

CHAIR' S STATEMENT FOR THE EMPOWERMENT OF WOMEN WORKING GROUP

JOHANNESBURG, SOUTH AFRICA

31 OCTOBER 2025

The South African Presidency of the G20 Empowerment of Women Ministerial Meeting notes that all Members of the group present, except Argentina, agreed to the content of the following text:

PREAMBLE

1. The Ministers responsible for gender equality and the empowerment of all women and girls, of the G20 Members, gathered with the invited countries, in Johannesburg, Republic of South Africa, on 31 October 2025, under the South African G20 Presidency.
2. The meeting discussed the continuation of the G20 Empowerment of Women Working Group in 2025 under the leadership of the South African G20 Presidency, following the inaugural convening in 2024 under Brazil's G20 Presidency, since its establishment in 2023 at the New Delhi Leaders' Summit.
3. Ministers recognised that gender equality and the empowerment of all women and girls is fundamental to achieving the full realisation of their human rights and fundamental freedoms, inclusive and sustainable economic growth, and social development.
4. Discussions reaffirmed the commitment to the Universal Declaration of Human Rights and the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women.
5. The meeting recognised and celebrated the fiftieth anniversary of the First World Conference on Women held in Mexico City, Mexico (1975), and the thirtieth

anniversary of the Fourth World Conference on Women held in Beijing, China (1995). It acknowledged the significant progress made, as well as the persistent and emerging challenges that require continued and accelerated action. It reaffirmed our commitment to the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action, including the outcome documents of its reviews. It also took note of the 2025 Global Leaders' Meeting on Women held on 13 and 14 October in Beijing, China in commemoration of Beijing+30.

6. Ministers further noted that 2025 marks the twenty-fifth anniversary of the adoption of the United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security, and recognise that the women, and peace and security agenda, including, the full, equal, meaningful and safe participation and leadership of women in all stages of peacebuilding and conflict resolution processes, is essential for the maintenance and promotion of global peace and security.
7. Participants reaffirmed their commitment to gender equality, the advancement and the empowerment of women and girls made in the United Nations 2030 Agenda for Sustainable Development, particularly Sustainable Development Goal (SDG) 5, and acknowledged its cross-cutting nature across all the other SDGs and that investing in women and girls has a multiplier effect in implementing the 2030 Agenda.
8. The meeting expressed concern that progress towards the realisation of women's and girls' human rights faces increasing resistance globally, making it urgent for continued shared commitments on gender equality and the empowerment of all women and girls, including by ensuring the space for civil society engagement and participation, and further strengthening multilateral cooperation.

Policy Perspectives on the Care Economy

9. Ministers acknowledged that care work, both paid and unpaid, plays a critical role in the well-being of individuals and society as a whole. It is an essential component of human, social and economic development. This encompasses direct and indirect care provision from within and outside the household, as well as the full spectrum of care workers, caregivers and providers, employers and institutions involved in care provision, as well as affordable and quality care services for care recipients.

10. The meeting recognised that well-functioning, affordable, equitable, quality, accessible, resilient, and adequately resourced care systems and infrastructure are essential for achieving sustainable development, decent work for all, gender equality and women empowerment, inclusive economic growth and the sustainability of life and societies, while contributing to human development, skills development, job creation, business sustainability and enhanced productivity.
11. The meeting expressed concern that, globally, women and girls carry out a disproportionate share of unpaid care work and household responsibilities, which can create a significant structural barrier to their full and equal access to education, lifelong learning opportunities and training. It can also be a barrier to women's full, equal and meaningful participation and decision-making in the labour market, entrepreneurship, and leadership positions in all spheres and levels of economic, public and political life. It also widens risks of discrimination, inequalities, deprivation, gender pay gaps, limiting women's access to decent work, adequate social protection, sufficient economic and financial resources, time availability and self-care.
12. Ministers emphasised the need for the provision of accessible, affordable and quality care infrastructure and services, including early child-care, nutrition and education and long-term care to concretely support parents and carers, including by promoting equal access to and reducing barriers and discrimination to maternity, paternity, adoptive, parental and family-related leave.
13. The meeting expressed support the ILO's 5R Framework for Decent care and the Resolution on Decent Work and the Care Economy which demonstrates tripartite and international adoption of the 5R Framework, to reduce, recognize and redistribute unpaid care work, while adequately remunerating, rewarding, valuing and strengthening support and representation of paid care workers, as well as LEMM Declaration 2025; LEMM Declaration 2024 and EWWG Statement 2024.
14. Ministers called for the development and implementation by 2030 of comprehensive, intersectoral family-oriented care policies, strategies, roadmaps and action plans that recognise, reduce and redistribute unpaid care work and reward, represent, and adequately remunerate paid care work and which also integrate the shared responsibility among and within families, the State, labour market and civil society.

