

附錄資料

附錄一、2012 年 WEF 會議議程

6 月 28 日(星期四)

時 間	主 題
09:30–18:00	Policy Partnership on Women and the Economy (PPWE) 婦女與經濟政策夥伴會議
19:00–21:00	Cultural Event – City Tour 文化活動－聖彼得堡市導覽

6 月 29 日(星期五)

時 間	主 題
09:00–10:30	Opening Session 開幕式
10:30–10:45	茶敘
10:45–12:15	Policy Partnership on Women and the Economy Management Council 婦女與經濟政策夥伴管理委員會
10:45–12:15	Women in the Innovative Economy 創新經濟中的女性
10:45–12:15	Investment in Human Capital 投資人力資本
12:15–12:30	茶敘
12:30–14:00	Women and Entrepreneurship 女性與企業家精神
12:30–14:00	Work-Life Balance 工作－生活平衡 ★王主委如玄受邀擔任與談人
14:00–15:15	午餐
15:15–16:45	Women in Corporate Management 企業管理中的女性
15:15–16:45	Women and IT 女性與資訊科技
19:00	Reception 歡迎晚宴

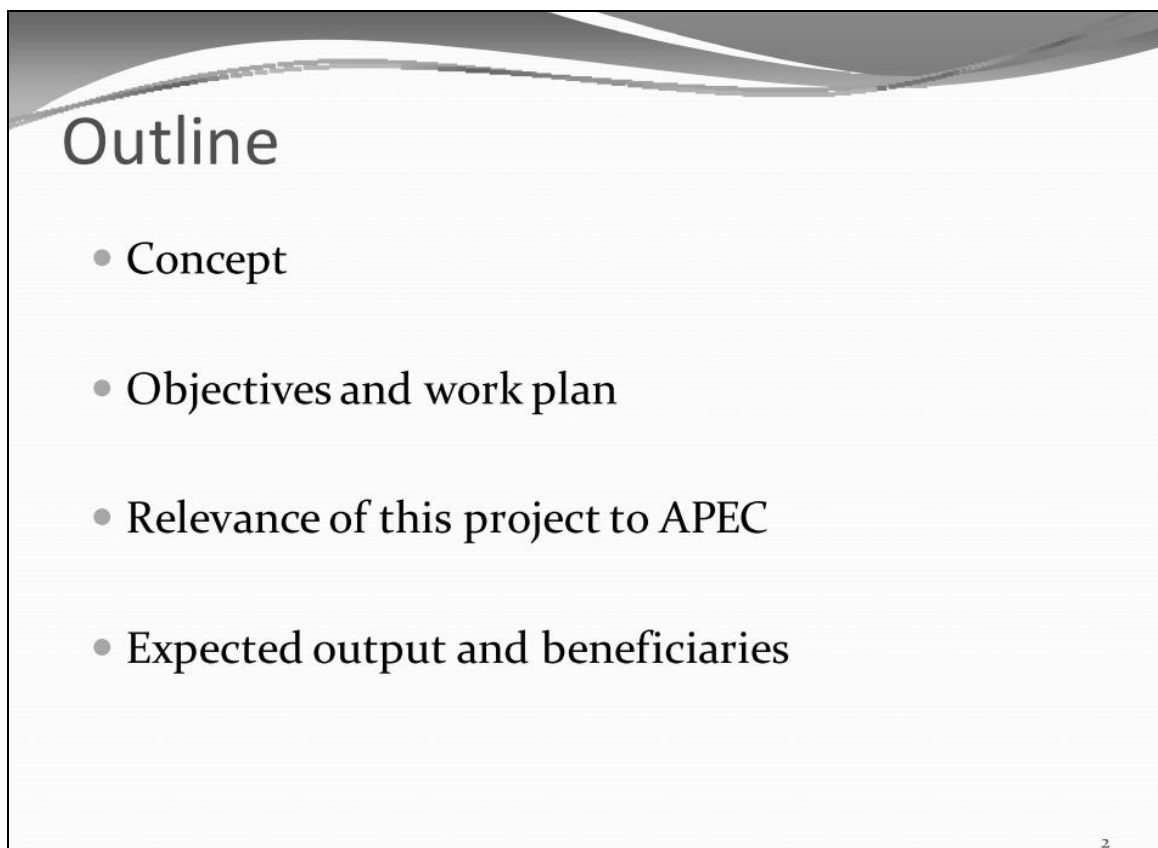
6月30日(星期六)

時 間	主 題
09:30—18:00	High-Level Policy Dialogue (HLPD) 婦女與經濟高階政策對話 ★王主委如玄受邀發表 10 分鐘演講
19:00	Cultural Event 文化活動

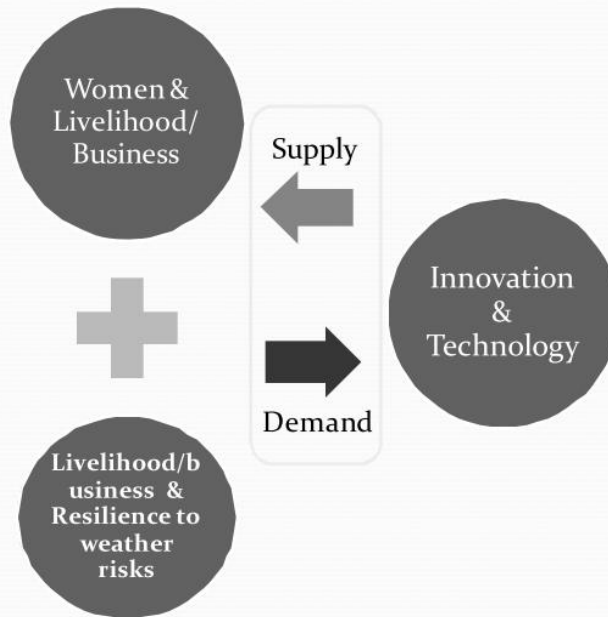
附錄二、我國代表團成員名單

	姓名	服務單位/職稱	備註
1	王如玄	行政院勞工委員會/主任委員	團長/政府部門
2	莊美娟	行政院勞工委員會/專門委員	政府部門
3	倪家珍	行政院勞工委員會/專門委員	政府部門
4	林美雪	經濟部中小企業處/副處長	政府部門
5	王秉慎	外交部國際組織司/簡任秘書	政府部門
6	楊筱雲	行政院性別平等處/參議	政府部門
7	鄧華玉	行政院性別平等處/科長	政府部門
8	李 萍	行政院性別平等委員會/委員	性平會
9	顧燕翎	行政院性別平等委員會/委員	性平會
10	吳 昀	財團法人婦女權益促進發展基金會/組長	婦權基金會
11	蕭伊真	財團法人婦女權益促進發展基金會/研究員	婦權基金會
12	周宛蓉	APEC 颱風與社會研究中心/研究員	專家學者

附錄三、女性經濟創新發展 (Innovation for Women and Economic Development)」多年期計畫簡報



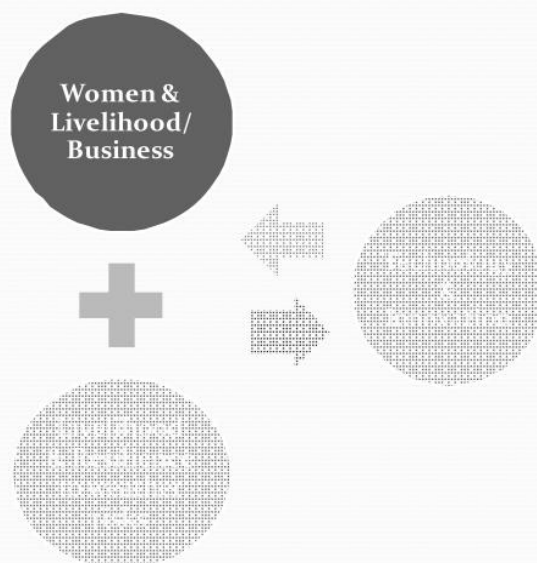
Concept



3

Concept

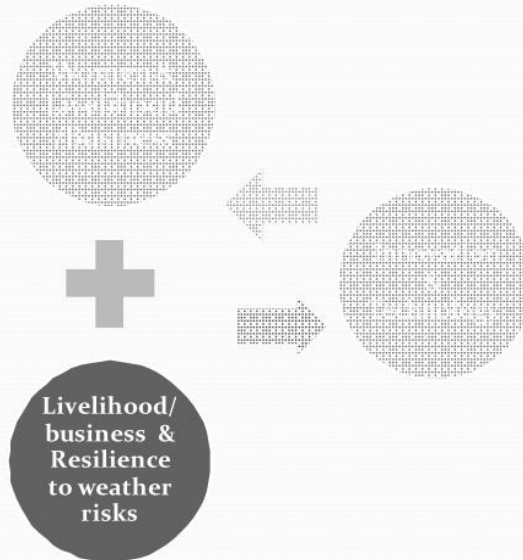
- Southeast Asia's economic success is due primarily to women who take up 60-80% of jobs in export sectors.
- While SMEs are a growth engine, women account for 35% SME owners in the APEC region.
- Women are key consumers – making 80% of buying decisions.
- However, obstacles exist.



4

Concept

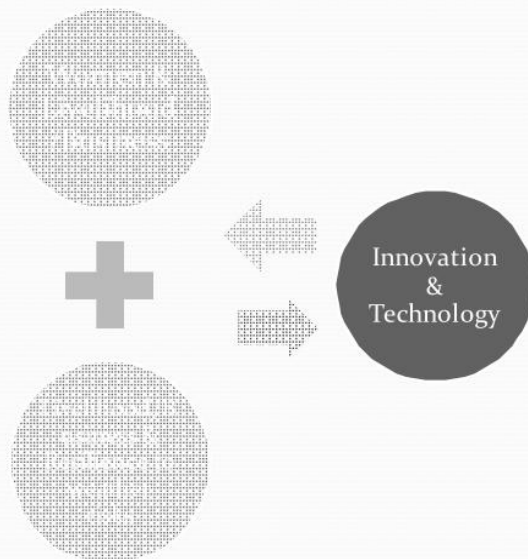
- 80% of the business activities in the world are weather dependent.
- Changes in weather → instability of the supply chain/ changes in demand → fluctuations/reductions in income → impact on livelihood
- However, the importance of enhancing women's resilience to weather risks is understated, especially for micro- and small-scale business.



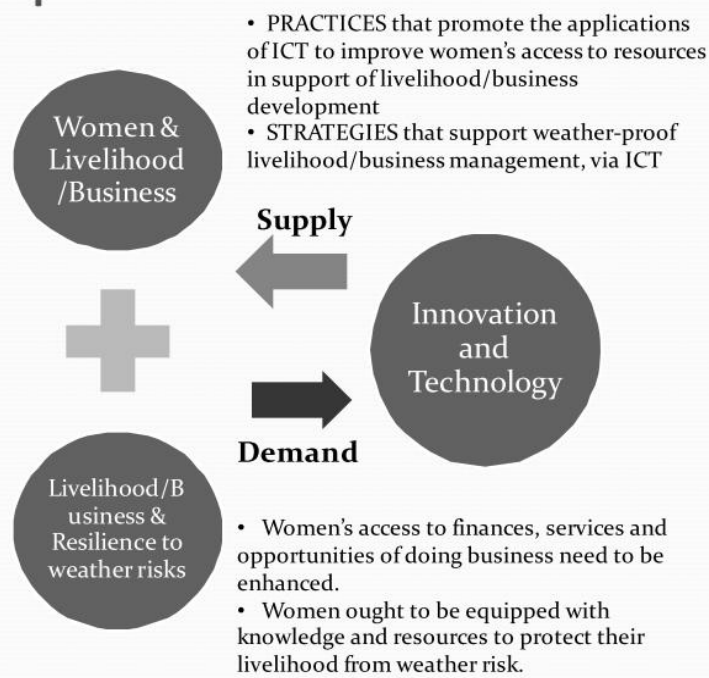
5

Concept

- Innovation in Information and Communication Technology (ICT) has made it easier and cheaper for people to access various types of resources and information.
- Digital and e-business training for women have been in place for years in the APEC region.
- Advancement in the capacity of weather forecast has been in progress.



Concept



7

Summary

Objectives:

- To assist stakeholders to formulate effective, efficient, innovative and sustainable practices and business models in which ICTs will help women create revenues and protect their livelihood from the impact of weather risk
- To promote and assist the dissemination and sharing of knowledge related to the application of ICTs in women's livelihood development practices, so as to enhance women's capacity to conduct business and trade

8

Work plan:

Establishment of Network, Inventory and Project Evaluation Mechanism

- To form a Public-Private Partnership Network (PPPN)
- To inventory existing practices
- To identify the potentiality of **women + ICTs + weather-proof livelihood development**
- A workshop for experience sharing

Development of Solutions and Practical Implementation to Address the Potentiality

- To develop solutions to attain defined purposes
- To conduct practical implementation in collaboration with selected member economies

Result analysis, outcome dissemination and policy dialogue

- To identify practices with continuity and sustainability
- A workshop for outcome dissemination
- High-level meeting for policy dialogue

9

Relevance (I)

APEC is dedicated to assist in the diffusion of innovation, technologies, businesses and policies in the Asia-Pacific region.

- **2011 APEC Leader's Declaration:** To promote inclusive regional growth by taking concrete actions to expand economic opportunities for women
- **2011 San Francisco Declaration:** To enhance women's access to market and their knowledge and skills related to business operation
- **The Statement of Chair for 2012 APEC Women and the Economy Forum:** Innovation development [...] includes women's empowerment in the innovative economy, especially as applied to decreasing barriers that impact women

10

Relevance (II)

PPWE: To advance women's economic empowerment by overcoming obstacles that inhibit women's participation in economic activities

ISTWG: To promote innovation in order to advance sustainable economic development, as stated in its strategic plan 2010-2015

TELWG: ICTs to foster economic growth and to achieve the APEC objectives of trade and business facilitation

SMEWG: Women are one of the priority areas for action, as stated in its strategic plan 2009-2012; to promote SMEs' use of ICTs to generate new and improved products, services and processes, as noted in SME Ministerial Statement 2011

ABAC Women's Forum: Connecting women to business success

11

Output and beneficiaries

Expected outcome	Beneficiaries
Low-cost and easy access to resources and opportunities of business and trade Knowledge and skills in support of weather-proof livelihood/business	Female individuals and entrepreneurs Family
Models that promote weather-proof livelihood development	Practitioners
Improvement in public policy	Policy makers
Business opportunities, e.g. streamlined applications/products for female users; weather-risk management services	ICT industry; financial industry, weather service providers
Mandate fulfillment	APEC fora
Practical implementation as case studies	Researchers
Demand of investment in ICT or weather forecast related infrastructure	Society

附錄四、我國婦女經濟個別行動計畫（原文/中譯）

<i>Chinese Taipei's approach to women's economic empowerment</i>			
<i>[Describe briefly, in one or two paragraphs, the policy approach of your economy with respect to programs and policies for women's economic empowerment.]</i>			
<i>Area</i>	<i>Programs and policies being implemented</i>	<i>Programs and policies to be implemented</i>	<i>Progress made in {current year}</i>
Access to Capital	<ul style="list-style-type: none"> The existing law for Chinese Taipei endows females and males to have equal inheritance rights to property; the default marital property regime includes the separation of property regime and the community ownership of residual property to ensure the rights for both wife and husband. (Ministry of Justice) 中華台北現行法律賦予女性和男性享有同等作為遺囑執行人或遺產管理人的權利；夫妻財產法定制度採以分別財產制之精神，以保障夫妻雙方權利。(法務部) In 2011, the “Public Assistance Act” was revised to extend the caring scope to the disadvantaged, and 	<ul style="list-style-type: none"> To identify the “Women Small and Medium Enterprises” and to develop the relevant assistant policies and practices. (Small and Medium Enterprise Administration, Ministry of Economic Affairs) 將積極研議有關「中小型女性企業」之定義及內涵，並發展相關政策及輔導措施。(經濟部中小企業處) To include the “one third principle for each sex” in the existing “Financial Counseling Program for Indigenous Enterprises” in order to ensure indigenous women’s access to capital. (Council of Indigenous Peoples) 將於「原住民族經濟事業財務金融輔導計畫」中，增列輔導對象之一性別比例不得低於三分之一之相關條款。(原民會) 	<ul style="list-style-type: none"> Although male and female share the same right of inheritance there are still spaces for culture and concepts to be changed. 64.9% of females waived their inheritance in 2009, while the number of males owning land property right was twice as many as females in 2010; the value of land ownership for men is 2-3 times than women. 雖對於財產繼承規定男女已享有相同繼承權，然從性別統計顯示：2009年遺產拋棄繼承中，女性仍佔百分之64.9%，2010年男性擁有土地權屬者為女性的2倍，擁有土地面積及公告現值分別為女性之2.9及1.9倍。顯示在法律面前平等，但文化與觀念改變仍有努力空間。 The revised act has broadened the assistance scope for disadvantaged females. The implementation has

