

(出國類別：參與視訊國際會議)

2021 年 APEC 婦女與經濟政策夥伴關係工作小組

第 2 次視訊會議

(2021 APEC 2nd Virtual Meeting of the Policy Partnership on Women and the Economy)

出席人員：

行政院性別平等處	鄧副處長華玉
行政院性別平等處	辜參議慧瑩
行政院性別平等處	林科長秋君
行政院性別平等處	吳諮議昀
行政院性別平等處	魏科員宜君
婦女權益促進發展基金會	黃副執行長鈴翔
婦女權益促進發展基金會	顏組長詩怡
婦女權益促進發展基金會	李組長立璿
婦女權益促進發展基金會	李研究員心祺
微軟智能產業雲解決方案 亞太區	葉總經理怡君

會議地點：臺灣，中華民國

會議時間：110 年 8 月 17 日、8 月 19 日、8 月 21 日

每日上午 10 時至中午 12 時

報告日期：110 年 10 月 19 日

摘要

我國與會代表 10 人出席由紐西蘭主辦，於今(110)年 8 月 17、19、21 日以視訊會議召開之 PPWE 第 2 次會議，參與「2021 婦女與經濟論壇宣言草案」之討論，推動我國倡議納入此文件；報告我國執行「女性建設人才打造包容性未來」計畫之成果；我國推薦講者微軟智能產業雲解決方案亞太區總經理葉怡君，分享其於科技業多年推動性別平等之經驗；參與公私部門對話，討論女性於創業時可能面臨之挑戰，及政府可提供之支持措施等，並藉由參與會議瞭解 APEC 趨勢及各經濟體動態，作為後續推動業務參考。

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壹、會議背景

紐西蘭為今（2021）年 APEC 會議主辦經濟體，年度主題設定為「攜手協作，共同成長」（Join, Work, Grow. Together. *Haumi ē, Hui ē, Tā iki ē*）。紐西蘭設定三項年度優先領域，包括：強化復甦的經濟與貿易政策、增進包容性與永續性的復甦，以及追求創新與數位賦能的復甦，以回應疫情造成的重大影響。

婦女與經濟政策夥伴關係（APEC Policy Partnership on Women and the Economy, PPWE）為 APEC 主責性別包容與女性經濟賦權之工作小組，自 2011 年改制後每年於婦女與經濟論壇（Women and Economy Forum，簡稱 WEF）期間舉辦工作會議。

隨性別議題於國際場域及 APEC 論壇中持續發酵，PPWE 觸及業務日增，2015 年起 PPWE 增加工作會議次數為一年兩次，以因應亞太區對女性經濟權益之推動工作。然受疫情擴及亞太地區之影響，今年度所有 APEC 工作小組會議及部長會議等皆採線上方式進行。今年度 PPWE 主題討論亦同步關注疫情對女性之衝擊，以及各國經濟復甦相關措施之性別包容性。

在 PPWE 工作主旨方面，為呼應 APEC 鼓勵各工作小組研擬策略性計畫以制訂工作目標與行動方針，PPWE 於 2013 年提出策略性計畫構想，並於 2014 年 PPWE 會議中草擬 2015-2018 策略計畫要點與目標。2018 年該策略計畫屆期，接續起草 2019-2020 策略計畫及確立策略計畫目標為：「強化跨 APEC 論壇的整合」、「透過五大優先支柱發展女性經濟參與」與「強化 PPWE 與婦女與經濟論壇的基礎及運作架構」，藉由三項目標的落實，深化 WEF 之運作。

貳、PPWE 第 2 次會議

- 時間：110 年 8 月 17 日、19 日、21 日
每日上午 10 時至中午 12 時（臺北時間）
- 線上平臺：Microsoft Teams

本次會議出席經濟體包含澳洲、汶萊、加拿大、智利、中國、印尼、日本、韓國、馬來西亞、墨西哥、紐西蘭、巴紐、祕魯、菲律賓、俄羅斯、新加坡、泰國、美國、越南及我國共 20 個經濟體，會議大要說明如下：

8月17日 Session 1

Item 1 主席 Renee Graham 女士致詞

主席首先歡迎各經濟體代表參與第二次 PPWE 會議，這次會議仍延續 PPWE1 探討主題，持續討論新冠疫情對女性經濟平等賦權的影響。主席指出，疫情既是挑戰也是機會，引發更多對於婦女經濟賦權與包容性成長政策之關注，並再次思考女性的需求以及脆弱性。藉由經濟體的分享互動，彼此共同學習、成長，在亞太地區共同促進對婦女與女孩更友善的包容性經濟成長政策！

Item 2 確認議程：團體合照

Item 3 ABAC 包容性工作小組主席 Julia Torreblanca 致詞

APEC 企業諮詢委員會(APEC Business Advisory Council, ABAC)主席呼應主題，首先分享 ABAC 在支持近年 APEC 數位經濟倡議與實現包容性成長行動時，已關注女性企業是否有足夠知能發展數位經濟，ABAC 主席指出，新冠疫情使性別平等倒退至許多年前，尤其婦女經濟地位遭到巨大挑戰。因此，ABAC 呼籲正視疫情對女性所帶來的影響，這些影響不只是經濟地位，還包括加重的照顧責任、家庭暴力，以及進一步討論如何促進女性投入迅速發展的數位經濟等。

此外，在探討數位經濟發展時，須注意女性企業是否有足夠的知能發展數位經濟，必要時應提供數位知能培訓來填補既存於性別之間的數位落差，使女性／女性領導的企業可以完全地投入數位經濟，分享數位經濟成長的果實。

最後，ABAC 主席提出有關結構改革建議，包括為女性建立與市場和資本的連結、消除就業歧視、增加女性受教育與發展專業技能的機會、消除職場的性別不友善，以及充分運用性別分析來促進以上目標之達成。

Item 4 更新進度報告

PPWE 新任計畫主任 Lee Min-Kyong

新任婦女與經濟政策夥伴工作小組(PPWE)計畫主任(Program Director, PD) Lee Min-Kyong 首次參與 PPWE 會議。Lee 首先報告 APEC 整體計畫申請概況。今年第 1 期申請的 63 份概念文件中，通過的比例約為 77%。我國所提的 "Promoting Gender Equality in the Telecommunications Industry for the Inclusive Recovery" 是 PPWE 唯一獲准通過的提案。第 2 期共有 76 份概念文件，計畫通過率約 84%。因此，今年度計畫通過率對比近 5 年平均值 54%來說，顯著提升。目前 PPWE 有 11 項進行中的計畫，包括展延及核準中的計畫。

在計畫規劃與執行方面，由於疫情仍持續，秘書處有以下事項提醒：計畫主持人應持續使用虛擬會議的形式舉辦跨經濟體的會議；原先規劃實體活動若欲變更，請提交相符的申請表；虛實混合的活動必須符合當地的防疫規定，且由於各經濟體旅遊禁令仍在，應確保至少有兩個或以上的經濟體代表能實體出席；此外，由於疫情仍未完全消失且不確定性高，計畫主持人應做好變更活動形式的準備。

PPWE 主席報告更新 La Serena Roadmap Implementation

APEC 各工作小組已於上半年完成「拉塞雷納婦女與包容性成長路徑圖(The La Serena Roadmap for Women and Inclusive Growth (2019-2030))」相關倡議提報，PPWE 主席依此提出總結意見如下。

以五大支柱分類而言，目前提報倡議案約有 46%落在女性進入市場和近用資本的行動領域項下。就倡議案較少的行動領域，主席呼籲除投注更多資源外，蒐集性別的數據資料並進行分析同等重要。此外，各工作小組提案時，應關注倡議的品質而非以數量論。各工作小組可將女性置於計畫之中心，促進女性參與倡議的決策與執行，並促進 APEC 的團結合作。

主席也進一步說明，或許受新冠疫情影響，技能建構類的倡議以數位經濟知能培力為多。另外投入較少的行動領域，是邁向女性經濟賦權的基石，尤其在「拉塞雷納婦女與包容性成長路徑圖」中的以下主題未有相對應倡議，呼籲各經濟體及工作小組關注。這些行動領域包括：

- 支持女性從非正式勞動轉換到正式勞動市場的做法，並發展衡量無酬勞動的策略；
- 支持彌平性別薪資差異的政策，並提升女性獲得非歧視性的優質就業與尊嚴工作，不論是在鄉村或都市地區；
- 積極鼓勵因應或預防以性別為基礎的暴力（GBV）和職場歧視之倡議或策略；
- 提倡能夠支持性別平等和女性賦權的職場環境，以及鼓勵以多元作為管理策略；
- 對抗教育、訓練和技能發展之中的性別刻板印象；
- 解決婦女與女孩接觸 STEM 領域的障礙，並強化她們持續接觸 STEM 的管道；
- 鼓勵預防對婦女與女孩的暴力、虐待和騷擾的倡議或策略，其中包括網路霸凌和透過科技造成的騷擾或虐待。

政策支援小組(PSU) Carlos Kuriyama

政策研究中心代表延續 PPWE1 會議時的分享，進一步分析 2021 婦女與經濟衡量指標(Dashboard) 的重要變革。這些改革同時呼應 APEC 議題趨勢以及實務運用考量。例如新增數位知能與數位經濟相關的指標；因應多數基礎建設已近於完備且無明顯變化，當中有部分指標停止更新；另為忠實呈現指標數據來源及因應資料庫調整，部分指標依資料來源變動調整指標敘述。

在數據結論方面，從五大支柱來看，APEC 區域的女性就業率有下降的趨勢，可能源於 2020 年受到疫情影響，女性肩負更多照顧責任，而選擇或被迫退出職場；在技能建構與健康部分，PISA 指標已顯示女學生與男學生幾乎獲得同等的數學能力，而閱讀能力則是男學生有待加強。APEC 女性也面臨越來越少的生產死亡風險；在領導力與決策方面，女性仍未在政治場域獲得足夠的決策權力與代表性；在創新與科技方面，網路普及度與可負擔性逐漸提高，但女性在科技創新領域的參與仍有進步空間。

Item 5 婦女與經濟論壇(WEF)進度更新

WEF 宣言將循例於 9 月 24 日 WEF 會上發表，今年宣言聚焦 APEC 區域女性所受到的經濟與社會衝擊；包容性的疫情復甦政策；性別薪資差距、非正式勞動市場、照顧工作、近用數位訓練，以及性別暴力等議題。紐西蘭團隊首先報告宣言進

展，重點討論少數經濟體仍未有共識之段落。

各經濟體大致同意最新版宣言草案，惟較大分歧來自中國與美國對引用 ILO 文句看法。中國建議刪除引用 ILO 的文句"promote and realise the International Labour Organization' s fundamental principles and rights at work, and"，改為"applicable domestic laws and policies"；第二段落建議刪除"disproportionately"；美國則是建議保留原本引言方式，在引言前面加入" respect"。

另俄羅斯建議第 3 段" women of diverse backgrounds" 具體敘明為生活在農村、偏遠地區及原住民、身心障礙女性等。第 13 段有關結構改革，多數經濟體如澳洲、加拿大、智利、日本、墨西哥、秘魯、菲律賓、泰國、美國、越南及我國皆支持新增「address gender-based violence in all its forms in the workplace」。

Item 6 計畫進度報告

智利首先報告健康女性健康經濟計畫進度。計畫今年三月舉辦政策對話，聚集學界與政府，就疫情對女性經濟與健康的影響進行討論。同時也製作政策簡介以總結討論成果，並傳達「投資女性不僅是對的事，更是聰明的選擇」訊息。

我國接續報告「APEC 女性建設人才打造包容性未來」計畫最新進展。說明計畫已於 7 月底線上研討會發表相關成果，約有 100 名 APEC 經濟體代表與會，總結建議包括建築業必須提供女性友善空間、降低工作家庭的衝突，提高男性對相關議題認識及行動參與度、拓展青年對相關職涯發展認知等。

8 月 19 日 Session 2

Item 1-3 主席 Renee Graham 女士致詞

主席再次歡迎各經濟體代表與會，說明今日議程聚焦不同經濟體私部門代表，藉由數位工具如何促進疫情下女性經濟賦權的經驗分享，進一步展示女性如何在數位工具發展中獲益。

Item 4-5 政策對話

紐西蘭 Theresa Gattung CNZM 前執行長

講者首先分享企業資金支持方案。Theresa 借鏡美國協助女性創業家組織 SheEO 作法，4 年間投資 20 家企業，在紐西蘭建立約 700 多人的社群網絡提供女性企業資金支持。她強調數據和投資毛利女性的重要性。紐西蘭近年統計指出，一般早期創業基金約有 4% 分配給女性創業家。更多更精確的資料將有助了解資金究竟流向何處。紐西蘭不只要關注女性創業家面對的難題，也必須關注毛利族女性處境。她們與毛利女性所領導的組織合作，協助多元族群的女性面對家務負擔無法創業的狀況。另外她也建議政府在其中扮演媒合資金與女性創業家的角色。

微軟智能產業雲解決方案亞太區葉怡君總經理

葉總經理從微軟經驗出發，分享公司內部多元委員會的工作內容。她舉例參與「千禧年媽咪」的智慧音箱開發工作經驗。該工具是一款協助年輕女性照顧小孩和料理家務的智慧音箱，但工作會議中現場開發人員幾乎全是男性，而唯一一位女性也不具母親角色。

葉總經理認為，要設計包容性的數位工具，必須先定位工具是否「排除」了誰，並以數年前紐約時報的報導標題：〈臉部辨識非常準確—只要你是一名白人男性〉為例，大眾必須意識到偏見無所不在，只有先找到這些偏見，才能進一步設計出具有包容性的產品，獲得更大的市場。葉總經理認為數位工具的普及和包容性同時是女性的機會，因為建立在女性的社會經驗，女性更傾向擁有包容性的思考觀點，這也是女性企業家可以著力的方向。

菲律賓 Airspeed International Rosemarie Rafael 創辦人 Ms Rosemarie RAFAEL

講者根據菲律賓研究，指出女性企業家需要以下的協助以維持企業成長，包括：進入市場的管道、技術協助、產業與商業的指導、資金等。其中，技術協助與資金被認為是最重要的兩項資源，分別有 63.89% 與 75% 的女性認為「極為重要」。講者提及菲律賓政府的 E-TAAS 計畫，即結合跨部門和跨國的資源，協助女性創業家獲得所需，例如導師顧問協助等。講師也指出，鄉村的婦女相較於一般創業者，更缺乏數位技能，因此講者企業也在鄉村開設課程，協助她們熟悉電子商務平台。

從菲律賓、印尼到泰國，微中小型企業是非正式經濟的推手。講師以其女性創

業家身為傲，在 36 年前就在這個男性主的物流產業創業，至今已經成長為擁有 900 名員工的企業。講師以自身企業經驗為例，提到物流產業透過數位化升級以面對如今不斷成長的物流需求，也讓買家及賣家可以更容易去使用這類服務平台。

在疫情期間，物流與參與雜貨的外送服務合作，讓餐飲業可以在疫情期間維持生意。此外，該企業推出"Amazing Philippines"服務，與政府部門以及公益組織合作，訴求送禮與分享快樂，共從協助鄉村地區女性將自己的產品放到平台上販售，也協助她們進行數位升級。

講師認為，數位化的挑戰包括：網路連線不佳、電力不穩定或中斷、原料短缺所造成商業模式調整，以及貧乏的物流與基礎建設。只有做好數位升級，才能快速地適應後疫情時代的「新日常」，並支持女性從事商業與貿易。物流運輸業也需要數位化升級，來強化跨邊境的運輸效能。

