



**Asia-Pacific
Economic Cooperation**

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Strengthening Women's Empowerment and Leadership through Digital Economy in Boosting Economic Growth

APEC Policy Partnership on Women and the Economy

January 2022



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WORKSHOP SUMMARY REPORT

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January 2022

APEC Project: PPWE 01 2020

Produced by
Vidia Lestari (Ms)
Ministry Women Empowerment and Child Protection
Medan Merdeka Barat Nomor 15, Jakarta 10110
Indonesia

For
Asia-Pacific Economic Cooperation Secretariat
35 Heng Mui Keng Terrace
Singapore 119616
Tel: (65) 68919 600
Fax: (65) 68919 690
Email: info@apec.org
Website: www.apec.org

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I. Introduction of the Project

The two-day workshop was held on 29 to 30 September 2021 in a hybrid mode due to the COVID-19 pandemic. This workshop covered four main issues, which are: 1) providing knowledge of policy overview on women's empowerment and leadership in APEC Member Economies; 2) providing knowledge of social networks and its role in accelerating women's empowerment and leadership through digital economy; 3) sharing experiences and best practices about the women empowerment and leadership policies in APEC Member Economies; (4) providing recommendations for APEC's program on accelerating women's empowerment and leadership through digital economy.

II. Objectives of the Meetings

The main objective of this workshop is women's empowerment and leadership through the digital economy in the APEC region. Considering the era of digital economy, women need to improve themselves using the strategy of community driven development, collaborative learning in business digital literacy teaching, and social networks to increase women's employment opportunities. However, due to the COVID-19 pandemic, the committee was unable to hold physical meetings, and it was converted to a hybrid meeting instead.

The meeting was held in a hybrid mode for 2 days through the Zoom Virtual Meetings platform. Speakers and participants were gathered in that platform with two sessions of discussion each in a day. The meetings were held successfully. Participants have been actively involved in the discussion and questions answers sessions with the speakers.

III. Briefings of the Presentations in the Workshop

The speakers came from different backgrounds of expertise from Government representatives, Academician, and Business Representatives. This two-day workshop was opened by a keynote speech from the Minister of Women Empowerment and Child Protection, Republic of Indonesia, Ms I Gusti Ayu Bintang Darmawati. There were four sessions of presentation and discussion from the speakers.

- **Opening remarks**

In the opening remarks, Ms I Gusti Ayu Bintang Darmawati, the Minister of Women Empowerment and Child Protection, Republic of Indonesia, stated that gender equality is a part of human rights, but our world still faces persistent gender gaps in terms of opportunities and leadership positions. Indonesia has committed to reduce the gender gap through 5 (five) priority programs, specially designed to support women and children. They are increasing women empowerment in the gender perspective entrepreneurship; Improving mother and family roles in the child education and care; decreasing all violence against women and children; and reducing child labor and preventing child marriage. This commitment puts women's economic empowerment upfront since women's economic resilience is not only about livelihoods but also one of the keys to protect women's human rights.

She also highlighted some of the problems that are often experienced by women in the era of digital transformation and industry 4.0. The digital transformation has led to automation that affects low-skilled labor, especially women. In general, women have fewer opportunities for economic participation with limited access to primary and higher education, and less political representation than men. As gender equality has not yet been achieved, numerous barriers are hampering women's participation and leadership in workforce. Women are constrained by several social, legal, cultural, and institutional barriers, including the double burden of work and household responsibilities; gender stereotypes in the workplace; lack of female role models; lack participation in specific areas, particularly STEM (Science, Technology, Engineering, and Mathematic); and lack

of networking opportunities. In addition, women's specific need, namely maternity leave, should not be considered as burden in recruiting and promoting women.

Last but not least, she also emphasized the importance of programs to support proactive information systems and extend the model of transformative leadership for women. It is essential to ensure equal opportunity for women in attending better jobs and career paths. To achieve that, the principle of gender mainstreaming in the business process should be incorporated. Then at the end of her remark, she said that this workshop showed Indonesia's commitment in achieving the universal goal and APEC's priority to promote gender equality by enhancing women empowerment and leadership.

- **Session 1:**

Moderator: Fauziah Rizki Yuniarti – Lecturer in Economics Department, University of Indonesia

In the first session, the moderator introduced the speakers who would give a presentation in the session. In general, the first session aimed to give a policy overview on women's empowerment and leadership in APEC member economies, particularly in Indonesia.

Policy Overview on Women's Empowerment and Leadership in APEC Member Economies

Rebecca Barnes - Co-Chair Policy Partnership on Women and the Economy (PPWE)

- Policy Partnership on Women and the Economy (PPWE) focuses entirely on women's economic empowerment across APEC economies. In the last few months, PPWE has held two official meetings and a ministerial forum.

- PPWE1 May 2021: Women and girls at the center of COVID 19 recovery efforts.

This meeting discussed the importance of digital inclusion for women and girls as a means to increase women's meaningful participation in the economy.

- PPWE2 August 2021: Women-led businesses at the center of a digitally inclusive economy. In the private policy dialogue, female business leaders revealed key barriers and enablers in achieving business growth and reaching export markets. One of the issues is the problems of women entrepreneurs to get access to finance.
- Women and the economy Forum (WEF): Women’s Economic Empowerment Beyond COVID-19. Colleagues across APEC economies discussed policies to remove long standing barriers to women's economic empowerment, including access to child care facilities, education, digital inclusion and financial inclusion.
- APEC PPWE Forum supporting women empowerment by the implementation of APEC La Serena Roadmap 2019-2030. The La Serena Roadmap emphasizes strengthening women's economic empowerment in the APEC economies across 5 main action areas.
 1. Empowering women through access to capital and markets;
 2. Strengthening women’s labor force participation;
 3. Improving access of women to leadership positions in all levels of decision making;
 4. Support women’s education, training and skills development and access in a changing world of work;
 5. Advancing women’s economic empowerment through data collection and analysis.
- Most activities in APEC economies are focused on the area of empowering women through access to finance and markets. 44 percent of all reported activity was categorized as the first key action area. This reflects that access to capital and financing is still an ongoing challenge in most APEC economies. In contrast, there are some areas that have not been well-covered, including countering gender stereotypes, preventing violence and abusive harassment, responding to gender-

based violence in the workplace, and supporting women's empowerment and diversity as part of management strategies.

