

(出國類別：參加國際會議)

**2017 年亞太經濟合作婦女與經濟論壇
(APEC Women and the Economy 2017 Fora)**

出國人員：

國家發展委員會	高副主任委員仙桂	教育部	黃專門委員蘭琇
國家發展委員會	黃專員毓芬	勞動部	黃科長耀滄
行政院性別平等會	王委員秀芬	勞動部	洪專員淑容
行政院性別平等會	葉委員德蘭	女人迷	張執行長瑋軒
行政院性別平等處	吳處長秀貞	璽賞	陳創辦人雅芳
行政院性別平等處	楊參議筱雲	財團法人婦女權益促進發展基金會	黃副執行長鈴
行政院性別平等處	陳科長嘉琦	翔	
行政院性別平等處	沈科員郁珊	財團法人婦女權益促進發展基金會	李研究員立璿
外交部	洪專員毓羚	財團法人婦女權益促進發展基金會	陳研究員羿谷

會議地點：越南順化

會議時間：106 年 9 月 26 日至 9 月 29 日

報告日期：106 年 11 月

摘要

本(2017)年 APEC 婦女與經濟論壇(Women's Economic Forum, WEF)於 9 月 26 日至 29 日期間在越南順化召開。我代表團由國家發展委員會高副主任委員仙桂擔任團長，率公私部門共 16 名代表與會。

大會主題定調為「在變革中強化婦女包容性與經濟賦權」(Enhancing women's inclusion and economic empowerment in a changing world)，次主題則為：促進性別平等達致包容性成長(Promote gender equality for inclusive economic growth)、增進女性微中小型企業競爭力(Enhance the competitiveness and innovation of women-owned MSMEs)、消弭人力資源性別鴻溝(Narrow the gender gap in human resources development)。會議包括婦女與經濟政策夥伴關係(Policy Partnership on Women and Economy)、公私部門對話(Public-Private Dialogue on Women and Economy)、高階政策對話(High Level Policy Dialogue)等三場主要會議。主辦國越南肯定亞太地區正處於全球環境中關鍵轉型的交叉口，數位時代對工作性質、女性經濟包容性與賦權更是帶來劇烈影響；實現包容性和永續性成長是達成亞太地區進步繁榮的最主要願景，而性別平等更是此願景的核心要素。

我代表團團員積極參與會議，提升我國能見度；所參與之主要會議臚列如下：

(1)於「婦女與經濟政策夥伴關係會議(PPWE)」中，由勞動部黃科長耀滄、教育部黃專門委員蘭琇針對我國「APEC 科技性別化創新應用計畫」發表執行成果。

(2)團長高副主任委員仙桂於「婦女與經濟高階政策對話會議(HLPD)」中向各國報告我國推動婦女經濟相關政策之重要成果。

而在周邊會議方面，參與情形如下：

(1)我國及越南共同合作，且在菲律賓、俄羅斯、秘魯及 2018 年主辦國巴布亞紐幾內亞的協助下，於 9 月 26 日辦理「APEC 女性運用新科技展現創作力工作坊」(APEC Workshop on Unlocking potential, creating style - APEC GIFTS for women in the creative industry)，以「文

化、科技與性別：來自創新的洞察」與「在地、區域與國際的文創策略」兩大命題，探討女性如何在文化傳承、創意發想的道路上，締造社會整體包容、投入經濟活動，獲各經濟體高度肯定。

(2)菲律賓於9月26日全日辦理「女性為包容性經濟的主要驅動者(Women as prime movers of inclusive business)」工作坊邀請行政院性別平等會王委員秀芬擔任「案例研究：政府支持包容性經濟-為女性創造有利環境(Case studies Presentation: Government Support to Inclusive Business: The enabling environment in promoting women in inclusive business)」場次講者。

(3)美國與越南於9月26日主辦「交通運輸領域中的女性(Women in Transportation)」工作坊，邀請行政院性別平等處陳科長嘉琦擔任「機會、障礙與數據-檢視女性在交通運輸領域中的條件(Opportunities, Roadblocks, and Data: Examining Conditions for Women in Transportation)」講者。

(4)俄羅斯於9月27日主辦「傑出女性中小企業獎(APEC Business Efficiency and Success Target Award)」競賽，團長高副主任委員仙桂特別受邀擔任開幕致詞貴賓、我國女人迷社群媒體創辦人張執行長瑋軒參與競賽，分享創業經驗與成果，亦榮獲肯定。

(5)韓國於9月28日主辦「工業4.0與女性企業主能力建構(Women's Economic Empowerment and ICT: Capacity Building for APEC Women Entrepreneurs in the Age of the 4th Industrial Revolution)」工作坊，邀請我國女人迷社群媒體創辦人張執行長瑋軒針對「最佳範例與成功故事：APEC各經濟體ICT與智慧科技產業中的女性企業主(Best Practices and Success Stories of Women Entrepreneurs in ICT/Smart technology-based Industries in APEC Economies)」題材發表演說。

另於會議期間，我國代表團與越南、美國、紐西蘭、巴布亞紐幾內亞等國進行雙邊會談，交換各種支持女性參與經濟之政策經驗，收穫豐碩，並建立與近年APEC主辦國深厚友誼及合作關係：

美國：雙方就婦女經濟子基金之成立交換進度及意見，我方介紹

本年 APEC「性別化創新(GIFTS)應用推廣計畫」倡議內容，並表達我方刻正積極推動與美國公平就業機會委員會(EEOC)洽簽合作協定之事宜。

紐西蘭：雙方就促進女性投入 STEM(科學、技術、工程、數學)領域交換相關經驗與政策，包括建立女性典範標竿、補助性別科技研究、辦理巡迴講座及培力工作坊等，我方介紹我國性別平等機制運作情形、性別主流化實施策略，以及推動性別平等之積極性措施等。

越南：表達我方推動「臺越勞動合作協定」之意願，並說明勞動部於 APEC 人力資源發展工作小組(HRDWG)所提「全球供應鏈之工作生活品質與優質成長」倡議及「推動包容性成長-公平就業機會政策及實踐」倡議內容以尋求支持。越南對於我國在 APEC 積極參與的努力表示肯定。

巴布亞紐幾內亞：分享我國推動婦女經濟議題及國際參與經驗，巴紐表示在社會及經濟發展方面仍需要改善，樂見雙方就職業性別平等及就業歧視等議題持續交流合作，且提及巴紐政府對於 APEC 相當重視，將動員政府各部會共同籌辦，也感謝我國表達合作的意願。

我方倡議順利納入本屆婦女與經濟論壇宣言。我透過在 PPWE 會中針對 2015-2018 年策略工作計畫與各經濟體積極協商，獲決議納入資通訊科技與婦女經濟議題，並成功在「高階政策對話(HLPD)」會議中，將我國計畫理念及本年會議結論納入 HLPD 宣言。

本年度大會主席於 HLPD 總結報告，並通過本屆婦女與經濟論壇宣言，承諾推動具體政策和創新措施，以進一步加強女性的資金與資產管道、市場進入、技能、能力建構與健康，女性領導力、話語權及能動力，以及創新與科技，藉以促進 APEC 整體的性別平等以及女性經濟賦權，並將以集體力量投入：增長女性經營微中小型企業(MSME)、提高女性的數位素養、促進女性職涯發展、增加並加強所有年齡女性在科學、科技、工程、藝術及數學 (STEAM) 等高薪資、高成長領域中可獲得的訓練與職業管道和參與機會。

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壹、會議說明

一、 會議背景

(一) 本(2017)年 APEC 年度主題為「創造新動能，育成共同未來 (Creating New Dynamism, Fostering a Shared Future)」，內容涵蓋四項優先目標：(1)促進可持續、創新及包容性成長 (Promoting Sustainable, Innovative and Inclusive Growth)；(2)深化區域經濟整合 (Deepening Regional Economic Integration)；(3)強化微中小型企業在數位時代的競爭力與創新能力 (Strengthening MSMEs' Competitiveness and Innovation in the Digital Age)；以及(4)改善糧食安全及永續農業以因應氣候變遷 (Enhancing Food Security and Sustainable Agriculture in Response to Climate Change)，強調強調亞太區域應追求均衡性成長、包容性成長、永續性成長、創新性成長及安全性成長之願景，以促進區域內的繁榮。

(二) APEC 婦女與經濟論壇 (Women and Economy Forum, WEF) 自 2011 年以來，已於 2012 年俄羅斯聖彼得堡、2013 年印尼峇里島、2014 年中國大陸北京、2015 年菲律賓馬尼拉、2016 年秘魯利瑪等連續舉辦 6 屆會議。本年度會議於 2017 年 9 月 26 日至 29 日假越南順化召開，循例舉辦婦女與經濟政策夥伴關係 (Policy Partnership on Women and Economy, PPWE)、公私部門對話會議 (Public-Private Dialogue on Women and Economy, PPDWE)、高階政策對話會議 (High Level Policy Dialogue, HLPD) 等主要會議；大會主題「在變革中強化婦女包容性與經濟賦權」(Enhancing women's inclusion and economic empowerment in a changing

world)，次主題則為：(1)促進性別平等達致永續、創新及包容性成長(Promoting gender equality for sustainable, innovative and inclusive economic growth)；(2)增進女性微中小型企業競爭力與創新力(Enhancing the competitiveness and innovation of women-owned MSMEs)，以及(3)消弭人力資源發展的性別鴻溝(Narrowing gender gaps in human resource development)。

二、 會議形式

(一) 本次由越南勞動、弱勢與社會事務部部長 H.E. Mr. Dao Ngoc Dzung 擔任 WEF 兼任 HLPD 主席，越南勞動、弱勢與社會事務部性別平等處副處長 Hoang Thi Thu Huyen 擔任 PPWE 輪值主席。

(二) 本次會議安排如下：

1. 沿襲往年議程：依 2011 年美國主導改制之形式，分別舉辦 9 月 26 至 27 日「婦女與經濟政策夥伴關係(PPWE)」、9 月 28 日「公私部門對話(PPDWE)」及 9 月 29 日「高階政策對話(HLPD)」等會議。

2. 周邊會議

(1) 我國與越南於 9 月 26 日下午共同舉辦「APEC 女性運用新科技展現創作力 (APEC Workshop on Unlocking potential, creating style-APEC GIFTS for women in the creative industry)」工作坊；

(2) 菲律賓於 9 月 26 日全日辦理「女性為包容性經濟的主要驅動者(Women as prime movers of inclusive business)」工作坊；

- (3)俄羅斯與 9 月 27 日辦理「傑出女性中小企業獎(APEC Business Efficiency and Success Target Award-BEST AWARD)」競賽；
- (4)美國與越南於 9 月 27 日共同辦理「交通運輸領域中的女性(Women in Transportation)」工作坊；
- (5)日本於 9 月 28 日辦理「APEC 透過公私部門夥伴關係對話以促進女性領導力(APEC Public-Private Dialogue : Individual Action Plan for the Enhancement of the Ratio of Women's Representation in Leadership)」工作坊；
- (6)韓國於 9 月 28 日辦理「工業 4.0 與女性企業主能力建構(Women's Economic Empowerment and ICT : Capacity Building for APEC Women Entrepreneurs in the Age of the 4th Industrial Revolution)」工作坊。

三、 我國代表團成員

本屆會議由國家發展委員會高副主任委員仙桂擔任團長，率行政院性別平等處、外交部、教育部、勞動部等，共 9 名公部門代表，及行政院性別平等委員會委員、女人迷、壘賞、財團法人婦女權益促進發展基金會等民間代表 7 名，共計 16 名公私部門人員組成。

貳、會議活動紀要

一、 9月26日

(一) 婦女與經濟政策夥伴關係工作會議(PPWE)-1

1. 會議時間：2017年9月26日 9:00-17:00

2. 開幕式

感謝日本、俄羅斯、中華臺北、美國及越南提供回應與建議，報告被 PPWE 採認並呈交至經濟暨技術合作指導委員會(SOM Steering Committee on ECOTECH)。總體而言，共有 10 經濟體在實踐提高性別意識與賦權女性方面有良好成果，貢獻良多。今年 PPWE 工作小組的成果包括：提出婦女與經濟體子基金、更新 2017 APEC 婦女與經濟衡量指標報告，以及由越南提出 APEC 性別包容性指導原則。

3. 各經濟體跨論壇計畫

美國：Empowering Women as Managers of the Renewable Energy Sector (賦權女性成為再生能源領域的管理者)--EWG(能源工作小組):女性在職場不只面臨教育與培訓機會不足，同時還有歧視及隱性的性別偏見，阻礙他們在能源部門尋求工作與發展。計畫目標包含通過培訓課程建立能源部門職業婦女專業能力與網絡、確保女性能源專家能於計畫結束前完成自己經濟體的在生能源發展計畫、建立專業網絡，鼓勵經驗交流與指導和於 2018 提出計畫最終報告。

澳洲：An update on HRD projects concerning female employment and labour mobility(女性勞動力流動)--

HRDWG(人力資源發展工作小組)：3 月的時候在曼谷舉辦為期 2 日的工作坊，來自公司部門和公民團體的代表共同討論女性在勞動市場的經驗與困境，包括：體面工作與勞動條件，以及就業中的留用雇用歧視等。我們特別討論到社會保險的功能、以及如何保障勞動安全性、法規友善性和認證執照的幫助，指出強化勞資雙方和公部門的三方溝通與合作十分重要，有助於法規的強化與落實，有效制定符合市場需要的勞動訓練架構。

美國：Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health(健康女性-健康經濟體領導力會議：提升健康以強化女性的經濟參與)--HRDWG(人力資源發展工作小組)：HWHE 計畫在 2015 年出版工具包並在接下來兩年實際應用，以理解工具包如何協助各經濟體促進女性健康工作環境的具體影響。2017 年 5 月我們舉辦工作坊交換經驗，期待更多夥伴對於這項計畫在立法推動方面的反饋。2018 年我們將 HWHE 計畫推廣到中小企業，由於中小企業在亞太經濟體的重要地位，我們認為這將是下一階段的重點，期待各經濟體的響應並持續蒐集運用工具包的實例。

韓國：Women's Economic Empowerment in ICT: Capacity Building for APEC Women Entrepreneur in the Age of the 4PPthPP Industrial Revolution(資通訊科技領域的女性經濟賦權：第 4 次工業革命的 APEC 女性企業主能力建構)--SMEWG(中小企業工作小組)：我們在婦女與經濟論壇期間辦理工作坊，邀請 6 個經濟體的專家學者和女企業家

分享科技創業的經驗，以及該國女性創業概況。ICT 協助女性企業從事電子商務並降低國際市場障礙，強化全球價值鏈中的競爭力，而第四次工業革命的出現亦創造前所未有商機，因此促使女性企業理解 ICT 趨勢及商業機會十分重要。在本計畫裡除了分享成功案例，也將彙編女性企業運用 ICT 工具的手冊，期於 2018 年為亞太區女性企業主建立聯結網絡。

4. PPWE 個別計畫報告

(1)我國 APEC Gendered Innovation for Technology and Science (GIFTS) - Promoting Women in STEM for Sustainable Growth(科技渴望性別-遇見年輕科技女力)：透過協助女性獲取科技與創新技能、支持女科技人職涯發展，以及營造女孩友善的 STEM 教育環境等方式，強化女性在科技革新潮流中的經濟參與。該倡議針對不同族群採取下列行動：(1)於 4 月響應國際電信聯盟發起之「Girls in ICT Day」以鼓勵女孩進入科技產業；(2)於 10 月 26 至 29 日舉辦「遇見年輕科技女力(Engaging Young Women in STEM Camp)」國際培訓營，以趨勢技能體驗和科技培力以強化女性對未來職場變遷之適應力；以及(3)提供女科技人典範對話以支持女性科技人才職涯選擇與發展。

(2)我國 APEC Gendered Innovation for Technology and Science (GIFTS) for women in the creative industry(女性運用新科技發揮創作力-文化創意產業中的女性)：為實現性別平等及女性賦權，善用跨文化觀點將能充分解決女性在不同社會環境中的需求，該倡議側重於創新方法

以解決影響女性企業主參與、貢獻文化創意產業的機會及問題，期透過性別觀點、最佳範例，輔以探知 STEM / ICT 和職業培訓的趨勢，以促進文化創意產業的女性企業主參與經濟活動，提高 APEC 各經濟體的競爭力，並扣合 2017 年 APEC 年度主題「促進永續性、創新和包容性成長」、聯合國 2030 年永續發展目標(SDGs)第 8.3/8.9 項、聯合國教科文組織 2014-2021 年中期戰略的核心價值。

- (3) 日本 Diversity Management for Women's Empowerment(賦予女性權力的多元化管理)：在 APEC 2016 年 WEF 宣言中，鼓勵所有經濟體提高管理層級的性別多樣性，而產業與企業界則應建立堅實的多樣化管理策略，以促進女性參與決策。該倡議旨在透過促進多元化管理的相互理解，並討論賦予女性權力的關鍵挑戰，以蒐集最佳範例。
- (4) 菲律賓 APEC Women as Prime Movers of Inclusive Business(APEC 女性為包容性經濟的主要驅動力)：目標在於消弭性別與貧富差距的鴻溝，釋放女性參與經濟活動的潛力，因此將透過專案調查、研究成功案例與造成女性在經濟賦權時所面臨的壁壘障礙，期實現平衡、包容、可持續、創新和安全的經濟環境。
- (5) 巴布亞紐幾內亞 Gender Smart Workplaces - Building and promoting workplace health, safety and inclusivity to enhance women's economic participation and productivity(具備性別智慧的職場 – 建構並促進職場健康、安全、包容性以強化女性的經濟參與及生產力)：

於 2018 年邀請各經濟體與專家參與工作坊，分享制定與實施性別智慧政策之最佳範例與經驗，以彙編最佳範例與參考工具協助各經濟體進行內部評估，同時強化企業界對於性別主流化的認識。

5. APEC 婦女與經濟子基金

其濫觴可溯自 2016 年於秘魯利瑪 APEC 經濟領袖會議期間對此提議形成共識，歷經內容討論及文件撰擬、本次論壇底定相關程序後，於今年 11 月由我國、美國與澳洲正式宣布成立並挹注資源，展現對於婦女議題的重視和支持。該項子基金預計於 2018 年開放 APEC 各工作小組申請，APEC 論壇內任何有意願之經濟體，皆得提交屬於婦女與經濟子基金範圍及資格標準之概念文件 (Concept Note)，運作方式係以跨論壇整合性別議題為主軸，協助開發中的經濟體建構能力，連結個人、當地企業、非政府組織、商業協會、民間團體、公部門，以及負責執行婦女經濟方案與政策之單位，務求各項計畫在規劃、實踐與評估等階段，皆能實質囊括女性及其觀點並產生最大效益。

6. 性別包容性指導原則

為延續今年 5 月份 APEC 婦女與經濟政策夥伴關係第一次會議之任務，推出《APEC 性別包容性指導原則》(APEC Gender Inclusion Guidelines)並付諸實行，檢視女性在經濟相關活動的參與程度，以及各層面的包容性進展。該項指導原則之目的，係成為 APEC 的實用資源，提供綜整指引以確保方案、議題、工作/戰略計畫與年度報告皆能聚焦於性別平等，其架構則就五項指標：(1)領導和承

諾；(2)誠實自律；(3)溝通和參與；(4)數據蒐集與分析，和(5)具體、可衡量、可實現、具相關性、有時限的(Specific, Measurable, Attainable, Relevant, Time-bound, 合稱 SMART)行動，操作由低至高的四個評比等級，並呼籲應於規劃和預算階段進行充分的性別分析、蒐集按性別分列的數據以建立實證基礎、深化監督與評估系統，制定與實施具備性別敏感度的措施，以及善用資訊與通訊科技累積/分享最佳範例；未盡完善之處，則不妨求助於外部夥伴或與具備相關專業知識者。

(二) 周邊會議：中華臺北

1. 會議時間：2016年9月26日 13:50-17:00

2. 開幕式

- (1) 國家發展委員會副主任委員暨我國代表團團長高仙桂：
在數位經濟時代，文化、創意和 STEM 的組合正逐步成為經濟發展的驅動力，新興產業同時也為女性、經濟和社會福祉提供有別於過往的契機，是以 APEC 地區的決策者需要開展新觀點、拓展市場。期透過本次工作坊，不僅獲得有價值的見解，亦能長遠地開啟女性企業主的潛能，使其得以因應與辨識文化創意產業中的各種挑戰並迎刃而解。
- (2) 越南勞動、弱勢與社會事務部勞動科學與社會事務研究所副所長 Luu Quang Tuan：結合文化價值與傳統工藝，將使女性的創意能夠得到保護和培植，而文創產業也能成為支援婦女持續賦權的重要途徑，此對於新創及微中

小型女性企業主而言頗具意義；此外，於發展相關法規及政策時，應以公平和永續的思維考量女性的需求與能力，使其更容易獲得資金、奧援以及參與全球價值鏈。

3. 文化、科技與性別：來自創新的洞察

(1) 英國經濟學家、創意文化產業研究專家暨藝術與人文研究委員會委員 John Howkins：創造力為人類與生俱來，以此表情達意、建構關係，且具有將創意投入市場變現的自由與才能。然而，其艱難之處在於如何獲益，因此需要透過機制將想像中的事物化為市場的商品/服務。對於有心投入創作者而言，不妨將追求最佳表現與創造經濟貢獻列為重點；而就長遠政策觀之，國家則應將文化藝術的產出視為未來經濟的一部分，創造合宜的環境鼓勵民眾持續學習並揮灑創作力。

(2) 我國女性企業主璽賞品牌創辦人陳雅芳：敘說自身決心脫離長久服務的科技產業，另行開啟生涯、投入藝術創作的心路歷程，且表達舉凡選用材料、產製過程、促銷商品、規劃展覽等，科技皆能成為提升整體品質的重要工具；此外，臺北科技大學點子工場(I-Foundry)亦提供先進設備，鼓勵具備創意精神的年輕世代投入數位製造。

4. 在地、區域與國際的文創策略

(1) 秘魯 ArtAtlas 創辦人暨執行長 Jessica Rodríguez：位於南美洲中西部的秘魯，蘊藏豐富的印加帝國遺緒；ArtAtlas 存在的意義便是活化傳統、善用天然資源，並關注原住民的經濟議題，包含：難以取得優質教育、性

別暴力、缺乏資金、傳統刻板印象所形成的社群壓力等。是以運用創新、文化與科技，為女性建構技能，不僅有益其尋求經濟自立，更將傳統手工藝轉化為現代時尚精品，成功打入義大利米蘭及美國紐約時尚周；ArtAtlas亦成立基金會，提供幼兒托育、社群營造等服務，為促進性別平等盡一份心力。

(2)越南勞動、弱勢與社會事務部勞動科學與社會事務研究所女性勞工與性別議題研究中心主任 Nguyen Thi Bich Thuy：文創產業涉及創意、思想、知識的產生與商業化，範圍涵蓋：廣告、建築、藝術、設計、電影、音樂、表演藝術、旅遊等，在歐洲甚至以 15 至 29 歲女性個體經營為多，對於青年創業有其重要性。對於越南而言，文創產業有其廣大的國內市場、具商業敏感度的年輕族群，以及文化多樣性，但礙於能力、技術及配套之基礎建設不足，需要更充足的專業知識與智慧財產權觀念，則提升文創產業在價值鏈中的顯著性將指日可待。

(3)美國國務院婦女與全球議題辦公室經濟政策顧問 Chase Ballinger：對於全球開發中國家而言，手工藝產業的產值高達 320 億，其重要性僅次於農業；然而其所普遍面臨的問題在於：缺乏資金、基礎建設不足、市場過於零星分散、難以進入市場、產品的質與量難以符合商業標準，是以有賴公部門的奧援，舉凡：發展人力資源、改革法規政策架構、強化貿易策略、提升意識、蒐集數據等，輔以公私部門合作，方能更為體察創作者的需求並提供實質幫助。

(4)俄羅斯 IExpert 執行長 Veronika Peshkova：在俄羅斯聯

邦有近 450 萬間微中小企業，其中微型企業佔 95%，為國內生產總值的 21%，而三分之一的微中小型企業係由女性所經營，其年齡層、產業別、網絡連結等現象皆值得深入探討。文創產業堪稱為國家的經濟品牌，其軟性的影響力無遠弗屆、深植人心，而文創產業的特性包括：更為年輕有活力的世代投入、高成長與高風險、容易吸引群眾目光與投資等，更需要兼具創新、創意的政策鼓勵其成長。

(三) 周邊會議：菲律賓

1. 會議時間：2016 年 9 月 26 日 09:30-17:00

2. 開幕式

(1) 越南勞動、弱勢與社會事務部勞動科學與社會事務研究所所長 Dao Quang Vinh：女性在 APEC 之經濟成長扮演重要角色，更為包容性經濟的主要驅動者，然而女性的潛力及機會仍被嚴重忽視，希望透過各經濟體推動女性賦權之政策措施以實質促進性別平等，並將主流化概念落實在各項業務當中。至於私部門，應關注不同規模之女性企業並給予有效的協助，以增進其競爭力。

(2) 菲律賓婦女委員會暨該國代表團團長 Rhodora M. Bucoy 提出女性參與經濟已漸有能見度，現在更應做的是如何培力女性使其展現創新的一面，以呼應聯合國永續發展目標(Sustainable Development Goals, SDGs)等國際重大議題。

