

# 2022 年 APEC 婦女與經濟政策夥伴關係工作小組

## 第 2 次視訊會議報告

### (2022 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	曾科員于庭
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
婦女權益促進發展基金會	邱專案管理人慕迪
陽光伏特加	陳創辦人惠萍
得人資源整合公司	蔡創辦人滄鈴
經濟部能源局	陳炯曉科長

會議時間：111 年 8 月 16 日至 8 月 18 日

每日上午 9 時至 12 時

報告日期：111 年 10 月 17 日

## 摘要

本(2022)年 APEC 婦女與經濟政策夥伴關係(Policy Partnership on Women and the Economy, PPWE)第 2 次會議，主辦經濟體泰國於 8 月 16 至 18 日以視訊會議方式召開，共 17 個經濟體與會，我國由行政院性別平等處及財團法人婦女權益促進發展基金會等共 12 名代表出席。

會上 3 位我國代表分別針對 BCG 模式的婦女經濟婦權、疫情下的經濟復甦、加強夥伴關係與合作三項主題進行分享；此外，智利、印尼、俄羅斯、秘魯、菲律賓、泰國、美國亦有代表分享其國內經驗。此次會議宣布新任澳洲 PPWE 主席人選，美國亦宣布 2023 年 PPWE 及 WEF 規劃，惟各經濟體對「2022 婦女與經濟論壇(WEF)宣言(草案)」意見有所分歧，未能於本次會議完成宣言草案之討論。

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## 壹、 會議背景

### (一)APEC 婦女經濟議題

APEC 婦女與經濟政策夥伴關係 (Policy Partnership on Women and the Economy, PPWE) 自 2011 年改制以來，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；後隨性別議題於 APEC 論壇中持續發酵，PPWE 內所觸及之業務日增，2015 年起改為一年兩次。

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，2013 年 PPWE 會議首次提出策略性計畫構想，並於 2014 年 PPWE 會議中草擬計畫要點與目標雛形。2015-2018 年策略計畫於 2018 年屆期，該年由美國主導草擬 2019-2020 策略計畫，訂立三大目標：「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。

而後，2019 年智利在擔任 APEC 主辦經濟體時，將「婦女與經濟賦權」納入年度優先領域之中，這是 APEC 30 年來，首次將婦女經濟議題賦予年度優先領域高度。而在智利的強力主導下，「拉塞雷納婦女及包容性成長路徑圖」(La Serena Roadmap for Women and Inclusive Growth) 與執行方案成為所有 APEC 工作小組推行計畫時的性別融入及檢視參考。這份文件不但是 APEC 未來發展婦女議題的重要指引文件，同時也是 APEC 擘畫未來 PPWE 的工作優先領域。在 2021 年起，每兩年一次在 PPWE 會議中檢視 APEC 的推展進程。

### (二)會議形式

自 2020 年開始，全球遭逢嚴重特殊傳染性肺炎 (COVID-19) 大流行，連續兩年主辦經濟體馬來西亞及紐西蘭皆以視訊方式辦理會議，並

於各項討論中融入疫情控制與經濟復甦等議程。

本年受嚴重特殊傳染性肺炎（COVID-19）疫情擴及亞太地區之影響，今年 PPWE 第 1 次會議及第 2 次會議均採線上形式進行。

### (三)2022 年會議主題

本年 APEC 會議以泰國為主辦經濟體，年度主題設定為「開放·連結·平衡」（Open. Connect. Balance.）。

為回應疫情對亞太地區社會與經濟造成的重大影響，泰國設定三項優先領域為：對所有機會保持開放，強化貿易與投資；連結所有面向，重新整合亞太區域；在各個領域中追求平衡、包容與永續。本次會議主要關注女性在後疫情時代的經濟復甦，以及討論泰國提出之 BCG 經濟模型（Bio-Circular-Green Models，生物-循環-綠色經濟）如何為女性提供經濟機會以及女性參與角色為何。

### (四)會議目的

PPWE 第 2 次會議屬工作層級會議，我國參與 PPWE 第 2 次會議之目的，包含：

1. 熟悉 PPWE 論壇運作：從 APEC 秘書處報告了解 PPWE 運作近況及各項文件更新情形；
2. 參與重要文件草案討論：會上與各經濟體共同討論年度重要文件草案，如就本年 WEF 宣言草案提出我國建議等；
3. 提升國際能見度：依據主辦經濟體召開公私部門分組論壇主題，推薦我國具實務經驗之民間優秀講者與談，展現我國落實性別主流化之成果。

## 貳、 會議過程

(一)時間：111 年 8 月 16 日至 8 月 18 日

上午 9 時至 12 時（臺北時間）

(二)地點：財團法人婦女權益促進發展基金會

(三)線上平臺：Zoom

(四)出席經濟體：本次會議出席經濟體包含澳洲、汶萊、加拿大、智利、中國、日本、韓國、馬來西亞、墨西哥、紐西蘭、祕魯、菲律賓、俄羅斯、我國、泰國、美國、越南共 17 個經濟體。

(五)會議重點：

### 1. 8 月 16 日 Session 1

#### Item 1 主席 Renee Graham 女士致詞與議程採認

PPWE 主席 Renee Graham 開頭介紹來自泰國國家發展研究中心 (TDRI) 的共同主席 Juree Vichit-Vadakan 主任，也特別介紹今年底將與她交接主席一職，來自澳洲總理府婦女辦公室的 Kaylene Zakharoff 首席秘書。接著 Graham 女士重申今年 APEC 的主題，以「開放、連結、平衡」的精神串起後疫情時代亞太地區合作，並在簡短回顧上一次會議成果、採認本次會議議程之後，邀請 ABAC 代表 Hafimi Abdul Haadii 女士致詞。

#### Item 2 ABAC 中小企業工作小組 Hafimi Abdul Haadii 副主席致詞

Haadii 女士表示，為了促進女性經濟賦權以及性別平等，ABAC 的年度優先工作項目為提升數位轉型、建置微中小企業的數位供應鏈與數位金融的基礎設施，以及建構更具包容性的經濟。鑒於女性從事電子商務、數位經濟與服務產業的比例高，ABAC 建議政策決策者應該制定更有益於女性經濟賦權和性別平等的政策環境，例如提

供數位轉型的技能和資源、完善法規和監管制度、透過區域協定簡化跨境電商的障礙，以因應後疫情時代的趨勢。此外，ABAC 建議各經濟體的政策決策者透過數位化賦能、促進女性參與 STEM 領域，以及蒐集性別數據等方式，加強婦女疫後經濟復甦。

### Item 3 秘書處與政策支援單位(PSU)會務說明與更新

#### (1) APEC 秘書處與政策支援小組(PSU)會務更新

申請第一期計畫共 65 案，其中 86%通過預算管理委員會(BMC)原則性同意。申請第一期和第二期計畫合併計 119 案，共有 92%通過預算管理委員會原則性同意，其中 8 案未決。第二期計畫中，馬來西亞及越南的提案已獲准資助，現於可行性評估階段。菲律賓第二期計畫的提案，也已通過預算管理委員會原則性同意。

#### (2) 經濟體計畫報告：智利「健康女性、健康經濟獎」

該計畫目的在於提升婦女和女孩的健康，以使她們能有更多的經濟參與，進一步促進經濟增長及永續發展。該計畫於 2015 年發表政策工具包，並透過蒐集最佳範例，提供各經濟體參考如何促進女性各方面的健康，以提昇婦女經濟參與。於 2018 年設立年度獎，鼓勵企業領導人與政策決策者參與。該獎項今年已完成入圍的評分，目前正在計算總分，後續將於九月公布得獎名單。

#### (3) 非正式工作小組 (Informal Working Group) 報告：PPWE 策略計畫更新

首先簡介該小組成員包含 10 個經濟體，分別為澳洲、智利、日本、南韓、馬來西亞、墨西哥、菲律賓、俄羅斯、我國、越南，以及 ABAC。接著表示策略計畫為了保持透明公開，會比照往例將所有 PPWE 的經濟體納入對話之中。目前預計在 9 月前蒐集各經濟體針對目前計

畫的意見，並在 9 月中、下旬於工作小組產出草案初稿 (zero draft)，10 月中旬於 PPWE 提報草案一稿 (first draft) 並在 10 月下旬修訂草案二稿 (second draft)，目標為 11 月中提交完整策略計畫至經濟暨技術合作指導委員會 (SCE)。

#### (4) 奧特亞羅瓦行動計畫 (AOTEAROA Plan of Action) 報告

奧特亞羅瓦行動計畫之目的為實現太子城願景，於 2040 年建立一個開放、活力、具有韌性且和平的亞太共同體。為此，將致力於提升以下三個目標：(A)貿易與投資、(B)創新與數位化、(C)強韌、平衡、安全、永續且具包容性的成長。同時，藉由當前正在更新的 PPWE 策略計畫，提醒各經濟體在提計畫的時候，應該思考如何融入奧特亞羅瓦行動計畫以實現太子城願景。

