
Gender Information Session

Final Report

Asia Pacific Economic Cooperation
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PREFACE

In the course of the implementation of Gender Information Sessions (GIS), the materials which were finalized during the Gender Experts' Workshops were intended to be just the beginning. From the experiences the gender experts/participants/audience gained as GIS were conducted, a whole knowledge and capacity would be developed on how the APEC fora and economies should have their own GIS. In this way, the process of institutionalizing the information sessions in the working groups can begin. Ultimately, the task is to ensure not only the participation of women, but also the integration of gender concerns in the policies, programs, projects and activities that the APEC fora will come up with.

Two trends can be seen: the concept of gender mainstreaming in APEC processes and their impact on women (through the projects related to women in different working groups). It is more than just motivating the minds in terms of mental set. The bottomline is that even as the outcome is intangible, **it is more than just a process of integrating women in the economy. The results of the process should ultimately benefit the women in the economy and ensure that the women are not made invisible in the economy.**

The first Ministerial Meeting on Women held in Manila, Philippines, was designed so that the role of women in the economy is highlighted and the pervasive barriers to their full participation in the economy, i.e., training, technology, information, credit, market, can be addressed and eliminated. By implementing the *Framework for the Integration of Women in APEC* with a measure of success, through continued GIS at the level of APEC and economies, gender integration and participation of women can be secured.

EXECUTIVE SUMMARY

Information Sessions for APEC Fora on Gender Analysis and the Application of the Framework for the Integration of Women in APEC

Introduction

Four years ago, APEC Ministers in the Ministerial Meeting on Women recommended that APEC “implement gender impact analysis of policy, program and project proposals as an integral component of APEC decisions, processes and activities, including planning, priority setting, resource allocation, design, implementation, and evaluation”¹ and develop methodologies and tools to meet the best results. In response, the SOM *Ad Hoc* Task Force on the Integration of Women in APEC was created to develop the *Framework for the Integration of Women in APEC*².

The *Framework* is comprised of three interrelated elements: (i) gender analysis; (ii) collection and use of sex-disaggregated data; and (iii) involvement of women in APEC, and comes with an Implementation Strategy. The SOM

¹ APEC Ministerial Meeting on Women, October 15-16 1998. *Joint Ministerial Statement*. Para 27 (c). Makati, Philippines.

² In September 1999, APEC Leaders and Ministers welcomed and endorsed the *Framework for the Integration of Women in APEC*.

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created the *Ad Hoc* Advisory Group on Gender Integration³ to provide gender advice and expertise to SOM and other APEC fora on the implementation of the *Framework* and undertake critical transition tasks recommended over a two-year period, which included:

assist in the development of information sessions to various APEC fora on the *Framework* and gender analysis.⁴

To operationalize this task, the formulation of a project proposal “Information Sessions for APEC Fora on Gender Analysis and the Application of the *Framework for the Integration of Women in APEC*”⁵ was commissioned by Korea, with Dr. Amelou Benitez-Reyes of the Philippines designated as Project Overseer.

Gender Information Sessions

Classified as a priority project in APEC in 2000, the purpose of Gender Information Sessions (GIS) is to develop capacity within APEC fora to implement the *Framework for the Integration of Women in APEC* through the provision of information sessions on gender analysis and the application of the *Framework*.

Three consultants were engaged to design and lead the project: Dr. Amaryllis Torres and Ms. Encarnacion Raralio of the Philippines, and Ms Heather Gibb of Canada.

For the period March 2000 – June 2002, a total of 29 GIS were conducted in APEC.

To facilitate of the implementation of the Gender Information Sessions project, two Gender Experts’ Workshops were conducted in Bandar Seri Begawan, Brunei Darussalam.

³ The SOM *Ad Hoc* Advisory Group on Gender Integration was created in November 1999, and chaired by Dr. Chang Pilwha, Republic of Korea until 2000; and from 2001-2002, by Ms Rosemary Calder, Australia.

⁴ SOM *Ad Hoc* Task Force on the Integration of Women in APEC. *Framework for the Integration of Women in APEC*. p. 20. APEC: Singapore.

⁵ This project was approved by SOM in December 1999.

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Through the conduct of these two Gender Experts' Workshops, as well as networking, a pool of gender experts and advocates were trained to conduct GIS for the APEC fora. The templates, which were developed and improved during the 2 Gender Experts' Workshops were updated continuously. Project consultants and gender experts/trainers tailored the template to suit the needs of the APEC fora undertaking the GIS.

Content, presentation materials, and information kits were developed by the Project Consultants and finalized by the Gender Experts' Workshop participants.

The GIS raised the levels of awareness of participants on the importance of using gender analysis, collecting and using sex-disaggregated data, and increasing the involvement of women. There is now a better understanding among members of APEC fora of gender analysis and why it is an important tool for improved policy and project outcomes.

However, a better understanding and heightened level of gender awareness among APEC fora members do not necessarily translate to the effective implementation of the *Framework* and gender integration in APEC. It is important that AGGI members and gender advocates continue working closely with their respective economy representatives in the different APEC fora. Gender experts need to assist and/or guide each APEC fora in conducting gender analysis and in utilizing sex-disaggregated data for their projects.

Lessons Learned

Further Initiatives Identified through GIS Implementation

Lessons learned from the GIS project have also led to the identification and birth of further gender initiatives needed to ensure mainstreaming of gender concerns in APEC. These include the following:

- ***APEC Website on Gender Integration.*** Intended as a repository of materials and a mechanism for capacity building on gender integration, the Gender Website will aid users in implementing the *Framework*.

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- ***Second Ministerial Meeting on Women, 28-29 September, Guadalajara, Mexico.*** Conducting GIS for the APEC fora has led to the identification of gaps, particularly in the area of trade and industry liberalization and facilitation (TILF). The First Women's Ministerial Meeting focused on gender issues under Economic and Technical Cooperation (ECOTECH). The Second Ministerial Meeting had the overarching theme of "Advancing Women's Economic Interests and Opportunities in the New Economy", with particular regard to: women entrepreneurship, micro-enterprises, and the impact of trade liberalization on women and capacity building in information communication and technology.
- ***Gender Focal Point.*** Nomination and/or designation of gender focal points in each APEC fora in addition to the economy gender focal point is crucial in ensuring gender integration in APEC fora work. The Gender Focal Points will assist in implementing the *Framework* within the activities of their respective APEC fora.
- ***AGGI and the Women Leaders' Network.*** Discussions between the AGGI and the WLN have taken into account experiences from the GIS.

Recommendations

- *Gender Information Sessions at the Economy Level*
- *Workshops on Gender Analysis for APEC fora members*
- *Briefing sessions for the APEC fora on the gender tools produced by AGGI*
 - *Review of APEC fora workplans, Individual Action Plans to reflect gender considerations*
 - *Nomination of gender focal points in all APEC fora*
 - *Research studies on gender with emphasis on the differential impacts of TILF policies on women*
 - *Generation of reports (monitoring and evaluation) by all APEC fora on how they have utilized knowledge gained from GIS, how they have been using sex-disaggregated data, involving women, among others.*

I. INTRODUCTION

Four years ago, Asia-Pacific Economic Cooperation (APEC) Ministers participating in the first Ministerial Meeting on Women recommended that APEC “implement gender impact analysis of policy, program, and project proposals as an integral component of APEC decisions, processes, and activities, including planning, priority setting, resource allocation, design, implementation, and evaluation”¹ and develop methodologies and tools to meet the best results. In response, the SOM *Ad Hoc* Task Force on the Integration of Women in APEC was created to develop the *Framework for the Integration of Women in APEC*² (Framework).

The *Framework* is comprised of three interrelated elements: (i) gender analysis; (ii) collection and use of sex-disaggregated data; and (iii) involvement of women in APEC, and an Implementation Strategy. To coordinate, facilitate, and monitor progress in the implementation of the *Framework*, the Implementation Strategy called for the Senior Officials Meeting (SOM) to create a SOM *Ad Hoc* Advisory Group on Gender Integration³. This Advisory Group would provide gender advice and expertise to SOM and other APEC fora on the implementation of the *Framework* and undertake critical transition tasks recommended over a two-year period, which included:

¹ APEC Ministerial Meeting on Women, October 15-16 1998. *Joint Ministerial Statement*. Para 27 (c). Makati, Philippines.

² In September 1999, APEC Leaders and Ministers welcomed and endorsed the *Framework for the Integration of Women in APEC*.

³ The SOM *Ad Hoc* Advisory Group on Gender Integration was created in November 1999, and chaired by Dr. Chang Pilwha, Republic of Korea until 2000; and from 2001-2002, by Ms Rosemary Calder, Australia.

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“assist in the development of information sessions to various APEC fora on the *Framework* and gender analysis.”⁴

To operationalize this task, the formulation of a project proposal “Information Sessions for APEC Fora on Gender Analysis and the Application of the *Framework for the Integration of Women in APEC*”⁵ was commissioned by Korea, with Dr Amelou Benitez-Reyes of the Philippines designated as Project Overseer. For the purpose of this report, the project will be referred to as “Gender Information Sessions” or GIS, as it is more popularly known. This report will detail project implementation and results of the information sessions; provide training on how to conduct gender analysis at the level of APEC and the economy; and present lessons learned and next steps for gender integration.

⁴ SOM *Ad Hoc* Task Force on the Integration of Women in APEC. *Framework for the Integration of Women in APEC*. p. 20. APEC: Singapore.

⁵ This project was approved by SOM in December 1999.

II. GENDER INFORMATION SESSIONS (GIS)

Classified as a priority project in APEC in 2000, the purpose of Gender Information Sessions (GIS) is **to develop capacity within APEC fora to implement the *Framework for the Integration of Women in APEC*** through the provision of information sessions on gender analysis and application of the *Framework*. Support for gender integration in APEC has been sustained through commitments by APEC Leaders, Ministers, Senior Officials as shown in declarations, mandates, and policy imperatives made on gender (see Appendix 1, Gender-Related Developments in APEC). Spurred by the gender tools developed by the SOM *Ad Hoc* Advisory Group on Gender Integration (AGGI), APEC fora have likewise expressed their willingness **to integrate gender concerns** in their respective work.

Specific objectives of the project include:

- Through the delivery of GIS to APEC fora, to develop capacity within APEC working groups, task forces and committees to apply the elements of the *Framework*, i.e., gender analysis, the collection and use of sex-disaggregated data, and the involvement of women;
- To develop better understanding among members of APEC fora of gender analysis and why it is an important tool for improved policy and project outcomes;

Gender Information Sessions

- To identify and train a pool of gender specialists in the Asia-Pacific region to serve as trainers and experts for APEC fora;
- To develop a format for information sessions that can be adapted to each APEC forum, and specific training material that will be provided to all APEC fora.

The provision of GIS is intended to benefit APEC member economy institutions by:

- Creating an expanding pool of delegates from APEC economies who are aware of gender as an important issue in policy making and are competent at applying gender analysis to policy-making decisions;
- Creating an expanding pool of gender experts in APEC economies who are competent, experienced trainers on gender issues in APEC and are able to bring an APEC regional perspective on gender issues; and
- Encouraging the application of gender analysis to policy making, which will result in policies that better reflect the concerns of women and men, and therefore enable women and men to more effectively contribute to their economies.

Three consultants were engaged to design and lead the project: Dr Amaryllis Torres and Ms Encarnacion Raralio of the Philippines, and Ms Heather Gibb of Canada.

As letters of invitation to undertake GIS were welcomed with enthusiastic response by the APEC fora, it became clear that necessary adjustments had to be made with respect to project scope and budget. Originally designed to run for a year (2000) only and provide GIS to selected APEC fora, the project now aimed to give GIS to all APEC fora, with the provision for a Second Gender Experts' Workshop, and videotaping of one GIS.

Gender Information Sessions

For the period March 2000 – June 2002, a total of 29 Gender Information Sessions have been conducted in APEC (see Appendix 2).

Gender Experts' Workshops

In the course of the implementation of the GIS project, two Gender Experts' Workshops were conducted in Bandar Seri, Begawan, Brunei Darussalam.

First Gender Experts' Workshop, 18-19 February 2000

The First Gender Experts' Workshop was held to brief/train APEC gender experts in the delivery of GIS and to review/finalize materials and methodology. Goals included: (i) to gain knowledge on gender and its integration in APEC processes (and for the participants to communicate continuously); (ii) to decide on common core messages to be delivered to various APEC fora; (iii) to develop an expanding base of gender experts; and (iv) to work out information session materials to be used for the GIS.

A total of 38 participants (including 6 observers) representing 14 economies (Australia, Brunei Darussalam, Canada, PR China, Hong Kong, China, Indonesia, Japan, Republic of Korea, Malaysia, Republic of the Philippines, Chinese Taipei, Thailand, USA, and Viet Nam) attended this first workshop (see Appendix 3 for List of Participants). Although it did not succeed in producing an expanding pool of gender experts in all economies, AGGI gender focal points were established. During the workshop, participants committed to coordinate GIS - related work in their respective economies.

Second Gender Experts' Workshop, 19-20 September 2000

A Second Gender Experts' Workshop was organized to enable capacity building within APEC to implement the *Framework* and to encourage the participation of more economies in disseminating the GIS. Through the creation of an expanding pool of APEC gender experts/trainers/advocates/

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fora members, participants were equipped with the necessary skills, knowledge and confidence to conduct GIS for the APEC fora.

A highlight of the workshop was the film showing of a videotaped GIS led by a gender expert, the late Ms Maria Victoria Maple Gaverza, for the Sub-Committee on Standards and Conformance on 19 September 2000. This videotaped GIS was made possible through the excellent assistance and facilities provided by the 2000 APEC host economy, Brunei Darussalam. It presented the workshop participants with a clear picture of what to expect during GIS and how it can be improved/adjusted according to the needs of specific APEC fora.

Twenty-seven participants (including one observer) representing 14 economies (Australia, Brunei Darussalam, Canada, PR China, Hong Kong, China, Indonesia, Japan, Republic of Korea, Mexico, Republic of the Philippines, Singapore, Chinese Taipei, Thailand, USA, and Viet Nam) and one APEC Forum, i.e., the Fisheries Working Group (see Appendix 4 for List of Participants) attended this second workshop.

Through these two Gender Experts' Workshops, as well as networking, a pool of gender experts and advocates were trained to conduct GIS for the APEC fora. The templates which were developed and improved during the two Gender Experts' Workshops were continuously updated. Project consultants and gender experts/trainers tailored the template to suit the needs of the APEC fora undertaking the GIS.

