

(出國類別：參加國際會議)

2016 年亞太經濟合作婦女與經濟論壇
(APEC Women and the Economy 2016 Fora)

出國人員：

行政院	林政務委員美珠	經濟部中小企業處	張專員淑茹
行政院	趙簡任秘書秀琳	勞動部	張科長壹鳳
行政院性別平等會	許委員雅惠	中央研究院	張研究員靜貞
行政院性別平等處	黃處長碧霞	瑞德感知科技股份有限公司	林總經理筱玫
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	李組長芳瑾
行政院性別平等處	陳科長嘉琦	財團法人婦女權益促進發展基金會	李研究員立璿
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	陳研究員羿谷
外交部	王參事志發		

會議地點：秘魯利瑪

會議時間：105 年 6 月 27 日至 6 月 30 日

報告日期：105 年 9 月

摘要

本(2016)年 APEC 婦女與經濟論壇(Women's Economic Forum, WEF)於 6 月 27 日至 30 日期間在秘魯利瑪召開。我代表團由行政院林政務委員美珠擔任團長，率公私部門共 15 名代表與會。

大會主題定為「破除婦女在全球市場之經濟整合藩籬(Breaking barriers to economic integration of women in the global market)」，所延伸的次主題分別為：(1)以經濟知識取得資本(Economic Literacy for access to capital)；(2)以數位素養實現經濟包容性(Digital Literacy for economic inclusion)；(3)破除障礙以達到包容性成長的經濟照護制度(Economy care systems to break down barriers for inclusive growth)；(4)經濟發展脈絡下因性別暴力所付出的代價(Costs of gender-based violence in the context of economic development)；(5)協助女性微中小企業邁向國際化的機制(Mechanisms for the internationalization of MSMEs enterprises led by women)。會議包括 6 月 27 日之公私部門對話會議(PPDWE)、6 月 28 至 29 日之婦女與經濟政策夥伴會議(PPWE)，以及 6 月 30 日之高階政策對話會議(HLPD)。主辦國秘魯肯定婦女在無酬家務與照護工作的貢獻，揭櫫婦女與經濟議題應在交流互動的環境下縮減性別差距，並以婦女為重要夥伴，創造實質的包容性經濟。

我國以獲 APEC 補助執行之「女性經濟創新發展多年期計畫」(APEC Multi-year Project “Innovation for Women and Economic Development”, 2013-2016)「運用資通訊科技提升婦女經濟賦權」之理念，活躍於各場會議，並於 PPWE 會議中展示多年期計畫所研發之女性創業學習應用程式(WE boss)之功能及後續發展，獲各經濟體高度肯定，會後並有多國代表期盼日後能建立合作機會。

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)中央研究院張研究員靜貞擔任「公私部門對話會議(PPDWE)」主講人，針對「以數位素養實現經濟包容性(Digital literacy for economic inclusion)」之主題發表專題演說。

(2)於「婦女與經濟政策夥伴關係會議(PPWE)」中，由中央研究院張研究員靜貞、瑞德感知科技股份有限公司共同創辦人林總經理筱玫針對我國「女性經濟創新發展多年期計畫」發表執行成果。

(3)團長林政務委員美珠於「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。

而在平行會議方面，參與情形如下：

(1)由韓國主辦之「女性商業與智慧科技研討會(2016 APEC Women's Business and Smart Technology Seminar: New Value Creation of APEC Women's Business through Smart Technology and Leadership)」邀請行政院性別平等會許委員雅惠擔任「多元產業的最佳範例分享(Sharing Best Practices in Various Industries)」場次主持人暨討論帶領人。

(2)由美國主辦之「APEC 女性企業家精神的下一階段：實踐 WE-APEC 之願景(APEC Workshop: Implementing the WE-APEC Vision)」工作坊，邀請婦女權益促進發展基金會李研究員立璿擔任「APEC 倡議下女性企業家精神的實踐(Implementing the Women's Entrepreneurship in APEC Initiative)」講者。

(3)由俄羅斯主辦之「傑出女性中小企業獎(APEC Business Efficiency and Success Target Award)」頒獎典禮，團長林政務委員美珠特別受邀擔任開幕致詞貴賓、中央研究院張研究員靜貞擔任評審團成員之一、我國瑞德感知科技股份有限公司共同創辦人林總經理筱玫則參與 APEC 亞太地區傑出女性中小企業競賽，發表創業甘苦與歷年表現，亦榮獲肯定。

另於會議期間，我國代表團與菲律賓、秘魯、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。

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，將我國多年期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，肯定以評估機制促使 PPWE 有效推展婦女參與經濟；強調婦女在區域與全球價值鏈所能發揮的重要作用；鼓勵各經濟體發展友善金融政策與提升數位素養等措施，以支援女性企業主進入國際市場；倡導企業領袖投入協助建構友善女性職場環境，並減低性別暴力所形成的代價。爰此，本報告提出政策建議要項，包含：建立與其他經濟體合作模式、提升婦女於行動商務能力、建立女性創業生態圈等，作為我國推動婦女經濟賦權之指引。

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壹、會議說明

一、 會議背景

(一) 本(2016)年 APEC 年度主題為「優質成長及人力發展 (Quality Growth and Human Development)」，內容涵蓋四項優先目標：(1)促進區域經濟整合及優質成長(Advancing Regional Economic Integration and Quality Growth)；(2)強化區域糧食市場(Enhancing the Regional Food Market)；(3)邁向亞太微中小企業現代化(Towards the Modernization of MSMEs in the Asia-Pacific)；以及(4)發展人力資本 (Developing Human Capital)，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 年菲律賓馬尼拉等連續舉辦 5 屆會議。2016 年於 6 月 27 至 30 日於秘魯利瑪召開，主題為「破除婦女在全球市場之經濟整合藩籬(Breaking barriers to economic integration of women in the global market)」，所延伸的次主題分別為：(1)以經濟知識取得資本(Economic Literacy for access to capital)；(2)以數位素養實現經濟包容性(Digital Literacy for economic inclusion)；(3)破除障礙以達到包容性成長的經濟照護制度 (Economy care systems to break down barriers for inclusive growth)；(4)經濟發展脈絡下因性別暴力所付出的代價 (Costs of gender-based violence in the context of economic development)；(5)協助女性微中小企業邁向國際化的機制

(Mechanisms for the internationalization of MSMEs enterprises led by women)。

二、 會議形式

(一) 本次由秘魯婦女與弱勢族群部部長 Hon. Marcela Huaita 擔任 WEF 兼任 HLPD 主席，利瑪商業會女性企業發展委員會前任副主席 Yolanda 擔任 PPDWE 主席，以及秘魯婦女與弱勢族群部次長 Ana Maria Mendieta 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 6 月 27 日「公私部門對話(PPDWE)」、6 月 28 至 29 日「婦女與經濟政策夥伴關係(PPWE)」及 6 月 30 日「高階政策對話(HLPD)」等會議。

2. 周邊會議

(1) 韓國於 6 月 28 日主辦「女性商業與智慧科技(2016 APEC Women's Business & Smart Technology Seminar: New Value Creation of APEC Women's Business through Smart Technology and Leadership)」研討會；

(2) 美國於 6 月 28 日主辦「APEC 女性企業家精神的下一階段(APEC Workshop: Implementing the WE-APEC vision)」研討會。

(3) 美國於 6 月 29 日主辦「APEC 女性在科學、技術、工程、數學的機會與挑戰(APEC Women in STEM: Expanding Innovation and Opportunity by Strengthening the Presence of Women in Science, Technology,

Engineering and Math)」研討會；

(4)俄羅斯於6月29日主辦「傑出女性中小企業獎(APEC Business Efficiency and Success Target Award-BEST AWARD)」頒獎典禮。

3.6月27至28日舉行UN Women女性經濟培力照片展與女性中小企業出口商品展。

三、 我國代表團成員

本屆會議由行政院林政務委員美珠擔任團長，率行政院性別平等處、外交部、經濟部、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、中央研究院研究員、財團法人婦女權益促進發展基金會、瑞德感知科技股份有限公司等民間代表6名，共計15名公私部門人員組成。

四、 各經濟體團長名單

經濟體	團長與職稱
澳洲	Ms. Natasha Stott Despoja Ambassador for Women and Girls, Department of Foreign Affairs and Trade
汶萊	Su excelencia Serbini Ali Non-Resident Ambassador
加拿大	Amb. Gwyneth Kutz Ambassador at Embassy of Canada, Lima
智利	Ms. Natalia Piergentili Domenech Undersecretary of Economy, Ministry of Economy
中國	Ms. Hong Mu

	General Director at The Office of the National Working Committee on Children and Women under the State Council
印尼	Mrs. Yohana Susana Yembise Minister for Women's Empowerment and Child Protection
日本	Mr. Hirohisa Takagi Parliamentary Vice-Minister, Cabinet Office
韓國	Mrs. Minister Eunhee Kang Ministry of Gender Equality and Family
馬來西亞	Hon. Senator Datin Paduka Chew Mei Fun Deputy Minister of Women, Family & Community Development
墨西哥	Guadalupe Gómez Maganda Bermeo Head of the Unit of Gender Equality Policy, Ministry of Foreign Affairs
巴布亞 紐幾內亞	Hon. Delilah Gore Minister of Religion, Youth & Community Development
秘魯	Dra. Marcela Huaita Alegre Minister of Women and Vulnerable Population
菲律賓	Ms. Blesila A. Lantayona Assistant Secretary at Department of Trade and Industry
俄羅斯	Ms. Natalia Strigunova Deputy Head of Asia, Africa and Latin America Department, Ministry of Economic Development of the Russian Federation
中華臺北	Ms. Mei-Chu Lin Minister without Portfolio, Executive Yuan

泰國	Mr. Pol.Gen. Suwati Chanitthiku Vice Minister, Ministry of Social Development and Human Security
美國	Amb. Catherine Rusell Large for Global Women's Issues del US Dep. of State
越南	Mr. Nguyen Trong Dam Deputy Minister, Ministry of Labour, Invalids and Social Affairs

貳、 會議活動紀要

一、 6月27日

(一) 公私部門對話會議

1. 會議時間：2016年6月27日 8:00-17:45
2. 開幕式

秘魯曾於2008年舉辦APEC會議，時隔八年後再次主辦別具意義，亦是展現秘魯致力於性別平等成果的最佳機會。今年所著眼之五大議題，首應著重在策略及政策之實行，例如：建構對女性友善的自由貿易環境、使其得以享有平等發展的機會，唯有落實性別平等方能提升人類發展，並透過各經濟體的公私部門攜手合作，以真正縮減性別平等的差距進而提升經濟，強化永續成長的實力。除此之外，仍有以下目標需要努力：(1)打破女性進入市場的障礙以實現經濟賦權；(2)社會責任及照護機制的重要性，由於許多女性從事無酬工作，其價值嚴重被低估，而應重新調整勞動力市場架構並提供育兒照

顧政策等友善機制；(3)施加於女性有形及無形的性別暴力，其負面影響不僅在於身心健康，更有收入及人力資本損失等，秘魯政府重視該問題並已成立 245 所救援中心，提供受暴女性各種協助；(4)呼應 2015 年菲律賓所提倡女性微中小型企業之國際化議題，重新盤點金融機構與措施對於女性是否友善，並從最佳範例中汲取經驗；(5)提升女性數位素養為國際重要趨勢，且能真正協助女性從事電子商務、降低進入市場的障礙。

3. 專題演說與高階座談

(1)世界銀行集團貧窮與全球正義實踐方案資深主任 Ana Revenga 先提出數據顯示，全球基於性別鴻溝導致女性平均所得低落，造成國內生產毛額(Gross Domestic Product)損失至少 16 個百分點，而此現象的背後至少有幾個原因：(1)有些障礙導致女性的經濟機會受限；(2)有些法令制度阻礙女性進入某些行業；(3)不同的市場有著不同的進入門檻等。另一方面，在教育程度提升的現況下，雖然可能導致晚婚與低生育率，但也某種程度促進性別平等，而雖然進入勞動力市場的女性逐漸增加，但仍存在因為性別所形成的差異，並且顯示在經濟活動的參與程度上。女性和男性在經濟領域所擔任的職務及所獲得的酬勞，其實是來自許多因素交錯而構成差異的結果。對於上述的狀況，應就政策與行動面針對性別不平等的狀況加以改善，且協助女性企業主建立自己的連結網絡，並使用科技工具以縮減性別落差。

(2)菲律賓貿易工業部助理部長兼任本次菲律賓代表團團長 Blesila A. Lantayona 說明 APEC 區域內中小企業由女

性所領導者占 37%，但在進入全球市場時往往面臨阻礙，例如：缺乏相關的技能及網絡連結的機會，籌措資金的限制，不友善的機制及限制性的架構，文化和社會規範的限制等。此外，重申長灘島行動計畫(Boracay Action Agenda)的重要性，並強調應協助女性所領導的微中小型企業成長茁壯，並提出數個菲律賓近年來針對促進女性微中小型企業進入全球市場的相關政策、成功案例與跨國計畫「GREAT Women Project」供與會者參考。

- (3)秘魯社會發展部前任部長 Carolina Trivelli 提到性別落差有明顯上升的趨勢，而該如何解決此現象則有幾種可能的方法，包括：從女性的角度去發展新產品及服務、善用政府的政策資源、增加可近性、發展財務能力等等。Julia Torreblanca 則分享 Dream Builder 計畫。此計畫為免費的線上商業教育網站，且提供英文及西文的認證，網站內有十餘種面向讓使用者瞭解從創業的基本步驟到如何經營企業的方法。內容設計包含推薦成功企業家、互動體驗和遊戲、測驗等。APEC 經濟區域目前使用 Dream Builder 的經濟體主要有美國、秘魯、智利等。

4. TED 式風格演說

- (1)澳洲外交與貿易部女性議題大使兼任澳洲代表團團長 Natasha Stott Despoja AM 認為性別暴力是國際性的問題；平均而言，約有 15% 的女性曾經歷性騷擾或性暴力，且這些推估可能遠低於真實發生的情形。性別暴力產生的源頭主要根基於性別角色不對等的刻板印象，以及普遍存在於社會、經濟、文化、政治等結構性的不平等；而因性別暴力所造成的成本，則反映在健康、司法、政

府與社會福利、身心痛苦等方面，全球因此所產生的成本約每年 50 億美金，足以造成對 GDP 的嚴重損害。宣導性別暴力對社會造成的代價，不僅是要喚起大家正視性別暴力的存在，更希望透過國家政策的早期介入，預防性別暴力的發生，讓每個人都有權生活在安全與值得信賴的環境裡。

- (2) 服務於智利政府並擔任社會文化事務督導的 Paula Forttes 指出，現今 21 個 APEC 經濟體已有高達 3 億 5,100 萬的 65 歲以上高齡人口；舉凡高齡化、少子女化趨勢、勞動力人口的老化，以及照顧人力的缺乏等，使得長期照顧儼然是當前各經濟體亟待解決的重要課題，並推估在 2050 年將有 3 億 9,600 萬 80 歲以上需要臨床照護的老年人口。然而，在照顧課題中，女性往往承擔了終生家庭無酬的照顧責任，使得女性晚年處境更為堪慮，因此，未來應以「稅收」為基礎，推動長期照顧的專業化政策，發展相關照護企業，透過訓練、遠距科技及有效的人力資源管理，促使該領域專門化，並創造有薪、高品質的職場環境，使長期照護的照顧人力危機，轉變為促進就業的新契機，而非將照顧責任分散在各家庭內，成為女性的無酬家務勞動。
- (3) 來自加拿大、擔任 Seafair Capital 投資公司執行長的 Anne Whelan 以其從結婚、單親至失業的人生經歷，道出女性終其一生所面臨的照顧重擔。其自 1993 年回到家鄉後，透過在地投資計畫的幫助，結合職能訓練、托育補助、教育投資，運用社區照顧系統，得以重新創業並兼顧工作與家庭、開展新的人生階段。最後則深刻反

省照顧課題在國家、社區、家庭以及市場的定位與分工。

(4)任職於秘魯微軟股份有限公司的 Paola Gálvez 指出，社會上普遍存在性別刻板印象，透過教育、社會價值觀與文化，影響兩性接觸數位科技的機會與資源。以秘魯為例，少於 25% 的女性有機會接觸網際網路，不到 21% 的女性擁有手機，另外，相較於男性 70% 的勞動參與率，女性則僅占 58%。因性別刻板印象造成兩性在養成教育與職業的隔離，阻卻了女性接觸數位科技的機會與資源，加劇兩性的薪酬差距；為打破刻板性別印象的藩籬，秘魯微軟提出一項實驗計畫，透過結合企業志工，讓年輕女性從小培養對於理工方面的興趣與能力，激勵女性晉身高科技產業的動力，期透過公平給予教育機會，激發女性學習數位科技的潛能，有助於縮短性別在經濟處境上的差距。

5. 分組討論

(1)破除障礙以達到包容性成長的經濟照護制度 (Economy care systems to break down barriers for inclusive growth)

身為華裔、任職於美國全國家事勞工聯盟的 Ai-Jen Poo，從自身祖父母的照顧經驗表述家事照顧者的工作辛勞。家事勞動者普遍處於長時間與低薪的工作條件下，至今尚未納入國際勞工組織 (International Labour Organization) 相關公約的保障範疇，隨著戰後嬰兒潮湧現的高齡化世代來臨，「家庭照顧的提供在家庭、社區與市場機制間，究竟應如何取得相互平衡？」，以及「無酬及專業的照顧工作如何互補支持，以兼顧被照顧者的生活

品質與照顧工作者的勞動條件？」是當前應深思的課題。

Yuka Mitsuhata 身為日本企業 Mo-house 的執行長，覺察日本當前新手媽媽因缺乏友善的哺育環境，因此必須時常待在家中而造成與社會隔離，於是研發可以在任何地點、時間輕鬆哺育幼兒的哺乳衣，鼓勵母親帶小孩上班，一面工作，一面哺乳，並倡議社會需要建構友善的照顧系統，以支持女性兼顧工作與家庭照顧。

(2) 以經濟知識取得資本(Economic Literacy for access to capital)

來自美洲開發銀行的 Carmen Mosquera 提出金融知識教育雖能促成經濟包容成長，但並非唯一要件，應該採取以下策略：將金融知識納入視為常態教育，設計更具性別友善的金融商品，對於金融商品提供諮詢及建議等友善的服務，公私部門應立於保護消費者的出發點管理金融商品，政府應對金融知識教育賦予更重要的規劃與行動而非僅專注於防治詐騙，金融知識教育的內容應更為全面性等。

(3) 以數位素養實現經濟包容性(Digital Literacy for economic inclusion)

我國私部門代表、中央研究院經濟研究所張研究員靜貞從創新觀點解析 APEC 數位機會中心(APEC Digital Opportunity Center, ADOC)與我國女性經濟創新發展多年期計畫梗概，並分享執行成果與重要建議：應著眼於女性在科技領域的學習需求，發展友善、彈性、長遠的培訓架構和支持系統。

擔任 STEM 策略長的 Gabriela Gonzalez 則代表半導體大廠 Intel 說明形成數位落差的主因，鼓勵各經濟體在可用性 (availability)、可達性 (accessibility)、覺察力 (awareness) 等方面著手，避免女性被排除在科技領域之外；她並以 Intel 目前在非洲所推動的 “She will connect” 計畫為例，說明 Intel 正積極協助女性親近科技、尋求教育和經濟方面的機會以提升其自信。

(4) 經濟發展脈絡下因性別暴力所付出的代價 (Costs of gender-based violence in the context of economic development)

認知到各經濟體因為性別暴力已付出許多成本與衍生代價，因此呼籲應致力於提升女性經濟能力，提供適當資訊，並由公私部門共同推動防治措施。

(5) 協助女性微中小企業邁向國際化的機制 (Mechanisms for the internationalization of MSMEs enterprises led by women)

俄羅斯企業網絡 Opora Russia 執行長 Veronika Aleksandrovna Peshkova 首先談到進入國際市場的關鍵要素：市場、產業、產品、公司等面向，其方式則為透過出口、事業合作夥伴、引進國際創投資金、併購等；至於邁向國際化可能遇到的障礙則包括：企業規模、缺乏資金與人才、管理態度、害怕承擔風險、目標客群設定、經驗不足等，抑或是該產業特性缺乏國際網絡連結與市場商情等。最後，以貿易與投資支持相關機構，包括：貿易局、中小企業局、產業發展局、區域經濟組織等單位，加上出口、貿易、投資等支援團體，以及標準檢驗、

貿易法規、人才培訓、供應鏈、投資等，說明相關單位必須攜手共進，協助營造友善的貿易環境，方能將中小企業推向國際舞台。

中國女企業家協會執行長 Viven Xiong 表示，中國從 1949 即成立「中華全國婦女聯合會(全國婦聯)」，致力於協助女性於社會、經濟發展，並促使政府推動友善的中小企業政策環境，建構女性知能以橋接國際市場；此外，也成立中國女企業家協會，透過分享經驗與資源拓展商機。據統計，主修科學、技術、工程、數學(STEM) 領域的大學生，女性佔 32%，而該領域頂尖的研究人員，女性則佔 11%，顯示女性已成為科學技術發展不容小覷的力量。最後，以自身經營的公司為例，結合地質、地球物理、地質微生物及地球化學之發展，加速石油等能源探勘與提高成功率，同時亦長期與國外公司合作投入技術研發，不斷提升服務品質，相信由此連結可以推廣到全球，邁向國際之路。

