

L20 Amritsar Statement No. II

Women and Future of Work and Upskilling of the Women Workforce in Tech-Intensive Work Environment

March 20, 2023: The L20 Inception Meet calls for G20 nations to speed up their efforts in meeting the commitment to reducing the gender gap in labour force participation by 25 percent by 2025, and to achieve larger women participation in the workforce globally by upskilling them for the future of work and the challenges posed by the post-pandemic situation.

The L20 Inception Meeting debated the theme of **Women and the Future of Work** in a dedicated session on the second day of the 2-day event and impressed upon the G20 nations that women would continue to play a key role in the economic growth of nations around the world, including the G20 nations, and the existing huge gender equality gap in the workforce could have an adverse impact on their growth targets.

Sustained efforts would be required on the part of **Governments and Employers to achieve gender equality in the world of opportunities and to integrate the better half of the world's population into the productive workforce.** Policies to make workplaces safe from discrimination and gender-based violence are fundamental to achieving an inclusive labour market.

A change in mindset would be required to recognise the contributions of women towards the economy in general and in society at large, which cannot be measured in quantifiable terms. The critical input from women to the sustainable growth of nations has to be measured by recalibrating how these roles are weighed. Further social security and social protection policies should be strengthened to allow women to contribute effectively to the labour market.

Women are often concentrated in undervalued and low-paid jobs with poor working conditions. **Women also suffer from a lack of access to education, training, recruitment and equal remuneration, and have limited bargaining and decision-making power in the World of Work.** With new and emerging technologies impacting the Future of Work, reskilling and training women workforce to enhance their capabilities and upgrading themselves into the new categories of jobs of the future would be imperative. Access to digital technology and reduction

of gender occupational segregation through diversification of skills are crucial to achieving this goal.

The L20 Inception Meeting hopes that there shall be a willingness to address the issues at stake such as overcoming discrimination against women in the world of work and harnessing their enormous potential.

The L20 Inception Meet reiterates the need for refocusing global attention on gender equality and women's economic empowerment and inclusion, which are obviously fundamental human rights and key drivers of global progress.

Women are particularly affected by wage inequality and the gender gap in terms of gross hourly wages is highest in emerging economies, with pay gaps above 40 per cent, twice as most advanced G20 nations.

In view of the above, the L20 Inception Meet calls upon the G20 nations to urgently chalk out **a framework with implementable policy plans and initiatives to achieve greater gender equality in the global workforce, greater participation of women in STEM-related jobs and in Tech-Intensive Industry through upskilling, empowering Self Help Groups in terms of opportunities than out of necessity and facilitating inclusive employment opportunities, apart from the recalibrating contribution of women in the informal sectors and in family-raising roles towards economic growth.**
