

## Appendix A: Data Breakdown

Table 1 – Input to the Key Action Framework in 2021 and 2023

Working Group	2021 KAF	2023 KAF	Questionnaire
Agricultural Technical Cooperation Working Group	✓		
Anti-Corruption and Transparency Working Group		✓	✓
Automobile Dialogue	✓		
Business Mobility Group	✓	✓	
Committee on Trade and Investment	✓	✓	
Competition Policy and Law Group		✓	✓
Digital Economy Steering Group	✓	✓	
Economic Committee	✓	✓	✓
Emergency Preparedness Working Group	✓		
Experts Group on Illegal Logging and Associated Trade		✓	
Finance Ministers' Process		✓	
Group on Services	✓	✓	✓
Health Working Group	✓		
Human Resources Development Working Group		✓	
Intellectual Property Rights Expert Group	✓	✓	
Investment Experts' Group	✓	✓	
Oceans and Fisheries Working Group		✓	✓
Policy Partnership on Food Security	✓		
Policy Partnership on Science, Technology and Innovation	✓	✓	✓
Policy Partnership on Women and the Economy		✓	✓
Small and Medium Enterprises Working Group	✓	✓	✓
Sub-Committee on Customs Procedures		✓	✓
Sub-Committee on Standards and Conformance		✓	
Telecommunications and Information Working Group	✓	✓	
Tourism Working Group		✓	
Transportation Working Group	✓		

**Table 2 - Number of Initiatives by Focus Area**

	Focus Area	Number of initiatives	Change since 2021
A.1	Public and private sector cooperation for women and women-led MSME access to capital and assets, in local and international markets	14	+5
A.2	Enhance women-owned and women-led MSMEs' ability to participate in global value chains	13	+8
A.3	Provide capacity building activities and opportunities for networking, mentoring, and digital skills-building, among other core skills, to increase women's business competencies and encourage their participation in the digital economy and innovation.	30	+7
A.4	Exchange experiences and best practices that can effectively increase the participation of women in local, regional, and global markets.	30	+19
B.1	Take measures, such as structural reforms, to create an enabling environment for women to participate in the economy, including by reducing barriers and enhancing protections in policies, laws, regulations and practices.	13	+5
B.2	Promote the recruitment, hiring, retention, and advancement of women in all sectors, especially in higher-wage, high-growth sectors.	7	+5
B.3	Advance inclusive policies and flexible working conditions, opportunities, and choices that enable women to remain and keep advancing in the workforce, as well as support the objectives of work-life balance and co-responsibility for both women and men.	8	+3
B.4	Promote the transition of women from the informal to the formal economy, and the development of strategies to recognize and measure unpaid work.	2	-
B.5	Support policies to close the gender pay gap and improve women's access to non-discriminatory, high quality employment and decent work in both rural and urban areas.	0	-
B.6	Address health-related barriers specific to women in the workforce, business, and entrepreneurship, such as improving workplace protections, health and safety, as well as increasing health access and awareness.	4	+1
B.7	Actively encourage initiatives and strategies to prevent and respond to gender-based violence and discrimination in the workplace.	1	-
C.1	Increase women's representation at all levels of leadership and decision-making in the private and public sectors by promoting role models, capacity building, and mentorship opportunities, among others.	16	+8

C.2	Promote and enable an environment that actively supports gender equality and women's empowerment and diversity as part of management strategies.	10	+8
C.3	Collect, update and publish data on the ratio of women's representation across multiple levels of leadership positions in the public and private sectors.	4	+1
D.1	Counter gender stereotypes in education, training and skills development.	2	+1
D.2	Provide basic education as well as support for lifelong learning through education, training, upskilling and reskilling to boost women's economic empowerment.	8	+4
D.3	Address barriers to strengthen women and girls' access to and retention in science, technology, engineering and mathematics (STEM) education and careers.	5	+3
D.4	Promote women and girls' access to information and communication technologies, learning opportunities and digital skills building and training, especially for indigenous women, women in poverty, women with disabilities, and women in remote and rural areas.	9	+5
D.5	Strengthen the sharing and use of data and best practices, to bridge the digital gender divide.	6	+2
D.6	Encourage initiatives and strategies to prevent violence, abuse and harassment against women and girls, including online bullying and technology-facilitated abuse and harassment.	1	-
E.1	Strengthen statistical capacity and cooperation between public and private sectors to better produce, collect, analyze and disseminate sex-disaggregated statistics.	6	+3
E.2	Collect, update and publish sex-disaggregated data, as appropriate, to measure changes related to gender equality for all groups of women over time.	11	+3
E.3	Promote the use of sex-disaggregated data in the development and enhancement of policies and programs.	3	-
<b>Total</b>		<b>202</b>	<b>+91</b>