6. 會議綜合結論與閉幕式

(1) 破除障礙以達到包容性成長的經濟照護制度

- a. 透過檢視時間運用，提出有助於達成工作與生活平衡的解決之道：有薪陪產假、彈性工作地點、遠距辦公科技、兒童照顧服務等。
- b. 研議有助於促進性別平等與機會平等的最佳範例，特別是私部門與公共政策的連結，作法如下：制定促進機會平等的國家政策、反性別歧視教育訓練、透過角色扮演增進換位思考等。

c. 如何支持女性獲得尊嚴勞動的思考面向如下：滿足健康與安全的基本需求、獲得持續接受教育與訓練的機會、人事考量應根據能力而非性別。

(2) 以經濟知識取得資本：

鼓勵女性跳脫既有分工，縮短性別在社會經濟處境上的差距，從而探索參與商業活動的可能性，並為國家、社群、家庭及市場創造更廣泛的影響。

(3) 以數位素養實現經濟包容性

a. 投資女性在科學、技術、工程、數學等領域的研發與學習，而不侷限於傳統的人文領域。

b. 提供資訊與通訊技術基礎設施及服務，有助於女性連結市場、全球價值鏈、人際網絡與資源。

(4) 經濟發展脈絡下因性別暴力所付出的代價

a. 各經濟體應嚴肅認知性別暴力對於家庭、世代與未來人力資本產生很大的負面影響。

b. APEC 秘書處應蒐集因性別暴力造成的經濟損失，持續掌握相關數據。

(5) 協助女性微中小企業邁向國際化的機制

結合公私部門與女性企業主的觀點，共同腦力激盪、合作以建構更完善的機制與產業環境。

(二) 雙邊會談：菲律賓

1. 會議時間：2016年6月27日 16:00-17:00

2. 出席人員：

菲方：貿工部區域運作司司長 Blesila A. Lantayona、菲律賓婦女地位委員會執行董事 Emmeline L. Verzosa、國際經濟關係副國務卿辦公室外交官員 Elizabeth Picar Ramos、國際經濟關係副國務卿辦公室外交官員 Joyce Marison M. Camacho。

我方：林政務委員美珠、趙主任秀琳、黃處長碧霞、王參事志發、陳科長嘉琦、張科長壹鳳、張專員淑茹。

3. 發言紀要：

- (1) 雙方就破除障礙以達包容性成長的經濟照護體系相關政策，包括運用資通訊科技培力女性，協助微中小企業邁向國際化，促進女性企業成長等議題，分享雙方之政策與措施。
- (2) 我方提及將提出「女性經濟創新發展：運用創新工具培植女性企業主人力資本 (Innovation for Women and Economic Development: Building Human Capital for Women Entrepreneurs through Innovative Learning Tools)」新倡議，將申請 APEC 經費補助，亦盼菲方予我支持，並邀請菲方派員來臺參與我將於本年 9 月舉辦之女性經濟創新發展多年期計畫成果展示會議，且邀 L 司長擔任講者。菲方回應願優予考量支持我方倡議。
- (3) L 司長並表示今年 4 月曾來臺參訪經濟部中小企業處、育成中心、FABLAB 等機構，感謝我方無私分享推動中小企業發展的政策與經驗，期後續有機會能再次來臺學習。

二、 6月28日

(一) 婦女與經濟政策夥伴關係工作會議(PPWE)-1

1. 會議時間：2016年6月28日 9:15-16:30

2. 開幕演說

本屆 PPWE 主席，亦為秘魯婦女與弱勢族群部次長 Ana Maria Mendieta 開幕致辭、歡迎各經濟體代表與會，期能在 APEC 區域多元文化下造就包容性的經濟。後續由世界銀行(World Bank)專家 Ana Revenga 說明應從性別鴻溝看見後續的行動方向、從最佳範例汲取知識並創造有效的改變；舉例而言，應思考以下問題：(1)我們已經知道什麼？(2)我們還需要知道些什麼？(3)我們接下來要做些什麼？至於針對觀察結果進行適當的判斷、納入不同面向的積極作為，以及建立監督評估機制，皆為規劃與採取行動前的重要步驟。

2015年PPWE主席 Emmeline L. Verzosa 說明1996年WLN成立以來，女性議題在APEC逐漸受到重視；延續2015年APEC主題「建立包容經濟，打造美好世界(Building Inclusive Economies, Building a Better World)」，輔以婦女經濟賦權五大支柱，眼下仍存在許多工作亟待各經濟體重視與推動，包括：人力資本的培養、提升中小企業在區域及全球的競爭力、形塑友善女性的環境等，鼓勵各經濟體共同合作，促使APEC的其他工作小組皆能融入性別觀點，以創造真正的包容性經濟成長。

3. PPWE 2015-2018 策略計畫與各經濟體行動計畫

依據 PPWE 2015-2018 年的策略工作計畫，秉持跨論

壇合作、增進女性經濟參與、加強運作結構等目標，致力於永續、包容、平衡的 APEC 區域發展，並聚焦在以下執行方向：(1)各部門應將性別觀點整合至相關活動與政策建議當中，進行具備性別敏感度的對話、改革措施與積極回應；(2)將資金獲取、市場進入、技能培養與健康、領導力以及科技創新列為促進女性經濟參與的優先領域；(3)增進 PPWE 與婦女經濟論壇的基礎，提供性別議題與女性經濟賦權相關政策資訊與有效作法，靈活運用各經濟體專業知識，以共享現有資源和人脈網絡。

接續由中華臺北、美國、巴布亞紐幾內亞、日本、秘魯、菲律賓、智利經濟體說明計畫執行概況：

(1)中華臺北：在與澳洲、智利、韓國與菲律賓等經濟體的合作下，蒐集及分析 APEC 區域以 ICT 工具協助女性創業及經營等相關計畫，並於 2013 年 6 月、2014 年 10 月及 2015 年 9 月分別舉辦「APEC 女性經濟創新與資通訊科技國際研討會暨公私部門網絡會議」、「APEC 善用資通訊科技強化女性企業力國際研討會」及「以 ICT 培力女性達到包容性成長研討會」，發表計畫執行成果，提出資通訊科技與相關服務對於女性在參與社群活動、增進商務機會、建構人際網絡等方面有著莫大的助益，日後將持續推廣本項議題，以強化各經濟體對於數位科技的關注。隨後則就女性線上創業遊戲應用程式 <<WE boss>>的發展近況，包括：設計理念、多國語言、資料蒐集、合作贊助等提出說明，深受智利、秘魯及美國等經濟體的肯定，或可建立日後合作的契機。

(2)美國：由女性與經濟衡量指標(Women and the Economy

Dashboard)所得觀察，提出應強化女性在科學、技術、工程、數學等 STEM 領域的參與，從技能建構著手，並進一步推展至具體行動。另一方面，WE-APEC 囊括商務、範例與策略等資訊，持續以連接婦女商業網絡與公私部門，以創造更為強大的商業生態系統。

- (3) 巴布亞紐幾內亞：提出「女性取得金融服務：APEC 地區的資料(Women's Access to Financial Services--Data in the APEC Region)」的執行情況，該計畫蒐集 APEC 經濟體內對於女性提供金融服務的具體資料，以及就男性及女性透過不同金融計畫發展微中小型企業進行比較，並說明應透過政策整合與法規完備，藉以協助女性取得貸款及金融服務，以提高其經濟參與。
- (4) 日本：分享關於企業內部女性董(理)監事比例的研究，並提出企業的多元化策略應著眼於人才資料庫建置、治理方式、有效的領導力，以及創新的行銷方式；另說明與越南共同合作，蒐集有助於提升女性領導力的最佳範例與政策，預計於 2017 年提供研究成果及建議。
- (5) 秘魯：基於性別的暴力行為削弱了目前與未來的人力資本，其影響不容小覷；該計畫期透過知識的累積與評估方式的設定，研究性別暴力所造成的經濟損失，從而分享公私部門於防治暴力的成功經驗，建立專業資料庫與培訓模組。
- (6) 菲律賓：說明該計畫的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。

- (7) 智利：聚焦於「促進和鼓勵女性微中小型企業參與對外貿易」的最佳做法，包括：成功參與國際市場的微中小型企業、辦理公私部門合作的工作坊、出版數位格式的案例彙編，期對於所面臨的主要挑戰與如何克服困難，能有著更深入的瞭解。

(二) 韓國：女性商業與智慧科技研討會

1. 會議時間：2016 年 6 月 28 日 10:00 - 17:30
2. 開幕式

根據經濟合作暨發展組織(Organization for Economic Co-operation and Development)的報告，女性在微中小型企業中有著繁榮性的成長，主要原因在於運用資通訊科技(Information Communication Technology)協助女性突破進入市場的障礙、開展電子商務，並透過不同平臺相互合作與提供建議。ICT 的重要性不言可喻，尤其是對於女性所帶來的影響，能以之培養技能發揮長才、降低性別刻板印象、縮短性別在薪資方面的差距等，從而更應在 ICT 領域中提高優秀女性的領導力，讓女性進入決策圈，實質改善弱勢族群之困境。面對瞬息萬變的社會環境，在女性經濟賦權仍有很多亟待努力之處，韓國政府相當重視此議題，並與相關學術單位、私部門協同合作，期許該場會議能分享最佳策略及相關知能。

3. 專題演說

- (1) 韓國性別平等與家庭部部長 Eunhee Kang：手機將於 2019 年成為主要智慧裝置，因此所衍生的商機無限，

而 ICT 本質上是整合資訊與資源的平臺，且相較於傳統工具更具備零邊際成本的特性；面對各國勞動力的普遍降低，善用高效率的 ICT 工具亦能補其不足，甚至在未來 10 年內取而代之。回顧過往，西元 2000 年稱為網際網路年，2010 年則是行動網路年，2020 年將成為物聯網(Internet of Things)年，因此我們應該趕上浪潮並積極運用 ICT。韓國對於資通訊科技議題的重視程度，於 2013 年 10 月朴槿惠總統於印尼發表有關創新資通訊科技的最佳範例便可得知。另一方面，Business Insider 指出，男性明顯主宰了科技世界，例如維基百科的編輯者 91.5% 為男性，且根據 Statista 的報告，目前知名的網路科技公司仍以男性居多，例如：臉書(Facebook)的男性員工占 69%、Intel 公司則占 75%。相較於韓國，女性在 STEM 領域就業的比例，從 1970 年僅占 7%，至 2011 年已有 26%，雖漸有成長但仍偏低；而韓國除了成立資通訊產業中心，鼓勵各種創新研究發展之外，也設置女性二度就業中心，提供數位課程、3D 列印、3D CAD、JAVA 及大數據管理運用等課程。

- (2)秘魯婦女與弱勢族群部次長 Fernando Bolanos Galdos 提及現代社會人手一支智慧型手機或行動裝置且不可或缺，足見智慧科技大大改變生活型態，而不可忽視其影響力。就秘魯而言，在使用智慧科技方面仍有性別差距：僅 13% 的女性持有智慧型手機，且進入 STEM 領域的機會相當渺茫，因此女性人力資本相當稀少；再者，秘魯在資通科技使用上也有著嚴重的城鄉差距，因此日後將增加 ICT 的師資培訓，將師資種子散播到各處以

培力女性，並幫助其運用 ICT 進入市場、改善生計，也期許亞太區域的整合及公私部門的合作，從而能達到女性經濟賦權的目標。

- (3) 韓國亞太女性資訊網絡中心執行長 Myonghee Kim 說明網路平臺在全球無遠弗屆，例如：美國的 TGIF (Twitter, Google, I-phone, Facebook)、中國的 TAB (騰訊、阿里巴巴、百度)，這些快速發展的產業其市值也隨之增加；近年來亦有許多新創事業如雨後春筍般出現，如 Uber、Airbnb 等，這些平臺透過嶄新形態串連生產者及消費者，不僅滿足雙方需求與供給，更可得到利潤，創造三贏的局面。網路平臺商業之特性就是社群，以韓國而言，便有 StyleShare、Crazy Fish、TTA.TTO.GA 等。StyleShare 自 2011 年成立，係整合韓國時尚的平臺，每個人都能上傳分享相關資訊，近期使用者已達 180 萬人，平均每天有 15 萬人使用，且已遍及 120 個國家；Crazy Fish 則是一位熱愛鮮魚的女性所成立，透過分享及介紹魚的相關資訊，甚至因此開設實體餐廳，為成功的 O2O 實例；TTA.TTO.GA 則是開放女性參與的新創工作坊，提供各領域人才觀點交流的場域，從 3D 列印、運用 ICT 工具等學習，激發女性的發想力並鼓勵成立新創事業。

4. 場次一：透過資訊科技匯流以創造新價值

- (1) 澳洲聯邦大學副教授 Patrice Braun 首先提到 2015 年婦女經濟論壇的宣言重點，包括：提升區域經濟整合、提升中小企業在區域及全球的市場參與、投資人力資源發展及建立永續且具韌性之社區等議題。隨後其指出女性不是只缺乏數位素養，其他包括文化素養、溝通素養、創

意素養、認知素養、批判素養、公民素養等皆應具備，方能夠建立自信。在數位素養方面，她認為必須著重在「連結」、「分析和評估」、「創新」、「探討」、「行動」等五大面向，且必須持之以恆；文化素養方面，應注意不同國家的文化脈絡、目標族群的市場特性，同時也該認知數位素養是動態的過程而非一成不變，需要掌握ICT工具、軟體或平臺，針對各種產業使用不同的科技工具。女性創業家要打造屬於自己的數位素養藍圖，強化自己及事業，培養轉型經濟模式的潛力，並分享目前幾個崛起的新趨勢，包括：創新技術的採用速度增快、大數據時代的來臨、市場透過網路而流通、未來的商務世界是以用戶體驗為中心，形成「我的網路」(Internet of me)的環境。

- (2) 菲律賓女性委員會執行長Emmeline Verzosa分享菲律賓在使用ICT促進女性經濟賦權的經驗，特別是與韓國合作的GREAT Women Project (2015-2020)。該計畫發現女性微中小型企業面臨諸多困境：處於較低價值的行業、難以擴大及存續、缺乏認識市場及趨勢、基本經商技巧不足、無法增加資本、無從利用科技行銷產品、未能註冊和取得認證或進入商業發展計畫等，而女性擴充事業時更容易面對犧牲家庭的窘境。事實上，GREAT Women Project在第一階段 (2007-2013)已累積些許成果，讓社會企業或女性進入更大的商業平臺，串連設計師、出口商及零售商。而現階段則試圖擴大私部門的參與，媒合女性、中小企業主及政府部門等三方，亦針對食品業串連零售商、餐廳與飯店，培力女性使用ICT工

具以提升技能。

5. 場次二：多元產業的最佳範例分享

(1) 擔任智利女性領導人協會亞洲區代表、來自復活島的 Ana Maria Court 表示，因地理位置與歷史因素，復活島的環境相對較為封閉，當地女性因而無法得到教育資源，遑論近用 ICT，在參與決策或領導力方面也鮮少由女性主責；因此 AGML-V 計畫致力於培育該島女性，使其瞭解自身文化，從而融入性別平等觀點、提供資訊科技訓練課程、輔以個人電腦或智慧裝置等，於評核程序推薦具備一定能力的女性，鼓勵其投入新創事業，期運用數位科技與傳統技藝文化相互結合。

(2) 秘魯 Rocio Silver S.A.C. 企業總經理 Rocio Mantilla Goyzueta 自幼於家族事業中耳濡目染，後自創裝飾容器公司，目前總計有 14 名員工；過去多以電話、傳真的傳統經營模式與客戶聯繫，或經歷舟車勞頓後與客戶見面，之後參與韓國在秘魯開設的 ICT 課程計畫，並學習活潑之新創經驗，不僅能應用於公司經營上，亦與其他成員共學成長，現在除利用電腦及智慧型手機之外，亦運用社群網絡行銷自身產品，並以電子銷貨途徑取代傳統下單模式。

(3) 韓國女性資訊與科技商業協會第一副會長 Soyoung Lee 表示，近年來群眾募資非常熱門，以韓國的 CrowdNet 為例，其特色為：提供客製化計畫建議、蒐集消費者/投資者之大數據等。韓國的另一個群眾募資平臺為 Wadiz，特點係為大眾提供開放場域並成立工作坊，增進消費者與創新廠商的交流。未來將以物聯網作為發展

重點，亦即數位科技與智慧科技的結合，因此韓國政府相當鼓勵新創事業，提供基金挹注、法規面及企業經營之諮詢、鼓勵海外拓展政策等，如 K-ICT Start up Mentoring Center 就是與私部門合作的新創中心。

6. 綜合討論與閉幕式

- (1) 如何使用智慧科技幫助女性創業或助其提升事業？建議應帶動女性使用簡易的操作平臺、建置創業公司平臺，以及考量資金投資的必要性。
- (2) 有何政策可用以鼓勵女性企業家？法規系統應該注意女性經濟獨立的情形、促進女性再教育並提供相關訓練課程、提升性別平等意識、增強女性自信心等。
- (3) 有何訓練計畫能培力女性企業家？訓練應區分為技術訓練與非技術訓練、促進各經濟體內共享資源、樹立典範的必要，並尋找成功案例。
- (4) 如何串連 APEC 各經濟體的女性企業家？在平臺上分享經驗，舉辦研討會將成功經驗放在 APEC 官方網站，互相建立對話網絡，且各經濟體皆應發展適合其產業的訓練計畫。

(三) 美國：女性企業家精神的下一階段

1. 會議時間：2016 年 6 月 28 日 10:00 - 17:30
2. 開幕致詞

美國國務院全球女性議題資深政策顧問 Julia Santucci：美國推動 WE-APEC 倡議之原因在於體認女性對經濟發展的重要性；以 2016 年 5 月由歐巴馬總統主持的第

七屆全球創業高峰會為例，邀請來自全球各國不同年齡、性別、產業之創業家共聚交流，顯示創業對於各國的重要性，尤其是女性所經營的企業往往更加著重家庭照顧之特質，於成功後便能為女性提供更多的就業機會；然而，女性在創業過程中會面臨到資金、技術等諸多挑戰，因此，如何連結公部門、私部門並建構女性企業發展的支持網絡顯得格外重要，期透過本次會議和與會者共同討論如何善用WE-APEC平臺，促進創業生態圈有更好的發展。

於美國Nathan Associates Inc.擔任APEC技術支援與區域整合組組長的Ann Katsiak強調，提升女性經濟賦權、給予女性更大的經濟包容是APEC的重要課題，從2014年婦女與經濟論壇宣言開始，美國便積極推動女性賦權政策，提供更多的參與機會與知能，希望可以形成相互支持的生態網絡而相互學習成長。WE-APEC平臺能結合公部門由上而下政策推展的力量、連結私部門供應鏈及資金等，期攜手整合資源，透過該平臺促進女性創業生態之發展。

3. WE-APEC研究與趨勢

美國Nathan Associates Inc.首席性別政策顧問Louise Williams指出，生態系統中每項個體皆相互依存影響，若往好的方向發展就能促進生態圈之共榮；因此將該觀點應用於WE-APEC平臺，包含：政府服務、私部門倡議、企業網絡等關鍵要素，以及資金、市場、知能、倡議、科技等服務，期透過平臺服務形成正向的循環。在私部門的部分，透過女性企業主分享成功經驗，得以彼此學

習且提高成功的機會；而在網絡建構方面，則可透過社群夥伴聯結，協助女性企業接受訓練與籌措資金；政府部分，則是透過性別統計分析，進而包含女性創業政策的相關支持。透過WE-APEC，不僅讓企業與公、私部門間之交流分享更容易，更可集結能量於APEC各經濟體中建立典範。

4. WE-APEC平臺介紹

美國Nathan Associates Inc.的APEC技術支援與區域整合組組長Ann Katsiak說明WE-APEC的主要功能係用以提供APEC各經濟體企業網絡、私部門及政府服務的資訊與窗口，並整合相關創業新知、活動、融資機會等資訊，增加女性企業曝光、連結之機會，全面協助女性創業。

5. 善用WE-APEC以強化女性創業生態體系

(1)美國全國商會經濟培力方案督導Shamarukh Mohiuddin由私部門觀點說明，認為透過平臺資訊傳遞，可促成各地創業生態圈之發展，協助女性企業進入供應鏈，同時發揮媒體傳播力量，強化女性影響力，此外，亦形成觀測各國女性創業發展之大數據資料庫，可以追蹤分析推動成效。

(2)美國女性商業網絡WEConnect International副會長Greta Schettler則由女性企業主的觀點，認為各國的創業生態環境不同，要進入市場必須先了解當地的規則與文化，因此促進各國的溝通、交流皆相當重要，而WE-APEC平臺正是很好的媒介，能促進彼此的交流分享。

- (3) 智利女性與性別平等部經濟顧問 Loreto Maza 從公部門觀點說明，為增加 WE-APEC 之運用效益，建議增加西班牙語等其他語言介面；另外，一般人不甚瞭解 PPWE 的 5 大支柱，建議可改以產業分類相關資源，並擴大納入不分性別之資源、網絡，避免限縮相關服務之運用。
- (4) Q&A：與會者亦表示應提供不同語言之介面、提供各地商情環境與法規限制資訊，以利女性企業主運用，同時可協助女性企業進入國際市場，並開拓潛在合作對象。

6. 在 APEC 區域倡議女性企業家精神

- (1) 美國 WISE 女性商業中心執行長 Joanne Lenweaver 介紹兩項支持女性的創業計畫。首先，「鳳凰計畫」係用以協助受暴女性經濟獨立與建立自信，該計畫內涵包括：創業前心理諮商、課程訓練、員工協助方案、社群網絡及創業基金申請等，目前共輔導 60 位女性參與本項計畫。其次為支持拉丁社區女性創業的「Exito 成功計畫」，藉由使用 Dream Builder 平臺，提供女性創業知識與創新網路工具的線上學習資源技術，藉由社群網絡的互助支持，激發拉丁社區女性創業的潛力與熱情。
- (2) 菲律賓東協女性企業主網絡理事長 Pacita U. Juan 提出之「Great women in ASEAN」係支持東南亞女性創業的跨國平臺；經由東南亞各地社會企業的扶植培訓，將社區或部落女性的傳統手工藝技術應用於服裝、配件及在地特色食品的研發，進而成為形象品牌。另透過跨國女性企業家的合作協談(美國國際發展署東南亞合作與貿易整合 ACTI)，建立公私部門的合作機制，使「Great

women in ASEAN」的產品行銷管道更為完備。此外，「Great women in ASEAN」善用臉書強化女性創業社群的互助與連結，持續透過工作坊、研討會等培訓擴大影響力，從2009年迄今共有1,968名女性直接受益，並嘉惠29,280名女性的家庭成員。

(3)智利DreamBuilder專案經理Camila Tapia：Dream Builder為免費線上學習平台，提供女性系列性的創業學習課程與認證，期透過教育培訓，讓女性有機會自主創業，進而改善家庭與社區經濟生活。透過輕鬆有趣的學習課程設計與分享女性創業經驗、使用貼近女性日常生活的語言，解答在創業時的疑惑，並激勵女性的創業動機；該計畫在美國、墨西哥、智利與秘魯等地推展，迄今已培訓14,197名女性。

(4)代表中華臺北的李立璿，說明「飛雁計畫」係透過提供全方位的資源與服務，逐步扶植女性成功創業；此計畫包含：育成課程、創業資金籌措、輔導諮詢、菁英典範選拔、網絡社區建置等，自2012年至2015年共有15,036位女性參與培訓，並成功協助340位女性創業，另藉由典範選拔與經驗交流，將女性的創業精神擴大推廣至國際舞台。

三、 6月29日

(一) 婦女與經濟政策夥伴關係工作會議(PPWE)-2

1. 會議時間：2016年6月28日9:15-16:30
2. 性別衡量指標與PPWE獨立評估機制

APEC「性別衡量指標導引」(Guide on Gender Criteria)的宗旨為有意識地致力於讓女性融入 APEC 各面向的工作，並提升女性在 APEC 地區的參與；近年來各經濟體漸為關切如何協助女性充份參與經濟活動、達成區域內永續經濟發展；然性別議題並非侷限於單一領域，因此需要設定具體目標，以形成跨論壇合作。以現行機制而言，APEC 提案性別衡量指標係指出各經濟體於提出計畫案時，應確認該案目標或產生之影響如何裨益於女性，並透過案例、研究、統計數據、其他合理解釋等，充份回應是否切合性別指標。有鑑於此，各經濟體自 2015 年起所提出的計畫內容，不僅增進女性參與程度的比重，主題亦涵蓋科技、領導力、網絡連結及交通運輸等多元面向。

關於獨立評估機制，來自澳洲 Sustineo Group 的顧問 Louisa Minney 說明，此機制於今(2016)年 6 月起以電子郵件和線上填答的方式展開調查，蒐集各經濟體對於 PPWE 施行成效之回饋意見，期瞭解 PPWE 整體的運行方向是否需要調整，並有助於合作資源得有效分配運用。

3. 論壇宣言草案

在論壇宣言方面，中華臺北累積「女性經濟創新發展多年期計畫」之心得，於數位素養所提出建議，皆收錄於宣言內容當中，包括：

- (1) 第 27 段前半部：我們肯認以資通訊科技培力女性，其優勢有目共睹，透過環境塑造、參與社群活動、增加業務及就業機會、建立有利於商業發展的網絡等，從而因

應婦女的需求。(We recognized the benefits of ICT and related services on empowering women by creating an environment to participate in community-based activities, increasing business and employment opportunities and establishing business-enabling networks that address women's needs.)