3. 專題演說

越南勞動、弱勢與社會事務部勞動科學與社會事務研究所所長 Dao Quang Vinh：APEC 將包容性經濟定義為一個商業行為且有營利的經濟體或企業，其商業模式是創新且有系統地納入貧窮或弱勢族群。現今國際組織如 OECD 重視女性參與經濟之情形，女性之表現也逐漸被看見，而女性投入經濟不僅是單一族群受益，而是全體。因此創造多元包容之環境，必須是沒有任何女性可以被忽略，並且是男性共同加入。包容性經濟的考量面向相當多元，如：(1)協助女性進入價值鏈，使其真正能參與經濟；(2)公私部門協力合作，如結合社會企業組織等，以期女性能獲得資源；(3)女性微中小型企業轉型及創新；(4)女性企業體質之調整，協助其強化整體經營；(5)促使企業重視社會責任(Corporate Social Responsibility, CSR)，包括融入女性友善觀點；(6)基礎建設考量女性需求，如水及衛生環境之改善等；(7)以發展中國家為重點對象，促其正視相關問題。此外，女性是重要決策者之一，因此我們更應將其納入價值鏈當中的製造、銷售到購買等環節。

4. 專題計畫概況及研究方向

菲律賓「女性為包容性經濟的主要驅動者」專案研究員 Micah Ryan B. Ramel：本 APEC 計畫為 PPWE 及 SMEWG 之跨論壇合作，至 2017 年 11 月完成。計畫架構係為瞭解女性在包容性經濟裡對整體之利益，以及對政府與其他利益者關係者之影響，重要發現為：(1)公部門實際所提供女性在包容性經濟之協助少於其所認知；(2)菲律賓正推行包容性經濟認證計畫，企業如能建立性

別相關指標，即能被納為政府稅務優減之對象；(3)日本認為包容性經濟重點係為主動提供女性意識培力，過去女性在傳統規範下被視為理所當然而被忽視及低估，因此應翻轉觀念並建構女性友善之環境；(4)女性常為社會金字塔之底端，主要挑戰及限制為資訊不足、僵化之政策、缺乏財務資源等；(5)我國分享培力原住民女性之計畫，協助其在原鄉部落中發展生計，不僅促進社區發展，且讓女性能再度踏入職場。結論建議則為：於短期應透過有說服力之數據，倡議女性包容性經濟之重要性，以提升各經濟體之認知，長期應改善整體環境條件，創造推動改變的誘因、發展培力計畫，以及透過法令政策提供協助。

5. 案例研究：政府支持包容性經濟-為女性創造有利環境

(1) 菲律賓專案計畫顧問暨女性企業協會會長 Chiqui Escareal-Go：女性為包容性經濟的主要驅動者，如何為女性創造友善、有利的經濟環境，為政府單位與公私部門需要共同努力的重要議題。

(2) 澳洲內閣總理部婦女辦公室代理司長 Melissa Cranfield：負責推動兩性平等工作並提出改善婦女生活政策及方案，重點為加強女性的經濟安全、提升女性的勞動力參與、支持更多女性擔任領導職位並確保女性及其子女免遭暴力。該部門為該國政府及高階領導者提供重要兩性政策諮詢及建議，並與政府機構相關單位合作推行相關政策和計劃；同時積極推廣國際合作事務，以實質促進澳洲兩性平等及有效提升女性經濟參與。

(3) 我國行政院性別平等會委員王秀芬：我國設置創業課程、諮詢輔導及創業貸款協助婦女創業，其中微型創業鳳凰

貸款協助女性創業解決不易取得資金之問題，提供貸款額度最高 100 萬元，且免保證人、免擔保品，由政府提供 9 成 5 信用保證與前 2 年利息補貼措施，以減輕女性創業者之資金利息負擔。同時介紹數位鳳凰計畫，透過電子數位學習平臺習得數位基礎技術能力，並藉此建立相關人際連結。

(4) 越南 Patamar 投信首席代表 Yen Do：越南社會企業「iCare Benefits」與東南亞企業、產品供應商合作，以有效整合各界資源，幫助貧困家庭擺脫生活不便，協助會員以低廉的價格購買生活用品；目前已有超過百萬名會員加入並受益，該社會企業有約 1000 位員工，平均每年可幫助每位 iCare Benefits 會員省下約 \$226 美元(越南平均年所得約 \$2400-3000 美元)。

(5) 菲律賓 BidiBidi 咖啡店店主 Bernadette B. Delos Santos：其理念係以熱情為主要核心價值，包含三個主要事業：
(a) 有機生態農場「La Huerta de Rosario」供應當地餐廳及市場有機農作物與遊客住宿；
(b) 「BidiBidi Café」提供學生打工機會並做為當地藝術家展示或表演之平臺；
(c) 「F.A.R.M. (Fabulously Absolutely Rural Made)」教導當地婦女學習傳統手工藝如編織、刺繡、裁縫等文化藝術技能，藉以提升經濟參與能力。

(6) 智利公眾商業系統會長 Bernardita Escobar Andrae：智利國營企業組織的董事會除積極追求企業的成果與績效外，更重視不同領域的專業能力和性別多樣性。從智利的經驗觀察，儘管過去十年間參與國營企業的女性已逐漸增加，但仍有阻礙。建議應積極協助建立自願性目標

(Voluntary Targets)，將符合資格的女性納入國營企業的未來領導團隊名單，讓更多具備專業技能與領導能力的女性有機會擔任國營企業董事會成員。

(7) 俄羅斯易利信訓練中心技術主任 Irina Saltykova：女性創業時可能面臨時間不足、知識欠缺、經費短少、恐懼失敗及同業競爭等諸多困難。俄羅斯教育計畫方案「媽媽企業家(Mom Entrepreneur)」即是以俄羅斯地區內有未成年子女及懷孕婦女為主要對象，為其開設商業基礎知識與創業培訓等相關課程，提供相關諮詢服務協助其順利創業，讓每位母親都能成為自己的貴人(Mother is the gold fish for herself.)。

(8) 菲律賓 ECHOstore 創辦人 Pacita “Chit” U. Juan：「ECHOstore」創立於 2008 年，取自於 Environment(環境)、Community(社區)、Hope(希望)、Organization(組織)，以綠色環保與永續發展的生活方式為其核心理念，宣揚品質良好、乾淨衛生、價錢合理的食物，選擇公平交易和綠色產品來幫助改善貧窮地區生活，積極倡導慢食(Slow Food)，強調共享經濟以確保每位顧客都能享有美好且健康的生活。

二、 9 月 27 日

(一) 婦女與經濟政策夥伴關係工作會議(PPWE)-2

1. 會議時間：2017 年 9 月 27 日 9:00-17:00

2. PPWE 獨立評估機制

為 APEC 婦女與經濟政策夥伴(PPWE)效率及有效性

之獨立評估。評估之範圍包括：

- (1) 審核 APEC 重要政策文件，包括領袖及部長聲明、PPWE 會議紀錄、重要專案文件紀錄，以及用來評估成果和 PPWE 對 APEC 主要目標支援程度及其對 APEC 會員經濟體影響程度的活動。
- (2) 評估 PPWE 運作的效果及效率。
- (3) 評估小組的職權範圍、策略規劃或運作是否可修改，以加強因應 APEC 經濟與技術合作 (ECOTECH) 優先事項並有助於達成 APEC 目標。
- (4) 找出加強 PPWE 策略優先事項以及未來工作方向的方法。
- (5) 針對論壇加強關注工作以及工作管理效率和有效性提供建議，並確保其能力建構活動係根據領袖及部長優先事項提供利益。
- (6) 找出讓論壇與其他相關 APEC 小組同心協力處理工作的方法。
- (7) 針對加強與 APEC 以外各方合作找出機會並提供建議，包括私部門、公民社會及其他國際組織；找出讓 PPWE 提供計畫資源的方法。
- (8) 探索如何讓 PPWE 依照婦女與經濟政策夥伴規定方向，加強顧及 APEC 承諾以增加對性別的考量。

雖然與 APEC 以外各方加強合作的機會眾多，包括私部門、公民社會及其他國際組織，但 PPWE 仍須將其活動聚焦在加強現有合作關係，特別是與 ABAC 的合作，

以及在 APEC 專案週期全程推廣性別觀點，藉以增加與其他工作小組的合作。

3. PPWE 年度宣言

重申對於在 APEC 論壇整體發展具體及可行動措施，以推展女性經濟、金融與社會包容性的支持，通過 PPWE 性別包容性指導原則，藉由此重大工具在 APEC 整體實施性別回應政策和計畫，藉由與 APEC 各論壇合作，以提升各層級負責制訂具備性別敏感度的法律、政策和計畫。回應 APEC 2017 主題「創造新動能，育成共同未來」，將專注於優先事項如下：

- (1) 促進永續、創新與包容性成長方面的性別平等：政府、私部門及公民社會必須合作，以在變動的工作環境中創設促成女性完整、平等及有效參與以及受惠的環境；這包括加強所有年齡女性取得高品質教育、訓練和技能發展環境的管道，促進有尊嚴勞動，包括：設立安全和健康工作職場、禁止性別歧視、同工同酬或同值同酬等；並增強女性在決策過程中的集體意見與領導力，鼓勵政策研究、加強資料收集和評估性別平等的影響。
- (2) 強化女性經營之微中小型企業的競爭力與創新性：鼓勵各經濟體實施長灘島行動綱領中首重女性經營微中小型企業的行動，包括：運用性別統計衡量經濟及社會對微中小型企業的影響、協助了解女性與男性經營微中小型企業面臨的不同限制，以及針對海關及其他國境管理機關實施對女性友善的最佳範例並進行交流。
- (3) 縮減人力資源發展中的性別差異：鼓勵各經濟體針對

STEAM 教育和就業，加強所有年齡女性的生態系統，以彌補數位落差、發揮才能，以及利用數位時代產生的新機會。另鑑於資訊科技革命讓女性承受新型態的暴力，包括網路霸凌、線上騷擾等，導致女性無法參與經濟活動，是以各經濟體應強化監控與執法機制，並瞭解網路暴力型態。

(二) 俄羅斯：傑出女性中小企業獎

1. 會議時間：2017 年 9 月 27 日 9:00 - 18:15

2. 背景說明

(1) 本項競賽始於 2016 年，於 APEC 婦女與經濟論壇期間辦理，由 APEC 各會員經濟體提名其國內經營和/或擁有 2 至 5 年的女性微中小型企業主為參賽者，依據商業模式的可複製性、成長潛力、創新能力、國外市場前景、社會影響力效益、創造就業機會，以及促進人力資源發展等特質進行評估。該競賽旨在：(a) 宣揚女性微中小型企業的最佳範例，並提供機會將其網絡拓展至海外市場，同時連結參與者、潛在投資者，使其相互建立商業夥伴關係；(b) 藉由 APEC 女性企業主的故事，啟發更多女性勇於冒險並建立自己的事業，對於整體經濟環境產生重大影響。

(2) 我國國家發展委員會高副主任委員仙桂暨本次代表團團長應邀擔任開幕致詞嘉賓，不僅對於懷有雄心壯志的女性企業主表達感謝與敬佩之意，更強調女性在改善家庭、社區福祉方面的重要成就和奉獻精神，肯認創業是

解決性別不平等議題的有效途徑之一，也是實現包容性經濟的關鍵。女性創業的力量與靈感，可以串連所有 APEC 經濟體，實現對於繁榮、安全的共同願景。

3. 競賽結果

- (1) 我國女人迷執行長張瑋軒(佳作)：女人迷創立於 2011 年，融合線上倡議媒體的影響力和線下培力社群的擴散，為臺灣首家以性別意識為核心的媒體社群。舉辦全球女性影響力論壇、梳理全球女性故事、傳承女性經驗，採集多元觀點，以觀點入文，以倡議為註，進而推動女性自覺啟蒙和性別平權運動，引領台灣女力運動興起。首創性別駭客松運動，利用科技鼓勵性別問題的解法，女人迷在全球網絡中，探索人類因性別而起的各種挑戰，致力於打造讓每個人都能更自由發展的世界。
- (2) 日本 Aeru 公司總裁兼創辦人 Rika Yajima(年度總冠軍暨最佳社會影響力獎)：從 19 歲起致力於發揚日本的傳統文化和手工藝，2011 年於法學院畢業之前即創立 Aeru 公司及網路商店，開發專為幼兒設計的產品，以此向下一代推廣傳統工藝。此外，其從事出版和商業活動規劃，旨在創造能使日本傳統工藝蓬勃發展的經濟生態系統，例如：在共同合作的飯店中安排特別設計的客房「Aeru 空間」，完全使用日本傳統手工藝裝潢，使住客在感官與心靈能充分感受工藝之美。
- (3) 越南 Bánh Mì 創辦人 Hoang Minh Nhat(最具成長潛力獎)：5 歲起對於烹飪表露高度興趣，2014 年成為越南的「廚神(MasterChef)」後，決定辭去銀行出納員的職務，將所有時間用人生最大的夢想上。此後以其名 Minh

Nhat 販售 Bánh Mi (越式三明治)。預計將開設連鎖餐廳，並為外國人開設烹飪班，推出官方 YouTube 烹飪頻道。

- (4) 智利 WoomUp 創辦人 Gracia Dalgarrando(最具創新商業模式獎)：WoomUp 成立於 2016 年，為專屬提升職場女性專業程度、創設典範之同儕網絡平臺，目前已辦理超過 2,000 場活動，為促進多元包容的職場提供各式解決之道。
- (5) 俄羅斯 Matryoshka Rus 創辦人 Natalia Larchenko(國際吸引力獎)：在經歷 10 多年的建商行銷工作後，於 2014 年成立 Matryoshka Rus，推出結合流行與實用的禮品、首飾和服裝。該公司以傳統俄羅斯娃娃為其標誌，向母親和俄羅斯精神致敬。
- (6) 菲律賓 BidiBidi 企業創辦人 Bernadette De Los Santos(最佳綠色經濟獎)：結合藝術與社會企業，經營：(a)有機生態農場「La Huerta de Rosario」供應當地餐廳及市場有機農作物與遊客住宿；(b)「BidiBidi Café」提供學生打工機會，並做為當地藝術家工作或表演之場所；(c)「F.A.R.M. (Fabulously Absolutely Rural Made)」教導當地婦女學習傳統工藝如編織、手工刺繡、裁縫等文化藝術技能，藉以提升經濟參與能力。
- (7) 越南 Chau Thong 服務、貿易與產品有限公司創辦人 Nguyen Thi My Lien(俄羅斯聯邦特別獎)：原為化學工程師，後於 2011 年自行創業，在遵循法規且清楚標示來源的處理下，善用當地自然資源製成薰香產品，且於國內與國際機場販售，頗受歡迎；目前公司規模較小，僅有 14 名全職員工，但超過三分之二的員工為女性。

(三) 美國：交通運輸領域中的女性

1. 會議時間：2017年9月27日 8:30 - 17:00

2. 開幕式

(1) 越南交通部次長Nguyen Ngoc Dong：越南在近年也重視該項議題，據調查越南女性參與交通運輸領域僅佔25%；為縮減性別差距，越南公私部門致力於提出相關行動計畫，促使女性獲得交通運輸之教育及技能，在該領域中發揮潛能。

(2) APEC WiT 計畫代表Kristen Davis：過去APEC場域著重於經貿合作，雖然近年各經濟體逐步重視女性的經濟參與，但我們必須認知女性仍處於不平等的地位，在女性近用交通運輸方面亦是如此；由於女性在STEM領域比例仍偏低，致使無法充分展現能力，美方積極倡議女性經濟賦權，且運用PPWE五大支柱正視問題。

(3) 越南交通部交通發展策略研究所副處長Nguyen Hien：交通運輸工作小組重視女性觀點，深入研究各項內容，採取相關措施與倡議，並肯認女性在交通運輸領域的重要性；然就現況而言，女性之參與卻嚴重被低估，本計畫透過合作經濟體如：巴布亞紐幾內亞、馬來西亞及越南等協助下，必得以有所進展與收獲。

3. APEC交通運輸領域的女性參與：數據結構與最佳範例

美國 APEC 技術協助提升區域整合 (US-APEC Technical Assistance to Advance Regional Integration, US-ATAARI) 資深性別政策顧問 Louise Williams：2015年已進

行 WiT 之相關報告，引述經濟合作暨發展組織 (Organization for Economic Cooperation and Development, OECD) 統計 APEC 女性參與交通運輸領域之比例未超過 28%，得知過往視交通運輸領域為男性所從事之工作為理所當然，受限於既定思維而難以想像女性從事鐵路、船運等相關工作。2016 年交通運輸工作小組提出 WiT 觀點，邀集公私部門參與討論，包括技能建構及促進女性進入交通運輸領域之勞動市場。

4. 資訊引導：代表性經濟體經驗

- (1) APEC 「交通運輸領域中的女性」計畫任務小組主席 Kristen Davis：本次論壇邀請相關經濟體分享女性在交通運輸之資料框架和最佳做法舉措，並瞭解其建立之先期計畫總結迄今之經驗。
- (2) 越南交通科技大學科技與國際合作系副主任 Nguyen Thi Thu Hien：越南與 WiT 任務小組自 2012 年創立後便積極合作。2015 年之後，越南首先在 WiT 資料架構下自願發展領航活動 (Pilot Activity) 的經濟體，並與 US-ATAARI 於 2017 年共同提出。此係由交通發展策略研究所 (Transportation Development Strategy Institute) 與交通科技大學 (University of Transport Technology) 及越南航空學院 (Vietnam Aviation Academy) 共同監督合作，目標為瞭解更多交通學院男性及女性學生從學校轉換至職場時的差異，瞭解年輕女性在職涯準備及尋找工作時面臨的限制；計畫中的女性學生認為：在長期職涯規劃、如何準備面試、專業工作場域的規範等之認知較為不足。
- (3) 巴布亞紐幾內亞「交通運輸領域中的女性」計畫暫代主

席Bessie Andrew：巴布亞紐幾內亞之APEC先期計畫首重教育方針，該計畫屬兩年期，2016年計畫執行發現：(1)在運輸部門缺乏專業與技術職業相關數據；(2)對於進入運輸相關部門，無論男性與女性對此類職業所知有限；(3)缺乏對於交通運輸職業的教育意識；(4)對於子女進入交通運輸類職業的家庭教育也不足；(5)勞動力需求與學校教育體系並未一致，無法提供所需技能。

(4)馬來西亞交通物流研究所女性與交通後勤計畫 Dato' Sharifah Halimah Syed Ahmad：在APEC架構脈絡下，以創造並投資女性在港口的專業成長潛力，提升女性成為港口管理領導者的機會，以及成為海事行業領導人，是本方案重點。目前整體計畫進度為訓練與評估，其結果為：(a)為年輕領導者安排指導計畫；(b)提高利益相關者的認識，促進運輸業的女性賦權；(c)為潛在的女性領導者提供技能和信心以降低障礙，並增強成為組織接班人的才能。

5. 機會、障礙和數據：檢測婦女在交通運輸之條件狀況

(1)美國SPAAN科技股份有限公司總裁兼執行長Smita N. Shah：本場次討論透過女性在交通運輸的資料框架、最佳實例、關鍵議題並提出回應，以及如何聯繫女性與交通運輸部門的工作，使其獲得與安全使用交通運輸之相關服務。

(2)澳洲墨爾本大學城市規劃資深講師IDERLINA Mateo-Babiano：觀察女性使用自行車的行為，發現女性不太可能騎自行車上下班，但願意用在購物、拜訪朋友，以因應日常生活中的多重角色；正因為這些性別差異，而形

塑不同交通運輸模式。目前必須思考女性參與的限制、包容性、安全、回復力及永續性，確保女性完整參與及在領導層面的公平機會。有關女性在交通運輸領導能力 (Woman in Transportation Leadership, WiTL) 之相關網站平臺 (www.witl.info)，其目的係培養與創造女性參與成長，討論多元價值並提供非正式與非政府組織的支持，後續將依據性別分列運輸資料、女性領導角色培養及進行評估。

(3) 我國行政院性別平等處科長陳嘉琦：我國在交通運輸的公共區域設置哺集乳室與女性/親子空間，也為保護懷孕婦女，設有粉紅色的好孕胸章，讓其他乘客識別而讓座與給予協助，並設置婦女車廂與監視器，減少性騷擾及夜間乘車的危險。另外，亦有相關的資訊服務連結，如「Fun Travel in Taipei」、「Friendly Metro Taipei」等APP，除能瞭解臺北市交通資訊，也能瀏覽旅遊服務資訊，讓女性不需花費過多時間在交通的等待。目前女性在交通運輸之就業比例仍不高，主因係傳統女性就業類型與工作時間運用不具彈性所造成，且因女性仍負擔大量家務，難以配合交通運輸職類之工作。

(4) 越南航空學院主任Nguyen Thi Hai Hang：職業意識的提升非常重要。在越南傳統的職業意識形態裡，女性通常適合擔任教師，而像公車司機等則屬於男性工作，因此意識型態的改變，有賴教育部門的努力以及新一代女性對於性別意識的傳承。打破職業的性別意識，必須以知識建立為基礎，鼓勵女性珍惜工作價值、支持女性選擇適合的職業，並藉由社會政策加以改善。

6. 交通運輸對越南農村婦女之就業與機會連結

- (1) 美國 APEC 技術協助提升區域整合 (US-APEC Technical Assistance to Advance Regional Integration, US-ATAARI) 資深性別政策顧問 Louise Williams：本場次著重農村地區婦女，因此也特別考察越南農村與道路專案，以及其他運輸工作聯繫的成果，期更多婦女參與交通運輸部門。
- (2) 世界銀行資深交通議題專家 Phuong Thi Minh Tran：越南有其貧窮農村山區道路維護成本高昂、無從定期維護等問題。依據2010至2011年的研究，發現少數族群女性工作機會不足、缺乏道路維護的意識；2012至2013年擴大計畫至青化(Thanh Hoa)、廣平(Quang Binh)等中部省分，同樣以難處為解決目標。後續將朝鄉鎮與鄉村內的訓練發展，透過講座、教具與歌曲等方式進行訓練。在實務操作上，提供技能訓練的有效途徑，並由各省交通單位提供技術支援與管理，提升公共意識。在2016年至2021年推動地方道路資產管理計畫(Local Road Asset Management Project, LRAMP)，主力為當地道路維護和橋樑重建，以改善農村的可及性，同時改善培訓資源、擴大社區管理道路的媒體宣傳、參與社區指導，並藉由大專院校培訓社區成員。
- (3) 越南老街省(Lao Cai Province)婦女聯合會副主席 Sa Thi The：老街省多山，教育程度低且交通不便，洪水、山崩情形不斷發生，許多鄉鎮居住條件不良。在APEC WiT計畫的目標為：加強少數族群女性的意識、鄉村道路定期維修、提升女性管理技能與所得。主要行動包含：建

設基層宣傳團隊、提高婦女意識並將宣傳活動納入婦女團體會議及建設「農村道路維修中的婦女自主管理」小組等，後續將含Training of Trainers (TOT)訓練者訓練，建立「婦女自我管理隊伍」養護農村公路。

- (4)越南國家交通安全委員會副主席Ha Thu Trinh：越南摩托車事故比起所有交通工具更為嚴重，雖從2007年12月15日規定任何道路都必須配戴安全帽，然而因為不同年齡、族群、性別有不同配戴安全帽之目的，因此客製化的安全帽設計，需考量社會文化的保存與衝擊，並全力減少傷害與死亡。

三、 9月28日

(一) 公私部門對話

1. 會議時間：2017年9月28日 9:00-17:15
2. 開幕式

- (1)越南勞動、弱勢與社會事務部部長暨2017年APEC婦女與經濟論壇主席 Dao Ngoc Dung：亞太地區正處於快速變化、格局轉型的關鍵時刻，世界各地的包容性和永續成長是2030年發展議程的總體願景，性別平等和婦女的經濟包容和賦權正是此願景的核心。我們讚揚個經濟體採取具體政策和創新措施、促進婦女獲得資本，推動性別平等和婦女經濟賦權、支持女性在創業精神的力下的行動，以及加強女性在科學、技術、工程、藝術和數學(STEAM)的培訓。此外，PPWE的性別平等指導原則為實施政策和計畫的重要工具，決策者應以此制定具

備性別敏感度的法令政策。

- (2)越南產業與商會會長暨 2017 年 APEC 執行長高峰會議主席：全球化與 APEC 的整合、第四次工業革命和世界經濟、發展 21 世紀的勞動力，以及全球市場與數位時代的微中小型企業，係後續至為重要的四大關鍵議題，而新型態的貿易將為串聯全球價值鏈、共享經濟、環保、智能農業和農村發展提高資源效率和可持續性等，帶來前所未有的影響。

3. 專題演說

- (1)越南國家副主席 Dang Thi Ngoc Thinh：2017 年 APEC 婦女與經濟論壇再次表明促進性別平等的承諾，以之為經濟發展和人力資源的重心，將有助於實現聯合國 2030 年永續發展議程。在各國加緊努力、促使婦女和女孩享有和平與繁榮的同時，也要透過對話與合作，採取和平措施和國際法以處理分歧和爭端。世界各地的婦女應該團結和平、友好合作與發展，而各政府機構、地方和企業皆應制定性別平等的戰略和政策，確保女性在接受教育、就業與晉升 等方面機會平等。
- (2)UN Women 副執行長 Lakshmy Puri：在論及女性經濟賦權時，具有以下標準：(1)所有女性都平等享有和控制土地、財產和資源；(2)所有女性都具有經濟自治或充分發揮自主權，擁有生活和職業選擇的能力；(3)所有婦女都有平等和充分的機會，在公私營部門、社區和家庭等領域行使其權益，參與領導並作出決策；是以提高女性微中小型企業的競爭力、縮減人力資源的性別差距等具體行動，將有助於國家、地區和世界的經濟繁榮帶來驚人

