



Y20
INDONESIA
2022 **YOUTH**

COMMUNIQUÉ

Hosted by



Preamble

We, Y20 delegates and observers, assembled from July 17th to 24th in Jakarta and Bandung, proficiently hosted by the Indonesian Presidency, all committed to address the future of youth with respect to prevailing environmental, sustainability, peace, security, inclusion and equity questions. Our work, delivering comprehensive, and evidence-based policy measures, was organized around four priority areas: Sustainable and Livable Planet, Youth Employment, Digital Transformation, and Diversity and Inclusion.

As young people from across the globe, we call upon G20 members to commit to meaningful multilateralism that transcends political divides to engage in effective action, securing an equitable future resilient to climate and ecological crises, ensuring productive employment opportunities, and creating a just, inclusive, and human-centric digitally transformed society for all. We especially recognize the importance of building and sustaining peace as a prerequisite for shared development. Moreover, we take into account that ongoing violence and conflicts have implications on food supply, energy security paradigms, global peace architectures and humanitarian affairs. We call on G20 Leaders to swiftly adopt policies - equitable to the realities of each nation - that lead to sustainable development and positive growth as outlined in our proposals.

We urge G20 Leaders to enhance recovery efforts and recognise the importance of trust as the building block of good governance. Hence, members should facilitate inclusive youth participation in decision-making whilst providing institutionalized financial support, especially in the participation of the Y20 Summit. We also direct G20 Leaders to engage in concrete, measurable and imperative action whilst actively engaging with disadvantaged, marginalized, and historically excluded communities to secure equal opportunities and participation for all.

Cross-Cutting Proposal on Global Health

We call on G20 Leaders to adopt the following commitments on global health:

- Enshrine the intergenerational right and responsibility to a clean, healthy and sustainable environment in national constitutions where not yet covered and in international law, while operationalizing the One Health¹ approach as part of national and international public health protocols;
- Ensure that all technologies for global challenges - including climate change adaptation and mitigation, biodiversity loss, and epidemic preparedness and response - are open source, with robust anonymized open data sharing systems, complemented with greater technology transfer and patent sharing to address the intersections between the climate and ecological crises, and public health challenges;
- Encourage active privacy-informed, and equitable collection of health data to be made publicly accessible for transparent action by policymakers to eliminate systemic biases in the healthcare sector;
- Recognize the importance of inclusive, affordable, and accessible mental health services as an essential component of healthcare in national social protection mechanisms and public health infrastructures, especially for disadvantaged, marginalized, and historically excluded youths;
- Promote Comprehensive Sexuality Education² for youth, especially in the areas of disabilities, women's health and gender-based violence, in pursuit of equalizing the social determinants³;
- Mandate transparent price disclosure measures in the healthcare industry to create a more competitive and fair pharmaceutical and medical manufacturing market, subsequently, stimulating medical innovation, increasing affordability and optimizing public expenditures.

¹ "One Health" means: an approach to designing and implementing programmes, policies, legislation and research in which multiple sectors communicate and work together to achieve better public health outcomes. The areas of work in which a One Health approach is particularly relevant include food safety, the control of zoonoses (diseases that can spread between animals and humans, such as flu, rabies and Rift Valley Fever), and combating antibiotic resistance (when bacteria change after being exposed to antibiotics and become more difficult to treat).

² Subject to social and cultural norms.

³ For context, please refer to the recommendations under the Diversity and Inclusion section of this communiqué.

SUSTAINABLE AND LIVABLE PLANET



Policy proposals marked with asterisk are elaborated further in the Sustainable and Livable Planet Annex

We, the youth, urge G20 Leaders to promptly adopt the proposals below for an equitable recovery and transition, prioritizing Most Affected People and Areas. We reaffirm Education for Sustainable Development for all, with robust knowledge exchange and capacity building as prerequisites for joint action on planetary wellbeing.