(2) 第 28 段前半部：鑒於嶄新金融科技工具的問世，並成為企業主籌措資金和營運的選項，我們呼籲公私部門、利益相關聯者攜手合作，協助女性善用財務資源，透過集資、小額貸款、數位支付等方式，作為後續開拓業務的創新技術。(Given that new financial technology tools have arisen to offer additional funding and operating options for entrepreneurs, we call on public and private sector stakeholders to engage women in adopting financial resources through innovative technology such as crowdfunding, micro-loans and digital payment as part of new avenues for business in the future.)

此外，中華臺北於「女性經濟創新發展多年期計畫」所研發之女性線上創業遊戲應用程式<<WE boss>>、知識工具包，以及與人力資源發展工作小組(Human Resources Development Working Group)之合作，亦載列於宣言附錄，有助於增加我國研究結果之能見度，內容如下：

附錄 A 第 7 段：The “Innovation for Women and Economic Development: Facilitating Women's Livelihood Development and Resilience with ICTs” multi-year project (2013-2016) was initiated to identify the key elements on promoting the economic involvement of women with

technology and innovative IT tools. Following the project analysis, it presented an innovative learning application “WE boss” and toolkit as an innovative package for both public and private sector stakeholders. The conclusive meeting to be held in September, will provide better understanding on how inclusive economic growth and development can be turned into practical and implementable strategies.

附錄 B 第 3 段： Recognizing the importance of human capital in achieving inclusive economic growth and development a game based-learning application “WE boss” was launched to serve as an innovative and affordable application for women entrepreneurs to acquire adequate lifetime learning. A concept “Innovation for Women and Economic Development: Building Human Capital for Women Entrepreneurs through Innovative Learning Tools” has been shared with the HRDWG as a cross forum initiative, focusing on developing policy recommendations to assist public and private sector stakeholders in building a gender-friendly business training program for women entrepreneurship that can effectively increase the participation of women in economic activities.

宣言整體內容緊扣：經濟照護制度、性別暴力、企業國際化機制、經濟知識與數位素養等主題目標，期許共同參與性別平等與經濟賦權，以達致包容性經濟成長。摘要如下：

- (1) 破除障礙以達到包容性成長的經濟照護制度：大量而長期的無酬家務、照護工作，導致女性在體力與時間的貧

乏，而形成接受教育、參與經濟活動的障礙，亟待公私部門、利益相牽涉者的合作，以基本人權與消除歧視為優先考量，投資基礎設施確保女性在健康與安全的差異需求，或提供彈性措施以促進工作與家庭生活的平衡。

- (2)經濟發展脈絡下因性別暴力所付出的代價：存在於家庭、職場與公共環境的暴力問題積弊甚深，將對於經濟發展及跨世代的人力資源成長造成無可計數的損失，必須藉由深化認知與實際行動、具體可近用的服務機制，創造安全的生活空間。
- (3)協助女性微中小企業邁向國際化的機制：以長灘島行動計畫(Boracay Action Agenda)為本，克服傳統商業環境中關於取得資金、進入市場、培養技能、開發技術的難題，藉此激勵女性所經營的微中小型企業立足於國際市場，並在全球價值鏈中擴張及獲利。
- (4)以經濟知識取得資本：輔助女性累積及管理資產的本質在於教育，凡設計課程、擬定策略、調整知識架構等，宜從性別友善觀點長期考量女性的需求，並協助偏遠地區及原住民女性有效取得學習資源。
- (5)以數位素養實現經濟包容性：隨著雲端科技、行動通訊的日新月異，協助女性和微中小型企業發展網路經濟，其前提在於弭平性別鴻溝、降低數位落差，相對應之工具設備及服務的統籌整合亦刻不容緩。

(二) 雙邊會談：巴布亞紐幾內亞

1. 會議時間：2016年6月29日 11:10-12:00
2. 出席人員：

巴紐：社區發展與宗教部常務次長 Anna K. Solomon 及其隨員。

我方：黃處長碧霞、王參事志發、李研究員立璿、陳研究員昇谷。

3. 發言紀要：

(1) 雙方皆認同將資通訊科技 (Information and Communication Technology, ICT) 視為促進女性參與經濟的必要工具，應靈活運用於強化知識技能與拓展商業契機；並就婦女經濟賦權、拓展女性微中小型企業發展、偏鄉數位學習計畫等議題，分享政策與措施。我方並邀請巴紐相關部會首長或其代表來臺參與 9 月 7 至 8 日之「女性經濟創新發展多年期計畫」成果發表會議。

(2) 我方續說明上述會議目的為發表女性創業學習應用程式 <<WE boss>> 之多國語言版本，以及展現多年期計畫執行成果，期藉由本次會議與各經濟體代表分享交流，促成亞太地區公私部門後續合作，鼓勵婦女增進創業知識與信心。

(3) S 常次肯定我國扶植女性發展經濟施政斐然，且 <<WE boss>> 具開創性值得推廣；由於巴紐絕大多數民眾居住於農村地區，文化信仰與風俗各異、數位落差仍大，女性不僅負擔多重家庭角色，且從事微型企業者眾，因此如何運用 ICT，強化女性經濟機會而產生實質助益確為當務之急。巴紐即將於 2018 年擔任 APEC 主辦國，相當需要與各經濟體合作並師法長處，故 S 常次表示將向

其上層請示優予考慮來臺與會，後續將指定聯絡窗口俾利確定行程與合作之具體內容。

(三) 雙邊會談：秘魯

1. 會議時間：2016 年 6 月 29 日 15:30-16:30

2. 出席人員：

秘魯：秘魯婦女暨弱勢族群部性別暴力防治司司長 Slivia Loli Espinoza、秘魯婦女暨弱勢族群部性別平等無歧視司司長 Grecia Rojas Ortiz、秘魯婦女暨弱勢族群部聯絡官 Vilma Maria Ronquillo Sara。

我方：林政務委員美珠、黃處長碧霞、王參事志發、王秘書瑞達、許委員雅惠、陳科長嘉琦、張科長壹鳳、張專員淑茹、李研究員立璿。

3. 發言紀要：

(1) 雙方針對本年大會主題「經濟發展脈絡下因性別暴力所付出的代價」進行廣泛經驗交換。L 司長表示近年秘魯致力協助女性經濟獨立，減少數位落差，另為防治性別暴力，在全國設置 135 所緊急救援中心，包含 92 所位於偏遠地區，並在去年 11 月制定性別暴力防治法，運用資訊管考系統追蹤政策執行成效，成為拉丁美洲推動首例。

(2) 我方分享防治性別暴力推動經驗，提供家庭暴力防治法、性侵害防治法、性別工作平等法等相關法規資料予秘魯參考，並就全國 113 通報專線、緊急救援庇護、社工專業輔導與追蹤、受暴者各類生活扶助、醫療與法律補助、加害人處遇計畫、性別平等意識教育推廣、受暴者就業

服務與創業支持、及鼓勵雇主營造友善職場等經驗進行交流。

(3)L 司長表示我方在防治性別暴力推動作法極為進步與具創意，對於秘魯當前性別暴力防治工作相當有參考價值，希望未來能持續借鏡學習我方推動經驗。

(四) 美國：女性在科學、技術、工程、數學的機會與挑戰

1. 會議時間：2016 年 6 月 29 日 8:30-13:00

2. 開幕式

美國國務院全球女性議題資深政策顧問 Julia Santucci：美國女性勞參率雖然超過 50%，但卻忽略幾個關鍵問題，例如：未如實呈現各族群或種族之女性勞參率，其原因顯見是弱勢族群之女性勞參率不高；另外也未考量到僅約 15% 的女性在 STEM 領域，更遑論在其中擔任決策角色。觀諸美國女性即便在中學及大學等階段之 STEM 學科表現不亞於男性，但在進入職場後卻出現急遽的性別落差，推測原因為：(1) 女性缺乏性別平等意識與家庭支持；(2) 職場對女性存有進入障礙或升遷機會稀少；(3) 刻板印象使女性受到限制；(4) 法規政策不夠性別友善或對女性較為不利。以上情況不僅使女性無法適才適所，其經濟成長損失及競爭力的耗損更是全經濟體所必須承擔。因此美國政府正極力鼓勵女孩在 STEM 發掘潛能，例如：NASA 的女性太空人及工程師之培力課程，並重視且持續追蹤性別薪資差異問題。

3. APEC Women in STEM：內容與架構

美國 Nathan Associates Inc. 首席性別政策顧問 Louise Williams 說明美國在設立 Dashboard 指標後，從各經濟體之表現體察創新科技之重要性，並看出性別落差的存在，因此近年來著重於女性在 STEM 領域之議題。就 2015 年 Dashboard 的指標而言，許多經濟體的大專院校在科學、技術與工程學科皆以男性為主導，而就業市場更是如此；因此 US-ATAARI 針對女性在 STEM 的議題，於 2016 年推動 APEC Women in STEM 計畫，透過提出倡議、發布調查研究、舉辦工作坊、發布整體報告與具體措施建議，期漸進爭取領導決策者之支持。APEC Women in STEM 計畫之整體架構為：(1)提供友善環境：提升性別平等意識、促進法令政策的修訂、提倡鼓勵及包容；(2)教育：從基礎教育起開始培力 STEM 女孩，由此延伸到技職教育及高等教育，並走出校園擴及終身教育及技能建構；(3)就業環境：從預備 STEM 能力、招募、留職停薪相關制度等著手改變，並鼓勵女性擔任領導角色；(4)培力 STEM 企業家精神：提供新創事業、資金取得及相關經營等建議。除了上開內容之外，更有賴公私部門深入合作及實質交流，方能建構出讓女性自由發展的 STEM 環境。

4. 專題演說

澳洲科學女性基金會共同創辦人 Marguerite Evans-Galea 提及 2016 年澳洲女性在科學領域的比例為 28%，但隨著領導層級越高，女性比例下降的速度越快，核心決策者更是微乎其微。歸納出原因如下：(1)職場中斷：主要年齡層分布在 30 至 40 歲女性，常因養育子女及操持家務等被迫離開職場；(2)能力價值被低估：因為

積習已久的刻板印象，女性在工作職場的能力之評估常低於男性；(3)社會文化：因女性常被傳統角色僵化定型，無法真正發揮能力，且爭取工作上應有報酬的意願甚低。

5. 正規教育體制與日常生活學習的機會

- (1) Mariana Costa 係拉丁美洲以培植年輕女性、透過網路與科技產業連結尋找工作機會的社會企業共同創辦人。其發現許多在 STEM 領域的女性很有能力卻缺乏自信，因此認為「建立自信」非常重要，且「動機」是關鍵。
- (2) 來自 Intel 的 Gabriela Gonzalez 為美國及拉丁美洲合作事務部的副執行長，曾經處理很多 Intel 與學術界、政府部門、業界或非營利組織的合作案發展，因此對於 STEM 教育成果形成重要影響。其認為社會大眾對於「科學」常抱持刻板印象或偏見，因此 Intel 皆於暑假期間針對青年舉辦許多 STEM 的夏令營，且儘量使用創新的詞彙取代「科技」、「工程」等眾所周知的名詞，以吸引更多加入。另外，Intel 的獎學金制度也有男女之別，考量到女性常會因生育、養育而影響研究時間，從而特別將女性申請的年齡放寬到 40 歲。
- (3) Erin Hogeboom 是女性串聯組織的區域發展及網絡策略經理，透過在網路建立社群以擴大提供 STEM 資源，讓女性有著更多取得相關資源的管道。
- (4) Judith Zubieta Garcia 是墨西哥國家自主大學社會研究學院的研究員，其在墨西哥科學研究院花費 14 年的時

間，執行院內最成功的專案「暑期科學研究」，以提升大學生的科學和研究職能。

6. 女性的招募、留用與晉升

- (1) Tracy Bame 是美國 Freeport-McMoRan 基金會社會責任和社群發展的執行長，該單位有項計畫係促進教育、經濟發展、環境和健康，以達到能力建構及永續社群發展之目的。
- (2) Seema Kumar 是嬌生公司創新、全球照護及科學政策聯繫的副總裁，主要負責關於企業創新及研究發展的溝通協調。其認為要讓女性持續留在 STEM 領域，相關企業單位的領導人亦應共同推動方能起帶頭作用，從而讓改變獲得落實。
- (3) Alba San Martin 是 Cisco 拉丁美洲夥伴組織的執行長，於當地傳統 IT 產業計有 22 年的資深專業，其認為公部門、私部門及學術單位應該保持夥伴關係，共同合作讓女性能永續留在 STEM 領域。在談到如何面對女性可能基於家庭因素而必須離開職場的狀況，其說明學習 Cisco 引用「線上遠距工作」(telework)等方式，讓女性得以盡可能地達成彈性工作。
- (4) Pia Wilson-Body 任職於 Intel，主要工作是讓 Intel 成為全球科技品牌的領袖，並與美國、拉丁美洲合作。其提到 Intel 未來將持續投入資源促進公司與科技業的人才多元化，也將重視女性就業平等權益，並且強化針對國際遊戲開發者協會 (International Game Developers Association)、電子競技聯盟 (the E-Sports League)、全美

科技界女性組織 (National Center for Women in Technology)、微笑網際基金會(CyberSmile Foundation)、以女性與流行文化為主題的網站 Feminist Frequency、關切多元種族與文化議題的 Rainbow/PUSH 等單位進行投資，設立與發展相關計畫。最後，其分享自己在工作與家庭做抉擇的經驗，表示因為 Intel 的友善公司政策，可以不必為了工作與先生分隔兩地。

7. 觀察與回饋

- (1)應考量不同國家的文化處境及經驗，試圖理解是什麼原因造就對女性不同的限制。
- (2)Gisella Orjeda 提到性別統計的重要性，因為秘魯政府目前為止仍未有任何在 STEM 領域當中的女性博士比例的統計數據。
- (3)各經濟體應定期分享最佳範例。
- (4)建立生態系統。
- (5)透過各種方式建立 STEM 領域當中女性的領導力。

(五) 俄羅斯：傑出女性中小企業獎

1. 會議時間：2016 年 6 月 29 日 9:00-18:30
2. 開幕式

- (1)俄羅斯經濟發展部亞非與拉丁美洲處副處長兼任本次俄羅斯代表團團長 Natalia Strigunova 首先感謝中國、美國及中華臺北的贊助支持，促成本獎項的舉辦，同時肯定女性對於經濟的貢獻與發展之潛能；本獎項同時呼應今年 WEF 的五大主軸議題，包括：破除障礙以達包容

性成長的經濟照顧體系、經濟發展脈絡下因性別暴力所付出的代價、協助女性微中小企業邁向國際化的機制、以經濟知識取得資本、以數位素養實現經濟包容性等面向之成果。

- (2)秘魯婦女與弱勢族群部部長 Marcela Huaita Alegre：感謝俄羅斯主辦本活動，表示透過表揚傑出女性企業主，不僅展現女性於經濟發展的潛能與成就、樹立成功典範之外，同時藉由女企業主分享成功經驗，亦可促成異業交流與增進商機媒合。
- (3)日本橫濱市市長 Hon. Fumiko Hayashi 以協助女性創新、創業為其重要使命，橫濱提供創業競賽獎勵、辦公空間等措施，協助女性投入創業，期許大家一起到橫濱發展。
- (4)中華臺北行政院政務委員兼任本次中華臺北代表團團長林美珠：感謝俄羅斯主辦本獎項，也認同傑出女企業家所樹立之最佳示範；呼應今年主題：打破女性參與全球市場之藩籬，中華臺北一向致力於協助女性拓展商機，除培訓、資金外，更整合跨部會資源提供一站式創業服務與網路平臺，營造優質的女性創業環境；而各經濟體女性企業網絡之串聯，更為女性經濟發展的重要資源，相信今日傑出女性企業的經驗與成果分享，可作為 APEC 經濟體之學習參考，並激盪出更多創新的火花。
- (5)美國小型企業管理局助理局長 Bruce Purdy 說明其認知女性對於經濟的影響力，以及支持女性中小企業的重要性，因此贊助本獎項的辦理；期透過本次活動，祝福每位參賽者皆能把握機會成功展現自我、開拓商機。

(6)俄羅斯女性企業主網絡 Opora Russia 會長 Nadya Cherkasova 強調，參賽比得獎更為重要，參與過程不僅展現女性中小企業國際化之潛能，更形塑建構女性企業網絡，開拓潛在商機、促成不同產業的合作，大家應把握這個難得的機會。

3. 參賽者發表

(1)秘魯 oChat 共同創辦人 Ursula Salazar Roggero：oChat 運用高科技為身心障礙者量身打造「眼部感知辨識器」，肢障者只要透過眨眼，即可針對特定儀器下指令，亦能自在地運社交通訊工具(Facebook 或 Whatsapp)而為生活帶來極大的便利。

(2)菲律賓 ANTHILL 共同創辦人 Pacita U. Juan：ANTHILL 是社會企業，因為看見部落就業環境與文化的劣勢，透過進行「社區企業發展計畫」，兼顧傳承菲律賓在地傳統特色的手工藝文化，與提供部落女性就業機會。透過系統性的培訓，不僅提升及宣傳部落女性的手工藝技術，讓傳統圖騰轉型升級而更具備時尚感，且廣泛地應用在服裝、布料、玩偶等生活物件上，從而改善部落的經濟生活，更讓居民以擁有自身傳統文化為榮。

(3)汶萊 Tyne Solutions Sdn Bhd 負責人 Aiminorhiza Ramlee：東協各國(ASEAN)中小型旅遊業者存在許多對於數位科技運用的障礙，因此 Tyne Solutions Sdn Bhd 研發經濟實惠且客製化的軟體程式，使當地的中小型旅遊業者得以便利自在地操作運用，透過數位科技帶動東南亞國家觀光業發展。

- (4)智利 BH Compliance 執行長 Susanna Sierra：BH Compliance 是顧問公司，宗旨為減少腐敗及不當經營的公司文化，提供客戶在經營管理等防弊諮詢輔導的認證，避免客戶遭受觸法的風險，如洗錢、收賄等。經由 BH Compliance 防弊輔導認證的客戶，有助於其晉身國際市場的競爭水準。
- (5)中國北京蘭超公司總裁 Xiao Wei：蘭超(Lanchao)是中國的形體健康管理公司，結合學術專業推廣健康管理知識，研發各項健康產品，並運用物聯網及大數據，系統性地在中國各地創辦工作室，培訓與輔導女性加盟創業，創造女性就業機會；蘭超集團所研發的義乳，成功緩減女性乳癌患者術後的困擾，成為嘉惠女性健康的案例。
- (6)日本 Mo-House 負責人 Yuka Mitsuhata：Mo-house 為了解決女性無法兼顧哺乳與工作的困擾而研發哺乳護理服，希望推廣友善哺育環境，讓女性可以帶小孩上班，提供另一個人生的選擇。Mo-house 支持育兒照顧的具體措施，包括：雇用正值哺育幼兒的女性職員，並積極辦理友善育兒宣講、經營育兒女性的網絡與社團，減低女性在育兒時的不安。
- (7)秘魯 Joinnus 執行長 Carolina Botto Bar：創辦 Joinnus 網路平臺，整合分散的活動資訊，提供註冊、付款、取票之解決方案，贏得秘魯多項創業競賽的肯定。
- (8)俄羅斯 KidsRockFest 基金會執行長 Evgenia Lazareva：創辦搖滾小子慶典，透過搖滾活動，讓大人跟小孩可以一起舞蹈、玩音樂，凝聚家人與融合世代，產生新的家族傳統和音樂文化。

