

Gender-Related Developments in APEC, 1995-2000

by

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1. Introduction

The purpose of this paper *is* to highlight the declarations and statements made by Leaders and Ministers to enable women to participate fully in the APEC process. It also provides an inventory of gender-related developments in APEC for the reference of the APEC economies.

2. Ministerial Meeting on Women in Economic Development and Cooperation in APEC

The first APEC Ministerial Meeting on Women was held in Manila, Philippines on 15-16 October 1998. The theme of the meeting was "Women in Economic Development and Cooperation in APEC", with the sub-themes: "Women and Small and Medium Enterprises", "Women and Industrial Science and Technology" and "Women and Human Resources Development".

The Meeting assessed the progress to date in integrating women and economic development into the mainstream of APEC processes and activities, discussed the opportunities and challenges for the contribution of women to economic development, and shared experiences and best practices in integrating the economic role of women in APEC.

The Ministers gave recognition that APEC had taken steps to integrate women in the mainstream of APEC processes and activities. The Ministers submitted a set of recommendations to APEC Leaders in November 1998 in Kuala Lumpur, Malaysia.

One of the recommendations is to accelerate the progress of integrating women in the mainstream of APEC processes and activities by developing a "Framework for the Integration of Women in APEC".

3. Framework for the Integration of Women in APEC

APEC Ministers in their 1998 Joint Statement called the Senior Officials to develop a framework for the integration of women in APEC. The Senior Officials then established an ad hoc Task Force for the Integration of Women in APEC with a sole mandate to

develop the Framework. Less than a year later, the Task Force completed the Framework and in September the Framework was finally endorsed.

The *Framework for the Integration of Women in APEC* is a practical and systematic approach to guide APEC in the achievement of the integration of women in the mainstream of APEC processes and activities. The *Framework* is comprised of three inter-related elements and an Implementation Strategy. The inter-related elements are:

- **Gender Analysis** - a methodology for examining the differences in women's and men's lives;
- **Collection and Use of Sex-Disaggregated Data** - data classified by sex and presented separately for women and men;
- **Involvement of Women in APEC** - the increased participation of women in APEC fora.

In addition, practical guides for gender analysis, the collection and use of sex-disaggregated data and the involvement of women in APEC have been developed as tools to complement the *Framework* and assist APEC with its implementation.

Over time, the *Framework* could have far-reaching positive impacts on the social and economic well-being of the region. Its implementation would contribute to the increased effectiveness of APEC policies and activities in the achievement of its vision and goals.

The implementation of the *Framework* is the responsibility of all APEC fora and of all women and men involved in APEC processes, policies, projects and activities including Leaders, Ministers, Senior Officials, Chairs, Lead Shepherds and the APEC Secretariat. The *Framework* may also be applied at the individual economy level.

4. Mandate from Leaders and Ministers

APEC Leaders' Declaration Auckland, New Zealand, September 1999

We welcome the Framework for the Integration of Women in APEC, which is a significant step to enhance the ability of women to contribute to and benefit from the prosperity of the region. We shall review the implementation of the Framework when we next meet. (Paragraph 27)

APEC Leaders' Declaration Kuala Lumpur, Malaysia, November 1998

We support continued efforts to further the role of women in the APEC Process. To this end, we instruct Ministers to develop a Framework for the Integration of Women in APEC (Paragraph 32).

**APEC Leaders' Declaration
Vancouver, Canada, November 1997**

We welcome the progress of APEC fora in involving business, academics and other experts, women and youth in 1997 activities and encourage them to continue these efforts (Paragraph 10)

We believe APEC should take specific steps to reinforce the important role of women in economic development. We welcome the offer of the Philippines to host a Ministerial Meeting on Women in 1998 in Manila to take stock of the progress to date in involving women in APEC's agenda and to determine next steps to integrate women into the mainstream of APEC activities (Paragraph 20).

