

APEC 計畫融入性別觀點與拉塞雷納路徑圖進展檢視

本文件旨在摘譯並整合 APEC 秘書處發布之2份重要文件，提供我國 APEC 工作小組及相關政策制定者快速掌握性別觀點融入APEC 計畫之現況、挑戰與未來方向。該等文件之背景與目的分別為：

- 2023年 APEC 補助計畫性別議題觀點檢視報告

依據 APEC 預算管理委員會通過之性別標準指引，該報告檢視2022年完成之105項 APEC 補助計畫如何融入性別觀點，並透過數據分析呈現女性參與率與性別平等目標之實現情況，進一步探討提升性別包容之潛力與策略。

- 2023年 APEC 婦女議題暨拉塞雷納婦女及包容性成長路徑圖執行報告

該報告聚焦《拉塞雷納婦女及包容性成長路徑圖》(下稱《拉塞雷納路徑圖》)實施進展，就2023年邀請各工作小組提供之203項 APEC 倡議，進行如何推動婦女經濟賦權與包容性發展分析，並比較2021至2023年間關鍵行動領域之重要進展與不足，為未來行動提供參考方向。

報告依據上開文件之邏輯架構，提取關鍵內容並翻譯呈現，最後提出綜合建議，協助推動我國 APEC 相關計畫深度融入性別觀點。**重點建議如下：**

1. 加強《拉塞雷納路徑圖》未進展之重點領域：針對2021年至今無明顯進展之4項重點領域：B.4 促進女性從非正式經濟過渡至正式經濟，並制定策略以認可和衡量無酬勞動；B.5 支持縮小性別薪資差距之政策，並改善女性在農村與城市地區獲得非歧視、高品質就業和體面工作之機會；B.7 推動防止並應對職場性別暴力和歧視之倡議與策略；以及 D.6 促進防止針對女性和女孩之暴力行為（包括網絡霸凌及科技促成之虐待），設立具體目標

與執行計畫，並定期進行跨經濟體分享與評估。

2. 倡議與計畫增加與《婦女與經濟衡量指標》相關之運用：於計畫中就可參考之指標進行運用參照，也可針對較少使用之指標數據進行倡議與計畫設計。例如推廣婦女使用金融工具之政策（金融服務，1.3）；倡導健康保障政策，特別針對職場女性（健康與安全，3.4）；以及鼓勵女性參與綠色經濟與永續發展行動（綠色意識與活動，5.5）。建議可整合性別觀點於 APEC 相關領域倡議，促進女性參與並獲益。
3. 於計畫中參考《性別包容指南》（The APEC Gender Inclusion Guidelines, GIG）：GIG 為協助 APEC 工作小組識別、理解並系統性將性別不平等納入活動考量之資源，且 APEC 補助計畫均被要求須依 GIG 之指引進行性別觀點融入評估，但自籌計畫則未受要求。建議提供工作小組簡化版之指南操作手冊，降低參考門檻，並鼓勵工作小組在設計自籌計畫時蒐集並使用「按性別分類之數據 (sex disaggregated data)」，以支持性別融入之具體執行。
4. 在計畫申請表之性別平等指標中提出具體建議：多數 APEC 補助計畫女性參與比例已超過50%，建議針對性別比例較均衡之領域，將女性參與目標設定為50%；而在女性占勞動力多數領域（如超過75%）之倡議中，設定男性參與目標，以確保性別多元參與，並讓男性亦能受益於此類倡議。執行策略包括對性別不平衡之行業進行深度調查，根據需求設計不同性別之參與機制，確保政策能涵蓋各性別需求。

本報告同時附錄2份中文摘譯及本會出版之「APEC 提案融入性別觀點指引」等參考資料，期能為政策規劃與實務操作提供實用參考。

一、 APEC 秘書處：2023年 APEC 補助計畫性別議題觀點檢視報告

根據 APEC 預算管理委員會通過之「性別標準指引」(Guide on Gender Criteria)，所有 APEC 補助計畫，無論主題均需納入性別觀點。因此，計畫負責人(Project Overseer, PO)必須設定性別參與率目標（女性參與率不低於30%），確保計畫結果符合婦女經濟賦權之五大支柱¹，並蒐集活動參與率之性別數據。此份報告將分析2022年完成之105項 APEC 補助計畫提供之性別數據。

研究發現

(一)APEC 補助計畫之性別數據與趨勢

- 女性參與率平均達55%，大於男性。
- 91%計畫設有女性參與率30%之目標，另27%計畫設有性別平衡目標（即女性達45%-55%）。大多數計畫（83%）皆有達到所設定之女性參與率目標，近三分之一之計畫顯示男女參與者達到性別平衡。
- 有36%之 PO 設定女性講者/專家達30%之目標，49%之 PO 設定女性講者/專家超過30%之目標。而有57%之計畫達到此等目標，高於前一年之42%。
- 以工作小組來看，人力資源工作小組(HRDWG)和海洋及漁業工作小組(OFWG)所提之大部分計畫皆設定40%或更高之女性參與率。

(二)婦女與經濟子基金補助計畫

- 婦女與經濟子基金補助計畫所設定之女性參與率目標橫跨30%至70%，且有74%之計畫達到目標。
- 總共2,454位計畫參與者中，有65%為女性；而在320位專家/講者中，有72%為女性。

¹ PPWE 五大支柱為：(1)取得資本與資產；(2)取得市場；(3)領導力、發聲與能動性；(4)創新與科技；(5)技能、能力建構與健康。

- 顯示婦女與子基金補助計畫之女性參與比例較其他 APEC 補助計畫高出許多，惟須注意單一性別過高。
- 在計畫相關性面向上，僅有53%之參與者認為計畫主題為其組織之重要優先議題，低於整體 APEC 計畫之65%。
- 與整體 APEC 計畫相較，較少 PPWE(婦女與經濟政策夥伴工作小組)計畫之參與者認為計畫主題為其組織之重要優先議題，且較多參與者將計畫主題評為「僅是感興趣的議題之一」或「興趣較低」甚至「無興趣」。

二、2023 APEC 婦女議題暨拉塞雷納婦女及包容性成長路徑圖執行報告

《拉塞雷納路徑圖》是APEC 發展婦女議題之重要指引文件，在文件中設定長達10年之行動目標，為亞太地區婦女經濟賦權政策提供指引，並推動APEC 經濟體提出更趨成熟之包容性發展及女性經濟參與計畫。

為確認 APEC 當前《拉塞雷納路徑圖》之落實情形，APEC 各工作小組受邀填寫《關鍵行動框架》(Key Actions Framework，簡稱KAF)及《報告問卷》(Reporting Questionnaire，簡稱問卷)，旨在了解各工作小組推進《拉塞雷納路徑圖》中五大關鍵行動領域²情形。本次報告檢視19個工作小組共203項推進婦女經濟賦權之倡議³，並將此203項倡議與2021年報告進行比對，以突顯近2年行動重點與進展。報告同時搭配APEC 現有之《婦女與經濟衡

² 《拉塞雷納路徑圖》五大關鍵行動領域為：

A.透過資本與市場之可及性賦權婦女、B.加強婦女之勞動力參與、C.提升婦女在所有決策層級領導職位之可及性、D.支持婦女在不斷變化之工作環境中獲得教育、培訓和技能發展、E.透過數據收集與分析推進婦女經濟賦權

³ 倡議之定義包括：由 APEC 補助或自籌資金之計畫、會議、聯合對話、研討會、策略文件及其他產出。

量指標》、《性別平等包容指南》等重要參考文件進行檢視。

研究發現

(一)《拉塞雷納路徑圖》五大關鍵行動領域進展

2021至2023年，五大關鍵領域之倡議數量皆有成長，但數量最多者仍為「A.透過資本與市場之可及性賦權婦女」。從漲幅來看，「C.提升婦女在所有決策層級領導職位之可及性」漲幅最高(131%)，「E.透過數據收集與分析推進婦女經濟賦權」漲幅最低(43%)。

(二)《拉塞雷納路徑圖》23項重點領域(Focus Areas)

《拉塞雷納路徑圖》在關鍵行動領域下共納入23項重點領域⁴，比較2021年與2023年，有6項領域無進展，其中4項(B.4、B.5、B.7、D.6)在2021年之報告即已被列為需加強。

表一：建議加強之四項重點領域

編號	內容
B.4	促進女性從非正式經濟過渡至正式經濟，並制定策略以認可和衡量無酬勞動
B.5	支持政策以縮小性別薪資差距，並改善女性在農村和城市地區獲得非歧視、高品質就業和體面工作之機會
B.7	積極鼓勵倡議和策略，以防止並應對職場性別暴力和歧視
D.6	鼓勵倡議和策略以防止針對女性和女孩之暴力、虐待及騷擾，包括網絡霸凌和科技促成之虐待及騷擾

⁴ 《拉塞雷納路徑圖》在 A. B. C. D. E 五大關鍵行動領域下各納了幾項重點領域，合計共有23個重點領域。

(三)《婦女與經濟衡量指標》(Women and the Economy Dashboard)

在203個項目中，婦女與經濟衡量指標被提及情況如下表二。

表二：《婦女與經濟衡量指標》在203個項目中被提及情況

常被提及之指標	勞動市場參與(1.2)、私部門領導力(4.6)、STEM 領域女性(5.4)、國際貿易可及性(2.3)及政治領導力(4.7)
有被提及之指標	就業中的非歧視性(2.5)、弱勢就業(2.4)，及技術與職業教育培訓(3.3)、網路使用(5.2)
提及最少之指標	金融服務(1.3)、健康與安全(3.4)、 「綠色」意識與活動(5.5)

(四)性別平等包容指南(Gender Equality Inclusion Guidelines)

APEC 性別平等包容指南(GIG)是 APEC 工作小組的重要資源，旨在幫助工作小組識別、理解並系統性地評估組織相關活動中的性別不平等。所有 APEC 補助計畫均須具備一套性別平等標準。

目前APEC 各項倡議對GIG 的諮詢與應用缺乏一致性，在203項倡議中(含 APEC 補助與自籌計畫等)，僅53項(26%)在計畫設計或執行中使用了 GIG。調查中另有13項倡議選擇了「其他」，並解釋其推進性別平等之方法，例如使用性別包容性語言等。

(五)按性別分類之數據(Sex-Disaggregated data)

按性別分類之數據主要被用於衡量參與者、演講者和專家之參與率。在203項倡議中，65%之工作小組未回應，僅有25%(51項)有蒐集或表示將會蒐集數據。但51項中之30項為APEC 補助計畫，本即被要求對參與者與演講者之性別分類數據進行蒐集報告。可見自籌經費之計畫仍須加強蒐集數據。

(六)性別平等指標(Gender Equality Indicators)

僅少數 APEC 倡議為「女性作為參與者、演講者和專家」設定具體目標，有29項倡議設定參與者30%以上為女性，19項倡議設定講者/專家30%以上為女性。而最終女性參與程度之數據中，大部分均超過50%，如下表三。

表三：女性作為參與者、演講者和專家之實際情形

目標達成	參與者	講者/專家
50% 以上	44	31
30-50%	4	9
總共	48	40

(七)跨論壇合作(Cross-fora collaboration)

跨領域合作對於分享實踐經驗及 APEC 內部資源共享至關重要。在203項倡議中，有36項(18%)涉及與 PPWE 之合作，其中包括2023年報告期間新增的14項倡議。

APEC Secretariat: 2023 Gender Focal
Point Report on APEC- Funded
Projects

APEC 秘書處：2023 年 APEC 補助
計畫性別議題觀點檢視報告

APEC Secretariat: 2023 Gender Focal Point Report on APEC- Funded Projects

APEC 秘書處：2023 年 APEC 補助計畫性別議題觀點檢視 報告

摘要

這是第七份針對 APEC 婦女與經濟政策夥伴（PPWE）工作小組的性別議題觀點檢視報告，旨在提供 APEC 婦女經濟賦權相關計畫的最新進展。此報告分為兩部分：第一部分概述 2023 年拉塞雷納路徑圖執行報告，第二部分則描述 2022 年完成的 APEC 補助計畫的性別數據和結果。以下為本報告摘要：

1. 計畫主題的分布

- **關注較高的主題：**

- 透過取得資本與市場賦權女性：以拉塞雷納路徑圖的五大關鍵行動領域（Key Action Areas）來看，2023 年最多計畫關注「透過取得資本與市場賦權女性」；而從成長性來看，「在所有決策層級增加女性取得領導位置」領域的計畫數量成長最多，從 2021 年至 2023 年增加了 131%。
- 技能、能力建構與健康：以 PPWE 五大支柱來看，高達 90% 的計畫符合「技能、能力建構與健康」支柱。

- **不足的主題：**

- 透過數據蒐集與分析推動女性經濟賦權：2023 年，符合拉塞雷納路徑圖「數據蒐集與分析」關鍵行動領域的計畫數量最少；比較 2021 年與 2023 年，此領域計畫的增加幅度亦最低（43%）。
- 取得資本與資產：雖然資本和資產取得是推動女性經濟賦權的關鍵，但僅有 10% 的計畫符合此 PPWE 支柱，比例最低。

2. 計畫的性別比例

- **計畫的性別參與率：**

- APEC 補助計畫：平均女性參與率達 55%；講者/專家女性比例為 43%。
- 婦女與子基金補助計畫：平均女性參與率達 65%；講者/專家女性比例為 72%。

- **計畫的性別目標設定與達成率：**

- APEC 補助計畫：91%的計畫設有 30%女性講者和參與者的目標，27%的計畫設有性別平衡目標。83%的計畫有達到性別比例目標。
- 婦女與經濟子基金補助計畫：所有子基金補助計畫皆有設定性別比例，當中有 74%的計畫達到他們的性別目標。

3. 計畫影響力

- **計畫相關性：**

- 與 APEC 所有計畫相比，無論是子基金補助計畫或是 PPWE 計畫，認為計畫主題為其組織重要議題的參與者比例皆較低，且有較多參與者對計畫主題感興趣的程度較低。

- **計畫有效性**

- **內容程度：**有 99%的子基金補助計畫參與者認為培訓或工作坊的程度十分合適，高於 APEC 所有計畫平均，然而僅有 82%的 PPWE 計畫參與者認為如此，比 APEC 所有計畫平均低了 9%。
- **知識運用：**與 APEC 所有計畫相比，有顯著較多的子基金補助計畫參與者會在工作中運用計畫中學到的知識（75%），PPWE 計畫在此方面的參與者比例則較低（47%）。
- **知識傳遞：**有較多子基金補助計畫的參與者（71%）透過非正式方式分享所學到的知識，可能因此較難達到長遠的能力建構效益。PPWE 計畫在此方面的參與者比例則與 APEC 所有計畫相近。

