

**India brings consensus on
G20 Action Plan on Sustainable
Development through Gender Equality
and Empowerment of Women**

Nagaraj Naidu Kakanur IFS



FORUM
OF FREE ENTERPRISE

“Free Enterprise was born with man and shall survive as long as man survives”.

- A. D. Shroff
Founder-President
Forum of Free Enterprise



SHAILESH KAPADIA

(24-12-1949 – 19-10-1988)

Late Mr. Shailesh Kapadia, FCA, was a Chartered Accountant by profession and was a partner of M/s G.M. Kapadia & Co. and M/s Kapadia Associates, Chartered Accountants, Mumbai.

Shailesh qualified as a Chartered Accountant in 1974 after completing his Articles with M/s Dalal & Shah and M/s G.M. Kapadia & Co., Chartered Accountants, Mumbai. Shailesh had done his schooling at Scindia School, Gwalior and he graduated in Commerce from the Sydenham College of Commerce & Economics, Mumbai, in 1970.

Shailesh enjoyed the confidence of clients, colleagues and friends. He had a charming personality and was able to achieve almost every task allotted to him. In his short but dynamic professional career, spanning over fourteen years, Shailesh held important positions in various professional and public institutions.

Shailesh's leadership qualities came to the fore when he was the President of the Bombay Chartered Accountants' Society in the year 1982-83. During his tenure he successfully organized the Third Regional Conference at Mumbai.

Shailesh was member, Institute of Fiscal Studies, U.K.; member of the Law Committee and Vice-Chairman of the Direct Taxation Committee, Indian Merchants' Chamber. He was also a Director of several public companies in India and Trustee of various public Charitable Trusts.

He regularly contributed papers on diverse subjects of professional interest at refresher courses, seminars and conferences organised by professional bodies.



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Introduction

India's G-20 Presidency is a momentous occasion for the nation and its demography.

For any nation, demography is its destiny. It is therefore very important for our youth to fully appreciate the economic opportunities which G-20 nations have to offer, as they build their careers. Our youth must address challenges in areas such as sustainability, literacy, gender equality, women empowerment amongst others to build societies and lay a harmonious foundation to propel economic growth.

It is with these thoughts that Forum of Free Enterprise jointly with Fravashi International Academy, Nashik and The A. D. Shroff Memorial Trust decided to embark on the journey of taking the G-20 platform to the students. The focus was on senior school and junior college students largely aimed at creating awareness and affinity for the G-20 amongst students in the age group of 14 to 17 years – the very formative years.

An All-India Essay Competition for this set of students was announced around the theme of India's G-20 Presidency and its pivotal role in tackling the issue of gender gap for employment, emphasizing the significance of education in bridging socio-economic disparities. Over 300 essays poured in, each a unique index of the aspirations, knowledge and creative wisdom of young writers.

This was followed by an All-India Elocution competition and Socratic discussion titled '*The Mind Unleashed*' organized on 28th July 2023 in the campus of Fravashi

International Academy, Nashik, which was inaugurated by Mr. Nagaraj Naidu Kakanur, Jt. Secretary, Economic Diplomacy Division, Ministry of External Affairs, Government of India. In his inaugural talk, he shared his valuable insights on the role played by India at the G-20 Summit during its Presidency. The participants presented their brilliant thoughts and gave innovative solutions to tackle the related issues. On the occasion the book entitled '*The Mind Unleashed*', a compilation of the best 25 essays, was released.

On the day, Mr. Sanjeev Chopra, IAS officer (Retd.) and former Director of Lal Bahadur Shastri National Academy of Administration and Mr. Pradeep S. Mehta, Secretary General, Consumer Unity & Trust Society (CUTS) also virtually addressed the audience and interacted with them on related topics.

We are grateful to Mr. Nagaraj Naidu Kakanur for contributing this article on the G20 Action Plan on *Sustainable Development through Gender Equality and Empowerment of Women*, which we are privileged to publish.

H. P. Ranina
President

21st August 2023

Forum of Free Enterprise

India brings consensus on G20 Action Plan on Sustainable Development through Gender Equality and Empowerment of Women

Nagaraj Naidu Kakanur IFS*

At the G20 Development Ministerial Meeting in Varanasi on 12th June 2023, the Development Ministers unanimously adopted the G20 Action Plan for Sustainable Development through Gender Equality and Empowerment of Women (at Annex) as part of the G20 2023 Action Plan on Accelerating Progress on the SDGs. Gender equality is a fundamental human right and empowering all women and girls to realize their full potential is not only key to implementing the 2030 Agenda and achieving its Sustainable Development Goals (SDGs), but also for ensuring sustainable, inclusive and resilient development. Only by ensuring the rights of women and girls across all the 17 SDGs will we get to justice and inclusion, economies that work for all, and sustaining our shared environment now and for future generations.

