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APEC

Women Leaders' Network, September 13-16, 1997
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* The focal point is unconfirmed or is acting as an interim focal point,

PRELIMINARY PROGRAM



FROM APEC ECONOMIES

THE
ECONOMIC
IMPACT OF
WOMEN IN
THE APEC
REGION

1997 WOMEN LEADERS' NETWORK MEETING

OTTAWA-HULL, CANADA
SEPTEMBER 13-16, 1997

This meeting will spotlight women's powerful impact on their economies through entrepreneurship. It will provide practical recommendations to APEC ministers and leaders on how they can best address the concerns of women entrepreneurs and women-led small and medium-sized enterprises (SMEs).

Sponsors

APEC member economies include: Australia; Brunei Darussalam; Canada; Hong Kong, China; Chile; People's Republic of China; Indonesia; Japan; Republic of Korea; Malaysia; Mexico; New Zealand; Papua New Guinea; Republic of the Philippines; Singapore; Chinese Taipei; Thailand and United States.



Canadian International
Development Agency

Agence canadienne de
développement international



ROYAL BANK



THEMES AND ISSUES

The Second Women Leaders' Network (WLN) Meeting will focus on the development of practical policy recommendations for APEC SME ministers on initiatives required to encourage the development and expansion of women's enterprises. The discussions will centre on the particular needs of women entrepreneurs. The meeting will focus on the economic impact of women in the APEC region:

- Building a Winning Business Climate for Women's Entrepreneurship; and
- Training and Technological Tools to Maximize Women's Success.

Building on these initiatives, the cross-cutting issues include: human resources development; women's contribution to their economies; benefits to women from economic development; gender, science and technology; the role of academe and civil society; and gender and trade. Plenary and workshop sessions will be held on the following topics:

- The APEC Roadmap;
- Integrating Gender Perspectives into the APEC Agenda;
- Creative Solutions to the Challenges of Women-Owned SMEs;
- Entrepreneurship, Ethics and Equity; and
- Science and Technology to Platform Successful Entrepreneurship.

Participants will develop practical recommendations to foster business skills and export readiness, facilitate access to capital, increase the talent pool of skilled women workers in non-traditional sectors, enhance women's access and utilization of technology, and ensure access to information. Participants will also examine business ethics, the differential impact of trade liberalization on women and men, and the implication of APEC's agenda for women.

WOMEN LEADERS' NETWORK



The Women Leaders' Network (WLN) was founded in 1996 to promote the integration of gender perspectives into APEC and the recognition of women's vital contribution to their economies.

The Network aims to constructively affect the decision making of APEC through the contributions of women leaders. The WLN recognizes the critical need for the inclusion of gender perspectives

from the outset, if policies and programs are to achieve the APEC vision of equitable and sustainable growth. Thus, the Network assists in optimizing the benefits—and mitigating the costs—of trade liberalization and facilitation.

SUCCESSSES AND ACHIEVEMENTS

In less than one year:

- WLN held its first meeting that drew over 100 participants from 14 APEC economies;
- APEC economic leaders directed their ministers to place "special emphasis on the full participation of women and youth in economic and technical co-operation," (1996 Declaration, para. 17);
- APEC ministers encouraged "... APEC to address the growing challenges and opportunities facing SMEs, including concerns of women entrepreneurs and SMEs in rural areas," (1996 Joint Statement, para. 43);
- WLN contributed to the 1996 APEC Ministers' Conference on Regional Science and Technology Cooperation through the drafting of the Gender in Science & Technology Discussion Paper and Keynote Speaker for the Ministers' "Open Ideas Forum"; and the recognition by ministers of gender as a cross-cutting theme in APEC;
- WLN influenced the creation of an ad hoc group on Gender and Science and Technology, under the umbrella of the APEC Industrial Science and Technology Working Group; and the initiation of a gender information site on the IST APEC website.

WHAT IS THE WLN?

The WLN is an international network composed of women who wish to make a contribution to the policy and decisions of APEC and its 18 member economies. They are women who are leaders in their fields, from all 18 APEC economies—women who make a difference. The Network taps into the expertise of women in business, government, academe and civil society (NGOs, community organizations and labour).

BENEFITS OF PARTICIPATING

- Network with women leaders from all 18 APEC economies
- Develop recommendations for APEC leaders, ministers and officials
- Promote and protect women's interests and priorities in the APEC process
- Acquire the tools to promote the WLN in your economy
- Provide input to political leaders
- Have an opportunity to attend the APEC SME Business Forum and Exposition



FROM APEC ECONOMIES

1997 WOMEN LEADERS' NETWORK MEETING

OTTAWA-HULL, CANADA
SEPTEMBER 13-16, 1997

Please fax by
August 8, 1997, to:

Lynn Conway, Co-ordinator
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Second Women Leaders'
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REQUEST FOR PARTICIPATION

Women Leaders' Network Meeting, September 13-16, 1997
Holiday Inn, Plaza de la Chaudière, 2 Montcalm Street, Hull, Canada

PART A

Personal Information

Surname: _____ First name: _____

Title: _____ Preferred name on badge: _____

Position: _____

Organization: _____

Postal address: _____

Telephone: _____ Facsimile no.: _____

E-mail: _____

Affiliations: _____

(includes memberships to women's organizations, participation on women's committees, most recent academic contribution to the advancement of women, or business ownership)

Meeting Registration Fee: \$100 (Cdn.)

☐ Cheque ☐ Credit Card (Indicate below) ☐ Money Order

Please check room type required:

☐ Non-smoking ☐ Smoking ☐ Single ☐ Twin

If double occupancy, name of second occupant: _____

Room Reservation Guarantee

☐ MasterCard ☐ VISA ☐ American Express
☐ Diners Club ☐ Discover ☐ EnRoute

Credit card number _____ Expiry date _____ / _____

Name (please print) _____ Signature _____

PART B

Arrival and Departure Details

Arrival Date: _____ Time: _____

Airline: _____ Flight no.: _____

Departure Date: _____ Time: _____

Airline: _____ Flight no.: _____

PART C

The APEC Small and Medium-Sized Enterprise Business Forum
and Exposition—September 17 and 18, 1997

The Venue

The Ottawa Congress Centre is located on the Rideau Canal in the heart of the city.

For information and registration:

Please contact the Asia Pacific Foundation / GLOBE Foundation, World Trade Centre,
504-999 Canada Place, Vancouver, B.C., V6C 3E1 Canada, Telephone: 604-775-7265
Fax: 604-775-6247, E-mail: appecinfo@globe.apfnet.org, HTTP://strategis.ic.gc.ca/apecsme

Business Forum Rates

Early Rate: \$295 (register prior to August 15, 1997)

Standard Rate: \$395 (after August 15, 1997)

Accompanying Person Program: \$135

PROGRAM OUTLINE

OTTAWA-HULL, CANADA
SEPTEMBER 13-16, 1997

ECONOMIC IMPACT OF WOMEN IN THE APEC REGION

Saturday, September 13

- Meeting Registration

Pre-Conference Business Meeting

This session will give organizing members of the WLN the opportunity to work together to draft an action plan for the Network. It will also look at ways of making the Network sustainable in the long term, the viability of a permanent web-site, and successful models of gender integration.

Session 1: The APEC Roadmap

Plenary Workshop

What is APEC and its history?

APEC structures, entry points and contacts

Sunday, September 14

Session 2: Strategies to Integrate

Gender Perspectives into the APEC Agenda

Come and hear from APEC officials about the progress achieved to date in addressing gender issues in APEC. Strategize in workshop sessions about initiatives and mechanisms to further advance gender perspectives in APEC institutions and within the context of the APEC agenda and priorities.

Session 3: Creative Solutions to the Challenges of Women-Owned SMEs

It's all about access. What are the access challenges and solutions women entrepreneurs face in terms of finance, markets, technology, information and training? We'll look at alternative models of financing women's businesses, explore new marketing options such as all-women trade missions, consider ways to increase women's access to new technologies, exchange information on best practices to identify reliable sources of information quickly and ways women can help other women entrepreneurs through role modelling and mentoring programs.

Monday, September 15

Session 4: Breakfast—Women, APEC and Academe

Session 5: Entrepreneurship, Ethics and Equity

What is social equity? What does it have to do with entrepreneurship? How do these issues affect women and what is the social impact of globalization and economic liberalization? How are private corporations and markets acting as agents of social and gender equity? We'll review trends and best practices in APEC economies, the linkages between these issues and the APEC agenda, and consider policy options for businesses, governments, civil society, academe, APEC and the WLN.

Session 6: Science and Technology to Platform Successful Entrepreneurship

Who benefits from technological change? What kinds of technological tools do women need to support the growth of their businesses? Come and find out more about the unique technological contributions and knowledge of indigenous women. Explore ways to put women's business needs on APEC's research and development agenda and develop policy options to increase women's access to technologies critical for business growth.

Tuesday, September 16

Session 7: Policy Plenary

WLN participants will gather to discuss and endorse policy recommendations and to adopt the WLN statement for presentation to the SME Ministers.

Session 8: WLN—Directions for the Future

All WLN participants are invited to meet to discuss proposed plans for future Network activities.

CALL TO ACTION

The WLN calls for APEC leaders to:

- recognize and integrate gender as a cross-cutting theme in APEC;
- promote the active participation of women in their economies and in APEC;
- recognize the Network as a flexible, consultative forum and a strategic partner toward the achievement of the APEC vision, goals and action agenda;
- develop a partnership with the Network to identify mechanisms to achieve these goals.

Other Opportunities for Policy Input to APEC

Some opportunities for the WLN to have an impact on APEC events in 1997 and beyond include:

- APEC SME Business Forum and Exposition
- APEC SME Ministerial Meeting
- APEC Business Advisory Council Meeting
- Senior Officials Meetings
- Joint Trade and Foreign Affairs Ministers' Meeting
- APEC Leaders' Meeting
- Food, Energy, Environment, Economic growth and Population (FEEEP)

A RELATED EVENT

The APEC SME Business Forum and Exposition will be held on September 17–18, 1997, following the WLN meeting. This event will allow SMEs and senior government officials to exchange information, expertise and best practices, and to develop and strengthen networks. Forum topics will cover important issues facing SMEs in the APEC region. There will also be business matching and industry site visits, and an industry exposition. APEC SME ministers will be meeting September 18–19, 1997. Participants at the SME Forum will develop recommendations for submission to the APEC SME ministers on the role of APEC in SME development and growth—providing the WLN with two opportunities to influence APEC. WLN participants are encouraged to attend the APEC SME Business Forum and Exposition.

1997 Women Leaders' Network Meeting Co-chairs
Ms. Huguette Labelle, President,
Canadian International Development Agency
Ms. Andrina Lever, Barrister & Solicitor, Lever Enterprises
Dr. Lorna Marsden, President, York University

1997 Canadian Planning Committee
Ms. Susan Davies, Canadian International
Development Agency
Ms. Andrina Lever, Barrister & Solicitor, Lever Enterprises
Dr. Elizabeth McGregor, Industry Canada
Ms. Heather Gibb, The North-South Institute
Ms. Janet Burn, Status of Women, Canada

Canadian Resource Persons
Dr. Linda Duxbury, Carleton University
Ms. Sue Hooper, Asia Pacific Foundation of Canada
Dr. Simon McInnes, Industry Canada



CANADA'S YEAR OF
ASIA PACIFIC 1997
L'ANNÉE CANADIENNE
DE L'ASIE-PACIFIQUE

Canada's celebration of its close relations with Asia Pacific nations is a year of unique business, youth and cultural events from the Asia Pacific region. It will take place in communities across the country. As part of the CYAP program, Canada is hosting APEC. Many meetings of senior government officials will be held in Canada, including six Ministerial Meetings and the Economic Leaders Meeting, which will be held in Vancouver in November 1997. The WLN is a CYAP endorsed event.

WHO WILL ATTEND?

Focal points in APEC economies will identify women leaders who will contribute in a positive manner to the WLN meeting. These participants may come from the following sectors:

- business owners and entrepreneurs
- senior managers and directors
- micro-enterprises, co-operatives and SMEs
- parliamentarians and government officials
- business associations and professional groups
- leaders in universities, colleges and research institutes
- scientists and technologists
- labour and workplace trainers
- NGOs and community organizations

Ms. Marie Powell, Canadian International
Development Agency
Ms. Aliza Rudner, Canadian International
Development Agency
Ms. Marie Lyne Tremblay, Industry Canada
Ms. Caroline Boivin, Department of Foreign
Affairs & International Trade
Ms. Cindy Weeks, Cindy Weeks Media Consulting

Canadian Planning Committee Secretariat
The Conference Board of Canada
Ms. Dana Peebles, Gender Advisor
Ms. Joanne Warren, Director, International Programs
Ms. Lynn Conway, Coordinator

International Advisory Board
Philippines—1996 WLN Meeting Host
Malaysia—1998 WLN Meeting Host

**APEC MINISTERIAL MEETING ON WOMEN
MANILA, REPUBLIC OF THE PHILIPPINES
October 15-16, 1998**

U.S. STATEMENT

Thank you Madam Chair for leading this important meeting and thanks also to your government and the Filipino people for their generous hospitality. It is an honor to be part of this distinguished group at this unique and historic APEC meeting. We gather to discuss important issues affecting women, their families and our entire societies.

The idea for this meeting began a few years ago when APEC economies were enjoying unparalleled success and opportunities seemed limitless. Now we meet as a financial crisis that began in Asia has spread to the rest of the world and threatens us all. It has already brought real suffering and turmoil to millions in this region, and a pervasive sense of disquiet and worry around the world. Women and their children are bearing the brunt of this economic crisis. Their needs both in the near term and the long term must be the focus of our attention and concern. They are the last hired and the first fired. They often have to choose between educating their children and feeding them. They often are the victims of the misplaced anger and frustration of their spouses who have also been deeply affected by the economic crisis. That is why this ministerial meeting on women is more urgent than ever.

Our concerns and our agenda are not marginal to APEC. Our agenda is central to the challenges APEC economies now face. Just as women benefited when times were good and contributed to the economic boom, so too will they be central to recovery of APEC economies. Women are part of the solution.

Over the last two decades we witnessed an extraordinary worldwide phenomenon. Women account for the majority of new workers in both industrialized and developing countries. But despite these gains, gender disparities and inequality of opportunity and treatment persist. We find increasing evidence of the feminization of poverty around the globe.

The international community is gradually recognizing the importance of women to the global economy as well as the persistent inequality women face. The United Nations Fourth World Conference on Women in Beijing reaffirmed the critical importance of quality employment and working conditions, as well as the need for equal access to education, training and credit, and a place at the table where economic decisions are made. In 1995, 189 nations adopted the Beijing Declaration and Platform for Action, an extraordinary general public policy statement on the need to empower women in all aspects of their lives - as individuals, as mothers and family members, as workers, employers, entrepreneurs and activists; and as leaders at the community, national and global levels.

Following the Beijing conference, President Clinton established an Interagency Council on Women to coordinate our government's implementation of the agreements made there. Our Secretary of State Madeleine Albright chairs the Council and our First Lady Hillary Rodham Clinton is Honorary Chair. Mrs. Clinton and Secretary Albright actively promote the advancement of women in their work, and Secretary Albright, at the President's request, has made the advancement of women around the world a key objective of our foreign policy.

I serve on this Interagency Council and I am privileged to chair the Council's Working Group on Women and the Global Economy. The goal of this working group is to ensure that U.S. government policy deliberations on global economic issues consider the effects of these policies on women. While this working group is composed entirely of government officials, we meet regularly with our NGOs. In preparing for this APEC ministerial

meeting, for example, our NGOs have been part of our preparations, bringing us their concerns and recommendations.

In addition to the activities of the Interagency Council, our government has sponsored a series conferences called "Vital Voices: Women in Democracy." The three meetings held over the last year in Vienna, Belfast and Montevideo have brought American women together with women from these three regions where democracies are newly emerging. The participants discuss ways to increase political participation of women, promote their legal rights, and further the economic integration of women into the mainstream of these new democracies.

I participated in the Northern Ireland conference in September and was energized by the tremendous spirit and resolve of the women of Northern Ireland. These women have come through thirty years of civil strife and economic hardship and held the country and their families together through it all. They are eager to forge new partnerships for education, for child care, for business opportunities, for political involvement, with women in other parts of the world to help secure the fragile peace in their country so that the return to sectarian violence is unthinkable.

More recently, the first ever meeting of High-level Women in Finance and Economics that took place in Washington as part of the World Bank Annual Meetings. Women finance ministers from a number of APEC economies and other countries around the globe offered their perspectives on the impact of the financial crisis and on the economic challenges posed by post-conflict situations. The conversation was candid but too brief. So this group of women agreed to continue to work together and to meet next year in an effort to find common solutions to the difficult problems facing all of our countries.

And just last Sunday, Mrs. Clinton joined women from Bulgaria, Albania, Greece, Romania, Slovenia, Turkey, Macedonia, and the former Yugoslavia at a Conference in Sophia to discuss the contribution that women can make to the future of southeastern Europe.

I mention the Vital Voices Conferences, the meeting of Women Finance Ministers and the meeting of the women in Bulgaria because it is important that we view our meeting and our work this week in Manila not as an isolated event but rather as part of a growing movement and ongoing dialogue taking place in every region of the world.

All of these meetings have one thing in common. Advancing the role and status of women isn't just a social or moral issue – it is an economic imperative. In this time of economic crisis, it is instructive to remember that around the world it is being proven that investments in women are sound investments in a country's future. Women are half the world's population. Investments in women and girls' education and training, in adequate health care and the support services that enable women to balance their work and family responsibilities are investments that benefit not just women, but their families, their sons and their husbands, as well as their daughters. When women gain the knowledge and power to make their own choices, they often are able to break out of the cycle of poverty and build prosperity. When women have extra money to spend they often choose to spend it on their families. The goals of APEC Leaders for the improved economic and social well being of our societies can only be achieved by investing in women.

Our First Lady Hillary Clinton made this point when she spoke at the Vital Voices Conference in Uruguay: we “may be at different stages of political and economic development... but we share a common belief: we believe that a nation's progress depends on the progress of women; ... that the vibrancy of an economy depends on the hard work of women, that the richness of civil society depends on the full participation of women.”

As I listen to women throughout the international community, I am struck by the common concerns that bridge our differences in language, culture, economic development, and political structure. Of course, each of our societies is unique. Women everywhere do not think the same way or want to be the same or necessarily have the same goals. Nor does it mean that what works in one economy will be appropriate for another. When we talk about advancing the status of women and expanding opportunities for women, we must recognize that each society will have its own approach and be guided by its own values. But I am convinced that there is much more that we have in common than we have that divides us and it is those common goals and aspirations that bring us together today.

Our shared hopes and dreams should guide our deliberations over the next two days. There are some who argue that APEC's mission is economic not social. But the victims of the economic crisis are not limited to bankers and investors and money managers and stock brokers. The real victims are the men and women and children whose hopes and dreams have been cut short through no fault of their own.

APEC offers an excellent forum to examine the social effects of the financial crisis and understand these effects as mainstream economic issues. I want to commend the initial work on this subject that has taken place in the Human Resources Development Working Group's Task Force on the Human Resource and Social Impacts of the Financial Crisis. Economic fluctuations will occur -- some inevitable, sometimes preventable. We as policy makers must take steps to minimize the impacts on our people. We must get our economic and financial houses in order but we must also repair social safety nets or create them where none exist in order to protect our most vulnerable citizens.

As the President of the World Bank, James Wolfensohn, said last week: "...if we do not have the capacity to deal with social emergencies...there will be no political stability and without political stability, no amount of money put together in financial packages will give us financial stability."

These issues are inextricably linked. The differential impacts of the financial crisis on the most vulnerable groups must be recognized and addressed. As a first step, we should call for a greater understanding of how women and children throughout the region may have suffered the most severe burdens. And as governments design and implement recovery programs, it is imperative that women are consulted to ensure that these programs achieve their desired objectives.

As we both understand and address the immediate impact of the crisis on women, we must also take a longer view. We must recognize and draw on women to fuel the region's recovery.

This week we will focus our attention on some of the special concerns of women who are trying to raise their standards of living – whether they choose to enter the paid workforce, start a new business, or advance in a career – all the while trying to balance the pressures of family responsibilities and work life. We will address the importance of women's participation in the decision making processes of APEC and in our governments. We will consider the progress thus far in integrating women into APEC, and we will explore ways to build into the culture of APEC a recognition that policies and programs may effect men and women in different ways. We must do all this against the backdrop of financial instability.

We must translate our ideas into practical actions: How do we ensure that our educational systems serve the needs of young women moving in a different world, dominated by

globalization and economic uncertainty? How do we make available the kinds of credit that small business owners need to get a foothold in an economy torn by financial turmoil? How do we create viable economic alternatives for workers who spend long hours in unhealthy work environments or for girls who in a desperate search for money become victims of illegal trafficking?

If this were only a conference where we came together and heard statements and shared ideas, that would be a good thing, but it would not be enough. It would fall short of the mandate we received from our Leaders last year to determine next steps to integrate women into the mainstream of APEC activities. We must deliver on the promise that this ministerial holds. Let us send our Leaders recommendations that call for concrete actions and positive outcomes. As my mother always told me: "actions speak louder than words" and in my family my mother was always right!

I thank everyone for the opportunity to speak on these important matters and I look forward to a rich discussion here in Manila and to our continued work together.

1997 Women Leaders Network Meeting: The Economic Impact of Women in the APEC Region

Participant Selection and Nomination Criteria

Due to space limitations, attendance at the 1997 WLN Meeting will be on an invitational basis only. As a focal point, one of your roles is to nominate representatives from your economy to attend the Canadian meeting. Please use the following guidelines to assist with the nomination process.

Who Can Attend

Meeting participants should be from one of the eighteen member economies of APEC:

- | | |
|---------------------|-------------------------------|
| • Australia | • Mexico |
| • Brunei Darussalam | • New Zealand |
| • Canada | • Papua New Guinea |
| • Chile | • People's Republic of China |
| • Chinese Taipei | • Republic of the Philippines |
| • Hong Kong, China | • Republic of Korea |
| • Indonesia | • Singapore |
| • Japan | • Thailand |
| • Malaysia | • United States of America |

The women leaders who will be attending the 1997 WLN Meeting should be at senior levels within their respective organizations, professions or communities. In essence, the Meeting is for 'women who make a difference' within their economy.

