

# **The Implementation of the G7 and G20 Gender Equality Goals in Germany**

Update 2023



GERMANY 2022

## Abstract

In recent years, the Group of Seven (G7) and Group of Twenty (G20) have placed increasing emphasis on gender equality. As part of this focus, member states of both institutions have set out a series of objectives aimed at advancing gender equality. This report examines the degree to which these goals have been implemented in Germany. First, the gender equality goals that both institutions have set out since 2009 are presented and systematised. The report, which updates a 2020 assessment by Axel Berger, Sören Hilbrich, Gabriele Köhler and Yannik Sudermann investigates the current state of progress in Germany and describes measures that have already been undertaken to implement the goals.

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## Abbreviations

BAG	Federal Labour Court
BGBI	Federal Law Gazette
BMAS	Federal Ministry of Labour and Social Affairs
BMBF	Federal Ministry of Education and Research
BMFSFJ	Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
BMJV	Federal Ministry of Justice and Consumer Protection
BMWK	Federal Ministry for Economic Affairs and Climate Action
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
DEG	German Investment Corporation
EU	European Union
EWG	Employment Working Group
G7	Group of Seven
G8	Group of Eight
G20	Group of Twenty
GaFöG	All-Day Support Act
GEAC	Gender Equality Advisory Council
GPE	Global Partnership for Education
ILO	International Labour Organization
IMF	International Monetary Fund
LGBTIQ*	Lesbian, Gay, Bisexual, Transgender, Intersex and Queer
NAP	National Action Plan
OECD	Organisation for Economic Co-operation and Development
STEM	Science, Technology, Engineering and Mathematics
STI	Science, Technology and Innovation
UN	United Nations
WBG	World Bank Group
We-Fi	Women Entrepreneurs Finance Initiative
WINDS	Women's Initiative in Developing STEM Career
WPS	Women, Peace and Security

# 1 Summary

The Group of Seven (G7) and the Group of Twenty (G20) are what are known as “club governance” institutions whose decisions are taken at regular meetings between government representatives of an exclusive group of countries. Although the deliberations of both G7 and G20 Leaders traditionally focus on economic issues, they have also adopted commitments on improving gender equality. Neither institution has a secretariat or an organisation that could independently implement policies. Nor are the decisions of the G7 and G20 legally binding. Nevertheless, they exert a certain influence within the global governance architecture. This influence can be seen in the effects that discussions and agreements within both institutions have on the policies of the member states and various international organisations.

The annual work process of the G7 and G20 culminates in each case in a **summit meeting** with the member states’ respective heads of state and government. These summits end with a “Leaders’ Communiqué”, which, alongside a general description of the current global situation, contains joint objectives set out by the member states. The heads of state and government can also adopt additional political documents drafted by the topic-based working groups responsible for preparing the summit.

In their early years, both the G7 and G20 concentrated on narrowly defined economic and financial topics. **Both institutions have broadened their agenda** over the years and now deal with topics ranging from the economy to employment and the environment. Gender equality-related issues increasingly feature in the G7 and G20 discussions.

The decisions contained in the G7 and G20 documents can be divided into **general goals, quantitative targets, and commitments to policies and strategies**. General goals leave room for interpretation. They do not specify measures to be undertaken to actually achieve the aims. Quantitative targets also lack specific measures or strategies, though they are more precise in describing the form and direction of change required. Commitments to policies and strategies relate to more or less specifically described reforms in legislation, initiatives, government programmes, and so on.

With regard to gender equality, in recent years the G7 and G20 countries have adopted general goals and, to a much lesser degree, quantitative targets. They have also committed to implement a series of relevant policies. Many of these objectives relate to **the economic inclusion of women**. However, gender equality goals also relate to **female representation in leadership and decision-making positions**, to **education**, and to **gender-based violence and violence against women**. For the G7, since 2021, these commitments explicitly also refer to LGBTQ\*. Meanwhile, a G7 Dashboard on Gender Gaps key indicators across different policy areas relevant to the progression of gender equality has been implemented and is intended to be updated on a regular annual basis (G7, 2022).

**Germany is a member of both the G20 and the G7 and is thus committed to the aims of both institutions.** In the following sections, the study summarises the gender equality goals of the G7 and G20 during the period from 2009 to 2022 for the four political areas mentioned above. It assesses the policies and initiatives that have been undertaken and can contribute to realising these goals in Germany. This study represents a substantial update of a similar assessment published in 2020 (Berger, Hilbrich, & Köhler, 2020).

### **Economic inclusion: Labour market conditions, women entrepreneurs, financial inclusion**

The majority of the gender equality goals of the G7 and G20 relate to the economic situation of women and the conditions women encounter in the labour market, as well as the challenges facing women entrepreneurs and their access to financial services (financial inclusion). Regarding the labour market, the quantitative target of reducing the employment gap between women and men by 25 per cent between 2015 and 2025 (known as the 25by25-initiative) is particularly worthy of note. This aim first emerged in the G20 process at the 2014 Brisbane Summit. The G7 member countries subsequently also stated their support for the goal in Leaders' Communiqués. Both institutions adopted the goal to promote equal pay and a family-friendly labour market. In order to achieve the latter objective, the G7 countries want to improve, for example, regulations concerning parental leave.

Both the G7 and the G20 support the goals of promoting women entrepreneurs and improving the financial inclusion of businesses run by women. The documents of both institutions include commitments to various policies and strategies. The plan envisions to make successful women entrepreneurs more visible as role models and to improve networking, continuing education and training, and mentoring. The G7 and G20 countries have also committed to giving women entrepreneurs better access to financial capital.

Similar to other G7 and G20 member states, Germany is far from achieving gender equality, particularly in the economic sphere. This is especially the case in the labour market. Employment rates of women are still significantly lower than those of men. The employment gap has only decreased by around one percentage point since 2014, nevertheless, a minor amount of progress can be seen concerning the G20's quantitative target in relation to employment. In 2022, the pay gap between women and men was 18 per cent, down from 22 per cent in 2014 (Statistisches Bundesamt, 2023a). In 2017, Germany passed a Pay Transparency Act to promote equality in this area. The introduction of a legal minimum wage in 2014 and its increase to €12 per hour in 2022 may also help to reduce the pay gap, as far more women than men work in low-wage sectors as well as in part-time jobs (Bundesregierung, 2021b, p. 5).

With regard to the G7 and G20 objectives of reconciling work and family life, the Good Daycare Facilities Act of 2018, which was updated in 2022,<sup>1</sup> aims to improve the care available in nurseries and other childcare facilities by 2024. In addition, since 2007 parents have the right to parental allowance of 65 per cent of their previous income (with a cap of €1,800) for up to 14 months following the birth or adoption of a child, and the right to longer parental leave since 2015, which is primarily aimed at increasing men's participation in childcare. In 2007 only 20.2 per cent of fathers in Germany took parental leave, but by mid-2020 their share reached 44.1 per cent (Statistisches Bundesamt, 2022b).

Germany also needs to do more to implement the G7 and G20 objectives of supporting women entrepreneurs. Women entrepreneurs frequently obtain less funding than their male counterparts. One strategy for supporting women entrepreneurs implemented in Germany in recent years is the initiative "FRAUEN unternehmen" of the Federal Ministry for Economic Affairs and Climate Action (BMWK), which provides, for example, advisory services and networking opportunities for women entrepreneurs. Beyond such individual initiatives, there are no comprehensive strategies specifically aimed at promoting women entrepreneurs in Germany.

<sup>1</sup> Bundesgesetzblatt Jahrgang 2022 Teil I Nr. 56, Bonn, as of 28 December 2022.

## Leadership and decision-making positions

Both the G7 and G20 have repeatedly committed to the general goal of improving women's access to leadership and decision-making positions (see Annex 1). However, only G7 documents contain commitments to specific policies and strategies. For example, according to the G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017), the G7 aims to improve the representation of women in leadership positions in the private sector by means of management training and the use of equality labels/certification.

In Germany there is a major discrepancy in the representation of women and men in leadership positions. For example, in 2022, despite a rapid increase during the last decade, only 21.8 per cent of the management board positions of the companies represented in the DAX30/ DAX40 were held by women (Statista, 2023). One policy aimed at changing this imbalance that corresponds to the G7 and G20 objectives is the "Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector",<sup>2</sup> which was passed in 2015. Initial findings show that where the obligatory quota applies, it leads to an increase in women's participation in management. Where such a quota is lacking, women rarely reach senior leadership positions. Thus, the Federal Government further tightened the law in 2021 (FüPoGII), with a minimum participation of women on supervisory boards with more than three members in large German companies being the central element of the new law.<sup>3</sup>

## Education and training

For several years now, the G7 and G20 have also recognised the importance of gender equality policies in the area of education and skills development. The G7 has made commitments to strategies such as the expansion of grant programmes in areas in which women are under-represented, the improvement of learning environments, and the training of teachers and educators in gender-sensitive teaching methods. Both institutions emphasise education opportunities for women and girls in STEM (science, technology, engineering, and mathematics). In 2021, in line with Sustainable Development Goal 4, the G7 committed to bring "40 million more girls in education by 2026 in low- and lower-middle-income countries" (G7, 2021, p. 19) and to jointly support the Global Partnership for Education (GPE) with at least \$2.75 billion in funding over the next five years. In 2015, with regard to developing countries, the G7 committed to implementing measures to increase the number of women who participate in vocational education and training by one-third by 2030. Furthermore, at the 2018 G7 summit, there was a commitment to make \$2.9 billion available for an education programme for girls in crisis-stricken countries.

**Germany**, for example, has the initiatives "Klischeefrei" ("Free of Clichés") as well as "Girls' Day" and "Boys' Day". These initiatives aim to counteract gender stereotyping and thus improve the education chances of girls and women in areas in which they are traditionally under-represented. There are also attempts to tackle the lack of women in research and teaching (particularly in higher education). With respect to the G7 objective of increasing the number of women in vocational education and training in developing countries, a limited number of measures are being implemented in Germany's development cooperation programmes.

<sup>2</sup> "Gesetz zur gleichberechtigten Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst."

<sup>3</sup> "Gesetz zur Ergänzung und Änderung der Regelungen für die gleichberechtigte Teilhabe von Frauen an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst", Bundesgesetzblatt Jahrgang 2021 Teil I Nr. 51, [https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger\\_BGBL&jumpTo=bgbl121s3311.pdf#\\_bgbl\\_%2F%2F%5B%40attr\\_id%3D%27bgbl121s3311.pdf%27%5D\\_1679912154617](https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBL&jumpTo=bgbl121s3311.pdf#_bgbl_%2F%2F%5B%40attr_id%3D%27bgbl121s3311.pdf%27%5D_1679912154617)

## Gender-based violence

Both the G7 and G20 are committed to the general goal of reducing gender-based violence and violence against women. However, only the G7 countries have set out specific policies for advancing this objective, and they also mention LGBTIQ\* in this context. These policies include setting up national strategies for preventing gender-based violence and violence against women, providing safe spaces for those affected by violence, and providing sufficient funding for organisations that are involved in tackling gender-based violence and violence against women. There are also plans for awareness campaigns regarding sexual and gender-based harassment in the digital sphere.

In 2017, **Germany** ratified the Council of Europe's Convention on preventing and combating violence against women and domestic violence (Istanbul Convention); it came into force in 2018. Germany also ratified in 1985 the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Germany also launched its "Action Programme to Combat Violence against Women" ("Aktionsprogramm gegen Gewalt an Frauen"). This programme aims, among other things, to support federal states and local authorities in developing needs-based systems to support women who experience violence.

It is thus clear that Germany has taken some steps to implement the G7 and G20 objectives, particularly with regard to economic inclusion and the fight against violence against women and gender-based violence and violence against women (see also Bundesregierung, 2021a). However, the aims remain far from being achieved, and the measures that have been undertaken so far are not sufficient to ensure full success in the future, especially in light of the Covid-19 pandemic, which led to increased violence against women, especially due to lockdowns, and Russia's war of aggression against Ukraine. As a consequence of the war, there is a significant influx of Ukrainian refugees to Germany, mostly women and children, who need targeted support and protection against violence.



# 1 Introduction <sup>4</sup>

The heads of state and government of the Group of Seven (G7) and the Group of Twenty (G20) are increasingly discussing issues relating to gender policy.<sup>5</sup> Since 2009, the Leaders' Communiqués of the G7 and G20 have devoted more attention to the economic participation of women, as well as their safety and education. The broadening of the G7 and G20 agenda in this regard shows that internationally there is greater focus on gender equality<sup>6</sup> beyond special forums such as the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the United Nations' (UN) Sustainable Development Goals.

