



**Empowerment of Women Working  
Group  
Issue Note**



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## INTRODUCTION

Gender equality, women’s empowerment and the full enjoyment of human rights by all women and girls are universal goals enshrined in several international documents. In 1945, with the participation of Bertha Lutz as representative of Brazil, the Charter of the United Nations<sup>1</sup> included in its preamble the reaffirmation of equal rights between men and women and the rights of women. At the IV World Conference on Women in 1995, 50 years later, the international community recognized the persistence of inequalities and the need to undertake new efforts in order to make the text of the Charter of the United Nations reality for women in the world. Since then, in accordance with Articles 7 and 13 of the Beijing Declaration<sup>2</sup>, the international society has agreed, by consensus, to focus unreservedly on further enhancing the advancement of women and their empowerment around the world as an urgent action, in a spirit of determination, hope, cooperation and solidarity, and has identified the empowerment of women and their full participation, based on equality, including participation in decision-making and access to power, as fundamental steps to the attainment of peace, equality and the development of women around the world.

The G20 conforms as a group as an answer to the need for international dialogue regarding the crisis the international system faces. In its origins, the group focused on working with the financial system, but has since evolved to address other agendas such as climate and social issues and development challenges. Among these, the inclusion of the 2030 Agenda for Sustainable Development plays a key role and includes the gender perspective through SDG 5<sup>3</sup> (“Achieving gender equality and empowering all women and girls”).

In 2023, as the deadline for the sustainable development goals approaches, UN Women has identified limited progress in achieving gender equality around the world. According to

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<sup>1</sup> OAS. “United Nations Charter” Available at: <https://www.oas.org/dil/port/1945%20Carta%20das%20Na%C3%A7%C3%B5es%20Unidas.pdf> Accessed on 12/13/2023

<sup>2</sup> UN. “Beijing Declaration and Platform for Action on Women” Available at: [https://www.onumulheres.org.br/wp-content/uploads/2013/03/declaracao\\_beijing.pdf](https://www.onumulheres.org.br/wp-content/uploads/2013/03/declaracao_beijing.pdf) Accessed on 12/13/2023

<sup>3</sup> IPEA. “SDG 5 - Gender Equality” Available at: <https://www.ipea.gov.br/ods/ods5.html> Accessed on 12/13/2023



data from the report “Progress on the Sustainable Development Goals (SDGs): Gender Overview 2022”, if the current trends continue, by 2030 more than 340 million women and girls will still live in extreme poverty and about 25% of them will face moderate or severe food insecurity. The international community needs to step up its global efforts to make gender equality a reality by 2030. Otherwise, it may take up to 300 years to achieve full gender equality if the pace of development occurs as described by available data presented in the aforementioned report (United Nations, 2022)<sup>4</sup>.

For the G20 countries to achieve the full implementation of SDG 5 and reaffirm their commitment to several international treaties and conventions to which they are signatories, such as the Beijing Declaration and Platform for Action on Women (1995) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)<sup>5</sup>, it is fundamental to understand that the issue of gender permeates all government spheres as it underlies all aspects of life. It is a cross-cutting theme, in which each public policy is a socio-environmental tool with the function of overcoming the inequalities and vulnerabilities to which women are subjected. Thus, it is necessary to consider the intersectionality present in women's lives, related to age, gender, race and disability.

Hence, for the consolidation of the proposals that motivated the creation of the Empowerment of Women Working Group in the G20 and the priorities being put forward by the Brazilian presidency, we must elaborate processes of intersectoral articulation, with transversal methodologies and their necessary intersectionalities. This is fundamental to overcoming knowledge gaps and splits and the consequent fragmented practices in territories. Such collective action intends to lead to the resolution of complex social problems, enabling exchanges between diverse subjects and, therefore, exchanges of knowledge, powers and needs.