**Table 3 - Number of Initiatives by Working Group**

Working Group	Key Action Area A	Key Action Area B	Key Action Area C	Key Action Area D	Key Action Area E
Agricultural Technical Cooperation Working Group	2	2	2	1	3
Anti-Corruption and Transparency Working Group	1	2	1	1	1
Automobile Dialogue	0	1	1	0	0
Business Mobility Group	0	1	0	0	0
Committee on Trade and Investment	6	0	0	0	1
Competition Policy and Law Group	3	0	1	0	0
Digital Economy Steering Group	5	1	1	2	2
Economic Committee	15	6	1	0	1
Emergency Preparedness Working Group	2	0	1	1	1
Experts Group on Illegal Logging and Associated Trade	0	0	2	0	0
Finance Ministers' Process	1	0	0	0	1
Group on Services	7	0	0	0	0
Health Working Group	0	4	0	0	2
Human Resources Development Working Group	1	1	0	3	0
Intellectual Property Rights Expert Group	7	0	0	0	1
Investment Experts' Group	3	1	1	0	0
Oceans and Fisheries Working Group	0	1	1	1	1
Policy Partnership on Food Security	4	0	2	1	0
Policy Partnership on Science, Technology and Innovation	2	1	8	4	3
Policy Partnership on Women and the Economy	9	5	2	3	2
Small and Medium Enterprises Working Group	9	0	1	0	0
Sub-Committee on Customs Procedures	3	3	5	1	2
Sub-Committee on Standards and Conformance	1	0	0	0	0
Telecommunications and Information Working Group	0	0	0	8	0
Tourism Working Group	6	0	0	0	0
Transportation Working Group	3	7	2	5	0

Table 4 - Number of Initiatives by Women and the Economy Dashboard Indicator

Topic	Indicator	No. of initiatives
1.1 Property and Inheritance Rights	1.1.1 Women and men have equal ownership rights to property (Y/N)	0
	1.1.2 Equality of inheritance rights between sons and daughters (Y/N)	0
	1.1.3 Equality of inheritance rights between husbands and wives (Y/N)	0
1.2 Labor Market Participation	1.2.1 Proportion of women population ages 15 and older that is economically active (in %, modelled ILO estimate)	18
	1.2.2 Ratio of female to male labor force participation (in %, modelled ILO estimate)	18
	1.2.3 Female mandatory retirement age	0
1.3 Financial Services: Availability, Access, Literacy, Outreach and Learning	1.1.3 Equality of inheritance rights between husbands and wives (Y/N)	0
	1.3.2 SIGI "Access to Credit" measurement of women's right and de facto access to bank loans (Score =0, .5, or 1)	0
	1.3.3 Existing law against discrimination by creditors on the basis of sex or gender in access to credit (Y/N)	0
	1.3.4 Existing law against discrimination by creditors on the basis of marital status in access to credit	0
1.4 Financial Services: Formal Savings and Borrowing	1.4.1 Saved at a financial institution, female (% age 15+)	0
	1.4.2 Loan from a financial institution, female (% age 15+)	1
1.5 Building Credit	1.5.1 Minimum loan amounts required to be included in credit bureau (% of income per capita)	0
	1.5.2 Reporting of formal micro-loans to credit bureaus (Y/N)	1
	1.5.3 Reporting of retail loan satisfaction to credit bureaus (Y/N)	0
	1.5.4 Reporting of utility bill payments to credit bureaus (Y/N)	0
2.1 Infrastructure	2.1.1 People using safely managed drinking water services (% of population)	0
	2.1.2 People using safely managed sanitation services (% of population)	0
	2.1.3 Access to electricity (rural %)	0
	2.1.4 Access to electricity (urban %)	1
	2.1.5 Quality of overall infrastructure (scale of 1-7)	0
2.2 Competitive Access for Entrepreneurs	2.2.1 Effectiveness of anti-monopoly policy (scale of 1- 7)	0
	2.2.2 Extent of market dominance (scale of 1-7)	2
	2.2.3 Intensity of local competition (scale of 1-7)	2
2.3 Access to International Trade	2.3.1 Access of domestic companies to international markets (scale of 0-100)	12
	2.4.1 Proportion of contributing family members (% of total employed)	4

