

APEC 提案融入 性別觀點指引

委託單位：行政院性別平等處

編撰單位：財團法人婦女權益促進發展基金會

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一、為什麼 APEC 要求計畫融入性別觀點？

APEC 對性別議題的關注，可追溯至 1996 年成立「婦女領導人網絡」(Women Leaders' Network, 簡稱 WLN)，以及當年的經濟領袖宣言首次呼籲重視婦女與青年在 APEC 的充分參與；其後，1999 年提出「整合婦女參與 APEC 架構」(Framework for Integration of Women in APEC)，各工作小組須在推動業務時落實該架構，並進一步於 2002 年推動成立「性別聯絡人網絡」(Gender Focal Point Network, 簡稱 GFPN)，協助各論壇與經濟體發展性別評估指標，以及加強跨領域議題與性別觀點的連結。

2010 年代，強調公平參與、共享成果的「包容性成長」(inclusive growth) 在 APEC 逐漸受到重視、乃至成為共識，而其重要精神與策略之一即為女性參與經濟。至今，各經濟體領袖已長期肯認，女性充分參與對於實現亞太地區經濟的永續發展至關重要；克服女性遭遇的障礙，不僅有利於女性的職涯發展，更可解決區域產業人力不足的問題，同時能以多元人才回應不同群體日益多樣的需求。

有鑑於女性參與和性別包容是跨領域的議題，APEC 領袖責成 2011 年成立的「婦女與經濟政策夥伴」(Policy Partnership on Women and the Economy, 簡稱 PPWE)，透過強化 APEC 各論壇、經濟體與秘書處間的連結來促進女性參與及永續發展，而「確保所有計畫都能融入性別觀點」即是達成此目標的重要機制之一。

二、如何思考 APEC 計畫與性別的關連？

(一) APEC 婦女經濟賦權五大支柱

在女性經濟賦權的落實上，PPWE 依據 2011 年婦女與經濟高峰會 (Women and the Economy Summit) 通過的「舊金山婦女暨經濟宣言」(San Francisco Declaration on Women and the Economy)，以及 2012

年婦女與經濟論壇（Women and the Economy Forum）的決議，提出 APEC 婦女經濟賦權（Economic Empowerment）的五大支柱。提擬 APEC 計畫時，可從以下五大面向出發，思考如何透過提案面促成有利於婦女參與經濟的環境：

1. **資金取得**：女性經營的企業常因規模較小、經營年資較短且利潤較低等因素，造成資金取得困難；某些國家的融資法律甚至要求婦女提出抵押品做為擔保，讓少有固定資產的婦女常因此無法獲得貸款；此外，缺乏借貸規定及程序的相關知識，也會削弱女性企業主取得資金的能力。因此，本支柱強調應排除女性透過土地和個人財產、參與勞動及金融服務等方式取得資金的障礙。
2. **市場進入**：女性較可能因缺乏申辦程序或相關法規資訊，而自覺無能力辦理各項繁複的手續，尤其貪腐體制下的婦女更易覺得無助。因此，藉由提升商業知識（如顧問指導）、增加融資管道、建立友善的法規環境及媒合商機資訊等，有助於女性企業的貨物及服務進入市場，並擴展在國內外市場上的能見度。
3. **能力建構**：女性雖占人口的一半，但在許多經濟體中，女性人力資源仍未能充分發揮，或缺乏處理經營企業過程中各項挑戰的資訊。實證研究指出，透過教育及技術訓練，女性將有能力從事各項經濟活動，並能在職場上獲致成功，而女性企業主的收益及利潤亦能增加、規模得以擴大，更能向上提升其價值鏈。
4. **女性領導力**：全球公私部門的董事會或高階管理層級成員中，女性所占比例仍相對低。研究指出，阻礙女性在職場中向上爬升主因包括：進入與留任的制度障礙、性別偏見或刻板印象、獨自承擔家務及照顧責任、以及社會期待所形塑的個人心態等。因此，本支柱強調應促使公、私及非營利部門均能看見女性的貢獻，並肯定其專業與領導能力。

5. **創新科技**：資通訊技術(ICT)以及科學、技術、工程和數學(STEM)相關產業為 APEC 區域提供巨大經濟成長潛能，但女性在這些領域的參與相當不足，因此，必須提升確保女性資通訊工具的取得以及習得運用相關科技的能力，使其能進一步獲致工作機會，或開展自己的事業。

