



## **Empowerment and Progression of Women's Economic Representation (G20 EMPOWER) Terms of Reference**

### **Purpose**

- The Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation (EMPOWER) was launched at the 2019 G20 Summit in Osaka, Japan. The Leaders declaration stated; “We recognize the importance of encouraging efforts by the private sector including by acknowledging companies that are taking measures to increase the number of women in management and decision-making positions and making gender responsive investments. We welcome the launch of the private sector alliance for the 'Empowerment and Progression of Women's Economic Representation (EMPOWER)' and call upon the alliance to advocate for the advancement of women in the private sector, and we will take stock of their progress and share their concrete efforts at our upcoming Summits.”
- To this end, the alliance is intended to build and maintain, in each G20 member, an alliance or network within the private sector to identify challenges and to share evidence-based analysis, practical lessons learned, knowledge and best practices that support the greater recruitment and advancement of women as business leaders.

### **Selection of Representatives**

- Each G20 government will nominate up to two private sector EMPOWER representatives, with proven track records and credibility as executive- or board of director-level leaders who have made meaningful contributions on the advancement of women's leadership and entrepreneurship. Membership is not restricted to women, but open to all who support advancing women in leadership and from businesses of all sizes. They should aim to influence public discourse and contribute ideas to private sector communities.
- EMPOWER Representatives will be expected to serve for a minimum of one year, coinciding with the G20 presidency year. Each G20 member state may renew or change its designated representative(s) annually.

### **Role of Representatives**

- As stated in the purpose section of this document, representatives will share best practices and exchange information addressing issues—within G20 countries—regarding women's leadership within the private sector.
- Representatives will maintain close contact with relevant national and international networks and organizations, including relevant working groups, formal G20 engagement groups such as the W20 and B20, to present and share best practices on how the private sector can better support women's leadership and entrepreneurship. Communications and collaboration will also be encouraged through digital and on-line platforms.

### **Selection of Points of Contact**

- Each G20 government will name a government Point of Contact, from an entity with relevant information and policies relating to women's empowerment to facilitate the representative's participation in EMPOWER.
- Government Points of Contacts will be expected to serve for a minimum of one year, coinciding with the G20 presidency year. Each G20 government may renew or change its designated representative(s) annually.

### **Role of Points of Contact**

- Be available to their EMPOWER representative(s) to facilitate sharing of information and data, connections with relevant national networks and organizations, and receive feedback from the representative(s), according to national circumstances.
- Points of Contact should endeavour to review progress with the representative(s) on a regular basis.
- Points of Contact are not expected to participate in EMPOWER meetings.

### **Working Methods**

- EMPOWER will be chaired by the private sector representatives of the 'Troika' members, and others at the Presidency's discretion.
- A minimum of one in-person meeting of representatives shall be held annually, with digital exchanges to be held regularly. The in-person meeting will be organized and chaired by the representative from the country holding the rotating G20 Presidency, in collaboration with immediate past and incoming Presidencies ("Troika") and others in the Presidency's discretion.
- Topics for the agenda and meeting papers will be developed by the Chair, socialized with Co-Chairs, and may be supported by Points of Contact, if requested.
- The G20's role in the EMPOWER alliance will be limited to two years (2020 and 2021) and any future engagement and the nature of the engagement towards the alliance will be reviewed by the end of the 2021 G20 Presidency.
- G20 members are under no financial obligation to support the hosting or participation of EMPOWER representatives. The venue for the initial meeting will be provided by the G20 Saudi Presidency and all additional and subsequent financial obligations will be funded by the EMPOWER Representatives, which is led by the private sector.

### **Review**

- These Terms of Reference will be reviewed at the Alliance choosing, to ensure continued relevance and accuracy.

## **Annex 1:**





## **Role of an advocate**

EMPOWER advocates are leaders in the private sector focused on women's economic empowerment and the advancement of women to leadership positions. The role of an advocate includes:

- Championing EMPOWER messages and findings, as well as promoting EMPOWER actions across industries in the private sector.
- Providing content and expert input to EMPOWER by sharing background analyses and data, as well as sharing good practices and thoughts on policy and recommendations.
- Leveraging their network to help the EMPOWER Alliance reach out to additional experts or key contacts in the private sector.
- Joining networking events and opportunities to share learnings with and learn from the EMPOWER alliance.