的才能與成果。

4. 女性創業精神於數位時代的推進

(1) 菲律賓東協女性企業主網絡主席 Pacita U. Juan：本場次將討論工業 4.0 時代如何為女性企業主所用、如何採取步驟以減少數位時代的性別差距，以及如何加強女性企業主在數位方面的教育、創新和技能發展。

(2) APAC 暨 Facebook 亞太地區經濟成長倡議主席 Clair Deevy：Facebook 致力於創造一個促進女性創業的環境。「SheMeansBusiness」計畫正在各地發展透過不斷與各行業領袖、專家合作，為數百萬女性創造機會，使女性企業主能夠獲得正確的知識、培訓、技術和網絡，進入公平競爭的環境。目前「SheMeansBusiness」計畫也在越南推行，該倡議將與越南婦女企業家理事會(Vietnam Women Entrepreneurs Council, VWEC)和越南工商會(Vietnam Chamber of Commerce and Industry, VCCI)合作，幫助越南女性學習如何開創和發展業務。

(3) 中國女企業主協會副會長暨北京華速物流股份有限公司董事長 Zhang Ziqin：在女性經濟的時代，啟動低碳「女媧補天」工程，希望能夠尋找投資更多節約資源、保護環境項目的優秀女性企業主，共同帶動亞太各經濟體積極參與臭氧層修復的環保事業。

(4) 亞洲基金會首席代表 Michael DiGregorio：在越南，亞洲基金會支持有效治理、促進經濟對話和私部門發展，對於環境和氣候變遷的挑戰、婦女和弱勢群體賦權提出方案，並在河內設置辦事處以支持前述的工作、創造機

會，加強對女性和弱勢群體的保護。

- (5) 易安信公司中國、日本、亞太地區多元與包容性議題主席 Sophie Guerin：應使微中小型企業在進行交易時更為便利，並在此過程中提高其在該地區的競爭力，而具有更大的出口空間，其次則應尋求產品增值，為亞太地區的企業開拓市場。
- (6) 印尼女性企業主協會會員 Rina Zoet：印尼女性企業主面臨的挑戰，包括：文化障礙、國內失業或貧窮、缺乏教育和流動性、國內政策法規的限制、融資困難，以及網路建置有限。提高女性微中小型企業的競爭力，必須消除結構和文化障礙，以實現真正的性別平等，也有賴政府、非政府組織的支持，提供營銷策略、技術援助、融資等資源，或得到國內外的媒體曝光和獎項，以凝聚女性群體的合作力量。

(二) 雙邊會談：美國

我團與美國駐越南大使 Ted Osius、國務院全球女性議題辦公室經濟政策顧問 Chase Ballinger、國務院東亞及太平洋事務經濟政策辦事處海外事務官員 Deanne E. De Lima 及其 O 大使隨員舉行雙邊會談，重點包括：

- (1) 雙方就婦女經濟子基金之成立交換進度及意見，包括即將在 11 月企業領袖高峰會期間，與澳洲等捐贈子基金之經濟體共同宣布基金成立。美方也同時強調，日本亦表達以行政協助形式支持子基金之意願。

- (2)我方介紹本年 APEC「性別化創新(GIFTS)應用推廣計畫」倡議內容，感謝美方支持我與越南合辦之「女性運用新科技發揮創作力」工作坊，並邀請其參與 10 月 24 至 27 日舉辦之「APEC 遇見年輕科技女力工作坊」，並就國際婦女議題合作進行意見交換。
- (3)我方刻正積極推動與美國公平就業機會委員會(EEOC)洽簽合作協定事宜，並規劃於本年 12 月舉辦 APEC 公平就業機會(EEO)議題工作坊，邀請 EEOC 官員及 APEC 經濟體官方代表共同與會，美方表示原則支持並接受邀請，積極促成合作。

(三) 雙邊會談：紐西蘭

我團與紐西蘭婦女部政策處處長 Helen Potiki 及其隨員舉行雙邊會談，重點包括：

- (1)雙方就促進女性投入 STEM(科學、技術、工程、數學)領域交換相關經驗與政策，包括建立女性典範標竿、補助性別科技研究，以及辦理巡迴講座及培力工作坊等。並就我國今年促進女性參與 STEM 領域之倡議進行交流，內容包括即將於 10 月 24 至 27 日舉辦之「APEC 遇見年輕科技女力工作坊」，以及將於會中發表之女性 STEM 典範標竿手冊。
- (2)就性別平等政策方面，我方介紹我國性別平等機制運作情形、性別主流化實施策略，以及推動性別平等之積極性措施等，獲得紐方高度肯定。

(四) 雙邊會談：越南

我團與越南勞動、弱勢與社會事務部次長 Doan Mau Diep、國際合作司司長 Nguyen Manh Cuong、國際合作司雙邊合作科科長 Vu Lan Huong 及次長隨員雙邊會談，重點包括：

- (1) 表達我方推動「臺越勞動合作協定」之意願，並說明勞動部於 APEC 人力資源發展工作小組(HRDWG)所提「全球供應鏈之工作生活品質與優質成長」倡議以及「推動包容性成長-公平就業機會政策及實踐」倡議相關內容以尋求支持。同時邀請派員參加勞動部擬訂於本年 12 月召開之 APEC「推動包容性成長：公平就業機會政策及實踐」工作坊，展現我國促進公平就業機會及保障勞工權益之措施及成果。
- (2) 越南表示對於我國在 APEC 積極參與及主導倡議的努力表示肯定，願支持我方在 APEC 的倡議及計畫，相關方案對越南也相當重要。臺越雙方關係非常密切，除海外勞動事務的合作外，確有必要推動進一步的交流及合作，尤其是在社會保險領域，可先進行雙方協商會談，共同解決雙方關注的勞工問題。

(五) 雙邊會談：巴布亞紐幾內亞

我國與巴布亞紐幾內亞宗教青年及社區發展部長 Soroi Marepo Eoe 及助理部長 Anna K. Solomon 及 E 部長隨員舉行雙邊會談，重點包括：

- (1)我方恭賀巴紐即將擔任 2018 年 APEC 主辦經濟體，分享我國推動婦女經濟議題及國際參與經驗。由於巴紐之豐富文化底蘊，我方亦就相關議題提出支持及提案合作邀請，並主動提議 PPWE 第 1 次會議於臺北舉辦。
- (2)巴紐表示在社會及經濟發展方面仍需要改善，亦表達支持我國相關倡議及計畫，樂見雙方就職業性別平等及就業歧視等議題持續交流合作，並對於我方在 10 月舉辦之「APEC 遇見年輕科技女力」工作坊及 12 月舉辦之「推動包容性成長：公平就業機會政策及實踐」工作坊，表達支持及願派員參與。
- (3)APEC 是巴紐政府相當重視的國際活動，並將動員政府各部會共同籌辦，也需要其他經濟體的協助，非常感謝我國表達推動合作的意願。

(六) 日本：透過公私部門對話促進女性領導力

1. 會議時間：2017 年 9 月 28 日 10:00-17:00

2. 背景說明暨開幕式

- (1)本活動在於介紹及討論日本以公私部門對話促進女性領導力計畫之期中回顧與主要研究結果，分享有助於為女性創造有利體制與商業環境的可能作法，並嘗試為 APEC 各會員經濟體的公私部門決策者建立以知識為基礎的網絡，以提升女性在 2020 年的領導地位。
- (2)日本性別行動平臺理事長 Yuriko Meguro 發表目前研究結果：(a)在 APEC 各經濟體的女性領導者平均比例從 30%到 10%不等，女性領導地位代表性的水準與經濟

發展並不完全相關，但總體而言公部門相較於私部門的比例更高；(b)多樣性與性別平等並非同義詞，但卻是改變現有治理價值和體系的現實切入點；(c)諸多經濟體透過正規教育為女性進行能力建構，或為女性的經濟獨立給予正式和非正式的培訓，亦有經濟體鼓勵女性進入STEM等非傳統領域，擴大女性參與和決策的範圍；(d)促進董事會和商業協會的性別多元化，可發展女性人才庫並形成治理作用；(e)具有專門知識的女性議題 NGO 可以作為有效的合作夥伴，協助將承諾轉化為行動，例如：起草立法、促進宣傳和能力建構，以及向基層婦女提供援助。

- (3)菲律賓米萊姆學院教授 Aurora Javate-de Dios、美國 Catalyst 公司東北區主任 Rita Chhabra，以及紐西蘭婦女部政策處處長 Helen Potiki 提出回應，綜整如下：(a)該研究對於追蹤 APEC 經濟體實踐《消除對婦女一切形式歧視公約(CEDAW)》和《永續發展目標(SDGs)》所載列提高婦女領導地位的進展情況，有所助益；(b)應思考造成變化的因素，而非僅只著眼於排名，並觀察各經濟體對於議題的立場，以及下一階段可能採取的措施；(c)瞭解無酬家務/照護工作、彈性工作安排之間關聯的必要性，有助於女性達成工作與生活平衡；(d)提升女性領導地位不僅增強女性的經濟力，對於社會融合也能產生正面影響。

3. 為女性領導力建構環境

- (1)UN Women 亞太地區主任 Miwa Kato：促進婦女在公私部門的領導作用，不僅是永續發展目標 5 的重要部分，

而且對於永續發展目標的實現至關重要；此外，強調需要解決婦女過度的照顧負擔，並將男性納入行動方案。

(2)智利大學法律系主任暨 Codelco 礦業公司董事 Laura Albornoz：提出 2007 至 2017 年的數據，顯示董事會中的性別多樣性如何帶來良好的業務成果，且於年度報告中呈現關於性別多元化與性別薪資差距的內容。

(3)澳洲總理與內閣女性事務辦公室代理第一助理秘書 Melissa Cranfield：介紹 2015 年澳洲政府促進董事會女性比例之相關政策，包括：足堪成為女性董事會成員之人才資料庫、與澳洲共同擴充相關知識與網絡等。

4. 轉變價值與作法

(1)美國 Catalyst 公司東北區主任 Rita Chhabra：無意識性別偏見(unconscious gender bias)是女性領導力的障礙，以及在招聘、晉升與問責等階段對於女性領導力形成干擾。此外，亦介紹可用於職場的方式：求職過程中使用具備性別平等意識的語言、盲態履歷審查(Blind CV review)，以支援代替指導，以及向女性與男性員工提供具體的回饋意見。

(2)越南萬寶華集團人力資源總經理 Le Thi Kim：女性在家中扮演著多重角色，但男性主導的文化和性別偏見仍繼續導致職業隔離，特別是在 STEM、汽車和建築領域。企業可提供的解決方案包括：培訓、托兒服務，為女性提供住房和醫療保健服務，以及活化的招聘措施。

(3)泰國國際婦女理事會亞洲及太平洋理事會主席 Monthip Sriratana：強調女性充分參與決策的重要性，並指出施

加於女性的暴力、缺乏獲得財務資源，是造成領導決策方面性別差距的根源。

5. 結語

- (1) 促進女性領導力的關鍵步驟，係解決性別職業隔離、確保同工同酬，以及在決策地位上形成重要的女性群體，方能打破性別權力關係。
- (2) 性別平等可以透過性別主流化政策/機制及女性賦權等方面實現。性別主流化包括：明確的領導、成果產出、政策和計畫中的性別觀點、性別專業知識，以及能力建構等要素。
- (3) 後續可研究和分析 APEC 經濟體在性別主流化、女性賦權等方面所採取的戰略和實質措施，以及如何影響婦女在領導和決策職位中的比例。

(七) 韓國：工業 4.0 與女性企業主能力建構

1. 會議時間：2017 年 9 月 28 日 10:00-18:00

2. 開幕式

- (1) 韓國亞太婦女資訊網絡中心主任 Myonghee Kim：本次活動關注資訊與通信科技 (Information and Communication Technology, ICT) 發展、第四次工業革命造成就業市場與女性地位的改變，期藉由分享成功創業女性的故事，啟發更多的政策討論。
- (2) 韓國女性企業主協會主席 Mookyung Han：在第四次工業革命中，整體經濟型態改變，如何促使工作技能媒合

及協助婦女參與經濟非常重要；另外，以相關基金發展計畫，對於女性參與經濟活動亦有所助益。

- (3) 菲律賓婦女委員會常務董事 Emmeline L. Verzosa：在高科技現代，政府與企業間的溝通是關鍵，而女性在科技革命中學會如何掌握科技，就等於掌握力量。世界正在改變，沒有人應該落後，所有女性都應該被含括在包容性的體制下成長。

3. 專題演說

- (1) 韓國性別平等與家庭部部長 Hyun-Back Chung：資訊與通信科技(Information and Communication Technology, ICT)發展在全球已蓬勃發展並隨處可見，而運用大數據(Big Data)進行研究與分析也已成爲趨勢。高科技之運用，對於發展中國家如何因應與面對是重要課題，而女性如何參與 ICT 之發展，首要為學習與訓練，方能面對創新就業與機會，因此無論是從教育面與政策面，公司、學校以及政府政策間的互助協助，是提升女性參與高科技經濟的重要策略。另外，勞動市場如何照顧婦女權益、解決婦女照顧責任等，都是需要克服的問題。

- (2) 韓國亞太婦女資訊網絡中心主任 Myonghee Kim：第四次工業革命帶給世界創新、創意與知識，透過彼此互相連結與網路平台，可以擴張服務並建立新的工作型態與機會；而對女性的影響，則在於消費型態與參與勞動市場類型的改變，高科技帶動家務工作自動化，創造軟性工作與帶動中小企業經營，都有助於女性參與經濟。

4. 亞太地區女性企業主分享成功故事

- (1) 馬來西亞沙勞越大學資深講師 Parveen Kaur：致力於性別議題的研究，包括人口販運、性別暴力、經濟就業以及促進女性近用資通訊科技等議題。本次分享女性企業主 Nur Asyikin 在馬來西亞偏遠地區經營販售手工蛋糕及醃魚製品等商品的店舖，即便店舖所在的地點非屬於商業區，在成功運用 Whatsapp、臉書及架設部落格等工具拓展客群，從而賺取每個月約 1,670 美元的收入。而為克服缺乏人力資源及外在協助之困境，Nur Asyikin 將家庭之支持化為動力，持續發揮女性企業家精神並建構相關支援網絡，提供烘焙相關技能知識，協助女性進入職場。
- (2) 泰國英文教學中心 LTC 創辦人 Kamonwan Kakandee：生長於泰國偏遠的小村莊，曾前往美國就學，之後為回鄉貢獻所學並提升社區發展，於是創設英文學習中心，協助社區居民習得語言能力並與國際接軌，起先只有 15 個學童參與課程，後來透過擔任社區志工、多角化經營新增咖啡與烘焙事業，以及運用 ICT 科技工具行銷，至今每學期招收 100-150 學生且擴及各年齡層。藉由 ICT 工具不僅能取得豐富知識，亦能與其他相關行業能相互連結交流。
- (3) 韓國婦女資通科技商業協會副主席 So Young Lee：擁有資通訊科技相關學位，長期致力於協助女性新創事業的發展，以及提出培力計畫協助女性具備 ICT 能力並進入市場；透過公私部門單位的合作，在韓國設立 19 個區域學習中心，提供完整課程及輔導、建立女性創業網絡，讓有志運用 ICT 並成為主要生計的女性能在該網

絡中快速進入狀況，未來將持續觀察區域經濟及科技發展，具體落實貢獻於相關計畫中。

四、 9月29日

(一) 高階政策對話會議

1. 會議時間：2016年6月30日9:00~15:00

2. 開幕式

越南勞動、弱勢與社會事務部部長暨2017年APEC婦女與經濟論壇主席 Dao Ngoc Dung：感謝負責 WEF 工作團隊之努力，今年度藉由「在變革中強化婦女包容性與經濟賦權」以及所延伸具體方向：(1)促進性別平等達致永續、創新及包容性成長；(2)增進女性微中小型企業創新與競爭力；(3)消弭人力資源發展的性別鴻溝，期確保沒有任何女性被忽視或排除；我們必須特別提供教育與金融等全面性協助，促使公私部門之連結管道暢通，而 APEC 有效建立公私部門網絡平臺，並成功讓包容性成長之理念成為潮流！雖已有努力之成果，但就業機會不平等、性別薪資差異及職場就業歧視仍然存在，因此更應加速進行結構改革及具體措施之落實，強化公私部門合作，提升女性近用基礎設施，以及提供社會照護與醫療等，方能使女性減輕家庭壓力，增進就業之參與。

3. 專題演說

日本橫濱市市長 Fumiko Hayashi：在婦女賦權領域已經工作三十餘年，並自2010起開始參與APEC婦女與經濟論壇。由於生育與照顧孩子，很多女性離開職場，因

此必須實現生育與工作之間的平衡，是以推動私部門提供兒童照護服務，使職業女性的參與比例上升，在工作領域也較容易成功；此外，充分利用資訊與通訊科技促進性別平等、推動中小企業成長並改善員工的生活模式。在女性參與決策上，橫濱市亦為有志從事管理職的女性提供培訓，在過去的十五年內建立約 120 個合作網絡，致力改善女性的就業環境。

4. 引言

APEC 秘書長 Irene Sim：祝賀 APEC 主辦經濟體越南在婦女與經濟論壇之貢獻；越南對於經濟發展付出許多努力，而在會議期間亦討論許多議題，如：促進女性領導力與市場競爭力、女性企業主在工業 4.0 之能力建構等，從各面向具體探討促進女性經濟之發展，感受各經濟體積極進取之能量。正因女性成長是全體福祉，而男性也會因而受惠，是以應主動採取措施，並朝此方向邁進，後續值得努力之面向為：(1)APEC 各經濟體應充分參與推動工作；(2)PPWE 任務目標至為重要，但仍應擴及其他工作小組，如：促進性別主流化，將性別觀點納入工作計畫內，期未來能擴大範圍，透過跨領域之密切合作，以及運用相關指標，持續推展並提升女性在經濟領域之發展；(3)由於女性經營微中小型企業者眾，應正視其面臨之障礙，如：近用金融資源及資金取得等困難，以協助其企業之健全經營；(4)應支持並強化女性企業家精神，透過各經濟體辦理論壇、建立深厚網絡，鼓勵以私部門觀點提供具體政策建議，提供完善之業師協助；(5)各會員經濟體應重視公私部門合作，運用性別主流化工具(如：性別統

計與性別分析等)，瞭解各會員體中女性參與經濟之情形，並據以提供政策措施；(6)APEC 為至關重要的場域，應採區域多邊聯合行動、促進跨論壇合作；(7)肯認 ICT 運用對女性經濟發展之助益，惟仍須注意網路霸凌等負面影響。

5. PPDWE 與 PPWE 主席報告

在公私部門對話會議中，我們肯認女性企業家是實現永續包容成長的驅動力，期盼未來能增進其競爭力以升進入國際市場。此外，感謝各經濟體代表出席 PPWE 為期兩天的會議、通過各項工作並提交報告，如：性別包容性指導原則的通過並將執行兩年期計畫，希望各經濟體能實質運用並納為主流化工作。再者，APEC 相關基金共計有 180 萬美元，希望各經濟體能積極進行跨論壇合作計畫。而女性與經濟衡量指標(Women and the Economy Dashboard)亦將進行更新以符合現況需求，惠請各經濟體配合填列相關數據指標，以呈現 APEC 整體發展情形。最後，建請通過婦女與經濟論壇年度宣言草案。

6. 各經濟體團長政策報告

(1) 澳大利亞：在變化的世界中，促進婦女經濟賦權是我們的任務，而 APEC 婦女和經濟論壇有獨特地位，每年匯集各國公私部門的專家、學者與代表們交流意見。婦女在進入市場、法律、金融、科技面都遭遇困難，自 2011 年後，婦女議題成為 APEC 重要的關注議題，我們與許多國際組織及私部門進行合作，以提升婦女的經濟參與。當我們增強婦女在勞動市場的參與，可以達到 250 億美元的經濟增長。澳洲政府制定一項計畫，促進婦女的經

濟參與，在 2025 年前將男女在勞動參與率差距縮小 25 %，這表示要推動約 1 億的婦女進入勞動市場。婦女賦權對於減貧及促進國家發展都有很重要的意義，通過各種機構合作，我們承諾會積極參與 APEC 與婦女相關的活動，且性別平等與婦女賦權不單單只是婦女個人的議題，更是社區、區域與全球都有關的議題，而我們將努力去實現這個目標。

(2) 加拿大：我們相信婦女參與決策是很重要的。同時，通過這週的討論，我們也意識到增強包容性以及婦女賦權需要政府努力。女性企業主是相當有價值的發展資源，充分發揮女性的潛力對於促進經濟發展是很重要的。為了幫助中小企業進入市場，提升她們對金融與科技的知識與技能以及提供各種商業及金融服務，加拿大提供 2000 萬美元的資金支持以促進婦女微型企業發展，使婦女有權利可以擁有體面的工作，也幫助農村婦女有機會加入經濟發展。加拿大將建立與私部門合作的機制，共同激發在變化世界中婦女於微中小企業的發展，我們成立了一個新的發展機構，其中有 3 億美元的投資，支持婦女及年輕人的企業/創業發展。另外，在政策建議方面，我們需要加強數據搜集，發掘促進婦女參與經濟的最好方法，APEC 的性別數據指標是個很好的工具，透過越南及其他經濟體的合作，將做出很好的貢獻。

(3) 中國：亞太婦女發展面臨新挑戰與機運，我們應攜手共同面對挑戰轉為機會，從以下幾點進行：(a) 推動婦女和經濟社會同步發展，積極發展婦女權益，創造有利婦女發展全球環境主張，故各國應正視並重視經濟轉型中的

女性聲音，確保婦女平等受益；(b)促進婦女參與區域和全球貿易，發展區域經濟一體化，加強改革創新，並在亞太發展中納入婦女意見，以及幫助婦女理解區域貿易規定並進入貿易市場，縮小貿易中的性別差距；(c)支持婦女創新和綠色發展以達經濟發展和永續，我們認為應加強婦女對數位經濟和金融知識的培訓，發揮婦女在生態環保等議題的作用。WEF 肩負雙重責任，推動將性別意識融入 APEC 文化，以及動員婦女力量以實現 APEC 總體發展目標。2011 年改制以來，這項工作取得更多進展，但未來我們仍有許多工作需要各位攜手合作，為亞太區女性的包容性增長作出更大貢獻。

- (4) 印尼：感謝越南主辦此次論壇。聯合國 2015 年通過 SDGs，而其中目標 5 就是性別平等，因此實現 SDG 需要增強婦女經濟婦權和性別平等。今年 5 月 G20 和其他相關論壇，都作出對婦女經濟增長的承諾。婦女在促進該國家經濟發展上有重大作用，而印尼的女性領導企業在各方面都有重要角色，尤其是中小企業。因此印尼政府建立機制促進女性企業發展，例如：提供更多市場機會等。APEC 應該為婦女提供更多市場進入和能力培養的機會，區域的政策建議和討論也應該要思考婦女創業。各位代表團團長，我們需要支持經濟的可持續性發展，也需要詳盡的計畫來消除兒童與婦女的暴力，實現婦女公平公正參與，並體現在決策表現。我們應確保經濟、科技、課方面的婦女經濟賦權和主流化，從區域和各國來做出努力。聯合國婦女署將印尼和其他 10 個國家列為 2030 年，女性 50% 婦女勞動力的目標國家，因

此，促進 2030 和 SDG 的實現顯示印尼進一步投入婦女賦權的決心。

(5) 日本：在此次會議期間舉辦促進女性領導力的平行會議，會議重點將編寫為計畫成果並送至領袖會議參考。我們期待公私部門的領導階層的女性比例能有所改變，將在 10 月中辦理另一場以私部門代表為主的女性領導培力活動，增進各國和公私部門對此議題之討論。另外，日本在實現 SDGs 的努力上，成立 SDGs 管理總部並制定執行原則，重點在將婦女列入 17 個目標的執行當中，這表示不論國內外的的工作都需要把婦女納入考慮，另外日本也辦理世界婦女峰會，並提出 30 億美元的行動計畫以促進女性經濟發展。同時，我們對於支持發展中經濟體也十分重視，日本政府已宣布將投入 5000 萬美元用於 G20 所發起的融資倡議，我們希望能夠支持年輕的女性企業家，並透過這項行動支持婦女經濟婦權以提高婦女地位。我們將持續和各國、私部門合作，不斷推動性別平等和婦女參與。

(6) 大韓民國：若我們能在 2030 年之前提高女性於勞動力市場中的參與率，並消除對女性的歧視，將大幅提高經濟成長率。韓國在過去十年的婦女勞動參與率很低，為此韓國致力於消除婦女在就業時遭受到的歧視，也為年輕女性提供育兒服務，並在大學機構中提供年輕女學生的職涯諮詢，培養他們成為未來的領袖。韓國政府支持因各種原因(如：育兒等)中斷職業生涯的婦女重新進入職場，並提供重返市場的培訓。韓國也正在推動促進同工同酬，縮小薪資差距的相關計畫。面對新科技與技術

時，女性會碰到困難，因此韓國政府推動計畫以提高婦女於 STEM 領域的參與，並根據市場需求的變化，提供許多與資通訊科技相關的培訓。在過去 40 年中，韓國挹注大量資金協助發展中國家的婦女發展，韓國樂於與各國分享協助婦女重返勞動力市場的經驗。