Observers from APEC or other multilateral organizations may be invited by the Canadian Planning Committee to provide support to and learn from the participants.

Representation by Sector

It is hoped that each country will be represented by participants from each of the following four sectors: the private sector/business; government (politician or bureaucrat); academe (academics or academic leaders); civil society (non-governmental organizations, community groups, associations and labour organizations).

Thus, the Canadian Planning Committee recommends that there be a minimum of four representatives from each APEC economy attending the WLN meeting.

Youth Participation

In 1996, the APEC Leaders directed APEC officials to "put a special emphasis on the full participation of women and youth" in the 1996 Declaration, (paragraph 17). In keeping with this principle, the Canadian government has made an effort to integrate youth into all the 1997 APEC Ministerial events.

The Canadian Planning Committee is asking each WLN focal point to use the 1997 WLN Meeting to promote both the achievements of the next generation of leaders and the integration of a gender perspective into the APEC agenda. Therefore, we ask that each economy nominate a youth representative to attend the Meeting.

For the purpose of the WLN Meeting, youth is defined as young women between the ages of 20 to 30. To maximize their credibility and that of the conference, they should also be leaders in their own right. Using this criteria in addition to the criteria listed above, we would ask each focal point to nominate a youth representative as a part of their team. As this person will also be drawn from either the private sector, government or academe/civil society, the youth representative potentially has a dual function.

Numbers

There is space for 150 women to participate in the conference. This means that each APEC economy can nominate up to a maximum of seven (7) representatives to participate in the 1997 WLN meeting. They should represent a cross section of the four sectors previously listed above and their interests should match the conference themes and agenda. Obtaining a diversity of experience and of opinion is one goal of the 1997 WLN Meeting, and it is our hope that each economy will submit the full seven nominations to which they are entitled. The youth participant should be included in your economy's team.

If your economy is not able to nominate all seven representatives to the meeting, please notify us as soon as possible, so that we can divide up the available spaces amongst the economies that want to send additional women. Any additional spaces will be divided up equally amongst any economies which wish to nominate additional representatives.

If possible, we ask that you include yourself in the team of seven participants from your country. In your capacity as your economy's focal point, you will be asked to attend the pre-conference business meeting which will be addressing the operation and structure of the Women Leaders' Network itself.

Cost and Funding

The conference fee is CDN \$100 and all participants are responsible for covering this cost. Participants are also responsible for their own expenses, which would include airfare, taxis, some meals, hotel and other expenses, and the cost of any non-meeting activities.

The Canadian Planning Committee has an arrangement with Canadian Airlines to give a significant discount to any participant using Canadian Airlines. We will send details about how people can take advantage of this offer shortly.

The Canadian government through the Canadian International Development Agency will fund economy airfare and hotel accommodation for the duration of the conference for a maximum of three women from each of the eight developing economies in APEC (Chile, the People's Republic of China, Indonesia, Malaysia, Mexico, Papua New Guinea, the Philippines and Thailand). One of the sponsored participants should be the youth representative. The other two sponsored participants may be drawn from micro-enterprises, small enterprises, civil society or academe. All three sponsored participants should be people who could not otherwise attend the WLN meeting and who do not have access to any other financial resources to sponsor their travel expenses. Part of your role as focal point will be to identify which of the participants nominated from your economy fit these funding criteria and are in most need of financial support in order to be able to attend.

Once the participants that qualify for assistance have been determined and confirmed by the Canadian Secretariat, the return flights will be booked by American Express Travel and the ticket issued to the participant.

In general, we strongly recommend that each economy seek sponsorship from the business sector and their respective government in order to underwrite the cost of attending this meeting for all participants.

Network Building

Since there are likely to be more women leaders who would be excellent candidates to participate in the 1997 WLN Meeting than there is space, we suggest that each economy also establish a local chapter of the Women Leaders' Network through the focal point, if you have not already done so. This will address the aims of the Call to Action, by establishing the Women Leaders' Network as an organization capable of influencing all 18 APEC economies throughout the year, and not solely by means of an annual or bi-annual meeting.

Pre-Conference Consultations

If time permits, we would also ask each participant to bring comments and feedback from other women in their economy to the 1997 WLN Meeting. These consultations would need to take place in advance of the September 1997 meeting. These inputs will also be critical for the Network to develop its own medium and long-term vision and goals. These goals and an action plan to carry them out will be articulated by the focal points during the pre-conference business meeting and ratified by the conference participants.

Small Medium Enterprise Business Forum and Exposition

Women who plan to attend the SME Business Forum and Exposition immediately following the 1997 WLN Meeting should register as soon as possible. The fee prior to August 15th, 1997 is \$295.00 and \$395.00 after August 15th.

Registrations for the 1997 WLN Meeting should be submitted by August 8th, 1997. Thank you.

Secretariat, Canadian Planning Committee
The Conference Board of Canada



ASIA PACIFIC
ECONOMIC
COOPERATION

Where Small and Medium-sized Enterprises
go for business strategies to access APEC markets



CANADA'S YEAR OF
ASIA PACIFIC 1997
L'ANNÉE CANADIENNE
DE L'ASIE-PACIFIQUE

APEC

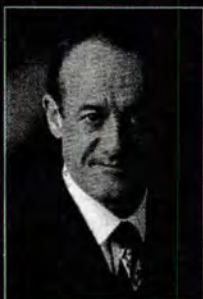
SME BUSINESS FORUM PROGRAM

Focus Sectors

- ▶ Agri-Food Products & Technology
- ▶ Automotive Parts
- ▶ Building Products
- ▶ Consulting Engineering
- ▶ Education & Training
- ▶ Energy Technology
- ▶ Environmental Monitoring & Geomatics
- ▶ Forest Equipment & Technology
- ▶ Information Technology & Telecommunications



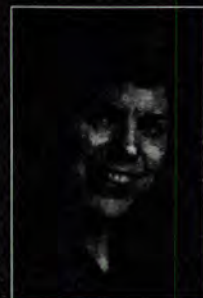
(Left) John Belcher, Chair CATA (Canadian Advanced Technologies Association), President, Hughes Aircraft of Canada Limited.



(Right) Michael Cowpland, President and CEO, Corel Corporation.



(Left) Dorothy I. Riddle, President and CEO, Service-Growth Consultants Inc.



(Right) Anne L.B. Sutherland, Senior Vice President, Small & Medium Enterprises, Royal Bank of Canada.

1997 is Canada's Year of the Asia Pacific — *Take Advantage of this Opportunity*

This September, executives from small and medium-sized enterprises (SMEs) and senior government officials from APEC economies will gather in Ottawa to explore business opportunities and exchange intelligence on how to succeed in APEC markets. Co-hosted by Industry Canada and The Canadian Chamber of Commerce, the Business Forum features over 100 speakers in more than 30 sessions. The APBNet IV Forum will cover...

APEC MARKET ACCESS AND PARTNERSHIP STRATEGIES...

- ▶ Learn how to develop a strategic business plan to access APEC markets
- ▶ Discover how strategic alliances, including joint venturing and consortia, can unlock vast opportunities in this unique and dynamic region

FINANCE AND INVESTMENT STRATEGIES...

- ▶ Learn how to develop financing strategies for all stages of company growth
- ▶ Discover how the financial sector and APEC governments are creating new products and services to support the unique requirements of SME growth

INVESTING IN BUSINESS SKILLS DEVELOPMENT...

- ▶ Learn how to prepare your company for success through strategic investments in employee training
- ▶ Explore innovative management techniques to maximize performance and foster steady growth in periods of rapid organizational change

TECHNOLOGY INNOVATION AND PARTNERSHIPS...

- ▶ Learn how successful SMEs are creating dynamic R&D alliances to develop and commercialize new technologies
- ▶ Understand how electronic commerce and the shift to knowledge-based economies will impact your bottom line

STATUS REPORTS ON KEY APEC MARKETS...

- ▶ Receive strategic intelligence on key APEC markets, including market conditions, opportunities and risks
- ▶ Learn how leading companies are positioning themselves to capitalize on the APEC opportunity

INSIDE

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Four Components to Maximize Business Success

The APEC SME Forum, APBNet IV, is composed of the following four components:

EXPOSITION

The Exposition will showcase some of the most innovative and competitive companies from across the APEC region. Some 175 exhibits will feature leading companies from the focus sectors: Agri-Food Products & Technology; Automotive Parts; Building Products; Consulting Engineering; Education & Training; Energy Technology; Environmental Monitoring & Geomatics; Forest Equipment & Technology; Information Technology & Telecommunications.

BUSINESS FORUM

Over 30 sessions and workshops will examine issues of importance to export-ready SMEs, including market access and finance strategies, business skills development, technology development and commercialization. SME executives from Canada and other APEC economies will have the opportunity to exchange information and experiences, as well as interact with senior APEC policy-makers.

WHO ATTENDS THE APEC SME BUSINESS FORUM?

Senior executives and government officials from Canada and across APEC will attend the Forum as delegates — over 200 will participate from outside of Canada. Delegates will include:

- ▶ Chief Executive Officers of SMEs
- ▶ Vice Presidents of Marketing and Business Development
- ▶ Vice Presidents of Finance and Technology Development
- ▶ Senior Government Representatives responsible for SME development and export
- ▶ Industry Association Representatives
- ▶ International Development Agencies Representatives

NETWORKING AND BUSINESS MATCHING

Prior to the event, business and government participants from all APEC economies will receive detailed profiles on each exhibitor to facilitate networking during the event. Facilities will be provided on site to accommodate business meetings. Networking opportunities will be enhanced through a range of social functions and sectoral networking events.

INDUSTRIAL SITE VISITS

APEC delegations will visit select facilities across Canada to view Canadian technologies and businesses in action before and after the event.

FEATURED SPEAKERS INCLUDE...

Terry Matthews, Chairman of the Board and CEO, Newbridge Networks Corporation, Kanata, Canada

Michael Cowpland, President and CEO, Corel Corporation, Ottawa, Canada

John Belcher, President, Hughes Aircraft of Canada Limited, Vancouver, Canada

Edgar Quinto, Chairman and CEO, Orion 2000 Technologies, Ltd., Richmond, Canada

Dorothy I. Riddle, President and CEO, Service-Growth Consultants Inc., Vancouver, Canada

Zenaida Gordon, President, Gordon Enterprises, Philippines

Darrel Danyluk, VP, Reid Crowther and Partners Ltd., Calgary, Canada

Mariam Tan Sri Sulaiman, Managing Director, IB Your Office, Petaling Jaya, Malaysia

Andrew Bjerring, President and CEO, Canarie Inc., Ottawa, Canada

Lorna Wright, Director, Centre for Canada-Asia Business Relations, Queen's University, Kingston, Canada

Julian H. Payne, Executive Director, Asian Development Bank, Manila, Philippines

Ian D. Scott, President and General Manager, Electrolyser Corporation Ltd., Etobicoke, Canada

Arthur Carty, President, National Research Council, Ottawa, Canada

Philip Holt, Managing Director, Australian Business Limited, Sydney NSW, Australia

Ancillary Events

In conjunction with the Business Forum and APEC Ministers' Meetings on SMEs, the following meetings will take place:

APEC Business Associations Meeting, hosted by the Alliance of Manufacturers and Exporters of Canada, September 15:

This meeting will focus on enhancing the competitiveness of members and building the competitiveness of business associations throughout APEC. Association representatives will lead the discussions and examine "best practices."

Canadian Airlines Small Business Expansion Awards:

The Canadian Airlines Small Business Expansion Program is designed to help Canadian entrepreneurs capitalize on new business opportunities worldwide. The 1997 awards ceremony will be held during the Business Forum on Wednesday, September 17.

Meeting of Export Credit Agencies (ECAs), sponsored by the Export Development Corporation: A consultative meeting to be held September 15 and 16 to review the role and impact of ECAs on SMEs throughout APEC in the framework of the APEC SME Export-Import Finance Initiative.

Second Meeting of the Women Leaders' Network from APEC Economies — The Economic Impact of Women in the APEC Region:

This meeting on September 13 to 16 will focus on the development of practical policy recommendations for APEC SME Ministers in terms of building a winning business climate for women's entrepreneurship, and training and technological tools to maximize women's success and contributions to their economies.

Young Entrepreneurs Seminar, September 15:

Selected export-ready entrepreneurs, aged 18 to 29, will discuss issues related to doing business in the Asia Pacific region.

PROGRAM

TRACK ONE

APEC Market Access and Partnership Strategies

This Track provides SMEs with intelligence on developing a successful international marketing and business plan, including important strategic considerations and an outline of various partnership options available to SMEs. Discover how joint venturing, teaming and strategic planning can unlock vast opportunities for your company. Featured business cases will enable you to choose the market access and partnership strategies that best fit your business objectives.

TRACK TWO

Finance and Investment Strategies

Success for APEC SMEs is critically dependent on access to capital. Companies face a complex series of decisions as they evaluate the wide variety of debt and equity instruments available. This Track examines the new generation of specialized products and services developed by financial institutions specifically to meet SME needs. Learn the skills necessary to assess your company's financing requirements and devise a plan to support APEC market entry with effective export financing. Sessions examine the various sources of available capital and how they are best applied.

TRACK THREE

Investing in Business Skills Development

Maximizing performance depends on mobilizing your company's human resources and ensuring personnel are appropriately employed, trained and motivated. This Track helps SMEs assess human resource performance and maximize management capability and employee performance. Sessions provide examples of the innovative tools available to upgrade skills, encourage innovation and enhance overall competitiveness with special attention given to the role of cross-cultural training in penetrating APEC markets.

TRACK FOUR

Technology Innovation and Partnerships

The pressures of a highly competitive APEC marketplace demand that SMEs continuously innovate, adapt and develop new technologies. Effective research and development partnerships are a key ingredient in the success formula. This Track explores the technology development strategies of leading APEC SMEs. It also examines the issues of intellectual property rights and explores how the information highway will fundamentally reshape the way SMEs do business.

TRACK FIVE

Status Reports on Key APEC Markets

The Asia Pacific region has the fastest economic growth in the world. To help SMEs understand the opportunities in this dynamic region, senior executives from some of the most influential companies in information technology and telecommunications; agri-foods; environmental monitoring and geomatics; building products; and education and training will provide in-depth analysis of their sectors and identify key markets, risks and opportunities for SMEs. Included in this Track is a special session on doing business in Canada.

OPENING PLENARY SESSION

08:30 - 10:00

Wednesday, September 17, 1997

CHAIR AND WELCOME

Gerry Pond, Chair, Canadian Chamber of Commerce, Ottawa, ON, Canada.

KEYNOTE ADDRESS

SMEs as Engines for APEC Growth

The Honourable John Manley, P.C. M.P.,
Ottawa, ON, Canada.

SPECIAL JOINT PRESENTATION

Successful SME Growth Strategies for 2000

Michael Cowpland, President and CEO, Corel Corporation, Ottawa, ON, Canada.

Terry Matthews, Chairman of the Board and CEO, Newbridge Networks Corporation, Kanata, ON, Canada.

NETWORKING & SOCIAL FUNCTIONS

WELCOMING RECEPTION

Sponsored by the Export Development Corporation

18:00 - 19:30

Tuesday, September 16, 1997

Start the week off right by networking with fellow delegates prior to the start of the Business Forum.

EXPOSITION LUNCHEON

12:00 - 13:30

Wednesday, September 17, 1997

Enjoy this informal luncheon on the Exposition floor and interact with exhibiting companies.

MUSEUM GALA RECEPTION/DINNER

Sponsored by the Royal Bank of Canada

18:30 - 22:00

Wednesday, September 17, 1997

Join APEC SME Ministers and their delegations at this dinner at the beautiful Museum of Civilization in Hull, Province of Quebec.

INDUSTRY NETWORKING BREAKFAST

Sponsored by the Certified General Accountants of Canada

07:15 - 08:15

Thursday, September 18, 1997

Exchange ideas and interact with business experts, conference speakers and other APEC delegates at this informal breakfast. Organized by industry sectors, discussions will focus on APEC market access strategies. Facilitators will be assigned to each table to keep discussion on track.

BUSINESS NETWORKING LUNCHEON

12:00 - 13:30

Thursday, September 18, 1997

CLOSING PLENARY

15:00 - 16:30

Thursday, September 18, 1997

1 APEC Market Access and Partnership Strategies

SESSION 1

10:30 - 12:00

WEDNESDAY SEPTEMBER 17, 1997

A Strategic Approach to APEC Market Entry

Success for SMEs lies in expanding into new markets. Once the decision to "go international" has been made, SMEs face a complex host of decisions that will ultimately impact on their success. This session lays out the strategic process an SME must follow to match core competencies with market opportunities, to assess risk and to evaluate partnership opportunities. This session will feature:

- Step-by-step processes to develop successful access strategies
- The role partnerships can play in market access
- Keys to success and case studies from experienced firms

SESSION 2

13:30 - 15:00

WEDNESDAY SEPTEMBER 17, 1997

The Power of Joint Ventures to Access APEC Opportunities

Strategic alliances, such as joint ventures, can give SMEs a competitive edge when moving into new markets. Partnering with the right local firm can help guard against expensive errors and ensure success. The challenge lies in choosing the right partner and making the partnership work. Experienced executives and trade facilitators will describe:

- How to assess the right type of alliance and partner to match your business objectives
- Measures to minimize risk and protect core knowledge
- How to package and negotiate the deal

SESSION 3

15:30 - 17:00

WEDNESDAY SEPTEMBER 17, 1997

Benefiting as a Team Player: SME Consortia Building

Many SMEs recognize that participating in a consortium can enhance the odds of success when entering new markets. A team approach can reduce risk, but managing multiple partners may not be for everyone. This session examines the fundamentals of consortia building, including:

- Rationale, risks and opportunities in creating national marketing consortia
- Options in structuring and managing SME consortia
- Case studies of successful APEC SME consortia

SESSION 4

08:30 - 10:00

THURSDAY SEPTEMBER 18, 1997

Growth Through Big Firm/Small Firm Partnerships

Increasingly, SMEs are leveraging their relationships with larger companies to open new markets. The larger company can offer an established market presence while the smaller firm can guarantee supply through a more flexible structure that can quickly adapt to changing market conditions. This session will feature "best practices" of big firm/small firm partnerships from different APEC economies, including:

- Benefits and risks of big/small firm partnerships for both partners
- Keys to success and lessons learned
- Case studies of creative collaborations

SESSION 5

10:30 - 12:00

THURSDAY SEPTEMBER 18, 1997

Laying the Foundation for SME Success: The Role of Associations in APEC

The APEC leaders have endorsed a stronger role for business associations as catalysts to facilitate trade among APEC economies. Business associations, including chambers of commerce, federations of industry and professional associations, are often the first point of contact SMEs turn to for market intelligence, contacts and matchmaking services. This session will identify how business associations are developing tools to support SMEs in a multitude of areas, including:

- Facilitating international relations
- Market intelligence and risk assessment
- Key contacts, networks and matchmaking services

SESSION 6

13:30 - 15:00

THURSDAY SEPTEMBER 18, 1997

Franchising Your Way to the APEC Opportunity

Franchising is growing in importance throughout the APEC region as both a cost-effective method of expansion and a preferred system for setting up a business. For some of the larger franchisers, international expansion is necessary for continued growth as traditional markets become saturated. This session will:

- Describe franchising trends and opportunities throughout APEC
- Outline franchising agreements commonly used in transnational franchising
- Profile case studies of successful franchising

2 Finance and Investment Strategies

SESSION 1

10:30 - 12:00

WEDNESDAY SEPTEMBER 17, 1997

Navigating Your Way to APEC Success: A Roadmap for SME Financing

This session provides SMEs with the strategic intelligence needed to evaluate financing requirements and to map out a capitalization plan. It will also describe the various sources of capital and how best to use them. Experts will outline:

- Steps for developing a comprehensive financing strategy
- Debt and equity instruments available for different stages of company growth
- Financing success stories and case studies

SESSION 2

13:30 - 15:00

WEDNESDAY SEPTEMBER 17, 1997

The Changing Role of Banking Institutions: Fuelling SME Growth

Banking institutions remain the cornerstone of SME financing. In addition to providing critical access to debt and credit, many banks offer a range of other products and services for SMEs ranging from corporate banking to mentoring. This session will describe how banking institutions are responding to the needs of SMEs by creating a new generation of specialized products and services. Featured topics include:

- New debt and equity instruments to fuel SME growth
- Comparison of innovative banking services
- How to use your bank to access global markets

SESSION 3

15:30 - 17:00

WEDNESDAY SEPTEMBER 17, 1997

Venture Capital: Fuel for SME Innovation

Venture capital provides billions of dollars each year to support SMEs and is a growing phenomenon throughout APEC. An effective relationship with a VC firm can also provide critical management expertise and long-term access to capital for later-stage financing. To help understand how venture capital may fit into your growth plans, this session will:

- Explore the growth of venture capital in the market
- Describe the role of venture capital in financing SMEs
- Discuss how venture capital works and when it is appropriate

SESSION 4

08:30 - 10:00

THURSDAY SEPTEMBER 18, 1997

Raising Money Through Public Capital Markets in APEC

Going public can be a viable strategy to raise money for market expansion or new product development. However, going public is characterized by a multitude of risks and potential rewards. There is a wide range of stock exchanges in APEC, each with unique pros and cons that the SMEs must evaluate before selecting the most appropriate one. This session will:

- Describe the differences between the public capital markets in APEC and how they operate
- Review how to assess the viability of public offerings for SMEs
- Explain the pros and cons of taking your company public

SESSION 5

10:30 - 12:00

THURSDAY SEPTEMBER 18, 1997

How to Minimize Your Financial Risk to Export with Confidence

This session reviews the credit risks associated with exporting since there is more to exporting than simply generating sales leads. What if your foreign buyer doesn't pay? Where do you get the working capital to fill the order? And how do you arrange the financing — whether it's a 30-day or 5-year repayment period — your buyer is demanding before closing the deal? This session will:

- Review the credit risks associated with exporting
- Explore how credit insurance, foreign buyer financing and bonding enable companies to minimize risks and export with confidence
- Outline effective payment strategies

SESSION 6

13:30 - 15:00

THURSDAY SEPTEMBER 18, 1997

Tapping into International Financial Institutions: SME Navigation Strategies

Accessing APEC markets through IFI financed projects can be a direct and relatively low risk route to SME market penetration. However, getting "plugged" into the IFI system can be a frustrating and time-consuming process for the uninitiated and requires a thorough understanding of the procurement process. Senior officials from the World Bank, International Finance Corporation, and the Asian Development Bank will:

- Describe the opportunities available for APEC SMEs within their respective institutions
- Outline the ins and outs of the procurement process
- Highlight tactics to successfully navigate the IFI system

TRACK THREE

3 Investing in Business Skills Development

SESSION 1

10:30 - 12:00

WEDNESDAY SEPTEMBER 17, 1997

Unlocking SME Potential Through Strategic Skills Development

The most valuable asset of any SME is its human resources. Consequently, continuous skills training and management development are crucial to the health and long-term viability of the SME. It is imperative for SMEs to take a strategic approach to human resource development and invest diligently in skills development. Learn how to:

- Assess human resource needs and requirements
- Develop a comprehensive SME training program
- Apply lessons learned from winning SMEs

SESSION 2

13:30 - 15:00

WEDNESDAY SEPTEMBER 17, 1997

Enhancing Competitiveness Through Cross-cultural Training

Culture transcends every aspect of doing business in APEC economies, resulting in major differences in business practices, concepts of time, legal interpretations and negotiation styles. Cross-cultural training gives you the tools to safely navigate potentially dangerous situations and achieve full potential in international markets. Topics include:

- The fundamentals of cross-cultural training and how it fits into your export tool kit
- Innovative resources available to train you and your staff
- Common obstacles and barriers that are easily removed

SESSION 3

15:30 - 17:00

WEDNESDAY SEPTEMBER 17, 1997

Innovations in Business Management Training

Knowing your human resource development needs is only one side of the coin. Across APEC, governments and the private sector have responded to SME training requirements by creating innovative tools and programs that incorporate the new information technologies. SMEs can regularly upgrade and keep abreast of market demands without losing productivity. This session will highlight:

- The new generation of powerful multi-media training products
- Institutional responses to SME needs
- Innovative training programs in APEC economies

SESSION 4

08:30 - 10:00

THURSDAY SEPTEMBER 18, 1997

Igniting the Entrepreneurial Spark Within Your SME

SMEs rely on the ingenuity of all of their employees to develop new products, open up new market channels and build powerful alliances to outsmart the competition. A company's culture is its driving force that motivates employees on a daily basis to perform to their optimum capacity. This session will show how to create a culture of entrepreneurship and innovation that can make your company more competitive. Topics include:

- How SME business culture is directly linked to performance
- Providing the necessary tools to create an innovative and entrepreneurial culture
- Case studies that illustrate effective leadership and communication techniques

SESSION 5

10:30 - 12:00

THURSDAY SEPTEMBER 18, 1997

Managing Organizational Change

Globalization, facilitated by rapid advances in information and communications technologies, is forcing SMEs to reconsider what constitutes a competitive size and structure. This session will help SMEs anticipate and effectively manage organizational change as the key to unimpeded efficiency within the SME. Experts will discuss:

- Step-by-step strategies to assess and manage periods of organizational change
- Options for preserving a culture of innovation and entrepreneurship in larger, fast-growing organizations
- Case studies from across APEC of SMEs that successfully adapted their organizations to meet new challenges

4 Technology Innovation and Partnerships

SESSION 1

10:30 - 12:00

WEDNESDAY SEPTEMBER 17, 1997

Thriving in a Knowledge-based Economy

Many APEC economies are experiencing a shift toward a more knowledge-based economy. In many cases, governments are actively encouraging and investing in this transition to ensure their economies maintain competitiveness and to facilitate the creation of high value-added jobs. For SMEs, this shift offers significant opportunities. This session will:

- Describe the forces driving the shift toward a knowledge-based APEC economy
- Profile how some APEC member economies are actively positioning themselves for knowledge-based growth
- Describe how this transition will affect SME business planning and how SMEs can capitalize on this trend

SESSION 2

13:30 - 15:00

WEDNESDAY SEPTEMBER 17, 1997

Public-Private Partnerships for Technology Development

To maintain competitiveness, SMEs must continuously invest in technological innovation. SMEs can benefit from publicly funded research and development while avoiding the costs of independent research.

Governments across APEC are playing an important role in reducing research costs to SMEs and in providing a technology development infrastructure.

This session will:

- Outline the trends in public-private collaborations in R&D
- Provide examples of innovative mechanisms from across APEC to assist SMEs in R&D including, networking, incubators and innovation centres
- Profile successful examples of public and private sector R&D collaborations

SESSION 3

15:30 - 17:00

WEDNESDAY SEPTEMBER 17, 1997

Private Sector Collaboration Strategies

Across APEC, SMEs are engaging in creative collaboration strategies to develop new technologies and access new markets. Partnering brings with it enhanced resources and new opportunities for growth that can help SMEs safeguard their competitive edge.

This session will:

- Review the elements of creative, successful partnerships
- Provide case studies of APEC SMEs engaged in unique partnering arrangements that have resulted in technological innovations and increased market access

SESSION 4

08:30 - 10:00

THURSDAY SEPTEMBER 18, 1997

Managing Intellectual Property Rights in APEC Markets

Tapping into APEC markets presents a challenging set of intellectual property issues. SMEs need to know the tools available to safeguard intellectual property and minimize risk. Intellectual property experts will:

- Discuss how policy-makers are addressing intellectual property issues
- Outline strategies to manage and safeguard intellectual property in APEC
- Identify common pitfalls and proactive strategies

SESSION 5

13:30 - 15:00

THURSDAY SEPTEMBER 18, 1997

Special Session: Harnessing the Power of the Information Highway

The Internet is revolutionizing the way SMEs do business — from information access to banking, marketing and distribution — the potential of the Internet appears limitless. Senior executives from some of the companies who are shaping and creating the Internet will talk to you about:

- How the Internet is changing the way SMEs do business
- Specific products and services available on the Internet targeted at SMEs
- Strategies and tactics SMEs can use to capitalize on the Internet

5 Status Reports on Key APEC Markets

SESSION 1

10:30 - 12:00

WEDNESDAY SEPTEMBER 17, 1997

Market Update: Information Technology and Telecommunications

Worldwide, information technology and telecommunications is a US\$1.7 trillion industry, and the sector is expanding rapidly in the APEC region. The IT&T sector is wide-ranging, encompassing telecommunications equipment and services; computer hardware, software and services; multi-media; geomatics products; instrumentation; and electronic components. This session provides an update on market trends and opportunities, including presentations from leading IT&T suppliers, as well as leading IT&T markets.

SESSION 2

13:30 - 15:00

WEDNESDAY SEPTEMBER 17, 1997

Market Update: Agri-foods

The agri-foods industry is transforming in response to changing consumer demand in certain APEC economies. Wheat, rice, chicken and pork continue to be staple foods in the region and demand for them continues to rise with growing populations. However, with increasing disposable incomes in most APEC economies, and with the growing popularity of western-style products, new markets are opening up for gourmet foods and the basic ingredients that create western-style products. Presentations from senior executives of key agri-foods suppliers will review market trends and opportunities.

SESSION 3

15:30 - 17:00

WEDNESDAY SEPTEMBER 17, 1997

Market Update: Environmental Monitoring and Geomatics

The market for environmental monitoring and geomatics is an important and fast growing sub-sector of the environment industry, representing more than US\$7.7 billion worldwide. This sub-sector includes environmental instrumentation, information systems, and analytical services and technology. There will be presentations from leading suppliers as well as key markets.

SESSION 4

08:30 - 10:00

THURSDAY SEPTEMBER 18, 1997

Special Session: Doing Business in Canada

Canada is increasingly becoming a favoured market for foreign companies seeking to access the North American market. Foreign direct investment in Canada almost doubled between 1985 and 1995 to over \$168 billion. Driving this trend are favourable forecasts for economic growth; preferred trading status under the North American Free Trade Agreement; low inflation; world-class transport and communications; highly skilled labour and inexpensive energy. This session will review the market trends and opportunities in Canada as well as the impact of NAFTA.

SESSION 5

10:30 - 12:00

THURSDAY SEPTEMBER 18, 1997

Market Update: Building Products

Building products and construction service industries include a wide variety of professional services and products such as: residential and non-residential construction; manufactured building products; construction contracting; home building; and architectural and engineering services. The Japanese construction market is the largest in the world with over 1.45 million housing and apartment unit starts annually. This session will review the market trends and opportunities with senior executives from building product suppliers and buyers in the APEC region.

SESSION 6

13:30 - 15:00

THURSDAY SEPTEMBER 18, 1997

Market Update: Education and Training

The education and training sector includes English as a second language (ESL) training, SMEs specializing in learning technologies, as well as secondary and post-secondary institutions. New developments include the increasing role of agents as a means for institutions to break into new markets. The session will include senior executives from countries recognized for their expertise in education and training as well as executives from potential markets who will provide a perspective on market trends and opportunities.

APBNet IV PROGRAM AT A GLANCE

TRACK ONE
APEC MARKET
ACCESS AND
PARTNERSHIP
STRATEGIES

TRACK TWO
FINANCE AND
INVESTMENT
STRATEGIES

TRACK THREE
INVESTING IN
BUSINESS SKILLS
DEVELOPMENT

TRACK FOUR
TECHNOLOGY
INNOVATION AND
PARTNERSHIPS

TRACK FIVE
STATUS REPORTS
ON KEY APEC
MARKETS

TUESDAY SEPTEMBER 16, 1997

16:00 - 20:00

REGISTRATION AND INFORMATION PACKAGE PICKUP

18:00 - 19:30

WELCOMING RECEPTION

WEDNESDAY SEPTEMBER 17, 1997

08:30 - 10:00

OPENING PLENARY SESSION

10:00 - 10:30

EXPOSITION OPENING CEREMONY

10:30 - 12:00

A Strategic Approach to
APEC Market Entry

Navigating Your Way to
APEC Success: A
Roadmap for SME
Financing

Unlocking SME Potential
Through Strategic Skills
Development

Thriving in a Knowledge-
based Economy

Market Update:
Information
Technology and
Telecommunications

12:00 - 13:30

RECEPTION LUNCHEON EXPOSITION

13:30 - 15:00

The Power of Joint
Ventures to Access APEC
Opportunities

The Changing Role of
Banking Institutions:
Fuelling SME Growth

Enhancing
Competitiveness Through
Cross-cultural Training

Public-Private
Partnerships for
Technology Development

Market Update:
Agri-foods

15:30 - 17:00

Benefiting as a Team
Player: SME Consortia
Building

Venture Capital: Fuel for
SME Innovation

Innovations in Business
Management Training

Private Sector
Collaboration Strategies

Market Update:
Environmental Monitoring
and Geomatics

18:30 - 22:00

GALA RECEPTION/DINNER

THURSDAY SEPTEMBER 18, 1997

07:15 - 08:15

NETWORKING BREAKFAST (Sector-based)

08:30 - 10:00

Growth Through Big Firm/
Small Firm Partnerships

Raising Money Through
Public Capital Markets in
APEC

Igniting the
Entrepreneurial Spark
Within Your SME

Managing Intellectual
Property Rights in APEC
Markets

Special Session:
Doing Business in
Canada

10:30 - 12:00

Laying the Foundation for
SME Success: The Role
of Associations in APEC

How to Minimize Your
Financial Risk to Export
with Confidence

Managing Organizational
Change

Market Update: Building
Products

12:00 - 13:30

RECEPTION LUNCHEON

13:30 - 15:00

Franchising Your Way to
the APEC Opportunity

Tapping into International
Financial Institutions:
SME Navigation
Strategies

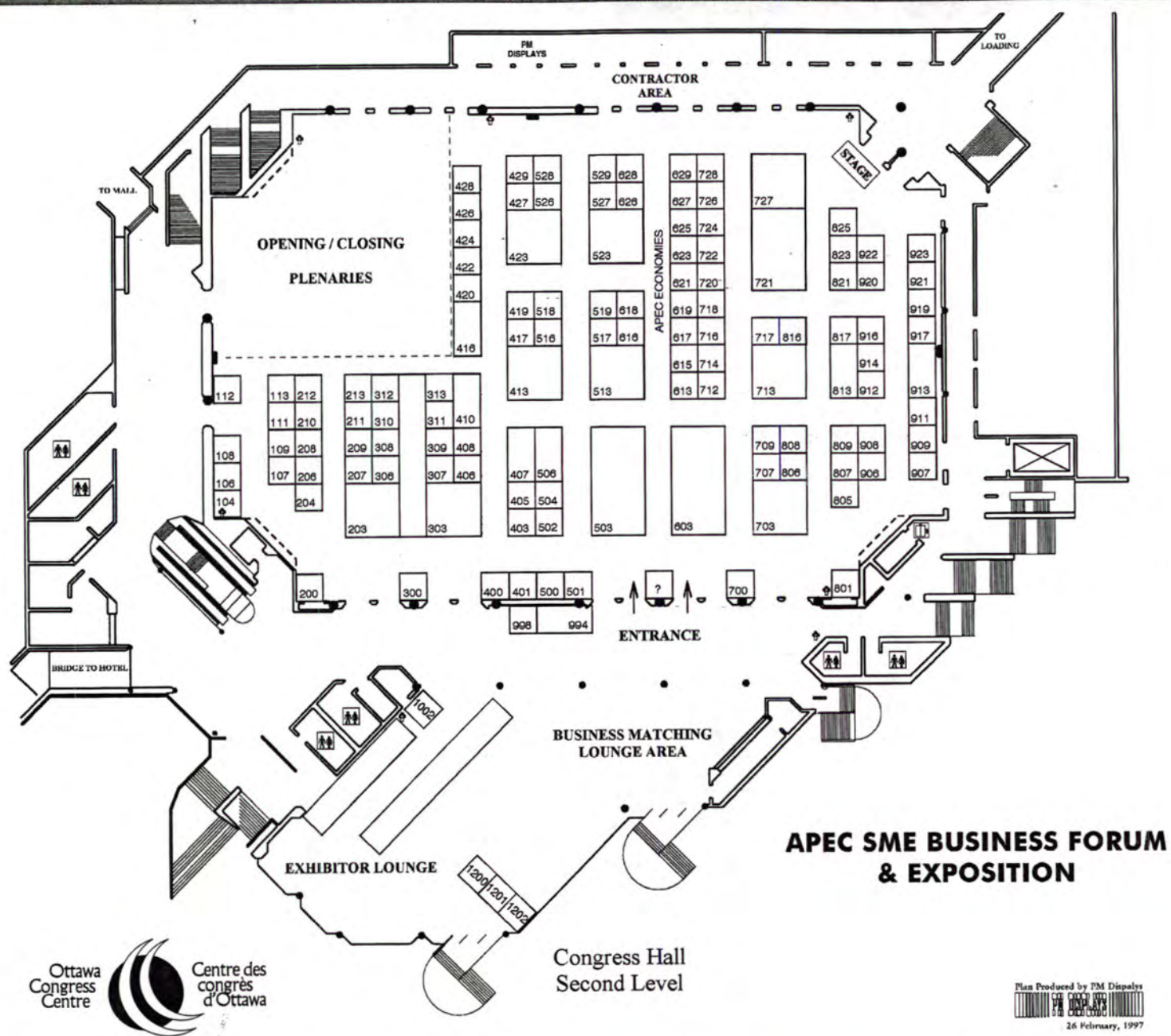
Special Session:
Harnessing the Power of
the Information Highway

Market Update:
Education and Training

15:00 - 16:30

CLOSING PLENARY

EXPOSITION FLOOR PLAN



ACCOMPANYING PERSONS' PROGRAM

Additional opportunities to tour the National Capital Region will be offered to spouses and guests travelling to the APEC SME Business Forum & Exposition with participants.

On Tuesday, September 16, accompanying persons will have the opportunity to preview some of the exhibits at the exposition while enjoying refreshments at the Welcoming Reception, sponsored by the Export Development Corporation, in the Colonel By Salon of the Ottawa Congress Centre. The next day, Wednesday,

September 17, 1997, includes a tour of Ottawa and Hull by Capital Trolley Bus, returning to hotels for a short break prior to being transported to the Museum of Civilization in Hull for a Gala Reception dinner, sponsored by the Royal Bank of Canada. On Thursday, September 18, 1997, guests will return to the Canadian Museum of Civilization in Hull for a private tour of the museum as well as the IMAX and OMNIMAX theatres. Lunch will be served aboard the *Sea Prince River Boat* while accompanying persons cruise

the scenic Ottawa River. In the afternoon, the group will take an antique steam train ride to Wakefield for some browsing and touring, returning to Ottawa by Trolley Bus, via Mackenzie King Estate and Champlain Lookout, in time for an afternoon tea.

Should you wish to register one or a number of accompanying persons for this program, please complete the Business Forum Registration Form as indicated on page 11.

Plan Produced by FM Displays
26 February, 1997



BUSINESS FORUM REGISTRATION FORM

For Office Use Only
Badge #:

The APEC SME Business Forum is open only to residents of APEC member economies.

Dr. ☐ Mr. ☐ Ms. ☐

Family Name

First Name

Title

Company/Organization

Address 1

Address 2

City

Province/State

APEC Member Economy

Postal/Zip Code

Telephone

Facsimile

e-mail _____ ☐ Member of a Chamber of Commerce

☐ I would like more information on the Exposition

FEES (All funds are in Canadian dollars)

Business Forum Delegates (access to the Exposition included in Registration Fee)

Early Rate By Aug. 15, 1997 \$ **295.00**

Late Rate After Aug. 15, 1997 \$ **395.00**

Accompanying Persons' Program* Qty: _____ @ \$135 = \$ _____

Plus GST @ 7% \$ _____

TOTAL PAYMENT ENCLOSED = \$ _____

(GST #R135137693)

Corporate group rates available upon request

* see information on page 10

METHOD OF PAYMENT

☐ Cheque drawn on Canadian funds bank account and payable to:

APEC SME Forum

☐ Bank draft, Money Order or Cdn Postal Note

☐ Visa ☐ Mastercard ☐ American Express

Card Number

Expiry Date

Name of Cardholder

Signature of Cardholder

I have read, understood and agreed to the general conditions and policies outlined on this form.

Signature _____

Date _____

MAIL PAYMENT AND COMPLETED FORMS TO:

APEC SME Business Forum Registration

c/o GLOBE Foundation of Canada

504-999 Canada Place, Vancouver, BC, Canada, V6C 3E1

Tel: (604) 775-7522 Fax: (604) 775-6247

GENERAL CONDITIONS OF REGISTRATION

It is agreed that the APEC SME Business Forum, its Employees, Officers, Volunteers, Contracted Staff, Contracted Companies and Agents shall not be held liable or responsible for: any loss, injury, or damages, however caused, to any person or the property of any person engaged by, participating in or attending the APEC SME Business Forum, unless due solely to the gross negligence or willful misconduct of the APEC SME Business Forum, its Employees, Volunteers, Contracted Staff, Contracted Companies, Agents or Officers; or refusal of admission, any changes in program dates, content, speakers, or location or cancellation of any programs or functions. It is agreed that the APEC SME Business Forum, its Employees, Agents and Officers, reserve the right to refuse admission, cancel or re-schedule programs, change speakers, locations, or revise content.

CANCELLATION POLICY

Registration fees will be refunded, less a \$75.00 administration charge, if a refund request is received in writing at the address provided on or before August 15, 1997. No refunds for registration fees will be issued for refund requests received after August 15, 1997.

DELEGATE PROFILE QUESTIONNAIRE

All delegates *registered** by August 15, 1997 have the opportunity to have their profiles sent to the international delegations attending the event. If you wish to be profiled, please complete the following questionnaire.
*To be "registered" a delegate must have submitted a registration form and full payment to the GLOBE Foundation by August 15, 1997.

Sectors (check all that apply)

- | | |
|--|--|
| ☐ Agri-Food Products & Technology | ☐ Energy Technology |
| ☐ Association | ☐ Environmental Monitoring & Geomatics |
| ☐ Automotive Parts | ☐ Forest Equipment & Technology |
| ☐ Building Products | ☐ Government |
| ☐ Consulting Engineering | ☐ Information Technology & Telecommunications |
| ☐ Education & Training | ☐ Other _____ |

Category That Best Describes Your Organization

- | | |
|---|--|
| ☐ Corporate Sector | ☐ Government (Federal) |
| ☐ Finance & Investment | ☐ Government (Provincial/State) |
| ☐ Municipal | ☐ International Agency |
| ☐ Other _____ | |

Year Established _____ **Other Offices** (city, country) _____

Employees (check one) ☐ 1-49 ☐ 50-99 ☐ 100-499 ☐ over 500

Gross Revenue (check one) ☐ under \$1 million ☐ \$1-\$5 million ☐ \$5-\$20 million ☐ over \$20 million

Key Geographic Markets

a) Market Experience — check APEC economies in which you are doing business or have completed projects.

- | | |
|---|--|
| ☐ Australia | ☐ Malaysia |
| ☐ Brunei Darussalam | ☐ Mexico |
| ☐ Canada | ☐ New Zealand |
| ☐ Chile | ☐ Papua New Guinea |
| ☐ People's Republic of China | ☐ Republic of the Philippines |
| ☐ Hong Kong | ☐ Singapore |
| ☐ Indonesia | ☐ Chinese Taipei |
| ☐ Japan | ☐ Thailand |
| ☐ Republic of Korea | ☐ United States |

b) Potential Markets — check APEC economies in which you wish to do business.