Similar to other international processes, the G7 and G20 play an agenda-setting role in the field of international politics. Although the decisions of the two institutions are not binding, the discussions that take place influence international discourse, and thus also have an influence on national policies and strategies.<sup>7</sup>

This updated report investigates how the gender equality-related goals of the G7 and G20 have been implemented in Germany since 2009.<sup>8</sup> The relevant goals were identified by systematically examining the G7 and G20 Leaders' Communiqués between 2009 and 2022 identifying sections relevant to gender equality. Both institutions' gender equality-related objectives are found in four main policy areas: economic inclusion, leadership and decision-making positions, education and training, and violence against women and gender-based violence and violence against women. Since their 2021 and 2022 communiqués, G7 Leaders have explicitly included LGBTIQ\* in their commitments (G7, 2021, p. 18).

<sup>4</sup> We wish to thank Caroline Ausserer, Laura Gey, Madita Standke-Erdmann, and Melanie Taymour of the National Council of German Women's Organisations (Deutscher Frauenrat) and Clara Brandi, Adolf Kloke-Lesch, and Jakob Schwab of the German Institute of Development and Sustainability (IDOS) for their beneficial feedback on earlier versions of this study. We are also grateful to Florian Gitt, Nora Immink, Franklin Zummach, Georgios Moschopoulos, and Ilia Zheltov for their support in the research and drafting of the report.

<sup>5</sup> The G7 encompasses Canada, France, Germany, Italy, Japan, the United Kingdom and the United States. The G20 have a broader membership, bringing together states of different income levels and political orientations. Members of the G20 are all G7 countries as well as Argentina, Australia, Brazil, China, the EU, India, Indonesia, Mexico, Russia, Saudi Arabia, South Africa, South Korea and Turkey.

<sup>6</sup> "Gender equality" refers to equality between persons with all gender identities. However, while the recent reference to the situation of LGBTIQ\* by the G7 reflects such an understanding of gender equality that recognises also non-binary gender identities, many traditional G7 and G20 commitments focus exclusively on equality between women and men.

<sup>7</sup> With respect to the UN, Kaltenborn (2020) analyses how treaties and agreements on human rights may be reflected in national legislation. The boundaries between binding treaties and agreements and non-binding UN resolutions (soft law) are blurred. For more on the influence of binding UN resolutions and treaties on gender policy in Germany, see CEDAW-Alliance Deutschland (2019) with reference to the women's rights convention (UN, 1979), on which the German Federal Government issues a report and on whose recommendations it must take a position. For more on the influence of non-binding UN documents, such as the UN Agenda for Sustainable Development (UN, 2015), see Birkenkötter, Köhler and Stock (2019).

<sup>8</sup> The original version of this study (Berger, Hilbrich, & Köhler, 2020) covered only the period from 2009-2019.

For each of the four policy areas, the report details what policy initiatives and legislative changes adopted in Germany contribute to the implementation of the objectives. On the basis of freely accessible sources, the authors consulted the relevant legislation and programmes for this purpose.<sup>9</sup> In this regard the G7/G20 Documents Database has proven to be a most valuable tool.<sup>10</sup> In addition, with respect to the quantitative targets of the G7 and G20, statistics illustrate the extent to which the aims have been achieved so far.

This report does not assess the contribution of the G7 and G20 goals towards improving gender equality and gender justice. Rather, its aim is to measure the German government's policy initiatives against the obligations it undertook with respect to the framework of these two institutions. However, the level of success in Germany and the contribution that legislation and initiatives have made towards achieving the goals can only be judged to a limited degree. This is partly because the aims stated by the G7 and G20 heads of state and government are predominantly general in nature and often lack measurable indicators. Nevertheless, this study's assessment of German legislation in comparison to G7 and G20 goals can provide an indication on the efforts made by Germany to implement pertaining policies on gender equality.

The period of the update (2020-2022) is significantly shaped by two events of global scope and with implications for gender equality issues: first, the Covid-19 pandemic starting in early 2020 with all its consequences regarding socioeconomic and health-related issues as well as those relating to violence (e.g. domestic violence), especially for women; second, since February 2022, the Russian war of aggression against Ukraine. The latter has led to a significant influx of Ukrainian refugees to Germany, most of them women and children.

Furthermore, the German federal elections of 2021 brought into office a coalition government consisting of social democrats, the green party and the liberal democrats. In their coalition agreement, the parties set out an ambitious gender equality policy roadmap, which serves as an additional point of reference for this updated report (Bundesregierung, 2021b).

In the coalition agreement of November 2021, the incoming government proclaims: "We strengthen the rights, representation and resources of women, girls and marginalised groups such as LGBTI. Equal political, economic and social participation, the strengthening of sexual and reproductive health and rights of women and girls, and unrestricted access to equal education and health care are central to us" (Bundesregierung, 2021b, pp. 95, 120).<sup>11</sup>

<sup>9</sup> The following sources were consulted: the Federal Law Gazette (BGBl.) for the years 2016 to 2022, and the websites of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), the Federal Ministry of Labour and Social Affairs (BMAS), the Federal Ministry for Economic Affairs and Energy (BMWi), the Federal Ministry of Education and Research (BMBF) and the Federal Ministry of Justice and Consumer Protection (BMJV). Parliamentary enquiries by political parties were also taken into consideration. The Deutscher Frauenrat's mid-term review of the policies of the German Federal Government is also useful in assessing the progress made with respect to women's rights and gender equality. The review refers to the coalition agreement as opposed to G7 or G20 documents but summarises legislative progress and weaknesses with respect to gender equality. See Deutscher Frauenrat (2019). The statement of the CEDAW-Alliance Deutschland (2019) was consulted as a comparator document.

<sup>10</sup> See <https://g7g20-documents.org>.

<sup>11</sup> "Wir stärken die Rechte, Repräsentanz und Ressourcen von Frauen, Mädchen und marginalisierter Gruppen wie LSBTI. Die gleichberechtigte politische, wirtschaftliche und soziale Teilhabe, die Stärkung sexueller und reproduktiver Gesundheit und Rechte von Frauen und Mädchen sowie der uneingeschränkte Zugang zu gleichwertiger Bildung und Gesundheitsversorgung sind für uns zentral" (Bundesregierung, 2021, p. 120, authors' translation).

As a central element of the coalition agreement and as a landmark towards the legal equality of LGBTIQ\* in Germany, the Federal Government adopted the action plan “Queer Living” (“Queer leben”) in November 2022 (BMFSFJ, 2022a).<sup>12</sup> The action plan is a milestone to strengthening acceptance and protection of sexual and gender diversity and promote LGBTIQ\* rights in Germany. The launch event for the action plan took place only on 20 March 2023 – the status of implementation will thus be covered in the future. Furthermore, the coalition agreement explicitly addresses the four policy areas of economic inclusion, leadership and decision-making positions, education and training, and gender-based violence/ violence against women, as well as the area of health. In addition, as part of a feminist foreign policy the coalition commits to globally promoting social diversity and strengthening the rights, resources, and representation of women and girls (3Rs), which refers to the United Nations Security Council Resolution 1325 on Women, Peace and Security. This commitment is in line with the G7 Leaders’ Communiqué of 2022 – the first-ever mention of the term feminist in the context of foreign, development, and trade policy in an official G7 document – and was finally further concretised with the publication of strategies for feminist foreign and development policies on 1 March 2023.<sup>13</sup> Questions of actual implementation should be the subject of future evaluations.

In the following, the first section describes the political process of the G7 and G20 in which the gender equality-related goals of both institutions arise, and it distinguishes the various types of G7 and G20 goals (Section 2). The G7 and G20’s gender equality-related goals are then identified with respect to four policy areas (economic inclusion, leadership and decision-making positions, education and training, and violence against women and gender-based violence and violence against women), and their implementation in Germany is examined (Section 3). Section 4 summarises the findings of the report and identifies policy areas that merit scrutiny in the future, that is, feminist foreign and developmental policies as well as health issues.

## 2 Political process and decisions of the G7 and G20

The G7 was first established in the 1970s. Meanwhile, the G20 has been convening since 2008 at the level of heads of state and government. Both Groups are known as “club governance” formats, and serve as a platform for informal discussions and policy coordination among the governments of the participant countries. The G7 – which, alongside the current member states, also included Russia from 1998 to 2014 – was founded in 1975 in response to the Oil Crisis of 1973 and the consecutive collapse of the system of fixed exchange rates. The G20 was founded in 1999 by finance ministers and heads of central banks in response to the financial crises that affected various emerging economies in the late 1990s. In 2008, for the first time, heads of state and government met at the G20 summit in Washington to discuss ways of coping with the global financial crisis. Although both the G7 and G20 initially focussed on financial and economic topics, their agenda has expanded greatly over the years and today includes issues such as security, climate change, migration, health, and development.<sup>14</sup> As part of this broadening of themes, issues relating to gender equality also began to receive greater attention.

<sup>12</sup> Even without directly referring to the G7, the action plan can also be seen in the context of the G7 commitments. The document focusses on the six fields of action: legal recognition, participation, safety, health, strengthening of counselling and community structures, and international affairs, and thus goes beyond the four equality policy priority topics of the G7 mentioned above.

<sup>13</sup> BMZ (2023), Auswärtiges Amt (2023). For a comprehensive critical assessment, see Deutscher Frauenrat (2023) and Women7 (2022).

<sup>14</sup> For analysis of the (controversial) role that club governance has played in global governance architecture, see for example, Cooper and Thakur (2013), Hajnal (2016) and Scholte (2016). For an up-to-date analysis of the G20, see Berger, Grimm and Cooper (2020).

The main decisions of the G7 and G20 can be found in a series of joint objectives known as “commitments”. These are not binding under international law, but are to be understood as declarations of intent by heads of state and government. They are intended to boost international cooperation and initiate measures on the part of international organisations as well as domestic reform processes. The mandates and working processes of the G7 and G20 are not based on international treaties, instead, they are characterised by informal agreements and routines. Neither organisation has its own secretariat, but both organisations cooperate with international organisations such as the Organisation for Economic Co-operation and Development (OECD) and the World Bank Group (WBG) on particular topics. These organisations conduct analyses to help prepare the decisions of the G7 and the G20, participate in the decision-making process, and offer support in implementing objectives (Gstöhl, 2006).

Each institution’s annual political process culminates in a summit of heads of state and government.<sup>15</sup> This summit is preceded by a comprehensive preparatory process involving various topic-based working groups. Representatives of the relevant ministries of the member states gather in these working groups to discuss internationally relevant political issues, articulate common goals, and develop joint policy initiatives. In addition to the summits and its preparatory work streams, the G7 and G20 processes include also ministerial meetings, in which additional public declarations are often agreed upon. In the G20 process, gender equality played a major role in, for example, the Employment Working Group (EWG). The ministers responsible for gender equality regularly meet as part of the G7 process.

A prominent position is granted to the government of the respective country that holds the G7 or G20 presidency. This country determines the agenda, decides on what ministerial meetings are held, and organises the working group meetings and the summit. The presidency rotates among the member states on an annual basis.

In addition to the G7 and G20 working groups, there are a series of dialogue-based processes with groups from civil society, economic representatives, and experts from science and academia, which draft policy proposals and recommendations to the G20 and the G7. Issues relating to gender equality feature above all in the dialogue-based processes Women7 (W7) and Women20 (W20) of the G7 and G20 respectively, though also in other supporting processes, such as those of think tanks, non-governmental organisations, and trade unions.

The most important concluding documents of the G7 and G20 processes are the declarations made by the heads of state and government. These declarations contain general assessments of the world economy and global political developments, state objectives, and policies, and call on international organisations and national governments to implement specific measures. Individual G7 and G20 working groups also issue additional documents that describe the aims and activities of both institutions in certain areas or with respect to certain policy initiatives. These documents are sometimes annexed to the Leaders’ Communiqué. In addition, these documents can be mentioned or adopted in the declarations or fed into the process of formulating the leader’s language. With rare exceptions,<sup>16</sup> the documents only include those positions and objectives that have obtained consensus among the heads of state and government.

<sup>15</sup> There is also a summit for the finance ministers and heads of the central banks as part of the G20 process. Preparations for this summit have maintained a certain independence from the rest of the G20 process. The historical explanation for this is that, as already mentioned, the G20 financial ministers and heads of central banks were already meeting long before the G20 summits of heads of state and government were introduced.

<sup>16</sup> Particularly noteworthy in this respect are the climate-related decisions of the G7 and G20 that, since the G7 summit in Taormina in 2017 and the G20 summit in Hamburg in the same year, have been supported by all countries except the United States.

The G7 and G20 goals may refer to the jurisdictions of the member states or other countries. We also distinguish between general goals, quantitative targets, and commitments to implement specific policies. General goals express a wish regarding future conditions, without describing specific measures or strategies for bringing such conditions about. General goals also leave room for interpretation when it comes to the exact form the desired change should take. Examples of text that express general goals in accordance with this definition are formulations such as: “Strengthening growth and creating jobs is our top priority” (G20, 2013) and “The G7 is committed to open and fair world trade” (G7, 2019).<sup>17</sup>

Quantitative targets refer to goals that also lack specific measures to achieve them, but in contrast to general goals, they describe the specific form and extent of the desired changes. An example would be the agreement at the G20 meeting in Brisbane 2014 to implement policies that intend to lead to additional economic growth of at least two per cent by 2018 (Callaghan, 2015). At least in theory, it is possible to apply quantitative social research methods to measure the degree to which quantitative targets are achieved.

