



Implementation Plan
“La Serena Roadmap for Women and Inclusive Growth
(2019-2030)”

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

Introduction

In October 2019, Ministers at the Women and Economy Forum (WEF) welcomed the La Serena Roadmap for Women and Inclusive Growth in La Serena, Chile. In December 2019 in Singapore, on behalf of APEC Ministers, APEC Senior Officials endorsed the Roadmap, which seeks to provide guidance and catalyze policy actions to promote the empowerment of women in the Asia Pacific region.

APEC recognizes that despite progress, women's growing contribution to the global economy has not reached its full potential, even more so in the context of the current COVID-19 pandemic, which has had negative effects on women's economic participation in some economies. In response, the Roadmap seeks to encourage strategies and APEC-wide action and collaboration across fora, and with the APEC Business Advisory Council (ABAC) and other relevant stakeholders to address the region's most pressing challenges limiting women's economic empowerment.

Purpose of the Implementation Plan

This Implementation Plan serves as a framework to provide comprehensive and cross-cutting direction for APEC fora and sub-fora in determining relevant existing and new work streams that may contribute to meeting the targets and fulfilling Action Areas of the La Serena Roadmap for Women and Inclusive Growth.

This Implementation Plan is intended to be a practical, targeted and coordinated document responsive to changing and urgent needs of APEC member economies. An ongoing dialogue, facilitated by the Policy Partnership on Women and the Economy (PPWE) with other APEC fora, will be maintained on the achievement of its actions and new activities may be added at any time to support the Roadmap's targets.

The Implementation Plan also establishes reporting and reviewing mechanisms, in line with fora's existing formal review processes, to keep APEC Senior Officials and Ministers updated on the progress in the implementation of the Roadmap.

Guiding Principles

Implementation of the Roadmap will be guided by the following principles:

- Delivering on La Serena Roadmap's Key Action Areas and Targets.
- Building on existing APEC work on women's economic empowerment and responding to Leaders' forward vision for APEC.
- Collaborating in areas of common interest, between economies, among the PPWE, APEC fora and sub-fora, the APEC Business Advisory Council (ABAC) and with regional and international organizations, as appropriate.
- Exploring actions to identify and mitigate the impacts of COVID-19 pandemic on women's economic empowerment and prepare for resilient and inclusive recovery efforts.
- Continuous monitoring and reporting of progress, gaps and challenges related to the Roadmap's implementation, as well as assessing and mitigating risks to ensure interventions aimed at increasing women's empowerment do not inadvertently reinforce or increase inequality.

- Referencing the APEC Women and the Economy Dashboard to support implementation efforts, as appropriate. The Dashboard outlines 95 indicators classified in five areas¹⁹ identified as priorities by the APEC Policy Partnership on Women and the Economy (PPWE).

La Serena Roadmap for Women and Inclusive Growth

From the La Serena Roadmap these are the Key Action Areas and Targets previously endorsed by the APEC economies:

Key Action Areas

- A. Empowering women through access to capital and markets
- B. Strengthening women’s labor force participation
- C. Improving access of women to leadership positions in all levels of decision making
- D. Support women’s education, training and skills development and access in a changing world of work
- E. Advancing women’s economic empowerment through data collection and analysis

Targets

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

Completion, Monitoring, and Reporting process

Framework completion

- All APEC fora and sub-fora, including the PPWE, will be asked to complete the “**Key Actions Framework**”, using the suggested guiding questions to advance the Key Actions Areas identified in the Roadmap. APEC fora and sub-fora will be asked to complete voluntarily the “Key Actions Framework” (in Section VII) every 2 years, beginning in 2021, prior to the Steering Committee on Economic and Technical Cooperation Committee of the Whole (SCE-COW). For key terminology and how to consider impacts and empower women through Strategic Plans and Work Plans, Annual Reports and Projects, APEC fora and sub-fora are advised to consult the available resources on the APEC Website.
- Each fora’s completed and endorsed “Key Actions Framework” will then be shared with the PPWE which, in support of Senior Officials, will coordinate this process, submit a consolidation of the frameworks to Senior Officials through the SCE and circulate for information the same with APEC fora and sub-fora and make it accessible on the APEC Website.