A. PROTECTING GLOBAL COMMONS

1. Classify 50% of lands and global sovereign waters as Protected Areas, and restore habitats*;⁴
2. Commit to zero net artificialization, stop deforestation of primary forests by 2023 and all deforestation by 2030, and establish harmonized definitions, metrics and reporting for biodiversity preservation activities;
3. Protect threatened species, including through the eradication of invasive species;
4. Develop multi-scale water management plans in line with Integrated Water Resource Management principles, centering on nature-based solutions and Indigenous peoples' and local communities' (IPLCs) stewardship*;
5. Regulate water pollution and ocean dumping by enforcing penalties for companies, executive teams and boards*;
6. Mandate national air quality standards conforming to World Health Organization guidelines, develop mechanisms to address cross-border air pollution, and support community preparedness to respond to unsafe pollution levels.

B. TRANSFORMING FOOD SYSTEMS

1. Adopt new policy frameworks that center sustainability as a key dimension of food security;
2. Improve fair and just access to markets for local and young food producers and enhance food environments⁵ by investing in collaborative and cooperative initiatives, and enabling physical and digital infrastructures;
3. Promote affordable and accessible healthy diets from sustainable food systems by reviewing national dietary guidelines, and leveraging public and private procurement, while reducing the environmental impact of livestock production and tackling overconsumption of animal products in higher income groups;
4. Facilitate the transition to circular food systems by repurposing agricultural subsidies towards climate-smart and nature-positive solutions, targeting support at small-scale farms and fisheries;
5. Support marine and riverine biodiversity and sustainable fisheries by ending bottom trawling, effectively managing fish stocks, increasing data collection, and controlling overcapacity of fleets that may lead to overexploitation;
6. Reduce agricultural groundwater extraction by strengthening regulation, improving monitoring, raising awareness on and increasing access to more efficient irrigation methods, technologies and drought-resistant crops;
7. Develop national soil health maps to identify impoverished soils, and commit to their restoration and conservation by reducing the use of pesticides and gradually replacing the use of synthetic fertilizers with organic fertilizers.

⁴ These areas must strengthen land tenure security of IPLCs, prioritize highly biodiverse lands and waters, and center rights-based approaches.

⁵ This includes ensuring universal access to clean cooking by 2030 by compensating households' acquisition of clean cooking appliances via grants or in-kind support.

C. ENABLING SUSTAINABLE PRODUCTION AND CONSUMPTION SYSTEMS

1. Develop G20 Guiding Principles and credible indicators for bioeconomy policymaking;
2. Harmonize monitoring and due diligence frameworks to foster sustainable, resilient and transparent supply chains;
3. Expand investment in eco-efficiency Research & Development and set industry standards for circular material usage;
4. Commit to phase out single-use plastic across the G20 by 2025 and end production and use of virgin plastic by 2040;
5. Adopt a universal eco-labelling scheme that ensures transparency for sustainable consumption, by enforcing International Organization for Standardization principles and standards at the national level;
6. Exhort companies to foster affordable, accessible and convenient sustainable consumption by transforming choice architecture to enable the most environmentally sustainable options as the consumer default choice;
7. Develop binding zero waste targets, adopt producer responsibility policies and embed circular economy principles throughout products' life cycles, including but not limited to reuse, [right to] repair, remanufacturing, and recycling;
8. Establish a G20 Expert Group on Strategic Metals and Critical Raw Materials by 2023 to enhance corporate reporting, Environment, Social, Governance (ESG) standards and circular economy principles* in mining and utilization.