- She gave several recommendations for women's empowerment activities in APEC economies, including:
 - Increase empowerment activities in some areas that have not been properly covered.
 - Increase women's empowerment activities through data collection and analysis.
 - More emphasis on quality than quantity. Thus, the empowerment activity is not only wider, but also deeper.
 - Involve and centre women in planning empowerment activities.
 - Evaluate the impact and outcomes of empowerment based on standards and criteria.
 - Collaboration between fora and relevant stakeholder is vital
- New Zealand is in the process of eliminating the gender pay gap in public service institutions. The increased women's participation and leadership in public institutions has reduced the gender pay gap in the last decade. Currently women make up 50 percent of the top 3 tiers of leadership in New Zealand's public institutes.

Policy Overview on Women's Empowerment and Leadership in Indonesia

Presentation by Ms. Lenny N. Rosalin - Deputy for Gender Equality

- Based on the 2020 population census, the total population of Indonesia is around 270.20 million. 49.42 percent of this population are women and 53.6 percent of them are in productive age. This data shows the huge potential resources of women to become engines of economic growth.
- Efforts to achieve gender equality in Indonesia have been carried out consistently every year through several programs. Indonesia has closed to 68.8 percent of its overall gender gap, corresponding to a rank of 101 globally. Indonesia shows

positive index moves at 64,7%. Yet, there are still some persistent gender issues and further efforts are needed to address them.

- Indonesia has always placed gender equality as an important goal that must be achieved immediately. Indonesia currently has 5 priority programs to improve the status and support women, there are:
 - Increasing women empowerment in gender perspective entrepreneurship;
 - Improving the roles of mothers and family in child education and care;
 - Decreasing all violence against women and children;
 - Reducing child labor; and
 - Preventing child marriage.
- The Indonesian government has several women's empowerment and leadership programs aimed at vulnerable women. In instance, the Indonesian Ministry of Women Empowerment and Child Protection and PT PNM (Persero) have a program to provide financing for underprivileged women and also an assistance to achieve Indonesia's five gender equality priorities. In this program, there are more than 10 million female customers and beneficiaries spread across 34 provinces. The program also involves approximately 45,000 account officers. They will provide access to funding and coaching for women.
- In order to increase women's participation in leadership positions, the Indonesian Ministry of Women Empowerment and Child Protection has created a leadership program for women in rural areas to be able to voice their aspirations and have the opportunity to become village officials.
- In the context of digital empowerment, the Indonesian Ministry of Women Empowerment and Child Protection has collaborated with the private sector to provide digital training for women. Some of these programs are as follows:
 - Sispreneur Incubation Class. The Indonesian Ministry of Women Empowerment and Child Protection in partnership with XL Axiata (Indonesia-based mobile

telecommunications services operator) launched the Sispreneur Incubation Class in 2020. This incubation program has been implemented in several provinces, including West Sumatera, West Kalimantan, Bali, and West Nusa Tenggara. In 2021, this program is scaled-up with more provinces being covered. The incubation program has been implemented from August to December 2021 in 22 provinces across Indonesia, focusing on assistantship, mentorship and coaching.

- HERFuture programme. The Indonesian Ministry of Women Empowerment and Child Protection in partnership with the UK-Indonesia Tech Hub and Du Anyam (Social enterprise) launched the HERFuture programme, designed to provide digital literacy and entrepreneurship training to support ultra-micro and micro female owned businesses. 102 inspiring female entrepreneurs were selected from 6 districts in Indonesia, to participate in the training programme which was delivered November 2020 - February 2021.
- Digital Entrepreneurship Academy. An up-scaling program that involves 22,000 women entrepreneurs and aims to ensure their readiness to face industry 4.0.
- To increase access to women's entrepreneurship, strong cooperation from various parties is needed. At this time, Indonesian Ministry of Women Empowerment and Child Protection have built a partnership with several stakeholders, including the Association of Small Business Women Facilitators (ASPPUK), Women Heads of Family (PEKKA), the Institute for Women's Alternative Education (Kapal Perempuan), PT. PNM, Go-Jek Indonesia, and Grab Indonesia.
- **Session 2:**

Moderator: Fauziah Rizki Yuniarti – Lecturer in Economics Department, University of Indonesia

This session aimed to give a thorough understanding of social networks and its role in accelerating women's empowerment and leadership through the digital economy. Social

networks can be a strategy to strengthen social ties, so it can prevent job loss and women can achieve better job opportunities.

The Introduction of Social Networks and its Role in Women's Empowerment and Leadership

Presentation by Puti Ara Zena - Head of Growth, Gojek Indonesia

- The first industrial revolution began with the invention of the steam engine which led to mechanization. The second industrial revolution was a phase of mass production due to the discovery of electrical energy. The third industrial revolution made automation possible due to the invention of electronics and computers. The fourth industrial revolution began with the significant evolution on the internet that affected businesses and changed user behavior.
- Every stage of the industrial revolution will lead to more efficient processes and business models. There are several benefits that can be leveraged from the industrial revolution, including:
 - Automation. Some business processes can be automated by machines or algorithms, especially for routine, repetitive, and predictable activities.
 - The improvement of the Internet and network have helped businesses to cut unnecessary processes, leading to cost minimization and increased company's agility.
 - Bring supply closer to demand. The evolution of digital platforms enable companies to easily connect to consumers and reduce the needs of intermediaries.
 - Personalization. Big data enables businesses to better understand consumer needs.
- Despite the benefits that the Industrial revolution offers, it also comes with threats that can negatively affect us if we can't adapt, including:
 - Several roles become irrelevant anymore and replaced by machines or algorithms (e.g., data entry, Insurance Appraisers, Sales).

- Requires a company to change business models due to changes in customer behavior. For example, changing trends from traditional merchants to ecommerce
- Reduce barriers to entry. International companies or talents can easily enter the market.
- To thrive and survive in the competitive business environment, there are several factors that need to be considered:
 - Develop a digital mindset and strong support system to survive in the competitive business environment. Digital mindset will enable people to foresee possibilities to incorporate and extract value from technology in work.
 - Supportive family arrangement, especially spouse, is also essential to share home and child care responsibilities.
 - Social network. Great connection with female leaders will help to face cultural and political hurdles
 - Workplace support. Implementation of policy and necessary support to empower women to climb the corporate ladder.
- Establishing social networks with women leaders is essential to overcome gender challenges and barriers. There are some tips to leverage social networks:
 - Follow female leaders in social media to get inspired on a daily basis (e.g., Sheryl Sandberg, Sri Mulyani, etc.).
 - Join networking/mentorship programs (e.g., Lean in Circles, WomenWorks).
 - Build inner circles with female leaders in the industry.
- Women and men need different kind of networks. Men can be successful by being the center of the network, but women need to complement it with a strong inner circle of female contacts.
- There are several Gojek's external and internal efforts to support women employees and leaders, including:

- Gojek SHIELD and Gojek Safety Zones for female customers and driver; GoBiz and Gojek Wirausaha KOMPAG for women-owned micro and small businesses also Gojek Xcelerate for women startup founders;
- Ask Me Anything with female leaders program
- Explicit policy that mentions 40% of PMs should be women and unlimited maternal leave as long as they get manager's approval.
- Female circles to connect and design programs to empower women even further.