In addition, the Leaders’ Communiqués of the G7 and G20 summits contain voluntary commitments to implement (or refrain from) certain policies and mention stakeholders who are responsible for doing so (in most cases this means the governments of the G7 or G20 member states or other international organisations). One such example is the voluntary commitment of the G20 countries to refrain from introducing trade protectionist measures during the 2008 global financial crisis.

It is not always easy to differentiate between these three types of goals. Furthermore, the goals often build upon one another. For example, since its founding, the G20 has pursued the general goal of promoting economic growth. In addition, at the summit in 2014 it stated a quantitative target, and over the years has approved a series of specific economic reforms aimed at achieving this goal. The trade-related commitments of the G20 show that over time goals can also be abandoned. For example, at the 2018 summit, the heads of state and government abandoned their verifiable commitment to refrain from protectionist measures and instead replaced it with the general aim of keeping markets open.

### **3 Gender equality goals of the G7 and G20 and their implementation in Germany**

Gender equality goals have long been included in the Leaders’ Communiqués of the G7 and, since 2012, also of the G20 (Annex 1). Generally speaking, both institutions are now placing more emphasis on gender equality, although traditionally the G7 has focussed more on socio-political aspects such as access to education or policies and measures to address violence against women and gender-based violence, while the G20 has prioritised economic aspects such as participation in labour markets. Due to the greater reference to gender equality in recent years, since 2017 the G7 and G20 decisions have moved closer in terms of their thematic focus, though only the G7 explicitly addresses the situation of LGBTIQ\* in their communiqué language (G7, 2021, p. 18; 2022).

<sup>17</sup> The citations here and in what follows refer to the G7 and G20 leaders’ declarations. The G7 and G20 leaders’ declarations since 2009 are listed in Annex 2.

With regard to gender equality, the political documents of the G7 and G20 contain goals that encompass various policy areas. In May 2012, for example, for the first time, the G7 committed itself to the aim of improving the human rights of women in general. In addition, the mainstreaming of gender equality was a stated goal of the G7 in 2016 and 2017 and of the G20 in 2018, while in 2019 there is a separate section on “Women’s Empowerment” in the G20 Leaders’ Communiqué. Moreover, in 2022, G7 Leaders commit for the first time to “the spirit of feminist foreign, development and trade policies” (G7, 2022, p. 23). However, this commitment is only taken up in the section on development policy and not coherently implemented in the entire Communiqué. In addition, the reference of a feminist foreign, development and trade policy is not supported by commitments to concrete steps of implementation and financial contributions (Women7, 2022, p. 18).

Since 2018, G7 presidencies have established a Gender Equality Advisory Council (GEAC), an independent advisory body that develops recommendations concerning gender equality based on scientific expertise (G7, 2018; 2019; 2021; 2022). The GEAC is committed to the fundamental principles of freedom, individual humanity, dignity, and equal opportunity for women and girls worldwide. For instance, in the midst of the Covid-19 pandemic, GEAC 2021 focussed on “Building Back Better for Women and Girls”. This was to ensure that women, girls, and LGBTQ\* were not overlooked in the recovery process, as was so often the case during the pandemic (GEAC, 2021). Among other things, the GEAC picked up on the idea of a G7 gender equality monitoring and accountability mechanism: In 2022, building on the GEAC and W7 recommendations to strengthen accountability for achieving gender equality, the G7 countries endorsed the G7 Dashboard on Gender Gaps (G7, 2022). The mechanism was put in place by the end of the very same year. It is important, however, that civil society actors criticise the Dashboard since it does not indicate resources, descriptive or analytical elements and no information on where the given graphs were taken from (Women7, 2022, p. 23).

Since 2020 the health and socioeconomic consequences of the Covid-19 pandemic as well as global efforts to tackle the pandemic have become crosscutting themes in the Leaders’ Communiqués of the G7 and G20. As women have been disproportionately affected by the pandemic, the G20 “will work to ensure that the pandemic does not widen gender inequalities” (G20, 2020, p. 7f). In the following years, this general goal was renewed and supplemented by a plethora of gender equality-related aims (G20, 2021; 2022). For the G7, the pandemic’s disproportional effects on women and girls are evident, too (G20, 2021; 2022). Therefore, G7 members continue “to strive for a strong, sustainable, balanced, gender-equal, and inclusive global recovery” (G7, 2022, p. 8). Like numerous other gender equality-related aims contained in the Leaders’ Communiqués of the G7 and G20, gender equality and Covid-19-related aims are mostly subsumed under four distinct policy areas (G20, 2020; 2021; 2022; G7, 2021; 2022):

1. Economic inclusion
2. Leadership and decision-making positions
3. Education and training
4. Violence against women and girls, gender-based violence

In addition, there are aspirations to achieve a series of gender equality-related goals via development cooperation policies in countries that are not part of the G7 or G20. For the most part, these goals can also be classified according to the four policy areas, too. The following sections describe the gender equality-related goals in each of the four policy areas individually and analyse their implementation in Germany (or, in the case of development-cooperation goals, by Germany in other countries).

### 3.1 Economic inclusion:

#### Labour market conditions, women entrepreneurs, financial inclusion

Since 2012, the final documents of the G20 have contained an increasing number of demands and objectives for the improved economic inclusion of women. These demands and objectives were subsequently also taken up in the final documents of the G7. The G20, and later also the G7, adopted the goal to promote women's participation in labour markets and improve financial inclusion. Support for women entrepreneurs has also become increasingly important for the G7 and G20. On the whole, commitments regarding economic inclusion have been accorded greater weight than other gender equality-related issues, particularly in the final documents of the G20. These commitments are examined in more detail before analysing their implementation in Germany.

#### 3.1.1 Goals

##### *Labour market conditions*

The G20 started to put an emphasis on the mainstreaming of gender equality in the labour market in general earlier than the G7, as well as, in particular, focussing on working conditions, equal pay, and the reconciliation of work and family life. For the G20, the final document of what was only the second G20 summit had included the demand for the creation of family-friendly labour markets (G20, 2009). Since 2012, the G20 Leaders' Communiqués have increasingly included such general goals for labour market policies oriented towards gender equality. Promoting the employment of women (G20, 2013; 2014; 2015; 2017; 2018; 2019; 2020; 2021; 2022) and promoting good working conditions for women (G20, 2012; 2018; 2019; 2020; 2021; 2022) can be identified as general, overarching goals.

One of the central goals of the G20, subsequently also adopted by the G7, is the reduction of the gender gap in labour market participation. At the G20 summit in 2014, the heads of state and government adopted the quantitative target of reducing the labour market participation gap between women and men by 25 per cent by 2025 and getting an additional 100 million women into employment (G20, 2014). In subsequent years, the G20 repeatedly reaffirmed this objective (G20, 2015; 2017; 2018; 2019; 2020; 2021; 2022), which was also contained in the final documents of the G7 (G7, 2015; 2017). However, in its original formulation in Brisbane 2014 (G20, 2014), this specific and measurable goal is compromised by the statement that "national circumstances" need to be considered when it comes to implementation.

With regard to equal pay, the G20 calls for equal wages and salaries (G20, 2012; 2017; 2018; 2020; 2021). The G7 also wants women and men to receive equal pay for equal work (G7, 2016; 2018; 2021). The 2016 G7 Leaders' Communiqués contains, for example, the following general goal: "We aim to improve women's access to higher-paying jobs and to reduce gender wage gaps" (G7, 2016, p.14).

The G20 has long since agreed to address the issue of gender equality and care. The 2012 G20 Leaders' Communiqués includes the general goal: "We also express our firm commitment to advance gender equality in all areas, including [...] responsibilities in care-giving" (G20, 2012; a similar statement can be found in G20, 2019).<sup>18</sup> The G7 Leaders' Communiqué from 2015 and 2016 contain very similar or almost identical statements.

<sup>18</sup> This early reference to the significance of care-giving is interesting, as discussions on the care economy only came to broad international attention with the 2015 negotiations for the UN 2030 Agenda (see UN, 2015, Target 5.4).



In recent years, the final documents of the G7 have repeatedly included the general goals of promoting gender equality in the labour market and employment opportunities for women. There are also commitments to specific policies in this area. For example, the G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017) explores in detail different aspects of the economic inclusion of women. It draws attention to the positive influence that employment has on women's incomes, pensions, and savings for retirement. The roadmap also looks at the challenges in reconciling work and family life. For example, the G7 committed to implement an awareness campaign to draw attention to the current burden of care-giving work on women and encourage a more equal sharing of responsibilities among women and men. The roadmap also contains a commitment to invest in social infrastructure that relieves domestic care work. Furthermore, in the entire cycle of planning and implementing public expenditure budgets, the aim is to mainstream gender equality aspects and to prioritise social policy and social infrastructure that promotes gender equality. The G7 roadmap also wants social services to be affordable for everyone and policies to be developed that promote the reconciliation of work and family life and equal pay among women and men. Precarious employment should be tackled, and access to parental and family leave (where it exists) should be improved, while a concerted effort should be made by 2025 to encourage men to take parental leave. The roadmap also commits to bringing together the approaches of various international organisations (e.g. the UN, ILO, OECD, IMF, WBG, and EU Commission) to measure unpaid domestic work and care-work and develop a uniform methodology for this purpose.

The Covid-19 pandemic once more highlighted the unequal distribution of care work – both paid and unpaid – which, on the one hand, “limits women's empowerment, social and economic participation and leadership” (G7, 2021, p. 18) and, on the other hand, plays an essential role “for the functioning of our societies and economies, but also as a key cause of gender inequalities due to its unequal distribution” (G7, 2022, p. 24). In this sense, the G7 claim to support the global expansion of quality childcare infrastructure – for example through their collective support of \$79 million for the World Bank's Childcare Incentive Fund – thus contributing to women's economic empowerment, better education, and overall economic growth (G7, 2022). Likewise, the G20 commit to addressing the unequal distribution of care work (G20, 2020; 2021; 2022).

### ***Women entrepreneurs and financial inclusion***

Promoting women entrepreneurs was given attention first by the heads of state and government of the G7: “We agree on common principles to boost women's entrepreneurship” (G7, 2015). The G7 Principles on Women's Entrepreneurship (G7, 2015) include the commitment to undertake measures to make girls and women aware at an early stage of their lives of the possibility of becoming entrepreneurs. There is also a commitment to improve women entrepreneurs' access to credit and equity. Successful women entrepreneurs should, for example, be more actively promoted as inspirational role models.

The G7 expanded their commitment in the above-mentioned G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017). The roadmap details specific strategies and timetables for promoting women in high-skilled and higher-paying jobs. For example, to implement the goal from 2015 to improve women entrepreneurs' access to credit and equity, the G7 committed to measures such as guarantee funds, incentives, as well as secured transaction reforms. Back in 2015, a commitment was made to invest in awareness-raising campaigns by 2020 which inform women about existing networks, resources, and opportunities that support women entrepreneurs. In addition, these campaigns were intended to draw attention to female role models.



There is a G7 initiative in the area of development cooperation policy intended, among other things, to promote women entrepreneurs. In 2018, in the form of the “2X Challenge” initiative, the G7 called on the development banks to combine their own funding with external private-sector capital to enable greater economic participation among women entrepreneurs and female employees and consumers in developing countries. The aim is to place particular emphasis on investment and initiatives that improve women’s access to quality employment, funding, and leadership positions; \$3 billion is to be mobilised for the cause.<sup>19</sup>

The G20 heads of state and government have also approved measures in recent years, which aim at promoting women entrepreneurs (G20, 2016; 2017; 2018; 2019; 2022) and the greater financial inclusion of women (G20, 2012; 2013; 2016; 2017; 2020). The decision to establish the Women Entrepreneurs Finance Initiative (We-Fi), announced at the 2017 G20 summit in Germany, represents a commitment to a specific development policy. It involves a fund that is managed by the WBG as secretariat and guarantor, with the aim of raising \$1 billion. The fund’s objective is to improve women entrepreneurs’ access to capital, to offer technical assistance to women, and to support small- and medium-sized enterprises run by women (World Bank, 2017).