**APEC Leaders' Declaration
Subic, Philippines, November 1996**

The implementation of our economic cooperation agenda is based on a genuine partnership to which all APEC economies contribute. We direct our Ministers, working in partnership with the private sector, to identify ways to encourage such participation by all APEC economies. In addition, we ask that they put special emphasis on the full participation of women and youth (Paragraph 18).

**Eleventh Ministerial Meeting Joint Statement
Auckland, New Zealand, September 1999**

Ministers recognised the continuing impediments to the full participation of women in regional economic activity, and agreed that APEC should address barriers to women's participation in business, the workforce, education and leadership. They acknowledged the unique potential contribution of indigenous women. (Paragraph 47)

As a first step in addressing these impediments, and in including women's economic interests in the formulation of APEC goals for growth and development, Ministers welcomed and endorsed for referral to Leaders the Framework for the Integration of Women in APEC. They agreed to the recommendations from Senior Officials, including the establishment of an Ad Hoc Advisory Group, and looked forward to a first report on implementation of the Framework at their next meeting. Ministers welcomed parallel efforts to broaden women's involvement in APEC, including the Women Leaders Network meeting on 21-23 June, and the Indigenous Women in Exporting Business Seminar on 18-20 June, both held in Wellington. (Paragraph 48)

**Tenth Ministerial Meeting Joint Statement
Kuala Lumpur, Malaysia, November 1998**

Minister recognised the importance of fully harnessing the vast potential of the human capital in the region, especially among youth and women, and reiterated their support for continued efforts to integrate them into APEC activities. Ministers

endorsed all the recommendations of the Ministerial Meeting on Women in Economic Development and Cooperation in APEC, particularly the development of a Framework for the Integration of Women in APEC (Paragraph 22).

**Ninth Ministerial Meeting Joint Statement
Vancouver, Canada; November 1997**

To ensure APEC activities benefit business in a practical way, Ministers commended the involvement of the private sector to date in Working Group activities and encouraged APEC fora to continue to broaden engagement of the private sector, including young entrepreneurs and women leaders (Paragraph 10)

Ministers noted the attention paid to gender issues in APEC fora, including in Industrial Science and Technology, Human Resources Development, Tourism and Transportation Working Groups, as well as the Policy Level Group on SMEs and Senior Environment Officials. Ministers welcomed the offer of the Philippines to host a Ministerial Meeting on women in 1998 in Manila, focusing on women and economic development and in integrating women into the mainstream of APEC activities (Paragraph 12).

**Eighth Ministerial Meeting Joint Statement
Manila, Philippines, November 1996**

.....Ministers also took note of the goals set by the Seoul Declaration (by APEC Industrial Science and Technology Ministers) to ... strengthen the exchange of scientific and technical men and women across the region, ... and to attract creative and talented young people to take up careers in science and technology (Paragraph 42).

.....Ministers further encouraged an enhanced partnership with the private sector, a sustained collaboration with other APEC Working Groups/Fora and an active participation of support groups contributing to the development of SMEs to enable APEC to address the growing challenges and opportunities facing SMEs, including concerns of women entrepreneurs and SMEs in rural areas (Paragraph 43).

We emphasize the need to jointly undertake economic and technical cooperation activities that will promote the full participation of men and women in the benefits of economic growth. (Declaration on an APEC Framework for Strengthening Economic Cooperation and Development, Manila, November 1996 Paragraph 2).