Strengthening social ties: Preventing job loss and achieving better job opportunities

Presentation by Aling Nur Naluri – Salam Rancage

- The Salam Rancage project started in Gang Abdul Kodir village in Bogor, Indonesia. The village is crowded, surrounded by a river, and not accessible by car.
- In 2012, women in Gang Abdul Kodir village experienced three main problems, there are low paying job (less than one dollar in a day), flooding, and weak social ties. Based on this condition, Salam Rancage empowered them to achieve sustainable communities through crafting activities.
- Salam Rancage designs and produces premium handicrafts made from reused newspaper while empowering women community to achieve financial, social, and environmental harmony. In this social project, Salam Rancage emphasizes product quality and now their products have gained international recognition.
- Empowering women to become artisan means cultivating social values. Weaving not only increases skills and income, but also sharpens women's mentality, communication, teamwork, contribution and happiness.
- Besides weaving, the women's community under the Salam Rancage program is also involved in village development. They are involved in several activities, such as transforming vacant land into village parks, cleaning rivers, campaigning for a waste-free river, and managing an environmentally friendly Dongko market.

- The COVID-19 pandemic hit Indonesia and most of the Salam Rancage programs were suspended. Due to the pandemic, the Dongko market program was shifted to online and their husband helped them as deliveryman to deliver products to customers. Currently, they are also starting to combine weaving and sewing skills to produce high quality products. Now, they have become manufacturers of woven bag products for large companies in France.

Day 2

- **Session 3:**

Moderator: Mutiara Probokawuryan – Lecturer in Economics Department, IPB University

This session aimed to explain challenges in women empowerment in the era of digital transformation and how to overcome them. This session also emphasized on how digital platforms support inclusive economic development covering the sub-topics of education, culture, and business.

Gender Digital Gap in the Era of Digital Transformation

Presentation by Dwi Yuliawati Faiz - UN Women

- Gender digital divide persists irrespective of overall ICT access levels, economic performance, income levels, or geographic locations, so it can be happening anywhere in the world.
- The lack of a female labor force in the digital sector is due to the low percentage of female graduates in STEM. Based on UN Women calculation in 2019, In Eastern and South-Eastern Asia, the percentage of female graduates in stem is only 33.5 percent, which is below the world average, which is 36.8 percent. Australia and New Zealand even have a lower percentage, which only reached 32.6 percent.
- Women are few and far between in the software world and play a relatively less important role, with many of them less connected to the network of software developers than their male colleagues. Since the network is important, once women are not well represented in the network, it will remain the same.

- There are five issues in digital transformation:
 - Mobile ownership of women is 20% lower than men.
 - Over 300 million fewer women than men access the mobile internet.
 - The percentage of women software writers is still low.
 - Misuse of social media and application for hate speech, misogyny and facilitating gender based violence.
 - Across the globe, the proportion of women graduates is still low, which is only 36 percent.

- There is a 'leaky' pipeline (women and girls who dropped out of the pipeline), from education to entering the labor market and into leadership in technology and digital industry. In South East Asia, the share of women in digital technology is only 37%. The low participation of women in the digital economy is caused by several factors, including:
 - Girls are less likely to be motivated/supported to enter STEM as choice of education. Due to traditional role, women have less time to re-skill, learn and adopt new technology.
 - The unaffordability of the internet is still an issue in some economies. 900 million people live in economies where internet prices are higher than ITU benchmark (1 GB should not cost more than 2% monthly income). Women with less income afford less.
 - UN Women study (2021) highlighted the likelihood of women and girls experiencing ICT and online GBV during the pandemic. This alter the way women and girls use the online platform, hindering the benefit from online education and economic participation.
 - Women tech-startup founders are less likely to get funding from investors, and a gender pay gap in the tech industry (similar to other industries) exists.

- Women owned micro and small businesses (MSBs), especially in food and beverage, cope with the pandemic by using digital platform to reach the customers. So, the availability and affordability of digital infrastructure plays an important role. However, women-owned MSBs have less-coping strategies than men. Where men have greater access to finance and assets compared to women.
- There are several policy recommendations to achieve gender equality in the digital economy, including:
 - Ensure that the regulatory framework is non-discriminatory for women to own assets and legalize their businesses.
 - Ensure that digital technology is accessible (available and affordable) for women.
 - Address the unequal distribution of unpaid care and domestic work.
 - Facilitate transition to digital and mobile technology (including e-commerce and digital financial services).
 - Leverage partnerships between governments, private sector and civil society organizations.

The Current Challenges in Women's Empowerment and Solutions to Overcome Them.

Presentation by Anantya Van Bronckhorst – Think Women

- Currently, more than 70 percent of Indonesians are connected. This is driven by the affordability of smartphones. Women in their empowerment program are heavily dependent on smartphones. During this pandemic, there has been a change in behavior where they have used social media to buy groceries.
- Since 2019, the Think Women's empowerment program or known as Women Advance in Digital has empowered five thousand women throughout Indonesia.
- There are external and internal factors that become challenges in empowering women. In the context of internal factors, there are doubts and fears in using digital

technology. These internal factors are also related to external factors, such as workload, cultural and economic pressures.

- She highlighted several ways to address issues in women's digital empowerment.
 - Use a familiar language in the application's default settings. Familiar language will make it easier for them to understand how to operate the platform.
 - Clear instructions are needed for them to understand the use of digital technology. Video tutorials with clear instruction and simple language will help them to understand how to operate the platform.
 - Approval of husband and family is a challenge that is also faced in the empowerment program. She allowed them to invite their husbands and children to join the Think Women's empowerment program.
 - Time constraints are also a challenge in empowerment programs and flexible time is needed in program implementation.
- Digitalization is not just about devices and being connected, but also about skills in analyzing and solving problems. In its empowerment program, Think Women also strives to build the participants' critical thinking, business branding and marketing skills.
- **Session 4:**

Moderator: Mutiara Probokawuryan – Lecturer in Economics Department, IPB University

This session emphasized on facilitating the exchange of knowledge among economies about the implementation of social networks as a powerful vehicle to help women stay connected and empowered during the covid-19 pandemic and accelerating women's empowerment and leadership.