- | | |
|---|--|
| ☐ Australia | ☐ Malaysia |
| ☐ Brunei Darussalam | ☐ Mexico |
| ☐ Canada | ☐ New Zealand |
| ☐ Chile | ☐ Papua New Guinea |
| ☐ People's Republic of China | ☐ Republic of the Philippines |
| ☐ Hong Kong | ☐ Singapore |
| ☐ Indonesia | ☐ Chinese Taipei |
| ☐ Japan | ☐ Thailand |
| ☐ Republic of Korea | ☐ United States |

Business Development Objectives (check all that apply)

- | | |
|---|---|
| ☐ Distributors/Agents | ☐ Raising Capital |
| ☐ Direct Sales | ☐ Research & Development Collaboration |
| ☐ Joint-venture Partners | ☐ Strategic Alliances |
| ☐ Licensees | ☐ Technology Acquisition |
| ☐ Marketing Alliances | ☐ Other (please specify) _____ |



HOTEL RESERVATION FORM

APEC SME Business Forum & Exposition
Ottawa, Ontario, Canada
September 17 & 18, 1997

HOTEL DATA

Arrival Date _____

Departure Date _____

Room Type

- ☐ Single (1 person 1 bed)
☐ Double (2 people 1 bed)
☐ Double/Double (2 double beds)
☐ Non-smoking ☐ Smoking

Rooming with _____

Hotel (all funds are in Canadian dollars)

Please indicate first, second, third hotel choices:

- ☐ **Delta** \$130 S/D Room; \$140 S/D Studio suite
(circle type of suite)
☐ **Les Suites** \$121 One bedroom suite S/D;
\$165 Two bedroom suite S/D (circle type of suite)
☐ **Radisson** \$119 S/D
☐ **Lord Elgin** \$109 S/D
☐ **Market Square** \$99 S/D
☐ **Novotel** \$99 S/D
☐ **Citadel** \$89 S/D
☐ **Ramada Plaza Hotel (Hull, Quebec)** \$89 S/D
☐ **Days Inn** \$72/82 S/D

Dr. ☐ Mr. ☐ Ms. ☐

Last Name _____ First Name _____

Address _____

City _____ Province/State _____

APEC Member Economy _____ Postal/Zip Code _____

Telephone _____ Facsimile _____

RESERVATION GUIDELINES

- Reservations will be processed on a first-come, first-served basis.
- Reservation form must be received by August 4, 1997.
- Credit card information or a deposit cheque of \$100.00 Canadian funds must accompany this form.
- One form per room, not per delegate.
- Cancellations must be made 48 hours before arrival date in order for deposit to be returned.
- No reservations will be accepted by phone or by the hotels on a direct basis.
- Confirmation of reservation will be sent by mail.

METHOD OF PAYMENT

Deposit

Cheque payable to APEC Housing Bureau **OR** credit card information.

- ☐ Visa ☐ MasterCard
☐ American Express ☐ DinersClub/en Route

Name (as it appears on card) _____

Card # _____ Expiry Date _____

Signature of cardholder _____

MAILING ADDRESS

Margot Rayburn, APEC Housing Bureau
Ottawa Tourism and Convention Authority
130 Albert Street, Suite 1800
Ottawa, ON, CANADA K1P 5G4
TEL (613) 237-6822, ext. 126
FAX (613) 237-7339



APEC SME Business Forum & Exposition — HOST HOTELS

The hotels selected by the APEC SME Business Forum & Exposition are conveniently located in the National Capital Region (Ottawa/Hull). Special discounts are available only through our accommodation agent. Since the hotels are assigned in order of receipt of request, please indicate three choices, in order of preference, on your reservation form. To guarantee accommodation, your reservation request and deposit must be received by the APEC SME Business Forum & Exposition official accommodation agent by August 4, 1997.

1 DELTA \$130-\$140 S/D

Enjoy friendly, 4-star service at the Delta. Spacious and well appointed guest rooms, including suites. Business lounge and services. - Indoor pool, whirlpool, sauna and fitness deck. Access to washers and dryers, daily laundry/valet service, indoor parking and airport shuttle. Capital Club Fine Dining Restaurant, Gallery Café and Jesters Lounge.

2 LES SUITES HOTEL \$121-\$165 S/D

Situated in the heart of downtown, Les Suites Hotel is steps away from the Ottawa Congress Centre, Parliament Hill, the business district, shopping, restaurants and entertainment. Spacious 1 and 2 bedroom suites feature full kitchens, en-suite laundry and separate living/dining areas. Services include free local calls and recreational facilities with an indoor pool.

3 RADISSON \$119 S/D

Located two blocks from Parliament Hill, near shopping, government and convention centre. Features include: 493 spacious guest rooms, business centre, fully equipped health club, choice of dining facilities, such as Ottawa's only rooftop revolving restaurant "La Ronde," the more casual "Café Toulouse" and "Lautrec's" Lounge.

4 LORD ELGIN HOTEL \$109 S/D

Established in 1941, the Lord Elgin Hotel is a landmark heritage structure. The 300 guest room Lord Elgin has retained its classic exterior, while the interior was reconstructed in 1940s art-deco style. The hotel overlooks Confederation Park and the Rideau Canal, and is steps away from Parliament Hill, national museums, galleries, restaurants and shopping centres. Within minutes walk to the Congress Centre.

5 MARKET SQUARE INN \$99 S/D

The newly renovated Market Square Inn features 159 guest rooms with views of the inner courtyard and pool or the nearby Byward Market. The hotel is located in the centre of Ottawa's dining and entertainment district, and a few minutes walk from the Ottawa Congress Centre.

6 NOVOTEL \$99 S/D

A 5 minute walk from Parliament Hill, the Rideau Canal, the Byward Market and the Ottawa Congress Centre. Business features include: large desks, two phones, audio/visual equipment, telefax and photocopiers. Non-smoking floors, a fitness centre and wheel chair accessible guest rooms are available, as well as the Café Nicole Bistro on the ground level.

7 CITADEL \$89 S/D

The Citadel is conveniently located close to Parliament Hill, major cultural attractions and the Sparks Street pedestrian mall. Citadel is the home of Ottawa's largest hotel fitness centre, complete with 20 cybex machines, multiple treadmills, step machines and stationary bikes, as well as a large indoor pool and squash courts.

8 RAMADA PLAZA HOTEL (Hull) \$89 S/D

The Ramada Plaza Hotel Centre Ville (Hull) is steps away from the new Canadian Museum of Civilization, and within a five-minute drive to Canada's Parliament Buildings, the National Gallery, the Byward Market, the National Arts Centre, the Ottawa Congress Centre and the new Hull Casino. Enjoy dinner and entertainment in the dining room and café-bistro.

9 DAYS INN \$72/82 S/D

The 160 room Days Inn offers individual guest room climate control, gift shop and non-smoking rooms. All rooms are also equipped with cable television, coffee maker and Spectravision. The hotel offers dining in the Roxborough Diner or refreshments in Le Bar Lounge.



GENERAL INFORMATION

AIRLINE:

Canadian Airlines International is the official carrier for the 1997 Asia Pacific Economic Cooperation (APEC). Canadian Airlines offers more service between Asia and Canada than any other airline. The following discounts have been extended by Canadian Airlines to all meeting participants from Canada and other APEC member economies and are valid on CP-designated flights. Transborder and international discounts for visiting delegates have been included.

Domestic Travel:

- 15% off Business Class (J) and Full Economy (Y) fares with no restrictions
- 35% off Full Economy Class fares, with a minimum 2-day stay
- 5% off Promotional fares (B, H, V, Q fares)

Transborder Travel:

- 15% off Business Class (J) fare
- 10% off Economy (Y1 and Y26) fares
- 5% off all other fare types

International Travel:

- 10% off Business, Economy and Promotional fares (J, Y, B, H, Q, V fares)

Reservations:

 For flights originating from

- within North America:
Contact Canadian Airlines conventionair @ 1-800-665-5554 and quote convention #M01350
- outside of North America:
Contact your local Canadian Airlines office and quote **APEC 1997**.

Delegates are responsible for their own travel arrangements.

CURRENCY:

Domestic:

In Canadian currency, 100 cents constitutes one dollar, and dollars come in denominations of \$1 and \$2 coins, \$5, \$10, \$20, \$50, \$100 and \$1000 bills. It is recommended that you take advantage of a bank or currency exchange centre prior to your arrival in Ottawa, so you will have Canadian currency for taxis and other incidentals. There are numerous banks in the vicinity of the Ottawa Congress Centre, and the designated APEC SME Business Forum & Exposition hotels. Typical banking hours are Monday to Friday 10:00 A.M. - 4:00 P.M. Most hotels will readily convert funds. For larger purchases, such as hotel bills and dining, it is advisable to use a major credit card. **All references to currency in this publication are in Canadian dollars.**

Foreign Exchange and Banking

For immediate needs, some travellers cheques and foreign currency can be exchanged at the Ottawa Macdonald-Cartier International Airport or at a downtown bank. Most hotels will exchange moderate amounts of foreign currency. Banks provide the best exchange rates but are generally closed Saturdays and Sundays (typical hours of operation: 10:00 A.M. - 4:00 P.M., Monday to Friday). Automatic Teller (cash) Machines are available in the vicinity of the Ottawa Congress Centre.

GRATUITIES:

All gratuities are at your discretion; however, as a general rule, 15% is a suitable tip at restaurants, lounges and for taxis.

HEALTH INSURANCE:

Visitors are not covered by the Canadian Medical Health Insurance Plan. It is recommended that participants arrange for their own coverage while in Canada.

HOTELS:

Now is the time to make your hotel reservations for the APEC SME event in Ottawa. The hotels selected by APEC SME Business Forum & Exposition are conveniently located in downtown Ottawa. In order to guarantee accommodation, your reservation request should be made no later than August 4, 1997.

For further information, please see your Hotel Reservation Form on page 13.

LANGUAGE:

The official languages of Canada are English and French. Both languages are spoken in the National Capital Region, which encompasses Ottawa in the province of Ontario, and Hull in the province of Quebec. The working language of the APEC SME Business Forum & Exposition is English.

PASSPORTS AND VISAS:

Participants are advised to check their individual circumstances for entry into Canada. Citizens of some countries require non-immigrant visas. In addition, we advise participants that, if they wish to stay longer than the period for which they are initially admitted, they should report to the nearest immigration office.

Persons from outside the USA, wishing to enter the USA before or after the Exposition, should make arrangements before leaving their home country. Non-citizens of the USA, residents or temporary residents in the USA who come to the Exposition from the USA should check that they can re-enter the USA.

TOURIST INFORMATION:

There are many exciting Ottawa and Ontario/Quebec tours available upon request. Short holidays before or after the APEC SME Business Forum & Exposition could include touring the beautiful and historic Ottawa capital region, a picturesque train trip to take in the fabulous shopping and night-life in Montreal, shooting the rapids on the Ottawa River and many other tours. Day outings in the Ottawa/Hull region could include:

- Canadian Museum of Civilization
- Parliament Hill
- Sightseeing at Hog's Back Falls
- A cruise along the Rideau Canal
- National Gallery of Canada
- Hull Casino

For detailed tourist information on the National Capital Region, please contact:

Margot Rayburn
OTTAWA TOURISM AND
CONVENTION AUTHORITY
130 Albert Street, Suite 1800
Ottawa, Ontario K1P 5G4
Tel: (613) 237-6822 ext. 126
Fax: (613) 237-7339
E-mail: otca@globalx.net

TRANSPORTATION:

Ottawa is served by an excellent public bus transportation system. Taxis, limousines and special airport transportation are available; please check with your travel agent. Taxi fare from the airport to downtown is approximately \$25.00 and limousines will cost approximately \$40.00.

WEATHER AND DRESS:

September in Ottawa and central Ontario is generally warm and pleasant. Temperatures average around 20 degrees Celsius or 68 degrees Fahrenheit. Light wool jackets, sweaters, slacks and skirts are the order of the day. Ottawa has an extensive network of beautiful trails and parks and is a wonderful city for walking or morning jogs. So don't forget your jogging suit and runners!

Ottawa provides world-class recreational options and September is a perfect month to visit, providing opportunities to fish, sail and golf. At night, downtown Ottawa offers theatres, concerts and cabarets, and has a wide variety of fabulous restaurants.



ASIA PACIFIC
ECONOMIC
COOPERATION

APEC SME BUSINESS FORUM PROGRAM



CANADA'S YEAR OF
ASIA PACIFIC 1997
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World Trade Centre
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Vancouver, BC
Canada V6C 3E1

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<http://strategis.ic.gc.ca/apecsme>

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99/WLNM/005

Women in APEC

Stocktaking of Impact of WLN Recommendations on APEC : 1996-1999

Dana Peebles

**APEC Women Leaders' Network Meeting
Wellington, New Zealand
20 - 23 June, 1999**

STOCKTAKING OF IMPACT OF WLN RECOMMENDATIONS ON APEC: 1996-1999

by Dana Peebles, Canadian WLN Coordinator

Overall Summary of Stocktaking Exercise

APEC has made significant progress over the past three years with regard to its policy related to gender issues and considerations. In October 1998 APEC held the 1st Ministerial Meeting on Women in Manila. This Ministerial Meeting led to the Economic Leaders making a policy level commitment to recognize gender as a cross-cutting issue within APEC's programs, policies and projects and to create an Ad Hoc Task Force on the Integration of Women. This Task Force was then given a mandate to develop a Framework to Integrate Women under the Senior Officials (SOM). There has also been considerable progress in the different working groups, particularly with regard to the implementation of gender-specific projects. In addition, the importance of women's contribution to the region has gained increasing recognition within a broad range of APEC fora.

Apart from the adoption of all of the recommendations generated by the First Ministerial Meeting on Women by APEC Economic Leaders, the Working Groups have made the most progress in terms of actually integrating gender issues. The HRD Working Group and the IST Working Group, in particular, have taken the lead in terms of developing mechanisms to do so. The Transportation Working Group and the Telecommunications Working Group are also now taking a more active role in this area and developing concrete proposals which integrate gender issues. All of these groups are to be commended for these initiatives.

What remains of concern to the WLN is that the Task Force on the Integration of Women was only given a year to carry out its mandate and no funds to do so. The working groups also need to begin to look at how to develop gender-integrated as opposed to gender-specific projects. In addition, it needs to be stressed that recognition of women's contribution in the region does not necessarily mean that the different APEC bodies will take action related to their specific needs.

Concrete action is still needed to develop a systematic means of monitoring future APEC policies, programs and projects to determine how well the Framework will be implemented following the disbanding of the Task Force in August 1999. Given the short life of the Task Force, the WLN needs to develop strategies to strengthen the gains made in 1998 and to ensure that the Framework on the Integration of Women is implemented in an effective and timely manner. The Network also needs to develop an action plan to facilitate and promote the use of WLN expertise by APEC.

Urgent WLN Action continues to be needed to further WLN goals regarding ways to mitigate the impact of the financial and economic crisis on women. Another gap identified by the stocktaking exercise is the need for further work in the area of academe and to a lesser extent Science and Technology. Future WLN strategies also need to focus on ways to broaden the number of APEC fora where the Network is asked to make presentations on behalf of the communities of women our members serve and to explore the feasibility of APEC fielding a second Ministerial Meeting on Women in 2001 in Mexico to review the progress made on the implementation of the Framework.

General Recommendations to APEC Re the Integration of Gender Perspectives		
Recommendation	Actions Taken to Date by APEC	Status
1. That APEC undertake joint policy dialogues.	8th Ministerial Meeting - Joint Statement - Nov. 98 Ministers emphasized the need to jointly undertake economic & technical cooperation activities that will promote the full participation of men & women in the benefits of economic growth (para. 2 from Declaration on an APEC Framework for Strengthening Economic Cooperation & Development)	Needs more comprehensive & systematic action.
2. That APEC identify & act upon knowledge gaps and gender themes for joint activities.	Industrial, Science & Technology Working Group: Project Level • Guide to Women's S & T Organizations (1996) • Discussion Paper on Gender & Science & Technology in Knowledge-Based Economies (1996)	Good start. Need to expand areas of work.
3. That APEC identify, measure & assess the differential impact of its policies & activities on women & men & take steps to prevent & ameliorate adverse impacts.	Economic Committee The 1996 Ecotech Report advocated increasing women's education & participation in the formal labour market. 1st Ministerial Meeting on Women - Oct.'98 Ministers recommended that APEC implement gender impact analysis of policy, program & project proposals as an integral component of APEC decisions, processes and activities, including planning, priority setting, resource allocation, design, implementation & evaluation.	Leaders set up Task Force on the Integration of Women. Need to monitor implementation process once Task Force tables its Framework.
4. Ensure equitable & effective representation of women at levels of APEC processes.	1st Ministerial Meeting on Women: Joint Statement - Oct. 1998 Ministers recommended that strategies to increase the participation of women within APEC be included as a part of the mandate of the Task Force on the Integration of Women and the Framework.	Some progress. WLN will be providing APEC with a database of female experts from the region. Work still needs to be done to increase women's participation at the official level & on delegations & working groups.

Recommendation	Actions Taken to Date by APEC	Status
5. Promote comparable sex-disaggregated databases & indicators & urgently address the lack of available sex-disaggregated data & analyses, which are essential to effective policy-making, & the success of APEC Programs & projects..	1st Ministerial Meeting on Women - Oct.'98 Ministers recommended to APEC Leaders that a high priority be placed on the collection of sex-disaggregated data. HRDWG Project Some data in the HRD Labour Market Information database (LMI) are now disaggregated by sex	Significant progress made with the development of the Framework for the Integration of Women in APEC as it is setting guidelines for collection of sex-disaggregated data... Monitoring of follow-up required.
6. Strengthen current APEC gender initiatives & open future opportunities within the three pillars of Trade & Investment Liberalization, & Economic & Technical Cooperation, beginning with themes identified at the Network Meeting, namely HRD, SMEs & IST.	Leaders Declaration - Nov.'96 Ministers directed to work in partnership with private sector to encourage economic cooperation & participation by all APEC economies & to put special emphasis on women & youth (para. 18) 8th Ministerial Meeting - Joint Statement - Nov.98 Ministers took note of goals set by Seoul Declaration to ... strengthen the exchange of scientific & technical men & women across the region...& to attract creative & talented young people to take up careers in S. & T. (p. 42) 1st Ministerial Meeting on Women - Oct.'98 Ministers recommended the establishment of a Task Force to Integrate Women in APEC programs, policies & planning.	Significant progress made in all three sectors related to Ecotech. Work still needs to be done in TILF.
7. Recognize & integrate gender as a cross-cutting theme in APEC.	2nd Regional S & T Ministerial Conference: Nov.'96 Ministers recognized gender as a "cross-cutting concern with implications in other APEC fora"; & "identified the importance of removing barriers & promoting the full contribution of women in S & T as essential elements in meeting APEC's goal of achieving sustainable & equitable development (para 5). 1st Ministerial Meeting on Women- Oct.'98 Recommended that gender be recognized as a cross-cutting theme in APEC	Significant progress. Implementation of the Framework to Integrate Women will need monitoring.

Recommendation	Actions Taken to Date by APEC	Status
8. Develop an APEC partnership with the Network to identify mechanisms to achieve this objective.	8th Ministerial Meeting: Joint Statement - Nov. 98 Ministers further encouraged an enhanced partnership with the private sector, a sustained collaboration with other APEC Working Groups/Fora & an active participation of support groups contributing to the development of SMEs to enable APEC to address the growing challenges & opportunities facing SMEs, including concerns of women entrepreneurs & SMEs in rural areas (para. 43)	Mechanisms still need to be identified.
9. Recognize the Women Leaders' Network as a flexible, consultative forum & as a strategic planner toward the achievement of the APEC vision, goals & action agenda.	4th SME Ministerial Meeting: Joint Statement - Sept. '97 SME Ministers took note of the fact that the WLN called upon them to recognize gender as a concern that cuts across many issues, & to integrate a gender perspective at all levels of SME work & that the WLN called on them to ensure the full participation of women through equitable representation at all levels of APEC fora with a target of at least 305 women participants at senior levels by the year 2000 (para 20). 5th SME Ministerial Meeting: Joint Statement - Sept. '98 SME Ministers welcomed the Declaration of the 1998 Women Leaders' Network Meeting & took note of their recommendations (para 26). 1st Ministerial Meeting Women: Joint Statement - Oct. '98 Ministers took note with appreciation of the contribution made by the WLN since 1996, on issues pertaining to women & APEC.	Significant progress. WLN needs to broaden fora where it is recognized beyond the SME Ministerial. Further recognition may come in 1999 with the Trade Ministerial.
10. Urge those APEC economies that have not ratified CEDAW to ratify the Convention, & for those who have ratified it, to observe its implementation.		No action taken by APEC to date.

Recommendation	Actions Taken to Date by APEC	Status
11. Identify & assess the differentiated needs and realities of women & men in APEC's work in the six Ecotech priority areas, & take steps to prevent and ameliorate adverse impacts.	Environmental Ministerial Meeting on Sustainable Development - June '97 Environment Ministers stated that efforts to enhance human well being should include a project to incorporate the poorest & most disadvantaged sectors of the population into productive processes, with a special emphasis on programs designed to incorporate women. 2nd APEC HRD Ministerial Meeting: Joint Statement - Sept. '97 HRD Ministers acknowledged the importance of issues related to women's participation raised at the Meeting & called upon the HRD Working Group to cooperate to the extent possible with the organizers of the proposed Women's Ministerial Meeting in 1998.	Leaders set up Task Force on the Integration of Women. WLN needs to monitor implementation process after Aug. '99.
12. Encourage all APEC fora, particularly APEC working groups & committees, to document best practices on the integration of gender perspectives & effective approaches to ensure the full participation of women.	Leaders Declaration - Nov. '97 Leaders welcomed Philippines offer to host 1st Ministerial Meeting on Women in 1998 to take stock of progress to date in involving women in APEC's agenda & to determine next steps to integrate women into the mainstream of APEC's activities (para. 20) APEC Secretariat Secretariat now produces "Gender Related Developments in APEC" which are updated quarterly.	Good start. Process now needs to be mainstreamed into other APEC activities.
13. Use gender analysis as part of project development throughout the activities of APEC working groups & call for the consistent application of gender impact analysis for all APEC policies and programs.	HRD Working Group: Policy Level - 1998 The 19th HRDWG meeting provided information sessions on gender analysis as a step towards integrating gender analysis & criteria into the project cycle. 1st Ministerial Meeting on Women - Oct. '98 Ministers recommended that APEC implement gender impact analysis of policy, program & project proposals as an integral component of APEC decisions, processes and activities, including planning, priority setting, resource allocation, design, implementation & evaluation. HRD Working Group: Policy Level - 1997 <i>HRDWG Statement on Medium Term Strategies</i> cites APEC Leaders concern about issues of participation by women & young people & commits the HRDWG to pay due attention to gender issues in developing annual work plans.	Good start. APEC still needs to introduce gender analysis to all working groups, projects & programs. Implementation of section of Framework on Integration of Women needs monitoring after Task Force its work in Aug. '99.