With the motto “Building a just world and a sustainable planet”, Brazil assumed the presidency of G20 on December 1, 2023. President Luiz Inácio Lula da Silva listed three

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<sup>4</sup> UNITED NATIONS. “Achieving full gender equality is still centuries away, warns the UN in new report” Available at: <https://www.un.org/en/desa/achieving-full-gender-equality-still-centuries-away-warns-un-new-report> Accessed on 12/05/2023

<sup>5</sup> UN WOMEN. “Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)” Available at: [https://www.onumulheres.org.br/wp-content/uploads/2013/03/convencao\\_cedaw1.pdf](https://www.onumulheres.org.br/wp-content/uploads/2013/03/convencao_cedaw1.pdf) Accessed on 12/13/2023



priorities for the Brazilian presidency: i) fighting hunger, poverty and inequality; ii) energy transitions and sustainable development in its three pillars - social, economic and environmental; and iii) the reform of global governance. Therewith, Brazil undertook to combat the core of social anomalies: inequalities, whether economic, racial, territorial or gender based.

The commitment to promoting gender equality needs to be broadly consolidated: from the political representation of women and gender parity in the highest levels of the Executive Branch to equity in the design of public policies.

For the first time in our country, on March 8 - International Women's Day, President Lula presented a package of actions to ensure women's rights. The Brazilian government is adopting 25 measures in many areas of State action, which aim at reaching the full realization of SDG 5 and achieving effective gender equality and empowerment of all women and girls.

Likewise, the debate on gender transversality in all spheres of G20 is fundamental as a process for incorporating feminist perspectives into the framework of public policies, both in the construction of the public agenda and in the definition of their formulation, implementation and evaluation. This is necessary to enable Brazil and the other G20 countries in achieving gender equality, overcoming misogyny and systematic violence, and being able to move towards the effective construction of social and climate justice for women.

## **GENDER IN THE G20**

In 2015, within the framework of civil society and non-governmental institutions, Women20 (W20), an Engagement Group created during the Turkish Presidency, was launched. One of the main objectives of the W20 is to see through the implementation of the “25x25” commitment adopted at the Brisbane Summit in 2014, which aims at reducing the gender gap in workforce participation by 25% by the year 2025. The W20 focuses on 'gender inclusive economic growth' and on five priority areas: grassroots leadership; entrepreneurship; bridging the gender digital divide; education and skills development; and impacts of climate change on women.

In parallel, as a collaboration between government representatives and the private



sector, the G20 Alliance for the Empowerment and Progression of Women's Economic Representation (G20 EMPOWER) was created in 2019. This initiative aims to promote a more inclusive and action-oriented alliance between businesses and governments to accelerate women's leadership and empowerment in G20 countries.

Over time, the need to scale up efforts for women's empowerment turned this topic increasingly central to the G20, culminating in the creation in 2023, under India's presidency, of a new **Working Group on the Empowerment of Women** to support countries to address gender inequality to the fullest extent.

The institutionalization of a Working Group on women within the scope of the G20 represents a great achievement of women and a leap in the commitment made by member countries to the empowerment of women and girls. The Working Group was created to support Ministries responsible for driving policy for gender equality and women's empowerment in G20 countries with their first meeting under Brazil's presidency.

In the wake of the commitments made in the New Delhi Leaders' Declaration, of 2023, member countries reaffirmed that gender equality is of fundamental importance and that investing in the empowerment of all women and girls has a multiplier effect on the implementation of the 2030 Agenda. In addition, they recognized “women-led development” as crucial to achieving gender equality and contributing to global GDP growth. This change of perspective is fundamental to identify women as subjects of law and protagonists of social transformation.

Among the commitments made under the Indian presidency, the following stand out: (i) increasing women's participation in the workforce, with the achievement of the Brisbane goals; (ii) guaranteeing access to quality education; (iii) promoting women's full participation in the labor market, with an emphasis on reducing the wage gap and ensuring equal access to decent work and quality jobs; (iv) halving the digital gender gap by 2030; (v) ensuring women's food security, nutrition and well-being; (vi) promoting gender-inclusive climate action; and (vii) eliminating gender stereotypes and prejudices, modifying norms, attitudes and behaviors that perpetuate gender inequality and eliminating systematic gender-based violence.