15. The meeting urged for the adoption of measures that address gender stereotypes and negative social norms related to care and support, reduce occupational segregation and improve gender balance in the formal care sector and facilitate the transition from informal to formal work. This includes promoting decent work, creating quality jobs for all workers in the care economy, ensuring women's right to work and rights at work, especially for those with care responsibilities. It also underlined the importance of promoting shared social responsibility for caregiving and encourage the active engagement of men and boys in care work.
16. Ministers called for strengthening collection efforts of disaggregated data, including internationally comparable time-use data that capture the volume, nature and distribution of unpaid care work between women and men, especially through periodic time-use surveys, as critical to increasing the visibility and valuation of both paid and unpaid care work in urban and rural areas, as applicable. They called for collaboration and knowledge sharing across countries.
17. Ministers called for increased investment to support affordable, equitable, quality, and accessible early childhood care and education, adequate social protection mechanisms and comprehensive health and care services, including sexual and reproductive health and reproductive rights, including for older persons, persons with disabilities, and those living with chronic conditions. Equally, the meeting urged countries to improve working conditions, including in the health and social care sectors, to promote decent work, fair wages, wellbeing, occupational safety for all care professionals through allocating the necessary resources, providing tailored skills training, and continuous learning and support in the use of innovative systems and new technologies.
18. In addition, Ministers recognise the need for innovative models such as community-based initiatives and care-cooperatives to expand access and ensure sustainability, particularly for people in vulnerable situations and those in the informal sector, and to support older persons, persons with disabilities and families caring for children.

Promoting Financial Inclusion of and for Women

19. The meeting recognises that financial inclusion constitutes a fundamental enabler of women's economic empowerment and gender equality and is a critical driver of inclusive development, sustainable economic growth and poverty reduction. It

therefore committed to promote women's full, equal and meaningful participation and leadership in economic and social development.

20. The meeting expressed concern that women, particularly in marginalised and vulnerable situations, including in informal sectors and rural economies, remain excluded from formal financial ecosystems due to structural, cultural, and social barriers. This includes lack of collateral, digital divide, including the gender digital divide, occupational segregation, negative impacts of digital and emerging technologies, regulatory inaccessibility and underrepresentation in financial leadership.
21. Ministers emphasised the importance of designing innovative financial products and gender responsive services that are tailored to women's diverse economic realities and life circumstances, recognising and integrating informal financial mechanisms such as savings groups and providing bundle services that combine access to capital with capacity-building, skills development, digital and financial literacy training, including psychosocial support.
22. Ministers recognised the importance of strengthening women and girls' equal access to affordable, inclusive, safe and quality education, skills in emerging and underrepresented sectors, particularly in science, technology, engineering, and mathematics (STEM), as well as the digital economy, to overcome occupational segregation in the labour market and in leadership positions, and to enhance women's equitable access to equal sustainable economic opportunities, including through equal pay for work of equal value.
23. Ministers also recognised the importance of digital financial services in addressing the digital divide as a barrier to women's full, equal and meaningful financial participation. The meeting called for bridging the gender digital divide and increased investment in non-exploitative and non-predatory gender-sensitive credit and other financial products, investment loans, working capital loans, loans for asset purchases and equity financing mechanisms, including the establishment of government-backed and supported risk-sharing instruments, alternative and accessible collateral frameworks that recognise women's assets and income streams and innovative guarantee schemes that reduce social and structural barriers to women's access to finance.
24. Recognising that digital transformation shapes access to finance and markets, Ministers called for empowering women in the development of all emerging

technologies, including Artificial Intelligence (AI) and urge all responsible to ensure that AI design, development and use is non-discriminatory.