GIS OUTPUTS

Gender Information Session Presentation

Developed by the Project Consultants and finalized by Gender Experts' Workshop participants, the GIS PowerPoint presentation was designed for a 30-minute discussion of the following:

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- Objectives of the Gender Information Session
- Why the further integration of women in APEC?
- Mandates from APEC Leaders
- APEC organization
- Deliverables of AGGI
- The *Framework for the Integration of Women in APEC*
- Suggestions on what APEC fora can do

This PowerPoint presentation/template may be downloaded through the APEC Website on Gender Integration: <http://www.aggi-women.org.ph>. A CD and diskette have been included in the final report.

A graphic GIS mini-movie was also developed for the GIS. The main movie offers a detailed coverage of the elements of the *Framework* and three sub-movies, namely: (i) Gender Mainstreaming in APEC; (ii) What is Gender; and (iii) Applying the *Framework* to the Working Group: A Structured Exercise in Small Groups (see Appendix 5). This may be downloaded through the APEC Secretariat's website: <http://www.apecsec.org.sg> and the APEC Website on Gender Integration: <http://www.aggi-women.org.ph>.

Gender Information Session Materials (GIS Kit)

GIS Kits in the form of booklets have been reproduced and disseminated to the members of the APEC fora, and are comprised of:

- *Framework for the Integration of Women in APEC*¹
 - Gender Analysis
 - Collection and Use of Sex-Disaggregated Data
 - Involvement of Women in APEC
 - Implementation Strategy
 - First APEC Ministerial Meeting on Women: Joint Ministerial Statement
 - APEC Guides for Gender Analysis, Collection and Use of Sex-Disaggregated Data, Involvement of Women in APEC

¹ The publication of the *Framework for the Integration of Women in APEC* was provided by Korea.

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- Hardcopy of GIS Presentation (see Appendix 6 Gender Information Session Template)
- *Gender Criteria for Formulation and Evaluation of Project Forms* (see Appendix 7)²
- *Gender-Related Developments in APEC* (see Appendix 1)³. This is a chronology of gender-related developments in APEC detailing:
 - Mandates from Leaders and Ministers
 - Directives from Sectoral Ministerial Meetings
 - SOM *Ad Hoc* Advisory Group on Gender Integration
 - Gender Activities of Committees and Working Groups
 - APEC-related Fora
 - Women Leaders' Network
- *Addressing Gender Issues in APEC Concerns: Selected Useful Practices in the Philippines*. This is a monograph which features a compilation of best/useful practices in mainstreaming gender in APEC related activities in the Philippines.
- Evaluation Form for the Participants (see Appendix 8)

Video-Taping of Gender Information Sessions

Through the assistance and facilities provided by the 2000 APEC host economy, Brunei Darussalam, two GIS led by the late gender expert Ms Maria Victoria Maple Gaverza for the Sub-Committee on Standards and Conformance and the Economic Committee were videotaped on September 18 and 19, 2000, respectively. Since an expected benefit of the project was to produce an expanding pool of gender experts, the video-documentation was a useful

² *The Gender Criteria were approved by the APEC Budget and Management Committee in July 2000 and have since been incorporated into the Project Proposal and Assessment Forms. Australia led the development of the gender criteria.*

³ *Compiled and updated by the APEC Secretariat.*

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mechanism in assisting the gender experts in their preparation for the GIS. This also served to evaluate and improve the GIS.

The videotape of the Sub-Committee on Standards and Conformance GIS was viewed by the gender specialists/experts who participated in the Second Gender Experts' Workshop.

Assessment Form for the APEC Fora Chairs/Lead Shepherds

The proposed Assessment Form for the APEC Fora Chairs/Lead Shepherds (see Appendix 9) was developed by the Project Consultants of the GIS, presented, and improved during the 2nd AGGI Meeting and the Second Gender Experts' Workshop. This form was crafted to assist APEC fora in tracking progress of their implementation of the *Framework* after receiving a GIS.

Evaluation Form for the Trainer

An Evaluation Form for the Trainer (see Appendix 10) was formulated by the Project Consultant to aid the Gender Expert who will lead the GIS in making a comprehensive evaluation of the session. It is accomplished by the Gender Expert and submitted to the Project Overseer upon completion of the GIS.

Revised Evaluation Form for the Participants

Feedback from GIS participants is crucial in assessing and improving GIS. The Evaluation Form in checklist format was crafted to encourage and facilitate greater compliance among GIS participants in accomplishing the Evaluation Form (see Appendix 11).

III. GENDER INFORMATION SESSIONS: FEEDBACK

There were 29 Gender Information Sessions conducted, which were from March 2000 to March 2002 and two Gender Experts' Workshops in February and September 2000.

Session consultants/facilitators, and the participants of each session filled up Evaluation forms, the highlights of which are presented herein.

Gender Experts' Workshops

The GIS Gender Experts' Workshops allowed AGGI to develop GIS materials and, to some extent, expand its base of gender experts. The main weakness of these workshops was that the participants were not the most appropriate target group. The gender experts sent by the various economies did not possess the qualifications that the project required, in particular, being knowledgeable in APEC processes. The participants did not gain the confidence and expertise to carry out information sessions themselves, as was the intended result of the Gender Experts' Workshop.

Participants and session presentors/facilitators believe that the project would contribute more towards the intended impacts of the implementation of the Framework if an expanding and enlarging pool of APEC gender experts were trained to do the information sessions. This would, in effect, create a large base of knowledge and experience which can be drawn upon, auguring well for the integration of women in APEC.

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Content, presentation materials, and information kits were developed by the Project Consultants and finalized by the Gender Experts Workshop participants.

The GIS sessions raised the level of awareness of participants on the importance of using gender analysis, the collection and use of sex-disaggregated data, and the involvement of women. There became a better understanding among members of APEC fora of gender analysis and why it is an important tool for improved policy and project outcomes.

However, a better understanding and heightened levels of awareness among APEC fora do not necessarily translate to the effective implementation of the *Framework*. It is important that AGGI members work closely with their representatives in different APEC fora. Gender experts need to help each APEC fora in conducting gender analysis and in collecting and using sex-disaggregated data in their projects.

There is a need to continue conducting GIS in all APEC fora, and to follow up with more in-depth workshops and sessions on how to integrate gender in the formulation of policies and projects to address gender concerns and sustain the campaign for the effective implementation of the *Framework*. The AGGI also needs to develop a databank of gender-related projects and activities in APEC that would provide ideas and examples to all other APEC fora.

Though GIS brings us nearer our goal of gender integration, there is still much to be done to promote gender-fair policies and projects in APEC.

Difficulties Encountered and Responses Made

The GIS encountered difficulties as were discussed in 2001 Progress Report. However, even as these project difficulties were addressed, these were persistent problems, which could be attributed to a number of factors: (i)

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full meeting agenda resulting to minimal time allocation for GIS; (ii) scheduling the GIS as the last agenda item, thus, providing no opportunity to bring gender issues into the discussion; and (iii) lack of interest arising from the perception that the fora's concerns are all "gender neutral". Other organizational difficulties include lack of gender experts/trainers/advocates in host economies who are able and available to conduct the GIS. There has also been a low turnover of returned/accomplished GIS Evaluation Forms by the GIS participants. Furthermore, since the GIS format seemed final, minimal discussions ensued and usually these focused on the low participation of women in APEC meeting/activities.

The problems encountered and efforts undertaken to resolve them are as follows:

1. *Funding Constraints.* The approved project funding for year 2000 had only assumed six (6) GIS for the APEC fora. To facilitate the provision of GIS for all the APEC fora, a request for additional funding was submitted by the AGGI during the Second Senior Officials' Meeting (SOM II) in 2000. This request was endorsed by the SOM II and approved during the July Meeting of the Budget and Management Committee (BMC).
2. *Lack of Gender Experts/Trainers in host economies.* Although the participants of the first Gender Experts' Workshop indicated that they are willing to serve as gender focal/contact persons for AGGI matters and the GIS, a good number expressed that they will not be able to conduct GIS. Therefore, as a result, not all member economies have gender experts who can lead GIS scheduled in their respective economies. Secondly, some members of the APEC fora were hesitant to conduct a GIS because of a self-perceived lack of credibility with colleagues on gender issues.

To address this concern and in pursuit of the project objective "to produce an expanding pool of APEC Gender Experts", a Second Gender Experts' Workshop was conducted in the margins of the SOM III in 2000.

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Although there is now a pool of gender experts in the region who are willing to make the presentation, experts who are also knowledgeable about APEC activities, structures, and operating processes need to be further identified.

The Women Leaders' Network indicated that its members could be tapped to conduct GIS. Its members will be included in the AGGI website.

3. *Low level of return of accomplished Evaluation Forms from participants.* The provision of GIS is a crucial strategy in the implementation of the *Framework*, hence, the evaluations from the APEC fora members are effective bases in gauging the effectiveness of the GIS. To improve the rate of return of accomplished evaluation forms, a **Revised Evaluation Form for the Participants** with a checklist format (Appendix 11) was presented during the Second Gender Experts' Workshop and has been used in GIS since September 2000. The revision of the format was meant to make it more convenient and easier for the APEC fora members to accomplish the form. Additional measures to ensure the submission of these forms were made by Gender Experts who emphasized its importance, and through assistance sought from the APEC fora Presiding (meeting) Chairs and Program Directors. However, compliance with this requirement still leaves room for improvement.

Comments made by GIS participants were documented by the GIS presenter at every fora.

4. *30 - minute GIS.* Due to the full agenda in APEC fora meetings, Gender Experts usually had to limit their presentations to 30 minutes or less. To be able to arrive at a more compact presentation without disregarding the core messages, the Presentation Material was shortened by the consultants and participants during the Second Gender Experts' Workshop.

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5. *Lack of interest.* It has been difficult to spark the interest of some APEC fora in actively participating in the GIS and to use the elements of the *Framework* in their respective work plans. A number of APEC fora members believe that activities in their respective sectors are gender neutral.

To address this problem, efforts have been made by the Gender Experts to cite relevant examples and useful practices of gender integration in fora-specific fields. Another source is the report on Gender-Related Developments in APEC (Appendix 1). With regard to the problem of promoting women representation in APEC fora meetings, the fora members have often expressed that this is not within their power to change.

6. *High-Tech Presentation.* The packaging of the presentation is one of the crucial factors contributing to the effectiveness of a presentation. Hence, the GIS mini-movie was developed, with the end in view to aid visually in the understanding of the concepts used in the session. However, there has been much feedback on the difficulty of downloading and working with the mini-movie. To mitigate this concern, a PowerPoint version was developed and has been used for subsequent GIS following the Second Gender Experts' Workshop. The mini-movie can be downloaded from the (<http://www.aggi-women.org.ph>)
7. *Only one GIS is provided to each APEC fora.* As the composition is dynamic and changes frequently, the knowledge gained from the GIS is not necessarily transmitted to the new delegates participating in the meetings. GIS at the economy level to orient new delegates need to be promoted. Gender tools developed, i.e., APEC website on Gender Integration, Gender Mainstreaming Good Practices Book and the Gender Resource Kit, will be made available to new APEC delegates.

Lessons Learned

Further Initiatives Identified through GIS Implementation

Lessons learned from the GIS project have also led to the identification and birth of further gender initiatives needed to ensure mainstreaming of gender concerns in APEC. These include the following:

- ***APEC Website on Gender Integration.*** Intended as a repository of materials and a mechanism for capacity building on gender integration, the Gender Website will aid users in implementing the *Framework*. This will also increase access to information about gender mainstreaming in APEC systems and processes. The Gender Website features an interactive section on an online GIS. This includes the GIS PowerPoint presentation, GIS mini-movie and GIS Evaluation Form. Other capacity-building tools include gender criteria, collection and use of sex-disaggregated data, gender analysis, project database, gender experts' database.

- ***Second Ministerial Meeting on Women, 28-29 September, Guadalajara, Mexico.*** Conducting GIS for the APEC fora has led to the identification of gaps, particularly in the area of trade and industry liberalization and facilitation (TILF). The First Women's Ministerial focused on gender issues under Economic and Technical Cooperation (ECOTECH). The Second Ministerial Meeting had the overarching theme of "Advancing Women's Economic Interests and Opportunities in the New Economy", with particular regard to: women entrepreneurship, micro-enterprises, and the impact of trade liberalization on women. It also had the following thematic sessions:
 - Sustainable Economic Development with a Gender Perspective
 - Globalization and Trade Liberalization: Impact and Responses on Women
 - Access and Barriers in the Labor Market
 - Capacity Building such as Economic-Related IT
 - Gender-Sensitive Agenda in the WTO: New Round and Regional Trading Arrangements

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- ***Gender Focal Point.*** Nomination and/or designation of gender focal points in each APEC fora is crucial in ensuring gender integration in APEC fora work. The Gender Focal Points will assist in implementing the *Framework* within and integrate gender concerns into the activities of their respective APEC fora. This task involves encouraging gender issues to be incorporated into APEC fora's meeting agenda, projects, conferences and ministerial meetings, as well as promoting increased women's involvement in APEC.
- ***AGGI and the Women Leaders' Network.*** Discussions between the AGGI and the WLN have taken into account experiences from the GIS. Proposed areas of collaboration include:
 - Academic Networking and Research (current Chair is the Project Overseer for GIS)
 - Gender Experts' Database
 - Monitoring of Women's Participation in APEC
 - Stocktaking of APEC working groups' priorities

Recommendations

- ***Gender Information Sessions at the Economy Level.*** The importance of bringing the implementation of the *Framework* to the level of the economy cannot be overemphasized. The membership and composition of APEC fora is dynamic and changing. As such, regular economy-level GIS need to be conducted for representatives to APEC meetings prior to the meeting schedules. Gender mainstreaming in APEC would have more progress if the representatives from APEC economies already have an appreciation for gender integration and are aware of gender-related policies in their economies prior to participation in APEC fora meetings/activities.

Economy-level GIS also need to be conducted for members of the civil society, academe, NGOs, private and public institutions to enable the adoption of the three interrelated elements of the Framework: conduct

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of gender analysis as a tool for policy formulation and project development; collection and utilization of sex-disaggregated data; and increasing the participation of women (slides 30 and 31 in the GIS presentation in Appendix 6). This would serve as a venue for sharing of good and useful practices on gender integration.

- *Workshops on Gender Analysis for APEC fora members.* APEC fora should be encouraged to propose activities/intensive workshops on gender analysis to be attended by their members. Due to the brevity, nature, and time availability for GIS, the APEC fora was not able to brainstorm on how to conduct gender analysis. At least a half day session is needed to conduct a gender analysis workshop (see Appendix 5 Gender mainstreaming in APEC). A number of APEC fora have expressed interest and concern on doing and knowing more about gender analysis.