Recommendation	Actions Taken to Date by APEC	Status
14. To accelerate the integration of women & gender perspectives into all APEC processes & activities.	1st Ministerial Meeting on Women - Oct.'98 Ministers recommended an acceleration of the progress of integrating women in the mainstream of APEC processes & activities, by developing a "Framework for the Integration of Women in APEC". Leaders Declaration - Nov.'98 Leaders instructed Ministers to develop a Framework for the Integration of Women in APEC by Aug. 99 (para. 32) Transportation Working Group - Based on directives of Transportation Ministers in 1997, the TPTWG has a project entitled "The Participation of Women in the Transportation Sector", related to training & development initiatives. - Establishment of a project management team to assume management for gender specific projects, starting with a proposal for the creation of a compendium of success stories as a part of the above project (1998). Tourism Working Group Agreed to consider ways & means to promote the role & contribution made by women to the industry (1997). Fisheries Working Group 1999-2000 This group is implementing a project on Women in Aquaculture.	Significant progress made. Need to monitor future follow-up.
15. To ensure the full participation of women & gender perspectives into all APEC processes and activities.	1st Women's Ministerial Meeting - Oct.'98 Ministers recommended the promotion & encouragement of women in all APEC fora. APEC Secretariat - 1999 The Secretariat is now issuing quarterly reports on gender related developments within APEC programs, policies, projects & processes	Some progress made. Documentation process by APEC important first step. Still need for broadening of areas of action.

Recommendation	Actions Taken to Date by APEC	Status
16. To promote & facilitate the participation of women in business, science & technology networking & partnerships for the mutual benefit, sustainability & prosperity of our respective economies.		Limited progress to date & primarily initiated by the G.S &T Ad Hoc Group.
17. To seriously consider the recommendations of the Ministerial Meeting on Women to be held in Manila, the Republic of the Philippines, October 15-16, 1998. & establish an effective, cross-cutting APEC mechanism with expertise on gender, to ensure the implementation of the Ministerial recommendations.	10th Ministerial Joint Statement - Nov.'98 Ministers endorsed all recommendations of 1st Women's Ministerial Meeting, particularly the development of a Framework for the Integration of Women in APEC (para. 22). 1st Women's Ministerial Meeting - Oct.'98 Ministers made a recommendation that APEC Leaders ensure the implementation of the Women's Ministerial recommendations and accountability for the results.	Significant progress made. Framework for the Integration of Women in APEC to be completed by Aug.'99. Follow-up monitoring of implementation process needed.

Recommendation	Actions Taken to Date by APEC	Status
5. Recognize the barriers for women in access to finance & urge all economies to create & support innovative mechanisms, providing immediate access to credit, and to remove discriminatory laws & practices which impede women's access to finance.	1st Ministerial Meeting on Women: Joint Statement - Oct. '98 Ministers recognized that women-owned SMEs face gender-specific barriers that limit their capacity to maximize their contribution to the economic growth & social development of APEC Economies.	Action still needed along with specific recommendations & proposals.
6. Urge SME Ministers to recognize the economic importance of micro-enterprises in all APEC economies & the critical role that women in microenterprises & SMEs will play in the recovery from the current economic crisis.;	5th Meeting of APEC SME Ministers: Joint Ministerial Statement - Sept. '98 Ministers commended the inclusion of microenterprises & women entrepreneurs as an integral part of SPAN (Integrated Plan of Action for SME Development) (para. 10). SME Policy Level Group Study on Women Entrepreneurs in SMEs in the APEC Region approved to start in 1998 to facilitate the involvement of women entrepreneurs & workers in the formulation & implementation of policies & programs being developed by economic ministries. 1st Ministerial Meeting on Women: Joint Statement - Oct. 1998 Ministers recognized that women have a crucial role in the successful planning, design & implementation of economic recovery programs, not only as beneficiaries but also as decisions-makers (para. 3).	Significant progress made re recognition of importance of microenterprises. Need to develop more concrete proposals & projects to support microenterprises & women entrepreneurs. Urgent action needed re role of women-led microenterprises in recovery process.
7. In developing specific programs in line with the SME Plan of Action that all barriers to women's equal access to: credit & finance; education, training & skills development; information; technology & markets be eliminated.		No action taken to date. Need to develop more concrete proposals & projects to further this goal.

Human Resource Development Recommendations		
Recommendation	Actions Taken to Date by APEC	Status
1. Ensure basic education for boys & girls & address drop out rates in terms of a gender perspective.	Human Resources Task Force on Social Impacts of the Crisis The HR Task Force has recognized this issue.	Limited action taken to date. Need to develop more concrete proposals & projects to further this goal.
2. Ensure access for retrenched workers from the formal sector to opportunities for training in specialized & high tech skills, to enable women to create employment opportunities, & to enter or re-enter the job market.		No action taken to date. Follow-up urgently needed.
3. Incorporate concrete measures to include women in any training plans of APEC work programs.	HRD Working Group: Policy Level - 1998 Stocktaking of HRD projects for their inclusion of women as subjects & participants, resulted in decision of the HRDWG in 1998 to include gender considerations in their Project Management Guide.	Good progress. May be able to use work of HRDWG as model for other working groups.
4. Improve mechanisms to provide technical assistance & social safety net systems, including health services, complementing the work underway - by international financial institutions, & do so in dialogue with women's organizations in order to sustain delivery to those in need.	HRD Working Group: Policy Level - 1998 HRDWG Task Force on Human Resource & Social Impacts of the Financial Crisis included gender experts in its work & noted that "the heaviest burden of the financial crisis is borne by certain groups, (including) women. They recommended that the HRDWG develop strong links with key private sector stakeholders, including business, labour, women youth & non-governmental organizations.	Some progress, but need for increased dialogue with international financial institutions.
Additional APEC HRD project activities not directly linked to WLN recommendations.	Project Names - Gender Equity in Education & Training: Meeting the Needs of APEC Economies in Transition (1993-95) - Network on Economic Development Management (NEDM) - Women in Industrial Technology Training Programs (1994-95) - Role & Status of Women in Social & Economic Development in the Asia Pacific Region (1996) (NEDM) - Linkages between Paid & Unpaid Work in Formulating HRD Policies (1998-99) (NEDM) - Gender & Life Long Learning: Enhancing Contributions of Women to SMEs in the Asia Pacific Region for the 21st Century (1997/98)	HRDWG has made a concerted effort to highlight & integrate gender concerns which could serve as a model for other APEC working groups.

Recommendation	Actions Taken to Date by APEC	Status
6. Urge APEC SME Ministers to identify best practices to support women entrepreneurs, to use SME-specific training institutes, undertake mentoring program with the formal and informal sector, women's business organizations and distance learning.	4th SME Ministerial Meeting: Joint Statement - Sept.97 SME Ministers agreed to promote gender sensitive policies & measures related to the development of SMEs to empower women in technical, managerial & entrepreneurial fields & directed Policy Level Group Members to support the development & growth of women entrepreneurs (para 20). SME Policy Level Group - 1998-99 The SMEPLG has initiated a research project on women entrepreneurs.	Good start. Needs monitoring.

Academe Recommendations		
Recommendation	Actions Taken to Date by APEC	Status
1. Study and monitor the contribution of women to economic growth and the impact of trade and investment liberalization and facilitation on women and their communities.	Leaders Declaration - Nov. '97 Leaders welcomed progress of APEC fora in involving business, academics & other experts, women & youth in 1997 activities & encouraged them to continue these efforts (para. 10). 1st Ministerial Meeting on Women: Joint Statement - Oct. '98 Ministers recommended that a high priority be placed on the development of further studies on the impact of the financial & economic crisis on women & the development of strategies to minimize any disproportionate effects on them: & to explicitly integrate the economic interests of women into regional & domestic strategies for economic recovery & future prosperity.	Need to move to more concrete proposals & actions.
2. Ensure that all future APEC studies and projects incorporate gender perspectives.	APEC Study Centre Conference - June 1999 Conference includes session on gender.	Need to move to more concrete proposals & actions.
3. Urge APEC Study Centers to conduct research to evaluate women's economic contributions in the informal sector and to the development of micro-enterprises.		No action taken to date.

Recommendation	Actions Taken to Date by APEC	Status
4. Establish a system of data collection for APEC economies to document economic, social and environmental issues on a comparable, sex-disaggregated basis.		Some progress in terms of collection of gender disaggregated data, but it has not yet been related to social & environmental issues.
5. Ensure access for retrenched workers from the formal sector to opportunities for training in specialized & high tech skills, to enable women to create employment opportunities, & to enter or re-enter the job market.		No action taken to date.
6. Create a network of Centres of Excellence across universities in APEC economies in areas of high relevance to shared gender goals and priorities.		No action taken to date.
7. APEC Study Centers to set up a research agenda on the gender dimensions of ethical issues in science & technology.		No action taken to date.

Gender, Science & Technology Recommendations		
Recommendation	Actions Taken to Date by APEC	Status
1. Support systems which foster retention of women in science & technology careers and enhance gender equality & which to identify & systematically remove barriers to the full & equal participation of women in education, careers, & decision-making in the S & T sector..	Industrial, S & T Working Group - Policy Level An Ad Hoc Group on Gender & Science & Technology was formulated in 1997 with a two year mandate to share & document best gender practices in S & T; to design a gender & S & T website on the APEC web page; & provide a forum for the exchange of information on policy ideas related to gender & S & T (1997). This mandate was extended in 1998 through the Ministerial Meeting on Women." 3rd APEC Ministers Conference on Regional S. & T. Cooperation - Oct.'98 Ministers encouraged APEC fora to encourage elimination of barriers to fullest participation in, & contribution to, S & T by all members of society, with special attention to underrepresented segments, such as women & persons with disabilities (para. 9) Industrial, Science & Technology Working Group - Policy Level Under Joint Activities of APEC members, there is a commitment to "undertake activities to expand research mobility & to increase public interest in S & T, particularly among young people & women: & to increase the participation of women in science & technology, the ISTWG will also "consider the results of the work of the Ad Hoc Group on Gender & S & T, that also stresses the importance of mainstreaming gender concerns in the Working Group's activities (1998).	Progress made. Work needs to go beyond Ministerial meeting & recommendation level to concrete actions and projects. Need to monitor how ISTWG carries out its commitment & to mainstream gender issues within IST.
2. Recognize and provide protection for the intellectual property rights & traditional knowledge of women & indigenous communities and promote complementary policies to support a balance between traditional systems & the formal technology systems.		No action taken to date.
3. Promote the participation and increase the attainment of women in science and technology education & training, including on the job, distance education & life long learning.		Process has started. Needs monitoring.

Recommendation	Actions Taken to Date by APEC	Status
5. Recommend the necessary policies and programs to facilitate effective integration of gender issues into the conceptual framework for Science & Technology statistics; & to identify the critical data elements necessary to illuminate causal relationships in women's participation in science & technology education/training with their roles in the labour market & economy.	Ad Hoc Group on Gender, S & T, 1998 Group held seminar on gender in IST in Manila, March 1998 & made recommendations to the IST Working Group. Ad Hoc Group on Gender, S & T, Mar'99 Group is currently collecting good practices related to G., S. & T. issues in education, research, the workplace & APEC projects & fora Industrial, Science & Technology Working Group: Project Level Descriptive data from all approved ISTWG projects will be collected to identify the number of women & men participating (1998).	Significant progress made on this recommendation.
6. That the APEC Ecommerce Task Force, in conjunction with the private sector, draft a "Best Practices/Lessons Learned" paper to identify practical, gender aware solutions to address the institutional, regulatory, infrastructural, & access gaps impeding full & equal participation in electronic commerce.	Ecommerce Task Force generated a report which included best practices. The Task Force has since been replaced by the Virtual Group.	Limited action taken to date. WLN could forward its 1999 paper & recommendations on Ecommerce to the APEC Ecommerce Virtual Group.
7. That APEC economies place high priority on targeting resources towards S& T capacity-building & the transfer of technology particularly to girls & women.		No action taken to date. Follow-up needed.
8. That APEC develop an ECOTECH Y2K technical assistance initiative.	APEC Y2K Seminar held May 1999 in Singapore with an Ecotech focus.	WLN needs to monitor results of the seminar to determine if gender issues included.
9. That APEC foster & support women's central role in implementing these global science objectives.	Industrial, Science & Technology Working Group: Project Level APEC Experts Meeting on Gender, Science & Technology (1998)a	Some support given through Ad Hoc Group on G. S & T. WLN needs to liaise with Ad Hoc Group re future actions needed.

Impact of the Financial Crisis on Women & Women's Businesses Recommendations		
Recommendation	Actions Taken to Date by APEC	Status
1. To assess & take collective action & measures to support initiatives to manage & mitigate the disproportionate financial & social impacts of the economic crisis on women.	Finance Ministerial Meeting: Joint Statement - May '98 Finance Ministers took note of the (financial) turmoil & the adjustment policies necessitated by it & that this situation is placing strains on the social fabric & the burden in many cases falls on the poorer segments of society & those least able to protect themselves, especially women & children (para. 24). HRD Working Group HRD Working Group established a task force on the "Human Resource & Social Impacts of the Crisis". Senior Officials Meeting - 1999 SOM established a Task Force on Social Safety Nets. HRD Ministerial Meeting - July 1999 Meeting will focus on the financial crisis.	Problem now more clearly documented. Concrete action still urgently needed.
2. Develop a gender-responsive framework for stabilizing financial flows by reexamining existing international financial practices & policies, & assessing their impact on people in the region, especially women & other vulnerable groups.		No action taken to date. Urgently needed. WLN needs to provide concrete proposals to specific bodies APEC immediately.

Recommendation	Actions Taken to Date by APEC	Status
4. Establish & expand social safety nets for women by taking actions such as: • promoting access to credit & alternative methods of financing women's SMEs & microenterprises in both the informal & informal sectors • promoting women's knowledge & awareness of the economic crisis & the effects of trade liberalization & globalization on women • initiating alternative strategies for improving women's livelihoods in the informal sector - a sector which should be reassessed as a potential energizing & growth sector, not as a sector of last resort.	The importance of these issues has been given increasing recognition through: • the 1st Ministerial Meeting on Women • the Human Resources Task Force on the Impact of the Financial Crisis • the 1999 Human Resources Ministerial	Increasing recognition of the problem & issues. However, WLN needs to provide concrete proposals to specific bodies APEC immediately.
5. Support efforts & policies to gather sex-disaggregated data & analyses of women in the economic crisis, particularly women at the grassroots level.	1st Ministerial Meeting on Women: Joint Statement - Oct. 1998 Ministers recommended that strategies to support the collection of sex disaggregated data be included as a part of the mandate of the Task Force on the Integration of Women and the Framework.	Some progress made. Need more concrete directives to conduct analyses of women in the economic crisis.
6. Support collective action to mitigate the impact of the economic crisis & to work collectively to seek speedy recovery measures.		No action taken to date. Urgently needed.



99/WLNM/038

Women in APEC

1999 Women Leaders' Network Meeting :
Declaration and Recommendations :
Final

APEC Women Leaders' Network Meeting
Wellington, New Zealand
20 - 23 June, 1999

1999 WOMEN LEADERS' NETWORK MEETING

Wellington, New Zealand

June 20–23, 1999

'Women in APEC: Our Contribution to Economic Prosperity'

DECLARATION AND RECOMMENDATIONS

Recalling the APEC Vision for the Asia Pacific for achieving stability, security and prosperity for the peoples of the Region (Seattle, 1993), and expressing our concern at the differential impacts of the economic crisis on women and men,

We, the Women Leaders' Network from APEC Economies,

wish to emphasise the critical contribution of women to the achievement of sustainable economic development and social cohesion in our respective economies. We wish to further emphasise the linkages between social and economic policies and the pre-eminent requirement to ensure that the basic needs of peoples are met and cultural values are respected. The sustainability of natural resources as well as the cooperation within and between economies are essential for economic growth and stability for future generations.

Women in APEC represent an enormous untapped potential for improving the economic and social well-being of the APEC region in the 21st Century. Their diversity, cultures, experience and skills can offer new perspectives on advancing the critical policy agenda of APEC economies.

At our annual meeting, we addressed the following APEC 1999 themes:

- Expanding opportunities for business
- Strengthening the functioning of markets
- Broadening understanding and support for APEC.

We congratulate APEC Leaders for the important steps taken to date to integrate gender throughout the activities and processes of APEC, in particular, the convening of the APEC Ministerial Meeting on Women in 1998. We strongly support the agreed conclusions and recommendations outlined in the Joint Ministerial Statement from that meeting and we welcome the Leaders' directive to develop a Framework for the Integration of Women in APEC.

To maintain this momentum, we request APEC Leaders to:

- Adopt the Framework, which includes the following elements: gender analysis; collection and use of sex disaggregated data; involvement of women in APEC; and an implementation plan.
- Ensure the full implementation of the Framework that will lead to a stronger, more inclusive, responsive and effective APEC;
- Develop processes and mechanisms for co-ordinating and monitoring the integration of women, as a means of enhancing the management of APEC;
- Ensure that APEC economies address ~~the~~ differential impacts of trade policies on women and men and ensure that any measures taken as a result of this are an integral part to the WTO process. *as individual economies, that they within their*

The APEC Women Leaders Network has met annually since 1996. We wish to draw to the attention of Leaders a number of continuing themes that have been discussed at this meeting and brought forward from previous meetings. These are key to achieving APEC's vision for the people of the region.

These include the critical need for APEC and its member economies to address barriers to women accessing finance, information and technology and for women's full participation in businesses, workforce, education and leadership. We reiterate that APEC and its member economies would benefit from improved monitoring, and information systems that identify the possible differential impacts of policies on women and men and also on different groups and cultures within our societies. We also call upon APEC and member economies to recognise the contribution of the non-government sector in enhancing women's status in society and in providing support to women in times of economic change.

Our discussions at this 1999 meeting have been guided by the principles of active participation, partnership and respect for diversity.

In addition, for the first time, the **Indigenous Women in Exporting Business Seminar** brought together indigenous business women from several APEC economies to explore opportunities, share experiences in running export businesses, and discuss the uniqueness of their cultures which provides a value-added component to their businesses and economies. The Indigenous Women in Exporting Business (IWEB) seminar participants **recommend to APEC Ministers Responsible for Trade that APEC:**

- Note the ~~success and~~ value of the Indigenous Women in Exporting Business Seminar and the importance of its continuation.
- Recognise and acknowledge the significant and unique role and contribution of indigenous women in our individual economies and to the APEC region as a whole.
- Recognise the existence of indigenous knowledge systems in APEC economies and the importance of protecting indigenous cultures.

The following recommendations from the WLN are addressed to APEC Leaders and Ministers:

Expanding Opportunities For Business

Increasing the participation of women in business and increasing access to exporting markets will act as a catalyst for economic growth. Making it easier to do business in the region is a key goal for APEC.

It is recommended that APEC Leaders and Ministers:

Actively encourage and support women's participation in its decision making at all levels of APEC. ✓

Address the barriers to women's access to finance, including micro-finance, as identified by Ministers at the 1998 Ministerial Meeting on Women.

Address the urgent need for women's training and upgrading of skills to meet the requirements of changing economies. ✓

Recognise the contribution of women owned micro-enterprises and self employment to the growth of our economies and take measures to assist women in these enterprises to expand their businesses.

Take measures to ensure that women have access to comprehensive information and training that will help them to benefit from financial, educational, marketing and technological opportunities.

Develop gender aware policies to minimise the different negative impacts of economic, social and technological change on women and men. ✓

Note that an estimated 80% of all women owned SMEs in the APEC region are in the service sector and ensure that training and support is provided to meet the needs of the service sector providers and address the unique obstacles faced by this sector. ✓

Promote policies that recognise that access to electronic services, and the ability to use them, are necessary for full economic participation in society.

Promote the involvement of women as key participants in the design, choice, implementation and applications of technologies.

Involve non-government organisations, women's business organisations, employee and employer organisations and groups representing the informal sector in the development of policy.

Note that the Confederation of Women's Business Councils continues to be a voice for the growing force of women in business in APEC member economies.

Strengthening the Functioning of Markets

An improved competitive environment, deregulation, stronger institutional capacity, and human resource development are central to the growth of strong markets and women's participation in business within the APEC region and globally. Accelerating APEC's trade facilitation agenda is central to reducing costs on business. These costs fall disproportionately on small and medium sized businesses and can affect women owned businesses in particular.

It is recommended that APEC Leaders and Ministers:

Ensure better understanding of the social impact of economic crises at both the macro and micro level and design appropriate policies to mitigate the impact on all sectors. ✓

Recognise the critical importance of life long education and training, particularly in science and technology, to women's full participation in the economy so that our contribution to economic growth is maximised.

Recognise that micro, small and medium sized enterprises in developed and developing economies may face very different challenges, and that support provided must be relevant to each economy and enterprise.

Ensure there are sound fiscal, economic, and financial policies, along with effective regulatory and legislative frameworks that support women in business and in the wider community especially through times of crisis and change. ✓

Take steps to protect women workers at risk of increased isolation, overwork and unsafe work practices and conditions; and reduce disparities between men's and women's incomes and job security. ✗

Promote greater transparency in public and private governance and discourage discriminatory practices and reveal their occurrence. ✗

Identify and adopt strategies to overcome gender-specific barriers to the use of electronic commerce.

Develop strategies which enable people to participate in the activities which generate sustainable trade and stable communities by providing appropriate education and making technology information easily accessible.

Broadening Understanding and Support for APEC

There is growing recognition that more needs to be done by APEC to promote understanding of the APEC process to the wider community.

It is recommended that APEC Leaders and Ministers:

Inform communities of the benefits of APEC objectives and policies that will improve conditions for sustained economic growth and sustainable development especially for economically and socially disadvantaged groups.

Involve communities, including women's organisations, in the development of responses to the economic crisis and recent economic structural changes, and inform citizens on the role that APEC can play in the recovery. X

Promote a culture of stewardship towards local, national and global natural resources to enable communities to be perpetually sustained by their natural resources for future generations and recognise in this the unique role women play. X

Establish structures and processes to provide a balance between government, business and the non-government sector that mirror and enhance the current consultative mechanisms for business.

Conclusion

The WLN 1999 reiterates its strong support for and commitment to the realisation of the vision of APEC for women in the region. WLN will continue to provide expertise and assess progress achieved in the integration of women in APEC. We urge the APEC SOM (Senior Officials Meeting) Ad Hoc Taskforce, currently developing the Framework for the Integration of Women in APEC, to take account of the above recommendations.

