

## W20 Panel Discussion 2 “Closing the Gender Gaps at Work: Leading a Happy Work and Life”

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### Background and Issues

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At the Brisbane Summit in 2014 G20 countries set a target of closing the gender gap in labor participation by 25% by 2025. While many countries are on track to achieve this goal, gender gap in the labor covers a broad range of topics, we still see common challenges. To promote women’s labor participation we need to remove legal and social barriers, improve infrastructure for working women and men, strengthen public and corporate policies for gender-equal treatment, including equal pay, flexible work style options, and a workplace free of harassment. We also encourage men to play a greater part in house and care work and to be role models to influence social expectations. To develop the policies, ensure organizational governance, and inspire other women as role models, we need to increase women at the top and decision-making positions. In addition, accompanying global technology advances, we need an action plan to prepare women for future work.

At the Buenos Aires Summit in 2018, the G20 countries declared gender mainstreaming. At the 2019 W20 Tokyo Summit, we will deepen our discussions on more specific solutions.

### Topics

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- What policies and infrastructure are needed to effectively increase women in workforce?
- What corporate practices have been successfully implemented and their impacts?
- What systems are needed for women to stay in the workforce and build meaningful careers?
- What programs effectively develop women leaders and increase the number of women executives?
- What on the social norms/expectations that prevent women from joining workforce? How can we deal with them?
- How do we leverage the strengths of women for future work? How do we shape a new approach to work?