- *Briefing sessions for the APEC fora on the gender tools produced by AGGI.* The APEC officials and members need to be aware of all the gender tools that are available to them and how these may be accessed, to ensure utilization and institutionalization of gender mechanisms:
 - Gender Information Sessions
 - Gender Mainstreaming Good Practices Book
 - “Analysis and Evaluation of Gender Statistics Workshop” Modules
 - Gender Criteria Checklist
 - APEC Website on Gender Integration
 - Gender Resource Kit

- The following are also suggested to be vigorously pursued:
 - Review of APEC fora workplans, Individual Action Plans to reflect gender considerations.
 - Nomination of gender focal points in all APEC fora
 - Research studies on gender with emphasis on the differential impacts

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of TILF policies on women. In particular, APEC working groups which have already undertaken a GIS need to be encouraged further, to come up with programs and projects that deal with the recognition of women and how to increase their economic productivity and participation.

- Generation of reports (monitoring and evaluation) by all APEC fora on how they have utilized knowledge gained from GIS, how they have been using sex-disaggregated data, measures they have undertaken to increase the participation of women in their fora, among others.
- Design of gender analysis workshop for interested APEC fora.
- Review of GIS material to make it more interactive, instead of merely informative, in order to spur discussion, feedback and idea generation. A workshop format would be preferable.

APEC SECRETARIAT
February 2002

**GENDER RELATED DEVELOPMENTS IN APEC
(1995-2002)**

I. 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.

**II. MINISTERIAL MEETING ON WOMEN IN ECONOMIC
DEVELOPMENT AND COOPERATION IN APEC**

The first APEC Ministerial Meeting on Women was held in Manila, Philippines, 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”.

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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 recognized 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”.

III. 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. In less than a year, the Task Force completed the Framework and in September had it formally by SOM 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.

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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.

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* is also proposed to be applied at the individual economy level.

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.

IV. MANDATE FROM LEADERS AND MINISTERS

APEC Leaders' Declaration Shanghai, China, October 2001

We take satisfaction at the significant progress made, through the leadership of the Ad Hoc Group on Gender Integration, in the capacity of APEC to address gender equity in its work. Our commitment to a wide distribution of the economic opportunities of our era requires the application of gender perspectives in APEC's work, we welcome the decision to hold a Second Ministerial Meeting on Women in Mexico in 2002, as an opportunity to make further progress (Paragraph 19)

APEC Leaders' Declaration Bandar Seri Begawan, Brunei Darussalam, November 2000

We are pleased to note the increasing participation of women in APEC programs and the efforts to ensure that their participation is further facilitated and increased. (Paragraph 30)

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We remain firmly committed to gender integration through the Framework for the Integration of Women in APEC. We welcome and endorse recommendations from the Ad Hoc Advisory Group on Gender Integration to further accelerate the implementation of the Framework and see this as a continuation of our past efforts to ensure that all people in our economies achieve their full potential for improved economic and social well-being. (Attachment 1, Directives of APEC Economic Leaders)

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 prosperity of the region. We shall review 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).

**Thirteen Ministerial Meeting Joint Statement
Shanghai, China, October 2001**

Ministers commended the Ad-hoc Group on Gender Integration's achievements over the past two years and endorsed SOM's report on the Implementation of the Framework for the Integration of Women in APEC. They endorsed SOM's recommendations including the extension of AGGI's term to the end of 2002 in order to enable it to complete its work. (Paragraph 68)

Ministers emphasized the importance of and their commitment to the involvement of women in the activities of APEC. They instructed officials and APEC fora to continue to ensure that women are involved in and benefit from their work. Ministers tasked officials to complete the development of monitoring mechanisms to ensure the sustainability of gender mainstreaming initiatives in APEC. (Paragraph 69)

Ministers welcomed Mexico's offer to host the Second Ministerial Meeting on Women in 2002, and urged members to ensure full participation in the lead up to and during the meeting. Ministers took note of the proposed research project on fostering SMEs and micro-businesses through IT capacity-building for women. (Paragraph 70)

Gender Information Sessions

Twelfth Ministerial Meeting Joint Statement Bandar Seri Begawan, Brunei Darussalam, November 2000

Ministers also recognised the significant contribution of women to economic development in the APEC region, particularly in the SME sector and endorsed the first SOM report on Implementation of Framework for the Integration of Women in APEC noting the significant progress in the implementation of the Framework. Ministers commended the Gender Information Sessions held in several APEC fora and instructed other APEC fora that have not held a Session to request one. In view of the fact that further work was needed to enhance women's participation in the APEC process, Ministers tasked APEC fora and encouraged economies to fully implement all the recommendations of the SOM and more broadly to implement the Framework. (Paragraph 68)

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 work force, 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)

Gender Information Sessions

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 the 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, focussing on women and economic development and 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).

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...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).

V. DIRECTIVES FROM SECTORAL MINISTERIAL MEETINGS

Eighth APEC Small and Medium Enterprise (SME) Ministerial, 29-30 August 2002

...Ministers also attached special importance to women entrepreneurs and encouraged all economies to facilitate financing for them. (Paragraph 28)

Fourth APEC Human Resources Development Ministerial Meeting, September 29-30, 2001

We note the Framework for the Integration of Women in APEC and agree to intensify our efforts to foster gender mainstreaming in APEC activities. We reaffirm that gender mainstreaming and human resources development are closely related, cross cutting themes in APEC. We welcome the priority accorded to women's issues by Mexico as host economy in 2002 and commend Mexico's initiative to organize the 2nd APEC Ministerial Meeting on Women. (Paragraph 6)

Gender Information Sessions

Labour market policy should be proactive in order to respond to the changing nature of jobs, family structures and workplaces. We affirm our support for policies which respect a work and family balance, and note that achieving this balance can pose particular challenges for women. As opportunities arise in new work arrangements, we will also seek to work with stakeholders, where appropriate, to promote competitiveness while protecting the interests of workers. (Paragraph 9)

In the face of the skill demand of the 21st century workforce, we must draw on the talents of all of our people – including those who may have been excluded from the workforce until now. Mobilizing people with disabilities, women, youth, older workers and indigenous people has become an economic and social imperative. (Paragraph 14)

The First APEC Meeting of Ministers Responsible for Tourism, 7 July 2000

The policy goals and processes adopted in the Charter are consistent with the goals for free and open trade and investment established in the ‘Bogor Declaration’ and the general principles for trade liberalization and economic and technical cooperation established in the Osaka Action Agenda. The Charter also responds to the ‘Auckland Challenge’ to maintain the momentum and deliver on the commitment of APEC and takes into account the “Framework for the Integration of Women in APEC”. (Paragraph 6)

Tourism makes a significant economic contribution to the APEC region and APEC member economies. We recognize and value this contribution of tourism, in particular as: ...a major employer of both women and men at all economic levels and generator of sustainable employment opportunities; ...(Paragraph 12)

Gender Information Sessions

The Seventh APEC Small and Medium Enterprises (SME) Ministerial Meeting, 22-23 June 2000

Ministers also acknowledged that the Framework for the Integration of Women in APEC is the effective means for integrating women into the work processes of APEC. They directed the PLGSME to take steps to implement the Framework and report on the progress to Leaders in their November meeting in Bandar Seri Begawan. Ministers also welcomed Korea's appointment as the Gender Focal Point for the PLGSME. (Paragraph 7)

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 energy 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

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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 recognized 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. Recognizing the differential impact of trade on men and women. Ministers agreed that particular attention needs to be paid to women's to 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 finalizing 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 recognized the contribution that SMEs make to the participation of women (Paragraph 5)

Gender Information Sessions

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's 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's 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).

Gender Information Sessions

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 organizer 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 fora for delegations representing women leaders, in conjunction with the Fifth APEC SME Ministerial meeting (Paragraph 22).

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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).

Beijing Initiative

High Level Meeting on APEC Human Capacity Building, May 15-16, 2001.

Building human capacity must be based upon clear and dynamic strategies which can effectively respond to the rapid changes taking place. There is a critical need to set objectives, principles and priorities, and formulate and carry out effective policy measures. Participants identified some key elements which could be considered in developing strategic options. These include the importance of policies that foster innovation and entrepreneurship, promote a broad distribution of the opportunities of the new economy, encourage engagement with all stakeholders, strengthen education as the foundation of life long learning, seek equal access and opportunity for women, and facilitate the diffusion of information and communication technology through regulation and measures to enhance access and public confidence.

VI. 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 to:

- 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;
- provide recommendations on the next steps in gender integration and the further implementation of the *Framework*

To date AGGI has been undertaking various projects which focus on increasing awareness of the *Framework* and developing mechanisms to integrate gender issues into the work of APEC. These include:

- Gender Criteria (integrating gender criteria into APEC project proposals and evaluations)

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- Analysis and Evaluation of Gender Statistics Workshop;
- Gender Mainstreaming Good Practices Book
- APEC Website on Gender Integration
- Gender Resource Kit
- Increasing Awareness of the Framework and Monitoring Implementation Progress
- Second Ministerial Meeting on Women

VII. GENDER ACTIVITIES OF COMMITTEES AND WORKING GROUPS

Committee for Trade and Investment (CTI)

“Integration of Gender Issues into the CTI Work Program” has been included in the CTI agenda since CTI2 last year. Canada and Australia had volunteered to liaise with the AGGI Chair on behalf of CTI, and had several dialogues with the AGGI Chair on this.

At CTI3 in Dalian, Canada presented an informal paper on “Integration of Gender Issues into the CTI Work Program”. Member economies were encouraged to look at the paper and the ideas it contained more thoroughly to allow for a more extensive discussion at CTI1 in 2002. This paper would be re-circulated for discussion at the CTI1 2002.

Group on Services

- As part of its efforts in implementing the Framework for the Integration of Women, the Group on Services has undertaken a project of “Firm Expatriation Policy and Practice in Services Trade: the Gender Dimension”. This was a study on the transnational movement of professional women in service trade. The project was aimed at exploring the way APEC could help in reducing any disparity that might exist in this area. A survey among the multi-national corporations in Chinese Taipei has been conducted to examine the relevant issues. The result of the Project has been released for public.

Gender Information Sessions

Economic Committee (EC)

- A section of the Economic Committee's 2000 research project "APEC Economies beyond the Asian Crisis" dealing with the social impacts of the Asian crisis describes the discrimination and prevailing biases faced by women, as a vulnerable sector of society, during the crisis. It also includes the analytical basis for refocusing and strengthening APEC cooperation activities to address the situation.
- The EC has completed a research project entitled "APEC Economies beyond the Asian Crisis" which incorporates gender consideration and uses sex-disaggregated data.

SOM Sub-Committee on ECOTECH (ESC)

The ESC had appointed a Gender Focal Point for 2001. It also listed Gender Mainstreaming as an Agenda Item for the ESC meeting in 2002.

The AGGI Chair and the ESC Chair continuously have a dialogue on how to further effort in gender mainstreaming in ESC level as well as in other APEC ECOTECH working groups and task forces.

Human Resources Development Working Group: Policy-level

- The HRDWG has a regular agenda item in its meetings devoted to briefing on gender activities within APEC by the nominated gender focal point and followed by any related discussions.
- The HRDWG is expected to continue integrating gender into its work and proceed with its 2002 project on women. Youth activities in 2002 are also expected to continue levying importance on gender issues.
- NEDM (Network on Economic Development Management) *Vision Statement* includes gender and equity issues (1995)

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- 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 HRDWG (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 Communiqué 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 organizations*.
- On July 27-29, 1999 in Washington, DC, The 3^d 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-themes was Special Concern on Youth and Women. Furthermore, gender issues was 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)(HURDIT)
- Role and Status of Women HRD in Social and Economic Development in the Asia Pacific Region (1996)(NEDM)

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- Gender and Life-Long Learning: Enhancing the Contributions of Women to SMEs in the Asia Pacific Region for the 21st Century (1997-98)(HURDIT)
- 1998 Task Force on Social Impacts of the Financial Crisis produced a report in 1998 to Ministers which highlighted the impacts of the crisis, including the impact on women
- Linkages Between Paid and Unpaid Work in Formulating HRD Policies (1998-99)(NEDM) undertook a gender-sensitive analysis of labour markets, including giving recognition to unpaid work, which is undertaken usually by women;
- 1999 project ‘Successful Practices in HRD in the Workplace: Contributions from Labour, Management and Government’, consultations with women’s groups will be sought.
- 1999 project ‘Chief Human Resources Officers Network’ will include consultations with relevant groups and networks to ensure widest possible participation.
- Labour Market Information database (LMI)(ongoing). Contains a wide range of comparative labour market information in terms of employment by industry, occupations, education, and gender, as well as economic, demographic, and educational statistics.
- HRDWG has also contributed towards and supported AGGI’s 2001 project for a workshop on Analysis and Evaluation of Gender Statistics.
- BMC approved a 2002 project related to gender : “Best Practices in Empowering Women’s Earning Capacity through Lifelong Education” with Thailand as project overseer.
- As for youth activities, last year’s Young Leaders/Entrepreneurs’ Forum (9-14 July 2001, Beijing & Shanghai) was TILF-funded and members followed the requirement that at least 3 participants of the 10-person delegations from each economy must be women.

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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 ISTWG Meeting in March 1999 concluded that the ISTWG 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.
- At the 20th Meeting in Hanoi, the ISTWG approved the establishment of an ISTWG Gender Science and Technology Advisory Board (GSTAB). Responsibilities of the Board will include the tracking and preparation of an annual report on ISTWG progress in implementing the APEC Framework for the Integration of Women, serving as a gender focal point, and development of recommendations on practical, proactive steps for ISTWG to undertake on gender-related issues

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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)

Small and Medium Enterprises Working Group (SMEWG)

- The SMEWG in its meeting in June 2001, agreed:
 - to integrate gender perspective into the work program by working closely with and getting advice from AGGI;
 - to develop projects related to women;
 - to encourage more participation of women in project activities;
 - to prepare disaggregated lists of participants for SMEWG and SME Ministerial Meeting;
 - to take stock of WLN recommendations to previous SME Ministerial Meetings and assess their implementation;
 - to ensure that gender issues are addressed by SME Ministerial Meetings;
 - to report to SOM through the AGGI the progress report on the Implementation of the *Framework*;
 - to share experiences on how economies approach issues on SME and gender.