正文

一、2023 年拉塞雷納路徑圖執行報告：進展與重要發現

自 2021 年以來，推動婦女經濟賦權的計畫顯著增加。以拉塞雷納路徑圖的五大關鍵行動領域（Key Action Areas）來看，「領導力」領域的計畫數量增加了 131%，而在「教育、培訓和技能發展」領域的計畫數量增長了 94%，「婦女取得資本與市場」則是各經濟體最優先關注的行動領域。不過，「勞動力參與」與「數據蒐集與分析」行動領域的計畫則較少，需要更多投入（詳見表一）。

檢視關鍵行動領域當中的各個重點領域（focus area），仍有某些重點領域需要加強，包括促進女性從非正式工作轉向正式工作、縮小性別薪資差距、改善體面就業機會、預防性別暴力，以及打擊教育和技能中的性別刻板印象。

表一：拉塞雷納路徑圖五大關鍵行動領域的計畫數量

關鍵行動領域	2021 年（計畫數量）	2023 年（計畫數量）	2021-2023 年的改變
A 透過取得資本與市場賦權女性	48	87	+39 (81%)
B 加強女性的勞動力參與	21	35	+14 (67%)
C 在所有決策層級增加女性取得領導位置	13	30	+17 (131%)
D 在不斷改變的工作世界中，支持女性的教育、培訓、技能發展及取得	16	31	+15 (94%)
E 透過數據蒐集與分析推動女性經濟賦權	14	20	+6 (43%)
總計	112	203	+91

此份報告指出，在執行計畫的同時，經濟體與 APEC 工作小組也應加強使用 APEC 婦女與經濟指標（APEC Women and the Economy Dashboard）以及 APEC 性別包容性指引（APEC Gender Inclusion Guideline）。此外，不論是 APEC 補助計畫或自籌計畫，都應加強性別數據的蒐集。

關於參與者、專家和講者的女性代表性，目前這些 APEC 計畫在此方面已有所努力，包括進行數據的追蹤，這應持續作為所有 APEC 工作小組的優先事項。

不過，若要全面了解這些計畫如何以及是否促進 APEC 婦女經濟賦權的目標，還需進一步推動與追蹤男性與女性在參與 APEC 計畫之外的其他成果。

執行能力建構計畫是 APEC 工作小組和各經濟體推動婦女經濟賦權的最常見方式。然而，還可以在相關的 APEC 流程中，包括論壇策略計畫、工作計畫和全體會議中，更廣泛地落實性別主流化。

當前，已有多個 APEC 工作小組與 PPWE 展開各式各樣的合作，特別是在計畫、活動和會議中分享促進婦女經濟賦權的最佳範例。因此，此份報告也鼓勵所有工作小組與 PPWE 進行跨論壇合作。

二、APEC 補助計畫的性別數據

根據 APEC 預算管理委員會通過的「性別標準指引」(Guide on Gender Criteria)，所有 APEC 補助計畫，無論他們的主題為何，都需將性別融入其計畫設計中。因此，計畫負責人 (Project Overseer, PO) 必須設定性別參與率的目標，確保計畫結果符合婦女經濟賦權的五大支柱，並蒐集活動參與率的性別數據。而 2018 年開始，所有 PO 都必須設下女性講者與參與者不低於 30% 的目標。

此份報告針對 2022 年完成的 105 個 APEC 補助計畫，分析這些計畫當中的性別數據。

(一) APEC 補助計畫的性別數據與趨勢

● 參與率

1. APEC 補助計畫的女性參與率略高於男性，女性參與率平均達 55%；從

2021 年 9 月到 2022 年 8 月的期間，共有 12,000 計畫參與者，當中 52% 為女性。此一趨勢在過去兩年中保持一致。

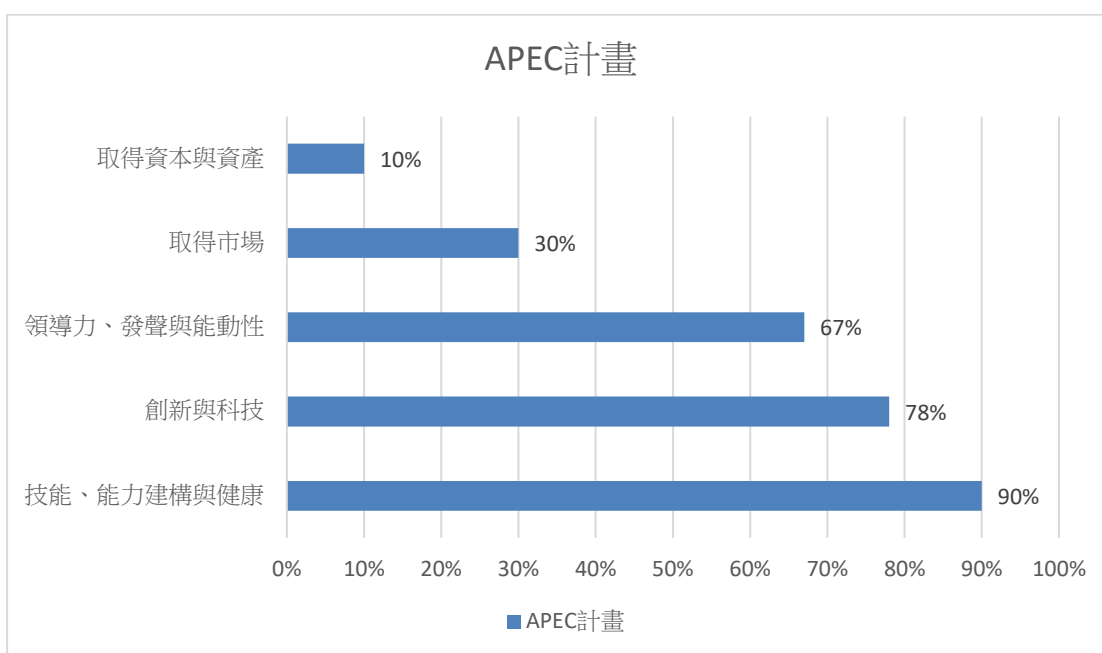
2. 有 91% 的計畫設有 30% 女性講者和參與者的目標，另有 27% 的計畫設有性別平衡目標 (即女性達 45%-55%)。大多數計畫 (83%) 皆有達到他們所設定的女性參與率目標，近三分之一的計畫顯示男女參與者達到性別平衡。
3. 36% 的 PO 設定了女性講者/專家達 30% 的目標，49% 的 PO 設定了女性講者/專家超過 30% 的目標。有 57% 的計畫達到了這些目標，明顯高於前一年的 42%。2022 年共有 742 位女性講者/專家參與計畫活動，佔所有講者/專家的 43%，與前一年的 46% 相近。

4. 以 APEC 工作小組來看，人力資源工作小組（HRDWG）和海洋及漁業工作小組（OFWG）所提的大部分計畫皆設定 40% 或甚至更高的女性參與率。

- PPWE 五大支柱

1. 2022 年通過的 96 個計畫提案中，94% 的計畫與至少兩個五大支柱相符，與 2021 年的 93% 相近。
2. 最多計畫（90%）符合的支柱為「技能、能力建構與健康」，其次為「創新與科技」（78%）、「領導力、發聲與能動性」（67%）；「取得資本與資產」則最少被提及（10%）。（詳見圖一）

圖一：2022 年 APEC 計畫對應於婦女經濟賦權五大支柱



(二) 婦女與經濟子基金補助計畫

1. 婦女與經濟子基金從 2018 年開始運作，至今已補助 23 個計畫，當中有 19 個計畫完成，4 個計畫仍在執行中。此 19 個計畫產出 17 份 APEC 出版品與 27 個能力建構活動。
2. 這些計畫所設定的女性參與率目標從 30% 到 70% 皆有，且有 74% 的計畫達到他們的目標。在總共 2,454 位計畫參與者中，有 65% 為女性；而在 320 位專家/講者中，有 72% 為女性。

此結果顯示婦女與子基金補助的計畫的女性參與比例比其他 APEC 補助計畫高出許多，但卻可能出現單一性別過多的問題。

3. 在計畫預算方面，19 個計畫的預算超過美金 130 萬元，但實際僅使用了 52%（美金 705,558 元），亦即有 48% 的經費未使用，與其他 APEC 基金的狀況相近。主要原因為預計要用於交通補助的經費未被完全使用。
4. 以按時完成度來評估計畫品質，19 個計畫中僅有 6 個計畫按時完成，13 個計畫皆延後完成。

(三) 2022 年 APEC 計畫長期評估 (2022 Longer-Term Evaluation of APEC Projects, LTEAP)：婦女與經濟子基金補助計畫

1. 在已完成的 19 個婦女與經濟子基金補助計畫中，有 5 個計畫進行 2022 年的長期評估。總共聯繫了 788 名參與者，收到 98 人回應，回應率為 12%，低於 2022 年所有計畫調查的整體回應率（25%）。
2. 在計畫相關性方面，僅有 53% 的參與者認為計畫主題為其組織的重要優先議題，低於整體 APEC 計畫的 65%。此外，有 47% 的參與者將計畫主題評為「僅是感興趣的議題之一」或「興趣較低」甚至「無興趣」，高於整體 APEC 計畫的 35%（詳見表二）。

表二：計畫相關性指標：子基金計畫與所有 APEC 計畫比較

計畫相關性指標	子基金計畫	所有論壇計畫
計畫主題/議題是組織內的首要任務或重要優先事項	53%	65%
計畫僅聚焦於一項感興趣的議題，或興趣較低或無興趣的議題	47%	35%

3. 在計畫有效性方面，比起整體 APEC 計畫的參與者，在子基金補助計畫中，有明顯較多的參與者（75%）表示他們每日或每周會使用透過計畫學到的相關知識，且有較多參與者（71%）

透過非正式的方式將他們所學到的分享出去。然而，非正式的分
 享會影響計畫的影響力，較難達到長遠的能力建構效益。其
 他有效性指標可見表三。

表三：計畫有效性指標：子基金計畫與所有 APEC 計畫比較

計畫有效性指標	子基金計畫	所有 APEC 計畫
講者/培訓者的知識、準備與講授水準高於平均或非常優秀	94%	92%
培訓或工作坊的程度非常或大致上合適	99%	92%
參與者每天或每周會在工作中運用到所學的知識	75%	57%
參與者不常、很少或從未在工作中運用到所學的知識	25%	43%
參與者藉由正式報告的方式分享所學的知識	17%	20%
參與者透過非正式方式分享所學的知識	71%	64%
計畫活動的直接結果並未導致參與者所在部門的運作方式發生變化。	48%	39%
計畫活動直接導致參與者所在部門的政策或實務做法有所改變。	42%	48%

(四) 2022 年 APEC 計畫長期評估：透過 PPWE 提案的計畫

1. 在前一次的報告中（2019-2021 年），PPWE 共有 11 個 APEC 補助計畫完成。2021 年之後至今，僅有 2 個計畫完成，且皆超過原本預定的完成日期。而在此 2022 年長期評估中，只有 1 個計畫接受評估，聯繫了 42 位參與者，僅有 4 位回覆，回應率僅 10%。

2. 此回應率低於往年，可能原因為 2021 年受到新冠肺炎疫情影響，大部分活動採取線上形式進行，而對於此類短暫、虛擬形式的活動，參與者進行評估的意願較低。因此，調查結果僅具參考性，可能無法完全反映參與者的真實經驗。
3. 在計畫相關性方面，與整體 APEC 計畫相比，較少 PPWE 計畫的參與者認為計畫主題為其組織的重要優先議題，且較多參與者將計畫主題評為「僅是感興趣的議題之一」或「興趣較低」甚至「無興趣」（詳見表四）。

表四：計畫相關性指標：PPWE 計畫與所有 APEC 計畫比較

計畫相關性指標	PPWE 計畫	所有論壇計畫
計畫主題/議題是組織內的首要任務或重要優先事項	58%	66%
計畫僅聚焦於一項感興趣的議題，或興趣較低或無興趣的議題	42%	34%

4. 在計畫有效性方面，PPWE 計畫參與者大多數的回應都與整體 APEC 計畫的參與者相近。不過，84%的參與者認為講者的知識、準備與講授水準高於平均或非常優秀，82%的參與者認為培訓或工作坊的程度非常或大致上合適，此兩項數字略低於 APEC 整體計畫平均。其他有效性指標可見表五。

表五：計畫有效性指標：PPWE 計畫與所有 APEC 計畫比較

計畫有效性指標	PPWE 計畫	所有論壇計畫
講者/培訓者的知識、準備與講授水準高於平均或非常優秀	84%	91%
培訓或工作坊的程度非常或大致上合適	82%	91%
參與者每天或每周會在工作中運用到所學的知識	47%	53%
參與者不常、很少或從未在工作中運用到所學的知識	53%	47%

參與者藉由正式報告的方式分享所學的知識	19%	24%
參與者透過非正式方式分享所學的知識	69%	64%
計畫活動的直接結果並未導致參與者所在部門的運作方式發生變化。	39%	40%
計畫活動直接導致參與者所在部門的政策或實務做法有所改變。	44%	48%

2023 La Serena Roadmap

Implementation Report

2023年APEC婦女議題暨拉塞雷納婦女及
包容性成長路徑圖執行報告

2023 拉塞雷納路徑圖執行報告

執行摘要

APEC 已經在推動《拉塞雷納婦女與包容性成長路徑圖》（2019-2030）方面取得了優良的進展，以促進本區域婦女的經濟賦權。APEC 必須繼續提升目標，加快努力，改進分析，以實現性別平等，並在各種活動中建立性別平等的監測和評估措施，確保為婦女和女孩帶來實質的改變。

自 2021 年以來，APEC 在推動《路徑圖》關鍵行動領域的婦女經濟賦權倡議方面取得了顯著進展。其中，婦女獲取資本與市場（關鍵行動領域A）仍然是最優先的工作。然而，仍需進一步努力推動與勞動力參與、領導力、教育與技能、數據收集與分析（關鍵行動領域B至E）相關的倡議。

各個關鍵行動領域下的重點領域也有良好的進展，但在某些僅有兩項或更少投入的重點領域中，仍需更多進步，包括：促進婦女從非正式工作轉向正式工作、縮小性別薪資差距、改善對尊嚴勞動的獲取、預防性別暴力以及打破教育與技能方面的性別刻板印象（B.4、B.5、B.7、D.1 和D.6）。