	<p>further included “pregnant females with unstable condition for work diagnosed by a doctor”. (Ministry of the Interior)</p> <p>2011 年內政部修正「社會救助法」，擴大弱勢照顧範圍，並增列婦女於「懷胎期間經醫師診斷不宜工作者」納入社會救助體系。(內政部)</p> <ul style="list-style-type: none"> ● The revised “Statute of Assisting Families in Difficulties” focuses on single parents, mothers having out-of-wedlock pregnancy and families encountered significant unforeseen circumstances, offering them with emergency living assistance and subsidies for children’s living and education, health care, babysitting, legal proceedings business startup loan. The subsidies are restricted to apply on levy, offset and pledge in order to ensure the maintenance of basic living for target groups. (Ministry of the Interior) <p>「特殊境遇婦女家庭扶助條例」針</p>	<ul style="list-style-type: none"> ➤ To improve women’s capacities on accessing to credit through encouraging the early establishment of business credit, providing training courses to fill documents related to business tax and facilitating their financial literacy with the collaboration efforts from private sectors. (Financial Supervisory Commission) <p>結合民間組織，辦理相關宣導，以鼓勵婦女及早建立其商業信用，401 報表的紀錄與強化銀行實務與商業知識(預防遭受人頭戶利用)，使其有更好的條件獲得信用貸款。(金管會)</p> <ul style="list-style-type: none"> ➤ To increase the opportunities for women owned business with fund raising needs to access to capital by introducing the venture capitalists and angel investors. The secured amount of funds will be provided to the most innovative enterprises in both elite and start-up groups. (Small and Medium Enterprise Administration, Ministry of Economic 	<p>increased the ratio of the disadvantaged females conforming to the criteria as compared to the total female population in Chinese Taipei by 0.2%.</p> <p>「社會救助法」新制實施後，擴大弱勢婦女的協助。符合條件之弱勢女性佔全國女性人口比率提升 0.2 百分點。</p> <ul style="list-style-type: none"> ● A total of 17,574 of households with single mothers were assisted in 2009, and about USD\$ 25 million were offered to assist the females of disadvantaged families in 2009-2010, which accounted for 85.69% of the overall subsidies. 2009 年扶助單親女性家長 1 萬 7,574 戶，2009-2010 年扶助弱勢家庭女性 7 億 6,069 萬 0,412 元，佔總扶助金額 85.69%。
--	--	--	--

	<p>對單親、未婚生子及遭遇重大變故婦女家庭，提供緊急生活扶助、子女生活津貼及教育補助、傷病醫療補助、托育津貼、法律訴訟補助及創業貸款補助。且規定補助費不得用於扣押、抵銷、擔保，以確保特殊境遇家庭基本生活維持。(內政部)</p> <ul style="list-style-type: none"> ● Micro-Business Startup Phoenix Program was designed to provide micro loan for females aged 20-65 years old, and those who especially are solely responsible for family livelihood. In order to eliminate females' obstacles regarding credit, the provision of maximum loan is about USD\$ 34.65 thousand with credit guarantee, low interest rate, free interest in the first 2 years, and without the need for collaterals, guarantors and profit registration certificates. (Council of Labor Affairs) <p>針對 20-65 歲婦女，尤其是獨立負擔家計之女性，提供最高額度 100 萬元低利率、前 2 年免息、免保</p>	<p>Affairs)</p> <p>將透過婦女創業菁英計畫，辦理資金媒合會，引進創業者及天使投資人，提供有募資需求之婦女企業或有志創業之女性獲得資金媒合機會，獲選菁英組前三名，各保障投資金額新台幣 100 萬元，新創組第一名保障投資新台幣 50 萬元。(經濟部中小企業處)</p>	<ul style="list-style-type: none"> ● From 2007 to 2011, an aggregated total of 2,405 females have been granted with the loan and their returning rate maintained above 96%. 自 2007 年至 2011 年「微型創業鳳凰貸款」累計已有 2,405 名女性獲得本貸款，還款率維持在 96% 以上。
--	--	---	---

	<p>人、免擔保品之「創業鳳凰」貸款及信用保證，排除女性在信貸上的障礙。(勞委會)</p> <ul style="list-style-type: none"> ● Indigenous enterprises are provided with operating capitals and the assistance of loan application and returning year extension from financial consultants. Consultants who regularly conduct visits to their clients and help them to establish accounting system. (Council of Indigenous Peoples) 針對原住民企業提供經營資金，進用金融輔導員，協助在地原住民業者申請貸款、展延協助、借款戶訪視工作，以及建立財會制度。(原民會) ● Chinatrust Poverty Alleviation Program is the first loan services for the poor led by a private financial organization, the Chinatrust Commercial Bank, and jointly conducted with public 		<ul style="list-style-type: none"> ● From 2009 to 2011, 929 loans were provided to indigenous females which accounted for 47.06% of the total loans and the amount of loans granted to females was about USD\$ 9.6 million, which was 43.33% of the total loans granted. Indigenous women are mainly participating in accommodation, catering, wholesale, retail and other service industries (including beauty salons). 98年至100年，原住民女性總計貸放929件，佔總貸款件數47.06%；女性貸放金額2億8,856萬元，佔總貸放金額43.33%。原住民女性創業者主要從事住宿及餐飲業、批發及零售業、其他服務業(美容美髮等) ● The program has successfully assisted 17 households (13 of them were female) in starting up businesses and continued to operate from 2011 to 2012. The increased income for disadvantaged families has effectively made by the long-term
--	---	--	---

	<p>welfare groups. The program was expected to raise USD\$ 3.3 million of investment within 4 years from 2011. Disadvantaged families participating in the program are granted with small loans at low interest rates (maximum of USD\$ 16,000, with a maximum 7 years of returning period at an interest of 1.88%). The 1.5 years of long-term financial consultation are provided for them to startup business which aims to assist over 200 disadvantaged families to rebuild their livelihood. (Chinatrust Commercial Bank)</p> <p>中國信託商業銀行結合社福團體進行「信扶專案」脫貧貸款服務。自 2011 年起預計四年內投入新臺幣 1 億元資金，協助弱勢家庭小額低利貸款(上限 50 萬元，貸款年限最長 7 年，利率 1.88%)，以及為期 1.5 年之長期創業輔導，希望協助超過 200 戶弱勢家庭透過創業逐漸脫貧自立，改善生活現況。(中國信託慈善基金會)</p>		<p>supporting network which has been proved to assist children to overcome poverty in a short term, reduced social expenses and enhanced the confidence for disadvantaged parents.</p> <p>「信扶專案」自 2011 年至 2012 年，輔導 17 戶成功創業並持續營運，13 戶為女性戶長。透過此長期支持網絡，有效改善弱勢家庭收入、讓兒童提早脫離貧窮循環、減少社會成本支出、提升弱勢家長自信，同時激勵其他弱勢家庭。</p>
	<p>● Women Entrepreneurship and</p>	<p>➤ To continuously assist rural women</p>	<p>● From 2010 to 2011, the Program has</p>

<p>Access to Markets</p>	<p>Incubation Network Program offers female entrepreneurs with a platform for communion and provides prompt information for women to startup business. (Small and Medium Enterprise Administration, Ministry of Economic Affairs) 建立「婦女創業育成網絡」，提供女性企業群聚交流平台，以及女性創業市場即時資訊。(經濟部中小企業處)</p> <ul style="list-style-type: none"> ● Business Startup Result Expo was designed to assist business owners by offering channels for them to access to market. (National Youth Commission) 辦理「創業成果博覽會」，輔導創業者，提供其曝光之管道並增進知名度。(青輔會) ● Indigenous Females' Micro-handicraft Marketing Platform was designed to assist and accompany indigenous female 	<p>to start up their businesses through the quality improvement for their hand-made products with mentoring of product design and craft exports. In order to extend their market opportunities, several product counters will be established in well-known tourist areas. (Council of Agriculture) 為改善農村生活及協助婦女經濟獨立，農委會自 97 年起透過農會輔導農村婦女利用農業副產物，結合農村文化與傳統手工技藝，開發「農村婦女巧藝」產品，並請商品設計及工藝專家指導，提升產品品質及精緻度，進而協助農村婦女創業。為增加巧藝產品知名度及建立行銷管道，已於 98 年 7 月於手工業推廣中心設置專櫃，以及於網路商城販售；101 年將繼續規劃於台東縣東遊季休閒農場、宜蘭香格里拉休閒農場及阿里山賓館，設置專櫃拓展「農村婦女巧藝」通路。(農委會)</p> <p>➤ To further extend the business opportunities for women enterprises, three phases of assistance will be</p>	<p>organized a total of 8 business promotion meetings, which accumulated the total of USD\$ 352,000 for participated female enterprises. 2010 至 2011 年「婦女創業育成網絡」累計舉辦 8 場次商機媒合會，累計促進婦女企業商機共 1,057 萬元。</p> <ul style="list-style-type: none"> ● There were 5 Expos held in 2011, attracted a total of 320 companies to participate. In which, a total of 148 booths (46.25%) were managed by female entrepreneurs. 「創業成果博覽會」2011 年辦理 5 場，共吸引 320 家廠商展攤，其中女性為負責人之廠商共計有 148 攤(46.25%)。 ● The program acquired sponsorship from APEC in 2011, and with the collaboration among economies including Chinese Taipei, Peru, Chile and Vietnam. Chinese
---------------------------------	--	---	--

	<p>micro-entrepreneurs who suffered from disasters. The platform aims to enhance marketing, design concepts and technical skills for indigenous women to develop the international market through the collaborative efforts made by various industries and the public-private partnership. (Council of Labor Affairs and the Foundation for Women's Rights Promotion and Development)</p> <p>勞委會透過「培力方案」結合婦權基金會推動「原住民婦女微型手工藝行銷平台」，協助與陪伴受災原住民婦女微型企業主，以異業結合方式，提昇其產品行銷、設計概念與技術能力，並協助測試與開發國際市場通路。(勞委會及財團法人婦女權益促進發展基金會)</p> <p>● Women's Business Network (http://womenbusiness.taiwantrade.com.tw/) was established for female entrepreneurs to register their product information and to extend their businesses to global</p>	<p>applied:</p> <ol style="list-style-type: none"> 1. To promote women-owned business toward international markets by employing "Women's Business Network". 2. To collaborate the power of women-owned business groups for expanding international market. 3. To improve the trade capacities for women entrepreneurs, including special training courses such as branding and attending exhibitions and conferences. <p>(Bureau of Foreign Trade, Ministry of Economic Affairs)</p> <p>為協助女性企業爭取商機，開拓市場，將以下列 3 大面向提供相關協助：</p> <ol style="list-style-type: none"> 1. 利用「台灣婦女企業網」協助該企業網之業主拓銷國際市場。 2. 結合女性企業主團體力量拓銷國際市場。 3. 針對辦理女性企業主開辦專業人才培訓班，如展覽、品牌、會議等班別，以增加培力。 <p>(經濟部國貿局)</p>	<p>Taipei has launched a new brand which included several cutting-edge designers to long-term work with indigenous women groups in the project in order to bring new elements into their products. These products fused with indigenous culture and fashion has been presented in an amazing fashion show which was held in 2011.</p> <p>該方案於 2011 年獲 APEC 經費贊助，由中華台北、秘魯、智利、越南等經濟體共同合作，期為女性微型企業之國際行銷找出最佳商務模式。另於國內透過勞委會著培力計畫，建構「原住民婦女微型手工藝行銷平台」。</p> <p>● 1,247 female enterprises have successfully registered in the network till February of 2012, with an annual growth of 10%. The main registered industries include machinery and hand tools (21.75%); ICTs products (16.22%); musical</p>
--	---	--	--

	<p>markets. (Bureau of Foreign Trade, Ministry of Economic Affairs) 於 2007 年 3 月完成設置英文版婦女企業網入口專區(Women's Business Network) (http://womenbusiness.taiwantrade.com.tw/), 提供女性企業主上網登錄產品資訊, 全球網路行銷、線上公司及產品介紹、搜尋機制最佳化、有助於全球女性企業網絡快速瀏覽搜尋合作對象。(經濟部國貿局)</p>	<p>➤ To annually budget studies in order to better understand the impact of industrial transformation for skilled female workforce and further improve their opportunities of employment and development to meet the future economic environment. (Industrial Development Bureau, Ministry of Economic Affairs) 工業局已配合產創條例及相關人才政策, 每年特別編列經費辦理女性專業人才發展研究, 包括促進婦女專業人才就業、新經濟頻譜下女性專業人才的機會與挑戰、女性專業人才在技術服務業之發展、貿易自由化對女性就業的影響與因應 研究成果可協助女性專業人才掌握產業轉型及發展趨勢下之就業及發展機會。(經濟部工業局)</p> <p>➤ To continuously promote and secure women's rights; to implement diverse employment services for women which can effectively enhance the competitiveness for</p>	<p>instruments and equipments of stationeries, gifts, toys and sports (14.19%), as well as chemical medical products (10.69%). 婦女企業網至 2012 年 2 月, 已成功招募 1,247 家婦女企業廠商加入, 點閱率每年增長 10%以上, 產業分佈以機械和手工具(21.75%)、資通訊產品(16.22%)、文具、禮品、玩具、運動用品及樂器(14.19%), 及化學及醫療用品(10.69%)為主。</p>
--	--	--	--

		<p>women in workforce. (Council for Economic Planning and Development)</p> <p>「101 國家建設計畫」，已將「婦女權益保障」列為專節，政府將賡續推動各項婦女權益保障措施，確保婦女工作權益；辦理多元婦女就業服務，以提升婦女職場競爭力。(經建會)</p>	
<p>Capacity and Skills Building</p>	<p>● Micro-Business Startup Phoenix Program organizes free learning courses for micro business startup females, offering business management skills for different stages of business owners. Assist entrepreneurs to apply e- marketing and online shop operation, so as to increase business marketing channels. Combine with assistance measures including successful enterprise resources and business startup consultations, thereby offering those who are interested in business startup with the opportunity to visit and learn in enterprises. (Council of Labor Affairs)</p>	<p>➤ To hold comprehensive e-business management training courses to facilitate female owner broaden the local food and agricultural products market with ICT application. (Industrial Development Bureau, Ministry of Economic Affairs)</p> <p>將針對弱勢婦女需求，開辦網路行銷應用及企劃等電子商務相關課程，以協助其瞭解如何運用相關 ICT 資源，拓展其家鄉農特產品市場。(經濟部工業局)</p> <p>➤ To provide the integrated e-learning package courses for disadvantaged women, including ICT capacity, marketing, foreign language, in order to reinforce the basic ability to</p>	<p>● Micro-Business Startup Phoenix Program has provided over 800 courses from 2007 to 2011, offered 15,437 people with business consultations in total, with an aggregation of 6,181 females completing business startup, while creating 17,513 job opportunities.. On-the-job business startups were conducted with a total of 220 people attending.</p> <p>「微型創業鳳凰計畫」自 2007 至 2011 年，共計辦理 800 多場創業研習課程。2011 年開辦數位課程，531 人參與。創業見習自 2010 年 7 月開辦至 2011 年底，累計媒合 220 人參與見習。本計劃共計提供 1 萬 5,437 人次創業諮詢輔導，累計協助 6,181 名婦女完成創業，創造 17,513 個就業機會。</p>