(二) 2019-2030 拉塞雷納婦女及包容性成長路徑圖與執行方案

2019 年，APEC 總結資深官員會議進一步通過了「2019-2030 拉塞雷納婦女及包容性成長路徑圖」(The La Serena Roadmap for Women and Inclusive Growth 2019-2030)¹，作為 APEC 未來十年跨論壇、跨領域合作推展性別議題的指引文件；2020 年，由經濟體代表組成的路徑圖工作小組再提出跨論壇的路徑圖執行方案 (Implementation Plan for the La Serena Roadmap for Women and Inclusive Growth)²，路徑圖與執行方案在五大支柱的基礎上，更具體提出以下五個關鍵行動領域 (Key Action Areas) 以及給各論壇的導引問題 (Suggested Guiding Questions)，也為 APEC 計畫如何融入性別目標與議題提供了參考：

1. 健全資金與市場之取得管道以賦權女性

關注中小企業取得資金與市場的機會，尤其是女性擁有或領導的企業；此外，也要提供適當的數位技能建構，鼓勵女性企業家使用數位工具拓展市場，並且投入創新活動。導引問題為：資金與信貸的取得是否存在性別歧視？論壇可制定、實施或監測哪些措施，以支持和促進公私部門合作協助女性企業主獲取資金和進入市場的機會？

2. 強化女性勞動力參與

強調在招募、聘用、留任、升遷等環節促進職場的包容性與多元性，包括調整企業結構、採用彈性工時安排；透過政策措施讓女性從

¹ https://www.apec.org/Meeting-Papers/Annual-Ministerial-Meetings/2019/2019_AMM/Annex-A

² <https://www.mofa.go.jp/mofaj/files/000547061.pdf>

收入與保障都較少的非正式工作轉移到正式部門；關注女性健康對其參與經濟活動的影響，並思索保障職場健康與安全的方法。導引問題包括：(1)就業上是否存在任何形式的性別歧視？(2)女性在論壇相關產業或專業領域的程度如何？可採取什麼措施來鼓勵 APEC 經濟體女性參與相關產業或部門？

3. 提高女性於各級決策取得領導職位的機會

在公私領域建立女性領導者的角色模範、技能建構等方式，創造一個女性能夠擢升到領導職位的有利環境。導引問題包括：(1)女性在論壇相關產業或專業領域的留任與升遷，遇到哪些特定的參與阻礙？論壇可採取什麼措施來回應這些阻礙？(2)產業或專業領域的決策過程是否涵納女性，女性是否有機會獲得管理或領導職務及參與決策過程？論壇可採取什麼措施來提高女性擔任領導職位和參與決策的機會？

4. 在不斷變遷的工作環境中支持婦女的教育、培訓與技能發展

消除傳統習俗、文化對女性受教育的不利因素與刻板印象，尤其是促進女孩進入 STEM 領域就讀與就業；提升婦女與女孩使用數位產品獲得教育與進修的機會。導引問題為：在專業領域或產業獲致成功需要透過教育、訓練和技能發展，女性是否有平等與適當的管道和機會接受相關培訓？論壇可開展哪些活動來提高女性的管道？

5. 透過數據蒐集與分析來促進女性經濟賦權

強調蒐集按性別分列的資料，並在制定政策與重要計畫時採用性別統計。導引問題為：論壇相關產業或專業領域與部門是否可取得性別分列的數據？資料蒐集過程（如蒐集的頻率、分析、監測與發布的方式）有什麼需要改善的地方？

三、如何在提案中融入性別觀點？

(一) 看見性別

1. 在相關性(提案原因)指出計畫範圍內有否統計或研究佐證性別差異的存在，且此差異可能阻礙了包容成長 (inclusive growth) 與永續發展 (sustainable development)，可從以下面向思考：

- 女性和男性在特定產業或相關供應鏈 (supply chain) 中的參與及決策差異，尤其在STEM相關專業領域特別明顯
- 性別角色 (gender roles)³所造成女性和男性在某些生活面向或工作型態上的差異，例如：APEC區域仍存在網路使用或數位技能的落差、交通運具使用與能源消耗方式的差異、遭遇特定健康風險或職業傷害的差異
- 欲處理的特定社會或自然環境問題(如政治貪腐、海洋廢棄物、自然災害、糧食安全、全球疫情)，對女性和男性造成不同程度或層面的影響

關於統計資料，首先可從各部會現有統計著手以察覺性別差異，在APEC計畫中常被引用的國際資料則包括聯合國婦女權能署 (UN Women)、國際勞工組織 (ILO)、國際電信聯盟 (ITU)、糧食及農業組織 (FAO)、世界衛生組織 (WHO)、世界銀行 (World Bank)、經濟合作暨發展組織 (OECD) 等國際組織的研究或調查報告；此外，也可參考「APEC婦女與經濟指標」(APEC Women and The Economy Dashboard)，APEC依前述五大支柱的架構收錄了26項指標 (詳附錄一)，每兩年進行一次經濟體資料的更新。而如果無法搜尋到相關的性別統計或研究，則可能是本計畫可開展的議題。

