

MEMORANDUM

Action sought: For information

By: Friday 29 November 2019

Date: 25 October 2019
To: Hon Julie Anne Genter, Minister for Women
From: Renee Graham, Chief Executive
Subject: **APEC WOMEN AND THE ECONOMY FORUM**

Purpose

1. This memo summarises the key points from the APEC Women and the Economy Forum (WEF) held in Chile from 30 September to 4 October 2019.

WEF is a key part of our international engagement on women and gender equality

2. The Policy Partnership on Women and the Economy (PPWE) is the branch of APEC responsible for progress on gender equality. PPWE typically has two meetings each year, the second of which is the WEF. The WEF was particularly high profile this year as 2019 was the first time that a host economy has made women a priority area across the entire APEC agenda.
3. Head of Delegation, Renee Graham, spoke at events including a High-Level Policy Dialogue, a Public-Private Dialogue, a USA-hosted side event on structural reform and gender equality, and a Chinese Taipei-hosted side event on women in agriculture.
4. We met bilaterally with:
 - Malaysia (regarding how we will collaborate on hosting APEC events over the coming years);
 - Japan (regarding their implementation of parental leave for fathers);
 - Chinese Taipei (regarding their upcoming project on women in non-traditional careers); and
 - the United States (regarding our respective priorities for gender equality work in the APEC context).
5. The WEF was a great opportunity to consider the format, potential opportunities, and challenges for New Zealand's host year (2021). We also learnt from innovative work going on in other economies. For example, Australia and the United States had collaborated on a "Women in STEM Principles" project, and Japan has developed resources on applying a gender lens to disaster risk reduction. We intend to share key points more widely, with relevant agencies.

The Santiago Roadmap on Women and Inclusive Growth (the Roadmap)

6. The Roadmap sets out key action areas and targets where APEC economies can make progress for women. The final Roadmap was not as ambitious as we would have hoped due to the consensus decision making process at APEC. However, we successfully negotiated for strengthened language on:
 - closing gender gaps in leadership,
 - actively encouraging initiatives to prevent and respond to gender-based violence and workplace discrimination;
 - provision of education and opportunities for training and reskilling; and
 - building on the Roadmap through concrete actions.
7. A copy of the Roadmap is attached as Appendix One, and an analysis of where New Zealand stands in relation to the Roadmap action areas is attached as Appendix Two.
8. We are well placed for the majority of actions. Of the four targets, we have met the two requiring non-discrimination legislation. The other two targets are to improve women's representation in leadership and in science, technology, engineering and mathematics (STEM). A range of work is underway across the public and private sectors that will enable progress towards meeting the leadership and STEM targets. Examples include the Gender Pay and Pay Equity Taskforce's focus on achieving gender-balanced leadership, and scholarships and graduate programmes across the education sector that are specifically for women.
9. Although the Roadmap is non-binding, it provides a good starting point for more ambitious gender equality work across the APEC region in coming years. The action areas and targets apply to the APEC region as a whole, rather than individual economies.
10. An implementation plan for the Roadmap across the region will be developed at the PPWE meeting in Kota Kinabalu, Malaysia in April 2020.

Next steps

11. Malaysia is hosting APEC in 2020, and has advised that the PPWE priority areas will be:
 - advancing a supportive ecosystem/enabling environment;
 - connectivity and inclusivity; and
 - unleashing women's leadership potential.
12. We will work with MFAT and other agencies across government to develop proposals for projects that align with the PPWE priorities and with our domestic priorities for women. Contestable funding is available through the APEC Women and the Economy Sub-Fund to offset the costs of projects we may undertake.
13. APEC leaders, including the Prime Minister, will be asked to endorse the Roadmap at Leaders' Week in November. MFAT will manage the process of briefing the Prime Minister.

Proactive release

- 14. Within three months of the date of this memorandum, it will be considered for release under the Ministry's proactive release of documents policy.

