

(出國類別：參加國際會議)

**2014 年亞太經濟合作會議婦女與經濟論壇
(2014 APEC Women and the Economy Forum)**

會議報告

出國人員：

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行政院性別平等會	王委員秀芬
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會議地點： 中國大陸北京

會議時間： 103 年 5 月 21 日至 5 月 23 日

報告日期： 103 年 8 月

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壹、 2014 年 WEF 會議說明

一、 背景說明

婦女與經濟論壇（Women Economic Forum, WEF）自 2011 年於美國舊金山首度召開後，陸續於 2012 年俄羅斯聖彼得堡、2013 年印尼峇厘島、今（2014）年於中國大陸北京已連續召開 4 屆會議。（歷年 WEF 會議主題及討論重點詳附件 1）。本（2014）大會主題為—「善用婦女力量繁榮亞太經濟」，三項討論重點分別為：(一)婦女與綠色發展；(二)婦女與區域貿易及經濟合作；及(三)提升婦女經濟權相關政策，說明如下：

(一) 婦女與綠色發展(Women and Green Development)

亞太地區（APEC）被視為全球經濟成長引擎區域，是全球經濟最具多樣性及發展潛力的區域之一。近年來，歷經金融危機、氣候變遷、自然災害及經濟成長趨緩等挑戰，APEC 在各領域作出努力，並由 APEC 領袖設定兼具「平衡、包容、永續、創新及安全」之新興發展目標。因此，「綠色發展」已成為重要發展策略之一，「婦女」作為亞太經濟發展的主要趨動力，在其中扮演無可替代的角色。而「婦女與綠色發展」與許多議題或領域有所連結，諸如：婦女與經濟重建及改革、婦女與環保及生態建設、婦女與生態農業，以及環境保護與新興經濟的區域合作。

(二) 婦女與區域貿易及經濟合作(Women and Regional Trade and Economic Cooperation)

APEC 向來致力於區域經濟合作，提出「茂物目標」及亞太自由貿易區等願景，以消除國際貿易及投資障礙，建構周全而多層級之全面連結，並為發展建立緊密而新型態的區域夥伴關係。2013 年 APEC 第 21 屆

經濟領袖宣言提及：「婦女經濟包容性是商業表現與經濟繁榮的關鍵」，「我們承諾將致力於 APEC 各項行動中以納入性別議題之合作為優先」。婦女參與貿易與經濟合作是區域發展不可或缺的一環，APEC 婦女參與貿易與經濟合作能為區域繁榮帶來貢獻。而本項討論領域包含貿易與經濟合作及區域商機的機會、將婦女融入區域合作議題、商業社群的婦女合作以及公私部門夥伴關係的提升，並且探討如何為女性企業及中小企業女性企業主增加投資及技術訓練，創造支持女性經營企業的商業環境。

(三) 提升婦女經濟權相關政策 (Policy Support and Women's Economic Empowerment)

APEC 各經濟體都同意在平等基礎上賦予婦女權力，並提升她們全面性的經濟參與。APEC 區域的婦女經濟賦權已有所進展，然而，女性在資源取得、市場進入、就業與貿易機會方面仍處於不利地位。政策支援在解決這些問題上十分重要。近年來，不論在 APEC 經濟領袖會議或是婦女與經濟論壇等相關宣言皆強調，為強化婦女經濟參與，必須採取具體措施並鼓勵對於女性的投資，同時建立合宜的政策環境。而本項討論領域包含個別經濟體對於婦女經濟賦權相關政策進行交流，討論性別主流化成功範例，並分享對於區域合作、婦女經濟參與機會均等，以及與男性共享有經濟發展利益等方面的政策建議及提案。

二、 WEF 會議形式

本次會議由中華全國婦女聯合會(All-China Women's Federation, ACWF)主辦，除沿襲往年議程設計召開「婦女與經濟政策夥伴關係 (Policy Partnership on

Women and the Economy, PPWE)」、「公私部門對話 (Public-Private Dialogue on Women and Economy, PPDWE)」及「高階政策對話 (High Level Policy Dialogue on Women and the Economy, HLPD)」等會議外，另安排「女性領導力圓桌論壇」、「女性商業社群研討會」、「女性企業與智慧科技論壇」、「亞太地區婦女經濟參與相片展」等活動（議程詳附件 2）。

三、 與會團員

本屆會議係由國家發展委員會管主任委員中閔擔任團長，率該會、外交部、本處等機關代表 7 名及行政院性別平等會委員、中央研究院研究員及財團法人婦女權益促進發展基金會、中華民國對外貿易推廣協會等民間代表 5 名共 13 名公私部門人員組成。（團員名單如附件 3）

四、 各經濟體團長出席情形

本屆會議有 11 個經濟體係由專責婦女事務之部次長或使節率團與會，經主辦單位規劃每一位團長須於「高階政策對話 (HLPD)」發表 6 分鐘論述。（團長名單如附件 4）

五、 任務說明

為與 APEC 其他經濟體代表就婦女與經濟相關議題之施政經驗及施行措施進行政策對話，以促進亞太區域內婦女之就業機會及經濟參與，我國代表團（會議出席分工如附件 5）自本（103）年 5 月 21 日至 23 日出席 WEF 相關會議，說明如下：

- (一) 21 日：出席美國舉辦之「女性領導力圓桌論壇：提升女性領導力」及「PPWE 工作階層會議」。
- (二) 22 日：全員出席「開幕式」、「高階政策對話會議」及

團員分別出席「公私部門對話會議」第一及二場次、「PPWE 管理階層會議」及「臺澳(洲)」、「臺印(尼)」、「臺菲(律賓)」、「臺美」等 4 場雙邊會談；其中行政院性別平等會王委員秀芬並於「公私部門對話會議」第二場次「婦女與區域貿易及經濟合作」擔任與談人。

(三) 23 日：團員分別出席「臺日」雙邊會談、「公私部門對話會議」第三場次、「女性商業社群研討會」、「女性企業與智慧科技論壇」及「閉幕式」等項會議，其中中央研究院張研究員靜貞並於「女性企業與智慧科技論壇」擔任與談人。

貳、 出席會議暨活動紀要

一、5月21日

(一)「女性領導力圓桌論壇：提升女性領導力」 (Leveraging Current APEC Initiatives to Advance Women's Leadership)

1. 會議時間：上午 9:30-12:00

2. 會議形式

本場會議以分組討論議題方式進行，由美國邀請各經濟體代表與會，並將與會代表分為 4 小組，由各小組分別討論婦女領導人培力所面臨之挑戰與建議的解決方式，各小組並推派 1 名代表報告小組討論之結論。

3. 會議流程

主持人首先歡迎各經濟體的參與，並邀請美國婦女事務無任所大使 Catherine M. Russell 致詞，接續以圓桌討論的方式，分別就組織架構、工作家庭平衡、文化規範與個人心態等四面向進行分組討論。

4. 討論要點及重要結論

(1) 組織架構：一般而言，組織或企業缺乏鼓勵婦女領導的意識，婦女或團體在取得相關資源或資訊的管道仍受限制，而女性在科學、技術、工程及數學 (STEM) 領域之高階代表仍屬少數。會中澳洲分享在建立各領域高階女性人才資料庫的經驗，以政策提供女性晉陞高階主管的保障名額、人才資訊的透明度、婦女領導意識與能力培訓等，供與會代表參考。

(2) 工作家庭平衡：各經濟體面臨育嬰假、幼兒照護

及相關支出成本負擔，以及小型企業如何支持工作家庭平衡措施等挑戰，此外，男性也同樣面臨工作家庭的平衡困境。建議解決方式除投入遠距科技外，尚有爭取大型企業的支持與示範作用、提供中小企業採取相關措施的誘因，以及分享不同經濟體的最佳範例措施。同時，強調在提出誘因的同時，必須有足夠的保障措施的支撐，兼顧婦女的勞動參與率與生育率。

- (3) 文化規範：婦女在家中也許占有主導性地位，但大部分的時候，職場方面的玻璃天花板依然存在，婦女也缺乏爭取主管或重要職位誘因與動機。可能的解決方式包含持續的能力建構，支持女性投入社會、科學、工程及數學（Science, Technology, Engineering and Math, STEM）領域。PPWE、企業諮詢委員會（APEC Business Advisory Council, ABAC）應該對這類的行動給予更多的支持，並將其納入正式宣言。
- (4) 個人心態：在建立婦女的領導意識時，如何強化大眾與婦女本身的態度也是重點議題之一。每個經濟體需要或是塑造的成功範例都是不同的。因此，面對文化背景與民情的差異，我們需要分享更多的最佳範例與成功婦女領導人的形象，並建立一個資訊的分享平台，讓各經濟體能在推動婦女領導力時，選擇適合各經濟體本身的最佳模式。
- (5) 我國發言：我團員行政院性別平等處楊參議筱雲表示，社會中「女強人」這樣的稱呼，表面上好像是稱讚，但實際上常含有負面的貶抑意涵，並帶給女性很大的壓力。應該要設法改變這種心

態，才能讓女性在領導與決策方面有更好的表現。此外，我團員行政院性別平等會薛委員承泰亦提及我國在監察院委員提名時大幅提高女性候選人比例，政府機關帶頭提升女性的政治參與及高階主管比例。

- (6) 會議結論：在促進婦女領導培力的議題上，並沒有一個放諸四海皆準的方式或措施能讓所有的經濟體一體適用。因此建議建置一套基本的框架，讓各經濟體據以融合自身的環境條件、發展程度與文化背景，發展出合適自己的政策做法。

(二) 會議名稱：PPWE 工作階層會議

1. 會議時間：13:30-19:00
2. 會議形式：本會議規劃為三個時段，一為總體介紹、次為討論策略方案（strategic plan）及最後討論本次會議宣言（statement）草案，分別說明如下：

(1) 總體介紹：

首先由本屆 PPWE 會議主席孟曉駟女士（亦為中華全國婦女聯合會副主席）開幕致辭，除表達歡迎各國代表與會外，並肯定 PPWE 近幾年推動性別主流化及婦女經濟合作議題的成果，並揭示本日會議程序。

續由 APEC 秘書處代表 Ms. Grace T. Curz-Fabella 說明本年度 APEC 秘書處相關工作推動情形，及美國、日本、澳洲及俄羅斯申請 APEC 年度計畫（Concept Note）進展，其中僅日本及美國計畫被認可（endorse），惟並未有任一計畫通過預算管理委員會（Budget and Management Committee, BMC）同意經費補助。

接續由各經濟體代表報告就個別推動 PPWE 5 大支柱相關工作進展情形。我國係由行政院性別平等處鄧參議華玉說明我國個別行動方案 (Individual Action Plan, IAP) 之資金取得、市場進入、技術與能力建構及婦女領導力等 4 大面向之工作成果，續由中央研究院張研究員靜貞說明我國辦理 APEC 「女性經濟創新發展」多年期(MYP) 計畫進展及第 2-3 年相關工作之規劃。(簡報內容詳附件 6、我國推動 IAP 成果詳附件 7)

另各經濟體依序報告推動成果，摘要說明如下：

汶萊：著重協助婦女經營企業之資金取得，2013 年提供婦女中小企業創業基金共 80 萬美元，另亦提倡女性創新教育及培養女性科學師資。

加拿大：著重以訓練計畫協助女性提升工作品質及經營企業，2013 年提供 9 百萬美元於訓練計畫。

中國：自 2009 年至 2013 年，由政府與中華全國婦女聯合會合作，推動城鄉發展小額貸款計畫，共提供 1,800 億人民幣之貸款金額；女大學生企業家培育計畫提供訓練金額為 12.5 億人民幣；全國有 1,800 個職業訓練機構，共培訓 50 多萬個女性；協助農村與偏遠地區婦女共 540 名創業。

香港：協助地下企業走向正規化經營，提倡女性民意代表在國會佔 20% 比例原則，亦提倡於政府部門內施行 1/3 性別比例原則。

日本：安倍內閣提倡提升女性領導力政策，藉由善用女性人力資源活化日本經濟政策主張。因此，日本參考歐盟提昇婦女經濟參與措施，提出在 2020 年以前，女性在企業中擔任高階主管比例

以提高至 30% 為目標。目前日本企業中女性任職經理人數僅佔全部經理人數之 11.1%。

印尼：該國之女性企業有 90% 為微中小型企業，婦女經濟政策側重於協助女性企業家取得資金及市場進入。

馬來西亞：將婦女發展列入國家發展計畫，著重婦女之能力建構，自 2011 年至 2014 年已投入 35 億美元培訓 14 萬 5,000 名女性。

菲律賓：自 2012 -2013 年致力消除性別差異情形，製作宣導 DVD 讓國民具備性別平等觀念、提倡女性民意代表在國會佔 25% 比例原則、推行性別預算等措施。

美國：依據本次會議之(一)婦女與綠色發展；(二)婦女與區域貿易及經濟合作；及(三)提升婦女經濟權相關政策三大重點說明該國執行成果，該國側重推動女性參與 STEM 領域及協助女性企業藉由區域合作拓展商機，其中亦首度在 PPWE 提出藉由自由貿易協定 (Free Trade Agreement, FTA) 為婦女消除貿易障礙拓展商機的概念。

(2) 討論策略計畫草案 (strategic plan)

本時段會議主持人為宋文媛 (Song, Wenyan 音譯)，說明策略計畫方案係由印尼、巴布亞紐幾內亞、秘魯、菲律賓、俄羅斯、美國、國大陸等 7 個經濟體去年組成之起草工作小組撰擬，且納入 APEC 秘書處及美國 APEC 技術協助提升區域合作組織 (US - APEC Technical Assistance to Advance Regional Integration, US-ATAARI) 意見而成。(策略計畫草案詳附件 8)

續由 APEC 秘書處代表 Ms. Grace T. Curz-Fabella 說明本年度策略計畫重點，表示該策略計畫執行期間為 2-3 年（2014-2016），促成目標將性別相關議題納入 APEC 活動，提供性別政策建言及支持性別平等議題，制定工作目標分項：1.提升亞太地區跨論壇性別相關議題及計畫整合。2.藉由五大優先支柱，增進女性經濟參與，包括（1）市場進入、（2）取得資金、（3）技能建構與健康、（4）領導力、（5）創新與科技。3.強化 PPWE 及 APEC WEF 的基礎及運作結構。並依工作目標分項分別訂定績效指標（KPI），且未來每一年召開 2-3 次 PPWE 工作小組會議。

接續由策略計畫草案起草國美國、印尼等經濟體說明草案重點內容，及由 US-ATAARI，簡介美國自費辦理之執行 PPWE 五大支柱成果之衡量指標研究內容。

經各單位說明策略計畫內容後，各經濟體針對草案制定之績效指標熱烈討論，認為 PPWE 跨論壇合作對象應更為明確、且跨論壇合作活動數量應求適當不宜過多，其中澳洲發言最為積極，並於會中表示將於會後一週內提供策略計畫修訂內容供各經濟體參考。

最後決議，請各經濟體於 6 月 25 日前提供策略計畫修訂意見，並由 APEC 秘書處與 US-ATAARI 合作於 7 月 15 日前，彙整各經濟體意見後完成修訂策略計畫。

(3) 討論本次會議宣言（statement）草案

本時段會議主持人為陳詠琳(Cheng, Yonglin 音譯)

討論由原定晚上 7 時 30 分延長至隔日凌晨 1 時 30 分結束，各經濟體針對宣言過程中除有經濟體對於 WEF 宣之用字遣詞有所質疑，中國代表逐一就受質疑處說明其係參考歷屆 WEF 聲明之文字，或參考聯合國、世界銀行相關文獻報告資料數據，以維持其原擬之草案文字。討論過程中，仍以英語系經濟體代表(例如美國、澳洲、加拿大等)對於聲明文字之鋪陳及用字遣詞安排有較多主張，且只要不涉及文意改變，中國代表及主席大都能接受英語系經濟體代表所提文字修正建議。

本次會議宣言(如附件 9)重點摘要說明如下：我們重申，提升婦女經濟賦權和給予婦女更大的經濟包容是 APEC 的重要課題。最近聯合國一篇婦女報告指出，在亞太地區婦女經濟參與限制情形下，每年估計約有 890 億美元的經濟損失。目前，在 21 個經濟體中，大約有 6 億婦女勞動人口，其中超過 60% 在正規部門工作，對地區的繁榮及永續發展提供很大的貢獻。

● 婦女與綠色發展

我們鼓勵所有 APEC 經濟體要採取以下措施：

- 將性別觀點性別平等及社會正義納入經濟增長、以實現將傳統產業轉型為綠色產業，並制定綠色發展性別敏感的政策及方案。
- 在促進婦女獲得資金、市場進入、技術和能力建構、創新和技術時，給予婦女參與綠色經濟機會，可轉化為有利可圖的商業機會和進入新市場的願景。

- 提供婦女和女孩綠色教育，指導和培訓，包括網路和行動裝置訓練，確保婦女提高知識，技能和能力，這不僅有助於提高婦女找到體面的工作和實現充分就業可能，同時也為她們開創新的企業商機。
 - 藉由提高婦女參與 STEM 教育和職業實現在將性別平等概念融入綠色發展。並分享最佳實例創造就業基礎技能，使婦女能夠在綠色發展與創新領域有所貢獻。
 - 鼓勵和促進婦女的機會，使她們在經濟發展、社會進步、環境保護的領域充分參與及扮演決策者角色，特別是原住民婦女。包括設計及實施適應減緩措施，應對氣候變遷，災害後重建，以及清潔能源在經濟增長和提高效率的作用。
 - 以各種方式鼓勵女企業家及其經營的企業投入生產環境產品和服務，並採取實施的誘因，倘經濟體於 2015 年前對推動生產 APEC 54 項環境產品清單有所成效，將可採用關稅稅率 5% 或更少。
 - 促進婦女在區域和全球討論永續發展和氣候變化等議題，包括於 2014 年 12 月在秘魯首都利馬舉行之聯合國氣候變遷大會（COP20），尋求其他論壇成為我 APEC 之戰略合作夥伴。
- **婦女與區域貿易及經濟合作**

我們鼓勵所有 APEC 經濟體要採取以下措施：

 - 改善就業環境和就業品質，包括非正規經

濟、推動家庭友善政策和工作方法，以確保女性和男性都能發揮最大生產力，並有機會獲得社會福利保障。

- 支持創業並設置具體的方案，以幫助婦女克服創業的障礙並拓展業務，包括：改善獲取資金和資源之管道，提供企業策略培訓、管理、經營、市場行銷等，使婦女更容易取得貿易政策、市場機會和法規資訊並提供配套服務和便利設施。
- 協助婦女建構能力，提高行銷產品和服務至新市場並擴大現有市場銷售規模，包括鼓勵出口、參與本地和全球供應鏈，並利用政府採購商機。
- 支持電子商務的發展，鼓勵和培養婦女利用資通訊技術創業，並拓展其業務及參與區域貿易合作。
- 鼓勵婦女建立和參加各種商業網絡，形成新的商業合作夥伴關係，包括創業導師關係。支持發展亞太區域婦女創業網絡，以協助女企業家在 APEC 更好的連結，並擴大他們的商業管道和機會，以參與區域貿易和經濟合作。

● 提升婦女經濟權相關政策

我們鼓勵所有 APEC 經濟體要採取以下措施：

- 在社會提倡男女平等，消除限制婦女充分以及平等參與經濟之各種社會和文化障礙，使婦女充分發揮經濟潛力。
- 檢討和改善法律和規定，消除歧視性的法

律和規定，促就業機會平等，確保婦女創業及經營企業可平等獲得資金及生產設施。

- 建立或加強機制，促進公私部門對提升婦女經濟能力的合作，實現兩性平等參與。
- 與歐盟、G20 等組織合作並討論如何加強亞太經合組織的婦女之參與，以更有效的辦法解決在促進婦女的經濟參與複雜的跨國挑戰。
- 制定和完善政策，增加婦女和女孩接受教育的機制，並鼓勵婦女和女孩在 STEM 領域學習。
- 塑造女性在 STEM 發展或領導最佳範例。
- 提供對女性企業家、企業管理和領導力培訓的機會，並藉由訓練支持私部門的積極參與。
- 確定和建立各經濟體之衡量目標，朝向在 2020 年前達成婦女領導力指標項目。
- 支持亞太地區的公私部門在決策階層性別差異的研究，並採用增加女性領導人之措施，以解決在高層領導人之性別差異，並促進男性分擔家庭照顧責任以支持工作與生活平衡，鼓勵企業採行吸引和留住女性人才的做法。
- 鼓勵和促進婦女藉由創業和創新因應自然災害影響和重建，特別是原住民婦女和農村婦女。

我們鼓勵所有 APEC 論壇及工作小組繼續跨部門合

作，推動兩性平等參與經濟活動。我們鼓勵所有 APEC 經濟體繼續採取有效措施，促進婦女的經濟能力、地位與地區的繁榮。

二、5月22日

(一) WEF 會議開幕

由中華全國婦女聯合會副主席宋秀岩揭開序幕，首先表達歡迎與會來賓及感謝各協助單位，說明女性是亞太區域成長的重要推手。女性經濟賦權的提升，就是達到成長、性別平權，增進家庭和諧與社會福祉。法規與政策應致力於達到兩性就業市場與薪酬的平權與平等。我們應該：(1) 發揮女性特質、貢獻力量，促進亞太區的繁榮；(2) 呼應女性關切，實現包容性成長。推動性別主流化，創造更好的環境，將女性納入經濟與社會政策當中；(3) 加強合作共建未來的亞太經濟夥伴合作關係。

接續由中華全國婦女聯合會主席沈躍躍致詞表示，亞太地區是全球經濟成長快速地區，追求開放與創新發展為未來繼續成長的動力。而婦女對亞太地區的發展貢獻很大，亞太地區應從立法及創新二個方向促使女性參與發展。女性是綠色經濟的推動者，對自然環境保護亦較積極，各經濟體應支持及提供女性享有綠色資源。在區域貿易開放及投資自由化潮流中，不能忽略女性參與，各經濟體應消除女性進入市場的障礙，建立平等發展領域。而提升女性經濟參與係和諧發展必經之路，可藉由促進經濟平等、縮小性別差異達成，各經濟體應推動支持女性經濟參與的政策，以促進家庭與社會和諧。