#### (5) 拉塞雷納路徑圖 (La Selena Roadmap) 執行狀況更新

依據 APEC 統計數據，有 11 個經濟體有男女同工同酬的法規，與 2008 年時的 8 個經濟體相比，僅有小幅度增加，未來需要繼續努力改善。在提升女性取得資本和信貸方面，數據上雖顯示有所改善，然而從法規制定方面來看，僅有 9 個經濟體有立法禁止資金借貸上的性別歧視。在促進女性參與 STEM 領域方面，目前僅有 12 個經濟體提供相關資料，可用數據非常少；且在關於女性取得 STEM 領域學位方面，僅有汶萊達成女性比例將近 50% 的成果。最後，對於提升女性領導地位的目標，女性的政治參與率已從 2008 年的 18.4% 提升到 2021 年的 26.2%，但仍有很長一段路要走。

#### (6) 新任主席與任期公告

明年一月開始由澳洲總理府婦女辦公室的 Kaylene Zakharoff 首席秘書擔任 PPWE 主席，任期為 2023 至 2024 年。



#### Item 4 藉由 BCG 模式達成婦女經濟賦權之反思、最佳實踐及前景

##### (1) 我經濟體代表陽光伏特加創辦人陳惠萍

陳惠萍首先分享了陽光伏特加做為一個社會企業的創辦理念，即在綠能轉型之路上沒有人被遺落 (leave no one behind the road of energy transition)。秉持這個信念，陽光伏特加的第一個計畫便是透過群眾募資，以民眾負擔得起的價格集資購買太陽能板，並將獲利回饋給參與者。該計畫獲得很大的響應，甚至在第二次的集資計畫，僅以 2 分鐘的時間就達到集資目標。隨著公司發展，陽光伏特加也與私人企業和公部門合作，更進一步提出公益計畫，協助弱勢群體，例如與花旗銀行 (CitiBank) 合作，替長照與身心障礙照護中心建置太陽能設備。透過公私協力，攜手為永續發展盡一份力。最後問答時，陳惠萍解釋陽光伏特加如何透過集資方式減少人們架設太陽能板所需負擔的金額，有效解決太陽能過於昂貴的問題。

##### (2) 泰國 Aromatic Farm 的創辦人 Nuanla-or Dherdkiattikun

Dherdkiattikun 首先介紹自己是在過去五年透過公、私部門以及自學的方式，掌握成為智慧農民 (smart farmer) 的技術知識，近年也致力透過 BCG 模式，促進永續農業的發展。在過去，泰國都習慣以單一作物栽培，椰農也不例外。然而事實上，椰林底下的土壤長期暴露在外，容易受到氣候影響而流失，加上傳統習慣用農藥來保護作物，長久以來土質劣化，進而影響作物的品質。Aromatic Farm 透過可再生計畫幫助椰農發展永續農業，以複合栽種，在椰林底下種植豆類作物作為植被，以避免土壤暴露在外，並且廢除農藥的使用，更進一步將農業廢棄物轉化可再利用的商品販售。

##### (3) 印尼 PPWE 代表 Lenny N. Rosalin

Rosalin 表示依據世界經濟論壇的性別落差指數(GGI)，印尼性別差

距為 68.8%，其中較大的挑戰為女性的勞動參與率及薪資收入都大幅低於男性。在金融近用上，女性的微型信貸（Micro Finance）與超微型信貸（Super Micro Finance）都比男性低很多。女性的金融服務使用也較男性低。值得注意的是，2020 年起，疫情影響使得女性使用金融服務的比例開始提高。此外，疫情加速數位轉型後，許多女性領導的中小企業都開始利用網路拓展企業規模。為提升婦女經濟賦能，印尼官方也推動五大計畫，分別是(A)對企業家進行性別回應（gender response）培訓，以提升女性經濟賦能；(B)在兒童照顧與發展中增加母親的地位；(C)消除婦幼暴力；(D)打擊童工；(E)預防童婚。為此，印尼官方將性別議題提升至國家金融包容性策略的核心，與跨部會、地方政府、公民團體攜手對企業家進行性別回應培訓，並提供女性微中小企業在數位科技與商品多樣化方面的支持，以及低利率的信用貸款。

#### Item 5 婦女經濟宣言草案討論

經主席裁示，本日草案討論議程僅針對較無爭議且變動較小之段落進行報告。更新部分大致皆為用詞的調整，並未影響整體概念。俄羅斯代表表示，第二段提及「和平與安全是婦女福祉的前提」與 APEC 職權無關，應予以刪除。泰國共同主席 Juree Vichit-Vadakan 表示，此版修訂已是盡可能保留各方意見所做的調整。至於其它較具爭議性或較多意見回饋的條文，將於會議第三日進行。Juree 主席最後請各經體如果還有任何建議與回饋，最遲於第二日下午提出，以利後續作業。

## **2. 8 月 17 日 Session 2**

### Item 1 主席 Renee Graham 女士致歡迎詞並確認當日議程

### Item 2 政策支持小組簡報：無償照護與家務工作

為凸顯女性不成比例地承擔無償照護與家務工作，APEC 政策支持小組指出，全球花費時間在無償工作上的性別比例為女性 76.4%、男性 23%。隨著婦女教育程度越高，承擔無償照護家務的時間愈低；隨著女性結婚生子，其投入無償照護家務的負擔增加。然而，女性投入有酬工作的時間越長，越有助於提升家庭收入。根據國際勞工組織估計，無償照護和家務工作的產值高達全球 GDP 的 9%，女性的貢獻約佔 GDP 的 6.6%，而男性的貢獻為 GDP 的 2.4%。對此，APEC 政策支持小組提出整體的解決方法，包含從單個經濟體討論，轉為更廣泛的國際社會政策介入和支援措施，由肯認（Recognize）、降低（Reduce）、再分配（Redistribute）轉為更進一步的投資數據蒐集（Invest）、採取倡議計劃（Initiative）、納入公私部門的參與（Involve）。

### Item 3 公私部門政策對話

主題一：如何支持婦女充分參與 COVID-19 的經濟復甦

(1) 祕魯婦女和弱勢群體部婦女經濟促進發展局性別問題專家  
Silvana Bedoya Alessi

Alessi 使用 2021 年的調查數據指出，疫情下祕魯有 44% 的女性失業，其中有 15% 是為了承擔家庭照護責任；62% 女性表示因隔離政策，家庭照護的時間增加；有 6% 的女性輟學，其中 10% 是因為照護原因。她建議各經濟體應重新思考性別分工及女性經濟參與；建構完善的照顧系統；推廣雙親親職照顧責任；建立最新資料庫，反映女性和男性分別投入在照顧工作的時間。為此，祕魯於 2019 年通過「家庭內性別平等政策」，以確保照顧提供者、孩童、青少年、障礙者及年長者都能獲得良好保障；同時宣導不分性別的共同照護責任，讓女性可以跳脫性別刻板印象，發揮在社會經濟上的潛能。

(2) 菲律賓婦女商業委員會主席 Rosemarie Rafael

Rafael 表示，菲律賓公、私部門與公民團體攜手合作，透過數個不同的計劃幫助女性企業家從疫情衝擊走出來。為了支持女性企業家，她建議應定期蒐集、分析資訊與數據，來觀察性別多樣性的差距；建立導師協助平台，鼓勵女性透過定期聚會來幫助新創業家；投資技術發展；建立政策來改善社會文化對性別的傳統認知；提供女性教育提升專業知識技能；確保政策能保護女性財產權以穩定其經濟；建立新的產業供應鏈，以提供新的投資機會。藉由在地與國際的合作來支持女性，讓女性交流合作、分享服務跟資源，教導女性使用數位科技與技術、商業模式，建立女性的自信、幫助女性進到產業核心。

### (3) 俄羅斯 APEC 傑出女性中小企業獎統籌 Irina Saltykova

Saltykova 分享俄羅斯支持女企業家的具體政策，包含：建立 0-18 歲的孩童照顧系統；學前教育的可近性達 100%；提供生活條件困頓的婦女所需的支持；提供女性成員佔比 40% 的中小型企業支持；制定投資貸款計畫；提供低廉的額外貸款等。此外，她也介紹了歐亞婦女論壇理事會計畫（Project of the Eurasian Women's Forum Council），當中包含 25 個具體項目，主要針對女企業家於領導力、數位經濟、國際貿易的訓練培力。最後，2023-2030 年國家戰略婦女權益行動（National Strategy of Actions in the interest of women Y2023-2030）將評估已實施政策的可行性，並分析策略成效，並將在歐亞婦女論壇全球平台上公開討論 2023 年至 2030 年新戰略。

### (4) 我國得人資源整合創辦人蔡涓鈴

蔡涓鈴首先分享自己創辦的社會企業致力於透過培力幫助婦女回歸職場，特別是那些因為

婚育而離開勞動市場的女性。接著分享我國透過問卷了解疫情期間工作家庭平衡議題的分析，結果顯示疫情封城期間，育有 6 歲以下

小孩的家長面對更多挑戰，應透過政策支持這些家長。已婚、超過45歲及屬於中上管理職位、高收入的女性，在封城期間對於家務分工不平衡、幸福感降低的感受程度最高。此外，文化中的性別不平等也是影響家務分工不均的主因。疫情下許多照顧工作從外部回歸家庭，然而男性仍扮演傳統性別分工下的角色，未主動分攤家務。為此，建議應支持男性在家庭和社會中扮演積極角色，使男性成為支持女性進入職場的盟友。