從BOX 1可看到，智利在海洋及漁業工作小組 (OFWG) 的「促

³ 詳見附錄二

進漁業、水產養殖及海事部門納入女性的獎勵措施、障礙與政策」提案中，提出聯合國數據顯示「百大海鮮公司僅有一家是由女性所經營」這樣懸殊的落差，便清楚呈現了在此領域促進女性參與的急迫與必要，提案也進一步說明了將透過指認障礙的成因，以及分享獎勵方案和其他最佳範例作法等來促進女性進入相關部門與留任。

BOX 1 Incentives, Barriers and Policies to Promote Women Inclusion in the Fisheries, Aquaculture and Maritime Sector

Relevance – Region

According to the United Nations, in 2016, only one of the top 100 seafood companies was run by a woman...This project intends to identify the barriers which prevent the percentage of women in the maritime sector increases and disseminate incentives and best practices that are been developed in this area, to facilitate the access and permanence of women in the sector.

(二) 回應性別

2. 在能力建構或計畫目標中針對前一節所看見的性別議題，融入增強女性能力與權力、或深化APEC性別知識的目標：

- 若女性和男性在特定產業的參與及決策程度存在明顯差異，計畫目標可能為：透過教育訓練增強女性所需能力、建構有利女性進入的環境
- 若特定議題對女性和男性造成的影響不同，計畫應納入回應女性需求、改善女性處境的目標
- 若計畫領域尚無性別相關統計或研究，則可加入探索計畫與性別關聯性的目標

BOX 2 中，印尼在電子商務指導小組（ECSG）的「APEC 培育包容數位經濟工作坊：透過參與數位新創企業增強婦女權能」提案，闡述計畫目標在於促使 APEC 會員經濟體就制定與落實有效增強婦女權能的政策，分享各自的經驗與範例、增進彼此的知識，以及針對「如何培育女性加入數位新創企業」發展出政策建議與培訓活動。

BOX 2 APEC Workshop on Fostering Inclusive Digital Economy: Empowering Women through Participation in Digital Startups

Objective

This project aims to ensure APEC members:

- (i) To facilitate sharing knowledge, best practices, and experiences for effective women empowerment-related policy formulation and implementation; and
- (ii) To develop a set of policy recommendations and possible future capacity building activities which aim to foster women's participation in digital start-ups and to promote inclusive growth.

3. 說明如何透過計畫執行與產出（會議摘要、政策指引或建議、線上工具等）來達成計畫的性別目標，常見的方式有：

- 透過工作坊或培訓的課程設計，來培訓女性就業者參與的能力，或培訓公私部門決策者發展方案與政策來建構有利環境或制訂友善政策的能力
- 透過研討會或調查研究的議題設定，來拓展企業或企業協會、非政府或公民組織、政府官員對性別議題的討論與認識

我國 2018 年在能源工作小組（EWG）的「促進女性在能源領域發展：以性別角度擘劃能源政策」提案，規劃辦理跨論壇研討會，讓能源與性別專業進行對話，BOX 3 顯示，工作坊將從能源取得、化石燃料補貼改革、再生能源、能源效率與電力自由化等面向探討可能的性別意涵，此將開展經濟體能源領域工作者對性別議題的認識。

BOX 3 Enhancing Women's Empowerment in Energy Field: Mapping Energy Policies with Gender Perspective

Outputs

The project will conduct a study on how to enhance women's empowerment from energy policy planning by literature review of international organizations on gender related issue, and the result will be reflected in the workshop agenda design and policy recommendation paper. The discussion topics of the workshop will cover the gender related issue on the fields of energy access, fossil fuel subsidy reform, renewable energy, energy efficiency and electricity liberalization.

4. 說明將採取什麼方式來鼓勵及促進參與較少之性別（通常是女性）參與計畫設計和執行，以及確保少數性別能從計畫中受益，可能包括：

- 與產業相關的女性組織或網絡合作、向PPWE成員諮詢可能的講者人選
- 針對計畫所提出之性別差異面向，具體指出計畫執行後可嘉惠女性之處

女性作為農業部門的生產者和消費者，在糧食安全與氣候變遷中都有重要角色，氣候變遷尤其影響著從女性的生計，而女性在家庭和社區中的責任則使她們有能力發展出適應變遷的策略。BOX 4 中，美國在糧食安全政策夥伴關係機制（PPFS）的「強化 APEC 在糧食安全與氣候變遷的合作」提案說明，將透過邀請時強調女性的重要角色、以及工作坊議程中放入氣候變遷與糧食安全中的性別議題，來提升女性的有效參與。

BOX 4 Strengthening APEC Cooperation on Food Security and Climate Change Gender

The following steps will be taken by the POs to ensure the effective participation and engagement of both men and women in project activities:

- The invitations will specify the important role played by women in promoting agricultural productivity and food security in the APEC region and globally, and strongly encourage the active participation of women during the workshop to ensure that gender issues are adequately addressed;
- The workshop agenda will cover specific gender issues as they relate to the climate change-food security nexus, including women's economic opportunities;
- Ensure a good gender balance in the interactive group sessions or discussions during project implementation; and
- Ensure a good gender balance when selecting speakers/experts for the workshop.