- (9) 秘魯亞馬遜巧克力總經理 Lourdes Lares Acero：創辦亞馬遜巧克力，掌握從可可豆、可可樹到製成巧克力棒的整體價值鏈，不僅採用有機栽種方式，更保留原生可可之多樣性，並於過程中賦予女性投入經濟生產之能力。
- (10) 中華臺北瑞德感知科技股份有限公司總經理林筱玫：身為創辦人，提供「智慧型防火逃生系統」，不同於時下風行的純軟體創業，而是主攻法規嚴格的消防領域，不僅在新創公司中顯得獨樹一幟，更打破以男性為主的消防市場。
- (11) 美國 UpCraft 創辦人 Elizabeth Caven：創辦手工藝創價俱樂部，透過網站銷售高品質的裁縫圖騰，運用數位科技改變買賣方式，並賦予女性易於進入市場，已獲得來自全球 82 國客戶的青睞，創造設計師與使用者的雙贏局面。
- (12) 秘魯 Ecoinca 總經理 Rachelle Olortegui Vasquez：創辦 Ecoinca 有機草本茶，透過免費技術支援、有機認證、微型貸款等協助，營造對環境友善與公平交易的市場，達致永續生產的目標，迄今已影響秘魯逾 135 個家庭。

4. 頒獎與閉幕式

(1) 競賽結果

- a. APEC BEST AWARD 參賽認證：日本 Yuka Mitsuata、中華臺北林筱玫(Lin, Hsiao-Mei)、秘魯 Carrollina Botto Bar、秘魯 Rachelle Olortegui Vasquez。
- b. APEC BEST AWARD 最佳企業：中國 Xiao Wei
- c. 最高成長潛力：美國 Elizabeth Caven

- d. 最具創意經營典範：秘魯 Ursula Salazar Roggero
- e. 最具國際觀：智利 Susanna Sierra
- f. 最佳社會影響力：俄羅斯 Evgenia Lazareva
- g. 最佳雇主：秘魯 Lourdes Lares Acero
- h. 特別獎：菲律賓 Pacita U. Juan

(2)閉幕致詞：俄羅斯經濟發展部亞非與拉丁美洲處副處長兼任本次俄羅斯代表團團長 Natalia Strigunova 感謝各經濟體優秀的女性企業家響應本次競賽，透過本次的五項評分指標：成長潛力、創意經營、國際觀、社會影響力及僱用人員情形等，看見女性企業家在拓展國際化經營的專業實力，以及從女性觀點的細膩與優勢，發展對社會貢獻的影響力，期許藉由相互交流，開展女性企業家夥伴社群網絡，強化女性創業實力。

四、 6月30日

(一) 高階政策對話會議

1. 會議時間：2016年6月30日 9:00~12:45
2. 開幕式與致歡迎詞

大會主席 Hon. Marcela Huaita 肯認女性對於經濟活動的貢獻有著極大的潛能，但基於無酬家務勞動與性別暴力等因素，不僅導致女性就學、就業等方面受到阻礙，更造成 APEC 區域每年 890 億美元的損失，亟需結合公私部門的力量，回應女性在建構技能、促進健康、籌措資金、進入市場等需求並擬定對策，尤應重視基礎

建設包括交通設施、環境衛生、潔淨飲用水等項目，盡可能地降低在時間與資源運用上的窘迫，從而針對創業、創新、經商環境、電子商務等國際化議題，協助女性有效進入全球產業價值鏈。

本屆資深官員會議主席 Ambassador Luis Quesada 肯定本屆會議與 APEC 年度主題「優質成長與人力發展」的精神若合符節；且 APEC 各經濟體在數年的努力下，已逐步推動開放的商務環境，後續應極力消除性別鴻溝、創造安全的環境，促使女性獲得平等的機會，提升人力資源素質，並透過先進的機制帶動微中小型企業成長。

隨後 APEC 秘書處幕僚長 Irene Sim 表示，本次會議由於各經濟體的踴躍參與，因此今年度五項次主題皆產生豐富的討論，也使得女性受低估的潛能和勞動力得到更為深刻的理解；另外，可喜的是 5 月份的貿易部長會議，即言明肯認女性在促進 APEC 地區的經濟繁榮有其重要性，後續將承諾採取具體政策，以提高女性在經濟領域的權利，並促進企業領導層以性別多樣性帶動企業成長。日後 PPWE 將與各經濟體共同面對挑戰、為女性突破參與經濟活動的障礙，並繼續拓展與不同工作小組合作的機會。

3. 專題演說

日本橫濱市市長 Hon. Fumiko Hayashi 表示，身為 373 萬人口的市長，施政首重在提高市民的生活水準並消除各種形式的障礙；日本於今(2016)年初推動「促進女性參與及提升職場地位法(The act on Promotion of Women's Participation and Advancement in the Workplace)」，亦特別

重視健全幼兒托育體系以減少女性參與公共領域之障礙；透過促進多元化的積極作為，橫濱市已然成為全日本吸引最多外商設置總部或研發部門的行政區，而明(2017)年 5 月橫濱市將舉辦亞洲開發銀行(Asian Development Bank) 50 週年年會，趁此國際交流之盛事，亦有助於打造永續城市、強化女性的能力並參與其中。

4. PPDWE 與 PPWE 主席報告

PPDWE 主席 Yolanda Torriani 代表 PPDWE 近 400 名與會者，總結建議如下：(1)投資女性在科學、技術、工程、數學等領域的研發與學習；(2)提供資訊與通訊技術基礎設施及服務，有助於女性連結市場、全球價值鏈、人際網絡與資源；(3)連結私部門與公共政策，為尊嚴勞動、友善職場等主題，研議促進性別與機會平等的最佳範例；(4)配合長期發展政策，提高女性在經濟與數位方面的知識素養。

PPWE 主席 Ana Maria Mendieta 重申以建構永續、包容、平衡的 APEC 區域經濟發展為目標，使女性從中增能並獲得成就；後續仍著眼於減少性別差距，透過跨論壇合作發展性別政策、支持女性經濟賦權，強化 PPWE 及婦女與經濟論壇之地位。後續與各工作小組合作之重要議題，包含：(1)經濟委員會(Economic Committee)：透過結構改革和教育，達成能力建構的目標；(2)中小企業工作小組(Small and Medium Enterprises Working Group)：協助女性所經營之中小企業進入國際市場；(3)健康工作小組(Health Working Group)：推動女性健康與工作生活平衡；(4)交通工作小組(Transportation Working Group)：研

究運輸層面的性別議題；以及長灘島行動議程、美國 WE-APEC 商業交流平臺、日本所倡議之女性領導力個別行動計畫(Individual Action Plan)等。PPWE 會議亦完成本年度婦女與經濟宣言，期建構共同參與的性別平等與女性賦權，以達到包容性經濟成長。

5. 各經濟體團長政策報告

(1) 澳大利亞：指出今年 WEF 的五項主題有其重要性，不僅有助於知識的深化，亦擴充了對於發展女性潛能的多元觀點，從而尋求機會並突破既有障礙。以暴力問題而言，其並非女性議題，而是整個社會皆應不分性別投入關心，方能加速進展、有效實現真正的性別平等，是以近年來挹注龐大資源，積極協助受暴女性與孩童；同時，也著重在公私部門的合作，以促進女性平等參與經濟活動；在創新方面，除支持女性創業或培養科學、技術、數學等領域之技能，且政府亦將以促成女性取得高階職位達 50% 為目標而持續努力。

(2) 汶萊：聚焦於為女性創造永續發展的環境，在制度層面以提供免費教育、健康醫療等福利，而在社會文化層面則認為公私部門夥伴關係應成為造成改變的重點，矢志消除舊有的觀點與歧視，以促進女性在職場上獲得更高階的職位；目前已設定 2035 年勞動力市場達致性別平權的目標，也鼓勵年輕女性善用金融貸款、電子商務、社群網絡與科技資源創業。

(3) 加拿大：肯認 APEC 婦女與經濟論壇不僅是經濟議題對話的場合，亦從法令、政策、機構的觀點探討如何促進女性參與經濟；達成性別平等與培力年輕女性已然成為

加拿大的優先議題並嚴肅對待，同時響應聯合國所通過的「改變我們的世界：2030年永續發展議程(2030 Agenda)」，與公私部門與利害關係人，共同合作擬定政策方向。在參與經濟活動方面，推動方案建構公平參與的環境、加強決策能力、發展高素質的人力資源、提升勞動力參與率、輔以便利的基礎建設、資金和托育制度支持女性就業/創業，從而接觸國際市場以造就對於經濟活動的實質貢獻。在技能建構方面，鼓勵年輕女性學習科技、理工等領域的科系，逐步縮減性別差距。在人身安全議題方面，由於暴力即為歧視，因此採取法令與政策以消除其對於女性與孩童所形成的威脅和傷害，並儘可能減少經濟層面的損失。加拿大將在明年於多倫多舉辦 APEC 企業諮詢委員會會議(APEC Business Advisory Council)，主要議題為：中小企業、女性與原住民所經營之事業，以及施加於女性的暴力。

(4) 智利：根據性別差距報告，智利女性雖在健康及教育方面表現不俗，但於經濟及政治參與方面進展仍較少；智利已設立性別平等部(Ministry of Gender Equality)作為專責性別平等議題的高層體制，不僅支持 WE-APEC 商務平臺、健康婦女與健康經濟體等倡議，也持續調查女性承擔無酬家務、照顧責任的實際情形，期規劃更為完善、長遠的保障設施，裨益於每位國民而不只是女性。

(5) 中國：鑒於打破藩籬並促進女性參與經濟活動的重要性，並回應聯合國發展計畫署(United Nations Development Programme) 於2015年9月將性別平等、賦予女性權利、終結貧窮與飢餓等項目納入17項永續發展目標，是以

透過法規政策、性別平等評估機制、社會與經濟政策持續培力女性，例如：提供小額擔保貸款、中小企業發展基金、托育服務、設立性別暴力防治體系並於 2016 年 3 月 1 日起施行《中華人民共和國反家庭暴力法》，等，期建構安全環境以支持女性參與經濟活動。目前則關注電子商務與互聯網的發展，以中國最大的購物網站(淘寶網)為例，70%的消費者及 55%賣家皆為女性，因此女性透過網路創業的發展潛力不容小覷，支持女性建立信心與技術是達成經濟成長的關鍵，也足以成為發展創新產業與商業模式的契機。

- (6) 印尼：認同並努力實踐本次會議所建構的發展目標，預計在 2030 年以前達成性別平等；在印尼有超過一億人口從事微型事業且以女性占絕大多數，因此後續將致力於：(a)鼓勵運用 ICT 增進女性使用網路資源、擴充產業規模，同時改善經商技能，以累積進入國際市場的實力；(b)瞭解女性從事微型創業的類型與經營方式，以及其需求和可發展的潛能；除此之外，亦從社會層面推動性別友善政策、消除性別刻板印象與分工、增加女性參與決策的機會等。
- (7) 日本：因應高齡化社會與人口縮減，推動實際作為以吸引更多女性投入勞動力市場並提升經濟，舉例而言：(a)2015 年 12 月，表揚致力於促進女性地位的企業，以千葉銀行(Chiba Bank Ltd.)為例，便是將女性主管比例自 10%提升至 15%；(b)自 2015 年 4 月起，300 人以上的企業必須提供統計資料，說明女性員工的比例與角色，並提出企業內部提升女性地位的行動方案；(c)以性別

多元、領導力培養為主題，在 APEC 進行兩項研究計畫，期有效達成經濟成長；(d)自 2014 年起，逐年於東京辦理世界女性會議(World Assembly for Women in Tokyo)，2015 年的主題即圍繞女性與經濟等議題進行討論；(e)今年度的七大工業國集團高峰會(G7 Summit)，為女性與女孩的能力建構、具備永續性與包容性的成長擘劃指導方針(G7 Guiding Principles for Capacity Building of Women and Girls: Towards Sustainable, Inclusive and Equitable Growth and Peace)；以及持續就人力資源、災害防治與重建等領域推動實質進展。

(8)韓國：資通訊科技的基礎在於原創力與多元性，面對瞬息萬變的商業環境，更需要以具備敏感度的觀點打破障礙，協助女性發揮專長、增加參與經濟的機會，並將女性帶入國內外勞動力市場；是以韓國積極推動智慧型技術職業訓練課程以支援女性就業與創業；在穩定就業方面，因應韓國長工時而推動工作與家庭平衡措施，包含彈性工時、縮短工時、在家工作、遠距工作、家庭成員照顧方案(長者照顧假、家庭照顧假等)、托育系統(職場托育中心、育嬰假等)、工作福祉(健康教育、諮商服務等)、友善家庭企業認證(目前已有 1800 間企業獲得肯定)等；除此之外，女性修讀大專院校理工科系的比例於今年達到 21.9%，為有史以來最令人振奮的成果，日後亦將為栽培女性工程師、科學家而繼續挹注資源。

(9)馬來西亞：於 2009 年起推出國家婦女政策(National Policy on Women)，近年則重視女性勞動力參與而於今(2015)年時達到 54% 以上，且女性識字率亦從 2005 年

的 88.4% 提升至 92.9%；然而，女性仍面臨求職限制、難以重回職場、工作與家庭生活無法平衡、晉升不易等挑戰，有待透過技能培訓與網絡連結等途徑逐步解決。自今年起，馬來西亞提出 2016-2020 年第 11 項大馬計畫(Eleventh Malaysia Plan)，便將教育及人力資源發展列為第三主軸，期改善勞動市場效率以加速經濟成長。

(10) 墨西哥：身為 APEC 區域戰略夥伴，輔以聯合國 2030 年永續發展議程，近年來持續在促進性別平等、女性賦權等方向投入心力、制訂政策，包括：(a)防治性別暴力與相關法規的落實；(b)推展具備性別敏感度的計畫、策略，以及預算控管；(c)促進女性在經濟、科學、文化及藝術的參與；(d)強化女性在政治、經濟、健康、環境等議題的決策地位與影響力；以及(e)鼓勵女性善用資通訊技術開創事業，期有效達成包容性經濟。

(11) 巴布亞紐幾內亞：藉由公私部門協力合作，為婦女、年輕女性、身心障礙弱勢族群等提供技能建構、領導力培養等訓練，增進使用資通訊科技或從事經濟活動的能力，期引導更多女性從非正式經濟走向正式經濟，亦關注性別暴力議題而逐步發展各項保護政策；認同美國「健康女性與健康經濟體」之倡議，檢視與發展包括：家庭計畫、生育健康、醫療保健、預防感染等和女性息息相關的政策。

(12) 秘魯：今年的 5 項會議主題，對於女性而言都是切身而必要的，因此在國家的性別政策規劃中，重視科技運用、打擊性別暴力，以及在基礎建設給予支持，皆屬不可或缺。就長遠發展而言，將運用科技協助微中小企業

主形成網絡連結從而進入全球價值鏈，消弭職場陋習與性騷擾等歧視行為，支持女性在母親與工作的角色當中求得平衡，以及因應不同族群的實際需求以建構更完備且具包容性的照護體系。

(13) 菲律賓：在女性經濟發展上，重視微中小企業的立法、政策與投資，而相互分享、導師機制、培訓資源及取得資金至關重要，有待具體可行且經得起考驗的政策加以支持，且將與企業集團、其他經濟體合作，為女性所經營的微中小型企業提供更多機會和訓練方案。延續 2015 年的 WEF 大會主題，「女性為包容性企業的主要驅動力(Women as Prime Movers of Inclusive Business)」計畫案獲得通過，並即將於今(2016)年第三季執行，旨在針對女性於企業當中所發揮之重要作用，以及分析與供應商、經銷商、商品或服務的消費者之間所存在的相關性。除此之外，與美國持續進行「健康女性與健康經濟體」倡議，除了試行依據研究成果所提出的知識工具包之外，亦關懷在社會與經濟條件容易受到邊緣化的女性族群。至於婦女人身安全，則是響應聯合國 HeforShe 活動，鼓勵男性共同參與防治暴力，並延續 1998 年針對國內性別暴力的研究，評估因此所造成的經濟損失。

(14) 俄羅斯：鑒於全球女性創業之增長速度超過男性，認為中小企業貿易便捷性應屬關鍵；且藉由為女性參與經濟設定共同目標、設定進程時間表、政策交流等方式，將有助瞭解如何為女性尋求機會與發揮潛能，包括：連結人脈網絡、公私部門合作模式、克服困難或挑戰的關鍵等。今(2016)年度所舉辦的表揚傑出女性中小企業，

即從企業的增長潛力、國外市場前景、創新商業模式、創造就業機會和促進人力資源開發等方面，給予來自各經濟體的女性企業主高度肯定，從而分享最佳典範，期吸引更多女性創業、尋找國際合作夥伴或投資人。

(15) 中華臺北：分享我國提升女性經濟賦權與拓展商機之各項政策亮點，以及執行 APEC 女性經濟創新發展多年期計畫之經驗，其中包含我研發之多語言線上創業學習應用程式<<WE boss>>，以提供各國在地化運用與連結學習資源，將女性運用資通訊科技提升經濟參與之作法推廣於亞太地區。林政務委員亦特別邀請各經濟體參加我國將於今(2016)年 9 月在臺北舉辦之女性經濟創新發展多年期計畫成果展示會議。

(16) 泰國：在擴大保障婦女權益、支持女性創業的前提下，將議題重點帶入政策制定實刻不容緩，惟目前仍面臨各種挑戰而有待努力：(a)取得資金：逐步消除性別刻板印象對於女性所造成的制肘，考量女性的實際困難與還款能力，給予小額貸款等得宜的幫助；(b)網絡連結：提供女性微型創業者顧問諮詢，藉由教育訓練、活動交流等分享知識經驗、取得建議，並著重在技能建構與創新的可能性，迄今已輔助超過 2,000 個小型方案、嘉惠 2 萬名以上的女性且逐年持續增加；(c)包容性：認為是對於促進經濟成長的最重要因素，包括扶持來自非正式經濟、勞動階級、低收入戶等族群的女性，提供有效、可行但不破壞金融穩定的方式，期建構謹慎完備的體制以造福每位國民。

(17) 美國：近年來致力於網絡連結和資源整合以支持全球婦女議題，例如：(a)藉由「健康女性與健康經濟體」倡議，不僅止於關注女性的切身議題，也由此發展知識工具包加以推廣實施；(b)女性與經濟衡量指標：有助於瞭解目前推動女性權益的相關進展；(c)重視年輕女性在科技方面的知識學習與技能培養。除此之外，日後應繼續因應與防止基於性別的暴力。醫療保健製造商 Johnson & Johnson 集團的代表提出多元化和包容性為企業的當務之急，應確保公私部門構成夥伴的機會，以縮減在勞動力的性別差距。

(18) 越南：國內女性占總人口的 48% 以上，對於推進經濟必然發揮重要的作用。政府於近年來支援女性微中小型企業主，使其得以發揮潛能、融入經濟活動。然而，卓越的女性企業主雖漸能從經濟發展中受益，卻仍然有著眾多的婦女面臨著挑戰，仍侷限於非正式經濟型態，是以日後將持續鼓勵女性打破藩籬，並與 APEC 各經濟體交流成功經驗與典範，如此有助於進入國際市場。

6. 企業諮詢委員會(ABAC)

重申將女性納入包容性經濟體系的重要性，期望各經濟體能立於性別主流化的基礎上進行跨論壇合作，並透過提供彈性措施、運用科技創新，協助婦女平衡工作與家庭生活，以及扶植微小中型企業穩健成長。與此同時，教育與培力政策亦為重點，並強調 ICT 與電子商務等協助女性創業，從而取得工作與家庭的平衡。ABAC 將持續協助 PPWE 在五大支柱領域的進展及跨論壇合作，促進女性運用科技，擴散典範與成功經驗。

7. 主席總結報告

主席進行總結報告並通過本屆婦女與經濟論壇宣言，申明施加於女性的暴力將導致經濟發展的損失，需要不分性別共同努力消弭，並強調女性在區域與全球價值鏈所發揮的重要作用，鼓勵各經濟體運用創新與科技發展友善金融政策，支援女性企業主進入與開拓國際市場；除此之外，應正視性別隔離問題、覺察女性的需求，鼓勵更多女性接觸 STEM 領域。

8. 前後任主席結語

菲律賓提出應以性別視角瞭解女性的需求，從而培育並強化其在商業環境中的競爭力，而氣候變遷與經濟情況的變化消長，亦為不容忽視的課題，且無人可置身事外；下屆主辦國越南則期許能以永續發展的前提扶植女性在經濟層面的有效成長，並播放歡迎影片邀請各經濟體參與 2017 年由其主辦之會議。

(二) PPWE 管理委員會

1. 會議時間：2016 年 6 月 30 日 14:30-15:30

2. PPWE 策略計畫

本屆 PPWE 主席 Ana Maria Mendieta 表示 PPWE 五大支柱領域在各經濟體的努力下已有所成就，期加強跨論壇合作。美國提出其「健康女性與健康經濟體」計畫連結 PPWE、健康 (Health WG)、人力資源發展(Human Resource development WG)等工作小組，亦將推動 APEC 計畫落實跨論壇理念。澳大利亞建議得透過視訊會議方式，強化跨論壇合作之可能性。智利則建議可持續關注

女性企業家精神與領導力等議題。

3. 性別主流化指導原則：預計將更新內容，目前已有澳洲、美國、菲律賓、印尼、加拿大、越南響應，中華臺北將評估實際情況與需求後，再行決定是否正式加入。
4. 會議結論：2017 年主辦國越南代表說明預計將分別於 5 或 6 月、9 月中旬共召開 2 次 PPWE 會議。

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，而 WEF 會議宣言除呼應主題「破除婦女在全球市場之經濟整合藩籬」，各項計畫實際成果亦列為參考重點。爰依 WEF 會議觀察，將各單位未來政策推動之方向建議說明如下：

一、 建立與其他經濟體合作模式

我國積極參與本屆 WEF 會議，主動宣傳我國性別平等政策推動經驗及多年期計畫執行成果，獲得各經濟體表達肯定或合作意願。未來建議持續主動爭取與 APEC 主辦國合作機會，透過各場域與其他經濟體建立實質交流，俾提升我在 APEC 之能見度。【行政院性別平等處、財團法人婦女權益促進發展基金會】

二、 提升女性經濟知識與數位素養

PPWE 已將資通訊科技視為促進女性參與經濟的必要工具之一，並建議將 ICT 廣泛運用於能力提升與商務推廣。我國執行之「女性創新發展多年期計畫」研究主軸為協助女性企業主運用 ICT 工具進而創業或拓展商機，並完成女性線上創業遊戲應用程式<<WE boss>>英文版之建置；為擴大實質效益且鼓勵各經濟體發展不同的實務經驗，今(2016)年續行推動<<WE boss>>之中文、西班牙文、越南文等多語言版本。在<<WE boss>>中文版研發方面，目前已與在經濟與創業領域具備專長之經濟部中小企業處「中小企業網路大學校」合作，提供創業能力診斷內容並融入遊戲當中，並融合生產、