#### (5) 美國國務院全球婦女議題辦公室政策顧問 Kaz Chinen

Chinen 表示疫情及區域軍事衝突，對全球經濟成長帶來的影響，需要 APEC 經濟體攜手解決，包括基於性別的暴力。美國將提出全球美國女性經濟安全戰略（Global-US Women's Economic Security Strategy），以消弭性別差距及解決因疫情而引起的性別化問題及障礙，該戰略也包含氣候變遷、軍事衝突、糧食危機、移民等與性別交織的議題。她強調 APEC 各經濟體持續攜手合作以及拓展公、私部門合作的重要性，支持女性及女孩獲得教育與培力資源，使她們有能力及知識成為領導者。她也提醒在疫情封城期間，數位性別暴力變得嚴峻，政府除了推行政策，更應試著改變既有的傳統文化，以改善女性在暴力與經濟上面臨的困境。

#### 主題二：如何扶植女性微型企業和女性新創公司

#### (6) 泰國女性科技（Fem-tech）公司 Ira Concept 創辦人 Varangtip Satchatippasm

Ira Concept 公司致力於消弭月經貧窮和提升月經衛教知識。針對如何協助女性新創公司，Satchatippasm 提出 6 項建議。(A) 提升決策圈女性人數，以避免產生具性別偏見的決策。以月經議題而言，男性無法切身了解最佳政策和解決方案。然而掌握決策的人總是中高齡男性；(B) 提升對年輕女性的教育及技能培訓，尤其當今仍有女

性因為負擔不起生理用品進而停止就學；(C) 提升意見領袖的女性代表，特別是在媒體上需要有更多女性發聲。若有更多女性創業家分享自身經歷，能讓年輕女性看到成為企業家的可能性；(D) 增加申請計畫、資金或是活動資格篩選的包容性，讓女性有機會參與創業計畫；(E) 擴展新創科技及 BCG 經濟模式的定義；(F) 增加女性健康方面的研究資金，吸引更多女性投身於這個產業。

#### (7) 迦納社會企業 Shea Yeleen 代表人 Rhamah Wright

Wright 指出，該社會企業的宗旨是透過和女性領導的微小型企業結盟，為長期被排除在就業市場、不被政策看見的女性創造收入。當女性具備工作能力，不僅可以提升收入與家庭地位，同時，由女性建立的微型企業可以增加社區的工作機會，從而有能力改造社區、促成社區營造。為此，Rhamah Wright 女士提出以下幾個政策建議：

(A) 建立性別統計數據，且要將女性的異質性呈現出來；(B) 幫助微小企業與更大規模的公司結盟，創造更多機會；(C) 提供微小企業微額貸款，以及非傳統資源的資金支持；(D) 技能培訓，使女性能夠獲得正確的資訊和工具，從而能夠生產優良的產品。

### 3. 8月18日 Session 3

#### Item 1 主席 Ms. Renee Graham 致歡迎詞並確認當日議程

#### Item 2 跨領域議題：強化合作與夥伴關係

##### 1. 如何強化與具體化有意義且永續的合作與夥伴網絡

##### (1) 智利國際經濟關係處包容性貿易部門主任 Marcia Banda

Banda 介紹 2011 年成立的太平洋聯盟 (Pacific Alliance)，由 4 個經濟體：智利、哥倫比亞、墨西哥和祕魯組成，目標在建立跨經濟體的商業交流平台，而近年聯盟的各經濟體看見了女性賦權的重要性，

承諾將性別視角融入各項工作中，為此設立了性別技術小組（Technical Group on Gender）。2017年該聯盟創立了女性企業家網路社群（Women Entrepreneur's Community），讓女性創業者利用這個平台互相交流、連結、尋找合作夥伴並拓展事業版圖。該社群也提供女企業家商業指導、教育培力、金融服務等支援，且加入門檻僅限年滿18歲的女性創業家或企業管理者，目前社群已有1,292會員來自該聯盟的4個成員經濟體。

## (2) 我國代表經濟部能源局陳炯曉科長

APEC 能源工作小組列舉歷年來和性別議題有關的6項計畫，並進一步分享其中3項計畫的執行。第一個 Empowering Women as Managers of the Renewable Energy Sector 為技能培力的計畫，透過線上培訓與線下指導、協助發展商業計畫、建立結業後的交流平台持續對再生能源領域的女性管理者賦權；第二個 Action Strategies Toolkit: Increasing Participation of Women in Non-Traditional Sectors 是針對礦業、運輸業及能源業的政策工具包，提供經濟體透過發展與實踐性別友善政策建議，吸引、留下、提拔非傳統領域的女性人才；第三個 Enhancing Women's Empowerment in Energy Field: Mapping Energy Policies with Gender Perspective 工作坊，歸納出女性在全球能源產業占有約20-25%勞動力，然而僅有不到6%的人任技術職，且僅有不到1%的人擔任高階管理職；更有66%女性認為要進入能源產業十分困難。最後陳炯曉強調，應在能源政策中融入性別觀點、強化能力建構並促進多邊協力、合作。

## (3) 泰國證券交易委員會秘書長 Ruenvadee Suwanmongkol

Suwanmongkol 介紹泰國女性賦權計畫訂定兩大目標：第一，促進泰國700多家登記註冊公司當中的30%的董事會女性比例至30%。截至今年4月，已有27%的公司達成此目標；第二是加強女性的金

融知能以及提升女性進用金融服務的管道。為此，他們致力於培養性別平等的企業文化、提高婦女的金融包容性和素養以及構建資本市場合作網絡，以促進不同領域的產業相互合作，透過不同觀點，找出更多元的問題解決方案。

#### (4) 菲律賓女性商業理事會主席 Mylene Abiva

Abiva 介紹菲律賓女性商業理事會 (WomenbizPH) 作為溝通平台，讓商業女性間，甚至與公部門一起解決問題、制定政策。此外，也幫助女性領導或創辦的微小型企業永續發展，並針對女性企業家進入市場、取得工具、取得資金、企業再造、變革管理、政策改變等六大面向倡議，並以此延伸出相應的 7M 策略 (Mindset, Money, Mastery, Mentoring, Machine, Models, Market)。Abiva 指出，疫情對女性領導的微小型企業造成許多挑戰，舉凡網路化經營管理、數位知能落差、數位金融服務資源等等。為此 WomenbizPH 積極透過各種計劃與方案協助女性微小型企業從疫情帶來的衝擊復原。

#### (5) 俄羅斯經濟發展部代表 Nikita Kondratyev

Kondratyev 分享俄羅斯女性領導的微小型企業約佔整體微小型企業的 4 成。調查顯示，57% 的女性認為自己經營公司有助於改善生活、50% 認為能更彈性安排行程、45% 認為有機會自己做決策、22% 認為能從中發掘自我。值得關注的是，有 20% 的人認為，看到其他女性企業家的案例，會驅使自己也投入創業。這凸顯了製作女性最佳典範手冊的重要性。此外，俄羅斯致力推動的幾項計畫也起了相同作用，包含舉辦 APEC 傑出女性企業獎，表揚傑出女性企業家、提供資源以及建立交流平台；俄羅斯—東協女企業家網絡 (Russia-ASEAN Women Entrepreneur Network) 提供更多元的商業資訊、知識與技術；歐亞婦女論壇不僅是成功女性企業家的交流平台，更是發表專業的舞台。



### Item 3 婦女經濟論壇宣言討論

針對本次宣言草案，主要有美國、俄羅斯、加拿大、澳洲、紐西蘭、智利、菲律賓、馬來西亞與越南，針對宣言中部分措辭提出異議。然因時間限制，未能完成所有討論，主席最終裁示將透過電子郵件蒐集各經濟體意見，並擇日進行最終討論。本次宣言草案逐條討論紀錄如下：

- (1) 第一段，美國認為疫苗政策對 COVID-19 疫情後全球公共衛生十分重要而宣言起草小組雖同意疫苗的重要性，但認為各經濟體的本土政策也至關重要，同時也提醒不同經濟體面臨的公衛風險不同。最終同意在保留疫苗政策相關文字之餘，加入「相應政策」(response policies) 等字。
- (2) 第二段，俄羅斯對文句中出現和平(peace)和安全(security)提出反對。俄羅斯表示該文字並非 APEC 傳統使用的詞彙，建議將原句「和平與安全是婦女福祉的前提」修正為「品質的提升(quality growth)是婦女福祉的前提」。中國附議俄羅斯。
- (3) 第三段，宣言起草小組表示先前未納入澳洲的建議，將原住民族女性(indigenous women)納入段落。小組認為並非所有經濟體都有原住民族，另也提議，應擴大對象至少數族裔(ethnic minority)。紐西蘭、俄羅斯以及加拿大皆對納入原住民族女性表達支持。此外，紐西蘭提議可以加上脆弱或不利處境群體等字(vulnerable or marginalized groups)，俄羅斯則建議加入偏鄉及農村女性(remote and rural areas women)。泰國則擬再提出包含其他少數群體的文字。起草小組暫定為納入原住民族女性，並增訂農村女性，以擴大保障對象。
- (4) 第四段，俄羅斯同樣針對部分措辭並未出現在過去的相關文件中提出質疑，並建議調整為 We recognize that women and

girls can develop meaningful and effective solutions to advance the BCG economy model，以維持 APEC 的一慣性。PPWE 主席回應慣用文字在各經濟體間已有共識，但也同意納入新詞彙應採開放態度。俄羅斯則表達該經濟體的幕僚作業，對於文字翻譯與定義流程繁瑣，因此立場還是希望維持使用慣用文字。