### 3.1.2 Implementation in Germany

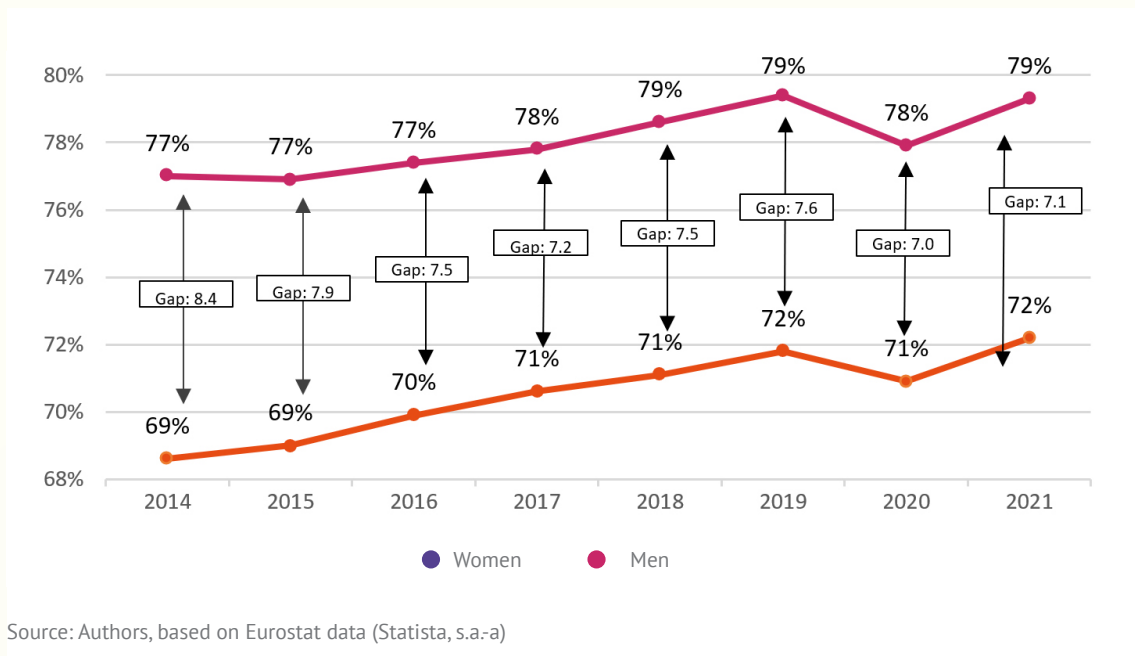
The current economic situation of women in Germany is not one of equality. From 2014 to 2021 (Eurostat, 2023), the female employment rate rose from 72.1 to 75.9 per cent, compared to 81.2 to 83.2 per cent for men. Consequently, the difference in the employment rates between women and men fell slightly from 9.1 to 7.1 percentage points (see Figure 1), which corresponds to a decrease of around 19 per cent. This represents progress with regard to the quantitative target of the G7 and G20 to reduce the employment gap between women and men by 25 per cent between 2014 and 2025.

Notwithstanding this progress, it is worth noting that, as of March 2023, 47.8 per cent of women who are in employment with compulsory social insurance contributions work part-time (Statista, 2023). Both the lower employment rates and the higher number of women in part-time employment have an influence on pay, promotion, skills training, and pension entitlements.

In 2022, the gender pay gap<sup>20</sup> was still 18 per cent (Statistisches Bundesamt, 2023b). The general aim of the G7 and G20 to ensure equal pay for women and men has clearly not yet been achieved. Difference in employment rates and wages cause also a gender pension gap. In 2021, the retirement income of women was almost one third lower than that of men (Statistisches Bundesamt, 2023c). In light of this situation, it is interesting to examine the degree to which policies for improving the economic inclusion of women in Germany have been implemented.

<sup>19</sup> For more information, see <https://www.dfc.gov/media/opic-press-releases/g7-dfis-announce-2x-challenge-mobilize-3-billion-invest-worlds-women>

<sup>20</sup> The gender pay gap refers to the difference, expressed in percentage, between the average gross hourly earnings of women compared to men.



### Labour market conditions

In recent years, the German Federal Government has introduced regulations that could help to achieve the aims contained in the G7 and G20 documents. Some specifically address the situation regarding female employees; others are not gender equality-specific but could, due to the structural disadvantages facing women, help to improve the situation if implemented in a gender-sensitive way.

Several pieces of legislation have particularly been aimed at reducing the wage gap and achieving equal pay for women and men.<sup>21</sup> The Pay Transparency Act, passed in 2017,<sup>22</sup> is aimed at achieving equal pay for women and men. In a landmark ruling, the Federal Labor Court (BAG) sharpened the contours of the Pay Transparency Act and clarified that negotiating skills alone are not a suitable factual criterion for establishing pay inequality between women and men (ruling of February 16, 23, ref. 8 AZR 450/21). The introduction of a legal minimum wage in 2014 may also indirectly help to achieve the G7 and G20 goals of income and wage equality,<sup>23</sup> as many women work in the low-wage sector (see Bundesregierung, 2019a, p. 15).

<sup>21</sup> Another initiative from the government's perspective is the "mothers' pension" (Mütterrente), which is intended to compensate the wage gap and interruptions to the careers of women. For more information, see BMAS (s.a.). However, the mothers' pension only has an effect on secondary distribution and is therefore not an actual labour market policy. The same applies to the "Strong Families Act" (Das starke Familien-Gesetz), which proposes changes to the calculation of the child supplement and is intended to improve the income situation of low-income households. However, the specified rates are too low, and this is another example of a socio-political corrective policy that does not actually address the structural disadvantages women face on the labour market.

<sup>22</sup> Entgelttransparenzgesetz of 30 June 2017 (BGBl. I p. 2152). See also Bundesregierung (2019a, p. 15). An expert evaluation showed that only 4 per cent of employees surveyed in companies with more than 200 employees requested information. Less than half of the companies surveyed voluntarily audited their wage structures. The Ministry proposes introducing an incentives system for in-company auditing procedures and offers an online tool based on existing in-company auditing tools (BMFSFJ, 2019).

<sup>23</sup> Gesetz zur Stärkung der Tarifautonomie (Mindestlohngesetz) of 11 August 2014 (BGBl. I p. 1348).

Since its introduction, the legal minimum wage has been continuously increased and reached €12 per hour in 2022.<sup>24</sup> “Mini-jobs” with monthly earnings of up to €520 are a particularly precarious form of employment in the low-wage sector; 58 per cent of “mini-jobs” in Germany are performed by women (Statista, 2022). Legislation ensuring higher wages in the care sector<sup>25</sup> can make a positive contribution, as women also make up the majority of employees in this sector. In light of the pandemic, the G7 (2021; 2022) and the G20 (2022) expressed their appreciation for the achievements of caregivers. In this sense, the G7 placed emphasis on ensuring fairness and equity in health care and to women in particular, as they constitute the majority of the workforce in this sector. In line with G7 language, the coalition agreement includes the commitment to improve the working conditions of health care professionals and caregivers (Bundesregierung, 2021b, p. 63f). Hence, the German government recently enacted a number of laws and regulations to improve working conditions and pay in the care sector and to honour the achievements of care workers during the pandemic.<sup>26</sup> New initiatives that could improve working conditions for women in general include the Qualification Opportunities Act, which also offers better unemployment insurance.<sup>27</sup> This legislation is designed to offer better protection to those in short-term employment who are especially vulnerable to structural change in the labour market. Women make up a large proportion of that kind of precarious employment such legislation is intended to address. Thus, the Acts addresses some of the concerns of the G7.

There are only a small number of legislative initiatives aimed directly at the quantitative target of the G20 and G7 to increase employment participation among women as well as women’s working hours. One initiative that could benefit a gender-sensitive labour market approach is the Act on the Further Development of Part-Time Employment Law, which was introduced by the Federal Ministry of Labour and Social Affairs (BMAS). This law,<sup>28</sup> passed in 2018, relates to “Brückenteilzeit”, in which employees are allowed to work part-time for a limited period as a “bridge” between periods of full-time employment. Specifically, employees have a right to at least one year – and at most five years – of part-time employment, with the full legal right to then return to their original job. The intention is that women employees should not be disadvantaged in their careers by parental or care leave, nor by time spent in education and skills development. However, the law only applies to companies with at least 15 employees. Many employees work in smaller companies and therefore cannot benefit from it.

Various laws address the G7 and G20 objectives relating to care work and the compatibility of professional and private life. These may have an indirect positive effect on the employment rates and working hours of women. Since as far back as 2007 – long before the G20 decisions of 2012 and long before the pandemic brought the issue back into the spotlight – families in Germany have had a right to parental leave and parental allowance following the birth or adoption of a child. A “Parental allowance plus” with a partnership bonus was introduced in January 2015. Basic parental allowance is paid for the first 14 months of a child’s life when both parents care for the child themselves and work a maximum of 30 hours per week. Parental allowance plus can be claimed for twice as long and for a maximum of half the parental allowance amount.<sup>29</sup>

<sup>24</sup> Gesetz zur Erhöhung des Schutzes durch den gesetzlichen Mindestlohn und zu Änderungen im Bereich der geringfügigen Beschäftigung of 30 Juni 2022 (BGBl. I p. 969).

<sup>25</sup> Gesetz für bessere Löhne in der Pflege (Pflegelöhneverbesserungsgesetz) of 22 November 2019 (BGBl. I p. 1756). Vierte Pflegearbeitsbedingungenverordnung (4. PflegeArbbV, BAnz AT 28.04.2020 V2).

<sup>26</sup> Fünfte Pflegearbeitsbedingungenverordnung (5. PflegeArbbV; BAnz AT 26.04.2022 V1). Gesetz zur Zahlung eines Bonus für Pflegekräfte in Krankenhäusern und Pflegeeinrichtungen (Pflegebonusgesetz) (BGBl. I p. 938).

<sup>27</sup> Gesetz zur Stärkung der Chancen für Qualifizierung und mehr Schutz in der Arbeitslosenversicherung of 18 December 2018 (BGBl. I p. 2651).

<sup>28</sup> Gesetz zur Weiterentwicklung des Teilzeitrechts. Einführung einer Brückenteilzeit of 11 December 2018 (BGBl. I p. 2384).

<sup>29</sup> Bundeselterngeld- und Elternzeitgesetz of 5 December 2006 (BGBl. 2006 I p. 2784).

The parents can take 24 months of parental leave for the period between the third birthday and the end of the child's eighth year.<sup>30</sup> The Second Act to Amend the Federal Parental Allowance and Parental Leave Act of 2021 aims to give families more freedom, for example by making working time arrangements more flexible and less bureaucratic. The aim is clearly to get fathers more involved in caring for their children, and this reflects, for example, the commitment contained in the G7 Roadmap for a Gender-Responsive Economic Environment to "consider adopting measures that support an increased uptake by fathers of parental leave" (G7, 2017, p. 5).

However, from a gender equality perspective, there are problems with this model. Compared to men, fewer women work overall and fewer women work full-time. In the case of people who claim benefits, parental allowance is offset against these benefits, meaning that household income does not actually increase. In addition, the individual parental allowance is calculated according to the average monthly salary of the parent (in the period before taking parental leave) who is taking leave. The parental allowance paid can range from €300 to €1,800. Due to the gender pay gap, this means that in the statistical average, women would be receiving less monthly parental allowance than men. The law has had very little effect so far: Only a third of fathers take parental leave. Clearly, therefore, the parental allowance model does not do enough to bring about the aims set out by the G7 and G20.

To improve the situation regarding family and care work, better childcare options are required. The Good Day Care Facilities Act<sup>31</sup> of 2018, which was updated in 2021,<sup>32</sup> promotes the "inclusive support of all children" as well as increased opening hours to meet parents' needs, a good carer-child ratio, and the child's linguistic development. It also addresses the cost of care. Factors that define quality include the accessibility of the facility, the ratio of carers to children, and the availability of the service. Opening hours during off-peak times (mornings, evenings, weekends, overnight) are essential for single parents – 90 per cent of whom are women – in order to be able to earn sufficient income. The Good Day Care Facilities Act is therefore relevant to gender equality policy and the G7 and G20 decisions concerning the reconciliation of family, professional life, and care work. However, there is a shortage of around 380,000 Kita (Kindergarten) places nationwide, which means that the legal entitlement to childcare can hardly be met (Bertelsmann Stiftung, 2022). This is mainly due to the general shortage of skilled workers in the field of professional childcare, a sector characterised by low wages and high levels of female employees.

Additionally, there is a problem with childcare funding: Public childcare ends when the child starts school. To close the childcare gap that arises for many families when their children start school, the All-Day Support Act<sup>33</sup> of 2021 introduces a legal entitlement to all-day care for children of primary school age. The legal entitlement guarantees eight hours of care on all five working days and also applies during vacations; the states can regulate a closure period of up to four weeks. Nevertheless, the BMFSFJ has not succeeded in realising its wish for a legal entitlement to all-day care for elementary school children by 2025. It is not until August 2026 that children in first grade are to be entitled to all-day care. In subsequent years, the entitlement will be extended by one grade level at a time, so that it will not be until August 2029 that every elementary school child will have an entitlement to all-day care – provided that the requisite funding is mobilised.

<sup>30</sup> For more information, see <https://www.bmfsfj.de/bmfsfj/themen/familie/familienleistungen/elternzeit/elternzeit/73832?view=DEFAULT>

<sup>31</sup> Gesetz zur Weiterentwicklung der Qualität und zur Teilhabe in der Kindertagesbetreuung (Gute-KiTa-Gesetz) of 19 December 2018 (BGBl. 2018 I p. 2696). See also Bundesregierung (2019b, p. 15).

