



**Asia-Pacific
Economic Cooperation**

Advancing Free Trade
for Asia-Pacific **Prosperity**

Indigenous Women's Participation in Local Economies: Discussing Institutional Involvement to Promote Capacity Building

APEC Economic Committee

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I. Introduction and Context: Indigenous Women's Participation in Local Economies

Diagnosis of women's participation in the economy

At a global level, there is an important gap in women's participation in the economy, which is reflected in different indicators presented by multilateral organizations that analyze the situation. UN Women states that "...women's participation on the job market continues to be unequal compared to that of men. In 2013, men with jobs represented 72,2% of the population, for women the proportion was 47.1%. "The World Bank states that women's participation in the workforce at a global level decreased from 51% in 2000 to 48% in 2019.

Women spend three times more time than men offering care services without pay, between 1 and 5 hours a day doing work such as housekeeping, caring for children and caring for other family members. It is likely these figures will increase during the public health crisis created by the Covid-19 pandemic, as a consequence of closed schools, confinement of senior citizens and the increasing numbers of infected family members.

Christine Lagarde from the International Monetary Fund, has stated that if women's employment were equal to men's, economies would be more resilient and economic growth would increase. New estimates confirm that in economies with greater gender inequality, closing the gender gap in labor could increase GDP by an average 35%, between 7% and 8% of which corresponds to increased productivity related to gender diversity.

As for the salary gap faced by women in all economies, it is estimated that if women had the same income as men during their lives, world wealth would increase by U\$ 172 trillion, and wealth in terms of human capital would increase about one fifth across the planet.

It is important to point out one element noted by UN Women, which exacerbates the problem: "Ethnic origin and gender interact to create salary gaps that are especially wide in the case of women that belong to some type of minority".

The initiative that gives rise to this project emerges in this context and hopes to address this reality in a sector of the population in our APEC communities that is affected twofold, because the elements of gender and indigenous origin both interact to widen the gaps in their participation in the economy, as mentioned by UN Women.

The case of indigenous women in the APEC region

It is estimated that there are about 370 million indigenous people worldwide and that

70% of them are concentrated in the Asia Pacific region. Therefore, any efforts toward inclusion in economic development actions carried out by APEC economies should consider this population, as it is one of the segments which is most marginalized in the region's economic dynamics.

Despite the attention generated towards the needs of indigenous women and their protection in the face of aggression, with the Declaration on the Rights of Indigenous Peoples, these women continue to suffer disproportionate levels of discrimination and violence. In addition, this population presents higher than average rates of maternal death, teenage pregnancy and sexually transmitted diseases.

The project hoped to address this issue in order to have a clearer vision of this participation gap of indigenous women in the APEC region. The objective was to generate mutual cooperation and make quicker progress to close this gap, thus contributing to revitalize the economy in sectors that are not yet completely integrated in public policies dealing with this issue.

This diagnosis, which was discussed during the project's main activity, the virtual seminar "Capacity Building to Increase the Participation of Indigenous Women in APEC local economies", showed us that the situation is highly diverse. Some economies have made progress in closing the gap and others still have a long road ahead. This provides an opportunity to create a space for cooperation, in which we can effectively socialize our experiences and transfer successful initiatives.

II. Project Presentation

Project objectives

This project is focused on analyzing the subsector of indigenous women, where the gaps mentioned above are more pronounced. This is relevant because the initiative hopes to address the updated APEC strategies contained in the structural reform (RAASR), as well as the objectives of the Policy Partnership on Women and the Economy (PPWE), such as increasing opportunities for women and micro, small, and medium businesses.

The project considered it urgent to visualize this subsector of indigenous women, considering that they are one of the most vulnerable, due to high levels of rurality, lack of education, and poverty rates. Therefore, one objective was to create an APEC community interested in this issue, that could continue with this project's initial work. Therefore, a main activity was to collect and share the diverse experiences of different APEC economies in this area, in order to analyze the capacities and challenges of public institutions to promote inclusive, sustainable growth.

The original methodological design

In order to address the project objectives and create a community interested in participating in this initiative, three specific activities were designed. With an

appropriate methodological design, participants would contribute observations and proposals that emerged from their own experience. Initially, a full day, face-to-face seminar was proposed to listen to expert speakers and beneficiaries of public policies in this area, with an additional half day to visit specific experiences of indigenous women in places near the city of Iquique, in Chile's region of Tarapacá, where the seminar was to take place.

Setbacks and their consequences

The day before the project's main activity was to begin it was suspended by Chile's authorities, considering the public health crisis created by the Covid-19 pandemic. In consequence, project activities were reorganized and methodological aspects reformulated, in order to reach the objectives proposed in an online setting.

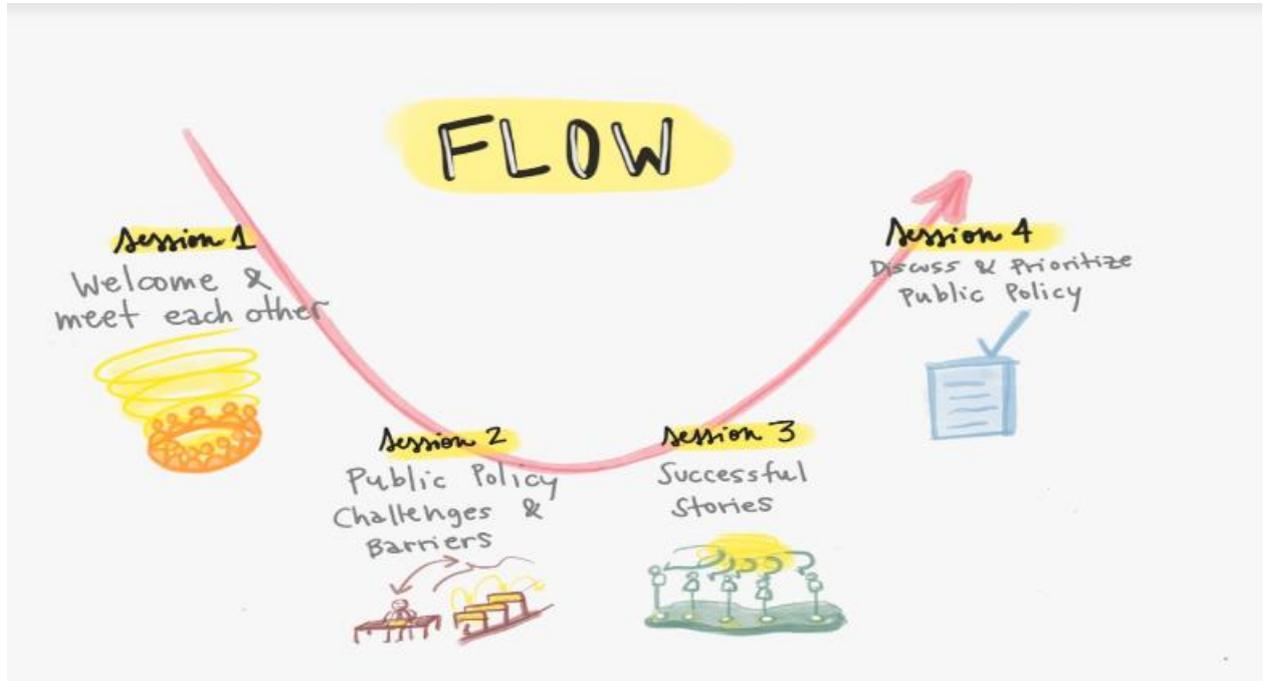
For this reason, the project was delayed three months. The main activity which was to take place in March, 2020, finally occurred in July 2020.