- (5) 第五段，馬來西亞針對「women and girls of diverse backgrounds」提出異議，然經起草小組確認該文字並非新詞彙，馬來西亞對此表接受。另美國提議要新增基於性別暴力的文句。俄羅斯表示接納，然而對於「deeply rooted」以及「human rights」等詞則希望予以刪除，因為該等詞彙並非過去文件的慣用語，且人權議題更非 APEC 傳統上討論的範疇。起草小組表示不堅持寫入人權一詞。至於「deeply rooted」一詞，現階段可以將俄羅斯的意見記錄起來，待日後確認。
- (6) 第六段，俄羅斯鑒於性別主流化一詞並非為國際皆肯認，爰提議酌修為 mainstreaming gender equality in policy decisions。另外，智利針對另一文句中使用 opportunity 一詞提出異議，提議改為 scenario。俄羅斯則建議用 prospect 一詞，並為智利接受且無人提出異議。
- (7) 第七段，俄羅斯表示並無科學實研究證明對女性與女孩的賦權是疫後全球經濟復甦的關鍵，而應該是各經濟體之間在經貿與相關政策上採開放、合作的態度。儘管如此，俄羅斯也並非全盤否認對女性與女孩賦權有助於經濟賦甦，因此將提出兼顧二者的酌修版本。
- (8) 第八段，俄羅斯提議將 gender based discrimination 改成 discriminatory barriers faced by women。此外，亦有再次針對 deeply rooted 一詞的異議，起草小組表示不介意移除。
- (9) 第九段，美國提議在 household responsibilities 後具體臚列用水、衛生、健康、能源等詞。起草小組認為若列舉恐列舉不完，

建議維持原句。美國表示理解與接受。智利則提出對於移工女性勞動條件與低收入的現象表達關注，並接受起草小組的文句。俄羅斯另外針對「raise awareness」與「gender norms」提出異議。經討論，俄羅斯接受維持前者但堅持刪除後者，因為後者並非 APEC 職權範圍。

- (10) 第十段，紐西蘭、俄羅斯、智利、墨西哥、加拿大、美國均對「especially older women in the forms of enticement, romance scams and financial fraud」提出異議。經起草小組解釋如此表達緣由後，智利表示接受。紐西蘭則提出建議將「older women」改為「at risk and vulnerable women」以擴大保障對象。越南則提出納入移工相關的文字。俄羅斯表示同意 women at risk 一詞，但認為 vulnerable 一詞定義模糊，故不接受，同時也認為下文臚列的文字沒有必要。另外，俄羅斯還提出將「survivor and victim」的前者刪除，因為依照國際慣用語後者已包含前者的概念。俄羅斯也再次對 gender norm 一詞提出異議，希望該句寫基於性別的歧視即可。

#### Item 4 美國報告 2023 年 WEF 籌備情形

奠基於今年泰國主辦的經驗與討論，各經濟體在供應鏈、公衛系統、糧食安全及應對氣候變遷皆面臨挑戰，美國 2023 年的計劃將依循 2040 太子城願景與奧特亞羅瓦行動計畫的三大經濟驅動力規劃。在第一個驅動力下，APEC 可加強供應鏈的韌性、數位貿易與連結包含基礎設施的建置，以擴大中小企業的商業機會；在第二個驅動力下，APEC 可以更關注氣候變遷和環境永續、糧食安全、監管機制的實踐、健康、反貪與數位化；最後，有關包容性成長，APEC 可加強對女性、中小企業等具有經濟潛能的不利處境群體的經濟賦能。美國表示將持續與其他 APEC 工作小組、經濟體以及私部門合作，目前預計分兩次會議，於八月召開 PPWE2 暨 WEF。

#### Item 5 PPWE 2023 主席 Kaylene Zakharoff 女士致詞

Zakharoff 首先表達將任下屆 PPWE 主席的榮幸，也特別對本屆主席以及去年主辦經濟體紐西蘭的貢獻，以及在提升原住民族女性賦權上表達感謝。同時也對泰國今年提出的透過 BCG 模式促進女性經濟賦權表示讚許，並期待與下屆 APEC 主辦經濟體美國在 2023 年 WEF 上的合作。

#### Item 6 主席 Renee Graham 女士閉幕致詞

主席首先感謝各經濟體的努力與合作，共同面對近年的挑戰，包含克服因疫情影響，改以線上模式進行各種討論，共思婦女議題的政策與實踐。對於各經濟體在改善婦女權益的進程上有所差距表達理解，也特別提到在家庭暴力、原住民族女性以及多元性別女性的議題上可以有更多的討論。最後，主席再次感謝各工作小組、今年主辦經濟體泰國的貢獻，並期待能有機會與大家在線下再相會。

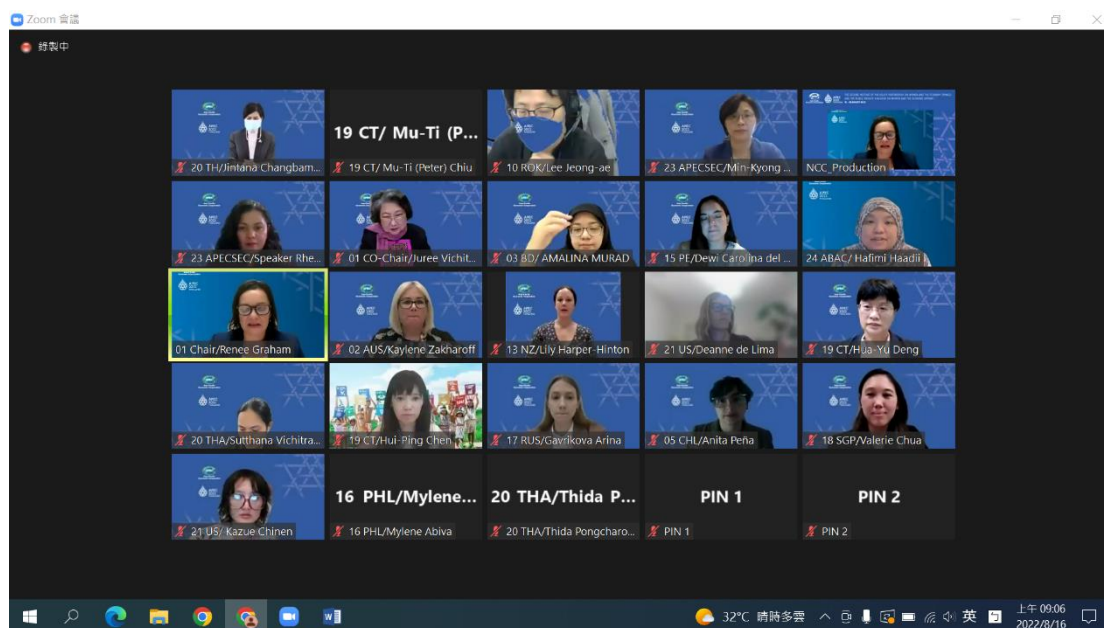
## 參、觀察與建議

- 一、 本次會議我國針對 BCG 經濟模式中的女性經濟賦權、支持女性完整參與疫後復甦、加強夥伴關係與合作等三大主題，皆成功推薦我國講者，分別為陽光伏特加創辦人陳惠萍、得人資源整合公司創辦人蔡滄鈴、經濟部能源局陳炯曉科長，為我國帶來充分曝光機會，並於會上獲得正面迴響。其中，陳炯曉科長針對 APEC 跨論壇合作分享經驗，特別引起 PPWE 主席關注與讚許，希望未來能加強跨論壇間的合作。此外，觀察各經濟體民間企業講者，演講內容多以宣傳自身企業為主，我國講者在推薦時已篩選主題專長，且事前與講者溝通協調分享內容，因此，簡報內容皆切中主題且融入性別觀點或實務建議，在會上表現甚為亮眼，未來可延續此方式，爭取曝光度。
- 二、 本次會議中，各經濟體倡議方向圍繞疫情復甦下的女性經濟參與，包含如何協助女性建構數位能力、發揮潛能、參與新興經濟機會；以及減輕女性無酬照顧負擔責任，提供照顧支持系統，倡議共同家務分工等。此外，政策支援小組亦特別針對「無償照顧與家務工作」現況進行報告。我國將於明年提出「提供照顧者具性別友善性的數位健康科技」計畫，與各經濟體關注方向相同，因此，可透過明年提案倡議與各經濟體合作，並於 PPWE 及 WEF 會議中曝光，增加我國影響力。
- 三、 本次會議在宣言討論環節，各經濟體言詞表態較往年強勢且難以形成共識。主要爭點為烏俄戰爭背景下，以美國為首等國家建議增列和平安全文字，受到俄羅斯與中國代表強烈反對；又，原定宣言討論時段因遲未獲共識、進展延遲，主席受限太平洋兩岸時差限制，宣言未有結論前即宣布本次工作會議結束，後續將另闢時段進行宣言討論。有鑑於其他工作小組高階論壇宣言也因類似議題紛紛難產，改以主席聲明代替。因此 PPWE 及

