

Limited Inclusion of Women in G20 Leaders' Declaration South Africa (Johannesburg 2025): Moderate but Disappointing

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Key Features:

- Dedicated paragraphs 101-103 on gender equality
- Revised Brisbane Goal¹: 25% reduction in gender labour force participation gap by 2030 + 15% wage gap reduction by 2035
- Care economy commitments with ILO 5R² framework
- We-Fi (Women Entrepreneurs Finance Initiative) support for women entrepreneurs in care sector
- Women's entrepreneurship and equal economic access
- Ending gender-based violence
- Beijing+30 recognition
- Women as agents of peace
- Halving gender digital divide by 2030
- Women in STEM

Critical Weaknesses:

- Poor mainstreaming: Women a r resilience, debt, energy, minerals, infrastructure, climate
- No intersectionality: Minimal recognition of diverse women (African women, rural women, Indigenous women, women with disabilities)
- No gender budgeting or resource allocation commitments
- Weak accountability beyond labour targets
- Missed Ubuntu opportunity³: Despite Ubuntu philosophy emphasising interconnectedness, failed to apply feminist Ubuntu principles
- African women excluded: First African G20 but didn't center African women's leadership or issues
- Percentage of declaration: 11%⁴
- Assessment: Disappointing given: (1) South Africa's strong constitutional gender equality framework, (2) First African G20, (3) 'Equality' as stated pillar, (4) Strong contributions of W20 leadership.

¹ In 2014, under Australia's G20 Presidency, leaders adopted the Brisbane Goal, committing to reduce the gender gap in labour force participation by 25% by 2025.

² The ILO's (International Labour Organisation) 5R Framework for Decent Care Work provides a comprehensive approach to valuing care: Recognise, Reduce, Redistribute unpaid care work (often done by women) to promote gender equality, and Reward & Represent paid care workers (like domestic workers/nurses) to ensure decent jobs, social protection, and strong voices in policy-making through social dialogue and collective bargaining.

³ UBUNTU: I am because you are, I am because we are.

⁴ The % was worked out by Copilot based on word count.z