而去(2013)年主辦國主席 Ms. Linda Gumela 亦依例接續說明一年來 APEC 推動婦女經濟參與的情形，並表達對於去年於印尼峇厘島舉辦之婦女與中小企業部部長聯席合會議，有促進 PPWE 及 SMEWG 兩個工

作小組合作並促成實質合作成果，該項跨論壇合作啓動具有實益。經由過去一年的努力，婦女已有更多參與經濟的機會，而 APEC 目前面對的則是女性在中小企業的潛力與非正規部門的勞動增長。我們應重視婦女與經濟統計數據，以及相關的女性參與率，包含農業、服務業等。中小企業在創造工作機會上發揮了巨大的能量，許多經濟體也早已採取婦女創業資金的融資融通政策，尤其是微型企業的創業。除了資本，文化也是婦女經濟發展的障礙，缺乏自信也可能造成她們的卻步，建議於 2014 年應突破社會固有性別刻板觀念，呼籲各經濟體為亞太地區女性提出一系列建設性意見，營造生活與工作平衡的環境。

最後，明(2015)年主辦國菲律賓代表 Ms. Nora Terrado 致詞表示，該國將秉持 WEF 理念-「女性為經濟主要驅動力」接續辦理明年會議。而 WEF 是促進婦女經濟及傳達婦女為經濟主力等政策交流之平台，在該平台下討論女性領導力、資金融通及市場進入等議題，近年，各經濟體在推動女性領導力的政策皆有進展，菲國在未來將持續將這些議題列入 WEF 會議，感謝中國大陸主辦本屆會議，菲國將依循本屆會議主張接棒辦理明年會議。

(二) 高階政策對話會議 (HLPD)

1. 我國代表團團長發言

本會議由各經濟體代表團團長依序說明推動婦女經濟政策的重要成果，我方團長管主任委員中閔於會中說明我國推動促進婦女經濟機會及領導力的成果，以推動提升女性技能及領導力的課程為例，說明迄至 2013 年已成功協助 4 千多名女性創

業。亦說明我執行「女性創新經濟發展多年期計畫」成果，並籲請與會代表來臺參加今（2014）年 10 月舉行之「國際工作坊暨公私部門網絡會議」，分享彼此推動利用 ICT 工具提升女性企業家經濟能力政策或措施經驗。並指出在北京宣言策略目標 F1「提升婦女經濟權及獨立」中，提及各國與他國簽署之經濟及貿易協定，不可損及婦女權益，重申促請各經濟體重視是項目標之重要性。

2. 各經濟體代表團團長發言摘要

- (1) **澳洲**：對亞太地區的女性來說，現在是一個嚴峻的時刻。據國際勞工組織(ILO) 報告，由於亞太地區婦女經濟參與的潛力尚未完全運用，每年均造成巨額的經濟損失。在澳洲，我們將焦點放在女性的角色，在前 20 大企業的董監事席次中，女性都占有一席之地，澳洲也在 2014 年啟動一項計畫，以 50/50 為目標，在 2050 年達到婦女參與公共事務達 50%。另外，我們強調公私部門合作的重要性，並期待與 APEC 透過夥伴合作，以實際行動協助與實現女性的經濟增長。
- (2) **汶萊**：釋放婦女性的經濟潛力，可以帶來巨大的發展利益，將使整個社會更具彈性和更加繁榮。但當我們面對既有之性別成見和有限的資源，仍有許多挑戰。我們的政策方向旨在使婦女就業機會平等，並進一步加強其在國家建設的地位。最近，汶萊推出針對公務人員的工作生活平衡研討會，內容包括有效的管理技巧、溝通技巧、時間管理、財務管理，以及工作和家庭責任之間的優先次序。汶萊重申其對婦女在經濟全面發展的承

諾，並支持區域倡議的婦女權力的賦予，以實現婦女在經濟潛力的發展。

- (3) **加拿大**：在 APEC 經濟體，超過 60% 的婦女屬於正規經濟的一部分。近年來，加拿大婦女擁有中小企業的速度不斷加快，婦女企業也創造出更多的就業機會。在國內，加拿大提出企業創業、啟動、經營業務的協助項目，該項目由公私部門共同執行，適用於所有的企業主，也包括女性企業的拓展國際業務。在國外，加拿大與菲律賓婦女地位委員會（The Philippine Commission on Women, PCW）合作，在推動適當措施與技術訓練下，成功提高企業的銷售額與開拓市場；新的合作規劃再次與地方政府機構與私部門合作，協助提高婦女企業的銷售額、生產力、相關法規標準，以及拓展國內和全球市場。我想鼓勵 APEC 透過 PPWE 確立與支持正面的經驗與最佳範例，並從中互相學習與分享。
- (4) **智利**：婦女正面對著許多障礙，例如教育與技術培力的缺乏。對智利的婦女企業而言，資金的融通則是另一項重要的阻礙，而這些挑戰都需要更多資源與行動給予支持與投入。例如，針對資金問題，政府應該直接採取相關行動。在智利，隨著整體經濟成長，女性中小企業也會隨之受惠；管理階層的性別比例亦是我們的關注議題，我們應該傾聽婦女在決策層的聲音，建立更多婦女領導培力的管道與典範，以促進更正面的經濟發展。
- (5) **香港**：婦女在香港的經濟轉型上扮演重要的角色。從過去的發展、現在與未來挑戰，婦女承擔

著不同的角色與任務。婦女的職業角色從漁村時期的秘書、空姐、工廠女工與家庭代工，隨著經濟、貿易與商業中心漸漸形成，職業也越來越多元，並朝向更高的決策與管理階級移動。例如，香港的律師與會計師中，女性比率達到 45%。我們注意到促進婦女實現其應有地位的重要性，從法規、性別歧視條例、家庭分工歧視條例以及系列措施，在促進婦女就業同時尋求與保持工作與家庭生活平衡。我們承諾並確保婦女在不同方面的需求，實現婦女獲得應有的權利與各方面的機會。

- (6) **印尼**：在 APEC，婦女經濟的議題格外受到重視。在印尼，我們正持續的推動性別主流化與性別預算的施行；在綠色發展議題，婦女組織加入了植樹與保護活動；在資金融通方面，政府政策支持的小額貸款計畫，有上百萬的微中小型企業受到幫助；同時，也加強推動婦女金融知識的普及，第 4 屆的婦女創業活動同樣也在舉辦中。我們重視環境與氣候的保護與影響，同時也關注到商品與服務貿易的自由流通趨勢下，與婦女相關議題需要更廣泛的推廣。
- (7) **日本**：日本女性勞動力的資源並沒有被有效運用，我們必須要創造一個能讓婦女舒適、安全工作的環境，並著重婦女工作與社會參與的機會。在 25-44 歲的勞動年齡中，約有 3 百萬名婦女有工作意願卻並未真正加入職場，我們將透過女性友善企業、支持婦女二度就業、創業、生活家庭平衡、育嬰假福利等措施，弭平這段差距、協助她

們提高勞參率，以達到經濟成長的重要目標。此外，我們提出在 2020 年，讓女性在領導階層職位的比例達 30% 的目標，提高女性領導力行動。我們同時注重婦女在 STEM 等領域的發展，提供婦女在自然科學領域平等的發展機會，我們將提出並請各位分享前述議題的最佳範例，共同促進女性在亞太地區的發展。

- (8) **南韓**：韓國在未來的幾十年間，將面臨成長衰退、勞動人口萎縮的經濟困境，婦女充分的經濟參與力量，將有助於減緩或反轉這一切。在女性加入勞動市場的機會、婦女二度就業、托育配套措施等女性經濟參與評估指標中，韓國仍落後於 OECD 平均值。此外，韓國女性在 30 歲之後的勞動參與率也大幅減少。政府將努力與私部門共同聯手，推動托兒照護、托育中心、遠距工作、彈性工時、家庭友善企業、二度就業支持中心等措施，全面的提升/保障韓國女性投入就業市場的管道。
- (9) **馬來西亞**：在 1989、1997 以及 2009 年，馬來西亞政府不斷的針對提高婦女地位以及婦女政策提出檢討。在當前的大馬計畫中，列入增加婦女參與、婦女領導力與婦女企業家精神的具體措施。過去，對於微型加盟或加盟企業 (franchising business and specifically micro-franchising) 常有高資本高風險的錯誤印象，然而，我們認為“微型加盟或加盟企業”是快速投入創業與低風險的方法。我們制定了三階段的策略與行動計畫，試圖轉變過去的看法，並大力的推廣加盟或連鎖企業發展。同時，為了提供這些加盟單位保持競爭力，

特許融資計畫也用來辦理相關的小額融資援助。迄今為止，微融資計畫已有 264 企業家申請，其中 52.2% 為婦女企業。毫無疑問的，這些企業建立能幫助婦女創造收入。因此，2014 年，婦女家庭與社區發展部的目標，是新增至少 100 位婦女能成為此經營計畫的參與者。

- (10) **紐西蘭**：在公民投票的性別參與狀況、教育、兩性薪酬落差等議題上，紐西蘭一直走在前端，而現在，我們面臨了新的挑戰 - 如何保障婦女能真正參與經濟。我們鼓勵女孩投入 STEM 領域的實習與工作，然而在特定產業，婦女實際的就業比例仍然不足。例如，在基督城的重建中，我們就發現特定職位婦女代表的缺乏。因此，我們關注並支持婦女在高階管理曾擔任更多重要與決策性的職位，並承擔更多的責任與角色。
- (11) **秘魯**：報告秘魯在性別主流化的進程與成果。我們將相關的法規、政策具體化，以促進女性與性別的賦權。同時，我們對婦女在農林漁等傳統業也提出小額的貸款協助。
- (12) **巴布亞紐幾內亞**：我們關注提供婦女安全的工作與發展環境。在巴布亞紐幾內亞，ICT 工具有效的改善了婦女企業，對我們來說，這是一項重大的改革。2010 年，國家發展銀行進行婦女特別計畫，在女性融資融通的管道上，有很大的進步。
- (13) **菲律賓**：首先介紹菲國在 Gender Gap 報告中的表現，以 Great Women 計畫表達對性別議題與女企業主的支持與重視。同時，表達同意並支持女性角色在供應鏈與綠色發展的重要性；在災後重建

上，我們將持續與 APEC 經濟體合作，蒐集更多的性別統計數字以支持更多女性經濟參與。

- (14) **越南**：婦女不論在社會和經濟均具有重要作用，APEC 各經濟體正致力於將婦女納入經濟活動中。越南已投入許多關於可持續發展和經濟增長的計畫項目，其中包括結構改革、綠色發展、社會福利和能力建設。在婦女勞參率增加的同時，我們面對了婦女在非正式部門(informal sector)的挑戰，社會規範也阻止婦女採取參與經濟的行動。我們期待各位分享你們的政策與經驗，並從中學習如何採取有效的改進措施。

(三) 公私部門對話會議 (PPDWE)：主題 1 - 婦女與綠色發展 (Plenary I：Women and Green Development)

1. 主持人：泰國國家女性委員會 Dr. Monthip Sriratana

2. 與談人

- 菲律賓婦女企業委員會主委 Ms. Pacita Juan
- 香港婦女事務委員會總裁 Ms. Stella Lau
- 美國美容集團玫琳凱中國區政府事務總監 Mr. Eric Sun
- 美國通路商沃爾瑪亞洲高級副總裁暨法律顧問 Ms. Erica Chan
- 韓國淑明女子大學亞太女性資訊網絡中心總監 Ms. Yunkeum Chang

3. 發言紀要

由泰國國家女性委員會 Dr. Monthip Sriratana 揭幕，她表示綠色成長正成為新興的科技與經濟發展動能。APEC 關心女性在其中的角色和參與，我

們期待能藉由本場次的公私部門對話，找出婦女參與能源、水資源、綠能、財務等的機會與解決方案。今天討論的與談人將介紹如社會企業、女性參與農業的挑戰、婦女小額貸款、綠建築等多元議題。

各與談人發言摘要如下：

- (1) **Pacita Juan**：說明氣候變遷對女性的威脅，以日前侵襲菲律賓的海燕颱風為例，許多女性微型企業主因劇烈氣候因素而受到損失。同時提出 health and wellness business 的概念，推廣可回收性的、具環保概念的商店，例如菲律賓的 ECHOSi，就是一個以協助婦女或邊緣團體、達到推廣社會企業、環境永續性與綠色產品的非營利基金會與綠色商店。最後，Pacita 重申友善環境的重要性，並呼籲各界應重視這項議題，並開始著手相關的有效措施。
- (2) **Stella Lau**：以香港的頂尖學院- 拔萃女書院為例，介紹了校園重建與環境永續的概念。香港地狹人稠，利用土地重新開發與校舍重建，展開有百年以上歷史的女書院擴建/重建計畫，使新舊傳統一起保留，並且更加有效率的使用每一吋面積，讓新的校園同時能進行學術、運動、音樂、社區服務等多元用途，並持續的傳達全球公民身分的教育理念。
- (3) **Eric Sun**：向在座來賓介紹玫琳凱與聯合國 UNDP 在中國輔導推動少數民族女性文化產業。藉由 3 段簡短影片，呈現在其輔導之產業項目中，協助少數民族女性於經濟與家庭地位提升的成功範

例。而前述產業亦同時得到中國婦女發展基金會的支持。除了提供婦女傳統手工藝的培力，更進一步成立產業合作社，提供更多的保障與提高收入。在輔導工作結束後，玫琳凱也引進中國政府的資源與關注，協助產業得到後續發展與支持。

(4) **Erica Chan**: 表示沃爾瑪十分重視對婦女的提升婦女經濟地位及能力，在消費研究中，女性占有一定的比例。沃爾瑪在幾年前即開始執行全球婦女提升婦女經濟地位及能力方案，提供婦女教育、職前培訓和就業等機會，更與中國婦女發展基金會簽署備忘錄，提供弱勢母親低額的啟動基金，並扶持進行養殖或種植項目。近來，沃爾瑪的女性農產品業主的比例已逐漸增加，內部也鼓勵更多的女性擔任管理職位。在女性與綠色發展方面，沃爾瑪的目標是：推動女性的創業、推廣在農業與工業部門的就業、提供更多機會給女性供應商等。

(5) **Yunkeum Chang**: 韓國亞太資訊網絡中心 (Asian Pacific Women's Information Network Center, APWINC) 在非洲 4 個地區進行的訓練與教育項目，鎖定在營養失衡、貧窮、以及受氣候變遷影響(水土流失、砍罰森林、地基線落等) 的族群為訓練對象。個案研究中介紹了非洲當地的傳統燃料與爐灶，耗時又不具效率與環保性，這些問題都可以透過綠色項目來解答，如太陽能、節能燃料等。縮短的家務時間，即可進行更多的創新科技教育與培力、建立新知、即刻的資訊更新等。最後，與談人強調，在執行這些計畫時，未來應

透過教育來實現發展，並利用 ICT 工具大範圍的推廣投資女性賦權的重要性。

(四) 公私部門對話會議 (PPDWE)：主題 2 - 婦女、區域貿易與經濟合作 (Plenary II：Women and Regional Trade and Economic Cooperation)

1. 主持人：亞洲開發銀行澳洲分部私人部門發展倡議 (Private Sector Development Initiative) 性別議題專家 Ms. Vijaya Nagarajan。

2. 與談人

- 中華全國工商業聯合會女企業家商會會長劉亭
- 澳洲婦女全球貿易國家計畫主持人 Cynthia Balogh
- 行政院性別平等會王委員秀芬 (渣打銀行執行總監)
- 新加坡交易所特別顧問 Lian Sim Yeo。

3. 發言紀要

由亞洲開發銀行澳洲分部私人部門發展倡議性別議題專家 Ms. Vijaya Nagarajan 揭幕，她表示本場次主題著重於探討強化女性創業能力相關政策發展，並討論各經濟體女性勞動參與度、女性企業家比例以及女性經商環境要素分析。

我國團員行政院性別平等會王委員秀芬 (渣打銀行執行總監) 亦代表我國擔任與談人，在會議中說明「婦女、區域貿易與經濟合作之障礙與解決方案」。

各與談人發言摘要如下：

(1) **劉亭**：強調中國經濟在習近平主席的中國夢架構

下發展，主要政策為發展陸上絲綢之路、海上絲綢之路以及鞏固與美國商業關係，以美國預計從亞太地區取回大量製造業工作為例，闡述中國整體產業需由下而上改革性創新的重要性。改革風氣為女性領導企業發掘全球商機的大前提，目前中國有 1,600 萬女性企業家領導的私人企業，中國 500 大領導者 3% 為女性，正在向上提升。

- (2) **Cynthia Balogh**：澳洲婦女全球貿易計畫於 2010 年啟動，旨在協助國內成功的女性中小企業家拓展海外貿易事業，促進整體經濟發展。2007 年澳洲中小企業主海外創業的男女比為 14:9，經墨爾本大學研究，女性進入海外市場的主要障礙為經營成本過高及市場資訊獲取的限制，於是該計畫透過建立創業輔導資訊平台、藉由導師系統將學員與成功的澳洲女性企業家配對等措施依個案情形找出解決方案。她強調此計畫針對女性創業家進行輔導，是因為女性對經濟貢獻潛力高，改善該族群面對的環境因素能有效幫助整體經濟發展，並非出自齊頭式性別平等的政策考量。
- (3) **王秀芬**：說明台灣女性在創業時的二大挑戰為籌措創業資金及獲取市場資訊，並就創業金方面我國政府的相關政策詳盡闡述。我國在早期女性多為男性借貸者的保證人，私人銀行對女性借貸者的信賴感低，另外女性多為家庭主婦，並無長期的支薪紀錄，構成信用累積基礎。這樣的社會背景導致台灣女性較台灣男性籌措創業金困難許多，有賴政府機關以實際政策支持，例如創業鳳凰計畫提供女性創業者無息貸款。以銀行角度來

說，無息貸款不符合自由競爭市場機制，政府的介入、替符合資格的女性創業家做保證，提供了最佳解決方案。此計畫目前已放寬借貸者須為女性的限制，女性借貸者的還款率明顯高出男性，間接支持了改善女性創業機會可有效幫助整體經濟發展的論點。

- (4) **Lian Sim Yeo**：介紹 2013 年由國會發言人 Ms. Halimah Yacob 發起成立的多元化工作小組 (Diversity Task Force)，經由新加坡全國雇主聯盟 (Singapore National Employers Federations) 調查新加坡董事會以及高階主管職位的女性比率，探討現存性別比與公司績效的關連性。新加坡大學畢業生女性高達 52%，高階主管及董事會的女性比率僅有 21% 及 8%，高教育程度女性在企業主管比率過低，顯示女性潛在生產力仍未被釋放。目前政府透過多元化工作小組鼓勵私人企業，在遴選董事時考量多樣性議題，除了保護女性的參與機會外，更可探討來自不同背景董事可能對公司帶來的貢獻，對公司的永續經營有所助益。

(5) 討論

主持人 Vijaya Nagarajan 指出中國與我國經濟體大小的差異，詢問是否反映在婦女經濟政策上，中國劉亭、我國王秀芬及澳洲 Cynthia Balogh 等人分別回應如下：

劉亭：中國經濟體規模大，無息借貸的措施省政府及地方政府的參與度高，由政府尋找贊助者，配合的農村婦女還款率高，是為可行模式。

王秀芬：雖然台灣經濟體規模較小，女性創業者

面對的空間阻隔仍然很高，以工會參與為例，女性並沒有多餘時間參與工會，六大工會會長多為男性，關於女性企業家的需求仍欠缺深入了解；

Cynthia Balogh：與其討論經濟體空間上的阻礙，不如聚焦在連接性(Connectivity)的問題，澳洲同樣有許多鄉村地區，政府便透過行動裝置與網路平台克服隔閡，幫助女性創業家建立更緊密的商業關係。

(五) 臺澳雙邊會談

1. 時間：5月22日下午14:30~15:10
2. 地點：北京飯店團務會議室
3. 雙方出席人員：

澳方：

- I. Ms. Natasha Stott Despoja, the Ambassador for Women and Girls
- II. Mairi Steele, Assistant Secretary, Office for Women
- III. Penelope Howarth, Executive Officer, APEC Branch

我方：

- I. 國家發展委員會管主委中閔
- II. 國家發展委員會黃專員毓芬
- III. 中央研究院張研究員靜貞
- IV. 行政院性別平等處楊參議筱雲
- V. 行政院性別平等處黃諮議怡蓁

4. 雙方會談摘要：

- (1) 雙方主談人首先表達歡迎本次會談之意，並相互介紹團員，管主委並表達歡迎澳洲成為我國

「女性創新經濟發展多年期計畫 (MYP)」合作夥伴，並歡迎該國組團來臺參加我與 2015 年 APEC 主辦國菲律賓，於今 (2014) 年 10 月舉辦之「國際工作坊與公私部門夥伴網絡會議」。

(2) 接續由中研院張研究員靜貞向澳洲說明我國 MYP 計畫進展及「國際工作坊與公私部門夥伴網絡會議」規劃情形；張研究員說明 MYP 計畫於去 (2013) 年啓動，於 6 月舉辦第 1 屆國際工作坊與公私部門夥伴網絡，計邀請印尼、美國等 12 個 APEC 經濟體，共 171 位公、私部門代表共襄盛舉，會中定調計畫將朝向協助女性企業主進用 ICT 而創業或拓展商機為研究主軸。目前正進行第二年工作- 個案研究階段，合作夥伴為智利、韓國、菲律賓等經濟體，已蒐集共 34 個計畫相關資訊。另澳洲 Belmont Business Enterprise Centre (BEC) 研究中心，亦將於本年 8 月加入合作團隊，該國之女性企業主/管理人之線上教育訓練課程計畫將被納入個案研究範圍。而我方預計於本年與 2015 年 APEC 主辦國菲律賓，於 10 月 28-29 日於臺北舉辦「國際工作坊與公私部門夥伴網絡會議」，發表 MYP 計畫之個案研究成果，歡迎各經濟體派員參加。