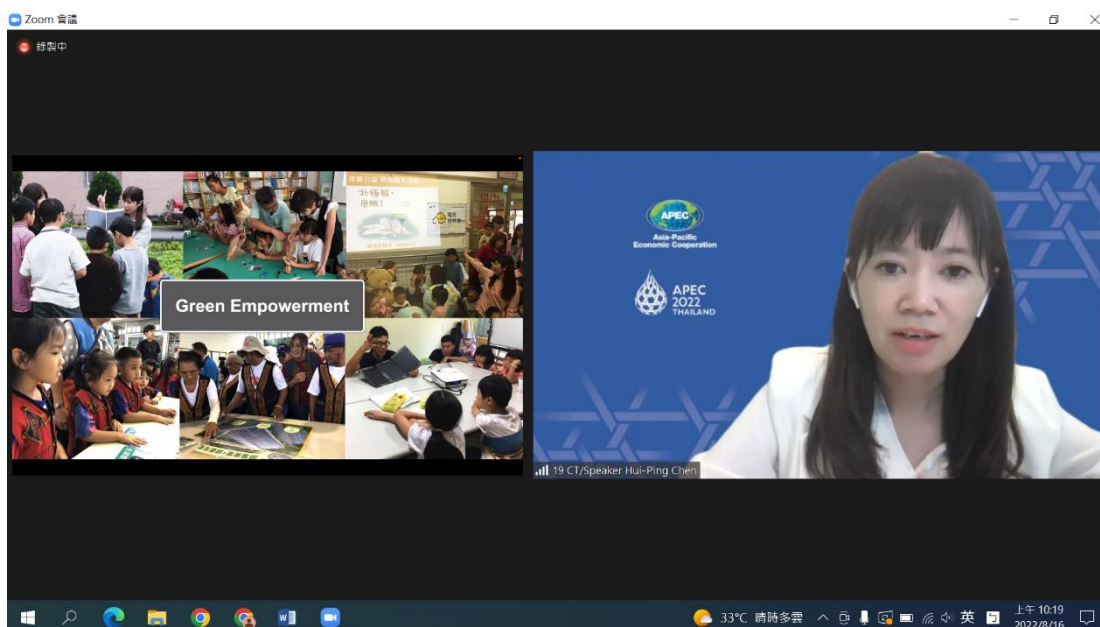
WEF 會議今年可能無法統合經濟體意見分歧，首次出現以聲明代替原具有 APEC 共識效力之宣言狀況。

- 四、美國為 2023 年 APEC 主辦經濟體，其重點主軸預計將聚焦於氣候變遷與環境永續議題，另外也關注性別暴力及照顧負擔議題。我國可藉此機會檢視國內相關政策的性別濃度與性別統計數據，並向部會進行宣導，期有助於明年的會議參與及成果呈現；同時也積極收集我國參與氣候變遷與環境永續議題的女性菁英人選，做為明年推薦參與公私部門對話會議之講者人選參考。此外，美國今年正在執行 Embracing Carers Policy Toolkit to Address the Unpaid Care Gap 自籌跨論壇計畫，並也提出新計畫 Gender Integration Training for APEC Fora in PPWE，此兩計畫主軸關切無酬勞動以及性別主流化工作，同為我國密切關注之議題，透過議題層面與實際參與層面與美方深化連結、多加交流，同時邀請美方支持我國數位健康計畫，加深雙邊合作共識。

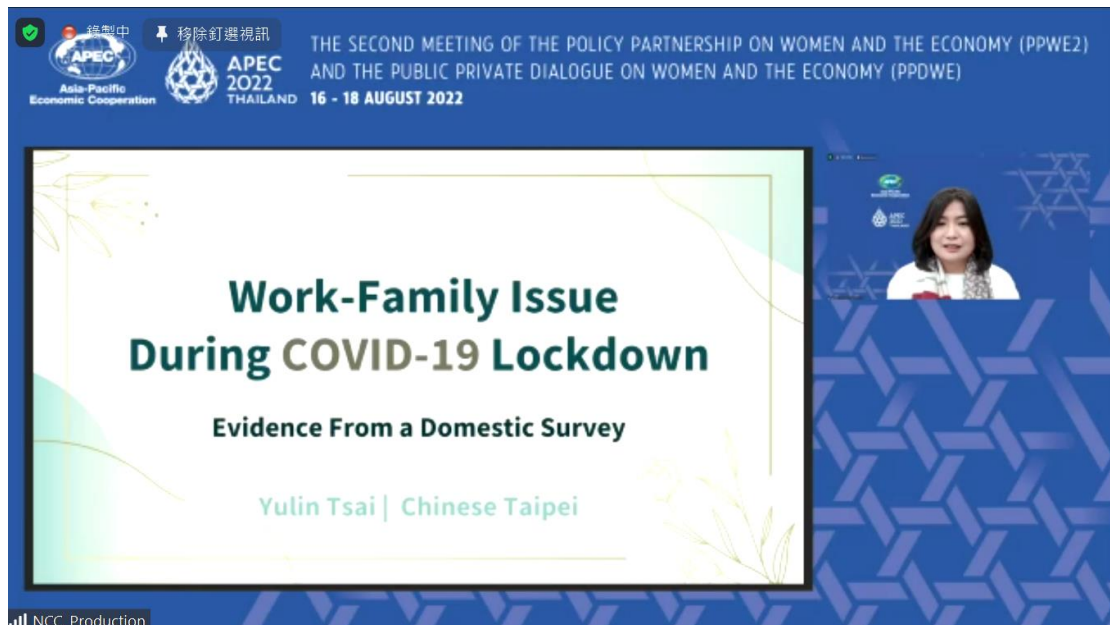
## 肆、會議照片



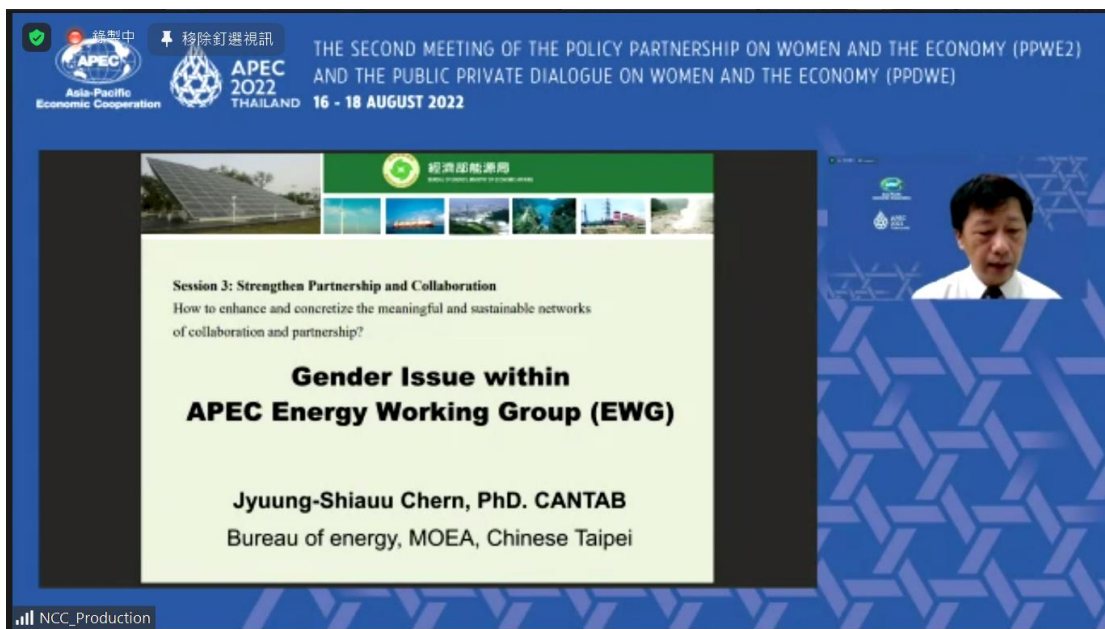
## 2022 年 APEC 婦女經濟政策夥伴關係工作小組第二次工作會議



## 我國講者陽光伏特加創辦人陳惠萍分享推廣太陽能板之經驗



我國得人資源整合公司創辦人蔡滄鈴分享疫情下居家辦公調查結果



我國經濟部能源局陳炯曉科長分享能源工作小組(EWG)與性別議題

有關的計畫與成果



## 附錄一：PPWE 第 2 次會議議程

### Second Meeting of the Policy Partnership on Women and the Economy (PPWE2)

Date: 16-18 August 2022

Virtual Meeting

**Day1:** Tuesday, 16 August 2022 (8:00-11:30 Thailand Time/ 13:00-16:30 NZ Time)

	Session 1 PPWE Business
8.00 – 8.10 a.m. (10 mins.) Item 1	[announcement of recording when meeting starts]  Welcome and Opening Adoption of the Agenda  <i>by PPWE Chair and Co-Chair</i>
8.10 – 8.20 a.m. (10 mins.) Item 2	Opening Address by Ms. Hafimi Abdul Haadii, MSMEWG Co-Chair
8.20 – 8.50 a.m. (30 mins.) Item 3	PPWE Business and Secretariat and Policy Support Unit Update <i>by APEC Secretariat</i>  - Project Update [PPWE Chair invites interested economies to update projects] - Update from Informal Working Group for the preparation of the updated PPWE Strategic Plan (USA) - Update on the alignment of the PPWE governance documents with the Putrajaya Vision 2040 and the Aotearoa Plan of Action - Update on La Serena Roadmap Implementation (PSU) - Update on the Selection of PPWE Chair - Other PPWE businesses
8.50 – 9.00 a.m. (10 mins.) Item 4	WEF Update <i>by PPWE Chair and Co-chair</i>  - Update for planning on WEF 2022 - Update on WEF statement