Facebook 亞太區政策規劃與公共關係主任 Beth Ann Lim

Lim 以如何支持女性為題，分享臉書提供的不同支持樣態，以及這些支持行動的重要性。近兩年來疫情已對性別平等造成許多威脅，臉書則從思考疫情後的包容性復原工作出發，提出行動以防止多年來奮鬥的性別平等成果持續退化。此外，疫情以來所造成的數位化轉變比過去五到十年更多、更快，各行各業都要學會使用數位工具和平台才得以在疫情底下繼續存活。例如餐廳要將菜單放到外送平台、商家也要學會使用 Messenger 等工具來與顧客溝通。但這並不如想像中容易。顧客群體與來源區域可能會改變，商家必須要學會與新的客群做生意，甚至開發跨邊境的新客群。同時，無法看到實際的商品，也更考驗商家的行銷能力，如何透過網路，為產品說一個好聽的故事。

疫情一開始，臉書即與 OECD 以及世界銀行合作，針對 50 個國家、超過 35000 家中小企業展開調查，結果表示在疫情間傾向關閉的企業之中，女性企業多於男性；在銷售量上女性企業下滑得更嚴重；女性的家庭照顧工作也造成額外的負擔。但同時也有鼓舞人心的發現，例如女性在受到衝擊後更快地學會使用社交平台來與顧客互動，適應新的工作型態。這也意味著，只要擁有一個社交媒體的帳號，不論是 Facebook、Instagram 或 WhatsApp，企業主都可以與潛在的顧客互動，經營自己的生

意。臉書從社交平台的角色已經看到了許多振奮人心的案例，也因此發展出因應疫情的調整與創新。

數位技能對於脆弱群體來說，可能是難以獲得的技能，像是原住民族婦女、鄉村婦女，以及女性的企業。因此，五年前臉書就開始支持女性創業家。五年間已支持約一百萬名婦女，她們散落在 38 個不同的國家，同時也透過這項計畫發展出超過 40 個社群夥伴關係。透過這個社群夥伴關係，更進一步幫助臉書了解不同社會的細微文化差異，以制定更適合不同社會的計畫與策略。

臉書同時也在計畫中設計數位技能訓練課程。一開始是以實體的形式進行，當地婦女除了參加數位技能課程，也可以認識更多女性企業家，建立互助人脈網絡。在疫情之後，這種互相幫助與分享知識的形式，透過線上繼續保持。另外，臉書發現在創業的過程中，第一個會遇到的難題就是「獲得資本」，因此在疫情下也發展新的金融知識訓練，與產業界的專家合作「商業韌性與金融判讀力」課程。

疫情已經增快數位化的進程，也凸顯出其重要性。數位技能是一項等化器，臉書透過提供免費的數位工具與平台，讓人們可以從小生意開始，發揮自己的商業技能並且獲利。工具與平台除了讓人們從商業行為中獲利，也開始發揮社會影響力。澳洲的 Buy from the Bush 是一項鼓勵消費者購買鄉村地區企業之產品的倡議，由於澳洲許多農村地區近來受到乾旱的影響，這項倡議的發起人開始在 Facebook 與 Instagram 提倡購買這些地區的產品，以協助農民度過難關。Buy from the Bush 上，有 97% 的店主是女性，其中有許多透過這項倡議開始發展跨國的商業，並從中獲利。Buy from the Bush 同時也作為這些女性互相連結的中介，發揮社會面向的影響力。

Item 6-7 小組討論與分享

本次會議依主辦方紐西蘭議程規劃，將所有與會經濟體代表分組，探討 COVID-19 疫情復甦的背景，公私部門如何支持女性企業，以實現更廣泛的經濟成長和福祉，我方與澳洲、日本、秘魯、泰國共同分享政策及實務經驗，並由微軟智能產業雲解決方案亞太區總經理葉怡君帶領小組討論。

分組討論結束後，小組討論帶領人向所有經濟體分享討論重點：

1. 家庭對於女性企業主有重大影響，由於女性仍承擔大部分的家庭責任，成為女性創業時可能面臨的一項挑戰，家務的合理分工對女性創業至關重要；
2. 日本及智利的代表分享該經濟體中，女企業主之間建立網絡連結 (networking) 的案例，透過溝通連結、互助諮詢、分享資訊，成為彼此創業時的支持網絡；
3. 女性創業需要的工具包括科技相關的技術、談判協商技巧，並需對於政府法令規範有所了解，因此政府提供財務面的支持措施、補助新創事業、輔導業師、諮詢服務等，將有助於支持女性創業。

8月21日 Session 3

Item 1 主席 Renee Graham 女士致詞

主席再次歡迎各經濟體參與。今天為 PPWE2 會議尾聲，將重點討論 PPWE 與其他工作小組的合作，以及性別融入 APEC 計畫等行動。同時也將邀請政策支援小組 (PSU) 分享近期女性與反貪腐研究相關成果，並再次感謝 PPWE 代表們在 3 天會議中的參與和支持。

Item 2 Ms. Jatuporn Rojanaparnich, Thailand 致詞

PPWE 已密切地與反貪腐與透明性小組合作，將性別包容性的改念融入經濟與政治之中。透過 PPWE 與中小企業工作小組的跨論壇合作，APEC 也致力於提升女性勞動參與，提出有效地政策建議，持續釋放女性經濟潛能。在健康議題上，健康女性健康經濟計畫持續以女性健康研究，發掘使女性能夠充分地參與經濟行動的可能性及移除障礙。性別平等的工作必須持續下去，確保經濟體與公私部門夥伴們營造賦能女性的環境，在 APEC 區域內實現性別平等。

Item 3 跨領域議題簡報

人力資源發展工作小組 (HRDWG) 主席 Prof. Dong Sun Park

HRDWG 的工作架構，包括 Lead Shepherd (也就是 HRDWG 主席)、障礙勞動議題顧問，以及三個網絡：技能建構網絡 (CBN)、教育網絡 (EDNET)，以及勞

工與社會保護（LSPN）。而 HRDWG 的三項目標則是：為所有人發展 21 世紀的知識與技能、在全球經濟中融入人力資源發展的概念，以及刻畫全球化的社會面向。

2021 年度，HRDWG 的主題是「促進韌性及具備包容性與永續性的疫後復甦」，因此，與 PPWE 之間也有密切的往來，在 HRDWG 會議中也邀請 PPWE Co-Chair 發表拉賽雷納路徑圖落實計畫的演說。

現在 HRDWG 的重要議題大多圍繞在包容性與永續性的討論，以健全勞動力市場，包括：（1）從 COVID-19 引發的不景氣中進行社會經濟的復甦（2）工作者的職能再教育與技能升級（reskilling and upskilling）（3）確保所有人都能享有可延續、平等與有品質的教育（4）融入資通訊科技，實施遠距離、混合式的學習和教學法（learnings and pedagogies），在所有層級的學校或教育訓練機構，以避免學習中斷（5）透過社會保護政策（例如：提供收入支持、社會安全支持等）的研議與發展，來回應勞動市場的變遷（例如：第四波工業革命、自動化、失業或工作時間減少）（6）增加社會安全措施（例如：擴張醫療保險與公共健康福利，以避免疫情在全球的擴散）。

從 2014 至 2021 年，共有 13 個與女性勞動力相關的 HRD 計畫通過執行，顯示 PPWE 和 HRDWG 的密切合作（其中有 5 個計畫是由我國提出）。這些計畫大多圍繞在以下主題：女性與健康、職場健康與安全、性別分項的數據（gender disaggregated data）蒐集、數位時代的性別平等、平等就業機會、增加女性在產業界的代表性，以及發展具備性別敏感度的職能建構與教育訓練計畫。未來仍有許多合作的機會與面向，包括：逐漸在所有 HRDWG 的計畫之中融入性別觀點，以達成拉賽雷納路徑圖；持續舉辦健康女性健康經濟研究獎，促進 APEC 區域中女性的健康福祉，推動經濟參與；改善女性獲得健康資源的管道；落實女性的職能建構計畫；增進技術教育與訓練，以及女性獲得持續教育與職業發展的機會；確保女性擁有平等的教育機會；呼應「APEC 教育策略 2016-2030」增強女性獲得 STEM 教育（包括 ICT）機會之目標。

中小企業工作小組(SMEWG)主席 Norlela Bte Suhailee

女性所領導的微中小企業，在疫情脈絡下必須擁有數位技能以維持生計。女性中小企業主需擁有持續學習心態同等重要。SMEWG 努力將中小企業納入數位經濟的一環，因為科技可提供大量發展與就業機會。在包容性方面，SMEWG 提倡不同群體，例如女性、青年或其他傳統上處於弱勢者，都應獲得同等創業資源管道。作為政策制定與推動者，SMEWG 努力創造支持性和賦能環境以協助創業發展，且政策制定者有責任考量性別的差異，並採取性別途徑（gender approach）來制定有效的政策。

SMEWG 在未來 3 年的數個關注領域包括：企業家精神、創新與新創、中小企業進入國際市場的機會、數位化發展的包容性面向、獲得金融支持的管道，以及公私部門之間的互動與合作等。疫情加速了數位化的進程，必須確保中小企業也有能力跟上，以適應快速變動的社會。疫情更暴露出既存的數位落差，如果無法進行數位技能升級，那麼女性將處於更加不利的處境中。因此，SMEWG 注重如何透過數位技能之建構與升級，使女性企業家具備國際競爭力，這些做法也呼應拉賽雷納路徑圖所提及的未來工作型態。

SMEWG 主席強調，仍需加強數據蒐集。許多數據依舊缺乏，例如與女性領導力相關的女性在決策階層的代表性。在 SMEWG 2021-2024 落實計畫中，也羅列女性參與經濟的指標，包括女性創業狀況，以及女性企業比例等。在 SMEWG 與 PPWE 的跨論壇合作中，應著重討論哪些重點數據需要透過 APEC 制度來蒐集，以促進 APEC 區域的女性經濟賦能。此外，兩者的共同倡議也是可行的方向。透過跨論壇的強化合作與交流，互助協力，才能最大程度使 APEC 區域女性受惠。

政策支援小組(PSU)Carlos Kuriyam 簡報 "The Role of Women's Empowerment in Anti-corruption"

在了解女性為何可以協助打擊貪腐之前，首先要了解「貪腐」為何。貪腐可定義成「濫用因職位所獲致的權力來得到私人利益（the abuse of a position of power for private gains）」的行為，其中，根據國際透明度組織（Transparency International），又可分為兩種類型，一種是日常生活中的小貪腐，多是因民眾為了獲得物品或服務而行賄；第二種則是大型貪腐，是由於高權力地位者濫用權力，而導致損害到公共

利益。根據研究，貪腐在男女之間的影响並不是均等的，可能會因社會文化風俗的不同而具有性別差異，例如在「給予小金額的行賄以獲得政府服務」的項目，某些國家是女性較常有此行為，在某些國家則是男性為多。

性別也與其他許多因素交織在一起，例如文化、種族、收入，以及教育程度等等。這些因素與性別一起影響了不同性別者經歷貪腐的類型差異。我們也需要像是加拿大所採用的 GBA+ 的方法來分析性別與交織性。總的來說，女性在貪腐之下是更脆弱的，原因有二：女性擁有的社會經濟資源較男性來得少；女性較常接觸到特定的政府部門，其貪腐的情形較為嚴重，例如托育服務。此外，許多時候「性」也是拿來作為「金錢」的替代品。

早期的研究指出，議會中越多女性的國家，越能感知到貪腐，貪腐也越能獲得控制，近期的研究也呼應這樣的發現。然而，這些研究包含太多的其他因素，難以做過多的推論。女性對於打擊貪腐的效果可以由網絡研究的模型來理解。假設在既有的網絡中置換少數節點的性別，便可以對整個網絡中的資訊流動帶來顯著的影響。因此，將女性提升到握有權力的位置，（可能）有助於打擊貪腐，因為女性大多被排除在既有的貪腐網絡之外，當女性被置入到這些網絡之中，可能對於改變網絡風氣有所幫助。此外，女性對於傳遞公共服務可能更有興趣。

然而，也有許多研究指出，不能將女性視為「必定比男性更不會貪腐」，只是打破既有的權力結構與貪腐網絡仍有一定的影響。因此，接下來我們應該要採取以下措施：（1）引進性別敏感的機制、策略或政策來解決貪腐的問題（2）蒐集相關的性別數據，來觀察前述機制或策略的影響（3）持續與反貪腐與透明度小組 (ACTWG) 合作，增進女性的知能，以持續打擊貪腐。

參、 觀察與建議

- 一、呼應 2021 年 APEC 年度主題，本次會議圍繞「疫情的包容性復甦手段」進行政策交流與討論。在此框架下，主辦經濟體紐西蘭特別關切數位工具的創新應用，能進一步實現包容性復甦，以及為女性的不利處境帶來轉機。因此，數位工具、數位經濟與數位健康等有關數位包容性等議題，成為 APEC 各論壇共通關注焦點。
- 二、由於疫情衝擊仍未見盡頭，各經濟體分享疫情下延伸的各項經濟議題紛呈。盤點婦女與經濟論壇(WEF)宣言和經濟體發言要點，美國、菲律賓、墨西哥與俄羅斯等經濟體與我國均重點關注女性在發展照護經濟(Care Economy) 的機會與挑戰。另一方面，同步參考 HRDWG 和 SMEWG 專家分享計畫與跨論壇合作方向後，建議我國於提案數位建康概念性文件時，可優先邀請美國、菲律賓、墨西哥與俄羅斯等經濟體意見與合作意願，並透過數位工具包容應用，及釋放人力潛能等角度，以跨論壇合作方式擴大提案支持度。
- 三、「拉塞雷納婦女與包容性成長路徑圖(TheLa Serena Roadmapfor Women and Inclusive Growth (2019-2030))」執行方案報告與總結建議，可作為我國後續於工作小組的提案參考。例如我國有關數位健康的提案，建議可從路徑圖中的「B4：支持女性從非正式勞動轉換到正式勞動市場的做法，並發展衡量無酬勞動的策略」；以及「D3：解決女性與女孩接觸 STEM 領域的障礙，並強化她們持續接觸 STEM 的管道；」等兩大面向，透過具性別包容性的數位工具和設計，減輕照顧負擔以釋放女性經濟潛能等方式，透過新提案回應 PPWE 主席所呼籲缺乏關注的行動領域。



2021/SOM3/PPWE/001
Agenda Item: 1.2

Draft Agenda

Purpose: Consideration
Submitted by: PPWE Chair



Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021



Policy Partnership on Women and the Economy

17 to 21 August 2021

2pm to 4.00pm (NZDT), 10am to 12.30pm (SGT), 10pm to 12.30am (EST)

PPWE 2 - 17 August 2021, 2pm to 4.00pm (NZDT)

Agenda		SESSION 1: PPWE BUSINESS
1.00pm – 1.55pm		Testing Connectivity
2.00pm	Item 1	Mihi – Welcome: Chair – Ms Renee GRAHAM
2.05pm	Item 2	Acceptance of Agenda and group photo
2.10pm	Item 3	Opening Address: Julia TORREBLANCA, Chair of ABAC Inclusion Working Group
2.20pm	Item 4	Secretariat and PSU Updates <ul style="list-style-type: none"> - Secretariat Update: Program Director - La Serena Implementation Update: PPWE Chair’s Office - APEC Women and the Economy Dashboard Update: APEC PSU
2.50pm	Item 5	WEF Update: <ul style="list-style-type: none"> - Update on Planning for WEF 2021: New Zealand - Update on WEF statement: New Zealand - WEF statement drafting opportunity
3.20pm	Item 6	(Time Permitting) Project Updates
3.50pm	Item 7	Chair – Overview Overview of Session 1, welcome to Session 2 (tomorrow) and Session 3 (day after). Any Q&A.
4:00pm		Close

Join, Work, Grow. Together.
Haumi ē, Hui ē, Tāiki ē.