Social networks as a powerful vehicle to help women stay connected and empowered during the covid-19 pandemic

Presentation by Karlina Octaviany – Co-Founder Indonesia Voice of Women

- Indonesia Voice of Women has several digital training programs customized to the needs of the women's community, including:
 - Fact checking. Most of the program participants use the internet without knowing the basic functions of the internet. The use of keywords and the reliability of information are the two focuses of the fact checking program.
 - Positive content. This program focuses on creating online marketing content and product branding.
 - Digital Parenting. This program allows parents to monitor and educate their children in using social media through the platform.
 - Cyber Hygiene. Some women experienced gender-based violence on social media during the pandemic. This program trains them to recognize gender-based violence and respond it.
- Indonesia Voice of women raises women's issues through several publications. They have guidelines to ensure that published content can be read and accessed easily. These guidelines cover standard fonts in article writing, color contrast in posters, and sign language for people with disabilities.
- The Indonesian Voice of Woman program targets marginalized people, such as women, minorities, and indigenous people. During this pandemic, Indonesia Voice of Woman has a specific program that aims to overcome the problems experienced by women, including:
 - Maternal care program during the pandemic (Sehati TeleCTG).
 - Due to the unavailability of internet facilities in several rural areas, radio is used to disseminate information related to women's issues and COVID-19 (Kapal Perempuan).
 - Online program to empower and capacity building for women and people with disabilities (PWDS) called Berdaya Bareng.
 -

Accelerating Women's Empowerment and Leadership

Presentation by Pratiwi Hamdhana AM – Founder TENOON and Renjana Enterprise

- TENOON is a social enterprise based in South Sulawesi. Before starting the project, Ms Hamdhana found some problems faced by local weavers, including:
 - 3 of 5 local weavers in South Sulawesi find difficulties in selling their fabric.
 - There is a reluctance to continue the legacy because of the difficulty of making living by weaving.
 - South Sulawesi is one of the provinces with the highest percentage of people with disabilities in Indonesia.
 - More than 80 percent of people with disabilities in South Sulawesi are unemployed.
- TENOON is an Indonesian social enterprise that produces goods from woven fabrics. They are purchased directly from local woman weavers in several villages, especially in Eastern Indonesia, through a fair-trade approach and employ persons with disabilities to help them in manufacturing.
- TENOON has a vision to be an inclusive place for everyone to creatively collaborate without boundaries. The main beneficiaries of the program are women and persons with disabilities.
- TENOON takes a fair-trade approach by empowering local weavers through regular orders of their woven fabrics and paying them in advance. TENOON also creates inclusive employment opportunities by employing persons with disabilities. Last but not least, they are also introducing various Indonesian woven fabrics through innovative products and increasing awareness of inclusivity and disability to the world.
- TENOON started its project in May 2017 and so far has sold more than 15,000 products. 97 percent of products are sold in the domestic market, while the other 3 percent are

sold in the global market. Currently, TENOON has partnered with 9 local weavers in six villages and empowered more than 500 people with disabilities.

- Beside weaving and commercial activities, TENOON also organizes several workshops and training for women and people with disabilities, including mobile phone photography workshop, sewing training, and social media training.
- TENOON has a business model that restricts them from hiring people. So, they finally launched the platform berdayabareng.com to empower more women and people with disabilities through training, workshops, and capacity building programs.
- TENOON has involved in several social activities, such as textbook donation for kids in rural areas, creating panel discussion to increase the awareness of disabilities and women empowerment, and regularly conducting Indonesian language class for deaf people and also sign language for society. Before the pandemic, in 2019. TENOON has successfully conducted the biggest inclusion festival “Festival Inklusif 2019” where PWDs can share their stories and make connections with hearing people.

Support and uplift women around the world through social network campaigns.

Presentation by lim Fahima Jachja - Queenrides

- Social media has proved to be a powerful vehicle for bringing awareness of various issues related to women's rights and encouraging policy makers to increase their commitment to gender equality. There are several social media campaigns that have been created to support and uplift women around the world, such as women supporting women challenge, #MeToo Movement, #HeForShe campaign, and #LikeAGirl campaign.
- In the last 10 years, there has been a significant increase in the number of accidents involving women. Road safety campaigns provided by the government tend to use a masculine approach which is not suitable for women. Based on this understanding, she launched Queenrides in 2016 and brought the issue of women's road safety.
- Queenrides hired world-class models and photographers to campaign women's road safety. The campaign is not only carried out online, but also offline in several malls in

Indonesia. As a result, Queenrides succeeded in creating local and global trending topics. In three years, Queenrides has empowered and mobilized more than 200,000 women in its campaigns. At the end of 2019, Queenrides were selected by The World Economic Forum as one of the leading startups in the ASEAN region.

- In 2020, the pandemic hit Indonesia and road safety offline campaign activities had to be stopped. To overcome this, Queenrides decided not to stop the campaign and added another pillar, including:
 - Road Safety
 - Economic Empowerment
 - Parenting
 - Mental Health
 - Digital Parenting
- During the pandemic, 10,000 women joined Queenrides' online classes and its community has grown across 18 economies. 89.9 percent of participants are women, while another 10.1 percent are men. Online platforms give a wide range of benefits because it can reach more people.
- To maintain women's empowerment program through social media, there are several things that need to be considered, including:
 - Find and define the issue.
 - Create a relevant story with a unique execution.
 - Choose the right medium and right time to talk.
 - Engage and build community.
 - Fresh ideas and energy to maintain the community.

Sharing Experience on Best Practice for Women Empowerment and Leadership in APEC Member Economies

Presentation by Trisha Gray - The Department of Foreign Affairs and Trade (DFAT)

The representative of Australia

- Indonesia is a long-standing partner for Australia. Australia is committed to working with all partner economies to achieve gender equality through economic empowerment programs and economic diplomacy.
- During the COVID-19 pandemic, digitalization is a necessary solution and stakeholders need to ensure that women are not left behind. Closing the gender gap in access to technology and leadership is crucial for economic development. Digital technology can accelerate women empowerment and help them leapfrog the gender gap. Thereby benefiting economy more broadly.
- The COVID-19 economic recovery is an opportunity to accelerate women's participation in the digital economy. For example, Indonesia's digital economy is projected to reach 124 billion in 2025. Between 2014-2020, Australia's digital economy activity grew by 75 percent. Women play an important role in developing the digital sector, especially in ecommerce. However, Women are still lagging behind in entrepreneurial skills and leadership positions.
- Women in Australia are still under-represented in STEM careers, particularly in information technology. Australian women's budget statement 2021-2022 is an investment to support women's participation and women's economic security, including access to new technologies and helping their businesses.
- The Australian Government prepares women and girls for future jobs, particularly in the STEM industry, through scholarships and partnerships with the private sector. In the region, Australia's partnership program helps women to eliminate barriers to entry into STEM careers and education. The Australian Investing in Women program has operations in four South East Asia economies, including:
 - Promoting the participation of women in the Philippines in terms of technology, robotics and artificial intelligence.