各經濟體和APEC 工作小組應加強能力，更善用APEC《婦女與經濟衡量指標》和《性別包容性指南》，以採用性別主流化方法實現性別平等。這將直接提高分析品質，並為婦女和女孩帶來更好的成果。

APEC 倡議中婦女作為參加者、專家和演講者的參與趨勢持續上升，並且所有 APEC 工作小組都應持續關注相關議題。然而，若要全面了解各倡議是否能成功實現婦女經濟賦權目標，還需進一步努力推進和報告APEC 活動中參與者（無論男女）的成果，而不僅限於參與率。

至關重要的是，我們必須改進性別分列數據（sex-disaggregated data）的使用。所有APEC 倡議中皆仰賴有證據輔佐的政策，但我們仍時常錯失精進政策分析的良機。我們理應持續收集、報告和使用性別分列數據以及定性數據以增強政策分析的影響力。這適用於所有APEC 倡議，而不僅僅是由APEC 資助的計畫。

許多工作小組（但並非全部）正在與PPWE（婦女與經濟政策夥伴關係）合作，通過計畫、活動和會議等倡議推進婦女經濟賦權。另外，各工作小組應繼續與PPWE和其他APEC團體進行跨論壇合作。

工作小組主要通過實施計畫來推進婦女經濟賦權，因為這些計畫能有效提升能力和產出成果。這是一個積極的現象，但在APEC相關流程中（包括策略計畫、工作計畫和全體會議），使用性別主流化方法的努力仍存在顯著差距。

以下提供APEC加速實現性別平等和推進婦女經濟賦權的建議。

建議

建議一：各經濟體和工作小組應優先設計和資助能平等推動《路徑圖》關鍵行動領域及其重點領域的倡議。特別應針對代表性不足的關鍵行動領域

（B、C、D和E）及重點領域（B.4、B.5、B.7、D.1和D.6）。

建議二：各經濟體和工作小組在編制策略規劃文件及設計計畫、會議和活動時，應考慮《性別包容性指南》和《婦女與經濟衡量指標》指標。

建議三：APEC秘書處應與PPWE（婦女與經濟政策夥伴關係）合作，持續檢視和更新《性別包容性指南》和《婦女與經濟衡量指標》之具體指標，確保其適用性。

建議四：APEC秘書處應促進能力建設培訓，教授如何進行性別平等影響分析，並指導使用《性別包容性指南》和《婦女與經濟衡量指標》。

建議五：工作小組應致力於收集和報告女性經濟賦權相關的成果，其數據應聚焦於性別分列數據（sex-disaggregated data）及定性數據。這適用於所有的倡議，包括自籌資金的計畫、策略計畫和年度工作計畫等。

導論

2019 年十月，APEC 部長核准了《拉塞雷納婦女與包容性成長路徑圖》

(2019-2030) (以下簡稱《路徑圖》)。《路徑圖》為APEC 提供了具體政策行動的方向，以實現APEC 區域婦女最大的經濟潛力。

首份《路徑圖》報告於 2021 年發布。本 2023 年《拉塞雷納路徑圖執行情況報告》進一步加深了我們對推進《路徑圖》及其關鍵行動領域在APEC 各工作小組內進展的理解。此報告亦提供了對成功和成果深入的見解，同時指出需要持續改進的領域。針對 2025 年的下一份報告，仍有改進數據收集的空間，具體詳情如下所述。

(一)方法論

APEC 各工作小組被邀請自由填寫《關鍵行動框架》(Key Actions Framework, 簡稱KAF) 及《報告問卷》(Reporting Questionnaire, 簡稱問卷)。匯總後的 KAF 回應將發布於APEC 官網。共有 19 個工作小組提交了 KAF 的回應，8 個工作小組填寫了問卷。根據KAF 記錄，APEC 各工作小組共報告了 203 項推進婦女經濟賦權的倡議。

倡議被定義為 KAF 中「當前/提議活動」欄位列出的所有活動，包括：由 APEC 資助或自籌資金的計畫、會議、聯合對話、研討會、策略文件及其他產出。

KAF 的目的是了解APEC 各工作小組在推進《路徑圖》五大關鍵行動領域方面的進展：

- A. 通過資本與市場的可及性賦權婦女
- B. 加強婦女的勞動力參與
- C. 提升婦女在所有決策層級領導職位的可及性
- D. 支持婦女在不斷變化的工作環境中獲得教育、培訓和技能發展
- E. 通過數據收集與分析推進婦女經濟賦權

KAF 要求各工作小組報告當前和提議有助於推動《路徑圖》的關鍵行動領域之倡議。各工作小組需更新 2021 年的數據，並加入任何當前或提議的倡議。對於每項倡議，各工作小組需提供以下訊息：

- 活動描述，包括主要目標及主要受益者
- 主要成果和可交付成果
- 衡量成果與成功的指標，包括實現性別平等與包容的結果
- 與倡議相關的《婦女與經濟衡量指標》
- 在倡議執行期間使用 APEC《性別包容性指南》的情況；
- 是否使用性別分列數據以促進性別平等，並將其納入設定目標或進行研究
- 女性參與者的比例，包括演講者、專家及參與者等利益相關方的性別比例。

問卷旨在收集額外的質性數據，要求工作小組考慮其工作範疇如何推動婦女經濟賦權，並報告關於性別平等、數據收集及跨論壇合作的其他訊息。

工作小組需報告其最有效的倡議、推進婦女經濟賦權的障礙，以及如何解決這些障礙或計劃解決障礙的方法。

(二)局限

本次發現與建議的範圍僅限於 KAF 和問卷中提供的資料。所收集的數據未經修改，並假定其準確性。未進行進一步研究以交叉檢驗數據或填補空白欄位中的缺失訊息。

KAF 未提供將一項倡議歸屬於多個關鍵行動領域的選項。一些工作小組將同一倡議列入多個關鍵行動領域目標下，而另一些則僅將一項倡議分配給單一目標。這可能影響發現結果的準確性——例如，某些倡議可能同時推動多個關鍵行動領域目標，但僅被歸入其中一個領域。

此外，KAF 缺乏衡量指標，無法詳細評估APEC 倡議如何實現其預期目標以及實際推動婦女經濟賦權的情況。工作小組對其計畫在婦女經濟賦權方面的定性成果的追蹤能力有限。這使我們無法更全面地了解APEC 加速婦女經濟賦權努力的影響。

研究發現

(一) 關鍵行動領域

主要發現：推進婦女經濟賦權的倡議在所有關鍵行動領域均顯著增加。然而，仍存在明顯的差距，表明需要進一步努力。

根據KAF報告，共有203項推進婦女經濟賦權的倡議。下表1顯示了分配至每個關鍵行動領域的倡議數量以及自2021年報告以來的變化情況。

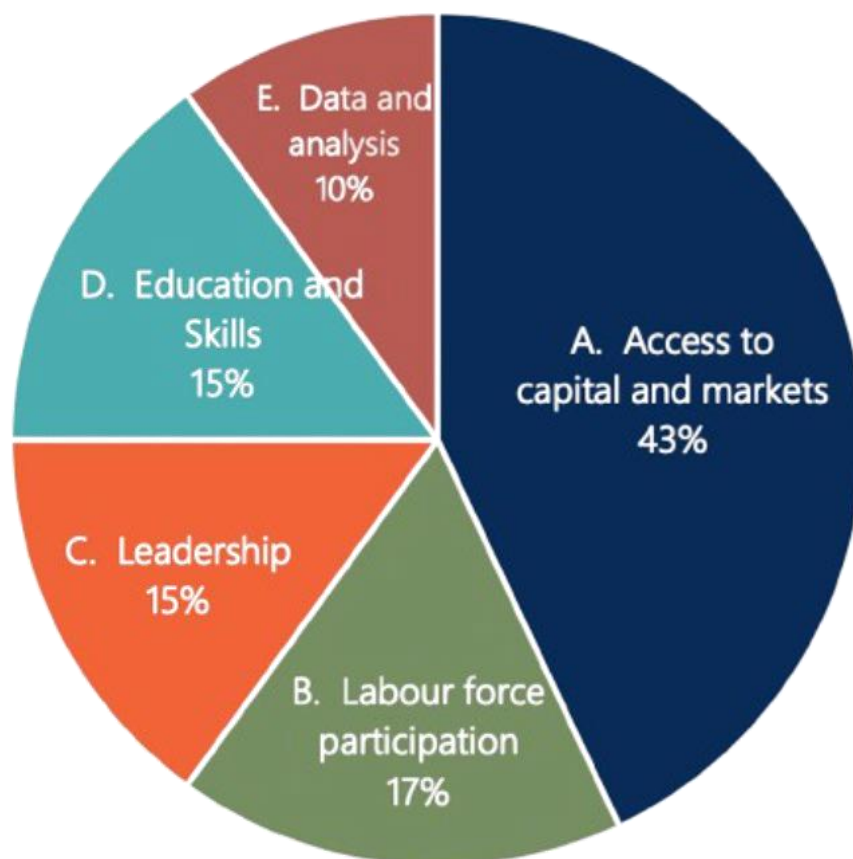
自2021年以來，所有關鍵行動領域均新增了新倡議。值得注意的是，關鍵行動領域C（領導力）下的倡議數量自2021年起增長了131%，而關鍵行動領域D（教育與技能）下的倡議數量增長了94%。

表1.各關鍵行動領域的倡議數量

Key Action Area	2021 (no. of initiatives)	2023 (no. of initiatives)	Change since 2021
A Empowering women through access to capital and markets	48	87	+39 (81%)
B Strengthening women's labour force participation	21	35	+14 (67%)
C Improving access of women to leadership positions in all levels of decision making	13	30	+17 (131%)
D Support women's education, training and skills development and access in a changing world of work	16	31	+15 (94%)
E Advancing women's economic empowerment through data collection and analysis	14	20	+6 (43%)
Total	112	203	+ 91

儘管倡議總數有所增加，工作小組主要實施的仍是針對關鍵行動領域A（資本與市場可及性）的倡議。這一趨勢自2021年報告以來持續存在，當時報告也有類似發現。下圖1顯示了2023年每個關鍵行動領域下的倡議在總倡議中的百分比分布。

圖1. 2023 年各關鍵行動領域倡議分布情況



(二) 重點領域

主要發現：各關鍵行動領域下的每個重點領域的倡議數量均有明顯提升。然而，對於倡議數量少於或等於兩項的重點領域，仍需進一步改進。

《路徑圖》在關鍵行動領域下共納入了 23 個重點領域。附錄A（表 2）中詳細列出了各重點領域的倡議數量及自 2021 年以來的變化情況。在這 23 個重點領域中，除 6 個外，其餘 74% 的領域自 2021 年報告以來均有新增倡議。

然而，針對 2021 年報告中被識別為「差距」的重點領域，倡議數量僅有小幅提升。2021 年的報告建議 APEC 應實施更多倡議，以推進以下倡議數量少於或等於兩項的重點領域：B.4、B.5、B.7、C.2、D.1、D.3 和 D.6。

這些重點領域包括促進婦女從非正式就業進入正式就業、縮小性別薪資差距、提高尊嚴勞動的可及性、預防性別暴力以及打破教育與技能中的性別刻板印象。

下表2顯示了2021年和2023年這些重點領域的倡議數量比較。C.2和D.3領域有所突破，D.1領域的進步則微乎其微。而對於B.4、B.5、B.7和D.6，則未有任何進展。

表2. 2021 年與2023 年重點領域差距的比較

Focus Area		2021 (no. of initiatives)	2023 (no. of initiatives)	Change since 2021
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	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	0	-
B.7	Actively encourage initiatives and strategies to prevent and respond to gender-based violence and discrimination in the workplace	1	1	-
C.2	Promote and enable an environment that actively supports gender equality and women's empowerment and diversity as part of management strategies.	2	10	+8
D.1	Counter gender stereotypes in education, training and skills development	1	2	+1
D.3	Address barriers to strengthen women and girls' access to and retention in science, technology, engineering and mathematics (STEM) education and careers	2	5	+3
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	1	-

建議一：各經濟體和工作小組應優先設計和資助能平等推動《路徑圖》關鍵行動領域及其重點領域的倡議。特別應針對代表性不足的關鍵行動領域（B、C、D和E）及重點領域（B.4、B.5、B.7、D.1和D.6）。

(三) 婦女與經濟衡量指標

主要發現：在推進婦女經濟賦權的倡議中，APEC 各經濟體對於婦女與經濟衡量指標的使用缺乏一致性。

APEC 婦女與經濟衡量指標（以下簡稱衡量指標）每兩年提供一次有關 APEC 區域內婦女社會與經濟參與現狀的數據概覽。

在 KAF 中，各工作小組需確認每項倡議相關的衡量指標。完整的衡量指標清單及分配至各指標的倡議數量可於 APEC 網站上的彙整 KAF 回應中查詢。

最常被提及的衡量指標包括：勞動市場參與（1.2）、私營部門領導力（4.6）、STEM 領域的女性（5.4）、國際貿易的可及性（2.3）以及政治領導力（4.7）。此外還有一些倡議涉及：網路使用（5.2）、就業中的非歧視性（2.5）、弱勢就業（2.4），以及技術與職業教育培訓（3.3）。

提及最少的指標則包括：金融服務（1.3）、健康與安全（3.4），以及「綠色」意識與活動（5.5）。不過 KAF 的數據顯示工作小組正在實施與這些指標相關的倡議。

在 203 項倡議中，有 57 項（占 28%）未提供相關回應。尚不清楚這是因為 KAF 輸入不完整、對衡量指標缺乏了解，還是需要擴展現有指標以更好地與 APEC 的工作對齊。

APEC 政策支持組（Policy Support Unit, PSU）與 PPWE 應持續檢視衡量指標，並考慮將定性指標擴展、融入現有指標中以更好地回應 APEC 的工作需求。

各工作小組對於衡量指標數據的使用方式不盡相同。一些工作小組未在計畫設計中使用衡量指標，而另一些則利用這些數據支持計畫中的性別包容，或是用於識別重點領域以設計新倡議。工作小組應持續以此方式使用衡量指標，以加強分析，實現性別平等，並設計推進婦女經濟賦權的倡議。

部分工作小組提到需要進一步的資訊和培訓，以便更好地使用衡量指標數據，改善性別平等的目標與成果。APEC 秘書處宜考慮開展有關衡量指標使用的能力建設培訓，以提升 APEC 成員的技能水平。

(四) 性別平等包容性指南

主要發現：在 APEC 各項倡議中，對性別包容指南（Gender Inclusion Guidelines, GIG）的諮詢與應用缺乏一致性。此領域宜進一步改善。