## **PRIORITIES AND DELIVERABLES**

In 2024, under the Brazilian presidency, the G20 will discuss gender issues for the first time within a specific Working Group. The main objective of this group will be to strengthen the gender debate and the dissemination of best practices and public policies for the promotion of rights of women and girls among the G20 countries, in order to achieve SDG 5. All work will be carried out in line with the overarching priorities and guidelines of Brazil's presidency of the G20, under the motto “Building a Just World and a Sustainable Planet”.

As a starting point for the WG, a survey of actions and initiatives to promote gender equality previously undertaken within G20 will be commissioned.

### **1) Equality**

#### **1.1 Equality and Autonomy**

The ongoing struggles for women's full citizenship include centuries-old demands for equality and autonomy. In this context, the gender-based division of labor constitutes the material basis of inequalities that perpetuate male power through the guarantee of availability of jobs and higher wages for men and domestic work for women.

The gender-based division of labor stems from social relations, through which men primarily access the productive sphere – reaching high added value functions – and women access the reproductive sphere. In this division, two organizing principles operate: that of separation, which determines “men's jobs” and “women's jobs”, and that of ranking, through which the jobs linked to men receive the greatest value. Consequently, the unpaid domestic work of women and their lower incomes in the world of work both act to maintain economic inequalities between women and men.

It should be noted, however, that although the gender-based division of labor affects all women, this incidence is not the same for all, also being linked to their social class and race. In Brazil, despite being dominated by men of their social class, women of the dominant class have always had at their disposal the work of men and women of the dominated classes, especially black women. The gender-based division of labor, operating in conjunction with

social class and race intersections, directly connects to another fundamental agenda of women's historical claims: autonomy, which speaks to the differentiated access of men and women to financial resources, time, forms of socialization and skills development.

In this sense, the gender-based division of labor, based on naturalizations that link social role to biological sex, reduces the spaces for exercising female autonomy. It brings along expectations related to motherhood, caregiving tasks, behaviors and beauty.

In a reality in which the gender-based division of labor links women to domestic work and, besides, holds them responsible for caregiving, women end up devoting a significant part of their time performing these tasks. Considering the reality of women in Brazil, we found that they dedicate an average of 21.3 hours per week to domestic and care work (Annual Pnad-C, 2023)<sup>6</sup>, practically double that of men. When racial differences are considered, inequalities intensify intersectionally. While men (white or black) spend 11.7 hours per week on these tasks, white women spend 20.4 and black women 22 hours per week. The reduction of women's autonomy becomes evident, as the overload of domestic and caregiving responsibilities limits their opportunities to participate in other spheres of social, economic and political life. This disparity not only reflects the persistence of entrenched gender norms, but also perpetuates a cycle that reinforces structural inequalities.

Over the last century, important international milestones have contributed to progress on the recognition of women's rights, access to the labor market and increased participation in public life. This is the case of the Convention on the Elimination of All Forms of Discrimination Against Women – CEDAW –, known as the great charter of women's rights, to which Brazil is a party. In its Article 11, CEDAW postulates that:

Art. 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

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<sup>6</sup>TV BRASIL. "IBGE: Women dedicated 21.3 hours a week to domestic work." Available at: [IBGE: Mulheres dedicaram 21,3 horas semanais ao trabalho doméstico | Repórter Brasil | TV Brasil | Notícias \(ebc.com.br\)](https://www.ebc.com.br/noticias/repórter-brasil/2023/12/19/ibge-mulheres-dedicaram-21-3-horas-semanais-ao-trabalho-domestico)  
Accessed on 12/19/2023



- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

Women's economic autonomy is also among the commitments established by the Platform for Action of the Fourth World Conference on Women in Beijing in 1995, a significant milestone in the promotion of gender equality. The document recognizes financial independence as an essential component of gender equality and addresses issues such as the gender pay gap and unequal access to employment opportunities.

Despite its 45 years, CEDAW remains relevant. According to the 2023 Global Gender Gap Report published by the World Economic Forum, the gender parity rate in the workforce is 68.6%. According to the same report, at the current pace of global evolution, only in 131 years will full parity be achieved. Regarding the wage gap, women around the world are paid on average 20% less than men (ILO, 2022)<sup>7</sup>. At the current rate, it will take over 250 years to bridge this gap, according to a 2020 United Nations<sup>8</sup> publication.