APEC MINISTERIAL MEETING ON WOMEN
MANILA, REPUBLIC OF THE PHILIPPINES
October 15-16, 1998

U.S. STATEMENT

Thank you Madam Chair for leading this important meeting and thanks also to your government and the Filipino people for their generous hospitality. It is an honor to be part of this distinguished group at this unique and historic APEC meeting. We gather to discuss important issues affecting women, their families and our entire societies.

The idea for this meeting began a few years ago when APEC economies were enjoying unparalleled success and opportunities seemed limitless. Now we meet as a financial crisis that began in Asia has spread to the rest of the world and threatens us all. It has already brought real suffering and turmoil to millions in this region, and a pervasive sense of disquiet and worry around the world. Women and their children are bearing the brunt of this economic crisis. Their needs both in the near term and the long term must be the focus of our attention and concern. They are the last hired and the first fired. They often have to choose between educating their children and feeding them. They often are the victims of the misplaced anger and frustration of their spouses who have also been deeply affected by the economic crisis. That is why this ministerial meeting on women is more urgent than ever.

Our concerns and our agenda are not marginal to APEC. Our agenda is central to the challenges APEC economies now face. Just as women benefited when times were good and contributed to the economic boom, so too will they be central to recovery of APEC economies. Women are part of the solution.

Over the last two decades we witnessed an extraordinary worldwide phenomenon. Women account for the majority of new workers in both industrialized and developing countries. But despite these gains, gender disparities and inequality of opportunity and treatment persist. We find increasing evidence of the feminization of poverty around the globe.

The international community is gradually recognizing the importance of women to the global economy as well as the persistent inequality women face. The United Nations Fourth World Conference on Women in Beijing reaffirmed the critical importance of quality employment and working conditions, as well as the need for equal access to education, training and credit, and a place at the table where economic decisions are made. In 1995, 189 nations adopted the Beijing Declaration and Platform for Action, an extraordinary general public policy statement on the need to empower women in all aspects of their lives - as individuals, as mothers and family members, as workers, employers, entrepreneurs and activists; and as leaders at the community, national and global levels.

Following the Beijing conference, President Clinton established an Interagency Council on Women to coordinate our government's implementation of the agreements made there. Our Secretary of State Madeleine Albright chairs the Council and our First Lady Hillary Rodham Clinton is Honorary Chair. Mrs. Clinton and Secretary Albright actively promote the advancement of women in their work, and Secretary Albright, at the President's request, has made the advancement of women around the world a key objective of our foreign policy.

I serve on this Interagency Council and I am privileged to chair the Council's Working Group on Women and the Global Economy. The goal of this working group is to ensure that U.S. government policy deliberations on global economic issues consider the effects of these policies on women. While this working group is composed entirely of government officials, we meet regularly with our NGOs. In preparing for this APEC ministerial

meeting, for example, our NGOs have been part of our preparations, bringing us their concerns and recommendations.

In addition to the activities of the Interagency Council, our government has sponsored a series conferences called "Vital Voices: Women in Democracy." The three meetings held over the last year in Vienna, Belfast and Montevideo have brought American women together with women from these three regions where democracies are newly emerging. The participants discuss ways to increase political participation of women, promote their legal rights, and further the economic integration of women into the mainstream of these new democracies.

I participated in the Northern Ireland conference in September and was energized by the tremendous spirit and resolve of the women of Northern Ireland. These women have come through thirty years of civil strife and economic hardship and held the country and their families together through it all. They are eager to forge new partnerships for education, for child care, for business opportunities, for political involvement, with women in other parts of the world to help secure the fragile peace in their country so that the return to sectarian violence is unthinkable.

More recently, the first ever meeting of High-level Women in Finance and Economics that took place in Washington as part of the World Bank Annual Meetings. Women finance ministers from a number of APEC economies and other countries around the globe offered their perspectives on the impact of the financial crisis and on the economic challenges posed by post-conflict situations. The conversation was candid but too brief. So this group of women agreed to continue to work together and to meet next year in an effort to find common solutions to the difficult problems facing all of our countries.

And just last Sunday, Mrs. Clinton joined women from Bulgaria, Albania, Greece, Romania, Slovenia, Turkey, Macedonia, and the former Yugoslavia at a Conference in Sophia to discuss the contribution that women can make to the future of southeastern Europe.

I mention the Vital Voices Conferences, the meeting of Women Finance Ministers and the meeting of the women in Bulgaria because it is important that we view our meeting and our work this week in Manila not as an isolated event but rather as part of a growing movement and ongoing dialogue taking place in every region of the world.

All of these meetings have one thing in common. Advancing the role and status of women isn't just a social or moral issue – it is an economic imperative. In this time of economic crisis, it is instructive to remember that around the world it is being proven that investments in women are sound investments in a country's future. Women are half the world's population. Investments in women and girls' education and training, in adequate health care and the support services that enable women to balance their work and family responsibilities are investments that benefit not just women, but their families, their sons and their husbands, as well as their daughters. When women gain the knowledge and power to make their own choices, they often are able to break out of the cycle of poverty and build prosperity. When women have extra money to spend they often choose to spend it on their families. The goals of APEC Leaders for the improved economic and social well being of our societies can only be achieved by investing in women.

Our First Lady Hillary Clinton made this point when she spoke at the Vital Voices Conference in Uruguay: we “may be at different stages of political and economic development... but we share a common belief: we believe that a nation's progress depends on the progress of women; ... that the vibrancy of an economy depends on the hard work of women, that the richness of civil society depends on the full participation of women.”

As I listen to women throughout the international community, I am struck by the common concerns that bridge our differences in language, culture, economic development, and political structure. Of course, each of our societies is unique. Women everywhere do not think the same way or want to be the same or necessarily have the same goals. Nor does it mean that what works in one economy will be appropriate for another. When we talk about advancing the status of women and expanding opportunities for women, we must recognize that each society will have its own approach and be guided by its own values. But I am convinced that there is much more that we have in common than we have that divides us and it is those common goals and aspirations that bring us together today.

Our shared hopes and dreams should guide our deliberations over the next two days. There are some who argue that APEC's mission is economic not social. But the victims of the economic crisis are not limited to bankers and investors and money managers and stock brokers. The real victims are the men and women and children whose hopes and dreams have been cut short through no fault of their own.

APEC offers an excellent forum to examine the social effects of the financial crisis and understand these effects as mainstream economic issues. I want to commend the initial work on this subject that has taken place in the Human Resources Development Working Group's Task Force on the Human Resource and Social Impacts of the Financial Crisis. Economic fluctuations will occur -- some inevitable, sometimes preventable. We as policy makers must take steps to minimize the impacts on our people. We must get our economic and financial houses in order but we must also repair social safety nets or create them where none exist in order to protect our most vulnerable citizens.

As the President of the World Bank, James Wolfensohn, said last week: "...if we do not have the capacity to deal with social emergencies...there will be no political stability and without political stability, no amount of money put together in financial packages will give us financial stability."

These issues are inextricably linked. The differential impacts of the financial crisis on the most vulnerable groups must be recognized and addressed. As a first step, we should call for a greater understanding of how women and children throughout the region may have suffered the most severe burdens. And as governments design and implement recovery programs, it is imperative that women are consulted to ensure that these programs achieve their desired objectives.

As we both understand and address the immediate impact of the crisis on women, we must also take a longer view. We must recognize and draw on women to fuel the region's recovery.

This week we will focus our attention on some of the special concerns of women who are trying to raise their standards of living – whether they choose to enter the paid workforce, start a new business, or advance in a career – all the while trying to balance the pressures of family responsibilities and work life. We will address the importance of women's participation in the decision making processes of APEC and in our governments. We will consider the progress thus far in integrating women into APEC, and we will explore ways to build into the culture of APEC a recognition that policies and programs may effect men and women in different ways. We must do all this against the backdrop of financial instability.

We must translate our ideas into practical actions: How do we ensure that our educational systems serve the needs of young women moving in a different world, dominated by

globalization and economic uncertainty? How do we make available the kinds of credit that small business owners need to get a foothold in an economy torn by financial turmoil? How do we create viable economic alternatives for workers who spend long hours in unhealthy work environments or for girls who in a desperate search for money become victims of illegal trafficking?

If this were only a conference where we came together and heard statements and shared ideas, that would be a good thing, but it would not be enough. It would fall short of the mandate we received from our Leaders last year to determine next steps to integrate women into the mainstream of APEC activities. We must deliver on the promise that this ministerial holds. Let us send our Leaders recommendations that call for concrete actions and positive outcomes. As my mother always told me: "actions speak louder than words" and in my family my mother was always right!

I thank everyone for the opportunity to speak on these important matters and I look forward to a rich discussion here in Manila and to our continued work together.

Women Leaders' Network, September 13-16, 1997
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* The focal point is unconfirmed or is acting as an **interim** focal point,

1997 Women Leaders Network Meeting: The Economic Impact of Women in the APEC Region

Participant Selection and Nomination Criteria

Due to space limitations, attendance at the 1997 WLN Meeting will be on an invitational basis only. As a focal point, one of your roles is to nominate representatives from your economy to attend the Canadian meeting. Please use the following guidelines to assist with the nomination process.

Who Can Attend

Meeting participants should be from one of the eighteen member economies of APEC:

- Australia
- Brunei Darussalam
- Canada
- Chile
- Chinese Taipei
- Hong Kong, China
- Indonesia
- Japan
- Malaysia
- Mexico
- New Zealand
- Papua New Guinea
- People's Republic of China
- Republic of the Philippines
- Republic of Korea
- Singapore
- Thailand
- United States of America

The women leaders who will be attending the 1997 WLN Meeting should be at senior levels within their respective organizations, professions or communities. In essence, the Meeting is for 'women who make a difference' within their economy.

Observers from APEC or other multilateral organizations may be invited by the Canadian Planning Committee to provide support to and learn from the participants.

Representation by Sector

It is hoped that each country will be represented by participants from each of the following four sectors: the private sector/business; government (politician or bureaucrat); academe (academics or academic leaders); civil society (non-governmental organizations, community groups, associations and labour organizations).

Thus, the Canadian Planning Committee recommends that there be a minimum of four representatives from each APEC economy attending the WLN meeting.

Youth Participation

In 1996, the APEC Leaders directed APEC officials to "put a special emphasis on the full participation of women and youth" in the 1996 Declaration, (paragraph 17). In keeping with this principle, the Canadian government has made an effort to integrate youth into all the 1997 APEC Ministerial events.

The Canadian Planning Committee is asking each WLN focal point to use the 1997 WLN Meeting to promote both the achievements of the next generation of leaders and the integration of a gender perspective into the APEC agenda. Therefore, we ask that each economy nominate a youth representative to attend the Meeting.

For the purpose of the WLN Meeting, youth is defined as young women between the ages of 20 to 30. To maximize their credibility and that of the conference, they should also be leaders in their own right. Using this criteria in addition to the criteria listed above, we would ask each focal point to nominate a youth representative as a part of their team. As this person will also be drawn from either the private sector, government or academe/civil society, the youth representative potentially has a dual function.

Numbers

There is space for 150 women to participate in the conference. This means that each APEC economy can nominate up to a maximum of seven (7) representatives to participate in the 1997 WLN meeting. They should represent a cross section of the four sectors previously listed above and their interests should match the conference themes and agenda. Obtaining a diversity of experience and of opinion is one goal of the 1997 WLN Meeting, and it is our hope that each economy will submit the full seven nominations to which they are entitled. The youth participant should be included in your economy's team.

If your economy is not able to nominate all seven representatives to the meeting, please notify us as soon as possible, so that we can divide up the available spaces amongst the economies that want to send additional women. Any additional spaces will be divided up equally amongst any economies which wish to nominate additional representatives.

If possible, we ask that you include yourself in the team of seven participants from your country. In your capacity as your economy's focal point, you will be asked to attend the pre-conference business meeting which will be addressing the operation and structure of the Women Leaders' Network itself.

Cost and Funding

The conference fee is CDN \$100 and all participants are responsible for covering this cost. Participants are also responsible for their own expenses, which would include airfare, taxis, some meals, hotel and other expenses, and the cost of any non-meeting activities.

The Canadian Planning Committee has an arrangement with Canadian Airlines to give a significant discount to any participant using Canadian Airlines. We will send details about how people can take advantage of this offer shortly.

The Canadian government through the Canadian International Development Agency will fund economy airfare and hotel accommodation for the duration of the conference for a maximum of three women from each of the eight developing economies in APEC (Chile, the People's Republic of China, Indonesia, Malaysia, Mexico, Papua New Guinea, the Philippines and Thailand). One of the sponsored participants should be the youth representative. The other two sponsored participants may be drawn from micro-enterprises, small enterprises, civil society or academe. All three sponsored participants should be people who could not otherwise attend the WLN meeting and who do not have access to any other financial resources to sponsor their travel expenses. Part of your role as focal point will be to identify which of the participants nominated from your economy fit these funding criteria and are in most need of financial support in order to be able to attend.

Once the participants that qualify for assistance have been determined and confirmed by the Canadian Secretariat, the return flights will be booked by American Express Travel and the ticket issued to the participant.

In general, we strongly recommend that each economy seek sponsorship from the business sector and their respective government in order to underwrite the cost of attending this meeting for all participants.

Network Building

Since there are likely to be more women leaders who would be excellent candidates to participate in the 1997 WLN Meeting than there is space, we suggest that each economy also establish a local chapter of the Women Leaders' Network through the focal point, if you have not already done so. This will address the aims of the Call to Action, by establishing the Women Leaders' Network as an organization capable of influencing all 18 APEC economies throughout the year, and not solely by means of an annual or bi-annual meeting.

Pre-Conference Consultations

If time permits, we would also ask each participant to bring comments and feedback from other women in their economy to the 1997 WLN Meeting. These consultations would need to take place in advance of the September 1997 meeting. These inputs will also be critical for the Network to develop its own medium and long-term vision and goals. These goals and an action plan to carry them out will be articulated by the focal points during the pre-conference business meeting and ratified by the conference participants.

Small Medium Enterprise Business Forum and Exposition

Women who plan to attend the SME Business Forum and Exposition immediately following the 1997 WLN Meeting should register as soon as possible. The fee prior to August 15th, 1997 is \$295.00 and \$395.00 after August 15th.

Registrations for the 1997 WLN Meeting should be submitted by August 8th, 1997. Thank you.

Secretariat, Canadian Planning Committee
The Conference Board of Canada

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Asia-Pacific Economic Cooperation 1999



**Australia • Brunei Darussalam • Canada
Chile • People's Republic of China
Hong Kong, China • Indonesia • Japan
Republic of Korea • Malaysia • Mexico
New Zealand • Papua New Guinea • Peru
Republic of the Philippines • Russia
Singapore • Chinese Taipei • Thailand
United States of America • Vietnam**

APEC BACKGROUND

APEC, the Asia Pacific Economic Cooperation consultative forum, is a non-binding association of member economies, currently 21, that is intended to provide an institutional framework to address problems and issues associated with increasing economic interdependence. Its twin pillars are the promotion of trade liberalization and facilitation (TILF) and economic and technical cooperation (ECOTECH) among its members.

Started in 1989, it has, since 1993, culminated each year with an Economic Leaders meeting (i.e. heads of state) hosted by that year's host – a function that rotates among member economies. The economic leaders meeting is preceded by a series of ministerial level meetings and meetings of senior officials on the various functions of APEC. (The word "economy" is used rather than nation, state or country, because of the membership of China, Hong Kong and Taiwan, or Chinese Taipei as APEC calls it.)

The host economy for 1999 is New Zealand. When the economic leaders meet this year in New Zealand in September, at that point the leadership for the coming year 2000 will be assumed by Brunei Darussalam.

1999 THEMES

New Zealand, as host, set the overall themes for the year:

- Expanding opportunities for business
- Strengthening the Functioning of Markets
- Broadening Understanding and Support for APEC

APEC Ministerial Meeting on Women (October 1998):

An APEC Ministerial Meeting on Women: **"Women in Economic Development and Cooperation in APEC,"** was held in Manila, Republic of the Philippines, October 12-16, 1998. The purpose of the meeting, called for by APEC leaders at their meeting in Vancouver Canada in November, 1997, was to **"take stock of the progress to date involving women in APEC's agenda and to determine next steps to integrate women into the mainstream of APEC activities."**

This was an unprecedented, one-of-a kind meeting and there are no plans to repeat it. Rather, in keeping with a general policy, vigorously promoted by the U.S., to refrain from creating new structures within APEC but to integrate the issues and recommendations into the existing framework and structures, it is utterly essential that member economies give the outcomes of this meeting the highest level of support.

The United States actively participated in the Ministerial meeting. Kitty Higgins, as Deputy Secretary of Labor and chair of the President's Interagency Council on Women's Working Group on Women and the Global Economy, headed the US delegation for the Ministerial. The President's Interagency Council, Education and Commerce were also represented in addition to representatives from Labor's Women's Bureau and International Labor Affairs Bureau.

The ministers adopted a Joint Ministerial Statement that contains recommendations that are to be submitted to APEC leaders and address APEC as a whole.

The recommendations include:

- recognition of gender as a cross-cutting theme in APEC;
- placement of a high priority on the collection of sex-disaggregated data;
- implementation of gender impact analysis of policy, program and project proposals as an integral component of APEC decisions, processes and activities, including planning, priority setting, resource allocation, design, implementation and evaluation;
- placement of a high priority on the development of further studies on the impact of the financial and economic crisis on women and the development of strategies to minimize any disproportionate effects on them; and to explicitly integrate the economic interests of women into regional and domestic strategies for economic and future prosperity.

The United States was a driving force behind focusing on the impact of the financial crisis on women and on the need for "social safety net" systems to help mitigate the impact. We were one of the economies introducing this at an informal meeting of women leaders from APEC economies in September 1998 in Kuala Lumpur and again at Manila, where there was some resistance from certain economies that were insisting that APEC was purely economic and not involved in social policy. The financial crisis has made it easier to refute this purist approach.

Our views prevailed, but it is clear that many of the economies in APEC do not have social safety net systems in place and are vague about the whole concept. A lot of work needs to be done to make the concepts clear, accessible and ultimately desirable. We can anticipate that the US will probably need to focus on these issues perhaps as its major contribution in the ad hoc group.

Development of a Framework for Implementation. The ministers, aware that recommendations like these are broad, somewhat vague in general and certainly foreign to most of those involved in APEC, its culture, bureaucracy and procedures, recognized the need to follow-up these recommendations with a Framework for the Integration of

Women into APEC, a set of how-to guidelines to integrate these recommendations in to the mainstream of existing APEC processes, structures and activities and not to create a new structure. An ad hoc task force, with economies voluntarily participating, has been developing the framework. The Ad Hoc Task Force meets for the last time August 9 -10 in New Zealand to finalize the framework and present it to the Senior Official Meeting August 12-13. It is hoped that it will be accepted and then ultimately accepted by the Leaders in September with public endorsement and commitment to implementation. The task force will disband upon completion of the Framework.

IMPLEMENTATION

There will be no special structure established within APEC to ensure implementation. Thus, it is very important that if the recommendations that came out of the Ministerial Meeting on Women are to have any impact, there must be high-level, highly visible commitment to their implementation, with individual economies putting their weight behind them.

For the First Lady to bring attention to these efforts women have been making regarding APEC would of course be a great boost. It is extremely important, however, that acknowledgment be made of the previous efforts that have been made and that the individuals and economies that have played a leading role be properly included. Canada has devoted the most resources in terms of funds and personnel to this issue. The Philippines and Indonesia have been on board since the beginning and have continued to play leading roles, as has Thailand to a somewhat lesser degree. Malaysia did host a Women' Leaders Network meeting and now of course New Zealand is deeply involved and committed, especially through its Ministry of Women Affairs. Brunei will host next years meeting.

The Women's Leaders Network from APEC Economies (WLN) is an informal network of women from government, business, academe and civil society. It has no official standing within APEC but seeks to serve as a pressure point that influences APEC's policies and activities to include women and to focus on issues of concern for women, such as the possible differential negative impact of the recent Asian financial crisis on women, promotion of women's participation in skills training and export.

WLN History. WLN met for the first time in Manila in 1996, and was an initiative of women from Indonesia, the Philippines and Canada that had considerable financial backing from CIDA, Canada's development agency. It has met annually ever since, and the U.S. has participated since 1997, attending the annual meetings in Ottawa, Canada in 1997, Kuala Lumpur, Malaysia in 1998, and Wellington, New Zealand in 1999. WLN meetings conclude with a declaration and recommendations to APEC leaders, ministers and officials. Thus far, through personal contacts, these recommendations have been formally presented to APEC at ministerial meetings.

Although it is not an official APEC organization, thus far host governments have placed great emphasis and devoted resources to the meetings – Philippines, Canada, Malaysia, and New Zealand. Somewhat surprisingly, Brunei has agreed to play a similar hosting role next year --- a real first for Brunei. New Zealand Prime Minister and the Ministry of Women's Affairs were very involved and organized a gathering that drew 400 women to the June 1999 event. Several governments sent ministers, and Prime Minister Shipley chaired a panel featuring them:

- Gloria Macapagal-Arroyo, Vice President, Republic of the Philippines;
- Khunying Supatra Masdit, Minister to the Prime Minister's Office, Thailand (convenor of the NGO Forum '95 for the UN Women's Conference in Beijing;
- H.E. Tutty Alawiyah, State Minister for the Role of Women of the Republic of Indonesia;
- Dr. Hedy Fry, Canada, Secretary of State (Multiculturalism) (Status of Women)

Impact of the Financial Crisis on Women and Girls. One of the main points the WLN has been urging APEC to consider is the differential impacts of the financial crisis on women, and beyond that, to make plans to specifically include women in recovery plans. The Ministerial Meeting on Women reflected these concerns in its recommendations and they therefore proceeded up the formal APEC channels for endorsement. Having said that, however, people often react with a condescension or skepticism at this "assumption."

The WLN meeting revealed that research is being done on many fronts – and the data, albeit not comprehensive at this point, are bearing out the "assumption."