2.4 Vulnerable Employment	2.4.2 Female unemployment rate (% of female labor force, modelled ILO estimate)	4
2.5 Non-Discrimination in Employment Access, Opportunity, and Conditions	2.5.1 SIGI "Freedom of movement" (Score 0, .5, or 1)	3
	2.5.2 Existing laws mandating non-discrimination based on gender in hiring (Y/N)	4
	2.5.3 Wage equality between women and men for similar work (score of 0 to 1)	4
	2.5.4 Whether women are able to work in the same industries as men (Y/N)	4
	2.5.5 Whether non-pregnant and non-nursing women can work in mining in the same way as men (Y/N)	0
	2.5.6 Whether non-pregnant and non-nursing women can work in construction in the same way as men (Y/N)	0
	2.5.7 Whether non-pregnant and non-nursing women can work in factories in the same way as men (Y/N)	0
	2.5.8 Whether non-pregnant and non-nursing women can work in jobs requiring lifting weights above a threshold in the same way as men (Y/N)	0
	2.5.9 Whether women can work the same night hours as men (Y/N)	0
3.1 Educational Attainment	3.1.1 How close women are to achieving parity with men in literacy; net primary school enrollment; net secondary school enrollment; and gross tertiary enrollment (scale of 0-100)	3
3.2 Educational Achievement	3.2.1 Mean scores of girls in math (scale of 700)	0
	3.2.2 Mean scores of girls in reading (scale of 700)	0
	3.2.3 Ratio of boys' scores to girls' scores in math	0
	3.2.4 Ratio of boys' scores to girls' scores in reading	0
3.3 Technical Vocational Education and Training	3.3.1 Percentage of female secondary education, vocational pupils (%)	5
3.4 Health and Safety	3.4.1 Prevalence of anemia among women of reproductive age (% of women ages 15-49)	1
	3.4.2 Maternal mortality (ratio, per 100,000 live births)	0
	3.4.3 Female population 15+ living with HIV/AIDS (%)	0
	3.4.4 Hospital Beds (per 10,000 population)	0
	3.4.5 Attended births (% of live births)	0
	3.4.6 Whether there is legislation that specifically addresses domestic violence (Y/N)	0
	3.4.7 Whether there is a specialized court or procedure for cases of domestic violence (Y/N)	0
	3.4.8 Whether there is legislation against sexual harassment in employment (Y/N)	0
	3.4.9 Existence of women's legal protection from domestic violence such as rape, assault, and harassment (score of 0, .25, .5, .75, or 1)	0

4.1 Civil Registration and Vital Statistics (CVRS)	4.1.1 Whether economies maintain continuous, permanent, compulsory and universal recording of vital events (notably, live births, deaths and causes of death)	0
4.2 Women's Participation in Agency System	4.2.1 Can a woman apply for a passport in the same way as a man (Y/N)	0
	4.2.2 Can a woman sign a contract in the same way as a man (Y/N)	0
	4.2.3 Can a woman register a business in the same way as a man (Y/N)	0
4.3 Women's Participation in Courts	4.3.1 Does a woman's testimony carry the same evidentiary weight as a man's (Y/N)	0
	4.3.2 Is there a small claims court or a fast track procedure for small claims (Y/N)	0
4.4 Care Economy: Time spent on unpaid work	4.4.1 Average time spent on unpaid work, female (minutes per day)	0
4.5 Conditions for Career Advancement	4.5.1 Whether the law mandates equal remuneration for men and women for work of equal value (Y/N)	0
	4.5.2 Whether it is illegal for an employer to ask about family status during a job interview (Y/N)	0
	4.5.3 Whether there are laws penalizing or preventing the dismissal of pregnant women (Y/N)	0
	4.5.4 Whether employers must give employees an equivalent position when they return from maternity leave (Y/N)	0
	4.5.5 Whether the law mandates paid maternity leave of at least 14 weeks (Y/N)	0
	4.5.6 Whether the law mandates paid parental leave (Y/N)	0
	4.5.7 Whether payments for childcare are tax deductible (Y/N)	0
4.6 Private Sector Leadership	4.6.1 Percentage of firms that report female participation in ownership (%)	21
	4.6.2 Percentage of Firms that report female participation in top management (%)	21
4.7 Political Leadership	4.7.1 Proportion of women in ministerial level positions (%)	0
	4.7.2 Proportion of seats held by women in parliament (%)	0
	4.7.3 How close women are to parity with men at the highest levels of political decision-making (scale of 0-100)	10
4.8 Positions of influence: Judiciary and Academia	4.8.1 Ratio of Male to Female Judges	0
	4.8.2 Ratio of Male to Female University Presidents	5
5.1 Mobile Technology	5.1.1 Mobile phone subscriptions as percentage of the population, total (%)	0
	5.1.2 Percentage of total population covered by a mobile network signal (%)	1
5.2 Internet Use	5.2.1 Percentage of population who are internet users, total (%)	1
	5.2.2 Percentage of population who are internet users, female (%)	8
	5.2.3 Used the internet to pay bills or buy something online in the past year, female (% age 15+)	5
	5.2.4 Used the internet to pay bills or buy something online in the past year, male (% age 15+)	1