APEC 性別包容指南（GIG）提供了實現性別平等的分析方法指導，並指引如何將性別回應式的方法整合至策略計畫、年度工作計畫、年度報告及計畫等倡議中。

GIG 是 APEC 工作小組的重要資源，旨在幫助工作小組識別、理解並系統性地評估組織相關活動中的性別不平等。GIG 建立於《APEC 計畫提案性別標準指引》的基礎上。所有 APEC 資助的計畫皆必須備有一套性別平等標準，而此指引能提供必要的引導。而自籌經費的計畫則無需滿足此標準。

以下表 3 列出了 KAF 回應中是否在倡議設計與執行中使用 GIG 的結果。

表 3. 性別包容指南回應

Response	Number of initiatives
No response	137
No	0
Yes	53
Other (approach to gender inclusion)	13
TOTAL	203

大多數工作小組（67%）未提供回應。目前尚不清楚這是因為工作小組未使用 GIG 還是因 KAF 輸入不完整。此問題在 2021 年的報告中並非必答項目，且並非所有工作小組都對 2021 年的輸入內容進行了更新。

在 203 項倡議中，僅 53 項（26%）在計畫設計或執行中使用了 GIG。調查中另有 13 項倡議選擇了「其他」，並解釋其推進性別平等的方法，例如使用性別包容性語言；在工作坊中納入考量性別視角的包容性主題；明確性別平等目標；以及倡導婦女的平等機會等。目前尚不清楚是否參考了 GIG，但這些確保包容性的做法值得鼓勵。

工作小組通常會收集性別分列數據，以確保在工作坊、會議和對話中，演講者、小組討論成員和參與者代表性的平等。這是 GIG 的一個組成要素（B 節），其他部分還包括性別分析（A 節）和問責性（C 節）。

有一個工作小組使用 GIG 設計了一項計畫提案，該提案不僅說明了該計畫將如何使女性受益，還考量了女性面臨的特定障礙。另外更是兼顧參與者和演講者的性別平衡。

一些工作小組正關注 APEC 是否更新指南本身以及使用 GIG 的相關資訊。鑑於 GIG 發布於 2017 年，或許有必要進行檢視以確保其內容與時俱進。建議由 APEC 秘書處提供相關能力建設培訓，幫助成員了解如何使用 GIG 並進行性別平等影響分析。

建議二：各經濟體和工作小組在編制策略規劃文件及設計計畫、會議和活動時，應考慮《性別包容性指南》和《婦女與經濟衡量指標》指標。

建議三：APEC 秘書處應與 PPWE（婦女與經濟政策夥伴關係）合作，持續檢視和更新《性別包容性指南》和《婦女與經濟衡量指標》之具體指標，確保其適用性。

建議四：APEC 秘書處應促進能力建設培訓，教授如何進行性別平等

影響分析，並指導使用《性別包容性指南》和《婦女與經濟衡量指標》。

(五) 性別分列數據

主要發現：KAF 收集的部分資訊不一致。具體的不一致性在於設置倡議目標及參與研究時，納入和收集的性別分列數據。在APEC 各項計畫中，針對參與者與演講者的性別分列數據的收集與報告存在一定的努力，但缺乏一致性。APEC 需要更多的努力與更深的投入，來收集並報告這些分列及定性數據；這對自籌經費的計畫尤其重要。

透過KAF，我們可以了解有多少倡議（包括計畫、活動、會議和文件）在設置性別平等目標及成果時，考量或記錄了分列數據。以下表 4 列出了所收到的回應。

大多數工作小組（65%）未提供回應。目前尚不清楚這是因為未收集分列數據還是 KAF 輸入不完整。此問題在 2021 年的報告中並非必答項目，且並非所有工作小組都對 2021 年的輸入內容進行了更新。

在 203 項倡議中，51 項（25%）收集了性別分列數據或表示將致力收集此類數據。其中大部分（51 項中的 30 項）是由APEC 資助的計畫，而APEC 資助計畫要求對參與者與演講者的性別分列數據進行收集和報告。自籌經費的計畫則被鼓勵報告此數據，但未強制進行評估。

表4. 倡議中性別分列數據的收集情況

Response	Number of initiatives (total)
No response	132
‘Yes’	27
Commitment	24
Provided final data	13
‘N/A’	3
‘TBD’	3
‘No’	1
TOTAL	203

KAF 和問卷其他部分的回應顯示，性別分列數據主要用於衡量參與者、演講者和專家的參與率。這將在下一節進一步說明。

(六) 性別平等指標

主要發現：APEC 在追蹤與提升女性作為與會者、專家和演講者參與倡議（包括計畫、活動、會議和文件）的努力表現良好。然而，APEC 仍需進一步努力，收集並報告 APEC 資助計畫之外的項目中女性代表性的目標。並且應對男女在倡議中的參與結果進行更全面的報告，而不僅限於參與率。

工作小組普遍將女性作為參與者、演講者或專家的數量視為提升性別平等的指標。這些指標對於評估和確保男性與女性在 APEC 倡議（包括計畫、活動和會議）中的參與和領導地位至關重要。

只有少數倡議為女性作為參與者、演講者和專家的代表性設定了具體目標。其中大部分是由 APEC 資助的計畫，這些計畫要求對參與者與演講者的性別分列數據進行收集與報告。在這些計畫中，設定了一系列目標。以下表 5 顯示了針對參與者和演講者或專家的目標設置情況。

表5. 設定女性參與目標的倡議數量

Targets	Participants	Speakers and/or experts
50%	9	5
Between 60% and 80%	5	2
Between 30% and 45%	15	12
TOTAL	29	19

女性參與目標達到 50% 的情況很常見。以下表 6 顯示了有提供女性代表性最終數據的倡議數量。大多數有報告最終數據的倡議中，女性參與者比例皆超過 50%。工作小組宜在 APEC 倡議中設定女性參與比例達 50% 的目標，以確保來自多元背景的女性能為討論帶來其獨特的聲音與經驗。

表6. 提供女性參與最終數據的倡議數量

Targets achieved	Participants (no. of initiatives)	Speakers and/or experts (no. of initiatives)
50% and above	44	31
30-50%	4	9
TOTAL	48	40

專精於促進女性經濟賦權的倡議大多集中於女性占勞動力多數的行業。在這些行業中，女性參與者比例通常超過 75%。針對這些議題的倡議宜設定男性參與目標，以確保男性能夠從倡議中獲得資訊、專業知識與收益。促進女性經濟賦權是所有人的責任，而不僅僅是女性的責任。雖然追蹤女性參與的指標與量化數據至關重要，並且取得了顯著進展，但同時也需要質性數據，才能更全面地了解女性經濟賦權如何透過倡議得到衡量和推進。APEC 需進一步努力，推進男女在計畫、活動和會議參與之外的成果。

建議五：工作小組應致力於收集和報告女性經濟賦權相關的成果，其數據應聚焦於性別分列數據（sex-disaggregated data）及定性數據。這適用於所有的倡議，包括自籌資金的計畫、策略計劃和年度工作計劃等。

(七) 跨論壇合作

主要發現：許多工作小組正在與婦女與經濟政策夥伴關係（PPWE）合作，透過各項倡議推動婦女經濟賦權。工作小組宜持續進行跨領域合作，以加強 APEC 的努力，共同提升性別平等以及婦女在所有經濟活動中的充分、平等且有意義的參與。

跨領域合作對於分享最佳實踐經驗以及在 APEC 內部最大化資源共享至關重要。2021 年的報告正強調了增強這類合作的必要性。

在203項倡議中，有36項（18%）涉及與PPWE的合作，其中包括2023年報告期間新增的14項倡議。

合作形式多樣，其中包括透過小組討論、工作坊與聯合對話分享最佳實踐經驗、主題演講以及提名獎項等。工作小組強調與PPWE合作的重要性，特別是在分享推進婦女經濟賦權的最佳實踐經驗這一方面。

與PPWE的合作極具價值且備受鼓勵。同時，也鼓勵各經濟體與工作小組加強與APEC內其他工作小組、國際組織及學術界的互動，分享推進婦女經濟賦權的最佳實踐經驗。

(八) APEC 倡議

主要發現：工作小組與經濟體主要透過計畫來推動婦女經濟賦權，因其被認為是推進《路徑圖》高度相關且有效的方式。而在其他相關的APEC流程中使用性別主流化方法，包括全體會議、策略計畫和工作計畫等仍有進步的空間。

APEC 計畫

APEC計畫是工作小組內推進婦女經濟賦權最常見且最具實效的方式。

APEC計畫通常以工作坊及對話、論壇和會議的形式進行討論，以增進APEC成員的知識並提高相關能力。許多重要的成果也透過計畫實現，例如研究報告、數據指標、原則和指導方針，以及政策建議等。

APEC 提案融入 性別觀點指引

委託單位：行政院性別平等處

編撰單位：財團法人婦女權益促進發展基金會

2021 年 1 月

一、為什麼 APEC 要求計畫融入性別觀點？

APEC 對性別議題的關注，可追溯至 1996 年成立「婦女領導人網絡」(Women Leaders' Network, 簡稱 WLN)，以及當年的經濟領袖宣言首次呼籲重視婦女與青年在 APEC 的充分參與；其後，1999 年提出「整合婦女參與 APEC 架構」(Framework for Integration of Women in APEC)，各工作小組須在推動業務時落實該架構，並進一步於 2002 年推動成立「性別聯絡人網絡」(Gender Focal Point Network, 簡稱 GFPN)，協助各論壇與經濟體發展性別評估指標，以及加強跨領域議題與性別觀點的連結。

2010 年代，強調公平參與、共享成果的「包容性成長」(inclusive growth) 在 APEC 逐漸受到重視、乃至成為共識，而其重要精神與策略之一即為女性參與經濟。至今，各經濟體領袖已長期肯認，女性充分參與對於實現亞太地區經濟的永續發展至關重要；克服女性遭遇的障礙，不僅有利於女性的職涯發展，更可解決區域產業人力不足的問題，同時能以多元人才回應不同群體日益多樣的需求。

有鑑於女性參與和性別包容是跨領域的議題，APEC 領袖責成 2011 年成立的「婦女與經濟政策夥伴」(Policy Partnership on Women and the Economy, 簡稱 PPWE)，透過強化 APEC 各論壇、經濟體與祕書處間的連結來促進女性參與及永續發展，而「確保所有計畫都能融入性別觀點」即是達成此目標的重要機制之一。

二、如何思考 APEC 計畫與性別的關連？

(一) APEC 婦女經濟賦權五大支柱

在女性經濟賦權的落實上，PPWE 依據 2011 年婦女與經濟高峰會 (Women and the Economy Summit) 通過的「舊金山婦女暨經濟宣言」(San Francisco Declaration on Women and the Economy)，以及 2012

年婦女與經濟論壇（Women and the Economy Forum）的決議，提出 APEC 婦女經濟賦權（Economic Empowerment）的五大支柱。提擬 APEC 計畫時，可從以下五大面向出發，思考如何透過提案面促成有利於婦女參與經濟的環境：

1. **取得資本與資產**：女性經營的企業常因規模較小、經營年資較短且利潤較低等因素，造成資金取得困難；某些國家的融資法律甚至要求婦女提出抵押品做為擔保，讓少有固定資產的婦女常因此無法獲得貸款；此外，缺乏借貸規定及程序的相關知識，也會削弱女性企業主取得資金的能力。因此，本支柱強調應排除女性透過土地和個人財產、參與勞動及金融服務等方式取得資金的障礙。
2. **取得市場**：女性較可能因缺乏申辦程序或相關法規資訊，而自覺無能力辦理各項繁複的手續，尤其貪腐體制下的婦女更易覺得無助。因此，藉由提升商業知識（如顧問指導）、增加融資管道、建立友善的法規環境及媒合商機資訊等，有助於女性企業的貨物及服務進入市場，並擴展在國內外市場上的能見度。
3. **技能、能力建構與健康**：女性雖占人口的一半，但在許多經濟體中，女性人力資源仍未能充分發揮，或缺乏處理經營企業過程中各項挑戰的資訊。實證研究指出，透過教育及技術訓練，女性將有能力從事各項經濟活動，並能在職場上獲致成功，而女性企業主的收益及利潤亦能增加、規模得以擴大，更能向上提升其價值鏈。
4. **領導力、發聲與能動性**：全球公私部門的董事會或高階管理層級成員中，女性所占比例仍相對低。研究指出，阻礙女性在職場中向上爬升主因包括：進入與留任的制度障礙、性別偏見或刻板印象、獨自承擔家務及照顧責任、以及社會期待所形塑的個人心態等。因此，本支柱強調應促使公、私及非營利部門均能看見女性的貢獻，並肯定其專業與領導能力。

5. 創新與科技：資通訊技術(ICT)以及科學、技術、工程和數學 (STEM) 相關產業為 APEC 區域提供巨大經濟成長潛能，但女性在這些領域的參與相當不足，因此，必須提升確保女性資通訊工具的取得以及習得運用相關科技的能力，使其能進一步獲致工作機會，或開展自己的事業。

(二) 2019-2030 拉塞雷納婦女及包容性成長路徑圖與執行方案

2019 年，APEC 總結資深官員會議進一步通過了「2019-2030 拉塞雷納婦女及包容性成長路徑圖」(The La Serena Roadmap for Women and Inclusive Growth 2019-2030)¹，作為 APEC 未來十年跨論壇、跨領域合作推展性別議題的指引文件；2020 年，由經濟體代表組成的路徑圖工作小組再提出跨論壇的路徑圖執行方案 (Implementation Plan for the La Serena Roadmap for Women and Inclusive Growth)²，路徑圖與執行方案在五大支柱的基礎上，更具體提出以下五個關鍵行動領域 (Key Action Areas) 以及給各論壇的導引問題 (Suggested Guiding Questions)，也為 APEC 計畫如何融入性別目標與議題提供了參考：

1. 健全資金與市場之取得管道以賦權女性

關注中小企業取得資金與市場的機會，尤其是女性擁有或領導的企業；此外，也要提供適當的數位技能建構，鼓勵女性企業家使用數位工具拓展市場，並且投入創新活動。導引問題為：資金與信貸的取得是否存在性別歧視？論壇可制定、實施或監測哪些措施，以支持和促進公私部門合作協助女性企業主獲取資金和進入市場的機會？

2. 強化女性勞動力參與

強調在招募、聘用、留任、升遷等環節促進職場的包容性與多元性，包括調整企業結構、採用彈性工時安排；透過政策措施讓女性從

¹ https://www.apec.org/Meeting-Papers/Annual-Ministerial-Meetings/2019/2019_AMM/Annex-A