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<sup>7</sup> UN. "ILO report shows that women are paid 20% less than men." Available at: <https://brasil.un.org/pt-br/199919-relat%C3%B3rio-da-oit-aponta-que-mulheres-recebem-20-menos-do-que-homens#:~:text=Relat%C3%B3rio%20da%20OIT%20aponta%20que%20mulheres%20recebem%2020%25%20menos%20do%20que%20homens,-19%20setembro%202022&text=Um%20novo%20estudo%20da%20Organiza%C3%A7%C3%A3o,m%C3%A9dia%20do%20que%20os%20homens> Accessed on 12/13/2023

<sup>8</sup> UN. "At the current rate, the gender pay gap will only end in 257 years." Available at: <https://brasil.un.org/pt-br/91595-no-ritmo-atual-desigualdade-salarial-entre-homens-e-mulheres-s%C3%B3-acabar%C3%A1-em-257-anos#:~:text=Mesmo%20ap%C3%B3s%20d%C3%A9cadas%20de%20ativismo,desigualdade%20de%20g%C3%AAnero%20no%20trabalho> Accessed on 12/15/2023.



Reducing gender participation inequality in the labor market by 25% by 2025 is already a commitment of the G20 member countries and, according to the ILO (International Labor Organization), this would bring a cumulative increase of 3.3% to the Brazilian Gross Domestic Product over the period. The ILO<sup>9</sup> also estimates that world GDP would be 28% higher with full wage equality between women and men. A report produced by the McKinsey Global Institute (MGI)<sup>10</sup> estimates there could be an increase in the order of US\$12 trillion in global GDP by 2025 if all countries promoted moderate policies of equal pay, remuneration and work. In an ideal wage equality scenario, gains to world GDP could reach US\$28 trillion — equivalent to the sum of the world's two largest economies, China and the United States.

- **Deliverable 1a:** To commission a study on public policies on equal pay that promote the entry, permanence and rise of women in the formal labor market, especially in leadership positions, and in careers that have historically been almost exclusively reserved for men, such as science, technology, engineering and mathematics (STEM) careers.

## 1.2 Work and Care Policies

The care economy faces a reality of unpaid work. Although undervalued, care work is essential to our societies and is an important economic issue. If no one invested time, effort, and resources to this activity, communities, workplaces and entire economies would stagnate. The care for children, the elderly, people with disabilities and the sick is traditionally carried out by the women of the family, without remuneration and within their homeplaces, subjecting women who work in the labor market to a triple journey - workday, domestic workday and caregiving workday.

According to Oxfam's report *Time to Care: Unpaid and Underpaid Care Work* and the

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<sup>9</sup>O Globo. "If women and men earned equal wages, world GDP would be 26% higher, says ILO." Available at: <https://oglobo.globo.com/economia/se-mulheres-homens-ganhassem-salarios-iguais-pib-mundial-seria-26-maior-diz-oit-23022199> Accessed on 12/19/2023

<sup>10</sup>EXAME. "Gender Equality could add \$12 trillion to the economy by 2025." Available at: <https://exame.com/negocios/igualdade-de-genero-poderia-adicionar-us-12-trilhoes-a-economia-ate-2025/> Accessed on 12/15/2023



Global Inequality Crisis<sup>11</sup>, women and girls around the world dedicate 12.5 billion hours a day to unpaid care work – an estimated contribution of at least US\$10.8 trillion a year to the global economy, which is three times the value of the world's technology industry. In addition, women and girls account for more than three-quarters of unpaid caregiving worldwide and represent two-thirds of the workforce engaged in paid care activities. Thus, the lack of recognition of the social value of care work, the unequal distribution of care and the absence of care services directly undermine the construction of gender equality.

Some G20 countries have started to implement important care policies, which need to be shared as best practices to be adopted in the construction of a new development perspective: that of the care society. These countries have moved forward in understanding interpersonal relationships and the need for solidarity and reciprocity. They understand that, to overcome the care crisis, policies of recognition, reduction and redistribution of care work are necessary.