PPWE 2 - 19 August 2021, 2pm to 4:15pm (NZDT)

		SESSION 2: PUBLIC-PRIVATE DIALOGUE: WOMEN LED BUSINESSES IN DIGITALLY INCLUSIVE ECONOMIES
1.00pm – 1.55pm		Testing Connectivity
2.00pm	Item 1	Mihi – Welcome: Chair – Ms Renee GRAHAM
2.05pm	Item 2	Opening Remarks: Ms Traci HOUPAPA MNZM JP, Chair of the National Advisory Council on the Employment of Women (NACEW)
2.15pm	Item 3	Policy Dialogue Overview: Chair – Ms Renee GRAHAM
2.20pm	Item 4	<p>Policy Dialogue Panel Presentations</p> <p>Focus questions:</p> <ul style="list-style-type: none"> ○ <i>What can we do to support women-led businesses at every stage – from founding to growth and export, especially in the context of COVID-19?</i> ○ <i>How can we support the digitalisation journey for these businesses, especially where they have needed technology to adapt to COVID-19?</i> ○ <i>How can this contribute to broader objectives on economic growth and wellbeing?</i> ○ <i>How can we better link these businesses in to trade and collaboration opportunities in the APEC region?</i> <p>Panellists:</p> <ul style="list-style-type: none"> - New Zealand: Ms Theresa GATTUNG CNZM - Philippines: Ms Rosemarie RAFAEL - Chinese Taipei: Ms Cathy YEH - Beth Ann LIM, Director of Policy Programs and Public Outreach for Asia Pacific; Global Head of SheMeansBusiness, Facebook
3.00pm	Item 5	Open Floor: Comments and Q&As
3.15pm	Item 6	<p>Break-out room Discussions facilitated by:</p> <ul style="list-style-type: none"> - New Zealand: Theresa GATTUNG CNZM - Philippines: Monette ITURRALDE- HAMLIN - Chinese Taipei: Cathy YEH - Beth Ann LIM <p>Focus Question: <i>“Especially in the context of COVID-19 recovery, what can we do to support women-led businesses and also contribute to broader objectives on economic growth and wellbeing?”</i></p>



		Each break-out identifies 2 key barriers and 2 key enablers from their discussions
3.55pm	Item 7	Report back from Break-out sessions: Panellists comment and report back.
4.05pm	Item 8	Chair – Overview Overview Session 2 and welcome to Session 3
4.15pm		Close



PPWE 2 - 21 August 2021, 2pm to 4:00pm (NZDT)

		SESSION 3: PRESENTATIONS ON APEC CROSS-CUTTING ISSUES
1.00pm – 1.55pm		Testing Connectivity
2.00pm	Item 1	Mihi – Welcome: Chair – Ms Renee GRAHAM
2.05pm	Item 2	Opening Remarks: Ms Jatuporn ROJANAPARNICH, Thailand
2.15pm	Item 3	Presentations on Cross Cutting Issues: <ul style="list-style-type: none"> - Professor Dong Sun PARK, Lead Shepherd HRDWG - Norlela Bte SUHAILEE, Chair SMEWG - Policy Support Unit, “The Role of Women’s Empowerment in Anti-Corruption”
2.55pm	Item 4	Open Forum Discussion and Q&A facilitated by Chair
3.15pm		PPWE Closing remarks – Chair Invitation to Women in the Economy Forum Handover to Thailand for 2022 Thailand: Indicative Plans for PPWE, WEF 2022 [TBC]





2021/SOM3/PPWE/002
Agenda Item: 1.4

Project Update

Purpose: Information
Submitted by: APEC Secretariat



**Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021**



Asia-Pacific
Economic Cooperation

Project Update

APEC Secretariat

August 2021



Advancing Free Trade
for Asia-Pacific Prosperity

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PROJECT SESSION 1, 2021

Overall Outcomes

Number of Concept Notes submitted	63*
Number of Concept Notes approved in-principle	48
Approval rate	77%
Average approval rate (over 5 years)	54%

*one Concept Note was determined ineligible under PS1 2021.

PROJECT SESSION 1, 2021

Our Outcome

This table shows the Project Session 1, 2021 outcome for our group:

Project Number	Title
PPWE 01, 2021	<i>Promoting Gender Equality in the Telecommunications Industry for the Inclusive Recovery</i>

PROJECT SESSION 2, 2021

Overall Outcomes

Number of Concept Notes submitted	76*
Number of Concept Notes approved in-principle	62
Approval rate	84%
Average approval rate (over 5 years)	54%

*two Concept Notes were determined ineligible under PS2 2021.

PPWE Project Updates

Project Number	Title
PPWE 01 2019	<i>APEC Capacity Building on Restructuring Women-led MSMEs in Textile Garment (T&I) Industry in the New Era (Viet Nam)</i>
PPWE 02 2019	<i>APEC Women Builders Creating Inclusive Future (Chinese Taipei)</i>
PPWE 03 2019	<i>Harnessing Fintech for Women-led MSMEs for Promoting Inclusive Growth (Viet Nam)</i>
PPWE 04 2019	<i>Women's Leadership in Digital Era: Agility, Adaptability, Fluency (Malaysia)</i>
PPWE 01 2020	<i>Workshop for Policy Makers in APEC: Strengthening Women's Empowerment and Leadership Through Digital Economy in Boosting Economic Growth (Indonesia)</i>
PPWE 02 2020	<i>The Future of Women at Work: Empowering Women's Role in the Transition Era of Automation (Indonesia)</i>

PPWE Project Updates

Project Number	Title
PPWE 03 2020	<i>Individual Action Plan (IAP) for the Enhancement for the Ratio of Women's Representation in Leadership (Final Review Study and Online Workshop) (Japan)</i>
PPWE 04 2020	<i>Gender Data for Structural Reform (New Zealand)</i>
PPWE 05 2020	<i>Effects of policies promoting the work-life balance in the development of women who lead MSMEs, in the context of the post-COVID-19 economic recovery (Peru) (subject to BMC approval)</i>
PPWE 06 2020	<i>COVID-19 Indigenous and Diverse Women-led MSME Responses (New Zealand)</i>
PPWE 07 2020	<i>The untapped economic potential of including women in the digital economy in the APEC region (Chile)</i>

PROJECT UPDATES

COVID-19 & Project Planning

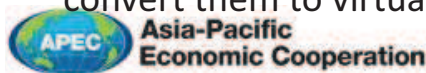
Regional travel disruptions related to COVID-19 continue to make in-person project events challenging.

➤ **For the remainder of 2021:**

- Project Overseers (POs) should continue to plan virtual project events to avoid the need to re-design or delay projects.
- POs who need to convert in-person project events to virtual events should submit a Project Design Amendment and Extension Form (PDAEF) and propose the change.
- Hybrid events (i.e. events that include both in-person and virtual attendees) may be feasible, but these are subject to local conditions and the prevailing regional travel restrictions. Ideally, hybrid events should have at least 2 APEC economies present in person.

➤ **In 2022:**

- Given the continuing lack of certainty regarding international travel in 2022, POs should be cautious about planning physical events next year; and be prepared to convert them to virtual events if needed.



PROJECT RESOURCES

Visit the **PO Toolkit** page:

<https://www.apec.org/Projects/Forms-and-Resources>

Visit the **Project Quality: Training and Guidance** page:

<https://www.apec.org/Projects/Project-Quality-Training-and-Guidance>

Find out more...

APEC Online and Social Media



apec.org



[@APECnews](https://www.facebook.com/APECnews)



[@APEC](https://twitter.com/APEC)



[@apec](https://www.instagram.com/apec)



[APEC – Asia-Pacific Economic Cooperation](https://www.linkedin.com/company/apec)



Asia-Pacific
Economic Cooperation



**Asia-Pacific
Economic Cooperation**

2021/SOM3/PPWE/003

Agenda Item: 1.4

La Serena Roadmap for Women and Inclusive Growth (2019-2030) Implementation Update

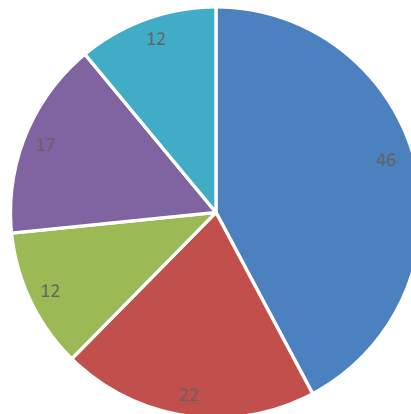
Purpose: Information
Submitted by: PPWE Chair



**Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021**

La Serena Implementation Update

Reported Activities by Action Area



- A: Empowering women's access to capital and markets
- B: Strengthening women's labour force participation
- C: Improving access of women to leadership positions in all levels of decision making
- D: Support women's education, training and skills development and access in a changing world of work
- E: Advancing Women's economic empowerment through data collection and analysis

La Serena Implementation Update

B.4 "Promote the transition of women from the informal to the formal economy, and the development of strategies to recognize and measure unpaid work."

B.5 "Support policies to close the gender pay gap and improve women's access to non-discriminatory, high quality employment and decent work in both rural and urban areas."

B.7 "Actively encourage initiatives and strategies to prevent and respond to gender-based violence and discrimination in the workplace."

C.2 "Promote and enable an environment that actively supports gender equality and women's empowerment and diversity as part of management strategies."

D.1 "Counter gender stereotypes in education, training and skills development."

D.3 "Address barriers to strengthen women and girls' access to and retention in science, technology, engineering and mathematics (STEM) education and careers."

D.6 "Encourage initiatives and strategies to prevent violence, abuse and harassment against women and girls, including online bullying and technology-facilitated abuse and harassment."

La Serena Implementation Update

- Increase activity outside of action area A
- Contribute to action area E, building capability in data collection and analysis
- Measure quality not quantity
- Centre women in activity planning
- Evaluate ongoing impact and outcomes
- Collaboration is crucial



**Asia-Pacific
Economic Cooperation**

2021/SOM3/PPWE/004

Agenda Item: 1.4

Highlights: The APEC Women and the Economy Dashboard 2021

Purpose: Information

Submitted by: Policy Support Unit, APEC Secretariat



**Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021**

Highlights: The APEC Women and the Economy Dashboard 2021

APEC Secretariat, Policy Support Unit

2nd Meeting of the Policy Partnership on Women and the Economy (PPWE2)
17-21 August 2021

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Updates in the 2021 Dashboard

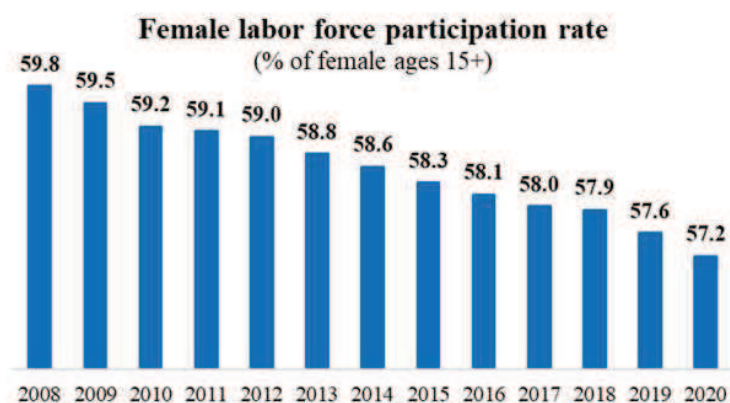
- ❖ **Added new digital-related indicators**, recognizing the increasing value of technology, particularly amid the accelerated shift to online platforms to curb the spread of COVID-19.
- ❖ **Replaced indicators that were either discontinued or not updated** for several years by the main sources, mainly indicators on infrastructure and access to essential facilities.
- ❖ **Reflected changes** made by the Dashboard's main sources:
 - The **World Bank's Women, Business and the Law (WBL)** does not make a distinction among women according to their civil status or maternal state anymore.
 - Revised definitions and methodologies by the **Center for International Earth Science Information Network (CIESIN)** on indicators regarding "green awareness and activity".

Key Findings

- ❖ The Dashboard 2021 showed **continued improvements in key areas regarding women's opportunities** during the period 2008-2020.
- ❖ Parallel to this progress, **persistent barriers arising from weak and contrasting policies as well as socio-cultural gender biases** still remain, holding back women from participating fully in the APEC region.
- ❖ Contrasting policy intentions are **evident across the spectrum of women's access** to credit, employment, education, technology and institutions.

Access to Capital and Assets

- ❖ Most APEC economies continue to uphold women's rights to property and inheritance, but women's access to credit remains hampered by creditors' discrimination on the basis of gender and marital status
- ❖ Employment is a source of capital and assets, but **female labor force participation rate has steadily declined** in APEC, which could be due to several factors:



Source: WB-World Development Indicators



- **Life choices** (e.g. pursuing further studies, retiring earlier, etc.)
- In 2020, women were mainly affected by **job losses because of COVID-19** and many left out of the work force to **care for relatives** affected by COVID-19

Access to Markets

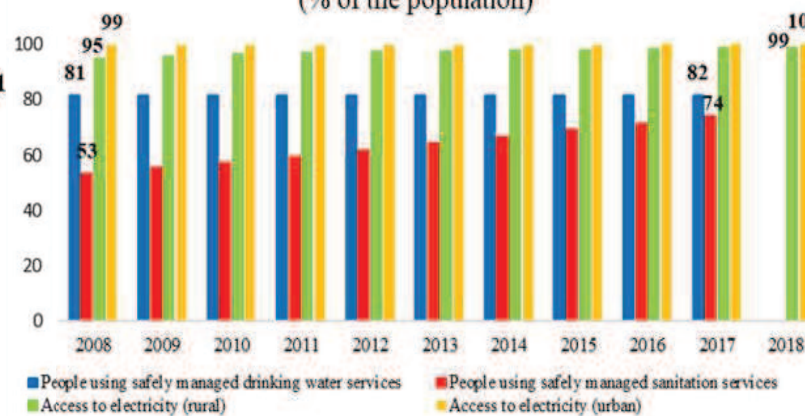
Women's **access to labor markets has improved**; but **only 13 economies** allow women to work in the same industries as men.