As the G20 President for the year 2022-23, India has chosen to change the narrative from development of women to women-led development. This involves a

* *The author is Joint Secretary (G20), Ministry of External Affairs, G20 Secretariat, Government of India, New Delhi.*

paradigm shift in the role of women from being mere passive recipients of the fruits of development to substantially and actively contributing to setting the development agenda and seen as positive agents of growth. It is also important to understand that instead of placing the onus of development on women, women-led development supports and enables women to don strong leadership roles and be equal, active and meaningful participants in the process of development through equal access to resources, opportunities, and decision-making power. The SDGs recognize the importance of women's participation in decision-making processes at all levels, including in the development and implementation of policies and programmes.

Although there are more women than ever in the labour market as well as in public office, there are still large inequalities with women systematically denied the same work rights as men. Sexual violence and exploitation, unequal division of unpaid care and domestic work, discriminatory property and inheritance laws, limited or lack of access to finance, technology and education and limited mobility, voice and representation beside cultural norms that pre-define what sectors are acceptable and what are not for women continue to persist. Climate change and disasters continue to have a disproportionate effect on women and children, as do conflict and migration.

Under the women-led development section of the G20 Action Plan on Accelerating Progress on SDGs, G20 Development Ministers agreed to an Action Plan that focuses on accelerating action across four

key themes (i) economic and social empowerment; (ii) bridging the digital divide; (iii) environmental and climate action; and (iv) women's food security and nutrition - for achieving women's full, equal, effective, and meaningful participation as active members of society, and decision makers for addressing global challenges effectively, decisively, and inclusively.

Economic and Social Empowerment

Women's economic empowerment directly boosts economic growth and reduces income inequality and helps women and girls to move from limited power, voice, and choice at home and in the economy to having the skills, resources, and opportunities needed to compete equitably in markets as well as the agency to control and benefit from the economic gains. Women's economic empowerment is beneficial not only for individual women but also for their children, households, and communities. There is evidence of strong positive linkages between women's economic empowerment and foundational health outcomes for women and their families, including beneficial effects on nutrition, family planning, maternal mortality, and child mortality. Access to personal income instils a sense of purpose and financial independence, boosting women's self-esteem. Furthermore, increasing the share of household income controlled by women may produce other benefits as well, including greater investment in children's education, delayed marriage, and reductions in gender-based violence.

While women have been moving into paid work and increasingly into leadership positions, they still grapple with many issues such as unfair societal expectations,

unfriendly employer policies, an unfavourable legal environment and the non-availability of care infrastructure. These issues call for coordinated and comprehensive action in areas such as skilling, upskilling and re-skilling over the life course, especially to keep pace with rapid technological and digital transformations affecting job opportunities; social and worker protection; health and wellbeing; and investment in care infrastructure. Further, a more enabling environment for entrepreneurs, along with sustainable financing options, is vital for empowering women and ensuring their prosperity.

Bridging the Digital Divide

In today's world, women and girls need to be digitally literate to fully participate in digital life, be safe online, and develop critical and analytical skills. However, in many parts of the world, the internet is often perceived as a risk to the traditional social order or seen as unsafe for women and girls. Added to this, digital products, solutions and content are often designed by and for male users. Women and girls are also at risk of online harassment from strangers such as cyber-bullying, cyberstalking, exploitation and abuse. National governments and policy makers will need to ensure that any legal frameworks for online safeguarding, security and data privacy should apply a gender lens.

Digitalization can be an effective social leveller. However, accessibility, affordability, and meaningful connectivity are crucial for democratizing the digital revolution. Currently, notable gender gaps exist in the case of both ownership of technology devices

(smartphone) and access to affordable internet connectivity. The gender digital divide roughly coincides with economic development across different regions, with an increasing number of women left unconnected or under-connected in the least developed countries. There is need for a systematic approach to measure, analyse and understand the situation by developing metrics that capture gender-disaggregated data to measure the gender digital divide. Consistent investments in mentoring and skilling programmes for upskilling and reskilling can spur women's employment and entrepreneurship opportunities.