	5.2.5 Received digital payments in the past year, female (% age 15+)	4
5.3 "Networked Readiness"	5.3.1 Affordability: Mobile cellular tariffs, average per-minute cost (\$ PPP)	0
	5.3.2 Government online service (scale of 0-1,)	2
	5.3.3 Technological readiness (scale of 1-7)	4
	5.3.4 International internet bandwidth (in Gbit/s)	0
	5.3.5 Women who own a mobile telephone (% of population)	0
	5.3.6 Men who own a mobile telephone (% of population)	0
	5.3.7 Fixed internet broadband subscriptions (per 100 inhabitants)	0
5.4 Women in Science, Technology, Engineering and Mathematics (STEM) Programmes	5.4.1 Percentage of female graduates from tertiary education graduating from STEM fields, female (%)	17
	5.4.2 ...from Engineering, Manufacturing and Construction female (%)	15
	5.4.3 Percentage of women researchers (%)	16
	5.4.4 Percentage of women R&D personnel (%)	16
5.5 "Green" Awareness and Activity	5.5.1 Household air quality (scale of 0-100)	0
	5.5.2 Exposure to air pollution (scale of 0-100)	0
	5.5.3 Wastewater treatment (scale of 0-100)	0
	5.5.4 Waste management (scale of 0-100)	1
	5.5.5 Fish stocks (scale of 0-100)	0



Table 5 - Number of Initiatives Collaborating with the PPWE by Working Group

Working Group	No. of initiatives
Agricultural Technical Cooperation Working Group	10
Committee on Trade and Investment	1
Economic Committee	2
Group on Services	2
Human Resources Development Working Group	4
Health Working Group	1
Oceans and Fisheries Working Group	1
Policy Partnership on Food Security	1
Small and Medium Enterprises Working Group	10
Telecommunications and Information Working Group	4
<b>Total</b>	<b>36</b>

## Attachment A

### La Serena Implementation Plan Report: 2021 PPWE Chair Summary

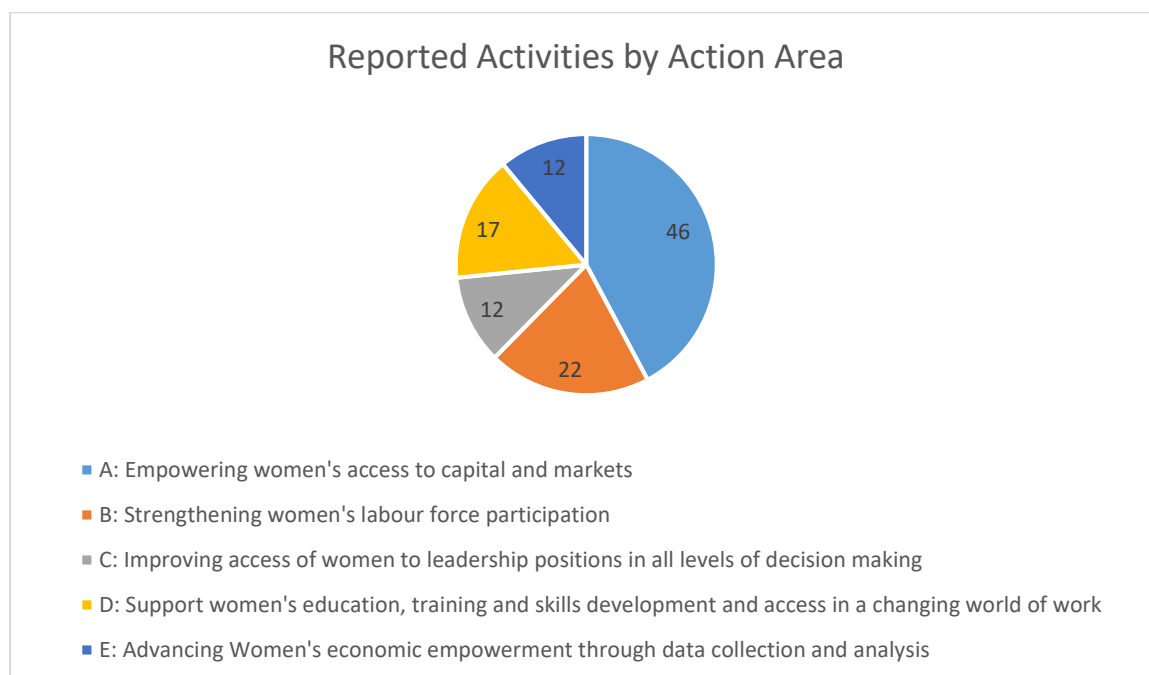
I am pleased to present this summary of progress against the La Serena Implementation Plan.