5. 說明將以哪些量化及質性指標來評估不同性別者的受益情形，以及如何蒐集資料。

- 量化指標：基本指標包括工作坊、研討會、培訓課程的講者和參與者的性別比例，也可以進一步設定欲達成的女性參與比例，或者是優良範例、政策建議、研究報告等計畫產出中談及女性賦權的比重等
- 質性效益：可透過活動的前測與後測問卷、滿意度調查或是後續行動追蹤等方式進行評估

馬來西亞在反貪腐及透明化工作小組（ACTWG）的「性別主流化與增強婦女打擊貪腐的權能」座談會，希望提出性別與貪腐的關聯，協助參與者理解，女性在掌控資源與進行決策上的經驗如何運用在打擊貪腐上，BOX 5 中可看到，馬來西亞將透過在活動前

後分別對與會者進行調查，以評估座談會設定的目標是否達成。

BOX 5 Symposium on Gender Mainstreaming and Women Empowerment to Fight Corruption

Evaluation

The symposium is targeted to invite around 120 participants from APEC members and non-member economies, international organizational and academics. This project will seek for cross fora collaboration with APEC PPWE in order to provide more insightful contents and involved cross-cutting issues to the symposium. A pre-symposium survey will be conducted to identify the participants' level of understanding and experience in enhance women's role in fighting corruption. In order to measure the level of understanding gained by participants, post-symposium survey will be conducted.

BOX 6 摘錄的是日本和越南在「緊急應變工作小組」(EPWG)共同提案的「透過有效基礎設施投資增強農村災害韌性」第一期計畫，此計畫強調了女性參與對於建構 APEC 區域的復原力至關重要，評估過程中亦放入相關指標，來檢視計畫產出對於欲打造友善農村女性、高齡者等脆弱群體及其所經營的微中小企業的基礎建設，是否能提供實用的資訊。

BOX 6 Enhancing Rural Disaster Resilience through Effective Infrastructure Investment

Evaluation

The major questions will focus on the usefulness and relevance of the cases analysed in the workshops and in the case book. In the process of monitoring and evaluation, Focus is also placed on vulnerable people, elderly and women in rural communities.

- Expected impacts on their infrastructure investment planning and decision.
- Whether the information is useful for creating infrastructure friendly to vulnerable people, elderly, women, and MSMEs led by those groups in rural communities are found in the outcome.

提案融入性別觀點提要表

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address? Does it have sustained benefits for more than one economy?

- 女性和男性在特定產業或相關供應鏈（supply chain）中的參與及決策差異，尤其在 STEM 相關專業領域特別明顯
- 性別角色（gender roles）所造成女性和男性在某些生活面向或工作型態上的差異，例如：APEC 區域仍存在網路使用或數位技能的落差、交通運具使用與能源消耗方式的差異、遭遇特定健康風險或職業傷害的差異
- 欲處理的特定社會或自然環境問題（如政治貪腐、海洋廢棄物、自然災害、糧食安全、全球疫情），對女性和男性造成不同程度或層面的影響

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

- 提升女性所需能力將可增強其經濟與社會生活，此符合 APEC 之能力建構目標

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project’s *outcomes*.

- 若女性和男性在特定產業的參與及決策程度存在明顯差異，計畫目標可能為：透過教育訓練增強女性所需能力、建構有利女性進入的環境
- 若特定議題對女性和男性造成的影響不同，計畫應納入回應女性需求、改善女性處境的目標
- 若計畫領域尚無性別相關統計或研究，則可加入探索計畫與性別關聯性的目標

2. **Alignment – APEC:** Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

- 2020 年領袖宣言提及：追求包容性的經濟政策，透過有效及平等參與經濟活動和機會，支持經濟的復甦和成長。領袖欣見且支持《拉塞雷納婦女與包容性成長路徑圖》的落實。
- 《拉塞雷納婦女與包容性成長路徑圖》的關鍵領域包括：健全資金與市場之取得管道以賦權女性，強化女性勞動力參與，提高女性於各級決策取得領導職位得機會，在不斷變遷的工作環境中支持婦女的教育、培訓與技能發展，藉由數據蒐集與分析來促進女性經濟賦權

Alignment – Forum: How does the project align with your forum's work plan/strategic plan?