(3) 澳方回應樂見 BEC 的執行長 Ms. Carol Hanlon 應邀來臺擔任「國際工作坊與公私部門夥伴網絡會議」與談人，雙方啓動在 MYP 計畫的合作關係。另表示在 PPWE 策略方案的五大支柱

執行績效指標，有提及跨論壇合作倡議。澳方建議我 MYP 計畫可與 APEC 電信暨資訊工作小組（APEC Telecommunications and Information Working Group, TELWG）合作，該工作小組將於今年 9 月於澳洲召開工作小組會議及研討會。建議我方可與我國 TELWG 聯繫商討未來合作事宜。

- (4) 另我方提及在女性運用 ICT 創業及行銷產品措施上，我政府長期輔導偏鄉微型企業，推動地方特色中小企業發展數位群聚，藉由數位化應用，提升企業網路行銷能力，積極鼓勵婦女企業網路創業，開創虛擬通路商機。以高雄偏鄉地區的婦女企業周秀林(Annie)為例，說明該名婦女經由協助，搭配社群經營，創造年營業額 33 萬美元以上的網路人氣商店，實為女性透過 ICT 技術發展網路商機的成功典範；澳方回應該國亦有針對原住民-毛利人運用 ICT 創業輔導計畫，對於前述實例印象深刻，亦關切前述計畫之相關統計數值。
- (5) 我方團長提及我國政府在公部門推動女性領導力措施，施行性別 1/3 比例原則，成效頗佳，詢問澳方推動經驗，D 大使回應，該國在 2013 年推動加速女性領導力計畫，企圖提升澳洲女性領導人數，計畫有 4 大主題；(1) 協助女性成為領導人、(2) 協助女性建立究責性（註：accountability：擔待責任/類似建立 mindset），(3) 協助女性改變現有狀況 (4) 減少女性進入職場障礙。D 團長以改變現有狀況主題為

例，該國以 50/50 性別比例原則檢視差異過大的行職業，2013 年擴大徵召女性軍人，使女性從軍人數提升。

(6) 最後，雙方團長表示樂見未來在 APEC 計畫下發展跨論壇及跨國合作。

(六) 臺印雙邊會談

1. 時間：5 月 22 日下午 15:30~16:10

2. 地點：北京飯店團務會議室

3. 雙方出席人員：

印方

I. Ms. Linda Amalia Sari Gumelar (Minister of Women Empowerment and Child Protection)

II. Ms. Irma Sanusi (Staff at the Division of Cooperation at the Bureau of Planning)

我方：

I. 國家發展委員會管主委中閔

II. 國家發展委員會黃專員毓芬

III. 行政院性別平等會薛委員承泰

IV. 中央研究院張研究員靜貞

V. 行政院性別平等處楊參議筱雲

VI. 行政院性別平等處黃諮議怡蓁

4. 雙方會談摘要

(1) 雙方主談人首先表達歡迎本次會談之意，並相互介紹團員，管主委並表達去年印尼主辦會議非常成功，印象深刻。歡迎該國組團來臺參加我國預定於今（2014）年 10 月舉辦之「國際工作坊與公私部門夥伴網絡會議」。

(2) 接續由中研院張研究員靜貞向印尼說明我國

MYP 計畫進展及「國際工作坊與公私部門夥伴網絡會議」相關事宜；張研究員說明 MYP 計畫於去（2013）年啓動，於當年 6 月與該國共同舉辦第 1 屆國際工作坊與公私部門夥伴網絡，計邀請美國、澳洲等 12 個 APEC 經濟體，共 171 位公、私部門代表共襄盛舉，會中定調計畫將朝向協助女性企業主進用 ICT 而創業或拓展商機為研究主軸。目前正進行第 2 年工作 - 個案研究階段，合作夥伴為智利、韓國、菲律賓等經濟體，已蒐集共 34 個計畫相關資訊。另澳洲 Belmont Business Enterprise Centre (BEC)研究中心，亦將於本年 8 月加入合作團隊。而我方預計於本年與 2015 年 APEC 主辦國菲律賓，共同於 10 月 28-29 日在臺北舉辦「國際工作坊與公私部門夥伴網絡會議」，發表 MYP 計畫之個案研究成果，歡迎派員參加。

(3) 印方 G 部長回應，對於去年與我國共同舉辦「國際工作坊與公私部門夥伴網絡會議」，亦同感女性運用 ICT 創業發展重要，將會考量派員參與會議。對於能作為去年 WEF 主辦國亦深感榮幸，對於舉辦婦女與中小企業部長聯席會議一節，已與下屆主辦國菲律賓交換意見，建議該國考量比照辦理。

(4) 最後，雙方認為臺印互動關係良好，未來可開創更多合作契機。

(七) 臺菲雙邊會談

1. 時間：5 月 22 日下午 16:20~16:40
2. 地點：北京飯店團務會議室

3. 雙方出席人員：

I. Ms. Nora K. Terrado, Vice Minister,
Department of Trade and Industry

II. Ms. Lydia R. Guevarra, Director, Office of
Special Concerns, Department of Trade and
Industry

我方：

I. 國家發展委員會管主委中閔

II. 國家發展委員會黃專員毓芬

III. 性別平等會薛委員承泰

IV. 中央研究院張研究員靜貞

V. 行政院性別平等處楊參議筱雲

VI. 行政院性別平等處黃諮議怡蓁

VII. 財團法人婦女權益促進發展基金會李研究
員立璿

4. 雙方會談摘要

(1) 雙方主談人首先表達歡迎本次會談之意，並相互介紹團員，管主委並表達很高興能與菲律賓於今（2014）年 10 月共同舉辦「國際工作坊與公私部門夥伴網絡會議」。

(2) 我方首先介紹今年 10 月「國際工作坊與公私部門夥伴網絡會議」之規劃內容。會議訂於今年 10 月 28-29 日在臺北舉辦，誠摯邀請菲方團長擔任研討會開幕貴賓。雙方接著分別對合作項目議主題、講者邀請與菲律賓女企業家來訪等事宜交換意見。

(3) 菲國 T 次長感謝我方的邀請，表示除邀請講者外，亦將推薦 10-12 位菲國女企業主於 10 月來

台共襄盛舉，並表達菲國科技的進步與積極協助女科技產業業主與我國合作、貿易的意向。

(4) 另菲方亦先透露作為明年 APEC 主辦國之規劃，將支持 PPWE 策略計畫，延續印尼及中國等主辦國主張，並將與 2016 年 APEC 主辦國巴布亞紐幾內亞於 2015 年 2 月在巴紐共同召開 PPWE 工作小組會議。

(5) 最後，雙方表達樂見臺菲共同合作召開會議事宜並期待能有進一步的合作，我方亦預祝菲方明年主辦 APEC 會議圓滿成功。

(八) 臺美雙邊會談

1. 時間：5 月 22 日下午 17:30~18:00
2. 地點：北京飯店國際會議廳 VIP Room A
3. 雙方出席人員：

美方：

I. Ms. Catherine Russell, Ambassador-at-Large for Global Women's Issues

II. Ms. Deanne E. DE Lima, Foreign Affairs Officer, Bureau of East Asian and Pacific Affairs Office of Economic Policy , U.S. Department State.

III. Mr. Bob Wang ,APEC Senior Official

我方：

I. 國家發展委員會管主任委員中閔

II. 國家發展委員會黃專員毓芬

III. 行政院性別平等處楊參議筱雲

IV. 國立臺灣大學薛教授承泰

V. 中央研究院張研究員靜貞

4. 雙方會談摘要

- (1) 雙方先就去年均參與印尼峇里島會議敘舊寒暄，R 大使表示自己雖然擔任 APEC 代表邁入第二年，但在業務上仍有許多不熟悉的地方，管主委則回應對於去年 R 大使於峇里島會議時稱職表現印象深刻。
- (2) 管主委接續分享我國在運用 ICT 技術協助婦女發展創新商業活動的已有相當不錯的經驗，並且刻正執行「女性經濟創新發展」計畫，並請張研究員就計畫內容做更詳細的介紹。
- (3) 張研究員說明我國推動的女性經濟創新發展計畫已於 2013 年啓動第 1 年工作，於 2013 年 6 月 28-29 日由我國及印尼共同主辦國際研討會及公私部門網絡會議，計邀請印尼、美國等 12 個 APEC 經濟體，共 171 位公、私部門代表共襄盛舉，會議之結論與建議已納入 2013 年 9 月召開的「APEC PPWE 會議」及「婦女與中小企業部長聯席會議」宣言。並感謝目前任職於 Google 的資訊人員 Amy，於 MYP 計畫啓動第 1 年工作期間提供諸多協助。
- (4) 我方行政院性平處楊參議續就自 2011 年美方提出舊金山宣言倡議後，我國自 2012 年起即積極推動個別行動方案 (Individual Action Plan, IAP)，並於每 3 個月定期檢視辦理情形，並請教美方是否有相關的推動機制，同時，就美方於 2/21 日上午召集的圓桌對話，針對 leadership 的討論，詢問美方進一步的推動計畫。
- (5) R 大使表示，美方雖然提出各國應有具體的

IAP 計畫，但美方並沒有特別制定 Action Plan，或是採取其他原則上是就現有的方案繼續推動，但也沒有特別對現有的方案進行盤點。美方表示召開圓桌對話，除了就日本所提的計畫案外，並建議將女性參與決策比率提高至 30% 進行討論，因為目前尚未有具體的數據來確認 30% 這個目標是否合理，同時，美方強調教育也是培育未來女性領導力的基礎，強調並未只偏重於 leadership，也希望能夠就 PPWE 的 strategic plan 先凝聚各國的共識而召開。

(6) 我方代表薛委員承泰分享我國公部門持續推動 1/3 性別比例的做法，以及我國監察院 (Control Yuan) 的女性委員人數，已經超過 40%。美方進一步詢問我國 1/3 性別比例的做法是否透過立法，是否要求私部門遵守進一步提問，我方說明是透過性別平等政策綱領引導，目前尚未強制要求私部門遵守，但希望未來可以擴及私部門的決策體系。

(7) 管主委最後對於美方長期支持我方參與 APEC 相關事務表達感激，並對於美方推動 APEC 獎學金表達支持，並希望雙方能有更進一步的合作關係。

(九) PPWE 管理委員會

1. 會議時間：16:30-18:00
2. 會議形式：本會議規劃為三個時段，一為 PPWE 策略計畫決議、次為 2015 年 APEC 主辦國菲律賓報告工作計畫 (work plan)、三為討論 PPWE 未來工作、最後為本次會議決議，摘要

說明如下：

(1) PPWE 策略計畫決議

首先由本屆 PPWE 會議主席孟曉駟女士主持開幕，表示 PPWE 策略計畫經本次會議討論後尚無定案，請澳洲將修訂意見於 5 月 27 日前電郵各經濟體作為提供修訂意見的參考版本，修訂完成之計畫將提交 SOM3 作為會議參考文件。

(2) 報告 2015 年工作計畫 (work plan)

由 2015 年主辦國菲律賓代表 Ms. Nora Terrado 說明 2015 年工作計畫，首先說明會議時程規劃，該國為協助 2016 年主辦國更熟悉相關事務，並呼應增加 PPWE 討論交流次數的倡議，將於 2015 年 2 月於巴布亞紐幾內亞舉辦第一次 PPWE 會議，而 WEF (包括第二次 PPWE 及 HLPD 會議)將於 2015 年 9 月 28-30 日於菲律賓舉辦，並於報告結束後播放「認識菲律賓」短片，簡介該國經濟文化及觀光等情形。

(3) 討論 PPWE 未來工作

美國：PPWE 在五大支柱下應與其他工作小組合作分項合作，例如：在健康議題下與人力資源發展工作小組 (Human Resources Development Working Group, HRDWG) 及衛生 (Health Working Group, HWG) 工作小組合作，且設定 2014-2016 各年度跨論壇合作的目標數。建議 PPWE 每年工作會議召開次數應為 2-3 次。美國將於 2014 年 8 月舉辦 PPWE 策略計畫衡量指標研討會，歡迎各經濟體出席會議討論，並在未來規劃建立亞太女企業家網絡。

澳洲：澳洲亦支持在五大支柱下應與其他工作小組合作分項合作，惟 2014-2016 各年度跨論壇合作的目標數不宜過多，且同意 PPWE 召開次數應不只一年一次，開會形式除年會外亦可以視訊會議方式討論。此外，澳洲將於 2014 年 9 月在布里斯班舉辦資通訊工作小組(APEC Telecommunications and Information Working Group, TELWG)會議，該國 PPWE 工作小組亦將參與，歡迎各經濟體參與並呼籲各經濟體 PPWE 工作小組亦能與 TELWG 啟動在科技與創新議題之跨論壇合作，最後表示澳洲將會儘速提供策略計畫修正版本予各經濟體據以修訂。

菲律賓：根據研究，教育背景是影響女性加入勞動市場的重要因素。在國際貨幣基金（International Monetary Fund, IMF）的研究中，識字率、受教率、無酬勞動、家務工作等，均影響一國的經濟發展。家事仍然被視為女性工作的一部分，婦女在財產權、遺產權等的權利也依然不平等，要解決前述的問題，知識與能力建構是必要的。感謝美國與 APEC 秘書處對策略計畫的付出與努力，我們可以朝向簡化內容、具體目標的方向討論。

APEC 秘書處 Grace T. Cruz-Fabella：SOM3 將於今年 8 月份召開，PPWE 應積極尋求與其他工作小組的共同合作，也期待 US-ATAAIR 協助整理的報告能發揮作用，訂立如 2015 年達到跨論壇合作、2016 年提出性別政策建議之類的具體措施。另外，請各經濟體依據澳洲會

後修訂之策略計畫於 6 月 25 日前提出建議。

(4) 會議決議

主席最後表示，PPWE 策略計畫將於 7 月 15 日完成修訂，作為 8 月 SOM3 的參考文件，另認同 PPWE 召開次數應較現在頻繁，每年不只一次，2015 年將召開 2 次會議，分別於 2 月在巴布亞紐幾內亞，9 月在菲律賓舉行。

三、5月23日

(一) 公私部門對話(PPDWE): 主題 3- Policy Support and Women's Economic Empowerment

1. 主持人：中國大陸，南開大學經濟學教授，Ma Caichen

2. 與談人：

● 紐西蘭婦女事務部部長，Joanne Gay Goodhew

● 中國大陸中國婦女研究網國際婦女研究組組長，Du Jie

● 加拿大約克大學商學院國際企業教授暨全球創業中心主任，Lorna Wright

● 日本性別行動平臺宣導專員，Asako Osaki

● 泰國永續發展基金會，Ravadee Prasertchsroensuk

● 俄羅斯 Orthomoda 股份有限公司協理，Galina Vilkova

3. 各與談人發言要點

(1) Joanne Gay Goodhew：首先介紹紐西蘭婦女的經濟參與概況。從 2007 年起，女性在勞動市場的參與率不斷的提升，反觀男性，其勞動參與則逐年下降。雖然女性在經濟參與的表現優秀，但仍有阻礙女性前進腳步的障礙，例如對女性投入事業或經濟的刻板印象與偏見等。該國婦女事務部觀察到這些現象，採取了系列措施以試圖解決這個問題，包括建立女性公務人員網絡、發佈女性領導培力相關研究報告、編譯與推廣女性高階領

導人等措施。

- (2) Du Jie：從福利與培力的角度出發，提出小額貸款存在的背景、目的與意義，並分享 3 個小額貸款協助女性提升經濟條件的小故事。2000 年，第一筆針對婦女(低教育程度、農村)的小額貸款在聯合國的支持下開始運作，隨著政府資源的投入，貸款的對象也由城市逐漸延伸至偏鄉，中國大陸的婦聯會與金融機構也開始加入增強婦女能力的行列。其中，婦聯會扮演很重要的角色，其網絡觸及各地婦女使其受益，也擔任婦女與金融機構的平臺與橋梁，協助她們面對那些繁瑣的申請程序與協助取得擔保。對於未來的執行方向，Du Jie 建議可先簡化複雜的申請手續，或是縮短申請作業的工作時間；此外，仍有婦女反映沒有獲得這方面的資源訊息，因此，更普及的宣傳與推廣是必要的。
- (3) Lorna Wright：在加拿大，一個矛盾的現象出現在兩性的教育與就業上- 即使女性的教育程度普遍較優秀，從事 STEM 產業的女性仍只是少數。同時，女性參與經濟程度亦略低於男性(女性占勞動力市場 47.3%)，高度的薪酬差距則表現在女性占男性收入比(83%)，女性在中小企業擔任主要負責人的比例也只達到 16%。Lorna 建議政府，在鼓勵與扶持婦女的經濟能力上，可持續的提出具體的性別統計數據，做為政策研究的基礎；在婦女建立家庭後，提供足夠的社會福

利資源支持；更簡便的財務與資金融通管道；以及提出針對想要/正投入創業的婦女諮詢諮商的顧問計畫。

- (4) Asako Osaki：根據聯合國統計，過去 20 年中，天然災害已造成 130 萬人的死亡、受影響人口累計達 440 億，並導致 20 兆美元的經濟損失。在世界經濟論壇或全球性別落差報告中，日本在健康、教育方面的指標非常優異，然而卻在婦女經濟參與上的出現了強大的反差。在日本，婦女是主要的家務承擔者；在農林漁牧等傳統產業，也時常扮演著無酬勞動的角色。日本對因天然災害蒙受損失的民眾，提出復原與重新建設的對策，其中提高婦女的經濟能力就是方案之一。在活化婦女經濟參與上，採取下列四個階段：健康、知識、所得水平與領導力/決策參與，對象也採用由點至面的方式擴散效果：個人、家庭乃至社區。最後，持續研究亦將成為支持上述措施的有力後盾。
- (5) Ravadee Prasertchsroensuk：介紹泰國女性的現況，點出中小企業與女性關聯的重要性，並提出一系列的政策建言。包括：協助在非正式部門的女性勞工更安全的環境、擴大社會福利對象、引導她們建立自我支持系統；展開性別敏感統計，調查女性勞動的貢獻、障礙、挑戰與需求等；推廣永續性的消費與產品等。
- (6) Galina Vilkova：Orthomoda 是專門提供肢體

殘障人士特殊衣鞋的俄羅斯企業。以提供殘疾人士更好的服務為出發點，即將針對目標對象展開 2015-2020 的計畫，期待能邀請更多優秀專家的加入與支持，以跨國團隊與問卷研究的方式，推廣與造福更多殘障人士。

(二) 台日雙邊會談

1. 時間：5 月 23 上午 8:30~9:00

2. 地點：北京飯店團務會議室

3. 雙方出席人員：

日方：

I. Mr. Hiroshi Okada, Senior Vice Minister of Cabinet Office

II. Mr. Atsushi Takano, Deputy Director for General Affairs Division, Gender Equality Bureau Cabinet Office

我方：

I. 國家發展委員會管主任委員中閔

II. 國家發展委員會黃專員毓芬

III. 行政院性別平等處楊參議筱雲

IV. 行政院性別平等處鄧參議華玉

V. 行政院性別平等委員會薛委員承泰

VI. 中央研究院張研究員靜貞

4. 雙方會談摘要

(1) 我方團長首先表達台灣與日本社會結構類似，近年來也同樣面臨快速高齡化社會及少子女化問題，希望能透過本次會談分享政府如何促進婦女參與經濟，以及高齡社會少子女化社會所產生相關問題的對策，並簡要介紹參與會

談之我方成員。

- (2) 接續薛委員表示，臺灣去年底老人占比 11.5%，老化速度於今後加快，2025 年將達 20%，2060 年將超過 40%，屆時人口高齡化將和日本與韓國並駕齊驅。為了減緩人口老化速度，鼓勵生育乃為必要，2008 年以來陸續推出相關措施，試圖挽回下降中的生育率。且因為 2008 年 9 月至 2010 年 2 月期間面對金融海嘯，特別影響到結婚，因年輕人擔心失去工作或無薪假不敢結婚，2009 年結婚對數出現新低（只有 11 萬多對）。而隔年 2010 年時逢虎年，因民間習俗不宜結婚，爰 2010 年政府推動鼓勵結婚政策，促使 2011 建國一百年以及 2012 龍年之生育量回升，2010 與 2011 年結婚量共增約 5 萬對，而 2011 與 2012 的生育量共增約 5 萬新生兒。並請教日本相關政策或措施。
- (3) Okada 副部長回應，安倍內閣指出重振日本經濟的關鍵在於女性經濟力的提升，所以日本政府投入資源創造一個讓女性更能發揮潛能的環境，也就是讓日本成為一個能讓女性發光耀眼的社會，換句話說，培力婦女是安倍經濟學的關鍵要素。在日本婦女勞動參與部分，據調查，日本 15-64 歲的工作年齡層人口中，約 315 萬婦女有就業意願而未就業，因此培力婦女使其積極投入職場能夠開發大量的潛在勞動力、增進人力素質，同時藉由更多女性的投入職場，也能引進不同觀點進而產生新的產品或服務，這些都能有效促進日本的經濟成長。

(4) Okada 副部長表示，日本為鼓勵年輕人結婚，設有婚姻諮詢顧問，以促進年輕男女認識、交往進而結婚。為提高生育率，由政府編列預算發放育兒津貼，針對家中有 3 歲以下幼兒者，每月發給 1 萬 5 千日圓；家中有 3 歲以上未滿 15 歲者，每月發給 1 萬日圓；同時女性員工最高可請 3 年的育嬰留職停薪假，以便在家照顧幼兒(男性員工只能在幼兒未滿 1 歲 2 個月前請假在家照顧幼兒)，申請育嬰假的人，最多可領 12 個月的津貼，目前是發給月薪的 50%，參考我國經驗，將從今年 8 月起提高給付額度，調高為月薪的 67%。有關提高婦女領導力部分，主要透過鼓勵及宣導的策略推動，例如由安倍首相親自約見主要工商團體組織負責人，要求各上市公司積極提拔女性擔任高階管理職位，首先就是要求至少任命一位女性擔任董事會成員，而統計數據顯示，在員工人數超過 100 人的公司，女性擔任高階管理職位的比率已經較前提升。鼓勵公司訂定促進女性員工參與決策的行動計畫，要求公司公布行動計畫及相關統計，並要求企業說明如何促進女性擔任高階職務，政府也同步加強宣導，讓社會大眾能進一步瞭解政府及企業界對於促進女性領導力的相關作為，目前日本政府是以由首相頒發獎項等方式，鼓勵企業志願辦理促進婦女領導力及友善家庭措施的相關作為，並未以法規命令訂定強制規定。