D. ACCELERATING THE ENERGY TRANSITION

1. Mandate legally-binding short and long term Paris-aligned decarbonization targets; implement science-based, no overshoot 1.5°C scenario climate compatibility checks for all new national legislation, policies, and projects;
2. Deliver national plans for the equitable phase-out of fossil fuels⁶ and scale up of renewables and enabling infrastructures, recognizing Common but Differentiated Responsibilities and Respective Capabilities;
3. Commit to achieving Sustainable Development Goal #7 by 2030 through advancing multilateral Just Energy Transition Partnerships and national policies; provide clean technology transfer, capacity building, and targeted financing;
4. Increase energy efficiency in all sectors by enacting regulatory and financial incentives and standards, adopt policies to prevent the overconsumption of heating and cooling⁷, and enhance the Demand Side Response;
5. Invest in low-carbon, affordable and accessible transport infrastructure to support active, shared and public mobility; incentivize multimodal shifts towards low-carbon mobility and drive the uptake of low-emission vehicles⁸ and fuels;
6. Develop national roadmaps to replace fossil fuel-derived energy and feedstocks in industry with low-carbon alternatives⁹ and increase investment in industrial decarbonization Research & Development.

⁶ Including no new upstream projects, and phasing out all unabated coal and oil plants by 2040.

⁷ These measures should not penalize the most vulnerable households.

⁸ The policies should prioritize light cars, railways, and low-carbon vessels.

⁹ This includes but is not limited to low-carbon electricity, low-carbon hydrogen and biomethane.

E. STRENGTHENING THE RESILIENCE OF THE BUILT ENVIRONMENT

1. Ensure the Human Right to Water and Sanitation by (1) designing affordable, reliable, and safe Water, Sanitation and Hygiene services, (2) increasing investment in rural and citywide inclusive sanitation, and aging water and wastewater infrastructure through a risk assessment process and (3) annualizing water loss reporting and audits;
2. Enhance global public health surveillance and response by strengthening laboratory networks and policy frameworks, and ensuring timely, open-source and transparent information sharing across countries and sectors;
3. Promote Sustainability by Design to reconcile nature and human-centered spatial planning and reduce inequalities¹⁰;
4. Increase green spaces and ecological corridors* to foster native biodiversity rehabilitation and preservation;
5. Proactively develop inclusive disaster preparedness, response and resilience mechanisms by (1) strengthening collective risk assessment, reporting, and monitoring, (2) ensuring open interoperability across risk information systems, and (3) placing local and Indigenous Knowledges at the forefront of all risk communication;
6. Enable adaptive, efficient and resilient built environments by funding green infrastructure, standardizing infrastructure Life Cycle Assessments, and supporting infrastructure maintenance and refurbishment.

F. MOBILIZING SUSTAINABLE FINANCE

1. Mandate the publication and implementation of 1.5°C-aligned five-year ratchet targets and transition plans for all publicly-listed companies, financial institutions, and governments by 2024;
2. Mandate comparable, interoperable, transparent climate- and nature-related financial disclosures, aligned with science-based no overshoot 1.5°C scenarios and full emission scopes coverage, published annually by 2025;
3. Enact interoperable green and brown taxonomy based on technological neutrality and environmental performance;
4. Enhance links between emission trading systems across G20 to implement the Paris Agreement Article 6 Rulebook*;
5. Adopt an International Carbon Price Floor* with a tiered baseline of US\$25/\$50/\$75/tCO₂e based on GDP/capita;
6. Fulfill the developed G20 members' fair share of a minimum climate finance goal of US\$500 billion to developing countries with distinct public and private finance targets for mitigation, adaptation and nature; establish a Loss & Damage Finance Facility to implement the Santiago Network, adhering to the Principles for Locally-Led Adaptation;
7. Commit by end of 2022 to the phase-out of all fossil fuel subsidies, with legally-binding annual reporting on progress as part of the national phase-out plans¹¹, and condition subsidies for carbon-intensive industries on decarbonization;
8. Implement ESG factors as criteria in all public tenders to ensure sustainable practices.

¹⁰ Including intergenerational solidarity, fostering diversity and inclusion, intersectional inequalities, preservation of cultural heritage and improving the quality of life.

¹¹ See "Accelerating the Energy Transition" section, bullet point 2.