(7) 馬來西亞：在五年發展規畫中，我們持續關注婦女與性別平等，例如：勞動參與率及決策參與。女性勞動參與率希望在 2020 年前達到 59%，公司管理階層則達 30%。婦女佔人口的 48.3%，自 2011 年以來比例提升，但我們還期待更多，例如：薪酬平等、機會平等。我們實施促進婦女創業的計劃及培訓，促進單親母親的互動，繼續加強中小企業獲得發展的機會，進一步推動各領域的性別主流化以促進經濟發展。婦女的教育與培訓是重點，促使他們向高技能與高獲利的產業移動。近十年來，金融機構皆支持婦女以較方便的方式獲得金融資源，且不需提供其難以提出之擔保品。婦女應於私部門董事會中佔 30%，但目前僅佔 12%，因此我們也制訂相關法律，自 2018 年開始，馬來西亞的大型企業都需要提升董事會的女性比例，確保發展是多元且可持續的。

(8) 紐西蘭：在 1972 年，我們通過法律明訂男女同工同酬，而在 2008 年這項差距是 60%，因此我們需要更多努力。今年初，紐西蘭探討薪酬差距因素，研究結果發現薪酬差距不能被工作時間及教育程度解釋，而 80% 的差距原因是缺乏相關的意識。隨著女性年紀增加，獲得的薪水也越來越少，50 歲的婦女薪水只有同齡男性的 50%，而工作的母親只有丈夫的 70%；為了縮小差距，我們要

求公私部門及相關組織關注這個問題，呼籲主管採取行動，減少有意識及無意識的偏見與歧視。國際研究表明，實現性別平等的企業，能夠取得更好的商業表現。我們的目標是 50% 的管理層是婦女，而銀行的比例會更高。我們需要提升相關的意識、要求各機構蒐集並公布相關數據，也透過法律，要求各企業要提供相對具彈性的機制，鼓勵婦女在領導崗位上擔任職務。

- (9) 巴布亞紐幾內亞：在巴紐文化中，家庭與社區是非常重要的概念，所以我們規劃的重點不僅是要繼承傳統，也要在新舊觀念間達到平衡。我們認識到婦女經濟賦權需要為婦女創造保護性的環境，而女性缺少賦權是從家庭開始，另基於性別的暴力是婦女參與的重要障礙，這些都需要透過法律與政策消除。最近巴紐通過家庭保障法，保護婦女與女童免受暴力，我們也制訂了預防及消除性別與婦女暴力的國家政策。確保婦女在各領域中的參與及發展，也意味著要讓男性與男孩參與，對婦女賦權做出貢獻，我們將在十月份舉辦第一屆的男性論壇，討論基於性別的暴力問題。在國家政策中，也重視婦女參政，目前婦女在公共部門佔 30%，我們對各政府部門的男性進行倡導，提升他們的性別意識。我們也提供金融的包容性服務，提供中小企業婦女貸款。在這方面，我們做出許多努力，目前銀行有 35% 帳戶由婦女所擁有，總額達到百萬以上。而巴紐現在面臨的挑戰是了解女童就學及畢業的情況，以及有多少婦女從事創業活動，因此我們的企業登記系統正在做出努力，進行分性別的統計，以了解婦女的參與情況。

(10) 俄羅斯：HLPD 是一個開展公開而坦承交流對話的好機會。根據世界銀行資料顯示，有 150/173 的國家有至少一項法律限制婦女平等工作，因此，公私部門需要更深入的了解婦女需求並促進參與。女性佔俄羅斯管理層 45%，在金融主管中超過 50%，但在資通訊科技領域中僅為 4%。現在有 500 多萬個中小企業，由女性領導者多為旅遊及社會服務。我們制訂至 2025 年的婦女國家發展計畫，並將婦女賦權作為國家行動計畫的重要支柱，去年也制訂至 2030 年的中小企業發展規畫，提供多樣化的金融服務，以及貸款利息上的補貼，去年開始也在 APEC 框架下舉辦「傑出女性中小企業獎」活動，協助其尋找國際合作夥伴、提高認知度。昨天剛舉辦完今年的活動，祝賀日本的女企業家獲得首獎，也邀請大家參與於明年五月舉辦的第 22 屆聖彼得堡經濟論壇。

(11) 新加坡：我們需要讓婦女有平等參與經濟的機會，在各層面的發展都能充分實現。為了實現可持續性發展，男女都需要積極參與，為未來做好準備，並能得到充分的教育，也包括 STEM 領域。在 2015 年，新加坡有 58% 的理工科系畢業者為女性。政府致力於充分發揮女性潛能，促進婦女在經濟及政治上發揮作用。新加坡政府採取相關的措施後，婦女的狀況取得了顯著的進步，且制訂一系列的政策行動促進婦女就業。目前新加坡由婦女領導的企業佔 29%，女性企業主可以參與政府的各種培訓以提升競爭力，例如：為金融機構與婦女間搭建合作橋梁。去年通過公司法，要求各公司提高婦女的比例，

尤其是董事會及管理階層，並促進各層面的性別平等。我們面臨許多挑戰，需要讓婦女做好準備。

(12) 中華臺北：在這次論壇週邊舉辦女性創造力工作坊，獲得許多迴響。我們利用亞太區的實際範例，為各國文化產業運用創新工具發展新商機作出貢獻。APEC 近來關心人力資源發展，我們也恰好在消弭人力資源中的性別落差有許多努力和成就。在數位時代和科技發展中，我們透過女性投入 STEM 領域的倡議以促成可持續的發展，在變化的世界中增強女性的包容力和經濟賦權。另外我們也制定私部門決策階層的董事比例以確保女性決策權的聲音，努力縮小現有的性別差距。另外，在促進女性經濟賦權上，我們主張家務分擔、建立工作與生活平衡方案，支持女性的經濟參與。另外，女性微中小型企業的力量不可忽視，這次的論壇對這些各經濟體促進婦女經濟賦權，以及將性別觀點納入 APEC 區域的繁榮發展願景來說十分重要。

(13) 泰國：泰國有 6 億 5 千萬人口，其中 3 億 3 千萬是婦女，泰國制訂與可持續發展目標符合的全國婦女發展計畫。儘管女性在經濟發展中發揮作用，但仍有許多明顯的性別差距存在，需要增強女性使用金融資源的可能性，並讓金融機構了解，讓女性獲得資源有利於家庭及整個社區的發展。泰國開展許多培訓項目，協助婦女職涯發展並提升領導能力，也注重女性擁有的中小企業發展，在 2017 年 2 月，泰國評選東協地區最佳的女企業家，藉以鼓勵更多人投入。泰國也制訂行動計畫及倡議，鼓勵婦女創新，並與大學合作以培訓婦女提高參與經濟能

力，增強使用科技技術能力。同時政府也提供分析市場的培訓，使中小企業能不斷發展與創新。在泰國憲法中，男女平等得到明確的規定，我們要消除各種對婦女與性別的歧視，以促進多樣化並充分發揮婦女的潛能。

(14) 美國：我們承諾繼續推動婦女與女童賦權，並期待推動雙邊合作。婦女發展是川普政權的重要領域，政府發起了幾項行動，從使女企業家成功發展到提升婦女的勞動參與率、促進婦女參與非傳統部門等。在七月份，川普宣布對女性融資計劃 5000 萬美元的捐款，為婦女提供融資及技術服務。在 11 月美國也將與印度合作，於印度舉辦全球企業家會議，關注女企業家的發展問題。美國也通過美加商業理事會的合作，解決女企業家面臨的障礙，也制訂政策支持平衡工作與家庭。我們也希望跟其他經濟體合作，促進婦女參與我們的經濟，例如：我們發起了 APEC 女企業家網絡(WE-APEC)，希望加強美國及其他國家女性企業主的聯繫。性別包容性指導原則是將性別融入各領域的重要工具，我們鼓勵各經濟體以此與技術部門繼續合作，也應於特定部門開展女性能力建設培訓，因此我們將於今年秋天正式宣布成立婦女與經濟子基金。

(15) 越南：越南通過促進中小企業發展的法律，支持女性擁有的中小企業發展，透過此計畫到 2020 年前能使 2 萬名婦女創業。我們也進行許多全國性項目，包括：就業、經濟等，以及獲得教育與醫療資源等，消除對婦女的歧視。在第四次工業革命的浪潮下，需要提供婦女更多機會，幫助農村、移民婦女及女學生有更好的發展。

希望透過今天的對話，加強相互的合作，消除阻礙婦女經濟賦權的障礙，促進婦女創業、使用資通訊技術及包容性發展。相信透過本次論壇的倡議，我們能夠共同合作推動 APEC 地區的婦女經濟賦權及性別平等。

7. 主席總結

我想感謝各代表團團長參加 2017 年婦女經濟論壇的高階對話會議。在過去 2 天內，我們通過今年的婦女經濟論壇宣言，揭示亞太區對婦女經濟賦權的重點工作，以及如何進一步促進婦女經濟賦權的能力與實現性別平等的步驟。這些宣言經過 PPWE 的討論並提交，促進可持續性發展，同意促進婦女領導之中小企業發展。透過各代表團的發言，使我們對該議題有更多的認識。促進變化世界中的婦女賦權，各經濟體都應該為婦女賦權創造機會。我們採取了各種行動，但需要更新的措施，不斷推進婦女可持續性發展，並使政策都能有效實施。

APEC 秘書長 Irene Sim：感謝所有的經濟體分享樂觀並充滿活力行動計畫，這是個很好的機會可以取得更多的進步。各計畫包含：促進獲得金融資源、創業、縮小性別差距等，我們應該教導婦女提出自己的要求，不斷支持婦女參與勞動市場，及創造更多有利條件，包括：提升婦女獲得教育的機會、強化勞動市場的參與、與男性及男童合作，消除對婦女的暴力、促進婦女領導力、增進女性在管理層級的比例。我們還有更多工作需要進行，實現性別平等不該再等 200 年。

8. 前後任主席結語

菲律賓：首先感謝所有經濟體與我們分享各自的行動計畫，我對婦女未來的發展感到樂觀，相信我們也將取得更多進步，例如：促進金融資源、促進創業資源以及縮小性別差距等項目，而那些制約婦女經濟賦權的障礙或不平等條件，都將一一被解決。我們鼓勵婦女提出需要，但如何評估女性的潛力，又該如何讓男性參與婦女的支持行動，讓婦女的貢獻能獲得足夠的重視與理解將是未來重點；其他則如幫助母親重返職場，許多創新案例十分有意義，需要更多落實和追蹤成果。另外我們也要提供女性在理工領域的教育，提升女性在勞動力市場的比例，促進更多男性的參與合作，讓更多女性領導力的得以被實現。實現性別平等迫在眉睫，而 APEC 女性與經濟衡量指標報告(Women and the Economy Dashboard)監測女性在經濟中的參與和進步，應該好好利用。

巴布亞紐幾內亞：作為下屆東道主，我想感謝 2016 年的主辦國秘魯為此論壇做出重要貢獻，相信 2018 年的論壇將傳承這個精神。巴紐是個擁有清澈海水、豐富物種及森林資源的國度，我們希望可以改善婦女的生活情況，增加接觸外界的機會、使用科技的技能、增強文化認同並與世界其他地區的婦女共同進步。歡迎各經濟體代表團於 2018 年來看看巴紐的發展，主題將是促進包容性發展以實現可持續的未來。

9. 閉幕式

感謝各經濟體為性別議題做出的貢獻，以及秘書處、越南工作同仁們的辛勤努力。我們會在之後不斷促進婦女在氣候變遷環境下的經濟市場參與，採取行動以達成性別

平等。我們相信消除對婦女的歧視，協助婦女充分發揮潛力、參與勞動市場，將能夠最大化婦女的貢獻。儘管我們在國情與地理環境有所不同，但藉此機會增進對彼此的瞭解，也相信透過合作加強區域連結，APEC 將能為包容性發展做出更多的貢獻。

(二) PPWE 管理委員會

1. 會議時間：2017 年 9 月 29 日 16:00-17:30
2. PPWE 策略計畫(2015~2018)：為 2018 年後制訂策略計畫而成立工作小組，初步響應之成員為：澳洲、中國、秘魯、菲律賓、巴布亞紐幾內亞、中華臺北、美國與越南。
3. 性別包容性指導原則(Gender Inclusion Guidelines)：目前已修訂完成，後續擬搭配預算管理委員會(Business and Management Committee)機制運作之。
4. 獨立評估建議(Independent Assessment Recommendations)：討論 PPWE 主席以 2 年為 1 任的可行性，由於該議題首當其衝者為秘魯，將待其評估與回應。
5. 會議結論：2018 年主辦經濟體為巴布亞紐幾內亞，其代表提出 PPWE 將援例召開二次會議。至於我方於會中表達協辦第一次會議之意願，因會中未達成共識，仍維持由巴紐自行辦理。

參、 會議觀察與建議

本次 PPWE 會議續支持五大支柱(資本取得、市場進入、技能建構、女性領導力、創新與科技)為亞太地區推動女性經濟參與之優先議題，惟 2015 至 2018 年策略計畫接近尾聲，後續的趨勢動向、議題規劃有待思考；而 WEF 會議宣言除呼應主題「在變革中強化婦女包容性與經濟賦權」，各經濟體所推動之計畫實際成果亦值得列為參考重點。爰依 WEF 會議觀察提出策進方向，說明如下：

一、 對外國際參與

(一) 婦女與經濟政策夥伴(PPWE)會議 2 年制主席

目前 PPWE 人事配置與《主席輪調制度綜合指導原則》(Consolidated Guidelines for the Rotation System for Lead Shepherds and Chairs)所列之方針不同，其中規定主席任期至少兩年，並可延長兩年。PPWE 主席則為主辦經濟體之政府官員、PPWE 副主席分別由前屆和下屆主辦經濟體代表出任，主席與副主席得從其經濟體邀請私部門參與者擔任顧問，其他經濟體和 ABAC 有意願的成員，亦可受邀於 PPWE 管理委員會加入討論。而今年透過獨立評估機制形成建議：修訂職權範圍，並依循前揭綜合指導原則，實行 2 年制主席安排。該項建議將於 2019 年生效，應思考該制度對於我國參與 PPWE 的實質影響，以及關注在 PPWE 工作時程建立、主題設定、私部門參與等會議操作項目之變化。

(二) 性別包容性指導原則

今年推出《APEC 性別包容性指導原則》(APEC Gender Inclusion Guidelines)並付諸實行，檢視女性在經濟相關活動

的參與程度，以及各層面的包容性進展，並取代原有之《整合婦女參與 APEC 架構》(Framework for the Integration of Women in APEC)。該項指導原則提供指引以確保方案、議題、工作/戰略計畫與年度報告皆能聚焦於性別平等，其架構則就五項指標：(1)領導和承諾；(2)誠實自律；(3)溝通和參與；(4)數據蒐集與分析，和(5)具體、可衡量、可實現、具相關性、有時限的(Specific, Measurable, Attainable, Relevant, Time-bound, 合稱 SMART)行動，操作由低至高的四個評比等級。我國推動性別主流化已行之有年，得考慮將該指導原則與現行國內性別業務之作業/評估程序相互比對，以取其長處；或將我國豐碩成果循此指導原則提出成為最佳範例。

(三) APEC 婦女與經濟子基金

「APEC 婦女與經濟子基金」(APEC Women and the Economy Sub-Fund)之推動於本次論壇底定相關程序，於今年 11 月由我國、美國與澳洲正式宣布成立。該項子基金於 2018 年開放 APEC 各工作小組申請，期以跨論壇整合性別議題為主軸，協助開發中的經濟體建構能力、連結公私部門，務求各項計畫在規劃、實踐與評估等階段，皆能實質囊括女性及其觀點並產生最大效益。職是之故，將以非 PPWE 之工作小組形成與領導專案，而由 PPWE 就該提案與 PPWE 五大支柱、性別觀點之關聯性、影響力、永續性及效能等標準進行審查。是以在性別議題的操作上，我國可思考大架構下的分年度主題，於國內先行完成跨部會連結、取得共識後申請該項子基金，不僅對內拓展性別議題政策之範疇，對外亦將有助於提升我國能見度。

(四) 男性參與

PPWE 的工作及系列會議多由女性主導，然而於其他工作小組共同推動性別議題、傳播資訊與想法亦等同重要。在堅守女性賦權與促進經濟包容性的前提下，得思考與嘗試增進男性參與的方式，將有助於性別觀點的擴散。

(五) 私部門參與

PPWE 發軔於過往的婦女領導人網絡會議(APEC-Women Leaders' Network)，是以私部門於 PPWE 的存在意義非凡，從而若 PPWE 欲成為協助 APEC 邁向強健、永續、平衡發展之推手，則促成公私部門的平等貢獻且互蒙其利將成為重要途徑，應鼓勵私部門參與而考量最為弱勢或最受排斥女性的需求，並支持公部門調度公眾/私人、國內/國外的相關資源。

二、 對內議題設定

(一) 支持永續發展目標(SDGs)及相對應之進程

永續發展目標儼然成為 APEC 趨勢走向之重大指引，其意義對於推動國內外合作具有多重影響，包括：賡續千禧年發展目標(Millennium Development Goals)未竟之功、促成性別平等、實現經濟轉型、改變生產與消費模式、保護環境、捍衛人權等。各經濟體勢必將依據國內現況、需求、機構設置及可運用的資源而調整順序，採取各異的作法以謀求實現目標並成為表率；過往以部門為重心的各自為政、單一目標的各司其職，或恐無法見其功效，則統籌規劃、策略整合的戰略，亦將成為促進創新與協調性的要素。

(二) 強化政策分析與知識產出能力

雖與性別相關之統計陸續生成，然目前仍散見於各部門

而無從窺其影響力，甚而因為尚難將該等數據轉化為實際見解，而無從斷定對於達成我國性別議題長遠目標之利弊得失。是以不僅應強化資料庫數據的蒐集與分析，亦需要透過必要的整合或分類，使其對應我國性別議題發展的集體成果，同時確保提高效率和成本效益。

肆、附錄

附錄一：2017年婦女與經濟論壇大會議程

2017 APEC WOMEN AND THE ECONOMY FORUM

“Enhancing women’s inclusion and economic empowerment in a changing world”

2nd POLICY PARTNERSHIP ON WOMEN AND THE ECONOMY MEETING

26 – 27 September 2017

Venue: Le Salon 1, 2nd Floor, Indochine Palace Hotel, Hue City, Viet Nam

TENTATIVE PROGRAMME

Day 1 – 26 September 2017

9:00 – 9:30	Opening Remarks Deputy Minister of Labour, Invalids and Social Affairs Welcoming Remarks by the 2017 PPWE Chair
9:30 – 9:45	FAMILY PHOTO
9:45 – 10:00	1. Summary Report of the 1st PPWE Meeting PPWE Chair reports on the 1 st PPWE Meeting
10:00 – 10:05	2. Adoption of the agenda PPWE Chair invites members to endorse the agenda
10:05 – 10:15	3. Work Plan and Annual Fora Report PPWE 2017 Chair shares the PPWE Work Plan and Annual Fora Report 2017
10:15 – 10:45	4. Updated PPWE Strategic Plan 2015 – 2018 and individual action plan aligned to the Strategic Plan and 5 Priority Pillars on a Voluntary basis Chair presents the updated PPWE Strategic Plan 2015 – 2018 Chair invites the members to update their individual action plans (Member economies to register before the Meeting; 5 minutes for each economy) <ul style="list-style-type: none">• Japan: Japan’s initiatives to promote the empowerment of women for the implementation of the PPWE Strategic Plan• Chinese Taipei: Women’s Economic Empowerment in IAP• United States: IAP• Viet Nam: IAP• Others to be defined
10:45 – 11:00	Coffee / Tea Break
11:00 – 12:00	5. PPWE - Cross Fora Collaboration: Report on the progress of other APEC Fora with PPWE participation or inclusion of gender equality and women’s economic empowerment provisions since the 1 st PPWE Meeting (The working groups/economies to register before the Meeting; 5 minutes for each presentation)

Co-chair of this session: Papua New Guinea

- **United States:** *Empowering Women as Managers of the Renewable Energy Sector (EWG)*
- **Australia:** *An update on HRD projects concerning female employment and labour mobility” (HRDWG)*
- **United States:** *Healthy Women, Healthy Economies Leadership Conference: Enhancing Women’s Economic Participation by Improving Women’s Health (HRDWG, HWG)*
- **Chinese Taipei:** *APEC GIFTS for Women in the Creative Industry (HRDWG)*
- **Chinese Taipei:** *APEC GIFTS: Promoting Women in STEM for Sustainable Growth (HRDWG)*
- **Papua New Guinea:** *Promoting Inclusive Mining: Consultation Model for dealing with local interests including Indigenous communities and Women (MTF)*
- **Korea:** *Women’s Economic Empowerment in ICT: Capacity Building for APEC Women Entrepreneur in the Age of the 4th Industrial Revolution (SMEWG)*
- **United States:** *Women in Transportation (TPTWG)*
- **Papua New Guinea:** *Sectoral approaches towards women’s economic empowerment and gender inclusion in tourism, mining, agriculture and fisheries*
- **Others to be defined**

12:00 – 13:30

Lunch break

13:30 – 14:30

6. APEC PPWE Projects

Economies to register to update their projects (5 minutes for each presentation)

Co-chair of this session: Papua New Guinea

- **Japan:** *Diversity Management for Women’s Empowerment*
- **Japan:** *Individual Action Plan for the Enhancement of the Ratio of Women’s Representation in Leadership*
- **Philippines:** *APEC Women as Prime Movers of Inclusive Business*
- **Papua New Guinea:** *Gender Smart Workplaces – Building and promoting workplace health, safety and inclusivity to enhance women’s economic participation and productivity*
- **Papua New Guinea:** *Promoting Male Champions as drivers of gender inclusion and the economic empowerment of women*
- **Russia:** *APEC “Business Efficiency and Success Target” Award (APEC BEST Award)*
- **Chinese Taipei:** *APEC GIFTS for Women in the Creative Industry: APEC Workshop on Unlocking Potential, Creating Style*
- **United States:** *Women Entrepreneurs Finance Initiative*
- **United States:** *Women’s Entrepreneurship in APEC (WE-APEC)*
- **Viet Nam:** *APEC Gender Inclusion Guidelines*
- **Others to be defined**

14:30 – 15:00	<p>7. Sub-fund on Women and the Economy in APEC The United States and Chinese Taipei update the status of the Women and the Economy Sub-Fund. PPWE members discuss the draft eligibility criteria and guidelines for accessing the Sub-Fund</p>
15:00 – 15:15	Coffee / Tea Break
15:15 – 15:45	<p>8. Women and the Economy Dashboard - 2017 Report Denise Cheok Jia Yuan, Researcher, APEC Policy Support Unit, shares the final report of the Women and the Economy Dashboard 2017</p>
15:45 – 17:00	<p>9. Development of APEC Gender Inclusion Guidelines Viet Nam presents the draft APEC Gender Inclusion Guidelines and seeks the Members' approval</p>
Day 2 – 27 September 2017	
9:00 – 9:10	Recapitulation Day 1
9:10 – 10:00	<p>10. PPWE Independent Assessment Recommendations <u>Co-chair of this session: United States</u> PPWE members discuss the implementation of the recommendations and agree on responses to the SCE</p>
10:00 – 10:30	<p>11. Other issues: - Asia Pacific Consultation on Women's Economic Empowerment for W20 Input into G20 PPWE Chair's briefing - Philippines' draft 2017 BAA Annual Stocktake Philippines' briefing</p>
10:30 – 10:45	Coffee / Tea Break
10:45 – 12:00	<p>12. Draft Statement of the APEC WE Forum 2017 Economies discuss, finalize and approve the Statement</p>
12:00 – 13:30	Lunch break
13:30 – 15:30	<p>12. Draft Statement of the APEC WE Forum 2017 (cont.) Economies discuss, finalize and approve the Statement</p>
15:30 – 15:45	Coffee / Tea Break
15:45 – 16:30	<p>12. Draft Statement of the APEC WE Forum 2017 (cont.) Economies discuss, finalize and approve the Statement</p>
16:30 – 17:00	<p>Conclusion PPWE Chair summarizes all the contents of 2nd PPWE Meeting</p>
18:00 – 21:30	<p>Cultural Night "Stillness of Sense and Soul: Women Empowerment and Cultural Identity" 5 PPWE members per each economy are invited to the event</p>

2017 APEC WOMEN AND THE ECONOMY FORUM

“Enhancing women’s inclusion and economic empowerment in a changing world”

2017 APEC PUBLIC - PRIVATE DIALOGUE ON WOMEN AND THE ECONOMY

Thursday, 28th September 2017

Venue: Le Grand Salon, 1st Floor, Indochine Palace Hotel, Hue city, Viet Nam

TENTATIVE PROGRAMME

08.30 – 09.00 **Registration**

09.00 – 09.15 **Opening Session**

Opening Remarks by H.E. Mr. Dao Ngoc Dzung, Minister of Labour, Invalids and Social Affairs of Viet Nam, Chair of 2017 APEC High Level Policy Dialogue on Women and the Economy

Remarks by Dr. Vu Tien Loc, Chairman and President of Viet Nam Chamber of Commerce and Industry, Chairman of 2017 APEC CEO Summit

09.15 – 09.50 **KEYNOTES**

H.E. Mdm. Dang Thi Ngoc Thinh, Vice President of Viet Nam (tbc)
Mdm. Lakshmi Puri, Deputy Executive Director of UN Women

09.50 – 10.00 **Photo Session**

10.00 – 10.15 Coffee break

10.15 – 11.30 **Session 1: Women’s Economic, Financial and Social Inclusion – A Driver for Sustainable and Inclusive Growth**

How to enhance women’s economic, financial and social inclusion in a fast changing world which tremendously affects women and girls? In what way could women contribute more substantially to sustainable, innovative and inclusive growth? What role does public - private partnership play in supporting women’s economic, financial and social inclusion?