<sup>32</sup> Zweites Gesetz zur Weiterentwicklung der Qualität und zur Teilhabe in der Kindertagesbetreuung (KiTa-Qualitätsgesetz) (BGBl. 2022 I p. 2791).

<sup>33</sup> Gesetz zur ganztägigen Förderung von Kindern im Grundschulalter (Ganztagsförderungsgesetz – GaFöG) of 2 October 2021 (Bundesgesetzblatt Jahrgang 2021 Teil I Nr. 71, ausgegeben zu Bonn am 11. Oktober).

Alongside childcare, many families also have to care for dependent relatives, sometimes simultaneously. It is estimated that 13 per cent of working women aged 50-59 and 18 per cent aged 60 and over have such care responsibilities (Independent Advisory Board for the Reconciliation of Work and Long-Term Care, 2019, p. 16). Women in households where dependent relatives require care perform considerably more care work (57 per cent of the total amount) than men, and during this time often reduce their weekly working hours or withdraw completely for a certain time from the labour market (Independent Advisory Board for the Reconciliation of Work and Long-Term Care, 2019, p. 16).

The law to increase the number of care workers<sup>34</sup> could therefore have an indirect effect on gender equality and the gendered division of labour. The aim of this law is to enable the employment of more care workers in hospital and outpatient care facilities (Bundesministerium für Gesundheit, s.a.). However, in order to reduce the burden on women when it comes to care work, measures are required that address domestic care and the reconciliation of care responsibilities and paid employment. The law also has a gender equality component, as it aims to improve the working conditions for care workers, the majority of whom are women. Starting in 2020, concepts for staff assessment procedures are to be implemented, and differentiated minimum wages for nursing and care workers in accordance with qualifications are also envisioned.

Due to the pandemic and the Russian war of aggression against Ukraine, the cost of living in Germany has risen massively and the German government wants to relieve the burden on citizens by a total of around €95 billion in 2022 and 2023 with three relief packages (Entlastungspakete I – III). Even though the packages are not explicitly gender-sensitive, it is expected that, due to the unequal distribution of income, it could be primarily women from the low- to middle-income groups who would benefit from transfers such as the one-off child bonus of €100, the increase in child benefits to €250, and the increase in the relief amount for single parents to €4,260.

Despite the law-making initiatives mentioned, it can be said that, in recent years, the German Federal Government has launched only a small number of legislative initiatives to address the G7 and G20 goals concerning equal pay, care work, and the reconciliation of work and family life. It is also worth bearing in mind that the G7 and G20 targets are often unspecific and vaguely phrased. There are very few legislative initiatives that might directly contribute to the only quantitative target of the G7 and G20 with respect to gender equality in the area of economic inclusion: greater labour market participation – in terms of employment rates and working hours – of women.

### ***Women entrepreneurs and financial inclusion***

As previously mentioned, in recent years there has been an increasing number of commitments made by the G7 and G20 with respect to women entrepreneurs. In 2017 in Germany, the proportion of women entrepreneurs was 40 per cent (see Statista, s.a.-b). On the whole, there are far fewer ministerial initiatives or legislative measures in support of women entrepreneurs in Germany than there are with respect to the labour market.

However, since 2009, Germany's microcredit fund, under the control of the BMAS, has provided loans for start-ups. Its "My microcredit" programme focusses on small and new companies and aims to support "companies led by, in particular, women or people with a migration background".<sup>35</sup>

<sup>34</sup> "Gesetz zur Stärkung des Pflegepersonals" (Pflegepersonal-Stärkungsgesetz – PpSG) of 11 December 2018 (BGBl. 2018 I p. 2394); BMFSFJ (2021a).

<sup>35</sup> For more information, see <https://www.bmas.de/DE/Arbeit/Arbeitsfoerderung/arbeitsfoerderung.html>; [krokredit.html](https://www.fuer-gruender.de/kapital/fremdkapital/fremdkapitalgeber/mikrokredit/); and <https://www.fuer-gruender.de/kapital/fremdkapital/fremdkapitalgeber/mikrokredit/>

Since 2014, the then Federal Ministry for Economics and Energy (BMWi) has actively supported the “FRAUEN unternehmen” initiative as well as an agency that offers advice and networking opportunities to women entrepreneurs.<sup>36</sup> The previously mentioned<sup>37</sup> Qualification Opportunities Act could also play an important role for women entrepreneurs.

With respect to the development cooperation goals of the G7 in this area, the German Investment Corporation (DEG) contributes to the implementation of the “2X Challenge” for entrepreneurship and the employment of women. The DEG reports it provided \$458 million in the first year of the initiative (KfW DEG, 2019). It is necessary to bear in mind that the “2X Challenge” is only partly about public funds; the initiative’s aim is to combine public and private funding. It is also worth noting that only one out of five very loose criteria needs to be fulfilled in order for investments to be counted as a “2X challenge” investment. These criteria include, for example, that the company that is being invested in makes products that are predominantly used by women, or that the company’s senior management (depending on the industry) consists of at least 20-30 per cent women. It is thus not to be expected that the German contribution to the “2X Challenge” makes a substantial contribution to improving specifically the situation of women entrepreneurs. Similarly, the activities of the German government to support women entrepreneurs domestically seem to be of limited scale.

## 3.2 Leadership and decision-making positions

In recent years, both the G7 (G7, 2016; 2018; 2019; 2021; 2022) and the G20 (G20, 2018; 2019; 2020; 2021; 2022) have stated the general goal of improving women’s access to leadership and decision-making positions. For example, the G7 is pursuing the goal of increasing the representation of women on all decision-making levels in political, economic, and public life by 2022, and it has identified various strategies intended to help achieve this objective. Such strategies include leadership training and introducing equality certification to improve the representation of women in leadership positions in the private sector (G7, 2017). The G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017) also includes the commitment to encourage a “more balanced representation” of women in the G7 delegations and teams as a stated aim.

The G20 documents, on the other hand, contain only general objectives lacking specific strategies when it comes to women’s access to leadership and decision-making positions. The G20 Leaders’ Communiqués of 2018, for example, states: “We [...] commit to promote women’s access to leadership and decision-making positions” (G20, 2018).

### 3.2.1 Goals

In recent years, both the G7 (G7, 2016; 2018; 2019; 2021; 2022) and the G20 (G20, 2018; 2019; 2020; 2021; 2022) have stated the general goal of improving women’s access to leadership and decision-making positions. For example, the G7 is pursuing the goal of increasing the representation of women on all decision-making levels in political, economic, and public life by 2022, and it has identified various strategies intended to help achieve this objective. Such strategies include leadership training and introducing equality certification to improve the representation of women in leadership positions in the private sector (G7, 2017). The G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017) also includes the commitment to encourage a “more balanced representation” of women in the G7 delegations and teams as a stated aim.

<sup>36</sup> “Gesetz zur Stärkung des Pflegepersonals” (Pflegepersonal-Stärkungsgesetz – PpSG) of 11 December 2018 (BGBl. 2018 I p. 2394); BMFSFJ (2021a).

<sup>37</sup> For more information, see <https://www.bmas.de/DE/Arbeit/Arbeitsfoerderung/arbeitsfoerderung.html>; [krokredit.html](https://www.kroredit.de/); and <https://www.fuer-gruender.de/kapital/fremdkapital/fremdkapitalgeber/mikrokredit/>

### 3.2.2 Implementation in Germany

In 2022 in Germany, 21.8 per cent of leadership positions in the private sector were occupied by women (Statista, 2023). In 2021, women accounted for 39 per cent of employees with leadership and management responsibilities among the most important federal authorities, up from only 32.6 per cent in 2015.<sup>38</sup> The measures implemented in Germany to advance the goal of having more women in leadership positions include the “Act on Equal Participation of Women and Men in Executive Positions in the Private and the Public Sector”.<sup>39</sup> However, this Act had already been passed prior to the respective G7 and G20 decisions of 2015. At the time of writing, 8 of 16 ministers in the federal cabinet were women, but the office of chancellor was once more held by a man. Meanwhile, only 34.9 per cent of members of the Bundestag were women (Deutscher Bundestag, 2022).

Since 2016, in the private sector, Germany’s 101 stock market-listed companies and companies with employee representation on their boards are required to allocate at least 30 per cent of seats on their supervisory boards to women. The proportion of women in leadership and executive positions rose from 21.3 per cent before 2015 to 35.6 per cent in 2022. However, women still account for only 16.2 per cent of executive board members in this category of companies (see FidAR, 2022, p. 5). Quotas have also been introduced in the public sector. Since 2016, the “Federal Bodies Act” stipulates that, in the case of supervisory bodies, the Federal Government may appoint at least three seats, and at least 30 per cent of all new appointments must be women. As of 2018, the Family Ministry’s objective is to increase this share to 50 per cent by 2025 (BMFSFJ, 2023). The “Federal Equality Act” obliges German administrative bodies to set targets for the share of women or men at each management level.<sup>40</sup> The Second Management Positions Act (FüPoGII)<sup>41</sup> of 2021 is intended to further increase the proportion of women in management positions and sets binding targets for business and the public sector. For example, it provides for minimum participation on boards with more than three members in major German companies. Despite the ratio stipulated by the quota, women’s representation among leadership positions in the public sector was only 36 per cent in 2022 (BMFSFJ, 2023). The Federal Foreign Office, for instance, as part of its feminist foreign policy, sets itself the target to increase the share of female employees at all hierarchy levels in line with the overall goal of equal access of women to leadership positions in the public administration.<sup>42</sup> If implemented, this could initiate changes in access to leadership positions in the public/government sector. In addition, there are programmes for female politicians on the municipal level that promote coaching and networking, including the “KommunalCampus” (2019 to 2021).

<sup>38</sup> See Bundesregierung (2017, p. 30). The figures for the public sector cannot be compared with those for the private sector, as the public sector definition of leadership roles is far broader. For 2021, see BMFSFJ (2021a).

<sup>39</sup> “Gesetz zur gleichberechtigten Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst”, see Bundesregierung (2019a, p. 15).

<sup>40</sup> Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst of 24 April 2015 (BGBl. I p. 642).

<sup>41</sup> Bundesgesetzblatt Jahrgang 2021 Teil I Nr. 51; Bundesgesetzblatt BGBl. Online-Archiv 1949 – 2022, [https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger\\_BGBl&jumpTo=bgbl121s3311.pdf#\\_bgbl\\_%2F%2F\\*%5B%40attr\\_id%3D%27bgbl121s3311.pdf%27%5D\\_\\_1679912154617](https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBl&jumpTo=bgbl121s3311.pdf#_bgbl_%2F%2F*%5B%40attr_id%3D%27bgbl121s3311.pdf%27%5D__1679912154617)

<sup>42</sup> The Federal Foreign Office states that the percentage of women in leadership positions was 26 per cent in 2022, an increase by 3 per cent in comparison to the previous year. See <https://www.auswaertiges-amt.de/blob/2585008/d444590d5a7741ac-c6e37a142959170e/ll-ffp-data.pdf>.



Non-profit organisations play an important role in Germany. However, despite the high proportion of women employed in such organisations, there are no strategies or quotas in place to promote women into leadership positions (BMFSFJ, 2017c). The same applies to voluntary work in women's civil society organisation which are often run on a voluntary basis.

Clearly, there is a lack of balance and a very mixed picture when it comes to women's representation in leadership and decision-making positions in Germany. In recent years, the proportion of women on supervisory boards has risen in the private sector, but it has remained low on executive boards. There are remarkable differences across the public sector. The strategies that have been presented here are clearly not enough to bring about far-reaching change to the major differences in representation among women and men. However, the G7 and G20 objectives only talk generally about improved access for women to leadership and decision-making positions. It remains to be seen whether the stated measures are sufficient to achieve that goal.

## 3.3 Education and training

### 3.3.1 Goals

Since 2015, the Leaders' Communiqués of the G7 have regularly included general goals concerning the significance of quality education provision for women and girls. For example, the 2016 G7 Leaders' Communiqué contains the following statement: "We commit to empowering women and girls, including through capacity-building such as education and training" (G7, 2016). In addition, the group also stipulated more specific gender equality-related targets in the education sector that go beyond the aims of the G20. In the area of development cooperation policy, the 2015 G7 Leaders' Communiqué includes a quantitative target for promoting vocational education and training among women and girls. The aim is for G7 countries to implement strategies that will increase the number of girls and women in so-called developing countries who have vocational education and training by one-third (compared to "business as usual") by 2030.

Policy commitments can be found, in particular, in the G7's political documents since 2015, for example in the 2016 G7 Guiding Principles for Capacity Building of Women and Girls (G7, 2016), which was adopted by the heads of state and government. One aim is to remove gender stereotypes in education by making education administrators and teachers more aware of the issue. A second aim is to expand scholarship programmes for students in sectors in which women are under-represented. In addition, school environments shall be improved by tackling violence in schools and ensuring that adequate sanitation facilities are available, separated by gender. Teachers will be trained in gender-sensitive teaching methods or ("as appropriate in the country context" (G7, 2016)) schools will be staffed by female teachers. Other barriers to education for girls and women, such as discriminatory social norms or early pregnancy, will also be addressed. For the G7, this also includes comprehensive sexuality education, as adolescents need to be aware of their rights and the risks to their sexual health: "Schools can and must be a source of increased awareness of these rights, and sexual and reproductive health" (G7, 2019).