Widespread **access to electricity**, but APEC economies need to ensure better access to **safe drinking water and sanitation services**

Access to employment
(number of APEC economies)



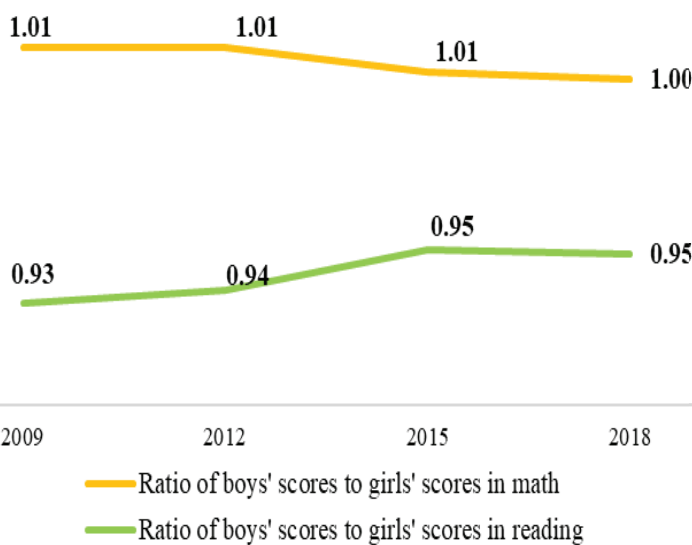
Access to basic services
(% of the population)



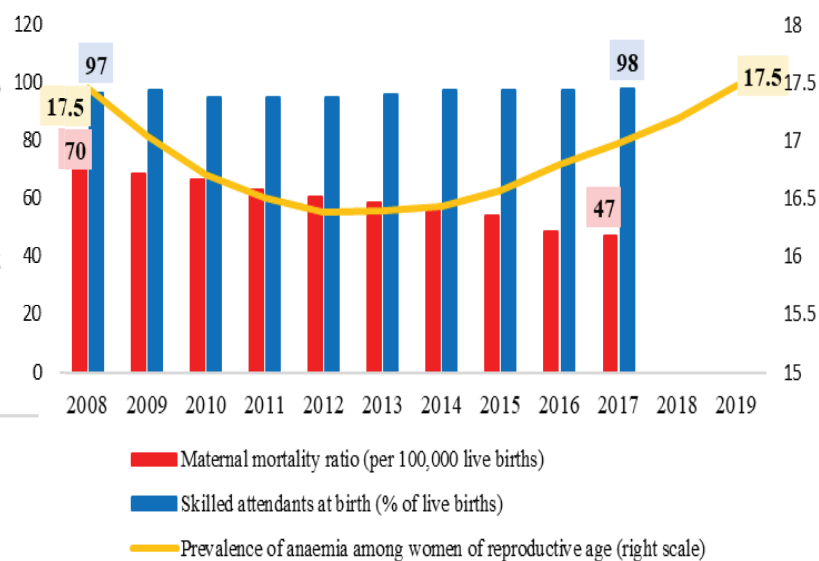
Freedom of movement: Most APEC economies grant women same rights as men to apply for **identification cards and passports**, as well as to **travel across borders**

Skills, Capacity-building, and Health

PISA ratios: boys-to-girls test scores



Women's health indicators



PISA test results show:

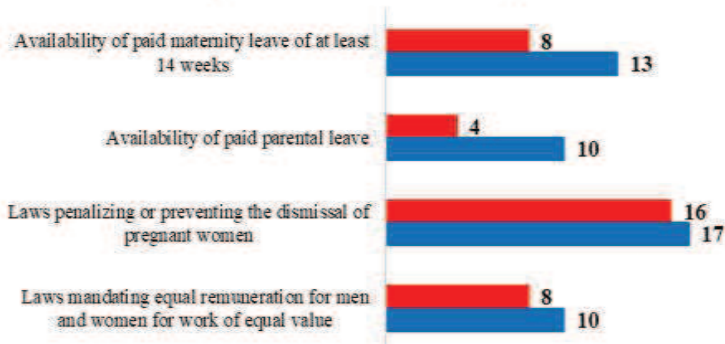
- **Girls in APEC have improved in mathematics** and are **at par with boys**;
- **Girls** have maintained **better scores** than boys in **reading**.

On women's health in APEC:

- Continued **decline in maternal mortality ratio**
- **Attended births rose**
- Prevalence of **anemia went up** to year 2008 levels

Leadership, Voice, and Agency

Conditions for career advancement
(number of APEC economies)



Source: World Bank - WBL

■ 2008 ■ 2020

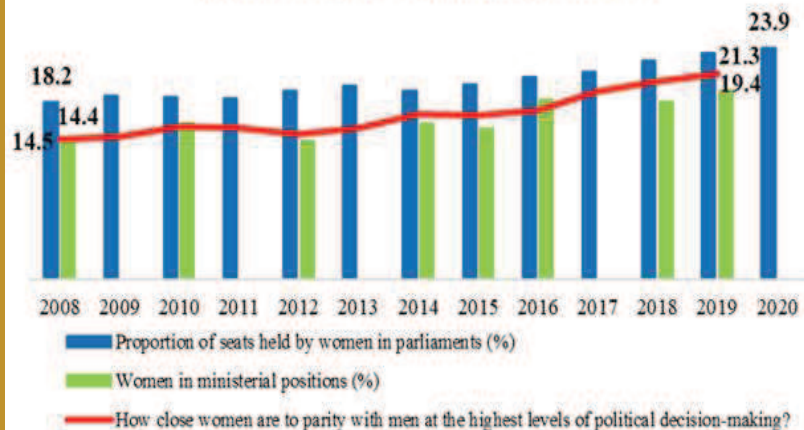
Improved labor conditions to facilitate career advancement; but more work is needed in terms of:

- Prohibiting the dismissal of pregnant women
- Providing paid maternity and parental leaves
- Bridging the gender wage gap

Political empowerment is important to support women's economic empowerment, but

- There is low women's representation in public leadership roles
- Some policies are not ensuring gender economic opportunities and social programs equality, affecting access to

Women's political empowerment

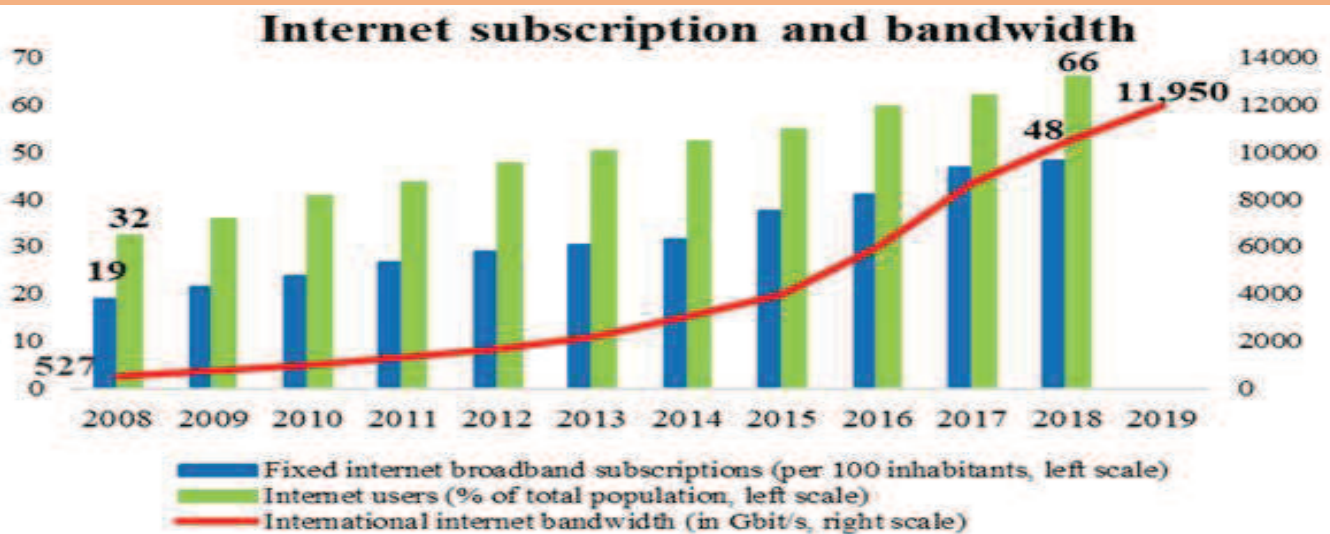


Sources: Inter-Parliamentary Union: Women in Politics for women in parliaments and ministerial positions; and the World Economic Forum-Global Gender Gap Report for the gender parity at the highest levels of political decision-making.

Innovation and Technology

Increasing digital access, absorption and capability:

- APEC scored 5.0 (with 7 as ideal) in **index of technological readiness**, indicating **availability of latest technologies** and **higher digital absorption** in most parts of the region
- Steady rise in **fixed internet broadband subscriptions, international internet bandwidth and internet users**
- Continued **affordability** and **efficiency** of **mobile and online services**



Source: International Telecommunications Union

Final Remarks: *Notable progress in some areas*

- ❖ **Access to assets and inheritance has remained high**, providing women with income security that could **empower them to make economic decisions**.
- ❖ **Women's access to labor markets has also improved**, with the majority of APEC economies instituting laws that promote gender equality to encourage women to enter and stay in the labor force.
- ❖ **Women in APEC enjoy freedom of movement**, widening economic opportunities to include business prospects and investment projects across the border.
- ❖ **Women can start a business or sign a contract in the same way as men** in most APEC economies. This, together with continued **high access of domestic companies to international markets** are key factors supporting women's entrepreneurship.

Final Remarks: *Policy issues and data gaps*

- ❖ **Policy issues** in a number of areas have not been addressed by APEC economies over the years, the **most conspicuous** of which include:
 - **absence of laws** ensuring **equal pay between women and men for work of equal value**;
 - **absence of laws** prohibiting **credit discrimination** on the basis of **gender or marital status**; and
 - **low representation of women** at the highest political decision-making bodies.

- ❖ Policies need to be mutually reinforcing to be effective. **Contrasting policies have been found in areas such as women's access to credit, employment, education, technology and institutions.**

- ❖ **Data gaps, particularly sex-disaggregated data, have created limitations on the analysis**, preventing a more accurate depiction of the status of women's empowerment in the region, and making it challenging to design policy actions that could improve women's participation.

Final Remarks: *Addressing socio-cultural biases*

- ❖ APEC economies should **enforce properly measures** that aim to **advance women's empowerment** across key areas as well as exert efforts to **change mindsets and counter gender stereotyping**:
 - ❖ **Integrate gender equality in all levels of education**, beginning at the primary level, where gender biases and assignment of gender functions and skills to boys and girls are introduced.
 - ❖ **Conduct information campaigns targeted at certain groups or sectors** to help eliminate gender stereotyping.
- ❖ There are different ways that economies could raise awareness to address gender biases and move toward an equal society, but the message is the same: **addressing discriminatory policies and attitudes require collective awareness and action.**

Find out more

APEC Online and Social Media



apec.org



@APECnews



@APEC

@Rebecca_APEC



@apec



APEC – Asia-Pacific Economic Cooperation



**Asia-Pacific
Economic Cooperation**

Build for Everyone

Cathy Yeh

Principal Group PM Manager
AI + Cloud Engineering Group
Microsoft



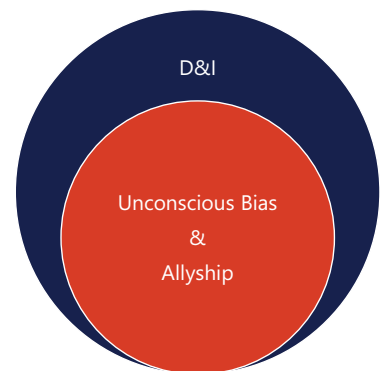
Some things about me...



- Principal PM Group Manager of Microsoft Cloud + AI Engineering Group
- Strategic Engagement for Asia Industrial customers and partners, leading Intelligent Manufacturing Center and IoT Open Lab.
- Executive Sponsor of Microsoft Taiwan D&I Committee.
- Judge for Women Entrepreneurship Award 2021



Diversity & Inclusion isn't just the right thing to do. It's the **only way** to run our business.

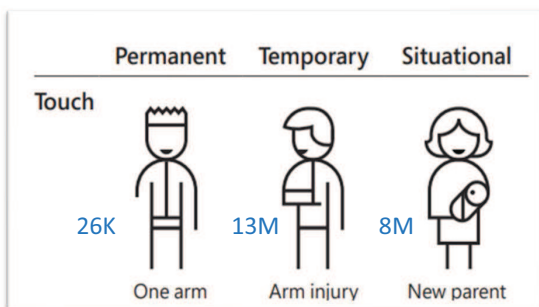


Our efforts will align to four strategic D&I pillars, accruing to One Microsoft impact:

Transform Our Culture	Empower Our People	Advance Inclusive Hiring	Delight Our Customers
Activate and infuse inclusion in the day-to-day employee experience	Support and accelerate a diverse and inclusive workforce	Invest in meaningful engagement with future talent	Facilitate inclusive practices and products with our partner and customer ecosystem

The principles of inclusive design

Recognize exclusion
Learn from diversity
Solve for one, extend to many



[Microsoft Inclusive Design Kits](#)

Recognizing exclusion in AI

The New York Times

Facial Recognition Is Accurate, if You're a White Guy

By STEVE LOHR FEB. 9, 2018



Gender was misidentified in up to 1 percent of lighter-skinned males in a set of 385 photos.

Gender was misidentified in up to 12 percent of darker-skinned males in a set of 318 photos.



Gender was misidentified in up to 7 percent of lighter-skinned females in a set of 296 photos.

Gender was misidentified in 35 percent of darker-skinned females in a set of 271 photos.

External advocacy: Equity and a LGBTQ friendly workspaces



Crowdsourcing : “All kinds of creative ideas can come from the public, furthering innovation” – by Audrey Tung

Inclusiveness seen as key to contain COVID-19 - Microsoft Stories Asia



Digital Minister Audrey Tang explains the importance of diversity and inclusion for public policy and innovation.

LGBTQ+ Celebrity Speech Series



Digital Minister Audrey Tang (fourth from the right) with Microsoft employees.

Build for the future



Coding Angels 台灣微軟

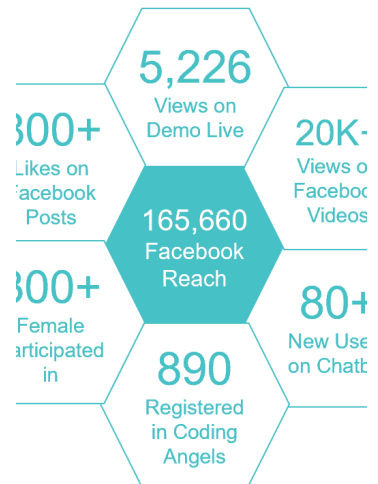
專屬於女大生的程式工作坊與職涯分享會

科技女力職涯分享會

<p>數位营销二十年</p> <p>時間：109年11月25日 18:30 p.m. - 20:30 p.m.</p> <p>Speakers: Hedy Ho (行銷專家與資深品牌總監) Anne Yang (品牌總監與資深行銷經理) 品牌專家 及 herself</p>	<p>起飛職涯的黃金十年</p> <p>時間：109年11月27日 18:30 p.m. - 20:30 p.m.</p> <p>Speakers: Sherry Liao (中研院專任副研究員) 科技業的 PM 與 Marketing 你也可以成為 職場世界的一份子</p> <p>Vivonne Shih (中研院專任副研究員) 誰說不能當我的同事 我要為自己定義</p>
---	--

Coding Angels 工作坊

<p>時間：109年12月13日 13:00 p.m. - 18:40 p.m.</p> <p>地點：台灣微軟</p> <p>Speakers: Cheryl Hsu (資深產品經理) AIOT：改變世界的力量 人工智慧與產物聯網</p>	<p>歷久彌堅女大專長 12:00-13:00 報到 13:00-13:30 開場 13:30-14:00 AIOT 演講 14:00-15:30 IoT 實作 15:30-17:30 Custom Vision 實作 17:30-18:00 小組討論 18:00-18:40 結束典禮</p>
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Women entrepreneurship

Highlights of 2020 Women Entrepreneurship Awards [MOEA Women Entrepreneurship Award Program](#)

GLOBAL VILLAGE FOOD TECHNOLOGY CO., LTD. (Cado GoodFood)

An Industrial Transformation, From traditional boxed meal maker to tourist factor with fashionable food and agricultural sightseeing spots

“ An idea comes true; even an Ordinary woman can become a successful businesswoman. ”

— Wu Yi Chen, CEO




GLOBAL VILLAGE FOOD TECHNOLOGY CO., LTD.
Person in charge & female representative: Wu Yi Chen, CEO
Address: No. 42-27, Houdu VII, Houdu District, Tainan City
Phone: 06-887-4762
Website: <https://www.cadotna.com.tw/>
Service Items: tourism factory, service of catering

JIN JIALONG ENTERPRISE CO., LTD. (Sheriff Tea Egg)

Refining the most considerate tea eggs in history

“ Show the strength and tenderness of women ”

— Deputy General Manager Jessica Shih



JIN JIALONG ENTERPRISE CO., LTD.
Person in charge: Jack Yu
Female Representative: Jessica Shih, Deputy General Manager
Phone: 06 6900613
Website: <https://www.sheriffteaegg.com/>
Business Items: marinated foods such as tea eggs, iron eggs, dried tofu, konjac, etc.