Noted



Renee Graham
Chief Executive



Hon Julie Anne Genter
Minister for Women

Date: ...26 Nov 2019

PROACTIVE RELEASE



The Santiago Roadmap for Women and Inclusive Growth (2019-2030)

*Ensuring the greater integration and empowerment of women in the Asia Pacific
region*

FINAL ENDORSED VERSION

Submitted by: Chile



I. Introduction

For over two decades, APEC has been working to advance women's economic integration in the region. In 2011, APEC Leaders welcomed the San Francisco Declaration on Women and the Economy that encouraged economies to take concrete actions to realize the full potential of women. APEC's work has focused on the integration and empowerment of women, by enhancing their access to capital and assets; markets; skills and capacity building; leadership opportunities, voice and agency; and access to innovation and technology.

However, women of diverse backgrounds continue to face multiple disproportionate barriers to economic empowerment compared to men, for example, when accessing credit and capital, participating in formal labor markets, and in entry, retention and advancement in the workforce.

In view of this, in 2019, "Women, SMEs and Inclusive Growth" was identified as a priority by Chile to give new momentum to our efforts. Through this Roadmap, we seek to provide concrete direction and catalyze policy actions across APEC that will drive greater inclusive economic development and participation of women in the Asia-Pacific region.

II. The Roadmap

This Roadmap builds on APEC's previous extensive work, including information sharing and capacity building. We encourage stronger cross-fora collaboration and partnerships with the APEC Business Advisory Council (ABAC) and other stakeholders.

In order to identify and address the systemic barriers that limit the economic empowerment of women of all backgrounds and maximize their economic potential, we encourage the collection, analysis, dissemination and use of sex-disaggregated data.

Recognizing that everyone has a role to play, this Roadmap will contribute to inclusive growth, help ensure access to decent work, narrow the gap in economic development, and advance development in rural and remote areas, raising living standards and reducing poverty. This will contribute to achieving gender equality and the economic empowerment of women and girls, consistent with the 2030 Agenda for Sustainable Development.

III. Key Action Areas

This Roadmap seeks to encourage action in the following cross-cutting key areas, without prejudice to additional Key Action Areas that could support our overall efforts:

A. Empowering women through access to capital and markets

- Promote and facilitate cooperation in the public and private sector to help ensure that women, including women of diverse backgrounds, and women-led micro, small and medium-sized enterprises (MSMEs), can access capital and assets, in both local and international markets.
- Enhance women-owned and women-led MSMEs' ability to participate in global value chains.
- 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.
- Exchange experiences and best practices that can effectively increase the participation of women in local, regional, and global markets.

B. Strengthening women's labor force participation

- 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.

- Promote the recruitment, hiring, retention, and advancement of women in all sectors, especially in higher-wage, high-growth sectors.
- 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.
- Promote the transition of women from the informal to the formal economy, and the development of strategies to recognize and measure unpaid work.
- 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.
- 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.
- Actively encourage initiatives and strategies to prevent and respond to gender-based violence and discrimination in the workplace.

C. Improving access of women to leadership positions in all levels of decision making

- 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.
- Promote and enable an environment that actively supports gender equality and women's empowerment and diversity as part of management strategies.
- Collect, update and publish data on the ratio of women's representation across multiple levels of leadership positions in the public and private sectors.

D. Support women's education, training and skills development and access in a changing world of work

- Counter gender stereotypes in education, training and skills development.
- Provide basic education as well as support for lifelong learning through education, training, upskilling and reskilling to boost women's economic empowerment.
- Address barriers to strengthen women and girls' access to and retention in science, technology, engineering and mathematics (STEM) education and careers.
- 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.
- Strengthen the sharing and use of data and best practices, to bridge the digital gender divide.
- Encourage initiatives and strategies to prevent violence, abuse and harassment against women and girls, including online bullying and technology-facilitated abuse and harassment.

E. Advancing women's economic empowerment through data collection and analysis

- Strengthen statistical capacity and cooperation between public and private sectors to better produce, collect, analyze and disseminate sex-disaggregated statistics.
- Collect, update and publish sex-disaggregated data, as appropriate, to measure changes related to gender equality for all groups of women over time.
- Promote the use of sex-disaggregated data in the development and enhancement of policies and programs.