Moderator: Ms. Virginia B. Foote, President and CEO, Bay Global Strategies

Message: Her Majesty Queen Maxima of the Netherlands, UN Secretary-General’s Special Advocate for Inclusive Finance for Development

Speakers:

- Ms. Victoria Kwakwa, Vice President for East Asia and Pacific Region, World Bank
- Mdm. Deng Li, Vice-President of the All-China Women’s Federation, Head of Delegation of China

Panelists:

- Dr. Sharman Stone, Australia Ambassador for Women and Girls, Head of Delegation of Australia

- Ms. Thai Huong, Chairwoman, TH Group
- Ms. Stacey Vally Panayiotou, Global Head of Talent and Development for The Coca-Cola Company
- Mrs. Le Hong Thuy Tien, CEO, IMEX Pan Pacific

Open discussion

11.30 – 12.30 **Session 2: Women Entrepreneurs in a Changing Global Market**

What are challenges to women entrepreneurs in a changing world of work? How to promote access to capital, assets and global market for women entrepreneurs? How to increase competitiveness of women-led MSMEs?

Moderator: Ms. Andrea M. Ewart, Esq, President, Organization of Women in International Trade (OWIT)

Speakers:

- Amb. Ted Osius, Head of the Delegation of the United States (tbc)
- Ms. Irene Natividad – President, Global Summit of Women

Panelists:

- Mr. Ousmane Dione, Country Director, the World Bank in Viet Nam
- Ms. Nguyen Thi Tuyet Minh, Vice Chairman of the Central Council of Viet Nam Business Associations; Chairwoman, Viet Nam Women Entrepreneurs Council
- Mr. Dominic Patrick Mellor, Senior Country Economist, Asian Development Bank (ADB)
- Ms. Winnie Chan, Founder and CEO, Bynd Artisan of Singapore

Open discussion

12.30 – 13.45 **Lunch**

13.45 – 15.00 **Session 3: Promoting Women’s Entrepreneurship in the Digital Age**

In what way could the Industrial Revolution 4.0 work for women’s entrepreneurs? What steps should be taken to bridge digital gender gap? How to boost education, innovation and e-skills development for women entrepreneurs in the digitalization?

Moderator: Ms. Pacita U. Juan, Chairwoman of ASEAN Women Entrepreneurs Network (AWEN), the Philippines

Speaker:

- Ms. Clair Deevy, Head of Economic Growth Initiatives - APAC, Facebook

Panelists:

- Ms. Zhang Ziqin Vice-President of the China Association of Women Entrepreneurs, Chairperson of Beijing Huasu Logistics Co., Ltd
- Ms. Louise Williams, Principal Associate, Nathan Associates Inc. and representative of US-ATAARI
- Mr. Michael DiGregorio – Country Representative of The Asia Foundation
- Ms. Sophie Guerin, Head Diversity and Inclusion, Asia-Pacific, Japan and China, Dell EMC
- Ms. Rina Zoet, member of Indonesian Business Women Association (IWAPI)

Open discussion

15.00 – 15.15 Coffee break

15.15 – 17.00 **Session 4: Building a Vision for Women’s Economic Empowerment for Asia – Pacific and Beyond**

Why is it time to build a vision for women’s economic empowerment for Asia Pacific and beyond? Why does promoting women’s economic empowerment become more crucial to achieve sustainable, innovative and inclusive growth in the years to come? What are next steps to further advance women’s economic empowerment in Asia – Pacific and beyond? How to better coordinate among APEC and regional and global organizations on women’s economic empowerment?

Moderator: Ms. Elisa Fernandez – Head of UN Women Viet Nam Office

Speakers:

- Amb. Nguyen Nguyet Nga, Senior Advisor, APEC 2017 National Committee
- Ms. Miwa Kato, Asia-Pacific Regional Director, UN Women
- Dr. Rhodora M. Bucoy, Chair of Philippine Commission on Women, Head of the delegation of the Philippines
- Dr. Gulden Turkcan, Former W20 President, Turkey

Open discussion

17.00 – 17.15 **Closing Session Co-chaired by Leaders of MOLISA and VCCI**

- Dr. Vu Tien Loc, Chairman of VCCI, Chairman of 2017 APEC CEO Summit
- H.E. Mr. Doan Mau Diep, Deputy Minister of Ministry of Labour, Invalids and Social Affairs

19.00 **Dinner to be hosted by H.E. Dao Ngoc Dzung, Minister of Labour, Invalids and Social Affairs of Viet Nam, Chair of 2017 APEC High Level Policy Dialogue on Women and the Economy**

2017 APEC WOMEN AND THE ECONOMY FORUM

“Enhancing women’s inclusion and economic empowerment in a changing world”

HIGH LEVEL POLICY DIALOGUE ON WOMEN AND THE ECONOMY

Friday, 29th September 2017

Venue: Le Grand Salon, 1st Floor, Indochine Palace Hotel, Hue city, Viet Nam

TENTATIVE PROGRAMME

9:00 - 9:30	Opening session <ul style="list-style-type: none">– Opening speech by H.E. Mr. Dao Ngoc Dzung, Minister of Labour, Invalids and Social Affairs of Viet Nam, Chair of 2017 APEC High Level Policy Dialogue on Women and the Economy– Welcoming remarks by H.E. Mr. Vu Duc Dam, Deputy Prime Minister of Viet Nam (tbc.)
9:30 - 9:45	Family Photo
9:45 – 9:50	Adoption of the Agenda
9:50 – 10:00	Introductory Remarks Ms. Irene Sim, Chief of Staff, APEC Secretariat
10:00 – 10:10	Keynote Speech Hon. Fumiko Hayashi, Mayor of Yokohama, Japan
10:10 - 10:30	Report from the PPDWE 2017 and the PPWE Meeting 2 <ul style="list-style-type: none">- The PPDWE Co-chair provides a brief summary on the outcomes of the PPDWE (28 September)- The 2017 PPWE Chair provides a brief summary on the outcomes of the PPWE Meeting (26 -27 September)
10.30 - 10:45	Coffee / Tea Break
10:45 - 12:30	Policy Recommendations by Heads of Delegation Ministers / Heads of Delegation of member economies provide policy recommendations on enhancing women’s inclusion and economic empowerment in a changing world <i>(Member economies register before the Meeting, 5 minutes for each economy)</i>

12:30 - 14:00	Lunch
14:00 - 14:15	Adoption of the Statement of the 2017 APEC Women and the Economy Forum Ministers / Heads of Delegation consider and approve the Statement
14:15- 14:45	Remarks by Heads of Delegation of Past and Future Chair <ul style="list-style-type: none"> - Peru HoD - Papua New Guinea HoD
14:45 – 15:00	Closing Remarks H.E. Mr. Dao Ngoc Dzung, Minister of Labour, Invalids and Social Affairs of Viet Nam, Chair of 2017 APEC High-Level Policy Dialogue on Women and the Economy
15.00 - 15.15	Coffee / Tea Break
15:30-16:30	Press Conference <i>Venue: Le Salon 11, 3rd floor, Indochine Palace Hotel</i>
18:30	Networking Dinner hosted by the 2017 HLPD Chair <i>Venue: tbc</i>

2017 APEC WOMEN AND THE ECONOMY FORUM

“Enhancing women’s inclusion and economic empowerment in a changing world”

PPWE MANAGEMENT COUNCIL MEETING (PMCM)

Friday, 29 September, 2017 (16:00 – 17:30)

Venue: Le Salon 10, 3rd floor, Indochine Palace Hotel, Hue City

TENTATIVE PROGRAMME

Chair: VIET NAM

Co-Chairs: PERU AND PAPUA NEW GUINEA

- **Opening remarks by the 2017 PPWE Chair**
- **Adoption of the agenda**
- **PPWE Strategic Plan 2015 – 2018**
 - Discuss how to achieve all the outcomes of the PPWE Strategic Plan in the final year 2018.
 - Discuss plans for development of next PPWE Strategic Plan (for approval by SOM3 2018)
- **Follow-up to the APEC Gender Inclusion Guidelines (GIG)**
 - Discuss next steps in disseminations and utilizing the GIG by PPWE and other APEC fora
- **Independent Assessment Recommendations**
 - Discuss chairing arrangements and other issues
- **Work Plan for PPWE 2018**
 - An introduction by Papua New Guinea (2017 Co-chair and incoming 2018 PPWE Chair)
 - Inputs and comments welcome from all
- **Synthesis: PPWE Chair**
- **Closing remarks**

Outgoing Co-Chair: Peru
Incoming PPWE 2018 Chair: PNG
PPWE 2017 Chair: Viet Nam

附錄二：2017 年婦女與經濟論壇宣言

2017 APEC Women and the Economy Forum Statement

29 September 2017

ENHANCING WOMEN'S ECONOMIC INCLUSION AND EMPOWERMENT IN THE CHANGING WORLD

1. We APEC Ministers and Heads of Delegations met in Hue, Viet Nam from 26 to 29 September 2017 for the APEC Women and the Economy Forum (WEF) chaired by His Excellency Dao Ngoc Dungz, Minister of Labour, Invalids and Social Affairs of Viet Nam. We were joined by senior officials, ABAC, private sector leaders, and representatives from international and non-governmental organizations.
2. We share the view that the Asia Pacific is at a crucial juncture of transformation amidst a fast changing global landscape. The Digital Age is having unprecedented impact on the nature of work in general and women's economic inclusion and empowerment in particular. Inclusive and sustainable growth around the world is the overarching vision of the 2030 development agenda. Gender equality and women's economic inclusion and empowerment are central to this vision.
3. We acknowledge the first APEC High-Level Policy Dialogue on Women and the Economy held in San Francisco in 2011 as a significant landmark, paving the way for the annual High-Level Policy Dialogue and concrete actions to promote women and the economy as an integral part of the APEC agenda. We recognize the benefits that have arisen from closer collaboration between APEC and

ABAC, policy makers and women-focused business associations and networks.

4. Under the APEC 2017 theme ‘Creating New Dynamism, Fostering a Shared Future’ we focus our deliberations on *‘Enhancing Women’s Economic Inclusion and Empowerment in the Changing World’* with three priorities:
 - i) Promoting gender equality for sustainable, innovative and inclusive economic growth;
 - ii) Enhancing the competitiveness and innovation of women-owned MSMEs;
 - and iii) Narrowing gender gaps in human resource development.
5. We applaud APEC Leaders’ commitment to promote gender equality and women’s economic empowerment across APEC by pursuing concrete policies and innovative measures to further enhance women’s access to capital and assets; access to markets; skills, capacity building, and health; women’s leadership, voice and agency; innovation and technology. We commit to our collective actions following APEC Leaders’ recognition of efforts to support women’s empowerment and entrepreneurship across APEC: grow women-led micro and small and medium size enterprises (MSMEs); enhance women and girls’ digital literacy; promote women’s career development; increase and strengthen women’s and girls’ access to and participation in training and careers in higher-wage, high-growth fields such as science, technology, engineering, arts and mathematics (STEAM). We also commit to further encourage gender diversity at management levels, including senior leadership and governance structures.
6. We reaffirm our support for the development of concrete and actionable measures to advance women’s economic, financial and social inclusion across APEC fora. We

endorse PPWE's Gender Inclusion Guidelines as a significant tool to implement gender-responsive policies and programs across APEC. We instruct the PPWE to work with and across APEC fora to enhance the knowledge of policy makers, decision makers and implementers at all levels charged with formulating gender-responsive laws, policies, programs and APEC projects.

7. We welcome the diverse activities currently being led by the APEC Policy Partnership on Women and the Economy (PPWE) to advance the economic inclusion of women (Annex A) and note the collaboration with other APEC fora in many of these important initiatives (Annex B). In addition, we note that the integration of gender into activities led by other APEC fora is gathering pace. We instruct PPWE to continue its focus of collaboration and support such activities, and to continue to engage across APEC fora to further strengthen this pipeline of initiatives.
8. We recognize the essential role and co-responsibility of men and boys in deepening the integration and economic empowerment of women in a changing world. We re-affirm that men and boys make a crucial contribution to gender equality and need to be engaged systematically as strategic partners and allies in achieving gender equality.
9. We reemphasize our call to eliminate all forms of violence against women and girls. We recognize that these forms of violence are significant impediments to the achievement of women's economic empowerment and inclusive growth. We reiterate our call to better understand its economic impact through investments in data collection and long-term research in order to develop holistic and effective approaches to prevent and respond to all forms of gender-based violence against women. We also encourage

economies to consider increased gender-responsive expenditure and provision of services that help prevent violence against women in the home, the workplace and public spaces. Social protection services increase women's economic participation, positively affect human, social and economic development and deflect loss of income and decreased productivity to economies in general and families in particular.

10. We recognize the challenge climate change poses to the achievement of sustainable development and that women and girls are often disproportionately affected by the impacts of climate change and other environmental issues. We encourage economies to respect, promote and consider gender equality and the empowerment of women and girls when taking action to address climate change.
11. We encourage economies to share research, raise the quality of sex-disaggregated data, indicators and best practices regarding women and the economy. We welcome the release of the 2017 version of the APEC Women and the Economy Dashboard and encourage economies to use the data outlined therein for evidence-based decision making.

Promoting gender equality for sustainable, innovative and inclusive economic growth

12. We acknowledge the relevant outcomes from the 2017 World Summit on the Information Society (WSIS), the G20 and 61st United Nations Commission on the Status of Women (CSW). We recognize that governments, the private sector and civil society must work collaboratively to create an enabling environment for women's full, equal and effective participation in, and benefit from, the changing world of work. This includes strengthening women's and

girl's access to quality education, training, and skills development environments; implementing, as appropriate, laws and policies to promote decent work, including establishing safe and healthy workplaces; prohibiting gender-based discrimination; requiring equal pay for equal work or work of equal value; promoting the transition from the informal to formal economy; addressing the mobility of women workers; bridging the digital divide; strengthening women's collective voice and economic leadership in policy decision making; and encouraging investments in policy research, better data collection and impact evaluation for gender equality.

13. We remain concerned that substantial disparities still exist in employment and income opportunities between women and men. Women carry out a disproportionate share of unpaid care, household and agricultural work, while experiencing disadvantages including limited access to assets, markets, networks, ICTs, financial and productive resources. We encourage member economies to:
 - Recognize, reduce, and redistribute the disproportionate share of unpaid care and domestic work by enacting legislation and undertaking reforms that realize the equal rights of all women and men with a view to addressing the issue of women's disproportionate burden of care work.
 - Invest in gender-responsive public expenditure on women's workforce skills, quality health, education and productivity; establish 'caregiving' leave; and remove occupational-segregation.
 - Enable full participation in business, entrepreneurship and global value chains; integrate women located in rural and remote areas, indigenous women and women's cooperatives

by providing them with access to infrastructure, including public utilities, technology, transportation, water and sanitation.

- Strengthen public-private cooperation to improve, as appropriate, policies and programs that support and facilitate the economic inclusion of those most disadvantaged and vulnerable to poverty, including women in rural and remote areas, indigenous women, ethnic women, women with disabilities, women heads of households, survivors of violence against women, survivors of natural disasters and armed conflict, migrant workers and other vulnerable groups. We encourage participation and cooperation among all stakeholders to collect and process sex-disaggregated labor market information.
- Promote inclusive workplace, training and education environments that are responsive to the needs of women and girls.

Enhancing the competitiveness and innovation of women-owned MSMEs

14. We welcome APEC economies' implementation of the actions in the Borocay Action Agenda focusing on women-led MSMEs: 1) fostering the use of sex-disaggregated data in measuring the economic and social impacts on MSMEs; 2) promoting an understanding of the divergent constraints faced by men and women-led MSMEs; and 3) encouraging exchange of best practices on women-friendly cross-border procedures with customs and other border authorities. We welcome the Agenda's common goal towards 2020 to identify indicators to track individual members and regional progress on MSMEs.

15. We recognize women's immense contribution to the achievement of sustainable, innovative and inclusive growth in the region and acknowledge the remarkable contribution of MSMEs to the GDP of every APEC economy. Business associations are the backbone and voice of the business community, supporting the improvement of the skill base and enabling environment of their constituents. Those that work on behalf of women entrepreneurs are well placed to impart valuable business knowledge to policy makers and help develop inclusive business programs and indicators. We call on the private sector to champion the inclusive business agenda and include women in the development of inclusive business models, whether as workers, suppliers, distributors, customers or consumers. We encourage both the public and private sectors to collaborate on gender-responsive policies and practices, services, training and market information that improve access for women-led enterprises to resources and opportunities.. We strongly encourage member economies to directly engage with business associations and other relevant organizations to help them develop business enabling environments that support women entrepreneurs and women-led cooperatives to start up and scale their operations, ensure their equal access to finance and markets; expand women-led MSMEs' global presence and their participation under equal conditions in global value chains; and empower women entrepreneurs through digitalization. We particularly encourage economies to promote and facilitate the association of women entrepreneurs and cooperatives in rural and highly vulnerable areas, share research, sex-disaggregated data, indicators and best practices in gender-inclusive development.

Narrowing gender gaps in human resource development

16. As the increasingly connected economic environment continues to frame our work, we recognize the shift towards an increase in demand for technology-enabled skills. We recognize that a number of APEC economies have succeeded in developing women's skills and competencies, boosting their domestic economic growth and integration into the regional economy, including through the use of ICTs.
17. We acknowledge the opportunities and challenges for women and girls, in particular vulnerable groups, of the 4th Industrial Revolution: the convergence of smart phones, cloud computing, the Internet of Things (IoT), sophisticated artificial intelligence, smart cities, and advanced robotic technologies into interoperable global value chains. We welcome the recently endorsed Framework for Human Resources Development in the Digital Age to address capacity-building priorities in this area and where appropriate:
 - We call for targeted technical training to improve women and girls' digital literacy to unlock job opportunities and entrepreneurship.
 - We encourage economies to strengthen the ecosystem for women and girls regarding STEAM education and employment to bridge the digital divide; leverage women's and girls' talents; and take advantage of new opportunities presented by the Digital Age, including online learning and the removal of the digital gender divide in accessing ICT.
18. We acknowledge that the information technology revolution has brought new forms of violence against

women, including cyber-bullying, online harassment and cyber-stalking. Such violence has prevented women from participating in the economy as users, content creators, employees, entrepreneurs, innovators and leaders. We encourage economies to implement awareness raising programs, women-friendly web spaces, monitoring and enforcement mechanisms, and accessible public reporting mechanisms that recognize that cyber-acts can be a form of violence against women and girls.

19. We welcome the outcomes and recommendations of the Public-Private Dialogue on Women and the Economy (PPDWE). We support the ongoing reflection on a post-2020 APEC vision and welcome the deliberations at the PPDWE on building a vision on women's economic empowerment for the Asia Pacific as part of our contribution to this process.

Towards APEC Economic Leaders' Meeting 2017 in Da Nang, Viet Nam

20. We seek APEC Leaders' consideration to include in their 2017 Declaration a statement on the importance of further advancing women's economic inclusion to tap into their full potential contribution to sustainable, innovative and inclusive growth. We agree to submit this 2017 APEC Women and the Economy Forum Statement to the APEC Economic Leaders' Meeting to be held in November in Da Nang, Viet Nam.

APEC Women and the Economy Forum 2018

21. We look forward to our next APEC Women and the Economy Forum and relevant activities in Papua New

Guinea in 2018.

Annex A: Current PPWE PROJECTS

APEC BEST Award

Launched in 2016, the APEC Business Efficiency and Success Target Awards (APEC BEST Awards) was the first annual contest for women-entrepreneurs across the APEC region. The APEC BEST Awards seek to raise women's awareness on benefits of self-employment and help women-entrepreneurs to internationalize their businesses, attract international partners and potential investors from the APEC economies. The contest also contributes to building networks among women entrepreneurs, consultants, mentors and investors across the APEC region. Spreading best practices of women-owned SMEs among APEC economies provides an opportunity to involve a larger number of women into entrepreneurship, create new jobs in different industries, and support economic growth and development by applying promising business models based on domestic success stories. The second APEC BEST Awards contest was held on 27 September 2017 in the margins of Women and the Economy Forum in Hue, Viet Nam.

Diversity Management for Women's Empowerment

'Diversity Management for Women's Empowerment': In the APEC 2016 WEF Statement, all economies were encouraged to increase gender diversity on executive boards and in senior management of companies which positively affect corporate sustainability and growth. In order to deepen last year's achievement in WEF, this project aims to enhance women's empowerment through facilitation of mutual-understanding and awareness for diversity management by following two activities: to stock take actions relating to diversity management and women's empowerment, and to share them as good practices

among APEC economies; to organize an APEC Top Management Forum on Diversity Management for Women's Empowerment in Tokyo for sharing good practices, discussing obstacles and identifying key challenges for facilitating diversity management and women's empowerment.

Promoting Women in Decision Making Positions in the Public and Private Sector

One of the planned activities is the conduct of a workshop to exchange ideas and promote best practices on implementation of suitable policies to increase women's representation in leadership roles across both public and private sectors. The report of the Workshop will serve as reference to economies to identify the best policies to promote women in decision making positions in the public and private sectors.

Sex-Disaggregated Data Collection

The Women and the Economy Dashboard is a set of 75 indicators on the status of women in APEC's member economies. The Dashboard is a tool to track, measure, and communicate progress in reducing barriers to women's economic participation across our five key pillars: (a) Access to capital and assets; (b) Access to markets; (c) Skills, capacity building, and health; (d) Leadership, voice, and agency; and (e) Innovation and technology. The APEC Policy Support Unit reported on the indicators under the Dashboard for the first time in September 2015, using highly credible international data sources such as the United Nations, the World Bank, the International Labor Organization, the World Economic Forum, and the World Health Organization. The Dashboard's indicators are assessed and reported on bi-annually.

Women's Economic Empowerment and ICT

The 'Women's Economic Empowerment and ICT' project will be implemented to update APEC women about the current trends

and features of the 4th industrial revolution; to compile and share success stories of women entrepreneurs in the ICT and smart technology-based industry; and to prepare APEC women for business opportunities in the 4th Industrial Revolution.

Women's Access to Financial Services

This self-funded project “Women’s Access to Financial Services – Data in the APEC Region” proposes to conduct a survey on the number of women having access to various financial services that support women’s participation in starting up and expanding existing women’s businesses. The project aims to encourage economies to set targets to work towards developing relevant policies of financial inclusion programs.

Women's Leadership

Recognizing that increasing the participation of women in economic activities will serve as a catalyst to promote economic growth, Japan proposed the project ‘Individual Action Plan (IAP) for the Enhancement of the Ratio of Women’s Representation in Leadership’. Every year since 2015 to 2020, APEC economies are asked to submit their action plans, which serve as mechanisms for measurable and aspirational voluntary goals to which economies could work toward by the end of 2020. In order to further promote women’s representation in leadership and accelerate the voluntary goals and the momentum of the initiative of each economy, this project also explores and takes stock of good practices of the policies, as well as actions taken for promoting women’s representation in leadership through the mid-term review study and public-private dialogue held as a side event during the WEF 2017.

Women's Entrepreneurship

The Women's Entrepreneurship in APEC (WE-APEC) initiative, launched in 2014, examined each economy's efforts with respect

to business networks, private-sector initiatives, and government services in support of women's entrepreneurship. Summaries of all 21 economies, including details about their respective networks, initiatives, and services, can be accessed and enhanced to strengthen eco-systems that support women's entrepreneurship. The WE-APEC online platform (www.we-apec.com) is a dynamic directory of service providers for women-owned businesses across APEC and provides a way for governments, the private sector, business networks and entrepreneurs to connect. This initiative is very helpful for connecting business network, the private sector, and government services in the Asia – Pacific to support women entrepreneurs. To make it work better, capacity building activities will be implemented and the WE-APEC platform will be improved as well to include a mobile platform for better use with cell phones.

Women as Prime Movers of Inclusive Business

The APEC Women as Prime Movers of Inclusive Business Project was approved in 2016 for implementation until the end of 2017 in collaboration with the IEG. This Project looks into the broader aspect of Inclusive Business (IB) both in theory and practice, and zooms into how women's economic empowerment serves as vital contribution in the development, scale-up, and replication of IB models in the Asia Pacific region. In support to this, a survey was conducted which aimed to draw out a balanced analysis that would reflect the majority of APEC member economies, and present conclusions and recommendations that would be supportive of APEC as a whole. However, due to the difficulty in gathering inputs for the research study, the 2017 APEC Seminar on Women as Prime Movers of Inclusive Business was held on 26 September 2017 in Hue, Viet Nam to further enhance the content and substance of the study, prior its finalization and publication for circulation to the APEC member

economies.

Women in STEM

Launched in 2016, the APEC Women in STEM initiative involves a range of activities, including an APEC-wide survey of initiatives aimed at strengthening the presence of women in STEM educational programs and careers. To help APEC economies tackle the issue of women in STEM, a framework was developed and endorsed with four key pillars: (1) enabling environment; (2) education; (3) employment; and (4) entrepreneurship. Steps in 2017 include: organizing a capacity building workshop on Women in STEM Framework; identifying private sector partners who can serve as co-champions of the APEC initiative; bringing PPSTI formally on board as a cross-fora partner; and developing an implementation work plan based on outcomes of the Workshop.