CHENG MAO ENTERPRISE CO., LTD.

Show yourself in a male-dominated industry, women can also create the ultimate craftsmanship in the sheet metal industry

“ Doing what you are good at is the best choice! ”

— Lin WeiLi, person in charge



CHENG MAO ENTERPRISE CO., LTD.
Person in charge & female representative: Lin WeiLi
Address: No. 1, Alley 2, Lane 145, Yilin Road, Rende District, Tainan City
TEL: 06-270-5587
Website: <https://www.cmasteel.com.tw/>

Bright Ideas for Life CO. LTD.

Never forgets the original intention: devote to the interpretation between art, technology and culture

“ Entrepreneurship is a commitment ”

— Lin Fang-yin, Founder



Bright Ideas for Life CO. LTD.
Person in charge & female representative: Lin Fang-yin, Founder
Address: 3rd Floor, No. 99, Section 2, Dunhua South Road, Dahan District, Taipei City
Phone: 02-2784-5588
Website: <http://www.brightideas.com.tw/>
Business Items: Technology exhibition planning, cultural content development, animation production

Guzip Biomarkers Corp.

Unprecedented endometrial cancer testing kit

“ Moving forward with mission and dreams ”

— Pully Lin, CEO



Guzip Biomarkers Corp.
Person in charge & female representative: Pully Lin, CEO
Address: 14th Floor, No. 671, Bannan Road, Zhonghe District, New Taipei City
Phone: 02-2223-6877
Website: <http://www.guzipbio.com/>
Business Items: biotechnology services, Sales of

BAI-CHUNG-REN FOODSTUFF CO. LTD.

To support 101 tribal living relying on a leaf

“ Leading Super Women into the Global World ”

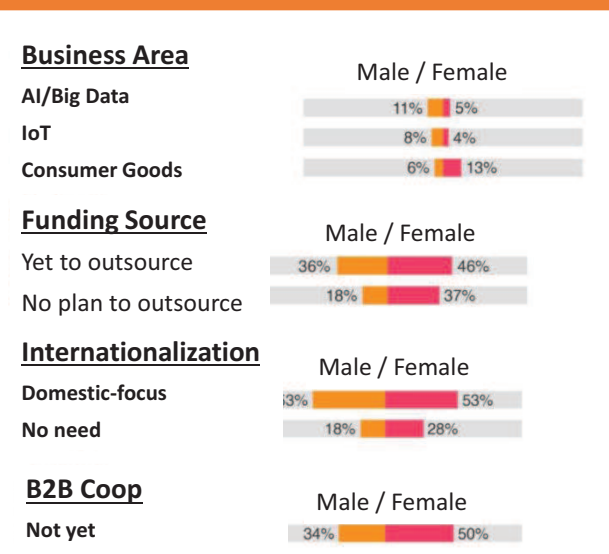
— Wang Jen Yi, Co-founder



BAI-CHUNG-REN FOODSTUFF CO. LTD.
Person in charge: Hui Che Huang
Female representative: Wang Jen Yi, Co-founder
Phone: 06-931-1977
Website: <https://www.abai.com.tw/>
Business Items: A-Bai: bamboo rice, Khasya Trichodesma dumplings and leaves

How to help HER to make the world better?

Any difference between female/male entrepreneur?



Source: [MOEA Women Entrepreneurship Award Program](#)

While we're seeing changes in the era of Pandemic....

- **More Cross-Over to IT**
 - **Biotech** : Covid-19 rapid testing, Optical-based testing platform for virus detection, precious medical; 3D AI-based Testing platform... etc.
 - **E-Commerce**: House Renovation Platform; Real-Estate Management Platform; Bidding Platform
 - **Education**: Authoring platform for online learning; Foreign language online learning,
- **More Green**
 - New material innovation to uplift efficiency
 - Solar Hybrid Electric Tricycle
- **More Global & Diversified**
 - **Go Global**: Expansion to emerging markets with highly localized products and services; Cross-boarder payment system
 - **Go Local**: Teacher/Student Match-Making System





**Asia-Pacific
Economic Cooperation**

2021/SOM3/PPWE/008

Agenda Item: 3.3

Cross Cutting Issues – Human Resources Development Working Group

Purpose: Information
Submitted by: HRDWG Chair



**Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021**

Human Resources Development Working Group (HRDWG)

APEC Policy Partnership on Women
and the Economy (PPWE) Meeting

21 August 2021 (Saturday)

Agenda Item 3 - **Presentation on
Cross Cutting Issues**

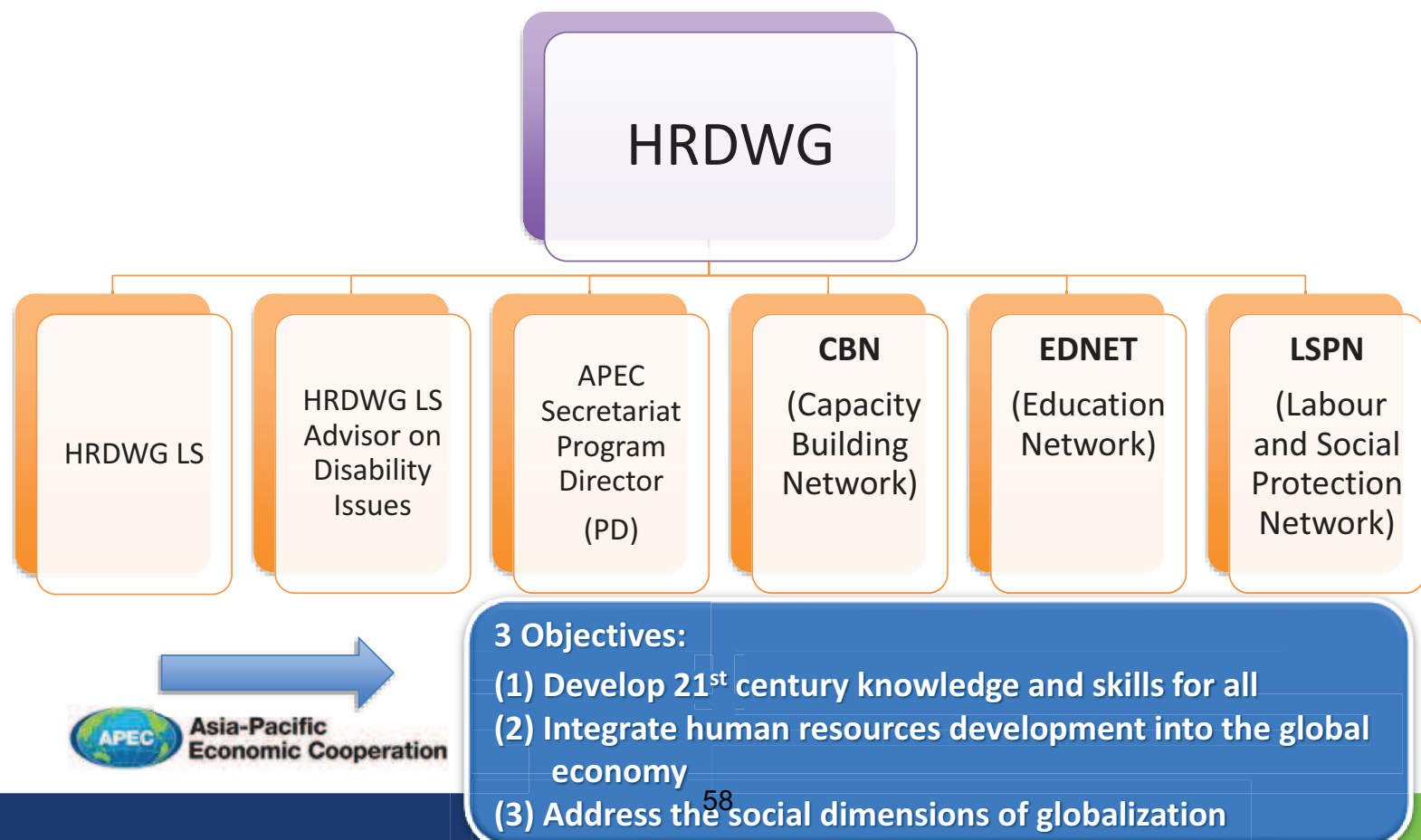
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for Asia-Pacific Prosperity**

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Human Resources Development Working Group (HRDWG)

1. Working Group Structure and Key Priorities



Human Resources Development Working Group (HRDWG)

2. Key Forum Deliverables for 2021

※ Bearing in mind the theme of HRDWG Meeting 2021 (set by host economy):

“Promoting resilience and an inclusive and sustainable recovery”

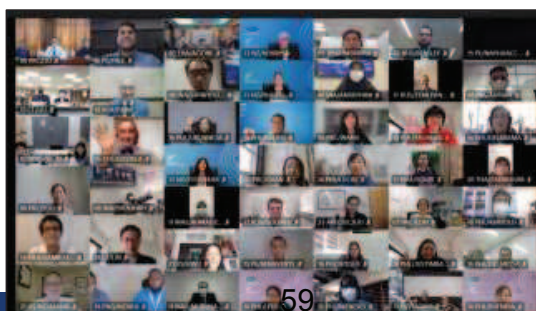
□ The 46th APEC HRDWG Plenary Meeting and three sub-network Meetings (May)

- Policy discussions during the HRD Plenary and associated meetings on

(1) “Changing Nature of Work and Employment in the context of COVID-19 (Future of Work)” and

(2) “Supporting inclusive and responsive labour markets through labour and social protection”

- Invited Policy Partnership on Women and the Economy (PPWE) Co-chair to give a presentation and discussion on **“La Serena Roadmap on Women and Inclusive Growth 2019-2030: Implementation Plan”**



Human Resources Development Working Group (HRDWG)

3. Current Issues and Major HRD Agenda

- ① **Socio-economic Recovery** from the downturn caused by the COVID-19
- ② **Reskilling and upskilling of workers**
- ③ Assuring **Educational Continuity, Equity and Quality for all**
- ④ Implementing remote and blended learning and pedagogies (**ICT in education**) throughout all levels and types of schools, educational/training institutes and etc. to **minimize educational disruptions**
- ⑤ **Responding to labour market changes** (e.g. 4IR, automatization, job loss, loss of working hours) with labour and social protection policies (e.g. provide income support, wage, subsidies, social security support for a safe return to work)
- ⑥ Increasing **social security measures** (e.g. expand medical insurance and public health benefits to prevent the spread of global pandemic)

Human Resources Development Working Group (HRDWG)

4. Past Collaboration with PPWE (2014~21)

#	Project Number/ Proposing Economy	Project Title/Theme	#	Project Number/ Proposing Economy	Project Title/Theme
1	[HWG 03 2014S] The U.S.	Healthy Women, Healthy Economies (HWHE)	8	[HRD 02 2019S] Australia	Pathways to Gender Inclusion: Can Technology Close the Gender Gap and Delivery Economic Gains for Women?
2	[HRD 01 2015A] The U.S.	HWHE—Expanding Opportunities for Women in the Global Economy	9	[HRD 02 2019A] Chinese Taipei	Regional Industry-Academia Collaboration for Talent Development and Inclusive Growth: Skills Training, Internships, Jobs and Women
3	[HRD 05 2016A] The U.S.	HWHE Leadership Conference: Enhancing Women’s Economic Participation by Improving Women’s Health	10	[HRD 03 2019A] Chinese Taipei	Women’s Economic Empowering, New Media Digital Upskilling (WEDU)
4	[HRD 16 2016S] Australia	Workshop on Improving Quality Employment Opportunities for Women	11	[HRD 01 2020S] Chinese Taipei	Optimizing Human Potential through New Approaches to Skills Citizens in Digital Age: WEDU Workshop
5	[HRD 09 2017S] Chinese Taipei	Fostering Inclusive Growth in APEC Economies—Equal Employment Opportunity Policies and Practices	12	[HRD 03 2020A] Viet Nam	APEC Symposium on Developing New Leadership Capabilities in Response to the Work Evolution in the Digital Age
6	[HRD 05 2018A] The U.S.	HWHE: Sharing and Elevating Impacts on Women’s Workforce Participation across the Asia Pacific	13	[HRD 05 2021S] Chinese Taipei	Digitalisation and Emerging Employment Patterns: Challenges and Responses
7	[HRD 10 2018S] The U.S.	Expanding Implementation through the HWHE Guidebook for SMEs	→ A total of 13 Cross-Cutting Projects focusing on female HRD		

Human Resources Development Working Group (HRDWG)

5. Previous HRDWG-PPWE Cross-fora project themes and subjects

- ① **Women's access to healthcare** and its relationship to socio-economic participation
- ② Public Private Partnership to enhance **workplace health and safety** with a gender lens (OSH; Occupational Safety and Health)
- ③ **Gender disaggregated data** (needs, collection, production, analysis, and periodical updating)
- ④ **Gender Equality in the digital age** (closing the digital skills gap and income inequality between men and women in the Industry 4.0 era)
- ⑤ **Equal Employment Opportunity** policies and practices (creating a fair, equal and friendly workplace for women and supporting their career pathways)
- ⑥ Increasing **female representation in industries** (e.g. bioengineering, digital technology, new media, sustainable agriculture, STEM field)
- ⑦ Developing **capacity building, education and training programs, which are gender sensitive**

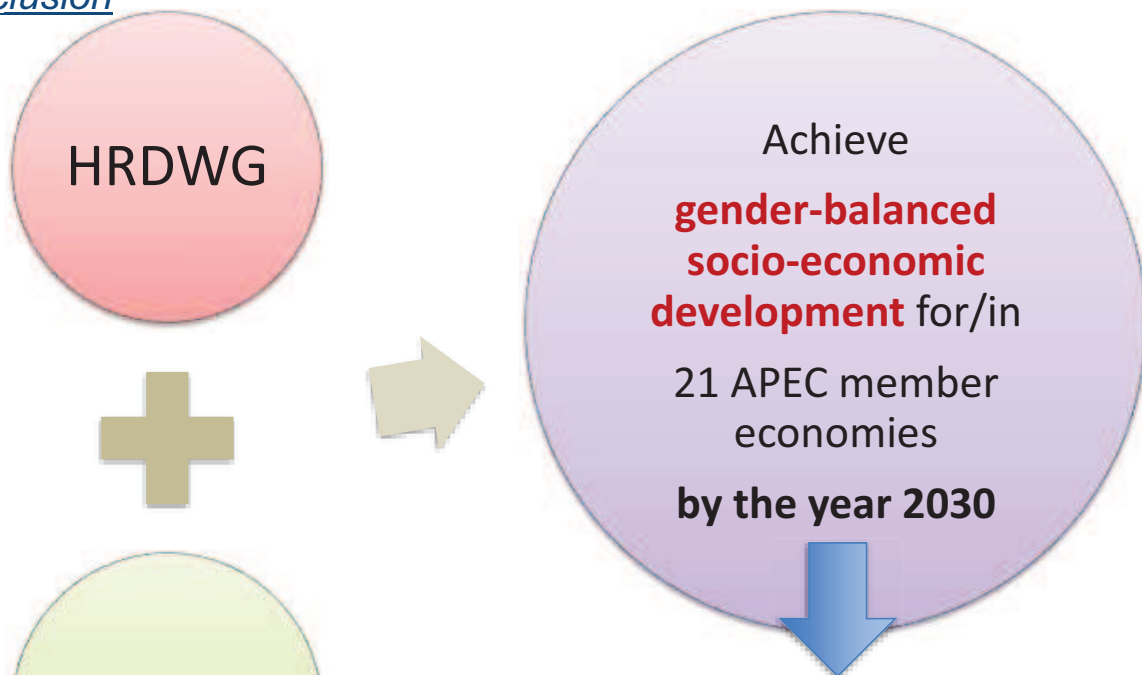
Human Resources Development Working Group (HRDWG)