5. Directives From Sectoral Ministerial Meetings

Second APEC Educational Ministerial Meeting: Joint Ministerial Statement, 5-7 April 2000

Fourth Meeting of APEC Energy Ministers: Joint Ministerial Statement, 12 May 2000

This statement (The Joint Ministerial Statement) is cognizant of the APEC Economic Leaders' directive to implement the Framework for the Integration of Women in APEC. (Paragraph 6)

We commit to implement the Framework for the Integration of Women in APEC, which is a significant step to enhance the ability of women to contribute to and benefit from prosperity of the region. (APEC Ministers Declaration)

Third Meeting of APEC Ministers Responsible for Human Resources Development: Joint Ministerial Statement, 28-29 July, 1999

We welcome the recommendations of the Ministerial Meeting on Women in October 1998, and we reinforce the importance of the Framework for the Integration of Women in APEC. We agree that women in APEC are an enormous untapped potential for improving economic and social well-being and recognize the unique contribution of indigenous women in APEC. We welcome the recommendations of the Women Leaders Network Meeting held in Wellington in June 1999. Recognizing the differential impact of economic and social policies on men and women, different groups and cultures, we agree that particular attention needs to be paid to women's training and upgrading of skills, access to information, science and technology: discriminatory work practices and conditions of employment; developing partnerships between the non-governmental sector and economies, and women's full participation in APEC. (Paragraph 5),

Fifth Meeting of APEC Ministers Responsible for Trade: Statement of the Chair, Auckland, New Zealand, June 29-30, 1999

Ministers agreed that women in APEC are an enormous untapped potential for improving economic and social well-being and recognised the unique contribution of indigenous businesswomen in APEC. They welcomed the recommendations from the Women Leaders Network Meeting held in Wellington 21-23 June, and the Indigenous Women in Business Seminar held on 18-20 June. Recognising the differential impact of trade on men and women. Ministers agreed that particular attention needs to be paid to women's finance, information, technology and their full participation in APEC. Ministers reinforced the importance of the Framework for the Integration of Women in APEC as requested by the Leaders. They looked forward to finalising the Framework by September for forwarding to Leaders. (Paragraph 29)

Sixth Meeting of APEC Ministers Responsible for Small and Medium Enterprises (SMEs): Joint Ministerial Statement, Christchurch, New Zealand, April 26-28, 1999

We recognised the contribution that SMEs make to the participation of women (Paragraph 5)

Third APEC Ministers' Conference on Regional Science and Technology Cooperation: Mexico Declaration, Mexico City, 21-23 October 1998

We encourage APEC fora to encourage the elimination of barriers to the fullest participation in, and contribution to, S&T by all members of society, with special attention to underrepresented segments, such as women and persons with disabilities (Paragraph 9)

Fifth Meeting of APEC Ministers Responsible for Small and Medium Enterprises: Joint Ministerial Statement, Kuala Lumpur, Malaysia, September 7-8, 1998

Ministers commended the inclusion of micro enterprises and women entrepreneurs as an integral part of SPAN (Integrated Plan of Action for SME Development,) (Paragraph 10,).

Ministers welcomed the Declaration of the 1998 Women Leaders Network Meeting and took note of their recommendations. Ministers emphasized the importance of eliminating barriers to the full participation and contribution of women to our respective economies; and noted the establishment of the Confederation of Women Business Councils in APEC economies as a catalyst to facilitate and enhance business networking and partnerships among women entrepreneurs (Paragraph 26).

APEC Ministerial Meeting on Transportation: Joint Ministerial Statement, Victoria, Canada, June 24, 1998

We underline our commitment to women and youth by directing the Transportation Working Group to identify training and development initiatives to ensure that these groups are well prepared for career opportunities in the transportation sector and are available for APEC members to draw upon to meet the challenge of maintaining safe, environmentally sustainable, and competitive systems within the APEC region (Paragraph 24).

APEC Finance Ministers Meeting, Kananaskis, Canada, May 23-24, 1998: Joint Ministerial Statement

We especially took note of the financial, turmoil and the adjustment policies necessitated by it. The situation is placing strains on the social fabric and the burden in many cases falls on the poorer segments of society and those least able to protect themselves, especially women and children (Paragraph 24).

Second APEC Ministerial Meeting on Human Resources Development: Joint Ministerial Statement, Seoul, Korea, September 26-26, 1997

Given the importance of issues relating to women's participation raised in discussions of this meeting, we call on the HRD Working Group to cooperate to the extent possible with the organisers of the proposed APEC Ministerial Meeting on Women's concerns to be held in Manila in 1998.