YOUTH EMPLOYMENT



We emphasize the urgency of addressing the systemic impact of the pandemic on our lives and the long-standing youth employment challenges so as to achieve progress toward the G20 Youth Roadmap 2025. We urge G20 leaders to take the following actions by engaging multiple stakeholders and promoting inclusion of disadvantaged groups.

A. SOCIAL SAFETY NET COVERAGE

1. Ensure protection and promote transition of young workers in informal and non-standard forms of employment through robust social insurance mechanisms linked with active labor market policies that:
 - a. Provide unemployment benefits comprising income support, such as cash transfer during external shocks, and employment support in the form of skilling, job search assistance, and/or placement programs;
 - b. Close the protection gaps for vulnerable young workers, including first-time jobseekers, through affirmative provisions in contributory schemes, such as premium subsidies and relaxed eligibility requirements;
 - c. Employ adaptive social protection principles to help disadvantaged youth cope with large, covariate shocks;
 - d. Facilitate transition to decent jobs through quality job creation in the formal economy and strengthening of public employment services adapted to young people's needs.
2. Prevent youth from precarious work and socio-economic exclusion through social assistance measures that:
 - a. Improve access to quality education and keep youth in school through prudent educational aid programs;
 - b. Identify and protect vulnerable youth in school or training with relevant social and health supports;
 - c. Bolster income support for youth with dependents and reevaluate asset cap policies to balance financial responsibility with savings promotional measures.

B. SKILLS DEVELOPMENT

Promote higher quality secondary and tertiary education to improve youth's employability, productivity, and support lifelong learning through triple helix initiatives which:

1. Democratize skilling through open-bank and modular training, especially in the technical and vocational sector, aimed at developing relevant hard, soft, and entrepreneurial skills;
2. Increase training accessibility, especially for NEETs (Not in Education, Employment or Training) and disadvantaged youth, through decentralized education, favorable scholarships, and zero real interest loans;
3. Establish national or regional competence standards in education and employment sectors that facilitate international skills certification and mobility for trainers, young workers and learners;
4. Provide a youth guarantee scheme that offers optional training programs, work-based learning opportunities, and/or quality jobs within an appropriate interval since a young person becomes unemployed or leaves education.

C. SCHOOL TO WORK TRANSITION

Ensure successful and steady transition of young learners into the labor market by:

1. Connecting schools to labor market needs by engaging education stakeholders and employers to build curriculums that meet industry standards, coupled by student-to-work pipeline programs;
2. Facilitating student-to-work pipeline through tailored career support services and quality work-based learning placements, including apprenticeship alternatives to the university education path;
3. Including young workers, apprentices, interns, and trainees in collective agreements and fair reward systems;
4. Addressing skills mismatch by strengthening regional and national labor market information systems to reduce asymmetries between jobseekers, civil and business employers, and education and training institutions;

5. Endorsing the provision of internship stipends for all spheres of work and phasing out unpaid internships in international organizations.

D. SOCIAL ENTREPRENEURSHIP ECOSYSTEM

1. Champion social entrepreneurship as a pathway to youth employment in national development agendas through supportive regulatory frameworks that:
 - a. Provide legal form, standardization, certification, and impact measurement schemes for social enterprises;
 - b. Stipulate financial and non-financial policy tools to drive social enterprises, including but not limited to national investment funds, special loan programs, and streamlined business registration procedures;
 - c. Promote initiatives to raise awareness and mainstream the idea of social entrepreneurship.
2. Build a comprehensive growth ecosystem for youth social enterprises through community-based hubs that:
 - a. Provide end-to-end counsel and business support, from ideation to long-term financing;
 - b. Link budding entrepreneurs with peers and key players, especially practitioners and investors.
3. Promote G20 as a social entrepreneurship center of excellence that:
 - a. Empowers and shares best practices through the Entrepreneurship Research Center on G20 Economies;
 - b. Pools resources and fosters collaboration between social enterprises and stakeholders in G20 and beyond.