	<p>針對微型創業女性，透過創業鳳凰計畫辦理免費創業研習課程，提供不同階段創業女性創業經營技巧；透過數位課程，教導創業者應用 e 化網絡行銷及網路商店營運，增加創業行銷管道；並結合計畫下成功企業資源及創業顧問諮詢輔導等配套輔導措施，提供有意創業者企業觀摩見習機會，提高創業成功率。(勞委會)</p> <p>● Flying Geese Program from 2002 planned female business startup incubation classes to strengthen necessary knowledge including startup preparations, fund raising and business marketing, Furthermore, to enhance their business startup, events such as female business startup forums, female group business learning camps, female business startup expos and thematic advanced classes were held. (National Youth Commission)</p> <p>自 2002 年開辦「飛雁專案」，規劃</p>	<p>start up women enterprise. (Small and Medium Enterprise Administration, Ministry of Economic Affairs)</p> <p>將提供資訊應用、行銷流通、外語能力等相關數位學習課程，透過數位學習方式，協助弱勢婦女商務營運能力打底。輔以開辦網路行銷、社群經營等實體課程，強化其 ICT 應用之基本素養。(經濟部中小企業處)</p> <p>➤ To promote the publicity and application of international e-business platform by women enterprise and raise the visibility in foreign market. (Small and Medium Enterprise Administration, Ministry of Economic Affairs)</p> <p>促進弱勢婦女應用國際電子商務平台，將各項特色商品行銷海外，拓增海外市場能見度。</p> <p>➤ To cooperate with 14 incubation centers nationwide and build the “Women Business Start-up Incubation Network” to foster</p>	<p>● Flying Geese Program female business startup incubation class has trained 15,036 people since 2001, with 340 people already starting their businesses.</p> <p>「飛雁專案」女性創業育成班自 2001 年開辦以來已培訓 1 萬 5,036 人。其中 340 人已創業。</p>
--	---	--	--

	<p>女性創業育成班，加強女性創業家創業籌備、資金籌措及業務行銷等創業必備知識，並透過婦女創業座談會、婦女團體創業服務研習營、女性創業博覽會、主題進階班等講座課程活動，強化其創業、創新經營及行銷能力。(青輔會)</p> <p>● Remote Township Digital Promotion Program established digital fundamental environment with the main target on disadvantaged groups including indigenous people, people in remote regions, and middle to old aged people, low income households and females. The digital centers were set up with introducing resources from other fields to train females regarding industry marketing related skills. (Ministry of Education)</p> <p>「偏鄉數位關懷推動計畫」擬於國內 168 個偏遠鄉鎮設立數位機會中心(Digital Opportunity Center; 簡稱 DOC)，推動縮減城鄉數位落差業務，藉由數位基礎環境建設，培</p>	<p>collective marketing. Connect with venture capital investment and investors to advance the access to capital investment. (Small and Medium Enterprise Administration, Ministry of Economic Affairs)</p> <p>將結合清華大學等 14 所育成中心成立「婦女創業育成網絡」，結合育成中心及專業服務單位，強化婦女育成廠商共同輔導及共同行銷服務能量，並引進創投業者及天使投資人，提供有募資需求之婦女企業或有志創業之女性獲得創投資金機會，預計誘發投增資金額 600 萬以上。(經濟部中小企業處)</p> <p>➤ To incorporate the incentives for encouraging young women take science, technology and engineering as major study into high school and vocational school career and curriculum guideline. (Ministry of Education)</p> <p>將參照美國及韓國在協助年輕女性研修與進入 IT 領域之作法，於「國中與高中職學生生涯輔導實施方案」或其他各級學校教育發展</p>	<p>● From 2005 to 2012, Remote Township Digital Promotion Program has established 188 digital centers in 150 remote townships. In 2011, there were in total 2,005 classes on various computer fundamental and digital application courses. The ratio for female trainees was 60.44%. The statistics for the various groups of population participated in the courses were, seniors (66.74% females), indigenous people (60.75% females), new inhabitants (87.03% females).</p> <p>2005 年~2012 年，偏鄉數位關懷推動計畫已於 150 個偏鄉建置了 188 個 DOC，由輔導團隊引進外界資源，訓練婦女產業行銷相關技能。2011 年辦理各項電腦基礎及數位應用課程共 2,005 班。其中女性教育訓練人數比率占 60.44%。</p>
--	--	--	---

	<p>養當地民眾資訊基礎能力及素養，以原住民、偏遠地區民眾、中高齡國民、低收入戶等弱勢族群及婦女為主要服務對象，協助弱勢民眾及婦女善用數位資源以提升生活品質。(教育部)</p> <ul style="list-style-type: none"> ● Bridging Digital Divide for Women from 2007 subsidized NGOs/schools to train females from non-urban regions with 24-hour basic relevant computer usage trainings. (Council for Economic Planning and Development) 自 2007 年起執行「縮減婦女數位落差計畫」，補助非營利團體/學校，訓練非都會區婦女 24 小時基本電腦使用相關訓練。(經建會) 	<p>政策中，鼓勵發展與支持年輕女性，進入未來新興產業之技術研發與專業養成，鼓勵年輕女性主修科技工程領域。」</p> <ul style="list-style-type: none"> ➤ To publicize the results and recommendations of five-year “Gender and Science Research Program” through media. (National Science Council) 將彙整近五年的「性別與科技研究計畫」研究成果，經過審慎評估，在報章雜誌發表或召開成果發表會，以提供社會各界分享及政策的參考。(國科會) ➤ To conduct the gender statistic and analysis among the counseling and financial diagnosis cases from business start-up services hotline. (Small and Medium Enterprise Administration, Ministry of Economic Affairs) 馬上解決問題中心將有關諮詢案件及財務診斷個案進行性別統計分析。並形塑單一服務窗口的氛圍，設免付費創業諮詢服務專線 	<p>DOC 自成立以來，各地女性族群參與學習電腦非常踴躍，以各族群參與課程人數統計來看，銀髮族(女性占 66.74%)，原住民(女性占 60.75%)，新住民(女性占 87.03%)。在 DOC 的數位學習不僅為女性族群提供學習、溝通、交友、網路行銷的管道，也是與潮流接軌的最佳途徑。</p> <ul style="list-style-type: none"> ● Bridging Digital Divide for Women in 2011 has trained 39,000 females, with majority of the female trainees between the ages of 45 to 54, taking up 38.9% of the overall trainees. Demonstrated this program was beneficial to females of middle to old ages. Furthermore, according to the questionnaire investigation after the training in 2010, 89.1% of females continue to use computer after 3-6 months of training, and the percentage of continuance to surf the net also reached 85.3%. 2011 年「縮減婦女數位落差計畫」訓練 3.9 萬名婦女，婦女學員年齡層以 45 至 54 歲最多，占全體學員比率達 38.9%；其次為 55 至 64 歲年齡層，比率達
--	---	---	--

	<ul style="list-style-type: none"> ● Chinese Taipei has been conducting APEC Digital Opportunity Center (ADOC) since August of 2004, and assisted in bridging the digital divide for international remote townships and information disadvantaged female groups via integrating the various resources between the government and civic enterprises. 中華台北自 2004 年 8 月執行 APEC 數位機會中心(ADOC)，藉由整合政府與民間企業之各種資源，協助國際間偏鄉與女性資訊弱勢族群縮短數位落差。(外交部、經濟部國貿局) 	<p>0800-589-168 及創業圓夢網 (http://sme.moeasmea.gov.tw) 提供婦女創業各階段之資訊與服務，以強化女性創業之輔導與協助。(經濟部中小企業處)</p>	<p>28.8%。合計中高年齡學員比重達 75.5%。至於學員教育程度則以高中、職最多，比率達 47.7%。顯示計畫對於改善中高年齡與教育程度較低之婦女的資訊應用能力與素養有所助益。此外，根據 2010 年訓後問卷調查顯示，婦女學員經過 24 小時基礎電腦課程培訓後的 3-6 個月中，仍持續使用電腦有 89.1%，持續上網比率也達 85.3。</p> <ul style="list-style-type: none"> ● The ADOC program has established a total of 76 training centers in 10 collaborative member economics from 2009 until the end of 2011, so as to in cultivate females and children the fundamental information application skills and to strengthen local SMEs' electronic business skills. In next stage, part of the training centers will focused on females and part of the collaborative units will be female group. It also conducted analysis and investigation for the four training indexes as follows: <ul style="list-style-type: none"> - Employment rate: places where the female employment growth rate is higher than male include Peru and
--	--	---	--

			<p>Mexico.</p> <ul style="list-style-type: none"> - Business startup rate: female business startup rate is more effective in Chile and Peru. - Schooling rate: the rate for females advancing into higher schools continues to increase in Philippines and Thailand. - Qualification for certificate rate: female's qualification rate is higher than male including Chile, Mexico and Philippines. <p>ADOC 計畫至 2011 年底於 10 個合作會員體設置共計 76 處培訓中心，培養婦女與孩童基本資訊應用技能及強化當地中小型企業電子商務技能等。第 2 階段 APEC 數位機會中心計畫設立 46 處中心，部分培訓中心培訓對象係以婦女為主，且亦有部分合作單位以婦女團體為對象，如菲律賓大學婦女學習中心及越南婦女發展中心(河內分會)。另針對培訓以就業、創業、就學與考取證照等四個指標進行分析調查，綜結分析如下：</p> <ul style="list-style-type: none"> - 就業率:女性就業成長比例高於男性者，計有秘魯及墨西哥 - 創業率:女性創業率在智利及秘魯較有成效 - 就學率:女性升學率在菲律賓及泰國有
--	--	--	--

	<ul style="list-style-type: none"> ● Local Economics Class organized for female farmers' nationwide, so as to arrange family living knowledge on preventive health care, learning about local ageing, broaden sources of income and reduce expenditure as well as family relationship, thereby enhancing the living quality and the ability to manage a side job for females from rural villages. (The Council of Agriculture) 於各地方農會組織女性家政班，利用班會或講習安排預防保健、認識在地老化、開源節流、家人關係等家庭生活經營知能，以提升農家婦女生活品質及經營副業的能力。 (農委會) 		<p>持續性成長</p> <p>- 考取證照率:成效較佳者有智利、墨西哥及菲律賓，且女性考取比例均高於男性</p> <p>整體而言，自 2009 年至 2011 年，ADOC 2.0 計畫致力於改善婦女在數位水平、資訊設備近用、培養資訊能力，以及運用數位資源提升生活品質，皆有顯著提升。</p> <ul style="list-style-type: none"> ● The training workshop for female leadership in rural villages was hold in 2011, assisted the female organization cadre members as well as the rural village female elites, with participation from a total of 314 females. Furthermore, also enriched the gender awareness empowerment for leaders within the farmers' associations. A total of 44 female supervisors from farmers' associations attended in 2011. 2011 年輔辦理農村地區婦女領袖培育，辦理農村婦女組織幹部訓練及培訓農村婦女菁英幹部，拓展農村婦女關心農村發展及農村社區議題，計 314 人，以上均為女性。另針對農會內部的領導
--	--	--	--

			幹部充實性別意識培力。100 年共計 106 位農會中階主管參與，44 位女性。
<p>Women's Leadership</p>	<ul style="list-style-type: none"> ● 2012 Female Business Startup Elite Program trained female business startup elites, cultivate female business startup highlights and set the role model for successful female business startups. (The Small and Medium Enterprise Administration, Ministry of Economic Affairs) 「101 年度婦女創業菁英計畫」選拔婦女創業菁英，培育婦女創業亮點，樹立女性創業成功典範。(經濟部中小企業處) ● Technological Female Enterprise Mentor Program promoted by private sector such as IBM, so as to encourage and assist young females to enter the technological field through the approach with senior technological females mentors, and surmount the career gender separation. 推動「科技女姓企業導師計劃」，由資深科技女姓以職涯導師的方式，鼓勵與協助年青女性進入科技領域，打破性別職業隔離。(IBM 公 	<ul style="list-style-type: none"> ➤ Foster the sustainability and contribution of nationwide “Women Enterprises Counseling Committee” and match with capital investment opportunity. Compile the commissioner database and collect the 15 best practices for promotion. (Small and Medium Enterprise Administration, Ministry of Economic Affairs) 為活絡各區「女性企業諮詢委員會」，將於北、中、南辦理資金媒合、商機媒合、經驗分享及成果發表會等多元交流活動 10 場次，以引進創業者及天使投資人，提供有募資需求之婦女企業或有志創業之女性獲得創投資金機會，預計誘發投增資金額 600 萬以上。除協助各區女性企業諮詢委員會印製名錄外，並將篩選 15 個優質個案出版「婦女菁英個案集」，以加強典範擴散。(經濟部中小企業處) ➤ To encourage the companies apply with Corporate Social Responsibility 	<ul style="list-style-type: none"> ● The Program expects to select 15 female business startup elites and new business startups to organize public award presentation, and further provide funds for assistance. 「101 年度婦女創業菁英計畫」預計於選拔 15 家婦女創業菁英及新創企業，辦理公開表揚並提供資金媒合協助。 ● IBM has been promoting the program since 2007, where talents are recruited from schools and life mentors were arranged to accompany and assist young females to enter the science and engineering technological industry, offering career guidance and opinions. IBM 公司自 2007 年推動「科技女姓企業導師計劃」，進入校園徵才及安排生涯導師，陪伴輔導年青女性進入理工科技行業，協供職涯輔導與意見。

	<p>司)</p> <ul style="list-style-type: none"> ● Micro-business Startup Phoenix selects outstanding micro-business startup role models on an annual basis for award presentation, so as to encourage the micro-business startup spirit. (Council of Labor Affairs) 微型創業鳳凰每年度評選優良微型企業創業楷模並辦理頒獎表揚，以激勵微型企業創業精神。(勞委會) ● Female Vocational Association Cadre Members' Training was organized on a regular basis ever since 2008. Strengthening the management skill, financial knowledge and arising female interest in actively participate in vocational association affairs (Council of Labor Affairs) 自民國 2008 年度開始，每年均編列預算定期辦理女性工會幹部培育訓練營。(勞委會) 	<p>(CSR) and incorporate the gender friendly environment indicators into program incentives and related subsidies. (Small and Medium Enterprise Administration, Ministry of Economic Affairs) 將企業對於提升員工權益與促進經濟弱勢女性就業事項，納入各類企業補助計畫或獎勵措施之審核指標，以鼓勵企業落實推動「企業社會責任」，並持續觀察受補助或獲獎企業，其推動企業社會責任之成效。(經濟部中小企業處)</p>	<ul style="list-style-type: none"> ● Ever since 2007, the micro-business startup role model competition has been conducted annually, and 10 outstanding role models are selected from the evaluation procedure to accept a prize. 自 2007 年開始，每年度均辦理微型企業創業楷模選拔，經評選程序後選出 10 名優秀楷模接受表揚。 ● Approximately 70-80 people attended the training every year with an increasing trend, and the number of participants in 2011 was 200 people, indicating an increasing demand towards leadership for female members. 工會幹部培育訓練營每年參與人數約 70-80 名，有逐年增加之趨勢，去年(2011 年度)參與人數突破 200 名，顯示女性幹部對於領導能力的教育培訓需求增加，有助於工會會務的處理及經營。
--	---	--	---