- Empowering women in Indonesia through online magazines, campaigns, and discussions on gender stereotypes that limit women's leadership in the workplace.
- Women must be able to progress to talk about management and policy making roles in the digital economy to have an equal voice in the development of systems that affect their lives. Australian Workplace Gender Equality Agency (WGEA) collected analytical data to provide practical advice on promoting gender equality in the Australian workplace.
- The Australian government provides grants and advice to women startup leaders, helps women to start their own businesses, and provides access to STEM education for women.

Presentation by Susana González – Women in Tourism

The representative of Chile

- The Women in Tourism association was founded in 2018 and in September 2020, Women in Tourism became a formal association in Chile. Then in April 2021, Women in Tourism Chile held its first international meeting which brought together stakeholders from New Zealand, Croatia, England, and 500 participants. Women in Tourism Chile also attended international meetings in Portugal and collaborated with other tourism associations from Argentina and Colombia.
- Women in Tourism Chile focuses on three areas, including marketing and sales, personal branding, and sustainable tourism. Women in Tourism Chile seeks to empower women in more humane and sustainable tourism.
- The association structure is formed from the participation of women from various backgrounds, including engineering, academics, journalists, technicians, and the public sector. By increasing the participation of women in associations, women will have greater opportunities to innovate, promote and engage in the tourism value chain in Chile. Work in Tourism Chile also collaborates with the public and private sectors to increase women's innovation and promote the value of tourism in Chile.

- Women are most affected by the disruption of the tourism sector. Therefore, Women in Tourism Chile seeks to achieve sustainable, balanced and inclusive tourism development for women.
- In March 2020, Chile statistics revealed that women's participation in Chile's tourism is 15 percent higher than the other Latin American economies. Then in October 2021, this number increased to 39.8 percent higher compared to other Latin American economies.
- In Chile, everything is measured by the level of innovation and competitiveness. Tourism requires innovation as well as competitiveness to be sustainable.
- The Economic Commission for Latin America and the Caribbean has reported a new policy after the COVID-19 pandemic to promote gender equality as a central element for sustainable recovery.
- In Chile, the main focus should be on the generation of data that allows researchers to know the participation of women in the economy. The tourism value chain must be strengthened based on statistics and best practices, not from a logical framework prepared from the office.

Presentation by Satish Ranggayah - Undersecretary, International Relations Division

The representative of Malaysia

- Women make up 48.7 percent of Malaysia's total population. The Malaysian government places gender equality as an important goal and there has been a lot of progress in several fields, such as health, education, economy.
- Based on statistics on women's empowerment in Malaysia 2020, Malaysian female labor force participation is 55.2 percent and this number is still far behind when compared to male labor force participation, which is 80.4 percent.
- In terms of literacy rates, women are slightly below men, with a difference of 0.7 percent.
- Malaysia continues to undertake numerous efforts to ensure that women are able to optimize their full potential and participate actively in the economic and social development of the economy. Malaysia's commitment include ensuring equitable

sharing of the acquisition of resources and information as well as access to opportunities.

- Malaysia has several initiatives to address women empowerment, including:
 - Young women’s fellowship and women in politics’ fellowship program. This program is designed for young women to be exposed to leadership and politics.
 - Women in decision making. This initiative is to enable women participation in decision making in the public and private sectors.
 - Women entrepreneurs in the digital economy. This initiative is to train Malaysians to earn as freelancers in the global digital economy.
 - Maternity leave for women in the private sector. The Malaysian government encourages the private sector to create its own policies in providing childcare and maternity leave. The Employment Act in Malaysia has extended the period of maternity leave from 60 days to 90 days. Childcare fees subsidies. To ease the burden of working parents, the government provides childcare fee subsidies of RM 180 (USD 43,12) for each child in a household with an income below RM 5000 (USD 1197,89).
- In response to the uncertainty caused by the pandemic, Malaysia announced 6 packages worth USD 81.95 billion. These packages aim to empower women and support women's resilience against future economic shock due to the COVID-19 pandemic. The COVID-19 assistance packages will include:
 - In response to the impact of COVID-19 on people and business, the Malaysian government announced a stimulus package to support and help working parents in key industries.
 - Tax exemption up to RM 3000.
 - The Malaysian government spends RM 9 million on online childcare courses and 9,000 caregivers have been enrolled in courses.
 - The government extends work from home facilities in the public and private sectors.

- The Malaysian government also encourages women entrepreneurs by providing loans of up to USD 12,000 at an interest rate of 3 percent.

Presentation by Sandra S. Montano - Chair of Philippines Commission on Women

The representative of Philippines

- Digital platforms are immensely popular in the Philippines. In January 2021, the Philippines was listed as the top social media and internet user in the world. Based on We Are Social and Hootsuite's report in 2021, Filipinos spend an average of 4 hours 15 minutes each day accessing social media. It almost double the global average of 2 hours and 20 minutes. In terms of internet usage, Filipinos spend an average of 10 hours and 56 minutes each day online, which is beyond global average. In the same report, it also showed that e-commerce adoption in the Philippines grew by 4.2 percent compared to 2020.
- A significant step has been made by the Philippine government, PPWE (Partnership on Women and the Economy), and partner economies (USA in e-peso project) to help female entrepreneurs develop their capacity in terms of digital promotion, online selling, digital payments, and online storefronts.
- The department of Trade and Industry (DTI) Philippines held several programs and seminars aimed at raising awareness regarding consumer rights, business registration processes, and sales promotion policies.
- There are 3 best practices in empowering women in the Philippines, including:
 - Working with allies in the public and private sector to drive collective action in women's economic empowerment.
 - Integrating digital economy and ecommerce in long-term plans and programs.
 - Developing a strong legal framework that supports digitalization and women's economic empowerment and leadership.
- **Closing Remarks**

Pribudiarta Nur Sitepu – Permanent Secretary of the Ministry of Women

Empowerment and Child Protection Republic of Indonesia

In the closing remarks, Mr Pribudiarta Nur Sitepu, Permanent Secretary of the Ministry of Women Empowerment and Child Protection, Republic of Indonesia, stated that social networks have provided opportunities by promoting women's participation, facilitating their financial and digital inclusion, thereby leading to greater economic well-being. Especially in the wake of the COVID-19 outbreak, social networks have become powerful vehicles that help women to stay connected and continue activities that can no longer be possible in person. Social networks also have proved to be an important tool for bringing awareness of various issues related to women's rights and encouraging policy makers to increase their commitment to gender equality.