The current situation demands urgent actions to encourage more women to pursue STEM education. Globally, less than 30% of female students pursue STEM subjects. Furthermore, the representation of women in S&T jobs is abysmally low with less than one-third working in science research and development and less than 18% engaged in the tech workforce. To give all girls the opportunities to learn, achieve and excel in STEM we need to re-imagine education systems which ensure that gender-responsive learning happens in every classroom beginning from the primary school level. Furthermore, it is pertinent that women partake in policy-making pertaining to the future of work, cyber safety and use of emerging technologies such as AI.

Environmental and Climate Action

Climate crisis is not gender neutral. Women and girls experience the greatest impacts of climate change, which amplifies existing gender inequalities and

poses unique threats to their livelihoods, health, and safety. Across the world, women depend more on; yet have less access to, natural resources. In many regions, women bear a disproportionate responsibility for securing food, water, and fuel. And during periods of drought and erratic rainfall, women, as agricultural workers and primary procurers, work harder to secure income and resources for their families adding pressure on girls, who often have to leave school to help their mothers manage the increased burden.

When disasters strike, women are less likely to survive and more likely to be injured due to long standing gender inequalities that have created disparities in information, mobility, decision-making, and access to resources and training. In the aftermath, women and girls are less able to access health services, relief and assistance, further threatening their livelihoods, wellbeing and recovery, and creating a vicious cycle of vulnerability to future disasters. At the same time when it comes to building climate resilience in communities, involving women is crucial. Women are usually the first responders in community responses to natural disasters; leaders in disaster risk-reduction; and contribute to post-recovery by addressing the early recovery needs of their families and strengthening community building. In fact, the UN reports that communities are more successful in resilience and capacity-building strategies when women are part of the planning process.

Empowering women in agriculture can also have a positive impact on climate adaptation. When provided with the same access to resources as men,

women can increase their agricultural yields by 20 to 30 percent and can promote more sustainable farming and conservation practices. Furthermore, across the globe, indigenous women are recognised as custodians of traditional knowledge systems, holding fundamental roles in their preservation and intergenerational transmission. Indigenous women have also been at the forefront of environmental conservation and have invaluable knowledge and expertise that can help build resilience and reduce greenhouse gas emissions.

What is needed now is for countries to be deliberate on how they seek to achieve gender parity in local, national and international climate policy and decision-making roles. The Gender Action Plan agreed by governments under the UN Framework Convention on Climate Change (UNFCCC) calls for women's full, equal, and meaningful participation in the international climate process and to ensure a prominent role for women in decision-making and in climate action. The Paris Agreement stresses the involvement of women in climate action through gender-responsiveness in capacity building and adaptation initiatives. The enhanced Lima Work Programme on gender and its gender action plan recognizes the differentiated impacts of climate change on women as well as the role of gender mainstreaming in increasing the effectiveness, fairness and sustainability of targets and goals under the Convention and Paris Agreement.

Women's Food Security and Nutrition

Women's nutrition is the cornerstone of individual and community development as it lays the foundation for

her children's health, family, and community. However, for the millions of rural women around the world who play essential roles in food systems, the cost-of-living crisis is deepening gender inequalities and is putting women's livelihoods, health and wellbeing at risk and jeopardizing progress on the SDGs. Although, women comprise 43% of the agricultural labour force, fewer than 15% of agricultural landholders are women. They also face more obstacles than men due to factors such as tenure, cultural practices, or legal barriers that result in unequal access to resources, credit, and support services. This is especially acute in regions where social protection is lacking and where rural women and girls face other forms of discrimination.

Undernutrition, micronutrient deficiencies and anaemia amplify gender inequalities by lowering learning potential, wages and life opportunities for adolescent girls and women, weakening their immunity to infections, and increasing their risk of life-threatening complications during pregnancy and childbirth. Children of malnourished women are more likely to be prone to issues such as cognitive impairment, stunting, low immunity causing higher risk to infection and diseases. The irreversible damage thus caused then has educational, income and productivity consequences, with far-reaching impacts. It has been estimated that the economic loss from malnutrition is US\$ 3 trillion a year in terms of productivity loss, ranging from 3-16% of GDP in low-income settings. Addressing malnutrition in women will have a wide range of positive effects, such as improving maternal and child health, generating higher family income, and advancing socio-economic growth.