The new design

Considering the authority's requirements in the context of the pandemic, the new design placed the online seminar at the center, replacing the in-person seminar. In order to achieve the objectives put forth by the original project, all of the seminar's phases had to be adapted to an online format. Four sessions were designed (see Image 1, below), including speakers and work in small groups around the proposed themes. Thirty-five people participated, on average, representing 10 APEC economies, during more than seven hours of synchronous activity.

Image 1

Four-session conceptual program (see Detailed Program in Table 1, page 9)



The format required different technical and human resources to address, among other variables: compliance with the times defined to work on each theme, the creation of small group participants and their rotation in online rooms, simultaneous interpretation for the participation of two large groups (English speakers and Spanish speakers), and technical resources to collect participant's contributions (Google Docs, Google Drive, Whatsapp groups, etc). See the detailed four-session program in Table 1.

Table 1.*Four-session detailed program*

Session information	Session plan
Session 1 July 2nd, 2020 75 min	<ol style="list-style-type: none"> 1. Welcome, framing and context, 35 mins 2. Meet small groups and share, 25 mins 3. Closing summary and check-out, 15 mins
Session 2 July 9th, 2020 140 min	<ol style="list-style-type: none"> 1. Welcome, 10 mins 2. Breakout groups, 10 mins 3. Speaker Block 1, 25 mins 4. Breakout groups and harvest, 20 mins 5. Speakers Block 2, 40 mins 6. Breakout groups and harvest, 25 mins 7. Check-out, 10 mins
Session 3 July 16th, 2020 100 min	<ol style="list-style-type: none"> 1. Welcome, 10 mins 2. Check-in, 15 mins 3. Speakers Block 3, 30 mins 4. Breakout groups and harvest, 20 mins 5. Breakout groups and harvest, 20 mins 7. Check-out, 15 mins
Session 4 July 23rd, 2020 120 min	<ol style="list-style-type: none"> 1. Welcome, 15 mins 2. Individual vision, 10 mins 3. Breakout groups and harvest, 30 mins 4. Breakout groups and harvest, 40 mins 5. Next steps, 15 mins 6. Check-out, 10 mins

Once the online seminar concluded, the interest and participation of those invited to the new online format was evident, as shown by their permanence in each session, where they participated in high-level collaborative work. The participants mentioned the seminar's relevance due to the coming discussion in a post-pandemic scenario, to support indigenous women that have been economically affected by Covid-19.

This report contains much of what was expressed by the participants in the virtual community that arose from this initiative, and will allow the group to continue to work collaboratively to share experiences and innovations, which in the end contributes learning and benefits for this significant percentage of the indigenous population that inhabits our Asia Pacific region.

III. Objectives, Design and Execution

In this section we will describe project objectives and how they were woven into session design, methodologies and the facilitation process. Some objectives were addressed in one or two specific sessions, while other objectives were present in all four sessions.

Objective 1. Create an interested APEC community that continues with the work presented in this first initiative

This first objective is transversal, it intersects with all other objectives, and requires sustained participation and motivation of the group to continue working together in the future. Considering the APEC region concentrates 70% of the world's indigenous population and the strategy of increasing women's participation and making economic development inclusive, we consider this first objective as the most important and most complex, as it implies creating an identity that can consolidate a group with common interests. This process gave the group an opportunity to come together and begin working towards common goals.

To address this objective, sessions were designed to maximize participant conversations in smaller groups. Speakers and presentations were limited and split into blocks, so that participants could stop to reflect in smaller groups, creating a shared understanding of the issues and a more personal connection. All sessions included these smaller group conversations, and usually more than one. Breakouts were consistently followed by a short round of participant sharing in the main session, allowing the group to hear different voices and tap into the group's collective intelligence.



Participant check-ins (at the start of each session) and check-outs (at the end of each session) connected people with their motivations, personal reflections, stories and vision of the future. Open questions, like “What has been most meaningful to you today?” (session 3) helped us understand which aspects of the work were most valued by participants.

The closing check-out for session 4 asked participants “What next steps do I see for myself or my organization to contribute to realize our dreams?” which also intended to guide participants to continue their participation and collaboration with this emergent group. The results (in the next chapter) show that many participants intended to continue working together.

Objective 2. Collect and concentrate different experiences with these types of cases, and documents to share among APEC economies

This objective was mainly addressed by creating space for speakers and presentations, organized into different blocks and addressing different issues. The first block was focused on public policy and the second looked at challenges and barriers for indigenous economic initiatives.

Our original plan for the third block of presentations was for several indigenous women from Chile and other participating economies, leaders of prosperous economic initiatives, to share their knowledge and experience, in order to find and reflect on the different elements that contributed to their success. In order to ensure the protagonism of Chilean indigenous women during the online session, the host Agency

for Indigenous Affairs interviewed each of them and presented their experiences with the information obtained. Three videos that highlight successful indigenous women's business initiatives in Chile were shared with participants, and speakers from Indonesia and UN Women presented similar videos with other successful experiences. See Results in the next section for more information.



Objective 3. Improve the State's capacities, especially in organizations involved in the design of public policies focused on indigenous people, women, and vulnerable populations

This objective was addressed mainly by group conversations in sessions 2 and 3. After each block of speakers, participants had the opportunity to reflect and share with others regarding elements of success in public policies, challenges and barriers for indigenous women, differences and similarities between economies, and elements that add value with the inclusion of indigenous women.

Session 4 conversations related to participants' visions of the future and specific strategies to move towards it, also have an indirect impact on this objective, creating a more diverse and also shared view of how the State can better support indigenous people, women and vulnerable populations.

The smaller groups were invited to distill their collective thinking by finding key elements mentioned by each participant. These conversations were recorded by each group in writing, in shared files we call harvest documents (using Google Docs).

Objective 4. Document seminar results, and share and analyze strategies that promote the inclusion of women in sustainable, innovative and inclusive growth

Seminar results were documented with the harvest documents mentioned above and linked in the Annex section of this report. These results were analyzed once the seminar ended and brought together to create this final project report.

The training model that was originally mentioned in this objective was reformulated to consider a wider range of strategies to work at different levels (indigenous women, government agencies, private enterprises, non-government organizations and the general public). Training and education did come up as key elements to make public policies successful. More on this in the Results section of this report.

This objective was mostly addressed in the fourth and final session, designed as a workshop, though the conversations in previous sessions led the way to this moment. The session began with an invitation to connect with a vision for the future, first individually and in writing. Then the rules and principles of the World Café were explained, a method based on questions and cross pollination by participants. Groups were invited to choose a harvest keeper, a host and a scribe, and entered rounds of conversation based on the following questions:

- If we could dream without limits ¿How and where would we like to see indigenous women included and creating an impact in the new economies? Mention sectors, territories, modalities or forms, roles, others.
- What specific strategies and actions can we use to make these dreams reality? (3 strategies per group)

At the end of each round, groups were given time to summarize the key elements identified. The World Café ended with a harvest and an attempt to prioritize the strategies in a Feasibility-Impact matrix which is presented in the Results section of this report, below.