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- In its meeting in August 2001, in Shanghai, China, Malaysia briefed the meeting on its efforts in integrating gender in their policy on the development of SMEs. The meeting welcomed the report made by and agreed to encourage member economies to exchange experience on the integration of women in their economy. It is acknowledged that the Framework for the Integration of Women in APEC is the effective means for integrating women into the SMEWG in particular and in APEC in general.
- The Group in 1997 undertook a Study on Women Entrepreneurs in SME's in the APEC region. The study facilitated the involvement of women entrepreneurs and workers in the formulation and implementation of policies and programs being developed by economic ministries.
- The SMEWG supported AGGI's 2001 project for a workshop on Analysis and Evaluation of Gender Statistics.

Telecommunications and Information Working Group (TEL)

- In 2000, the Working Group approved a self-funded project led by Canada to do an Impact Analysis on Gender within the APEC Telecommunications and Information 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.
- The TEL has also developed the Gender Integration Plan *which* consists of the following components:
 1. Appointment of TEL Focal Point to the Executive Committee;
 2. That the Gender Focal Point and the Gender Integration Plan Project Manager explore the development of potential project proposals to promote gender equality;
 3. The Gender Integration Project Manager delivered a workshop on Gender Criteria for Formulation and Evaluation of Projects for members of the Executive Committee at TEL 23 in March 2001.

Transportation Working Group (TPT)

- To implement the directives of Transportation Ministers in 1997, the TPT has approved a project entitled “The Participation of Women in the Transportation Sector”, related to training and development initiatives. A Gender Project 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 at its 15th meeting which took place in April 1999.
- The aim of the group is to advance gender perspectives in APEC by developing a well defined approach for the identification of training and development initiatives for women in the transportation sector. Such an approach would serve to complement, rather than duplicate gender related work of other APEC and international fora. It will ensure that TPT directed initiatives contribute effectively towards the goal of full participation of women in APEC’s economic and technical co-operation activities.
- The TPT has subsequently used the Gender Project Team as the source of advice on the implementation of the Framework for the Integration of Women in APEC.
- At the 19th TPT meeting in Brunei Darussalam in April 2001, the Gender Project Team presented the “Toolkit for Gender Analysis” which aims to make the Framework more practical for the work of the TPT.
- 60% of the participants of the Seminar on GATS Financial services, held in Singapore in January 2002 were women. Same situation was observed in August 2001 during the GATS Seminar on Telecommunications. These two seminars were organized by Canada and APEC Secretariat in the framework of WTO Capacity Building Group as part of the APEC Strategic Plan implementation on Capacity Building to fulfill WTO obligations.

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Tourism Working Group

- The Group agreed to consider ways and means to promote the role and contribution made by women to the industry (1997)
- In its Meeting held in Morelia, Mexico, the TWG noted that although the Seoul Declaration on an APEC Tourism Charter made reference to gender issues, further work on gender integration would be discussed in future TWG Meetings. Ms. Janet Murphy (Australia) is to continue as the TWG Contact for Gender Issues in 2001. The TWG agreed to collect information on the level of gender disaggregation in tourism statistics via the Australia-led Tourism Information Network Survey. The Survey's results will be distributed during the upcoming TWG Meeting in Malacca, Malaysia (April 2001).
- The TWG has been undertaking a Tourism Information Network Survey. The Survey will be completed by all TWG Members and delivered in 2001. TWG representatives are providing information on gender disaggregation in tourism statistics within their economies and the TWG through Australia is working with the Ad Hoc Advisory Committee on Gender Integration (AGGI). Areas have been identified where AGGI offered to assist the TWG.

Fisheries Working Group

- This group has completed a project on Women in Aquaculture, led by Australia.

Trade Promotion Working Group

- This group has undertaken two projects which incorporate gender consideration: "APEC Logistics Management Seminar" and "Training for Building Skill on Marketing Strategy".

VIII. 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 crosscutting 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 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

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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 was held in Bandar Seri Begawan, Brunei Darussalam, in June 2000. The theme of the meeting was SMEs as Global Traders. The recommendations of the Meeting was presented in the Seventh SME Ministerial Meeting which was held right after the WLN Meeting.
- The Sixth Meeting of the WLN was held in China. It presented the recommendations to the eighth Meeting of SME Ministers in August 2001, in Shanghai, China. The recommendations were annexed to the Joint Ministerial Statement.

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.

Appendix 2

GENDER INFORMATION SESSIONS, 2000-2002

APEC Body/Fora	Date/Host Economy	Gender Expert
1. Transportation Working Group (TPT WG)	28 March 2000 Singapore	Dr Chang Pilwha (Ms), Republic of Korea
2. Budget and Management Committee (BMC)	30 March 2000 Singapore	Ann Low (Ms) USA
3. Energy Working Group (EWG)	7 April 2000 Brunei Darussalam	Maria Victoria Maple Gaverza (Ms) Philippines
4. APEC Secretariat	10 April 2000 Singapore	Maria Victoria Maple Gaverza (Ms) Philippines
5. Agricultural and Technical Cooperation Experts' Group (ATCEG)	15 May 2000 Kona, Hawaii	James Truran (Mr.) USA Assisted by: Ms Jeanne Illo, Philippines
6. Group on Services (GOS)	29 May 2000 Brunei Darussalam	Maria Victoria Maple Gaverza (Ms), Philippines
7. Committee on Trade and Investment (CTI)	30 May 2000 Brunei Darussalam	Dr Amaryllis Torres (Ms) Philippines
8. Sub-Committee on ECOTECH (ESC)	31 May 2000 Brunei Darussalam	Dr Amaryllis Torres (Ms) Philippines
9. SOM Ad Hoc Policy Level Group on Small and Medium Enterprises (PLGSME)	20 June 2000 Brunei Darussalam	Maria Victoria Maple Gaverza (Ms), Philippines

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10. Fisheries Working Group (FWG)	20 July 2000 Seattle, USA	Diane Faulkner (Ms), USA
11. Electronic Commerce Steering Group (ECSG)	22 July 2000 Bangkok, Thailand	Maria Victoria Maple Gaverza (Ms), Philippines
12. Sub-Committee on Standards and Conformance (SCSC)	18 September 2000 Brunei Darussalam	Maria Victoria Maple Gaverza (Ms), Philippines
13. Economic Committee (EC)	19 September 2000 Brunei Darussalam	Maria Victoria Maple Gaverza (Ms) Philippines
14. Third Senior Officials' Meeting (SOM III)	22 September 2000 Brunei Darussalam	Maria Victoria Maple Gaverza (Ms), Philippines
15. Industrial Science and Technology Working Group (ISTWG)	10 October 2000 Brunei Darussalam	Nellie Dato Paduka Haji Sunny (Ms) Brunei Darussalam Assisted by Mayumi Galang (Ms), Philippines
16. Tourism Working Group (TWG)	10 October 2000 Morelia, Mexico	Sandra Samaniego (Ms), Mexico
17. Telecommunications Working Group (TELWG)	13 October 2000 Bali, Indonesia (Ms)	Encarnacion Raralio (Ms), Philippines
18. APEC Business Advisory Council (ABAC)	16 February 2001 Arizona, USA	Dr. Victoria Velkoff (Ms), USA
19. Informal Experts' Group on the Mobility of Business People (IEGBMP)	16 February 2001 Beijing, China	Encarnacion Raralio (Ms), Philippines

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20. Working Group on Trade Promotion (WGTP)	17 April 2001 Santiago, Chile	Pamela Villalobos (Ms), Chile
21. Marine Resource Conservation Working Group (MRCWG)	17 May 2001 Hong Kong, China	Jeanne Illo (Ms), Philippines
22. Competition Policy and Deregulation Group (CPDG)	28 May 2001 Shenzhen, China	Encarnacion Raralio (Ms), Philippines
23. Market Access Group (MAG)	28 May 2001 Shenzhen, China	Dr. Amelou Reyes (Ms), Philippines
24. Group on Economic Infrastructure	28 May 2001 Shenzhen, China	Encarnacion Raralio (Ms), Philippines
25. Human Resources Development Working Group (HRDWG)	27 June 2001 Mexico City, Mexico	Francisco Cos-Montiel (Mr), Mexico
26. Intellectual Property Rights Experts' Group (IPEG)	17 July 2001 Taichung, Chinese Taipei	Kristy Hsu (Ms), Chinese Taipei
27. Sub-Committee on Customs Procedures (SCCP)	17 August 2001 Shanghai, China	Encarnacion Raralio (Ms), Philippines
28. Government Procurement Experts' Group (GPEG)	19 August 2001 Dalian, China	Encarnacion Raralio (Ms), Philippines
29. Investment Experts' Group (IEG)	1 March 2002, Lima, Peru	Encarnacion Raralio (Ms), Philippines

FIRST GENDER EXPERTS' WORKSHOP
 18-19 February 2000
 Bandar Seri Begawan, Brunei Darussalam

CONTACT LIST

ECONOMY	NAME/DESIGNATION	CONTACT DETAILS
APEC Secretariat	Siti N. Mauludiah (Ms) Program Director	Tel.: 65-373-7613 Fax: 65-276-1775 Email: snm@mail.apecsec.org.sg 438 Alexandra Road #13-00 Alexandra Point Singapore 119958
SOM AGGI	Dr Chang Pilwha (Ms) AGGI Chair	Tel.: 82-2-3277-2040 Fax: 82-2-3277-2577 Email: apecwomen@yahoo.com changpw@mm.ewha.ac.kr Asia Center for Women's Studies Ewha Women's University Seodaemun-ku, Daehyun-dong 11-2, Seoul, Korea
	Dr Amelou Benitez-Reyes Project Overseer	Tel.: 63-2-735-1686 Fax: 63-2-736-4449 Email: ncrfwddo@info.com.ph National Commission on the Role of Filipino Women 1145 J.P. Laurel St., San Miguel Manila, Philippines

Gender Information Sessions

	Dr Amaryllis Torres (Ms) Project Consultant	Tel.: 63-2-436-0355 Fax: 63-2-92 Email: attorres@yahoo.com College of Social Work and Community Development University of the Philippines Diliman, Quezon City, Philippines
	Heather Gibb (Ms) Project Consultant	Tel.: 613-241-3535 Fax: 613-241-7435 Email: hgibb@nsi-ins.ca The North-South Institute 200-55 Murray St., Ottawa Ontario, Canada K1N 5M3
	Mayumi Galang (Ms) Assistant	Tel.: 63-2-736-5250 Fax: 63-2-736-4449 Email: ncrfwddo@info.com.ph National Commission on the Role of Filipino Women 1145 J.P. Laurel St., San Miguel Manila, Philippines
AGGI Secretariat	Soonyoung Lim (Ms) Coordinator Sarah Ralston (Ms) Assistant to the Chair Min K. Kang (Ms) Assistant to the Chair	Tel.: 82-2-385-6254 (6255) Fax: 82-2-385-6256 Email: apecwomen@yahoo.com Rm# 202 Boolwang-dong, Eunpyung-gu 1-363, Seoul, Korea

Gender Information Sessions

**FIRST GENDER EXPERTS' WORKSHOP LIST OF PARTICIPANTS
ECONOMY GENDER EXPERTS**

Australia	Jo Caldwell (Ms) Acting Executive Director, Office of the Status of Women, Department of Prime Minister and Cabinet	Tel.: 61-2-6271-5716 or 5772 Fax: 61-2-6271-5745 Email: jo.caldwell@pmc.gov.au Office of the Status of Women Department of the Prime Minister and Cabinet 3-5 National Circuit Barton, ACT 2600
Brunei Darussalam	Hjh Zaliha Haji Mohiddin (Ms) Head of Social Affairs Services Unit, Ministry of Culture, Youth and Sports (MYCS)	
	Hjh Mordiah Haji Jackia (Ms) Senior Social Affairs Services Officer, MCYS	
	Nellie Dato Paduka Haji Sunny Ms APEC Women's Programme Coordinator, c/o IRTD, Ministry of Industry and Primary Resources	Tel: 673-2-380122 Fax: 673-2-382846 Email: miprs2@brunet.bn Nellie_sunny@hotmail.com
	Rostinah Penin Dato Haji Mand. Tahir (Ms) Social Affairs Officer, MYCS	
	HjH Sopiiah Hj Husaini (Ms) General Manager, Komax Trading Co.	Tel.: 673-2-231742 (0) Telefax: 673-2-231741 H/P: 08754540 Email: komax@mail.com
	Kamilah Hanifa (Ms) Lecturer, UBD	Email: kamilah@ubd.edu.bn

Gender Information Sessions

Canada	Zeynep Karman (Ms) Acting Director-General, Research & International Relations	Tel.: 1-613-995-3810 Fax: 1-613-957-3359 Email: karmanz@swc-cfc.gc.ca Status of Women, Canada 350 Albert St., 5/F Ottawa, Ontario K1A 1C3
	Penny Brady (Ms) Research Associate and Project Manager in the Business Research Group, The Conference Board of Canada	Tel.: 1-613-526-3280 Fax: 1-613-526-4857 Email: brady@conferenceboard.ca The Conference Board of Canada 255 Smyth Road Ottawa, Ontario K1H 8M7 Canada
	Marianne Fofonoff (Ms) International Relations Analyst, Status of Women Canada	Tel.: 1-613-943-1182 Fax: 613-947-0530 Email: FOFONOFFM@swc-cfc.gc.ca Status of Women, Canada Constitution Square 360 Albert Street, Suite 700 Ottawa, Ontario K1A 1C3
People's Republic of China	Lu Xiaoping (Ms) Deputy Director, Multilateral Corporation, Department of International Cooperation, Ministry of Labour and Social Security	Tel.: 86-10-84221783 Fax: 86-10-84221624 Email: luxiaoping@mail.molss.gov.cn 12 Heping Li Zhingjie, Beijing 100716 China
Hong Kong China	Billy Au (Mr) Trade Officer, Trade Department, The Government of the Hong Kong Special Administrative Region	Fax: 852-27877799 Email: hkcapec@trade.gcn.gov.hk Regional Cooperation Division, Trade Department, Government of the Hong Kong Special Administrative Region Trade Department Tower 700 Nathan Road Kowloon, Hong Kong