3. **Methodology:** How do you plan to implement the project? Briefly address the following:

- **Work plan:** In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.
 - 透過工作坊或培訓的課程設計，來培訓女性就業者參與的能力，或培訓公私部門決策者發展方案與政策來建構有利環境或制訂友善政策的能力
 - 透過研討會或調查研究的議題設定，來拓展企業或企業協會、非政府或公民組織、政府官員對性別議題的討論與認識
- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.
 - 與產業相關的女性組織或網絡合作、向 PPWE 成員諮詢可能的講者人選
 - 針對計畫所提出之性別差異面向，具體指出計畫執行後可嘉惠女性之處
- **Evaluation:** Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.
 - 量化指標：基本指標包括工作坊、研討會、培訓課程的講者和參與者的性別比例，也可以進一步設定欲達成的女性參與比例，或者是優良範例、政策建議、研究報告等計畫產出中談及女性賦權的比重等
 - 質性效益：可透過活動前測與後測問卷、滿意度調查或是後續行動追蹤等方式進行評估
- **Linkages:** Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?

四、實例分析

案例 1 APEC 檢疫犬作業工作坊

Project Title:	Asia-Pacific Economic Cooperation Workshop on Quarantine Detector Dog Operation		
Fund Source (Select <u>one</u> only):			
<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account (TILF) ■ APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund. <u>You must nominate the sub-fund here:</u>			
APEC forum:	Agricultural Technical Cooperation Working Group (ATCWG)		
Proposing APEC economy:	Chinese Taipei		
Co-sponsoring economies:	Australia; Chile; New Zealand; Thailand		
Expected Start Date:	September 2020		
Project Completion Date:	December 2021		
<i>See Chapter 7 Guidebook on APEC Projects</i>			
Project summary: In 150 words - <ul style="list-style-type: none"> What is the issue that you will address or examine in your project? Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary must be no longer than the box provided. Cover sheet must fit on one page)</i>	<p>Like most APEC Member Economies, Chinese Taipei heavily relies on quarantine detector dogs to safeguard food security and the agricultural industry. In particular, detector dogs are important for preventing the invasion or spread via agricultural and livestock products of serious animal and plant diseases and pests. With the purpose of improving or developing the operation of quarantine detector dogs among Members, Chinese Taipei is proposing to host a two-day event on the operation of quarantine detector dogs in September, 2020, with the following objectives:</p> <ul style="list-style-type: none"> a) to share successful experiences with Members in breeding and health care of quarantine detector dogs, training of dogs and handlers, on-duty management and public outreach, relative training, and operation management techniques; b) to assist those Members who have not yet established their systems of quarantine detector dogs with evaluating feasible solutions for their own systems; c) to strengthen animal and plant quarantine measures for the Asia-Pacific region, with the purposes of blocking the spread of significant animal and plant diseases and pests, and ensuring food security. 		
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD \$70,000 (APEC funding) + \$30,000 (self-funding) = \$100,000 USD 100,000	Total amount being sought from APEC (USD): 70,000 By category: Travel: 70,000 Labor costs: 0 Hosting: 0 Publication & distribution: 0 Other: 0 <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>		

本提案主要關注的是檢疫犬的飼養、照顧、訓練與管理，以及相關制度的建立，在糧食安全與農業保障的作用。看似雖與性別無直接關聯，但若從檢疫犬照顧與訓練的人員切入，或從農業或糧食安全的受益者思考，則可發現性別議題的存在。

Project Synopsis

1. **Relevance – Benefits to region: What problem does the project seek to address? Does it have sustained benefits for more than one economy?**

Animal and plant disease quarantine measures are important to prevent animal or plant diseases or pests transmitted through international movement of agriculture products or travelers. The volume of international travel and trade has tripled in the last decade, which leads to rapid spreading of pests or diseases around the world and causes great damage to native animals and plants and the environment. In addition, plant health is increasingly under threat from climate change which leads to reduction of biodiversity and increase of harmful pests. By conducting quarantine measures properly, APEC member economies may prevent animals and plants from exposure to pests and diseases, ensure and stabilize the agricultural production and quality, and protect the health of human, animals and plants. While fall army worm and Africa swine fever are spreading rapidly and broadly in the Asia-Pacific region, to strengthen border quarantine measures is the top priority in the region.

This project will provide a platform to discuss the quarantine detector dog operation to enhance APEC regional animal and plant quarantine measures. Workshop participants from the APEC region will have opportunities to share successful experiences in the breeding and health care of quarantine detector dogs, training of dogs and handlers, on-duty management, public outreach, and relative training and operation management skills. The workshop will also provide APEC member economies which do not have a quarantine detector dog system an opportunity to evaluate the introduction of such a system.

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

This project meets the eligibility criteria and supports the funding priorities for the nominated fund by being aligned with the implementation of the APEC Food Security Roadmap Towards 2020 and is to be funded by APEC General Project Account.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

This workshop provides capacity building to APEC member economies such as Indonesia, Papua New Guinea, Peru, Philippines, Thailand, and Viet Nam through the experiences sharing of latest operation and management practices of quarantine detector dogs. It will enhance relative training and operation management techniques and knowledges for participating member economies.