(5) 最後，管主委表達希望台日雙方政府未來能有

更密切聯繫，就兩國所共同面對的高齡少子女化及如何提升女性經濟力等問題進行意見交流，而 Okada 副部長則重申安倍首相對於提升女性經濟力及領導力的重視，並表示日本於 2020 年要讓公私部門居決策地位的女性比率達到 30% 的目標之達成，有效改變地方政府及私人企業領導人對於女性領導力的認知將是非常關鍵的。

(三) 女性企業與智慧科技論壇 (Women's Business & Smart Technology Seminar “Empowering Women's Economic Performance using Smart Technology: Supporting Policies and Training”)

1. 此研討會是韓國 Global Women's ICT Network (GWIN) 以及韓國婦女企業家協會 (Korean Women Entrepreneurs Association, KWEA) 所共同主辦，贊助單位包括韓國政府婦女兒童部、美國 NIST、中國婦聯會等也邀請。主題是政府應該推動哪些支持性的政策與基礎訓練，鼓勵婦女利用智慧行動科技來提升經濟力量。由於主持人原本是 Asia-Pacific Women's Information Network Center (APWINC) 計畫主持人，故在此議題上有相當豐富的研究經驗。

2. 發言要點

(1) 主席 Dr. Kio Chung Kim: 首先介紹本研討會之緣起來自 APEC 於 2005-2009 年提出婦女參與數位經濟之倡議，隨著 ICT 科技與經濟社會的快速轉變，與婦女相關的 ICT 創新已成為經濟成長的推手，她回顧韓國 APWINC 計畫五年來

的成果包括研究、訓練、以及政策論壇等，並透過網站(WeBiz)的成立來進行推廣與傳播到全世界。未來他們要繼續利用 GWIN 的網站來推動婦女從事智慧型手機為載具的行動商務。

(2) Erner L. MdDuffie：說明資訊世代的來臨與普及化，駭客攻擊、盜取個資、竄改詐騙等事件層出不窮，各國網路與個資風險管理日益重要。因此，美國歐巴馬總統於 2010 年推出網路維安教育的國家提案(National Initiative for Cybersecurity Education, NICE)，全面提升美國的網路安全形勢，關鍵在於教育與推廣，包括提升國民的重視、培育網路安全從業人才、創造全球網路維安的職場。當中最值得注意的是創造網路維安的就業市場，以及透過網路(NICCS)來從事相關的教學與就業輔導，對象包括所有聯邦政府工作人員、教師、家長、一般民眾，也針對婦女與少數族裔提供額外資源(如獎學金、資安診斷、兒少保護等基礎課程等)，學習如何維護網路資訊的安全。他目前負責相關計畫的推動與協調工作，希望藉由 APEC 與 GWIN 等網絡進行跨國公私部門的合作，共同為網路安全盡一份心力。

(3) Yong-Ja Kim：說明智慧科技(Smart Technology)對於女性企業主與提升經濟力之重要性，包括創造女性消費市場與商機、協助婦女建構企業網絡與創業、節省遠距交易成本、兼顧家庭等。她引用韓國所做的一個約 200 名女性企業主的問卷調查，結果證實智慧型手機可幫助約一半

的女性企業主獲得更好的營收與利潤，但仍有許多婦女只是利用網路來傳送信件以及與客戶進行廣告或公關交流，但並沒有透過網路資訊去進行客戶的偏好分析，或是去做未來市場的開拓，這是目前最大的問題所在。她認為這些客戶行銷相關的分析技術非常重要，也建議需要透過與學術界的合作來開發。

(4) Loran Wright：她指出近年智慧型科技的發展趨勢將朝向網路社群、雲端服務、消費行為分析、行動平台、網路與實體購物之結合、APP、及群眾募資等七大方向為主，對於婦女企業主而言最大挑戰來自於網路安全、隱私維護、成本過高、以及科技創新速度太快，平均而言，女性比男性在使用新科技上至少有一至五年的時間落差，尤其是中小企業非常需要協助，否則會面臨生存危機，故政府應該在此方面扮演積極的角色。她以加拿大政府的 Digital Canada 150 計畫為例，說明政府可提供哪些方面的協助，包括提供高速網路至偏鄉地區、支持中小企業學習新科技、引入科技公司的技術與創投資本、透過產學合作進行創新研究、防火牆與資安入法等，期她配套包括提供婦女進入職場所需的社會支援、教育推廣、讓科技更加親民化，方便中小企業來應用等。

(5) So Young Lee：因 Dr. Lee 具有 ICT 視覺技術專長，參與許多婦女企業的教育訓練工作，故她的報告中回顧智慧科技發展歷程，從早期的網際網路強調大規模化的生產模式，到客製化時

代來臨後的服務與生產合作模式，以及智慧載具製造商與各種智慧型軟體的合作開發模式。此外，她呼籲女性企業需留意虛擬社群與網路販售平台的興起，多關切年輕世代女性消費習性與經濟力，也鼓勵更多女性接受 ICT 科技教育，並選擇相關之研發與創新性的工作職場。

(6) Xu Li: 她代表中國婦女創投協會說明婦女在科技產業的創業機會，尤其是家庭生活用品、醫療服務、環保商品等，並以行動手機的地理地位功能為例，說明這些新功能如何能與生活中的便利性結合，如隨時可通報或搜尋身邊常用物品的位置。

(7) Irene Boey: 她舉出許多實際案例來說明婦女中小企業如何使用智慧型科技來從事行動電子商務(M-commerce)，尤其是零售服務業對婦女而言有很多的機會，但要注意使用行動裝置的脆弱度與面對之風險，尤其是個資保護與信用卡收付款項的問題。她也指出最近 Google 所做的一份調查研究報告，發現消費者平均每周至少花 15 小時以上用手機查詢資訊，手機的確會改變消費行為，尤其是消費的速度與查價行為。新加坡政府也很重視基本統計資料的蒐集，2011 年星國上網採購人數已超過 1 百萬，預估營業額將在 2015 年達 30 億美元以上，相關 APP、雲端、人工智慧之商機更是看好，尤其是與星國近年大力推動的觀光旅遊產業的周邊服務。

(8) 籌備明年之會議：由於明年 APEC 主辦國為菲

律賓，故研討會主持人(Dr. C.K. Kim)在大會結束後，立即召開臨時工作會議，討論明(2015)年GWIN要在菲律賓召開第二次的會議(名稱暫定 Women's Business & Smart Technology Seminar)，以持續呼籲 APEC 各國政府採取具體之行動，並支持婦女利用智慧行動科技之相關培力與訓練計畫，建立聯絡平台，找出最佳的創業典範，鼓勵更多婦女企業主來參與此行動。目前已成立籌備委員會，分成技術、規劃、聯繫三組，加拿大與美國的民間代表都分擔重要工作，議題包括 Smart Conference 平台之建構、網路安全與機會、中小企業婦女的工具開發等。2014 年底前會完成議程、技術規畫以及募款等工作，預定 2015 年 5 月在菲律賓開會。

(四) 女性商業社群研討會

本會議係由中國大陸 EVE 集團總裁蕭華主持，主辦國藉由會議讓各經體代表認識中國優秀之女企業家及讓女企業家介紹經營理念及順勢宣傳企業及產品，各女性企業主發言摘要說明如下：

1. **Liu Xiaohong**：全聚德以舌尖上的外交，接待過外國元首級外賓達 700 多人次。現在的全聚德，不只是一般的餐廳，而是具有 150 年歷史、一年 750 萬人次的北京市文物保護單位。從單一到多品牌的發展上市、從實體到網路的通路、可追溯出廠認證的烤鴨等，我們不斷創造更高的品牌價值，打造出傳統與現代兼具的全聚德集團。

2. **Pansy Ho Chiu-king**：分享個人的從業經驗，如何從 1991 年接任管理職位後，在男性為主的企業與被不看好的環境中，以柔性、傾聽、堅強的力量，得到了客戶與夥伴的穩健關係，一步步的晉升現在的高階女性領導職位。
3. **Li Han**：從家族企業起步，以工業商品-電鋁土座為主要項目，配合政府經濟政策與準確的預測眼光，調整公司的營運策略與方向，讓公司順利的成長茁壯，並利用衍生性金融商品的避險特性，在一波原料短缺中迅速站穩腳步。基於長遠的環保議題與社會企業責任下，再度調整企業方向為清潔能源，也成功的成為青海最大的生產項目。
4. **Maria Montserrat Hamlin**：敘述 TeamAsia-策略行銷顧問公司從 1992 年開始至今的兌變與成長。從丈夫的公司到自己的奮鬥，TeamAsia 獲得了許多獎項的肯定與認證，以及來自客戶的口碑與支持。現在，服務對象早已不再只侷限在國內，將利用數位科技持續的服務，與客戶溝通全世界。
5. **Sun Dongqing**：是中國第一間中外合資的投資銀行，金融服務對象遍及各項產業。豐富的背景經驗、專業、創新動力與國際性，隨著中國經濟的崛起，支持中國國際金融有限公司的競爭力，打入高端財富管理市場，並跨足海外金融市場。
6. **Lynette Mayne**：在成立 Work Wear World 前已擁有眾多經歷，包含澳洲 Lend Lease

Corporation 的執行長、澳洲政府貿易政策顧問委員會成員、以及紐約大學的金融背景。Work Wear World 雖然規模不大，卻提出許多的創新，包含提出 25% 的利潤作為員工分紅，鼓勵每一位員工投入並參與公司的業務與計畫；此外，公司不論是管理或基層職位，多由女性擔任。

7. **Li Zhi**：同仁堂已有 345 年的歷史，於雍正時期獲上貢御藥的殊榮。同仁堂除了藥品的品質保證，更早在百年前提出保健養生的觀念。現在，科技提升更好質量的藥品製造，同仁堂也晉升為結合集團與零售商的企業化公司。
8. **Kathy Xiaosi Gong**：身為中國國家級的棋手，闡述其參加白宮青年領袖計畫與哥倫比亞大學求學期間，對中國文化、青年發展前景等議題的體認與省思，並再以女企業家的角度，提出政府應該 hands down、企業應以企業社會責任與社會企業為願景，以營利與社會責任為底線的觀點。
9. **Yuka Mitsuata**：女性哺乳的自由與權利需要被支持。Mo House 認為，女性哺乳與工作權可以不是單選題，而是可以兼顧的。公司從 10 年前成立至今，已經成為 45 人規模的中型企業，其中多數員工都是育有稚齡子女的婦女。公司致力於推動母親能無壓力哺乳，為女性創造更多選擇。
10. **Lei Jufang**：藏醫學，已演變為近代中國傳統醫學的重要一部分。藏醫藥自成一個獨立的醫

學體系，有獨特的醫學理論。發展藏醫藥不僅減輕了許多人的經濟負擔，同時也是一個有前途的產業。雷女士身為西藏奇正藏藥有限公司的總裁，利用高科技真空冷凍乾燥技術，開發新的膏劑軟膏，這項技術還獲得了國家專利證書，打破了西藏科學技術史的紀錄。

11. **Margareta Schettler**：首先介紹 APEC 區婦女企業網絡現況，例如日本的 JWIN 等。目標是合作各經濟體的婦女企業家網絡，共享資訊、資源合作、更好的連結與聯繫管道、以及創造成長發展機會，讓 APEC 區的女性企業連結更加緊密成功。邀請在座的經濟體代表與女企業家，提出對於 "Women's Entrepreneurship in APEC (WE-APEC) network" 的需求、願景，以利正確回應並提出對女性企業的支持。

(五) 閉幕典禮

由 PPWE 主席孟曉駟女士主持閉幕典禮，說明本屆會議宣言承認婦女對 APEC 發展重要性，本次論壇亦針對婦女與綠色發展、婦女與區域貿易及經濟合作及提升婦女經濟權相關政策三項領域充分討論，研擬各項行動方針鼓勵各經濟體採用，會後宣言將提交領袖會議作為參考文件。且 PPWE 將完成 2014-2016 策略計畫，推動跨論壇合作、性別平等及促進女性經濟參與等措施。

接續 WEF 主席宋秀岩女士致詞，說明大會支持 PPWE 推動五大支柱主張，籲請各經濟體將綠色建設概念融入婦女發展、促進婦女參與經

濟及貿易合作機會，實施具體政策消彌性別差異，藉由改善市場進入與資金融通、提升能力建構與女性領導力，且有效地利用創新技術來達成前述目標，並著重培訓婦女利用 ICT 工具創業，且鼓勵女孩學習科學，技術，工程和數學（STEM）等領域知識。聯合國報告指出，如果充分善用女性潛在的經濟力量，亞太地區每年可額外創造 890 億美元的經濟成長，顯見女性存在強大的經濟潛力。經濟發展有賴兩性共同參與及努力，自 2011 年首屆 WEF 召開以來，PPWE 在促進婦女經濟參與及性別主流化貢獻頗大，最後以「春種一粒粟，秋收萬顆子」鼓勵各經濟體持續參與 WEF 並支持 PPWE 主張，持續推動各項優先議題。

最後，2015 年主辦國菲律賓之貿工部次長 MS. Nora K. Terrado 致辭表示將依循 PPWE 主張，接續中國大陸主辦明年 WEF 會議，再次播放該國宣傳影片並展示將創造亞太婦女經濟美好未來的決心。

參、 觀察與建議

一、 會議及活動觀察

- (一) 我國自 2013 年 6 月起執行「女性經濟創新發展 (MYP)」三年期計畫，與 PPWE 五大支柱之一「創新與科技」相呼應，顯現我國在推動婦女經濟議題政策符合國際趨勢。
- (二) PPWE 2014-2016 策略計畫主張「跨論壇合作」，我 PPWE 工作小組可善用 MYP 與國內外之電信工作小組(TELWG)及中小企業工作小組(SMEWG)進行合作，例如：邀請 TELWG & SMEWG 主席出席 2015 年 MYP 高階政策對話會議擔任講者，或於未來雙方舉辦研討會時，可邀請各工作小組專家擔任專題講座等方式啟動跨論壇合作，並於 2014 年 8 月向 APEC 秘書處報告 MYP 執行成果時提及是項初步規劃。
- (三) 韓國自費主辦之「女性企業與智慧科技論壇」，藉由爭取納入 WEF 會議正式議程，可吸引較多經濟體代表參加及邀請各經濟高階官員出席可能性較高，爰我 2015 年 MYP 高階政策對話會議亦可援用此模式，向共同主辦國菲律賓爭取納入 2015 WEF 會議議程。
- (四) 本次行程共舉行 5 場次雙邊會談，為建立政策經驗交流分享管道之一，可促進雙方關係且藉由經驗分享改善推動之婦女經濟政策。其中臺日雙邊會談，日方表示因於去年與我會談時，獲悉我政府採行之育嬰津貼較日本為高，爰於會後進行提高該國育嬰津貼相關規劃；另臺澳雙邊會談時，澳洲提議我 PPWEW 尋求與 TELWG 合作，爰我

方於會後聯絡我 TELWG 窗口請協助洽邀 TELWG 主席參加 2015 年 MYP 高階政策對話會議並獲允諾，爰我應建立 APEC 各工作階層之長期聯繫窗口追蹤雙方關切議題發展，持續於每年 WEF 會議期間舉辦雙邊會談交換議題進展。

- (五) 美國此次於 PPDWE 或韓國自費辦理之 ICT 與婦女經濟研討會等會場外，皆陳列有關美國促進發展中國家（包括智利、巴紐及墨西哥等）婦女經濟參與之援外計畫成果報告書供與會者取用參考，觀察美國係除展現其致力於促進 APEC 婦女經濟參與及性別平等外，另似乎有意透過相關計畫的成果展示，提醒中國大陸或其他已開發經濟體負起更多協助弱勢經濟體之責任。建議我國外交部國合會目前辦理或未來規劃援助友邦或友我國家之各項援外計畫中，倘有涉及婦女經濟力提升或促進性別平等效益者，亦可參考美國作法印製報告書，由我國代表放置於 WEF 相關會議中供與會者取用參考，可有效增進各經濟體對我國推動婦女經濟政策及致力促進 APEC 婦女權益等作為之瞭解。

二、 政策建議

本次 WEF 會議宣言及 PPWE 策略計畫草案內容相互呼應，確認五大支柱為亞太地區推動女性經濟參與之優先議題，經就檢視前述策略計畫、宣言及觀察會議活動後，將政策建議依策略計畫目標之範疇劃分，說明如下：

(一) 提升跨論壇性別相關議題及計畫合作

藉由 PPWE 與其他 APEC 工作小組跨論壇合作舉辦

會議或活動，進行性別與其他工作小組主責議題合作，建議如下：

1. 預計於 2015 年邀請電信工作小組 (TELWG)、中小企業工作小組 (SMEWG) 主席出席「女性創新經濟發展多年期計畫 (MYP)」下之「國際工作坊與公私部門夥伴網絡會議」。
2. 爭取參與其他工作小組或論壇舉辦之會議或活動，並發表我執行 MYP 之研究成果。

(二) 藉由五大優先支柱增進女性經濟參與

1. 協助女性中小企業主取得資金 (Access to Capital)
 - (1) 創業貸款對女性企業主而言相當重要，請相關機關持續積極推動建立對女性友善之融資管道措施，俾利女性企業主取得資金。
 - (2) 請相關機關提供多元資訊，協助女性企業主瞭解取得資金之管道，並舉辦訓練課程及專題講座協助女性企業主提升取得資金及運用資金專業知識。
2. 改善婦女進入市場管道 (Access to Markets)
 - (1) 進入市場機會的缺乏往往會阻礙女性就業及成功創業。觀察發現各國進步快速，協助婦女積極運用 ICT 以獲得工作機會及創造商機已為重要策略，請相關機關積極針對婦女辦理特定培育課程，協助婦女創業者開發商機，並且利用 ICT 增加銷售管道。
 - (2) 政府及民間部門大型採購案，其採購契約及程序較為複雜，造成女性企業主獲取採購商機的困難，請相關機關針對女性企業主辦理特定採購課程，及推動採購資訊透明化協助婦女創業者開發

政府及民間部門的採購商機。

- (3) 藉由成功女性創業範例經驗分享，可協助創業女性複製成功模式，並可創造產業結合的可能。請相關機關推動建立女性企業主網絡，為婦女創業者開闢資訊交流管道。

3. 提升婦女技能與健康 (Skills, Capacity Building and Health)

- (1) 促進女性經濟參與可增進經濟成長，而提升女性競爭力可增加女性參與經濟活動。請相關機關持續積極辦理婦女創業培育課程並加強顧問輔導及經驗分享 (Mentor & Mindset)，落實創業輔導陪伴機制。
- (2) 健康因素影響女性進入職場的機會，改善健康將可促進女性勞動參與及創造經濟成長，請相關機關加強女性在職場如何保持健康之宣導，並推動營造女性健康之職場環境。

4. 培養婦女領導力 (Leadership)

- (1) 成功女性創業者經驗，可為日後創業者借鏡學習，請相關機關定期選拔婦女創業菁英及表揚，並將成功女性企業主典範登載於女性企業網站，供其他創業者學習。
- (2) APEC 將於 2015 年底前成立亞太地區女性企業家網絡，屆時相關機關應配合網絡建置提供資料。

5. 協助婦女運用創新及科技技術 (Innovation and Technology)

我國執行之「女性創新經濟發展多年期計畫 (MYP)」其研究主軸為協助女性企業主運用 ICT 工具而創業或拓展商機，為 PPWE 策略計畫表列的

績效指標之一，2015 年將續與菲律賓共同合作，舉辦「國際工作坊與公私部門夥伴網絡會議」，進行各國經驗分享及發表研究成果，而會議形式擬規劃以高階官員對話方式舉行。

(三) 強化 PPWE 及 APEC WEF 的基礎及運作結構

策略計畫提及 PPWE 工作小組運作模式將比照其他工作小組，每年召開 2-3 次工作會議，我主政機關應注意 APEC 秘書處公布期程籌備辦理與會事宜。

肆、 會議及活動照片



WEF 開幕儀式



高階官員政策對話會議



全團團員合影



臺澳雙邊會談會後合影



臺印雙邊會談



臺菲雙邊會談會後合影



公私部門對話會議



女性企業與智慧科技論壇



閉幕典禮



亞太地區婦女經濟參與相片展

伍、 附件

一、 歷年 WEF 會議主題及討論重點

年	主題	討論重點
2011	婦女是各經濟體在經濟成長、機動生產優質產品的關鍵(Women are key to all economies, are agents of economic growth, and can be mobilized to create greater economic good)	舊金山宣言四大面向 <ul style="list-style-type: none"> ● 資金融通機會(Access to Capital) ● 市場進入機會所(Access to Markets) ● 培養能力與技術(Capacity and Skills Building) ● 女性領導力(Women's Leadership)
2012	婦女與創新經濟成長(Women and Innovative Economic Growth)	<ul style="list-style-type: none"> ● 創新經濟 (Innovative Economy) ● 商業機會 (Business Opportunities) ● 人力資本 (Human Capital)
2013	女性為經濟趨動力(Women as Economic Drivers)	<ul style="list-style-type: none"> ● 結構改革 (Structural Reform) ● 婦女與資通訊科技 (women and ICT) ● 基礎建設與人力資本 (Infrastructure and Human Capital)