² <https://www.mofa.go.jp/mofaj/files/000547061.pdf>

收入與保障都較少的非正式工作轉移到正式部門；關注女性健康對其參與經濟活動的影響，並思索保障職場健康與安全的方法。導引問題包括：(1)就業上是否存在任何形式的性別歧視？(2)女性在論壇相關產業或專業領域的程度如何？可採取什麼措施來鼓勵 APEC 經濟體女性參與相關產業或部門？

3. 提高女性於各級決策取得領導職位的機會

在公私領域建立女性領導者的角色模範、技能建構等方式，創造一個女性能夠擢升到領導職位的有利環境。導引問題包括：(1)女性在論壇相關產業或專業領域的留任與升遷，遇到哪些特定的參與阻礙？論壇可採取什麼措施來回應這些阻礙？(2)產業或專業領域的決策過程是否涵納女性，女性是否有機會獲得管理或領導職務及參與決策過程？論壇可採取什麼措施來提高女性擔任領導職位和參與決策的機會？

4. 在不斷變遷的工作環境中支持婦女的教育、培訓與技能發展

消除傳統習俗、文化對女性受教育的不利因素與刻板印象，尤其是促進女孩進入 STEM 領域就讀與就業；提升婦女與女孩使用數位產品獲得教育與進修的機會。導引問題為：在專業領域或產業獲致成功需要透過教育、訓練和技能發展，女性是否有平等與適當的管道和機會接受相關培訓？論壇可開展哪些活動來提高女性的管道？

5. 透過數據蒐集與分析來促進女性經濟賦權

強調蒐集按性別分列的資料，並在制定政策與重要計畫時採用性別統計。導引問題為：論壇相關產業或專業領域與部門是否可取得性別分列的數據？資料蒐集過程（如蒐集的頻率、分析、監測與發布的方式）有什麼需要改善的地方？

三、如何在提案中融入性別觀點？

（一）看見性別

1. 在相關性（提案原因）指出計畫範圍內有否統計或研究佐證性別差異的存在，且此差異可能阻礙了包容成長（inclusive growth）與永續發展（sustainable development），可從以下面向思考：

- 女性和男性在特定產業或相關供應鏈（supply chain）中的參與及決策差異，尤其在STEM相關專業領域特別明顯
- 性別角色（gender roles）³所造成女性和男性在某些生活面向或工作型態上的差異，例如：APEC區域仍存在網路使用或數位技能的落差、交通運具使用與能源消耗方式的差異、遭遇特定健康風險或職業傷害的差異
- 欲處理的特定社會或自然環境問題（如政治貪腐、海洋廢棄物、自然災害、糧食安全、全球疫情），對女性和男性造成不同程度或層面的影響

關於統計資料，首先可從各部會現有統計著手以察覺性別差異，在APEC計畫中常被引用的國際資料則包括聯合國婦女權能署（UN Women）、國際勞工組織（ILO）、國際電信聯盟（ITU）、糧食及農業組織（FAO）、世界衛生組織（WHO）、世界銀行（World Bank）、經濟合作暨發展組織（OECD）等國際組織的研究或調查報告；此外，也可參考「APEC婦女與經濟指標」（APEC Women and The Economy Dashboard），APEC依前述五大支柱的架構收錄了26項指標（詳附錄一），每兩年進行一次經濟體資料的更新。而如果無法搜尋到相關的性別統計或研究，則可能是本計畫可開展的議題。

從BOX 1可看到，智利在海洋及漁業工作小組（OFWG）的「促

³ 詳見附錄二

進漁業、水產養殖及海事部門納入女性的獎勵措施、障礙與政策」提案中，提出聯合國數據顯示「百大海鮮公司僅有一家是由女性所經營」這樣懸殊的落差，便清楚呈現了在此領域促進女性參與的急迫與必要，提案也進一步說明了將透過指認障礙的成因，以及分享獎勵方案和其他最佳範例作法等來促進女性進入相關部門與留任。

BOX 1 Incentives, Barriers and Policies to Promote Women Inclusion in the Fisheries, Aquaculture and Maritime Sector

Relevance – Region

According to the United Nations, in 2016, only one of the top 100 seafood companies was run by a woman...This project intends to identify the barriers which prevent the percentage of women in the maritime sector increases and disseminate incentives and best practices that are been developed in this area, to facilitate the access and permanence of women in the sector.

(二) 回應性別

2. 在能力建構或計畫目標中針對前一節所看見的性別議題，融入增強女性能力與權力、或深化APEC性別知識的目標：

- 若女性和男性在特定產業的參與及決策程度存在明顯差異，計畫目標可能為：透過教育訓練增強女性所需能力、建構有利女性進入的環境
- 若特定議題對女性和男性造成的影響不同，計畫應納入回應女性需求、改善女性處境的目標
- 若計畫領域尚無性別相關統計或研究，則可加入探索計畫與性別關聯性的目標

BOX 2 中，印尼在電子商務指導小組（ECSG）的「APEC 培育包容數位經濟工作坊：透過參與數位新創企業增強婦女權能」提案，闡述計畫目標在於促使 APEC 會員經濟體就制定與落實有效增強婦女權能的政策，分享各自的經驗與範例、增進彼此的知識，以及針對「如何培育女性加入數位新創企業」發展出政策建議與培訓活動。

BOX 2 APEC Workshop on Fostering Inclusive Digital Economy: Empowering Women through Participation in Digital Startups

Objective

This project aims to ensure APEC members:

- (i) To facilitate sharing knowledge, best practices, and experiences for effective women empowerment-related policy formulation and implementation; and
- (ii) To develop a set of policy recommendations and possible future capacity building activities which aim to foster women's participation in digital start-ups and to promote inclusive growth.

3. 說明如何透過計畫執行與產出（會議摘要、政策指引或建議、線上工具等）來達成計畫的性別目標，常見的方式有：

- 透過工作坊或培訓的課程設計，來培訓女性就業者參與的能力，或培訓公私部門決策者發展方案與政策來建構有利環境或制訂友善政策的能力
- 透過研討會或調查研究的議題設定，來拓展企業或企業協會、非政府或公民組織、政府官員對性別議題的討論與認識

我國 2018 年在能源工作小組（EWG）的「促進女性在能源領域發展：以性別角度擘劃能源政策」提案，規劃辦理跨論壇研討會，讓能源與性別專業進行對話，BOX 3 顯示，工作坊將從能源取得、化石燃料補貼改革、再生能源、能源效率與電力自由化等面向探討可能的性別意涵，此將開展經濟體能源領域工作者對性別議題的認識。

BOX 3 Enhancing Women's Empowerment in Energy Field: Mapping Energy Policies with Gender Perspective

Outputs

The project will conduct a study on how to enhance women's empowerment from energy policy planning by literature review of international organizations on gender related issue, and the result will be reflected in the workshop agenda design and policy recommendation paper. The discussion topics of the workshop will cover the gender related issue on the fields of energy access, fossil fuel subsidy reform, renewable energy, energy efficiency and electricity liberalization.

4. 說明將採取什麼方式來鼓勵及促進參與較少之性別（通常是女性）參與計畫設計和執行，以及確保少數性別能從計畫中受益，可能包括：

- 與產業相關的女性組織或網絡合作、向PPWE成員諮詢可能的講者人選
- 針對計畫所提出之性別差異面向，具體指出計畫執行後可嘉惠女性之處

女性作為農業部門的生產者和消費者，在糧食安全與氣候變遷中都有重要角色，氣候變遷尤其影響著從女性的生計，而女性在家庭和社區中的責任則使她們有能力發展出適應變遷的策略。BOX 4 中，美國在糧食安全政策夥伴關係機制（PPFS）的「強化 APEC 在糧食安全與氣候變遷的合作」提案說明，將透過邀請時強調女性的重要角色、以及工作坊議程中放入氣候變遷與糧食安全中的性別議題，來提升女性的有效參與。

BOX 4 Strengthening APEC Cooperation on Food Security and Climate Change Gender

The following steps will be taken by the POs to ensure the effective participation and engagement of both men and women in project activities:

- The invitations will specify the important role played by women in promoting agricultural productivity and food security in the APEC region and globally, and strongly encourage the active participation of women during the workshop to ensure that gender issues are adequately addressed;
- The workshop agenda will cover specific gender issues as they relate to the climate change-food security nexus, including women's economic opportunities;
- Ensure a good gender balance in the interactive group sessions or discussions during project implementation; and
- Ensure a good gender balance when selecting speakers/experts for the workshop.

5. 說明將以哪些量化及質性指標來評估不同性別者的受益情形，以及如何蒐集資料。

- 量化指標：基本指標包括工作坊、研討會、培訓課程的講者和參與者的性別比例，也可以進一步設定欲達成的女性參與比例，或者是優良範例、政策建議、研究報告等計畫產出中談及女性賦權的比重等
- 質性效益：可透過活動的前測與後測問卷、滿意度調查或是後續行動追蹤等方式進行評估

馬來西亞在反貪腐及透明化工作小組（ACTWG）的「性別主流化與增強婦女打擊貪腐的權能」座談會，希望提出性別與貪腐的關聯，協助參與者理解，女性在掌控資源與進行決策上的經驗如何運用在打擊貪腐上，BOX 5 中可看到，馬來西亞將透過在活動前

後分別對與會者進行調查，以評估座談會設定的目標是否達成。

BOX 5 Symposium on Gender Mainstreaming and Women Empowerment to Fight Corruption

Evaluation

The symposium is targeted to invite around 120 participants from APEC members and non-member economies, international organizational and academics. This project will seek for cross fora collaboration with APEC PPWE in order to provide more insightful contents and involved cross-cutting issues to the symposium. A pre-symposium survey will be conducted to identify the participants' level of understanding and experience in enhance women's role in fighting corruption. In order to measure the level of understanding gained by participants, post-symposium survey will be conducted.

BOX 6 摘錄的是日本和越南在「緊急應變工作小組」(EPWG)共同提案的「透過有效基礎設施投資增強農村災害韌性」第一期計畫，此計畫強調了女性參與對於建構 APEC 區域的復原力至關重要，評估過程中亦放入相關指標，來檢視計畫產出對於欲打造友善農村女性、高齡者等脆弱群體及其所經營的微中小企業的基礎建設，是否能提供實用的資訊。

BOX 6 Enhancing Rural Disaster Resilience through Effective Infrastructure Investment

Evaluation

The major questions will focus on the usefulness and relevance of the cases analysed in the workshops and in the case book. In the process of monitoring and evaluation, Focus is also placed on vulnerable people, elderly and women in rural communities.

- Expected impacts on their infrastructure investment planning and decision.
- Whether the information is useful for creating infrastructure friendly to vulnerable people, elderly, women, and MSMEs led by those groups in rural communities are found in the outcome.

提案融入性別觀點提要表

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address? Does it have sustained benefits for more than one economy?

- 女性和男性在特定產業或相關供應鏈（supply chain）中的參與及決策差異，尤其在 STEM 相關專業領域特別明顯
- 性別角色（gender roles）所造成女性和男性在某些生活面向或工作型態上的差異，例如：APEC 區域仍存在網路使用或數位技能的落差、交通運具使用與能源消耗方式的差異、遭遇特定健康風險或職業傷害的差異
- 欲處理的特定社會或自然環境問題（如政治貪腐、海洋廢棄物、自然災害、糧食安全、全球疫情），對女性和男性造成不同程度或層面的影響

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

- 提升女性所需能力將可增強其經濟與社會生活，此符合 APEC 之能力建構目標

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project’s *outcomes*.

- 若女性和男性在特定產業的參與及決策程度存在明顯差異，計畫目標可能為：透過教育訓練增強女性所需能力、建構有利女性進入的環境
- 若特定議題對女性和男性造成的影響不同，計畫應納入回應女性需求、改善女性處境的目標
- 若計畫領域尚無性別相關統計或研究，則可加入探索計畫與性別關聯性的目標

2. **Alignment – APEC:** Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

- 2020 年領袖宣言提及：追求包容性的經濟政策，透過有效及平等參與經濟活動和機會，支持經濟的復甦和成長。領袖欣見且支持《拉塞雷納婦女與包容性成長路徑圖》的落實。
- 《拉塞雷納婦女與包容性成長路徑圖》的關鍵領域包括：健全資金與市場之取得管道以賦權女性，強化女性勞動力參與，提高女性於各級決策取得領導職位得機會，在不斷變遷的工作環境中支持婦女的教育、培訓與技能發展，藉由數據蒐集與分析來促進女性經濟賦權

Alignment – Forum: How does the project align with your forum's work plan/strategic plan?

3. **Methodology:** How do you plan to implement the project? Briefly address the following:

- **Work plan:** In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.
 - 透過工作坊或培訓的課程設計，來培訓女性就業者參與的能力，或培訓公私部門決策者發展方案與政策來建構有利環境或制訂友善政策的能力
 - 透過研討會或調查研究的議題設定，來拓展企業或企業協會、非政府或公民組織、政府官員對性別議題的討論與認識
- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.
 - 與產業相關的女性組織或網絡合作、向 PPWE 成員諮詢可能的講者人選
 - 針對計畫所提出之性別差異面向，具體指出計畫執行後可嘉惠女性之處
- **Evaluation:** Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.
 - 量化指標：基本指標包括工作坊、研討會、培訓課程的講者和參與者的性別比例，也可以進一步設定欲達成的女性參與比例，或者是優良範例、政策建議、研究報告等計畫產出中談及女性賦權的比重等
 - 質性效益：可透過活動前測與後測問卷、滿意度調查或是後續行動追蹤等方式進行評估
- **Linkages:** Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?