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project's *outcomes*.

Our objective is to enhance the capacity of project participants through the workshop to facilitate quarantine detector dog operation as an animal and plant quarantine measure. This will provide a better support to prevent the spread of important animal and plant diseases and pests, and ensure a sound agricultural production environment and food security in the Asia-Pacific region.

2. **Alignment – APEC:** Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

本計畫工作坊將分享最新的檢疫犬訓練與管理技術與知識，從性別觀點出發可思考：女性是否與男性有同樣機會參與工作坊，取得最新資訊，以及訓練與管理方法上是否可能無意中對女性或男性形成某些障礙，此將可能影響其往後職涯發展。

檢疫犬的訓練可防止動植物病蟲害的傳播，進一步保障亞太區域的農業生產與糧食安全，從受益者的角度則可思考：這是否也對女性的經濟安全帶來益處？

This project supports the following APEC goals and statements: a) 2012 APEC Leaders' Declaration: "look for ways to mitigate the effects of agriculture on climate change and support efficient and sustainable use of agricultural and natural resources, in particular, land, forests, water and biodiversity", and b) 2013 APEC Leaders' Declaration: "address the nexus of water, energy and food security through the promotion of integrated policies and collaborative approaches".

This project also supports the following: **2018 APEC Ministerial Chair's Statement:** "We further encourage the implementation of the Food Security and Climate Change Multi-Year Action Plan 2018-2020."

Alignment – Forum: How does the project align with your forum's work plan/strategic plan?

This project is aligned with APEC Policy Partnership on Food Security (PPFS) to strengthen public-private cooperation to address food security issues in the region. The Project is also aligned with the "Food Security and Climate Change Multi-Year Action Plan (MYAP)" Phase 2: 2019-2020-Training and Integration where multiple workstream of the MYAP will be addressed. Key action is needed to develop both adaptation and mitigation strategies in APEC member economies and to promote coordinated regional effort for addressing interlinked challenges of food security and climate change.

3. Methodology: How do you plan to implement the project? Briefly address the following:

- **Work plan: In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.**

Month/Year	Key Activities	Output
June 2020 (TBC)	<ul style="list-style-type: none"> · Formation of the program and initial discussion meeting · Designation of the workshop committee · Venue and administrative arrangement · Preparation of the agenda and identification of resource persons 	<ul style="list-style-type: none"> · Minutes of meeting · Draft of workshop brochure
July 2020- August 2020 (TBC)	<ul style="list-style-type: none"> · Announcement of the workshop · Invitation to selected participants (Government agencies, APEC member economies) · Accommodations and flight arrangement · Sending administrative circulars to participants · Submission of APEC Monitoring Report to keep track the progress of the project 	<ul style="list-style-type: none"> · Final workshop brochure · Invitation letters · Progress report
September 2020 (TBC)	Two-day Workshop will be organized in Taipei or Taoyuan in September 2020. Workshop evaluation will be implemented	<ul style="list-style-type: none"> · Workshop
October 2020- September 2021	<ul style="list-style-type: none"> · Preparation of Completion Report · Submission of Completion Report 	<ul style="list-style-type: none"> · Report

- **Beneficiaries: Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.**

The targeted participants are government agencies, policy makers, and stakeholders, including relevant quarantine detector dog operation managers, trainers and handlers, who are currently working in the field of animal and plant health prevention and quarantine in APEC member economies. Each participant will be engaged by being directly attending the presentations and sharing experiences during discussion.

- **Evaluation: Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.**

是否可能掌握計畫主要參與對象（檢疫犬的管理者、訓練師、領犬員）的性別比例？如何鼓勵人數較少的性別參與？

如何評估計畫對不同性別者的影響？例如滿意度調查若顯示，女性與男性是否在不同討論主題的滿意度上有所不同，即可分析該議題的性別意涵。

The indicators to measure progress will include evaluation survey and workshop report. The evaluation questionnaire will be distributed to all participants during the workshop. The evaluation survey will include participant's satisfaction with the facilities, workshop organization and workshop topic relevance. The workshop report will be distributed to participants for further dissemination. Participating member economies will also be requested to identify key speakers/participants that include woman representatives.

- **Linkages: Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?**

The workshop has not been held by relevant non-APEC stakeholders such as FAO, IPPC, OIE and the risk of duplication is minimized. This workshop is related to previous activities taken by ATCWG, PPFS and ABAC on climate change and food security in APEC region. This project is informed by the output of previous Policy Forum: Towards an APEC Partnership on Climate Change and Food Security in 2016 and 2018 HLPD on Enhancing Public and Private Partnership to Reduce Food Losses and Waste for a Sustainable APEC Food System.