The G7 places particular emphasis on education in the STEM subjects (science, technology, engineering and mathematics). The Women's Initiative in Developing STEM Career (WINDS) (G7, 2016) aims to strengthen networks for women in these areas and to highlight female role models as "WINDS ambassadors".



In the face of the Covid-19 pandemic, some 11 million girls from pre-school to secondary school are globally at risk of dropping out of school (G7, 2021, p. 19). Against this backdrop, the G7 is committing to two quantitative targets on girls' education in low- and middle-income countries to be achieved by 2026: first, to enrol 40 million additional girls in school; and second, to teach 20 million additional girls to read by age 10 or by the end of elementary school (G7, 2021, p. 19). Additionally, the G7 heads of state and government pledge at least \$2.75 billion of funding for the GPE over the next five years (G7, 2021, p. 19).

Further G7 commitments to strategies for improving the situation for girls and women with respect to education in developing countries can be found in the Charlevoix Declaration on Quality Education for Girls, Adolescent Girls and Women in Developing Countries (G7, 2018). In this declaration, the G7 countries commit to, for example, prioritising education provision for girls and women when carrying out humanitarian work and improving education opportunities for refugees. Measures will also be taken to improve the availability of data regarding education for girls and women in developing countries. Partner countries will be supported in enabling girls and women to attend safe, high-quality education institutions for at least 12 years. The plan is to mobilise \$2.9 billion for this purpose (BBC, 2018).

The G20 first addresses the issue of education and training for girls and women in the 2012 Leaders' Communiqués, with a general statement concerning education equality: "We [...] express our firm commitment to advance gender equality in all areas, including skills training" (G20, 2012). Similar objectives can also be found in the G20 Leaders' Communiqués of 2017, 2018, and 2019. Particular focus is placed on girls and women attaining skills in the natural sciences, medicine, technology, innovation, and engineering.

The G20 developmental policy initiative #eSkills4Girls, launched in 2017 during the German presidency, also emphasises these areas (G20, 2017). The aim of the initiative is to improve education provision for girls and women with respect to digitalisation, especially in so-called developing countries. The initiative, for example, set up an online platform for the exchange of knowledge and experience. The platform also provides information on G20 country projects as well as projects from other stakeholders that pursue similar goals.

### 3.2.2 Implementation in Germany

In recent years, there have been various measures and strategies in Germany that could contribute towards the implementation of the education aims of the G7 and the G20. Some of these strategies were, however, already in place prior to the G7 and G20 decisions.

For example, initiatives such as "Klischeefrei" ("Free of Clichés"), "Girls' Day" and "Boys' Day" are intended to combat gender stereotyping.<sup>43</sup> "Klischeefrei" is funded by the BMBF and BMFSFJ. The initiative is aimed at schools, universities, companies, career advisors, and parents, and it provides, for example, a digital collection of studies, specialist reports, working materials, and practice-based examples on the topic of moving beyond stereotypes when it comes to education and career choices. Between 2016 and 2021, BMBF, with its funding line "Success with STEM – New Chances for Women", supported a total of 55 projects with some €20.5 million in funding (BMBF, 2020). Such initiatives have a chance of improving education opportunities for women in the natural sciences, maths, and engineering – all fields in which women are traditionally under-represented. Other strategies aim to address the representation of women in research and teaching. Since 2008, for example, the German Federal Government and the regional authorities have run a programme that aims to increase the proportion of women who hold a professorship (in 2021 only 27 per cent of professors were women) (Forschung & Lehre, 2017; Statistisches Bundesamt, 2022a).

<sup>43</sup> The "Klischeefrei" initiative. For more information, see [https://www.klischee-frei.de/de/klischeefrei\\_60312.php](https://www.klischee-frei.de/de/klischeefrei_60312.php)

For instance, from 2023 onward, institutes of higher education participating in the new “Professorinnen Programm III” are obliged to present equality concepts and can, if conditions are fulfilled, receive funding for three professorships for women for a period of up to eight years (BMBF, 2022). Equality also plays a role in the government’s excellence initiative for universities. As a consequence, some institutions of higher education have stipulated higher targets for the proportion of women academics and scientists in top positions. The actual contribution of these initiatives for a less precarious perspective for women in academia, however, is far from assured, especially outside the natural sciences and mathematics.

When it comes to the goals and commitments made by the G7 and G20 for improving the education prospects of women in so-called “developing countries”, the funding that German development organisations have received for this purpose is revealing. According to OECD data, in 2021 Germany spent \$40.39 million on education activities in so-called developing countries in which gender equality was an explicit aim and fundamental to the way the strategy was conceived (equality as “principal objective”) (OECD, s.a.). For the narrower area of vocational education and training for women in developing countries, which was the subject of a quantitative target of the G7 in 2015, expenditure for activities whose principal objective was gender equality amounted to \$8.7 million in 2021 (OECD, s.a.). These figures suggest that German development work with respect to the gender equality-related development goals of the G7 has been limited in scope. Spending on education is, of course, considerably higher when activities in which gender equality is not the “principal” but rather a “significant” objective are also considered (e.g. \$272.9 in the area of vocational education, instead of the \$8.7 million mentioned above) (OECD, s.a.; see also BMZ, 2023, pp. 24–26).

In sum, the German government implemented in recent years some measures to improve gender equality in education and training in Germany. The actual contribution of the described initiatives in discharging the general goals affirmed by the G7 and the G20 is hard to assess, though. In addition, it is highly questionable that the amount of resources that Germany provides in its development cooperation activities to support the education and training of women and girls is a sufficient contribution to realising the G7 and G20 commitments with respect to the situation in other countries.

## **3.4 Violence against women and gender-based violence**

### **3.4.1 Goals**

“The impact of war, conflict, and forced displacement worldwide clearly demonstrate [sic] that women, girls, and those most vulnerable based on gender identity, sexual orientation, or disability are disproportionately affected” (G7, 2022, p23). Against the backdrop of numerous armed conflicts worldwide – including Russia’s war of aggression against Ukraine – the G7 committed to protecting refugees and keeping in sight the special requirements of women and children in conflict situations (G7, 2022). The member states condemned the use of sexual violence in conflict situations (G7, 2021) and called for improvements in the field of documenting and accounting for human rights violations, which often include forms of gender-based and/or sexualized violence (G7, 2022).

At the same time, the G7 acknowledged that the Covid-19 pandemic is a catalyst for domestic violence (G7, 2021). The G7 has repeatedly stated the general goal of protecting women from violence and in 2021 finally included a call for “tackling violence and discrimination against LGBTQI+ populations” (G7, 2021, p. 18).

Already the 2012 Leaders' Communiqués, for example, contains the following statement: "We condemn and avow to stop violence directed against, including the trafficking of, women and girls" (G8, 2012). The issues of child, early and forced marriage (G7, 2014), female genital mutilation (G7, 2014), as well as sexual harassment, violence against and trafficking of girls and women (G8, 2012; G7, 2015; 2016; 2018; 2019; 2021; 2022) are also addressed. These general objectives are accompanied by various commitments to specific measures.

During the period under review, G7 leaders repeatedly committed to promoting the UNSC's Agenda on Women, Peace and Security (WPS) in their internal and external actions (G7, 2016; 2018; 2019; 2022). This includes the implementation of UN Security Council resolution 1325 (G7, 2016; 2017) as well as financial and technical support for the implementation of National Action Plans (NAPs) in the field of WPS. These are plans, in collaboration with the UN, to improve the training of UN peacekeeping forces with respect to gender equality-specific issues, and to increase the representation of women in the judiciary and the security sector (G7, 2016). Another aim is greater protection and access, in line with the 3Rs goal, to the judicial system for female refugees, girls, and women in areas affected by conflict or natural catastrophes (G7, 2016).

The G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017) aims to implement national strategies to tackle violence against women and girls, and to make funding and personnel available for this purpose. The plan is also to collect data to help better understand the causes and effects of violence against women and to identify vulnerable groups. By 2022, the aim is to provide sufficient funding for safe spaces for victims of violence, women's organisations committed to combating violence, and the training of people who work to support victims. People involved in human trafficking and exploitation shall be promptly and effectively prosecuted.

In 2018, the G7 also issued the Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse and Harassment in Digital Contexts. In this declaration, the G7 countries commit to support the development of legislation, anti-violence strategies, and education programmes that keep pace with technological developments. Plans include support for campaigns that raise awareness of sexual and gender-based harassment in a digital context. In addition, national strategies against the use of the internet for human trafficking are to be coordinated and relevant experiences exchanged. This will also involve data collection and analysis.

In 2017, the G20 issued its first statement on protecting women against violence: "We [...] commit to [...] provide women with protection from all forms of violence" (G20, 2017, p.11). The group also stated the general aim of improving protection for female refugees and migrants (G20, 2017). Although the general aim of protection from violence was reiterated in the following years (G20, 2018; 2019), the G20's political documents contain no specific targets with respect to this issue.

### **3.4.2 Implementation in Germany**

In the 2021 coalition agreement, the governing parties announced their intention to "strengthen the rights, representation and resources of women, girls and marginalised groups such as LGBTI people" (Bundesregierung, 2021b, p. 152). In this spirit – and in line with the G7 Communiqué language (G7, 2021) – the government decided in December 2022 that "gender-based" as well as "anti-sexual orientation" crime motives, that is, those directed against women and LGBTIQ\*, should be explicitly included in the criminal laws on hate crime (BMFSFJ, 2022b).

Since 2013, Germany has published NAPs every three years to implement the WPS agenda. The latter includes the four areas of participation, prevention, protection, relief and recovery efforts. Since the Russian war of aggression against Ukraine in 2022 and the takeover by the Taliban in Afghanistan in 2021, the issue of gender-based violence and violence against women in contexts of conflict in general – and the topics of the NAP in particular – are becoming increasingly prominent and visible in German politics and policies.

Since February 2022, the number of Ukrainians in Germany has risen sharply. As of November 2022, there were 1,035,000 Ukrainian citizens living in the country, almost seven times more than before the war began. Two-thirds of them are women and girls (Statistisches Bundesamt, 2022c). As refugees, women, children, and LGBTQ\* worldwide are at increased risk of becoming victims of gender-based violence, human trafficking, and exploitation, and thus represent a group particularly in need of protection. For this reason, between August 2022 and January 2023, the BMFSFJ funded a KOK project (Bundesweiter Koordinierungskreis gegen Menschenhandel e.V./ Federal Coordination Group against Human Trafficking e.V.) to raise awareness as well as prevent and strengthen cooperation structures for trafficked persons. The project focussed in particular on the situation of Ukrainian refugees in Germany and, in line with the WPS agenda, aimed at mapping the status quo in order to identify the necessary medium- and long-term measures to protect against human trafficking (KOK, 2022a, 2022b).

Germany's ratification of the Council of Europe's Convention on preventing and combating violence against women and domestic violence (so-called Istanbul Convention) represents one step in the implementation of the G7 and G20 goals in this area. The convention is a binding agreement under international law, in which the member states commit to a series of measures aimed at tackling all forms of violence against women (it includes, for example, guidelines regarding prevention, assistance for victims, and criminal law). Germany's ratification entered into force on 1 February 2018 (BMFSFJ, 2017a, p. 12), yet its implementation remains slow, especially in the field of migration.

In addition, the definition of rape was broadened when the German "No Means No" law was passed in 2016.<sup>44</sup> Under the law, any sexual act that takes place against the "discernible will" of the involved will be punished with a prison sentence of not less than one year. In 2017, Germany passed a law for better protection against acts of stalking that restrict a person's ability to live their life or involve loss of life, physical injury, harm to health, or the freedom of the person themselves or their relatives or loved ones.<sup>45</sup>

With respect to the G7 commitments from 2017 to 2022 to improve assistance for women experiencing violence, the BMFSFJ's "Action Programme to Combat Violence against Women" is particularly relevant. This programme is linked to the federal funding programme "Working Together to Combat Violence against Women". The funding programme aims to assist federal states and municipalities in expanding tailored support and in testing and developing new forms of support for female victims of violence. As part of the programme, from 2020 until the end of 2023, the Federal Government is investing €120 million in the expansion, renovation, and construction of women's shelters and advisory centres in Germany.<sup>46</sup> A round table that includes the Federal Government as well as regional and municipal authorities will offer consultations.<sup>47</sup> As part of the programme, the BMFSFJ also launched the "Stronger than Violence" initiative, which aims to change society's attitude towards violence against women and raise awareness of available support. In February 2023, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth launched a network against sexism.<sup>48</sup>

<sup>44</sup> Fünfzigstes Gesetz zur Änderung des Strafgesetzbuches - Verbesserung des Schutzes der sexuellen Selbstbestimmung of 4 November 2016 (BGBl. 2016 I, p. 2460).