四、實例分析

案例 1 APEC 檢疫犬作業工作坊

Project Title:	Asia-Pacific Economic Cooperation Workshop on Quarantine Detector Dog Operation		
Fund Source (Select <u>one</u> only):			
<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account (TILF) ■ APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund. <u>You must nominate the sub-fund here:</u>			
APEC forum:	Agricultural Technical Cooperation Working Group (ATCWG)		
Proposing APEC economy:	Chinese Taipei		
Co-sponsoring economies:	Australia; Chile; New Zealand; Thailand		
Expected Start Date:	September 2020		
Project Completion Date:	December 2021		
<i>See Chapter 7 Guidebook on APEC Projects</i>			
Project summary: In 150 words - <ul style="list-style-type: none"> What is the issue that you will address or examine in your project? Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary must be no longer than the box provided. Cover sheet must fit on one page)</i>	<p>Like most APEC Member Economies, Chinese Taipei heavily relies on quarantine detector dogs to safeguard food security and the agricultural industry. In particular, detector dogs are important for preventing the invasion or spread via agricultural and livestock products of serious animal and plant diseases and pests. With the purpose of improving or developing the operation of quarantine detector dogs among Members, Chinese Taipei is proposing to host a two-day event on the operation of quarantine detector dogs in September, 2020, with the following objectives:</p> <ul style="list-style-type: none"> a) to share successful experiences with Members in breeding and health care of quarantine detector dogs, training of dogs and handlers, on-duty management and public outreach, relative training, and operation management techniques; b) to assist those Members who have not yet established their systems of quarantine detector dogs with evaluating feasible solutions for their own systems; c) to strengthen animal and plant quarantine measures for the Asia-Pacific region, with the purposes of blocking the spread of significant animal and plant diseases and pests, and ensuring food security. 		
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD \$70,000 (APEC funding) + \$30,000 (self-funding) = \$100,000 USD 100,000	Total amount being sought from APEC (USD): 70,000 By category: Travel: 70,000 Labor costs: 0 Hosting: 0 Publication & distribution: 0 Other: 0 <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>		

本提案主要關注的是檢疫犬的飼養、照顧、訓練與管理，以及相關制度的建立，在糧食安全與農業保障的作用。看似雖與性別無直接關聯，但若從檢疫犬照顧與訓練的人員切入，或從農業或糧食安全的受益者思考，則可發現性別議題的存在。

Project Synopsis

1. **Relevance – Benefits to region: What problem does the project seek to address? Does it have sustained benefits for more than one economy?**

Animal and plant disease quarantine measures are important to prevent animal or plant diseases or pests transmitted through international movement of agriculture products or travelers. The volume of international travel and trade has tripled in the last decade, which leads to rapid spreading of pests or diseases around the world and causes great damage to native animals and plants and the environment. In addition, plant health is increasingly under threat from climate change which leads to reduction of biodiversity and increase of harmful pests. By conducting quarantine measures properly, APEC member economies may prevent animals and plants from exposure to pests and diseases, ensure and stabilize the agricultural production and quality, and protect the health of human, animals and plants. While fall army worm and Africa swine fever are spreading rapidly and broadly in the Asia-Pacific region, to strengthen border quarantine measures is the top priority in the region.

This project will provide a platform to discuss the quarantine detector dog operation to enhance APEC regional animal and plant quarantine measures. Workshop participants from the APEC region will have opportunities to share successful experiences in the breeding and health care of quarantine detector dogs, training of dogs and handlers, on-duty management, public outreach, and relative training and operation management skills. The workshop will also provide APEC member economies which do not have a quarantine detector dog system an opportunity to evaluate the introduction of such a system.

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

This project meets the eligibility criteria and supports the funding priorities for the nominated fund by being aligned with the implementation of the APEC Food Security Roadmap Towards 2020 and is to be funded by APEC General Project Account.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

This workshop provides capacity building to APEC member economies such as Indonesia, Papua New Guinea, Peru, Philippines, Thailand, and Viet Nam through the experiences sharing of latest operation and management practices of quarantine detector dogs. It will enhance relative training and operation management techniques and knowledges for participating member economies.

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project's *outcomes*.

Our objective is to enhance the capacity of project participants through the workshop to facilitate quarantine detector dog operation as an animal and plant quarantine measure. This will provide a better support to prevent the spread of important animal and plant diseases and pests, and ensure a sound agricultural production environment and food security in the Asia-Pacific region.

2. **Alignment – APEC:** Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

本計畫工作坊將分享最新的檢疫犬訓練與管理技術與知識，從性別觀點出發可思考：女性是否與男性有同樣機會參與工作坊，取得最新資訊，以及訓練與管理方法上是否可能無意中對女性或男性形成某些障礙，此將可能影響其往後職涯發展。

檢疫犬的訓練可防止動植物病蟲害的傳播，進一步保障亞太區域的農業生產與糧食安全，從受益者的角度則可思考：這是否也對女性的經濟安全帶來益處？

This project supports the following APEC goals and statements: a) 2012 APEC Leaders' Declaration: "look for ways to mitigate the effects of agriculture on climate change and support efficient and sustainable use of agricultural and natural resources, in particular, land, forests, water and biodiversity", and b) 2013 APEC Leaders' Declaration: "address the nexus of water, energy and food security through the promotion of integrated policies and collaborative approaches".

This project also supports the following: **2018 APEC Ministerial Chair's Statement:** "We further encourage the implementation of the Food Security and Climate Change Multi-Year Action Plan 2018-2020."

Alignment – Forum: How does the project align with your forum's work plan/strategic plan?

This project is aligned with APEC Policy Partnership on Food Security (PPFS) to strengthen public-private cooperation to address food security issues in the region. The Project is also aligned with the "Food Security and Climate Change Multi-Year Action Plan (MYAP)" Phase 2: 2019-2020-Training and Integration where multiple workstream of the MYAP will be addressed. Key action is needed to develop both adaptation and mitigation strategies in APEC member economies and to promote coordinated regional effort for addressing interlinked challenges of food security and climate change.

3. Methodology: How do you plan to implement the project? Briefly address the following:

- **Work plan: In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.**

Month/Year	Key Activities	Output
June 2020 (TBC)	<ul style="list-style-type: none"> · Formation of the program and initial discussion meeting · Designation of the workshop committee · Venue and administrative arrangement · Preparation of the agenda and identification of resource persons 	<ul style="list-style-type: none"> · Minutes of meeting · Draft of workshop brochure
July 2020- August 2020 (TBC)	<ul style="list-style-type: none"> · Announcement of the workshop · Invitation to selected participants (Government agencies, APEC member economies) · Accommodations and flight arrangement · Sending administrative circulars to participants · Submission of APEC Monitoring Report to keep track the progress of the project 	<ul style="list-style-type: none"> · Final workshop brochure · Invitation letters · Progress report
September 2020 (TBC)	Two-day Workshop will be organized in Taipei or Taoyuan in September 2020. Workshop evaluation will be implemented	<ul style="list-style-type: none"> · Workshop
October 2020- September 2021	<ul style="list-style-type: none"> · Preparation of Completion Report · Submission of Completion Report 	<ul style="list-style-type: none"> · Report

- **Beneficiaries: Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.**

The targeted participants are government agencies, policy makers, and stakeholders, including relevant quarantine detector dog operation managers, trainers and handlers, who are currently working in the field of animal and plant health prevention and quarantine in APEC member economies. Each participant will be engaged by being directly attending the presentations and sharing experiences during discussion.

- **Evaluation: Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.**

是否可能掌握計畫主要參與對象（檢疫犬的管理者、訓練師、領犬員）的性別比例？如何鼓勵人數較少的性別參與？

如何評估計畫對不同性別者的影響？例如滿意度調查若顯示，女性與男性是否在不同討論主題的滿意度上有所不同，即可分析該議題的性別意涵。

The indicators to measure progress will include evaluation survey and workshop report. The evaluation questionnaire will be distributed to all participants during the workshop. The evaluation survey will include participant's satisfaction with the facilities, workshop organization and workshop topic relevance. The workshop report will be distributed to participants for further dissemination. Participating member economies will also be requested to identify key speakers/participants that include woman representatives.

- **Linkages: Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?**

The workshop has not been held by relevant non-APEC stakeholders such as FAO, IPPC, OIE and the risk of duplication is minimized. This workshop is related to previous activities taken by ATCWG, PPFS and ABAC on climate change and food security in APEC region. This project is informed by the output of previous Policy Forum: Towards an APEC Partnership on Climate Change and Food Security in 2016 and 2018 HLPD on Enhancing Public and Private Partnership to Reduce Food Losses and Waste for a Sustainable APEC Food System.

案例 2

2020 年 APEC 縮減數位技能落差論壇：聚焦測量與數位整備

「數位技能落差」(Digital Skills Gap) 指的是業界對數位技能的需求與市場所能提供的數位技能勞動力之間的差距。根據估計，2020 年全世界將面臨具備數位技能之勞動力短缺的問題，約有 4,000 萬個職位需求無法被滿足。

本計畫預計研擬培訓課程，並透過舉辦工作坊來培育具備數位技能的勞動力。若能在計畫中先呈現出目前（實際或估計）從事相關數位工作的性別比例，或將發現女性在此領域的參與較男性更低，而強化女性參與將有助於補足短缺的人才。另外，在規劃課程與工作坊的過程中，邀請女性參與，有助於在計畫中融入性別意識，創造包容性。

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address? Does it have sustained benefits for more than one economy?

The global shortage of highly skilled workers with digital skills is expected to reach 38-40 million in 2020. The *Closing the Digital Skills Gap Survey*, conducted by Wiley as co-chair of the *APEC Closing the Digital Skills Gap Forum*, surveyed employers (30%), government (23%), academia (35%) and other (12%) to understand where progress needs to be made to address the digital skills gap. The survey found that:

- 51 percent of respondents indicated that current levels of coordination to close the digital skills gap at the highest levels of government, employers, and academia are weak or very weak
- 75 percent of respondents characterize the skills mismatch between employers' needs and job seekers' talents for digital job placements as a very significant mismatch or mismatched

To address this issue, this Forum builds upon the work of APEC's [Project DARE \(Data Analytics Raising Employment\)](#). Launched in 2017, Project DARE convened an Advisory Board of employers, universities, and governments from 14 economies to identify a set of industry-driven [Recommended APEC Data Science & Analytics Competencies](#) and Recommendations for Action. In 2018, [Project DARE held a workshop](#) of over 60 participants from 15 economies for academia, government, and industry to share case studies of how the recommendations are implemented. The participants also identified where further collective action is needed and identified initial elements of a roadmap.

The **2019 APEC Forum on Closing the Digital Skills Gap** presented, finalized, and began implementing a collective vision and roadmap in APEC to support efforts to upskill and reskill at scale. The **2020 APEC Forum on Closing the Digital Skills Gap** will continue these efforts to track progress made in the roadmap, specifically to measure the size of the digital skills gap, which we define as the gap between the demand and supply of workers with the digital skills sought by employers and finalize a Digital Readiness Framework to benefit employers, economies, and academia.

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

This project supports capacity building needs for APEC developing economies to prepare their workforce for jobs needed in addressing the digital skills gap. Specifically, the project falls under three priority areas of the APEC Support Fund (General Fund).

1. Digital Society and Inclusive Economic Participation through Digital : The project focuses on developing the workforce for jobs and careers in digital skills needed for the digital age. Through working with employers, governments, and academia, the Forum will tap into key experts for perspective and areas of action.

2. Driving Innovation for Sustainable Growth: As the workforce continues to expand and technology rapidly changes, this project works with all industries to drive all stakeholders towards positive change while maintaining innovation.

3. Economy and Technology: This project seeks to develop the workforce through using lessons learned from the 21 APEC Economies.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

除了指出數位技術需求與供給之間的落差，此處可進一步找出目前數位技術落差的性別圖像（例如男女使用數位工具的能力落差、數位技能相關系所師生的性別比例等），以釐清培育人才可施力的方向。

延續性計畫可以先檢視先前的計畫產出有無性別相關的統計或研究，若有，可以陳列數據或說明；若無，則可以在此計畫中加入性別觀點。

From the beginning, this project has approached the digital skills gap from a development perspective. The 2017 APEC commissioned report [“The Data Science and Analytics Skills Shortage”](#) analyzed the projected workforce demand in specific economies. This Forum will bring together all key stakeholders to form consensus around the Digital Readiness Framework in the 21 APEC member economies to maintain a long term perspective to approach closing this gap. **This project will build the workforce capacity of APEC member economies by working with key leaders and experts to close the digital skills gap by 2030** specifically with the goal to attain sustainable growth and equitable development in the Asia-Pacific region.

key Leaders and experts
有沒有包括女性領導人或專家？透過與女性成功案例合作更可以發展出完整的、具有性別敏感度的技能建構方案。

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project’s *outcomes*.

- To implement the APEC Roadmap to Closing the Digital Skills Gap by 2030 endorsed by the HRDWG in September 2019
- To measure the size of the digital skills gap, as defined in the Roadmap as the gap between the demand and supply of workers with the digital skills sought by employers
- To finalize a Digital Readiness Framework to benefit employers, economies, and academia with a better understanding of their levels of preparedness for jobs in the digital age
- To increase collaboration among universities, government and employers to close the digital skills gap by 2030
- **To boost women’s participation in digital jobs**

女性在工作上容易遇到「進入、留任與升遷」等困境，因此本句可加上 “at all levels and positions” 來使其內涵更加完整。

1. **Alignment – APEC:** Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

This project responds to the 25th APEC Economic Leaders’ Meeting Statement placing importance on preparing workers and “strengthening human resources development, including through education and life-long learning, technical and vocational education and training (TVET), and up- and re-skilling to increase workers’ employability, mobility and preparedness for the digital age; and ensure that active labor market policies can better match the needs of the labor market with various aspects of skills training and development.” It also responds to Malaysia’s APEC Host year priority of more inclusive economic participation through the digital economy. Further, it responds to the APEC Business Advisory Council (ABAC) 2020 Work Program key priority, “Maximizing Human Capital Potential for the Digital Future.”

Alignment – Forum: How does the project align with your forum’s work plan/strategic plan?

APEC 已在 2019 年通過《拉塞雷納婦女及包容性成長路徑圖》，在融入性別目標時可以參考該路徑圖。

The *APEC Closing the Digital Skills Gap Forum* aligns with the HRDWG work plan which includes “Continue voluntary efforts to advance human resource development competitiveness in the region under the APEC Services Competitiveness Roadmap (ASCR) Implementation Plan 2016-2025 in accordance with domestic circumstances, to facilitate the mobility of skilled labor and professionals, and to ensure the quality of skills and competencies that meet the supply chain demands of the region.” It also aligns with Annex B in the Leaders’ Statement on the APEC Framework on Human Resources Development in the Digital Age.

2. **Methodology:** How do you plan to implement the project? Briefly address the following:

- **Work plan:** In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.