IV. Targets

We will strive to ensure that the APEC region makes progress across all above Key Action Areas and by 2030 we will endeavor to:

- Have in place laws, policies, and regulations that prohibit discrimination on the basis of sex in employment access, opportunities and conditions.
- Have in place non-discrimination laws, policies and regulations that provide equal access to capital and credit for both sexes.
- Increase the region's gender balance among STEM graduates in tertiary education, and in positions in research and R&D.
- Increase the region's gender balance in leadership positions, closing the gap for women.

The APEC Women and the Economy Dashboard can assist the region in assessing progress in this area. We recognize that the contribution of each economy to the region's achievements will depend on its particular social, economic, political and legal circumstances. We look forward to enhancing our future work, building on these efforts through concrete actions.

V. Roadmap Implementation

We assign Senior Officials with overall responsibility for monitoring and evaluating progress under the Roadmap. We instruct the Policy Partnership on Women and the Economy to develop the Roadmap Implementation Plan in 2020, with a view to establishing processes for monitoring, reviewing and reporting progress. We encourage close collaboration with all APEC Fora, ABAC and other relevant stakeholders.

Appendix Two: New Zealand – Roadmap action areas

Key action area	Work completed or underway
Empowering women through access to capital and markets	
<p>Promote and facilitate cooperation in the public and private sector to help ensure that women, including women of diverse backgrounds, and women-led micro, small and medium-sized enterprises (MSMEs), can access capital and assets, in both local and international markets.</p>	<p>Business.govt.nz is a resource provided by MBIE that provides tools and resources to anyone who can access the internet. We understand MBIE is considering an APEC project about women-led SMEs.</p>
<p>Enhance women-owned and women-led MSMEs' ability to participate in global value chains.</p>	<p>Business.govt.nz is a resource run by MBIE that provides tools and resources to anyone who can access the internet. We understand MBIE is considering an APEC project about women-led SMEs.</p>
<p>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.</p>	<p>MBIE supports women in tech events that link across the public and private sectors. The All Equity Fund run by the Ministry of Education enables disadvantaged students to access digital tools, skills, and knowledge.</p>
<p>Exchange experiences and best practices that can effectively increase the participation of women in local, regional, and global markets.</p>	<p>This is part of our participation in PPWE, CSW, and other international fora.</p>
Strengthening women's labour force participation	
<p>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.</p>	<p>Work underway in this space includes the Equal Pay (Amendment) Bill, Domestic Violence (Victims Protection) Act, and the State Sector Gender Pay Gap Action Plan.</p>
<p>Promote the recruitment, hiring, retention, and advancement of women in all sectors, especially in higher-wage, high-growth sectors.</p>	<p>Tools and resources developed by the Gender Pay and Pay Equity Taskforce address this action area, and will be made publicly available.</p>
<p>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.</p>	<p>All employees have the right to request flexible working conditions under the Employment Relations Act. Flexible work by default is being piloted across a number of state sector agencies.</p>
<p>Promote the transition of women from the informal to the formal economy, and the development of strategies to recognize and measure unpaid work.</p>	<p>The Ministry for Women has research underway regarding better acknowledging, recognising and valuing of unpaid work, predominantly performed by women.</p>
<p>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.</p>	<p>The Public Service Gender Pay Gap Action Plan has been particularly successful in this area; further work is needed in the private sector.</p>

Key action area	Work completed or underway
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.	The Health and Safety at Work Act is intended to provide all workers with protection against harm to health, safety, and welfare. There is work underway across MBIE and the Joint Venture on Family Violence and Sexual Violence regarding prevention of harassment and bullying at work.
Actively encourage initiatives and strategies to prevent and respond to gender-based violence and discrimination in the workplace.	The Domestic Violence (Victims Protection) Act recognises that a safe workplace can be a protective factor against gender-based violence. There is a work programme underway on preventing workplace sexual harassment, and MBIE now keeps records of whether complaints to its employment assistance hotline are of a sexual nature, which better enables tracking of trends over time.