E. FINANCING AND INCENTIVES

1. Establish an emerging social enterprise tax break framework which:
 - a. Leverages tax credit subsidies for small and medium-sized enterprises to expand work-based learning opportunities;
 - b. Facilitates tax credits for employer-sponsored upskilling program costs, such as student loan repayments and skill training programs.
2. Stimulate youth entrepreneurship by:
 - a. Providing affirmative benefits to first-time entrepreneurs through a first-time entrepreneur interest rate discount in financial/business loans;
 - b. Developing social entrepreneurship initiatives that allow investors to defer capital gains taxes by redistributing profits to stimulate economic inclusion and maximize potential in disadvantaged neighborhoods.

F. FAIR AND SUSTAINABLE EMPLOYMENT

Uphold common and forward-looking principles for employment which:

1. Ensure labour rights to tackle workplace discrimination on the basis of age, sex, religious beliefs, race and ethnic origin, Indigenous status¹², sexual orientation and gender identity¹³, disability, and parental leave status;
2. Mainstream gender in workplace training, including sexual harassment prevention and complaint redressal¹⁴;
3. Deliver a coordinated response on providing pedagogical, social security and integration support for refugee, migrant, and asylum-seeking youths in dislocation¹⁵;
4. Tailor social security and workforce training policies for job losses due to green restructuring and automation and incentivize participation in the green and digital economy;
5. Expand digital access to academic resources, telecommuting, and online recruitment for youth in rural and disconnected areas;
6. Develop regional and local-level workforce plans, especially in rural and remote areas, to ensure sustainable employment post-pandemic and mitigate rural flight;
7. Enforce and monitor workers' protections, rights, and standards together with workers' organizations, under the tripartite framework;
8. Continuously improve the efficacy and inclusivity of existing policy interventions through impact evaluation studies and evidence-based policymaking.

DIGITAL TRANSFORMATION



As youth, we affirm that internet access is a fundamental right with the greatest potential to provide opportunities for learning, work, social connectivity, and economic growth. Our recommendations include actions to ensure a just, inclusive, intersectional, environmentally-conscious, and human-centric transition to a digitally transformed society and economy, in line with the United Nations Agenda 2030. We demand regular assessment of progress towards achieving these actions through existing evaluation mechanisms.

A. DIGITAL INFRASTRUCTURE FOR MEANINGFUL CONNECTIVITY

1. Harmonize fiber optic, satellite, and cellular infrastructure alongside innovative and efficient spectrum utilization and concession models to achieve last-mile connectivity and address the cost barrier to connectivity for marginalized communities;
2. Promote multilateral cooperation on (i) satellite usage and general infrastructure sharing and (ii) re-evaluation of tariff and non-tariff barriers limiting trade in critical digital devices that support meaningful connectivity;¹⁶
3. Implement or expand Universal Service Obligations or similar programs to develop last-mile connectivity, with contributions from internet economy companies, while strictly adhering to principles of net neutrality¹⁷.

B. DIGITAL AND FINANCIAL LITERACY

1. Integrate digital¹⁸ and financial literacy¹⁹ development programs into formal and non-formal education curriculums to encourage inclusive, lifelong, and substantial participation of marginalized communities in the economy and society;
2. Establish and financially support education programs which use community-oriented, mentorship-based, and peer-to-peer learning models, co-created with civil society and informed by national digital skills educational guidelines, to increase trust as well as digital and financial literacy in marginalized communities;
3. Establish a multi-stakeholder forum for the development and/or improvement of training materials on digital and financial literacy and skills among the G20, their sub-national jurisdictions, and beyond, to share knowledge and best practices, and build capacity of digital education providers cross-sectorally by 2025;
4. Co-create, with employers and educational institutions, national guidelines for microcredential²⁰ use to encourage upskilling, and reskilling for fast-changing digital competencies needed in the labor market.