IV. Results, per objectives

Objective 1. Create an interested APEC community that continues with the work presented in this first initiative

Participants were highly motivated at the beginning of the seminar. During the first session, their expectations included: to get to know everyone, to share and learn together and from each other, discussing indigenous issues and establishing an international network. They mentioned being motivated by the opportunity to interact

with representatives of different economies, sharing best practices, contributing to the improvement of quality of life for indigenous women and keeping them at the forefront of all we do.

Image 2

Graphic facilitation, Session 1



The need for a communication channel for the group quickly became apparent, and a WhatsApp group was born during the second session. This channel is in use by the group but has been inactive after the seminar concluded. We expect it to become more active as the 2021 Apec seminar nears.

During the session 4 workshop, participants were asked what specific strategies and actions could be used to make their dreams for the future of indigenous women become a reality. Many of these strategies and actions were related to the continuity of the group that was created during the seminar and the network that was emerging.

- Preparation of a report/business case to present at the APEC summit in New Zealand in 2021 capturing the ideas and policy recommendations that we have discussed during these sessions.
- Continuity from APEC Chile to APEC New Zealand 2021, where economic development will be a priority.
- Consider having an indigenous economic summit at all future APEC summits along with the development of a permanent mechanism within APEC to always include indigenous economic matters.
- Keep a network going, share our practices, our knowledge and leading economic practices.

- This network can assist with mentoring each other, develop Train- the-trainer programs across our economies.
- Measure the implementation of the strategies that we have developed.

At the end of the seminar, during session 4, when participants were asked to identify next steps for themselves or their organizations, several mentions were made as to how to continue the work begun by this group.

- Start collaborating with members of this group.
- Lead this network to generate new initiatives at the international and APEC level.
- Build a network of experiences and innovations among all APEC economies. Establish MOUs between institutions to give formality and continuity over time.
- Generate a meeting at the level of Latin American economies of indigenous women and men entrepreneurs and then at the level of all APEC members.
- Contact our NZ Apec reps, and ensure that indigenous women play a high priority in planning for APEC next year and that learning and strategies Apec Chile summit are captured in the 2021 APEC summit.

When asked what their most significant take-away from the seminar had been, several participants mentioned their motivation about the possibility of working together in the future. Other elements of interest included: feeling accompanied in the work they do, happy and grateful to have been a part of the experience, inspired and empowered, with hope that positive change is possible. See Session 4 harvest documents for more information.



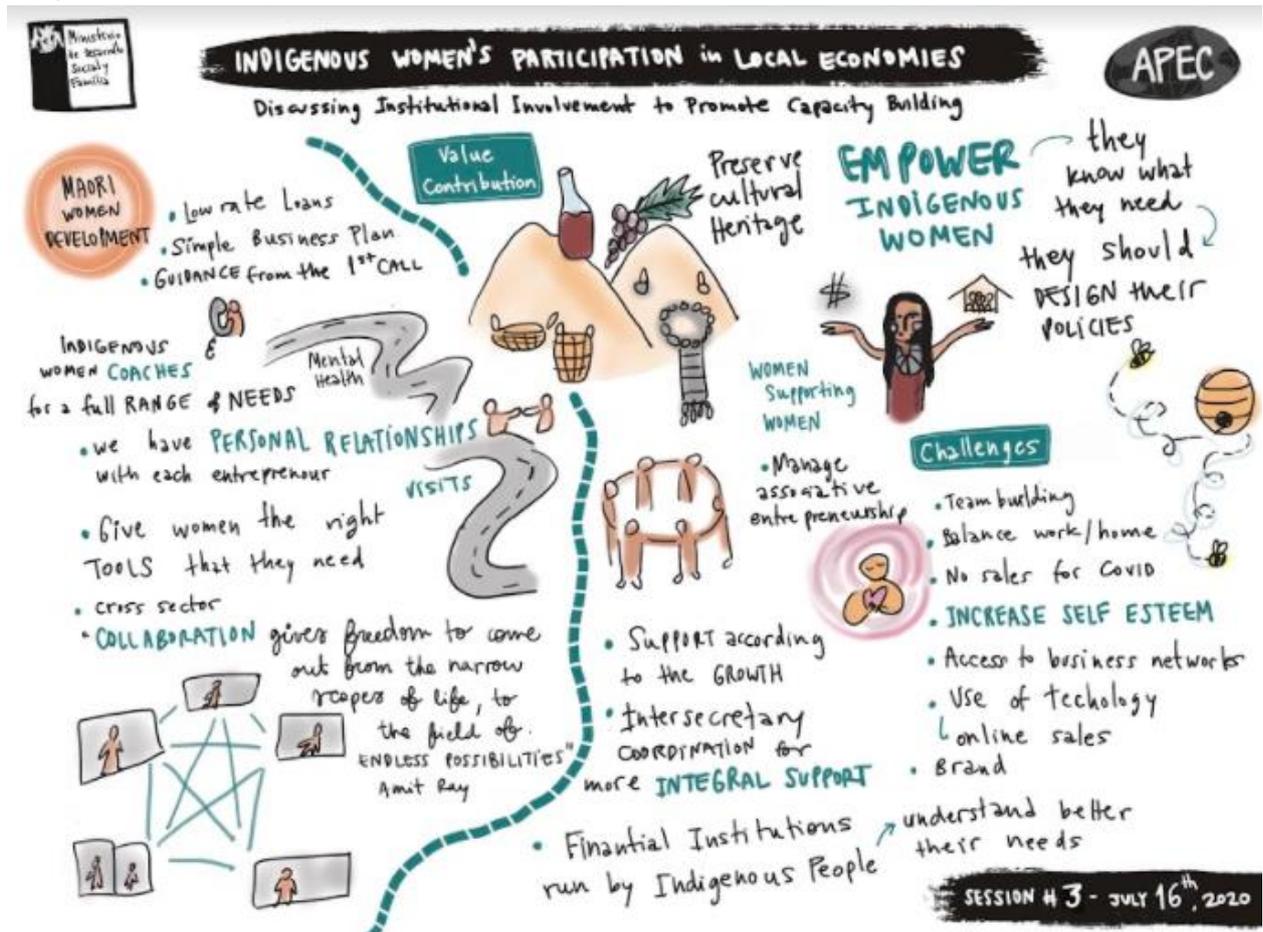
Objective 2. Collect and concentrate different experiences with these types of cases, and documents to share among APEC economies

The presentations listed below were shared live during the sessions and are available online in this folder for all participants to view and share. The presentations generally show each economies' experience with indigenous women at different levels.

Key lessons learned from presentations can be seen in the graphic facilitation of the session in Image 3.

Image 3

Graphic facilitation, Session 2



Session 2, Block 1

“Public policy to promote indigenous economic development”

Vice-Chairperson of the National Indigenous Economic Development Board of Canada. “Indigenous Women’s Participation in Local Economies: Discussing Institutional Involvement to Promote Capacity Building”.

Assistant Deputy Director of Monitoring and Evaluation for SME and Economic Creativity at the Ministry for Women’s Empowerment and Child Protection in Indonesia. “Home Industry: Policy to Promote Indigenous Women in Economic Empowerment in Indonesia”.

Social enterprise, Indonesia.

Session 2, Block 2

“Current challenges and barriers in the creation of indigenous economic initiatives”

General Coordinator for the Promotion of Indigenous Economy, National Institute of Indigenous People in Mexico. “Políticas públicas en la promoción del desarrollo económico indígena. El caso del PROECI”.

Coordinator at UN Women in Chile. “Current Existing Challenges and Barriers for the Creation of Indigenous Economic Initiatives”.