二、 議程

21 MAY (Wednesday)	
09: 00-20: 00	Registration (Lobby on 2nd Floor, Building A, Beijing Hotel)
09: 30-12: 00	Leveraging current APEC initiatives to advance women leadership(the USA host)
13: 30-19: 00	PPWE Meeting (3 persons per economy)
19: 00-20: 00	PPWE Dinner (buffet)
22 MAY (Thursday)	
08: 00-12: 00	Registration
09: 00-09: 30	<p>Opening Ceremony</p> <p>Chair: Mme. SONG Xiuyan, Minister, Vice Chairperson of the National Working Committee on Women and Children under the State Council, Vice President and First Member of the Secretariat of All-China Women's Federation, the People's Republic of China</p> <p>Remarks by Host Representative</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mme.Linda Gumelar, Minister of Women Empowerment and Child Protection, Indonesia (5 Min) • Mme. Nora Terrado, Vice Minister of Development of Trade and Industry, the Philippines (5 Min)
09:30-12: 30	<p>High-Level Policy Dialogue</p> <p>Chair: Mme. SONG Xiuyan, Minister, Vice Chairperson of the National Working Committee on Women and Children under the State Council, Vice President and First Member of the Secretariat of All-China Women's Federation, the People's Republic of China</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Introductory Remarks by Alan Bollard, Executive Director of APEC Secretariat (6 min) • Remarks by HoD of each economy (6 min each) • Remarks by Diane Wang, ABAC HoD (6 min)
13:00-14: 00	Lunch (Buffet)
14: 00-15: 45	<p>Public and Private Dialogue on Women and the Economy (PPDWE)</p> <p>Plenary I: Women and Green Development</p> <p>Moderator: Dr. Monthip Sriratana, The National Council of Women, Thailand</p> <p>Speakers:</p> <ol style="list-style-type: none"> 1. Pacita JUAN, President of Women's Business Council, the Philippines 2. Stella Lau, Chairperson of Women's Commission, the Government of the Hong

	<p>Kong Special Administrative Region, Hong Kong, China</p> <p>3. Eric Sun, Government Affairs Director, Nary Kay(China) Cosmetic Co., Ltd</p> <p>4. Eric Chan, SVP & General Counsel, Asia Walmart</p> <p>5. Yukeum Chang, Director, Asia Pacific Women's Information Network Center, Sookmyung Women's University, Republic of Korea</p>
15: 45-16: 00	Tea Break
16: 00-17: 45	<p>PPDWE</p> <p>Plenary II: Women and Regional Trade and Economic Cooperation</p> <p>Moderator: Dr. Vijaya Nagarajan, Asian Development Bank, Australia</p> <p>Speakers:</p> <ol style="list-style-type: none"> 1. Liu Ting, Chairwoman, China Women's Chamber of Commerce, the People's Republic of China 2. Cynthia Balogh, Austrade National Program Manager of Women in Global Business, Australia 3. Dyah Anita Prihapsari, Indonesian Business Women's Association (IVVAPI), Indonesia 4. Hope Ong, Head of Corporate Affairs of Standard Chartered Bank Taiwan Limited, Chinese Taipei 5. Anna Sadovnichaya, Deputy Director General, Expocentre. International exhibitions and conventions, Moscow, Russia 6. Lian Sim YEO, Special Adviser of Singapore Exchange, Singapore
16: 30-17: 35	PPWE Management Council Meeting
19: 00-20: 30	Welcoming Dinner
23 MAY (Friday)	
08: 30-10: 15	<p>PPDWE (continued)</p> <p>Plenary III: Policy Support and Women's Economic Empowerment</p> <p>Moderator: Prof. Ma Caichen, Nankai University, the People's Republic of China</p> <p>Speakers:</p> <ol style="list-style-type: none"> 1. Maria Del Carmen Omonte, Minister of Women and Vulnerable Population, Peru 2. Dr. Lorna Wrigh, Director of the Centre for Global Enterprise and EDC, Professor of International Business at the Schulich School of Business, York University, Canada 3. Ravadee Prasertcharoensuk, Sustainable Development Foundation, Thailand 4. Dr.Du Jie, Women's Studies Institute of China,the People's Republic of China 5. Asako Osaki, Advocacy Specialist, Gender Action Platform, Japan

	6. Galina Volkova, Director General of Orthomoda, Ltd, Russia
10:15-12: 15	Seminar of Women in Business Community
12:30-13: 30	Lunch
13:30-15:30	Women Business and Smart Technology Forum
15:45-16: 15	<p>Closing Ceremony</p> <p>Chair: Mme. MENG Xiaosi, Vice-President and Member of the Secretariat, All-China Women's Federation</p> <ul style="list-style-type: none"> • Adoption of Statement of 2014 APEC Women and the Economy Forum • Closing remarks: Mme. SONG Xiuyan, Minister, Vice Chairperson of the National Working Committee on Women and Children under the State Council, Vice President and First Member of the Secretariat of All-China Women's Federation, the People's Republic of China

三、 團員名單

單位	姓名	職銜
國家發展委員會 National Development Council	管中閔	主任委員 Minister
國家發展委員會 National Development Council	黃毓芬	專員 Specialist
性別平等會 Gender Equality Committee	王秀芬	委員 Committee Member
性別平等會 Gender Equality Committee	薛承泰	委員 Committee Member
性別平等處 Department of Gender Equality	楊筱雲	參議 Senior Executive Officer
性別平等處 Department of Gender Equality	鄧華玉	參議 Senior Executive Officer
性別平等處 Department of Gender Equality	黃怡蓁	諮議 Executive Officer
外交部 Ministry of Foreign Affairs	王志發	參事 Counselor
外交部 Ministry of Foreign Affairs	錢慕賢	秘書 Secretary
外交部 Ministry of Foreign Affairs	李永福	技士 Assistant Technical Specialist
中央研究院 Academia Sincia	張靜貞	研究員 Research Fellow
財團法人婦女權益促進發展基金會 Foundation for Women's Rights Promotion and Development	李立璿	研究員 Researcher
中華民國對外貿易發展協會 Taiwan External Trade Development Council (TAITRA)	劉心蓓	專案經理 Project Manager

四、各經濟體團長名單

Name List of Head of Delegation

Economy	Name	Organization/Title
AUSTRALIA	Ms. Natasha Jessica Stott Despoja	Ambassador for Women and Children Affairs, Department of Foreign Affairs and Trade ,
BRUNEI	Ms. Datin Paduka Adina Othman	Vice Minister, Ministry of Culture, Youth and Sports
CANADA	Ms. Lois Brown	Member of Parliament
CHILE	Mr. Ramiro Riobo	Minister Counsellor, Embassy of the Republic of Chile to China
HONG KONG SAR CHINA	Ms. TAM Kam Lan, Annie	Permanent Secretary for Labour and Welfare, The Government of the HKSAR
INDONESIA	Ms. Linda Amalia Sari Gumelar	Minister, Ministry of Women Empowerment and Child Protection
JAPAN	Mr. Hiroshi Okada	Senior Vice Minister of Cabinet Office
KOREA	Ms. CHO YOON SUN	Minister, Ministry of Gender Equality & Family
MALAYSIA	Ms. Rohani Binti Abdul Karim	Minister, Ministry of Women Family and Community Development
NEW ZEALAND	Ms. Joanne Gay Goodhew	Minister, Ministry of Women Affairs
PAPUA NEW GUINEA	Mr. Christopher Mero	Ambassador Extraordinary and Plenipotentiary, Embassy of the Independent State of Papua New Guinea to China

PERU	Ms. Maria delCarmen Omonte	Minister, Ministry of Women and Vulnerable population
PHILIPPINES	Ms. NORA KAKILALA TERRADO	Vice Minister, Department of Trade and Industry
RUSSIA	Ms. Natalia Larionova	Director, Department for SME Development and Competition, Ministry of Economic Development
SINGAPORE	Ms. Low Yen ling	Parliamentary Secretary, Ministry of Social and Family Development
CHINESE TAIPEI	Mr. KUAN, CHUNG-MING	Minister, National Development Council
THAILAND	Mr. Somchai Charoenumnuaisuke	Counsellor, Office of Women Affairs and Family Development, Ministry of Social Development and Human
THE UNITED STATES OF AMERICA	Ms. Catherine M. Russell	Ambassador-at-Large for Global Women's Issues, U.S. Department of State
VIETNAM	Mr. NGUYEN THANH HOA	Vice Minister, Ministry of Labour, Invalids and Social Affairs
ABAC SECRETARIAT	Ms. Diane Wang	Founder and CEO, DHgate.com
APEC SECRETARIAT	Mr. Alan Esmond Bollard	Executive Director, the APEC Secretariat based in Singapore

五、 會議分工表

日期	時間	行程	出席人員 / ※記錄人員
5 月 20 日 (二)	09:20	搭長榮航空 BR 716 自桃園國際機場第二航站出發	
	12:30	抵北京首都國際機場	
	14:00	北京飯店 Check in	
5 月 21 日 (三)	09:00-20:00	報到	由本處黃怡蓁(本團 DLO)統一辦理報到
	09:30-12:30	Informal roundtable discussion host ed by the United States Topic: Leveraging Current APEC Initiatives to Advance Women's Leadership	楊筱雲 ※李立璿
	13:30-19:00	PPWE 會議	張靜貞、鄧華玉 ※黃怡蓁
	21:00-22:00	團務會議 地點：北京飯店	全體團員出席 ※鄧華玉、※黃怡蓁
5 月 22 日 (四)	09:00-09:30	開幕典禮	全體團員出席 ※黃怡蓁、※李立璿
	09:30-12:30	高階政策對話會議(HLPD)	全體團員出席

日期	時間	行程		出席人員 / ※記錄人員	
5月22日(四)				※黃怡蓁、※李立璿	
	13:00-14:00	午餐(自助餐)			
	14:00-16:00	14:00-15:45 公私部門對話會議(PPDWE) Plenary I		14:30-15:10 與澳洲雙邊會談	<u>公私部門對話會議(PPDWE) 場次一</u> 王秀芬、王志發、※錢慕賢、※劉心蓓 <u>澳洲雙邊</u> 楊筱雲、張靜貞、黃毓芬、※黃怡蓁 <u>印尼雙邊</u> 薛承泰、張靜貞、楊筱雲、※黃毓芬
		15:45-16:00 Tea Break		15:30-16:00 與印尼雙邊會談	
16:00-18:00	16:00-17:45 公私部門對話會議(PPDWE) Plenary II	16:30-18:45 婦女與經濟政策夥伴關係管理委員會(PPWE MC)	16:15-16:55 與菲律賓雙邊會談	<u>公私部門對話會議(PPDWE) 場次二</u> 王秀芬(與談人)、※楊筱雲、※王志發	

日期	時間	行程		出席人員 / ※記錄人員
				<u>婦女與經濟政策夥伴關係管理委員會 (PPWEMC)</u> 鄧華玉、※黃怡蓁、 ※李立璿 <u>菲律賓雙邊</u> 薛承泰、張靜貞、楊筱雲、※黃毓芬 <u>美國雙邊</u> 薛承泰、張靜貞、楊筱雲、※黃毓芬
	19:00-20:30	歡迎晚宴		出席人員：全體團員
5月23日(五)	08:30-10:15	08:30-10:15 公私部門對話會議(PPDWE) Plenary III	08:30-09:00 與日本雙邊會談	<u>公私部門對話會議 (PPDWE) 場次三</u> 王秀芬、王志發 ※黃怡蓁、※李立璿 <u>日本雙邊</u> 薛承泰、楊筱雲、鄧華玉、※黃毓芬

日期	時間	行程	出席人員 / ※記錄人員
5 月 23 日 (五)	10:15-12:15	10:15-12:15 女性商業社群研討會 10:30-11:10 雙邊會談場次 5	王秀芬、薛承泰、 楊筱雲、張靜貞、 王志發、鄧華玉、 黃怡蓁、※黃毓芬、 ※李立璿
	12:30-13:30	午餐	
	13:30-15:30	女性企業與智慧科技論壇	全體團員出席 張靜貞(引言人) ※黃怡蓁、※李立璿
	15:45-16:15	閉幕典禮	全體團員出席 ※鄧華玉、※黃怡蓁
5 月 24 日 (六)	10:00	北京飯店 Check out	
	13:45 16:55	搭乘長榮航空 BR 715 自北京首都國際機場第三航站出發 抵桃園國際機場	

六、我國執行 IAP 及 APEC 「女性經濟創新發展」 多年期(MYP)計畫工作進展



Introduction



Access to Capital

Helping women entrepreneurs to obtain the capital



The 'Phoenix Micro-business Start-up Loan'

- To provide loans to women aged 20-65 and people aged 45-65 .
- From 2011 to 2013, a total of 1,312 women received a Phoenix Micro-business Start-up Loan for a total amount of US\$23.48 million.



'SME Credit Guarantee Fund'

- To provide credit guarantees for borrowers lacking of credit.
- From 2011 to 2013, total amount of guarantees provided to women was US\$7.86billion (account for 22.49% of total) ,totally raising financing of US\$ 9.9 billion (account for 22.81% of total).



Elite Woman Start-up Promotion Project

- Contest and Funding Matchmaking Event were held. The main criterion to join is 'the legal representative or commercial manager must be female.'
- 19 angel investors and 29 female entrepreneurs joined the event, where US\$1.73 million in credit was awarded in 2013 .

3

Access to Markets



Expanding markets and greater opportunities



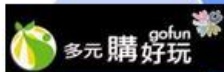
"Women's Business Network"

Established to widely publicize successful online businesses of female entrepreneurs. It published the company profiles and products of a total of 1,129 women-led businesses in 2013.



'Flying-geese Web shops'

Three Flying-geese Web shops were set up as channels for 51 companies.



'Ladies' Market ' on gofun website

In 2013, it published 700 items on women-led enterprises and their products, and 23 profiles of social enterprises. 1.1 million people visited the site.

4

Skills and Capacity Building



Providing Training program for women entrepreneurs

- From 2011 to 2013, the number of incubation centers increased from 73 to 86 and the number of female entrepreneurs served grew from 507 to 612, an increase of 21%.
- From 2011 to 2013, the 'Phoenix Micro-business Start-up project served 3,820 female entrepreneurs and created job opportunities for 10,210 women.



The U-START Program

To establish an innovative on-campus industry-college cooperation mechanism to support young entrepreneurs. From 2011 and 2013, 428 college graduates participated as members of this program, women are accounting for 48% of the total.



The 'Action Plan for Enhancement of Girls' Rights'

In response to the United Nations' 'International Day of the Girl Child' 2013, Chinese Taipei declared October 11 of each year as 'Girls Day'.

5

Women's Leadership



Selecting Role Models

From 2007 to 2013, 70 Micro Entrepreneurship Role Models have been selected. Among the Role Models, 55 are women (79%) and 15 are men (21%).



Promoting "one-third gender" principle

- Among public foundations, 35.85% of boards of directors reached this standard, 70.71% of boards of supervisors reached the standard.
- In state-owned enterprises, the percentage of women directors fell short of the standard, and 70% of the boards of supervisors met the standard.



Amending Regulations

the provisions of the Corporate Governance Best-Practice Principles for Stock Exchange Corporation amended in 2013, companies must focus on gender equality in their boards of members

6

Innovation and technology

M SCE 03 2013A - Innovation for Women and Economic Development: Facilitating Women's Livelihood Development and Resilience with ICTs

7

Overview-Purpose and Implementation



Promote awareness of women's needs in embracing new ICT devices and value-added services



Share best practices on ICT innovations to enhance women's capacities of doing business



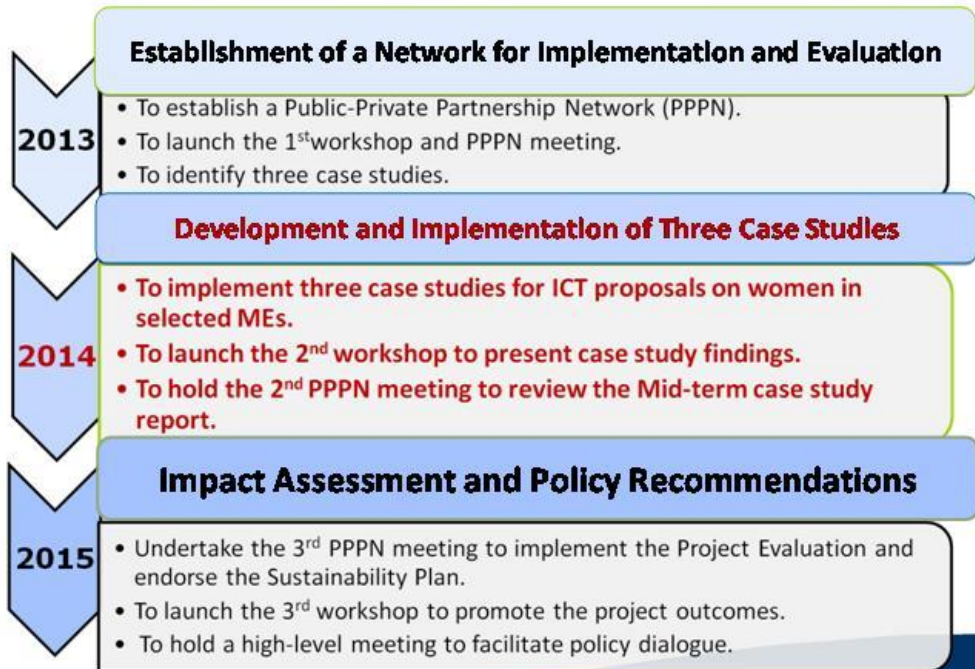
Identify key elements for successful replication to broaden women's capacities

Implementation

- June 2013 - July 2016
- Co-sponsoring economies
 - Australia, Canada, Chile, Indonesia, Korea, Mexico, New Zealand, Papua New Guinea, Peru, The Philippines, Singapore, Thailand, United States, Vietnam (14MEs)
- Partners
 - SMEWG
 - ABAC Women's Forum
 - World Vision
 - APNN(Asia-Pacific Nation Network)

8

Overview- 3 Phases



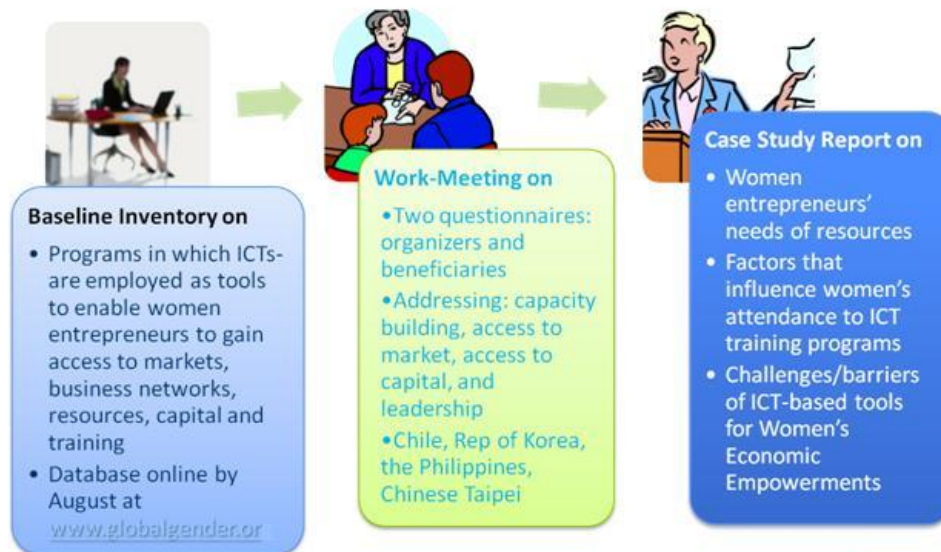
9

Progress - Phase I Activities



10

Progress - Phase I Outputs



11

Future Plans

❖ An Online Mentoring Program for Women-Led Business

- **WHY:** Provide ONLINE training courses/seminars for women entrepreneurs from different cultural and economic background to gain insider knowledge
- **WHO:** Female owners of micro-small enterprises recommended by partner economies joining in this collaboration
- **HOW:**
 - ONLINE seminars, training & mentoring programs will be delivered and participated by attendees recommended
 - Systematic evaluation of actual impacts on attendees after the completion of the project

❖ The 2nd Workshop and PPPN Meeting

- **WHEN:** 28-29 October 2014
- **WHERE:** Chinese Taipei

12



Thank you

Chinese Taipei

七、 我國執行 IAP 成果

Women and the Economy Individual Action Plan

Objective

In order to achieve the sustainable and inclusive growth objectives and include women as an economic growth strategy, APEC member economies should implement policies and programs called for by the APEC leadership, including the recommendations in the San Francisco declaration.

Guidelines

Recognizing the untapped talent of women, each APEC economy will:

- (a) Establish or continue programs and policies which foster women's economic empowerment.
- (b) Note the important role the private sector plays in providing insight for effective programs and policies, and
- (c) Co-operate with and enhance the capability of other APEC economies to implement.

Collective Actions

APEC Economies may take Collective Actions relating to women and the economy in areas to be agreed.

Chinese Taipei's approach to women's economic empowerment -

In response to the changing socioeconomic environment, Chinese Taipei "Gender Equality Policy Guidelines" propose the concept of enhancing women's rights is the primary task to achieve gender equality, and identify "employment, economy and welfare" as one of the core issue areas.

To provide a set of directions that can be followed by government agencies carrying out gender equality-related tasks, the coordination by the Department of Gender Equality and the three-level meeting mechanism conducted by each ministerial-level government agencies serve as a regular

basis to ensure the implementation of gender equality policies.