Therefore, the presidency presents the following proposal:

- **Deliverable 1b:** Conducting an International Seminar on Care Policies with the objectives of (1) presenting conceptual definitions on care and economic autonomy, (2) analyzing data, indicators and the global impact of care work on women's economic autonomy, and (3) sharing public policies and experiences among G20 countries.

## 2) **Confronting Misogyny and Violence**

Misogyny is the conceptualization for the form of expression of hatred or aversion to women, which can manifest itself in different forms such as sexual discrimination, physical, verbal and symbolic violence, the objectification of women, attacks on women's traditional ways of life, as well as attacks on social networks, among others. As a practice, misogyny translates into sexist behaviors, reproducing a model of patriarchal domination, according to which the maintenance of inequalities is preached, especially those related to gender inequalities and the invisibility of women.

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<sup>11</sup> OXFAM. Report “Time to care: unpaid and underpaid care work and the global inequality crisis.” Available at: <https://www.oxfam.org.br/justica-social-e-economica/forum-economico-de-davos/tempo-de-cuidar/>  
Accessed on 12/13/2023

A substantial feminist scientific community has been at work demonstrating that misogyny and sexism can be the root of many forms of violence against women and girls. As reported in 2021 by the Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression, Irene Khan, during the UN General Assembly, gender-based violence, hate speech and disinformation are being used extensively, online and offline, to repress or undermine women's expression (Khan, 2021<sup>12</sup>).

In Brazil, the Ministry of Women launched a campaign to fight misogyny, understanding it as a driving part of all forms of violence against women. The Brazil Without Misogyny initiative is a national mobilization campaign of all Brazilian sectors — governments, businesses, civil society, NGOs, social movements, educational institutions, football teams, religious groups and artists, among others — with the objective of confronting misogyny, hatred and all forms of violence and discrimination against women.

Promoting gender equality provided for in SDG 5 involves fighting the structural roots of inequality, including misogyny. It is essential to take into account that this is expressed in different ways, under the concepts of the inseparability of structures of oppression and of intersectionality, as opposed to the universal vision given of women, which makes the collective empowerment of women harder to achieve.

Intersectionality is a methodological tool that seeks to conceptualize social issues by assessing the way in which racism, patriarchy, class oppression and other discriminatory systems create inequalities.

This approach provides the understanding that there is no primacy of one oppression over the other, but that they feed each other back and always act together, with black women being the most vulnerable and exposed to the transits of the structures in countries such as Brazil.

Another aspect related to the discussion of misogyny is the promotion of equality between men and women as a human right and a condition for social justice. This principle entails that men and women enjoy the same opportunities for income, rights and access to

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<sup>12</sup> UN. **“Populist, authoritarian and fundamentalist forces intensify attacks on women.”** Available at: <https://brasil.un.org/pt-br/152294-for%C3%A7as-populistas-autorit%C3%A1rias-e-fundamentalistas-intensificam-ataques-%C3%A0s-mulheres> Accessed on 12/19/2023

public policies. Therefore, fighting misogyny involves guarantees of access to education, health, opportunities at work and in the professional career, access to power and influence, as well as safeguarding the conditions for women to exercise this right, such as sharing caregiving tasks.

## 2.1 Violence

Violence against women is a social, economic and political problem of great importance, affecting women of all social classes, color/race and ethnicity around the world. According to the World Health Organization (WHO), a third of the world's women, the equivalent of 736 million people, suffer physical or sexual violence throughout their lives<sup>13</sup>.

In the late 60s and early 70s, a worldwide debate on the importance of creating institutional mechanisms to improve the condition of women was undertaken. The first definitions in this regard came with the previously mentioned Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), in 1979. In this same context, the year of 1975 was defined by the United Nations as the "International Women's Year", when the First World Conference on Women was held in Mexico City. Subsequently, the period between 1976 and 1985 was declared the UN Decade for Women, and a Global Action Plan was approved.

The Declaration on the Elimination of Violence Against Women (UN, 1993) defines violence against women as:

"any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." (UN, 1993, p. 2).