6. Potential Areas for Future Collaboration between HRDWG and PPWE

- ① Address **gender dimension for all HRDWG projects**, initiatives and frameworks **to achieve the PPWE-initiated “La Serena Roadmap for Women and Inclusive Growth 2019-2030” and “Women and the Economy Dashboard” objectives and goals**
- ② Continue the “APEC Healthy Women, Healthy Economy **(HWHE)” Initiative and Research Prize** awarding, which advances women’s healthy lives and greater socio-economic participation in APEC with **gender-based data and research**
- ③ Seek ways to improve **women’s health** (particularly occupational health and safety) **and access to healthcare** (maternity policies, illness prevention, etc.)
- ④ Identify and Implement **capacity building projects and activities for women’s socio-economic empowerment**
- ⑤ Increase **technical, vocation education and training (TVET), as well as continued lifelong education and career development opportunities** for women for **professional skills building and socio-economic inclusion**
- ⑥ Ensure **equal educational opportunity and attainment** for girls and women in APEC
- ⑦ Enhance **STEM education (including ICT) for girls and women**, which aligns with the objectives of the “APEC Education Strategy 2016-30”

Human Resources Development Working Group (HRDWG)

7. Conclusion



Check the progress with the APEC Guidelines and documents such as

- (1) APEC Putrajaya Vision 2040
- (2) APEC Education Strategy 2016-2030
- (3) The La Serena Roadmap for Women and Inclusive Growth 2019-30



**Asia-Pacific
Economic Cooperation**

2021/SOM3/PPWE/009

Agenda Item: 3.3

The Role of Women in Anti-Corruption

Purpose: Information

Submitted by: Policy Support Unit, APEC Secretariat



**Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021**

The Role of Women in Anti-Corruption

Carlos Kuriyama
Senior Analyst
APEC Policy Support Unit

Policy Partnership on Women and
the Economy Meeting (PPWE2)
21 August 2021

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What is corruption?

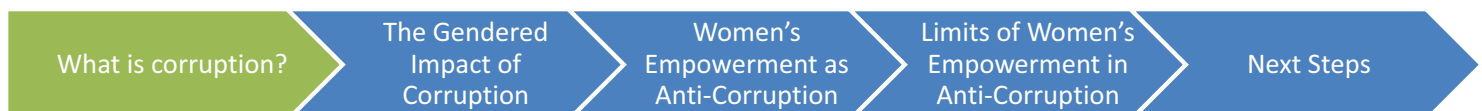
- It is the **abuse of a position of power for private gains**
- Two types according to Transparency International:

Petty corruption

Everyday abuse of entrusted power **by public officials** in their interactions **with ordinary citizens**, who are trying to access basic goods or services

Grand corruption

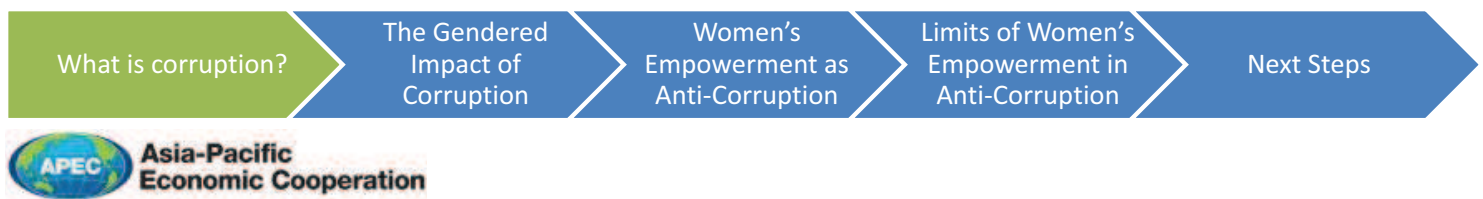
Abuse of high-level power that benefits the few at the expense of the many, and **causes serious and widespread harm** to individuals and society



Examples of corruption

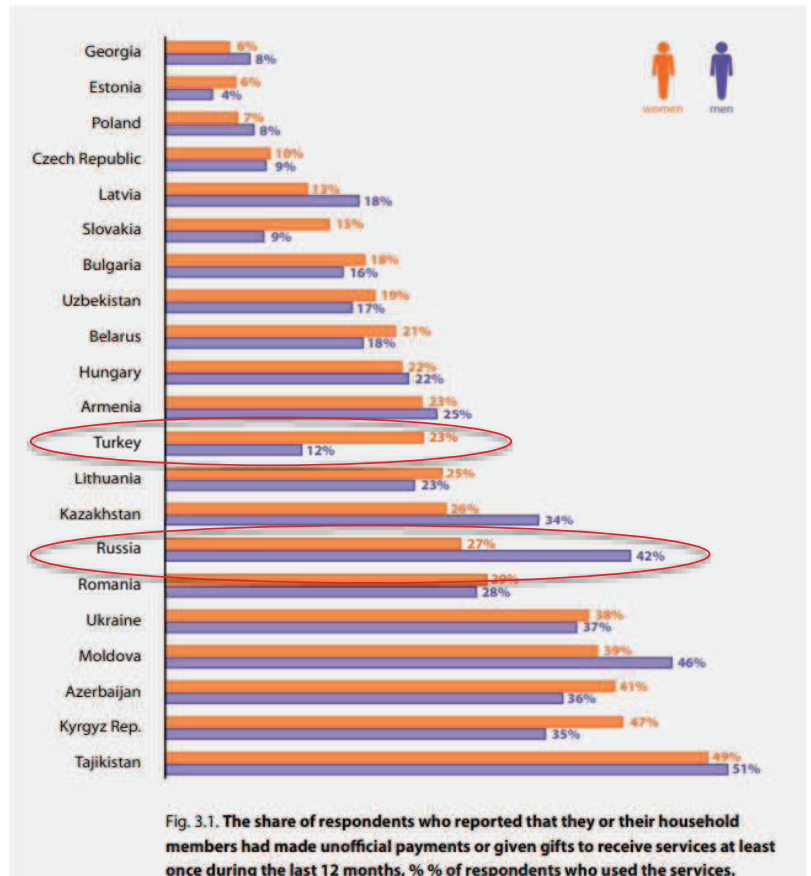
Petty Corruption	Grand Corruption
<ol style="list-style-type: none"> 1. Paying bribes to access public services that are otherwise free 2. Extortion by officials (e.g. traffic police, judiciary officials) 3. Using personal connections to get priority access to public goods and services 	<ol style="list-style-type: none"> 1. Awarding public-private partnership contracts to companies linked to political allies 2. Embezzlement of public funds and resources 3. Nepotism and patronage in public service and positions of power

Source: APEC Secretariat – Policy Support Unit
 Note: This list is non-exhaustive.

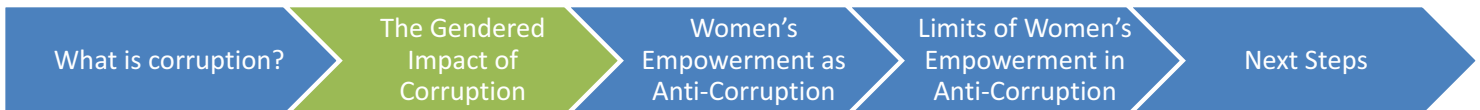


The Gendered Impact of Corruption

- Impact of gender on corruption is not universal

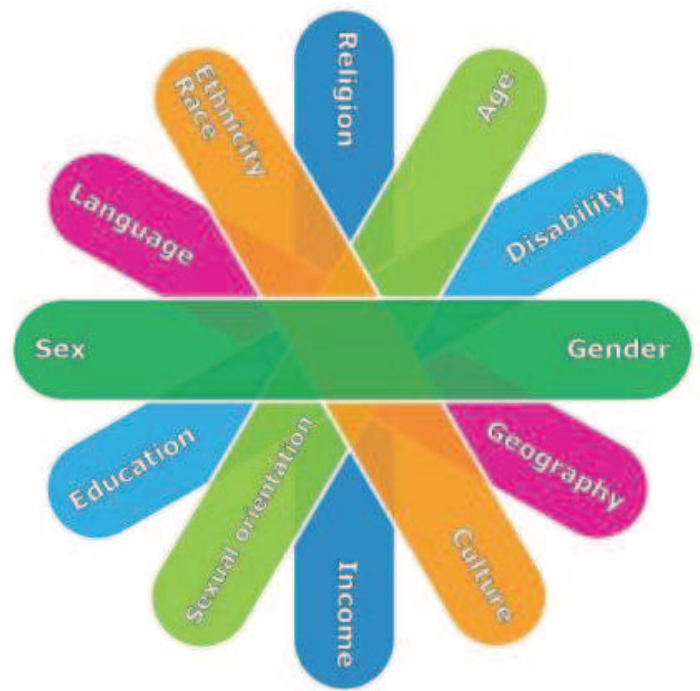


Source: UNDP (2018). (<https://rm.coe.int/gender-corruption-report-en-11-/168098f7e7>)

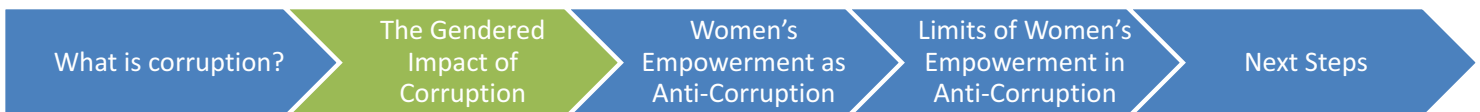


The Gendered Impact of Corruption

- Gender ***intersects*** with other factors such as ethnicity, culture, income, levels of education, etc.
- Example of **gender intersectionality in policymaking**: Canada's Gender-Based Analysis Plus.

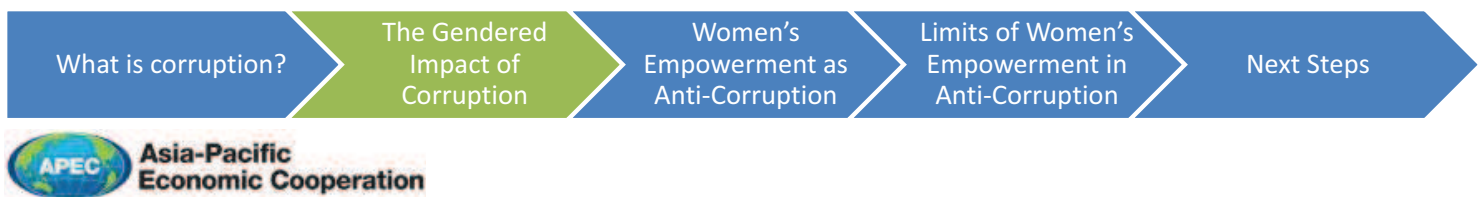


Source: Government of Canada. <https://cfc-swc.gc.ca/gba-ac/s/approach-proche-en.html>



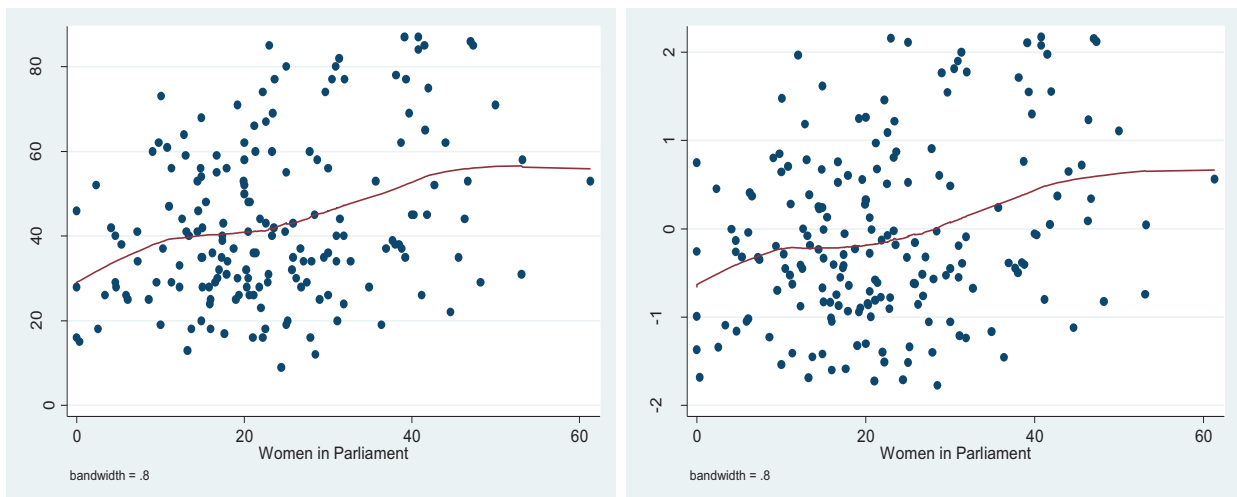
The Gendered Impact of Corruption

- As a whole, **women are more vulnerable to corruption**
 1. Women have **less socioeconomic power** than men.
 2. Women **access certain public services** where **corruption** is more likely to be **prevalent**. (United Nations, 2020)
- There are also risks of **cases of corruption** where **sex is used as a currency of transaction** (e.g. sextortion)



Women's Empowerment as Anti-Corruption

- Early studies suggested a relationship between *the share of women in government* and *the perceived levels of corruption*
- 2019 data shows a similar pattern



Source: APEC Secretariat – Policy Support Unit calculations. Data from Inter-Parliamentary Union, Transparency International, and World Bank's Worldwide Governance Indicators – Control of Corruption Index.

What is corruption?

The Gendered
Impact of
Corruption

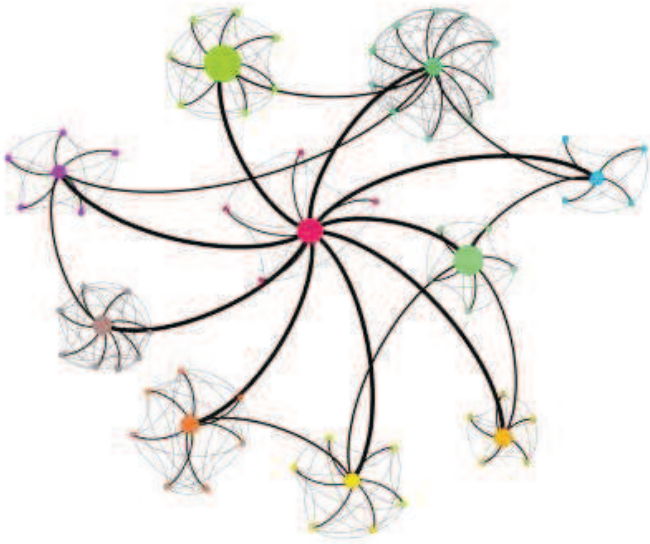
Women's
Empowerment as
Anti-Corruption

Limits of Women's
Empowerment in
Anti-Corruption

Next Steps

Women's Empowerment as Anti-Corruption

- **Network analysis** shows us some ways that gender intersects with other factors to impact corruption incidence.