Director of the National Commission for Indigenous Development in Chile. “Good Practices Regarding Indigenous Undertaking”.

Session 3, Block 3

“Indigenous women’s successful economic experiences: how cultural practices can become development opportunities”

Chief Executive Officer at Maori Women’s Development Inc.

Agency for Indigenous Affairs at Chile’s Ministry of Social Development, presented several case studies of successful indigenous projects from Chile. “Indigenous women entrepreneurs: challenges and opportunities”. Photos and videos of indigenous women from Chile.

Objective 3. Improve the State’s capacities, especially in organizations involved in the design of public policies focused on indigenous population, women and vulnerable groups

In addition to hearing others’ experiences working with indigenous women, participants had the opportunity in smaller groups to discuss elements of success in public policies, challenges and barriers for indigenous women, differences and similarities between economies, and elements that add value with the inclusion of indigenous women. These shared reflections are a first step in understanding and implementing public policies that consider these key elements.

When asked to identify three elements that make public policies related to indigenous economic development successful, five main issues arose. Information taken from Session 2 harvest document.

1. Participation, indigenous-led activities (mentioned 7 times)
 - a. In the creation and design of public policies and throughout their management cycle, together with government.
 - b. For cultural pertinence, according to each region and indigenous people.
 - c. Considering local, cultural and indigenous reality, and different contexts

- (rural, remote, towns).
- d. To understand the potential of the local area and community.
 - e. Led by women, with participation of community elders.
 - f. To monitor the impact of public policy.
2. Training and Education (mentioned 6 times)
 - a. Accompaniment of business ventures: sustainable assistance and mentoring/coaching for specific needs. For example, multi-year strategy according to different stages of business development (three-year plan).
 - b. Technology training for indigenous communities, and digital infrastructure to support women in accessing platforms that can enhance their economic empowerment.
 - c. Capacity building using technology.
 - d. Learn language to expand markets.
 - e. Empowerment of local communities and education are key in making them participate more.
 3. Financial Access (mentioned 4 times)
 - a. Access to (government or private) funds for empowering women through women-led associations.
 - b. Important in order for indigenous women to play an active role in economic empowerment.
 - c. Support in aspects that many indigenous businesses may lack, such as funding or financial educational support.
 4. Networking (mentioned 3 times)
 - a. Women's associations to form support networks.
 - b. Network access with other women globally to share alternative ways of going forward.
 - c. Knowledge management and transfer learning and good practices.
 5. Multi-stakeholder Partnerships (mentioned 3 times)
 - a. Working between sectors, participation and connection of public and private organizations.
 - b. Collaboration between government and private sector that works at the grassroots level is key.
 - c. Particularly including direct experience and/or deep research, "from the field" understanding of actual daily, historically-rooted indigenous issues.

When invited to discuss the similarities and differences participants identified between the economies when it comes to the inclusion of indigenous women entrepreneurs, they identified the following. Information taken from Session 3 harvest document.

Similarities between APEC economies

- Resource and empowerment of women
- Gender inequality, and inequality compared to the non-indigenous population
- Digital divide, importance of social media in sales
- Desire to support each other as women marks a difference in an indigenous woman's business
- Challenges related to financing for entrepreneurs
- In Latin America, weaknesses or difficulties to reach the population adequately.

Differences between APEC economies

- Economies' sociocultural and historical context and economic stability, which influences public policy. Ex: Latin America's territorial focus is different from the focus in other regions.
- Different practices for collaboration and interinstitutional work, different capacities for organization.
- Latin America has less government support and organization.
- Different government institutions, different levels of indigenous organization and participation in public policy.
- Different sectors of the economy are more relevant in the work of indigenous women in different economies.
- New Zealand is light years ahead of other economies. Ex: a simple system to give out loans.

When asked to identify the main elements that add value when indigenous women are included in local economies, most groups agreed that indigenous women's participation in APEC economies is valuable because of their contribution in preserving and transmitting their cultural heritage. This differentiates their products and ways of doing things. Several groups also mention indigenous women's connection to their territory, which is related to the sustainable use of natural resources and potential to improve their environment.

Other elements that were considered valuable by group participants:

- Indigenous women create strong, collaborative support networks with other women.
- They improve their communities' quality of life and help to decrease poverty in their communities and economies, increasing access to health and education.
- Older generations can advise and co-develop economic opportunities with younger generations.

Objective 4. Document seminar results, and share and analyze strategies that promote the inclusion of women in sustainable, innovative and inclusive growth

Participants' vision of indigenous women's future is very ambitious. It considers women in leadership roles, managing their territories, leading development processes in economic and political activities, operating businesses in every sector, with strong, collaborative networks that create growth and respect for their culture. Equality is also mentioned, both equality between men and women and equal access to markets, finance and political representation, and opportunities for education and other services. More information available in Session 4 harvest document.

When asked what specific strategies and actions could be used to make these dreams a reality, four main areas were mentioned. The area related to group and network continuity was reported in Objective 1 results, above. The other three areas are identified below.

Policy recommendations

- Train and skill up those in charge of promoting and executing public policies for indigenous development.
- Our policy recommendations can reference other international reports such as the OECD Report "Linking Indigenous Communities to Regional Development".
- Educational campaigns for the general population, to educate about the importance of the work that indigenous women do.
- Gender equality strategies.
- Specific funds for productive development. Promotion of productive development of women. At least 50% participation in public projects.

Indigenous Women Education, Training and Networking

- Education and women empowerment by addressing their basic needs and changing their mindset.
- Funding a program directed at indigenous women for their integral development.
- Strengthen networking and bring women champions to cultural communities to inspire women on their potential to contribute to the economy, to bring champions to be influencers.

Trade

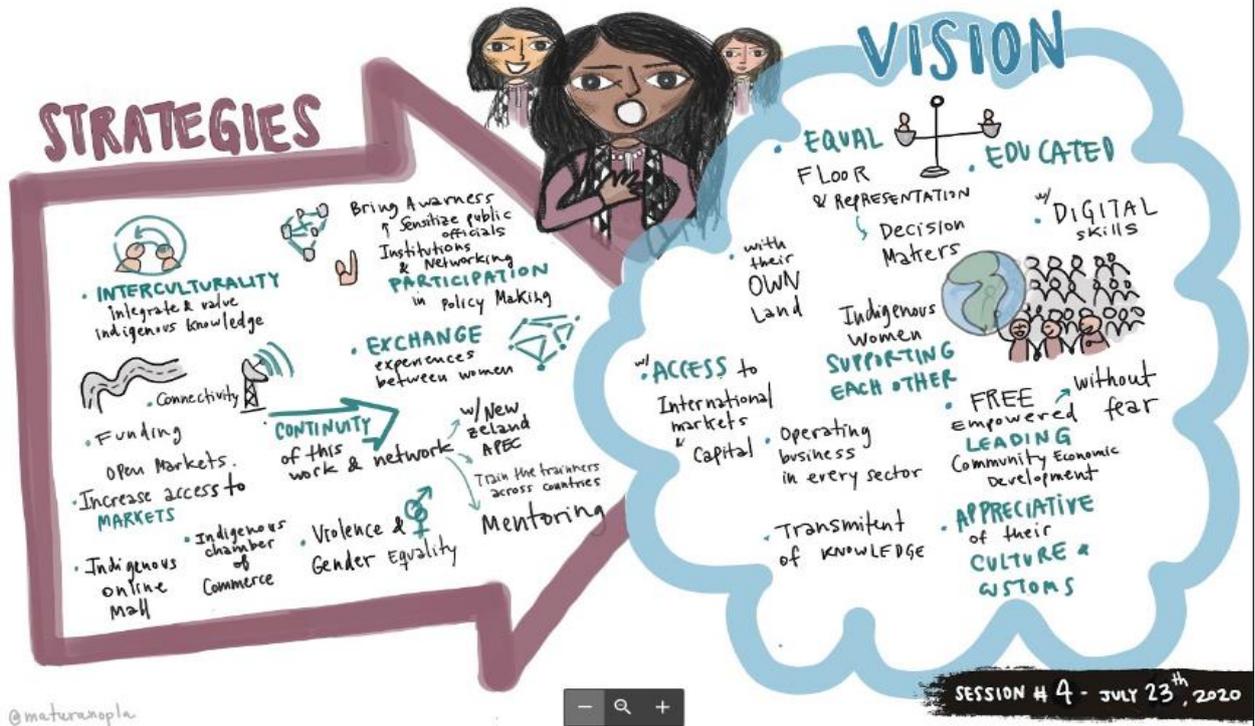
- Open new markets for international trade as well as indigenous-to-indigenous trade. Ongoing network to collaborate on indigenous-to-indigenous trade.
- Establish indigenous institutions that help build indigenous capacity and support indigenous economic/business development such as indigenous chamber of commerce.
- To create a mall and cultural center for sale of indigenous products. Online mall or physical group. Accessibility to cultural center for economic and business development for indigenous people.
- Providing platforms for women's businesses through women's business centers and funding windows to operate their businesses.