Annex B: Partnerships with Other APEC Fora

The PPWE has partnered with other APEC Fora to incorporate gender equality and women's empowerment into their sector-specific public-private dialogues, ministerial meetings, and projects and programs to ensure that barriers to women's economic empowerment are addressed across sectors.

Economic Committee (EC)

The project “Capacity Building for the Reduction of Educational Gender Gaps through Structural Reforms” was launched to enhance education with equal opportunities for women in APEC economies. With this purpose, the project focuses on improving the capacity of civil servants to adapt, design, implement and evaluate gender gap reduction policies. The project is directly related to the APEC New Strategy for Structural Reform (ANSSR), as well as the SME and Women Development pillar, which has driven the recent activities of the Economic Committee.

Emergency Preparedness Working Group (EPWG)

Recognizing that the Asia-Pacific is the most natural disaster-affected region, the PPWE collaborated with the EPWG to identify and address the needs and concerns of women and girls in emergency preparedness and post-disaster recovery and resilience.

The outcome of the PPWE project “Good Practices of Women Entrepreneurship in Local Communities in the Process of Local Reconstruction” has been shared with the EPWG as a valuable reference for achieving inclusive and sustainable recovery in the post-disaster phase, which can also contribute to the enhanced linkage between the two working groups.

Human Resources Development Working Group (HRDWG)

Cooperative efforts are being explored to improve labor market efficiency and the management of labor mobility, and deepen regional and economic integration and people-people connectivity. This work will contribute to ongoing efforts to fully integrate women in the economy.

HRDWG and Health Working Group (HWG)

Full participation of women in the economy is essential to achieve inclusive economic growth; however, women's ability to access economic opportunities is sometimes hindered by health concerns. Thus, the PPWE is collaborating with the HRDWG and HWG on the "Healthy Women, Healthy Economies" initiative. A Policy Toolkit was developed to address health-related barriers specific to women so they can join, remain and rise in the work force. The Policy Toolkit includes policy recommendations and practices on: workplace health and safety; health access and awareness; gender-based violence, sexual and reproductive health; and work/life balance. The Policy Toolkit can serve as a guide to APEC economies in implementing actions on a voluntary basis and choosing actions appropriate for their economy. In 2016, APEC is working to equip governments and businesses with the tools needed to implement elements of the toolkit. A forum on the toolkit implementation will be held in August and will include a presentation of the business and economic cases on application of the toolkit.

HRDWG and Policy Partnership on Science, Technology and Innovation (PPSTI)

Human resources development in the digital field is a universal matter and it is vital for economics' sustainable growth. However, gender gap trends persist as the workforce moves toward new and emerging roles in STEM fields, which continue to outpace the gender gap, causing women to lose out on tomorrow's best job

opportunities and prevent many economies from reaching their sustainable development. The underrepresentation of women in STEM is due to many factors, such as women are lacking female role models, and many environments are still discriminatory. Accordingly, the APEC Gendered Innovation for Technology and Science (GIFTS) is developed in collaboration with HRDWG and PPSTI, aiming to provide best practices as female role models and a workshop to establish a nurturing environment.

Fifteen best practices examples were surveyed. These will serve as a roadmap to set up outstanding female role models and a guide to learning about role models for STEM women in different career stages. These experiences will provide the impetus to transform women's participation in the future jobs and empower them to contribute to sustainable economic growth.

Transportation Working Group (TPTWG)

Women are far less likely than men to work in the transportation sector, both in absolute numbers and as compared to their labor market participation within their respective Economies. In addition, women are more susceptible to economic marginalization if transportation networks, connecting them employment, health services, and educational opportunities, are unsafe for their use. The Transportation Working Group (TPTWG) is host to the Women in Transportation (WiT) Task Force which has developed a framework (WiT Framework) for benchmarking and tracking the participation and influence of women transportation workers, entrepreneurs, leaders, and travelers. The WiT Framework, which was endorsed by APEC Transportation Ministers in October 2015, identifies five key outcome “pillars” that Economies can use to help organize their own efforts to boost women's opportunities, with 18 specific outcomes listed to support policy engagement in this arena. The five pillars are: education; entry into the sector; retention; leadership; and access

and use of transportation systems. By linking the goals of the pillars with concrete activities and metrics that will be carried out by volunteer economies in their own pilot projects, the WiT Framework provides a roadmap to success for policy makers and industry representatives working to facilitate change.

Currently four economies (Malaysia, Papua New Guinea, New Zealand and the United States) are leveraging the WiT Framework to structure a pilot project that will produce a policy response to a specific challenge or impediment embodied in one of these five pillars. It is anticipated that these pilot programs will serve as models of how data, global best practices on women's issues, and tailor-made policy solutions enacted by government through collaboration with industry can help improve women's opportunities in all facets of the transportation sector.

附錄三：婦女經濟政策夥伴關係(PPWE)策略計畫

Strategic Plan 2015-2018

Asia Pacific Economic Cooperation (APEC) Policy Partnership on Women and the Economy (PPWE)

The PPWE is composed of members of the public and private sector from APEC economies, which includes women leaders, representatives, entrepreneurs and officials from government, businesses, academia and civil society, who work with other APEC fora, the APEC Business Advisory Council (ABAC), and international organizations.

The PPWE will advance the implementation of the Framework for the Integration of Women in the APEC agenda and promote women's economic empowerment through the five pillars: (1) access to capital and assets; (2) access to markets; (3) skills, capacity building, and health; (4) leadership, voice, and agency; (5) and innovation and technology.

1. Vision

Strong, sustainable, balanced economic growth in the APEC region that is more inclusive and enabling for women to succeed and advance.

2. Mission Statement

The PPWE will mainstream, elevate, and integrate gender responsive policies and programs focused on women's economic empowerment into APEC activities to advance gender equality.

3. Objectives

Objective 1:

Strengthen the integration of gender responsive policies and programs across APEC fora

- 1.1 The PPWE will promote the generation of gender sensitive data and analysis across all APEC fora guided by the APEC Women and the Economy Dashboard.
- 1.2 The PPWE will conduct multiple consultations, workshops, skills building training sessions and activities jointly with other APEC fora to supplement and strengthen women's ability to fully participate in the economy.

Outcomes:

- 1.1 Women's increased engagement and advancement across APEC economies is tracked, measured and communicated.
- 1.2 Increased number of APEC fora with gender-responsive policies and projects as stated in their Strategic and Work Plans, and Ministerial Statement.

Targets:

- 1.1 By APEC Economic Leaders' Meeting (AELM) 2015, publish first report of baseline indicators with a follow up [workshop or conference?] on recommendations for action in specific areas in the PPWE's five priority pillars.
- 1.2 By AELM 2015, disseminate results of the APEC Women and the Economy Dashboard workshop to all APEC fora.
- 1.3 By AELM 2018, evidence-based gender responsive policy recommendations are integrated into relevant APEC activities and statements, including across at least 10 APEC fora consistent with objective number 2.
- 1.4 Annual Women and the Economy Forums conducted and statements disseminated and follow up action discussed in priority APEC fora, including SOM, SCE and working groups.

Objective 2:**Advance women's economic participation through five priority pillars**

The PPWE will work in collaboration with APEC fora, ABAC, the private sector and other key stakeholders to identify and pursue best practices, policies, programs, and structural and other reforms to increase women's economic empowerment, particularly for women in the informal economy.

Outcomes:

- 2.1 Women have increased access to markets.
- 2.2 Women have increased access to capital in both formal and informal economies as well as enabling the latter to transition to the formal sector.
- 2.3 Skills, capacity and health of women are strengthened to prepare them for success in the workforce, business and entrepreneurship.
- 2.4 Women are increasingly represented in leadership roles across both public and private sectors.
- 2.5 Technology and Innovation advances economic growth through women's business enterprises and women entrepreneurs, including through increased use of Information and Communications Technology (ICT) and Science, Technology, Engineering and Mathematics (STEM) assets by women.

Targets:

- 2.1 At the end of each year, the lead economy for each priority pillar to submit a report to PPWE and the SOM Steering Committee on ECOTECH (SCE) on activities under this outcome, including identifying follow up actions.

2.2 By AELM 2015, identify one new cross-fora program and activity to be implemented jointly with other APEC fora.

2.3 By AELM 2016 and 2017, have at least one new joint program and activity for each priority pillar under implementation.

2.4 By end 2018, have gender responsive policies integrated into programs and activities of 10 of the APEC fora¹ with direct links to PPWE five priority pillars.

Objective 3:

Strengthen the foundation and operating structure of the PPWE and the Women and the Economy Forum

The PPWE's communications require a new level of strategy and ability to regularly interact between economies and generate information and analysis on PPWE's achievements and regional progress to Senior Officials, Ministers and Leaders. New practices are proposed to enable PPWE to become an effective and better-established mechanism that enables the PPWE to provide information regarding gender responsive programming and policies across all APEC fora.

Outcomes:

3.1 PPWE will generate and facilitate sharing of knowledge, learning and expertise on gender issues and women's economic empowerment across APEC, both in meetings and in intersessional discussions.

¹ Illustrative APEC fora linked to PPWE five priority pillars include:
Access to Markets: SMEWG, CTI, MAG, SCCP, ATCWG, PPFS
Access to Capital: SMEWG, EC, FMP
Skills, Capacity Building and Health: HRDWG, HWG, PPFS, ACTWG
Leadership: TPTWG, HRDWG, ABAC and the private sector partners
Technology and Innovation: TELWG, PPSTI

3.2 PPWE will provide information regarding gender responsive programming and policies to APEC fora working towards an APEC framework on gender mainstreaming.

3.3 PPWE has effective mechanisms and practices to leverage its members' expertise, resources, and existing networks.

3.4 PPWE shares periodic updates and experiences in terms of implementing the PPWE strategic plan.

Targets:

3.1 By AELM 2016, PPWE has established an Annual Work Plan process, including reporting on progress at the conclusion of annual plans. PPWE's annual workplans will include a communication plan for its engagement, including external communications and delegations of responsibility.

3.2 Agreed PPWE annual workplans are submitted by SCE 1 meeting each year for approval, and include at least 2 PPWE meetings to be held each year, if necessary.

3.3. By the WEF 2017, develop Guidelines on gender mainstreaming into APEC fora. [for further discussion]

4. Critical Success Factors

The capacity of this plan to achieve the Mission Statement and Objectives depends upon:

- **Communications** - PPWE members from all member economies communicating effectively and consistently to address annual work plans and strengthen engagement via face to face meetings and video/teleconferences intersessionally.
- **Coordination** - PPWE is able to secure buy-in and commitment on gender issues through coordinated efforts with other APEC fora and APEC entities.

- ***Linkages*** – PPWE is able to identify and strengthen strategic links with relevant International Financial Institutions and International Organisations to support the integration of gender considerations in APEC.²
- ***Leadership*** - APEC member economies agree to implement policy recommendations emerging from APEC leaders and ministers on gender.
- ***Resources*** – Adequate human and financial resources are made available to implement projects by PPWE and/or jointly with other APEC fora.
- ***Partnership*** – PPWE members are able to ensure the private sector has a robust role in PPWE activities and meetings.
- ***Reporting*** – APEC member economies report individual action plans annually on progress on agreed upon targets and indicators in the priority pillars.
- ***Awareness and commitment*** – PPWE is able to advance the implementation of the 1999 *Framework for the Integration of Women* and to sustain previous achievements in maintaining awareness on gender issues.

² Examples include UN Women, UN Development Programme (UNDP), UN Conference on Trade and Development (UNCTAD), United Nations International Trade Center, the World Bank, Asian Development Bank, and the Inter-American Development Bank

5. Implementation Schedule – PPWE 2015-2018

The following provides an implementation schedule based on Objectives I-III identified above. The action/activities (timeline) are ideas or activities in process at the time of the drafting of the strategic plan, and have flexibility to be changed/modified depending on how priority pillars develop.

Objective 1: Strengthen the integration of gender responsive policies into programs across APEC fora			
By 2018, have gender responsive policies integrated into programs and activities of ten of the APEC fora ³ with direct links to PPWE five priority pillars			
At the end of each year, the lead economy for each priority pillar to submit a report to PPWE and the SOM Steering Committee on ECOTECH (SCE) on activities under this outcome, including identifying follow up actions.			
Outcome	Targets	Programs and Activities	Timeframe/Activity Lead
1.1 Women’s increased engagement and advancement across APEC economies is tracked, measurable and communicated	1.1 By WEF 2015 publish first report of baseline indicators with a follow up conference on recommendations for action in specific areas in the PPWE’s five priority pillars.	Implement activities related to the Dashboard; Report on baseline indicators and disseminate results of progress annually to all APEC fora	Results were completed and published by the APEC Secretariat PSU
	1.2 By AELM 2015 disseminate results of the data conference to all APEC fora.	Make presentations related to the PPWE’s work plan and key priorities at working group meetings and SCE	From 2015 Lead: PPWE Chair
1.2 PPWE’s data analysis guides and facilitates gender-sensitive policy dialogue and reform and sector specific responses in key APEC documents (including Strategic and Work Plans, Independent Assessments and responses, Ministerial statements)	1.3 Annual Women and the Economy Forums conducted, statements disseminated and follow up actions discussed in priority APEC fora, including SOM, SCE and working groups.	Review other APEC foras’ strategic plans and where available, ministerial statements, to link ongoing APEC work to PPWE objectives and support where possible and find ways to ensure the incorporation of gender issues and women’s economic engagement in the work plans and activities of other APEC fora.	From 2015

³ Illustrative APEC fora linked to PPWE five priority pillars include:
 Access to Markets: SMEWG, CTI, MAG, SCCP, ATCWG, PPFS
 Access to Capital: SMEWG, EC, FMP
 Skills, Capacity Building and Health: HRDWG, HWG, PPFS, ACTWG
 Leadership: TPTWG, HRDWG, ABAC and the private sector partners
 Technology and Innovation: TELWG, PPSTI

		Ensure that all PPWE initiated projects are endorsed by at least one APEC forum other than PPWE	From June 2015 All Project Overseers (POs)
Objective 2: Advance women's economic participation through five priority pillars			
By 2018, have gender responsive policies integrated into programs and activities of ten of the APEC fora with direct links to PPWE five priority pillars			
At the end of each year, the lead economy for each priority pillar to submit a report to PPWE and the SOM Steering Committee on ECOTECH (SCE) on activities under this outcome, including identifying follow up actions.			
Outcome	Targets	Programs and Activities	Timeframe/Activity Lead⁴
2.1 Women have increased access to capital	By AELM 2015, identify one new cross fora program and activity to be implemented jointly with other APEC fora.	Establish linkages between the WEF / PPWE track and the SFOM / Finance Ministerial Meeting track	PNG: Concept Note on Women's Access to Financial Services-Data in the APEC region
	By AELM 2016 and 2017, have at least one new joint program and activity.	TBD	
2.2 Women have increased access to markets	By AELM 2015 identify one new cross-fora program and activity to be implemented jointly with other APEC fora.	Implement self-funded "Promoting SME Development: Assisting Women-Owned SMEs Access the Global Markets" jointly with SMEWG	October 2014-June 2015 Australia
		Trade facilitation under GREAT Women Project (to work with SME and Finance)	By 2016 Philippines
		Women in transportation initiative	United States
		Successful cases of women owned SMEs and foreign trade	Chile
	By AELM 2016 and 2017, have at least one new joint program and activity.	TBD	

<p>2.3 Skills, capacity and health of women are strengthened to prepare them for success in the workforce and in business.</p>	<p>By AELM 2015 identify one new cross fora program and activity to be implemented jointly with other APEC fora.</p>	<p>Utilize data study and consultative process with each economy to identify critical reform that would have the largest impact on women's ability to be able to participate in the labor force and secure decent jobs. (2015 -2016)</p> <p>Good Practices of Women Entrepreneurship in the Process of Disaster Reconstruction (2015)</p> <p>Cooperate with HRDWG, HWG, and Economic Committee on two joint initiatives (2014-2016)</p> <p>Capacity building for the reduction of educational gender gaps through structural reform (October 13-15, 2015)</p>	<p>TBD</p> <p>Japan, 2015</p> <p>Chile</p>
	<p>By AELM 2016 and 2017, have at least one new joint activity for each priority pillar under implementation.</p>	<p>Develop and implement two capacity building programs (2015-2016)</p> <p>Technical Vocational Skills Training (with HRD) PHL: Technical skills, capacity, and incubation</p>	<p>Chinese Taipei</p> <p>Philippines</p>

<p>2.4 Women are increasingly represented in leadership roles across both public and private sectors</p>	<p>By AELM 2015 identify one new cross fora program and activity.</p>	<p>Completed Japan self-funded project "50 Leading Companies for Women in APEC" and shared the results of the project with APEC economies and other APEC fora.</p> <p>Implement "the Individual Action Plan for the Enhancement of the Ratio of Women's Representation in Leadership" (2015-2020)</p> <p>Women in Corporate Boards</p>	<p>Japan</p> <p>Japan</p> <p>Philippines and others [TBD] <i>[COMMENT FROM JAPAN: We are still in the process of considering the possibility of this cooperation. We have not yet been able to consult with the Philippines how we can cooperate. Therefore, we would like to make a slight amendment.]</i></p>
	<p>By AELM 2016 and 2017, have at least one new joint activity.</p>	<p>Implement APEC Women's Leadership program (2015-2016)</p> <p>Launch Women's Entrepreneurship in APEC (WE-APEC) Initiative</p> <p>Healthy Women, Healthy Economies</p>	<p>Japan</p> <p>United States</p>

2.5 Technology and Innovation advances economic growth through women's business enterprises and women entrepreneurs, including through increased female use of Information and Communications Technology (ICT) and Science, Technology, Engineering and Mathematics (STEM) assets.	By AELM 2015 identify one new cross fora program and activity.	MYP project – with other APEC fora such as the TELWG, SMEWG, etc.	Chinese Taipei
	By AELM 2016 and 2017, have at least one new joint activity for each priority pillar under implementation.		
Objective 3: Strengthen the foundation and operating structure of the PPWE and the Women and the Economy Forum			
By 2018 have gender responsive policies integrated into programs and activities of ten of the APEC fora with direct links to PPWE five priority pillars			
At the end of each year, the lead economy for each priority pillar to submit a report to PPWE and the SOM Steering Committee on ECOTECH (SCE) on activities under this outcome, including identifying follow up actions.			
Outcome	Targets	Indicative activities (for discussion)	Timeframe/Activity Lead
3.1 PPWE will generate and facilitate knowledge, learning and expertise on gender issues and women's economic empowerment across APEC, both in meetings and intersessionally	By the end of each year, PPWE has established an Annual Work Plan process, including reporting on progress at the conclusion of annual plans. PPWE's annual work plan will include a communication plan for its engagement, including external communications and delegations of responsibility.	<p><i>Conduct annual conference (Women and the Economy Forum) to report from baseline indicators and disseminate recommendations for action in specific areas in the PPWE's five priority pillars.</i></p> <p><i>Maximize the use of the tele- and video conferencing for improved communication and closer coordination.</i></p>	Host economy

<p>3.2 PPWE will provide information regarding gender responsive programming and policies to APEC fora.</p>	<p>By the end of each year, agreed PPWE annual work plan are submitted by SCE 1 meeting each year for approval, and include at least 2 PPWE meetings to be held each year, if necessary.</p>	<p><i>PPWE conducts a minimum of 2 working group meetings each year (one focused on planning, one focused on policies and reporting for the host year), if necessary</i></p>	<p>PPWE Chair</p>
<p>3.3 PPWE has effective mechanisms and practices to leverage its members' expertise, resources, and existing networks</p>		<p><i>Each economy holds annually private sector forum/meeting in the economy, or rides on various existing platforms, where feasible, to incorporate private sector, academia, entrepreneurs, and civil society's voice and expertise into policy discussion.</i></p> <p><i>Representatives and inputs from these forums are taken forward by each economies delegation to the APEC WEF and reports are relayed back to each economies private sector working group.</i></p>	<p>All economies</p>

Appendix 1: History of the APEC Policy Partnership on Women and the Economy (PPWE)

“As endorsed by Senior Officials in Big Sky, Montana, in May 2011, the APEC Policy Partnership on Women and the Economy (PPWE) provides a streamlined and effective mechanism to integrate gender equality and women and the economy considerations and elevate the influence of women’s economic issues in APEC. The PPWE advances the Framework for the Integration of Women in APEC based on the principle that gender equality is a cross-cutting issue within APEC. The PPWE, in conjunction with APEC processes, will provide the vehicle for SOM to continue work on issues that affect the economic empowerment of women in the APEC region.

The PPWE also promotes the full and equal participation of women in APEC economies through the Trade and Investment Liberalization and Facilitation (TILF) and Economic and Technical Cooperation (ECOTECH) agendas. The PPWE will provide policy and practical advice to APEC fora and Senior Officials to increase women’s economic participation and drive economic growth in the APEC region”.³

In 1998, APEC Leaders endorsed the recommendations of the first Ministerial Meeting on Women in Makati City, Philippines, which resulted in the formation of the Senior Officials' Meeting (SOM) Ad-Hoc Advisory Group on Gender Integration (AGGI). The AGGI was tasked to assist with the implementation of the "*Framework for the Integration of Women in APEC*" within APEC groups, and to provide recommendations on gender integration. Its mandate expired in 2002 and Ministers then endorsed the establishment of the *APEC Gender Focal Point Network* (GFPN) to continue to advance the implementation of the Framework and to sustain the AGGI's achievements in maintaining awareness on gender issues.

³ Taken from PPWE Terms of Reference

The PPWE was established at the second Senior Officials' Meeting in May 2011 held in Big Sky, Montana, USA. It combined the former APEC Gender Focal Point Network (GFPN) and the private sector-oriented *Women's Leadership Network* (WLN) – creating a single public-private entity to streamline and elevate the influence of women's contributions towards economic growth and foster women's economic empowerment across the APEC region.

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 identifying priority areas to advance women's economic participation: access to capital, access to markets, skills and capacity building, and women's leadership.

In 2012, the second APEC *Women and the Economy Forum* (WEF), held in Russia, elevated the importance of women's contributions to the innovative economy, business opportunities and human capital.

In 2013, the APEC WEF held in Indonesia, emphasized the need for investments in structural reforms, human capital, infrastructure, and information and communication technologies and development of women led SMEs, to achieve significant gains in women's economic participation.

In 2014, the APEC Women and the Economy Forum held in Beijing, China, identified three key areas for harnessing women's power for Asia-Pacific prosperity: women and green development, women and regional trade cooperation, policy support and women's economic empowerment, and put forward proposals for actions.

In 2015, the SOM Steering Committee on ECOTECH (SCE) endorsed the holding of two PPWE Meetings annually, if necessary and that the PPWE Terms of Reference be amended accordingly. On May 3-5 2015, the APEC PPWE conducted its first meeting which was held in Port Moresby, Papua New Guinea to tackle pending matters from the 2014 APEC Women and the Economy Forum in Beijing, China. The meeting endorsed the 2015 Work Plan, finalized the Strategic Plan for

2015-2018, discussed the Guide on Gender Criteria for APEC Project Proposals, and updated the PPWE Terms of Reference. The review of the draft one Ministerial Statement with the theme “Women as Prime Movers of Inclusive Growth” was made and will be submitted intersessionally to allow other economies to submit their inputs and project proposals. Further, economies that were not represented in the PPWE 1 Meeting were given the opportunity to submit their proposed projects before Project Session 2 funding approval in line with the Strategic Plan for 2015-2018.

The key members of PPWE are:

1. Economy public and private PPWE delegates
2. Women and the Economy Program Director
3. ABAC representative

Appendix 2: Women in the Economy - Problem Analysis

- 1. Access to Markets** – A lack of ability to access to markets impedes the growth of women-owned businesses and restricts the number of jobs created. Participating in global supply chains and government procurement represent substantial opportunities to expand business for women-owned enterprises. Key barriers include: corruption; a lack of access to information on how to access public and private sector opportunities; lack of knowledge of, or access to resources that enable businesses to meet international standards and requirements necessary to protect the health and safety of citizens; impediments which inhibit women’s mobility, including safe transportation, ability to travel outside the home or outside the country; or lack of ability to obtain national identity cards; a lack of formal and informal networks; and lack support services and facilities which provide information and support services to women entrepreneurs.
- 2. Access to Capital** – Discriminatory legal and regulatory systems and banking practices pose specific hurdles for women’s access to capital and assets. Private sector engagement, physical infrastructure and regulatory reforms including ability to open a bank account; ability to access to technology for financial services; reforms affecting credit bureau and registry systems; or women’s ability to own, manage, control and inherit property are present barriers to women’s advancement.
- 3. Skills, Capacity Building, and Health** - Women face barriers to full access to, and participation in, education and training that can prepare them for success in the workforce and in business. Research shows that the majority of APEC economies have at least one law or regulation that restricts women’s ability to be able to participate in the economy. APEC economies and all fora must consider and pursue efforts to increase women’s access to decent jobs and healthy lifestyles; ability to work in the same jobs and to

work the same night hours; legal reforms; tax reforms; anti-discrimination and harassment laws including those specific to the workplace; and most significantly, awareness campaigns and prevention of gender-based violence.

4. **Women in Leadership, Voice and Agency** – Globally, women are either excluded or under-represented in leadership roles across the private and public sectors and these figures remain relatively stagnant. The lack of childcare provisions has been cited as a major impediment for women to both being able to join or return to the labour market as well as obtain leadership and decision making roles.
5. **Technology and Innovation** – Information and communication technology (ICT) as well as Science, Technology, Engineering and Mathematics (STEM) are sectors that provide significant economic growth potential for the APEC region. However effort must be given to i) develop policies, programs and structural reforms that close the gender technology divide; ii) ensure that women have effective access to and knowledge of how to use ICT tools to further economic opportunities and start and grow their businesses; and iii) focus on women's ability to access and rise in ICT and STEM jobs and opportunities.

