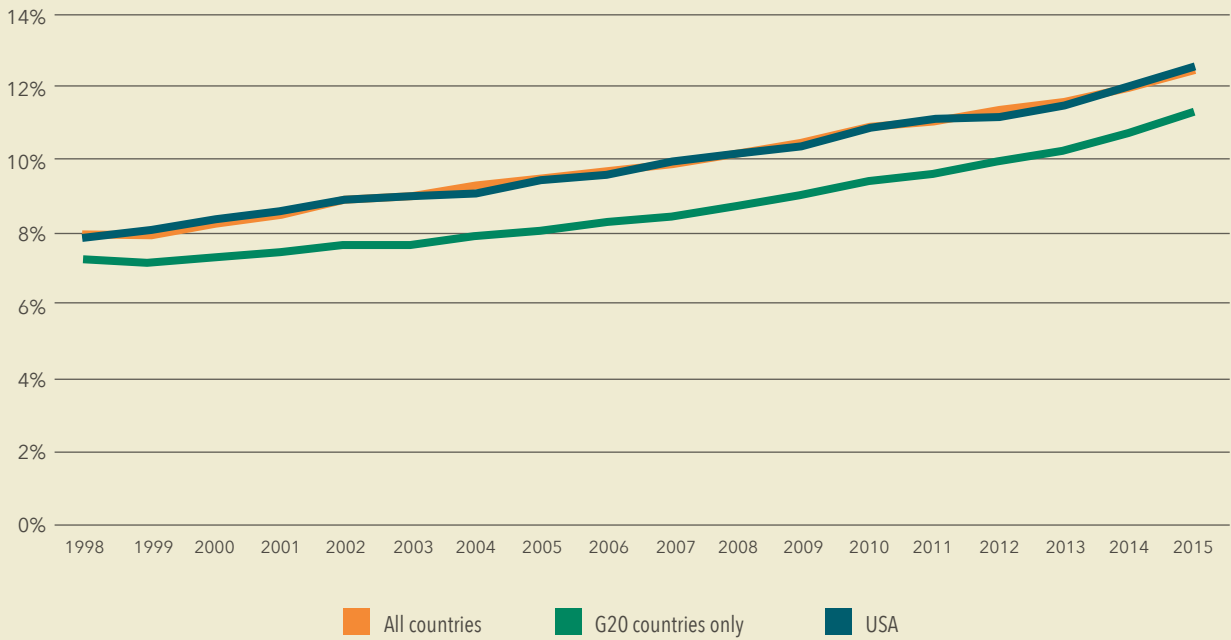


JONI SIMPSON, Senior Specialist, Gender Equality and Non-Discrimination, ILO, points out that women provide the bulk of care work and take on the lion's share of domestic work, which frees up time for others to participate in the economy.

5

WOMEN IN LEADERSHIP: Fostering Equitable Representation of Women in Decision Making Positions³²

Women in Leadership (Board Plus C-Suite): Share of Women in Leadership (full sample)



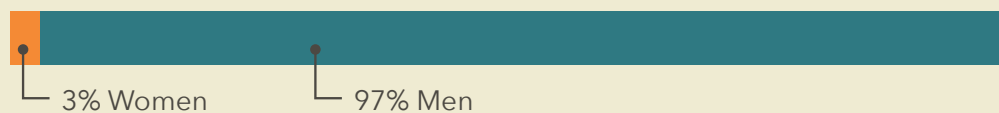
Source: Peterson Institute for International Economics

ISSUES: A growing body of research demonstrates the value of diversity in promoting better business outcomes. Yet G20 members have lower percentages of women in board and C-Suite positions than the global average. In a survey of 21,980 firms in 91 countries the Peterson Institute for International Economics found that **30% female representation on boards could add up to six percentage points to net margin.**³³ Catalyst survey research indicates those companies

with higher numbers of women on their boards had a 66% higher return on investment than companies with fewer women.³⁴ Despite this, nearly one-third of companies globally have no women in either Board or C-Suite position and 60% have no female board members.³⁵

*Fortune's Global 500 2017 list reveals that only 14 listed companies, less than 3%, are led by a woman.*³⁶

In 2017, Only 3% of Fortune's Global 500 Companies Were Led by a Woman



Source: Fortune 500 2017

RECOMMENDATIONS: In order to boost business and economic outcomes, participants recommended G20 leaders consider:

1. Adopting regulation to require publicly listed companies with no female board representation to explain why not, as in Australia³⁷
2. Adopting affirmative strategies such as quotas, as in France³⁸

G20 GOOD PRACTICE • INDIA • WOMEN ON BOARDS: *In India, publicly listed companies must have at least one woman on their board.*

G20 GOOD PRACTICE • EUROPEAN UNION • WOMEN ON BOARDS: *European Union encourages member states to increase women's representation on corporate boards to 40%.³⁹*



TOMOYO NONAKA, former CEO of Sanyo Electric, was one of the first women to lead a major Japanese corporation.