Working Groups across APEC are contributing significantly to improving outcomes for women and girls, supporting the La Serena Roadmap for Women and Inclusive Growth objectives. As of June 2021, over 100 initiatives have been completed or are underway across sixteen working groups. These are in addition to the initiatives being driven out of the PPWE working group.

These initiatives range from work shops, case studies, research, raising awareness and individual action plans. The world has changed dramatically since the La Serena Roadmap was adopted in late 2019. The disproportionate and long-lasting economic and social impact of COVID-19 on women and girls has reinforced the need for targeted efforts to build capacity, increase resilience and address the barriers to women and girls participating fully and meaningfully in the economy.

COVID-19 has also impacted our way of working, our planning and our ability to deliver on our objectives. We have had to adapt quickly to new ways of interacting and working together, and to adapt our plans to fit this new context.

In spite of these challenges, we can see that women's economic empowerment is being thoughtfully addressed across APEC workstreams, in well-targeted and constructive actions. It is encouraging to see the degree to which gender and women's economic empowerment are already being included across the APEC's work programme. Significantly, we can see that gender mainstreaming is becoming a feature of APEC, an indicator of significant progress towards equality. We want to ensure that this is maintained and strengthened as we continue to respond and recover from COVID-19.



#### What are we doing well?

From the responses provide we can see that action areas that fall under *A: Empowering women's access to capital and markets* have been very well addressed, with forty-six activities recorded towards

meeting this objective – more than twice as many as any other single action area, and half the total of reported activities. In particular, sub-heading A.3 *“Provide capacity building activities and opportunities for networking, mentoring, and digital skills-building, among other core skills, to increase women’s business competencies and encourage their participation in the digital economy and innovation”* alone has 23 activities noted against it – more than any other single action area. Some of this concentration may be explained by activity prompted by or in response to COVID-19, such as DESG’s *“Promoting Digital Capacity Building to Bridge the Digital Divide in the Post-COVID Era”* or PPWE’s *“COVID-19 Indigenous Led SME’s Responses.”*

### **Where are the gaps?**

In contrast to the high number of inputs noted above, there are three areas against which no substantive activity has taken place:

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

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

*D.1 “Counter gender stereotypes in education, training and skills development.”*

The following sub-headings have relatively low number of inputs (i.e. 2 or less):

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

*C.2 “Promote and enable an environment that actively supports gender equality and women’s empowerment and diversity as part of management strategies.”*

*D.3 “Address barriers to strengthen women and girls’ access to and retention in science, technology, engineering and mathematics (STEM) education and careers.”*

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

These action areas address important fundamental structural barriers that can hinder women’s meaningful participation in the economy and sustainable economic empowerment.

### **What are the next steps?**

As we look ahead to ‘building back better’ from COVID-19, there are a number of steps that I would encourage APEC colleagues to consider.

I encourage colleagues to consider activities in those areas that we can see are currently not being as well covered as action area A: Empowering women’s access to capital and markets. In particular, we encourage focus on actions which address gender stereotypes, violence, harassment and discrimination. These challenging issues act as barriers to women’s meaningful engagement in the economy. Addressing them is foundational to economic empowerment and can underpin the work undertaken in other areas, such as enabling access to capital.

I also encourage colleagues to consider how they might be able to contribute to action area E: Advancing women’s economic empowerment through data collection and analysis. This is a crucial

area of work in which we still need to build capability, as better quality disaggregated data will enable better policy and decision-making.

It will be important going forward that colleagues center women in their activity planning, targeting their activities and engagement clearly to benefit women. I encourage lifting ambition when it comes to evaluation targets and indicators, and consider building in assessment that allows evaluation of longer term or ongoing impact and outcomes: for example, feedback surveys following a workshop for participants to assess the usefulness and impact to them of the activity.

Collaboration between fora is vital to ensure that resources are maximised and lessons and best practices are shared.

This first progress report sets a clear benchmark for future activity. We are well positioned to capitalise on this strong foundation to progress women's economic empowerment and inclusive growth in the APEC region, 'building back better' for women and girls.

*Renee Graham*

*PPWE Chair*