9.00 – 10.10 a.m. (70 mins.) Item 5	<p>Women Economic Empowerment through BCG Reflection, best practices, and way forward</p> <p>Speakers:</p> <ul style="list-style-type: none"> <li>- Deputy Minister Lenny N. Rosalin, Indonesia’s Focal Point to PPWE (Indonesia)</li> <li>- Ms. Phoebe Hui-Ping Chen, co-founder of Sunny Founder (Chinese Taipei)</li> <li>- Ms. Nuanla-or Dherdkiattikun, Founder and CEO of Aromatic Farm (Thailand)</li> </ul> <p>Discussion and Q&amp;A</p>
10.10 – 10.25 a.m. (15 mins.)	Health Break
10.25 -11.25 a.m. (60 mins.) Item 6	WEF Statement – discussion and statement drafting opportunity
11.25 -11.30 a.m. (5 mins.) Item 7	<p>Closing Remarks <i>by PPWE Chair and Co-Chair</i></p>

**Day 2:** Wednesday, 17 August 2022 (8:00-11:00 Thailand Time/ 13:00-16:00 NZ Time)

	<p>Session 2 Public Private Dialogue: Women Full Participation in Business</p>
8.00 – 8.10 a.m. (10 mins.) Item 1	<p>[announcement of recording when meeting starts]</p> <p>Welcome and Opening <i>by PPWE Chair and Co-Chair</i></p>
8.10 – 8.20 (10 mins.) Item 2	<p>Presentation by APEC Policy Support Unit <i>Policy Brief on Unpaid Care and Domestic Work</i></p>
8.20 – 9.30 a.m. (70 mins.)	Policy Dialogue Panel Presentations:

<p>Item 3</p>	<p><i>Moderator:</i> Dr. Maytinee Bhongsvej (Thailand)</p> <p>How can we support women’s full participation of COVID-19 economic recovery?</p> <p>Speakers:</p> <ul style="list-style-type: none"> <li>- Ms. Silvana Bedoya Alessi, Gender Specialist of the Promotion and Development of Women’s Economic Autonomy Directorate of the Ministry of Women and Vulnerable Populations (Peru)</li> <li>- Ms. Rosemarie Rafael, President, Women's Business Council Philippines, Inc. (Philippines)</li> <li>- Ms. Irina Saltykova, Ph.D. APEC BEST AWARD Russian Coordinator (Russia)</li> </ul> <p>Discussion and Q&amp;A</p>
<p>9.30 - 9.40 a.m. (10 mins.)</p>	<p>Health Break</p>
<p>9.40 – 10.50 a.m. (70 mins.) Item 3 (continue)</p>	<p><i>Policy Dialogue Panel Presentations: (continue)</i></p> <p><i>Moderator:</i> Dr. Maytinee Bhongsvej (Thailand)</p> <p>How can we support women’s full participation of COVID-19 economic recovery?</p> <ul style="list-style-type: none"> <li>- Ms. Yu-lin Tsai, Founder of Seek and Find Co. Ltd. (Chinese Taipei)</li> <li>- Ms. Kaz Chinen, Secretary’s Office of Global Women’s Issues, U.S. Department of State (USA)</li> </ul> <p>What can we do to nurture the women microbusiness and young startups of women enterprises?</p> <ul style="list-style-type: none"> <li>- Ms. Varangtip Satchatippavarn, Founder of Ira Concept (Thailand)*</li> </ul> <p>Discussion and Q&amp;A</p>
<p>10.50-11.00 a.m. (10 mins.) Item 4</p>	<p><i>Closing Remarks</i> <i>by PPWE Chair and Co-Chair</i></p>

**Day3:** Thursday, 18 August 2022 (8:00-11:15 Thailand Time/ 13:00-16:15 NZ Time)

Session 3 Cross-cutting Issues: Strengthen Partnership and Collaboration	
8.00 – 8.10 a.m. (10 mins) Item 1	[announcement of recording when meeting starts]  Welcome and opening <i>by PPWE Chair and Co-Chair</i>
8.10 – 9.20 a.m. (70 mins) Item 2	Panelist’s Presentations Cross Cutting Issues: Strengthen Partnership and Collaboration  Panelists: (20 mins. each) <ul style="list-style-type: none"> <li>(i) How to enhance and concretize the meaningful and sustainable networks of collaboration and partnership? <ul style="list-style-type: none"> <li>- Ms. Marcia Banda, Head of the Inclusive Trade Department of the Undersecretariat for International Economic Relations (Chile)</li> <li>- Mr. Jyuung-Shiauu Chern, Bureau of Energy, MOEA (Chinese Taipei)</li> <li>- Ms. Ruenvadee Suwanmongkol, Secretary General, Securities and Exchange Commission (Thailand)</li> </ul> </li> </ul> Discussion and Q&A
9.20 – 9.35 a.m. (15 mins)	Health Break
9.35 – 10.45 a.m. (70 mins) Item 3	Cross Cutting Issues: Strengthen Partnership and Collaboration (Continue) <ul style="list-style-type: none"> <li>(ii) Creating a network of champions, mentors, and coaches across the economies with expertise in enabling and nurturing women in business in a few sectors and at different levels (Micro-, Small and Medium-sized Enterprises, MSME) <ul style="list-style-type: none"> <li>- Ms. Maria Aileen "Mylene" Abiva, Chairperson, Women's Business Council Philippines, Inc. (Philippines)</li> <li>- Mr. Nikita Kondratyev, Deputy Director, Department of Multilateral Economic Cooperation and Special Projects, Ministry of Economic Development (Russia)</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- Ms. Rahama Wright, Founder and CEO, Shea Yeleen (USA)</li> </ul> <p>Discussion and Q&amp;A</p>
<p>10.45 – 10.55 a.m. (10 mins) Item 4</p>	<p>Handover</p> <ul style="list-style-type: none"> <li>- Handover to USA for 2023</li> <li>- USA: Initiative Plans for PPWE, WEF 2023</li> </ul>
<p>10.55 – 11.05 a.m. (10 mins) Item 5</p>	<p>2023 PPWE</p> <ul style="list-style-type: none"> <li>- Introducing PPWE 2023 Chair, by PPWE Chair</li> <li>- Remarks by PPWE 2023 Chair, Ms. Kaylene Zakharoff</li> </ul>
<p>11.05 – 11.15 a.m. (10 mins) Item 6</p>	<p>Closing Remarks by PPWE Chair (New Zealand)</p>

附錄二：PPWE2 會上討論婦女經濟論壇(WEF)宣言版本

WEF Statement		
Draft One (original wording)	Draft Two (tracked changes)	Comments incorporated
<p>1. We, APEC Ministers and Heads of Delegations, met in Bangkok, Thailand in 2022 on (date) for the APEC Women and Economy Forum (WEF). We welcomed the attendance of the APEC Business Advisory Council (ABAC), <i>(insert names of other acknowledged participating groups)</i>. We were able to convene in-person on 7 September 2022 after having been connected through virtual meetings in the past two years due to the COVID-19 pandemic and therefore were encouraged by the recovery prospects. We call on all APEC members to continue to work towards inclusive, equitable and sustainable economic recovery in the region.</p>	<p>1. We, APEC Ministers and Heads of Delegations, met in Bangkok, Thailand <del>in 2022</del> on <u>7 September 2022 (date)</u> for the APEC Women and Economy Forum (WEF). We welcomed the attendance of the APEC Business Advisory Council (ABAC), <i>(insert names of other acknowledged participating groups)</i>. We were able to convene in-person <del>on 7-September 2022</del> after having been connected through virtual meetings in the past two years due to the COVID-19 pandemic and therefore were encouraged by the recovery prospects. We call on all APEC members to continue to work towards inclusive, equitable and sustainable economic recovery in the region.</p>	<p>- Philippines - USA</p>
<p>2. We reiterate our commitments to advance gender equality and a sustainable and inclusive economy, in alignment with the APEC Putrajaya Vision 2040 and the Aotearoa Plan of Action which continue to guide our joint cooperation and efforts. As APEC economies rebuild from the adverse impact of COVID-19, we aspire to achieve an open, dynamic, resilient, and peaceful Asia-Pacific community by 2040, for the prosperity of all our people and future generations. We are committed to advancing the implementation plan,</p>	<p>2. We reiterate our commitments to advance gender equality, <u>women's empowerment</u> and a sustainable and inclusive economy, in alignment with the APEC Putrajaya Vision 2040 and the Aotearoa Plan of Action which continue to guide our joint cooperation and efforts. As APEC economies rebuild from the adverse <u>and long-term impacts</u> of COVID-19, we aspire to achieve an open, dynamic, resilient, and peaceful Asia-Pacific community by 2040, for the prosperity of all our</p>	<p>- Philippines - Vietnam</p>