行銷、人力資源、研發、財務等領域的測驗問答題，後續仍應充實題庫內容，並提供資訊平臺及宣傳管道供推廣及運用，俾利我國具有創業意願的女性使用。【行政院性別平等處、經濟部、勞動部、財團法人婦女權益促進發展基金會】

三、 強化女性運用金融工具與發展行動商務之能力

我國推動女性運用 ICT 工具拓展商機已行之有年，並提供諸多與創業相關之線上學習課程；鑒於電子商務與金融科技(FinTech)蓬勃發展，為符合婦女性創業之實際需求，除應優化創業所需的知識技能外，建請相關單位充實線上學習平臺內容，包括：(1)金融工具方面：第三方支付、虛擬貨幣、P2P 個人網路借貸、群眾募資等；(2)行動商務方面：如何有效利用各種平臺、媒介等工具，開拓市場以尋找適合的顧客群、創新服務模式、社群行銷等題材，協助創業女性瞭解其商機、風險、趨勢與動向，並建構完整的法規與產業政策。【經濟部、勞動部、金管會、國發會】

四、 規劃有助於創業與女性微中小型企業之環境

促進女性創業與支持微中小型企業發展，為當前重要議題，建請相關機構依專業功能建置輔導機制，並推動以下目標：

(一) 協助女性以經濟知識取得創業資本

輔助女性累積及管理資產的本質在於教育，凡設計課程、擬定策略、調整知識架構等，宜從性別友善觀點長期考量女性的需求，並藉由女性成功創業範例，善用 ICT 設備幫助創業者取得資金。建請相關單位以多元管道提供資金取得訊息，並持續推動金融知識訓練課程，俾利女性取得啟動資金。有

關偏遠地區及原住民女性如何有效取得學習資源及創業資金需相關主管機關給予更多協助。【經濟部、勞動部】

(二) 支持女性為中小企業邁向國際化

女性企業參與國際貿易市場已是當前全球化潮流，建議相關機關強化國內微中小型企業的語文能力及參考長灘島行動計畫(Boracay Action Agenda)，協助克服傳統商業貿易環境中關於取得資金、進入市場、培養技能、開發技術及法規等難題，以激勵其所經營的微中小型企業立足於市場，從而成長及獲利。【經濟部、勞動部】

(三) 提供經濟照護制度以達到包容性成長

大量而長期的無酬家務、照護工作，導致女性在體力與時間的貧乏，因此成為阻礙女性參與經濟活動的重要因素。主管機關宜檢視相關法規、措施及執行成效並建構支持系統，使女性對內可保持工作與家庭的平衡。【勞動部、衛福部】

(四) 以數位素養提升女性創業知能與技術創新能力

基於弭平性別鴻溝、降低數位落差之觀點，強化女性競爭力將有助於培養優質人力資本、促進國家經濟成長；年輕女性的潛能更是不容忽視，應跳脫傳統人文學科之限制，鼓勵其接觸科學、技術、工程及數學，以滿足企業創新與產業升級的需求。相關單位宜持續關注女性創業之生涯教育及技術發展，並將年輕女性列為重點培訓對象。【教育部、科技部】

(五) 建立女性企業主領導能力

建請借重成功女性創業者的經驗，協助有志創業者學習並建立標竿目標。同時，可強化女性企業家網絡以提升女性

創業能量，例如：透過美國亞太女性企業家網絡(WE-APEC)平臺，後續宜鼓勵女性企業家多加應用並透過合作模式，藉由國際經驗交流，協助女性企業主發展商機及建立國際能見度。【經濟部、勞動部】

肆、附錄

附錄一：2016 年婦女與經濟論壇大會議程

PUBLIC-PRIVATE DIALOGUE ON WOMEN AND THE ECONOMY APEC 2016

Lima, June 27, 2016

Centro de Convenciones de Lima. Av. Arqueología, San Borja.

08:00	Arrival, Registration, Coffee
Room: 4th Floor, PURUCHUCO	
08:30 – 9:00	<p style="text-align: center;">Opening Remarks</p> <ul style="list-style-type: none"> • H.E. Ollanta Humala. President of the Republic of Peru (<i>to be confirmed</i>) • Hon. Marcela Huaita. Minister of Women and Vulnerable People of Peru. HLPD on WE/ APEC WE Forum Chair • Mr. Juan Raffo. Raffo Group. ABAC Honorary Chairman. • Ms. Yolanda Torriani. Women Entrepreneurs Development Commission of the Lima Chamber of Commerce. Lead PPDWE
9:00 – 9:05	PHOTO - Opportunity with the President
09:05 – 10:45	<p><u>Session 1:</u></p> <p style="text-align: center;">Opening Plenary</p> <p><i>Keynote Speaker: Ms. Ana Revenga.</i> Senior Director of the Poverty and Equity Global Practice at the World Bank Group</p> <p><i>High Profile Panel:</i></p> <p>Moderator: Mr. Martin Spahr. Senior Operations Officer in IFC's Financial Institutions Group.</p> <p><u>Mechanisms for the internationalization of MSMEs led by women</u></p> <ul style="list-style-type: none"> • Ms. Blesila A. Lantayona. Assistant Secretary for the Department of Trade and Industry's Regional Operations Group. PHL Head of Delegation. • Ms. Kate Thompson. Principal, Deloitte Consulting. • Ms. Deborah Rosado Shaw. Chief Global Diversity & Engagement Officer and Senior Vice President Pepsico. <p><u>Financial and economic literacy and inclusion for access to capital</u></p>

	<ul style="list-style-type: none"> • Ms. Carolina Trivelli. Peru, Former Minister of inclusion and Social Development; and International Financial Inclusion on Gender expert. • Ms. Julia Torreblanca. VP Corporate Affairs, Sociedad Minera Cerro Verde. 	
10:45 – 11:15	Coffee break / Visit to Exhibition Fair of women-led SMEs	
11:15 – 12:30	<p><u>Session 2:</u></p> <p style="text-align: center;">Series of Short Ted-style Talk Speakers</p> <p>10-minute Ted-style Talk – on <u>Costs of gender-based violence in the context of economic development</u></p> <ul style="list-style-type: none"> • Hon. Natasha Stott Despoja AM. Australia’s Ambassador for Women and Girls. AUS Head of Delegation <p>10-minute Ted-style Talk – on <u>Economy Care Systems: Recognizing, reducing and redistributing unpaid care work for inclusive growth</u></p> <ul style="list-style-type: none"> • Hon. Paula Forttes. Sociocultural Director of the Government of Chile. • Ms. Anne Whelan. President and CEO of Seafair Capital <p>10-minute Ted-style Talk – on fifth topic - on <u>Digital literacy for economic inclusion</u></p> <ul style="list-style-type: none"> • Ms. Paola Gálvez. Microsoft-Peru 	
12:30 – 13:30	Lunch	
13:30 – 15:30	<p style="text-align: center;">Break-Out Session</p> <p>Breakout sessions would be run as mini workshops. Participants would hear from a short 15-minute opening panel and then work together in small groups to come up with ideas or solutions that the region could pursue and would help overcome the issue. These sessions should be led by an expert facilitator. Notes should be taken during each session on a PowerPoint screen so that participants can provide feedback. Key points will be shared by the facilitator or other expert speaker during the closing session.</p>	
	<p><u>Session 3:</u></p> <p style="text-align: center;">Topic One – Care Systems: Recognizing, reducing and redistributing unpaid care work for inclusive growth</p> <p>Facilitator: UN Women</p> <ul style="list-style-type: none"> • Ms. Ai-jen Poo. Director of the National Domestic Workers Alliance 	<p>Room: 4th Floor, PARAISO</p>

	<ul style="list-style-type: none"> • Ms. Yuka Mitsuata. CEO of Mo-House 	
	<p align="center">Topic Two – Financial and economic literacy and inclusion for access to capital</p> <p>Facilitator: CENTRUM Católica</p> <ul style="list-style-type: none"> • Carmen Mosquera. Inter-American Development Bank– FOMIN • Coca-Cola Foundation 	Room: 4th Floor, CAJAMAQUILLA-A
	<p align="center">Topic Three – Digital literacy for economic inclusion</p> <p>Facilitator: CENTRUM Católica</p> <ul style="list-style-type: none"> • Dr. Ching Cheng Chang. National Taiwan University-Chinese Taipei. . • Ms. Pia Wilson-body. Director of Strategic Alliances at Intel Corporation • Ms. Sra. Ana María Martínez. Laboratoria Partner & Peru Executive Director 	Room: 4th Floor, ARMATAMBO
	<p align="center">Topic Four – Costs of gender-based violence in the context of economic development</p> <p>Facilitator: GIZ</p> <ul style="list-style-type: none"> • Ms. Jazmín Ponce (GIZ Regional Programme ComVoMujer – GIZ) • Ms. Maria del Pilar Durand. HR Manager, Bagó Peru Laboratory (Winner Enterprise “Sello Empresa Segura y Libre de Violencia” – MIMP) 	Room: 4th Floor, CAJAMAQUILLA-B
	<p align="center">Topic Five – Mechanisms for the internationalization of MSMEs led by women</p> <p>Facilitator: CENTRUM Católica</p> <ul style="list-style-type: none"> • Ms. Veronika Aleksandrovna Peshkova. Executive Board member of Opora Russia • Ms. Viven Xiong, Executive Director of China Association of Women Entrepreneurs and General Manager & Co-Founder of AE & E Geo-microbial Technologies. Inc 	Room: 4th Floor, HUALLAMARCA
15:30 – 16:00	Coffee break	

16:00 – 17:30	<p><u>Session 4:</u></p> <p>Panel readout of Key Takeaways from Break-Out Sessions: Arriving Private-Public Recommendations¹</p> <p>Ms. Beatriz Avolio. CENTRUM Católica</p>
17:30 – 17:45	<p>Closing Keynote Speaker and closing remarks</p> <ul style="list-style-type: none"> • Ms. Yolanda Torriani. Women Entrepreneurs Development Commission of the Lima Chamber of Commerce. Lead PPDWE <p><i>Closing Keynote Speaker:</i></p> <ul style="list-style-type: none"> • Ms. Ana María Choquehuanca. MISUR Founder and Virtual Congresswoman of Peru. <p><i>Closing remarks:</i></p> <ul style="list-style-type: none"> • Hon. Marcela Huaita. Minister of Women and Vulnerable People of Peru. HLPD on WE/ APEC WE Forum Chair
18:30	Cocktail

¹ To be included in the discussion and statement during the HLPD on WE 2016.

PPWE AGENDA

June 28-29, 2016
Lima's Convention Center. 6th Floor, PUCLLANA Room

Day 1 – 28 June 2016	
9:15 – 9:25	<p>Welcome Remarks by the 2016 PPWE Chair</p> <p>Ms. Ana Maria Mendieta. Vice Minister Women. Ministry of Women and Vulnerable People</p>
9:25 – 9:40	<p>Opening Remarks</p> <p style="padding-left: 40px;">(1) Ms. Ana Revenga, Senior Director of the Poverty Global Practice at the World Bank Group (TBC)</p> <p style="padding-left: 40px;">(2) Exec. Dir. Emmeline L. Verzosa. 2015 PPWE Chair (short message to provide a recap)</p>
9:40 – 9:50	FAMILY PHOTO
9:50 – 10:00	1. Adoption of the agenda
10:00– 10:45	<p>2. Work Plan PPWE 2016</p> <p>Chair shares the PPWE Proposed Work Plan 2016 which was presented to the SCE1-COW (Lima, Feb. 29 2016)</p> <ul style="list-style-type: none"> • <i>Economies present their comments on the Work Plan 2016</i> • <i>PPWE Chair to invite Members to adopt the revised PPWE 2016 Work Plan</i>
10:45 – 11:10	Coffee / Tea Break
10:10 – 12:45	<p>3. Follow up on the Implementation of the PPWE Strategic Plan 2015 – 2018 (5 min for each Economy)</p> <p><i>Economies are invited to present their Individual Action Plan (IAP) aligned to the Strategic Plan and the 5 Priorities Pillars on a Voluntary basis:</i></p> <ul style="list-style-type: none"> • Peru. i) Skills, capacity building, and health; ii) Leadership, voice and agency. • US • Japan: Report on the implementation of IAP • Chile: Report on the implementation of IAP
12:45 – 13:45	Lunch Break
13:45 – 15:15	<p>4. Report on APEC PPWE Projects</p> <p>Member Economies report on completed, ongoing and proposed projects under PPWE</p> <ul style="list-style-type: none"> • <i>US: Implementation of the APEC Dashboard: Increasing STEM Education</i>

	<ul style="list-style-type: none"> • PNG: <i>Women's Access to Financial Services- Data in the APEC Region</i> • Peru: <i>Towards the construction of public-private strategies to reduce the costs of gender-based violence in APEC Economies</i> • Japan: <i>Good Practices on Gender Diversity in Corporate Leadership for Growth</i> • Japan: <i>Individual Action Plan for the Enhancement of the Ratio of Women's Representation in Leadership -Mid-term Review Study and Public-Private Dialogue</i> • US: <i>WE-APEC Initiative (update on workshop and initiative, including and referencing self-funded concept note which was endorsed intersessionally)</i> • Philippines: <i>Women as Prime Movers of Inclusive Business project</i> • Chinese Taipei: <i>Innovations for women and Economic Development: Facilitating Women's Livelihood Development and Resilience with ICTs.</i> • Chile: <i>Successful Cases of Women-Owned Small and Medium Enterprises (SME) in Foreign Trade project.</i> <p>APEC Project Funding Deadlines for Session 2-2016.</p> <p>New Development: PSU-Policy Brief- Gender-related Constraints Faced by Women-owned SMEs. (For Information)</p> <p>APEC Secretariat – PD Ms. Romy Tincopa</p>
15:15 – 15:45	<p>5. PPWE- Cross Fora Collaboration: Report on other APEC Fora with PPWE participation <i>or inclusion of gender equality and women's economic empowerment provisions</i></p> <ul style="list-style-type: none"> • EC. <i>Capacity Building for the Reduction of Educational Gender Gaps through Structural Reform (2015) (Chile) on going (end 2016)</i> • SMEWG. <i>Assisting Women-Owned SMEs Access to Global Markets (2014) (Australia) Completed Project – SMEs-PPWE.</i> • HWG. <i>Healthy Women, Healthy Economies (2015) project - HRDWG, PPWE, HWG (Update- short PPT presentation)</i> • TPTWG: Update on WiT initiative (short PPT presentation) • Philippines: to update on the implementation of the HWHE Policy Toolkit
15:45 – 16:05	<p>6 Update on the utilization of the Guide on Gender criteria for APEC proposals: Report by Penelope Howarth (<i>APEC Secretariat-Gender Focal Point</i>)</p> <ul style="list-style-type: none"> • Presenting by Ms. Romy Tincopa. PPWE Program Director. APEC Secretariat
16:05-16:30	<p>7 Discussion on the PPWE Independent Assessment</p> <ul style="list-style-type: none"> • Ms. Louisa Minney. Assessor contracted by APEC
Day 2 – 29 June 2016	
9:15 – 9:25	<p>8 Recapitulation Day 1 Ms. Ana María Mendieta. Vice Minister Women. Ministry of Women and Vulnerable</p>

	People
9:25 – 09:35	9 Briefing on HLPD on WE meeting Ms. Ana Peña. Peru Delegation
9:35 – 10:20	10 Draft Statement of the APEC WE Forum 2016 <ul style="list-style-type: none"> • Overall Issues • Economy care systems to break down barriers for inclusive growth <i>Economies present their comments</i>
10:20 – 11:10	Draft Statement of the APEC WE Forum 2016 <ul style="list-style-type: none"> • Costs of gender-based violence in the context of economic development • Mechanisms for the internationalization of MSMEs enterprises led by women <i>Economies present their comments</i>
11:10 – 11:20	Coffee / Tea Break
11:20 – 12:45	Draft Statement of the APEC WE Forum 2016 <ul style="list-style-type: none"> • Costs of gender-based violence in the context of economic development • Mechanisms for the internationalization of MSMEs enterprises led by women <i>Economies present their comments</i>
12:45 – 13:45	Lunch Break
13:45 – 14:30	Draft Statement of the APEC WE Forum 2016 <ul style="list-style-type: none"> • Economic Literacy for access to capital • Digital Literacy for economic inclusion <i>Economies present their comments</i>
14:30 – 14:50	11 Draft Statement of the APEC WE Forum 2016 <ul style="list-style-type: none"> • PPDWE Recommendations Ms. Yolanda Torriani. Lead PPDWE 2016
14:50 – 15:15	12 Adoption Statement of the APEC WE Forum 2016
15:15 – 16:30	13 Closing Remarks by PPWE Chair Ms. Ana Maria Mendieta. Vice Minister Women. Ministry of Women and Vulnerable People
19:00	Cultural Dinner – HOD +4

HLPD AGENDA

June 30, 2016
Lima's Convention Center. 6th Floor, PUCLLANA Room

09:00 – 09:15	FAMILY PHOTO (HoD, Chief Staff APEC Secretariat, SOM Chair)
09:15-09:20	Opening speech APEC WE 2016 Forum / HLPD Chair Hon. Marcela Huaita. Minister of Women and Vulnerable Population in Peru
09:20 –09:30	1. Adoption of the agenda 2. Welcome remarks Ambassador Luis Quesada. APEC 2016 SOM Chair
09:30 – 09:40	3. Introductory Remarks Ms. Irene Sim. Chief of Staff, APEC Secretariat
09:40-09:50	4. Keynote Speaker Hon. Fumiko Hayashi. Mayor of Yokohama, Japan
09:50 – 10:10	Coffee / Tea Break
10:10 – 10:20	5. Report by PPDWE Lead (10 min) Ms. Yolanda Torriani. PPDWE Lead. Women Entrepreneurs Development Commission of the Lima Chamber of Commerce.
10:20– 10:30	6. Report by PPWE Chair (10 min) Ms. Ana Maria Mendieta. Vice-Minister of Women. Minister of Women and Vulnerable Population in Peru
10:30 – 12:00	7. Policy Recommendations of HoD and ABAC (5 min for each economy)
12:00 – 12:10	8. Summary by HLPD Chair Hon. Marcela Huaita. Minister of Women and Vulnerable Population in Peru
12:10 – 12:20	9. Formal Adoption of the Women and the Economy Statement by the HLPD Chair
12:20- 12:40	10. Remarks by HoD of Past, and Future Chair <ul style="list-style-type: none"> • Ms. Blesila A. Lantayona. Assistant Secretary for the Department of Trade and Industry's (DTI) Management Services Group. PHL Head of Delegation. • Vietnam HoD.
12:40 – 12:45	11. Closing Remarks by HLPD Chair Hon. Marcela Huaita. Minister of Women and Vulnerable Population in Peru
12:45 – 14:00	Lunch Break and networking
14:00 - 15:00	Press Conference

MCM AGENDA

June 30, 2016

Lima's Convention Center. 4th floor, Room HUANTILLE 2

14:30 – 14:35	Opening remarks by the 2016 PPWE Chair Ms. Ana Maria Mendieta. Vice Minister of Women in Peru
14:35 – 14:40	1. Adoption of the agenda
14:40 – 14:55	2. Proposed 2017 PPWE Work Plan <ul style="list-style-type: none">• Vietnam PPWE 2017 Chair
14:55 – 15:10	3. Follow-up on the Guidelines on mainstreaming gender in APEC (Same Economies agreed to work on the update of the Guidelines: Australia, USA, Philippines, Indonesia, and Canada)
15:10 – 15:15	4. Closing remarks. Outgoing Co-Chair: Philippines Exec. Dir. Emmeline L. Verzosa. 2015 PPWE Chair
15:15 – 15:30	5. Synthesis: PPWE Chair Ms. Ana Maria Mendieta. PPWE 2016 Chair (5 min.)