- The World Bank has studies underway, especially in Indonesia.
- On a smaller scale, participants reported on local and regional research. Kuniko Inoguchi a professor of political science at Sophia University in Tokyo, gave a frank analysis of Japan response to the crisis entitled: "*Women in Development and Economic Crisis: Gender, Security, Gender Mainstreaming, and Democratization.*" While describing Japan's considerable rescue packages of more than \$44 billion at a time when Japan was still suffering from its own economic crises, she was sharply critical of the lack of focus on the social dimensions of the crisis, and outlined some of the impacts on women.
- A Malaysian woman, Dr. Sharifah Zarah Syad Ahmad circulated a paper she prepared for APEC's HRD (Human Resources Development) Task Force entitled "*The current economic crisis and its impact on women's employment – Malaysian experience.*"
- Sabsy Palanca, president of the Women's Business Council – Philippines reported on a study, *Unlocking Doors: Women- Led Businesses in Malaysia, the Philippines and Thailand*, sponsored by her organization, the UNDP and the Asian Institute of Management, that included the impact of the crisis on women-owned businesses.

POSSIBLE TALKING POINTS or ELEMENTS OF SPEECHES:

- We see increasing recognition by the international community of both women's importance to the global economy and to the persistent inequality they face in it.
- These are signs of the times, of a common realization taking hold around the world. In Beijing at the UN Conference on Women the international community affirmed in the Platform for Action the critical importance of women's quality employment and working conditions, of the justice of their equal access to education, training, credit, and a place at the table where economic decisions are made.
- It is important that we view our meeting here and the work that women from APEC economies have been doing over the past few years not as isolated events but rather as part of a growing momentum that is building in every region of the world. If it did not start with the Beijing conference, it has certainly been picking up speed since then.
- Advancing the status of women is no longer considered a peripheral issue or a token gesture; it has become a part of the agenda for policy deliberations at the highest levels of governments.
- I serve as Honorary Chair of the President's Interagency Council on Women, the mechanism that was established after Beijing to implement the Platform for Action. We recognize these important developments and have established a working group on Women and the Global Economy two years ago. We created this working group to ensure that U.S. government policy deliberations on global economic issues consider the effects on women of various policies and programs and also consider the impact that women have, or the potential impact they can have, on our economy and the policies and programs affecting it.
- Although this working group on women and the global economy is composed of government officials, it meets regularly with women NGOs. As we prepared for the APEC ministerial meeting on women, women NGOs were part of our preparations.
- Among recent government initiatives in U.S. foreign policy have been several conferences and roundtable discussions called "Vital Voices: Women in Democracy" that have brought together American women and women from certain regions of the world where democracies are newly emerging to discuss how they could work together in areas of political participation in their individual countries, legal rights, and economic integration. Thus far, these gatherings have occurred in Vienna, Northern Ireland and Uruguay in South America and have helped launch a number of public and private partnerships and concrete initiatives.
- There is growing recognition that advancing the status of women isn't only a moral imperative – it makes good economic sense.
- In this time of economic crisis, it is instructive to remember that around the world it is being proven that investments in women are sound investments in a country's future.
- Investments in women's and girls' education and training, in adequate health care and in the support services that enable women to balance their work and family responsibilities are investments that pay off. When women gain the knowledge and power to make their own choices, they are often able to break out of the cycle of poverty and build prosperity. This is how we can fulfill the goals of APEC leaders for the improved economic and social well-being of our societies.

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WOMEN

LEADER'S NETWORK

From APEC Economies



**Dynamic Partnership
and Co-operation Towards
Capacity Building for Sustainable
Economic Growth**

Kuala Lumpur, Malaysia
1-2 September 1998

To MELANNE VERVEER
KATY BUTTON

From KATHY HENDRIX

Subject APEC

Memo: 3 pages

Attachments:

1. Joint Ministerial Statement of the APEC Ministerial Meeting on Women, Philippines, October 1998 (including recommendations) 7-pages
2. Overview Paper of Third APEC Human Resources Development Ministerial to be held in Washington, DC July 27-30, 1999 5 pages
3. Declaration and Recommendations from recently held 1999 Women Leaders' Network from APEC Economics meeting in Wellington, New Zealand. 6 pages

Total including cover 19 pages

d Statement and

July 16, 1999

TO: Melanne Verveer, Chief of Staff, Office of the First Lady

FROM: Kathy Hendrix, for President's Interagency Council on Women

After our meeting in your office on Thursday, as agreed I did informally contact colleagues in Canada and New Zealand about the possibility of an event involving the First Lady and some of the women involved in the Women Leaders Network from APEC Economies.

The response was favorable, in fact very favorable, although cautious regarding what the content would be and how the logistics, including resources, would be handled. They also had some comments on deliverables.

HOW:

It seems it should be fairly easy for the Women's Leaders Network from APEC Economies (WLN) to issue an invitation to the First Lady to speak, hold a roundtable discussion, that they would host, co-sponsor, whatever is deemed appropriate.

(The Women Leaders Network is an extremely informal group that has been very effective in serving as a pressure point on APEC for the inclusion of women in APEC's structures, activities and agenda, and for the inclusion of concerns important to women in its agenda. It is not officially part of APEC, in fact it is deliberately not even an NGO or legal entity. That being said, the governments of Canada, Philippines, Malaysia, New Zealand have all hosted events for the Network, as will Brunei next year, and most, probably all, governments have sent a representative to Network meetings.)

WLN has no membership. However, for each of the 21 economies that are members of APEC, there is at least one woman serving as a "Focal Point" or clearinghouse. Canada, which has devoted the most resources to the Network, has two focal points, one within government and one from the private sector, a businesswoman. Jane Richards, from DOL, and I have been serving, by default, as USA focal points. In addition to the focal points, there is an informal "bureau" that includes Canada, Philippines, Malaysia, New Zealand, and now Brunei, in other words the economies that have hosted, or will host, WLN meetings in the during the course of that economy's leadership of APEC. (The USA hosted APEC in 1993; the WLN was not formed until 1996.)

The WLN Bureau could issue the invitation. It would be advisable to invite all focal points, at their own expense, to attend but not necessarily to be part of the roundtable.

SUBSTANCE:

There are three interrelated issues that the round table could focus on that are consistent with the efforts women have been making to integrate women into APEC:

1. The global economy is increasingly a fact of life; free trade, open markets, electronic communications, are the future. How to we ensure that women benefit from these trends, whether as businesswomen, decision-makers, laborers or consumers? And how to we ensure that not they do not suffer from these trends?
2. Economic setbacks, such as the current financial crisis have occurred and doubtless will occur again. We need to assess the differential impacts on men and women, girls and boys, and take effective measures to remedy them. We need social safety nets in place that are available in fact not just in theory to women and men, girls and boys.
3. Economies need to recognize the important role roles that women play in their economies, and they must ensure that women are included in their economic recovery plans and in their growth plans.

In essence these issues are what the WLN is about; are what the APEC Ministerial meeting was about last October; and is what the Framework on Integrating Women into APEC now being completed is all about.:

As we discussed, there was an official APEC meeting on women, the Women's Ministerial, held in Philippines last October. All economies were represented and the US sent a delegation headed by Kitty Higgins, then Deputy Secretary of Labor and Chair of the President's Interagency Council's working group on Women in the Global Economy. The Ministerial adopted a declaration and made recommendations which were later accepted by the APEC leaders at meeting in Kuala Lumpur last November. (SEE ATTACHED) The WLN was a driving force behind there being such a meeting; the idea grew out of WLN and its lobbying among governments, or economies. The declaration and recommendations are very much in accord with the WLN agenda.

These recommendations could form the basis for discussion led by the First Lady. At the request of the APEC leaders, a task force was formed to draft a framework for how to implement the recommendations, i.e. how to integrate women in to APEC. The task force (Diane Faulkner from DOL and I am on it) is working on the final draft of the framework and will complete its work on August 9-10, present it to the APEC Senior Officials at their meeting August 12,13 with the APEC Leaders meeting in September being its final destination.

(I'm attaching a description of the upcoming APEC Ministerial meeting on Human Resources Development that the US Dept. of Labor is hosting at the end of this month here. Much of it relates directly to the issues of the financial crisis, women and social safety nets.)

RESOURCES

Somehow or other, the US would have to provide, or at least offer, resources for some of the participants invited to participate in the round table – whether through USAID, USIS, Embassy funds, or private sources. New Zealand's Ministry of Foreign Affairs is a possible source for some support. (ask me about this)

DELIVERABLES

Appointment of a woman to one of the three US slots for ABAC, the APEC Business Advisory Council. As we said, ABAC the APEC Business Advisory Council consists of 3 representatives each from each APEC economy. The United States usually has one from small and medium-sized enterprise (SMEs), one from big business and one from financial institutions. We were one of the few countries that had a woman as one of our three, an SME. (WLN has been pushing APEC economies to have at least one woman among its representatives. However, when the woman's term was up this spring, she was replaced by a man. We are under the impression that the big business slot is now open and the financial one about to be open. These appointments ultimately go through the White House appointments office. Although the President's Interagency Council on Women has tried to get suggestions from SBA, some private sources, State and White House, it does not seem that anyone is really focused on this thus far or sees it as a priority. It would be good if, one, we could get a woman back on ABAC and, two, if the First Lady could announce it.

US provision of financial resources to the APEC Secretariat, based in Singapore, to enable the Secretariat to coordinate efforts to implement the recommendations of the women's ministerial and integrate women into APEC. Women are at a critical point now with this agenda. Women have succeeded in having APEC leaders call for women's greater involvement, agree to the ministerial, and call for the development of a framework. Now the framework, a set of "how to's," is completed. There is little doubt that it will be accepted. But there is nothing in place to ensure its implementation. No new structures are being created or desirable, but without a separate structure, high level political will is important, and the Secretariat will need the capacity to promote and facilitate this. If the US could provide the Secretariat with sufficient resources to coordinate this for a five year period, it would do much to ensure success.

WHO

I will be happy to provide names of women from APEC economies who are either active in the WLN or have expertise in these issues and have spoken at WLN meetings. Rather than 21 economies in the discussion, it would be preferable to have 21 economies in attendance but regional representation, and a fair mix between developed and developing economies at the table. I have plenty of names to suggest but want to wait until I hear further from you. I do suggest that it might be good to consider among the Americans our representative to the Asian Development Bank, Ambassador Linda Tsao-Yung, who is based in the Philippines.

APPENDIX I

APEC Ministerial Meeting on Women

October 15-16, 1998, Makati, Philippines

Joint Ministerial Statement

Preamble

1. We, the Ministers from Australia; Brunei Darussalam; Canada; Chile; the People's Republic of China; Hong Kong, China; Indonesia; Japan; the Republic of Korea; Malaysia; Mexico; New Zealand; Papua New Guinea; the Republic of the Philippines; Singapore; Chinese Taipei; Thailand; and the United States of America; members designate from Peru, Russia, and Vietnam; representatives of the APEC Secretariat; observers from the Pacific Economic Cooperation Council, South Pacific Forum, and ASEAN Secretariat responsible for women's concerns related to economics and trade of the Asia-Pacific Economic Cooperation (APEC) region met in Manila on 15-16 October 1998, to give practical effect to the commitments made by Leaders in 1996, to "put special emphasis on the full participation of women and youth" (Paragraph 18), and, in 1997, when Leaders directed APEC to "take specific steps to reinforce the important role of women in economic development" and hold a Ministerial Meeting on Women "to take stock of the progress to date in involving women in APEC's agenda and to determine next steps to integrate women into the mainstream of APEC activities" (Paragraph 20).
2. The theme of our meeting was "Women in Economic Development and Cooperation in APEC", with the sub-themes: "Women and Small and Medium Enterprises"; "Women and Industrial Science and Technology" and, "Women and Human Resources Development". Throughout our deliberations, we were cognizant of the role that women play in the achievement of the objectives of the Bogor Declaration, the Osaka Action Agenda and the Manila Action Plan. We noted the cross-cutting nature of the issues and the linkages that exist between the sub-themes.
3. In view of the economic and financial crisis in our region, we are concerned with its differential impacts on women and men. While the full social and economic consequences of the crisis have yet to be fully understood, we believe that a disproportionate share of the burden falls on female youth and women, particularly where there have been decreases of expenditures on education, training, health care and social services as well as supply shortages of basic needs such as food and medicines, and a general reduction in employment. We stress that women have a crucial role in the successful planning, design and implementation of economic recovery programs, not only as beneficiaries but also as decision-makers. Additional investments in training, retraining and upskilling women workers can aid in the recovery process.
4. Recognizing that progress has been made on the advancement of women and the rapid pace of development in the APEC region, we emphasize the importance of preparing women to fully utilize their potential in order to meet the challenges to the region. We also wish to ensure that all APEC decision making levels take into account the concerns and perspectives of women in APEC in the different fora.
5. We commend APEC for the initiatives already taken to promote the full participation of women in its processes and activities. Throughout our discussions, we built upon the commitments made by Ministers of Finance, Human Resources Development, Small and Medium Enterprises, Science and Technology, Transportation, and, Environment and Sustainable Development, as well as the activities undertaken by APEC Committees and Working Groups. We also commend Officials for their work as they prepared for this

APEC Ministerial Meeting on Women and the experts who prepared the technical papers that provided the basis for a constructive dialogue and led to the formulation of recommendations to APEC Leaders. We believe that the papers contain valuable information and analysis and could serve as useful references in APEC for follow-up work to this Ministerial Meeting.

6. We took note with appreciation of the contribution made by the Women Leaders' Network (WLN) from APEC economies, since 1996, on issues pertaining to women and APEC.

Women in Economic Development and Cooperation in APEC

7. Women are critical to the achievement of sustainable economic development in our region. At this time of economic and financial crisis, it is especially important that women continue to contribute to global growth and recovery. Women now constitute between 32 and 46 percent of the labour force in individual economies. Globally, the increase in women's overall share of the labour force has been particularly marked in export-oriented sectors, where women comprise as much as three-quarters of the workforce. Although women are known to be particularly active in the informal sector, their participation and contribution to the economy through this sector is undoubtedly greater than current estimates. Furthermore, women's unpaid work constitutes a major contribution to the economy.

8. In terms of the impact of women on trade and investment, women's participation in these areas as workers, entrepreneurs, and investors contributes to the achievement of sustained economic growth. However, as a result of gender biases in institutions, women workers and women in business are often less able to take advantage of the economic opportunities that may be created by trade and investment liberalization. With appropriate policies and programs in place, women's increasing labour force participation and the growth of women's businesses will significantly contribute to the capacity of APEC economies to engage in and benefit from global trade. Regarding the impact of trade on women, increased labour force participation has created in some cases, incentives for investments by public and private sectors in education and training for girls and women. These gains, however, must be balanced against the negative effects of poorly paid jobs, and poor and hazardous working conditions as well as their consequent strain on domestic economies' health and social expenditures.

9. As a result of our deliberations, we conclude that the specific realities faced by women must be recognized, understood and systematically taken into account in the formulation and implementation of policies, programs (including economic recovery programs), and projects. We urge APEC to address the paucity of data and research on the roles and contributions of women. Where trade and investment liberalization and globalization may create different effects and opportunities for women and men, we believe that gender impact analysis will lead to an improved understanding of their relative merits, and thus, should be undertaken across all APEC sectors. We acknowledge that analysis of data is being undertaken in various APEC sectors. In this respect, we support further efforts to identify gaps in such data collection and where necessary, suggest improvements.

10. In the context of the current economic and financial crisis affecting many economies in the region, we conclude that greater effort is needed to enhance the contribution of women to their economies and to explicitly integrate women's participation and concerns in economic recovery programs. Measures are also needed to minimize the disproportionate burden of the crisis on women.

11. We are pleased that several of the APEC Working Groups have begun to address gender issues as part of their activities. However, we note that the efforts vary in emphasis and scope from one Working Group to another, and believe that APEC would

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be greatly strengthened by a more concerted and coordinated approach to integrate women and gender into all its processes and activities, and engagement of broader sectors of society. We support the view expressed by Ministers at the 1996 Conference on Regional Science and Technology Cooperation, recognizing gender as a "cross-cutting concern with implications in other APEC fora".

12. We recognize that APEC activities related to trade and investment liberalization and facilitation (TILF) and economic and technical cooperation (ECOTECH) are closely inter-linked in areas such as education and training, labour force participation (in the formal and informal sectors), access to information and technology, and business and credit. We also recognize that these agendas have major implications for women.

Women and Small and Medium Enterprises (SMEs)

13. It is well recognized that SMEs have been leading contributors to economic growth in most economies. The growth of micro, small and medium enterprises owned or operated by women has been a worldwide phenomenon over the past years. While in most economies, data on the full extent of women's participation in SMEs is not available, their contribution across APEC member economies is much larger than commonly perceived and continues to grow rapidly. In industrialized economies, over one-third of new businesses are set up by women and in some cases, women's businesses are creating employment faster than the domestic average. However, women-owned SMEs face gender-specific barriers that limit their capacity to maximize their contribution to the economic growth and social development of APEC economies.

14. In many APEC economies, women business-owners experience serious difficulty in accessing financial resources, including start-up or venture capital. Examples persist of gender bias in the legal structures and financial institutions of our economies which limit women's choices to enter into and develop successful businesses. Financial institutions need to remove gender-stereotype prejudices affecting business women and become gender sensitive in lending decisions. Institutional and structural changes in terms of policy reforms and legal framework need to be pursued to provide women equal access to financial resources. Access to financial packages and services targeted towards the large and growing sector of women-operated SMEs has to be available. Access to markets including tourism, information and technology, particularly media and communication technologies, are important factors in determining the success of businesses. On-line marketing and information services for women have to be established to enable them to search for niche markets and do business. The participation of women in domestic and global trade fairs/missions has to be encouraged to build networks for their businesses. Networking to link women entrepreneurs in the formal sector with those in the informal sector is important for business linkages, technology transfer and management upgrading via fostering sister relationship

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and measures related to the development of SMEs to empower women in technical, managerial, and entrepreneurial fields," and to take the necessary measures to remove the barriers faced by women-owned SMEs so that they may develop, expand and thereby increase their contribution to the social and economic growth of the region.

and measures related to the development of SMEs to empower women in technical, managerial, and entrepreneurial fields," and to take the necessary measures to remove the barriers faced by women-owned SMEs so that they may develop, expand and thereby increase their contribution to the social and economic growth of the region.

16. We welcome the agreements reached by the 1998 APEC SME Ministers to include micro enterprises and women entrepreneurs as an integral part of the Integrated Plan of Action for SME Development. They also emphasized the importance of eliminating barriers to the full participation of women in individual APEC economies. In this context, they noted the establishment of the Confederation of Women's Business Councils in some APEC economies as a catalyst to facilitate and enhance business networking and partnership among some entrepreneurs. We welcome the reference by SME Ministers to recent statements of APEC Finance Ministers about the impact of the financial crisis. SME Ministers highlighted the need to develop immediate measures to support SMEs and strengthen social safety nets in affected economies. We further recognize the importance and benefits of E-commerce in SMEs and encourage other APEC fora to give special assistance to women in the use of E-commerce in business.

Women and Industrial Science and Technology (IST)

17. In the new global, knowledge-based economy, competitive advantage requires a highly skilled and diversified workforce that will increase productivity and fuel innovation. Economies need the talent of their entire population, male and female, to create a leading-edge workforce. This will be achieved through policies that place greater emphasis on science and technology education and training for skills upgrading and reskilling. It further implies the full utilization of women's talent and competence in these fields. We commend APEC Ministers at their Conference on Regional Science and Technology Cooperation, in 1996, for recognizing the "importance of removing barriers and promoting the full contribution of women to science and technology as essential elements in meeting APEC's goal of achieving sustainable and equitable development" as well as the need to strengthen "the exchange of scientific and technical men and women across the region".

18. As part of APEC's economic goals and activities, we must address the range of factors that discourage female youth and women from pursuing interests in and considering careers in science and technology. We note that in many economies fewer young women than young men obtain formal education, and that of the number who do, an even smaller proportion obtain training in science and technology. Skills gaps, as well as skilled workforce shortages, are already creating major bottlenecks in global and regional economic production and scientific development. Yet, women remain an under-utilized intellectual resource in most parts of the world.

19. We note in particular, women's important role in local knowledge systems and indigenous science and technology. Whether in agriculture, textile, food processing, and many other technologies, women's deep involvement with traditional knowledge systems has been commonly recognized. We believe APEC must make greater efforts to understand and preserve these knowledge systems, including promoting mutually beneficial exchanges between practitioners of modern and traditional technology, and, to support the continuing development of traditional practices and knowledge of indigenous and rural women.

20. Given the importance of science and technology for future sustainable economic development, we are concerned that there is severe under-representation of women in science and technology. We are also concerned by the limited information available at domestic and global levels, on the participation rates of women and men in scientific and technological education and careers, and, on the possible differential impact of

technological change on the lives of women and men. In this regard, impact studies particularly on information and communication technologies should be conducted. We commend the Industrial Science and Technology Working Group (ISTWG) for establishing an Ad Hoc Group on Gender and Science and Technology for a two-year period from 1997 to 1999, to document and share best gender practices, and to design a gender and science and technology web site for information dissemination. In view of the need to complete its work, which has been postponed due to the financial and economic crisis, it is recommended that extension of the mandate of the Ad Hoc Group be considered to allow it to complete its workplan, mindful of the current management review process. Furthermore, we suggest that special efforts to improve the recruitment and retention of women in science and technology, be included as part of the proposed APEC Agenda for Science and Technology Industry Cooperation in the 21st Century.

Women and Human Resources Development (HRD)

21. Investments in human resource development enhance economic development and the well-being of our populations. A sound educational base provides a foundation for employment security and lifelong learning. We agree that full participation by female youth and women at all levels of education and training is critical to developing a skilled workforce that can respond to economic change. We conclude that obstacles to women's full access to human resource development strategies that recognize the different realities of women and men must be examined and addressed.

22. We are pleased to note the increased labour force participation of women. But we are concerned with the trend of increased feminization of low-wage and low-skill employment, jobs frequently accompanied by unsafe and unhealthy conditions with little opportunity for skill development in most economies. Throughout our economies, we see evidence of barriers that prevent women from advancing in their careers. Earnings differentials, and education and occupational segregation between women and men remain persistent forms of economic inequality. In addition, we recognize the need to better understand how women may benefit from and may be disadvantaged by, globalization and changes in the organization of production. We also note that the performance of unwaged work falls disproportionately on women and believe that HRD strategies can ease work-family tensions in order to achieve full participation of women.

23. As we come together during this time of financial crisis, we stress the importance of recognizing investments in women's and female youth's education and training as sound investments in economic growth and the importance of understanding that as young women acquire more education, there is a corresponding improvement in the general welfare of future generations that is closely linked to economic growth. Therefore, these investments should not be subjected to austerity drives such as reduction of budget allocation.