Improving access of women to leadership positions in all levels of decision making

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.	The Ministry for Women's Nominations Service is active in this area.
Promote and enable an environment that actively supports gender equality and women's empowerment and diversity as part of management strategies.	Diversity and inclusion work across the public sector addresses this; work by private sector organisations such as Champions for Change is also relevant.
Collect, update and publish data on the ratio of women's representation across multiple levels of leadership positions in the public and private sectors.	State Services Commission publishes this data across the public sector annually. NZX publishes collated diversity data of its members, and Champions for Change is encouraging businesses to publish their own data.

Support women's education, training and skills development and access in a changing world of work

Counter gender stereotypes in education, training and skills development.	A range of initiatives are underway in universities, schools and polytechnics to encourage accessibility of STEM and trades careers for women. In 2017, the Ministry for Women published a guide, <i>Decoding Diversity</i> , about how to attract and retain girls and women in digital technology education and careers.
Provide basic education as well as support for lifelong learning through education, training, upskilling and reskilling to boost women's economic empowerment.	Students aged 6 to 16 years old must be enrolled in school. The Fees-Free initiative makes tertiary education more accessible to those looking to upskill.

Key action area	Work completed or underway
Address barriers to strengthen women and girls' access to and retention in science, technology, engineering and mathematics (STEM) education and careers.	A range of initiatives are underway in universities and polytechnics to encourage accessibility of women in STEM and trades. For example, the Association of Women in Science is working in this area. Most universities have internal networks for women in STEM and related fields.
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 rural and remote areas.	DIA operates a \$1 million contestable fund to provide digital skills training in homes. The \$6 million All Equity Fund gives less-advantaged students better access to digital tools and skills, and the Māori Digital Technology Development Fund supports initiatives that will create high value jobs and opportunities to advance Māori in digital technologies. In 2017 the Ministry for Women published <i>Decoding Diversity</i> , a guide for education providers and employers on how to attract and retain women in digital technology careers.
Strengthen the sharing and use of data and best practices to bridge the digital gender divide.	The Ministry for Women works with Stats NZ and other agencies to encourage use of gendered data. However we are not specifically working on the digital gender divide.
Encourage initiatives and strategies to prevent violence, abuse and harassment against women and girls, including online bullying and technology-facilitated abuse and harassment.	A \$320 million package was announced at Budget 2019 to better prevent and respond to family and sexual violence. With regard to online bullying and technology facilitated abuse and harassment, the Harmful Digital Communications Act aims to deter and prevent these behaviours. In 2017-2018 the Ministry for Women collaborated with NetSafe to better understand the gendered nature of digital harm for New Zealand teenagers.

Advancing women's economic empowerment through data collection and analysis

Strengthen statistical capacity and cooperation between public and private sectors to better produce, collect, analyze and disseminate sex-disaggregated statistics.	Stats NZ publishes selected data disaggregated by gender. The Ministry's <i>Bringing Gender In Tool</i> is accessible to anyone with an internet connection and provides links to gender-disaggregated data sets and guidance for analysis.
Collect, update and publish sex-disaggregated data, as appropriate, to measure changes related to gender equality for all groups of women over time.	Stats NZ publishes selected data disaggregated by gender. The Integrated Data Infrastructure also enables gender disaggregation of administrative data.
Promote the use of sex-disaggregated data in the development and enhancement of policies and programs.	This is a key angle of the <i>Bringing Gender In Tool</i> that all agencies should be using in their policy development. Gender implications statements are required for all papers going to Cabinet Social Wellbeing Committee.

Targets

<p>Have in place laws, policies, and regulations that prohibit discrimination on the basis of sex in employment access, opportunities and conditions.</p>	<p>Addressed in the Human Rights Act.</p>
<p>Have in place non-discrimination laws, policies and regulations that provide equal access to capital and credit for both sexes.</p>	<p>Addressed in the Human Rights Act.</p>
<p>Increase the region's gender balance among STEM graduates in tertiary education, and in positions in research and R&D.</p>	<p>There is work underway across the public service and the education sector that will contribute to this, such as scholarships and graduate programmes targeted towards women.</p>
<p>Increase the region's gender balance in leadership positions, closing the gap for women.</p>	<p>Significant progress is already being made in the public sector, such as through the women on boards target and the Gender Pay Action Plan; further work is needed in the private sector.</p>