¹⁹ PPWE core priorities are as follows: (1) access to capital and assets; (2) access to markets; (3) skills, capacity building, and health; (4) leadership, voice, and agency; (5) and innovation and technology.

Reporting and Monitoring

- Senior Officials have overall responsibility for the monitoring and evaluation progress under the Roadmap.
- To assist Senior Officials, the PPWE will develop and circulate with fora and sub-fora an optional “**Reporting questionnaire**” to undertake an analysis of initiatives and projects agreed under the “Key Actions Framework” to be completed, as appropriate, by relevant APEC fora and sub-fora every two years, by SOM I, beginning in 2023.
- The PPWE will be responsible for the questionnaire’s review, consolidation, and reporting to Senior Officials, through the SCE, every two years.
- An update on the progress of the Roadmap’s targets will be included in the APEC Women and the Economy Dashboard.
- Senior Officials will report periodically, every two years, beginning in 2023, to Ministers on the Roadmap’s progress and seek further guidance, as appropriate, to move forward on the Key Action Areas during its implementation. Senior Officials are encouraged to engage Ministers of both the APEC Ministerial Meeting and the Women and the Economy Forum.

Midterm & Final Review

- The PPWE will conduct a mid-term review of the Roadmap to be carried out in 2026, which will be reported at the APEC Ministerial Meeting and the Women and the Economy Forum (WEF). This review will ensure that APEC-wide and individual actions are in place to complete achievement of the targets of the Roadmap by 2030.
- The PPWE will conduct a final review of the Implementation Plan to be carried out in 2030, which will be reported to the APEC Ministerial Meeting and the Women and the Economy Forum. The review will focus on measuring the progress made by APEC and individual economies on the Roadmap’s Key Action Areas and Targets.

Calendar

<i>La Serena Roadmap Implementation Plan Tentative Calendar</i>			
Responsible	Item	Dates	Comments
PPWE	Key Actions Framework to be shared for completion with all fora and sub-fora	2021 – 2023 -2025 - 2027 – 2029	Every two years
All fora and sub-fora	Deadline for Framework completion	2021 – 2023 -2025 - 2027 – 2029	Prior to SCE-COW
All fora and sub-for a	Deadline for Reporting Questionnaire completion	2023 – 2025 – 2027 – 2029	By SOM I
PPWE	Mid-term review	2026	To be reported at the APEC Ministerial Meeting and the Women and the Economy Forum.
PPWE	Final review	2030	To be reported at the APEC Ministerial Meeting and the Women and the Economy Forum.

Framework Completion

To populate the “Key Actions Framework” in the following sections fora and sub-fora should consider the suggested guiding questions²⁰ to facilitate the identification, analysis and development of initiatives or projects to support, but not be limited by, the Key Actions Areas identified in the Roadmap. To this end, fora and sub-fora are advised to include their inputs to the Implementation Plan in their own strategic plans and/or workplans. When applying for APEC project funding or self-funded projects, we encourage to identify, where possible, potential cross-fora collaboration in addressing issues and implementing activities related to the Roadmap.

Suggested Guiding Questions

General

- a. What are possible effective measures to promote women’s economic empowerment? (To address all Key Action Areas)
- b. How can fora mitigate and respond to the impacts that the Covid-19 pandemic has had, and other possible future crises, may have on women, particularly on the issues highlighted above? How can fora support women to play a significant role in post-pandemic economic recovery? (To address all Key Action Areas)

Access to capital and markets

- c. Is there any sex-based discrimination in accessing capital and credit, including those which are not yet prohibited by law? What are possible initiatives that fora and sub-fora could develop, implement and/or monitor, if any, to support and facilitate cooperation in the public and private sector to help enhance women business owners' access to capital and markets? (To address Key Action Area A)

²⁰ These questions do not represent an exhaustive list.