The current situation calls for action from countries for promoting climate-resilient agriculture such as crop diversification and water-efficient irrigation as well as investing in nutrition-sensitive agriculture, which prioritizes the production of nutrient-rich crops such as millets. In addition, governments need to ensure that girls and women are legally protected from child marriage, have equal rights to inheritance and asset ownership, and are able to benefit from maternity protection and family-friendly policies.

To make real progress towards gender equality, there must be convergence across sectors at all levels. Gender inequality is structural inequality—it is embedded across governance systems, public policies, social and economic life. A whole-of-society and a whole-of-government approach are necessary for achieving gender equality objectives because it is a complex and cross-cutting public governance issue. While the G20 members have agreed to mainstream women-led development across the four pillars, it is important to highlight that women are not a homogenous group. Our efforts have to pay attention to the differing realities of women (rural vs. urban, varied socioeconomic backgrounds, religion etc.) when arriving at effective means to further women-led development.

Annex:

Sustainable Development through Gender Equality and Empowerment of Women

The G20 reaffirms that gender equality is of fundamental importance, and recognizes the need

for creating an enabling environment that promotes, inter alia, justice, gender equality, and fundamental freedoms for the advancement and empowerment of women and girls for achieving sustainable and inclusive growth, and that investing in the development of all women and girls, in diverse situations and conditions¹, has a multiplier effect and will make a crucial contribution to implementing the 2030 Agenda, achieving the 17 Sustainable Development Goals (SDGs) and delivering on the promise of “Leaving No One Behind”.

1. We recognize women’s central and irrefutable role in the sustainable development agenda for ending poverty, hunger, and malnutrition; promoting prosperity, sustainable and inclusive growth; building peaceful, just, and inclusive societies; and protecting the planet and natural resources.
2. We note with concern and are fully aware that gender discrimination, sexual and gender-based violence, lack of supportive policy interventions and structural support, pre-defined harmful social biases, negative social norms, discriminatory laws or lack of enforcement of relevant laws, under-representation in leadership positions, as well as lack of access to and control over resources in many countries are still holding women back from reaching their full potential. We call for a paradigm shift in the role of women by recognizing all women in diverse situations and conditions as

¹ *Throughout this document women and girls may be read in conjunction with “irrespective of age, disability, race, ethnicity, origin, religion or economic or other status.”*

active members of society and positive agents of change to ensure women's full, equal, effective, and meaningful participation as decision makers for addressing global challenges effectively, decisively, and inclusively, and lead development planning and implementation.

3. We believe and emphasize that without the heightened commitment of the global community, gender equality and women's empowerment will remain an unrealized goal.
4. We reiterate our commitment to implementing the Beijing Declaration and Platform for Action and the outcome documents of its review conferences and support for continuing progress on the "Brisbane '25 by 25' Target", Women Entrepreneurs Finance Initiative (We-Fi), G20 Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation (G20 EMPOWER), the G20 Initiative for Rural Youth Employment, W20 engagement group and the G20 Ministerial Conference on Women's Empowerment and building on the results of the G20 #eSkills4Girls initiative.
5. To this extent, the G20 resolves to take actions that are in line with the SDGs, particularly SDG 5, including through the following **four thematic areas**:

I. Economic and Social Empowerment

- i. Support investment in women and girls' education to help ensure their equal access to affordable, inclusive, equitable, safe and quality education

from early childhood through higher education to lifelong learning—including foundational skills’ training, vocational education, STEM (Science, Technology, Engineering and Mathematics) education, digital literacy and financial literacy—to help them develop basic literacy, numeracy, and socio-emotional skills that are essential to make progress in school and attain higher order skills.

- ii. Remove structural and financial barriers that currently prevent women and girls from accessing quality education and from realizing their full potential and provide gender-responsive social protection, including adaptive social protection measures, in line with domestic laws and regulations, particularly in developing countries, including LDCs and SIDS.
- iii. Reduce gender gaps in the socio-economic sphere by mainstreaming a gender- responsive approach across all workstreams, educational and vocational trainings (including skilling, reskilling, and upskilling) and employment policies and programmes, to advance opportunities for equal pay, decent work and high-quality jobs across all sectors, in urban, semi-urban and rural areas, especially for persons in vulnerable situations, including Indigenous communities.
- iv. Strive to ensure that gender equality and empowerment of all women and girls must be an integral part of job strategies for sustainable and inclusive development.
- v. Work towards providing all women and girls in diverse situations and conditions, and persons

in vulnerable situations, including persons with disabilities, safe and equal access to public infrastructure, including public transportation, and public spaces.