In Japan, women make up only 2% of board positions and 1% of C-suite positions.⁴¹

SHINZO ABE | Prime Minister, Japan:

“Women’s active participation in society is one of the pillars of ‘Abenomics.’ Women’s empowerment and leadership will diversify and revitalize organization and societies.”⁴⁰



GEMMA WILLIAMS, Global Marketing Leader, Women Fast Forward, EY; **AMANDA ELLIS**, the first woman to head the New Zealand Aid Program; **RT. HON. DAME JENNY SHIPLEY**, 36th Prime Minister of New Zealand and the first woman to lead any nation in Oceania; **President HILDA HEINE** of the Marshall Islands, the first woman to lead a Pacific Island nation; **THI TU ANH VU**, Deputy Director General, Continuing Education Department, Vietnam; and **LAURA LISWOOD**, Secretary-General, Council of Women World Leaders.

6

INDIGENOUS WOMEN

For the first time in a W20 dialogue a special focus on indigenous women was included at the request of the Canadian Government. Indigenous representatives from Australia, Canada, New Zealand, the Pacific Islands and the United States, including representatives from Hawai'i, convened to discuss the importance of a focus on indigenous and sustainable development.

ISSUES: Indigenous women are often invisible in broader policy-making processes despite the additional value their inclusion provides.



Anne
ON

CAROL-ANNE HILTON, Senior Advisor, Canadian Federal Economic Growth Council speaks on the importance of "Indigenomics."

Almost 12% of Canadian small- and medium-sized enterprises are owned by Aboriginals or visible minorities; in recent years their growth has been significantly higher than all small and medium enterprises.⁴²



KIA DOWELL, CEO of Australia's leading indigenous consulting firm Codeswitch, stresses the importance of having the voices of indigenous women represented in the relevant bodies of the W20/G20.

RECOMMENDATIONS: Given the important contributions of indigenous knowledge and practice to sustainable development, participants recommended G20 leaders consider:

1. Ensuring the inclusion of an indigenous woman expert in the relevant national advisory body
2. Supporting the creation of measurements and data of the G20 economies that represent the growth of Indigenous economies
3. Better balancing fiscal investment within G20 members to support the progression of indigenous social and economic development and contribution
4. Establishing the creation of space for cultural competency of the G20 leadership
5. Developing a joint statement for the G20 to focus on specific considerations of indigenous women
6. Establishing an Indigenous Advisory Group to the G20 with special consideration of indigenous women
7. Ensuring the inclusion and participation of Indigenous women in the next series of W20 recommendations

G20 GOOD PRACTICE • CANADA • INDIGENOUS WOMEN ADVISORS: *Inclusion of indigenous woman on Canadian Federal Economic Growth Council, advising the Federal Finance Minister..*

7

SUPPLY CHAIN DIVERSITY:

Supporting Women Entrepreneurs and Female Cooperatives⁴³

ISSUES: Women-owned businesses receive only an estimated 1% of large corporate and government procurement spent globally, yet are over a third of businesses.⁴⁴



ELIZABTH VAZQUEZ, Co-Founder and CEO of WEConnect International, urges procurement targets from women-owned enterprises as outlined by the UN Global Compact and Women's Empowerment Principles. It has been shown that companies that invest in women's entrepreneurship and engage women-owned businesses in their value chains report better access to the talent pool, greater vendor competition and a stronger competitive advantage.⁴⁵

RECOMMENDATIONS: Participants recommended G20 leaders consider adopting proactive legislation to support purchasing from women-owned business so as to promote supply chain inclusion, innovation and economic growth. Specifically by:

1. Establishing a supplier baseline, setting targets and reporting on annual inclusive sourcing targets from certified or verified women-owned businesses such as those with the WEConnect International Certification
2. Mandating public procurement transparency with inclusive sourcing targets and encouraging the private sector to

be more inclusive in their sourcing from women suppliers and their promotion of diversity in the workplace