Image 4

Graphic facilitation, Session 4

INDIGENOUS WOMEN'S PARTICIPATION in LOCAL ECONOMIES

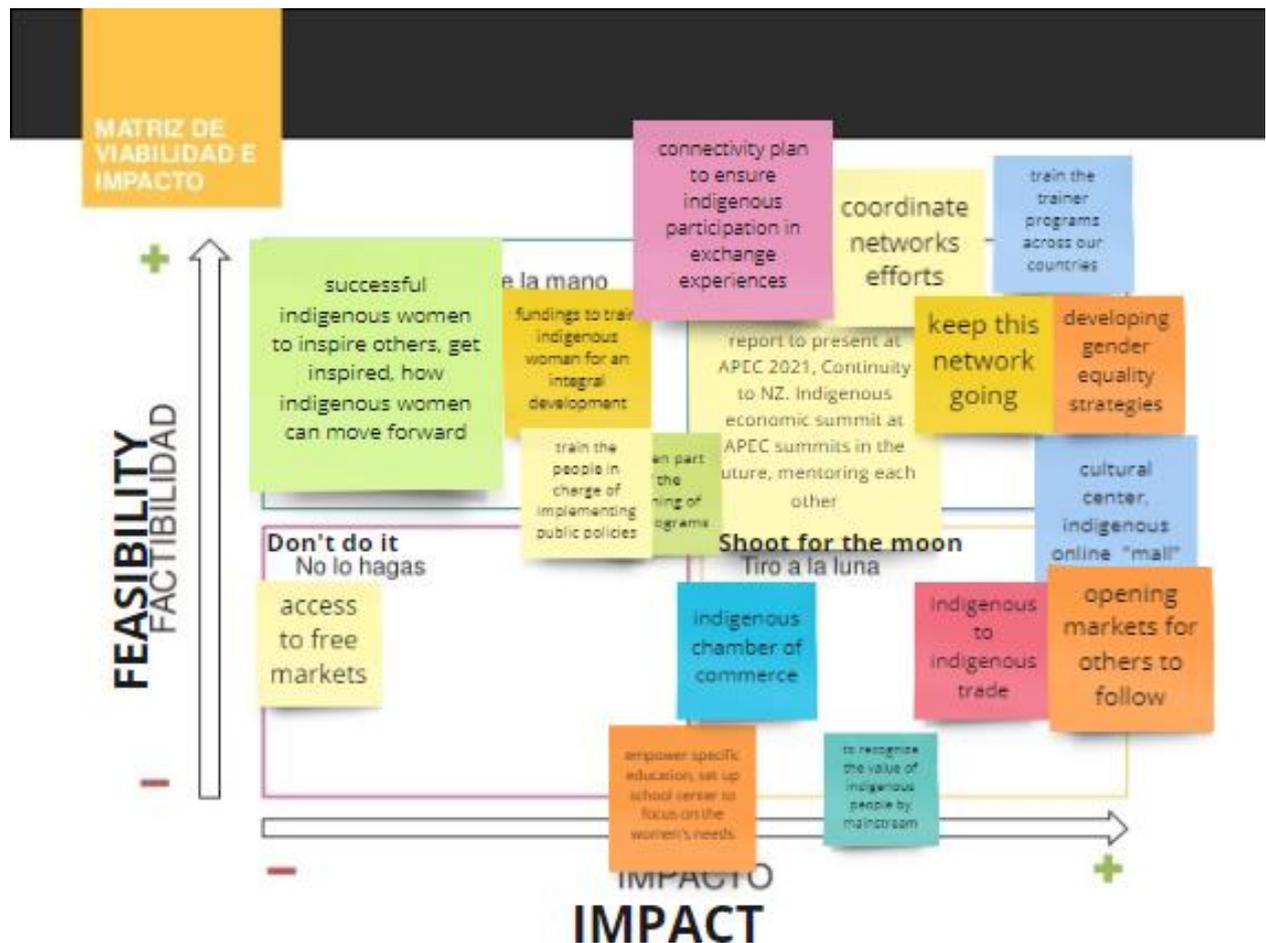
Discussing Institutional Involvement to Promote Capacity Building



A first attempt was made, during the final session, to prioritize the strategies shared by participants, as shared in Image 5 below. This work was not conclusive, and could be a good starting point for upcoming meetings of this emergent community.

Image 5

Harvest and prioritization of strategies in Feasibility and Impact Matrix



As for next steps that participants identified for themselves or their organizations, they mostly fall into three categories. The first, related to the continuity of the collaborative work that began with this seminar, is reported under Objective 1 results (above). The other two are below.

Indigenous Women Education, Training, Collaboration and Networking

- Training programs to support indigenous entrepreneurs - include indigenous equality in programs. Ensure women are included in plans.
- Encourage entrepreneurs to develop their own indigenous brand
- Encourage associativity more than individual projects, from the institutions that provide financing. Generate new forms of collaboration in the new normal in the world.
- Create schools ad hoc to the needs of indigenous women.

Sharing and collaboration at economy level

- Generate a dialogue / seminar at the economy level with good practices from indigenous women and public and private sector organizations.

- Creation of an intersectoral commission in the economies to coordinate efforts
- Collaborate more with NGOs to support indigenous women.

V. Conclusions

The seminar was considered a success by the organization and participants. Despite several major challenges along the way, the seminar took place and was attended by an average of 35 people representing 10 APEC economies. Participant comments show that they valued the experience and hoped for more collaborative work in the future. The organization's expectations were satisfied.

The general objective of this project, to create a clearer, shared vision of the challenges faced by indigenous women in the APEC region in order to strengthen cooperation and contribute to the vitality of economies by integrating indigenous women in public policy, has been achieved to the extent that this project expected.