- vi. Strive to enforce, review and update policies and legislations for encouraging, enabling, and safeguarding women in the workplace, with particular attention to addressing and eliminating sexual and gender-based violence, including sexual harassment in the world of work across the formal and informal economy for all types of employment (full time, part-time and seasonal), in line with domestic laws and regulations.
- vii. Promote investment in the availability and accessibility to affordable care infrastructure, including those for children, older people and persons with disabilities to address unequal distribution of unpaid care and domestic work to promote the participation of women in education and employment.
- viii. Recognize, reduce, and redistribute unpaid care responsibilities by putting in place, measures such as gender-responsive social protection, including adaptive social protection measures to fairly compensate time and efforts of those with caring responsibilities; and ensure that care workers enjoy effective protection against all forms of abuse, harassment and violence, and have collective representation, including via representative unions, taking into account different national contexts and circumstances.

- ix. Endeavour to provide capacity building and skills training for care professionals, including those in vulnerable situations, to enhance the quality of care, to provide decent work and wages, and extend gender-responsive social protection, including adaptive approaches to social protection for care workers within public systems.
- x. Promote universal health coverage with primary healthcare as a cornerstone to promote gender equality and women's empowerment by addressing the social, economic, and cultural factors that contribute to health inequities and barriers to accessing health services.
- xi. Promote women's financial inclusion by integrating women, particularly women entrepreneurs, and MSMEs owned and led by women into the formal financial system; and by strengthening their access to low-cost, convenient, need-based, and sustainable finance, including through digital finance and other tailored financial services, such as microfinance.
- xii. Support enterprises, including MSMEs, owned and led by women, in urban, semi-urban and rural areas, in collaboration with the private sector by facilitating access to markets, including global value chains, to increase the visibility of their business offerings, offering business advisory services, expanding business support and networks, as well as, strive to increase public procurement from such enterprises in accordance with relevant national policies and circumstances.

- xiii. Increase full, equal, effective and meaningful participation and leadership of all women and girls in diverse situations and conditions, in all decision- and policy- making processes through appropriate initiatives for capacity building, education, skilling, mentorship, and measures to ensure the safety and accessibility of women, as well as persons in vulnerable situations and persons with disabilities, stepping into leadership roles.
- xiv. Recognize that women's rights organizations and grassroots initiatives play a crucial role in advocating for and advancing policies, laws and institutions that ensure gender equality and women's empowerment for sustainable development, including mainstreaming of social norms and practices that further gender equality, and acknowledge that their work is impeded by a lack of resources and there is a pressing need to facilitate access to resources for women's rights organisations to enable them to contribute positively to development efforts in all areas, taking into account different national contexts and circumstances.
- xv. Share country best practices and experiences on gender-responsive budgeting and auditing mechanisms for gender mainstreaming.

II. Bridging the Digital Divide

- i. Foster collection and use of evidence-based disaggregated data as applicable in respective national contexts and circumstances to ensure that no one is left behind.

- ii. Promote regulatory policy frameworks that encourage women to actively participate in the formulation of national digital strategies that aim to close the gender digital access, adoption, and usage gaps.
- iii. Increase the participation of all women, as well as persons in vulnerable situations, in the technology sector, and collaboration with women technology experts as well as with women's rights organizations to ensure accessible, inclusive and gender- responsive design of digital products and services and safe online spaces.
- iv. Improve affordability of digital technologies, including internet connectivity, to enable full participation of women and girls in the digital world.
- v. Strengthen international collaboration to bridge the gender digital divide and promote equal and fair access to digital literacy including digital financial literacy and digital skills training, for every woman and girl, including older women, persons with disabilities, and those in vulnerable situations.
- vi. Address harmful gender norms and stereotypes at home through gender-responsive parenting; in educational institutions and education curricula through gender- responsive teacher training; and in occupational fields by providing sensitization training on gender equality to employers and employees.
- vii. Encourage and support greater enrolment of all women and girls, including those with disabilities and persons in vulnerable situations, in STEM fields, with a particular focus on increasing their

active participation and employment in fields that use digital and emerging technologies, like Artificial Intelligence and Machine Learning, for promoting exchange of best practices, offering role models and using “champions” to encourage this change.