	<ul style="list-style-type: none"> ● Indigenous Female Leaders Training has been hold since 2004, thereby enhancing indigenous females' perspectives and social participation through cross field and gender mainstreaming courses. It also offers channels for learning of international affairs. (Council of Indigenous People) 自 2004 起辦理原住民女性意見人才培訓，藉由跨領域與性別主流化課程的課程，提升原住民女性的視角與社會參與力。為培育原住民族參加全球性與區域性之國際會議人才，提供國際事務學習之管道。(原民會) ● Golden Carnation Award has been organizing since 2003 to praise outstanding female public officials in public affairs organizations. It further enlarged the scale to promote the one-third ratio for each gender principle, and keep 		<ul style="list-style-type: none"> ● The female leader training has been organized since 2004, and the one-month indigenous tribal international training has been organized annually since 2003. With elaboration and discussion on international topics and selected several qualified trainees to participate the UN indigenous discussion forum. 自 2004 年逐年辦理原住民女性意見領袖人才培訓，自 2003 年起，每年辦理原住民族國際人才培訓活動。課程為期 1 個月，每週安排與原住民族國際事務相關之議題闡述及研討，每年並從培訓合格者之優秀學員中，甄選數名參與聯合國原住民族常設論壇或赴其他國家之非政府組織實習，增加原住民族參與國際事務之實務經驗。 ● Other than keep track of the improving condition for the gender ratio of the board members for government-funded foundation, it further invites relevant organizations for review meetings, to assist the chief organizations which did not accomplish the stipulated ratio in the
--	---	--	---

	<p>track by the various divisions on a regular basis. (Directorate-General of Personnel Administration)</p> <p>自 92 年迄今，辦理金馨獎，表揚公務機關內優秀的女性公務人員。擴大推動任一性別比例不得低於三分之一原則，定期追蹤管考各部會推動任一性別比例不得低於三分之一。(行政院人事行政總處)</p> <ul style="list-style-type: none"> ● Chinese Taipei already nominated a female enterprise representative, Ms. Cher Wang amongst the ABAC representatives from 2009. <p>中華台北回應自 2009 年起，在 ABAC 成員中已有一位女性企業代表王雪紅女性。</p>		<p>review and improvement.</p> <p>定期按季追蹤管考各部會所屬委員會委員及所管政府捐助基金累計超過 50% 之財團法人董監事性別比例改善情形外，並邀集有關機關召開檢討會議，協助未達成規定比例之主管機關檢討改善。</p> <ul style="list-style-type: none"> ● Chinese Taipei responded to APEC's proposal in 2009, and invited the president of HTC Co., Ms. Cher Wang to be the representative for the ABAC. President Wang participated actively in APEC affairs, and established the information platform of the ABAC Women Forum, so as to broaden the exchange of female buyers. <p>中華台北於 2009 年回應 APEC 倡議，邀請宏達電董事長王雪紅女性擔任 ABAC 代表，王董事長積極參與 APEC 事務並成立 ABAC 婦女論壇之資訊平台，以擴大女性創業經驗交流。</p>
--	---	--	--

附錄五、婦女與經濟論壇聲明（中譯）

APEC 婦女與經濟論壇聲明

2012 年 6 月 28 日至 30 日，聖彼得堡

吾等 APEC 部長、資深政府官員、非政府組織代表及民間團體領袖，於 2012 年 6 月 30 日齊聚聖彼得堡，在俄羅斯聯邦上議院議長 Valentina Matvienko 帶領下，進行婦女與經濟高階政策對話。

APEC 及其他國際組織皆對提升女性參與經濟包容性議題投以高度重視。2008 年利馬的 APEC 領袖會議中，各國領袖意識到性別歧視仍持續對各經濟體及區域經濟造成負面影響。為克服性別差異，APEC 領袖於 2009 年誓言努力提升婦女取得教育、訓練、財務金融、技術與基礎建設的機會，藉以擴大其經濟參與，並重申女性積極投入經濟發展必能深刻影響生產力與永續成長。

2010 年，APEC 領袖確認婦女經濟賦權為 APEC 地區主要成長策略之一，然鑒於婦女對於區域經濟的貢獻潛能尚未完全發揮，故強調開創婦女經濟契機的重要性。APEC 部長們特別呼籲，只有透過公私部門的充分合作，促進亞太地區婦女積極參與經濟，方能使 APEC 區域達到最大的成長與繁榮。為促進公私部門合作並加強 APEC 經濟成長策略之性別主流化，婦女經濟政策夥伴（PPWE）因此蘊育而生。

聯合國亦於 2011 年確認婦女經濟賦權的重要性。該年聯合國婦女地位委員會（CSW）通過議定之結論，將各年齡層女性取得並參與教育、訓練、科學及技術列為優先議題，其中包括促進女性獲得充份就業（full employment）與合宜工作（decent work）的平等權利。

性別平等是門聰明的經濟學，因其能提升經濟體產能、為後代改善發展成果，並使各機構組織更具代表性。2011 年 9 月於美國舊金山舉行的婦女與經濟高峰會中通過「舊金山宣言」，此劃時代的事件更加突顯出公私部門共同商討女性經濟潛力的重要性，且釐清限制女性在經濟參與、資本取得、市場進入、技術與能力培養以及女性領導

能力上的主要障礙，並進一步呼籲 APEC 經濟體採取具體行動以消除此等障礙。

2012 年 3 月於日本橫濱舉辦的「APEC 婦女領導力論壇：經濟成長驅動力」，為首次聚焦於婦女領導力並著手落實舊金山宣言之具體行動倡議。與會代表們肯定女性領導力已成為驅動經濟成長最有前景的力量之一，認為需建立包容性環境使女性起而扮演領導者，亦重申必須透過共同行動，將影響婦女領導力的四大元素，從障礙轉化成彼此相輔相成的「良性循環」；此四大元素為：個人定見（Individual mindsets）、制度性阻礙（institutional mindsets）、組織性障礙（organizational obstacles），以及工作與生活平衡的挑戰（work-life balance challenges）。這類行動應包含褒揚婦女的貢獻、宣導婦女領導對於經濟繁榮與商業競爭力可產生的正面影響，以及推動公私部門、非營利組織、個人與國際組織間於此議題上之多層次國際網絡連結。

我們齊聚於聖彼得堡，支持婦女在實現經濟繁榮與包容性成長進程上所扮演的關鍵角色，並持續提升經濟對女性的包容性。舊金山宣言強調：「…一旦提升了婦女的參與，將促進創新思維並充分發揮重要資源，從而產生更為快速公平的收入成長，創造更多商業機會，同時強化企業與國家的競爭力。此外，婦女有較高的收入已經證實會為家庭的健康及教育帶來顯著的正面影響，影響層面包括改善整體福祉，且可作為未來生產力與包容性成長收益上的支持。」奠基於此，我們已針對公私部門政策、行動方針和建議進行多場深入對話，包括提升女性在創新上的貢獻與增進婦女領導力，培養婦女在創業、創新及理工數科(STEM)－特別是技術方面的技巧及能力，並強調人力資本與健康體系的投資－尤其在母親與孩童健康方面，這些重要工作皆有助於經濟體實現長期經濟成長。今日，若無婦女的直接貢獻，則難以達到 APEC 區域的永續經濟發展。值此全球經濟動盪時期，婦女的貢獻更顯重要。特別是利用創新經濟中的婦女賦權來減少阻礙女性發展的限制，這樣的創新發展可為經濟成長奠定穩固基礎。

本論壇可作為 APEC 區域公私部門交流合作經驗的有效平台，讓

與會者商討如何解決問題障礙、採取具體行動，並與 APEC 次級論壇合作，以促進女性經濟賦權，對婦女參與經濟的價值、強度與品質投以更多關注。

我們鼓勵 APEC 經濟體評估婦女在經濟上扮演的角色及貢獻，以及現行提升婦女經濟參與之計畫與政策。評估內容可包括性別統計資料、經濟體內婦女參與創新、商業及社會方面的分析。APEC 經濟體可藉此釐清提升平等經濟的主要成長驅動因素，以及促成本區漸進平衡發展的方法。

創新經濟

婦女在商業與創新方面的投入日益增加，可謂現代經濟成長的顯著特色之一，也是所有 APEC 經濟體的共同趨勢。儘管許多 APEC 經濟體有所進步，但婦女充份參與企業活動以及技術與科學領域仍有許多障礙。這不僅包括刻板印象、文化規範以及性別不平等，也包含對於財務資源、專才教育訓練、資訊及網路的取得等障礙。由於在受教程度上普遍存在的性別不平等，以及在學習與選擇職業上存在顯著的性別差異，使婦女難以進入創新產業。而科學工程領域對女性的偏見、女性少有機會取得發明專利及資金等，都使女性的處境更為雪上加霜。APEC 經濟體應持續透過政策發展，支持女性在社會上有公平的機會成為創新人士或企業領袖。

職業教育訓練以及高等教育可作為創意及創新技術的驅動力，亦可促進人力資源發展用以強化基礎建設。為確保社會各領域不同年齡層的女性都有相同機會獲益於創新經濟中的技術與科學進展，必須促進平等取得包括行動電話及網際網路在內的技術，鄉村與原住民地區尤甚。

我們認為必須討論如何透過有效措施與最佳實務，充分發揮各年齡層女性在商業與創新領域的潛力，包括下列項目：

- 促進大學、研究中心（特別是科學技術研究中心）之性別平衡，以及婦女參與研究及創新活動；
- 提供職業訓練／再訓練及能力建構計畫，以及對青年女企業家提供業師輔導服務；
- 推動具體可行措施以鼓勵各年齡層女性接受數理科教育；
- 提升並肯定本區創新女性的成就，包括建立女發明家創意「資料庫」；
- 推動並採取具體行動，特別讓鄉村與原住民族群能公平取得行動電話及網際網路等技術；
- 定期舉辦研討會與線上商務工作小組，建立取得便利的商務聯繫網絡，並提供創新領域之合作環境與商機；
- 廣宣年輕女性企業家、科學家及工程師們所成功執行的計畫，並分享相關資訊；
- 增加女性企業獲得智慧財產權資訊之管道，並提升取得專利之能力；
- 為鄉村與原住民婦女創造數位訓練機會及創新計畫；
- 鼓勵女性企業家、工程師和科學家參與不同階段的災難管理；
- 鼓勵婦女參與創新綠色科技以實現永續經濟；
- 為不同營運階段的女企業家提供可近用之線上經商技巧及企業導師指導，藉以鼓勵創新與創造力；
- 提供女性獎學金，使其接受職業教育及科學、研究與商業創新方面之高等教育和訓練；
- 為重返職場的婦女建立二度就業計畫。

商業契機

近年來商務環境面臨重大變革，包括技術進步、人才競爭加劇，以及 APEC 區域產業地理分佈的改變。創業同時面臨新的契機及挑戰，企業與經濟體也因此必須採取新的商業管理經營方法，才能提升競爭力。

許多研究指出，企業中的高階管理團隊與董事會如有較高的性別多元性，其經營利潤亦高於競爭對手。研究顯示，有女性成員的董事會有助於：公司獲利能力的提升、確保人才充分運用，並使企業對投入的市場營運環境更具應變能力；改善溝通及其他非財務上的表現，如雇主與顧客滿意度、多樣性及企業社會責任；提升男性董事會成員的參與度，並確保執行長之當責，也導入更公平的報酬和透明度。公私部門領導階層的性別平等亦很重要，這確保政策與法規能同時解決全民的金融、經濟和社會需求，並確保企業瞭解完整的市場需求，提供全面的產品和服務，同時優化經濟收益。

如欲增加 APEC 區域的工作機會與經濟成長，必須進一步提升微型和中小型企業在創業與取得發展資源上的性別平等。因此，我們籲請 APEC 部長們支持婦女在獲取資本與資產、市場與人脈、技術與能力培養、資訊與角色典範以及技術等資源時擁有相同的權利，並減少其面臨之障礙，進一步鼓勵婦女參與中小企業。

為充份評估分析 APEC 經濟體商業機會之性別動態、提升婦女的領導力、更佳的就業與創業機會，及全面經濟參與，我們促請 APEC 經濟體就以下項目展開公開性的討論並採取行動：

- 擴大分享亞太地區婦女參與資訊及 APEC 經濟體為促進婦女經濟參與所實施之計畫；
- 向公眾宣導性別平權與機會的重要性；
- 在各經濟體內廣宣私人企業之性別多樣性；

- 支持 UN Women 與聯合國全球盟約(United Nations Global Compact)之婦女賦權原則(Women's Empowerment Principles)；
- 透過公私部門合作以及 APEC 跨論壇／跨領域活動，支持全面的婦女金融包容性，包括金融服務、存款帳戶及貸款之取得；
- 提升公私部門婦女的領導力、繼任人選規劃以及目標設定，這包括提高婦女出任公私部門委員會或董事會成員之比例；
- 開發人脈、資訊、訓練、技術以及包容性採購實務等資源，以支持女性企業家創業及發展中小企業的能力；
- 鼓勵企業與政府為女性制定多元供應商與包容性政策實務，藉此支持婦女經營的中小企業及微型企業克服障礙，跨入國內外市場；
- 倡議所有專業領域薪資上的性別平等；
- 舉辦年度研討會，以建立公私部門、非營利組織、個人與國際相關機構之多層次國際網絡；
- 累積調查與個案研究，藉以闡明婦女領導力對經濟繁榮與商業競爭力所帶來之正面影響；分享 APEC 經濟體促進婦女領導力之成果及最佳實務。

人力資本

APEC 經濟體有各自之歷史與獨特的社會文化內涵，這些因素必須在討論婦女社經角色時列入考量。由於不同的傳統、歷史發展及當前經濟情勢，APEC 經濟體在婦女經濟參與和性別歧視問題上也有不同的經驗，故確認這些差異需要多元的應對方式。

但也有些問題是所有 APEC 經濟體的共同課題，也是討論婦女對經濟成長的貢獻時所必須衡量的重點，例如：女性是珍貴的人力資本而需加以投資。成長會計學亦闡明重點投資於人力資本有助增加產

能，甚至能促進整體經濟成長。除了前述所提之能力與技術培養，促進工作生活平衡與改善健康政策則可視為另兩項能大大提升經濟體人力資本產能的重點。

公私部門最重要的課題之一是投資促進工作與生活平衡的政策方案。根據近年研究，如何維持工作與生活平衡的議題，是造成婦女低勞參率的原由之一，於管理職務的參與更為不足。所以透過政策來支持兩性實現工作與生活平衡，對 APEC 經濟體十分重要。研究亦顯示，在職場推動彈性政策的企業，往往能夠受惠於勞動生產力的提升、降低曠職率與減少流動率所帶來的利潤成長。這類政策對婦女及仰賴其生活的家庭皆十分重要。促進工作與生活平衡、改善女性工作條件，這包括照顧家庭與職場工作併存，都係強韌且健康的經濟體不可或缺的一環。面對混雜著工作與個人生活需求的變化，包括家庭照顧工作在內，雇主都需接納其員工不一而足的需求。因此，促進 APEC 經濟體間有關工作與生活平衡需求的對話，並特別與私部門夥伴們在各經濟體內及彼此間相互分享最佳實務，使經濟體各界更加認可並接受工作生活平衡政策的必要性與優點。

其次，勞工的生產力取決於本身與家人的健康安全。因此，如欲加強婦女經濟參與，使有才能的女性持續工作，並確保後代子孫健康快樂，就必須推廣健康的生活方式、健康教育、預防非傳染性疾病，以及減少家庭暴力的發生。投資人力資本—特別是投資改善母親與孩童健康—是一個健康且有生產力的經濟體必須履行的責任。

透過公私部門的政策推動以下工作項目，可支持婦女全面積極參與勞動市場並增加產能：

- 需落實職場及社區機制以促進婦女勞動參與，這涵蓋有給育嬰假及提供彈性工作措施等各大面向；

- 安排彈性工作的機會，例如：在家工作或兼職工作、彈性工時以及雙親家庭照顧假政策；
- 鼓勵女性從事技術類型工作，因其工時及工作地點彈性，有利於工作生活平衡；
- 瞭解特定工作的技能需求，提供教育和技能訓練；
- 提供勞工市場資訊；
- 為兩性實現更理想的工作與生活平衡，強調家務及家庭照顧工作分擔的重要性；
- 公私部門合力投資推動全面性活動及方法措施，宣導促進兩性健康生活型態與非傳染性疾病預防的重要性，以達到本區個人和全體的健康福祉；
- 改善婦女取得及負擔健康照護服務的能力，包括懷孕生產以及孩童健康照護需求；
- 教導政策制訂者有關婦女健康的重要性；
- 找出中小企業及大型企業中友善家庭職場及職場性別多樣性的最佳實務，並設立年度獎項予以褒揚；
- 認識家庭暴力問題及其對於婦女經濟與社會福祉的影響；
- 消滅職場中所有形式的暴力及歧視，並為性別暴力受害者提供職場支持庇護。

我們迫切地籲請政府官員與企業領袖們推動政策與具體行動，以促進 APEC 地區婦女的經濟參與度，並表彰婦女在創新經濟發展與商業擴展上所扮演的關鍵角色。我們呼應舊金山宣言，鼓勵舉辦性質相似的高階婦女與經濟對話，並支持 PPWE 與其他 APEC 次級論壇之跨論壇合作，以進一步推動並擴展本次論壇中的各項議題討論。

附錄六、婦女與經濟論壇聲明（原文）

Statement

APEC Women and the Economy Forum

June 28-30, 2012, St. Petersburg

We, APEC ministers and senior government officials, representatives of non-governmental organizations and private sector leaders met in St. Petersburg, Russia, on June 30, 2012, for the High Level Policy Dialogue on Women and the Economy, under the Chairpersonship of Valentina Matvienko, Chairperson of the Council of Federation of the Federal Assembly of the Russian Federation.