Imagine a hypothetical network depicting connections between people

Nodes -> person

Lines -> information flows

What is corruption?

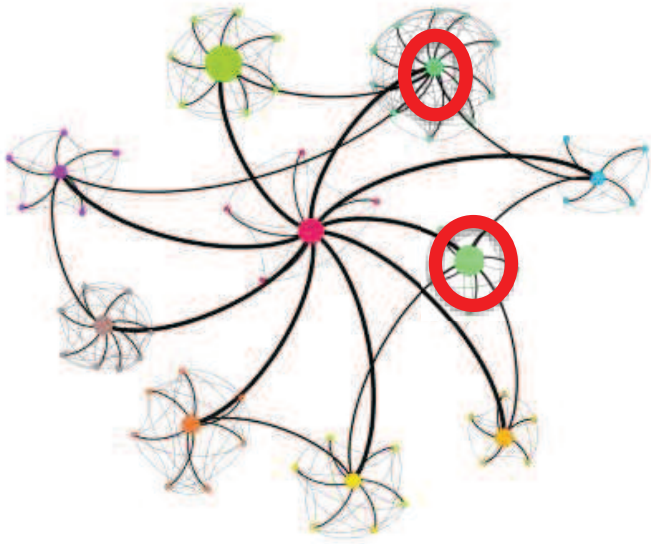
The Gendered
Impact of
Corruption

Women's
Empowerment as
Anti-Corruption

Limits of Women's
Empowerment in
Anti-Corruption

Next Steps

Women's Empowerment as Anti-Corruption

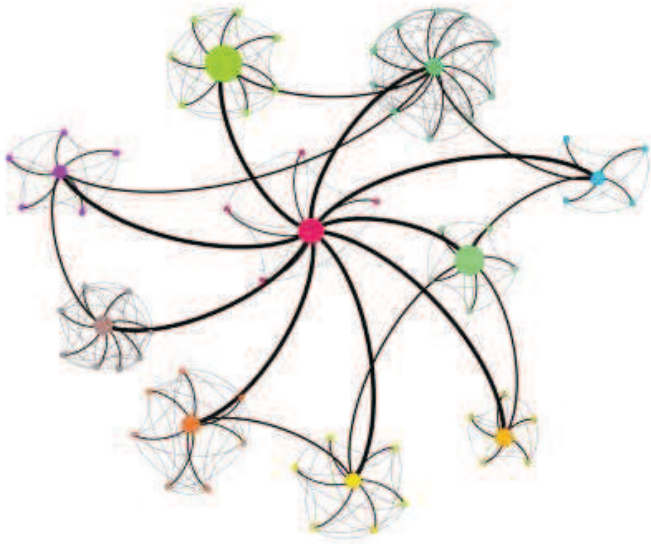


Suppose we change two people in positions of influence.

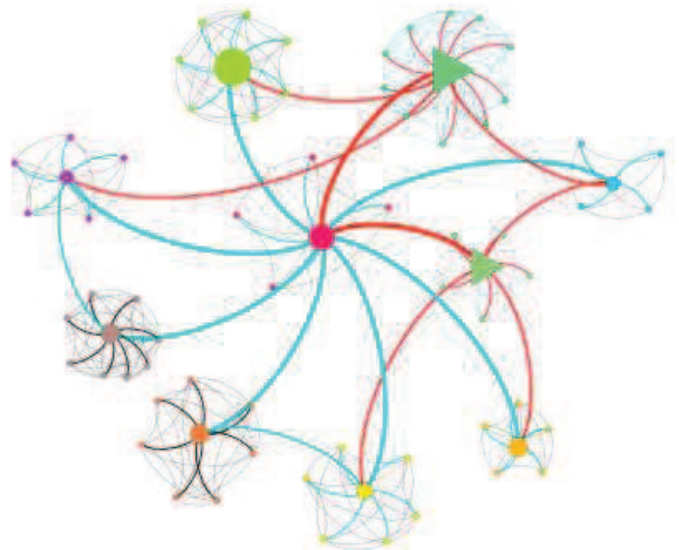


Women's Empowerment as Anti-Corruption

Old Network



New Network



Those two changes have a wide-ranging impact on the network!

What is corruption?

The Gendered Impact of Corruption

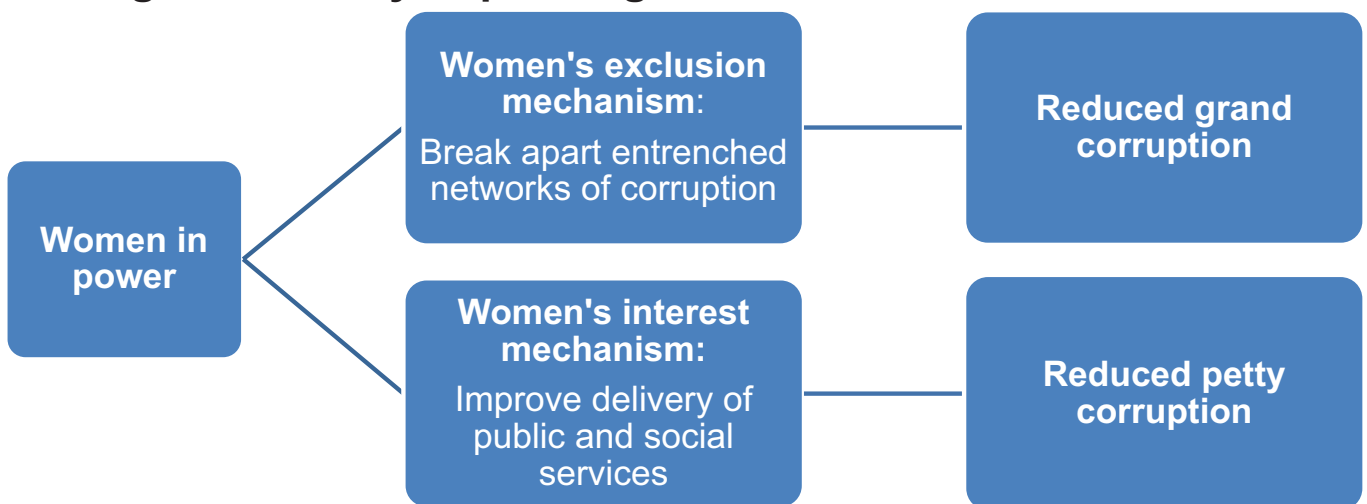
Women's Empowerment as Anti-Corruption

Limits of Women's Empowerment in Anti-Corruption

Next Steps

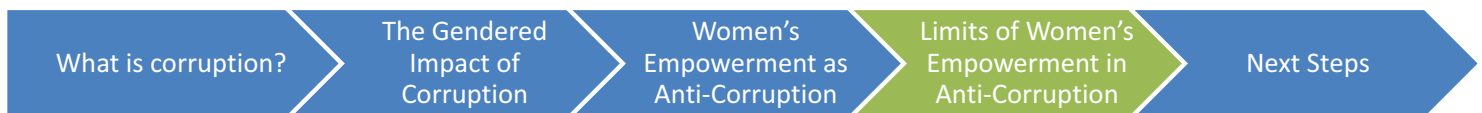
Women's Empowerment as Anti-Corruption

- **Women** are typically excluded from established corruption networks.
- Since corruption targets public social services, **women** are interested in ensuring the delivery of public goods.



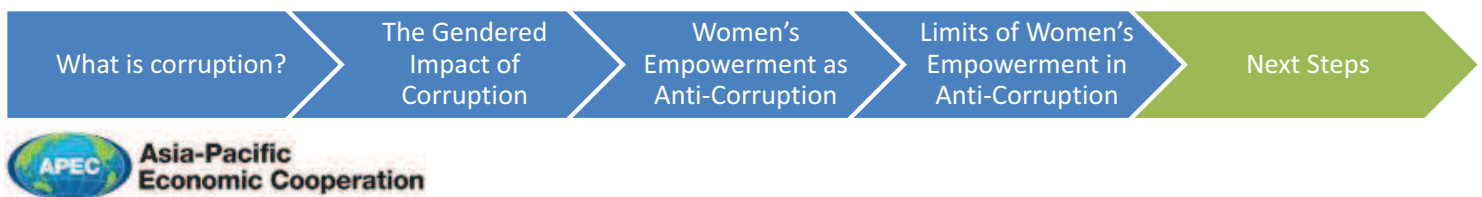
Limits of Women's Empowerment in Anti-Corruption

- Women's empowerment alone **will not** eliminate corruption:
 - Women **are not necessarily less corrupt** than men.
Examples:
 - Okonkwo (2016) -> corrupt women as “godmothers” in Nigeria.
 - Wellalage et. al. (2020) -> women in firm leadership in Latin America bribe as often as men, and even gets a higher payoff than men from bribes
 - But, involving more women in anti-corruption efforts can **shed light on nuanced issues** that are not covered in current regulations.



Next Steps: Suggestions

- Introduce gender-sensitive mechanisms, strategies, policies, and legislation to address corruption.
- Explore the collection of sex-disaggregated data to inform anti-corruption efforts.
- Continue working on women's empowerment in ACTWG and other sub-fora in the fight against corruption.



Find out more

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Asia-Pacific
Economic Cooperation



**Asia-Pacific
Economic Cooperation**

2021/SOM3/PPWE/010

Agenda Item: 3.3a

Policy Brief 39 – The Role of Women’s Empowerment in Anti-Corruption

Purpose: Information

Submitted by: Policy Support Unit, APEC Secretariat



**Second Policy Partnership on Women and
the Economy Meeting
17-21 August 2021**



The Role of Women's Empowerment in Anti-Corruption

By Jason Carlo Ong Carranceja

KEY MESSAGES

- Corruption comes in many forms and operates in different levels. It restricts public access to basic resources and reduces the quality of government services.
- The nexus between gender and corruption is complex. Women's disempowerment, shaped by factors like socioeconomic inequalities and cultural norms, makes women more disproportionately vulnerable to corruption.
- Women's empowerment is a powerful tool to mitigate corruption as it complicates the social networks and mechanisms that allow corruption to proliferate.
- Markers of women's empowerment such as greater female representation in government, higher literacy rates, and increased labour force participation are linked to reduced levels of perceived corruption. However, recent studies argue reverse causality as reduced levels of corruption are likely to empower more women.
- Women's empowerment helps improve the delivery of public services and sheds light on invisible forms of corruption like when sex is involved as a currency of transaction. These two outcomes make it less likely for women to be exploited, and places them in a stronger position to demand accountability from those in power.
- Yet, women's empowerment should not be mistaken as a panacea for corruption. Studies have shown that women are not necessarily less corrupt than men, and that women themselves can engage in corrupt behaviour when given the opportunity.
- APEC should continue work on women's empowerment to bolster its fight against corruption. In this sense, APEC economies can use the fora to discuss best practices in gender mainstreaming initiatives and gender-sensitive mechanisms to better respond to the gendered forms of corruption. Improving sex-disaggregated data on corruption is important to better understand how gender impacts corruption.

Introduction

Corruption is a major problem worldwide. APEC's 2014 Beijing Declaration on Fighting Corruption emphasizes that corruption "impedes economic sustainability and development, threatens social security and fairness, undermines the rule of law, and erodes government accountability, as well as public trust."¹ At its core, corruption can be defined as the abuse of a position of power for private gains, but it comes in many forms and operates in different levels. Yet, all forms of corruption are interrelated: they erode overall trust in institutions, contributing to an environment of impunity and lack of accountability. As such, governments need to combat corruption at all levels.

Power differentials exacerbate the impact of corruption across various groups of people. Corruption disproportionately impacts the poor and vulnerable. It impedes access to or degrades the quality of services like health, education, and public safety; thereby restricting avenues for social mobility.² Corrupt agents could also reinforce existing inequalities by implementing discriminatory practices that either privilege or target certain groups.

This power imbalance also plays out through gender, differentiating the impact of corruption towards men and women. For instance, traditional concepts like gender roles and division of labour could restrict the economic opportunities available

to women, making them more vulnerable to exploitation. Women are often the prime care givers in their families, which means that they access public services of many kinds more than men. This makes them more likely to encounter corruption. In addition, women are often less aware of their rights or how to enforce them, which makes them more vulnerable. Besides the common model of corruption by paying money in exchange for access to goods and services, women are also susceptible to instances where sex is used as a currency of corruption, such as sextortion.³

Because disempowerment makes people more vulnerable to corruption, empowering women is one way to mitigate corruption. For example, greater female representation in governments and policy-making bodies can pave the way for initiatives that investigate and address corruption towards women. Moreover, increased women's representation and civic participation could also improve institutional quality by introducing more checks and balances. This policy brief provides a literature review of the nexus between women's empowerment and corruption. The first part of this policy brief highlights the importance of adopting a gendered lens to analyse corruption, outlining how women experience corruption differently from men due to existing forms of disempowerment. This is followed by a discussion of how the advancement of women's empowerment can help in addressing corruption, showing the processes through which women can be instrumental in dismantling the mechanisms that allow corruption to proliferate. This policy brief then concludes with a summary of current initiatives undertaken by APEC economies and future areas of work.

The Gendered Impact of Corruption

Early studies on the gendered impact of corruption explored which sex is more exposed to corruption, with contrasting results. For example, a survey conducted in six Latin American economies found that men are much more likely to be victimized by corruption than women; that is, more men have reported being asked for bribes to access public services. It was suggested that those seeking bribes know who have "deep pockets";⁴ as such, public officials tend to ask more bribes from men because men are perceived to hold greater control over familial finances. On the other hand, a study in Uganda found that enterprises headed by women are much more likely to be harassed by government officials because women are perceived as "soft targets."⁵ These contrasting studies show that the relationship between gender and corruption is complex. The impact of gender on corruption is not universal as it intersects with a range of factors such as culture, ethnicity, class, age, roles, among others.

While the impact of gender on corruption is confounded by other factors, the United Nations (2020) has suggested that as a whole, women are more disproportionately affected by corruption than men due to the following main reasons:

1. Women have less socioeconomic power than men.
2. Women access certain public services where corruption is more likely to be prevalent.⁶

Women have less socioeconomic power than men due to cultural norms like gender roles. Women's career options may be limited by traditional gender stereotypes, and in some professions, women may be left out of potential senior positions.⁷ Such factors restrict women's economic opportunities and limit their resources and agency. Corrupt officers might thus perceive women as more vulnerable, especially when accessing basic services. As such, corrupt officials may be more likely to target them for extortion. In cases where women do make monetary bribes, such bribes could cost a higher proportion of their personal income.⁸

Women also access more frequently certain services with high corruption risks. In less developed areas, women may seek basic utilities like access to water, or health and educational resources for their family. Women could also pursue additional support during their reproductive years, such as access to obstetric and maternity care. In a survey of women in various developing African, Latin American, and South Asian economies, the United Nations found that women perceive that the most corrupt agencies are those associated with health and education services; police; and utilities.⁹ This trend was also observed by Bauhr and Charron (2020) in a survey of nearly 80,000 respondents from 21 European Union (EU) members in 2019: they found that women typically associate corruption with need.¹⁰ Women were more likely than men to agree with the statement "people in my area must use some form of corruption just to get some basic public services." These examples show that in both developing and developed regions, corruption not only exploits the disempowerment of women, but also helps perpetuate it by impeding women's access to basic resources and consequently, their pathways for social mobility.