C. AN INCLUSIVE, CROSS-JURISDICTIONAL²¹ G20 STRATEGY ON DIGITAL-BY-DESIGN GOVERNMENT

1. Transform government service delivery to become more agile, responsive, and technology-based by updating existing guidelines, laws and regulations and recruiting and pooling digital resources and talent across government agencies to: (i) create online, accessible, and interoperable national government service platforms with adequate transition periods to mitigate inadvertent exclusion of less digitally literate groups and (ii) develop integrated, secure and private digital identification systems;

¹⁶ Meaningful connectivity refers to individuals having an affordable, accessible and inclusive connection to the Internet, in terms of reliability, quality, speed and cost of digital services and devices.

¹⁷ Internet service providers should treat all data on the Internet the same and not block, speed up or slow down traffic based on paid prioritization or other contractual agreements.

¹⁸ "Digital literacy" includes the competencies to leverage digital technologies and services in daily activities and "digital skills" refers to capabilities required to facilitate learning, civic engagement, health outcomes, and active participation in digitalized labor markets.

¹⁹ Recognizing that financial literacy involves both digital and non-digital financial skills and knowledge and that both are necessary for the G20 goal of financial inclusion.

²⁰ Microcredentials, or microcertifications, are short, competency-based recognitions, issued from educating organizations, that enable an individual to demonstrate skills, knowledge, or experience in a particular area.

²¹ Cross-Jurisdictional means that the strategy should be implemented in G20 members' national jurisdictions and referred to their subnational jurisdictions (states/provinces/regions/municipalities) for subsequent implementation.

2. Build public sector digital capacity by (i) increasing opportunities for direct youth participation in driving digital change management internally within public administration and (ii) by training public servants on the use of data (collection, storage, sharing, usage) and in media literacy;
3. Leverage national inter-agency open data sharing through secure portals and public-private partnerships to improve policy cooperation and public services;
4. Launch online citizen participation tools²² which specifically enable youth and marginalized communities to advance policies of interest.

D. DIGITAL GOVERNANCE

1. Assert multilateral principles to successfully implement G20 Data Free Flow with Trust, relating to (i) data privacy, affirming users' ownership of and agency over their data; and (ii) cybersecurity, ensuring resilient response procedures to breaches and threats and secure handling of personal information by government and public institutions;
2. Establish a multi-stakeholder G20 digital wellbeing²³ charter by 2023 that outlines principles prioritizing mental health, suicide prevention, prohibition of cyber extortion, child safety, consumer protection and the provision of affordable, accessible, confidential, age-appropriate, and inclusive digital wellbeing services;
3. Mitigate algorithmic bias against marginalized groups by ensuring (i) inclusive and dynamically updated training data sets and (ii) avenues for human intervention in machine learning and artificial intelligence algorithms used for public policy, especially in education, employment, and media, in line with the G20 AI Principles;
4. Counter disinformation and social media manipulation by requiring companies that facilitate mass targeted advertising to determine and disclose (i) non-human accounts and (ii) funding from interest groups and politically exposed persons.

E. EMERGING FINANCIAL TECHNOLOGIES

1. Establish sustainability as a principle for the development of emerging digital technologies by (i) promoting green energy supply and climate-responsible practices especially in construction of network infrastructures, production and supply of digital devices and (ii) mandating corporate disclosure of electricity consumption and carbon footprint of data centers to safeguard energy equity;²⁴
2. Advocate for youth engagement in the development of emerging financial technologies, including Central Bank Digital Currency (CBDC), through initiatives such as the funding of youth entrepreneurship hubs, technology sprints and public participation in the design of regulatory frameworks;
3. Formulate common multilateral consumer protection principles on emerging decentralized technologies such as blockchain and crypto-assets;
4. Create regulatory frameworks that encourage interoperability²⁵, security, consumer protection and sustainable practices to promote further uptake of digital financial services;
5. Advance the development of alternative financial credit scoring systems and credit providers by private and public sectors to accelerate financial inclusion;
6. Urge Central Banks and Finance Ministries to include mechanisms for public engagement and inclusive transition periods as they research CBDCs and consider their implementation strategies.