He also highlighted that women have been disproportionately affected by the COVID-19 outbreak and are exposed to a higher risk of losing their jobs than men. There are many reasons that affect it, including women tend to be concentrated in sectors heavily affected by the pandemic, such as tourism and hospitality. Moreover, as the health and economic shocks of COVID-19 ripple through the market, women-owned SMEs also experienced a decline in sales and face liquidity constraints, insolvency or even bankruptcy. Besides that, there is a risk of automation that may be accelerated due to this pandemic. It is certain that most of the post-pandemic recovery work will be digital-related or digital-enabled. But according to OECD and APEC Chile in 2019, women in APEC economies still lag far behind in technology and internet access compared to men. Women, especially in rural areas, are less likely to have access to equal opportunities and are at risk of getting worse in the future. To address this issue, he suggested several initiatives, including increasing women's capacity to participate in decision-making and leadership, also rejecting cyber violence, potential discrimination, bias and stereotypes against women.

IV. Briefings on Discussions at the Workshop

In this session, participants were actively participating in the discussion.

Q&A / Discussion

- **Session 1**

- a. The participant highlighted the infrastructure gap in Indonesia. Rural areas, especially in eastern Indonesia, may not have adequate infrastructure for internet access. Then he asked about the government's strategy in reaching vulnerable women in areas without internet access during the pandemic.

Ms. Rosalin confirmed that the infrastructure gap is still a persistent issue in Indonesia. There are at least 74,000 villages in Indonesia and some of them may not have adequate internet access. This issue is cross-institutional which also requires the involvement of other ministries in Indonesia, particularly the Ministry of Communication and Information. The Indonesian Ministry of Women's Empowerment and Child Protection has implemented several empowerment programs during the pandemic, including training, financing, and capacity building. The specific target of women participants, among others:

- Women whose husband pass away during the pandemic;
- Women in disaster area; and
- Women that become victims of violence.

Many of those women end up being the breadwinners. The Indonesian Ministry of Women's Empowerment and Child Protection helped them to survive and be able to earn during the pandemic.

- b. The participant asked about APEC PPWE's concrete action to strengthen women's empowerment through the digital economy, particularly the La Serena program in developing economies.

Ms. Rebecca responded that APEC PPWE encourages APEC fora to pay attention to promote gender equality and the issue of women's empowerment, starting from digital

empowerment, market access and access to finance. Every economy has its own priorities and they also offer different best practices. Some solutions may work in one economy but not in another.

- c. The participant asked about the contribution of NGOs (Non-Governmental Organizations) in empowering women in Indonesia.

Ms Rosalin responded that NGOs have a significant role in women's empowerment programs in Indonesia. Indonesia has at least 74,000 villages and NGO involvement is needed to reach all villages. The Indonesian government has been working with NGOs that have programs related to entrepreneurship at grass root level. The Indonesian government will conduct several assessments to ensure that NGOs can deliver the benefits that women need.

- d. The participant revealed that several studies have shown that women are rated as having higher leadership traits than men. Then he asked why women's participation is still relatively low in public office leadership positions than men.

Ms Rebecca responded that there are several factors that cause the low participation of women in leadership positions, including lack of knowledge to enter leadership positions, low promotion opportunities for women in the workplace, unable to enter the labor market due to taking care of children, and the structure of society that discriminates against women. She also said that currently New Zealand is in the process of eliminating the gender gap in leadership, especially in the public institutions.

- e. The participant suggested the Indonesian Ministry of Women's Empowerment and Child Protection to collaborate with women's study institutions to understand the problems faced by rural women during the pandemic. Based on the study, she found that the majority of rural women in Indonesia experienced insolvency and financial problems during the pandemic.

Ms Rosalin responded that the Indonesian Ministry of Women Empowerment and Child Protection is open to collaborating with all stakeholders. So far, they have collaborated with academia, international organizations, religious-based organizations, NGOs, and

youth. At the end of her answer, she emphasized the importance of youth's contribution as an agent of change in women's empowerment programs in Indonesia

- **Session 2**

- a. The participant asked whether Gojek has an empowerment program for external partners.

Ms Puti responded that Gojek's women's empowerment program is only intended for partners. This empowerment program is also aimed at their NGO partners, namely KOMPAG.

- b. The participant asked what Gojek had done to help partners, particularly female partners, during the pandemic.

Ms Puti replied that Gojek helps partners by providing safety and hygiene guidelines to prevent the transmission of COVID-19. These guidelines cover vaccinations, vehicle hygiene and safe food packaging. During this pandemic, most users order food online. Gojek has improved the quality of the application and shortened the delivery time. Gojek also provides tips and tricks to business owners to become best sellers and have a good rating in its application.

- c. The participant asked about how to get a digital mindset.

Ms Puti answered that she follows female leaders around the world to get inspired. It's important because social media is the first application you might open in the morning. She also subscribes to several articles to stay updated with market trends in China, India, and the United States. She believes the emerging trend in these economies will eventually become a new trend in Indonesia.

- d. The participant asked about how Salam Rancage invites expertise in its social projects.

Ms Alin responded that reputed designers are happy to partner with Salam Rancage because it offers high social and commercial benefits. There are always ways to meet people with big purposes and interested in social projects. Salam Rancage has also developed its network by marketing its products at various international exhibitions in several economies, including Canada, China, and Japan.

- e. The participant explained that digital capabilities in Indonesia are relatively lower than digital capabilities abroad. So, she asked if Gojek had a policy to limit talent from abroad to protect Indonesian employees.

Ms Puti explained that currently Gojek does not have an exclusive policy to restrain talent from abroad. But until now, the percentage of domestic employees in Gojek is still relatively higher than foreign employees.

- f. The participant asked whether Gojek had a pro-women policy for its employees.

Ms Puti replied that Gojek provides several pro-women policies to its employees. Female employees can take more than three months of maternity leave as long as the manager approves. Gojek also pays for employee courses to acquire new hard and soft skills. This course costs around USD 200 if subscribed privately.

- g. The participant asked about the challenges experienced by Salam Rancage since starting its social project.