Gender Information Sessions

	Simon Fan (Mr) Principal Trade Officer, Trade Department, The Government of the Hong Kong Special Administrative Region	Tel.: 852-2398-5690 Fax: 852-2787-7799 / 852-2789-2491 Email: simonfan@trade.gov.hk Hkcapec@trade.gcn.gov.hk Trade Department, The Government of the Hong Kong Special Administrative Region 17/F, Trade Department Tower 700 Nathan Road Kowloon, Hong Kong
	Teresa Poon (Ms) Assistant Trade Officer, Regional Cooperation Division, Trade Department, Government of the Hong Kong Special Administrative Region	Fax: 852-27877799 Email: hkcapec@trade.gcn.gov.hk Regional Cooperation Division, Trade Department, Government of the Hong Kong Special Administrative Region Trade Department Tower 700 Nathan Road Kowloon, Hong Kong
Indonesia	Harry Salapuddin (Mr)	
Japan	Toshie Ikenaga (Ms) Deputy Counselor, Prime Minister's Office	Tel.: 81-3-3581-1854 Fax: 81-3-3592-0408 Email: tikenag@sorifu.go.jp Office for Gender Equality Prime Minister's Office 6-1 Nagata-cho, 1-chome, Chiyoda-ku , Tokyo 100-8914
	Tomiko Suzuki (Ms) Chief of General Affairs Unit, Prime Minister's Office	
	Daisuke Hiyoshi (Mr) Official, Developing Economies Division, Ministry of Foreign Affairs Relations	

Gender Information Sessions

Republic of Korea	Na Young Hee (Ms) General Director, Presidential Commission on Women	Tel.: 82-2-3477-4070-2 Fax: 82-2-3477-4073 Email: Yhna21@pcwa.go.kr
	Lee Chanbuem (Mr) Deputy Director, Ministry of Foreign Affairs	Email: apec@mofat.go.kr
	Hyejin Park (Ms) Intern at the Presidential Commission on Women's Affairs	Email: hye5325@hotmail.com
	Soong-Kyu Park (Ms) International Conference Intern of the Presidential Commission on Women's Affairs	Tel.: 82-2-691-4860 / 82-2-07-765-2007 Email: irionera@hanmail.net 401 Dong Woo Villa Shini-wual Dong Yang Chun Gu, Seoul, Korea
	Yoon Jung Lee (Ms) International Conference Intern of the Presidential Commission on Women's Affairs	Tel.: 82-431-233-2662 Email: ultra02@chollian.net
	Soo-Yeon Lim (Ms)	Tel.: 822-02-2291-2403 / 82-16-707-2403 Email: precious-soo@hanmail.net Precioussoo@hotmail.com
	Yoonjung Choi (Ms) Intern, Ministry of Foreign Affairs and Trade	

Gender Information Sessions

Malaysia	Dr Sharifah Zarah Syed Ahmad (Ms) Director, Women's Affairs Department, The Prime Minister's Office, Malaysia	Tel.: 60-3-2943349 Fax: 60-3-2934740 Email: zarahleo@hotmail.com 5/F, LPPICN Building Jalan Raja Lout
	533300 Kuala Lumpur, Malaysia Dr. Azizan Baharuddin (Ms) Lecturer (Professor), Science Faculty, University of Malaya	Email: azizanb@mailcity.com
Philippines	Rosario Manalo (Ms) APEC SOM Leader-Philippines Undersecretary for International Economic Relations, Department of Foreign Affairs	Tel.: 63-2-8323312 Fax: 63-2-8341451 Department of Foreign Affairs 2330 Roxas Boulevard, Pasay City, Philippines
	Encarnacion Raralio (Ms) Commissioner, National Commission on the Role of Filipino Women	Telefax: 63-2-5242612 Email: enrc@skynet.net enr@pwu.net The Philippine Women's University Taft Avenue, Manila Philippines
	Linda Hornilla (Ms) Deputy Commissioner, Bureau of Immigration	Tel.: 63-2-5273253 / 3384536 Fax: 63-2-5275654 Email: lmhornilla@bi.gov.ph lindam_ho@yahoo.com Bureau of Immigration Magallanes Drive, Intramuros Manila, Philippines
	Maria Victoria Maple Gaverza (Ms) Special Assistant to the Undersecretary for International Economic Relations, Department of Foreign Affairs	Tel.: 63-2-8433019 Fax: 63-2-8341451 Department of Foreign Affairs 2330 Roxas Boulevard, Pasay City, Philippines

Gender Information Sessions

Chinese Taipei	Kristy Hsu (Ms) Chief Executive, Chinese Taipei APEC Study Center	Tel.: 886-2-25861097 Fax: 886-2-25997499 Email: d10070@tier.org.tw Chinese Taipei APEC Study Center, Taiwan Institute of Economic Research 5/F, 16-8 Te-hui Street Taipei, Taiwan
	Hwa-yuh Deng (Ms) Researcher, The Ministry of Interior, Department of Social Affairs	Tel.: 886-2-2356-5179 Fax: 886-2-2356-6225 Email: moi5495@moi.gov.tw F7, No 5, Shu-Chou Rd Taipei, Taiwan
Thailand	Suchit Tripitak (Mr) Policy and Planning Specialist, Office of the National Commission on Women's Affairs	Tel.: 662-2825295 / 282-5322 Fax: 662-281-3690 Office of the National Commission on Women's Affairs The Prime Minister Office Government House, Bangkok 10300 Thailand
	Thipyaniya Krairiksh (Ms) Policy and Planning Analyst, Office of the National Commission on Women's Affairs	Tel.: 662-282-5296 / 282-5322 Fax: 662-281-3690 Email: hiipyaniya@post.harvard.edu Office of the National Commission on Women's Affairs The Prime Minister Office Government House, Bangkok 10300 Thailand
USA	Ann Low (Ms) Economic Officer, Bureau of East Asian and Pacific Affairs/ Economic Policy Branch	Tel.: 202-647-2011 Fax: 202-647-0136 Email: ms5317@erols.com

Gender Information Sessions

	Kathy Hendrix (Ms) Advisor, President's Interagency Council on Women	Tel.: 1-202-338-2152 Fax: 1-202-338-6242 Email: Kbhenrix@aol.com President's Interagency Council on Women Washington, D C
Viet Nam	Ngo Thi Lien (Ms) Member of NCFAW Secretariat and International Organizations Department in the Ministry for Foreign Affairs	Tel.: 84-4-1993308 Fax: 84-4-8432344 Email: vie96011@undp.org.vn Tcqt.mfa@mofa.gov.vn Ministry of Foreign Affairs 6 Cu Van An St. Hanoi, Viet Nam

14 participating economies

Chile, Mexico, New Zealand, Papua New Guinea, Peru, Russia, Singapore unable to send gender experts.

Appendix 4

SECOND GENDER EXPERTS' WORKSHOP
19-20 September 2000
Bandar Seri Begawan, Brunei Darussalam

CONTACT LIST

ECONOMY	NAME/DESIGNATION	CONTACT DETAILS
APEC Secretariat	Siti N. Mauludiah (Ms) Program Director	Tel: 65-373-7613 Fax: 65-276-1775 Asia-Pacific Economic Cooperation (APEC) 438 Alexandra Road # 13-00 Alexandra Point Singapore 119958 Email: SNM@mail.apecsec.org.sg
AGGI Chair	Dr Chang Pilwha (Ms) Professor, Department of Women's Studies Graduate School in Ewha Women's University (EWU)	Tel: 82-2-3277-2040 Fax: 82-2-3277-2577 Asia Center for Women's Studies Ewha Women's University Seodaemun-ku, Daehyun-dong 11-1, Seoul, Korea Email: apecwomen@yahoo.com , changpw@mm.ewha.ac.kr
Project Overseer for GIS	Dr Amelou Benitez-Reyes (Ms) Chairperson, National Commission on the Role of Filipino Women	Tel: (63 2) 735-1864 / 736-5250 Fax: 63-2-736-4449 1145 J.P. Laurel St. San Miguel, Manila, Philippines Email: ncrfwddo@info.com.ph ,
Project Consultant for GIS	Encarnacion Raralio (Ms) Commissioner for Education, National Commission on the Role of Filipino Women	Tel: (632) 735-1864/524-2612 Fax: (632) 736-4449/524-2612 Philippine Women's University Taft Ave., Manila, Philippines Email: enr@vasia.com

Gender Information Sessions

Project Consultant for GIS	Dr Amaryllis Torres (Ms) Social Work and Community Development, University of the Philippines	Tel: (63 2) 436-0355 Email: attorres@yahoo.com
Project Consultant for GIS	Heather Gibb (Ms) Senior Researcher and Project Manager, North-South Institute	Tel: 613 2413535 Fax: 613 2417435 Email: hgibb@nsi-ins.ca
GEW2 Resource Speaker	Maria Victoria Maple Gaverza Special Assistant, Office of the Undersecretary for International Economic Relations	Tel: (63 2) 834-3019 Fax: (63 2) 834-1451 Department of Foreign Affairs 2330 Roxas Boulevard Pasay City, Philippines Email: hqs@dfa.gov.ph
Assistant Consultant for GIS	Mayumi C. Galang (Ms) Planning Officer IV, National Commission on the Role of Filipino Women	Tel: (632) 736-5250 Fax: (632) 736-4449/736-5250 1145 J.P. Laurel St. San Miguel, Manila, Philippines Email: maygalang@yahoo.com
AGGI Secretariat	Soonyoung Lim (Ms) Coordinator	Tel: 82-2-385-6254 (6255) Fax: 82-2-385-6256 Rm # 202 Bulkwang-dong, Eunpyung-gu 1-363, Seoul, Korea Email: apecwomen@yahoo.com
	Sarah Ralston (Ms) Assistant to the Chair	
	Min Kyung Kang (Ms) Assistant to the Chair	

Gender Information Sessions

SECOND GENDER EXPERTS' WORKSHOP LIST OF PARTICIPANTS ECONOMY GENDER EXPERTS		
Australia	Rosemary Calder (Ms) First Assistant Secretary Office of the Status of Women, Department of the Prime Minister & Cabinet	Department of the Prime Minister & Cabinet 3-5, National Circuit Barton, ACT 2600 Email: Rosemary.Calder@pmc.gov.au
Brunei Darussalam	Nellie Dato Paduka Hj Sunny (Ms) APEC Women's Programme Coordinator, c/o IRTD, Ministry of Industry and Primary Resources	Tel: 673-2-380122 Fax: 673-2-382846 Email: Nellie_sunny@hotmail.com
	Hajah Misnah Haji Bolhassan (Ms) Deputy Controller of State Pensions, Social Affairs Services Unit Ministry of Culture, Youth and Sports	Tel: (637 2) 380705 Fax: (673 2) 380673 Email:
	Rostinah Tahir (Ms) Social Affairs Services Officer, Social Affairs Services Unit, Ministry of Culture, Youth and Sports	Tel: (673 2) 380-678 Fax: (673 2) 380-673
	Noriah Haji Yaakub (Ms) Senior Culture, Youth and Sports Officer, Ministry of Culture, Youth And Sports	
Canada	Kirsten Mlacak (Ms) Senior International Relations Analyst, Status of Women Canada	Tel: (1 613) 995-4112 / 943-0347 Fax: (1 613) 947-0530 Status of Women Canada Constitution Square, 350 Albert St. Suite 520, Ottawa, Ontario K1A 1C3 Email: mlacakk@swc-cfc.gc.ca

Gender Information Sessions

People's Republic of China	Song Wenyan (Ms) All China Women Federation Deputy Director of International Organization and Conference, Department of International Affairs	Tel: (8610) 6256 6501 Fax: (8610) 6513 6044
Hong Kong, China	Mary Tsang (Ms) Principal Assistant Secretariat (HIV) Health and Welfare Bureau	Tel: (85 2) 2810 8158 Fax: (85 2) 2524 7635 Email: pashww@hwb.gcn.gov.hk
Indonesia	Indra Gunawan (Mr) APEC Desk, Department of Foreign Affairs	Tel: 381-1083 Fax: 384-4867 APEC Desk Department of Foreign Affairs JL Taman Pejambon 6, Jakarta 10110 Indonesia Email: dithenb@dfa-deplu.go.id
Japan	Hiroko Taniguchi (Ms) (Observer) Official of Developing Economies Division, Economic Affairs Bureau, Ministry of Foreign Affairs	Tel: (81 3) 3581-5794 Fax: (81 3) 3592-0504 Ministry of Foreign Affairs 2-2-1 Kasumigaseki, Chiyoda-ku Tokyo 100-8919 Email: hiroko.taiguchi@mofa.go.jp
Republic of Korea	Huh Youngsuk (Ms) Deputy Director, The Presidential Commission on Women's Affairs	Tel: (82 2) 3477-4072 Fax: (82 2) 3477-4073 The Presidential Commission on Women's Affairs 520-3 Banpodong, Seocho-gu, Seoul, Korea 137-756 Email: yshuh5@unitel.co.kr / yshuh@pcwa.go.kr

Gender Information Sessions

	Sung-ah Cho (Ms) Assistant, Ministry of Foreign Affairs and Trade	Tel: (82 2) 738-4380 Fax: (82 2) 733-7588 Ministry of Foreign Affairs and Trade Government Complex, Sejong- Ro, Seoul Korea Email: apeco@mofat.go.kr
Mexico	Rosalba Ojeda General Directorate for Asia Pacific and Its Organizations	Tel: Fax: Email:
Republic of the Philippines	Isabelita S. Palanca (Ms) Commissioner, National Commission on the Role of Filipino Women	Tel.: Fax: Women's Business Council Philippines, Department of Trade and Industry Building 361 Sen. Gil J. Puyat Avenue Makati City, Philippines
	Jeanne Frances Illo (Ms) President, Women's Studies Association of the Philippines	Tel: (63 2) 426-6067 / 426-6068 Fax: (63 2) 426-6067 Women's Studies Association of the Philippines Institute of Philippine Culture Ateneo De Manila University Loyola Heights, Quezon City Philippines Email: jeanne@admu.edu.ph
Singapore	Dr Anamah Tan (Ms) 1 st Vice-President, Singapore Council of Women's Organisations (SCWO)	Tel: (65) 225-5822 Fax: (65) 224-1515 40 Bishopswalk Singapore 1024 Email: skydive@pacific.net.ph