<sup>45</sup> Gesetz zu Verbesserung des Schutzes gegen Nachstellungen of 1 March 2017 (BGBl. 2017 I, p. 386).

<sup>46</sup> Federal investment programme "Gemeinsam gegen Gewalt an Frauen"; for more information, see <https://www.gemeinsam-gegen-gewalt-an-frauen.de/>

<sup>47</sup> For more information, see <https://www.bmfsfj.de/bmfsfj/gemeinsam-gegen-gewalt-an-frauen/128304>

<sup>48</sup> For more information, see <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/lisa-paus-gruendet-buendnis-gemeinsam-gegen-sexismus--221650>

A positive aspect worth noting is that these laws and programmes cover all forms of sexual violence against women and children, in accordance with the Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse and Harassment in Digital Contexts and the Biarritz Partnership on Gender Equality. However, it remains to be seen whether the funding provided will be sufficient to achieve the stated goals (see Deutscher Frauenrat, 2019, p. 3). For example, according to the Deutscher Frauenrat, a lack of space means that women who are victims of violence are often turned away from women's shelters (see BMFSFJ, 2012). As long as the funding that is available to women's shelters and similar organisations is insufficient, there can be no guarantee that the relevant objectives will be achieved.

## 4 Conclusion

Between 2009 and 2022, gender equality has increasingly featured on the agendas of the G7 and G20. In contrast to the G20, the G7 not only addresses the situation of women and girls but since 2021 has explicitly included LGBTIQ\* (G7, 2021, p. 18). Both institutions have issued a series of gender equality-related objectives, especially concerning the economic inclusion of women. To a lesser degree, the groups' documents also contain aims relating to equal representation in leadership and decision-making positions, equal education opportunities, and protection against gender-based violence. Recently, feminist foreign and development policies emerged as new topics on the G7 agenda (G7, 2022). In many instances, the two institutions state general goals that do little more than emphasise the importance of gender equality in the respective policy area. However, the political documents of the G7 and the G20 also contain a quantitative target for achieving greater balance in employment rates among women and men (a 25 per cent reduction in the gap by 2025, as agreed at the G20 summit of 2014 in Brisbane).<sup>49</sup> In addition, the G7 and G20 have committed to more or less specific policies that the member states are invited to implement. The decisions of the G7 are often more ambitious and more specific than those of the G20.

A certain amount of progress can be seen in Germany with respect to the quantitative target of the G20 and G7 to increase the employment rates of women: Due to alterations in gender equality-related legislation (see above), the gender employment gap fell by almost 20 per cent between 2014 and 2021. However, these numbers do not take into account the high part-time job rate of women; furthermore, the issue of precarious work remains unaddressed. There have also been various laws and other measures passed in Germany in recent years that can help to advance the general goals and quantitative targets as well as help to implement the commitments. This particularly applies to the economic inclusion of women and the protection from violence against women and gender-based violence. There have been far fewer relevant reforms and initiatives concerning women's access to leadership positions and education for girls and women. In March 2023, the relevant ministers presented their strategies for feminist foreign and development policies. Questions of actual implementation should thus be the subject of future evaluations.

On the whole, the strategies and policies described in this report are not sufficient to fully implement the goals stated by the G7 and G20. Thus, the hope that the G7 and G20 decisions would put pressure on Germany to be more progressive with respect to gender policy in the future has until now with respect to most goals not been fulfilled.

<sup>49</sup> The G20 also committed to a quantitative target for the vocational education and training of girls and women in developing countries and the funding of appropriate strategies.

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## Annex I: Gender equality goals in G7 and G20 documents between 2009 – 2022

### G7

#### General goals <sup>50</sup>

- Promote/protect SRHR for all (2021, 2022)
- realising equality between women and men as well as transgender and non-binary people (2021, 2022)
- Address the health-related needs of women (especially sexual and reproductive health) (2009, 2010, 2011, 2012, 2014, 2015, 2016, 2017, 2018, 2019, 2021, 2022)
- Promote the protection of human rights for women (2012, 2016)
- Address the particular needs of women and children and LGBTIQ\* in conflict, crisis, and displacement (2022)
- Improve documentation and accountability for human rights violations such as sexual and gender-based violence, including in conflict situations (2022)
- Combat sexual harassment, violence against and trafficking of women and girls (2012, 2015, 2016, 2017, 2018, 2019, 2021, 2022)
- Prevent forced marriages as well as “early” and child marriage (2014)
- Support women entrepreneurs (2015)
- Increase the role of women in peacekeeping and security operations (2015, 2016, 2018)
- Develop gender-responsive approaches to climate and nature financing, investment, and policies (2021)
- Promote the employment of women (2015, 2016, 2018, 2019, 2021)
- Improve education and training opportunities for girls and women (2009, 2015, 2016, 2018, 2019, 2021, 2022)
- Support women in STEM (2015, 2016, 2017, 2018, 2019, 2021)
- Make it easier for women and men to reconcile work and family life (2015, 2016)
- Mainstream gender equality in all policy areas (2016, 2017, 2021, 2022)
- Ensure that women and men receive the same pay for the same work (2016, 2018, 2021)
- Improve women’s access to leadership positions (2015, 2016, 2017, 2018, 2019, 2021, 2022)

#### Quantitative targets

- Implement G7 strategies to increase the number of girls and women in developing countries who are technically and vocationally educated and trained by one-third (compared to “business as usual”) by 2030 (2015)
- Reduce the gender employment gap in the G7 countries by 25 per cent by 2025 (while taking “national circumstances” into account) (2015, 2017)
- We commit to two new global Sustainable Development Goal 4 milestone girls’ education targets: 40 million more girls in education by 2026 in low- and lower-middle-income countries; and 20 million more girls reading by age 10 or the end of primary school by 2026 in low- and lower-middle-income countries (2021)
- collective support of \$79 million for the Childcare Incentive Fund, that is, improving women’s economic empowerment, child outcomes, and family welfare (2022)
- G7 Dashboard on Gender Gaps key indicators across a range of policy areas relevant to the progression of gender equality (regular annual update) (2022)

<sup>50</sup> The years that appear after the goals listed in this and the following section indicate that the respective goal is mentioned in the leaders’ declaration or in another G7 (G8) document from the same year. Analogous goals in political documents are also taken into consideration.

## Policy commitments <sup>51</sup>

### *G7 Principles on Women's Entrepreneurship (2015):*

- Draw public attention to successful women entrepreneurs,
- Improve women entrepreneurs' access to funding.

### *G7 Guiding Principles for Capacity Building of Women and Girls (2016):*

- Implement measures to remove gender stereotypes and bias in the field of education (develop teachers' skills in this respect); expand grant programmes in areas in which women are under-represented (e.g. STEM),
- Promote greater equality in the distribution of unpaid care work and domestic chores in order to improve women's access to education and training,
- Improve education programmes and other strategies that enable greater participation of women in leadership positions in political, economic, scientific, academic, and public life,
- Improve education, research, and advocacy programmes in order to increase awareness of the health-related needs of girls and women; prioritise health services for women (including family planning and the right to make informed decisions in the area of health),
- Improve school environments by ensuring that schools are free of violence, have adequate sanitation facilities separated by gender, that teachers are trained in gender-sensitive teaching methods, or (as appropriate in the country context) that schools are staffed by female teachers,
- Collaborate with the UN to improve the training of UN peacekeeping staff with respect to gender-specific issues (e.g. sexual violence against women); increase the role of gender advisors in the military,
- Increase the representation of women in the judiciary and the security sector,
- Support female refugees and victims of conflicts and catastrophes, including better access to legal and psycho-social services and living cost support for victims of sexual and gender-specific violence.

### *Women's Initiative in Developing STEM Career (WINDS) (2016):*

- Highlight female role models in the STEM sector as WINDS ambassadors,
- Peer learning with respect to strategies.

### *G7 Roadmap for a Gender-Responsive Economic Environment (G7, 2017):*

- Implement strategies to increase women's representation on all decision-making levels in political, scientific, and public life by 2022; promote greater representation of women in G7 delegations,
- Improve women entrepreneurs' access to capital by 2022 (by creating guarantee funds and better safeguarding of loans); invest in awareness campaigns by 2020 which inform women about existing networks and opportunities for support and which highlight female role models; implement strategies by 2020 to address the needs of women entrepreneurs with respect to continuing education and training, mentoring, and the creation of networks,
- Combine the contribution of various institutions (including the UN, OECD, IMF, WBG, ILO, and the European Commission) to agree on a shared methodology for measuring the value of unpaid domestic and care work; create an awareness campaign to increase recognition of the overwhelming burden of care work that women and girls carry; promote the fair distribution of care responsibilities between women and men by 2020, and highlight the impact of women's labour market participation on earnings, pension gaps, and retirement savings; invest in social infrastructure which supports domestic care work; where appropriate, mainstream gender equality in the entire budget planning and execution cycle, with a view to re-prioritising social policies and infrastructure; make social services affordable for everyone,
- Mainstream gender equality in anti-poverty strategies, develop a gender-sensitive, multi-dimensional poverty measure,

<sup>51</sup> As policy commitments that are relevant to gender equality are primarily contained in separate G7 documents and not always repeated in subsequent years, the commitments in this list are classified according to their original documents.

- Develop policies and measures that promote work-life balance and equal pay; combat precarious employment; improve access to parental and family leave (where existing) for women and men, adopt measures that support an increased uptake by fathers of parental leave by 2025,
- Promote participation by women and girls in STEM subjects; support universities and research institutes, as appropriate, in the integration of the gender dimension in curricula,
- Adopt appropriate measures to prevent violence against women; develop and implement strategies to prevent violence, supported by adequate funding and staffing; collect and analyse data on violence against women and girls; provide adequate financial support to victims' shelters and anti-violence women's organisations, as well as training for professionals who work with victims, by 2022; adopt a gender-sensitive, humanitarian, and victim-centred approach to human trafficking by 2022; promote the effective and prompt prosecution of all perpetrators of human trafficking.

***Charlevoix Declaration on Quality Education for Girls, Adolescent Girls and Women in Developing Countries (2018):***

- Improve access to education for refugees; improve coordination between humanitarian assistance and development cooperation; prioritise equality and education for girls and women in humanitarian work and peace-building efforts,
- Improve the availability of sex- and age-disaggregated data on the (initial) education and training of girls and women and youth employment in developing countries,
- Support schools in developing countries which offer safe and accessible learning environments; support developing countries in offering girls and women at least 12 years of education.

***Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse and Harassment in Digital Contexts (2018):***

- Promote legislation, national anti-violence strategies, education approaches and existing mechanisms, as appropriate, that keep pace with technological development,
- Collect and publish sex- and age-disaggregated data,
- Coordinate efforts and share best practices on preventing the misuse of the internet to facilitate trafficking in persons.

***Annex for the Biarritz Partnership on Gender Equality, individual commitments from Germany (2019):***

- Expand the scope of the existing "Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector" (2015) by increasing obligations and introducing penalties for non-compliance; monitor and publish progress reports on obligations under the existing law,
- Implement a new, comprehensive "Ending Violence against Women Together" programme; for example, improve access to the support system for groups that have received insufficient assistance so far, and launch a campaign to raise awareness of violence against women and draw attention to possibilities for support,
- Implement and evaluate the Good Childcare Act (through this Act, the federal states will receive up to €5.5 billion by 2022 to improve the quality of child daycare),
- Implement a new federal initiative for skilled labour; for example, higher training allowance and better promotion opportunities in the early education and care sector to make obtaining higher qualifications worthwhile.

## G20

### General goals <sup>52</sup>

- Promote a family-friendly labour market for women and men (2009)
- Promote good working conditions for women (2012, 2018, 2019, 2020, 2021, 2022)
- Promote equal pay (2012, 2017, 2018, 2020, 2021)
- Improve education and training opportunities for women (2012, 2017, 2018, 2019, 2021, 2022)
- Provide access to digital technology (2022)
- Provide access to health services, including sexual and reproductive health (2021)
- Promote an equal sharing of care work (2012, 2019)
- Promote the financial inclusion of women (2012, 2013, 2016, 2017, 2020)
- Promote the employment of women (2013, 2014, 2015, 2017, 2018, 2019)
- Consider the needs of women who live in rural areas (2015, 2022)
- Provide food security by improving stakeholders' capacity along the food supply chains, particularly of women (2022)
- Promote women in STI (science, technology, and innovation)/STEM (2016, 2017, 2018, 2019, 2021, 2022)
- Promote women entrepreneurs (2016, 2017, 2018, 2019, 2021, 2022)
- Protect women against violence (2017, 2018, 2019)
- Protect female refugees and migrants (2017, 2022)
- Promote women's access to leadership positions (2018, 2019, 2020, 2021, 2022)
- Mainstream equality in all policy areas (2018, 2020, 2021, 2022)
- Raise awareness in order to overcome gender stereotypes (2019)
- Recognise the role of women with respect to peacekeeping and security (2019)

### Quantitative targets

- Reduce the employment gap between women and men in the G20 countries by 25 per cent by 2025 (while taking national circumstances<sup>53</sup> into account) and get an additional 100 million women into employment (2014, 2015, 2017, 2018, 2019, 2020)

### Policy commitments <sup>53</sup>

#### *Women Entrepreneurs Finance Initiative (managed by the World Bank as secretariat and guarantor) (2017):*

- Promote women entrepreneurs and small and medium-sized companies run by women,
- Technical support,
- Access to capital.