24. We commend the considerable work of the Human Resources Development Working Group in integrating gender into its work, including through the HRD WG Statement of Medium Term Priorities that emphasizes that activities should be undertaken with due consideration of gender implications. The HRD WG agrees to integrate gender-based analysis into the Project Management Guide which could serve as a model for other APEC fora.

Common Themes

25. We note the inter-relationship of barriers to the realization of women's full economic contributions across the range of our discussions particularly the differential impact of the current economic and financial crisis on women. It is essential that we direct our efforts to:

- Expand economic opportunities in areas where women are traditionally under-represented;
- Empower and increase capacity building of women to respond to economic opportunities and challenges;
- Eliminate barriers to women's full participation in the economy;
- Recognize the economic contributions of women's unpaid work and that APEC economies address, where possible, the constraints created by these responsibilities;
- Increase the availability and quality of sex-disaggregated data, research, and analytical information;
- Ensure the integration of women in the planning, design and implementation of responses to the current economic and financial crisis.

26. We recognize the close linkages that exist between the issues and activities of other APEC fora and the issues affecting women in small and medium enterprises, science and technology, and human resources development. We urge the SOM in their coordinative function to encourage all APEC fora to take into account the range of our conclusions in their respective work.

Recommendations:

27. We are pleased to report that important steps have been taken in "integrating women into the mainstream of APEC processes and activities". We strongly urge APEC to build on these initial efforts and to this end, the following recommendations are submitted to Leaders and are addressed to APEC as a whole.

We seek the endorsement of APEC Leaders to:

- a) Recognize gender as a cross-cutting theme in APEC.** The successful integration of women into the mainstream of APEC processes and activities under TILF and ECOTECH, requires a comprehensive, horizontal and gender-sensitive approach to all APEC planning and programming, as well as the implementation, by sector, of women-specific activities and projects. Moreover, greater emphasis should be placed on the sharing of experiences among APEC economies, and the engagement of broader sectors of society. The current SOM review of the APEC management process and subsequent implementation may provide a timely opportunity for the identification of the institutional measures to integrate gender as a cross-cutting theme in APEC.
- b) Place a high priority on the collection of sex-disaggregated data.** The lack of sex-disaggregated data hides the actual, as well as the potential, contributions of half the population to our economies and may hinder effective policy development. We recommend that APEC identify the gaps in data collection methodologies and processing and take steps to address these gaps in the most cost-effective way. Each member economy is encouraged to build its own sex-disaggregated database in a format comparable to internationally-recognized standards, where available.
- c) Implement gender impact analysis of policy, program and project proposals as an integral component of APEC decisions, processes and activities, including planning, priority setting, resource allocation, design, implementation and evaluation.** We believe that APEC must examine its current practices in this regard, and develop methodologies and tools (or adapt those currently available in other fora), that will meet the needs of APEC and provide the best results.
- d) Place a high priority on the development of further studies on the impact of the financial and economic crisis on women and the development of strategies to minimize any disproportionate effects on them; and to explicitly integrate the economic interests of women into regional and domestic strategies for economic**

recovery and future prosperity.

e) Accelerate the progress of integrating women in the mainstream of APEC processes and activities. We recommend the development of a "Framework for the Integration of Women in APEC". We believe that this Framework will maximize the effectiveness of APEC policies and activities, strengthen horizontal linkages across APEC, and promote a common understanding of how the goals of gender integration can be achieved.

The Framework would include: the development of guidelines for gender analysis; improvements to the collection and utilization of sex-disaggregated data; approaches to the involvement of women; and an implementation plan for the Framework, including options for a process to review the progress of integrating women in APEC in future years, taking note, among others, of the suggestions from the technical papers of this Ministerial Meeting.

The Framework would be developed within one year by an Ad Hoc Task Force on the Integration of Women in APEC under an existing APEC mechanism to be determined by SOM. This Task Force will be resourced by individual economies, would communicate electronically and by other means, and will be disbanded following the completion of the Framework.

f) Promote and encourage the involvement of women in all APEC fora. We believe that APEC should review its approach to all APEC planning and programming, encouraging all APEC fora to increase the involvement of women, especially in decision-making. This should include APEC-related fora such as the APEC Business Advisory Council (ABAC). We also recommend greater application of gender perspective and expertise in APEC work.

g) Ensure the implementation of these recommendations and accountability for results. This Ministerial Meeting on Women has no precedent in APEC. We believe that the momentum gained at this Meeting in addressing the role and contribution of women in economic development and cooperation in APEC must be carried forward. However, the scope and complexity of the issues facing women and APEC economies on the eve of the 21st century will require a longer-term perspective, sustained commitment, better coordination, equitable access to resources and accountability for results. We therefore believe that, within an existing APEC mechanism, it is essential that a process to ensure the progress of integrating women in APEC be an inherent part of the Framework. And since APEC activities occur within the context of economic policies determined by officials of the various APEC economies, we encourage more women to participate in the decision-making structures of these economies.

28. In summary, we wish to emphasize to Leaders women's critical role in economic development and cooperation in APEC, and the importance of building on APEC's initial efforts to integrate women in the mainstream of its processes and activities. To accelerate progress toward this goal, we recommend the development, in consultation with other APEC fora, of a Framework for the Integration of Women in APEC, over the course of the next year, by an Ad Hoc Task Force on the Integration of Women in APEC under an existing APEC mechanism to be determined by SOM.

Closing Remarks

29. We were honored by the presence of His Excellency Joseph Ejercito Estrada, President of the Republic of the Philippines. We wish to express our most sincere appreciation to President Estrada and the Philippines for their warm hospitality, and thank all those involved in ensuring that this Meeting was a resounding success.

THIRD HUMAN RESOURCES DEVELOPMENT MINISTERIAL
Washington, D.C. United States
July 27-30, 1999

**HRD CHALLENGES AND OPPORTUNITIES IN THE NEW MILLENNIUM:
ADDRESSING THE IMPACTS OF THE REGIONAL FINANCIAL CRISIS**

The enduring financial crisis in Asia has elevated the need to address the human resource and social dimensions of the crisis as part of a comprehensive strategy for economic recovery. At the 1998 meeting in Kuala Lumpur, APEC Economic Leaders noted that "... as a matter of high priority, APEC should intensify efforts to address the social impacts of the crisis." Leaders further directed Ministers to work with the World Bank, the Asian Development Bank, the Inter American Development Bank, and, where appropriate, public and private institutions to formulate strategies of concrete action aimed at strengthening social safety nets.

An effective response to the conditions brought about by the crisis requires the development of labor market programs and adjustment policies to help move dislocated workers back into employment and stronger social safety nets that can help provide interim support for those who have suffered. The crisis has highlighted the need to develop practices in the workplace that contribute to greater productivity and ease the impact of workers' transitions.

APEC's HRD Ministers are uniquely suited to implement the directives suggested by our Leaders. APEC includes not only the economies most severely affected by the crisis, but also the major trading partners of these economies. APEC includes economies at various stages of development that have implemented successful strategies and programs for dealing with labor market disruptions. Many of the economies affected most by the crisis have developed innovative programs and techniques in response to the suffering brought about by the crisis. Finally, it is the Human Resources Development component of APEC that is mandated, under the Osaka Action Agenda, to engage in "preparing organizations and individuals to remain productive in the face of rapid economic and technological changes".

The Third APEC Human Resources Development Ministerial, hosted by U.S. Secretary of Labor Alexis Herman, will afford an opportunity for APEC economies to address these human resource problems by building on the work done by previous HRD Ministerials, the ongoing activities of the HRD Working Group, the APEC Task Force on the Human Resource and Social Impacts of the Financial Crisis, and parallel efforts of member economies and other international organizations.

The Ministerial will examine three specific issues at the core of crisis, and will seek to determine: a) what can be done to address the crisis; and b) what lessons can be learned from the crisis to build strong, sturdy foundations for human resource development in the 21st century. These three issues are:

- I. Labor Market Systems: Maximizing the Potential of Human Resource Development
- II. Social Safety Nets: Protecting Vulnerable Populations
- III. Building the Workplace of the 21st Century:

Ministers will discuss options for developing labor market systems, including programs to assist dislocated workers, and adjustment measures such as employment service systems, drawing on the technical expertise of international organizations such as the International Labor Organization. Ministers will also consider how governments can strengthen social safety nets and better provide for the needs of workers affected by the crisis, in consultation with the international financial institutions. Finally, ministers will examine how workplace practices can improve productivity, ease the restructuring process, and enhance employers' and employees' capacities to respond to economic uncertainty.

In addressing these themes, special emphasis will be placed on the those most severely affected by the crisis --women and youth, as noted by APEC Finance Ministers and again by the HRD Task Force on the Financial Crisis. And in examining solutions, special attention will be placed on how all stakeholders --government, business, labor, education and training providers, and community groups --can work cooperatively to formulate and implement programs that contribute to economic recovery. The contribution and role of regional and international organizations and the importance of capacity-building will be considered in all of the sub-themes. This approach follows the recommendation of APEC Leaders that Ministers "enhance business/private involvement, within existing guidelines, in relevant APEC activities," as well the HRD Task Force's recognition of "the importance of partnerships and consensus-based initiatives in addressing the human resource and social impacts of the crisis." Economies will be invited to showcase effective strategies and efforts underway in cooperation with international organizations, relevant to any of the three themes.

In this regard, ministers will be asked to endorse and report to the Leaders in September 1999, a Plan of Action for the HRDWG, complementing the HRD work program and the recommendations of the HRD Task Force on the Financial Crisis. Consistent with new directions recommended by APEC Leaders, and within the framework of HRD medium-term strategic priorities, the Plan of Action will emphasize capacity building; greater private sector participation; and focused results. Possible components of work would strengthen the capabilities of APEC economy labor ministries to address the labor and social dimensions of the economic crisis; to more fully engage with the international financial institutions; and to develop measures to enhance labor market efficiencies.

Labor Market Systems

A central problem in the Asian crisis has been dealing with the resulting large scale unemployment. While it is commonly agreed that the most successful way to create jobs is through macroeconomic policy and skills development, there are many labor market measures that can serve to facilitate some of the needs of persons who have lost their jobs. In many APEC economies, successful programs have been developed to help speed the transition to new jobs and training opportunities.

The Ministerial would serve as an excellent opportunity to examine policies and programs designed to improve the functioning of the labor market, in terms of both efficiency and equity: programs for workers in the face of restructuring and privatization; programs for workers who have become unemployed, in particular groups such as women and children who have been disproportionately affected by the crisis; and the provision of employment services such as labor market information, job search assistance, and job training appropriate to the needs of the labor market, including development of professional and technical personnel.

Emphasis should be placed not only on short-term steps needed to address the current crisis, but also on the long-term question of how labor markets can function smoothly so that they can help propel long-term growth in the 21st century. What can be done not only for those persons temporarily displaced by the crisis, but also for those who have been historically excluded from the formal economy? This question must be addressed both from perspective of supply and demand: that is, how can economics assure that they have the skilled workers to take advantage of the new global labor market? And what could be done to create new jobs?

Social Safety Nets: Protecting Vulnerable Populations

The Asian Financial Crisis has highlighted the fragility of many of the region's most vulnerable populations who are in economic systems without social safety nets. Women, children, displaced workers and migrants find themselves without income support, unable to attend school, and without the opportunity to acquire new skills. Long term economic progress requires programs that help workers manage periods of change, whether from economic or technical change. Operating social safety nets can play a critical role in softening the blows of future economic downturns and help to underpin sustainable economic growth.

The ability of any economy to provide support for vulnerable populations is a function of its level of economic development, the socio-economic setting, cultural attitudes, and numerous other factors. What works in one economy may not be useful in another. That is why the emphasis here must be placed on developing a menu of alternative programs, policies, ideas, practices, and principles that may be emulated in whole or in part, or may simply help stimulate thought by governments on how to provide protections for vulnerable populations. Emphasis should also be placed on how social safety net institutions can be designed to help promote long-term growth by preventing severe disruptions in times of economic change. The role of human resources development could be considered in this context. Among the specific issues that might be addressed:

- Income support programs: programs may include the development of basic community programs, methods for addressing the needs of families and individuals, the development of unemployment systems, or the creation of pension systems. Discussion should focus on the question: Which systems, or which components, are most useful for different economies at a given stage of development? And which systems should economies consider developing over the long-term? Discussions should note the context in which the system was developed, the organizational and administrative framework, criteria for

eligibility, and methods of financing the system.

–Education: School attendance rates, particularly in rural areas, has fallen dramatically in some economies. What can be done to return children to school, to keep children in school, and to maintain educational opportunities at all levels of the educational system?

–Business and the Social Safety Net: Microenterprise-level business programs may prove a valuable supplement to traditional income support and income transfer programs in building social safety nets. Community based employment programs, social funds, self employment programs, and other schemes can significantly reduce the need for public support while developing long-term engines of growth.

Building the Workplace of the 21st Century

Enhancing productivity¹ is perhaps the single most important factor in enabling workers, businesses, economies, and the international economic system as a whole to meet the challenges of rapid technological change, economic crisis, and global integration. Productivity is determined by what takes place in the workplace -- the office, the factory floor, the farm, or any other place of work -- and is ultimately a result of the efforts of management and workers. Good workplaces, where the full potential of workers can be tapped, can significantly improve productivity. Increasingly, enterprises have found that achieving a better workplace can entail a variety of new attitudes and methods, including: improving the quality of life of workers; enhanced labor-management cooperation; providing education and training opportunities; restructuring the organization of work life; and harnessing technological change. The challenge for all economies is to bring together those factors that can maximize productivity by enhancing the quality of the workplace. Good workplace practices have regularly shown to be crucial to sustained economic development.

This section can explore:

- Models of labor-management cooperation to sustain economically viable enterprises in the face of economic fluctuations;
- Innovative industrial relations strategies;
- Skills development;

¹ The term productivity can be defined in many ways, all of which are at core measures of output per time-unit. For purposes of this discussion, contributors may select their own definitions as long as it is made explicit what definition is being used. Anecdotal or case study material in which the term productivity is used in a non-statistical manner is also welcomed -- because of measurement difficulties, qualitative studies remain extremely important. Some sense of the vastness of research and statistical methods on this subject can be gained by looking at the U.S. Bureau of Labor Statistics website <http://www.bls.gov/proghome.htm> and clicking on the box marked **Productivity and Technology**.

- Greater worker interest and participation;
- Promotion of worker involvement in company life;
- Flexible work organization and mutually agreeable arrangements to allow workers to balance the demands of work and family obligations;
- Management strategies that can enhance workplace quality;
- Privatization and restructuring strategies;
- Development of business managers; and,
- Adoption of new technologies.



99/VVLNM/038

Women in APEC

1999 Women Leaders' Network Meeting : Declaration and Recommendations : Final

APEC Women Leaders' Network Meeting
Wellington, New Zealand
20 - 23 June, 1999

1999 WOMEN LEADERS' NETWORK MEETING

Wellington, New Zealand

June 20-23, 1999

'Women in APEC: Our Contribution to Economic Prosperity'

DECLARATION AND RECOMMENDATIONS

Recalling the APEC Vision for the Asia Pacific for achieving stability, security and prosperity for the peoples of the Region (Seattle, 1993), and expressing our concern at the differential impacts of the economic crisis on women and men,

We, the Women Leaders' Network from APEC Economies,

wish to emphasise the critical contribution of women to the achievement of sustainable economic development and social cohesion in our respective economies. We wish to further emphasise the linkages between social and economic policies and the pre-eminent requirement to ensure that the basic needs of peoples are met and cultural values are respected. The sustainability of natural resources as well as the cooperation within and between economies are essential for economic growth and stability for future generations.

Women in APEC represent an enormous untapped potential for improving the economic and social well-being of the APEC region in the 21st Century. Their diversity, cultures, experience and skills can offer new perspectives on advancing the critical policy agenda of APEC economies.

At our annual meeting, we addressed the following APEC 1999 themes:

- Expanding opportunities for business
- Strengthening the functioning of markets
- Broadening understanding and support for APEC.

We congratulate APEC Leaders for the important steps taken to date to integrate gender throughout the activities and processes of APEC, in particular, the convening of the APEC Ministerial Meeting on Women in 1998. We strongly support the agreed conclusions and recommendations outlined in the Joint Ministerial Statement from that meeting and we welcome the Leaders' directive to develop a Framework for the Integration of Women in APEC.

To maintain this momentum, we request APEC Leaders to:

- Adopt the Framework, which includes the following elements: gender analysis; collection and use of sex disaggregated data; involvement of women in APEC; and an implementation plan.
- Ensure the full implementation of the Framework that will lead to a stronger, more inclusive, responsive and effective APEC;
- Develop processes and mechanisms for co-ordinating and monitoring the integration of women, as a means of enhancing the management of APEC;
- Ensure that APEC economies address the differential impacts of trade policies on women and men and ensure that any measures taken as a result of this are an integral part to the WTO process. *as individual economies, that they within their*

The APEC Women Leaders Network has met annually since 1996. We wish to draw to the attention of Leaders a number of continuing themes that have been discussed at this meeting and brought forward from previous meetings. These are key to achieving APEC's vision for the people of the region.

These include the critical need for APEC and its member economies to address barriers to women accessing finance, information and technology and for women's full participation in businesses, workforce, education and leadership. We reiterate that APEC and its member economies would benefit from improved monitoring, and information systems that identify the possible differential impacts of policies on women and men and also on different groups and cultures within our societies. We also call upon APEC and member economies to recognise the contribution of the non-government sector in enhancing women's status in society and in providing support to women in times of economic change.

Our discussions at this 1999 meeting have been guided by the principles of active participation, partnership and respect for diversity.

In addition, for the first time, the **Indigenous Women in Exporting Business Seminar** brought together indigenous business women from several APEC economies to explore opportunities, share experiences in running export businesses, and discuss the uniqueness of their cultures which provides a value-added component to their businesses and economies. The Indigenous Women in Exporting Business (IWEB) seminar participants recommend to **APEC Ministers Responsible for Trade that APEC:**

- Note the success and value of the Indigenous Women in Exporting Business Seminar and the importance of its continuation.
- Recognise and acknowledge the significant and unique role and contribution of indigenous women in our individual economies and to the APEC region as a whole.
- Recognise the existence of indigenous knowledge systems in APEC economies and the importance of protecting indigenous cultures.

The following recommendations from the WLN are addressed to APEC Leaders and Ministers:

Expanding Opportunities For Business

Increasing the participation of women in business and increasing access to exporting markets will act as a catalyst for economic growth. Making it easier to do business in the region is a key goal for APEC.

It is recommended that APEC Leaders and Ministers:

Actively encourage and support women's participation in its decision making at all levels of APEC. X

Address the barriers to women's access to finance, including micro-finance, as identified by Ministers at the 1998 Ministerial Meeting on Women.

Address the urgent need for women's training and upgrading of skills to meet the requirements of changing economies. X

Recognise the contribution of women owned micro-enterprises and self employment to the growth of our economies and take measures to assist women in these enterprises to expand their businesses.

Take measures to ensure that women have access to comprehensive information and training that will help them to benefit from financial, educational, marketing and technological opportunities.

Develop gender aware policies to minimise the different negative impacts of economic, social and technological change on women and men. X

Note that an estimated 80% of all women owned SMEs in the APEC region are in the service sector and ensure that training and support is provided to meet the needs of the service sector providers and address the unique obstacles faced by this sector. X

Promote policies that recognise that access to electronic services, and the ability to use them, are necessary for full economic participation in society.

Promote the involvement of women as key participants in the design, choice, implementation and applications of technologies.

Involve non-government organisations, women's business organisations, employee and employer organisations and groups representing the informal sector in the development of policy.

Note that the Confederation of Women's Business Councils continues to be a voice for the growing force of women in business in APEC member economies.

Strengthening the Functioning of Markets

An improved competitive environment, deregulation, stronger institutional capacity, and human resource development are central to the growth of strong markets and women's participation in business within the APEC region and globally. Accelerating APEC's trade facilitation agenda is central to reducing costs on business. These costs fall disproportionately on small and medium sized businesses and can affect women owned businesses in particular.

It is recommended that APEC Leaders and Ministers:

Ensure better understanding of the social impact of economic crises at both the macro and micro level and design appropriate policies to mitigate the impact on all sectors. ✓

Recognise the critical importance of life long education and training, particularly in science and technology, to women's full participation in the economy so that our contribution to economic growth is maximised.

Recognise that micro, small and medium sized enterprises in developed and developing economies may face very different challenges, and that support provided must be relevant to each economy and enterprise.

Ensure there are sound fiscal, economic, and financial policies, along with effective regulatory and legislative frameworks that support women in business and in the wider community especially through times of crisis and change. ✓

Take steps to protect women workers at risk of increased isolation, overwork and unsafe work practices and conditions; and reduce disparities between men's and women's incomes and job security. X

Promote greater transparency in public and private governance and discourage discriminatory practices and reveal their occurrence. X

Identify and adopt strategies to overcome gender-specific barriers to the use of electronic commerce.

Develop strategies which enable people to participate in the activities which generate sustainable trade and stable communities by providing appropriate education and making technology information easily accessible.

Broadening Understanding and Support for APEC

There is growing recognition that more needs to be done by APEC to promote understanding of the APEC process to the wider community.

It is recommended that APEC Leaders and Ministers:

Inform communities of the benefits of APEC objectives and policies that will improve conditions for sustained economic growth and sustainable development especially for economically and socially disadvantaged groups.

Involve communities, including women's organisations, in the development of responses to the economic crisis and recent economic structural changes, and inform citizens on the role that APEC can play in the recovery. X

Promote a culture of stewardship towards local, national and global natural resources to enable communities to be perpetually sustained by their natural resources for future generations and recognise in this the unique role women play. X

Establish structures and processes to provide a balance between government, business and the non-government sector that mirror and enhance the current consultative mechanisms for business.

Conclusion

The WLN 1999 reiterates its strong support for and commitment to the realisation of the vision of APEC for women in the region. WLN will continue to provide expertise and assess progress achieved in the integration of women in APEC. We urge the APEC SOM (Senior Officials Meeting) Ad Hoc Taskforce, currently developing the Framework for the Integration of Women in APEC, to take account of the above recommendations.