Gender Information Sessions

	President, ASEAN Confederation of Women's Organizations (ACW) Singapore Council of Women's Organisations	Tel: (65) 837 0611 Fax: (65) 837 0081 96, Waterloo Street, SCWO Centre Singapore 187967 Email: nc0087@cyberway.com.sg
Chinese Taipei	Dr Hsiao-hung Nancy Chen (Ms) Professor and Chair, Department of Sociology / College of Social Sciences, National Chengchi University	Tel: 886-2-2939-5719 Fax: 886-2-2937-8630 National Chengchi University No. 64, Chih-Naw Rd, Sec. 2 Taipei, Taiwan 116 E-mail: nkchen@nccu.edu.tw
	Pei-Huei FENG (Ms) Researcher, Social Welfare Department, Ministry Of The Interior	Phone: 886-2-23565412 Fax: 886-2-2397-6857 Social Welfare Department, Ministry Of The Interior E-mail: moi5621@moi.gov.tw
Thailand	Supathanya Boranin (Ms) Policy and Planning Analyst Officer, Level 7, The National Commission on Women's Affairs, The Prime Minister's Office	Tel: (66 2) 282-2690 ext 273 / Fax: (66 2) 281-3690 / 2825322 The National Commission on Women's Affairs Government House, Pitsamiloke Road, Dusit District, Bangkok 10300 Thailand Email: ncwa@thaiwomen.net
	Phimthida Sangchan (Ms) Policy and Planning Analyst, The National Commission on Women's Affairs, The Prime Minister's Office	Tel: (66 2) 282-2690 / 282-5296 Fax: (66 2) 281-3690 The National Commission on Women's Affairs The Prime Minister's Office Government House, Pitsamiloke Road, Dusit District, Bangkok 10300 Thailand Email: ncwa@thaiwomen.net / phimthida_s@yahoo.com

Gender Information Sessions

USA	Diane Faulkner (Ms) Economist and member of the Global Economy Team, Women's Bureau, US Department of Labor	Tel: (1 202) 693-6752 Fax: (1 202) 693-6776 Women's Bureau US Department of Labor 200, Constitution Avenue NW Washington DC 20210 Email: Faulkner-Diane@dol.gov
	Victoria Velkoff (Ms) Chief, Aging Studies Branch, International Programs Center, US Bureau of the Census	Tel: (1 301) 457-1371 Fax: (1 301) 457-1539 Aging Studies Branch Washington Plaza II, Rm 109 U.S. Census Bureau Washington DC 20233-8860 Email: vvelkoff@census.gov
Viet Nam	Tran Mai Huong (Ms) Permanent Secretary, National Committee for the Advancement of Women in Vietnam (NCFAW)	Tel: (84 4) 971 1349 Fax: (84 4) 971 1349 National Committee for the Advancement of Women in Viet Nam (NCFAW) 39, Hang Chuoi Street Ha Noi Email: "UBQG" ncfaw@hn.vnn.vn
	Nguyen Thuy Hien Officer, National Committee for the Advancement of Women in Vietnam (NCFAW)	Tel: (84 4) 971 1349 Fax: (84 4) 971 1349 National Committee for the Advancement of Women in Viet Nam (NCFAW) 39, Hang Chuoi Street, Ha Noi Email: "UBQG" ncfaw@hn.vnn.vn
	Dao Thi Loc (Ms) Gender Expert, Ministry of Agriculture and Rural Development	
Fisheries Working Group	Hajah Laila HAJI ABD. HAMID (Ms) Fisheries Officer, Fisheries Department of Brunei Darussalam	laila_hamid@fisheries.gov.bn Tel : 02-770236 Fax : 02-392069

14 participating economies, 1 APEC Forum, 26 participants, 1 observer Chile, Malaysia, New Zealand, Papua New Guinea, Peru, Russia unable to send Gender Experts



GENDER MAINSTREAMING IN APEC

Mainstreaming =

- A set of dominant ideas, policies, practices, institutions and organizations in society that determine the allocation of resources and opportunities

Incorporating the gender perspective into

- Goals, structures, priorities, policies, decisions, processes, practices, activities
- Resource allocation
- Participation in all levels

Gender Information Sessions

Access

- Equitable access to opportunities and benefits from a society

Benefit

- Equitable benefits derived from society's resources, opportunities, rewards

Participation

- Equal participation in shaping directions and decisions

Gender Information Sessions

THE FRAMEWORK AIMS TO INTEGRATE WOMEN INTO THE "MAINSTREAM" OF APEC PROCESSES AND ACTIVITIES

WHAT DOES IT MEAN TO MAINSTREAM GENDER IN APEC?

Gender mainstreaming in APEC involves ~

- Integrating gender in its goals, priorities, policies
- *Application of gender analysis to APEC's programs is now part of its policy*

Gender mainstreaming in APEC involves ~

- **Increasing the participation of women** in its structures, fora and organization
- *Various working groups are implementing 'stocktaking projects' to determine the extent of men's and women's participation in them*

Gender mainstreaming in APEC involves~

- Removing barriers to the full participation of women and men in its agenda
- *In June 1999, the Seminar "Indigenous Women in Exporting Business" identified the contributions of indigenous women to trade facilitation initiatives*

WHAT IS GENDER?

Gender refers to
cultural definitions
of masculinity
and femininity

Gender includes

- Roles culturally expected
of women and men

Gender Information Sessions

Gender includes

- Stereotypic personality traits

Gender includes

- Prescribed social relations between women and men

Gender includes

- Differences in entitlement and status in society arising from gender roles

Gender Information Sessions

Gender vs. Sex

Gender is...

- Socially determined

Gender vs. Sex

Gender is...

- Different across cultures and social history

Gender vs. Sex

Gender...

- May differ across caste or class

Gender Information Sessions

Gender vs. Sex

Sex is...

- Biologically determined

Gender vs. Sex

Sex is...

- Different in terms of chromosomes, hormones, and physical features

Gender and its Impacts

- Women are principally responsible for house-work

Gender and its Impacts

- Men are the principal earners, women are secondary earners

Gender and its Impacts

- Women's unpaid work is unrecognized in national accounts

Gender and its Impacts


- Women are 'last to be hired, first to be fired' and earn lower wages than men

Gender Information Sessions



APPLYING THE FRAMEWORK TO THE WORKING GROUP

A Structured Exercise in Small Groups




Gender Analysis can be applied to a Working Group's projects, work plans, evaluation and communication of results



Gender criteria for planning and design of projects and WG activities

- ◆ Derived from the APEC Guide for Gender Analysis
- ◆ From the Gender Criteria for APEC Project Proposals, Approvals and Evaluations recommended by AGGI


Gender Information Sessions



In Project Design
 Defining the purpose and objectives:

<i>Sample Questions</i>	<i>Gender Criteria in the Working Group</i>
-------------------------	---------------------------------------------


1. What is the problem being addressed?
2. Do the purpose and objective reflect the target population by sex?



In Project Design
 Defining the purpose and objective:

<i>Sample Questions</i>	<i>Examples of Gender Criteria</i>
-------------------------	------------------------------------

3. Who has been consulted on the problem?
 - ◆ Men and women equally consulted on project
4. Are women and men involved in the development of solutions throughout the project?
 - ◆ Equal opportunities to participate in development and implementation of project



In Project Design
 Deciding on activities and outcomes

<i>Sample Questions</i>	<i>Examples of Gender Criteria</i>
-------------------------	------------------------------------

1. Is the project consistent with the *Framework*?
 - ◆ Application of the *Framework*
2. Are gender-sensitive indicators used for monitoring effects and impacts of the project?
 - ◆ Findings are disaggregated by sex

Gender Information Sessions



For work plans, tasks and resource allocation

Sample Questions: Gender Criteria in the Working Group

1. Are resources, mechanisms or benefits accessible to women and men to encourage their participation?



For project evaluation and dissemination of results

Sample Questions Gender Criteria in the Working Group

1. To what extent does the evaluation report document the impacts of the project on women as well as men?



For project evaluation and dissemination of results


Sample Questions Gender Criteria in the Working Group

2. Are methods of communicating results appropriate for women as well as men?

Gender Information Session Template. Appendix 6

SOM Ad Hoc Advisory Group on Gender Integration

Information Session
on the Integration of
Gender in



Lead Economy: Philippines
Project Overseer: National Commission on the Role of Filipino Women

**OBJECTIVES
OF THE
GENDER
INFORMATION
SESSION**

OBJECTIVE # 1

To develop capacity within APEC

working groups

task forces

committees

to apply the elements of the *Framework for the*

Integration of Women in APEC

Gender Information Session Template

OBJECTIVE #2

To develop better understanding,
among members of APEC fora,
of gender analysis
as a tool
for improved policy
and project outcomes

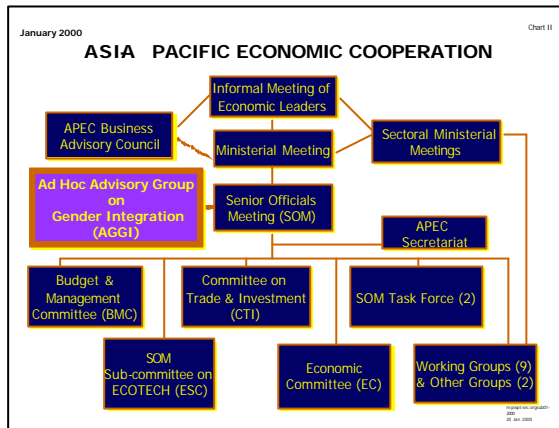
Why the further integration of women in APEC?

- Women are critical to the achievement of sustainable economic development in the region
- Economies will benefit from drawing on all of their human resource potential
- APEC's ability to achieve its priority objectives will be enhanced
- To build on efforts already underway on gender integration

Mandates from APEC Leaders

- 1996 Leaders' Declaration, Philippines: "...full **participation** of women and youth"
- 1997 Leaders' Declaration, Vancouver: "...integrate women into the **mainstream** of APEC activities"
- 1998 Leaders' Declaration, Malaysia: "Develop a **Framework** for the Integration of Women in APEC"
- 1999 Leaders' Declaration, New Zealand: "We welcome the Framework, which is a significant step to enhance the ability of women to contribute to and benefit from the prosperity of the region."
- 2000 Leaders' Declaration, Brunei Darussalam: "... remain firmly committed to gender integration through the Framework for the Integration of Women in APEC"
- 2001 Leaders' Declaration, Shanghai, China: "...Our commitment to a wide distribution of the economic opportunities of our era requires the application of gender perspectives in APEC's work".

Gender Information Session Template



Deliverables of AGGI

- **Gender criteria** for use in project proposals, approval and evaluation
- **Formats and processes** for annual monitoring by SOM of the implementation of the *Framework*
- **Information sessions** on the Framework and gender analysis
- **Best practices** on gender integration in APEC
- **Workshop** on Gender Analysis and Sex-Disaggregated Data
- **Publication and distribution** of the Framework
- **APEC Website** on Gender Integration
- **Gender Resource Kit**
- **Next steps** in gender integration and further implementation of the Framework

FRAMEWORK

for the
INTEGRATION OF
WOMEN IN



Gender Information Session Template

What is the Framework?

“practical and systematic approach
to guide APEC
in the achievement
of the integration of women
into the mainstream
of its processes and activities”

Framework for the Integration of Women in APEC, p. 3

MAIN ELEMENTS OF THE FRAMEWORK

Elements

Gender Analysis

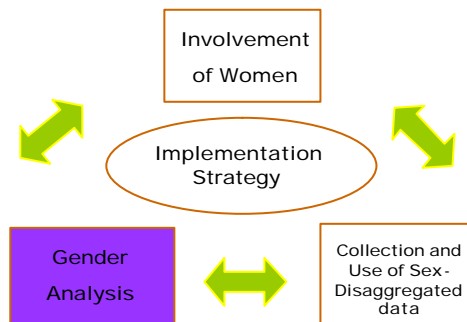
Collection and Use of
Sex-Disaggregated
Data

Involvement of
Women in APEC

Definitions

- Comparison of differences in lives of women and men
- Presentation of data separately for women and men
- Increasing women's participation in APEC activities, processes and projects

FIRST ELEMENT



Gender Information Session Template

WHAT IS GENDER ANALYSIS?

- Identifying and understanding the **differences** in the lives of women and men, and the diversity among women themselves
- Assessing the **differential impacts** on women and men of policies, programs and projects
- Integrating **gender considerations** throughout the planning, design, implementation and evaluation processes

Sex

- **Biological** differences between women and men

Gender

- **Socially** determined characteristics of women and men such as roles, attitudes, behaviors and values

Why gender analysis?

- Different strategies and measures may be necessary to achieve intended results and equitable outcomes for women and men
- Increased effectiveness and improved design of policies and projects

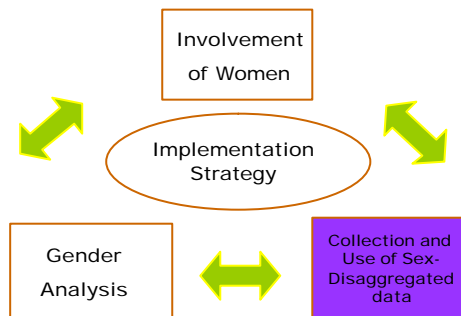
Gender Information Session Template

APEC Guide for Gender Analysis

- Are the priorities, work plans, activities and resource allocation equitable for both women and men and consistent with the commitments made by Leaders and Ministers to eliminate the barriers to, and strengthen the role and economic contribution of women in the APEC process?
- How visible is gender throughout meeting agendas and supporting background documents and reports? Is the information disaggregated by sex? Are gender-neutral terms used which inadvertently hide the contributions and realities of, and different impacts on women and men?

Framework for the Integration of Women in APEC, p. 46

SECOND ELEMENT



What is sex-disaggregated data?

Any data cross-classified by sex, or presented separately for women and men, girls and boys

p. 9, Framework for the Integration of Women in APEC

Gender Information Session Template

Why sex-disaggregated data?

An essential input into gender analysis and the understanding of the different economic contributions, circumstances and realities of women and men

p. 10, Framework for the Integration of Women in APEC

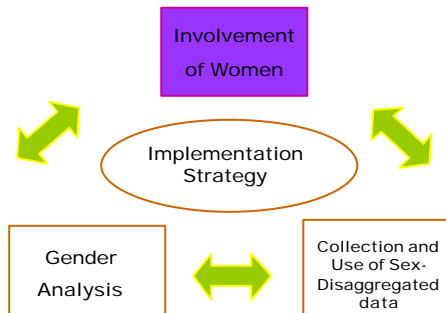
Example of sex-disaggregation enabled APEC to formulate responses to events which differentially impact on women and men

➤ Analysis of sex-disaggregated data described more severe impacts of the Asian regional crisis on women than on men

➤ Recognition of the need to prepare organizations and individuals to remain productive in the face of rapid economic & technological change



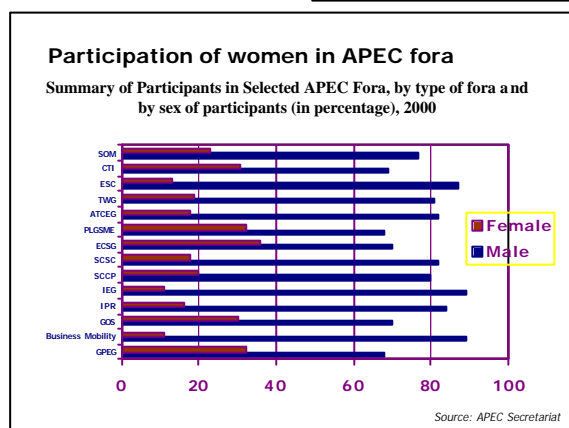
THIRD ELEMENT



Gender Information Session Template

What is meant by the involvement of women in APEC?