Labor force participation

- d. Are there any specific barriers to labor force participation that women encounter when seeking to enter, remain, and advance in the fora's industry or area of expertise? What initiative or project could fora lead to address these barriers? (To address Key Action Area A, B or C)
- e. Are there any forms of sex-based discrimination in employment, including those which are not legally prohibited?
- f. What is the level of participation of women in the labor force in the fora's area of expertise/industry or sector? What could be done to encourage women's participation in this industry/sector in APEC economies? (To address Key Action Area B)

Education, training and skills development

- g. Do women have equitable and adequate access and opportunity to pursue education, training, and skills needed to succeed in this area of expertise/industry/sector? What are possible activities that the fora could carry out to improve women's access to education, skills, and training to enter and succeed in this industry? (To address Key Action Area D)

Leadership and decision-making

- h. Are women included in the decision-making process in this area of expertise/industry/sector, and do they have access to management or leadership positions and involvement in decisions making processes? What can the fora do to improve women's access to leadership positions and decision-making process? (To address Key Action Area C)

Data collection and analysis

- i. Is sex-disaggregated data available in the fora's and sub-fora's area of expertise/industry/sector? What can be done to improve, if necessary, the data collection process (frequency, analysis, monitoring and dissemination) in your area of expertise/industry/sector? (To address Key Action Area E)

VII “Key Actions Framework”

This framework sets out criteria to ensure that compliance and reporting objectives of this Plan are met. It considers current and proposed activities, indicators, outputs, timeframe, and the fora and sub-fora responsible for the activities’ execution. The matrix below is a sample that fora and sub-fora should complete, circulate to relevant APEC working groups for inputs, and finally submit to PPWE for overall tracking of APEC efforts.

- **Current / Proposed Activities:** Each existing or new activity should be described in a short paragraph (i.e. 3-4 sentences) that includes the name, a brief description of the key objectives and main beneficiaries (e.g. Capacity building Workshops, Symposium, Seminar, development of framework/program/online courses, Interview Series, Policy Dialogue, etc.) Fora and sub-fora are strongly encouraged to collaborate on activities and reflect joint efforts in the format below.
- **Outputs:** Identify the key products or services that will happen during the implementation of the activity. These may include workshops, summary reports, ex ante and ex post surveys, analytical inputs, research work, recommendations, best practice guidelines, action plans, policy recommendations, websites etc.
- **Indicators:** Describe the indicators to be used to measure the project’s outputs (e.g. event participation rates, number of speakers engaged disaggregated by sex, number of recommendations made, number of practices shared, reports distributed, etc.)
- **Women and the Economy Dashboard Indicators:** Identify which indicators captured by the Women and the Economy Dashboard (current version) are associated with the activity to track potential long-term impacts.

Key Action Areas	Fora- sub fora <i>(please indicate cross fora collaboration)</i>	Current / Proposed Activities	Outputs	Indicators	Women and the Economy Dashboard	Timeframe
A. Empowering women through access to capital and markets						
A.1 Promote and facilitate cooperation in the public and private sector to help ensure that women, including women of diverse backgrounds, and women-led micro, small and medium-sized	<i>[Example: SMEWG and PPWE]</i>	<i>["Supporting Women’s Access to Global Markets Workshop”. Half-day workshop to share information on policies and good practices that governments can adopt to increase women’s access to capital and assets. This workshop will focus on a</i>	<i>[Preliminary Study & Policy Recommendations Project Report]</i>	<i>[Evaluation form (Survey), Event participation rates, Number of practices and recommendations shared]</i>	<i>[1.3.2 “Access to Credit” measurement of women’s right and de facto access to bank loans]</i>	<i>[March 2021 – November 2021]</i>

<p>enterprises (MSMEs), can access capital and assets, in both local and international markets.</p>		<p><i>mix of policy and practical elements aimed at improving the capacity of government officials to design programs that seek this objective]</i></p>				
<p>A.2 Enhance women-owned and women-led MSMEs' ability to participate in global value chains.</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 		<ul style="list-style-type: none"> •