²² Online citizen participation tools include online portals for youth and general citizen consultation, design sprint events such as hackathons, and mechanisms for youth-led startups and small and medium-sized enterprises to take part in public procurement.

²³ Digital wellbeing concerns the impact of technologies and digital services on individuals' emotional, mental, social, and physical health.

²⁴ In line with the Principle of Common but Differentiated Responsibilities in light of national circumstances.

²⁵ Interoperability refers to informational exchange and operational collaboration between traditional financial institutions and emerging financial technologies.

DIVERSITY AND INCLUSION



Policy proposals marked with asterisk are elaborated further in the Diversity and Inclusion Annex

In a critical juncture toward a better COVID-19 recovery, we stress that no progress and prosperity can be achieved without the inclusion of all people, including young people in their diversity. We ask the G20 Leaders to address the systemic inequalities and socio-economic impacts affecting young people through the following actions.

A. INCLUSIVE AND QUALITY EDUCATION

1. Decolonize²⁶ the curricula and examination structure;
2. Contextualize pedagogies that focus on developing interpersonal skills, fundamental rights, and accessibility to all students including those with disabilities;
3. Reform the educational framework of G20 members and resolve unfinished learning challenges by changing structural circumstances that build and integrate new skills;*
4. Increase global cooperation to provide greater exchange opportunities²⁷ affordable to all students and other stakeholders in the educational sector;
5. Allocate funding to guarantee effective educational resources²⁸ for all students, particularly those from marginalized communities²⁹, with a specific focus on persons with disabilities;
6. Guarantee appropriate environment to receive access to traditional and non-traditional education for rural, isolated and marginalized youth³⁰;
7. Mandate e-learning platforms to comply with the latest iteration of WCAG AA³¹ accessibility standards.

B. CREATIVE ECONOMY AND THE WORLD OF WORK

1. Create a Nation Specific Liveable Income³² determined by each country's individual capacity that provides a stable financial safety net for artists, craftsmen, platform workers, entrepreneurs and freelancers while incentivizing the transition from the informal to the formal sector;
2. Promote and diversify initiatives in the creative sector to mainstream traditional and digital arts;
3. Enhance measures to secure Intellectual Property (IP) by tackling the distribution of online piracy content;
4. Establish fast-track labor migration and increase cross-border mobility, especially for creative professionals;
5. Support transitioning towards a 4-day work week across G20, ensuring no impact on workers' pay;
6. Legislate mandatory, paid and equal parental leaves and ensure that individuals are not fired whilst on leave;
7. Combat workplace harassment by constructing an anonymous reporting system, fostering a whistleblowing culture, ensuring mandatory reviews and protection of victims against retributive action;
8. Execute active blind-recruitment mechanisms that eliminate all identification details from application processes and commit to quotas for marginalized communities;³³
9. Ensure that employers do not discriminate against workers based on workers' organizations membership.

²⁶ Reflecting and envisioning all cultures, knowledge systems and power structures in the curriculum with respect to what is being taught and how it frames the world.

²⁷ Formal, non-formal or professional opportunities.

²⁸ Resources include but not limited to stable internet connection, e-books, digital devices, experiential learning in STEM, devices, licenses, and assistive technology and personnel for students with disabilities.

²⁹ As defined in the UN Social Protection and Human Rights platform, which includes Children, Indigenous people, Informal and precarious workers, LGBTQI+, Migrants, Minorities, Older Persons, Persons living with HIV/AIDS or other chronic illnesses, Persons with disabilities, Refugees and Asylum seekers, Rural workers and rural populations, Youth, and Other disadvantaged or vulnerable groups.

³⁰ Aiding mechanisms, such as, but not limited to mental health assistance, hygienic products, infrastructure, clothing kits, access to good nutrition, and any other resources needed.