In addition, women could be more affected by less reported forms of corruption such as when sex is involved in a transaction. When people cannot meet the demands of a corrupt agent, they are usually denied access to a public service. But, corrupt agents could ask their victims for sexual favours in lieu of money. Corrupt agents could also sexually blackmail their victims to coerce them to submission. On the other hand, the potential

extortees themselves could initiate such a transaction by offering sex as a form of bribe.¹¹ Because of norms associated with sexual exploitation like victim blaming, social stigma, and cultural taboos, people harmed by corruption mediated through sex may not be willing to report it, leaving such incidents to go unpunished.¹²

Women's Empowerment as Part of an Anti-Corruption Strategy

Socioeconomic and cultural disempowerment exposes women to corruption. Conversely, women's empowerment could help mitigate women's experience with corruption. This section explores the linkages between women's empowerment and perceived corruption levels. It then explores the mechanisms through which women's empowerment can mitigate corruption.

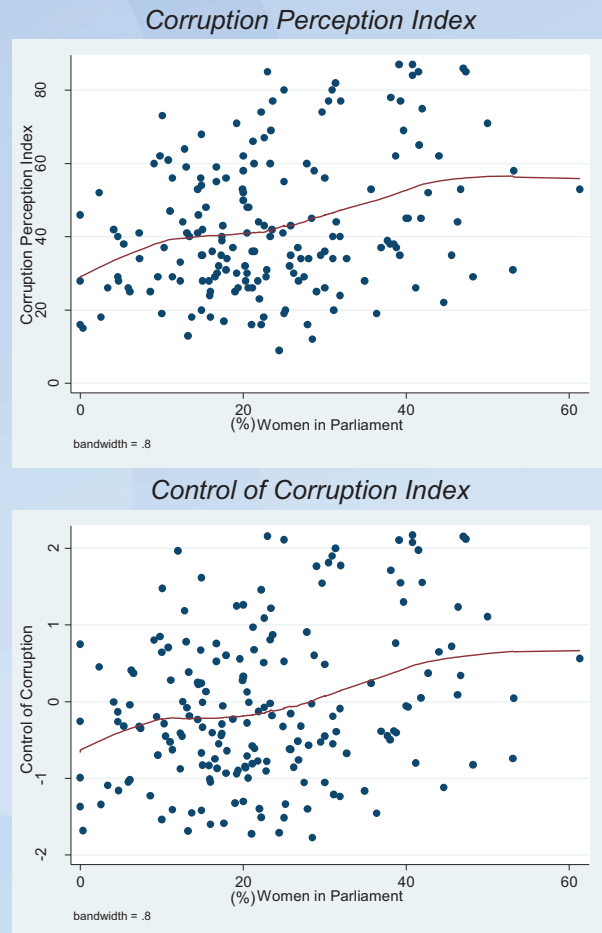
Many early studies argued that women's empowerment reduces corruption. Several studies found that markers of women's empowerment, such as the presence of female leaders in businesses, greater female labour participation, and higher female literacy rates are linked to lower prevalence of corruption.¹³ Dollar et al. (2001) found that the greater the representation of women in parliament, the lower the perceived level of corruption in government.¹⁴ As of 2019, this relationship stands: Figure 1 shows a positive relationship between the proportion of seats held by women in parliaments around the world with Transparency International's Corruption Perception Index and the World Bank's Control of Corruption Index. These examples seem to suggest that the more women are represented in parliament and other positions of power, the less corrupt an economy is perceived to be.

However, some studies like Stockemer (2011) argued reverse causality, as less corruption itself could lead to greater women's empowerment, by impacting women's representation in government.¹⁵ As such, gender alone does not explain this relationship between women's empowerment and corruption levels. In fact, several studies have shown that women are not necessarily less corrupt than men.¹⁶ Rather, gender may interact with other factors such as power structures and networks to mitigate corruption.

Corruption at its core is mediated through social networks, which can be seen as the network of relations between actors (i.e. individuals, groups, or organizations). These networks serve as conduits for information, trust, power, and other resources.¹⁷ Corruption networks come into play when actors arbitrarily choose to grant favours to those within their network and exclude outsiders.¹⁸ Additionally, the network of inclusion and exclusion is more sophisticated when mutually beneficial incentives

exist, as this could encourage corrupt actors to collude with other agents to amplify the corruption network. These agents could coordinate with another to maximize payoffs or conceal records of those involved in corrupt practices.¹⁹

Figure 1: Scatterplots of Female Representation in Parliament and Corruption Indices (2019)



Note: In both indices, the higher the score, the lower the perceived level of corruption. Trendlines (in red) are generated using nonparametric locally weighted scatterplot smoothing. It draws the best possible curve illustrating the relationship between two variables given the data.

Source: APEC Secretariat – Policy Support Unit calculations based on data from Inter-Parliamentary Union,²⁰ Transparency International, and World Bank's Worldwide Governance Indicators – Control of Corruption Index.²¹ Each dot represents an economy.

These corruption networks come in many forms and sizes. Networks in petty corruption, defined as the “everyday abuse of entrusted power by public officials in their interactions with ordinary citizens, who often are trying to access basic goods or services,”²² could primarily involve localized clusters of public service workers. Meanwhile, in grand corruption, defined as “the abuse of high-level power that benefits the few at the expense of the many, and causes serious and widespread harm to

individuals and society,”²³ the network may involve high-level government officials and a wide range of agents. High-level officials could act with impunity by protecting their collaborators from prosecution.

Social networks reinforce existing power differentials such as gender inequality. Due to societal structures and traditional gender norms, more men are in positions of power; as such, power is typically concentrated among male agents.”²⁴ Lambsdorff and Frank suggest that corruption proliferates and persists in these “old boys’ clubs” because of repeated collusion and reciprocity.²⁵ A recent study using data from 98 parliamentary bodies by Stockemer et al. (2020) found that corruption benefits the recruitment of men to political office more than it does women. They posit that male nepotism, clientelism, and patronage could be used to gatekeep access to positions of power. This consolidation of power renews and entrenches existing corruption networks by deliberately excluding those that could endanger the network.²⁶

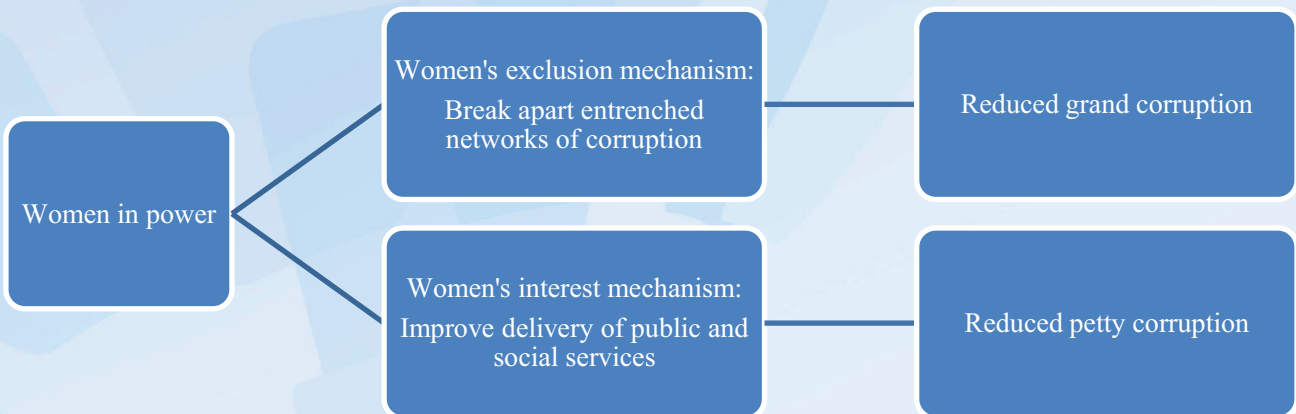
While women themselves can engage in corruption, Lambsdorff and Frank (2011) found that women are perceived as less trustworthy partners in corrupt transactions. People stereotype women as less likely than men to reciprocate corrupt favours and more likely to whistle blow corrupt actions.²⁷ Moreover, a recent study suggested that women could build less effective networks than men due to factors like work – family conflict and homophily among those in established networks.²⁸ Some have thus argued that having more women in positions in power can help dismantle male-dominated networks of corruption as they make, or are at least perceived to make, corrupt behaviour more difficult to accomplish. Women tend to be deliberately excluded from corruption networks to prevent the failure of corrupt transactions.²⁹ Agents colluding for corrupt behaviour might have less room to manoeuvre because they assume that women

could whistle blow a potentially corrupt transaction. Furthermore, because male-dominated grand corruption networks could be detrimental to the political advancement of women, women in positions of power are strongly incentivized to mobilize against, expose, and dismantle such networks.³⁰

Likewise, elected female representatives in government can reduce some forms of corruption.³¹ Because women often suffer from misallocated resources, Wängnerund and Sundell (2012) suggested that having female representatives in office improve the provision of services for the wellbeing of women.³² Multiple studies have shown that female representatives prioritize issues that affect women compared to their male counterparts, and often handle more responsibilities pertaining to social issues.³³ Alexander and Ravlik (2015) have applied to studies on corruption the findings that female politicians are more inclined to oversee policy initiatives in women’s interest, calling such propensity as the “women’s interest mechanism.” They argue that having women representatives in positions of power can lead to a stricter monitoring of resources, which lessens long-term corruption levels.³⁴

Bauhr et al. (2019) empirically found that higher proportions of women in elected assemblies are strongly negatively associated with corruption. Furthermore, they found that in economies with more women in government, women perceive less corruption than their male counterparts, especially in matters involving access to public and social services.³⁵ This shows that women’s empowerment in government could help in removing barriers to social services, which can in turn improve social mobility and reduce gender inequalities. The mechanisms through which elected women can reduce overall corruption towards women are summarized in Figure 2.

Figure 2: How Women’s Empowerment Reduces Corruption



Source: APEC Secretariat –Policy Support Unit. Adapted from Bauhr et al.³⁶

The Limits of Women's Empowerment in Anti-Corruption Efforts

Women's empowerment alone will not eliminate corruption. As noted earlier, women are not necessarily less corrupt than men. Women may not be involved in corrupt transactions because they do not have access to the same opportunities to be corrupt as men.³⁷ Though women's empowerment reduces power inequalities, it could also increase the opportunity for women to engage in corrupt transactions. Women in governments with high female representation could themselves be implicated in grand corruption networks. A study in Nigeria found that women could rise to the role of "godmothers" in corruption networks, wherein powerful female politicians could use their public office to redirect state contracts to benefit and strengthen their patronage networks.³⁸ Likewise, a study using firm-level data in Latin America found that women in positions of influence (i.e., firm ownership and top management) are equally associated with men on firm-level bribing, and even received a much greater payoff from bribing than their male counterparts.³⁹

Nevertheless, government policies promoting women's empowerment can help strengthen efforts to fight corruption. Firstly, because women's access to basic services suffer from corruption, women in power may be incentivized to pursue initiatives that improve the delivery of basic services for women, which could reduce corruption affecting women. Secondly, women in power could also help address gendered forms of corruption such as sextortion, which may be left out in ongoing anti-corruption initiatives. These two outcomes empower women by improving access to basic services and introducing gender-sensitive methods of addressing corruption. As more women become empowered, they are less likely to be exploited and are more able to demand accountability from those in power. For instance, women can organize grassroots groups that can fight corruption by awareness raising and capacity-building initiatives, sharing gendered perspectives on the impact of corruption, mobilizing public action, and monitoring the delivery of basic services.⁴⁰ This increased level of women's empowerment would in turn complement the overall fight against corruption.

APEC's Role and Recommendations for Next Steps

Since its inception in 2004, APEC's Anti-Corruption and Transparency Experts Working Group (ACTWG) supports the forum in ensuring the successful implementation of international, legally binding obligations included in treaties such as the United Nations Convention against Corruption (UNCAC); as well as APEC-specific non-binding

commitments like the Santiago Commitment to Fight Corruption and Ensure Transparency (2004) and the Beijing Declaration on Fighting Corruption (2014). In 2019, APEC reiterated its commitment to enhance women's empowerment through the La Serena Roadmap for Women and Inclusive Growth (2019 – 2030).

Recognizing that women face unique barriers including gender-specific forms of corruption, the ACTWG has spearheaded initiatives to adopt a gendered lens to analyse corruption and empower women to participate in anti-corruption efforts. On 11-12 February 2020, the ACTWG hosted the Symposium on Gender Mainstreaming and Women Empowerment to Fight Corruption in Putrajaya, Malaysia where policymakers shared and discussed best practices. A product of the symposium was the report entitled "Bridging the Gender Gap: Gender Mainstreaming and Women Empowerment as a Game Change in Anti-Corruption Initiatives,"⁴¹ which highlighted several recommendations to mainstream and consolidate women's empowerment in the fight against corruption.

APEC economies should continue working together on anti-corruption efforts especially in relation to women. The ACTWG is spearheading work on a gendered approach to the fight against corruption. It has conducted a stocktaking survey to explore the current state of gender-sensitive anti-corruption initiatives in the region, and is in the process of consolidating the challenges faced by APEC economies and the best practices that they have implemented. Outcomes from the survey will be shared by the ACTWG later in 2021, such as through the Symposium to Develop Gender Sensitivity Training and Guide to Enhance Gender Mainstreaming and Women's Empowerment in Fighting Corruption in August 2021.

APEC economies could take a number of steps to complement ongoing initiatives to advance women's participation in anti-corruption initiatives. APEC economies can work on incorporating gender mainstreaming principles in anti-corruption initiatives. Corruption impacts men and women differently; hence, anti-corruption initiatives should assess the gender-specific implications of any proposed action. Moreover, gender mainstreaming work should acknowledge that gender also intersects with other factors such as ethnicity, age, and class, among others. As such, APEC's gender mainstreaming initiatives could benefit from discussions involving a wide range of participants and stakeholders.

APEC economies can also introduce gender-sensitive mechanisms, strategies, policies, legislation, or regulations to address corruption.

One clear area where the lack of gender-sensitive legislation can be seen is in cases where corruption involves sex. Current regulations may not be adequate to address incidents of these sex-mediated corruption. At the onset, victims of these cases may not be able to report them due to lack of safe reporting mechanisms. In some cases, corruption laws could even incriminate women involved in sex-mediated corruption, regardless of whether a woman was coerced into or initiated the act, because extant corruption laws criminalize both the offer and provision of a bribe.⁴² As such, APEC economies could look into recommendations to review legislation to cover gendered forms of corruption. Within APEC, economies could share their experiences on this matter at the ACTWG.

It is also important that APEC economies explore how to collect sex-disaggregated data to inform anti-corruption efforts. While anecdotal evidence suggest that women tend to suffer more from corruption, this is difficult to empirically quantify due to insufficient data. As the impact of corruption appears to be differentiated by sex, collecting sex-disaggregated data could shed light into how corruption is shaped. For instance, it may be the case that while corrupt agents could demand bribes from both men and women, the value and type of bribes asked for may differ between men and women. Sex-disaggregated data could help inform policymakers to employ well-targeted interventions against corruption.

Finally, APEC should continue its prioritization of women's empowerment in the ACTWG and across sub-fora. Women's empowerment has several spillovers that could help in the overall fight against corruption. As outsiders in most corruption networks, women's presence in positions of power could minimize the ability of corrupt agents to succeed. Women politicians also tend to prioritize initiatives that widen economic opportunities and ensure service delivery for the improvement of women's social and economic mobility. Further empowering women, through increased economic and political participation, could pave the way for improved access to information and resources, which could enable them to join ongoing work in demanding greater accountability from public officials.

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