Ms Alin replied that the biggest challenge in her social project was gaining the trust of local women. Salam Rancage took about two years to gain the local women's trust. As a long-term project, another challenge is to maintain the enthusiasm and resilience of the social project participants. Great team is needed to manage speed and endurance. For example, there were many challenges starting from product management and distribution in the early implementation of the Dongko market. The team were helping women villagers in production and became contributors to solve any issues that arise. But over time, there has been significant progress and now they are able to operate independently.

- h. The participant asked how Salam Rancage took care of its social projects during the pandemic.

Ms Alin revealed that they still have a lot of activities during the pandemic. She argued that a solid team is important in maintaining social projects during the pandemic. It becomes easy as long as they share the same vision and involve women in the

activities. They are committed to making a better village for all residents, especially for women and children.

- **Session 3.**

- a. The participant asked the reason for the low percentage of women in STEM jobs.

Ms. Dwi Yuliawati responded that the low number of female graduates in STEM is the main factor that causes the low participation of women in STEM jobs. Most female graduates in STEM are concentrated in the sciences, such as biology. When it comes to engineering, the percentage of women is even lower, leading to lower female participation in the digital economy. This issue needs to be addressed from the demand and supply side. From the supply side, female graduates in STEM, especially technology and engineering, need to be increased. From the demand side, pro-women policies, such as eliminating gender pay gaps and gender stereotypes in the workplace, are urgently needed to increase women's participation in STEM jobs. In Indonesia, state-owned enterprises provide a quota for women to participate in the position of the board of directors.

- b. The participant said that the challenges faced by Think Women in their empowerment program are actually classic issues that have been going on for a long time. Then she argued that gender equality should be promoted from an early age and included in the elementary school education curriculum. Then she asked if her idea was possible and the best way to implement it.

Ms. Anantya responded that there was a lack of device access for women over the age of 25. However, the younger generation has better access to devices and has interacted with technology from an early age. Formal and informal education can play an important role in increasing women's participation in the digital economy. Informal education can act as a catalyst that raises women's issues and empowers women in terms of technology. While formal education can play a role in building critical and creative thinking, which are needed to contribute to the digital economy.

- c. The participant asked about the member obstacles when they first joined Think Women. Ms. Anantya responded that the online method which Think Women held on training and activities caters to women who are able to online. For women who don't have access to online, still becomes an issue for Think Women to reach. So Think Women is working with some entities that can help under-privileged women to access Think Women programs and activities. Currently, Think Women is developing an empowerment program module for underprivileged women who are not yet connected to the internet. In the future, this program will be held offline.

- **Session 4**

- a. The participant said that many women experienced sexual harassment but chose not to report it because of shame. Then she asked what she could do as a woman in a government agency to help victims of sexual harassment.

Ms Karlina responded that not everything can be disseminated via the internet. Stakeholders can assist victims of sexual harassment to collect evidence and obtain legal assistance. Police also need to be trained to incorporate a gender perspective into the investigation process.

Ms lim said that collecting evidence is the most important thing to do. Not all cases of sexual harassment have to be exposed on social media, some of them need to be discussed offline first. This is necessary to ensure that the issues that will be posted on social media will generate support and will not get backlash. It is necessary to ensure that everything posted online has strong evidence and support. Strong support is needed not only from fellow victims, but also from the government and influential figures.

Participants also asked about online gender-based violence statistics during the pandemic.

Ms Karlina answered that based on the annual report of the National Commission on Violence against Women of the Republic of Indonesia, it increased by 300 percent from 97 cases in 2018 to 281 cases in 2019. Currently, she does not have specific data on

the number of sexual harassment cases and the legal assistance she has provided during the pandemic. She said she would make the report at the end of this year.

- b. Participants asked about how women respond to patriarchal culture in several regions in Indonesia.

Ms Pratiwi answered that in her empowerment program, several husbands forbade their wives to work as weavers. Women are forbidden to work because of a culture that requires men to work, while women stay at home. To solve this problem, TENOON uses an economic approach and explains to participant's husbands that a working wife can improve the family's standard of living.

- c. The participant asked about how Queenrides earned the trust of the local community through its social campaigns.

Ms lim responded that there are 4 things that need to be considered in order to gain public trust through social campaigns, including:

- Find relevant issues and offer solutions.
- Using familiar language in social campaigns.
- Ensure that the movement is based on evidence and a logical framework.
- Engage influencers as spokesperson.

Social enterprises need to capture all the opportunities and collaborations that enable social businesses to grow and sustain in the long run.

- d. The participant asked about how Ms Pratiwi started TENOON and the possibility of TENOON becoming a public social enterprise.

Ms Pratiwi answered that she started the idea of establishing TENOON when she was in the United Kingdom. She obtained information about social enterprises and also found the fact that the population of persons with disabilities in South Sulawesi is one of the highest in Indonesia. Then she gathered her colleagues in Indonesia and started to realize the idea of creating a social enterprise.

TENOON will not become a public company in the future. She doesn't want any intervention from investors that might change the vision of Tenoon id. In the future, she plans to develop the TENOON project not only in South Sulawesi, but also across the economy.

V. Summary of the Workshop

From the speaker's presentation and the productive discussion in the workshop, several key findings are summarized as follows:

- Policy Partnership on Women and the Economy (PPWE) focuses entirely on women's economic empowerment across APEC economies by the implementation of APEC La Serena Roadmap 2019-2030. The La Serena Roadmap emphasizes strengthening women's economic empowerment in the APEC economies across 5 main action areas, which are access to capital and markets, strengthening women's labor force participation, access to leadership position in all level of decision making, supporting education and skills development, and advancing women's empowerment through data collection and analysis. Around 44% activities were related to improving access to capital and market, reflecting this issue is still an ongoing challenge in most APEC economies.
- Based on UN Women calculation in 2019, female labor force in the digital sector were relatively lower than men. One of the reasons is due to the low percentage of female graduates in STEM. Girls are less likely to be motivated/supported to enter STEM as a choice of education and also as their job. Globally, 36.8% female graduates in STEM, in Eastern Asia the figure is even lower which is only 33.5%. Australia and New Zealand even have a lower percentage which is 32.6%.
- During the COVID-19 pandemic, digitalization has a role as a solution that keeps economic activities going and stakeholders need to ensure that women are not left behind. Closing the gender gap in access to technology and leadership is crucial for economic development. There several issues for women in digital transformation:
 - Mobile ownership of women is 20% lower than men.