Area	Programs and policies being implemented	Programs and policies to be implemented	Progress made in 2013
<p>Access to Capital</p>	<p>1. Set up an ‘SME Credit Guarantee Fund’ to provide credit guarantees for borrowers lacking of credit. Loan projects in public and private sector were launched through the fund, such as: Small business loans, Seed money loans for young entrepreneurs, Phoenix loans for micro enterprises, and CTBC Charity Foundation loans. 設置「中小企業信用保證基金」提供擔保不足者信用保證貸款專案，如：企業小頭家貸款、青年築夢創業啟動金貸款、微型創業鳳凰貸款及信扶專案貸款等。</p>	<p>Consolidate ‘Seed money loans for young entrepreneurs’ and ‘Youth Entrepreneurship Loans’ into ‘Young Entrepreneurs and Startup Loans.’ The reform helps youth obtain funds for their entrepreneurship, including Broadening eligibility for loans, Expansion of loan amount, and Favorable loan conditions. 整併「青年築夢創業啟動金貸款」及「青年創業貸款」為「青年創業及啟動金貸款」，改革重點包括「貸款資格放寬」、「貸款金額加碼」、「貸款條件從</p>	<p>The number of SME Credit Guarantee Funds allocated to women has increased year by year. Women using the fund obtained loans and credit were increased from 84,313 cases (or 24.60% of total cases) in 2011, to 97,134 cases (25.02%) in 2013. The total amount of guarantees provided to women was US\$7.86billion (account for 22.49% of total), which helped them raise financing of US\$ 9.9 billion (account for 22.81% of total). 中小企業信用保證基金女性承保件數逐年增加，女性運用基金獲得信貸件數由2011年84,313件(女性獲貸占總件數之24.60%)增加至2013年97,134件(25.02%)，提供女性保證金</p>

		優」，協助創業青年取得創業所需資金。	額 2,357 億元(22.49%)，協助女性取得融資 2,970 億元(22.81%)。
	<p>2. In October 2008, the maximum loan amount in the ‘Phoenix Micro-business Start-up Loan’ was raised from US\$16,667 to US\$33,334. This program provides loans to women aged 20-65 and people aged 45-65, with the first two years no interest, no guarantor, and no collateral required, and a 95% guarantee from the government. In addition to families in special circumstances and victims of domestic violence, the Phoenix Loan Program for Micro Entrepreneurs also included sole breadwinners in 2012 as a target group, provided them with favorable terms of three interest-free initial years, to facilitate sole female breadwinners setting up her own career.</p> <p>2008 年 10 月將「微型創業鳳凰貸款」貸款額度由最高 50 萬元提高為 100 萬元，為 20-65 歲婦女及 45-65 歲中高齡者提供低利率、前 2 年免息、免保人、免擔保品，由政府提供 9 成 5 信用保證。2012 年除原有的特殊境遇家庭、家庭暴力被害人外，微型創業鳳凰貸款將獨力負擔家計者納入之特定身分，提供前 3 年免息優惠措施，讓獨力負擔家計女性創業更輕鬆。</p>	—	<p>From 2011 to 2013, a total of 1,312 women received a Phoenix Micro-business Start-up Loan for a total amount of US\$23.48 million. Over the years, the number of loan recipients has averaged more than 70% were women, while among special families and sole breadwinners, women accounted for more than 90%.</p> <p>2011 年至 2013 年，共有 1,312 名女性獲得「微型創業鳳凰貸款」，總獲貸金額達 7 億 429 萬元。</p> <p>歷年來本貸款之受益人數女性比率均在 7 成以上，特殊境遇及獨力負擔家計獲貸者女性占 9 成以上。</p>

<p>3. To protect women's right of obtaining entrepreneur loans, Chinese Taipei has allocated budgets to subsidize interest payments or sources of funds to provide special policy-oriented loans. Publicly-owned banks provide women-friendly channels like handling cases under the Phoenix Micro-business Start-up Loan, while private financial institutions offer women-specific credit and loan services such as 'Lady Smile,' 'Kaitai Gold,' and 'Lady Fafa.'</p> <p>為保障婦女取得創業貸款，政府編列預算補貼利息或提供低利資金來源，辦理政策性專案貸款。公股銀行辦理微型創業鳳凰貸款等專案貸款，提供友善女性的融資管道，私人金融機構亦提供「Lady Smile」、「開泰金」、「Lady 發發」等女性專屬信用貸款。</p>	<p>—</p>	<p>In order to improve the success rate of women-led enterprises in acquiring capital, banks are encouraged to support these enterprises in their loan applications. The records of approving loans to SMEs owned by women will increase the banks' scores of applying to establish additional branch offices since 2013.</p> <p>2013 年起將金融機構對於中小企業主為女性之放款核貸績效結果，列為審核金融機構申請增設分支機構之考核加分事項，以茲肯定銀行提供友善女性之融資措施。</p>
<p>4. To take advantage of a cooperative economy in caring for society's disadvantaged groups, the government launched the Credit Union empowerment—civilian bank pilot program which set up credit opportunities for indigenous people, immigrants, middle-to-low-income households, single parents, and other economically disadvantaged groups etc., built up their self-confidence on fixed savings and asset accumulation.</p>	<p>—</p>	<p>In 2013, 210,000 members participated in Credit unions, with women accounting for 53.14%, received a total amount of US\$302.61 million loans (with a women's share of 50.46%).</p> <p>Civilian bank pilot program had a total of 54 cases (89% were female).</p>

<p>為發揮合作經濟照顧社會弱勢族群功能，政府運用儲蓄互助社建立「平民銀行」機制，以微型貸款概念，協助原住民、新移民、中低收入戶、單親等經濟弱勢者提供建立「信用」機會，透過資產累積增進與培養定期的儲蓄行為，進而有尊嚴的取得資金融通管道。</p>		<p>2013年我國儲蓄互助社社員達21萬餘人(女性占53.14%)，提供貸款金額90億7,830萬(女性占50.46%)，其中「平民銀行」共有54位個案參與(女性占89%)。</p>
<p>5. “Elite Woman Start-up Promotion Project” Contest and Funding Matchmaking Event were held, divided into a Role Models (Elites) Category, a New Enterprise Category, and a Social Enterprise Category. The main criterion to join is ‘the legal representative or commercial manager (senior manager) must be female.’ In each of the three groups, 25 enterprises (or groups) run by female entrepreneurship are selected. In each group the top-three are awarded prizes, while all will receive business coaching, business matchmaking, sales exhibitions, and media exposure to help sales. They also receive government support to be introduced to angel investors, assistance with applying for innovation and R&D, etc.</p> <p>舉辦婦女創業菁英賽及資金媒合會，分為菁英組、新創組及社會企業組，參賽資格以具備「負責人為女性或業務執行者(高階經理人)為女性」為要件，3組共選出25家婦女創業菁英企業(或創業團隊)，各組一至三名除頒發獎狀外，提供專屬輔導以及商機媒合與展</p>	<p>—</p>	<p>In 2013, the number of entrees in the “Elite Woman Start-up Promotion Project” Contest was 150, the number of coaching cases reached 47. 19 angel investors and 29 female entrepreneurs joined the event, where US\$1.73 million in credit was awarded. 2013年婦女創業菁英賽徵件數計150件，諮詢輔導數達47件；資金媒合會引進19家天使投資人，參與媒合女性企業家數29家，整體投增資金達5,200萬元。</p>

	售、媒體曝光與專冊露出，並協助與天使投資人資金媒合或協助申請創新研發等其他政府資源挹注。		
Access to Markets	<p>1. In March 2007, “Taiwan Women’s Business Network” (Chinese Taipei) was established to widely publicize successful online businesses of female entrepreneurs, through Taiwantrade website (www.taiwantrade.com.tw) and electronic newsletters. iDealEZ (www.idealez.com), a PayPal, credit card, Tenpay, Alipay and UnionPay facilitated B2B shopping website, is linked to Taiwantrade to promote the businesses of female entrepreneurs and increase exposure for their products.</p> <p>2007年3月成立「台灣婦女企業網」，發布成功運用網路拓銷之婦女企業報導，藉由台灣經貿網(www.taiwantrade.com.tw)與電子報擴大宣傳；連結台灣經貿網線上B2B買賣商城「易成網」(www.idealez.com，此網站提供買主使用PayPal、信用卡刷卡、支付寶、財付通及銀聯卡於線上購買產品)，向國內外業者推廣台灣婦女企業，提升產品曝光率。</p>	—	<p>In 2013, “Taiwan Women’s Business Network” (Chinese Taipei) published the company profiles and products of a total of 1,129 women-led businesses. The website had over 24,000 visits in 2013.</p> <p>2013年台灣婦女企業網累計展示1,129家女性企業公司及產品資訊，網站瀏覽人次達2萬4千人。</p>
	<p>2. In 2013, brick-and-mortar ‘Flying-geese Shops’ and ‘Flying-geese Web shops’ were established in the effort of public and private partnership.</p>	—	<p>In 2013 six Flying-geese Shops were established, served as outlets for 60 companies.</p>

<p>Combined online and offline channels for female entrepreneurs with a platform for promotion, sales, and publicity for their achievements. These acts helped enhancing their brand recognition, exposure, and forming their branding image.</p> <p>2013 年成立實體「飛雁小舖」及虛擬「飛雁商城」，結合民間企業規劃實體及虛擬通路，提供女性創業者宣傳行銷及創業成果的平台，並提高其知名度、曝光度與形塑自我品牌形象。</p>		<p>Three Flying-geese Web shops were set up as channels for 51 companies.</p> <p>2013 年成立 6 處實體飛雁小舖據點，協助上架家數 60 家；建置 3 處虛擬飛雁商城，協助上架家數 51 家。</p>
<p>3. The 'Gofun' website set up a 'Ladies' Market' section, to provide greater sales exposure for female products from different groups, promoting unique products and female manufacturers from various townships and localities. In 2013 a Social Enterprise Zone was set up within the website, to publish articles on outstanding role models, and promote organizations that pursue social, economic, and ecological goals in parallel.</p> <p>於「多元購好玩」網站建構「女性市集專區」，增加多元團體女性產品行銷管道曝光機會，促進各鄉鎮婦女特色產業及行銷推廣女性生產者之商品。2013 年新增設置「社會企業」專區，刊登最佳範例文章，推廣兼</p>	<p>In addition to setting up a "Women business area", a brick-and-mortar marketplace is planned, to add another sales channel for female entrepreneurs.</p> <p>除設置「女性事業專區」外，預計規劃辦理實體市集方式，以增加婦女銷售管道。</p>	<p>In 2013 the Ladies Market on the Gofun website published 700 items on women-led enterprises and their products, and 23 profiles of social enterprises. 1.1 million people visited the site.</p> <p>2013 年多元購好玩女性市集專區累計展示 700 家女性企業公司及產品資訊，刊登社會企業資訊 23 則，網站瀏覽人次達 110 萬人。</p>

具社會目的、經濟目的及環境友善之單位。		
<p>4. To promote sales of agricultural products, marketing teams were set up for joint sales; supply system were established for directly supply to consumer, wholesale markets, discount stores, supermarket chains and other brick-and-mortar channels, such as The Ubox website, which served as an internet platform for agricultural products promotion and online ordering.</p> <p>Agricultural sideline products— the ‘Arts and Crafts by Rural Women’ were sold through the channel of shop-in-shop and online section in the Taiwan Handicraft Promotion Center (Chinese Taipei) and some of the most famous tourist spots. A series of sales events is planned to sell handmade products from rural women, such as product launches, agricultural windows and the Taiwan Agriculture and Fisheries Expo, etc.</p> <p>推廣農產品銷售，輔導成立產銷班共同運銷，供應消費地批發市場或直接銷售供應量販店、連鎖超市等實體通路；並透過「真情食品館」網路平台宣傳及線上訂購。</p>	-	<p>The Ubox website attracts about 100,000 visitors per year. From 2011 to 2013 the website had been visited 387,814 times. 410 women sellers use the site to sell their agricultural sideline products.</p> <p>In 2013, seven local-government farmers associations were facilitated to innovate develop over 60 different products of ‘Arts and Crafts by Rural Women.’ The wares were sold through four additional brick-and-mortar platforms and the Ladies Market on the Gofun website.</p> <p>「真情食品館」每年約有近 10 萬人次瀏覽，自 2011-2013 年底止，網站計 387,814 瀏覽人次，已有 410 位女性經營者運用線上販售農產品。</p> <p>2013 年輔導 7 處地方政府農會組織，創新開發超過 60 件「農村婦女巧藝」手工藝品；新增連結 4 個實體</p>

<p>運用農產副產品開發「農村婦女巧藝」手工藝品，於台灣手工業推廣中心設置實體專櫃與網路平台，並透過著名觀光景點協助販售，此外規劃系列行銷展售活動，如新品發表會、農業櫥窗區展售、農漁會百大精品展等，行銷農村女性手作產品。</p>		<p>與虛擬平台，並運用「多元購好玩」網站「女性事業專區」進行展售。</p>
<p>5. Setting up the “Tian Mama” brand, facilitating rural women’s access to market through home economics classes. Developing the local rural cuisine by linking local ingredients to healthy cooking concepts which enhance the delicacies selling.</p> <p>輔導農村婦女成立田媽媽班，發展農村地方料理，結合在地食材及健康烹飪概念，開發「田媽媽」品牌，行銷田媽媽精緻美食。</p>	<p>—</p>	<p>From 2011 to 2013, 429 home economics classes were held, with 3,695 participants, of which over 90% were women.</p> <p>2011 年至 2013 年，輔導田媽媽班數共 429 班，班員 9 成以上為女性，計 3,695 人次。</p>
<p>6. To improve employment opportunities for Indigenous women, the Indigenous Tourism Promotion Project held aboriginal women's traditional dance events, performances in recreation areas and rest stops, handicraft weaving, labor outsourcing, etc.</p> <p>Exploring tribal villages through hiking and biking trips and the Harvest Festival were held in</p>	<p>An ‘Indigenous Niche Tourism Capacity Building and Marketing Subsidy Program’ is being planned. A specialized team will offer individual business coaching and activate tribal economic expansion through partnership.</p>	<p>From 2011 to 2013, the Indigenous Tourism Promotion Program assisted more than 1,200 women to get employed.</p> <p>2011 年至 2013 年，原住民觀光推動計畫共協助 1,200 餘名女性就業。</p>

	<p>40 villages along east coast. Raising indigenous women's income from song and dance performances and from their handmade products.</p> <p>推廣原住民觀光推動計畫，辦理原住民婦女傳統歌舞、遊憩區駐點展演、手工藝編織、勞務外包等，提昇原住民婦女就業機會。其中，部落慢走漫遊、慢騎漫遊等遊程有效推廣部落觀光，透過政府補助東海岸沿線 40 部落辦理豐年祭活動，增加原住民婦女歌舞展演及販賣自製產品收入。</p>	<p>未來擬辦理「部落特色觀光產業塑造行銷補助計畫」，委託專業團隊採個別產業輔導方式，積極主動與部落建立夥伴關係，協助部落自主經營。</p>	
	<p>7. Establish an 'SME Procurement Service Center' to assist SMEs and female entrepreneurs with their issues regarding competition or negotiating contracts during government procurement. At the center, female entrepreneurs can receive support through specialized advice, seminars and workshops, as well as legal advice.</p> <p>設立「中小企業採購服務中心」，協助因應我國中小企業或女性企業在取得政府標案過程中面臨的競標能力及履約問題，女性企業可透過該中心取得各項專業諮詢、講習訓練、法規資訊等輔導資源。</p>	<p>—</p>	<p>In 2013, 88 women-led enterprises (24.1% of total attendees) attended government procurement seminars. 21 women-led enterprises (4% of total) sought assistance with government tenders.</p> <p>2013 年參與政府採購實務講習會之女性企業共 88 家(占總家數 24.1%)，提出諮詢協處申請之女性企業共 21 家(占總家數 4%)。</p>
<p>Capacity and Skills Building</p>	<p>1. Subsidizing incubation centers to assist women to set up micro and small enterprises and strengthen</p>		<p>From 2011 to 2013, the number of incubation centers increased from 73</p>

<p>their competitive power by means of providing women incubation services such as business set-up seminars, business coaching and advice; and enhancing women's know-how on setting up a business.</p> <p>補助育成中心協助女性成立微、小型企業，由育成中心提供婦女創業研習、營運輔導與業務顧問等育成服務，提升婦女創業知能與產業競爭力。</p>		<p>to 86. The number of female entrepreneurs served grew from 507 to 612, an increase of 21%.</p> <p>2011 年至 2013 年，育成中心由 73 家增加至 86 家，培育婦女企業家數自 507 家成長至 612 家，成長幅度達 21%。</p>
<p>2. The 'Women Entrepreneurship Flying-geese Program' aims to support female entrepreneurs at different stages and with different needs through women-oriented entrepreneurial training, industrial theme-based courses, and elite incubation groups. The program holds forums and peer experience meetings in north, central, and southern area of Chinese Taipei, offer women-specific entrepreneurial know-how and experiences sharing.</p> <p>「婦女創業飛雁計畫」針對不同階段、不同需求之創業婦女開設創業育成課程班、產業主題班及菁英育成班，並於北、中、南地區辦理創業論壇暨分享會，提供女性創業知識、經驗交流及分享機會。</p>	-	<p>In 2013, 1,513 female entrepreneurs participated in entrepreneurial training, 348 people attended theme-based courses, 303 people participated in the elite incubation groups, and 332 people attended the forums.</p> <p>2013 年辦理成效為女性創業育成班 1,513 人、參加女性產業主題班 348 人、女性菁英育成班 303 人、論壇分享會 332 人。</p>

	<p>3. The ‘Phoenix Micro-business Start-up Advice and Coaching Program’ is consisted of entrepreneurship classes, advice giving, coaching and traineeships for female entrepreneurs, to raise the success rate of their enterprises. The program also selects business consultants to form a business advice and coaching team, to provide advice to individuals and small groups of entrepreneurs in their early, middle, and later stages. In addition, to harness the potential of women teaming up with women, the program start the Phoenix Club support network, promoting connections between program participants and helping entrepreneurs to explore opportunities for cross-industry alliances.</p> <p>推動微型創業鳳凰諮詢輔導服務計畫，提供婦女創業課程、諮詢輔導服務及創業見習，以提高創業成功機率；並遴聘創業顧問，組成創業諮詢輔導服務團，提供個別及小組諮詢服務，於創業前、中、後期，陪伴創業者；另建構「鳳凰家族交流聯誼會」支持網絡，協助創業個案開拓異業結盟的機會，發揮女人幫助女人的優勢。</p>	-	<p>From 2011 to 2013, the ‘Phoenix Micro-business Start-up Program’ served 3,820 female entrepreneurs and created job opportunities for 10,210 women.</p> <p>2011 至 2013 年，微型創業鳳凰計畫協助 3,820 名女性創業，並為 1 萬 210 名女性創造就業機會。</p>
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<p>4. The ‘SME Online Academy’ integrates learning resources, provides a diversified digital learning environment, promotes the use of e-learning in companies, and reduces staff training cost. Since June 2012, a digital course called ‘The Classics for Business Queens’ has been set up and offered to female entrepreneurs, providing 23 modules on business plans, financial management and innovative marketing, etc.</p> <p>「中小企業網路大學校」合作學習資源，提供多元數位學習環境，帶動企業運用數位學習，節省人力培訓成本。自 2012 年 6 月起針對女性企業主設立「創業女王必備寶典」專屬數位學程，提供創業規劃、財務管理、創新行銷等 23 門數位課程。</p>	<p>Identifying business planning and career planning for women as its twin focus points, the program offers women business owners classes in marketing, business management, computer skills and other learning resources on trends.</p> <p>規劃女性創業及職場就業兩大主軸，提供女性企業主在行銷、經營管理、電腦技能專業課程及趨勢議題等相關學習資源。</p>	<p>From 2012 to 2013, the women-specific online course ‘The Classics for Business Queens’ has served 26,835 students, of which 52% women.</p> <p>「創業女王必備寶典」專屬數位學程 2012 年至 2013 年累計新增女性學員 26,835 名，女性使用比例佔 52%。</p>
<p>5. Phase III (2012-2015) of the Digital Outreach Project will set up 207 Digital Opportunity Centers (DOC) in 157 remote areas. These will offer online education for community residents and after-school homework classes for school children; essential information and classes on practical topics for new residents, women, and senior citizens; and courses on commercial</p>	<p>–</p>	<p>In 2013, 2,345 classes (17,633 hours) were held on ICT basics and digital applications. These were attended by 21,907 women (59.15% of participants), among whom were 2,404 indigenous people, 8,465 seniors, and 1,341 new residents.</p> <p>2013 年開設電腦基礎及數位應用課</p>

	<p>photography, e-flyer production, and e-books. These will help to present local products and the local culture and stories behind them, and enhance the digital literacy and online participation of people in remote areas.</p> <p>「深耕數位關懷方案」第三期(2012~2015年)於157個偏鄉設置207個數位機會中心(簡稱DOC)，辦理社區民眾上網之教育學習和學童課後輔導，規劃新住民、婦女、銀髮族等族群所需資訊及生活應用課程，並開設商品攝影、E-DM製作及電子書等課程，呈現地方特產及文化故事，提升偏遠地區民眾數位能力及生活應用。</p>		<p>程共 2,345 班，17,633 小時，培訓 21,907 名女性(占總培訓人數之 59.15%)，包含原住民 2,404 人、中高齡 8,465 人、新住民 1,341 人。</p>
	<p>6. Run the U-START Program, to establish an innovative on-campus industry-college cooperation mechanism to support young entrepreneurs. Entrepreneur teams propose a business incubation project, and put in a joint campus incubator coaching project application with their college. If it is approved, they receive US\$16,667 as a start-up subsidy, and the college provides a six-month business incubation service. In addition, outstanding teams whose new</p>	<p>—</p>	<p>Between 2011 and 2013, 428 college graduates participated as members of U-START entrepreneur teams. Of these, 206 were women, accounting for 48% of the total.</p> <p>2011 年至 2013 年，大專畢業生創業服務計畫創業團隊成員共 428 人，其中女性 206 人，占總數之 48%。</p>

	<p>enterprises are considered to have high-potential are eligible to be selected to receive a further start-up grant of between US\$8,333 and US\$33,334, and a further year of start-up business coaching from the incubation unit.</p> <p>辦理大專畢業生創業服務計畫，建立校園產學合作創新創業機制。由創業團隊提出育成創業營運計畫，學校育成中心研提輔導計畫書共同申請，審查通過者獲政府補助 50 萬元之創業基本開辦費，協助創業 6 個月。另舉辦創業績優團隊評選，評選具發展潛力之新創公司，進一步提供 25 萬至 100 萬元之創業補助款，接受 1 年創業育成單位輔導。</p>		
	<p>7. The ‘Action Plan for Enhancement of Girls’ Rights’ supervises government agencies to promote girls’ rights and interests related to mental and physical health, education and investment in human resources, to gradually eliminate gender stereotyped gender-separate work in the media and traditional customs, so that all girls could have the opportunity to develop and realize their individual potential and contribute themselves to the society.</p>	-	<p>In response to the United Nations’ ‘International Day of the Girl Child’ which encourages countries to invest resources in girls, In 2013, Chinese Taipei declared October 11 of each year as ‘Taiwan Girls Day’.</p> <p>響應聯合國訂定「國際女孩日」倡議各國投注資源培育女孩，2013 年我國訂定每年 10 月 11 日為「臺灣女孩日」。</p>