25. Ministers called for increased efforts and investments to support women's entrepreneurship while reaffirming that greater levels of women's full, equal and meaningful participation and leadership in entrepreneurship ultimately contribute to innovation, job creation and economic growth in our countries.
26. In this context, Ministers restated their acknowledgement of the Women Entrepreneurs Finance Initiative (We-Fi) in 2024 and welcomed the World Bank's participation at the EWWG Financial Inclusion Conference in May 2025. In particular, we acknowledge We-Fi's continuous commitment to promoting women entrepreneurs and women-owned and led Micro, Small and Medium Enterprises (MSMEs), especially the World Bank's We-Fi Care-Call announced during the South African G20 Presidency, which will promote women's entrepreneurship in the care sector within the G20.
27. The meeting stressed the need for eliminating discriminatory practices and regulations on access to land and property ownership, bank credit, decent work, and access to inheritance which further limit women's access to and control over financial and productive resources. G20 countries were encouraged to move beyond access-focused approaches and to develop and implement comprehensive gender-sensitive financial systems that address the specific needs, constraints and opportunities faced by many women for promoting equal opportunities for all, including in the digital economy and for women owned and led businesses and MSMEs.
28. The meeting further committed to fostering women's entrepreneurship through enabling ecosystems, including women's equal access to finance, digital tools, markets and networks. It expressed support for women's inclusive business models such as cooperatives, and encouraged the promotion of women's leadership in business, along with public and private procurement strategies that prioritise women-led enterprises.
29. The meeting noted with appreciation the Outcome document of the Fourth International Conference on Financing for Development adopted in Sevilla, Spain on 30 June 2025, in which the delegations committed to "mainstream a gender perspective and promote gender-responsive solutions across the financing for development agenda".

Addressing gender-based violence and femicide

30. The meeting expressed concern that all forms of gender-based violence, rooted in historical and structural inequalities and unequal power relations between men and women, remain a pervasive and persistent human rights violation and severely impair the full enjoyment of their rights.
31. Ministers acknowledged that femicide constitutes the most extreme form of gender-based violence and is a brutal manifestation of structural inequality, misogyny and discrimination against women and girls.
32. The meeting committed to strengthen and implement comprehensive legislative frameworks, policies and measures to prevent, detect, respond to, and eliminate all forms of gender-based violence and harassment against all women and girls, and to further adopt comprehensive approaches to prevent and end all forms of gender-based violence that occurs through or is amplified by the use of technology-facilitated gender-based violence such as stalking, harassment, gender-based hate speech, non-consensual sharing of intimate or manipulated material.
33. The meeting acknowledged that preventing and eliminating all forms of violence against all women and girls is not just about protecting individuals but about ensuring safe, inclusive, and prosperous societies for all, in which they can fully, equally and meaningfully participate and engage in economic activities without discrimination of any kind.
34. Ministers were mindful and remained deeply concerned that all forms of violence against all women and girls remain a significant barrier to their full economic empowerment. This affects women's ability to participate in the workforce, to access affordable, inclusive, quality education and life-long learning opportunities, to fully engage in political, public life, business activities and broader societal safety concerns, limiting women's economic empowerment, economic mobility and well-being. Such violence not only undermines individual potential but also imposes substantial social and economic costs on society as a whole, hampering productivity, economic growth, and sustainable development.
35. Ministers committed to strengthen and implement policies, laws and regulatory frameworks which ensure that victims and survivors of all forms of gender-based

violence and harassment against all women in the world of work have effective access to gender-responsive, safe and effective complaint and dispute resolution mechanisms, support, services and remedies.