- viii. Accelerate initiatives such as targeted hiring which lay emphasis on job descriptions that are gender-neutral and inclusive, remove unconscious bias in interview processes, and offer an objective analysis of the remuneration structure to remove pay disparities; mentorship plans which can support women to be high performing in STEM workforce, attain leadership positions and, in turn, become role models and inspire other women employees and future aspirants; and specific back-to-work initiatives that can enable increased participation of women across all sectors, particularly in STEM roles.
- ix. Promote public-private partnerships in skilling programmes, including upskilling and re-skilling initiatives, to bridge the existing and widening digital divide.
- x. Support an inclusive, safe and secure, and interoperable digital public infrastructure that contributes to gender equality and helps build a trustworthy, robust, inclusive, accessible and sustainable digital financial system that meets the unique needs of all women and girls in diverse situations and conditions, including persons in vulnerable situations.
- xi. Recognise the importance of formulating gender-responsive policies to create an enabling, inclusive,

open, fair, and non-discriminatory digital economy for promoting businesses, including MSMEs, which are owned and led by women.

- xii. Recognise, adopt and promote strategies to prevent gender stereotypes, harmful behaviours, negative social norms and unequal power relations, which drive all forms of discrimination, violence, sexual harassment and abuse against women and girls in digital contexts, including cyberbullying and cyberstalking; and strive to eliminate all forms of violence against women and girls in public and private spaces, online and offline, through multisectoral and coordinated approaches and appropriate measures.
- xiii. Create conditions for safe, equitable and inclusive digital learning environment, to complement in-person education, for all women and girls, including those who have missed out on education to promote lifelong learning, by investing in education systems and supporting infrastructure including school infrastructure, and the distribution of inclusive, free, safe, and accessible digital public learning resources.

III. Environmental and Climate Action

- i. Mainstream gender-responsive approaches in the development and, where appropriate, in the implementation of relevant national policies, plans, strategies and actions on environment, climate, biodiversity, natural resources, pollution and disaster risk reduction, such as National Adaptation Plans, Nationally Determined Contributions (NDCs), National Biodiversity Strategies and

Action Plans, and Long- Term Low Emission Development Strategies, taking into account different national contexts and circumstances.

- ii. Support and increase women's participation, partnership, leadership and decision- making in climate change mitigation and adaptation, disaster risk reduction strategies including preparedness policies and plans, land and natural resource management and governance, as well as halting and reversing biodiversity loss and tackling environmental degradation and pollution.
- iii. Encourage a gender-responsive approach in the designing of (a) climate change, mitigation, and adaptation strategies; (b) disaster-risk-reduction strategies and early warning systems; (c) building infrastructure; (d) social protection measures, including adaptive social protection measures; and (e) training programmes on disaster preparedness, risk reduction and response mechanisms, handling of mitigation technology, and leading evacuation efforts.
- iv. Acknowledge the disproportionate impact of climate change, biodiversity loss and pollution on all women and girls in diverse situations and conditions, and in this context, call for the collection and use of disaggregated data, as applicable in respective national contexts and circumstances, to ensure that no one is left behind.
- v. Empower all women and girls in diverse situations and conditions, including those with disabilities, in local communities to be champions of and meaningfully participate, contribute, and lead

the sustainable management and conservation of biodiversity and other environment protection aspects as well as disaster risk reduction.

- vi. Facilitate the creation and promotion of multi-stakeholder and multi-level forums led by women to support grassroots women's rights organizations, as applicable in respective national contexts and circumstances, and empower them to lead climate- and environment-related initiatives.
- vii. Promote women's entrepreneurship, business growth, and employment opportunities in all sectors of the economy through vocational education, capacity building, mentoring and access to concessional financing programmes, and foster the development and adoption of digital financial services that help with climate change mitigation and adaptation, and enhance environmental conservation and protection.
- viii. Support quality foundational, technical, and vocational education, including education for sustainable development and training programmes, for all women and girls in diverse situations and conditions, to acquire the knowledge and skills that can strengthen their resilience and adaptive capacities in order to attain high-quality jobs in the sustainable economy.
- ix. Support gender-responsive and climate- and environment-resilient solutions, including water, sanitation and hygiene (WASH) solutions, to build resilience to climate change as well as climate shocks and stresses, and ensure disaster risk reduction, for empowering and ensuring the

inherent dignity of all women and girls in diverse situations and conditions, including persons with disabilities and persons in vulnerable situations.