	<p>「提升女孩權益行動方案」督導政府機關增進女孩的身心健康、教育及人力投資等權益，逐步消除媒體及傳統禮俗中性別刻板印象與定型化任務分工，讓所有女孩有公平機會發展、實現自我及貢獻社會。</p>		
Women's Leadership	<p>1. The 'Elite Woman Start-up Promotion Project' has been held annually since 2012. The contest selects the top-three entrants in each category as well as good performance prizes. A total of 15 business stories have compiled into a role model case collection. Also a resource manual for female entrepreneurs has been printed. These provide female entrepreneurs with role models and good practices dissemination.</p> <p>自 2012 年度起辦理「婦女創業菁英賽」選拔活動，針對競賽選拔結果，選出各組前三名及佳作，共 15 位個案之創業故事彙編為菁英個案集，並編印女性企業資源手冊，樹立女性創業成功典範與擴散效益。</p>	—	<p>From 2012 to 2013, two Elite Woman Start-up Promotion Project annual contests have been held, with entrants increasing from 74 to 150. The number of advice and coaching cases grew from 31 to 47.</p> <p>2012 年開辦起至 2013 年，兩屆婦女創業菁英賽競賽徵件數由 74 件增加至 150 件，個案諮詢及深度輔導數由 31 件成長至 47 件。</p>
	<p>2. Each year from 2007, 10 Micro Entrepreneurship Role Models are selected from outstanding micro entrepreneurs that have received government coaching. In 2013, marked the seventh round of</p>	—	<p>From 2007 to 2013, 70 Micro Entrepreneurship Role Models have been selected. Over these entrepreneurs have set up businesses</p>

<p>this selection.</p> <p>Participants from the Phoenix Loan program are invited to hold their own Phoenix Fair during the award ceremony. It raises the Phoenix entrepreneurs' exposure, brand recognition, and business opportunities.</p> <p>自 2007 年起針對曾接受政府輔導之優秀微型創業者，每年評選出 10 名「微型企業創業楷模」，迄 2013 年止累計已辦理 7 屆。辦理楷模頒獎表揚時，同時邀請創業鳳凰學員辦理創業鳳凰商展，提升微型創業鳳凰創業者的曝光度與知名度，藉以拓展商機。</p>		<p>in wholesale and retail (62.9%), accommodation and food (18.6%) as the two major industries. Among the Role Models, 55 are women (79%) and 15 are men (21%).</p> <p>2007 年開辦起至 2013 年共選出 70 名優秀微型創業者創業楷模。歷年創業楷模所創事業之產業別以批發及零售業（佔 62.9%）、住宿及餐飲業（佔 18.6%）等兩個產業佔大宗；創業楷模得獎者女性 55 人(佔 79%)，男性 15 人(佔 21%)。</p>
<p>3. Run the New Century Leadership Development Program for Senior High School Students to foster young women's leadership skills. The core courses are Logical reasoning and critical thinking, Meeting outstanding leaders, and Visits to excelling enterprises. These are designed to cultivate gender equality among the students and their international awareness and outlook.</p> <p>In addition, practical training courses are held in universities and colleges to develop female</p>	<p>—</p>	<p>Between 2011 and 2013, girls accounted for at least 60% of the students participating in the New Century Leadership Development Program for Senior High School Students training camps.</p> <p>The leadership camps for college and university students trained a total of 616 female students.</p> <p>2011 年至 2013 年，高級中等學校新</p>

<p>students' leadership related knowledge and skills, foster gender awareness, encourage participation in international and public affairs, and cultivate more future women leaders.</p> <p>舉辦高級中等學校學生新世紀領導人才培育計畫，培養青少年女領導能力，透過「邏輯推理與批判思考」、「與傑出領導人對談」、「優質卓越的企業參訪」為核心課程，陶冶學員兩性平等、國際思考之知能。</p> <p>另為發展大專校院女學生領導知能，運用培訓課程進行領導知能建構、性別意識啟蒙及國際及公共事務參與等，培植未來女性領導者。</p>		<p>世紀領導人才培育營參訓學生女性占6成以上，大專校院女學生領導力培訓營共培訓616名女學生。</p>
<p>4. A Training Camp for Female Labor Union Cadre has been held annually since 2008. The curriculum covers knowledge and skills for communication and leadership, collective bargaining, and labor dispute handling.</p> <p>自2008年起辦理「女性工會幹部培育訓練營」，課程內容包括提升女性工會幹部溝通與領導能力、團體協商能力及勞資爭議處理知能。</p>	-	<p>From 2011 to 2013 four sessions were held, with a total number of 454 women in attendance.</p> <p>2011至2013年共辦理4場次，女性參訓人數共454人。</p>
<p>5. Manage the 'Golden Fragrance Award' (Promoting Gender Mainstreaming Award) program to recognize and promote government agencies with</p>	-	<p>Measured against the 1:3 gender ratio principle, 92.8% of all governmental commissions met the standard. Among</p>

	<p>a good track record of women's participation in decision-making and of promoting gender mainstreaming in their agencies. It also regular tracks and monitors whether ministries promote the 1:3 gender ratio principle.</p> <p>From 2013 onwards, the program pushes for more women board members in state-owned enterprises (institutions). At least one woman should be added when new directors or supervisors are to be appointed.</p> <p>辦理「金馨獎」，表揚促進女性參與決策及推動性別主流化具有優良績效之機關，並定期追蹤管考各部會推動三分之一性別比例原則。</p> <p>2013年起，加強國營事業董事優先遴聘派女性政府機關（構）代表，於新聘董監事時，至少增加1名女性。</p>		<p>public foundations, 35.85% of boards of directors reached this standard, 70.71% of boards of supervisors reached the standard. In state-owned enterprises, the percentage of women directors fell short of the standard, and 70% of the boards of supervisors met the standard.</p> <p>以任一性別比例達三分之一為標準，2013年政府機關所屬委員會(委員組成)92.8%達成標準；公設財團法人，董事組成 35.85%達成標準，監事組成 70.71%達成標準；國營事業，董事組成皆未達標準，監事組成70%達成標準。</p>
	<p>6. In order to encourage businesses to build a gender-equal work environment, 'creating a work environment of gender equality' has been incorporated into the assessment criteria of the National Award of Outstanding SMEs, the Rising Star Award and the Business Start-up Award and</p>	<p>The Plan will incorporate 'creating a work environment of gender equality' into the criteria of the Business Start-up Award (women's positions in the organization count for 15%</p>	<p>Among the six recipients of the 2013 Rising Star Awards (for outstanding exporting SMEs), there were two notable achievements in creating gender equality in the work environment: on top the statutory</p>

<p>other business awards to enhance opportunities for women to join the decision-making levels since 2013.</p> <p>為鼓勵企業建構性別平等工作環境，業已將「營造性別平等工作環境」納入2013年度國家磐石獎、小巨人獎及新創事業獎等相關企業表揚獎項之評選標準，提升女性進入決策階層之機會。</p>	<p>of total weight); the Rising Star Award (company characteristics; 10%); the National Award of Outstanding SMEs (corporate social responsibility; 15%), to enhance opportunities for women to join the decision-making levels.</p> <p>規劃將「營造性別平等工作環境」納入「新創事業獎」評審標準之「組織定位」(權重占總分15%)、「小巨人獎」評審標準之「企業特色」(權重占總分10%)及「國家磐石獎」評審標準之「社會責任」(權重占總分15%)項目中加分內容，提升女性進入決策階層之機會。</p>	<p>unpaid parental leave, these companies established smoke-free workplaces, gave education grants to employees' children and child allowances.</p> <p>One emphasized 'focus on nurturing talent, and a gender- equal work environment', while the other "has an employee stock plan, a good system for education and training, and more than 70% women in senior management," which is why they were recognized through the award.</p> <p>2013年小巨人獎(獎勵外銷績優中小企業)6家得主中，有2家在營造性別平等工作環境上成效顯著，除法定育嬰留職停薪津貼外，更提倡無菸職場、員工子女教育補助及生育獎勵金，分別因「注重優秀人才培育，具性別工作平等制度」，及「提供員工入股，在教育訓練有良好制度規範，女性中高階主管比率超過70%」，獲</p>
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			得肯定。
	<p>7. Under the provisions of the Corporate Governance Best-Practice Principles for Taiwan Stock Exchange Corporation / GreTai Securities Market (TWSE/GTSM) Listed Companies, amended in 2013, companies must focus on gender equality in their boards of members, which qualified with their knowledge, skills and qualities necessary for the execution of their duties.</p> <p>臺灣證券交易所股份有限公司業於 2013 年修訂『上市上櫃公司治理實務守則』規定董事會成員應需注重性別平等，並普遍具備執行職務所必須之知識、技能及素養。</p>	—	—
	<p>8. The APEC Business Advisory Council now has one female representative: HTC Chairperson Cher Wang.</p> <p>ABAC 成員中已納入 1 位女性代表(宏達國際董事長王雪紅)。</p>	—	—
	<p>9. "Gender Equality Policy Guidelines" indentifies promoting family-friendly policies within companies, childcare and long-term care systems</p>	<p>Develop the "Registration and Management Regulations for the Family Childcare Services</p>	<p>In 2013, 22 municipalities and counties/cities around the country set up a system of 66 community-based</p>

	<p>for assisting sandwich families (of three generations) as one of the concrete actions to help workers make a work-family balance and support parents jointly bear responsibility for their families.</p> <p>Based on the implementation of the ‘Act of Gender Equality in Employment’, companies have providing maternity leave, paternity leave, flexible working hours for family care, as well as unpaid parental leave and subsidies.</p> <p>Family supportive policies were launching through building up community systems and fees/subsidies for childcare services, such as providing subsidies to promote free education for children aged five, expanding the number of public preschools, setting up and subsidizing after-school childcare groups.</p> <p>Other supportive policies provide home care and day care service, home nursing and home (community) rehabilitation; subsidize auxiliary appliances for the disabled; improve living environment and transportation for the elderly</p>	<p>Agencies ", the "Long-term Care Service Act" and the "Long-term Care Insurance Act ", to build a comprehensive childcare and long-term care system.</p> <p>研擬「居家式托育服務提供者登記及管理辦法」、「長期照顧服務法」及「長期照顧保險法」，建構完善的托育及長期照顧服務體系。</p>	<p>childcare centers. A total of 34,199 family childcare personnel join the system, providing daycare for 49,296 children.</p> <p>In 2013, the overall 5-year-old child enrollment was 93.74% (95.75% for economically disadvantaged groups). The number of public preschools funded by local governments expanded by 123 groups, increasing the learning opportunities for 3,450 children.</p> <p>Subsidies enabled 20,000 economically disadvantaged children to stay at school after class. There were 9,991 after-school care groups at 1,857 schools, benefiting 138,156 children.</p> <p>In 2013, 142,146 needy elderly received care under the long-term care plan. The percentage of needy elderly served increased from 2.3%</p>
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<p>improving their mobility; enhancing respite care services and other long-term care services that reduce the burden of family care.</p> <p>性別平等政策綱領已將協助企業照顧幼兒及失能老人之家庭照顧政策納入具體行動措施，並針對企業、幼兒及失能老人長期照顧，分別推動各項友善措施，以減輕家庭照顧負擔。</p> <p>一、企業部分：以「性別工作平等法」輔導企業落實產假、陪產假、家庭照顧假及調整工時等友善措施，並以育嬰留職停薪假與津貼鼓勵父母親兼顧家庭生活。</p> <p>二、幼兒照顧部分：建立社區保母系統、保母托育管理與托育費用補助，提供5歲幼兒免學費教育計畫就學補助、增設公立幼兒園、補助公立幼兒園辦理課後留園服務、設置兒童課後照顧服務班與中心。</p> <p>三、失能老人長期照顧部分：辦理居家服務、日間照顧、家庭托顧、輔具購買(租借)及居家無障礙環境改善、老人餐飲、長期照顧機構、交通接送、居家護理、居家(社區)復健、喘息服務等長期照顧服務。</p>		<p>in 2008 to 31.8% in 2013, a 13.8-fold increase.</p> <p>2013 年全國 22 個直轄市、縣(市)業成立 66 個(處)社區保母系統，加入社區保母系統之保母數計 3 萬 4,199 人，共照顧 4 萬 9,296 名幼兒。2013 年整體 5 歲幼兒入園率達 93.74%(經濟弱勢者入園率達 95.75%)，補助地方政府公立幼兒園(班)增設 123 班，共增加 3,450 名幼兒就讀機會。補助經濟弱勢幼兒參與公立幼兒園課後留園服務之經費，受益人次約 2 萬人次。辦理兒童課後照顧班校數 1,857 校，辦理班數 9,991 班，計 13 萬 8,156 名兒童受益。2013 年長照計畫總計提供 14 萬 2,146 名失能老人所需照顧服務，服務量占老年失能人口涵蓋率，已經從 2008 年之 2.3% 提高到 2013 年之 31.8%，增加 13.8 倍。</p>
<p>10. Promote and monitor "corporate child care", "employee assistance programs" and "work-life</p>	<p>Promote the first "Work-Life Balance Award" to recognize</p>	<p>In 2012-2013, 35 sessions on "work-life balance" promotion and</p>

	<p>balance" and provide specialized in-company advice. Set up websites for "corporate child care" and "Employee Anti-Stress and Health Website – Employee Assistance Section" to help companies set up a system for 'work-life balance,' assisting enterprises in developing services and measures according to their organizational culture, job type and employee needs.</p> <p>辦理「企業托兒」、「員工協助方案」及「工作與生活平衡」宣導暨觀摩及專家入場輔導，設置「企業托兒」及「勞工紓壓健康網—員工協助方案專區」網站資訊平台，協助企業建立「工作與生活平衡」機制，支持企業依其組織文化、工作型態與員工需求，建置服務措施。</p>	<p>excellent enterprises, disseminate good practices, and draw a plan to subsidize enterprises with Work-Life Balance measures.</p> <p>辦理第一屆「工作生活平衡獎」優良企業選拔表揚，廣徵企業績優範例，另規劃企業「推動工作生活平衡補助計畫」。</p>	<p>monitoring were held, with a total of 2,715 organization representatives attending. 293 organizations received specialist on-site advice.</p> <p>In 2012, 96 organizations were granted childcare subsidies, for a total of US\$230,333. In 2013, 99 organizations received US\$292,000 in subsidies.</p> <p>2012年至2013年「工作與生活平衡」宣導暨觀摩共辦理35場次，計2,715人次事業單位代表參加；提供293家事業單位專家入場輔導諮詢。</p> <p>2012年核定96家事業單位辦理托兒服務補助，補助691萬餘元；2013年補助99家事業單位，金額876萬餘元。</p>
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八、 PPWE 2014-2016 策略計畫 (草案)

Strategic Plan 2014-2016

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

1. Introduction

The APEC Policy Partnership on Women and the Economy (PPWE) provides a mechanism to mainstream, elevate, and integrate gender responsive policies and programs into APEC activities to enable women to meet their full economic potential and contribute to the economic growth of the region. It provides policy advice on discriminatory practices, laws, regulations, and market interventions which impact women's full economic participation and supports gender equality where relevant to the APEC process.

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

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.

APEC's Vision

We strive to achieve strong, sustainable, inclusive and balanced economic growth in the APEC region.

APEC's Mission

We are policy makers and technical experts working with the private sector and academia to promote free and open trade and investment, regional economic integration, economic and technical cooperation, human security, and a favorable and sustainable business environment by undertaking research, sharing best practices, participating in peer reviews to build understanding and technical capacity and to undertake cooperative actions.

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 to achieve significant gains in women's economic participation.

2. Vision Statement

Women and girls are able to realize their full potential, fully participate in the economy, and have equal opportunity to participate in all aspects of the economy which contributes to increased, inclusive, and sustainable economic growth.

3. Mission Statement

The PPWE is composed of members of the public and private sector from APEC economies, which includes government officials, women leaders, businesses, entrepreneurs, academia, civil society, who work with other APEC fora, the APEC Business Advisory Council, and international organizations. Our aim is *to integrate gender responsive policies and programs into APEC activities, provide policy advice on gender issues, and support gender equality where relevant to the APEC process. We will do so* through consultations, workshops, seminars, trainings, capacity building, and activities conducted jointly with other APEC fora and by the PPWE to supplement and strengthen women and girls ability to fully participate in the economy and contributes toward strong sustainable inclusive and balanced economic growth in the APEC region.

4. Agreed Objectives and Priorities and Key Performance Indicators

The PPWE has two broad objectives: (1) strengthen the integration of gender across APEC fora; and (2) advance gender considerations in five priority areas: (a) access to capital; (b) access to markets; (c) capacity and skills development; (d) women's leadership; and 5) and innovation and technology. Work in these five priorities areas is being undertaken by the PPWE often in conjunction with other APEC fora to leverage their expertise, resources, and existing networks.

Objective I: Strengthen integration of gender responsive policies and programs across APEC fora.

Problem: One of the mandates of the PPWE is to integrate and mainstream gender across APEC fora; however, there currently is not a well-established mechanism to enable the PPWE to

provide information regarding gender responsive programming and policies to APEC fora.

KPIs:

1. By end 2015 incorporate gender responsive policies and programs into the agenda of 10 APEC fora. Ensure that evidence-based policy recommendations are integrated into policy dialogues and working group work plans as part of this effort.
2. By end 2015 identify five cross-fora activities/projects to be implemented jointly.
3. By end 2014 agree to indicators to measure progress in women's economic engagement across APEC economies via the data baseline study.
4. By end 2016 publish first report of baseline indicators with a follow up conference on recommendations for action in specific areas in the PPWE's five priority areas.
5. By end 2016 disseminate results of the data conference to all APEC fora.

Objective II: Advance women's economic participation through five priority areas

Problem: The PPWE has identified five priority areas of focus, however developed work plans and activities have yet to be established. In addition, the PPWE has yet to make a concerted effort to link efforts in these priority areas with other APEC fora where synergies are possible.

Priority areas are as follows (see Appendix 1 for expanded descriptions, including barriers and possible ways for the PPWE to engage in each priority area).

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.
2. Access to Capital – Address discriminatory legal and regulatory systems and banking practices which can pose specific hurdles for women's access to capital and assets.
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.
4. Leadership – Globally, in economic sectors, there is a lack of representation of women in leadership roles in both the private and public sectors and has remained stagnant.
5. Technology and Innovation – Information and communication technology (ICT) as well as Science, Technology, Mathematics, and Engineering (STEM) are sectors that provide significant economic growth potential for the APEC region.

KPIs:

Two broad KPIs are included below for objective 2; however priority-specific KPIs are included in the table under Section 6.

1. By end 2016 have gender responsive policies and programs in the strategic plans in of ten of the APEC fora where there are direct links to PPWE five priority areas and

have one joint activity for each priority area identified. Illustrative working groups are noted below:

- a. Access to Markets: e.g. SMEWG, CTI, MAG, SCCP, ATCWG, PPFS
 - b. Access to Capital: e.g. SMEWG, EC, FMP
 - c. Skills, Capacity Building and Health: e.g. HRDWG, HWG, PPFS, ACTWG
 - d. Leadership: e.g. TPTWG, HRDWG
 - e. Technology and Innovation: e.g. TELCOM, PPSTI
2. By end 2015 lead economy for priority area submit report to PPWE on activities under 1) to ensure that recommendations emerging from activities on gender equality are followed up or acted upon.

Due to the fact that the PPWE is a relatively new body in APEC, certain operational objectives are included in this initial plan to ensure that the PPWE has a strong operational foundation on which to effectively implement its two main objectives (noted above). Thus, this strategic plan includes the following operational objective

Operational Objective: Strengthen the foundation and operating structure of the PPWE and the Women and the Economy Forum

Problem: The PPWE lacks a communication strategy and ability to regularly interact and communication, as well establish annual work plans that direct and guide PPWE activities as well a mechanism to inform on PPWE's achievements and regional progress to Senior Officials, Ministers and Leaders.

KPIs:

1. By 2015 PPWE establishes regular meetings of 2-3 times a year.
2. PPWE communication, both in meetings and intersessionally, is expanded and involves all economies

5. Critical Success Factors

The capacity of this plan to achieve the Vision and Mission Statements will depend on a number of factors:

- PPWE operates effectively i.e. members communicate regularly via in person meetings and intersessionally and have agreed upon annual work plans that incorporate inputs from all member economies.
- Close coordination with other APEC fora and APEC entities, securing buy-in and commitment on gender issues.
- Strengthen and identify links with relevant IFIs and other IOs such as 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 etc, to support the integration of gender considerations in APEC.

- Continue the efforts to advance the implementation of the *Framework for the Integration of Women* and to sustain the previous achievements in maintaining awareness on gender issues.
- Adequate resources are available to implement projects by PPWE and/or jointly with other APEC fora
- APEC member economies agree to implement policy recommendations emerging from APEC leaders and ministers on gender.
- Private sector has a robust role in PPWE activities and meetings.
- APEC member economies report annually on progress on agreed upon targets and indicators in the priority areas.

6. Implementation Schedule

The following provides an implementation schedule based on Objectives I and II identified above. Once agreed, each lead economy would develop a more detailed work plan for each priority area, a template of which is included in Appendix 2, to include an overview of this priority and key activities in APEC economies, on which economies can annually report on in subsequent years. 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 areas develop.