³¹ [World Wide Web Consortium's Accessibility Guidelines](#).

³² Through minimum basic income guarantees, conditional or non-conditional cash transfers, social transfers, fee waivers, etc., determined by each country's individual capacity.

³³ Percentages of quotas shall differ from one country to another, depending on the representation of marginalized groups in the overall population. Quotas to be filled by a variety of job types, including those requiring a high level of skills and with considerable potential for growth.

C. CULTURE AND INTERSECTIONALITY

1. Ensure awareness of and respect for cultural diversity and values by encouraging intercultural dialogue and showcasing cultural and ethnic diversity, including through the use of online platforms;
2. Adopt the Intersectionality-Based Policy Analysis Framework³⁴ to operationalize an intersectionality lens at all stages of policy design, implementation and evaluation to understand and control a policy's impact on different groups in order to ensure equitable impact and no discrimination;*
3. Promote intersectional approaches³⁵ to data collection and analysis through adopting research methodologies that draw on all forms of quantitative and qualitative data, including personal experience and Indigenous and/or tribal knowledge;
4. Protect victims of domestic violence, discrimination and harassment by providing legal support, safe spaces and helplines, and deliver effective discrimination prevention programs;
5. Develop evidence-based, universal and inclusive monitoring tools that identify how different identities and structures overlap to create non-financial barriers to education and employability in specific contexts.

D. LEADERSHIP AND CIVIC ENGAGEMENT

1. Create compensated national Youth Advisory Bodies that encourage youth participation in public leadership, prioritize marginalized groups, use technology to promote access, and undergo effectiveness reviews;*
2. Provide resources to local communities to co-design grassroots, youth-led participatory governance initiatives;
3. Establish YP20 as the inter-institutional bodies between Y20 and P20 and hold annual YP20 summits;*
4. Increase representation of youth and marginalized communities in leadership within educational institutions;
5. Ensure that soft skills training and leadership development are formalized within national curricula by 2025;
6. Include Y20 representatives at the G20 Leaders Summit and allow them to influence decision-making processes.

E. HEALTH, MENTAL HEALTH, AND WELLBEING

1. Enact a mechanism waiving patents on vaccines, processes and diagnostic technologies in line with the proposed WHO Pandemic Treaty, effective immediately during a health crisis and transfer knowledge and resources to the Global South countries to build local research and manufacturing capacity, including cold-chain;
2. Address mental health and its socio-economic determinants through economically integrated neighborhoods³⁶, in addition to provision of mental health counselors and psychiatrists;
3. Reduce health-related stigma by implementing medically-accurate evidence-based training on mental health, disabilities, women's health issues, reproductive health and affirmative consent awareness;
4. Safeguard and advance women's sexual and reproductive rights by providing legal, safe and accessible medical procedures, including abortions, fully subsidizing hygienic products, and implementing social safety nets for female-specific health conditions;*
5. Mandate the use of assistive technologies³⁷ to ensure access and participation for Persons with Disabilities;
6. Guarantee disability-inclusive development based on CRPD³⁸ guidelines and scale up funding for Persons with Disabilities research;
7. Raise awareness of health-related disinformation risks and disseminate evidence-based, factual information.

³⁴ The definition of intersectionality has not been universally agreed upon and remains open to interpretation. It may include identity categories such as but not limited to: cultural beliefs, values, ethnicity, religion, race, gender, sexuality, and/or others. It is aimed at understanding how different categories overlap in specific contexts. For an example of one definition, see the [Intersectionality Resource Guide and Toolkit by UN Women](#).

³⁵ *Idem*.

³⁶ This includes increasing access to affordable housing and healthy food options, and bettering impoverished communities' physical environment.

³⁷ Mobility aids, communication programs, cognitive aids, Video Relay Services (VRS), automatic closed captioning, screen reader, and electronic devices.

³⁸ CRPD: Convention on the Rights of Persons with Disabilities.



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