IV. Women's food security and nutrition

- i. Recognize the vital role of women in sustainable and resilient agriculture and food systems, particularly in developing countries, and promote policy interventions that encourage women's engagement in the development and use of appropriate, climate- resilient agricultural technologies and other innovative approaches, including climate-sensitive, agro-ecological and other innovative approaches, for promoting diversified food systems that make nutritious food and healthy diets more accessible and affordable, enhancing local and traditional crop varieties, including those adapted to local environmental conditions, and maximizing economic impact.
- ii. Empower women, including smallholder and family farmers, to achieve sustainable development, particularly to eliminate hunger and malnutrition, contribute to climate change mitigation and adaption, conserve biodiversity, improve soil health, and sustainably transform agriculture and food systems through the sustainable cultivation of resilient crops with high nutritional value, such as millets, quinoa, sorghum, and other traditional crops, including rice and wheat.
- iii. Encourage reforms to give all women and girls in diverse situations and conditions, equal rights to economic resources, as well as access to ownership and control over land and other forms

of property, financial services, inheritance, and natural resources, in accordance with respective domestic laws and regulations.

- iv. Support the role of women organisations and networks in agriculture, including through technical assistance and resources, and close gender gaps in access to agricultural inputs.
- v. Encourage investments in sustainable and resilient agriculture and food systems, such as technological innovation in agriculture and inclusive supply chains for women farmers and other producers, to promote and enable equal and meaningful participation of women in agriculture and food systems including in off-farm economic opportunities and access to the marketplace and value chains, and to ensure decent income for their work. In this regard, we reiterate our support for a rules-based, non-discriminatory, open, fair, inclusive, equitable, multilateral agriculture trading system with the WTO at its core.
- vi. Promote well-conceived school meal programmes that offer safe and adequate nutrition and healthy diets which can (i) advance nutrition education and develop better eating habits, (ii) further gender equality in education by increasing enrolment and retention of girls in school which would enable them to perform better and improve their adult job prospects, and (iii) provide local smallholder farmers, particularly women, with a predictable outlet for their products, leading to stable incomes, and higher investments and productivity.

- vii. Recognize the critical role of nutrition-sensitive and gender-responsive social protection systems, including adaptive social protection measures, in ending hunger and malnutrition and in enhancing livelihoods, productivity and health in ways that can transform lives of all women and girls and address the barriers in accessing these systems.
- viii. Work with multilateral partners to mainstream gender-responsive nutritional interventions across sectors, such as health and sexual and reproductive health; agriculture and food systems; and water, sanitation and hygiene (WASH) and education.
- ix. Strengthen the availability and use of disaggregated data as applicable in respective national contexts and circumstances on a voluntary basis, to ensure that no one is left behind, to facilitate better monitoring and evaluation of nutritional outcomes.
- x. Support gender-responsive and age-sensitive nutrition, and food system interventions by leveraging innovative financing instruments to prevent and treat child wasting, which is the most immediate, visible, and life-threatening form of malnutrition, as well as child stunting which bears life-long disastrous consequences that contribute to the intergenerational cycle of malnutrition.
- xi. Address harmful social and cultural practices, especially those affecting intra- household food allocation, access to health, water, sanitation and hygiene products and services; and gender norms that negatively impact roles and responsibilities as well as control over resources and distribution of

unpaid care work to ensure their personal health and well-being.

- xii. Improve access to safe and adequate nutrition and healthy diets, nutrition-sensitive social protection measures, including adaptive social protection measures, and formal childcare for all adolescent girls and women, including during pregnancy and breastfeeding, to combat the issues of malnutrition, undernutrition, micronutrient deficiencies and anaemia.
 - xiii. Promote women's full, equal and meaningful participation in decision making and leadership roles, and engagement with grassroots women's rights organizations to ensure quality implementation of gender-responsive policies and programmes, regular reviews, and real-time course correction for improving food security and nutritional outcomes, and to combat all forms of malnutrition such as stunting, wasting, obesity, micronutrient deficiencies and diet-related non-communicable diseases.
6. Bearing in mind multiple and intersecting forms of discrimination experienced by women and persons in vulnerable situations, in urban and rural areas; taking into account the various factors, such as race, age, language, ethnicity, culture, religion, disability, marital status, migrant status, Indigenous or socio-economic backgrounds; and the fact that gender inequality is structural—embedded across governance systems, public policy, social and economic life—the G20 calls for proactive action to develop and implement gender-responsive

development policies. It urges conscious effort from governments, international organizations, institutions at all levels, and all individuals—including men and boys—to operationalize the action points stated above. This will assist in complete and effective integration of women as active agents of sustainable development to accelerate progress on the SDGs.