Fourth APEC Ministerial Meeting on Small and Medium Enterprises: Joint Statement, Ottawa, Canada, September 18-19, 1997

The Women Leaders Network called on the SME Ministers to recognize gender as a concern that cuts across many issues, and to integrate a gender perspective at all levels of SME work. They called on them, as well, to ensure the full participation of women through equitable representation at all levels of APEC fora with a target of at least 30 percent women participants at senior levels by the year 2000. *Ministers agreed to promote gender sensitive policies and measures related to the development of SMEs to empower women in technical, managerial, and entrepreneurial fields. They directed PLG members to consider actions recommended by the Women Leaders Network to support the development and growth of women entrepreneurs (Paragraph 20).*

[Ministers] expressed their support for Malaysia's decision to pursue Canada's initiative in providing bra for delegations representing women leaders, in conjunction with the Fifth APEC SMEG Ministerial meeting (Paragraph 22).

APEC Environmental Ministerial Meeting on Sustainable Development, Toronto, Canada, June 9-11, 1997- APEC Sustainable Cities Program of Action

Efforts to enhance human well-being include a project to incorporate the poorest and most disadvantaged sectors of the population into productive processes, with a special emphasis on programs designed to incorporate women.

Second APEC Ministerial Conference on Regional Science and Technology Cooperation, Seoul, Korea, November 13-14, 1996

Ministers received a discussion paper volunteered by Canada: "Gender and Science and Technology in Knowledge-Based Economies: Some Considerations for APEC . Ministers recognized gender as a "cross-cutting concern with implications in other APEC fora , affirmed the importance of "improving recruitment and retention of highly talented women in science and technology ; and "identified the importance of removing barriers and promoting the full contribution of women in S&T as essential elements in meeting APEC's goal of achieving sustainable and equitable development (Paragraph 5).

6. SOM Ad Hoc Advisory Group on Gender Integration (AGGI)

The SOM established the SOM Ad Hoc Advisory Group on Gender Integration (AGGI) in late 1999. The role of the AGGI is to provide gender advice and expertise to SOM and other APEC fora on the implementation of the *Framework*. Furthermore, the AGGI would complement the responsibility and accountability of individual APEC fora for the implementation of the *Framework*.

The tasks of the AGGI as outlined by the *Framework* are:

- Develop and recommend gender criteria for use, as appropriate, in project proposals, approval and evaluation;
- Develop and recommend formats and processes for annual monitoring by SOM of the progress achieved in the implementation of the *Framework*, and analyse results;
- Assist in the development of information sessions to various APEC fora on the *Framework* and gender analysis;
- Oversee the compilation of best practices on gender integration in APEC fora and economies, which would link the work of various fora and provide a practical source of ideas on gender analysis and mainstreaming; and
- Provide recommendations on the next steps in gender integration and the further implementation of the *Framework*.

To date, the AGGI has provided 7 (seven) Gender Information Session to APEC Fora and to the APEC Secretariat. Another nine GIS for various APEC fora have been confirmed for the year 2000. The AGGI has also submitted the gender criteria for the APEC Project Proposal and Evaluation Sheets to the Budget and Management Committee (BMC) for consideration.

On the Gender Mainstreaming Good Practices Book, examples from various APEC fora have been collected and documented. This reference manual will serve as a practical source of information and ideas on mainstreaming gender into APEC, and also provide valuable networking information while developing within APEC fora the capacity to implement and advance the *Framework*.

At the moment, a project on the analysis and use of sex-disaggregated data is being developed and the project proposal is going to be submitted to the BMC for funding approval.

7. Gender Activities of Committees and Working Groups

Economic Committee

- The 1996 *EGO TECH Report* advocates increasing women's education and participation in the formal labour market.