**2016 APEC Women's Business and Smart Technology Seminar:
New Value Creation of APEC Women's Business through Smart Technology and Leadership**

Date : 10:00 ~ 17:30, June 28, 2016

Venue : Cajamarquilla Hall, Gran Centro de Convenciones de Lima, Peru

Host : Asia Pacific Women's Information Network Center (APWINC), Republic of Korea (ROK)

Organize : Global Women's ICT Network (GWIN), ROK
Korea Information-Technology Business Women's Association(KIBWA), ROK

Support : Ministry of Gender Equality and Family (MOGEF)
GS Home Shopping, ROK

Cosponsors : Peru

- Objectives:**
- To promote APEC women's active participation in the economy using smart technologies
 - To inform APEC women of current trends in smart technologies applicable to businesses, such as smart services (3D printing, big data, IoE (Internet of Everything), etc.)
 - To share best practices and business models of successful women businesses based on smart technologies
 - To promote the building of knowledge on using smart technologies for launching start-ups
 - To enhance APEC women's leadership skills in their workplaces
 - To formulate policies and develop strategies for leveraging smart technology and to report the results to PPWE, WEF, or other related Fora, Policy Partnership on Science, Technology and Innovation (PPSTI)
 - To promote APEC women's participation in economy through enhancing digital literacy skills



10:00~10:30	Registration
10:30~10:45	Opening and Congratulatory Remarks
	<ul style="list-style-type: none"> • <i>Opening Remarks by</i> -<i>Myonghee Kim</i>, Executive Director of Asia Pacific Women's Information Network Center (APWINC), Republic of Korea (ROK) • <i>Welcoming Remarks by</i> -<i>Marcela Huaita</i>, Minister of Women and Vulnerable Population, Peru • <i>Congratulatory Remarks by</i> -<i>Keun Ho Jang</i>, Ambassador, Korean Embassy to Peru <p>Moderator: <i>Teresa Kelly Ham</i>, Consultant, Global Women's ICT Network (G.WIN) and APWINC, ROK</p>
	Group Photo Taking
10:45~11:30	Keynote Speech: Creating New Values on Women Entrepreneurs: Challenges and Possibilities
	<ul style="list-style-type: none"> • <i>Women's Role on Creative Economy and ICT Industries in Korea</i> -<i>Eunhee Kang</i>, Minister of Gender Equality and Family, ROK • _____ • <i>Platform-based Economy: Opportunities for Woman Entrepreneurs</i> -<i>Myonghee Kim</i>, Director of APWINC, ROK <p>Moderator: <i>Maria del Carmen Ferrua Allen</i>, Director of Administrative Services, Universidad Femenina Del Sagrado Corazon (UNIFE), Peru</p>
11:30~13:00	Session I : New Value Creation through IT Convergence
	<ul style="list-style-type: none"> • <i>Why Digital Literacy is Smart Business</i> -<i>Patrice Braun</i>, Adjunct Professor Research & Innovation, Federation University Australia • <i>Using ICT to Advance Women's Economic Empowerment</i> -<i>Emmeline Verzosa</i>, Executive Director of Philippines Commission on Women, Philippines • <i>Breaking Through Biases to Drive Innovation</i> -<i>Ketan Kothari</i>, General Manager of Consumer, Edmodo, USA <p>Moderator: <i>Teresa Kelly Ham</i>, Consultant of G.WIN and APWINC, ROK</p>
13:00~14:00	Lunch <i>*Due to arrangements, lunch will be provided for the pre-registered participants</i>
14:00~15:30	Session II : Sharing Best Practices in Various Industries

	<ul style="list-style-type: none"> • <i>Start to Fly</i> -Ana Maria Court, AGML-V Representative, Association of Women Leaders of the Fifth Region of Chile (AGMLVR), Chile • <i>Using TIC(Technology, Information, and Communication)'s in My Company</i> -Rocio Mantilla Goyzueta, General Manager, ROCIO SILVER S.A.C., Vice President at Jewelry and Silversmith Committee in ADEX (Exporters Association), Peru • <i>Crowd Funding of Korea: Creating a New Business Possibility</i> -Soyoung Lee, First Vice President, Korea Information-Technology Business Women's Association (KIBWA), ROK <p>Moderator: Yea-Huey Sheu, Associate Professor, Department of Social Policy and Social Work, National Chi Nan University, Chinese Taipei</p>
15:30-15:45	Coffee Break
15:45-17:15	Discussion & Recommendations
	<ul style="list-style-type: none"> • <i>Ways to use smart technology (e.g., platform) for women to start up or grow their business</i> • <i>Policies to promote women entrepreneurs</i> • <i>Training programs to promote women entrepreneurs</i> • <i>Ways to build up partnership among APEC Economies</i> <p>Moderator: Patrice Braun, Adjunct Professor Research & Innovation, Federation University Australia</p>
17:15-17:30	Closing Ceremony



Agenda

APEC Workshop: Implementing the WE-APEC Vision

28 June 2016

Lima Convention Center

Lima, Peru

8.30 – 9.00 am	Registration and Arrival
9.00 – 9.20 am	<p>Welcome and Introductions</p> <p>Ms. Julia Santucci, Senior Policy Advisor, Office of Global Women's Issues, U.S. Department of State</p> <p>Ms. Ann Katsiak, Chief of Party, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.</p>
<p>Session I</p> <p>9.20 – 9.50 am</p>	<p>Trends from the WE-APEC Research: The regional ecosystem for women's entrepreneurship in APEC</p> <p><i>This session will provide an overview of the findings and trends across the region on economy ecosystems; success stories and best practices; unusual instances and surprises; and more.</i></p> <p>Ms. Louise Williams, Principal Associate and Gender Advisor, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.</p>
9.50 – 10.00 am	<p>A Tour of the WE-APEC website</p> <p>Ms. Ann Katsiak, Chief of Party, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.</p>

<p>Session 2 10.00 – 10.45 am</p>	<p>Panel Discussion: Perspectives on leveraging WE-APEC to strengthen the entrepreneurship ecosystem for women</p> <p><i>Representatives from government, women’s business associations, and private companies will discuss the benefits they see from the WE-APEC initiative, including partnerships; access to new markets; and others.</i></p> <p>Moderator: Ms. Julia Santucci, Senior Policy Advisor, Office of Global Women’s Issues, U.S. Department of State</p> <ul style="list-style-type: none"> • Ms. Shamarukh Mohiuddin, Director, Economic Empowerment Program, U.S. Chamber of Commerce Foundation Corporate Citizenship Center, United States • Ms. Greta Schettler, Vice President, WEConnect International, United States • Ms. Loreto Maza, Sector Economist, Ministry of Women and Gender Equity, Chile
<p>10.45 – 11.00 am</p>	<p>Coffee Break</p>
<p>Session 3 11.00 – 11.50 am</p>	<p>Implementing the Women’s Entrepreneurship in APEC Initiative</p> <p><i>This panel features programs promoting women’s entrepreneurship that APEC members are implementing and contributing to the WE-APEC initiative. Panelists will share information on the program, the type of intended beneficiary, and any lessons learned to date.</i></p> <p>Moderator: Mr. Bruce Purdy, Deputy Assistant Administrator for the Office of Women’s Business Ownership, U.S. Small Business Administration, United States</p> <ul style="list-style-type: none"> • Ms. Joanne Lenweaver, Director, Women Igniting the Spirit of Entrepreneurship (WISE) Women’s Business Center, United States • Ms. Pacita Juan, President, ASEAN Women Entrepreneurs Network (AWEN), The Philippines • Ms. Camila Tapia, Program Manager, DreamBuilder Chile, Chile • Dr. Li-Hsuan Lee, Researcher, Foundation for Women’s Rights Promotion and Investigation, Chinese Taipei
<p>Session 4 11.50 am – 12.20 pm</p>	<p>Facilitated Discussion: Next steps for WE-APEC</p> <p>Moderator: Ms. Ann Katsiak, Chief of Party, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.</p> <p><i>This session will be a facilitated discussion about the next steps for WE-APEC to ensure that the initiative leverages its momentum to stay useful, relevant, and current. This discussion will be open to all attendees to focus on how WE-APEC can be further refined and targeted to direct application to their home economies and writ-large regionally.</i></p>
<p>12.20 – 12.30 pm</p>	<p>Conclusion and Workshop Evaluation</p>

Agenda

APEC Women in STEM: Expanding Innovation and Opportunity by Strengthening the Presence of Women in Science, Technology, Engineering and Math

29 June 2016

The Westin Lima Hotel & Convention Center

Lima, Peru

8.30 – 9.00 am	Registration and arrival
9.00 – 9.10 am	<p>Welcome Remarks and Introductions</p> <p>Ms. Julia Santucci, Senior Policy Advisor, Office of Global Women’s Issues, U.S. Department of State</p>
9.10 – 9.25 am	<p>The APEC Women in STEM Initiative: Introducing the Framework</p> <ul style="list-style-type: none"> • Objectives of the initiative • Key findings from the APEC Women in STEM study • Opportunities for APEC-wide engagement <p>Ms. Louise Williams, Principal Associate and Gender Advisor, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.</p>
9.25 – 9.45 am	<p>Expert Remarks: Creating an Enabling Environment for Women in STEM</p> <p><i>Dr. Evans-Galea will address the social and environmental conditions that set the stage for whether girls aspire to enter STEM, and share experiences and lessons from her work empowering early-career researchers and women in science.</i></p> <p>Dr. Marguerite Evans-Galea, Senior Research Officer, Murdoch Children’s Research Institute; Co-Founder, Women in Science, Australia</p>
9.45 – 10.45 am	<p>Panel Discussion I: Nurturing the Pipeline - Opportunities in Formal Education and Lifelong Learning</p> <p><i>This panel will examine “what works” when it comes to encouraging a passion for science and math among girls and young women, leading to strong high-school preparation and further pursuit of STEM undergraduate and graduate degrees. The panel will also speak to opportunities for women who seek to update their STEM skills in mid-career or to train to join the</i></p>

	<p><i>STEM sector.</i></p> <p>Moderator: TBD</p> <p>Panel:</p> <ul style="list-style-type: none"> • Dr. Judith Zubieta, Director of Social Research, National Autonomous University of Mexico, Mexico <p><i>Questions and Answers</i></p>
10.45 – 11.00 am	Coffee break
11.00 am – 12.00 pm	<p>Panel Discussion II: Sustaining Women in the Field - Recruitment, Retention, and Advancement</p> <p><i>Although women are increasingly represented in university STEM programs, retaining and advancing through STEM careers remains a serious challenge. This panel will address ways that employers can not only encourage women to stay in their fields, but also help them become innovators and leaders.</i></p> <p>Moderator: Ms. Ann Katsiak, Chief of Party, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.</p> <p>Session Panelists:</p> <ul style="list-style-type: none"> • Ms. Tracy Bame, Director, Social Responsibility and Community Development, Freeport-McMoRan • Ms. Seema Kumar, Vice President of Innovation, Global Health and Policy Communication, Johnson & Johnson • Ms. Alba San Martin, General Manager for Peru and Bolivia, CISCO • Ms. Pia Wilson-Body, Director of Strategic Alliances, Intel <p><i>Questions and Answers</i></p>
12.00 – 12.30 pm	<p>Observations and Reactions</p> <p>Ms. Gisella Orjeda, President, Consultative Commission on Science, Technology and Innovation of the Peruvian Government (CONCYTEC), Peru</p> <p>Dr. Marguerite Evans-Galea, Senior Research Officer, Murdoch Children’s Research Institute; Co-Founder, Women in Science, Australia</p>
12.30 – 12.50 pm	<p>Group Discussion and Next Steps: How can APEC Economies Learn from One Another?</p> <p><i>This session will provide economies with an opportunity to discuss how they can expand the pipeline, participation, and advancement of girls and women in STEM fields. The discussion will also seek perspectives and ideas on next steps and calls to action.</i></p>

	Facilitator: Ms. Louise Williams , Principal Associate and Gender Advisor, US-APEC Technical Assistance to Advance Regional Integration (US-ATAARI), Nathan Associates Inc.
12.50 – 1.00 pm	Conclusions, Workshop Evaluations and Wrap up

APEC WOMEN AND THE ECONOMY FORUM 2016
Breaking barriers to economic integration of women in the global market
27-30 JUNE 2016, LIMA, PERU

APEC Business Efficiency and Success Target Award
(APEC BEST AWARD)
June 29, 2016

PURUCHUCO ROOM, Lima Convention Centre

09:00 - 09:30	Registration, Welcome Coffee break
09:30 - 10:10	<p>Opening Remarks</p> <ul style="list-style-type: none"> • Ms. Natalia Strigunova, Deputy Director of Asia, Africa and Latin America Department, Ministry of Economic Development of the Russian Federation and the Head of Russia's Delegation • Hon. Ms. Marcela Huaita Alegre, Minister of Women and Vulnerable Population, Peru • Hon. Ms. Fumiko Hayashi, Mayor of Yokohama, Japan • Mrs. Lin, Mei-Chu, Minister, the Head of Chinese Taipei Delegation • Mr. Bruce Purdy, Principal Deputy Assistant Administrator for Office of Women's Business Ownership, U.S. Small Business Administration • Ms. Nadya Cherkasova, Head of Women Entrepreneurship Development Committee of Opora Russia
10:10 – 10:25	Family Photo (Speakers, Jury Members, Participants)
10:25 – 10:40	<p>Presentation of Ceremony proceedings</p> <p>Moderator: Ms. Veronika Peshkova, CEO of IExpert, Russia</p>
10:40 – 10:55	<p>Presentation of Jury Members</p> <p>Moderator: Ms. Irina Saltykova, Ph.D, Technical Director of Ericsson Training Center, Russia</p>
10:55 - 11:15	Coffee break
11:15 – 13:00	<p>Session 1</p> <p>10-minute presentation and 5 minutes Q&A session per each participant</p> <p>Moderator: Ms. Veronika Peshkova/ Ms. Irina Saltykova</p> <ul style="list-style-type: none"> • Ms. Ursula Salazar Roggero, Co-author of oChat. (Peru) • Ms. Pacita U. Juan (mentor) on behalf of Ms. Anya Lim, Co-Founder and Managing Director of ANTHILL (The Philippines)

	<ul style="list-style-type: none"> • Ms. Aiminorhiza Ramlee, Owner of Tyne Solutions Sdn Bhd. (Brunei Darussalam) • Ms. Susanna Sierra, Partner and CEO of BH Compliance (Chile) • Ms. Xiao Wei, President of Beijing LanChao Clothing Technology Development Co., Ltd. (People's Republic of China) • Ms. Yuka Mitsuata, Founder / President of MO-HOUSE Ltd. (Japan)
13:00 – 14:30	Lunch time
14:30 – 16:15	<p>Session 2</p> <p>10-minute presentation and 5 minutes Q&A session per each participant</p> <p>Moderator: Ms. Victoria Ponce del Castillo, Social Specialist at the Ministry of Women and Vulnerable Population, Peru</p> <ul style="list-style-type: none"> • Ms. Carolina Botto Bar, CEO of Joinnus (Peru) • Ms. Evgenia Lazareva, Founder of KidsRockFest (Russia) • Ms. Lourdes Lares Acero, General manager of Amazona Chocolate (Peru) • Ms. Lin, Hsiao-Mei, Founder and CEO of Hex, Inc. (Chinese Taipei) • Ms. Elizabeth Caven, Founder / CEO of UpCraft Club (The United States) • Ms. Rachelle Olortegui Vasquez, General manager of Ecoinca (Peru)
16:15 – 17:00	<p>Coffee break</p> <p>Jury consultations</p>
17:00 – 18:15	<p>Award ceremony</p> <p>Moderator: Ms. Veronika Peshkova, CEO of IExpert, Russia/ Ms. Irina Saltykova, Ph.D, Technical Director of Ericsson Training Center, Russia</p> <p>Closing remarks:</p> <ul style="list-style-type: none"> • Ms. Natalia Strigunova, Deputy Director of Asia, Africa and Latin America Department, Ministry of Economic Development of the Russian Federation and the Head of Russia's Delegation • Ms. ZHAO Hongju, Deputy Director-General of the International Department, All-China Women's Federation
18:30 – 19:30	Informal buffet dinner

附錄二：2016 年婦女與經濟論壇宣言

APEC Women and the Economy 2016 Forum Statement

BREAKING BARRIERS TO THE ECONOMIC INTEGRATION OF WOMEN IN THE GLOBAL MARKET

1. We, APEC Ministers, Heads of Delegations, Senior Officials, ABAC and private sector leaders, and representatives from non-governmental organizations, met in Lima, Peru, from June 27 to 30, 2016 for the APEC Women and the Economy Forum. The meeting was chaired by Her Excellency Marcela Huaita, Minister of Women and Vulnerable Populations of Peru.
2. We acknowledge the 2016 APEC theme “Quality Growth and Human Development” focusing on four priorities 1) advancing regional economic integration and quality growth; 2) enhancing the regional food market; 3) working towards the modernization of micro, small and medium-size enterprises in the Asia-Pacific; and 4) developing human capital.
3. This meeting built upon the achievements of the first APEC Ministerial Meeting on Women held in Manila in 1998, which paved the way for the drafting of the Framework for the Integration of Women in the APEC agenda. The Framework has guided all APEC fora in integrating gender equality and women’s economic empowerment into APEC processes and activities. It also considers progress made by all successive meetings on women and the economy up to 2015, and recognizes the five year anniversary of the 2011

San Francisco Declaration at the High Level Policy Dialogue on Women and the Economy.

4. We welcomed APEC Leaders' acknowledgement in 2015 of women's vital contribution to economic and social development and prosperity of the Asia Pacific region and beyond, as well as their commitment to pursue concrete policies and innovative measures to further enhance women's economic empowerment, and seek greater inclusion of women in the regional economy, in particular, through improved access to capital and assets; access to markets; skills, capacity building, and health; women's leadership, voice and agency; and innovation and technology.
5. We also welcome APEC Leaders' call for strengthened efforts to support the mainstreaming of gender equality and women's empowerment across APEC's work streams as an important axis on which to invest in human capital development.
6. We recognize the implementation of the 2030 Agenda for Sustainable Development, that states that achieving gender equality and the empowerment of all women and girls will make a crucial contribution to progress across all the goals and targets, and recognizes that women and girls must enjoy equal access to quality education, economic resources and political participation as well as equal opportunities with men and boys for employment, leadership and decision-making at all levels. As we embark on this collective journey we pledge our commitment to no one being left behind.

7. We acknowledge that APEC offers an opportunity for international collaboration between policy makers and business leaders, including those in the APEC Business Advisory Council (ABAC), and that the Policy Partnership on Women and the Economy (PPWE) further facilitates the improvement of women's economic participation and empowerment helps develop programs that will train and promote women leaders.

8. We affirm the critical role of men and boys in the achievement and realization of gender equality. We recognize the importance of having a systematic approach in engaging men in the promotion of women's economic empowerment, including recognition and redistribution of unpaid and domestic work, elimination of gender-based violence, and advancement of women's political participation.

Breaking barriers to the economic integration of women in the global market

9. The main theme of the 2016 APEC WE Forum, "Breaking Barriers to Economic Integration of Women in the Global Market" recognized that there is still existing gender inequality across the Asia- Pacific region that prevent the full participation of women in global value chains. For women to become both drivers and beneficiaries of inclusive growth and development, tailor-made strategies must be implemented and evaluated.

10. The 2016 APEC WE Forum also tackled five sub-themes: 1) Economy Care Systems: Recognizing, reducing and redistributing unpaid care and domestic work for inclusive growth; (2) Costs of gender-based violence in the context of economic development; (3) Mechanisms for the internationalization of MSMEs led by women; (4) Financial and economic literacy and inclusion for access to capital; and (5) Digital literacy for economic inclusion.

11. We welcome the outcomes of the Public Private Dialogue on Women and the Economy (PPDWE) (*which are presented in Annex C*). The PPDWE called on all stakeholders to continue pursuing a women's economic empowerment agenda in order to create new opportunities for women, highlighting in particular the need for collaboration between public and private sectors in APEC.

Economy Care Systems: Recognizing, reducing and redistributing unpaid care and domestic work for inclusive growth

12. We acknowledge that across all economies and cultures, women and girls carry out the majority of unpaid care including caring for children, the elderly and people with disabilities as well as domestic work such as cleaning and cooking. As a consequence, women often work fewer hours in paid and formal employment compared to men. They are also often not appropriately recognized for the excessive hours of unpaid work or for the value they create for their families and communities. We recognize that this unequal burden is a powerful constraint against women's progress in education, market and entrepreneurial activities, and

employment, and results in limited access to employment-related social protection.

13. We encourage the creation and expansion of public and private services and investments in APEC economies to reduce the burden of unpaid care and domestic work on women and girls. The expansion of accessible and quality care systems, including childcare, healthcare and other care services creates greater flexibility and options to redistribute unpaid care work away from girls and women's responsibility, and promotes the value of such work. At the same time, improved infrastructure, including transportation, water and sanitation, can support time and labour-savings for women and increase their ability to participate in the formal economy.
14. We encourage public and private sector employers throughout the region to offer decent work - meaning access to productive jobs, adequate wages, socially protected in regard to basic rights and without any form of discrimination -along with offering options such as flexible work schedules, compensatory leave, and telework to employees, women and men alike. These options would allow workers to take the time necessary to meet caring responsibilities for others as well as themselves.
15. We call on all APEC economies to offer educational programs and management trainings on gender equality working with key stakeholders to value women's unpaid care and domestic work, and raise awareness so that this work is recognized for its contribution to economic welfare in the Asia-Pacific region. We also call for more co-responsibility strategies and policies to redistribute

unpaid and domestic work between women and men and increase paid and formal employment for women.

16. We recognize that additional research is needed in the area of gender inequality in unpaid care including domestic work to assess the implication of unpaid care on labor outcomes, including labor force participation rates, occupational segregation in the labor force, and quality of employment and wages. We call for additional work in this area to continue to quantify the socio-economic disadvantages caused by the asymmetrical distribution of unpaid care and domestic work.

Costs of gender-based violence in the context of economic development

17. We acknowledge that gender-based violence is highly prevalent in the home, workplace and public spaces and adversely affects human, social and economic development, not only because it is a violation of women and girls human rights, but also because of its high economic costs in terms of expenditure for the provision of services (e.g. health services), loss of income, decreased productivity of victims and survivors, and the negative impacts on families. Gender-based Violence also has a negative impact on future human capital due to its inter-generational consequences.
18. We acknowledge that a better working environment and healthy motivated employees have positive economic effects, as they increase productivity and profits. In this sense, the adoption of strategies on gender-based violence prevention in the workplace have positive economic and

non-economic effects for companies, such as increased productivity resulting in increased corporate earnings and benefits.

19. We encourage APEC economies at regional, and local levels, in conjunction with the private sector, and non-governmental organizations to take action to disseminate information and facilitate communication campaigns to prevent and protect women from violence. We also encourage the establishment of Public-Private Partnerships that develop and implement violence prevention strategies in the home, workplace and public spaces. We also encourage APEC economies to ensure that support services and mechanisms, including in the workplace are in place to help women who may be experiencing gender based violence.

Mechanisms for the internationalization of MSMEs led by women

20. We reiterate our commitment to the implementation of decisions of the APEC Women and the Economy 2015 Fora Statement, where we emphasized gender equality is an important aspect of accessing international markets and global value chains, and underscored the importance of integrating a gender perspective into the overall business operations and analytical frameworks, including production, sourcing, marketing and consumption, to ensure that gender-based barriers are addressed.
21. We recognize that women entrepreneurs face a range of financial and non-financial challenges when realizing their

growth potential, affecting women-owned micro, small and medium enterprises (MSMEs) throughout the business life cycle and particularly during the startup stages. We remain committed to providing peer and expert insight on how women-led MSMEs can overcome obstacles in exporting their goods and/or services; to exchanging experiences and sharing best practices in the adoption of policies that can effectively increase the participation of women in global trade.

22. We welcome the APEC agreement on Boracay Action Agenda to Globalize MSMEs² to implement one of eight group actions as strengthening focus on MSMEs led by women by i) fostering the use of gender-disaggregated data in measuring the economic and social impacts on MSMEs; ii) promoting an understanding of the divergent constraints faced by male and female-led MSMEs; and iii) encouraging exchange of best practices on women-friendly interfaces with customs and other border authorities. Additionally, we welcome the endorsement in the Boracay Action Agenda of a common goal towards 2020 to identify indicators in order to track the region's progress and the progress of individual members and seek future actions to enable MSMEs in the region to "go global".