The United Nations recognizes that violence against women is a manifestation of historically unequal power relations between men and women, culminating in the oppression

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<sup>13</sup> UN. "WHO: one in three women worldwide suffers violence". Available at: <https://brasil.un.org/pt-br/115652-oms-uma-em-cada-3-mulheres-em-todo-o-mundo-sofre-viol%C3%Aancia#:~:text=Ao%20longo%20da%20vida%2C%20uma,praticamente%20inalterados%20na%20C3%BAltima%20d%C3%A9cada> Accessed on 12/19/2023



and discrimination of women by men and impeding their full development. Therefore, it is understood that this type of violence is one of the fundamental social mechanisms for coercing women, placing them in a position of subordination to men. (UN, 1993, p. 1).

An important milestone on the issue comes with the Vienna Conference: women's rights are established as human rights. In particular, the text highlights that “the human rights of women and of the girl-child are an inalienable, integral and indivisible part of universal human rights” (UN, 1993, p. 5). Articulated by the women's movement, this idea, according to Ferreira (2005), is at the same time of simple and complex understanding. It is simple, because it points out that women make up half of humanity; it is complex and with transformative potential, because it denounces the fact that women do not fully enjoy their due rights as human beings.

In fact, the framing of women's rights as human rights allowed the most diverse societies to understand that aggressions against women, whether committed in the public or in the private sphere, also fall under the responsibility of the State. It establishes the idea that citizenship cannot be conceived separately, as if it could only be exercised in the arena of institutional politics. On the contrary, it must enter other public and private spaces so that, effectively, all human beings are able to enjoy their condition as citizens in all their social relations.

In a context of widespread violations against women in Brazil, in 2006, Congress approved and President Luiz Inácio Lula da Silva sanctioned the Maria da Penha Law during his first term. The objective of this norm was to promote Brazilian State policies, to guarantee fundamental freedoms and the full development of women, seeking to eradicate gender violence in the public and private spheres. In this sense, the Law typifies and defines domestic and family violence against women, as well as establishes their forms, which are physical, psychological, sexual, patrimonial and moral.

Despite the various achievements arising from the struggles of the feminist movement in recent decades, including the Maria da Penha Law, violence against women continues to occur in alarming proportions given the trivialization and naturalization of this violence. White and black women in Brazil are exposed to different levels of violence and have unequal power



mechanisms to face them. Thus, the best or worst opportunities for the aggressor to practice violence derive from the different places occupied by women in the social hierarchy.

Nevertheless, the greatest vulnerability of black women is expressed in the alarming number of femicides. According to the Map of Violence<sup>14</sup> prepared by the Latin American Faculty of Social Sciences (Flacso), in Brazil, between 2003 and 2013 there was a 54% increase in the number of homicides of black women, while in the same period the annual number of homicides of white women fell by 9.8%. In 2020, the numbers of the Map of Violence indicate that about 75% of the women murdered in the first half of that year in Brazil were black.

We recognize that criminal law should not be the only nor main instrument for conflict resolution and social transformation in relation to violence against women, as it is not constituted to meet the demands of historically subalternized bodies such as those of black women, who make up the majority of Brazilian population. It is necessary to strengthen the mechanisms of reception and integral assistance to the victim, the actions aimed at the prevention of violence, the communication protocols between health and safety services, the training of public agents, the expansion of accountability and re-education of aggressors programs' networks, among other improvement measures.

Brazil, in August 2023, instituted the National Pact for the Prevention of Femicides, with the objective of preventing all forms of discrimination, misogyny and gender violence against women through the implementation of intersectoral governmental actions, from the perspective of gender and its intersectionalities.