This document presents the results of the project's four main objectives. One of the highlights includes the five main elements participants consider, from their experience, to support the success of public policies related to indigenous economic development. Participants noted that there was coherence regarding these elements of success across the APEC region.

Very powerful and specific strategies, actions and next steps were developed by participants during these sessions, which were later grouped into four categories by the facilitation team: 1) APEC group continuity, 2) policy recommendations, 3) indigenous women's education, training and networking, and 4) trade.

The need to bring indigenous women to the forefront of decision making in public policy and in all areas of their lives arises as a main theme of this seminar. This is coherent with the host organization's view that indigenous women should be protagonists at these meetings. Audiovisual materials and other devices that allow them to take their place at the center of these conversations are essential, and should be considered for future gatherings of this group.

The objectives related to documentation and sharing information have been achieved, and can be furthered by sharing these results with participants and representatives of APEC economies. This will give the group new incentive to continue to strengthen the States' capacities in the design of public policies focused on indigenous women, and possibly other vulnerable populations.

No doubt, there is still work to be done for the integration of indigenous women in local APEC economies; however, participants have a new motivation to continue their work together and a strong base for future collaboration.

The upcoming APEC summit hosted by New Zealand is an excellent opportunity to summon this group to work with a common purpose, and will likely return a positive balance in terms of participation and commitment. We highly recommend making the most of the information harvested during these sessions and presented in this report.

Annexes

- Annex 1.** Session design and roles
- Annex 2.** Session 2 Harvest document
- Annex 3.** Session 3 Harvest document
- Annex 4.** Session 4 Harvest document

Annex 1: Session design and roles

APEC Economic Committee Project

Indigenous Women's Participation in Local Economies: Discussing Institutional Involvement to Promote Capacity Building

June, 2020
Online from Chile

Online seminar roles

1. Front stage facilitation: two or more facilitators that take turns to actively guide participants through the session, presenting speakers, explaining activities and the necessary technology, and generally leading interaction during the session.
2. Graphic facilitation: project art director, prepares all necessary graphic design, takes beautiful notes throughout the session, and shares graphic summary at the beginning and end of each session.
3. Simultaneous interpretation: English-Spanish and Spanish-English.
4. Back-end tech facilitation: general tech support, finds solutions to tech challenges, ensures that everyone has a good experience during the sessions, that the meeting room is correctly configured, admitting participants, muting and unmuting microphones, creating breakout groups and keeping time.

Session information	Session plan	Main questions	Related documents
Session 1 July 2nd, 2020 75 min	1. Welcome, framing and context, 35 mins 2. Meet small groups and share, 25 mins 3. Closing summary and check-out, 15 mins	Breakout groups: What motivates you to work on these issues? Share one memorable/meaningful experience/story about working with issues of gender and indigenous communities Check-out: Share what has been most meaningful to you today.	Session 1 chat
Session 2	1. Welcome, 10 mins	Check-in: Who are you? What	Session 2

<p>July 9th, 2020</p> <p>140 min</p>	<ol style="list-style-type: none"> 2. Breakout groups, 10 mins 3. Speakers Block 1, 25 mins 4. Breakout groups and harvest, 20 mins 5. Speakers Block 2, 40 mins 6. Breakout groups and harvest, 25 mins 7. Check-out, 10 mins 	<p>organization are you representing here today? What is your position or post? What work does the organization do?</p> <p>Breakout 1: From what you heard and your experience, what are the 3 elements that make public policies related to indigenous economic development successful?</p> <p>Breakout 2: After hearing what was shared by the panel and your own experience, what are the 3 main barriers and/or challenges faced by indigenous women entrepreneurs?</p>	<p>harvest</p>
<p>Session 3</p> <p>July 16th, 2020</p> <p>100 min</p>	<ol style="list-style-type: none"> 1. Welcome, 10 mins 2. Check-in, 15 mins 3. Speakers Block 3, 30 mins 4. Breakout groups and harvest, 20 mins 5. Breakout groups and harvest, 20 mins 6. Check-out, 15 mins 	<p>Check-in: What have you reflected over the past two weeks, both at a personal level and within your organization? What have you realized? Have you received any feedback from your peers in your organization?</p> <p>Breakout 1: After reviewing the material presented last week and this week, the case studies and your own experience, what differences and similarities between other economies and your own have you observed in the inclusion of indigenous women entrepreneurs?</p> <p>Breakout 2: After hearing what was shared, what are the main elements that add value when indigenous</p>	<p>Session 3 harvest</p>

		<p>women are included in local economies?</p> <p>Check-out: In one word share what has been most meaningful to you today.</p>	
<p>Session 4</p> <p>July 23rd, 2020</p> <p>120 min</p>	<ol style="list-style-type: none"> 1. Welcome, 15 mins 2. Individual vision, 10 mins 3. Breakout groups and harvest, 30 mins 4. Breakout groups and harvest, 40 mins 5. Next steps, 15 mins 6. Check-out, 10 mins 	<p>Vision (individual): If you could dream without limits ¿how and where would you like to see indigenous women included and creating an impact in the new economies? Mention sectors, territories, modalities or forms, roles, others.</p> <p>Breakout 1: If we could dream without limits ¿how and where would we like to see indigenous women included and creating an impact in the new economies? Mention sectors, territories, modalities or forms, roles, others.</p> <p>Breakout 2: What specific strategies and actions can we use to make these dreams reality? (3 strategies per group)</p> <p>Next Steps: What next steps do I see for myself or my organization to contribute to realize our dreams?</p> <p>Check-out: What has been the most significant part of this process?</p>	<p>Session 4 harvest</p>

Annex 2: Session 2 Harvest document

Part 1: Public policy to promote indigenous economic development

According to your group, what are the 3 elements that make public policies related to indigenous economic development successful?			
	Element 1	Element 2	Element 3
Group 1	Multi-stakeholder partnership, particularly including direct experience and/or deep research, "from the field" understanding of actual daily, historically-rooted indigenous issues.	Sustainable assistance - mentoring, coaching and the like for specific needs. For example: multi-year strategy according to different stages of business development. Three-year plan may be a reasonable rule of thumb.	Financial access.
Group 2	Cultural Relevance - depending on each region and indigenous peoples.	Training and support in ventures.	Strengthening of the indigenous organization.
Group 3	Recognition, redistribution and reduction of care work. Recognition, redistribution and reduction of care work.	Associativity for the formation of networks. Women's associations to form support networks.	Approach training in technology to indigenous communities. Technology training.
Group 4	Network access with other women globally to share alternative ways of going forward.	Access to funds either government or private for empowering women through women-led associations.	Indigenous led activity taking into account rural, remote and town led by women.
Group 5	Financial Access is important for indigenous women to play active role in economic	Collaboration between government & private sector that works in grass-root level is key.	Digital infrastructure to support women in accessing digital platforms that can enhance their

	empowerment.		economic empowerment.
Group 6	<p>Participation with government support to make public policies.</p> <p>Community elders' participation in policy formulation is key for indigenous cultural communities.</p>	<p>Knowing the potential of the local area to do business so the communities can produce something marketable.</p> <p>Programming should always be considerate of and sensitivity of local cultural/ indigenous realities.</p>	<p>Support in aspects that many indigenous businesses may lack such as funding or financial educational support.</p> <p>Empowerment of local communities and education are key in making them participate more.</p>
Group 7	Capacity building using technology (learn language to expand markets).	Participation with government support and monitoring the public policies impact.	Participation in the creation of the public policies.
Group 8	Participatory process that includes indigenous peoples throughout the policy management cycle.	Knowledge management and transfer of learning and good practices.	Inter-sectorial participation and linking of public and private actors.