Participation of women in APEC fora, processes and activities



How to increase women's involvement in APEC:

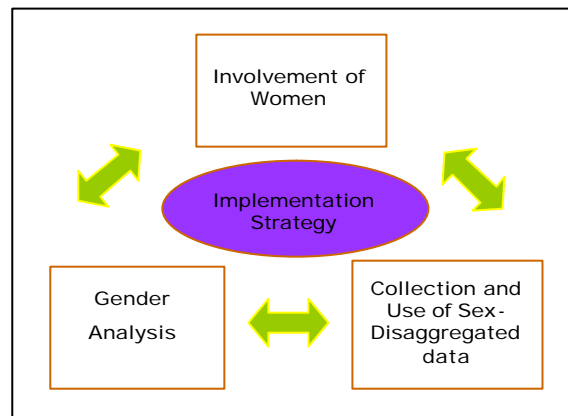
- Increase women's participation in APEC activities and projects, especially as decision makers
- Include more women in APEC delegations
- Collect and analyze sex-disaggregated data on participation in APEC fora
- Address factors that may constrain women's participation in order to promote an environment conducive to greater women's participation
- Network and coordinate with groups that promote women's involvement in APEC

Framework for the Integration of Women in APEC, p.14

Gender Information Session Template

Examples of efforts to increase involvement of women in APEC

- Human Resource Development Working Group
 - ↳ Stocktaking of HRD Projects for the inclusion of women as subjects and participants
- Industrial Science and Technology Working Group
 - ↳ Building Gender Capital in APEC: Gender Stocktaking of ISTWG Projects
- Group on Services
 - ↳ Firm Expatriation Policy and Practice in Services Trade: the Gender Dimension



What should APEC Fora do?

- Examine the roles and contributions of women and men
- Identify barriers to women's contributions

Gender Information Session Template

➤ Take appropriate measures

- ✓ Involve more women in projects and activities
- ✓ Collect and use sex-disaggregated data
- ✓ Do gender analysis of work plans and project designs

- ✓ Nominate a gender focal point
- ✓ Orient economy and APEC for a gender focal point on APEC processes and GIS
- ✓ Use the APEC gender criteria in project proposals, assessment and evaluation forms

- ✓ Nominate a gender focal point
- ✓ Orient economy and APEC for a gender focal point on APEC processes and GIS
- ✓ Use the APEC gender criteria in project proposals, assessment and evaluation forms

Gender Information Session Template

A. What should APEC Economy do?

- Examine the roles and contributions of women and men
- Identify barriers to women's contributions

B. Take appropriate measures

- ✓ Involve more women in projects and activities
- ✓ Collect and use sex-disaggregated data
- ✓ Identify and develop projects which address women's concerns

C. Document and share good practices

SOM Ad Hoc Advisory Group on Gender Integration

Chair, AGGI
MS ROSEMARY CALDER
Australia

Project Overseer for GIS
DR AMELOU BENITEZ-REYES
Republic of the Philippines

Project Consultants
MS ENCARNACION RARALIO, Republic of the Philippines
DR AMARYLLIS TORRES, Republic of the Philippines
MS HEATHER GIBB, Canada

GENDER CRITERIA FOR FORMULATION AND EVALUATION OF PROJECTS

Objectives

1. Show how the objectives of the project provide benefits for women, where appropriate. APEC Ministers have indicated (*Framework for the Integration of Women in APEC*) that benefits might include: increased involvement of women; taking account of the differences in women's and men's lives (gender analysis); and collection/use of sex-disaggregated data.

Linkages

2. Show how the participation of women has been/will be sought. Show how women are involved in the planning, management, allocation of resources, and implementation of the project.

Methodology

3. Provide a brief description of the way women will be able to participate equitably in the development and implementation of the project.

Gender Information Sessions

4. Provide a brief description to show that the project will collect and use sex-disaggregated data (if available) to measure the project's effects on women.

Dissemination of project output

5. Does the plan for the publication and dissemination of the project's results include communication methods that are appropriate for women?
 - Questions that may be relevant include: Are women one of the target audiences? Does the plan take account of women with low literacy and women with low access to electronic media? Will the results be disseminated to women's organizations?

Budget

6. Are women involved in making decisions on the allocation of resources?
7. Where appropriate, provide details of the project's budget that are allocated to activities that address the specific needs of women.

Assessment of project

8. Provide details of how the project proponent will assess whether he/she has met the gender criteria for APEC projects and how he/she will measure the impact of the project on women.

Questionnaire for APEC Projects which are in the category of seminar,
symposium or short-term training course

Project Code: AGGI 01/2000

Project Title: Information Sessions for APEC Fora on Gender
for Analysis and the Application of the *Framework*
the Integration of Women in APEC

Your evaluation of the project will assist the assessment by the APEC fora.
Your responses to the following questions are appreciated.

Those who are speakers, panelists, etc. should fill your comments in Part A.
Those who are participants, trainees, etc. should fill your comments in Part
B. The Questionnaires should be sent to the Project Overseers.

N.B The Project Overseers should collate all questionnaires, and send
them together with the list of all the participants to Small Group.

**Part B Assess the Results
(For Participants & Trainees)**

Name: _____

Agency/Economy: _____

Signature: _____

Gender Information Sessions

(a) How have you or your economy benefited from the project?

(b) What new skills, knowledge, or value have you gained?

(c) What, if any, changes do you plan to pursue in your home economy as a result of the project?

Gender Information Sessions

(d) What needs to be done next? How should the project be built upon?

(e) Is there any plan to link the project's outcomes to subsequent collective actions by fora or individual actions by economies?

Gender Information Sessions

(f) Please use the same scale to rate the project on an overall basis.

[5] (Good)	[4]	[3]	[2]	[1] (Poor)
_____	_____	_____	_____	_____

(g) What is your assessment of the overall effectiveness of the project?

(h) Was the project content: (Check One)

Just Right _____ Too Detailed _____ Not Detailed Enough _____

(i) Please provide any additional comments. How to improve the project, if any?

Suggested form (or guidelines) for APEC fora chairs/lead shepherds to assist in reporting progress to the Ad Hoc Group on Gender Integration in implementing the Framework for the Integration of Women in APEC

Gender Information Sessions

1. Did your forum receive a gender information session (GIS) in 2000?
Yes _____ No _____

If yes, did your forum have a good understanding of the Framework for the Integration of Women and its implications for your forum as a result of the GIS?

Yes _____ No _____

If not, do you plan to request a GIS for 2001?

Yes _____ No _____

2. Is your forum aware of the new criteria for assessment of APEC projects adopted by BMC at its March 2000 meeting?
Yes _____ No _____

Did new project proposals for 2000 integrate the new criteria? Yes _____ No _____

Were the changes to the APEC project forms easily understood? Yes _____ No _____

Gender Information Sessions

3. Did your forum decide to develop any projects specifically addressing issues relating to women's participation?
Yes _____ No _____

Use of sex-disaggregated data

4. Are data used in your forum disaggregated by sex?
Yes _____ No _____

If not, please indicate what steps are being taken to collect and utilize sex-disaggregated data in future.

5. Please describe any difficulties you have encountered in obtaining relevant sex-disaggregated data.

Gender Information Sessions

Participation of women

6. Please indicate how many women participated in the activities of your forum, compared with men (please provide sex-disaggregated data on participation at forum meetings, forum projects, seminars, workshops, etc. In 2000. This will establish baseline data for future years).

Forum	Date	No. of Participants		
		Male	Female	Total

7. Please indicate whether any steps are envisaged to increase the participation of women if your data suggests there is a gender imbalance (i.e.: about 15 percent difference in participation rates).

Gender Information Sessions

8. Please describe any difficulties your forum may have encountered in increasing participation of women in its activities and steps your forum is considering to address those problems.

Difficulties/Concern	Recommendation

9. Were both women and men consulted in project development and implementation?
Yes _____ No _____

Please describe any difficulties encountered in consulting with both groups equally, including gender experts, and steps you are considering to address any problems.

Progress Reports, Dissemination of Project Outputs and Project Evaluation

10. Were any specific steps taken to ensure that publication and dissemination of results from projects were equally accessible to women and men? Yes _____ No _____

Gender Information Sessions

If yes, please indicate what those steps were.

If no, please indicate why.

11. Did progress reports describe any differences in project outcomes, data or progress with the project separately for women and men?

Gender Information Sessions

12. Were project evaluation reports include sex-disaggregated data?
Yes _____ No _____

Where gender differences emerged, assess the implications of those differences?

Other Comments

Please provide any other observations or suggestions you have for implementing the Framework for the Integration of Women, or indicate areas where you would like more information.

Evaluation Form for APEC Gender Information Session Trainer

(For use by the APEC gender expert to evaluate his/her session for the APEC Secretariat and for the expert's report to the project overseer. Note: this form should be returned to the project overseer, who will collate all questionnaires and send them, together with the list of all the participants, to the AGGI chair)

Section A:

(This material is required for the trainer's evaluation report to the APEC Secretariat and follows the standard Questionnaire for APEC Projects which are in the category of a seminar, symposium or short-term training course, ANNEX G, Part A)

Project Code: AGGI 01/2000

Project Title: Gender Information Session-Gender Expert Workshop

Your evaluation of the project will assist the assessment by the APEC fora. Your responses to the following questions are appreciated.

Part A.: Summarize Project's Purpose and Expected Results (for speakers and panelists)

Name: _____

Agency/Economy: _____

Signature: _____

Gender Information Sessions

(a) What activities did you attend?

Training Conference Seminar/Symposium Other (please specify)

Duration:

Project start date:

Project end date:

(b) What were your roles before, during and after the activity?

(c) Do you think the project achieved its objectives? What were the project's results / achievements?

Gender Information Sessions

(d) Were the attendees the most appropriate target groups?

(e) What is your assessment of the overall effectiveness of the project?

(f) Any other suggestions?

Gender Information Sessions

Section B

Please answer the following questions in your report on your session to the project overseer (please copy the project consultant)

- What was the name of the APEC forum, location and date of the meeting?

- Did you liaise ahead of time with the forum lead shepherd/chair and/or a designated contact point?

- Did the contact person provide background information and suggestions that were useful for your presentation?

Gender Information Sessions

- How much time did you plan for the training? How much time did you actually get?

- Did all the economies that normally participate in the forum actually attend the training session?

- How much time did you spend on each part of the prototype presentation? Where did questions arise?

Gender Information Sessions

- What examples did you use? Please enumerate and provide a brief explanation.

- What questions were asked? What concepts required further clarification?

- What did APEC forum members want to know more about?

Gender Information Sessions

- Did you get any questions you couldn't answer? What were they?

- What was the reaction to the changes in the APEC project forms?
Were the changes easily understood?

- What next steps did the forum identify?

Gender Information Sessions

- Are there any other “lessons learned” that you would like to share with the other trainers?

Resources to include in your overall evaluation of the GIS:

- Evaluation forms from participants at each information session (these forms to be collected and returned to the project overseer, for onward transmission to AGGI chair and APEC Secretariat);
- Feedback from the forum chair, based on a discussion and/or written communication after the session;
- Evaluation of the APEC forum’s meeting report for the meeting at which the GIS was held to see whether more gender aware language and concepts are used.

Gender Information Sessions EVALUATION FORM

Name _____ Date _____
(Optional)

Male Female

APEC FORA: _____ Telefax _____

Economy _____ E-mail: _____

1. What skills, knowledge, or value, have you gained from the session?

	<i>Please encircle</i>						Comments
	None	Very	Some	Just	Much	Very	
Sensitivity to gender issues	0	1	2	3	4	5	
Importance of participation of women in APEC	0	1	2	3	4	5	
Knowledge about gender policies in APEC	0	1	2	3	4	5	
Realization of different impacts of policies on men and women	0	1	2	3	4	5	
Knowledge of different tools for gender integration	0	1	2	3	4	5	
Awareness of what needs to be done at the fora level to implement the Framework	0	1	2	3	4	5	
Awareness of what needs to be done at the Economy level to implement the Framework	0	1	2	3	4	5	

Gender Information Sessions

	<i>Please encircle</i>						Comments
	None	Very little	Some	Just Right	Much	Very much	
Useful insights into gender analysis at the policy level	0	1	2	3	4	5	
Application of gender analysis in the project cycle	0	1	2	3	4	5	
Use of sex-disaggregated data	0	1	2	3	4	5	
Strategies for involving women in APEC fora activities and processes	0	1	2	3	4	5	
Use of gender criteria in project review and ranking	0	1	2	3	4	5	
OTHERS:	0	1	2	3	4	5	

	<i>Please encircle</i>						Comments
	None	Very little	Some	Just Right	Much	Very much	
Overall Effectiveness	0	1	2	3	4	5	
Subject matter	0	1	2	3	4	5	
Time allocation	0	1	2	3	4	5	
Time schedule	0	1	2	3	4	5	
Speaker	0	1	2	3	4	5	
Format	0	1	2	3	4	5	
Question & Answer	0	1	2	3	4	5	
Workshop	0	1	2	3	4	5	
Lecture	0	1	2	3	4	5	
Power-point	0	1	2	3	4	5	
Transparencies	0	1	2	3	4	5	

Gender Information Sessions

2. What other skills, knowledge, or value were not given in the session?

3. How can your economy benefit from the session within your own sphere of influence?

	<i>Pls.check</i>	<i>Please specify</i>
Initiated gender analysis		
Initiated gender-focused activities		
Promoted gender awareness		
No benefit		
NA		
Other benefits?		

Gender Information Sessions

4. What, if any, activities do you plan to pursue in your home economy as a result of the session?

	<i>Pls. check</i>	<i>Please specify</i>
Human Resource Development		
Institution building		
Advocacy for participation of more women		
Gender integration in planning, project assessment/evaluation		
Gender integration in policy		
Collection and use of sex-disaggregated data		
Conduct of gender analysis		
Dissemination of Framework		
None		
Not needed		
No comment		
Other activities?		