附錄四：性別包容性指導原則 Gender Inclusion Guidelines

Introduction

APEC Economic Leaders continue to underscore the importance of inclusive growth to address disparities in income, skills, jobs and opportunities. Inclusive growth emphasizes the creation of, and equal access to, opportunities for all anchored in a strategy of sustainable development that enables all parts of society to participate in, contribute to and share the benefits of regional growth. Gender equality is central to inclusive economic growth.

Across the 21 APEC economies, approximately 600 million women are in the labor force, with over 60 per cent of women engaged in the formal sector.¹ The economic inclusion of women has a potentially significant multiplier effect for the APEC region. More effective use of this under-utilized resource can offer APEC economies unrealised economic and social benefits.

To actively foster gender inclusion, the PPWE seeks to work with other APEC Fora to support inclusive economic growth by promoting more deliberate and guided measures for gender inclusion.

APEC promotes women’s economic empowerment across its broad agenda through five key pillars for action:

Five Pillars	Summary
Access to Capital and Assets	Including through such sources as land and personal property, participation in the workforce, and financial services. Examples of barriers include: regulatory laws and discriminatory practices; a lack of information and knowledge about lending requirements; a lack of financial literacy and financial knowledge; lack of access to financial services; and lack of access to technology.
Access to Markets	Including markets for labor and for goods and services produced by women-owned enterprises. Examples of barriers include: additional risks of theft and violence when traveling to markets; inability to travel without a male companion; inability to obtain an identity card; increased vulnerability to corruption or bribery in obtaining permits or crossing borders; and lack of access to information on international standards, certification requirements, or processes for opportunities in public and private- sector procurement.
Skills, Capacity Building, and Health	So women are physically capable of a range of economic pursuits and are prepared both educationally and technically for success in the workforce, in business and in entrepreneurship. Examples of barriers include: knowledge of processes and procedures; social and cultural norms; limited access to technology; discrimination, lack of safety, or gender-based violence; poor labor conditions; time constraints; and biases.
Leadership, Voice, and Agency	Through which women are valued as contributors, professionals, and leaders in the private, not-for-profit, and public sectors.

¹ <https://www.apec.org/Groups/SOMSteering-Committee-on-Economic-and-Technical-Cooperation/Working-Groups/Policy-Partnership-on-Women-and-the-Economy>

	Examples of barriers include: organizational obstacles, including a lack of role models and exclusion from informal networks; work-life balance challenges, including travel requirements, lack of child and elderly care, and long work schedules; institutional, social and cultural norms that evaluate women differently from men for positions; and lack of positive reinforcement, peer and senior-level support.
Innovation and Technology	So women have the same opportunities as men to benefit from and participate in development and implementation of scientific advances and new technologies. Examples of barriers include: mobility and safety in accessing ICT services; cost of accessing resources; lack of awareness that ICT services could be beneficial; legal and discriminatory regulations and environments; cultural and social norms; and lack of education, skills, and capacity.

Some APEC Fora are proactively undertaking work under the five pillars by considering the different challenges women and men face in these areas and designing appropriate responses. While the APEC Women and the Economy Dashboard shows that members are making progress, more action is needed. By taking gender more fully into account in their activities, APEC members can accelerate their shared inclusion goals, whether sector-specific or overarching.

Purpose

Gender inclusion is already mandated. APEC Economic Leaders have committed to *'strengthen our efforts to support the mainstreaming of gender equality and women's empowerment across APEC's work'* (AELM 2016) and APEC Ministers have directed the *'Policy Partnership on Women and the Economy to collaborate with other APEC fora to incorporate a gender perspective into APEC's work'* (AMM 2014).

The purpose of the APEC Gender Inclusion Guidelines ('the GIG') is to promote gender integration across APEC and to assist Fora to take gender into account as they seek to progress both their own specific areas and Cross-Fora activities. For key terminology see [Annex One](#).

The GIG integrates existing gender criteria (e.g., the Guidebook on APEC Projects' *'Guide on Gender Criteria for APEC Project Proposals'* (see [Annex Two](#)) and data sources (e.g., APEC Dashboard for Women and the Economy). It also introduces Gender Markers as a gender inclusion measurement tool.

The GIG addresses gender disparities so that they may be recognized, understood and systematically taken into account in the formulation and implementation of Fora Strategic Plans, Work Plans, Annual Reports and in APEC Projects. The GIG can also be applied at the individual economy level.

Scope

The GIG offers guidance on how to integrate gender-responsive approaches into Fora Strategic and Work Plans, Annual Reports and Projects. It complements the principles outlined in the *1999 Framework for the Integration of Women in APEC*.

The GIG is intended as a useful resource for APEC Fora, Committees and Overseers of APEC Projects to assist them to take action on the gender inclusion commitment of Economic Leaders and Ministers and strengthen the integration of gender into work across APEC’s broad agenda. It does not introduce any new mandatory requirements on APEC members and aims to reinforce existing accountability mechanisms.

GIG Guiding Principles

- Build a **Culture of Gender Inclusion** across APEC;
- Encourage **Inclusive Engagement** in all Fora and cross-cutting initiatives;
- Apply **Gender-Inclusive Approaches** to Strategic Plans, Work Plans, Annual Reports and Projects;
- Promote **Good Practices** in gender inclusion; and
- Optimize **Resources and Prosperity for all** in the APEC region.

Gender Markers

Gender Markers (GM) are a simple 3-point scale designed to increase gender awareness. The GM can be applied to Fora activities such as Strategic Plans, Work Plans, Annual Reports and APEC Projects.

GMs are based on Fora and Project Overseers’ self-assessed ‘state of gender inclusion’ with the objective of improving markers over time and attaining the highest possible level of gender inclusion (GM 3) across APEC. The GMs follow a simple format so they are easy to assign and assess (see [Self Assessment](#) below).

Gender Marker	Description
GM 1 – No Gender Elements (NGE)	Gender is not reflected in any component of the Strategic Plan, Work Plan, Project or Annual Report. There is risk that activities will unintentionally nurture existing gender inequalities or deepen them.
GM 2 – Limited Gender Elements (LGE)	Gender is reflected in a limited way . Gender dimensions are included to some extent across Fora activities such as Strategic Plans, Work Plans, Annual Reports and Project documentation.
GM 3 - Effective Gender Mainstreaming (EGM)	Activities are designed to contribute significantly to gender equality. The different needs of women/girls and men/boys have been analyzed and integrated across Fora activities such as Strategic Plans, Work Plans, Annual Reports and Project documentation.



Gender Markers for Fora Strategic Plans, Work Plans, Annual Reports

Each activity can be assigned a GM, so Fora may at any one time have different GMs across activities. For example:

A GM 2 may be attained for Fora **Strategic Plans** through:

- Documented agreement to integrate gender responsive policies and projects;
- Documented agreement to deepen actions in one of more of the five pillars across the Strategic Plan cycle;
- Documented agreement to annually self-assess gender inclusion status.

A GM 2 may be attained for Fora **Work Plans** through:

- Documented plans to identify/undertake gender-responsive projects, including Cross-Fora projects;
- Documented plans to collect substantial sex-disaggregated data on all activities;
- Documented agreement to share information with other Fora and provide periodic progress reports on gender inclusion.

A GM 3 may be attained for Fora **Annual Reports** through:

- Substantial evidence of gender inclusion in Strategic and Work Plans;
- Substantial evidence of gender inclusion across the five pillars through Fora/Cross-Fora activities;
- Substantial sex-disaggregated data collection, analysis and dissemination.

To assign an overall GM score, Fora should review all their activities for the most common ranking.



Gender Markers for Projects

APEC Projects already have a useful [gender criterion](#)² in place:

‘To demonstrate your project will benefit women, and in particular will not disadvantage women, you need to describe what you are doing to include women and women’s perspectives in the design, implementation and evaluation of your project’.

GMs support the implementation of this criterion. GMs can be assigned to indicate to what degree the project contributes to addressing, implementing and evaluating one or more of the five pillars based on APEC’s commitment to promote women’s economic empowerment.

GMs can be applied across the entire APEC Project cycle from Concept Notes to full proposals, Project implementation, periodic reviews, Project Budgets and Project completion (see [Annex Three](#) for detailed project guidance).

² For complete Gender Criteria see [Annex Two](#)



Self-Assessment

Self-Assessment can be conducted on all *documented* actions in Strategic Plans, Work Plans, Budgets and Projects and on outcomes reported in Fora Annual Reports and Project completion documentation. The below framework offers five useful themes with pointers against which Fora can self-assess their level of gender inclusion: (1) Leadership and Commitment; (2) Self-Reflection; (3) Communication & Engagement; (4) Data Collection & Analysis; and (5) SMART (specific, measurable, achievable, relevant and time-bound) Actions.

To assess the level of gender inclusion, Fora should look for evidence that they have genuinely understood, investigated and addressed relevant gender considerations in their actions and demonstrated application of gender-inclusion, at which point Fora, Committees or Project Overseers should be able to assign the appropriate GM level.

		APEC Fora achieving gender inclusion can demonstrate they:		
		Understand the current state of gender inclusion GM 1	Change culture to improve gender inclusion GM 2	Have incorporated gender inclusion into Forum activities GM 3
Gender Markers Self-Assessment Framework:	Leadership and Commitment	Forum shows little or no leadership/commitment to gender inclusion	Some resources have been committed to investigate the factors contributing to gender inequality	Adequate resources have been committed to design, implement and evaluate gender-inclusive activities
	Self- Reflection	What, if any, successful initiatives are in place to address gender inequities?	Proposed actions have a realistic chance of being implemented and having a positive impact on gender inclusion	A notable change in gender inclusion, e.g. substantial women’s participation and representation in decision-making
	Communication and Engagement	How are members informed about and engaged in improving gender inclusion?	Feedback from a diverse range of members has been sought and incorporated in gender plans	Forum champions/planned actions and implementation of gender-inclusive components in place across initiatives
	Data Collection and Analysis	What does the data suggest about the current state of gender inclusion?	According to the data, additional activities need to occur to contribute to gender inclusion	Annual Report reflects evidence of the positive impact of actions on gender inclusion
	SMART Actions Specific, Measurable, Achievable, Relevant and Time-bound	What, if any, action has the Forum taken to date to investigate/improve gender inclusion?	Actions show improved contribution to gender inclusion, data collection, good practice	Forum documentation reflects substantial gender action, data collection and gender inclusion achievements

GIG Application

1. Lead Shepherds and Chairs of APEC Fora play an important role in ensuring a gender-inclusive culture is established and reported on;
2. Fora are encouraged to discuss gender inclusion issues and activities pertaining to their mandates and seek innovative gender-inclusive approaches;
3. In the planning and administration of annual and multi-year activities, Fora should identify gender inclusion within their Strategic Plans, Work Plans and Annual Reports, including activities that may involve or require collaboration with other APEC Fora and how this will be pursued;
4. Fora are encouraged to examine what actions they are taking to meet their gender obligations, e.g., as outlined in the 2018 SCE Work Plan Template requiring Fora to *'highlight any gender-related issues relevant to expected outcomes and deliverables'*;
5. Fora are encouraged to report on and share good practices in gender inclusion; and
6. Fora are encouraged to use the APEC website and other digital platforms to effectively share good practices in gender inclusion and Cross-Fora activities.

The APEC Secretariat, including the APEC Policy Support Unit (PSU), Project Management Unit (PMU) and Fora Gender Focal Point, are encouraged to use the GIG in their support to APEC Fora and Projects.

GIG Implementation

The *1999 Framework for the Integration of Women in APEC* defines three elements necessary for mainstreaming women into APEC processes and activities. These elements continue to be **key** components for gender inclusion:

- A. Gender Analysis:** a systematic method to examine differing conditions for women and men and acknowledge these differences in Fora activities;
- B. Sex-Disaggregated Data:** collection and analysis, monitoring and evaluation of research data classified by sex and reported separately for women and men; and
- C. Accountability:** attention to increased participation of and leadership by women in all APEC Fora and Activities through the identification, design, implementation and evaluation of gender-responsive actions.

A. Gender Analysis

Fora are encouraged to:

1. Establish a culture of gender analysis and reporting;
2. Adequately resource gender analysis into their **planning** and **budgets** to help identify and understand the respective roles of/impact on women and men in their initiatives/sector;

3. Undertake a gender analysis at the outset of an initiative to establish baseline data on **women's participation** and **contribution** to their area of work, and how enabling environments may be further improved;
4. Generate **gendered insights** into (trade, industry, business) needs and gaps, which can become opportunities for [Cross-]Fora initiatives;
5. Set **GM targets** for women's participation backed by regular progress reports. Targets should be set after conducting a gender analysis to identify the status of women in a policy, program, project or sector; and
6. **Identify women** who can participate in/contribute expertise and diversity to traditionally male-dominated fields, industries, panels or subject matters. Expert talent, including young women, may be drawn from multiple channels and levels of society, such as the public, private and third sector; research, educational institutions; community groups, women networks and associations.

B. Sex-Disaggregated Data Collection, Monitoring and Evaluation

The gender dimension of economic and social inclusion is an important field of research to which APEC can make a considerable contribution. Comprehensive data collection and impact evaluation will deepen APEC's ability to generate gender-responsive outcomes.

Sex-disaggregated data separates data by sex. It is an essential component of gender analysis as the disaggregation of data by sex makes gender differences visible. Fora are encouraged to:

1. Collect sex-disaggregated data to generate a meaningful **baseline** (on trade, industry, business, engagement) to apply to strategies that benefit women and men equally, increase the participation of women, design targeted initiatives, and/or demonstrate good practice;
2. Collect **sex-disaggregated impact data** (beyond attendance and participation) to help create the evidence-base needed to design gender-responsive policies and initiatives;
3. **Set targets** for women's participation based on sex-disaggregated data collection and analysis;
4. Use **Monitoring and Evaluation (M&E)** as an integral part of the data collection and analysis process; and
5. Generate and contribute **impact evaluation data** via new ICT-enabled data collection and evaluation tools in combination with conventional M&E methods.

Fora not familiar with sourcing expert female talent, gender analysis, sex-disaggregated data collection/analysis, impact evaluation and gender-responsive M&E may wish to explore collaborating with external partners with strong gender-related expertise in their respective sectoral area and/or consult with the PPWE in identifying such partners.

C. Accountability

APEC has standing accountability mechanisms in place and the GIG does not require any changes to existing accountability mechanisms. It does advocate gender championing and increased compliance of current mechanisms by Fora and Project Overseers to strengthen the institutional capacity to implement the GIG and enhance the overall status of gender inclusion in APEC.

Fora are encouraged to:

1. Appoint a gender champion at Committee and/or SCE reporting level;
2. Document and apply gender actions in their Strategic Plan, Work Plan and Annual Report and ensure gender-insensitive plans are not endorsed/submitted for higher level approval;
3. Include and annually report on gender equality achievements in all their activities;
4. Initiate and implement gender-responsive Cross-Fora projects;
5. Build gender capacity through Cross-Fora collaboration;
6. Document and share good practices on gender-inclusive policies, initiatives and projects; and
7. Take steps to inform APEC Ministers and Leaders on the impact of gender inclusion.

Project Overseers are encouraged to:

1. Integrate gender fully during the project design phase, using the Guide on Gender Criteria for APEC Project Proposals (see [Annex Two](#)), the GIG and subject-specific technical advice and resources;
2. Consider substantive inclusion of gender into the project including, where appropriate, in the agenda of project events and in research/publications;
3. Set targets and report on women's participation in panels and events;
4. Follow through on gender inclusion aspects of their approved Project Proposal during the project implementation and evaluation and reporting phases, with recommendations as appropriate; and
5. Collect, analyze and report on sex-disaggregated data beyond women's participation and speakers' roles in events.

Good Practices in Gender Inclusion

Since its inception in 2011 the APEC Policy Partnership for Women and the Economy (PPWE) has set a good practice example for inclusive policy, research, programs, projects, work and action plans. Too numerous to list, PPWE initiatives can be found under the PPWE section on the APEC website.³

A growing trend in APEC, good practices in gender inclusion are increasingly present in other APEC Fora including, for example, in working groups on Emergency Preparedness (EPWG), Energy (EWG), Human Resources Development (HRDWG), Small and Medium Enterprises (SMEWG), Policy Partnerships on Food Security (PPFS) and the Policy Partnership on Science, Technology and Innovation (PPSTI). See [Annex Four](#) for examples of good practices in gender inclusion in both Fora and Projects.

The APEC Women and the Economy Dashboard

The Women and the Economy Dashboard ('the Dashboard') is an APEC initiative which provides a snapshot of the status of women in APEC. It allows measurement of the progress of women's participation in economic-related activities and women's economic and social inclusion. The latest version of the Dashboard is available on the APEC website at http://publications.apec.org/publication-detail.php?pub_id=1887.

Drawn from a range of international data sources, including the United Nations, the World Bank, the International Labor Organization, the World Economic Forum, the Organisation for Economic Co-operation and Development, and the World Health Organization, among others. The Dashboard comprises 75 indicators, classified across the five pillars (see [Introduction](#)).

Research and data are increasingly important tools to inform decision-making. Fora are encouraged to share research, raise the quality of sex-disaggregated data, indicators and best practices regarding women and the economy; and use the data outlined in the Dashboard for evidence-based decision making.

Inclusion is the engine of growth. The GIG assists Fora to realize the potential inclusive development has to offer the region. The attached Annexes provide supporting information in applying the GIG.

³ <http://www.apec.org/Groups/SOM-Steering-Committee-on-Economic-and-Technical-Cooperation/Working-Groups/Policy-Partnership-on-Women-and-the-Economy>

Annex One: Key Terminology

Gender	<p>Refers to the socially constructed identity of women and men – such as norms, roles and relationships between women and men.</p> <p>Gender norms, roles and relations are dynamic, vary from society to society and change over time, and have a bearing on people’s access to opportunities, resources and services.</p>
Gender Analysis	<p>Gender analysis (through sex-disaggregated data), identifies, assesses and informs actions to address inequalities that arise from: 1) different gender norms, roles and relations; 2) unequal power relations between women and men, and 3) contextual factors such as sexual orientation, ethnicity, education or employment status.</p>
Gender Awareness	<p>The ability to identify problems arising from gender inequality and discrimination even if these are not evident on the surface and are ‘hidden’ or are not part of the commonly accepted explanation of what and where the problem lies. Applied through gender analysis, gender awareness needs to be included on all levels.</p>
Gender Division of Labor	<p>Who (women or men, young or old) does what in terms of different types of work, such as productive work in factories, in offices, and on the land; reproductive work as in cooking, cleaning, and caring for family members; and community activities such as attending meetings (with or without pay).</p>
Gender Equality	<p>Refers to the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potential to contribute to and benefit from the results of development.</p> <p>Thus, gender equity leads to substantive equality.</p>
Gender Equity	<p>Refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and affirmative action. Such special measures aimed at accelerating de facto equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures become obsolete when the objectives of equality of opportunity and treatment have been achieved.</p>
Gender Inclusion	<p>The process of all persons participating equally in the economic, political and social fabric of society without disadvantage based on gender, race, ethnicity, religion, sexual orientation and gender identity, or disability status. Fully functional gender inclusion means that all persons and groups are valued equally.</p>
Gender Insensitive	<p>Lack of distinction between genders and no recognition of the differences and diverse needs of women, men, girls and boys.</p>
Gender Mainstreaming	<p>The process of ensuring that women and men have equal access and control over resources, development benefits and decision-making, at all stages of the development process and in all government projects, programs and policy.</p>
Gender Neutral	<p>Can be determined only after a rigorous gender analysis has taken place and the economic, social, environmental, governance and demographic impacts on women and men have been determined both quantifiably and qualitatively.</p>

Gender Planning (or Gender-Sensitive planning)	The process of planning development programs and projects that are gender sensitive and that take into account the impact of gender roles and gender needs in the target community or sector
Gender-Responsive Budget	An application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.
Gender-Responsiveness	The consistent and systematic attention given to the differences between women and men in society with a view to addressing structural constraints to gender equality.
Gender Roles	Learned behaviours in a given society/community that condition which activities, tasks or responsibilities are perceived as male and female. Gender roles are changeable, and are affected by age, class, race, ethnicity, religion, and by the geographical, economic and political environment. Both women and men play multiple roles in society. Women often have reproductive, productive, care and community managing roles. Men focus more on productive roles and community politics.
Gender-Sensitivity	The ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social position and roles. Gender sensitivity is often used to mean the same as gender awareness. It is actually the beginning of gender awareness which is more analytical and critical.
Occupational Segregation (Horizontal and Vertical)	Horizontal segregation refers to the distribution of women and men across occupations. Vertical segregation refers to the distribution of men and women in the job hierarchy in terms of status and occupation.
Productive Roles	Activities carried out by women and men in order to produce goods and services for sale, exchange, or to meet the subsistence needs of the family. For example, in agriculture, productive activities include planting, weeding, animal husbandry.
Reproductive Roles	Activities needed to ensure the reproduction of the society's labor force. This includes child bearing, child rearing, and care for family members such as elderly, children, and workers. These tasks are often unpaid and mostly undertaken by women.
Sex	Identifies the biological and reproductive differences between women and men.
Sex-Disaggregated Data	Data that identifies differences between the circumstances of women and men, girls and boys. Sex-disaggregated data collection is an integral part of gender analysis.
Triple Burden	Refers to the fact that women tend to work longer and more fragmented days than men as they are usually involved in three different gender roles: reproductive, productive and community work.

Annex Two: Guidebook on APEC Projects

Guide on Gender Criteria for APEC Project Proposals

1. Why are there gender criteria?

APEC Economic Leaders have long recognized the need to overcome the barriers to fully harness the economic integration of women in APEC economies. Women's full participation in the economy is critical to the achievement of sustainable economic development in the region.

Recognizing that gender is a cross-cutting issue, Leaders have charged the Policy Partnership on Women and the Economy (PPWE) to lead these efforts and to work with other APEC entities to provide effective policy recommendations on women and the economy.

The PPWE acts as an institutional mechanism for reporting to the Steering Committee on ECOTECH (SCE) on APEC gender activities and outcomes. The broad goal of the PPWE is to provide linkages between APEC fora, APEC economies and the APEC Secretariat to advance the economic integration of women in the APEC region for the benefit of all economies.

One mechanism for accomplishing this is through the incorporation of gender perspectives into all APEC projects. This document offers guidance to achieve this.

2. What are the criteria based on?

APEC has committed to promoting women's economic empowerment through the following five pillars:

1. **Access to capital and assets**, including through such sources as land and personal property, participation in the workforce, and financial services;
2. **Access to markets**, including markets for labor and for goods and services produced by women-owned enterprises;
3. **Skills, capacity building, and health**, so women are physically capable of a range of economic pursuits and are prepared both educationally and technically for success in the workforce, in business, and in entrepreneurship
4. **Leadership, voice, and agency**, through which women are valued as contributors, professionals, and leaders in the private, not-for-profit, and public sectors; and
5. **Innovation and technology**, so women have the same opportunities as men to benefit from and participate in development and implementation of scientific advances and new technologies.

3. What are the gender criteria and how do I address them?

APEC project proposals contain one question on gender considerations.

To demonstrate your project will benefit women, and in particular will not disadvantage women, you need to describe what you are doing to include women and women's perspectives in the design, implementation and evaluation of your project.

How? Ways in which you can demonstrate you are doing this include, but are not limited to, the following:

- By analyzing if there are significant, relevant gender disparities in the sector in which your project is working and if so, ensuring that any which affect your project are addressed through project activities/inputs (Note: although it is less common, this could include gender disparities which affect men adversely); and/or

- By describing how women will be included in the planning of the project, including in decision-making processes; and/or
- By describing how women will be consulted during the development of the project; and/or
- By describing what processes are in place to actively encourage women to participate in the implementation of the project; and/or
- By describing how the results of the project will be disseminated to women, women's groups, peak bodies, or women's government agencies; and/or
- By describing how the project will collect and use sex-disaggregated data to analyze the impact of the project on women.

To demonstrate how the objectives of your project provide benefits for both women and men, you need to describe:

- How does your project aim to implement or facilitate or contribute to APEC objectives? and
- In what way the project benefits or impacts (if any) women or men.

How? Ways in which you can demonstrate that the objectives of your project will benefit both women and men include, but are not limited to the following:

- By specifically setting out how the objectives of the project will encourage both women and men's participation in economic, technical, trade and business activities. For example:
 - The project will provide gender-sensitive training to women in economic or technical areas which have a small concentration of women, thereby empowering women to enter that field.
 - By describing how the project will streamline business regulation processes, thereby encouraging women-operated small and medium enterprises to move into the formal sector.
- By describing how the objectives of the project will contribute an understanding of gender considerations (or gender analysis) in APEC objectives. For example:
 - The conference/research/training will include a specific component on the issue as it relates to women.
 - Gender-sensitive indicators are utilized for monitoring the impact of the project.
 - The project's reports and recommendations will focus on the longer-term outcomes for women and men.
- By describing how the project will encourage women's participation in APEC. For example:
 - The project will collect and use sex-disaggregated data from participants (according to sex, age and urban/rural precedence).