案例 2 2020 年 APEC 縮減數位技能落差論壇：聚焦測量與數位整備

Project Title:	2020 APEC Forum on Closing the Digital Skills Gap: A Focus on Measurement and Digital Readiness	
Fund Source (Select <u>one</u> only):	<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account <input checked="" type="checkbox"/> APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund.	
APEC forum:	APEC Human Resources Development Working Group (HRDWG)	
Proposing APEC economy:	The United States	
Co-sponsoring economies:	Australia; Canada; Chile; Indonesia; Japan; Malaysia; Chinese Taipei; New Zealand	
Expected Start Date:	May 2020	
Project Completion Date: <small>See Chapter 7 Guidebook on APEC Projects</small>	November 2021	
Project summary: In 150 words - <ul style="list-style-type: none"> • What is the issue that you will address or examine in your project? • Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary must be no longer than the box provided. Cover sheet must fit on one page)</i>	<p>Reports estimate that in 2020 the world will face a shortage of 38 – 40 million highly skilled workers. Malaysia has prioritized its 2020 APEC host year to contributing to a “more inclusive economic participation through the digital economy”, including addressing a shortage of digitally-skilled workers, which can impact productivity growth and lead to job losses. Women are particularly vulnerable.</p> <p>The <u>APEC Roadmap to Closing the Digital Skills Gap by 2030</u> endorsed by the HRDWG in September 2019, lays out a common definition of digital skills, sets aspirational targets, and details APEC-wide actions on a multi stakeholder basis (governments, employers, and academia) to closing the digital skills gap and achieve lifelong employability. This project seeks to advance the Roadmap and the 25th APEC Economic Leaders’ Meeting Statement “...up- and re-skilling to increase workers’ employability...and preparedness for the digital age... skills training and development” to convene the <u>2020 APEC Forum on Closing the Digital Skills Gap</u> to measure the digital skills gap (supply and demand) and finalize a Digital Readiness Framework to help APEC governments, employers, and academia understand their levels of preparedness for jobs in the digital age to upskill and reskill workers. The Forum will take place in Fall 2020 in Malaysia. Following the Forum the <u>2021 APEC Implementation Workshop</u> will take place in May 2021 to facilitate the uptake of the Digital Readiness Framework in target APEC economies.</p>	
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD \$259,098	Total amount being sought from APEC (USD): \$116,110 By category: Travel: \$102,110 Labor costs: \$0 Hosting: \$12,000 Publication & distribution: \$2000 Other: \$0 <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>	

「數位技能落差」(Digital Skills Gap)指的是業界對數位技能的需求與市場所能提供的數位技能勞動力之間的差距。根據估計，2020 年全世界將面臨具備數位技能之勞動力短缺的問題，約有 4,000 萬個職位需求無法被滿足。

本計畫預計研擬培訓課程，並透過舉辦工作坊來培育具備數位技能的勞動力。若能在計畫中先呈現出目前（實際或估計）從事相關數位工作的性別比例，或將發現女性在此領域的參與較男性更低，而強化女性參與將有助於補足短缺的人才。另外，在規劃課程與工作坊的過程中，邀請女性參與，有助於在計畫中融入性別意識，創造包容性。

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address? Does it have sustained benefits for more than one economy?

The global shortage of highly skilled workers with digital skills is expected to reach 38-40 million in 2020. The *Closing the Digital Skills Gap Survey*, conducted by Wiley as co-chair of the *APEC Closing the Digital Skills Gap Forum*, surveyed employers (30%), government (23%), academia (35%) and other (12%) to understand where progress needs to be made to address the digital skills gap. The survey found that:

- 51 percent of respondents indicated that current levels of coordination to close the digital skills gap at the highest levels of government, employers, and academia are weak or very weak
- 75 percent of respondents characterize the skills mismatch between employers' needs and job seekers' talents for digital job placements as a very significant mismatch or mismatched

To address this issue, this Forum builds upon the work of APEC's [Project DARE \(Data Analytics Raising Employment\)](#). Launched in 2017, Project DARE convened an Advisory Board of employers, universities, and governments from 14 economies to identify a set of industry-driven [Recommended APEC Data Science & Analytics Competencies](#) and Recommendations for Action. In 2018, [Project DARE held a workshop](#) of over 60 participants from 15 economies for academia, government, and industry to share case studies of how the recommendations are implemented. The participants also identified where further collective action is needed and identified initial elements of a roadmap.

The **2019 APEC Forum on Closing the Digital Skills Gap** presented, finalized, and began implementing a collective vision and roadmap in APEC to support efforts to upskill and reskill at scale. The **2020 APEC Forum on Closing the Digital Skills Gap** will continue these efforts to track progress made in the roadmap, specifically to measure the size of the digital skills gap, which we define as the gap between the demand and supply of workers with the digital skills sought by employers and finalize a Digital Readiness Framework to benefit employers, economies, and academia.