7. As G20 members, we commit ourselves to mainstreaming gender equality and empowerment of all women and girls in diverse situations and conditions across all workstreams in the G20 and beyond, among others, by employing a gender-responsive approach to our actions.

The views expressed in this booklet are not necessarily those of the Forum of Free Enterprise.

CODE OF CONDUCT

(Published by Forum of Free Enterprise in 1957)

THIS CODE OF CONDUCT for Free Enterprise has been prepared by the Forum of Free Enterprise and is now placed before industrialists, business men and those belonging to different professions and vocations in India in the belief that they will find it worthy of acceptance and of application in their daily activities. The Forum pledges itself to do all it can to create a widespread awareness in the ranks of Free Enterprise of the obligations that are contained in this Code. We feel that Free Enterprise, which has been tested and proved by time and experience of all democratic societies, should maintain its reputation by insisting on high standards of integrity which are dictated by social purpose. Honesty, hard work, courtesy and continuous initiative are the foundations on which the edifice of Free Enterprise rests.

PRODUCERS and distributors owe it to the consumers of their products that they shall always be of the highest quality and available at reasonable cost. They shall maintain fair measure and guard against adulteration. Customers are entitled to courtesy, promptness and good service and every endeavour shall be made to see that they receive them.

EMPLOYERS owe it to labour to recognise that welfare is not conceived in terms of philanthropy,

but as a social obligation. Men and women engaged in production shall do so with dignity, honour and a sense of security. Fair wages should be paid for work done. Working conditions shall be as pleasant as possible. Opportunities should be made available for the worker to gain technical skills and better his economic prospects and social status. Procedures should be instituted for the removal of legitimate grievances so that the employee is satisfied that he gets a fair deal. The employers should welcome the existence of stable and democratic trade unions. They should recognise that in the sphere of employee-management relations, as in other spheres, checks and balances are essential for the working out of rational and democratic solutions. They should accept the role of labour as one of creative co-operation and recognise the need for providing increasing opportunities for consultation of employees and their progressive association with Management to help in the promotion of increased productivity from which all will benefit.

MANAGEMENT owes it to those who invest in their enterprise that they receive a fair return on their investments commensurate with the risk they take. At the same time, reserves must be created for expansion and modernisation of the plant and machinery and in their utilisation the Management remains accountable to the investor. Money must also be provided for research. The earning by the shareholder of a fair return or profit by the entrepreneur under competitive conditions and after payment of fair wages must be regarded as a legitimate reward for the risk and the work of promotion and development which the

community urgently needs. Certain malpractices have crept into the system of company management. They are to be condemned and should be removed. Hoarding, black-marketing and profiteering are anti-social and evil. Honest business practices can be promoted and encouraged by an honest and efficient administration in a democratic State.

PROFESSIONAL MEN-lawyers, teachers, doctors, auditors, or writers-owe it to those who avail themselves of their services to maintain the highest standards and traditions. They should discharge their duties truly and faithfully, and should always subordinate considerations of personal gain to the larger objective of service.

WE ALL owe it to the community that we accept our obligations as good citizens. We shall bear our share of taxation honestly. We condemn unequivocally any attempt at tax evasion. We shall actively participate in the promotion of social, cultural and civic improvements. Wealth or power shall not be a justification for vainglory or ostentatious display, but an opportunity for rendering service to the community.

“People must come to accept private enterprise not as a necessary evil, but as an affirmative good”.

- Eugene Black
Former President,
World Bank

FORUM

OF FREE ENTERPRISE

The Forum of Free Enterprise is a non-political and non-partisan organisation started in 1956, to educate public opinion in India on free enterprise and its close relationship with the democratic way of life. The Forum seeks to stimulate public thinking on vital economic problems through booklets, meetings, and other means as befit a democratic society.

In recent years the Forum has also been focusing on the youth with a view to developing good and well-informed citizenship. A number of youth activities including elocution contests and leadership training camps are organised every year towards this goal.

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Please write for details to :

Forum of Free Enterprise, Peninsula House, 2nd Floor;

235, Dr. D. N. Road, Mumbai 400 001. Tel.: 022-46088687.

E-mail: forumfe1956@gmail.com; Website: www.ffeindia.com;

Twitter: [@ffeconnect](https://twitter.com/ffeconnect)

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