<p>rigorously monitoring progress, and addressing emerging challenges.</p>	<p>people and future generations. <u>We recognize that peace and security are preconditions for the well-being and economic empowerment of women. We are united in our resolve to ensure that peace, security, and international laws are upheld in this region. We are committed to advancing the implementation plan, rigorously monitoring progress, and addressing emerging challenges.</u></p>	
<p>3. We reaffirm our commitment to accelerate the implementation of the La Serena Roadmap for Women and Inclusive Growth (2019-2030) (the Roadmap). The Roadmap will continue to guide our efforts and catalyze policy actions across APEC to promote the empowerment and advancement of women in the Asia Pacific region. We are committed to strengthening and anchoring the progress in all the Roadmap’s Key Action Areas. In this vein, we will increase efforts to empower women through access to capital and markets; strengthen women’s labor force participation; improve women’s access to leadership positions in all levels of decision making; support the prioritization of education, training and skills development for young girls and women; and advance women’s economic empowerment through data collection and analysis that is disaggregated by sex.</p>	<p>3. We reaffirm our commitment to accelerate the implementation of the La Serena Roadmap for Women and Inclusive Growth (2019-2030) (the Roadmap). The Roadmap will continue to guide our efforts and catalyze policy actions across APEC to promote the empowerment and advancement of women in the Asia Pacific region. We are committed to strengthening and anchoring the progress in all the Roadmap’s Key Action Areas. In this vein, we <u>plan to will</u> increase efforts to empower women through access to capital and markets; strengthen women’s labor force participation; improve women’s access to leadership positions in all levels of decision making; support the prioritization of <u>and access to inclusive and quality</u> education, training and skills development for <u>young</u> girls and women; and advance women’s economic empowerment through <u>data</u> collection and analysis <u>of high-quality, timely and reliable sex-disaggregated data that is disaggregated by sex.</u></p>	<ul style="list-style-type: none"> <li>- Australia</li> <li>- Philippines</li> <li>- USA</li> <li>- Vietnam</li> </ul>

<p>4. We welcome the sustainable and resilient economy and society envisioned through the WEF 2022 theme “Women’s Empowerment through the Bio-Circular-Green (BCG) Economy”. The BCG Economy model integrates and synergizes three economic approaches, where technology and innovation are used to create value, reduce waste, and promote a sustainable business model. We recognize that women’s and girls’ knowledge of their communities and environment can position them to develop meaningful, effective, and culturally relevant solutions to advance the BCG economy model and that their full, equal, and meaningful participation and leadership at all levels of decision-making are critical for making the development of environmental sustainability and the recovery efforts more effective.</p>	<p>We welcome the sustainable and resilient economy and society envisioned through the WEF 2022 theme “Women’s Empowerment through the Bio-Circular-Green (BCG) Economy”. The BCG Economy model integrates and synergizes three economic approaches, where technology and innovation are used to create value, reduce waste, and promote a sustainable business model. We recognize that women’s and girls’ knowledge of their communities and environment can position them to develop meaningful, effective, and culturally relevant solutions to advance the BCG economy model and that <del>their</del> <u>the</u> full, equal, and meaningful participation and leadership <u>of women</u> at all levels of decision-making, <u>as well as that of girls, as appropriate</u>, are critical for making the development of environmental sustainability and the recovery efforts more effective.</p>	<p>-USA</p>
<p>5. We express concern that the COVID-19 pandemic has had a disproportionate impact on women and girls, exacerbating existing gender inequality in several domains. The pandemic hit hard on jobs of sectors held predominantly by women such as the accommodation and food services, the wholesale and retail sectors, the paid domestic work, and some labour-intensive segments of manufacturing. Within the hardest-hit sectors, women engaged in low-wage and informal employment have been among the most severely impacted by the pandemic. Employment recovery has also</p>	<p>5. We express concern that the COVID-19 pandemic has had a disproportionate impact on women and girls <u>of diverse backgrounds</u>, exacerbating existing gender inequalities in several domains. The pandemic <del>hit hard on jobs of</del> <u>significantly impacted</u> sectors held predominantly by women such as <del>the</del> accommodation and food services, <del>the</del> wholesale and retail sectors, <del>the</del> paid domestic work, <u>care sector</u>, and some labour-intensive segments of manufacturing. Within the hardest-hit sectors, women engaged in low-wage</p>	<p>- Canada - Chinese Taipei - New Zealand</p>



<p>been particularly frail among women, with women being slower to return to pre-pandemic employment levels than men. Women, especially those who bear the brunt of unpaid care and domestic responsibilities carried a much heavier household workload particularly during the lockdown and stay-at-home orders. Gender-based violence remains a pervasive and deeply-rooted human rights violation that has been amplified during the pandemic.</p>	<p>and informal employment have been among the most severely impacted by the pandemic. Employment recovery has also been particularly frail among women, with women being slower to return to pre-pandemic employment levels than men. Women, especially those who bear the brunt of unpaid care and domestic responsibilities carried a much heavier household workload particularly during <del>the</del> lockdown and stay-at-home orders. Gender-based violence remains a pervasive and deeply-rooted human rights violation that has been amplified during the pandemic. <b>Factors like increased exposure to abusers through isolation, difficulty accessing support, increased stress, and economic tensions have increased the rates of violence for women and girls.</b></p>	
<p>6. While the COVID-19 pandemic has presented enormous challenges for many people it has also transformed the way in which people work and do business, unlocking new opportunities for some women. With the rise of the BCG economy, women may have additional employment pathways during the pandemic recovery including emerging business prospects, utilizing online platforms, or entering the green economy. We underscore the importance of bridging the gender digital divide by investing in increasing access for women and girls to the internet and in digital skills training to equip girls and women with the tools to take advantage of these new opportunities. We also underscore the need to</p>	<p>6. While the COVID-19 pandemic has presented enormous challenges for many people it has also transformed the way in which people work and do business, unlocking new opportunities for some women. With the rise of the BCG economy, women may have additional employment pathways during the pandemic recovery including emerging business prospects, utilizing online platforms, or entering the green economy. We underscore the importance of bridging the <b>gender</b> digital divide <b><u>between men and women</u></b> by <b><u>investing in increasing ensuring equitable</u></b> access <del>for women and girls</del> to the internet and in digital skills training</p>	<ul style="list-style-type: none"> <li>-Australia</li> <li>- Canada</li> <li>- New Zealand</li> <li>- Russia</li> </ul>

<p>provide institutional support to women in terms of addressing unpaid care and domestic work, transitioning from the informal to formal economy, and accessing financing and markets.</p>	<p>to equip <del>girls and women</del> <u>women and girls of diverse backgrounds</u> with the tools to take advantage of these new opportunities <u>and promote equal opportunities in the design and implementation of information and communications technology and in mainstreaming gender in policy decisions and the frameworks that guide them</u>. We also underscore the need to provide institutional support to <del>women</del> <u>enable this change</u>, in terms of addressing <u>inequities in</u> unpaid care and domestic work, transitioning from the informal to formal economy, and accessing financing and markets.</p>	
<p>7. We emphasize the importance of pushing forward actions towards an inclusive, equitable, and sustainable recovery from the COVID-19 pandemic that contribute decisively to the advancement of gender equality. Empowering women is essential to a durable recovery. Recovery policies and programs should focus on the areas where COVID-19 regressed progress on women’s economic empowerment. We stress the importance of women’s meaningful representation in leadership and decision-making in the recovery process as well as removing barriers which continue to prevent all women and girls from being fully empowered to participate in, and benefit from recovery opportunities and prospects.</p>	<p>7. We emphasize the importance of pushing <del>forward actions</del> towards an inclusive, equitable, and sustainable recovery from the COVID-19 pandemic that contribute decisively to the advancement of gender equality. Empowering women <u>and girls</u> is essential to a durable recovery. Recovery policies and programs should <u>include a</u> focus on the areas where COVID-19 regressed progress on women’s economic empowerment. <del>We</del> <u>To achieve this, we</u> stress the importance of women’s <u>full, equal and at all levels</u> and decision-making in the recovery process as well as removing barriers which continue to prevent <del>all</del> women and girls <u>of diverse backgrounds</u> from being fully empowered to participate in, and benefit from recovery opportunities and</p>	<p>- Australia - Malaysia - New Zealand</p>

	prospects.	
<p>8. We emphasize our shared concerns about the following barriers to women’s full participation in economic activities: deeply-rooted gender discrimination that hampers women’s access to credits; denial of women’s land rights, including ownership; overrepresentation of women in low-paid, less secure informal jobs; discrimination and gender-based violence towards individuals working in both the formal and informal sector and in supply chains; gender-based violence and harassment in the workplace; wage theft; unequal pay for equal work or work of equal value; unequal responsibility for unpaid care and domestic work; lack of access to affordable child care; occupational segregation that results in unequal opportunities for women to participate in certain male-dominated, high-paying industries; continued underrepresentation of women in Science, Technology, Engineering, and Mathematics (STEM) fields and careers; and barriers to women’s advancement to senior leadership positions.</p>	<p>8. We emphasize our shared concerns about the following barriers to women’s full <u>and equal</u> participation in <u>all</u> economic activities: deeply-rooted gender-<u>based</u> discrimination <u>faced by women</u> that hampers women’s access to credits; denial of women’s <del>land rights</del> <u>land tenure and property rights</u>, including ownership; overrepresentation of women in low-paid, less secure informal jobs; discrimination and gender-based violence towards individuals working in both the formal and informal sector and in supply chains; <del>gender-based violence and harassment in the workplace</del>; wage theft; unequal pay for equal work or work of equal value; unequal responsibility for unpaid care and domestic work; lack of access to affordable <u>and quality</u> child care; occupational segregation that results in unequal opportunities for women to participate in certain male-dominated, high-paying industries; continued underrepresentation of women in Science, Technology, Engineering, and Mathematics (STEM) fields and careers; and barriers to women’s <u>leadership and full, equal and meaningful participation in all levels advancement to senior leadership positions</u>.</p>	<ul style="list-style-type: none"> <li>- Australia</li> <li>- New Zealand</li> <li>- Singapore</li> <li>- USA</li> </ul>
<p>9. We acknowledge the need to adopt policies to recognize, reduce and redistribute the unpaid care work carried out by women,</p>	<p>9. We acknowledge the need to adopt policies to recognize, reduce and <u>equitably</u> redistribute the unpaid care</p>	<ul style="list-style-type: none"> <li>- Canada</li> <li>- Russia</li> <li>- Singapore</li> </ul>