23. We encourage stimulating Public-Private Partnerships and other multi-stakeholder initiatives to help businesses led by women reach international markets. Opportunities include trade missions and trade shows (real and virtual), export guarantees and credits, training programs, mentorship

² The Agreement on **Boracay Action Agenda to Globalize MSMEs**: Fostering the Participation of APEC MSMEs in Regional and Global Markets , 2015 Meeting of APEC Ministers responsible for Trade, Boracay, Philippines 24 May 2015

opportunities and networking, access to new technologies, addressing regulatory barriers.

Financial and economic literacy and inclusion for access to capital

24. We recognize that women entrepreneurs and women in general, face challenges relating to economic and financial inclusion and face unequal treatment when evaluated as loan candidates, which limit their ability compared to their male peers, to access financial system and services. External financing and the availability of business loans is especially important for women's current and new ventures as they generally have fewer ownership rights and less access to property or other assets. We call on APEC economies to undertake reforms to give women equal rights to economic resources, as well as equal access to ownership and control over land and other forms of property, financial services, and inheritance.

25. We take into consideration that gender disparities in access to financial education and services can have negative effects not only on women entrepreneurs, but on the overall Asia Pacific-regional economy. We are committed to addressing the lack of financial literacy among women and girls in the Asia Pacific-Region, to facilitate a positive impact on women's financial security through improved money management and access to appropriate financial services and products, and to develop and achieve entrepreneurial activities. We encourage involvement and coordination among relevant stakeholders, including public, private and non-governmental organizations concerned with gender

issues to increase financial and economic literacy and inclusion for access to capital.

26. We acknowledge that empowering rural and indigenous women is key to well-being of families and communities and also to economic productivity given women's large presence in the agricultural workforce. Rural and indigenous women are valuable agents for achieving economic, environmental and social changes required for sustainable development. Since they face limited access to credit, health care and education, in addition to unequal access to assets, it is important to design public policies that consider their specific needs.

Digital literacy for economic inclusion

27. We recognized the benefits of ICT and related services on empowering women by creating an environment to participate in community-based activities, increasing business and employment opportunities and establishing business-enabling networks that address women's needs. We further acknowledge that by embracing ICT, women entrepreneurs in the Asia-Pacific region can access e-commerce platforms and that the removal of barriers to international online markets and to become more competitive in global value chains.

28. Given that new financial technology tools have arisen to offer additional funding and operating options for entrepreneurs, we call on public and private sector stakeholders to engage women in adopting financial

resources through innovative technology such as crowdfunding, micro-loans and digital payment as part of new avenues for business in the future. We encourage efforts towards building the digital capacities of girls and women through active participation in ICT education and training programs, especially those aimed at women entrepreneurs, which include investing in targeted digital literacy, confidence, and skills development for women through mentoring and networking. We further recognize the need to strengthen women and girls' access to and participation in science, technology, engineering, and mathematics (STEM) education and careers. We welcome the Women in STEM initiative, established in an effort to address capacity building priorities identified under the Women and the Economy Dashboard.

29. We shall continue supporting the development of technology content, applications and services that meet women's needs. This includes fostering user-driven approaches to technology development, prioritizing investments in applications and tools, such as e-learning and education for women's financial inclusion, mobile accounts, employment and entrepreneurship through the development of digital abilities and in digital segments.

30. We encourage multi-stakeholder involvement to address common impediments and to promote communication and collaboration amongst the private, public and non-governmental sectors aimed at facilitating women's access to ICT enabled services which will be of particular use to policy makers in the development of a sustainable and equitable business environment for women.

Integration of gender perspectives across APEC

31. We commend efforts by APEC sub-fora to integrate gender in their work, including ongoing collaborations with the PPWE, such as those highlighted in Annex B in the areas of skills building, increasing economic participation through better health, promoting the inclusion of women in the transportation sector, incorporating gender perspectives into emergency preparedness and disaster recovery and resilience, supporting women-owned MSMEs, and enhancing educational opportunities for women. We call on all APEC sub-fora to continue integrating gender equality and women's empowerment in their work planning and annual reports.

32. We recognize the updated Guide on Gender Criteria and the APEC Women and the Economy Dashboard as useful tools to ensure integration of gender perspectives across APEC. Assessing projects using the gender criteria enables a conscious effort in engaging women in all aspects of APEC's work and in increasing women's participation in the region. The Dashboard is a tool to track, measure, and communicate progress in reducing barriers to women's economic participation across our five key priorities. We call on APEC economies to leverage the Dashboard as a tool to inform policymaking and capacity building across all APEC work streams, and improve and expand data collection to strengthen the Dashboard's utility and impact.

Towards achieving gender equality and the empowerment of all women

33. We, APEC ministers, heads of delegations, senior officials, ABAC, representatives of non-governmental organizations and private sector leaders, affirm the need to eliminate barriers to women's economic integration in the global market to work towards achieving gender equality and the empowerment of all women, as well as building a better APEC region and a more inclusive world.
34. We call for further actions from APEC economies to increase gender diversity on executive boards and in senior management of companies which positively affects corporate sustainability and growth. We reaffirm our commitment to promote women's participation in economic activities by setting measurable and aspirational voluntary goals which economies could work toward by the end of 2020.
35. We recognize the importance of incorporating an intercultural approach on policies to encourage the participation of women in the economy and their full empowerment. An intercultural perspective is essential to adequately address the different social and political needs of women living in member economies of APEC. To this extent, we commit to advances in recognizing and incorporating women's demands for empowerment that support particular values regarding the organization of the economy, and its relationship to the environment.

APEC Women and the Economy 2017 Forum

36. We look forward to our next APEC Women and the Economy Forum and other related activities in Viet Nam, in 2017.

Towards APEC Peru 2016 Economic Leaders' Meeting in Lima

37. We agree to submit this APEC Women and the Economy 2016 Forum Statement as our contribution to the APEC Economic Leaders' Meeting held in November in Lima, Peru.

Annex A: Current PPWE Initiatives

Measurement of Change

1. 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 will be assessed and reported on for the second time in 2017.

Women's Entrepreneurship

2. The Women's Entrepreneurship in APEC (WE-APEC) initiative, which was 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. The findings of a far-reaching WE-APEC gap analysis offered a detailed view of the landscape for women entrepreneurs in the APEC region. 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) shares this 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 to each other.

Women's Leadership

3. Among various issues related to women's empowerment, gender gap in companies' leading positions, corporate boards and senior management level has been one of the most important challenges for all APEC economies. Following the 50 leading companies for women in APEC 2014, the Good Practices on Gender Diversity in Corporate Leadership for Growth project focus on the impact of gender diversity on boards and in senior management level and picks up and compile companies' best practices to achieve corporate growth by promoting women's leadership.

4. The "Individual Action Plan (IAP) for the Enhancement of the Ratio of Women's Representation in Leadership" project was launched to promote women's participation in the economy in all levels, particularly in leadership, decision-making and management. The IAPs will serve as mechanisms for measurable and aspirational voluntary goals which economies could work toward by the end of 2020, with a view to assessing progress of ratio of women's representation in leadership. In order to further promote

women's representation in leadership and accelerate the voluntary goals and the momentum of the initiative of each economy, the project will explore and stock take of good practices of the policies as well as actions taken for promoting women's representation in leadership both in public and private sectors through the mid-term review study and Public-Private Dialogue (PPD) in 2017 which will be held in Vietnam.

Women in STEM:

5. 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. The framework that has emerged from this activity thus far encompasses four areas that impact future prospects for women and girls across the Asia-Pacific region: the Enabling Environment, Education, Employment, and Entrepreneurship. Following the presentation of initial results at APEC's Women and the Economy Forum, the final study will be shared later in the year as part of a workshop that engages high-level APEC government officials and private-sector representatives. The workshop will specifically address regional gaps and seek direct commitments toward increasing the representation of women and girls in STEM education and careers. A "STEM" camp, which focuses on STEM as well as the Arts, for adolescent girls will engage experts and private sector leaders to inspire the next generation of STEM leaders.

APEC BEST Award

6. Launched in 2016, APEC BEST Award is the first contest for women-entrepreneurs across the APEC region. Taking into account that gender differences impact significantly on women's employment in real sectors of the APEC economies and in organizational structures of enterprises where a priority is given to men, the task of creating and development of women's business ideas and women-owned SMEs is important and prospective. Spreading the best practices of women-owned SMEs among APEC economies provides an opportunity to attract a larger number of women into SMEs founding, create new jobs in different industries, and support economic growth and development by applying promising business models based on domestic success stories. APEC BEST Award will provide an opportunity to internationalize women-run businesses, attract international partners and potential investors from the APEC economies as well as contribute to building a network among women-entrepreneurs, consultants, mentors and investors across the APEC region.

WE boss

7. The "Innovation for Women and Economic Development: Facilitating Women's Livelihood Development and Resilience with ICTs" multi-year project (2013-2016) was initiated to identify the key elements on promoting the economic involvement of women with technology and innovative IT tools. Following the project analysis, it presented an innovative learning application "WE boss" and

toolkit as an innovative package for both public and private sector stakeholders. The conclusive meeting to be held in September, will provide better understanding on how inclusive economic growth and development can be turned into practical and implementable strategies.

Annex B: Partnerships with Other APEC Working Groups

1. The PPWE has partnered with other APEC working groups 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.

Human Resources Development Working Group (HRDWG) and Health Working Group (HWG)

2. 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.

Human Resources Development Working Group (HRDWG)

3. Recognizing the importance of human capital in achieving inclusive economic growth and development a game based-learning application “WE boss” was launched to serve as an innovative and affordable application for women entrepreneurs to acquire adequate lifetime learning. A concept “Innovation for Women and Economic Development: Building Human Capital for Women Entrepreneurs through Innovative Learning Tools” has been shared with the HRDWG as a cross forum initiative, focusing on developing policy recommendations to assist public and private sector stakeholders in building a gender-friendly business training program for women entrepreneurship that can effectively increase the participation of women in economic activities.

Transportation Working Group (TPTWG)

4. 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.
5. 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.

6. 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.

Emergency Preparedness Working Group (EPWG)

7. 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.

8. 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.

Small and Medium Enterprises Working Group (SMEWG)

9. The project “Inclusive growth greater involvement of SMEs into B2B and B2G markets”, makes a special focus on promoting and encouraging the participation of women-run SMES in international supply chains in B2B markets and in national B2G markets through systemizing opportunities and sharing best practices. An overview of current barriers that prevent SMEs from accessing to public and corporate procurements as well as possible policy recommendations will be shared with SMEWG and PPWE.

Economic Committee (EC)

10. 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.

Annex C: Recommendation from the APEC Private-Public Dialogue on Women and the Economy 2016

- 1) On Care Economy System for recognizing, reducing and redistributing unpaid care work for inclusive growth, we agreed that the burden of unpaid care and domestic work as well as the need to strengthen the social infrastructure and services are essential in APEC Economies to change attitudes about women's value and their role. We recommend advancing on care and domestic provision to achieve life balance and full women's economic participation, such as childcare services, telecommuting, and co-responsibility measures. In addition, we suggest professionalizing care workforce as a redistribution strategy and a market opportunity to attend women's demands.

- 2) On Financial and economic literacy and inclusion for access to capital, we recommend APEC economies to tackle discriminatory regulations in order to improve capital access for women and girls, as well as provide financial education programs and products that respond to women's specific needs in order to realize their growth potential on MSEMs throughout their business life cycle, particularly during the start-up phase.

- 3) On Economic Cost of Gender Based Violence, we recommend APEC economies to gather standardized data across the economies on the economic costs of gender-based violence for the public and private sectors, and monitor this data. We also recommend the identification and sharing successful strategies like awareness raising and primary

prevention programs for employers and employees or changing procurement contract criteria to include gender-based violence.

4) On Digital Literacy, we recommend APEC economies scale-up good practices on gender-responsive digital literacy programs. Promote business innovation based on STEMs as makerspaces and fab labs for women and girls (focus on STEM fields for women and girls). Concerning ICT tools and digital strategies for SMEs on global markets, joint efforts should involve public and private sector actors to promote hands-on programs, such as multi-language e-learning platforms for women entrepreneurs.

5) On Mechanisms for the internationalization of MSMEs led by women, we recommend encouraging strong buy-in programs, branding, membership programs, use of media channels and other promotional practices – such as profiling female exporters and export awards – assists program visibility to identify PPP partners and external funding sources to roll out entitlement and a capacity building program; taking into account that Trade Promotion Organizations (TPOs) and other stakeholders that are well positioned to take on a leadership role in empowering women-led MSMEs for mainstreaming gender-responsive trade practices across APEC.

To achieve these recommendations, it is essential to improve our networking and partnership among women entrepreneurs of the 21 economies to break the barriers and integrate women into the global market economy.

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 fora³ 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.

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

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.⁴
- ***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.

⁴ 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 Lead^d
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”.⁵

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

⁵ Taken from PPWE Terms of Reference

the Framework and to sustain the AGGI's achievements in maintaining awareness on gender issues.

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：性別評估指標導引 Gender Criteria

Guide on Gender Criteria for APEC Project Proposals

Contents

1. WHY ARE THERE GENDER CRITERIA?
2. HOW DO I ANSWER THE GENDER CRITERIA?
3. HOW ARE THE CRITERIA ASSESSED?
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5. CHECKLIST
6. FURTHER HELP

1. WHY ARE THERE GENDER CRITERIA?

In 2011, APEC Leaders and Ministers once again recognized that gender is a cross cutting theme in APEC and that women are critical to the achievement of sustainable economic development in the region. This recognition is based on an understanding that women's full participation in economic activity is often constrained by gender-related barriers in their access to resources, including education and training, financial institutions, decision-making mechanisms, etc.

In 1999, Ministers endorsed The Framework for the Integration of Women into APEC the key document setting out APEC's commitment to implementing gender analysis, collecting and using sex-disaggregated data, and increasing women's participation in APEC fora and activities.

In 2005, APEC Leaders again recognized the significant contributions that women have made to the economic development across the region and made a commitment to

ensuring the integration of gender in the activities across all APEC fora.

In 2006 Ministers requested that APEC economies and fora allocate the necessary resources for gender mainstreaming activities in their work and encourage women to participate in decision-making process.

In 2011, the High Level Policy Dialogue on Women and the Economy, held in San Francisco under the Chairmanship of the United States' Secretary of State, adopted a Declaration which states that the full potential of women to contribute to the Asia-Pacific regional economy remains untapped. It also welcomed the establishment of the APEC Policy Partnership on Women and the Economy (PPWE), which streamlines and elevates the influence of women's contributions towards economic growth and fosters women's economic empowerment across the region, tasking it to work with other APEC entities to provide effective policy recommendations on women and the economy to APEC member economies.

In this context, 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 will be 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.

To effectively do this, the PPWE will conduct eight basic tasks:

- Assist APEC fora and actively cooperate with them to identify and address priority gender equality and women and the economy issues within their work, including inviting the Chairs of the relevant sub-fora to the PPWE meetings to discuss issues that are relevant to each group.

- Promote and report on women's representation across APEC and within individual fora.
- Assess the use of gender equality criteria in project proposals, reporting and evaluation, revising the gender equality criteria, where appropriate and seek to ensure that at least one Secretariat representative from member economies has specific gender equality and women and the economy expertise at all times.
- Collect and share best practices in gender equality integration amongst fora and on an annual basis select one topic area of best practice to be featured at the PPWE meeting.
- Support and report on the progress of implementation of gender integration within individual fora and across APEC economies, including following up on the implementation of policy recommendations on women and the economy called for by APEC Leadership.
- Proactively engage key members of PPWE, including private sector members and APEC Business Advisory Council (ABAC), especially the host economy ABAC member to be selected to be PPWE Women and the Economy advisor, as well as other relevant stakeholders, including international organizations, to advance women's economic empowerment in APEC.
- Collaborate/assist in the development of project proposals in the area of women in the economy.
- Propose recommendations and areas of priority for advancing gender equality and women and the economy integration in APEC.

2. HOW DO I ANSWER THE GENDER CRITERIA?

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).

3. HOW ARE THE GENDER CRITERIA ASSESSED?

The PPWE terms of reference have established a Project Assessment Standing Committee (PASC) 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. Once running, the APEC Secretariat will send APEC proposals to the PASC for its review.

In assessing your response to the gender criteria, the Project Assessment Panel will be looking for evidence that the PO has genuinely investigated the gender considerations relevant to the project. To make a judgment about this the Assessment Panel 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*?

4. 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.

5. 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

6. HOW CAN I GET FURTHER ASSISTANCE?

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

Focal Points are members of the APEC Gender Focal Point Network. You can find out who your economy and fora Gender Focal Points are through the APEC Secretariat or the APEC Information Management Portal website:

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

Glossary (Gender)

Sex	Identifies the biological differences between men and women.
Gender	Identifies the social relations between men and women. It refers to the relationship between men and women and how this is socially constructed. Gender roles are dynamic and change over time.
Gender Analysis	The methodology for collecting and processing information about gender. It provides disaggregated data by sex, and an understanding of the social construction of gender roles, how labour is divided and valued. Gender analysis is the process of analyzing information in order to ensure development benefits and resources are effectively and equitably targeted to both women and men. It is also used to anticipate and avoid any negative impacts development may have on women or on gender relations. Gender analysis is conducted through a variety of tools and frameworks.
Gender Awareness	An understanding that there are socially determined differences between women and men based on learned behaviour, which affect their ability to access and control resources. This awareness needs to be applied through gender analysis into projects, programs and

	policies.
Gender-Disaggregated Data (or Sex-Disaggregated-Data)	Data that show the differences between the situations of women and men, girls and boys. Gender-disaggregated data are necessary for good gender analysis.
Gender Division of Labour	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.
Gender Equality	The result of the absence of discrimination on the basis of a person's sex in opportunities, in the allocation of resources or benefits, and in access to services.
Gender Equity	Fairness and justice in the distribution and outcomes of benefits and responsibilities between women and men. Women-specific programs and policies are often required to correct existing inequalities.
Gender Mainstreaming	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.
Gender Neutral	Can be determined only after a rigorous gender

	<p>analysis has taken place and the economic, social and demographic impacts on women and men have been undertaken and it can be determined both quantifiably and qualitatively that the impact of any measure is the same.</p>
<p>Gender Planning (or Gender-Sensitive Planning)</p>	<p>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 of women and men in the target community or sector</p>
<p>Gender Responsive Budget</p>	<p>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.</p>
<p>Gender Roles</p>	<p>Learned behaviors 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 and community managing roles. Men focus more on productive roles and community politics.</p>

Gender-Sensitive (or Gender-Responsive)	Addressing the different situations, roles, needs, and interests of women, men, girls, and boys.
Productive Roles	Activities carried out by men and women 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 unpaid and mostly done by women.
Occupational Segregation (Vertical and Horizontal)	<p>Horizontal segregation refers to the distribution of women and men across occupations.</p> <p>Vertical segregation refers to the distribution of men and women in the job hierarchy in terms of status and occupation.</p>
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.

附錄五：我國婦女經濟個別行動計畫 (IAP)

Chinese Taipei's approach to women's economic empowerment [Describe briefly, in one or two paragraphs, the policy approach of your economy with respect to programs and policies for women's economic empowerment.]