3. Including representatives of target groups in the development of policies to help ensure diversity and gender parity
4. Providing an enabling environment for sustainable, affordable and accessible solutions for decent work in the care economy
5. Using data to ensure progress towards gender-equality goals with women positioned as key to the solution and not as the problem

G20 GOOD PRACTICE • LEGISLATIVE PROCUREMENT TARGETS: *The United States,⁴⁶ and South Korea⁴⁷ have proactive legislation to support purchasing from women-owned business.*

G20 GOOD PRACTICE • US • MEETING PROCUREMENT TARGETS: *In 2016, the US Government reached its 5% target for federal procurement expenditure to women-owned small businesses.*



YAN MEI, Senior Partner of Brunswick, stressed the importance of ensuring that labor rights are respected in supply chains.

Initial evidence shows improved diversity can also lower costs: a US study found that companies with supplier diversity programs spent 20 percent less than competitors on purchasing operations and had lower numbers of procurement staff (IFC 2017).

Women Fast Forward: Asia-Pacific Dialogue on Women's Economic Empowerment for W20 Input into G20

Honolulu, Hawai'i, 29-30 June 2017

PARTICIPANT LIST: Multi-Stakeholder in alignment with UN SDG17

ARGENTINA: Gala DÍAZ LANGOU, CIPPEC

AUSTRALIA: Juliet ANDREWS, Partner, EY. Kia DOWELL, CEO, Codeswitch Indigenous

CANADA: Carol Anne HILTON, CEO of Transformation International; Senior Advisor, Canadian Federal Economic Growth Council. Kelly LOVELL, G20 YEA Delegate, Queen's Young Leader 2016

CHINA: Yan MEI, Senior Partner, Brunswick

INDIA: Kalpana SANKAR, Chair, Hand in Hand

JAPAN: Tomoyo NONAKA, Chairperson, Gaia Initiative; former CEO Sanyo Electric, Japan

KOREA: Jie-Ae SOHN, Professor, Graduate School of International Studies, Ewha Womans University; Senior Communications Consultant, World Bank Korea Green Growth Trust Fund

MARSHALL ISLANDS: H.E. President Hilda HEINE, President of the Marshall Islands

MEXICO: Yasmin DARWICH, International President, Business and Professional Women (BPW), Mexico

NEW ZEALAND: Rt Hon Dame Jenny SHIPLEY, 36th Prime Minister of New Zealand; Amanda ELLIS, East-West Center; Former New Zealand Ambassador to the UN

PAKISTAN: Ahmad Jalal MALIK, CEO, The Aman Foundation

UNITED KINGDOM: Gemma WILLIAMS, Global Marketing Leader, EY

USA: Kerik CHIN, Senior Consultant, Procurement, UN Secretary-General's High Level Panel for Women's Economic Empowerment; Celeste CONNORS, Executive Director, Hawai'i Green Growth; Katie HOFFMAN, Managing Partner,



Participants in the Women20 Asia-Pacific Dialogue with leaders from Hawai'i.

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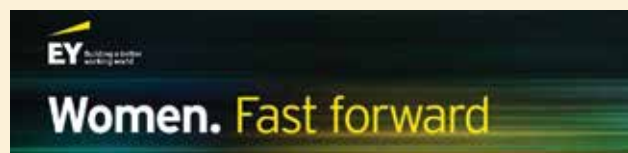
GALA DIAZ LANGOU, Director of Social Protection, CIPPEC, Argentina. Argentina will chair the W20/G20 in 2018.

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About Women. Fast forward: It will take until 2234 for women to achieve gender parity in the workplace, according to the World Economic Forum Global Gender Gap Report 2017. At EY, we are determined to do our part to accelerate women's progress in the workplace. We've worked hard for many years to create effective internal and external programs focused on women's advancement and leadership around the world—and we know there is more to do. We've brought all our efforts together to create one unifying platform. Through **Women. Fast forward** we will use our collective knowledge, experiences and convening power to push ourselves further and to do our part to accelerate the global gender parity clock.

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“Many companies and governments are now recognizing the value of increasing diversity in leadership—that’s progress. But much more needs to be done to achieve gender parity at all levels of our organizations. Real parity also requires our community and societies to acknowledge the full impact and the potential of women in our workplaces. We can accelerate that change by challenging biases and resetting norms to enable greater opportunities for everyone.”



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