Human Resources Development Working Group: Policy-level

- NEDM (Network on Economic Development Management) *Vision Statement* includes gender and equity issues (1995)
- HRDWG *Statement on Medium Term Strategic Priorities* cites the APEC Leaders' concern about issues of participation by women and young people and commits the HRDWG to pay due attention to gender issues in developing annual work plans (1997)

- Stocktaking of HRD projects for their inclusion of women as subjects and participants (1998), resulted in the decision of the HIRDWG (1998) to include gender considerations in their Project Management Guide
- The HRDWG Task Force on the Human Resource and Social Impacts of the Financial Crisis included gender experts in its work and noted in its Communique of September 1998, that *the heaviest burden of the financial crisis is borne by certain groups, (including) women*. In its preliminary recommendations, the Task Force recommends *that the HRDWG develop strong links with key private sector stakeholders, including business, labour, women, youth and non-governmental organisations*.
- Information Sessions on Gender Analysis were provided during the 19th HRDWG meeting as a step in integrating gender analysis and criteria into the project cycle (1999)
- On July 27-29, 1999 in Washington, DC, the 3rd APEC Human Resources Development Ministerial Meeting was held. One of the themes of the Meeting was Labour Market Adjustment Policies, and one of the sub-theme of it was Special Concern on Youth and Women. Furthermore, gender issues were also under the second theme: Social Safety Nets, under the sub-theme of Ancillary social services provisions.

Human Resources Development Working Group: Project-level

- Gender Equity in Education and Training: Meeting the Needs of APEC Economies in Transition (1993-95) (NEDM)
- Women in Industrial Technology Training Programs (1994-95)(HIIRDIT)
- Role and Status of Women HRD in Social and Economic Development in the Asia Pacific Region (1996) (NEDM)
- Gender and Life-Long Learning: Enhancing the Contributions of Women to SMEs in the Asia Pacific Region for the 21st Century (1997-98) (HURDIT)
- Linkages Between Paid and Unpaid Work in Formulating LIRD Policies (1998-99)(NEDM)
- Labour Market Information database (LMI)(ongoing) some data are desegregated by gender.

Industrial, Science and Technology Working Group - Policy Level

- ISTWG Action Program, Improved Human Resources Development: "Creative scientific and technical men and women are indispensable not only to fuel innovation but to underpin sustainable industrial productivity and to improve quality of life . Under Joint Activities of APEC members, there was a commitment to "undertake activities to expand research mobility and increase public interest in S & T, particularly among young people and women : and, to increase the participation of women in science and technology, the ISTWG will also "consider the results of the work of the Ad Hoc Group on Gender and S &

- T, that also stresses the importance of mainstreaming gender concerns in the Working Group's activities (1998).
- The Plenary Session of the 16th STWG Meeting in March 1999 concluded that the JSTWG should put more emphasis on cross-cutting issues, especially on gender issues.
 - Ad Hoc Group on Gender and Science and Technology (1997) - this group has a two-year mandate to share and document best gender practices in science and technology; to design a gender and S & T website on the APEC web page; and provide a forum for the information of exchange of policy ideas on gender and S & T. The mandate of this group has been extended until the end of 2000 by the Working Group.

Industrial, Science and Technology Working Group - Project Level

- Guide to Women's S & T Organizations (1996)
- Discussion Paper on Gender and Science and Technology in Knowledge-based Economies: Some Considerations for APEC (1996)
- APEC Experts Meeting on Gender, Science and Technology, Manila (1998)
- Descriptive data from all approved ISTWG projects will be collected to identify the number of women and men participating (1998).
- APEC ISTWG Women in Engineering & Science Program (1999)
- Gender Stocktaking of ISTWG projects (2000)
- Seminar on Enhancing the Contributions of Women to Science and Technology into the 21st Century (2000)

Policy Level Group on Small and Medium Enterprises (SMEPLG)

- Study on Women Entrepreneurs in SMEs in the APEC region - completed - facilitated the involvement of women entrepreneurs and workers in the formulation and implementation of policies and programs being developed by economic ministries.