Area	Programs and policies being implemented	Programs and policies to be implemented	Progress made in {current year}
Access to Capital	<ul style="list-style-type: none"> ● The existing law for Chinese Taipei endows females and males to have equal inheritance rights to property; the default marital property regime includes the separation of property regime and the community ownership of residual property to ensure the rights for both wife and husband. (Ministry of Justice) ● In order to protect a job seeker from employment discrimination against gender, age and other factors, the MOL continues to conduct seminars on equality in the workplace and training in Employment Equity Act related norms. It also counsels employers on how to actively implement the Act of Gender Equality in Employment and the Employment Services Act's provisions that restrict employers from discriminating against gender, age, and 	<ul style="list-style-type: none"> ➤ In promoting inheritance regulations, identity law promotional campaign was launched, and promotional materials were printed for distribution by various agencies. In the future, similar measures will be adopted depending on the budget availability. Since women are more likely to waive their inheritance rights than men, thus explanations on the maintenance of equal inheritance rights would be added to the "Application for waiving the right to inheritance". (Ministry of Justice) ➤ The MOL will revise "Regulations for the Implementation of the Employment 	<ul style="list-style-type: none"> ● In 2015, 284 women applied for the Phoenix micro start-up loan (accounting for 75.33% of all applicants) and received US\$5.62 million in loans (accounting for 73.19% of total loans). Between 2011 and 2015, the ratio of female applicants each year was more than 70%. ● These GISA Stock(Go Incubation Board for Startup and Acceleration Firms) was established in 2015, there are 7 female-owned companies approved by the end of 2015, of which 5 enterprises belong to cultural innovative industry and 1 for bio-medical. ● Labor force participation rate of female was 50.74% in 2015, which increased by 0.77 percentage point from 49.97% in 2011, and the rate

	<p>so on when hiring job seekers, thereby creating a fair and equal workplace.(Ministry of Labor)</p> <ul style="list-style-type: none"> ● In order to assist young female entrepreneur access to capital, the Phoenix micro start-up loan provide each eligible entrepreneurs with a maximum ofUSD\$34.65 thousand dollar . Moreover, no guarantor or collateral is needed, and the government provides a 95% guarantee coverage, as well as two years of interest subsidies, thereby alleviating the capital and interest burden of women entrepreneurs. (Ministry of Labor) ● Create the comprehensive development fund for indigenous people and organize various loans in order resolve the problem of capital shortage for indigenous businesses. Loans include economic 	<p>Promotion Allowances” in response to the amendment of Employment Services Act and utilize various measures to promote women re-entering labor markets. The goal of 2015 is expecting to help 10,000 women return to the workforces.(Ministry of Labor)</p> <p>➤ In order to strengthen finance related knowledge of women’s organizations, and to cultivate correct consumption and financial management concepts, the 2016 “Campus and community financial knowledge promotion event” was held. In the beginning of the year, official letter was sent to encourage women’s organizations to actively sign up for the event.</p>	<p>continued to rise every year.</p> <ul style="list-style-type: none"> ●
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	<p>industry loan, youth start-up loan and indigenous micro start-up loan. Moreover, one financial counselor is appointed in every one of the 20 counties and cities throughout the country to provide financial counseling and borrower tracking, visit etc. to materialize localized financial services.(Council of Indigenous Peoples)</p> <ul style="list-style-type: none"> ● In order to encourage financial institutions to actively propose women-friendly loan packages, FSC has incorporated the loan approval rate of women entrepreneurs by the financial institutions as a scrutiny when reviewing their applications for increasing the number of domestic branches, hence it has positive influence on the willingness of financial institutions to approve loan applications by 	<p>Furthermore, it is hoped to propagate correct financial management concepts to various community women's groups through this event, so as to help them to cope with finance related problems and make the right decision based on the right concepts.(Financial Supervisory Commission)</p> <ul style="list-style-type: none"> ➤ In the future, SMEA will continue to strengthen the consultation service of "One-Stop Service Center," reinforce the consultation database of women entrepreneurs in order to respond their inquiries in time and efficiently. Also, we will assist them in making good use of advisory systems resources and provide assistances by diversified channels.(Ministry of Economic Affairs) 	
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	<p>women. Furthermore, it also fosters the promotion of gender equality.(Financial Supervisory Commission)</p> <ul style="list-style-type: none"> ● GISA Stock help raise capital and offer free counseling. Due to there are about 400,000 enterprises (63%) with paid-in capital between USD\$33,000 and USD\$333,000. It is obvious that there are many micro-sized innovative companies with creative ideas and great potential. Although these companies may face difficulties with capital raising, company size, and proper assistance, they might as well grow and help the industry to develop. (Financial Supervisory Commission) ● “Gofunding Zone”-Encourage creativity, assist creative industries.Collaborate with platform 	<ul style="list-style-type: none"> ➤ MOL continues to promote the Phoenix Start-Up Loan Program by providing interest subsidy. The ministry also organizes entrepreneurial classes, which helps enhance women’s business knowledge and improve the passing rate for the start-up loan approval.To accommodate actual entrepreneurial needs, MOL now plans to amend the “Directions for Micro-Enterprise Start-Up Loan” to build a friendly entrepreneurial environment.(Ministry of Labor) ➤ Since 2016, some new financial measures will be taken for bank’s foundation to assist women for employment or starting a business (including various assistance offered for persons in special 	
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	<p>operators, ensuring that funding project information is simultaneously released on websites “Gofunding Zone”. This will increase funding project exposure. The role of government will also include moderate managing of crowdfunding platform operators, monitoring of funding proposal review, as well as controlling transaction cash flow and funding project execution.</p> <p>Furthermore the government will encourage operators to use third-party payment system in the collection and payment of sponsorship funds. This will provide society as a whole with the opportunity to happily sponsor without worry and encourage business startup innovators to pursue their dreams courageously, resulting in the</p>	<p>situation); The bank union will invite member bank, in accordance with the relevant regulations, to voluntarily share their successful loan evaluation case which is quarterly updated and displayed in the union and some web of the other banks.(Financial Supervisory Commission)</p>	
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	<p>promotion of creative industry development, while implementing government policies (Financial Supervisory Commission)</p> <ul style="list-style-type: none"> ● To upgrade the economy autonomy of female entrepreneurs, the government utilizes SMEs financial guidance resources and provides government policy loans such as “Micro Business Loan,” “Youth Startup & Business Loan” and “Phoenix Micro Startup Loan” with credit guarantee to those who are short of collateral. (Ministry of Economic Affairs & Ministry of Labor) 		
Access to Market	<ul style="list-style-type: none"> ● Women’s Marketplace website to increase exposure of female entrepreneurs’ products. Building a Women’s Marketplace website to increase exposure 	<ul style="list-style-type: none"> ➤ In 2015, 52 seminars of the Women’s Business Network were held, attracting 1,467 participants. (Ministry of Economic Affairs) 	<ul style="list-style-type: none"> ● By increasing online marketing related courses, MOL helps develop women’s digital and marketing capabilities, expand promotional channels, and boost business

	<p>of female entrepreneurs' products. Chinese Taipei began establishing the Women's Business Network in 2007 to feature enterprises established by women and their products. In 2012, a "Women's Marketplace" was added to "Go Fun," a website selling local products. The Marketplace provides a sales channel for female micro-business entrepreneurs and indigenous and rural women. These websites have successfully expanded sales to impress businesses at home and abroad with the image of female entrepreneurs. (Ministry of Economic Affairs)</p> <ul style="list-style-type: none"> ● In order to help female entrepreneurs to promote products and increase awareness, the following promotional measures 		<p>opportunities. By utilizing diverse promotional methods and holding exhibitions and market fairs, MOL raises merchandise visibility and assists businesses' sales, facilitating their sustainable development.</p>
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	<p>are adopted 1. Print Phoenix Start-Up Entrepreneurial Guides. 2. Maintain the Phoenix Start-Up website (beboss.wda.gov.tw) 3. Establish Phoenix Story Houses for entrepreneurs to share their start-up stories for others to learn from ; Set up the Phoenix GO!GO!GO! store on the Phoenix Start-Up website to integrate information on Phoenix stores and products. 4. Organize exhibition and sales events. (Ministry of Labor)</p> <ul style="list-style-type: none"> ● Chapter 2 of Act of Gender Equality in Employment stipulates that the prohibition of sex discrimination. Including: recruiting audition organized education and training, provide welfare measures, salary payments, retirement severance gender or sexual orientation shall not discriminate, nor due 		
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	to marriage and other circumstances as reasons for termination of pregnancy. (Ministry of Labor)		
Capacity and Skills Building	<ul style="list-style-type: none"> ● Providing training courses for female business owners. The government is integrating learning resources, providing a diverse digital learning environment, encouraging enterprises to utilize e-learning, and saving manpower training costs. Free entrepreneurship training courses have been given to equip businesswomen with skills for each of the stages of startup operation. Popular courses such as start-up planning, financial management, innovative marketing... are categorized as a specific-integrated course for female users to increase their 	<ul style="list-style-type: none"> ➤ From 2012 to 2015, the number member is 67,419, and accounted for 47.83% attending training courses (Ministry of Economic Affairs) ➤ From 2011 to 2015, the Phoenix Micro Startup Program provided courses as well as startup consultant services, assisted 5,524 women to establish businesses. ((Ministry of Labor) ➤ Between 2011 and 2015, a total of 11,122 courses of Digital Opportunity Centers were opened, and 116,280 women took part (66.27% of all participants). (Ministry of Education) 	<ul style="list-style-type: none"> ● Enhance the core knowledge, ability and entrepreneurial needs of women on the basis of competitiveness in the workplace, to increase e-learning material and resources and provide female employees or entrepreneurs can grasp the trend of career and promote their skills. ● Integrate Ministry resources to enhance women’s digital application ability, enrich women’s digital lives, and conduct women’s information application and counseling programs. Link multiple information applications in life and increase the

	<p>access to these online sources. (Ministry of Economic Affairs)</p> <ul style="list-style-type: none"> ● Female entrepreneurship networks and information exchange platforms were constructed to create experience exchange opportunities for businesswomen and help them set up companies successfully. An entrepreneurship service window was established to provide professional consultation and guidance services for female entrepreneurs. (Ministry of Labor) ● Digital Opportunity Centers were established in remote areas in Chinese Taipei to help the local population to better apply digital technology skills in their daily lives. The Bridging the Digital Divide for Women Program was implemented from 2007 to 2013 to subsidize nonprofit 		<p>opportunities for society to participate.</p>
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	<p>organizations and schools for providing a 24-hour basic computer skill training program for women in rural areas.(Ministry of Education)</p>		
Women's Leadership	<ul style="list-style-type: none"> ● The 14th Business Startup Award in 2015 has adjusted the “Corporate Social Responsibility” of organization orientation award evaluation index additional points, which includes create a work environment for gender equality , each can be added 0.5 points. (Ministry of Economic Affairs) ● The Gender Mainstreaming Award was established in 2003 to encourage government agencies to give promotions to outstanding female public servants. ● In fostering female political involvement, the reserved seats system is implemented for women legislators, The legislator-at-large 	<ul style="list-style-type: none"> ➤ In 2015, women accounted for 31.3% of the 8,800 senior-rank officials in the central and local governments. Compared with the number of 2014, shows a 1.1 percentage point increase in female participation. (Ministry of Civil Service) ➤ The 8th legislative election in 2012, there are 38 female legislators, which 33.63% of the total 113 seats, and in 2016, there are 43 female legislators, which 38.05% of the total 113 seats. (Ministry of Interior) ➤ Women accounted for 30.3% of directors and supervisors of all labor unions in 2015, 	<ul style="list-style-type: none"> ● In 2016, The 15th Business Startup Award continues bringing “creating a gender equality work environment” and new bringing “Company directors, supervisors or single-sex sex ratio of 1/3 “in award evaluation index to encourage start-ups to create a work environment of gender equality. ● The government will continue to offer administrative guidance to central government agencies and local municipalities in writing, requesting them to cooperate with activities that serve to foster gender equality, thereby effectively increasing the ratio of senior

	<p>seats are given based on the proportion of the vote a party receives. The number of elected female members on each party's list shall not be less than one-half of the total number.(Ministry of Interior)</p> <ul style="list-style-type: none"> ● When planning subsidies for labor unions, the Ministry of Labor and local governments consider women's representation on a union's board of directors or supervisors as a criterion for granting funds. Organizing training courses to strengthen female leadership and increase their willingness to participate in union related operation and affairs. Reinforcing promotion: promote the policy goals during various promotional events, forums, labor education and training courses, as 	<p>an improvement over the 1.9% of 2013. (Ministry of Labor)</p>	<p>female public functionaries.</p> <ul style="list-style-type: none"> ● To increase women's political participation and raise the ratio of female legislative candidates/elected officials, the government has asked all political parties to consider gender representation when nominating candidates for elected office. In addition, political parties are encouraged to conduct meetings to discuss and deepen awareness of gender equality, and to encourage more women to run for office. ● For civic associations and board of directors and supervisors in private businesses, the 1/3 sex ratio has been adopted, and the MOL expects to achieve a ratio of 1/3 female in various board of directors and supervisors in unions within four
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	well as emphasize the awareness of gender equality. (Ministry of Labor)		years (2014~2017).
Innovation and technology	<ul style="list-style-type: none"> ● MOST conducts national science and technology surveys annually focused on the R&D budget and human resources of institutions for higher learning, research institutions and public/private businesses. The research results are compiled and scientific/technical statistics are published. R&D human resources include female R&D personnel of businesses, government agencies, institutions for higher learning and NGOs throughout the country divided according to human resources type, educational background and scientific discipline.(Ministry of Science and Technology) 	<ul style="list-style-type: none"> ➤ According to research statistics, the ratio of male to female R&D personnel is roughly 3:1. In terms of MOST research projects, female project directors have been on the increase for 4 consecutive years, reaching 23.31% in 2015. This is an increase of 1.43% compared to 4 years ago (2011). (Ministry of Science and Technology) ➤ In college, the ratio of male to female students majoring in science and technology is roughly 2:1. However, the proportion of females majoring in science and technology has been increasing by 0.3% to 0.4% every year since 2008.(Ministry 	<ul style="list-style-type: none"> ● Continue to encourage female students to develop toward science and engineering via “career planning” curriculum and related activities, as well as individual and group counseling. 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. MOE is expected to continuously promote gender equality education at president or dean level meetings in order to materialize gender equality and eliminate gender discrimination. By

	<ul style="list-style-type: none"> ● Currently, career counseling in senior high schools is conducted through the “career planning” curriculum, related activities, as well as individual and group counseling. Under the “career planning” curriculum, students learn about gender roles and career development choices. Female students are encouraged to develop interests in science and engineering and expand their life perspectives. Other activities teach high school students about the many achievements of women in science over the years.(Ministry of Education) 	of Education)	protecting people’s moral integrity and promoting gender equality education, abundant gender equality resources and environment will be created.
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附錄六：我國女性經濟創新發展多年期計畫成果簡報

2016 APEC Women and the Economy Forum
June 28, 2016, Lima, Peru

Innovations for Women and Economic Development: Facilitating Women's Livelihood Development and Resilience with ICTs

M SCE 03 2013A

Chinese Taipei

Background

"We reaffirm the crucial role of women in achieving economic prosperity and inclusive growth in the APEC region and encourage investing in women through the creation of better business opportunities for women and including them in the innovative economy."

~ APEC 2012 Leaders' Declaration

"We encourage economies to promote initiatives that use ICTs to overcome women's time and mobility constraints, increase access to markets, networks and information for women-owned and operated SMEs, and strengthen women's access to financial services"

~ APEC Ministers issue first joint SME and Women statement, 2013

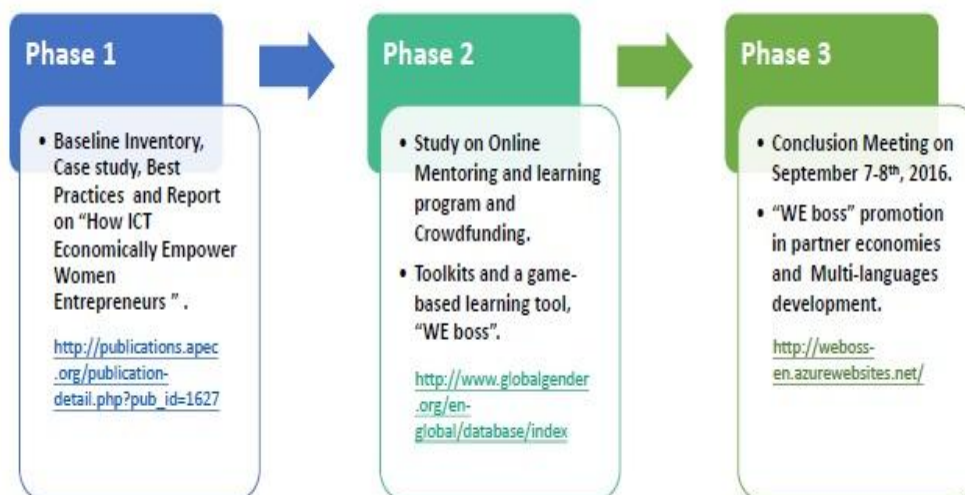
"It is critical to incorporate ICT into business operations in the measure that they provide access to up-to-date information and innovation trends on matters such as markets, networks, partnerships, financial services, regulations, technological developments, and support and training programs"

~ ASEAN ICT Masterplan, 2013

Overview

- Implemented by Chinese Taipei since 2013
- Endorsed by SMEWG and ABAC Women Forum
- Aiming at:
 - Identify key elements on promoting the economic involvement of women using technologies and innovative ICT tools.
- Recognized by:
 - 2014 APEC Leaders' Declaration
 - 2015 APEC Ministerial Meeting Joint Ministerial Statement.

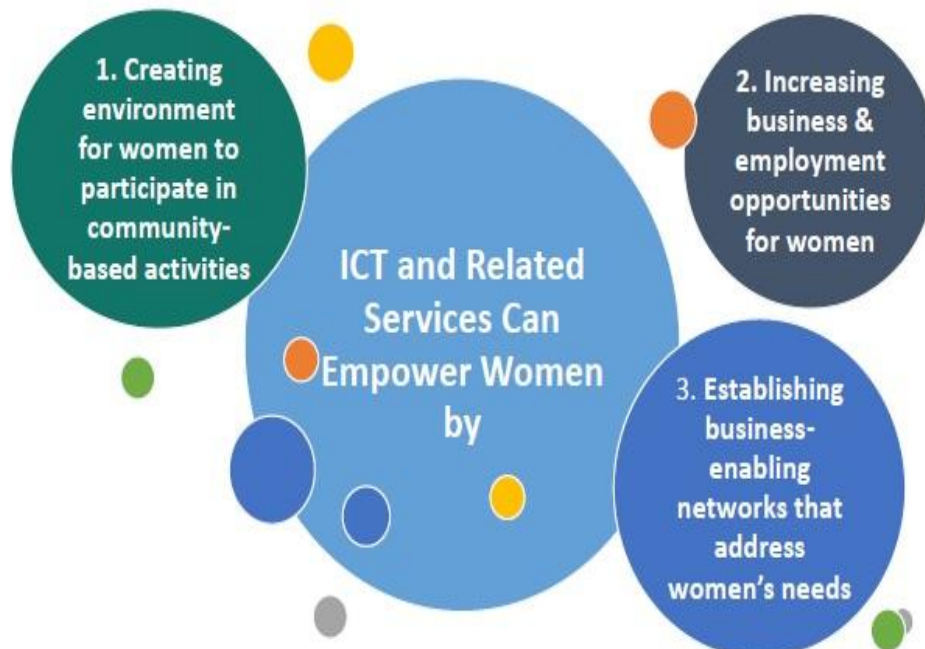
Plan of Actions



Activities



Major Findings



Recommendations



✓ **Quality of learning and time flexibility will help women entrepreneurs to achieve better outcomes without sacrificing their family duties or community roles.**

➤ Gender sensitivities is essential for designing ICT learning toolkits and programs for women.

✓ **Leverage existing telecentre networks with accessible interface can increase digital literacy for women.**

➤ Continuous adoption of new technologies in ICT is essential to knowledge-based economies and thus requires life-time learning and capacity building support.

Recommendations



✓ **Efforts should be made to strengthen small women-led businesses' access to quality market information using ICT-enabled tools and services.**

➤ Implementing e-commerce platforms is not unusual, but the degree of uptake of this form of trade varies across different economies.

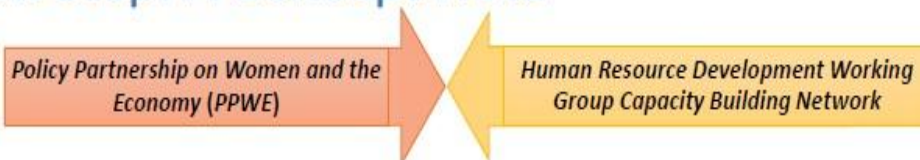
➤ The costs of exploring international markets and of maintaining an e-commerce platform remain high for women entrepreneurs to take full advantages of e-commerce.

➤ Using ICT to search for market information is unfamiliar to women entrepreneurs.

Sustainable Plan



Next Step: A Concept Note



Project Activities



WE boss - a Game-Based Learning Application

Based on "Innovations for Women and Economic Development: Facilitating Women's Livelihood Development and Resilience with ICTs"



WE boss - a Game-Based Learning Application

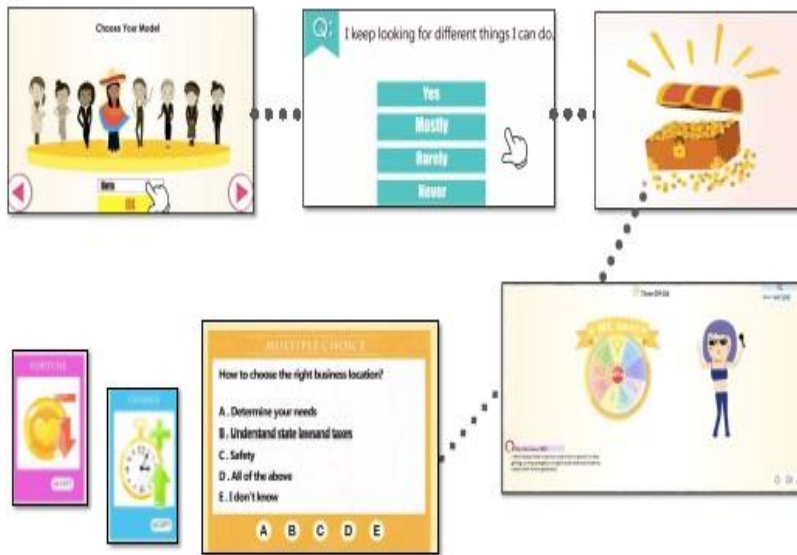


Game-Based Learning Application

- An inclusive learning tool
- Learning without restricted by time and location
- Inspiring entrepreneurship



WE boss - a Game-Based Learning Application



Designing

- Simulation Game
- Mindset & Quiz
- Balance Sheet
- Cheer Up!!



WE boss - a Game-Based Learning Application



Multi-Languages

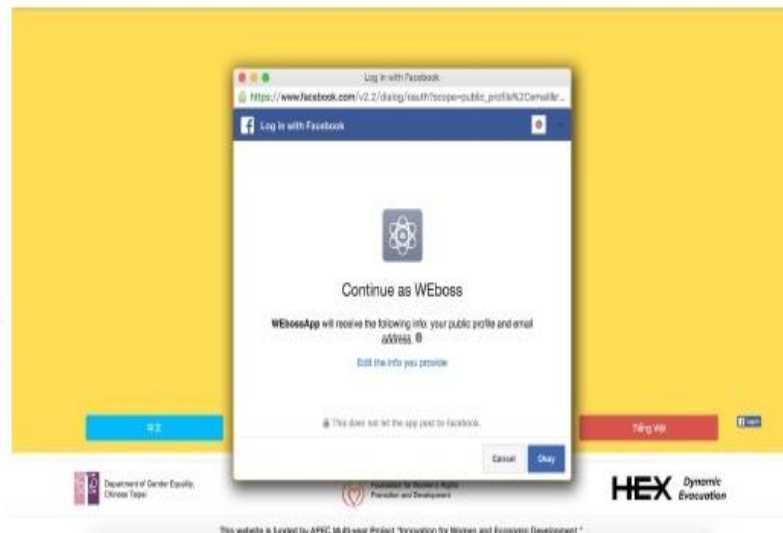
- English, Spanish, Chinese and Vietnamese.
- Build the web servers and databases in American, Latin America, East Asia, and Southeast Asia.
- The web server and the database are offsite backups.



WE boss - a Game-Based Learning Application

Data Analysis

Retrieve user data from Facebook and analysis the features and ability of female entrepreneurs. .



WE boss - a Game-Based Learning Application



Sponsorship

Upload sponsor's logo and link to their website.



WE boss - a Game-Based Learning Application



Vision of WE boss

- Free Application to integration with existing women training program.
- A potential database and social network to connect resources from different sectors
- Information sharing throughout the communities.
- Local network, access to the markets, and develop business strategies or management techniques.



Thank You for Your Attention

Chinese Taipei

2016 APEC Women and the Economy Forum
Lima, Peru
June 28, 2016

附錄七：會議暨活動剪影



公私部門對話會議-分組討論



婦女經濟政策夥伴關係工作會議



傑出女性中小企業獎



高階政策對話會議



高階政策對話會議-團長發言



團員合影