#### *#eSkills4Girls (2017):*

- Create an online platform to exchange experiences,
- Work together with African countries,
- Promote education and employment opportunities,
- Promote female entrepreneurship in the digital economy,
- Strategies to combat gender-based online violence,
- Improve women's access to information and communications technology.

<sup>52</sup> The years that appear after the goals listed in this and the following section indicate that the respective goal is mentioned in the leaders' declaration or in another G20 document from the same year. Analogous goals in political documents are also taken into consideration.

<sup>53</sup> As policy commitments that are relevant to gender equality are primarily contained in separate G20 documents and not always repeated in subsequent years, the commitments in this list are classified according to their original documents.



## Annex 2: G7/8 and G20 political documents between 2009 – 2022

### G7/8 Leaders' Declarations:

- G8 Italy. (2009). **Responsible Leadership for a Sustainable Future, 8-10 July 2009**. <https://www.bundesregierung.de/resource/blob/975254/389194/c4080a5e3311295b99fe1e2a99c873cd/g8-erklaerung-aquila-2009-en-data.pdf?download=1>
- G8 Canada. (2010). **G8 Muskoka Declaration. Recovery and New Beginnings, 25-26 June 2010**. <https://www.bundesregierung.de/resource/blob/975254/389158/bc96dc2b4978c61d5ddc686200fdf0fe/g8-erklaerung-muskoka-en-data.pdf?download=1>
- G8 France. (2011). **Deauville G8 Declaration. Renewed Commitment for Freedom and Democracy, 26-27 May 2011**. <https://www.bundesregierung.de/resource/blob/975254/389082/23611e974797ce6a650f4eaf1946baf1/g8-gipfelerklaerung-eng-data.pdf?download=1>
- G8 United States. (2012). **Camp David Declaration, 18-19 May 2012**. <https://www.bundesregierung.de/resource/blob/974430/389010/df22b54f0f56f21e3ec8179b4deb51e0/g8-camp-david-eng-data.pdf?download=1>
- G8 Great Britain. (2013). **Lough Erne Declaration, 17-18 June 2013**. <https://www.bundesregierung.de/resource/blob/974430/388930/0cfd4f9fcab7f8bb12e37a303a684be2/g8-lough-erne-erklarung-en-data.pdf?download=1>
- G7 Belgium. (2014). **The Brussels G7 Summit Declaration, 4-5 June 2014**. [https://ec.europa.eu/commission/presscorner/api/files/document/print/en/memo\\_14\\_402/MEMO\\_14\\_402\\_EN.pdf](https://ec.europa.eu/commission/presscorner/api/files/document/print/en/memo_14_402/MEMO_14_402_EN.pdf)
- G7 Germany. (2015). **Leaders' Declaration G7 Summit, 7-8 June 2015**. <https://www.bundesregierung.de/resource/blob/974430/398764/513305aeadad69373093369dcb358581/2015-06-08-g7-abschluss-eng-data.pdf?download=1>
- G7 Germany. (2015). **Annex: G7 Principles on Women's Entrepreneurship, G7 Summit, 7-8 June 2015**. <https://www.bundesregierung.de/resource/blob/974430/398786/fb2df82ad7757dcf1ecf66da140ac3bc/2015-06-08-g7-abschluss-annex-eng-data.pdf?download=1>
- G7 Japan. (2016). **G7 Ise-Shima Leaders' Declaration, 26-27 May 2016**. <https://www.bundesregierung.de/resource/blob/974430/475134/9ab16a828e25d6b1639a46aa99aadb61/2016-05-27-g7-eng-data.pdf?download=1>
- G7 Japan. (2016). **G7 Initiative on Women and STEM. Women's Initiative in Developing STEM Career (WINDS)**. <https://www.mofa.go.jp/files/000159926.pdf>
- G7 Japan. (2016). **Guiding Principles for Capacity Building of Women and Girls**. <https://www.mofa.go.jp/files/000160274.pdf>
- G7 Italy. (2017). **G7 Taormina Leaders' Communiqué, 26-27 May 2017**. <https://www.bundesregierung.de/resource/blob/974430/475078/8d3fa9f3c58c2547d31352e0fd64174c/2017-05-27-g7-erklarung-final-en-data.pdf?download=1>
- G7 Italy. (2017). **Roadmap For A Gender Responsive Economic Environment G7 Summit, 26-27 May 2017**. <https://www.bundesregierung.de/resource/blob/974430/475094/ea18a50c780b2cb06dd84693c4fe4328/2017-05-26-g7-roadmap-gender-en-data.pdf?download=1>



G7 Canada. (2018). **The Charlevoix G7 Summit Communiqué, 8-9 June 2018**. <https://www.bundesregierung.de/resource/blob/974430/1142184/0d2f4ff6f5c16c594ee691936d425f16/2018-06-09-g7-kanada-en-data.pdf?download=1>

G7 Canada. (2018). **Charlevoix Commitment To End Sexual and Gender Based-Violence, Abuse and Harassment in Digital Contexts G7 Summit, 8-9 June 2018**. <https://www.bundesregierung.de/resource/blob/974430/1142196/87f3b7a66fb416138fd59a0167145fdb/2018-06-09-g7-kanada-violence-en-data.pdf?download=1>

G7 France. (2019). **Leaders' Declaration, 24-26 August 2019**. <https://www.bundesregierung.de/resource/blob/974430/1664074/cbac8fae1cfbfb7a64855295484a22e/2019-08-26-g7-biarritz-leaders-declaration-en-data.pdf?download=1>

G7 France. (2019). **Annex for the Biarritz Partnership on Gender Equality G7 Summit, 24-26 August 2019**. <https://www.bundesregierung.de/resource/blob/974430/1664602/f5c24325f21c1f3d0785dd66514a39f8/2019-08-28-g7-biarritz-annex-gender-equality-data.pdf?download=1>

G7 France. (2019). **Declaration on Gender Equality and Women's Empowerment G7 Summit, 24-26 August 2019**. <https://www.bundesregierung.de/resource/blob/974430/1664626/3bb4323cc53671ff2be296d9556ac3c5/2019-08-28-annex-recommendations-of-the-gender-equality-advisory-council-data.pdf?download=1>

G7 Japan. (2020). **G7 Leaders' Statement, 16 March 2020**. <https://www.mofa.go.jp/files/100021631.pdf>

G7 Great Britain. (2021). **Carbis Bay G7 Summit Communiqué, 11-13 June 2021**. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1001128/Carbis\\_Bay\\_G7\\_Summit\\_Communique\\_PDF\\_430KB\\_25\\_pages\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1001128/Carbis_Bay_G7_Summit_Communique_PDF_430KB_25_pages_.pdf)

G7 Germany. (2022). **G7 Leaders' Communiqué, 26-28 June 2022**. <https://www.bundesregierung.de/resource/blob/974430/2062292/fbdb2c7e996205aee402386aae057c5e/2022-07-14-leaders-communicue-data.pdf?download=1>

## **G20 Leaders' Declarations:**

G20 Great Britain. (2009). **The Global Plan for Recovery and Reform, 2 April 2009**. <https://www.bundesregierung.de/resource/blob/975254/475014/220323697e52136f063fc8a74f90752f/g20-erklarung-london-en-data.pdf?download=1>

G20 United States. (2009). **Leaders' Statement The Pittsburgh Summit, 24-25 September 2009**. <https://www.bundesregierung.de/resource/blob/975254/474976/4b3043752576c1075ed8562081dce52b/g20-erklarung-pittsburgh-2009-en-data.pdf?download=1>

G20 Canada. (2009). **The G20 Toronto Summit Declaration, 16-17 June 2010**. <https://www.bundesregierung.de/resource/blob/975254/474968/a0be4f0907c8257dec3f9b66eef44df0/g20-erklarung-toronto-en-data.pdf?download=1>

G20 South Korea. (2010). **The G20 Seoul Summit Leaders' Declaration, 11-12 November 2010**. <https://www.bundesregierung.de/resource/blob/975254/474898/eaaf97cf7a51907631bbbed9007597dd/g20-erklarung-seoul-2010-en-data.pdf?download=1>

G20 France. (2011). **Cannes Summit Final Declaration, 3-4 November 2011**. <https://www.bundesregierung.de/resource/blob/975254/474832/48b9886a5e74967f17ce4c1c3bad6618/g20-2011-11-04-gipfel-abschlusserklaerung-en-data.pdf?download=1>

- G20 Mexico. (2012). **G20 Leaders' Declaration, 18-19 June 2012**. <https://www.bundesregierung.de/resource/blob/974430/474794/7a12203036fa1e71792038a552a45964/g20-loscabos-leaders-declaration-data.pdf?download=1>
- G20 Russia. (2013). **G20 Leaders' Declaration, 5-6 September 2013**. <https://www.bundesregierung.de/resource/blob/974430/474720/7b2277fbcd2ea0ee50485d4b13911759/g20-erklaerung-petersburg-en-data.pdf?download=1>
- G20 Australia. (2014). **G20 Leaders' Communiqué, 15-16 November 2014**. <https://www.bundesregierung.de/resource/blob/974430/474688/e49e50a1cf70124fc5824440b68db4e5/2014-g20-abschlusserklaerung-eng-data.pdf?download=1>
- G20 Turkey. (2015). **G20 Leaders' Communiqué, 15-16 November 2015**. <https://www.bundesregierung.de/resource/blob/974430/474652/4be5b3f447246bf08a908d4f2d007068/2015-g20-abschlusserklaerung-eng-data.pdf?download=1>
- G20 China. (2016). **G20 Leaders' Communiqué, 4-5 September 2016**. <https://www.bundesregierung.de/resource/blob/974430/474600/7698e8566f4d93009ba309d29db2de83/2016-09-04-g20-kommunique-en-data.pdf?download=1>
- G20 Germany. (2017). **G20 Leaders' Declaration, 7-8 July 2017**. [https://www.g20germany.de/Content/EN/\\_Anlagen/G20/G20-leaders-declaration\\_\\_blob=publicationFile&v=11.pdf](https://www.g20germany.de/Content/EN/_Anlagen/G20/G20-leaders-declaration__blob=publicationFile&v=11.pdf)
- G20 Germany. (2017). **Annex: G20 Initiative #eSkills4Girls G20 Summit, 7-8 July 2017**. [https://www.g20germany.de/Content/DE/\\_Anlagen/G7\\_G20/2017-g20-initiative-eskills4girls-en\\_\\_blob=publicationFile&v=4.pdf](https://www.g20germany.de/Content/DE/_Anlagen/G7_G20/2017-g20-initiative-eskills4girls-en__blob=publicationFile&v=4.pdf)
- G20 Germany. (2017). **Women Entrepreneurs Finance Initiative G20 Summit, 7-8 July 2017**. [https://www.g20germany.de/Content/DE/\\_Anlagen/G7\\_G20/2017-g20-womens-entrepreneurship-facility-en\\_\\_blob=publicationFile&v=4.pdf](https://www.g20germany.de/Content/DE/_Anlagen/G7_G20/2017-g20-womens-entrepreneurship-facility-en__blob=publicationFile&v=4.pdf)
- G20 Argentina. (2018). **G20 Leaders' declaration, 30 November-1 December 2018**. [https://www.consilium.europa.eu/media/37247/buenos\\_aires\\_leaders\\_declaration.pdf](https://www.consilium.europa.eu/media/37247/buenos_aires_leaders_declaration.pdf)
- G20 Japan. (2019). **G20 Osaka Leaders' Declaration, 28-29 June 2019**. <https://www.bundesregierung.de/resource/blob/974430/1980574/1278575c90ab39d7adcf4ef3163053e1/2021-11-11-g20-osaka-englisch-data.pdf?download=1>
- G20 Saudi Arabia. (2020). **G20 Leaders' Declaration, 21-22 November 2020**. <https://www.bundesregierung.de/resource/blob/975254/1818726/f26edb0ab52ac65d1e1230fb2ba15d98/2020-11-22-g20-erklaerung-en-data.pdf?download=1>
- G20 Italy. (2021). **G20 Rome Leaders' Declaration, 30-31 October 2021**. <https://www.bundesregierung.de/resource/blob/975254/1980568/5444974baf6d1f86c98de990757d580c/2021-10-31-g20-erklaerung-englisch-data.pdf?download=1>
- G20 Indonesia. (2022). **G20 Bali Leaders' Declaration, 15-16 November 2022**. <https://www.bundesregierung.de/resource/blob/975254/2143366/f0f7c1345ef831d6118b0e6a5cde43fa/2022-11-16-g20-declaration-data.pdf?download=1>