Telecommunications Working Group (TELWG)

- The Working Group approved a self-funded project led by Canada to do an Impact Analysis on Gender within the APEC Telecommunications Working Group. The analysis would be on how telecommunications issues affect the ability of men and women to equally participate and contribute to their economies. This would involve establishing an understanding of the impact that telecommunications issues have in each of the APEC economies on gender.

Transportation Working Group

- To implement these directives of Transportation Ministers in 1997, the TPTWG approved a project entitled "The Participation of Women in the Transportation Sector, related to training and development initiatives. A project management team has been established to assume management for gender specific projects, starting with a proposal for the creation of a compendium of success stories (1998). The compendium entitled *Increased Participation of Women in The Transportation Sector: A Compendium of Success Stories* was approved by the TPT-WG at its 15th meeting which took place in April, 1999.

Tourism Working Group

- Agreed to consider ways and means to promote the role and contribution made by women to the industry (1997)

Fisheries Working Group

- This group is undertaking a project on Women in Aquaculture, led by Australia.

8. APEC-Related Fora

The Women Leaders Network (WLN)

This informal network of women in business, academe/civil society and government from APEC Economies was formed in October 1996 in Manila to promote the integration of gender perspectives in APEC's work. It has called upon Leaders to recognize and integrate gender as a cross-cutting theme in APEC.

The second meeting of the WLN took place in Ottawa-Hull, Canada in September 1997, focusing on the economic impact of women on the APEC region. The WLN called on Leaders to endorse the proposal for a Ministerial Meeting on Women in the Philippines in 1998; to recognize gender as a cross-cutting priority in all APEC fora; and to ensure the full participation of women through equitable representation at all levels of APEC. Recommendations were also successfully directed to APEC SME Ministers and ABAC. The booklet "Gender: Front and Centre an APEC" is a guidebook which outlines the development of gender issues within APEC and proposes actions to be taken to integrate gender concerns effectively was published for the Women Leaders Network meeting 1997.

The third meeting of the WLN took place in Kuala Lumpur, Malaysia in September 1998 on the theme of "Building Dynamic Partnerships and Co-operation Towards Capacity Building for Sustainable Economic Growth". The WLN urged APEC Leaders to assess and take measures to address the disproportionate economic, financial and social impacts of the economic crisis on women; to accelerate the integration of women and gender perspectives into all APEC processes and activities; and to seriously consider the recommendations of the Ministerial Meeting on Women, among other

recommendations. The Confederation of Women's Business Councils in APEC Economies was also launched at this meeting.

The Fourth Meeting of the WLN was held in Wellington, New Zealand. The Indigenous Women in Exporting Business Seminar was held prior and produced specific recommendations to the WLN Meeting. The recommendations from the Meeting was presented to the Fourth APEC Trade Ministerial Meeting and Third APEC HRD Ministerial Meeting.

The Fifth Meeting of the WLN will be held in Bandar Sen Begawan, Brunei Darussalam, in June 2000. The theme of this year's meeting is SMEs as Global Traders.

APEC Study Center Consortium (ASC)

At the 1999 APEC Study Centers Consortium Conference on 2 June, there was a plenary session on "Women's Role in APEC".

Asia Pacific Business Network (APB-Net)

At its 1995 meeting in Adelaide, Australia, APB-Net discussed the role of women in SMEs and directed recommendations to APEC and business associations on their relevance to women entrepreneurs, as well as on issues of access to financing and information, and support for networks.

Bangkok Regional Dialogue on Globalization and Women in Business (August, 1997)

A Regional Dialogue among women business leaders in ASEAN countries and key governments involved in APEC on globalization and women in business was held August 14-15, 1997 in Bangkok, Thailand. Participants adopted recommendations to elevate women's concerns at the national or individual economy level, at the ASEAN level and at the APEC level.