Part 2: Current challenges and barriers in the creation of indigenous economic initiatives

According to your group, what are the 3 main barriers or challenges faced by indigenous women entrepreneurs?			
	Element 1	Element 2	Element 3
Group 1	Capacity building still needed (to apply for funds, for instance).	Lack of finance (access to funds).	Lack of effective protection of collective property rights for indigenous women/people's creations/inventions.
Group 2	Gender relations.	Triple discrimination (woman, ethnicity and poverty).	Support networks and institutions.
Group 3	Lack of state economic support for indigenous communities through credits.	Lack of confidence that indigenous groups can achieve it. Role of CSR companies for indigenous communities.	Lack of training for project application - rurality of indigenous communities limits access to project application.
Group 7	Cultural and gender barriers (language, life systems, access to land and productive systems).	Access to strengthening of technical capacities and social skills.	Access to markets and marketing platforms virtual and physical Access to networks and technological equipment.

Annex 3: Session 3 Harvest document

Round 1: Similarities and Differences between Economies

After reviewing the material presented so far, what differences and similarities between other economies and your own have you observed in the inclusion of indigenous women entrepreneurs?		
	Similarities	Differences
Group 1	<p>Common problems / weaknesses in Latin America, to better reach the population.</p> <p>Provide the set of services available in each of the sectors.</p> <p>All indigenous peoples face common problems, since they suffer inequalities in relation to the general population.</p>	<p>The historical sociocultural context of the economies, as well as the economic stability influences the prioritization of public policies and the measures that are carried out, for example in Latin America the territorial approach is prioritized unlike other regions of the world.</p>
Group 2	<p>Common challenges, related to the need for financing for entrepreneurship, attention to care work.</p>	<p>The different practices to develop cooperativism.</p> <p>Different needs for the institutions that support productive projects to last.</p> <p>Differences in the coordinated way that other economies have for inter-institution work, for the development of projects aimed at the economic development of indigenous women.</p>
Group 3	<p>Gender inequality.</p> <p>Resource and empowerment in women.</p>	<p>Indigenous business: Indonesia has more handicraft businesses.</p>
Group 4	<p>Indonesia has the same difficulties as Chile to promote indigenous women: lack of business education, access to business networks, lack of finance.</p>	<p>New Zealand give loan easily in simple way.</p>
Group 5	<p>Inequality in relation to gender issues is still visible.</p>	<p>In Latin America there is much less support and articulation from the State. Machismo (male chauvinism) is present in our culture.</p> <p>The indigenous state institutions and the level of indigenous</p>

		<p>organization.</p> <p>Indigenous participation in public policies.</p>
Group 6	<p>Being a woman and being a mother, a challenge.</p> <p>Digital gap, today it is necessary to be on social networks to sell.</p> <p>The desire to support each other as women is seen in all economies and is what makes the difference in a female and indigenous enterprise.</p>	<p>New Zealand is always light years away from evolution, compared to other economies.</p> <p>Organization capacity.</p>

Round 2: Main Elements that Add Value

What are the 3 main elements that add value when indigenous women are included in local economies?			
	Element 1	Element 2	Element 3
Group 1	Rescue and transfer of an ancestral culture (traditional knowledge) to do business in a more sustainable way.	When indigenous women join the economy, they are generating an improvement in poverty levels both in their communities and in our economies.	Reappropriation of the territory with the economic development of the communities and thereby reducing migration.
Group 2	Indigenous women as transmitters of culture.	The role of indigenous women in the family / community is reflected in the intention of their undertakings. Dynamism of local economies.	The relationship of women with a more comprehensive vision of the territory and the sustainable use of natural resources is evidenced It guarantees greater opportunities to access health and education in their family environment.
Group 3	That indigenous women themselves participate in the design of projects and policies.	Preservation of cultural heritage.	
Group 4	They have a collaborative quality (they create support networks for other women).	It is important that they participate in the economy because they have greater sensitivity to the needs of their environment, improving the quality of life in their community.	We believe that indigenous women entrepreneurs and community leaders have great potential to improve the environment.
Group 5	Indigenous women's ventures have a differentiation that makes them more powerful.	Collaborative work networks among indigenous women are stronger and allow for better	The products of indigenous women are unique, their undertakings in general mark a differentiation,

		organization.	by coming with an ancestral cultural value, a different way of doing things.
Group 6	Women have more creative ideas which can be better empowered.	In Australia, women can have better leadership in preservation of indigenous culture, language and family.	Older generation can bring in and advise young people to co-develop indigenous economic opportunities.

Annex 4: Session 4 Harvest document

Your Vision of the Best Possible Future

Individual work

1.	A more local future, with greater closeness and solidarity among people.
3.	An Indigenous led solution(s) where Leaders/Warriors who are grounded in their own communities and culture(s) voice their solutions, act on them and seek the ways forward to make it happen no matter what the barriers.
4.	Your vision / A more empathetic and supportive future with indigenous women, in which our actions are designed to achieve equality without discrimination.
5.	A world with more tolerance and empathy, with opportunities and the desire to dream. No barriers to comply. The culture and knowledge of indigenous women have the necessary elements to be able to contribute to a world with a different perspective, which is oriented towards a new paradigm of life.
6.	Your vision / People value diversity, incorporate in their practices and dynamics the worldview of indigenous peoples, public policies are developed with the participation of women from indigenous peoples. There are also indigenous women in decision-making positions. Economies share learning spaces among peers globally, naturally, borders disappear and territories are protagonists, management is decentralized. There are participatory platforms in all languages and languages of native peoples.
7.	Indigenous women are meaningfully engaged in every aspect of the local, regional, national and global economy on an equal basis as leaders, business owners, heading up institutions (academic, health, justice, IT, sectoral, etc.) and contributing a strong Indigenous worldview to the important work that needs to be done.
8.	The need of the indigenous leader to lead and preserve their culture and needs for the way forward.
9.	A luminous space, almost golden, where all the peoples share in the various territories guided by women, indigenous and non-indigenous.
10.	Indigenous women are acknowledged as leaders in the global economy.
11.	They vision of a future that is more respectful of nature and Mother Earth with clear measures to reduce the damage that is being done.

12.	A more egalitarian and fair place where all of us can develop and carry out our life projects.
13.	A space with equal opportunities and in balance with nature, considering diversity, historical and cultural richness.
14.	A world where policies enable women to have more access and opportunity to participate in planning and decision-making for its own people.
15.	A world where all possible worlds fit and to be done, where all visions are valid and recognized, particularly women and girls, indigenous people, Afro-descendants, who can forge their own life and path without any kind of gap that they have to face.
16.	My vision is to work on the empowerment of women that allows them to combat their fears, including the fear of digital inclusion, that allows them to transcend economically beyond the artisanal sectors, but also in more comprehensive production chains.
17.	Indigenous women with the same opportunities for their integral development. Empowered who decide about their future and with participation in decision-making space.