36. The meeting also committed to eliminate all forms of gender-based violence and harassment against all women in the world of work, and to promote the principles of ILO Convention No. 190 and Recommendation No. 206.
37. The meeting further committed to provide appropriate support to all victims and survivors and recognise the obligation to safeguard that victims and survivors of all forms of violence and harassment against women and girls, including in emergencies and conflict-related sexual violence and to ensure timely access to comprehensive, quality, survivor-centred services, sexual and reproductive health and reproductive rights, psychological and counselling services, and equal access to justice and effective legal assistance to end impunity of perpetrators.
38. The meeting further committed to improving the training for professionals across various sectors that come into contact with the victims including, inter alia, healthcare and care professionals, law enforcement personnel, educators, teaching staff, workers interacting with children in extracurricular contexts, social workers and the judiciary, and adopting a victim and survivor-centred approach to ensure the early recognition of all forms of violence against women and girls, and to strengthen prevention and response, policies and procedures.
39. The meeting called for the development and improvement of gender-sensitive data systems to track prevalence, response, and prevention efforts related to all forms of violence against women and girls and commit to further international cooperation in closing data gaps.
40. Ministers undertook to draw on the experiences of countries that have effectively utilised digital technologies to enhance reporting mechanisms for all forms of violence, including gender-based violence, against women and girls and ensure timely responses. They recognised that reviewing the protection systems adopted across G20 countries, especially those that have improved online safety for women and girls, offers valuable insights. They also recognise the importance of focusing on post-reporting stages, ensuring sustained psychosocial support and innovative recovery services that foster survivors' healing, empowerment, and reintegration through measures that support survivors in rebuilding their lives and

reintegrating into their communities through full, equal and meaningful participation.

41. The meeting urged the implementation of comprehensive public awareness and education campaigns that challenge stereotypes and negative social norms, harmful behaviours, and engage men and boys as active allies and crucial agents of change in fostering respect for equality and human rights of women and girls. It noted with appreciation the G20 Ministerial Dialogue on Positive Masculinities held in South Africa on 30 October 2025 building on the outcomes of the African Union (AU) High-Level Presidential Initiative on Positive Masculinity in Leadership to End Violence Against Women and Girls.
42. Ministers emphasised the importance of multi-stakeholder partnerships, including civil society, international cooperation, women's and human rights organisations, and systematic knowledge-sharing among G20 members to strengthen prevention strategies, improve response mechanisms, and build evidence-based approaches to prevent and end all forms of violence against all women and girls.

Commitment to Action and Way Forward

43. The meeting reaffirmed the unwavering commitment to leveraging the G20 platform, the G20 Working Groups, Task Forces and Engagement Groups, in particular Women20 and G20 Empower Alliance, to accelerate progress towards achieving gender equality, the empowerment of all women and girls, women-led development, and the mainstreaming of gender equality across all G20 processes, workstreams, and outcomes. The meeting committed to advance dialogue with civil society, including grassroots, women's rights and women-led organisations. Ministers welcomed initiatives of all stakeholders to collaborate in advancing gender equality and implementing strategies to build a future where women and girls, including women and girls with disabilities, indigenous women, and women from local communities can equally, equitably and fully thrive. It welcomed the renewed Brisbane–eThekweni Goal in the G20 Labour and Employment Ministerial Declaration adopted in George, South Africa, on 31 July 2025, which extends the commitment of the G20 to reduce the gender gaps in labour force participation by 25 per cent by 2030 from 2012 levels. The meeting strongly supported the new commitment to progressively reduce the gender wage gap, encouraging G20 countries to work towards reducing the unadjusted wage gap between men and women by 15 per cent by 2035 (based on 2022 levels). This commitment is in line

with Sustainable Development Goal 5 and underscores the dedication to achieve gender equality and empower all women and girls.

44. Ministers expressed concern about the persistent underrepresentation of women in leadership and decision-making roles in economic, political, social, cultural life and development. They recalled the New Delhi and Rio de Janeiro Declarations adopted by G20 Leaders, which encourage women-led development and promote the full, equal and meaningful participation and leadership of women in all sectors and at all levels of the economy. They encouraged efforts to promote gender mainstreaming across data systems, planning, resource allocation, policy design, monitoring and evaluation processes to address gender inequality.
45. The meeting underscored that multilateral cooperation remains essential to advancing gender equality and the empowerment of all women and girls, particularly in the face of complex global challenges. It therefore restated the G20's unique role as a platform for coordinated action and shared responsibility to work collaboratively to uphold and advance our common commitments.
46. Ministers expressed their appreciation to the Republic of South Africa for its stewardship of the 2025 G20 Empowerment of Women Working Group. Ministers look forward to the G20 Empowerment of Women Working Group under the United States of America's Presidency in 2026, and their unwavering commitment to the collective objectives of promoting and achieving gender equality and the empowerment of all women and girls.