Establishing prevention as a fundamental element to fight gender violence and femicide, the Pact has three structuring pillars:

1) primary prevention, actions designed to prevent violence from happening and aimed at changing attitudes, beliefs and behaviors to eliminate gender stereotypes, promote a culture of respect and non-tolerance for discrimination, misogyny and violence based on gender and its intersectionalities, in favor of building relations based on gender equality, involving formal and informal educational actions, with the participation of the education, culture, sport,

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<sup>14</sup> UN WOMEN. "Map of violence 2015. Homicide of women in Brazil". Available at: [https://www.onumulheres.org.br/wp-content/uploads/2016/04/MapaViolencia\\_2015\\_mulheres.pdf](https://www.onumulheres.org.br/wp-content/uploads/2016/04/MapaViolencia_2015_mulheres.pdf) Accessed on 12/19/2023

communication, health, justice, public safety, social assistance, work and employment sectors, among others;

2) secondary prevention, actions planned for early and qualified intervention aimed at avoiding the repetition and worsening of discrimination, misogyny and violence based on gender and its intersectionalities, developed through networks of specialized and non-specialized services in the sectors of public security, health, social assistance and justice, among others, and supported by the use of new tools for identifying, evaluating and managing risk situations, protecting women and holding accountable people responsible for violence. In addition, the training of men and women is deemed relevant for the identification of toxic, misogynous and sexist practices in favor of breaking cycles and practices of gender violence; and

3) tertiary prevention, which consists of actions designed to mitigate the effects of discrimination, misogyny and violence based on gender and their intersectionalities and to promote the guarantee of rights and access to justice through reparation measures, including programs and policies that address the human rights integrally and guarantee access to health, education, security, justice, work and housing, among others.

In this sense, the Ministry of Women proposes the construction of a multilateral process in the G20 for the realization of women's' right to equality:

- **Deliverable 2a:** Commissioning research on displays of misogyny in social networks in G20 countries, as well as domestic actions and policies developed in these countries to confront them.
- **Deliverable 2b:** Ministerial Declaration with recommendations and commitments to address misogyny and hate speech against women, including preventive and assistance aspects.

### **3) Climate Justice**

Around the world, women and girls are more vulnerable to the consequences of climate change due to several factors such as unequal access to resources and opportunities, key roles played in the collection and management of natural resources, overrepresentation among the poorest social layers and underrepresentation in spheres of power, including in climate decision-making spaces. The gender perspective on adaptation and mitigation of climate effects aims to recognize and address these economic, social and culturally constructed disparities.

Brazil recalls the central importance of ensuring adequate financing means for climate mitigation and adaptation, as multilaterally agreed. It is not intended, in this WG, to discuss environmental commitments and goals, which are object of established multilateral forums. The presidency aims instead at emphasizing the disproportionate impacts of climate change on women and girls and contributing to the debate on the possibilities of directing the means of financing to face these gender-related disparities, taking into account their transversality.

Therefore, special attention is needed regarding groups in situations of economic, social, gender and race vulnerability, which are exposed, to a greater degree, to dangers and damages caused by climate change. Knowing that women are the protagonists of territorial actions aimed at curbing the worsening of the climate crisis and its consequences on peoples and territories and that, despite this, they are underrepresented in global spaces of power and decision-making on these issues, G20 member countries have the opportunity to face this inequality, ensuring full female participation in spaces of power and decision-making on climate justice.

Aware that it is on the bodies-territories of women and girls – in the case of Brazil, especially black and indigenous - that the burdens of environmental destruction fall, there is a need for diagnosis and planning of actions to face inequalities and violence against women in strategic areas for the climate agenda, as well as to strengthen the participation of women in local and global spaces for decision-making on climate justice.

To better outline and put into practice inclusive strategies that increase the resilience, participation and protagonism of women and girls, there is an urgent need to better understand the effects of climate change, according to gender, in different countries.

As a result, the following action is proposed:

- **Deliverable 3a:** Commissioning research on the incidence of environmental injustice in the lives of women and girls and the actions and public policies related to this matter conducted by G20 member countries in their territories.

## TENTATIVE CALENDAR

Meeting	Date	City
1 <sup>st</sup> Meeting of the Empowerment of Women Working Group	January 17 and 18	VTC
2 <sup>nd</sup> Meeting of the Empowerment of Women Working Group	March 4 and 5	Brasília
3 <sup>rd</sup> Meeting of the Empowerment of Women Working Group	June 5 and 7	Brasília
4 <sup>th</sup> Meeting of the Empowerment of Women Working Group	October 7 and 8	Brasília
Ministerial Meeting on the Empowerment of Women	October 10	Brasília