4. How are the criteria assessed?

The APEC Secretariat designed a Gender Focal Point to coordinate within the PMU to assist the Women and the Economy Program Director in assessing the proposals submitted to APEC. It will provide advice to the Program Director on the extent to which the gender criteria are addressed in project proposals. The group will facilitate technical assistance if necessary.

In assessing your response to the gender criteria, the Gender Focal Point and Program Director will be looking for evidence that the PO has genuinely investigated the gender considerations relevant to the project. To make a judgment about this they will consider the following:

1. Does the proposal answer the question?
2. Does the proposal provide evidence or examples?
3. Where evidence and examples are not used, is a rationale provided?
4. Does the proposal demonstrate an understanding of the objectives of the *Framework for the Integration of Women in APEC*?

The gender criteria are also considered by members of the approving sub-fora and the Budget and Management Committee (BMC) before final approval of a full project proposal.

5. Frequently asked questions

Q. I think my project is “gender neutral”. Do I still have to answer the gender criteria?

Yes. Experience has shown that when analyzed more deeply, very few projects are actually gender neutral. Therefore while the Project Assessment Panel understands that not all projects will have tangible impacts on or benefits for both men and women, **if you think your project is genuinely gender neutral, you must support your assertion with evidence.** In particular, you need to be sure that your project does not have different impacts for men and women (unless these are intentional and designed to mitigate past gender inequalities). If you assert that your project is “gender neutral”, you should use statistics or research to support the assertion where possible.

Q. My project does not benefit women...

Are you sure? Have you investigated fully whether there benefits for women in the objectives of your project or whether there is a simple way that your project could benefit women? You should check with your Gender Focal Point before you submit your proposal (see section 5 below for details).

Q. My project is not specifically aiming to benefit women. Will I be marked down?

No. However, even if this aim is only a small part of your project you should indicate this. While, your project does not have to be targeted at women to successfully address the gender criteria, the Project Assessment Panel is looking for evidence that the PO has thought about how gender is relevant to the project. So you should describe where possible how the project might affect women and men differently, and how you have attempted to address these issues, *where possible*.

Q. I cannot find statistics, data, or research to support my responses to the gender criteria. Will I be marked down?

No. You should indicate in your response that there is no supporting data or research readily available and what you have done to find alternative sources of data (i.e., how you know that it is unavailable). You should still attempt to provide a rationale for your response.

Q. I will be unable to collect sex-disaggregated data about my project. Will I be marked down?

No. Sometimes it will not be possible or relevant to a project to do so. However, you should explain why, to demonstrate to the Project Assessment Panel that you have thought about and investigated this issue.

6. Checklist: Have I answered the gender criteria?

Before you submit your proposal you should be able to tick the following boxes:

I have investigated and thought about how:

- The project affects women or could benefit women, and in particular, does not disadvantage women.
- How the objectives of the project provide benefits for women.

I have demonstrated this in the proposal using evidence in the form of:

- Examples
- Research
- Statistics
- Other rationale

7. How can I get further assistance?

Speak with your Economy Gender Focal Point, or your Fora Gender Focal Point. ⁴

Focal Points are members of the APEC Policy Partnership on Women and the Economy. You can find out who your economy and PPWE members are through the APEC Secretariat or the APEC Information Management Portal website:

http://member.aimp.apec.org/acms_sites/gfjn/Lists/Contacts/AllItems.aspx

Other resources:

Harmonized Gender and Development Guidelines for Project Development Implementation, Monitoring, and Evaluation: <http://pcw.gov.ph/publication/harmonized-gender-and-development-guidelines-project-development-implementation-monitoring-and-evaluation-0>

Annex Three: Further Guidance for APEC Projects

1. Writing a gender inclusive APEC Concept Note

A Concept Note template is provided to assist the APEC secretariat in assessing and selecting projects. The APEC Concept Note template is located in [Appendix A](#) of the Guidebook. Opportunities to integrate the GIG are in the beneficiaries, evaluation and linkages sections:

Beneficiaries: The proposed selection criteria for participants, beneficiary profiles (e.g., workshop participants, end users, policy makers, researchers/analysts, gender) and how they will be engaged).

- Commit to sex-disaggregate data and document gendered interventions;
- Include research to document meaningful measures of women and men's contributions.

Evaluation: Potential indicators developed to measure progress, project outcomes and impacts/successes. Where possible provide indicators which could assess impacts on women.

- Where appropriate, consult and utilize relevant [Dashboard](#) data as the basis from which to attribute contribution.

Linkages: Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?

- Liaise with the PPWE during the design phase of the project.

Submission details are outlined in Chapter 5: Applying for Funding. Section 5.4 Relevance 'Potential for positive contribution to APEC's and the relevant Committee's priorities,' in line with APEC's commitment to inclusive development.

The APEC guides can be found at <https://www.apec.org/Projects/Forms-and-Resources>

2. Writing a gender inclusive Project Plan

The APEC Project Proposal template is located in Appendix B of the Guidebook.

Opportunities to integrate the GIG are in Section A: Relevance; Section B: Project Impact (Gender); Section C: Project Effectiveness (Monitoring and Evaluation). GIG examples include:

Section A: Relevance to APEC

- Detail the project's contribution to 'inclusion'.

Section B: Project Impact – gender.

- Incorporate tangible results as per the above Gender Criteria for APEC projects.

Section C: Project Effectiveness – monitoring and evaluation

- Incorporate sex-disaggregated measures; and
- Include inclusive measures (e.g. Indicators without a gender bias such as productivity related to economic gain).

Further details can be found in Chapter 6 of the Guidebook for APEC Projects.

Details for the submission and assessment of APEC Project Proposal are outlined in the Guidebook on APEC Projects. A Project Proposal template is also provided.

The APEC guides can be found at <https://www.apec.org/Projects/Forms-and-Resources>

3. Preparing a gender inclusive Evaluation Survey Template

At a project completion, it is an APEC requirement to submit a Completion Report. The Completion Report can include a Project Evaluation Survey. For more details refer to Part 7. Project Completion in the Guidebook on APEC Projects (Edition 11), Updated in February 2016. A Project Evaluation Survey template is also provided at Appendix I: APEC Project Evaluation Survey Template.

Potential GIG input:

- All evaluation data should be sex-disaggregated; and
- The Gender Criterion should be addressed fully: How did your project demonstrate it will benefit women, and in particular did not disadvantage women.

The APEC guides can be found at <https://www.apec.org/Projects/Forms-and-Resources>

Annex Four: Good Practices in Gender Inclusion

Good practices in APEC Fora

Box 1: Economic Committee (EC)

The Economic Committee under Pillar 2 of the Renewed APEC Agenda on Structural Reform (RAASR) mandate is working towards deeper participation in certain markets by all segments of society, including micro, small and medium enterprises (MSMEs); women, youth, older workers and people with disabilities". The EC has already endorsed a number of indicators related to women, which will be used by the PSU to assess the EC's progress on RAASR as a whole.

As importantly, the EC also continues to progress gender by including it in regular policy discussions at plenary meetings. At the individual economy level, many economies are prioritizing gender and women's issues in their Individual RAASR implementation Action Plans.

Each year the EC tackles a specific structural reform topic. In 2016 the EC looked at the significant further potential of the service sector not just as engines for economic growth but in particular as supporters of women's economic empowerment, given women are over-represented in the service sector as women entrepreneurs, employers and employees. The 2017 Human Capital Development structural reform topic also has a strong gender component in terms of effective skills development for women.

Box 2: Cross-Border Privacy Rules (CBPR)

Cross-border data flows and the APEC Cross-Border Privacy Rules (CBPR) system is grounded in the understanding that women and men, as consumers, will benefit equally from greater accountability in cross-border flows of personal information.

The issue of data privacy, including protection from harm and misuse of information, does not contain gender-biased provisions as the purpose of a fully operational CBPR system is far reaching in its effort to protect the personal information of the individual, regardless of gender or where in the APEC region that personal information is transferred.

While the system itself is gender neutral, individuals, including women purchase goods and services over the internet and transact with organizations that transfer personal information to other jurisdictions. The APEC Privacy Framework aims to address these concerns and bolster the confidence of individuals, including women and allow for greater participation in the digital workforce and increase their economic participation globally. Participation in the system can improve access to markets as well as promoting skills development and capacity building that relate to digital trade.

Box 3: Investment Experts Group (IEG)

The Investment Experts Group (IEG) fully supports diversity and inclusiveness at APEC, including through gender awareness. IEG is implementing the Study on Inclusive Business in APEC (led by the Philippines), and the work plan to examine investment aspects of the Next Generation Trade and Investment issues, including gender.

Box 4: Telecommunications and Information Working Group (TELWG)

The Telecommunications and Information Working Group (TELWG) is aware of gender equality concerns and endeavours to ensure an equitable participation for men and women in TELWG activities. TELWG projects take gender analysis into account when designing project methodologies. TELWG strives to promote the inclusion of women in decision-making and benefit sharing.

In addition, gender consideration is substantially taken into account while selecting participants, contractors, speakers and overseers of TELWG projects. TELWG works towards involving women in every phase of our projects so as to adequately incorporate their concerns and needs.

TELWG evaluates and collects data on the expected impact of our projects on gender, after which the specific implications for females are further discussed. In this way, TELWG hopes to raise awareness of gender issues and encourage more women to participate in and benefit from Information and Communication Technologies (ICT).

Box 5: Transportation Working Group (TPTWG)

Formally launched in 2015, the Women and Transportation (WiT) data framework and best practice initiative currently centers on the efforts among APEC economies to conceive and implement pilot activities that demonstrate how targeted interventions may strengthen conditions for women in the transportation sector. In particular, through benchmarking data and measuring change over time, these activities will develop knowledge about conditions for women pertaining to the pillars and sub-sections of the WiT Framework, which include education, entry into the sector, retention, leadership, access and use.

Good Practices in APEC Projects

Box 6: Emergency Preparedness Working Group (EPWG)

- EPWG 01 2016A - Enhancing Rural Disaster Resilience (DRR) through Effective Infrastructure Investment, Phase 1
- Project leader: Japan and Viet Nam

Project notes that women's full participation in DRR as well as economic activity is critical to achieve truly resilient APEC regions. In individual case studies, the project commits to examining the status of women's participation, and major roles and challenges in analysing industries and supply chains; in the project study, highlighting that participation of both men and women in the stage of planning infrastructure in the affected regions is a key; in the APEC event, women's participation from local industries and relevant sectors including as speakers and organisers.

Box 7: Energy Working Group (EWG)

- EWG19 2016A - APEC Workshop on Promoting the Development of an Evaluation Community
- Project leader: USA

Proactive engagement with experienced gender and energy experts and organizations to provide guidance to this project (from the design stage onwards). Female energy experts as project stakeholders, as well as event speakers and participants, already identified at Project Proposal stage.

Box 8: Human Resource Development Working Group (HRDWG) - I

- HRD 04 2016A - Project DARE (Data Analytics Raising Employment): An Employer Driven Approach to Prepare the Youth Workforce for a Data Driven Future
- Project leader: USA

Strong integration of gender into project objectives, methodology and outputs including a commitment to both women and men having leadership roles in the project, gender disaggregated data and approach on workforce needs and opportunities, and explanations in the 'Checklist' under the projects of how its adoption can be applied to both men and women, with a strong focus to ensure women are not left behind.

Box 9: Human Resource Development Working Group (HRDWG) - II

- HRD 05 2016A - Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health
- Project Leader: USA

As project that strives to increase female labor force participation through better health, this project has actively sought engagement by both men and women to attend past workshops and will continue to do for the upcoming conference. It directly benefits women through its focused efforts on improving women's economic participation through women's health. The objectives are: 1) To empower governments, companies and NGOs to implement the APEC HWHE Policy Toolkit recommendations. 2) To empower governments and the private sector to track and report on the progress of programs and/or policies implemented. 3) To build awareness and catalyze commitments and partnerships from relevant stakeholders for the Healthy Women, Healthy Economies initiative so it may be broadly implemented and female economic participation can be improved across the APEC region. APEC HWHE is a multi-year and cross-fora collaboration initiative (HRDWG-PPWE-HWG). It has held annual meetings and produced deliverables for the last three years.

Box 10: Policy Partnership on Food Security (PPFS)

- PPFS 03 2016A - Strengthening APEC Cooperation on Food Security and Climate Change
- Project Leader: USA

This project will ensure the effective participation and engagement of both men and women in project activities, especially during the workshop which agenda will cover specific gender issues as they relate to the climate change-food security nexus, including women's economic opportunities. This project will also ensure a good gender balance in the interactive group sessions or discussions during project implementation; and in selecting speakers/experts for the workshop.

Box 11: Policy Partnership on Science, Technology and Innovation (PPSTI)

- PPSTI 04 - APEC Symposium on Policy and System for Promoting Micro, Small and Medium Enterprises (MSMEs) Modernization toward Industry 4.0
- Project Leader: China

This project seeks to review and recommend the policy and system on promoting MSMEs modernization, boosting the competitiveness and productivity by science, technology and innovation (STI). It will engage and develop the skills of both women and men equally. In its Symposium, participants from both genders will be given the opportunity to share their experiences and suggestion during the conference sessions. Also, participants will discuss the relation of female employment and the innovation in MSMEs during the symposium.

Box 12: Small and Medium Enterprises Working Group (SMEWG) - I

- SME 07 2016A - APEC Workshop on Promoting Innovation for Start-Up SMEs
- Project Leader: Viet Nam

The outcomes of the workshop will include information on gender to aggregate for project assessment. Organizers will try to invite female speakers with enriched experiences and expertise to share at the Workshop. Female participants will benefit from both female and male speakers since they have the opportunities to learn the experiences from the best experts in the field. Organizers will make sure that women are most encouraged and created favorable conditions to take part in and contribute to the Workshop by disseminating information and invitation to as many women as possible. For example, invitations will be sent through APEC PPWE (Policy Partnership on Women and the Economy), female business associations of Viet Nam and APEC member economies if available to invite and draw their attention to the Workshop.

Box 13: Small and Medium Enterprises Working Group (SMEWG) - II

- SME 10 2016A - APEC Women Business Leaders Forum
- Project Leader: Korea

This project is directly related to the empowerment of women, ultimately aiming to nurture successful female entrepreneurs. Due to the nature of the event (The Forum), the majority of the participants are likely to be women, but PO will make sure that men will also get the equal opportunity to participate in the forum. Also, PO will contact PPWE to discuss development and promotion of the project and will consider inviting PPWE members from travel-eligible economies as participants, or inviting PPWE members as speakers.

This project is expected to benefit APEC member economies as it is intended to utilize underutilized women's potential, fostering entrepreneurship among women, nurturing women business leaders, and supporting their business.

Annex FIVE: APEC ocumentation

This document **complements**:

1. The Framework for the Integration of Women in APEC 1999
http://www.apec.org/~media/Files/Groups/GFPN/02_aggi_framework.pdf
2. The APEC Guidelines for Framework for the Integration of Women in APEC 2002 -
http://www.apec.org/~media/Files/Groups/GFPN/02_aggi_guides.pdf

This document **utilizes**:

1. The APEC Women and the Economy Dashboard
http://publications.apec.org/publication-detail.php?pub_id=1887

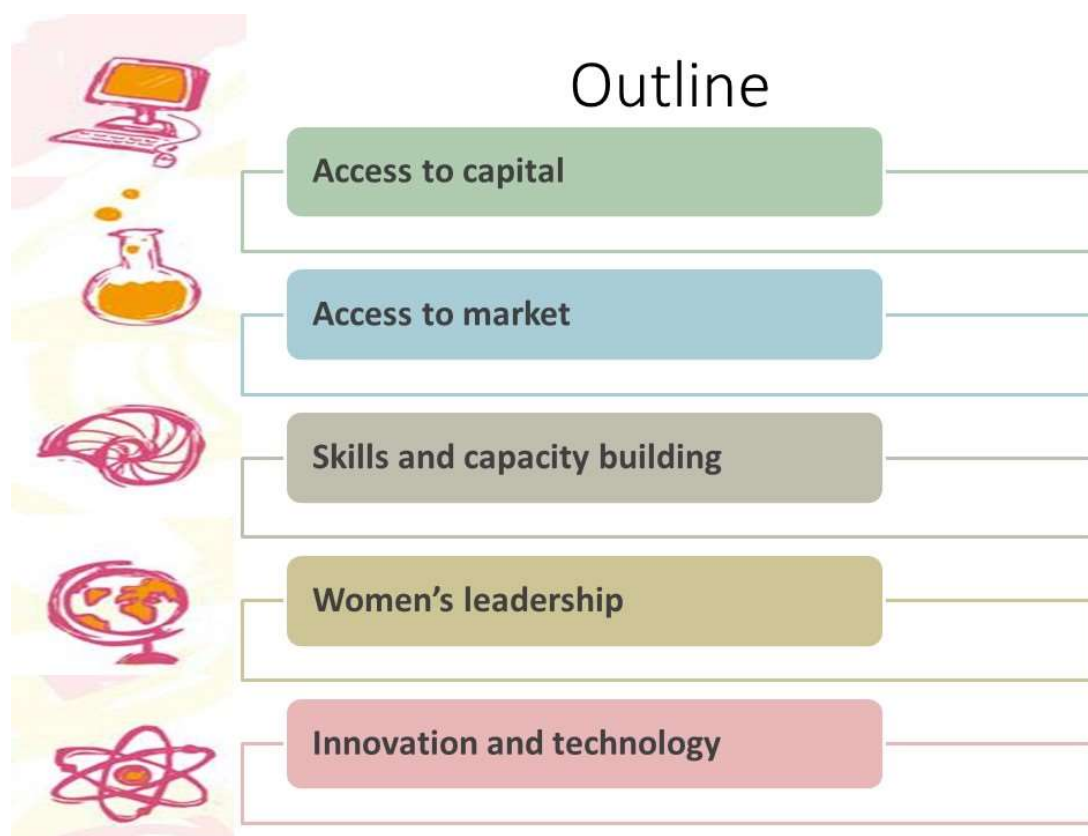
This document **incorporates**:

1. Guidebook on APEC Projects Appendix H (Edition 11) -
<http://www.apec.org/Projects/Forms-and-Resources>

This document **seeks to enhance**:

1. The APEC Concept Note Template and Development Materials -
<http://www.apec.org/Projects/Forms-and-Resources>
2. The APEC Project Proposal Template and Development Materials -
<http://www.apec.org/Projects/Forms-and-Resources>
3. The APEC Quality Assessment Framework
<http://www.apec.org/Projects/Forms-and-Resources>
4. The APEC Funding Criteria for all APEC Funded Projects -
<http://www.apec.org/Projects/Forms-and-Resources>
5. The APEC Monitoring Report Template
<http://www.apec.org/Projects/Forms-and-Resources>
6. The APEC Project Evaluation Template
<http://www.apec.org/Projects/Forms-and-Resources>

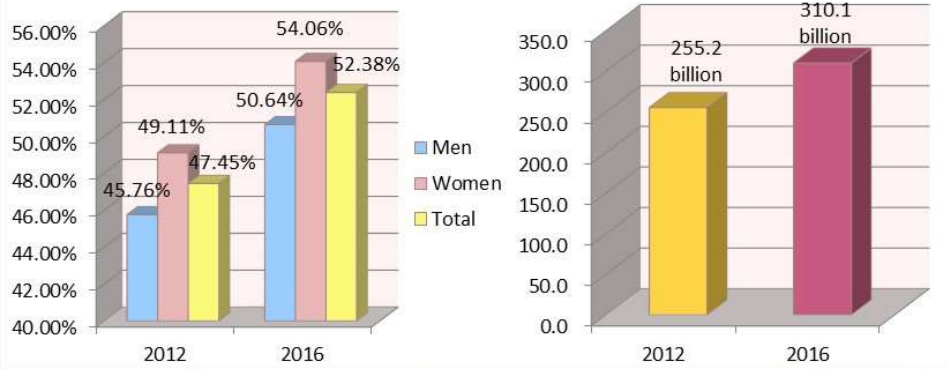
附錄五：我國婦女經濟個別行動計畫 (IAP)



Access to Capital

Women's Access to Financial Services

● Age 15+ with a credit account (for financial investment) at a formal financial institution
 ● Loans received by women assisted from SME Credit Guarantee Fund



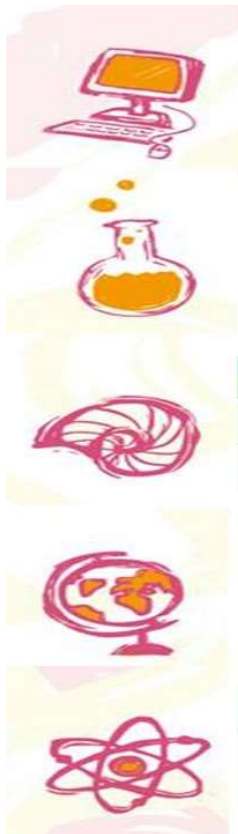
Access to market

Promoting female entrepreneur's products

- 1. Phoenix Start-Up Entrepreneurial Guides.
- 2. Phoenix Start-Up website - beboss.wda.gov.tw.
- 3. Phoenix Story Houses to share start-up stories.
- 4. Phoenix GO!GO!GO! store to integrate products.
- 4. Exhibitions and sales events.

Start-ups assisted (person)





Skills and capacity building

● Women's employment

- over 300 employment service locations
- one-stop & individualized service
- related employment facilitation measures

	2015	2016
successfully employed	213,140	263,551
Number of trainees	31,901	27,915

Women's Re-employment

- free vocational training
- temporary work subsidy
- transport allowance

2015
new
policy

	2015	2016
Number of allowance payment	18,368	34,100

Women's leadership

Corporate Governance Best Practice Principles

- The "board gender diversity" recommendations are included in the Corporate Governance Best Practice Principles.
- The FSC requires the TWSE/TPEX-listed companies to disclose the implementation of corporate governance pursuant to the Principles mentioned above in their annual reports and explain the reasons if they do not comply with the Principles.

Corporate governance evaluation indicators

- "Did the company adopt and disclose a board diversity policy?"
- "Did the company's board members include at least one female director?"
- "Did directors of each gender account for at least one-third of all directors?"



Innovation and technology

Internet usage rate	2012	2016
Total	73.0	79.7
Male	76.5	80.3
Female	69.5	79.2



Almost the same

Mobile internet usage rate	Men	Women
2G	56.34%	43.66%
3G	57.02%	42.98%
4G	49.98%	50.02%
sum	51.88%	48.12%



Girls in STEM

In order to increase the interest and willingness of female students in selecting science and engineering related fields, in the future they will continue to be encouraged to partake in science research related activities.

Thank you!



附錄六：我國性別化創新(GIFTS)計畫簡報



The image is a promotional graphic for the APEC Gendered Innovation for Technology and Science (GIFTS) initiative. It features a blue background with a white wave-like border at the top. At the top center, there are two logos: the APEC logo (Asia-Pacific Economic Cooperation) and the GIFTS logo. Below the logos, the title "APEC Gendered Innovation for Technology and Science (GIFTS) for women in the creative industry" is written in white. In the center, there is a photograph of the Taipei skyline at sunrise, with the Taipei 101 building prominently featured. The text "TAIPEI IOI" is overlaid on the image. At the bottom, the text "2017 APEC WOMEN AND THE ECONOMY FORUM" and "Policy Partnership on Women and the Economy (PPWE)" is displayed.

APEC
Asia-Pacific
Economic Cooperation

APEC
GIFTS

APEC Gendered Innovation for
Technology and Science (GIFTS) for
women in the creative industry

TAIPEI IOI

2017 APEC WOMEN AND THE ECONOMY FORUM
Policy Partnership on Women and the Economy (PPWE)

Planned activities

- A workshop to demonstrate good practices/ideas from around APEC member economies
- recommendations to assist stakeholders in building gender-sensitive policies that promote economic benefits and encourage women entrepreneurs to international markets for profit and development

Objectives:

Inclusive Growth-Women and Economy

- **Bring new perspectives on inclusive growth geared to women's empowerment, and develop comprehensive approaches.**
- **Develop policy recommendations to assist decision makers in the public and private sectors in building training programs for women.**
- **Advance women's economic participation**

3

Cross-Forum Collaboration

- **The project contribute to close collaboration between PPWE and HRDWG, it also enhances capabilities for human capital development through partnership with key enterprises, the private sector and NGOs/NPOs.**

4

HRDWG-LSPN

- The Human Resources Development Working Group (HRDWG), has played an important role in building the region's human capacity and achieving this goal.
- Labour and Social Protection Network (LSPN) is one of the HRDWG networks which fosters strong and flexible labor markets and strengthen social protection including social safety nets through evidence-based interventions, collaboration, technical co-operation and the provision of labor market and social protection information and analysis to address sustainable human resource development across APEC member economies.

5

Fostering Inclusive Growth in APEC Economies-Equal Employment Opportunity Policies and Practices

- **HRDWG/LSPN**
- To collaborate with all APEC economies to achieve transformative growth in today's digital age.
- To ensure social justice by developing a fairer and more equal workplace and enhancing the economic participation of the less advantaged, including women, those with disabilities and youth.
- To hold the "Workshop on Fostering Inclusive Growth in APEC Economies-Equal Employment Opportunity Policies and Practices" in Taipei in December, 2017.

6



Thank you!

7

附錄七：會議暨活動剪影



女性運用新科技發揮創作力工作坊



婦女經濟政策夥伴關係工作會議



傑出女性中小企業獎



公私部門對話會議



高階政策對話會議



高階政策對話會議-團長發言



我國代表團登上當地日報頭條



團員楊筱雲、李立璿於婦女經濟政策夥伴關係工作會議發言



團長與我國女性企業主合影



團員合影