Round 1: Our dream of indigenous women in the new economies

<p>If we could dream without limits, how and where would we like to see indigenous women included and creating an impact in the new economies?</p>	
<p>Group 1</p>	<p>Women leading development processes in economic activities (such as tourism), in positions of political representation.</p> <p>Empowered women who decide their development, especially for the fulfillment of the SDGs.</p> <p>The intervention must be comprehensive, empowering in all aspects (social, political, economic).</p> <p>It is important to create women's networks, which involves associative work.</p> <p>It is also relevant to encourage networks between indigenous and non-indigenous women, promoting common development.</p>
<p>Group 2</p>	<p>Plane of greater equality with non-indigenous women, they are in a higher degree of discrimination than the rest of the women.</p> <p>Represented in public policies that are generated in the economies.</p> <p>See them in leadership roles, in addition to being able to manage their territory.</p> <p>Many times, they saw themselves only as companions of their husbands, as leaders, generating their own conception. Economic promotion, political leadership and respect for them as transmitters of culture.</p> <p>Equality of men and women within indigenous peoples.</p>
<p>Group 3</p>	<p>The dream would be where economies appreciate the contributions of Indigenous People/Women; particularly the culture; I see educated Indigenous Women leading community economic development and operating businesses in every sector, employing people in our communities; access to capital and support; giving back to our communities with our education, knowledge and through our businesses. The problems we face are access to good education at all levels as many indigenous people are in remote areas. This also limits our business opportunities.</p>
<p>Group 4</p>	<p>Indigenous women who access the market equally, with education, connectivity, free and without fear.</p> <p>Indigenous women who have participation in the structure of the State, political representatives and their own territories.</p>

Group 5	Indigenous women have equitable access to markets (e.g. international trade) and opportunities, access to finance, equal representation (women in leadership roles), Indigenous women are appreciated for their cultural knowledge and leadership - communities, nationally, internationally.
Group 6	A space where indigenous women are recognized as cultural heritage, conceiving them as the main source of knowledge and transmission of culture, uses and customs in their community. The arrival of the State must consider the value and cultural wealth of its inhabitants, mainly that of indigenous women. Indigenous women should be involved in training from the schools and into the community.

Round 2: Three Strategies and Actions

What specific strategies and actions can we use to make these dreams reality? (3 strategies per group)			
Group 1	Preparation of a report/business case to present at the APEC summit in NZ in 2021 capturing the ideas and policy recommendations that we have discussed during these sessions.	Keep a network going, share our practices, our knowledge. Measure the implementation of the strategies that we have developed.	Establish Indigenous Institutions that help build Indigenous capacity and support Indigenous economic/business development such as Indigenous Chamber or Commerce.
	Continuity from APEC Chile to APEC NZ next year where economic development will be a priority.	This network can assist with mentoring each other, develop Train- the-trainer programs across our economies.	Establish Indigenous networks. Support each other. Trade for our women.
	Consider having an Indigenous economic summit at all future APEC summits along with the development of a permanent mechanism within APEC to always include indigenous economic matters.	Open new markets for international trade as well as Indigenous-to-Indigenous trade. Gender equality strategies Share leading economic practices, share our knowledge, share our strategies amongst each other.	Opening markets makes it easier for others that follow. Ongoing Network to collaborate on Indigenous-to-Indigenous trade Experience from NZ with Chinese Women's Association: our businesses supply their businesses and they teach us to

	Our policy recommendations can reference other international reports such as the OECD Report on :Linking Indigenous Communities to Regional Development”		trade in China, and find outlets in that market. Experience from Australia: in Japan and the Philippines.
Group 2	<p>Campaigns not only directed at indigenous women, but at the rest of the population to educate on the importance of the work that indigenous women do.</p> <p>Recognition of the health of indigenous peoples.</p> <p>Connectivity plan for indigenous peoples, that they be part of those public decisions.</p>	<p>Encourage participation</p> <p>Freedom, access to financial markets and international markets.</p> <p>Cultural relevance of the state with indigenous peoples</p>	<p>Specific funds for productive development.</p> <p>At least 50% participation in public projects.</p> <p>Promotion of productive development of women.</p> <p>Promote the exchange of practices.</p> <p>Value of indigenous peoples by non-indigenous, educating the population to recognize and value their native peoples.</p>
Group 4	Education and women empowerment by addressing their basic needs and changing their mindset. Addressing their basic needs will enable them to think on other things outside of their homes. More education opportunities will allow them to have more knowledge and	Providing platforms for women businesses through women business centers and funding windows to operate their businesses. To create a Mall and cultural center just for indigenous products to sell. Online mall or physical group. Accessibility to cultural center for economics and	Strengthen networking and bring women champions to cultural communities to inspire women on their potential to contribute to the economy, to bring champions to be influencers.

	<p>skills and allow them to hone their skills and talents.</p> <p>Changing their mindset will allow them to think outside of their homes and instead funnel their efforts at how they can contribute economically, not just within their communities but to other communities as well. This will also allow them to know what they really need and see the potential of their respective local area. Inspiring Leadership.</p>	<p>business for indigenous. The policies should not have restrictions for participation, so we need the mindset to open this cultural, ethical o center education. woman.</p>	
Group 5	<p>That the women be part of the planning and networking between institutions in a coordinated manner</p>	<p>That the funds exist to finance a Program directed at indigenous women for their integral development.</p>	<p>Strengthen knowledge and provide tools to indigenous women for their social and economic development.</p> <p>Likewise, train and sensitize those in charge of promoting and executing public policies.</p>

Next Steps

In pairs, take turns to speak and take notes for your partner.

1.	Online Indigenous Global Mall where we can collaborate with Ali Baba or Am
2.	Developing a plan in local economies, and looking at policies and legal documents pertaining to economic develop - ensure these policies have captured indigenous needs
3.	In the Council have financial support for indigenous people, ensure criteria to access loans for business is relaxed. Training programmes to support indigenous entrepreneurs - include indigenous equality in programmes. Ensure women are included in plans. Encourage entrepreneurs to develop their own indigenous brand
4.	Generate a dialogue, such as seminars in each local economy, with good practices from indigenous women and organizations from the public and private sectors. Creation of an intersectoral commission in the economies to coordinate efforts Generate a meeting at the level of Latin American economies of indigenous women and men entrepreneurs and then at the level of all APEC members Build a network of experiences and innovations among all APEC economies. Establish MOUs between institutions to give formality and continuity over time
5.	Contact our NZ APEC reps, and ensure that indigenous women play a high priority in planning for APEC next year and that learning and strategies APEC Chile summit are captured in the 2021 APEC summit. Start collaborating with members of this group My organization: Developing an e-commerce strategy for women in business
6.	Systematize the experiences presented in order to generate support / evidence for the incorporation of indigenous women in the productive projects that MIDIS promotes through FONCODES. Establish a meeting with the institutions that carry out projects related to indigenous peoples to share these experiences and establish coordination points for an articulated strategy.
7.	Indigenous women's online fair, to boost sales of entrepreneurs
9.	In Mexico, an economic empowerment strategy is already being implemented in which, through micro credits and initial capital of

	products, it is intended to promote the economic autonomy of women in situations of violence, in rural areas and indigenous communities.
10.	<p>Lead this network to generate new initiatives at the international and APEC level.</p> <p>Encourage associativity more than individual projects, from the institutions that provide financing.</p> <p>Generate new forms of collaboration in the new normal in the world.</p> <p>Create schools ad hoc to the needs of indigenous women.</p>
11.	<p>Provide access for indigenous woman (financial, educational, etc.)</p> <p>Collaborate more with NGO to support indigenous women.</p> <p>Rise to make specific policy for indigenous woman.</p>