2020 APEC Forum on Closing the Digital Skills Gap

<u>Timeline</u>	<u>Key activities</u>	<u>Deliverable Outputs</u>
May – July	- PO to work with stakeholders to elect date/venue for Forum in October - Develop agenda and identify invitees	- Date/venue for Forum - Draft agenda and invitation list
August – September	- PO to work with host economy of Forum to confirm timing and venue -PO to collaborate with expert leads of 1) report to measure the digital skills gap (supply and demand) and 2) Digital Readiness Framework (detailed workplan in development)	- Final agenda for Forum - Finalize draft report to measure the digital skills gap - Finalize draft digital readiness framework
September	- Hold Forum	- Build consensus and finalize Digital Readiness Framework
October – December	- Circulate finalized report to measure the digital skills gap and Digital Readiness Framework -Report sent to the Senior Officials discussing the outputs of the Forum -Prepare next steps to achieve Roadmap to 2030	- Share outcomes of Forum with wider audience -Summary Report

2021 APEC Implementation Workshop

<u>Timeline</u>	<u>Key activities</u>	<u>Deliverable Outputs</u>
January - March	- PO to work with stakeholders to elect date/venue for implementation workshop in May - Develop agenda and identify invitees	- Date/venue for workshop - Draft agenda and invitation list
March – April	- PO to work with host economy of Forum to confirm timing and venue	- Final agenda for Forum
	- Hold workshop and share best practices based on feedback from stakeholders	-Update stakeholders on roadmap goals based on progress in the region
May – November	- Circulate progress and updates on report to measure the digital skills gap and Digital Readiness Framework -Report sent to the Senior Officials discussing the outputs of the workshop -Prepare next steps to achieve Roadmap to 2030	-Share outcomes of workshop with wider audience -Summary Report

- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.
 - **APEC youth.** 75 million young people are out of work worldwide, yet at the same time, reports estimate that by 2020 the world will face a shortage of 38 – 40 million highly skilled workers, including workers which sit at the top of the skills shortage in many APEC economies.
 - **Employers requiring digitally skilled workers.** The data economy is transforming employer needs in every sector. Digital skills shortages constrain growth across a range of sectors, including manufacturing, healthcare, financial and insurance services, cybersecurity, and many others. Many sectors leave gains on the table by not having the talent to adopt big data. For example, some estimates note that

manufacturers could boost productivity by 30%, decrease product development and assembly costs by 50% through the effective use of data analytics.

- **Economies.** Economies will be able to better meet their full potential if skills shortage is filled.
- **Academic institutions, vocational and workforce development programs.** The *Closing the Digital Skills Gap Survey* conducted by Wiley found that 62 percent of survey respondents indicated that faculty and teachers are not enabled to incorporate DSA into classrooms.
- Special attention will be given to the inclusion of women and girls in developing curriculum.
- The PO will also consider how these insights can be leveraged in other international forum and global initiatives.
- **Evaluation: Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.**

Indicators to measure progress include: 1) the number of economies unitizing the Digital Readiness Framework; 2) the number of institutions using the initiative's measurement insights. Project outcome indicators include: 1) Employers: hiring workers with the appropriate skills for the jobs needed; 2) Universities: graduating students with key skills needed in the workforce; 3) Economies: lowering their unemployment rates with an increase in digitally skilled youth entering the workforce with the competencies employers are demanding, including a high number of women. The ultimate indicator of impact/success is the extent the stakeholders have closed the digital skills gap, which will be surveyed and measured by the initiative over time.

- **Linkages: Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?**

This project complements several HRDWG projects and cross fora projects and will engage them as appropriate, including:

- The U.S.-led project on "Project DARE (Data Analytics Raising Employment)", under HRDWG and endorsed by the APEC Business Advisory Council
- The Chile led project "Best Practices On Competency-Based Training That Support Labor Market Adaptability, Employment And Life-Long Learning For The Digital Society"
- The Telecommunications and Information Working Group (TEL) and the APEC Internet and Digital Economy Roadmap's call for promotion of digital skills to build workforce capacity in the digital age
- Association of Pacific Rim Universities (APRU), participation of academia
- Engaging non APEC economies' efforts in digital skills (ie. ASEAN, OECD)

工作坊女性參與者的人數與比例，以及透過該計畫產出來提升能力或提高受僱機會，皆是常用的評估指標。

案例 3 心理健康落差行動計畫：APEC 區域的憂鬱症照護

Project Title:	Mental Health Gap Action Programme: Caring for Depression in the APEC region		
Fund Source (Select <u>one</u> only):			
<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account <input checked="" type="checkbox"/> APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund.			
APEC forum:	Health Working Group		
Proposing APEC economy:	Thailand		
Co-sponsoring economies:	Canada; China; Malaysia; Russia; Singapore; Chinese Taipei; Japan; Hong Kong, China; Peru; Chile		
Expected Start Date:	October 2020		
Project Completion Date:	October 2021		
<i>See Chapter 7 Guidebook on APEC Projects</i>			
Project summary: In 150 words - <ul style="list-style-type: none"> • What is the issue that you will address or examine in your project? • Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary <u>must be</u> no longer than the box provided. Cover sheet must fit on one page)</i>	<p>The 2030 Agenda for Sustainable Development calls for one-third reduction of premature mortality caused by noncommunicable diseases (NCDs) by 2030. Depression, a noncommunicable condition, is a significant contributor to the global burden of disease, hence decelerating economic growth. Globally, more than 300 million people globally, most in low-and middle-income settings, were living with depression in 2015. Depression is one of the priorities of the WHO's Mental Health Gap Action Programme (mhGAP) that aims to reduce incidence of people with mental, neurological and substance use disorders through care provided by health workers who are not specialists in mental health. This project is designed based on the mhGAP and addresses the economic impact of mental health and depression on the region by providing a capacity building training for mental health providers of APEC economies, particularly developing economies, to address challenges to sustainability due to shortage of mental health personnel. The project will help economies develop necessary skills, knowledge and attitudes in mental health care and support the APEC Roadmap to Promote Mental Wellness in a Healthy Asia Pacific (2014-2020).</p>		
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD 120,000	Total amount being sought from APEC (USD): 120,000 By category: Travel: 90,000 Labor costs: 12,000 Hosting: 13,000 Publication & distribution: 5,000 Other: <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>		

本計畫針對造成憂鬱症及心理健康問題的經濟因素，為 APEC 地區（尤其是發展中）經濟體之心理健康照護人員提供技能建構課程。

學界與醫療界已對精神疾病診斷與統計手冊 (DSM-5) 進行許多討論與反省，也有許多精神醫學的證據指出，憂鬱症成因具有性別差異，在採取治療模式時也應將性別的因素納入考量。

本計畫在發展教材與工作坊時，可以注意精神疾病與憂鬱症在成因、症狀與程度方面的性別差異，並納入女性從業人員的聲音與意見。

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address?

Does it have sustained benefits for more than one economy?

Depression is a significant contributor to the global burden of disease and affects people in all communities across the world. Major depressive disorders can affect anyone even a person who appears to live in relatively ideal circumstances. Globally, more than 300 million people were living with depression in 2015, representing over 4% of the global population. Depression occurs throughout the lifespan and leads to disability and the cause of suicide problem. More than 80% of this non-fatal disease burden occurred in low-and middle-income settings; many of these in the Asia-Pacific region. The World Economic Forum notes that chronic disease will cost the global economy more than US\$47 trillion between 2010 and 2030, with a third (US\$16 trillion) attributed to mental disorders. Unlike other major disease groups such as cardiovascular disease and cancer, the majority of this economic burden is the result of indirect costs such as lost income from unemployment, lost productivity, and the increased use of social and other health services associated with mental illness. In both developed and developing economies, mental illness can prevent individuals from achieving their full social, economic, and emotional potential. **Moreover, many mental health issues often go undiagnosed and are not reflected in available global statistics.** This limits accurate assessment of their full economic and public health impact. In response to the Sustainable Development Goals (SDGs) that call on economies to reduce premature mortality from NCDs by a third through prevention and treatment by 2030, This project builds on WHO's mhGAP by enhancing capability of mental health personnel to have a proper knowledge, skills and attitudes, from screening at-risk groups to providing counselling and treatment to reduce suicide rates.

發展中經濟體更可能缺乏性別統計資料。在發展統計指標與搜集資料時，也須加入性別的統計，增加資料分析的廣度與深度。

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

The purpose of this project is to build the capacity of mental health personnel of APEC developing economies to have a better knowledge, understanding, skills and attitudes in mental health care, including alleviating the lack of health personnel in mental health area. Therefore, this project supports the mandate of the HWG in improving people's health and well-being, aiming to promote trade, security, inclusive growth and development in the APEC region and aligns with the Healthy Asia Pacific 2020 Roadmap and APEC2020's priorities, especially with *driving innovative sustainability*. This project's overall objective is in line with the ECOTECH Priority Themes articulated in the Manila Framework, specifically (1) Developing Human Capital and (2) Promoting the development of knowledge-based economies. It particularly supports capacity building needs for developing economies.

目標對象「心理健康從業人員」的性別比例為何？不同性別從事的醫療或照護工作是否有所不同？

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

After the completion of the project, participants could apply knowledge and skills obtained from the project to develop their own projects in their respective economies. The program will also create opportunity for mental health personnel to exchange experiences on the efficiency of existing mental health systems and encourage future collaborations such as personnel exchanges, study visits and other relevant activities among APEC member economies.

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, "Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of..." In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project's *outcomes*.

不同性別罹患精神疾病或憂鬱有其成因、程度與復發機率上的差異，若能夠發展出具有性別敏感度的診斷與照護機制，可以降低患精神疾病之婦女參與勞動與社會生活之阻礙。

《拉塞雷納婦女與包容性經濟成長路徑圖》也將解決婦女在健康領域的相關障礙，列為其關鍵行動領域之一。

The overall objective of this project is to strengthen and build capacity of mental health personnel in APEC member economies by enhancing knowledge, understanding, skills and attitudes of healthcare professionals in relation to depressive disorders.

2. Alignment – APEC: Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

This project responds to the implementation of the Healthy Asia Pacific 2020 Roadmap. A key area is “Strengthening the prevention and control of non-communicable diseases, including mental illnesses, disabilities, violence and injuries”. This includes adopting a holistic and multi-sectoral approach that provides continuous health management and early diagnosis/treatment. It is also in line with the APEC Roadmap to Promote Mental Wellness in a Healthy Asia Pacific (2014-2020).

Alignment – Forum: How does the project align with your forum’s work plan/strategic plan?

This project supports key areas of the implementation of the HWG’s Healthy Asia Pacific 2020 Roadmap, focusing on the effective implementation and management of networks of mental health contribute to the reduction of the burden of mental illness. This program resonates with Health Working Group’s objectives in supporting healthy populations across the life-course, including the prevention and control of non-communicable diseases and strengthening health systems to improve accessibility, sustainability and quality of healthcare.

3. Methodology: How do you plan to implement the project? Briefly address the following:

- **Work plan: In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.**

Time	Planned Activities
Preparation (June 2020)	1.Set up a committee to manage the program. 2.Set the training period and training schedule. 3.Liaise with APEC Secretariat 4.Participant selection. 5.Logistical arrangements 6.Prepare invitation letters 7.Prepare necessary documents
Training (July 2020)	Main Activities: • Lecture in the epidemiology, surveillance system, screening, assessment severity, psychoeducation, depression prevention, pharmacotherapy, electroconvulsive therapy, clinical practice, referral system for depressive disorder. • Group discussion in summary of learning from the Surveillance System of Depressive Disorders at Provincial level (SDDP) and post-test: • Lecture in Policy and Strategy for Suicide Prevention in Thailand, basic epidemiology and theory, psychological autopsy studies, concept and steps of psychological autopsy studies, first aid for survivors of suicide, and the experience of epidemiological studies. • Practice Group: Investigation and implementation practice and setting up the screening and treatment system. • Study trips/field Trips. • Discussion with experts and summary of study visits and feedback.
Implementation (August-October 2020)	Participants apply the knowledge and skills obtained from the program to develop their own projects in their respective economies and prepare report their program.
Evaluation (September 2020)	Evaluation summary Submission of Completion Reports

- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.

The participants will include mental health care personnel and providers, mental health services managers, researchers and policymakers from APEC member economies with experience and expertise in mental health operations and services, as well as those who are interested in developing accessible mental health services, and have competency in English communication skills. Women are strongly encouraged to participate in the program. Member economies will be invited to take part in designing this training program to make it suitable for all member economies.

- **Evaluation:** Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.

The program indicators are based on pre-tests and post-tests (30%); active participation (15%); attendance (15%); and assignments (40%), as well as the number of participants from developing economies. Participants are also encouraged to design gender-specific interventions for women suffering from depression.

- **Linkages:** Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross for collaboration?

The program will be a platform for both APEC and non-APEC stakeholders to connect and engage among one another for further collaboration not only in mental health but also other relevant areas and with other stakeholders such as the private sector. This project also supports the work of APEC Digital Hub for Mental Health, the Life Sciences and Innovation Forum (LSIF) and HWG cross-collaboration platform.