The greater inclusion of women in the economy is high on the agenda of APEC, and the broader global stage. In 2008, in Lima, Peru, APEC Leaders recognized that gender discrimination continues to have an adverse impact on the domestic and regional economy. To address the gender gap, in 2009, APEC Leaders pledged efforts to focus on increasing women's access to education, training, financing, technology, and infrastructure, in order to maximize their economic participation, reaffirming that increasing women's economic engagement can profoundly affect productivity and sustainable growth.

In 2010, recognizing the economic empowerment of women as one of the key growth strategies for the APEC region, APEC Leaders confirmed the importance of creating new economic opportunities for women, as the potential of women to fully contribute to the regional economy remains untapped. The APEC Ministers emphasized that the APEC region cannot realize maximum economic growth and prosperity without the full partnership of the private and public sectors to further the participation of women in the region. Therefore, the Policy Partnership on Women and the Economy (PPWE) was formed to create better collaboration between the public and private sectors, and to better mainstream gender across APEC economic growth strategies.

In 2011, the importance of women's economic empowerment was recognized by the United Nations when the Commission on the Status of

Women adopted agreed conclusions on the priority theme of access and participation of women and girls in education, training, science and technology, including the promotion of women's equal access to full employment and decent work.

Gender equality is smart economics, as it enhances an economy's productivity, improves development outcomes for the next generation, and makes institutions more representative. The Women and the Economy Summit in San Francisco, USA, in September 2011, and the adoption of the San Francisco Declaration were significant milestones in convening the public and private sector to discuss the significance of women's economic potential; identifying key barriers which limit women's economic participation, access to capital, access to markets, skills and capacity building and women's leadership, and calling on APEC economies to take concrete actions to reduce these barriers.

The APEC Leadership Forum on Women: Powerhouse for Economic Growth which convened in Yokohama, Japan, in March 2012, was the first initiative to begin implementing actions called for in the San Francisco Declaration, focusing on women's leadership. Delegates acknowledged that women's leadership had become one of the most promising powerhouses for economic growth and is required to set up an inclusive environment, which enables women to rise to leadership roles. Delegates also reaffirmed the significance that collective actions can have on addressing barriers to opportunities for women's leadership that create a "virtuous circle" where the four elements of women's leadership: individual mindsets; institutional mindsets; organizational obstacles; and work-life balance challenges, positively reinforce one another. Such actions should include the recognition of women's contributions, distribution of the positive impact that women's leadership may have on economic prosperity and business competitiveness, and the promotion of multi-layered international networks among public and private sector, non-profit organizations, individuals, and international counterparts.

We have gathered here in St. Petersburg to support the crucial role of women in achieving economic prosperity and inclusive growth, and to continue to increase women's inclusion in the economy. The San Francisco Declaration emphasizes that the "...increased participation of

women will generate faster and more equitable income growth, create greater business opportunities, and enhance competitiveness for firms and economies by facilitating innovative thinking and fuller use of a significant resource. Moreover, higher incomes for women have proven to have significant positive impact on health and education outcomes for households, improving overall welfare and bolstering future gains in productivity and inclusive growth.” Building on the achievements of the San Francisco Declaration, we had in-depth dialogues on public and private sector policies, actions, and recommendations that will enable economies to increase women’s contributions to innovation; increase women’s leadership; build women’s skills and capacity in the areas of entrepreneurship, innovation, and STEM, especially technology; and underscore the importance of strengthening investments in human capital and health systems, especially in the areas of maternal and child health to achieve long term economic growth. Today, sustained economic development in the APEC region is unattainable without the direct contribution of women. It is especially important during this period of global economic volatility. Innovation development provides a foundation for economic growth, which includes women’s empowerment in the innovative economy, especially as applied to decreasing barriers that impact women.

The Forum provided a useful platform for sharing public and private sector experiences across the region, and allowed participants to discuss addressing barriers, taking concrete actions, and working with APEC sub fora to further women’s economic empowerment, paying more attention to the value, intensity and quality of women’s participation in the economy.

We encourage APEC economies to assess the role of women and their contribution to the economy, as well as current programs and policies that exist to further women’s economic participation, both of which could include gender disaggregated data, an analysis of women’s participation in innovation, business, and social aspects of the economy. Such an approach is relevant to APEC economies, as it allows for the identification of the main growth drivers for equitable economic enhancement and methods for progressively balanced development in the region.

Innovative Economy

A noteworthy characteristic of today's economic growth is the increasing engagement of women in business, and innovation, a trend observed in virtually all APEC economies. Yet, despite advances in several APEC economies, there continue to remain barriers to women's full participation in entrepreneurial activities, and in more technical and scientific streams. These can include stereotypes, cultural norms and gender inequality, but also access to financial resources, specialized education and training, information and networks. Entering innovative industries is challenging for women due to prevalent gender disparities in access to education and marked gender differences in the fields of study and career choice. This is exacerbated by biases against women in sciences and engineering, fewer opportunities for women to patent their inventions and limited access to financing. APEC economies should be encouraged to continue to develop policies which support equality of access to the tools women need to be innovators and business leaders in their societies.

Vocational education and training, as well as higher education can be a driving force behind innovation in ideas and technology, and can promote human resources development for enabling infrastructure. To ensure that women and girls across all spectrums of society have equal opportunity to benefit from technological and scientific advancements in the innovative economy, it is important to promote equal access to technology, including mobile phones and internet, especially in rural and indigenous regions.

We believe that it is important to thoroughly discuss effective measures and best practices that could contribute to harnessing the business and innovation potential of women and girls, including the following:

- promoting gender-balanced representation in universities and research centers (in particular science and technology research centers), and women's participation in research and innovation activities;
- providing vocational training/retraining and capacity-building programs, and mentoring services for young female entrepreneurs;

- promoting promising practices in encouraging girls and women in mathematics and science education;
- elevating and acknowledging the achievements of regional women innovators. This could include creating a female inventors innovative ideas “database”;
- promoting and taking concrete steps to provide equal access to technology such as mobile phones and internet, especially for rural and indigenous populations;
- holding regular conferences and online business working groups to establish easily accessible business contacts and provide conditions for partnerships and business opportunities in the field of innovation;
- sharing information and promoting successful projects implemented by young female entrepreneurs, scientists and engineers;
- increasing access to information on intellectual property rights and promoting the patenting ability for women-owned businesses;
- creating digital training opportunities and innovative programs for women in rural areas and indigenous communities;
- encouraging female entrepreneurs, engineers and scientists’ participation in the different stages of disaster management;
- encouraging women’s participation in the sphere of innovative green technology to achieve a sustainable economy;
- providing accessible online business enterprise skills and business mentors for women at all growth phases of business encouraging innovation and creativity;
- providing scholarships for women to undertake vocational and higher education and training in science, research and business innovation; and
- establishing return to work programs for women who have been out of paid employment for a period of time

Business Opportunities

Recently, business environments have experienced profound transformations, including technological advancements, intensifying competition for talent, and changing industrial geography of the APEC

region. Business establishments are greeted with new opportunities, as well as challenges. These changes require a new approach to business management and operation to increase competitiveness of firms and economies.

According to many studies, the operating profit of companies with greater gender diversity in senior management and on boards is higher than of their rivals. Studies show that having women on corporate boards improves profitability, ensuring the widest talent is accessible and leading companies to being more responsive to the markets they operate in; improves communication and other non-financial performance measures, such as employee and customer satisfaction, diversity and corporate social responsibility; increases participation of male board members and holds CEOs accountable, as well as introduces more equity based compensation and transparency. Gender equality in leadership is important in both the public and private sectors to ensure that policies and regulations simultaneously address the financial, economic, and social needs of the whole population, and that business understands and provides products and services which meet the demands of the entire market and optimizes financial returns.

Furthering gender equality in accessing resources to start and grow micro, small and medium enterprises is vital in increasing job opportunities and economic growth in the APEC region. Therefore, we call on APEC ministers to support equal rights for women and to decrease barriers in accessing: capital and assets; markets and networks; skills and capacity building; information and role models; and technology to further encourage women's participation in SMEs.

To holistically assess and analyze gender dynamics in business opportunities in APEC economies, and to promote women's leadership, greater job and entrepreneurship opportunities, and women's overall economic participation, we urge APEC economies to promote open discussions and to take steps towards:

- developing greater information sharing on women's participation in the Asia-Pacific region and programs APEC economies have taken to further women's economic participation;

- informing the general public of the importance of equal rights and opportunities;
- promoting disclosure of gender diversity in individual companies within individual economies;
- supporting the UN Women and United Nations Global Compact - Women's Empowerment Principles;
- supporting women's full financial inclusion, which includes access to financial services, savings accounts and loans through cooperative efforts made by public-private partnerships and cross-fora/cross-field events in the APEC region;
- promoting women's leadership, succession planning, and target setting in both the public and private sectors, including promoting women's representation on public and private sector boards;
- developing resources to support the ability of women entrepreneurs to start and grow SMEs including: networks, information, training, technology, and inclusive procurement practices;
- supporting women-owned SMEs and micro-enterprises to overcome barriers to accessing domestic and international markets by encouraging corporate and government supplier diversity and inclusion policies and practices for women;
- advocating for gender equality in pay in all professions;
- holding annual conferences for creating a multi-layered international network among public and private sectors, non-profit organizations, individuals, and international counterparts;
- accumulating research and case studies, which illustrate the positive impact that women's leadership has on economic prosperity and business competitiveness. Share results and best practices of furthering women's leadership among APEC economies

Human Capital

Each APEC economy has its own history and unique social and cultural context that needs to be taken into account when discussing women's role in the economy and society. Due to different traditions, historical

developments and current economic conditions, APEC economies have different experiences with women's participation in the economy and the problem of discrimination. We recognize that such differences requires a diversity of responses.

However, there are certain issues that are typical for all APEC economies and are essential in discussing women's contributions to economic growth, such as investing in women as valuable human capital. Growth accounting illustrates that key investments in human capital will increase productivity and overall economic growth. In addition to capacity and skills building discussed earlier, two key areas that greatly enable economies to increase human capital productivity are work-life balance and improved health policies.

One of the most important issues for the public and private sectors to invest in are policies and initiatives to promote work-life balance. According to recent studies, one of the main reasons women are underrepresented in the workforce, especially in management, is due to issues of maintaining work-life balance. Policies that support the realities of work-life balance for women and men are critical to APEC economies. Studies also show that companies that promote workplace flexibility policies often see a return on their bottom line through increased worker productivity, reduced absenteeism and reduced turnover. And such policies are not only critical for women, but for the families that depend on them. Promoting work-life balance, improving women's working conditions, including the ability to retain employment while caring for families, is essential for a strong, healthy economy. These changes, coupled with the demands of work and personal life, including family care-giving, require that employers adapt to the changing needs of their workers. Promoting a dialogue within APEC economies on the need for work-life balance, and the sharing of best practices within and among economies, and especially with our private sector partners, can promote acceptance within economies of the need for and benefits of policies that promote work-life balance.

Secondly, the health and safety of workers and their families greatly affects their productivity. Therefore, promoting healthy lifestyles, health education, the prevention of non-communicable diseases, and reducing

the incidence of domestic violence, are essential for enhancing women's economic participation, retaining talented women in workforce and ensuring the health and well-being of future generations. Investing in human capital – especially through investing in better maternal and child health – is imperative for a healthy and productive economy.

Public and private sector policies can support women's full and active participation in the labor market and increase productivity by promoting:

- implementation of workplace and community mechanisms required to increase women's participation in the labor force, across all major sectors, including paid parental leave and access to flexible work practices;
- opportunities for flexible work arrangements such as: home-based or part-time jobs; flexible work hours and family leave policies for both mothers and fathers;
- women in technology jobs, which are well-suited for work-life balance due to flexible hours and location;
- knowledge of skill requirements for certain jobs and access to education and skills training;
- access to labor market information;
- the importance of shared household responsibilities and family care to achieve better work-life balance for men and women;
- the launching of a comprehensive campaign geared towards the public and private sectors on the importance of investing in measures to further healthy lifestyles and prevention of non-communicable diseases for both women and men for the individual and collective health and welfare of the region;
- improved access and affordability of women's health care services, which includes maternal, reproductive, and child healthcare needs;
- the education of policymakers about the importance of women's health;
- the identification of best practices of a family-friendly workplace and gender diversity in the workplace, in both SMEs and large enterprises, through establishing annual awards;
- awareness of the issue of domestic violence and its impact on women's economic and social wellbeing;

- the elimination of all forms of violence and discrimination in the workplace, while also establishing workplace supports for survivors of gender based violence.

We urge government officials and business leaders to advance policies and concrete actions to further women's economic participation across the APEC region and recognize the crucial role that women play in innovative economic development and business expansion. In order to increase the momentum and advance the discussions held at the Forum, we follow the San Francisco Declaration and encourage the hosting of similar high-level women and the economy dialogues, as well as cross collaboration between the PPWE and other APEC sub fora.