Gender Information Sessions

5. What needs to be done next? How can the framework be better implemented in APEC?

	<i>Please check</i>	<i>Please specify</i>
Continue GIS in other APEC fora		
Bring the issue to a much higher level, e.g., SOM, for their attention and appropriate actions		
Apply gender analysis in APEC programs and projects		
Improve conduct of GIS		
Monitor implementation of the Framework by working group		
Provide practical tools on gender integration		
Collect and use sex-disaggregated data		
Initiate policies, new projects and programs with gender focus		
Assist developing economies do gender analysis		
Other strategies?		

Date of revision: September 2000

Please return to the trainer or APEC Program Director

You may also fax to: DR AMELOU BENITEZ-REYES, Project Overseer
(632) 736-4449

Or send by email to: ddo@ncrfw.gov.ph / ncrfwddo@yahoo.com

APEC SECOND MINISTERIAL MEETING ON WOMEN

**28-29 September 2002
Guadalajara, Mexico**

Joint Ministerial Statement

1. We, the Ministers and their representatives from Australia; Brunei Darussalam; Canada; Chile; People's Republic of China; Hong Kong, China; Indonesia; Japan; Republic of Korea; Malaysia; Mexico; New Zealand; The Republic of the Philippines; The Russian Federation; Singapore; Chinese Taipei; Thailand; The United States and Viet Nam; representatives of the APEC Secretariat; observers from the Pacific Island Forum met in Guadalajara, Jalisco, Mexico, on 28th-29th of September 2002 in response to the recommendation made by the APEC Economic Leaders in Shanghai, China in 2001, to hold a Second Ministerial Meeting on Women (SMMW) in Mexico 2002, as an opportunity to make further progress on the integration of gender issues in APEC's work.
2. The main theme of the meeting was "Advancing Women's Economic Interests and Opportunities in the New Economy" with women's entrepreneurship, microenterprises and the impact of trade liberalisation on women as the three major sub-themes. Special attention was paid to the continuation of gender integration within APEC and the role of economies in sustaining this important work.
3. Globalisation is expected to deliver overall economic benefits. However, it also gives rise in the short term to adjustment costs, which are disproportionately borne by women, who predominate in the lower income groups and therefore are most vulnerable in times of economic restructuring associated with trade liberalisation and during periodic economic crises.

Gender Information Sessions

4. This is the Second Ministerial Meeting on Women, with the first being held in Manila, Philippines in October 1998. The First Ministerial Meeting set into motion the important work done on gender integration in APEC. The theme of the first Ministerial Meeting was “Women in Economic Development and Cooperation in APEC”; with regard to sub-themes, Small and Medium Enterprises, Science and Technology and Human Resources Development.

Gender Integration in APEC

5. We commend APEC on the actions taken to ensure gender integration and further participation of women across all APEC fora.
6. We recognise and applaud the work of the SOM Ad Hoc Task Force on the Integration of Women in APEC, chaired by New Zealand, Canada and the Philippines, in developing the Framework for the Integration of Women in APEC (“Framework”), as well as the Ad Hoc Advisory Group on Gender Integration (AGGI), chaired by Korea and Australia, on the work accomplished to date.
7. AGGI has successfully completed each of the five critical tasks assigned by Senior Officials, as follows:
 - Developed and recommended gender criteria for use, as appropriate, in project proposals, approval and evaluation (led by Australia);
 - Developed and recommended format and processes for annual monitoring by SOM of the progress achieved in the implementation of the Framework, and analysed the results;
 - Developed and conducted gender information sessions and provided gender advice to most APEC fora on the Framework (led by the Philippines);
 - Published the compilation of best practices on gender integration in APEC fora and economies (led by Canada);
 - Conducted and developed a gender statistics workshop focused on use and analysis of sex-disaggregated data to evaluate the status and contribution of women and men in APEC economies, (led by the United States).

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8. AGGI has also met the final task assigned, to provide recommendations on the next steps in gender integration and the further implementation of the Framework.
9. Canada, on behalf of AGGI, funded and undertook a Review of Gender Integration in APEC to document how APEC mechanisms have been integrating gender between ministerial meetings. Progress has been achieved in raising awareness of gender integration across APEC fora. There is widespread recognition of the relevance of gender to APEC's work, although there is a view that gender integration is more relevant to some fora than others.
10. The next step for APEC is to deepen its capacity to address gender concerns in its substantive work, focusing on priority issues such as trade. In crosscutting issues such as gender, the support of the APEC Secretariat is invaluable in ensuring that these issues are incorporated into the work of APEC fora. Key factors will be an investment in gender expertise within the APEC Secretariat and in APEC's sectoral fora, backed up by vigorous and creative initiatives to communicate the relevance of gender to APEC's ECOTECH and TILF agendas.
11. We recognise the pioneering role played by the Women Leaders' Network (WLN) in introducing gender issues into APEC's work. We look forward to WLN's contribution to and support for the Gender Focal Point Network.
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15. We recognise the pioneering role played by the Women Leaders' Network (WLN) in introducing gender issues into APEC's work. We look forward to WLN's contribution to and support for the Gender Focal Point Network.
16. The ability to describe and measure the economic activity of women is critical to addressing barriers to their participation in the economy. The lack of data makes it difficult to identify areas where women's representation is markedly different to that of men and allows distortions in policy and business environments, making policy interventions difficult. We welcome the APEC study on sex-disaggregated data that will delineate the areas where women and men participate in economic activities in the APEC region and will make recommendations for improvements in data collection and analysis.

Advancing Women's Economic Interests and Opportunities in the New Economy

17. Globalisation can be a powerful force for stimulating growth and development in the region with resulting higher living standards and improved social well-being for our communities. However, vulnerabilities in certain labour markets limit the extent of these benefits. We resolve to work to ensure that the challenges globalisation presents for women, including indigenous women, are met and that the benefits of structural reform and a globalised marketplace reach all our communities, including the most disadvantaged.

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18. In order to achieve full benefits of economic integration and economic restructuring brought by the New Economy, APEC members recognize the need to eliminate gender inequalities in all aspects of social and economic life, recognising the value of the multiple roles that women play in the economy, as well as recognising the double burden of paid and unpaid work. We also recognize the significant contribution of women in APEC economies and that society, as a whole, will gain from equal participation in policy and decision-making processes.

Women entrepreneurs

19. Women-owned or managed businesses have become a significant economic power as well as a major economic instrument for sustainable development. Gender equality is a prerequisite for the promotion of women's opportunities and participation in business activities at all sectors, as there are continuing barriers for women in their access to resources (credit, skills training, policy environment, among others).
20. To achieve APEC's goal of promoting regional prosperity and improving the well being of people, the economic policies and programs of APEC members must support women's participation in various economic activities and entrepreneurial development.
21. We were pleased to have an extensive and informative dialogue with business women and women entrepreneurs who attended the Ministerial Meeting and we encourage increased exchange of information with women experts by all APEC fora. Women's microenterprises
22. We recognize that microenterprises are especially important to women, as their entrepreneurship activity is concentrated in micro businesses. One of the main challenges women face is their lack of ownership of assets to be used as collateral for credit. Microfinance organizations that serve people without access to traditional financial services are filling that void. Microfinance is not a panacea. It must be complemented by other business services, such as market access, and efforts to improve the enabling environment for microenterprises.

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23. We acknowledged that APEC is well suited to play a leading role in contributing to the integration of microenterprises in the globalisation process. We welcomed the efforts undertaken during APEC 2002 to explore ways to assist people engaged in microenterprises reap the benefits of open markets and globalisation.
24. Microenterprise development is a key part of making progress towards APEC objectives in terms of gender equity, poverty alleviation, and economic growth. Thus we welcome the creation of a sub-group within the SMEWG to address microenterprise development and encourage the sub-group to recognize the unique challenges faced by women when developing its terms of reference and action plan.

Women and trade liberalisation.

25. We commend APEC's trade and investment liberalisation efforts which have resulted in strong regional economic growth and development. This regional growth has also resulted in increased participation by women in all facets of the economic life of the region.
26. APEC's experience demonstrates that globalisation can be a positive force for reducing poverty and therefore can improve the lives of women. However, the positive outcomes have not been evenly spread across all economic sectors. Much remains to be done to ensure that women reap the benefits of trade liberalisation and, particularly, that rural women and women working in traditional industries have access to the improvements in standard of living which flow from responsible, comprehensive liberalisation policies. We urge member economies to consider the negative impact on rural women and their communities of continuing high levels of agricultural protectionism. We encourage member economies to pay attention to women who are dislocated through structural changes (such as in low-skill manufacturing industries) as a result of trade liberalisation.
27. The gender dimension of trade liberalisation has so far received little attention within APEC. There are significant differences in the ways that trade liberalisation affects men and women. We recognise that in

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some sectors women may bear a disproportionate share of the costs of trade liberalisation, such as job losses and inferior work conditions, in addition to exacerbating existing gender inequalities. These differences must be taken into account when policies and programs are being designed so that trade liberalisation truly contributes to “shared prosperity for all”.

28. Better information is the first pre-requisite for the design of more effective policy responses relating to economic restructuring, including trade liberalisation. Further research and more systematic and comprehensive sex-disaggregated data are needed in assessing the impacts of trade liberalisation on women.

Women and information technology

29. Information and communication technology (ICT) is one of the fastest growing fields in the world economy today. However, women are still faced with many obstacles. While the gap in internet access between women and men is decreasing, there is a new form of divide. The gender digital divide in terms of qualitative access to the Internet is growing. Policies and projects should be devised and implemented to ensure that women gain quality access to this field and enjoy the benefits.
30. We support APEC’s human capacity-building work and the impetus within APEC for the spread of ICT, including the APEC Leaders 2000 Brunei Internet Access Goals, to assist in overcoming the digital divide. We recommend that all APEC members and fora consider gender perspectives and work actively to eliminate barriers to the participation of women in new technologies and the new economy.

Recommendations

We recognise the important steps that have been take to integrate gender into APEC processes and activities. We strongly urge APEC to build on these efforts by:

- Continuing to promote gender integration and recognise gender as a cross-cutting issue in APEC;

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- Reviewing and assessing the progress toward the implementation of the Framework for the Integration of Women in APEC;
- Considering issues relevant to women's economic interests and opportunities;
- Acknowledging the gender integration achievements within APEC and APEC economies.

We seek the endorsement of APEC Leaders to:

1. Mandate the implementation of the Gender Focal Point Network (GFPN), with its roles and responsibilities and recommend that this network be implemented immediately by directing that:
 - All fora appoint a Gender Focal Point and call upon economies to appoint their Economy Gender Focal Point to be active members of the GFPN.
 - The role of the Women Leaders' Network and ABAC be supported to play an active role in the Gender Focal Point Network.
 - The Gender Focal Point Network develops an Action Plan to outline the substantive work that APEC needs to undertake for the periods between each Ministerial Meeting.
 - Biennial Ministerial Meetings on Women are held to sustain the momentum and leadership for gender integration.
2. Intensify the work of APEC and APEC economies on the three elements of the Framework, namely gender analysis, sex-disaggregated data and the participation of women, designed to bring about a better understanding of the gender-differentiated impact of economic adjustment brought by the New Economy through:
 - a) **Gender-analysis:** APEC fora should intensify the integration of a gender perspective and analysis in their work, by promoting more gender and trade projects and studies combined with a vigorous communications strategy to disseminate the results.

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- b) Sex-disaggregated data:** APEC economies should address the need for more systematic and comprehensive collection of sex-disaggregated data and on the contribution of unpaid work of women, for example through the APEC sex-disaggregated data study.
- c) Participation of women:** APEC economies to identify women experts with a view to increasing the participation of women in all APEC activities including more appointments of women in APEC fora, as well as in the APEC Business Advisory Council (ABAC) and the APEC Secretariat.
3. Acknowledge the importance of developing data indicators and conducting time use surveys of women's unpaid work in order to better assess and measure the contribution of women to the economy.
 4. Encourage APEC economies to develop and review laws and regulations relating to gender inequalities in working conditions as well as support the development of women entrepreneurs through measures such as access to business development programs, export financing schemes and market access programs.
 5. In recognising the unique contribution of indigenous peoples to their economies, we request APEC economies and related fora to enable the participation of indigenous women and to encourage research that reflects their experiences with a view to addressing the specific challenges they face from trade liberalisation.
 6. Urge APEC economies to enhance the capacity of micro, small and medium enterprises to thrive and participate in international trade, recognising the importance of this sector for women's participation in economic development.
 7. Address the significant unmet demand for credit, savings, and other financial services among the low-income populations, especially women, by encouraging the development of commercially based microfinance institutions.

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8. Target microenterprise assistance to business and market development programs for micro businesses, and to capacity building for the institutions that serve them.
9. Facilitate exchange of information within APEC on best practices in microenterprise development, financial services, and regulation and supervision of microfinance institutions in order to create an enabling environment for microenterprises.
10. Address the significant differences in the ways that trade liberalisation affects men and women. These differences must be taken into account to facilitate the better design and more accurate targeting of policies to ensure that trade liberalisation truly contributes to “shared prosperity for all”.
11. Encourage APEC economies to support research, underpinned by sex-disaggregated data, designed to bring about a better understanding of the gender-differentiated impact of trade liberalisation.
12. Urge APEC economies to address the inequalities faced by women workers caused by industry restructuring due to trade liberalisation. Economies, relevant fora, including the Committee on Trade and Investment (CTI) and the Economic Committee (EC), are encouraged to address:
 - The need for active labour-market measures to mitigate the impact of trade liberalisation, for example non-standard work conditions of women.
 - The provision of adequate social safety nets that take account of the particular situations of women who are displaced or dislocated.
 - The reduction and eventual elimination of labour market inequalities, including through the exchange of best practices in equal employment opportunities.
 - The development and promotion of policies that balance work and family life, in particular care giving, and that take adequate account of women’s disproportionate share of the burden of unpaid work.

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13. Encourage APEC economies to provide facilities and equipment that enhance women's and girls' capacity and involvement in ICTs and the knowledge-based economy. In particular, APEC economies should continue to evaluate, monitor and improve the situation of women, to enable full participation in the digital economy through access to education, access to knowledge and access to opportunity.
14. We urge all APEC economies to contribute to a shared prosperity within a secure region for the benefit of women, their businesses and their communities.

Final Comments

We wish to express our sincere appreciation to Mexico and the National Institute for Women for their warm hospitality, and thank all those involved in ensuring that this Meeting was a great success.