<p>especially those with young children, ill and elderly family members, as women spend disproportionately more time on unpaid care work than men, as well as to promote the equitable and equal distribution of unpaid care and domestic work. We emphasize the need to tackle deeply rooted gender norms and stereotypes through positive gender socialization of individuals, especially men and boys, to promote co-responsibility of unpaid care and domestic work between women and men. We also emphasize the importance of developing care solutions and work flexibility measures, such as access to affordable and quality care services, provision of social protection for paid caregivers as a ‘high road’ strategy, access to flexible family/care leaves for both female and male workers, and access to family/child allowances, that contribute to the co-responsibility of care and the reconciliation of personal, family and work life.</p>	<p>work carried out by women <u>and girls</u>, especially those with young children, <u>and ill, disabled</u>, and elderly family members <u>under their care</u>, as women <u>and girls</u> spend disproportionately more time on unpaid care work than men <u>and boys, as well as to promote the equitable and equal distribution of unpaid care and domestic work</u>. We emphasize the need to <u>raise awareness of and</u> tackle deeply rooted gender norms and stereotypes <u>and to engage men and boys as agents and beneficiaries of gender equality through positive gender socialization of individuals, especially men and boys</u>, to promote co-responsibility of unpaid care and domestic work between women and men. We also emphasize the importance of developing care solutions and work flexibility measures, such as access to affordable and quality care services, provision of social protection for paid caregivers <u>as a ‘high road’ strategy</u>, access to flexible family/care leaves for both female and male workers, and access to family/child allowances, that contribute to the co-responsibility of care and the reconciliation of personal, family and work life.</p>	<p>- USA</p>
<p>10. We reinforce our commitment to prevent and eliminate all forms of gender-based violence and discrimination against women and girls in all their diversity, including in the context of climate-induced crises and disasters. We also acknowledge the importance of promoting healthy</p>	<p>10. We reinforce our commitment to prevent and eliminate all forms of gender-based violence and discrimination against women and girls <u>in all their diversity of diverse backgrounds, including protecting victims and survivors, and</u> in the</p>	<p>- Australia - Canada - USA</p>

<p>relationships, and the need to address the underlying risk factors for violence such as harmful gender norms and stereotypes, which perpetuate violence in family, the workplace, and society. We are deeply concerned with the increasing exploitation and abuse of women and girls in public spaces, private spaces, and via technology targeting more at-risk and especially older women such as in the forms of enticement, romance scam, and financial fraud.</p>	<p>context of climate-<del>induced</del> <u>related</u> crises and disasters. We also acknowledge the importance of promoting healthy relationships, and the need <u>for policies and programs</u> <del>to that</del> address the underlying risk factors for <u>gender-based</u> violence such as harmful gender norms and stereotypes, which perpetuate violence in family, <u>intimate relationships</u>, the workplace, and society. We are deeply concerned with the increasing exploitation and abuse of women and girls in public spaces, private spaces, and <u>both online and offline via technology</u> targeting more at-risk and especially older women such as in the forms of enticement, romance scam, and financial fraud.</p>	
<p>11. As APEC economies recover from the impact of COVID-19, we commit to building gender equal economies and societies. Strategies, policies and programs must consider the need for, and benefits of, gender equality. We reaffirm our commitment to the collection, analysis, and dissemination of sex-disaggregated data in all fora and sub-fora, including STEM trainings and careers data, to inform decisions, investments, and actions. Access to timely and sex-disaggregated data, including through the APEC Women and the Economy Dashboard, should be used as a key tracker of genuine economic recovery progress.</p>	<p>11. As APEC economies recover from the impact of COVID-19, we commit to building gender equal economies and societies. Strategies, policies and programs <u>across sectors</u> <del>must</del> <u>should</u> consider the need for, and benefits of, gender equality. We reaffirm our commitment to the collection, analysis, and dissemination of sex-disaggregated data in all fora and sub-fora, including STEM trainings and careers data, to inform decisions, investments, and actions, <u>where appropriate</u>. Access to <u>high-quality</u>, timely and <u>reliable data</u> <del>sex-disaggregated</del> <u>by sex data</u>, including through the APEC Women and the Economy Dashboard, should be used as a key tracker of genuine economic recovery progress.</p>	<ul style="list-style-type: none"> <li>- Australia</li> <li>- Singapore</li> <li>- USA</li> <li>- Vietnam</li> </ul>

<p>12. We recognize that the realization of gender equality and women’s empowerment in all its forms requires a holistic and multi-faceted approach to tackle often deeply rooted systemic barriers, stemming from power imbalance, unequal access to education, discriminatory societal norms, unconscious and conscious bias towards vulnerable populations, racism and sexism. Hence, long-term and collective effort from the government and private sector needs to be invested in parallel with immediate and shorter-term measures to improve women’s economic empowerment and broader gender equality.</p>	<p>12. We recognize that the realization of gender equality and women’s empowerment in all its forms requires a holistic and multi-faceted approach to tackle often deeply rooted systemic <u>and structural</u> barriers, stemming from power imbalance, unequal access to education, <u>discriminatory societal gender norms and stereotypes</u>, unconscious and conscious bias towards <u>vulnerable populations those in vulnerable situations</u>, racism, and sexism. Hence, long-term and collective effort from the government and private sector needs to be invested in parallel with immediate and shorter-term measures to improve women’s economic empowerment and <u>broader work toward</u> gender equality.</p>	<ul style="list-style-type: none"> <li>- Australia</li> <li>- Brunei Darussalam</li> <li>- Malaysia</li> <li>- Russia</li> <li>- Singapore</li> <li>- USA</li> </ul>
<p>13. We reiterate that as economies are transformed to improve our well-being more sustainably such as in the BCG economic model, women and girls are a crucial component of this inclusive transformation. Opportunities and barriers to empower women and girls in all their diversity to participate fully in the transformation should be identified and integrated into the strategic planning of all focal sectors. We encourage economies to adopt gender-responsive budgets and mainstream gender in their BCG policies.</p>	<p>13. We reiterate that as <u>we work to transform our</u> economies <del>are– transformed</del> to improve <u>overall our</u> well-being <del>more</del> <u>while balancing environmental sustainability</u>, such as in the BCG economic model, women and girls are a crucial component of this inclusive transformation. Opportunities and barriers to empower women and girls <u>of diverse backgrounds in all their– diversity</u> to participate fully in the transformation should be identified and integrated into the strategic planning of all focal sectors. We encourage economies to adopt gender-responsive– <u>budgets approaches</u> and mainstream gender in their BCG policies.</p>	<ul style="list-style-type: none"> <li>- Brunei Darussalam</li> <li>- Canada</li> <li>- Malaysia</li> <li>- Singapore</li> <li>- USA</li> </ul>

<p>14. We are committed to strengthening collaboration with partners and stakeholders across regions, sectors, and APEC fora to advance the economic empowerment of all women and girls. We will continue to monitor and report on progress, gaps, and challenges, share knowledge, and advocate for shared agendas that advance gender equality and inclusion. We encourage recognition and celebration of successes, big and small, as they inspire and anchor a sustainable mindset for the imperative of cross-sectoral and cross-economy collaboration in support of gender equality, thereby ensuring the continuity and sustainability of such efforts.</p>	<p>14. We are committed to strengthening collaboration with partners and stakeholders across regions, sectors, and APEC fora to advance the economic empowerment of <del>all</del> women and girls <u>of diverse backgrounds</u>. We will continue to monitor and report on progress, gaps, and challenges, share knowledge, and advocate for shared agendas that advance gender equality and inclusion. We encourage recognition and celebration of successes, big and small, as they inspire and anchor a sustainable mindset for the imperative of cross-sectoral and cross-economy collaboration in support of gender equality, thereby ensuring the continuity and sustainability of such efforts</p>	<p>- Canada - USA</p>
<p>15. We look forward to the next APEC Women and the Economy Forum and related activities in the APEC forum of 2023.</p>	<p>15. We look forward to the next APEC Women and the Economy Forum and related activities in the APEC forum of 2023.</p>	