附錄七、與會代表建言

代表姓名 服務機關/職稱	建言內容
<p>林美雪 經濟部中小企業處/ 副處長</p>	<p>一、 整體而言，與會國家在扶持女性創業的策略，可歸納為：</p> <p>(一) 建立多層次的女性企業網絡(Multilateral Network)。</p> <p>(二) 建立女性企業策略聯盟。</p> <p>(三) 協助女性在專業知識、資金取得、社會網絡關係、網際網路運用以及小孩照顧等。</p> <p>(四) 成立女性企業支援中心及訂定女性企業支持法。</p> <p>相較於我國目前在女性創業方面，分別於行政院勞工委員會、青年輔導委員會及經濟部等機關的計畫推動下，已整合各單位資源，建構全方位婦女創業支持與輔導機制，提供女性創業諮詢、創業課程、創業個案深度輔導、商機媒合以及優惠融資貸款專案等，以鼓勵女性積極提升自主經濟能力與企業競爭力。</p> <p>二、 經比較，韓國訂定「女性企業支持法」，作為提供協助女性企業措施的法源，美國小企業法亦規範「女性小企業採購計畫」，提供女性小企業一定程度的保障與協助，可供我國研究參考，目前正由經濟部研議中。</p> <p>三、 為呼應 APEC WEF 舊金山宣言，經濟部在今(2012)年「創業台灣計畫」(Start-Up Taiwan)下推動「婦女創業菁英計畫」，有下列創新作法，已於大會中提出報告，包括：</p> <p>(一) 遴選婦女菁英企業：辦理國內唯一婦女創業菁英賽，遴選優質女性創業精英個案，培育婦女企業新亮點。</p> <p>(二) 提供婦女企業商機加值：辦理資金媒合與商機媒合活動，引進創投業者及天使投資人，協助優質婦女企業獲得資金媒合機會，另彙編婦女精英企業個案集，加強典範擴散。</p> <p>(三) 強化婦女創業育成網絡：結合各區女性企業諮詢委員會、婦女創業團體及育成中心，加強婦女企業共同服務能量，並邀請參與女性創業論壇，增進女性企業人脈拓展與典範擴散。</p> <p>(四) 女性創業資訊整合：發行女性創業電子報，編製女性企業資源手冊，並充實「創業圓夢網」(sme.moeasmea.gov.tw)婦女創業菁英專區，提供女性創業加有效善用政府資源；另於創業圓</p>

代表姓名 服務機關/職稱	建言內容
	<p>夢網「電子櫥窗」提供女性企業推廣產品或服務。</p> <p>(五) 導入「業師認養」服務機制：藉由業師、創業顧問、創投及天使投資人、婦女企業菁英之陪伴與經驗傳承，提供婦女完整創業支援體系，及「大手牽小手，天使陪伴走」貼心服務。</p> <p>(六) 提升婦女創新創業能量：開設「中小企業女性領導人研習班」，以加強女性高層主管培力機制。</p>
<p>李 萍 中華民國基督教女 青年會協會/秘書長</p>	<p>此次會議除 PPWE 之外，歡迎所有與會者參與，這是與去年不同之點。且此次 APEC WEF 會議，由於我國工作人員，包括基金會和性平處同仁的努力，雙邊會談由去年的一場至今年有七場面對面之雙邊會談，包括韓國、馬來西亞、菲律賓、新加坡、印尼、美國、加拿大、越南等，還有一些會場周邊的非正式會談，如日本、紐西蘭、澳洲等，成果真是大大的躍進。雙邊會談最實質的意涵在於交換訊息，作法及建立雙邊關係，彼此成為友人，至於具體作為則有待加強。非常感謝團長勞委會王如玄主委對性平委員的禮遇，讓我們可以深入參與相關的會議，也較去年對 APEC 的運作有更深入的了解。</p>
<p>顧燕翎 臺灣銀領協會/理事 長</p>	<ol style="list-style-type: none"> 1. 婦女健康政策和教育政策皆應關注所有生命階段的女性和所有生活型態的女性，而非將女性預先設定妻母的角色，將重點放在女性的生育功能和母職。 2. 平衡工作與生活應同時考量男女的平衡分工，讓男性和女性的身心潛能都能得到充分發展，都能充分享受親情，也都有機會貢獻社會。
<p>莊美娟 行政院勞工委員會/ 專門委員</p>	<p>一、工作-生活平衡：</p> <ol style="list-style-type: none"> 1. 在政府政策部分，相較其他國家，我國堪稱周全。就保障程度而言，雖然俄羅斯稱有3年之有薪育嬰假，惟經與與談人 Elena Fedyashina 女士進一步討論分享，她坦言一般帶薪育嬰假約為1年半，1年半後之津貼非常少，因此，一般人均選擇在1年半後重回職場。另外我國在育嬰假的申請規範，使父母親分別能申請6個月之制度設計，也贏得許多與會者之讚賞。 2. 各國在工作生活平衡方面的確有許多不同之最佳範例，當然不同制度因文化、生活環境等之不同不一定能全盤複製，但仍存在學習價值。因此倘能有網頁之學習管道，應有助益。 3. 與會者均認肯工作生活平衡確為發揮人力資源運用之重要措施，雖然我國再法令制度或企業人力資源實務上，均有具


代表姓名 服務機關/職稱	建言內容
	<p>體作為，惟仍可強化公眾意識，鼓勵企業全面推動，以吸引優秀人才，減少人力異動。</p> <p>二、 人力資源發展</p> <ol style="list-style-type: none"> 1. 婦女為重要人力資源，為經濟發展關鍵力量。惟為促進婦女投入經濟發展，的確有許多障礙需協助克服。例如無歧視環境、工作與家庭之平衡、職能提升、資金取得與市場進入等。如何做?可以從個別國家、區域如 APEC 平台或經濟體合作、及全球合作等方面，去架構規範或建立夥伴，透過資訊科技，如手機、網路來傳達協助，建立模式與標竿。 2. 我國在協助婦女方面，無論創業或就業，均有計畫與措施廣續推動。惟在利用資訊科技與區域或國際合作來促進婦女參與經濟發展上，仍有許多可發揮創業來協助婦女發展之處。
<p>鄧華玉 行政院性別平等處/ 科長</p>	<p>對於如何提高女性在私人企業擔任高階管理人比率，可參考建議如下：</p> <ol style="list-style-type: none"> (一) 鼓勵女性建立人際網絡，從其他成功的女性企業家，學習有效的領導模式，此與我國落實 2011 年舊金山宣言 IAP 倡議有關企業女性導師(mentor)的作法類似。 (二) 建議由教育、媒體、文化等相關部會加強宣導，破除社會對於職場性別角色的刻板化印象，認為男性或女性應從事某些特定工作，同時女性應該重心放在家庭，而不應該追求更高的事業成就。尤其教育部可透過學程設計或教材安排，鼓勵學齡兒童的多元學習，勇於表達自己，追求自己的夢想，而不要受限於社會既定的框架或自我侷限。 (三) 建議由勞委會研議針對提供友善女性支持措施的企業，給予適度的表揚獲獎勵，讓更多的企業提供友善女性的支持措施，投入資源強化女性在職場的支持性措施，以提高女性擔任企業高階主管的比率。
<p>吳 昀 財團法人婦女權益 促進發展基金會/組 長</p>	<p>PPWE 管委會之定位為 PPWE 統籌幕僚工作小組，掌管 PPWE 職權任務與年度工作項目，實為一大重要推展機制，並且有賴各經濟體之投入與深度討論，然而，本年度如同去年於美國首次召開一樣，參與管委會之經濟體僅 11 個（澳洲、印尼、日本、韓國、馬來西亞、俄羅斯、中華台北、泰國、美國、越南、新加坡），也就是僅一半左右經濟體出席，相形影響會中各項討論議案的共識與決策，也不知是否因此，間接導致主辦國主席對於本次議案皆無任何具體裁示，例如究竟是否成立 PASC 審案機制此一重大議案，在無任何決議下結束形式化的意見交</p>


代表姓名 服務機關/職稱	建言內容
	<p>換，這或許也將影響未來 PPWE 組織運作與績效。在會後與 APEC 秘書處代表私下討論，秘書處主任也認為 PPWE 似應積極發展並落實年度工作計畫與策略目標為宜，否則在 SCE 評估各論壇成果績效時，也難以凸顯 PPWE 長期以來的工作成果與實質效益。</p> <p>一直以來，性別議題工作推展無論以何種形式存在於 APEC 體制中，皆面臨無常設秘書單位的窘況，然而，歷來各主辦國無不緊握主辦性別大會先機，以藉此彰顯主辦各國對婦女權益之重視，卻也導致 APEC 性別工作難以永續傳承並擬定組織性、系統性的長期規劃。此一議題實為 APEC 性別論壇最應優先處理之工作項目，年年也皆有資深與會代表提出倡議；然而，往往視每屆主辦國勇於任事之魄力與對性別工作重視程度而異，也與秘書處是否願意積極協助並適時介入主導息息相關。</p>

人性	平等
安全	尊嚴

Work–Life Balance: Chinese Taipei Experiences

Ju-Hsuan Wang
Minister of the Council of Labor
Affairs, Chinese Taipei



 Council of Labor Affairs

人性	平等
安全	尊嚴

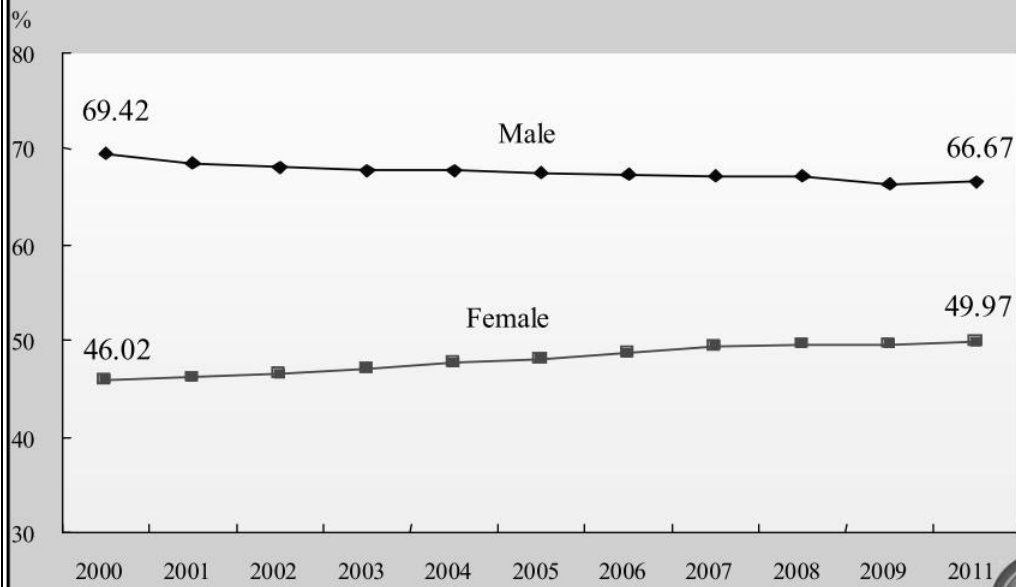
Vision

- Decent work for all
 - Humanity (Red)
 - Equality (Gray)
 - Security (Green)
 - Dignity (yellow)
- We are a family
 - Family friendly policy



 Council of Labor Affairs

Female Labor Force Participation in Chinese Taipei



Source: "Human Resource Survey" of the Directorate-General of Budgeting, Accounting and Statistics



Council of Labor Affairs



Issues that Need To Be Solved

- The conflicts between family responsibilities and work commitments
- Labor participation and economic issues



Council of Labor Affairs



Parental Leave

- With pay
 - 60% of applicant's previous salary
 - up to 6 months for both fathers and mothers
 - Parents have to apply at different times



Council of Labor Affairs



Maternity Leave

- 8 weeks
- With pay
- Miscarriage after being pregnant for more than three months
 - 4 weeks with pay
- Miscarriage after being pregnant for less than two months
 - 5 days



Council of Labor Affairs



Paternity Leave

人性 平等
安全 尊嚴

- 3 days with pay



Council of Labor Affairs



Family Care Leave

人性 平等
安全 尊嚴

- To take care of family members who need inoculations, suffer serious illnesses or who must handle other major events
- Up to 7 days without pay



Council of Labor Affairs



Working Hour Arrangements

- 1 or 2 hours flexible arrangement
- Common in the private sector and public sector



Council of Labor Affairs



Other Leaves

- Wedding leave
- Funeral leave



Council of Labor Affairs



Child Care

人性 平等
安全 尊嚴

- Company with more than 250 employees
- Subsidy from Government



Council of Labor Affairs

Flexible Working Hour Arrangements

人性 平等
安全 尊嚴

- Popular in the private sector and public sector



Council of Labor Affairs

EAP

人性 平等
安全 尊嚴

- Websites
- Personal advisors



Council of Labor Affairs



Multiple Family Friendly Program

人性 平等
安全 尊嚴

- Family friendly website
- Workshops and seminars
- Training programs
- Family friendly award



Council of Labor Affairs



Best Practice

人性 平等
安全 尊嚴

SPIL 矽品精密工業股份有限公司



- Fact sheet:
- 15000 employees
- From 2009 till now: over 500 employees took the parental leave



Council of Labor Affairs



Another touching story

人性 平等
安全 尊嚴



Council of Labor Affairs



Together We Can Make Difference

Actions and Initiatives

Thank you!



Council of Labor Affairs



附錄九、PPWE會議重要簡報

主題／講者	頁碼
Women in APEC Economies: Human Capital, Economic Participation and Innovative Potential APEC經濟體中的女性：人力資本、經濟參與及創新潛能 ／Irina Soboleva	113
Women in Innovative Economy 創新經濟中的女性 ／Natalia Vasilyeva	119
Business Opportunities for Women As Economic Success Factor 為女性提供商業機會乃經濟成功之因素 ／Ekaterina Malygina	127
Investment in Human Capital 投資人力資本 ／Svetlana Axelrod	137

Women in APEC Economies: Human Capital, Economic Participation and Innovative Potential

Marina Baskakova
Irina Soboleva

Institute of Economy, Russian Academy of Sciences

APEC Women and the Economy Forum
June 28-30 2012, St. Petersburg

Research Dimensions

- Demographic profile
- ***Gender differences in educational attainment and access to education***
- ***Economic activity and labour market competitiveness***
- Informal sector and vulnerable employment
- Access to resources to promote innovative businesses
- Work-family balance
- Participation in political life and decision-making
- Gender profile of HIV/AIDS *prevalence* and access to healthcare

Educational Enrolment by Gender (2007–2010, %)

Economy	Primary		Secondary		Tertiary		Gender gap
	F	M	F	M	F	M	
1. USA	93	91	91	89	105	74	31
2. New Zealand	100	99	95	94	98	68	30
3. RF	95	94	–	–	87	65	22
4. Australia	98	97	86	84	87	65	22
5. Thailand	89	91	77	68	53	40	13
6. Brunei Darussalam	98	96	99	95	22	12	10
7. Malaysia	94	94	71	66	42	33	9
8. Philippines	93	91	67	56	32	26	6
9. Chile	95	96	84	81	61	57	4
10. Hong Kong	–	–	76	75	61	58	3
11. Peru	98	97	78	78	36	34	2
12. China	99	99	–	–	25	24	1
13. Viet Nam	–	–	–	–	22	22	0
14. Mexico	100	99	72	69	27	27	0
15. Indonesia	–	–	65	66	22	23	-1
16. Japan	–	–	99	99	55	62	-7
17. Korea	99	100	95	96	85	121	-36

Labour Force Participation by Gender (2010, %)

Economy	Female share	LF participation rate		
		F	M	Gender gap
1. Papua New Guinea	48	71	74	3
2. Viet Nam	49	73	81	8
3. Canada	47	62	72	10
4. New Zealand	47	62	74	12
5. United States	46	58	70	12
6. China	45	68	80	12
7. Australia	45	59	73	14
8. Russian Federation	49	56	71	15
9. Hong Kong	46	51	68	17
10. Peru	45	67	85	18
11. Singapore	42	57	77	20
12. Brunei Darussalam	42	56	77	21
13. Japan	42	50	72	22
14. Republic of Korea	41	49	72	23
15. Thailand	46	64	80	24
16. Chile	40	47	74	27
17. Philippines	39	50	79	29
18. Indonesia	38	51	84	33
19. Malaysia	36	44	77	33
20. Mexico	37	44	81	37