- Over 300 million fewer women than men access the mobile internet.
- The percentage of women software writers is still low.
- Misuse of social media and application for hate speech, misogyny and facilitating gender-based violence.
- Across the globe, the proportion of women graduates is still low, which is only 36 percent.
- Women tech-startup founders are less likely to get funding from investors, and a gender pay gap in the tech industry (similar to other industries) exists.
- There are external and internal factors that become challenges in empowering women. In the context of internal factors, there are doubts and fears in using digital technology. These internal factors are also related to external factors, such as workload, cultural and economic pressures.
- To increase access to women's entrepreneurship, strong cooperation from various parties is needed. The government of Indonesia provides a good example regarding private public collaboration to promote digital empowerment for women. The collaborations are brought in the productive activities such as: Sispreneur Class, HERFuture programme, and Digital Entrepreneurship Academy.
- In the workshop, several speakers gave real examples of how networking can improve women empowerment in various different regional and cultural backgrounds. These examples illustrate how collaboration and cooperation can reduce the difficulties and obstacles that women face in strengthening their role in the economy. They are Indonesia Voice of Women, TENOON, Salam Rancage, and Queenrides.
 - Indonesia Voice of Women trained low-income women to develop their digital communication strategy through Basic Digital Literacy Training. The programs are customized to the needs of the women's community and targeted to marginalized people, minorities, and indigenous people.
 - TENOON is an Indonesian social enterprise that produces goods from woven fabrics. They are purchased directly from local woman weavers in several villages,

through a fair-trade approach and employ persons with disabilities to help them in manufacturing. Their business model restricts them from hiring people. They launched the platform called “empower together” (berdayabareng.com) to empower more women and people with disabilities through training, workshops, and capacity building programs.

- Salam Rancage designs and produces premium handicrafts made from reused newspaper while empowering the women community to achieve financial, social, and environmental harmony. In this social project, Salam Rancage emphasizes product quality and now their products have gained international recognition.
- Due to their concerns about the high rate of accident involving women rider, Queenrides appear as a startups that promote road safety for women. Queenrides succeed in creating local and global trending topics. In three years, Queenrides has empowered and mobilized more than 200,000 women in its campaigns. At the end of 2019, Queenrides were selected by The World Economic Forum as one of the leading startups in the ASEAN region.
- The last session was dedicated to share experience among APEC member economies regarding their success program and their next plan on women empowerment in their respective economies.
 - Australia’s 2021-22 Women’s Budget Statement provides a \$3.4 billion investment towards promoting women rights and empowerment across the economies This program ensures that women can be safe from violence, economically secure, realize their potential and enjoy good health. The policy reflects the social and cultural diversity of Australian women, ensuring that opportunities and protections are available to all women.
 - Malaysia. Malaysia has several initiatives and pro-women policy in the workplace to address women empowerment, including: young women fellowship and politic fellowship program; women decision making initiative; women entrepreneur in the digital economy; revised the period of maternity leave from 60 days to 90 days.

- Chile. To promote women's value and increase their innovation in the tourism sector, Chile created the Women in Tourism association in 2018. It focuses on three area including marketing and sales, personal branding, and sustainable tourism.
- The Philippines has made a significant step through collaboration of the government, PPWE, and USA in a e-peso project to help female entrepreneurs develop their capacity in terms of digital promotion, online selling, digital payments, and online storefronts.

VI. Pre-Test and Post-Test Evaluation

Before the workshop we asked the participants to take the pre-test consisting of 10 matched true/false and multiple-choice questions which were designed to test relevant knowledge within the workshop. After the workshop, the participants were asked to complete the same set of post-test question. The tests were functioned as comparative data to measure the level of knowledge of the participants before and after the workshop. The targeted level increase of this workshop is 30%. The participants were recommended by the committee to take the pre-test prior to the event began and to take another post-test upon the completion of the event.

A total of 317 participants attended the workshop, with a total of 272 valid or 85.8%, matching pre-/post-comparisons available for analysis. The data for each question was entered and calculated in Microsoft Excel. The data for each question was entered and calculated in Microsoft Excel. Results in Table 1 show the percentage of participants with correct answers on the pre-test and post-test. The post-test results showed a correct response of 91.25%. Thus, the knowledge gain for participants in the workshop was 44.41%.

Table 1. Pre-test and Post-test Result

Question	Pre-Test	Post-Test
	%Correct	%Correct
Q1	72.06	97.6
Q2	8.46	85.3
Q3	12.13	89.4
Q4	14.71	88.4
Q5	63.60	97.8
Q6	18.75	85.3
Q7	76.84	86.2
Q8	52.94	93.4
Q9	75.00	95.6
Q10	73.90	93.5
Average	46.84	91.25

VII. Recommendation

From the discussion we have concluded several recommendations from the speakers and the active participants, as follow:

- The recommendation for APEC member economies regarding the activities to strengthen women’s empowerment and leadership are given as follow:
 - Around 44% of activities that have been done were related to capital and market. The future action plan should reach some areas that have not been properly covered, such as increasing women's empowerment activities through data collection and analysis.
 - The activities should emphasize more on quality than quantity. Thus, the empowerment activity is not only wider, but also deeper. It should involve and put women in the center of planning and implementing empowerment activities.
 - Evaluate the impact and outcomes of empowerment based on standards and criteria.

- The activities should promote collaboration between fora and relevant stakeholders. The support and collaboration of government, NGOs, and private sectors from each economy to design and implement programs that provide knowledge for women to be ready facing the digital area and contribute more to the economy.
- To increase women leadership through digital economy and survive in the competitive business environment, there are several factors that need to be considered:
 - Develop a digital mindset and strong support system (supportive family arrangement) to survive in the competitive business environment. Digital mindset will enable people to foresee possibilities to incorporate and extract value from technology in work.
 - Create social networks and make great connections with female leaders to help overcome cultural and political obstacles, such as strengthen social ties, prevent job loss, and achieve better job opportunities. There are some tips to leverage social networks, such as: follow female leaders in social media to get inspired on a daily basis, join networking/mentorship programs and build inner circles with female leaders in the industry.
 - Implementation of policy and necessary support in workplace to empower women to climb corporate ladder.
- To achieve gender equality in the digital economy, there are several policy recommendations, including:
 - Ensure that the regulatory framework is non-discriminatory for women to own assets and legalize their businesses.
 - Ensure that digital technology is accessible (available and affordable) for women.
 - Address the unequal distribution of unpaid care and domestic work.
 - Facilitate transition to digital and mobile technology (including e-commerce and digital financial services).

- Leverage partnerships between governments, private sector and civil society organizations.