Priority Area	Key Performance Indicators	Action/Activities (Timeframe)
Objective I: <u>Strengthen integration of gender responsive policies and programs across APEC fora.</u>		
Strengthen integration of gender across APEC fora.	By end 2015 incorporate gender responsive policies and programs into the agenda of 10 APEC fora. Ensure that evidence-based policy recommendations are integrated into policy dialogues and working group work plans.	Make presentations related to the PPWE's work plan and key priorities at working group meetings (2014-2015) Review other fora's strategic plans to integrate gender objectives where appropriate (2014)
	By end 2015 identify five cross-fora activities/projects to be implemented jointly.	Endorse data study and select indicators and report on economy level progress (2014-2016)
	By end 2016 disseminate results of the conference to all APEC fora.	Survey current APEC activities and ministerial statements to link ongoing APEC work to PPWE objectives and support where possible (2014-2015)
	By end 2014 agree to indicators to measure progress in women's economic engagement across APEC economies via the data baseline study.	

	By end 2016 publish first report of baseline indicators with a follow up conference on recommendations for action in specific areas in the PPWE's five priority areas.	
Objective II/ Access to Capital		
Address discriminatory, legal or regulatory barriers which inhibit women's financial inclusion.	By 2016, PPWE is able to illustrate that each economy has identified one key restrictive policy, discriminatory practice, or legal barrier and has implemented policy and/or developed an action plan to address the barrier.	Utilize data study and consultative process with each economy to identify critical reform that would have the largest impact on women's financial inclusion. (2015 -2016)
Strengthen women-owned SMEs' access to financing	By 2016, the PPWE is able to illustrate that two economies have built capacity to expand access to finance options such as improving laws and regulations such as those related to collateral, or improving credit scoring. By 2016, the PPWE is able to illustrate that mechanisms which close the credit gap for women owned businesses are being implemented in each economy.	Implement workshop (2015) Design and implement economy-level capacity building activities (2015-2016) Hold a public/private sector forum on building the capacity of the public and private sector to close the credit gap. Identify practices applicable for each economy to take to address the issue. (2015-2016).
Increase women's knowledge of lending requirements and available options to access capital	Based on current metrics (baseline established) APEC economies are able to demonstrate an increase in women's access to financial services.	TBD
Increase awareness and availability of wide-ranging sources of financing, from microfinance to venture capital.	KPI TBD based on baseline	Economies report out on awareness in 2015 and 2016 to demonstrate progress.

Increase public private sector cooperation on financial literacy issues.	Economies report out on awareness in 2015 and 2016 to demonstrate progress. Throughout 2014-2016 engage formally private sector in all activities noted above.	Engage formally private sector in all activities noted above (2014-2016)
Objective II/ Access to Markets		
Address discriminatory, legal or regulatory barriers which inhibit women's ability to be able to access markets	By 2016, PPWE is able to illustrate that each economy has identified a key restrictive policy, discriminatory practice, or legal barrier and has implemented policy to address the barrier.	Utilize data study and consultative process with each economy to identify critical reform that would have the largest impact. (2015-2016)
Establish Open and Transparent Business Environments for SMEs and MEs	In 2014-2016, contribute to SMEWG's program	Support SMEWG's activities on Entrepreneurship and Business Start-Ups (2014-2016)
Improve networks and services that support women business owners active in the marketplace to expand their markets (domestically and internationally)	By 2015, APEC women's entrepreneurship network launched	Implement APEC Entrepreneurship Network (2014-2016)
Promote greater opportunities to obtain government and corporate contracts (including through supplier diversity initiatives).	In 2015, 2016, economies report on progress made in terms of women obtaining government and private sector procurement contracts	Conduct 2 economy level activities to expand economy specific programs that enable women entrepreneurs to gain skills and capacity to effectively compete and win private and government procurement opportunities (2015-2016)
Objective II/ Capacity, Skills Development and Health		

Address discriminatory, legal or regulatory barriers which inhibit women's ability to be able to participate in the labor force and obtain decent jobs.	By 2016, PPWE is able to illustrate that each economy has identified a key restrictive policy, discriminatory practice, or legal barrier and has implemented policy and developed an action plan to address the barrier.	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)
Develop human capital through building skills in value added fields for both the formal and informal economy.	By 2016, at least two joint initiatives supported by PPWE. Economies assess one key area for both the formal and informal economy that would enable women to	Cooperate with HRDWG and HWG on two joint initiatives (2014-2016)
Realize women's business acumen (including through mentoring and technical assistance programs);	By 2016, 2 programs implemented	Develop and implement two capacity building programs (2015-2016)
Objective II/ Leadership		
Address discriminatory, legal or regulatory barriers which inhibit women's ability to be able to participate in the labor force and obtain decent jobs.	By 2016, PPWE is able to illustrate that each economy has identified a key restrictive policy, discriminatory practice, or legal barrier and has implemented policy and developed an action plan to address the barrier.	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 rise in and obtain leadership, governance, and decision making roles. (2015 -2016)

Increase domestic and regional network opportunities for women in leadership positions	By 2016, APEC Women's Leadership program in place By 2015, APEC women's entrepreneurship network launched	Implement APEC Women's Leadership program (2015-2016) Launch APEC women's entrepreneurship network
Increase the proportion of leading positions to be filled by women in each APEC economy by the end of 2020	By 2016, APEC Women's Leadership program focused on supporting the rise of women in leadership and decision-making roles in both the public and private sector is in place. TBD	Implement APEC Women's Leadership program (2015-2016) Develop reporting mechanism to establish baseline and annually report on this indicator
Objective II/ Innovation and Technology		
Address discriminatory, legal or regulatory barriers which inhibit women's ability to be able to participate in the labor force and obtain decent jobs.	By 2016, PPWE is able to illustrate that each economy has identified a key restrictive policy, discriminatory practice, or legal barrier and has implemented policy and developed an action plan to address the barrier.	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 access ICTs effectively. (2015 -2016)
Promote equal access to technology, including mobile phones and internet, especially in rural and indigenous regions.	By 2016, the PPWE is able to illustrate that it has identified two to three best practices to promote equal access and has begun scaling them in the APEC region.	Implement The "APEC Women Business & Smart Technology" Forum (2014)

<p>Increase the promotion of STEM education for women and girls</p>	<p>By 2016, focus on women incorporated into one PPSTI project Launch a region wide APEC women and girls STEM education initiative by identifying current initiatives and scaling them where appropriate for the region.</p>	<p>By end 2015 Have two joint events with the TELWG on that WG's objective of developing ICT to promote growth – universal access and outreach to rural areas; or (b) by end 2016 all member economies report on their programs for universal access and how they ensure equal access; report to be compiled and be the basis for recommendations for further action.</p>
<p>Promote equal access to technology, including mobile phones and internet, especially in rural and indigenous regions.</p>	<p>by end 2015 Have two joint events with the TELWG on that WG's objective of developing ICT to promote growth – universal access and outreach to rural areas; or (b) by end 2016 all member economies report on their programs for universal access and how they ensure equal access; report to be compiled and be the basis for recommendations for further action.</p>	
<p>Improve women's ability to contribute to and prepare for emergencies and natural disasters.</p>	<p>By 2016, the PPWE has identified best practices for each economy in integrating women's contributions as well as gender responsive policies and programs into Emergency and Disaster Preparedness initiatives.</p>	<p>Women, Innovation, Resilience and Natural Disasters Initiative launched by Japan. (2014-2015) Develop a potential checklist of policy recommendations with the SME Working group, and Energy Working group (2015)</p>
<p>Increase the number of women in STEM careers</p>	<p>By 2016, launch APEC wide Women in STEM initiative aimed at increasing the number of women in STEM careers.</p>	
<p>Improve access to technology for women owned businesses</p>	<p>By 2016, the PPWE is able to demonstrate that at least one barrier in each economy has been addressed to address the barrier.</p>	<p>Inventory main barriers in each economy inhibiting women owned businesses ability to access technology.</p>

Operational Objective: Strengthen the foundation and operating structure of the PPWE and the Women and the Economy Forum		
Strengthen PPWE and WEF	By 2015 PPWE establishes regular meetings of 2-3 times a year.	More regular working group meetings established (2014-2016): these could include one focused on planning, one which focuses on policies and reporting for the host year, and one that enables the PPWE to connect on follow on actions.
	By 2016, the PPWE has developed a standard streamlined process to capture the robust private sector, civil society, academia, and entrepreneurs expertise and input into APEC policy and program related to women's economic empowerment	Each economy holds two bi-annual private sector forums/meetings in country to incorporate private sector, academia, entrepreneurs, and civil society's voice and expertise into policy discussion. 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.
	By 2016, PPWE communication, both in meetings and intersessionally, is expanded and involves all economies	Work plans are developed to enhance target setting and intersessional communication by all economies

Appendix One

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.

Access to Capital – Address discriminatory legal and regulatory systems and banking practices which can pose specific hurdles for women’s access to capital and assets. This could include 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.

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. Through APEC, the PPWE in collaboration with other relevant working groups could pursue legal reforms; tax reforms; ability to work in the same jobs and to work the same night hours; and anti-discrimination and harassment laws as well as awareness campaigns around prevention of gender-based violence and healthy lifestyles. This should include efforts to increase women’s access to decent jobs.

Leadership – Globally, in economic sectors, there is a lack of representation of women in leadership roles in both the private and public sectors. Research from organizations shows that over the past several years, women’s representation remains relatively stagnant. The lack of childcare provisions has been cited as a major impediment to both being able to join or return to the labor market as well as obtain leadership and decision making roles. The PPWE in collaboration with APEC fora, ABAC and the private sector to identify and pursue best practices, policies, programs, structural reforms, and infrastructure to assist in increasing women’s ability to access senior leadership, governance, management and decision making roles, especially in traditionally male dominated sectors.

Technology and Innovation – Information and communication technology (ICT) as well as Science, Technology, Mathematics, and Engineering (STEM) are sectors that provides significant economic growth potential for the APEC region. In this area, the PPWE in collaboration with other relevant working groups could seek to 1) develop policies, programs and structural reforms that close the gender technology divide; 2) 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 3) focus on women’s ability to access and rise in ICT and STEM jobs and opportunities.

Appendix Two: Work Plan Template

Objective	Start Date	Completion Date	Resources
<p>#4 Improve Women’s Access to Markets</p> <p>Objective: Address one discriminatory, legal or regulatory barrier which inhibit women’s ability to be able to access markets</p> <p><u>Action/Activity:</u> Economies through a consultative process, utilize data study and internal data analysis to identify critical reform that would have the largest impact on women’s own businesses ability to be able to access domestic and international markets. (2015 -2016)</p> <p><u>Action/Activity: Economies develop an action plan which includes actions, reforms, and support that will be</u></p>			<ul style="list-style-type: none"> • Senior officials and secretariats • APEC sub-for a • PPWE members • External partners, such as other regional organizations • Public and private sector

<u>provided to address the issue with a specific timeline. (2015 – 2016)</u>			
<u>Action/Activity: Action plans are submitted to APEC Senior Officials, Ministers and Leaders.</u>			

九、 WEF 會議宣言

STATEMENT

APEC WOMEN AND THE ECONOMY FORUM

23 MAY 2014, BEIJING CHINA

We, APEC ministers, heads of delegations, senior officials, representatives of non-governmental organizations and private sector leaders, met in Beijing, China, from 21 to 23 May 2014 for the APEC Women and the Economy Forum to discuss issues of women and green development, women and regional trade and economic cooperation and policy support for women's economic empowerment in APEC economies. We welcome the participation of representatives from the APEC Secretariat and the APEC Business Advisory Council (ABAC).

We reaffirm that promoting women's economic empowerment and greater inclusion of women in the economy are high on the agenda of APEC. A recent UN Women report states that limits on women's participation in the workforce across the Asia-Pacific region cost the economy an estimated US \$89 billion every year. Currently, in the 21 APEC economies, approximately 600 million women are in the labor force, with over 60 percent engaged in the formal sector, making great contributions to the sustained prosperity and development of the region.

APEC Leaders have recognized that the full potential of women to contribute to the regional economy remains untapped. In 2013, APEC Leaders again acknowledged the critical role of the inclusion of women in achieving economic prosperity. Leaders reaffirmed their commitment to take concrete actions to increase women's participation and empowerment in the economy and to promote efforts to integrate gender considerations across all APEC activities as a priority. In 2014, we commit to continuing our efforts to advance this agenda and deliver tangible results that increase women's economic participation called for by APEC Leaders.

To achieve this objective, we recognize that all APEC fora and economies would benefit from integrating gender responsive programs and policies into all economic, commercial, business, and development activities and by taking concrete actions and reforms to advance gender equality. We welcome actions taken thus far to advance gender integration and gender equality across APEC fora and economies. We welcome past and future member economy action plans to drive action and assist with best practice sharing in advancing women's economic participation and

empowerment as critical components in achieving sustainable and inclusive economic growth in the region. We recognize that more should be done to support this knowledge exchange and realize progress in the region. We also welcome all relevant activities carried out or to be carried out by each economy's public and private sectors.

We welcome the identification of five key pillars impacting women's economic empowerment, that is, access to capital, access to markets, skills and capacity building, women's leadership, and innovation and technology, from the previous three years' Women and the Economy Forum and also efforts made by economies to implement actions that support the five pillars. We encourage APEC economies to make use of available resources to develop common data metrics in accordance with the context of each economy, to measure the progress and effectiveness of implementing actions. We encourage economies to conduct assessment on women's economic participation and their contribution to the economy in order to formulate evidence-based policies and implementable and measurable action objectives, where relevant. We also encourage economies to identify their own priority area or areas from the above-mentioned five pillars to take actions and report their progress to subsequent High-Level Policy Dialogues on Women and the Economy and the SOM Steering Committee on Economic and Technical Cooperation (SCE), and share with other relevant APEC fora, ministers and leaders, where appropriate.

Women and Green Development

For the last several decades, with increasing globalization of the world economy, the Asia-Pacific region has experienced many challenges, such as population expansion, uneven development, depletion of natural resources and environmental degradation. The international financial crises, climate change and natural disasters stand out from these challenges. The traditional growth pattern in the region is unsustainable. Innovative development solutions and reforms, including mitigation and adaptation strategies are needed to address vulnerabilities. Women have a critical role as change agents and contributors to green development and resilience.

In 2010, APEC Leaders committed to achieve balanced, inclusive, sustainable, innovative, and secure growth. Moving toward a more sustainable and green growth model was identified as one of the five desired attributes for economic growth in the Asia-Pacific region. Green development is a strategic choice and will give impetus to the creation of a more sustainable and healthy future in the region. Women are an integral part and potential driving force for green development, and we can harness their talents, creativity and leadership through equal participation and increased

opportunities to make unique contributions to green and sustainable growth and prosperity in the region.

We encourage all APEC economies to take the following measures:

- Recognize the importance of integrating a gender perspective into economic growth, gender equality and social justice in the realization of green transformation, and develop gender-sensitive policies, programs and messaging geared toward green development, taking into account the differences and specificity of women's needs in the processes of economic restructuring and urbanization to promote and facilitate women's full and equal participation in and benefit from green growth;
- Facilitate women's access to capital, access to markets, skills and capacity building and innovation and technology with a view towards promoting women's opportunities to turn green practices into profitable business opportunities and entry into the new market;
- Provide green education, mentoring, and training to women and girls, including online and mobile resources, to ensure women's enhanced knowledge, skills and capacity, which would not only contribute to enhancing women's opportunities to find decent work and full employment, but also open up new entrepreneurial opportunities for them;
- Promote gender equity in green development jobs by improving data collection and dissemination on women's participation in STEM education and careers. Share best practices to create job-based skills training to enable women to contribute to resilience, sustainability, and green development innovations;
- Encourage and promote opportunities for women, especially indigenous women, in decision-making roles to enable their full participation in the discourse on economic development, social progress and environmental protection and management. This includes the design and implementation of adaptation and mitigation measures in response to climate change, the restoration and reconstruction from natural disasters, and the role of clean energy in economic growth and enhanced efficiency;
- Promote ways for women entrepreneurs and women-owned companies to participate in trade in environmental goods and services, and to take advantage of economies' implementation of their commitments to reduce their applied tariffs to 5% or less by the end of 2015 on the 54 products in the APEC List of Environmental Goods (EGs);
- Promote women as strategic partners in sustainable development and climate change in regional and global discussions, including the Twentieth Conference of the Parties (COP20) in Lima, Peru, in December 2014, and the global discussion on the Sustainable Development Goals. Strengthen synergies and incorporate

relevant outcomes from those fora into our work in APEC.

Women and Regional Trade and Economic Cooperation

We remain committed to regional economic integration, including by advancing progress toward achieving the Bogor Goals and enhancing APEC's contribution toward eventual realization of Free Trade Area of the Asia-Pacific (FTAAP), focusing efforts to eliminate barriers to international trade and investment, strengthen all-around, multi-level comprehensive connectivity, and to build a closer and new type of regional partnership for development. We acknowledge that women's trade and economic cooperation is an integral part of regional trade and economic cooperation and can make unique contributions to regional prosperity.

We recognize that although globalization as well as regional economic integration have increased economic opportunities for women, there are significant gender disparities. Women continue to be concentrated in sectors, industries, occupations, and jobs with lower average productivity. They take relatively poorly-paid jobs, are overrepresented in small businesses and in the informal economy, and their unpaid work rarely gets full recognition. Compared with their male counterparts, women still face more obstacles in accessing land, financial services, technology, information, other productive resources, and markets. Women are also underrepresented in public and private sector leadership positions and on boards.

We affirm that it is critical for women to have equal and full participation in and benefit from APEC's regional economic integration initiatives.

We encourage all APEC economies to take the following measures:

- Improve the employment conditions, access and quality of jobs including in the informal economy and promote family-friendly policies and workplace practices to ensure that both women and men are able to maximize their productivity, and have access to social protection benefits;
- Support entrepreneurship and set specific programs to help women overcome business start-up obstacles and expand their businesses, including, inter alia, improving their access to credit and other means of production, providing training on business strategy, management, operation, marketing, etc. making information on trade policies, market opportunities and regulatory environments in APEC economies available to women, and offering relevant support services and facilities;
- Help to enhance capacities of women entrepreneurs to sell goods and services in new markets and expand sales in existing markets, including by encouraging

them to export, participate in local and global supply chains and take advantage of government procurement programs, where feasible;

- Support the development of e-commerce, encourage and train women to make use of ICT for self-employment and to start and grow their businesses, and to engage in regional trade cooperation;
- Encourage women to set up and participate in various business networks to form new business partnerships with both men and women, including business mentor-protégé relationships. Support to launch an Asia-Pacific regional women's entrepreneurship network of networks to assist women entrepreneurs in all APEC economies in better connecting to each other, and expanding their channels and opportunities to engage in regional trade and economic cooperation.

Policy Support and Women's Economic Empowerment

Women's economic empowerment is a fundamental element of the inclusive growth that APEC strives to promote and is vital to the future prosperity and competitiveness of the Asia-Pacific region. In recent years, women's economic empowerment has gained prominence on APEC's agenda. APEC leaders have taken important steps to advance women's economic inclusion. High profile commitments and multi-year action plans have been instrumental in moving the agenda forward. We need to sustain this momentum and to ensure that APEC reaches its full potential as a multilateral platform and champion for women's economic empowerment.

Policy support for the empowerment of women is key to lasting, inclusive and sustainable economic growth in APEC region. Establishing a gender-responsive enabling environment to advance women's full and equal economic participation remains a multifaceted challenge. Economies need to address barriers in order to increase female labor force participation at all levels, and to intensify efforts to promote decent work. Barriers include but are not limited to an inequitable legal and regulatory environment, as well as gender stereotypes and cultural impediments.

But merely increasing labor force participation among women will not be enough to ensure that gender gaps in economic empowerment are eliminated. To optimize the labor productivity potential of increased female employment, women should be fully integrated in the labor force, not subjected to discriminatory gender wage gaps, and not involuntarily confined to part-time employment and to the most low-paid, low-productivity and vulnerable jobs. While there has been progress in closing gender gaps in labor market outcomes, substantial differences remain.

We encourage all APEC economies to take the following measures:

- Advocate gender equality in the society, identify and eradicate all social and cultural barriers that restrict women's full and equal participation in the economy and the realization of their full economic potential;
- Review and improve legal and regulatory frameworks, remove discriminatory laws, regulations and practices, promote those that facilitate access to decent employment and equal opportunities, ensure that women have equal access to capital, production facilities and other means of production to create, operate, and develop successful businesses;
- Establish or strengthen mechanisms that allow for convergence and interagency communication to facilitate gender integration and networks for the economic empowerment of women;
- Continue collaborative, joint activities in areas of mutual interest, particularly female labor force participation, with ASEAN, G20 and other key stakeholders. Discuss and make concrete suggestions on ways to enhance APEC's deeper engagement, mutual reinforcement, synergy and complementarity with international and regional cooperation fora and processes so as to ensure a more effective approach in solving complex cross-border challenges in advancing women's economic participation;
- Formulate and improve policies and mechanisms that increase women's and girls' access to education, enhance educational opportunities for women and girls, and encourage women and girls to study STEM fields;
- Raise the profile of female role models in leadership and STEM careers in APEC economies and companies that are excelling in advancing women's leadership;
- Provide access to entrepreneurship, business management and leadership training opportunities, and encourage the private sector's positive engagement through mentoring and internship support;
- Work toward defining and establishing measurable and aspirational voluntary goals by each economy, including women's representation in leadership and decision making roles and positions in both public and private sectors, which economies could work toward achieving by the end of 2020;
- Support the development of research from the private or public sector on gender diversity in public and private-sector leadership positions in the APEC region. Strengthen public-private collaboration, including through the exchange and dissemination of best practices domestically and with other APEC economies to share knowledge on effective strategies, to encourage positive action which promote women's participation in decision-making and leadership roles. Promote the development of mechanisms which encourage transparency and disclosure of gender diversity in the public and private sectors;

- Advance measures to address gender bias in the mindset of senior leadership and middle-management to promote women leaders, and to support work-life balance, encourage practices that attract and retain female talent, and promote shared family responsibilities;
- Encourage and promote women, affected by natural disasters, particularly indigenous and rural women, to contribute to response and reconstruction through entrepreneurship and innovation.

We encourage all APEC fora and working groups to continue cross-sectoral collaboration to advance gender integration and gender equality. We encourage all APEC economies to continue to take effective measures to promote women's economic empowerment and regional prosperity.