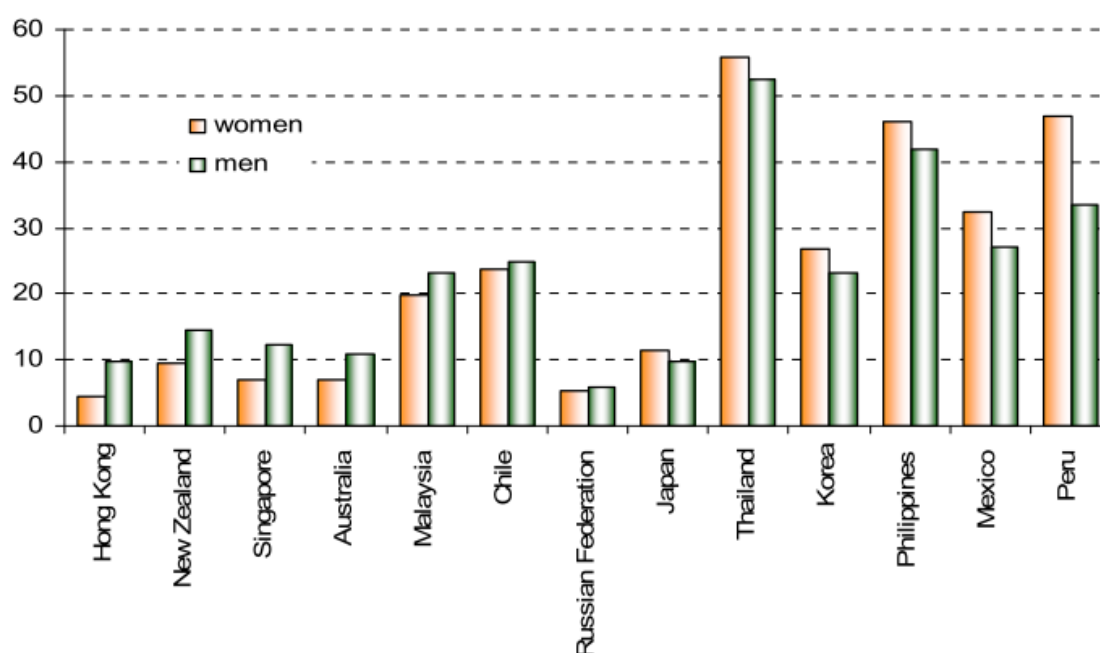
Labour Force Share with Tertiary Educational Attainment by Gender (2008, %)

Economy	F	M	Gender gap
1. RF	62.7	47.1	15.6
2. Canada	56.2	46	10.2
3. New Zealand	43.5	33.9	9.6
4. Australia	41.9	33.5	8.4
5. Chile	29.6	22.8	6.8
6. United States	65.3	58.9	6.4
7. Malaysia	23	16.8	6.2
8. Philippines	29	22.8	6.2
9. Indonesia	7.7	6.8	0.9
10. Mexico	17.5	17.2	0.3
11. Hong Kong	23.2	23.5	-0.3
12. Singapore	24	25.9	-1.9
13. Peru	39.1	42.7	-3.6
14. Japan	34.2	39.8	-5.6
15. Korea	22	36.8	-14.8

Labour Remuneration by Gender (F/M)

Economy	Wage equality for similar work	Economy	Estimated earned income
1. Malaysia	0.81	1. Brunei Darussalam	0.97
2. Singapore	0.81	2. Singapore	0.88
3. Thailand	0.77	3. United States	0.88
4. Philippines	0.76	4. Australia	0.82
5. Brunei Darussalam	0.75	5. Canada	0.75
6. New Zealand	0.75	6. New Zealand	0.7
7. Canada	0.73	7. Viet Nam	0.69
8. China	0.69	8. China	0.65
9. Viet Nam	0.69	9. RF	0.65
10. Indonesia	0.67	10. Thailand	0.63
11. United States	0.66	11. Philippines	0.6
12. RF	0.65	12. Peru	0.59
13. Australia	0.64	13. Japan	0.51
14. Japan	0.6	14. Chile	0.44
15. Peru	0.59	15. Mexico	0.44
16. Mexico	0.56	16. Malaysia	0.43
17. Korea	0.51	17. Indonesia	0.42
18. Chile	0.5	18. Korea	0.41

Share of Vulnerable Employment by Gender (2008, %)



Female Share in Innovative Occupations (%)

Economy	University Teachers	Economy		Researchers
1. Thailand	68	1. Philippines	2002	52
2. Philippines	56	2. Thailand	2002	51
3. RF	56	3. Viet Nam	2007	42
4. Malaysia	51	4. RF	2009	42
5. New Zealand	49	5. Brunei Darussalam	2009	41
6. Viet Nam	47	6. New Zealand	2009	39
7. United States	46	7. Malaysia	2003	38
8. Brunei Darussalam	45	8. Mexico	2002	32
9. China	44	9. Indonesia	2004	31
10. Chile	40	10. Chile	2005	30
11. Indonesia	40	11. Singapore	2001	28
12. Singapore	35	12. Korea	2001	16
13. Korea	33	13. Japan	2001	13

Female Share in Innovative Occupations (F/M)

Economy	Legislators, senior officials and managers	Economy	Professional and technical workers
1. Philippines	1.21	1. RF	1.8
2. United States	0.74	2. Philippines	1.64
3. New Zealand	0.67	3, Canada	1.3
4. RF	0.59	4. New Zealand	1.25
5. Australia	0.58	5. Thailand	1.25
6. Canada	0.56	6. United States	1.2
7. Brunei Darussalam	0.54	7. Australia	1.16
8. Singapore	0.46	8. China	1.08
9. Mexico	0.44	9. Viet Nam	1.05
10. Malaysia	0.32	10. Chile	1.02
11. Chile	0.32	11. Japan	0.87
12. Thailand	0.31	12. Peru	0.84
13. Viet Nam	0.28	13. Singapore	0.82
14. Indonesia	0.28	14. Indonesia	0.81
15. Peru	0.24	15. Malaysia	0.71
16. China	0.2	16. Mexico	0.7
17. Korea	0.11	17. Korea	0.69
18. Japan	0.1	18. Brunei Darussalam	0.58

Structure of Self-Employment by Gender (2008, %)

	Employers		Own-account		Contributing family workers	
	F	M	F	M	F	M
Korea	3.5	8.6	14.5	22	12.5	1.2
Peru	3.4	7.5	38.2	29	8.7	4.5
New Zealand	3.1	6.7	8.1	13.8	1.3	0.7
Singapore	2.9	6.8	6	11.9	1.1	0.3
Mexico	2.4	6.4	22.7	22.4	9.7	4.8
Philippines	2.4	5.3	28.8	32.8	17.4	9
Australia	2.1	3.4	6.6	10.6	0.3	0.2
Chile	1.8	3.5	21.2	23.6	2.7	1
Hong Kong	1.6	5.6	3.6	9.8	1	0.1
Malaysia	1.4	4.7	11.7	20.5	8.1	2.6
Thailand	1.3	3.7	24.8	37.8	31.1	14.7
RF	1.1	1.8	5.3	5.8	0.1	0.1
Japan	1	3.6	4.6	8.7	6.9	1.1

Ratification of the Relevant ILO Conventions				
Economy	Equal Remuneration (No. 100)	Discrimination (Employment and Occupation) (No. 111)	Workers with Family Responsibilities (No. 156)	Maternity Protection (No. 103)
Chile	1971	1971	1994	1994
RF	1956	1961	1998	1956
Australia	1974	1973	1990	-----
Korea	1997	1998	2001	-----
Papua New Guinea	2000	2000	-----	2000
Peru	1960	1970	1986	-----
Canada	1972	1964	-----	-----
China	1990	2006	-----	-----
Indonesia	1958	1999	-----	-----
Japan	1967	-----	1995	-----
Mexico	1952	1961	-----	-----
New Zealand	1983	1983	-----	-----
Philippines	1953	1960	-----	-----
Viet Nam	1997	1997	-----	-----
Malaysia	1997	-----	-----	-----
Singapore	2002	-----	-----	-----
Thailand	1999	-----	-----	-----
Brunei Darussalam	-----	-----	-----	-----
United States	-----	-----	-----	-----

Thank you for your attention!

Comments are welcome!

Marina Baskakova baskakovame@mail.ru

Irina Soboleva irasobol@gmail.com



Women in Innovative Economy

*Professor Natalia Vasilyeva
(Russia)*

2nd Policy Partnership on Women and the Economy Meeting
Saint-Petersburg, Russia
29 July, 2012

Main shifts in the global economy in the first half of the XXI century

- This period is characterized by:
- increased importance and responsibility of science and education in the socio-economic development;
- increased investment in human capital;
- shift in the system of spending on science in favor of sciences studying life support of a man and society;
- rise of inventive activity;
- increased number of big inventions that implement the new knowledge and meet the challenges of the modern epoch;
- increased importance of intellectual property and expansion of the market of intellectual activity products.

Women's Role in Innovative Economy

- Cutting the barriers for women to participate in the labor market will increase the US GDP by 9% and Japan's GDP by 16%.
- Releasing women's potential by reducing gender gap could increase the per capita income by 14% by 2020 (China, Russia, Indonesia, Philippines, Vietnam and Korea)
- By 2014 the share of women in the world consumer spending will increase to 15 billion dollars and will reach 2/3 of the total value by 2028.

Women's Role in Innovative Economy

APEC economies lose:

- 42-47 billion dollars each year due to work restrictions for women
 - 16-30 billion dollars because of the gender gap in education
- Leveling the gender gap in access to the means of production can contribute to an increase in aggregate agricultural output in developing economies by an average of 2.5 - 4% per year.**



Technology is one of the key drivers of female economic empowerment

- Technology is one of the key drivers of female economic empowerment, but the fields that women choose to participate in are still decidedly gendered.
 - In science, technology, engineering and mathematics, men far outnumber women in the classroom and the boardroom.
- In the United States, less than 20% of engineering and computer science majors are women.



Innovative economic activities to privilege female qualities

- Female qualities like attention to detail and the ability to handle small objects, as in some precision engineering processes.
- In the services field, especially as businesses turn increasingly toward social media, women's natural and nurtured tendencies toward network building, socializing, and communication can become a concrete asset.



Women enjoy science

- For example, experts say that many women may work in science because they enjoy it.
- They often do not focus on barriers, but move forward, working around the barriers.
- It is only later in their careers that women realize they have experienced subtle and cumulative discrimination.
- They discover they were isolated from critically important networks and their salaries and the size of their grants were comparably lower.
- There appear to be two ways in which women can respond: (1) they can aggressively make loud noises that are not well received, or (2) they can deny the impacts of discrimination on their careers and on themselves.

Some women scientists disassociate themselves from women's issues

- The experts comment that some women scientists disassociate themselves from women's issues because they want to be *real* scientists and *real* engineers.
- These women want to earn their ways according to the same rules that men have and they tend to oppose women's groups and women's issues.
- Other women, perhaps more advanced in their careers, speak out about their experiences as women in science and technology. As these women become more secure, they have fewer problems becoming involved in women issues.

Lack of women running high-tech companies

Modern society should,

- realize and accept the need and usefulness of equal participation of women in innovative engineering
- understand the importance of active participation of women in decision-making.
- create pleasant social conditions successfully combine her professional and family roles



APEC best practices to improve women's participation in innovative economy

Peru - policy initiatives and programs to raise awareness in gender issues and to promote greater involvement in schooling.

Singapore - Educators have developed a problem-based approach to learning math and science to raise girls' interest in the subjects and deepen content knowledge.

Thailand - some of strategies are not gender specific, and many appear to help both girls and boys, but they are likely to differentially affect girls because girls historically have had more limited access to and interest in math and science.



APEC best practices to improve women's participation in innovative economy

- **Korea** - e-business for women's agricultural cooperatives

Most of the income generation programmes have been equipped with homepages for e-business.

This approach has increased farm income for women and earned money in their own name.

It has increased the self-confidence of rural women.

It has benefited rural areas by using local materials and inputs, carrying out e-commerce in them, and promoting farm tours.



APEC best practices to improve women's participation in innovative economy

- **US** program inspiring young women to discover science
- Programs:
 - Better education for women in science&engineering (1999)
- Gender gap in high math students continue to narrow
- Talented students in Math
 - 1980-ies – 13 boys 1 girl
 - 2010 – 3 boys- -1 girl

APEC best practices to improve women's participation in innovative economy

10 young female scientists from Russia (November 2011) were awarded with the national L'Oréal –UNESCO fellowships within the programme “For Women in Science”.

More than 400 applications from different Russian cities were received.

The event has already become a tradition, since national fellowships are awarded for the 5th time in Russia. Applicants for the national fellowships were female scientists below 35 years, holding PhD and working in Russian scientific research institutes in the fields of physics, chemistry, medicine and biology in 2011.

Measures to harness innovation potential of women

- promoting gender balance in universities and research centers, business incubators and accelerator programs, competitions, and research and innovation activities;
- promoting special programs of retraining/professional development and mentoring for young female entrepreneurs, including access to business skill development training;
- promoting promising practices in encouraging girls and women in mathematics and science education;
- elevating and acknowledging the achievements of regional women innovators. This could include creating a female inventors innovative ideas “database”;
- promoting and taking concrete steps to provide equal access to technology such as mobile phones and internet, especially for rural and indigenous populations;

Measures to harness innovation potential of women

- holding regular conferences and online business working groups to establish easily accessible business contacts and provide conditions for partnerships and business opportunities in the field of innovation;
- sharing information and promoting successful projects implemented by young female entrepreneurs and scientists.
- increasing access to the information of intellectual property right and promoting the patenting ability for women-owned businesses.
- creating digital training opportunities and innovative programs for women in rural area and indigenous community;
- encouraging female entrepreneurs and scientists' participation in the different stages of disaster management;

Measures to harness innovation potential of women

- identifying women's roles and encouraging women's participation in the sphere of innovative green technology to achieve a sustainable economy;
- providing accessible online business enterprise skills and business mentors for women at all growth phases of business encouraging innovation and creativity;
- providing scholarships for women to undertake vocational and higher education and training in science, research and business innovation;
- establishing reaccreditations and/or return to work programs for women with technical and research skill who have been out of paid employment for a period of time.

Business Opportunities for Women as Economic Success Factor

Ekaterina Malygina,
Partner of TLS EU&M department in Moscow office

28 June 2012
Women and the
Economy Forum
APEC Russia 2012



pwc

Career Opportunities for Women in Business

In partnership with Association of Managers of Russia

Survey description

Purpose

To identify career opportunities and challenges for women in business, and to examine career opportunity trends for women in 2008-2012

Survey took place in

- February 2012

82 companies were surveyed.

The survey method used was a **correspondence questionnaire**

Sample characteristics

Representatives of large Russian and foreign companies operating in Russia in the following industries: 18% - manufacturing, 43% - services, 15% - finance, 25% - other.

The average number of employees of surveyed companies is 8300 people.

Summary

- The past year has seen a significant increase in the number of women occupying senior-level positions such as CEO and CFO
- Women as a rule make up a large portion of chief accountants, HR senior managers and marketing directors
- Women show more loyalty to their employers and are less inclined to change jobs, which is one of the key advantages they have in employers' eyes
- Other key advantages women have is that they are industrious and ready to work for lower wage
- Both for men and women key-factors factors for professional success are: a pro-active approach, willingness to take the initiative and establish good relations with management
- Only 10% of companies run programmes or have strategies aimed at career development for women
- The main reasons for the absence of programmes to support women in the workplace are the lack of any clear need and management interest
- The share of employers extending health insurance to their employees' children and families has significantly increased
- Most companies still lack adaptation programmes for women returning to work after maternity leave
- The share of companies which offer their female employees extra childbirth benefits in addition to the payments they are required to make under law fell
- Over 50% of employees have 1-2 years maternity leave after having a child
- Almost half of those surveyed said they view work schedules for employees with small children as the most pressing issue

Gender management structure



Number of women occupying senior-level positions

- Overall the number of women occupying senior-level positions has increased over the last four years
- The past year has seen a significant increase in the number of women occupying senior-level positions such as CEO and CFO
- Women as a rule make up a large portion of chief accountants, HR senior managers and marketing directors

Number of women occupying senior-level positions

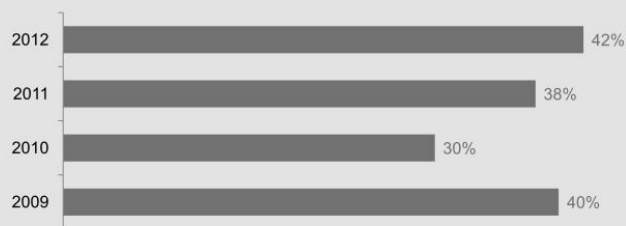


Question: Indicate the gender of the individual occupying this position in your company.