在為特定性別的精神疾病或憂鬱症患者設計醫療介入方案時，也應該注意到這些做法可能產生的標籤或污名效果，才能真正落實全人精神。

例如，在設計消除產後憂鬱的處遇措施時，同時應致力於消除對該症狀的誤解與歧視，避免加深大眾對女性歇斯底里、情緒管控不佳的刻板印象。

案例 4 APEC 關鍵基礎設施綜合減災之策略建議

Project Title:	APEC Strategic Recommendations on Integrated Disaster Risk Reduction for Critical Infrastructures			
Fund Source (Select <u>one</u> only):		<p>本計畫在《APEC 災害風險降低架構》(DRR) 與《仙台減災綱領》的框架下，設計專家會議與工作坊，針對災害期間與其後如何維持「關鍵基礎設施 (CI)」進行討論，並集結成 APEC 經濟體可以應用的災害風險管控策略。DRR 中即提及，應採取整體、積極、納入多方利害相關者、基於全社會的方法，才能涵括婦女、青年、長者及身心障礙者等群體的觀點與需求，舉例來說，女性扮演的家庭照顧者角色在災後重建中有重要功能，而其差異需求則包括救災時的生理用品、空間的隱私設計等。</p>		
<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account <input checked="" type="checkbox"/> APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund.				
APEC forum:	Emergency Preparedness			
Proposing APEC economy:	Malaysia			
Co-sponsoring economies:	Japan; Papua New Guinea; Chinese Taipei; Viet Nam			
Expected Start Date:	1 st April 2020			
Project Completion Date:	31 st December 2020			
<i>See Chapter 7 Guidebook on APEC Projects</i>				
Project summary: <i>In 150 words -</i> <ul style="list-style-type: none"> • What is the issue that you will address or examine in your project? • Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary must be no longer than the box provided. Cover sheet must fit on one page)</i>		<p>Natural disaster can inflict damage on critical infrastructure (CI). According to EM-DAT, the frequency, size and impact of natural disasters are increasing with a proportional impact upon the economy. Complexities and interdependencies that are pertinent to CIs may trigger secondary effects which cause disruption of services. Therefore, this project aims to increase the resiliency of the CI in the APEC region given its vulnerability to disasters and to support the APEC Disaster Risk Reduction (DRR) Framework: APEC Strategy to Building Adaptive and Disaster-Resilient Economies as well as the Sendai Framework for Disaster Risk Reduction 2015-2030. The workshop will be conducted to gather the international and local experts for sharing best practices, views, and seeking practical solutions. Based on Malaysia's case, it will be a step forward to develop strategic recommendations for APEC and to co-design/ co-implement initiatives. This multi-sectoral project focuses on building resilient infrastructure in order to reduce for future disaster risk. In conclusion, this project will ensure resilient CI in APEC economies during and after disasters. It will be implemented with Malaysia National Disaster Management Agency (NADMA) and <i>Badan Nasional Penanggulangan Bencana</i> (BNPB) Indonesia.</p>		
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD 113,000.00		Total amount being sought from APEC (USD): 110,000.00 By category: Travel: 35,000.00 Labor costs: 20,000.00 Hosting: 30,000.00 Publication & distribution: 5,000.00 Other: 20,000.00 Self-fund: 3,000.00 <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>		

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address? **Does it have sustained benefits for more than one economy?**

Asia and the Pacific is the region most affected by disasters. This region reported losses of USD1.3 trillion in assets in between 1970 and 2016, and future impacts indicated about 40% of global economic losses from disasters, with least developed economies are expected to have annual losses of around 2.5% of GDP. In the period of 2015 and 2030, the population in the “extreme-risk” areas in this region is expected to grow more than 50% in 26 cities, and by 35 to 50% in 72 cities. 55% of the world’s population was living in urban areas in 2018, and this proportion is expected to rise to 68% by 2050. As the world’s population becomes increasingly urban, disaster risk predominantly concentrates within cities. In fact, about 60% of the area to be urbanized by 2030 has yet to be built. Resilience construction is a way forward to ensure risk-reducing infrastructure and services. The increase in exposure (of people and economic assets) and the rise of economic losses associated with disaster events made the understanding future risk more challenges. The disaster events in the past revealed substantial impacts to the socio-economic, and environment, as a result of damages and malfunction of critical infrastructure. Societies in the future will heavily depend on the functioning of critical infrastructure and due to its essential for both communities and economic activities, which are inter-connected. The losses and damages of critical infrastructure can be reduced by investing in resilience infrastructure that can withstand and quickly recover from any and all threats, which essential in maintaining the APEC’s members economy, security and health. Parallel to Rank 1 on 2016 APEC Funding Criteria, this project related to; building sustainable and resilient communities; emergency preparedness and disaster management, including activities relating to the efficient movement capital, goods, services and people as well as 4 pillars (i. Prevention and mitigation; ii. Preparedness; iii. Response; and iv. Rehabilitation and build back better) of DRR in Annex B APEC Strategy to Building Adaptive and Disaster Resilient Economies.

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

The project focused on Disaster Risk Reduction Framework and aligned with APEC Support Fund (ASF) –General Fund, established by Senior Officials Meeting (SOM) and ECOTECH Priority Themes which is: Strengthening Economic Infrastructure a) Eligibility criteria: Project supports capacity building needs for APEC developing economies. b) Funding Priorities: In the 2017-2020 EPWG Strategic Plan, “Enhancing Regional Capacity on Disaster Risk Reduction and Emergency Preparedness” is a priority.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

The project will improve the capacity building of APEC members by equips the stakeholders, community to performs their functions in a better way during the events or crisis. During the Focus Group Discussion and Workshop, the experts will have sessions to share their knowledge and technology updates among APEC member economies and this will build the capacity building directly. The knowledge gained from this session will increase the understanding of the participants on DRR plan and strategies.

許多經驗研究已經證實，女性受到自然災害影響不亞於男性，甚至可能因為救災或重建過程缺乏性別觀點而遭遇到二度傷害。

此外，女性也積極投入救災與重建的工作，尤其是在災區組織起彈性照顧與經濟支持的網絡，因此有關災害的專業知識也應納入女性的聲音，並與女性參與者共享。

一項具有韌性與可持續性的防災建設也應該將人身安全與心理健康納入考量。

然而，在搭建關鍵基礎設施時，常因時效性考量而忽略隱私的保護，

經濟體災害治理與重建的決策小組時常沿襲既有政治組織，結果便是女性難以參與災害決策。因此，應調整決策小組的結構，來確保災害治理的多元參與。

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level **outcomes**, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the **objective** or goal of the project with the project’s **outcomes**.

Our objectives of this project are to identify global and regional DRR issues for critical infrastructure, to review best practices and benchmarking of resilience for CI, and thus to formulate strategic recommendations on DRR for critical infrastructure stakeholders in APEC region. In order to achieve these objectives, the methodology of this project is developed (please refer the methodology in paragraph 3).

2. Alignment – APEC: Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

APEC leaders has adopted APEC Disaster Risk Reduction (DRR) in 2015 to facilitate collective work in building adaptive and disaster resilient economies. The phenomenon of ‘new normal’ that has been addressed by APEC is a serious threat that disrupts the investment across our region. In addition, this is the chance to support APEC in developing APEC-specific DRR Framework focuses on the conditions in APEC economies. The worst flood event in 2014 caught major attention with massive economic losses and threat to the affected areas. The flood was recorded as the worst flood in the 50 years cycle, which resulted extensive economic losses, crops and death. which was estimated close to RM 1 billion. APEC DRR always mentioned the significance of the resiliency of critical infrastructures which are very much what this project is about. It is aligned to the targets and goals set by the APEC DRR Framework in Annex C **Enabling Environment for DRR focusing on resiliency of the CI's, innovation in science and technology, disaster risk governance and community participation.**

Alignment – Forum: How does the project align with your forum’s work plan/strategic plan?

The project aligns with APEC Disaster Risk Reduction (DRR) Framework: APEC Strategy to Building Adaptive and Disaster-Resilient Economies and APEC’s SOM SCE seventeen under sub-fora four, Emergency Preparedness Working Group (EPWG) which seeks to build capacity in the region to make sure the APEC members can mitigate, prepare, respond, and recover from such events or disasters. This project should also assist policy makers in identifying investment priorities (prevention and mitigation) to reduce risk and to evaluate effects of the policies and investment on risk management.

3. Methodology: How do you plan to implement the project? Briefly address the following:

- **Work plan:** In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.

The project will be implemented in 2020 with the commencement of the study and the workshop with experts among the APEC members scheduled on the second quarter of 2020. The scope of the study will be finalized by early second quarter of 2020 and an outline of the report will be presented by September 2020. The study will be completed by December 2020. The key deliverables of this project are a blueprint for strategic recommendations on integrated DRR for critical infrastructure and summary report will be ready in electronic form as APEC publications. The Project Overseers (POs) will set the outcome for the workshop following the APEC’s guideline in organizing workshop. Timeline of the project as follows.

Time	Activity
April 2020	First meeting, formulation direction, identification of panels/speakers/moderators and venue
August 2020	i) 2-Day Workshop in Kuala Lumpur (To address challenges and issues/ best practices and formulate strategic direction – Member of the economies will be requested to send one CI stakeholder/owners and one representative from related public agencies) ii) Submission of APEC Project Monitoring Report
September 2020	Drafting report on current Integrated DRR and strategic direction of Integrated DRR for CI
December 2020	Submission of APEC Project Report on strategic direction of Integrated DRR on CI

- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.

a) Stakeholders analysis: To identify relevant stakeholders involve in decision making for CI by ranking them based on their needs and the relative importance of stakeholders to others. b) Focus Group Discussion (FGD): FGD intend to get the expert views from identified stakeholders to address issues and challenges for CIs protection; discuss solution and best practices for CI protection; and co-formulate strategy for resilience infrastructure

The prominent experts will be selected by coordinating the following contact person (tbc) in each field within critical infrastructure protection including utilities, transportation and so forth. The POs will ensure that appropriate selection criteria will be developed to guide the selection of participants that possess highly relevant skills and backgrounds and can engage effectively in discussions at the workshop. The workshop will practice and support gender balance/ equality.

- **Evaluation:** Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.

The principal mechanism through which the POs will seek to evaluate the outputs and outcomes of the workshop will be via a participant questionnaire. The questionnaire will not only seek the views of participants on the usefulness of the training, but also elicit information that can inform follow-up capacity building activities. Firstly, baseline information on the level of skills and knowledge of participants will be collected via a baseline survey followed by an end-line survey, which will assist to measure the level of knowledge gained as a result of the training. **The data will be aggregated by gender.** Responses to the questionnaire will be compiled and summarized and the results reflected in the final APEC project report.

《拉塞雷納路徑圖》將「藉由數據蒐集與分析以促進女性經濟賦權」列為關鍵行動領域之一。因此，計畫所產出之策略可包含如何在災後積極協助女性投入經濟活動，尤其是創新或中小企業，獲得可持續的經濟收入，呼應《拉塞雷納路徑圖》，建立跨組織的合作。

- **Linkages:** Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?

Due to the cross-cutting nature of the topic, apart from the benefits to members, the project will also benefit APEC members from the Economic Committee (EC). The findings of the study could inform discussions within other related fora. In addition, the POs will seek to promote coordination and cooperation with other international such as United Nation Sustainable Development Goals (SDGs) in support of Goal 9, 11 and 13 and a 15-year voluntary and non-binding agreement, Sendai Framework for Disaster Risk Reduction 2015-2030.

附錄一：APEC 婦女與經濟指標

五大支柱	指標
資金取得	1.1 財產與繼承權（Property and Inheritance Right） 1.2 勞動市場參與（Labor Market Participation） 1.3 金融服務近用性（Financial Service: Availability, Access, Literacy, Outreach and Learning） 1.4 制度性儲蓄借貸（Financial Service: Formal Saving and Borrowing） 1.5 建立信用歷史 Building Credit
市場進入	2.1 基礎建設（Infrastructure） 2.2 企業競爭機會（Competitive Access for Entrepreneurs） 2.3 近用國際貿易市場（Access to International Trade） 2.4 弱勢就業（Vulnerable Employment） 2.5 就業機會與勞動條件（Non-discrimination in Employment Access, Opportunity, and Conditions）
能力建構	3.1 教育程度（Education Attainment） 3.2 學習表現（Educational Achievement） 3.3 技職教育（Technical Vocational Education and Training） 3.4 中小企業培訓與育成（SME Training and Incubation） 3.5 健康照顧服務與人身安全（Health Care, Access to Health Services and Personal Safety）
女性領導力	4.1 民事登記和人口動態統計（Civil Registration and Vital Statistics） 4.2 契約和事業登記（Women's Participation in Agency System） 4.3 法庭參與（Women's Participation in Courts） 4.4 照顧經濟（Care Economy: Time spent on unpaid work） 4.5 職涯發展與親職（Conditions for Career Advancement） 4.6 私部門領導力（Private Sector Leadership） 4.7 政治領導力（Political Leadership） 4.8 具影響力職務（Position of Influence: Judiciary and Academia）
創新科技	5.1 行動科技（Mobile Technology） 5.2 網路使用（Internet Use） 5.3 網路整備度（Networked Readiness） 5.4 女性參與 STEM 領域（Women in STEM Programmes） 5.5 環保意識與行動（Green Awareness and Activity）

附錄二：性別詞彙表（摘錄整理自 *Guidebook on APEC Projects*）

sex	界定男性與女性的生物差異。
gender	<p>界定男性與女性的社會關係。</p> <p>關於男人與女人、男孩與女孩之間的關係，以及此關係是怎麼由社會建構而成的。</p> <p>性別角色的定義是動態的，且會隨時代變遷而有變化。</p>
gender awareness	瞭解女人和男人習得的行為存有社會決定的差異，而這些社會行為會影響其取得與掌控資源的能力。此意識應透過性別分析普遍運用於專案、計畫與政策。
gender division of labour	女人或男人、年輕人或長者進行不同類型的工作，例如：在工廠、辦公室、農地的生產工作，或為家人而做的烹飪、清掃與照顧等再生產工作，以及出席會議等社群活動。
gender-disaggregated data (or sex-disaggregated data)	顯示女性與男性之間處境差異的數據，以性別區分的統計數據是進行性別分析所必備。
gender analysis	<p>蒐集與處理性別相關資訊的方法。</p> <p>此方法提出以性別區分的統計數據、社會如何建構性別角色的理解，及如何以性別進行勞動分工和評價。性別分析是一種分析資訊的過程，用來確保利益和資源能有效且平等分配給女性及男性，也用於預測並避免對於女性或性別關係產生任何負面影響的發展。性別分析可以多種工具及架構進行。</p>
gender equality	消除因為個人性別而產生的差別待遇，而使機會、資源或利益分配，以及服務取得上皆為平等。
gender equity	<p>女性與男性之間的權益及責任得到公平且正義的分配。</p> <p>欲矯正現存之不平等，常須要針對女性提出的特定計畫及政策。</p>
gender mainstreaming	在發展過程的各階段、以及所有政府專案、計畫與政策中，確保女性和男性都能平等取得資源、享有權益及參與決策。

gender neutral	一項計畫或政策唯有經過嚴格的性別分析，並將經濟、社會與人口上的影響皆納入考量，才能判定其在各方面對女性與男性的質與量影響皆為相等。
gender-sensitive (or gender-responsive)	回應女性和男性不同的處境、角色、需求與利益。
gender planning (or gender-sensitive planning)	制訂具性別敏銳度的發展計畫，並考量目標社群或部門中因男女性別角色與需求產生的影響。
gender responsive budget	將性別主流運用於預算編列的過程。 意指基於性別的預算評估，預算編列的各階段融入性別觀點考量，並為促進性別平等而調整收入與支出結構。
gender roles	由社會／社群中習得的行為，決定哪些活動、任務及責任屬於男性或是女性。性別角色可能隨年齡、階級、種族、宗教，以及地理、經濟與政治環境影響而變動。女性與男性在社會上皆扮演多重角色；女人通常擔任生產、再生產與社區管理者角色，男人則多聚焦於生產角色或社區政治工作。
productive roles	男人和女人為了製造可供販售、交換或滿足其家庭所需的貨品與服務所進行的活動，例如農業中的生產活動包括栽種、除草及飼養動物等。
reproductive roles	為確保社會勞動力再生的必要活動，包括生育、扶養孩童，及照顧老人、小孩與勞動者等家庭成員，這些工作是無酬的，且大多由女性負擔。
triple burden	女人通常同時擔負再生產、生產與社區工作等三種不同的性別角色，因此工作的時間比男人更長且內容更繁瑣。