The percentage of women in senior-level positions, who were appointed or joined the company, %

- The upward trend of an increasing number of women who filled or appointed to senior-level positions continued in 2012
- 42% of people who filled or appointed to senior-level positions were women

The percentage of women appointed or hired in the company, %



Question: How many senior managers joined/left your company, of them how many were women?

Career-enhancing factors for women



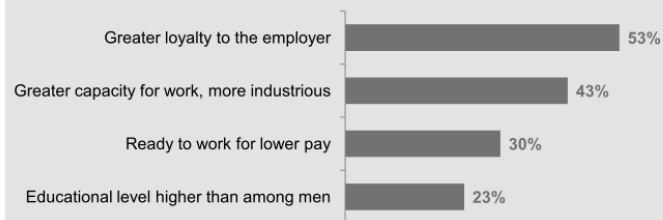
Business Opportunities for Women as Economic Success Factor
PwC Russia

June 2012
7

Women - competitive advantages in finding work

- More than half of companies surveyed said that high company loyalty is the advantage women have in employers' eyes
- 43% of respondents said capacity to work and industriousness are the competitive advantages women have
- One in three respondents said that women are ready to work for lower pay

Women - competitive advantages in finding work



Question: What competitive advantages would you say help women get hired by your company?

Business Opportunities for Women as Economic Success Factor
PwC Russia

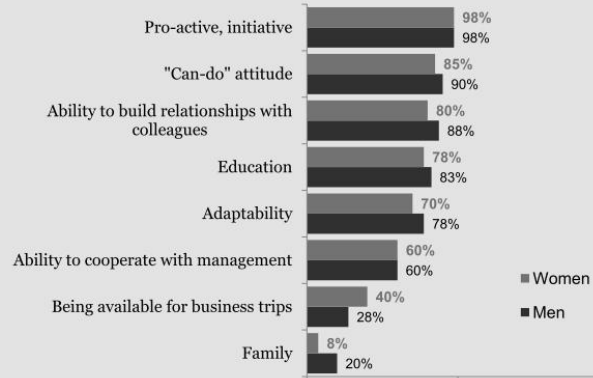
June 2012
8

Successful career factors

- The survey reveals that successful career growth factors are almost the same for both men and women: pro-activity, ability to take the initiative, ability to establish good working relationships with management
- Other significant factors given as having an impact on career growth for women included: a "can-do" attitude, the ability to build relationships with peer colleagues, education
- In moving up the career ladder, having a family matters less for women than for men
- Also, some respondents believe willingness to go on business trips is a less significant factor in successful career growth for women

How do the following factors support career growth for men/women in your company?

% of respondents stating that the factor was "highly important" and "important"



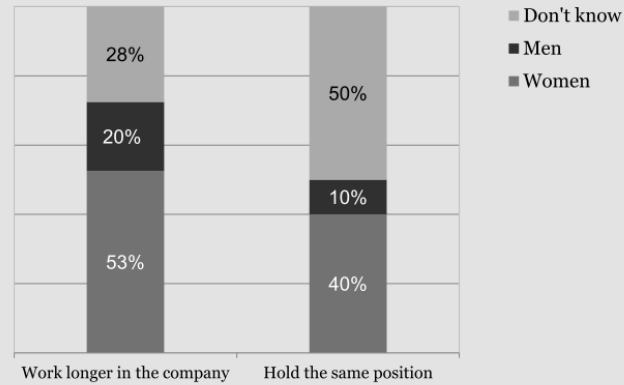
Company policy towards women



Staying with the same company

- Compared to men women are more loyal : 53% of companies said women stay with them longer than men. Compared with the results of the 2011 survey, the share of respondents who mentioned this increased by 13%
- Only 20% of respondents said that men are likely to stay longer with the same company
- 40% of respondents said that women stay in the same position without receiving any promotion longer than men

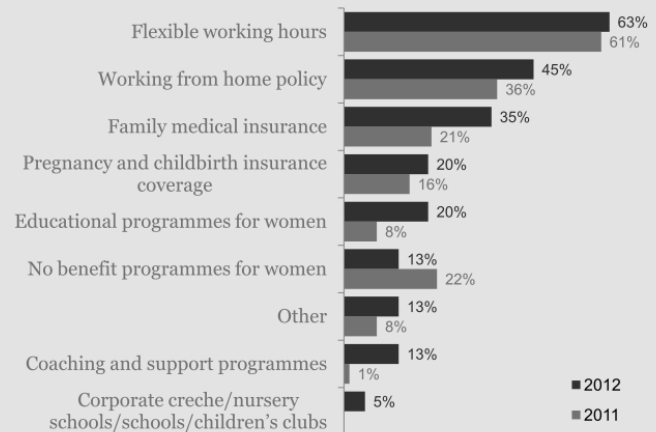
According to your observations, who on average is employed longer in your company/holds the same position in your company?



Programmes for women/working mothers

- Over the past year, the share of companies implementing programmes for women and working mothers has almost doubled
- More and more companies reported that they have a working from home policy in place, either once or several times a week (45% in 2012, 36% in 2011)
- The share of employers offering children and family medical insurance has increased (35% in 2012, 21% in 2011)
- Employers have started paying more attention to professional development of their female employees, introducing coaching and psychological support programmes

What kind of benefit programmes for women/women with children does your company have? (%)

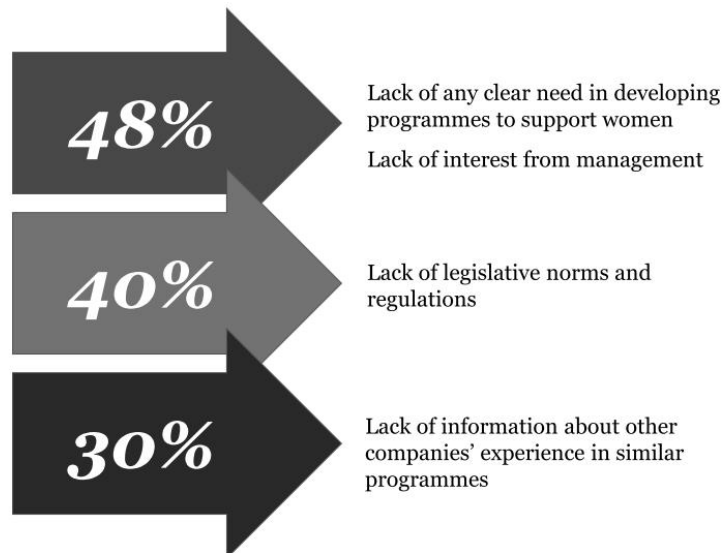


Companies' gender policy



Why not?

What is the main reason why Russian companies do not run programmes to support women, in your opinion?



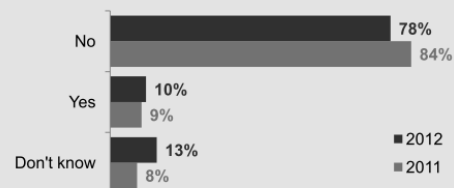
Maternity leave policy



Maternity leave and work adaptation

The majority of companies still have no work adaptation programmes for women after their period of maternity leave ends. Over the last year, the number of companies with such programmes has increased slightly, from 9% to 10%

Are there any adaptation/advanced education programmes in for women after maternity leave your company?

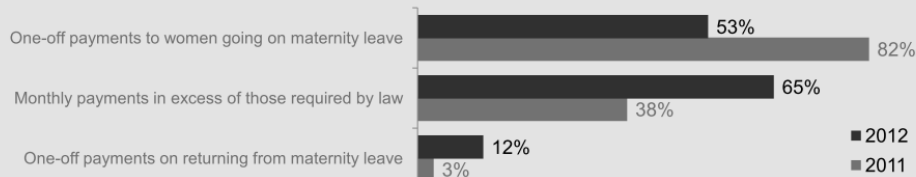


Extra pregnancy and childbirth benefits

- Compared with the previous year, the share of companies that do not offer any extra benefits upon childbirth in addition to the required payments grew by 13% (45% in 2011, 58% in 2012)
- Of those companies that do offer these payments, the share of those making monthly payments almost doubled (65% in 2012 against 38% in 2011)
- The share of companies that offer women one-off payments on returning from maternity leave also increased (12% in 2012 against 3% in 2011)
- At the same time, our survey showed that the share of companies offering additional one-off payments to women going on maternity leave fell from 82% in 2011 to 53% in 2012

Additional childbirth benefit payments

Response levels among respondents who said that «additional payments are available»



Question: Does your company pay women additional benefits above and beyond those required by law during their maternity leave? What are these benefits?

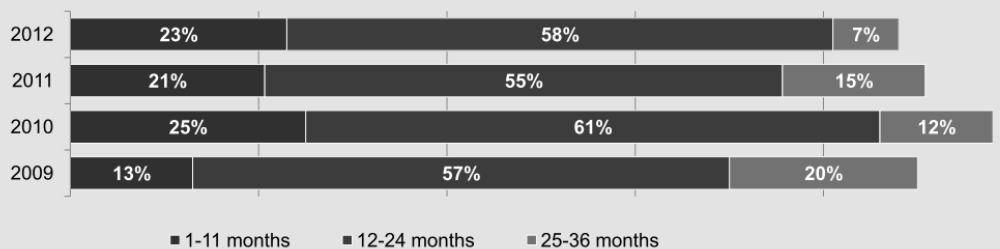
Business Opportunities for Women as Economic Success Factor
PwC Russia

June 2012
17

Duration of maternity leave

- A period from 12 to 24 months remains the most common maternity leave period: more than half of the female employees do not work for one to two years after they give birth to a child
- The share of women who do not work for two years after having a child has fallen by 8%

Duration of maternity leave



Question: How many months on average do women in your company stay on maternity leave?

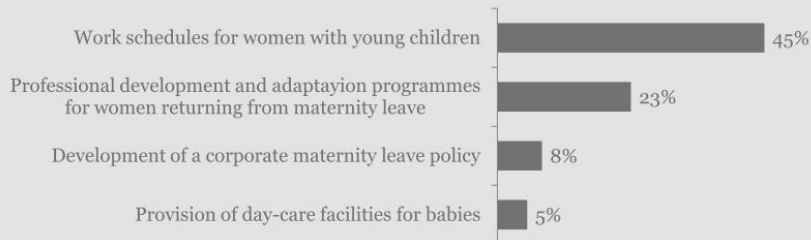
Business Opportunities for Women as Economic Success Factor
PwC Russia

June 2012
18

Most topical issues

- Almost half of those surveyed said they view work schedules for employees with small children as the most pressing issue
- Almost a quarter of the respondents find women's continued professional development and adaptation after returning from maternity as the most topical issues

Most pressing issues for companies



Question: Which of the questions below is the most topical for your company?

Thank you!



This publication has been prepared for general guidance on matters of interest only, and does not constitute professional advice. You should not act upon the information contained in this publication without obtaining specific professional advice. No representation or warranty (express or implied) is given as to the accuracy or completeness of the information contained in this publication. To the extent permitted by law, PricewaterhouseCoopers, its members, employees and agents accept no liability, and disclaim all responsibility, for the consequences of you or anyone else acting, or refraining to act, in reliance on the information contained in this publication or for any decision based on it.

© 2012 PwC. All rights reserved. "PwC" refers jointly to ZAO PricewaterhouseCoopers Audit, PricewaterhouseCoopers Russia B.V. and Representative Office of PricewaterhouseCoopers Legal CIS B.V. or, as the context requires, other member firms of the global network PricewaterhouseCoopers International Limited (PwCIL). Each member firm is a separate legal entity and does not act as agent of PwCIL or any other member firm. PwCIL does not provide any services to clients. PwCIL is not responsible or liable for the acts or omissions of any of its member firms nor can it control the exercise of their professional judgment or bind them in any way.

No member firm is responsible or liable for the acts or omissions of any other member firm nor can it control the exercise of another member firm's professional judgement or bind another member firm or PwCIL in any way.



Investment in Human Capital

**Dr. Svetlana Axelrod
APEC HWG CHAIR
RUSSIA**

**2nd Policy Partnership on Women and the Economy Meeting
Saint-Petersburg, Russia
29 July, 2012**

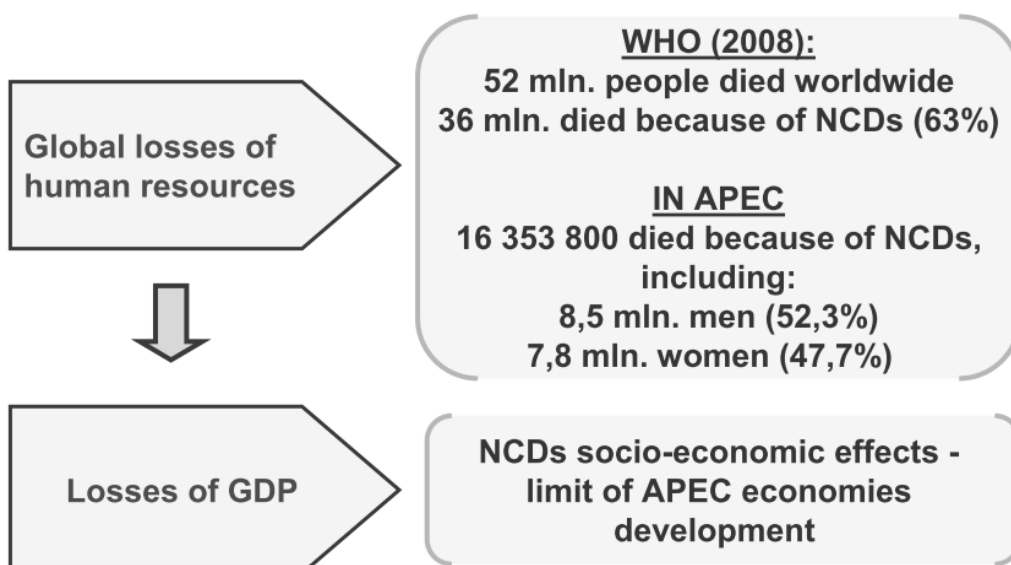
Human capital promotion

The central areas of human capital
productivity improvement –
work-life balance
and
improved health policies

Improvement of health policies

- ❖ promoting healthy lifestyles
- ❖ health education
- ❖ the prevention of non-communicable diseases
- ❖ promotion of mother and child welfare

Healthy lifestyle promotion and non-communicable disease prevention



Investment in mother and child welfare

Investing in mother and child welfare:

- ❖ we know who need this help
- ❖ we know how to help
- ❖ this help is often simple and not expensive

Promotion of mother and child welfare:

- is the basic human right
- is easy enough,
- is cost-effective,
- benefit the health care system,
- improve social climate in the economy.

Investment in human capital

These investments do:

- ✓ *enhance women's economic participation,*
- ✓ *retain talented women in workforce,*
- ✓ *ensure the health and well-being of next generations.*



Investing in human capital is imperative for a healthy and productive economy

Measures to promote investments in human capital

- discussing the workplace and community mechanisms required to increase women's participation in paid employment including paid parental leave and access to flexible work practices;
- opportunities for flexible work arrangements and ensuring the labor security of the employment in these fields;
- support women in technology jobs, which are well-suited for work-life balance due to flexible hours and location;
- knowledge of skill requirements for certain jobs and access to education and skills training;

Measures to promote investments in human capital

- access to labor market information;
- importance of shared household responsibilities and family care to achieve better work-life balance for men and women;
- a comprehensive campaign geared towards the public and private sector on the importance of investing in measures to further healthy lifestyles and prevention of non-communicable diseases that are the basis for better performance of daily duties and health of the whole nation;

Measures to promote investments in human capital

- improved access and affordability of women's health care services, which includes maternal, reproductive, and child healthcare needs;
- the education of policymakers about the importance of women's health;
- identifying the best practices of family-friendly workplace in both SMEs and large enterprises through establishing annual awards;
- advocating support in the workplace for women who are victims of domestic violence, and other forms of violence.