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

This project supports capacity building needs for APEC developing economies to prepare their workforce for jobs needed in addressing the digital skills gap. Specifically, the project falls under three priority areas of the APEC Support Fund (General Fund).

1. Digital Society and Inclusive Economic Participation through Digital : The project focuses on developing the workforce for jobs and careers in digital skills needed for the digital age. Through working with employers, governments, and academia, the Forum will tap into key experts for perspective and areas of action.

2. Driving Innovation for Sustainable Growth: As the workforce continues to expand and technology rapidly changes, this project works with all industries to drive all stakeholders towards positive change while maintaining innovation.

3. Economy and Technology: This project seeks to develop the workforce through using lessons learned from the 21 APEC Economies.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

除了指出數位技術需求與供給之間的落差，此處可進一步找出目前數位技術落差的性別圖像（例如男女使用數位工具的能力落差、數位技能相關系所師生的性別比例等），以釐清培育人才可施力的方向。

延續性計畫可以先檢視先前的計畫產出有無性別相關的統計或研究，若有，可以陳列數據或說明；若無，則可以在此計畫中加入性別觀點。

From the beginning, this project has approached the digital skills gap from a development perspective. The 2017 APEC commissioned report [“The Data Science and Analytics Skills Shortage”](#) analyzed the projected workforce demand in specific economies. This Forum will bring together all key stakeholders to form consensus around the Digital Readiness Framework in the 21 APEC member economies to maintain a long term perspective to approach closing this gap. **This project will build the workforce capacity of APEC member economies by working with key leaders and experts to close the digital skills gap by 2030** specifically with the goal to attain sustainable growth and equitable development in the Asia-Pacific region.

key Leaders and experts
有沒有包括女性領導人或專家？透過與女性成功案例合作更可以發展出完整的、具有性別敏感度的技能建構方案。

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project’s *outcomes*.

- To implement the APEC Roadmap to Closing the Digital Skills Gap by 2030 endorsed by the HRDWG in September 2019
- To measure the size of the digital skills gap, as defined in the Roadmap as the gap between the demand and supply of workers with the digital skills sought by employers
- To finalize a Digital Readiness Framework to benefit employers, economies, and academia with a better understanding of their levels of preparedness for jobs in the digital age
- To increase collaboration among universities, government and employers to close the digital skills gap by 2030
- **To boost women’s participation in digital jobs**

女性在工作上容易遇到「進入、留任與升遷」等困境，因此本句可加上 “at all levels and positions” 來使其內涵更加完整。

1. **Alignment – APEC:** Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

This project responds to the 25th APEC Economic Leaders’ Meeting Statement placing importance on preparing workers and “strengthening human resources development, including through education and life-long learning, technical and vocational education and training (TVET), and up- and re-skilling to increase workers’ employability, mobility and preparedness for the digital age; and ensure that active labor market policies can better match the needs of the labor market with various aspects of skills training and development.” It also responds to Malaysia’s APEC Host year priority of more inclusive economic participation through the digital economy. Further, it responds to the APEC Business Advisory Council (ABAC) 2020 Work Program key priority, “Maximizing Human Capital Potential for the Digital Future.”

Alignment – Forum: How does the project align with your forum’s work plan/strategic plan?

APEC 已在 2019 年通過《拉塞雷納婦女及包容性成長路徑圖》，在融入性別目標時可以參考該路徑圖。

The *APEC Closing the Digital Skills Gap Forum* aligns with the HRDWG work plan which includes “Continue voluntary efforts to advance human resource development competitiveness in the region under the APEC Services Competitiveness Roadmap (ASCR) Implementation Plan 2016-2025 in accordance with domestic circumstances, to facilitate the mobility of skilled labor and professionals, and to ensure the quality of skills and competencies that meet the supply chain demands of the region.” It also aligns with Annex B in the Leaders’ Statement on the APEC Framework on Human Resources Development in the Digital Age.

2. **Methodology:** How do you plan to implement the project? Briefly address the following:

- **Work plan:** In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.

2020 APEC Forum on Closing the Digital Skills Gap

Timeline	Key activities	Deliverable Outputs
May – July	- PO to work with stakeholders to elect date/venue for Forum in October - Develop agenda and identify invitees	- Date/venue for Forum - Draft agenda and invitation list
August – September	- PO to work with host economy of Forum to confirm timing and venue -PO to collaborate with expert leads of 1) report to measure the digital skills gap (supply and demand) and 2) Digital Readiness Framework (detailed workplan in development)	- Final agenda for Forum - Finalize draft report to measure the digital skills gap - Finalize draft digital readiness framework
September	- Hold Forum	- Build consensus and finalize Digital Readiness Framework
October – December	- Circulate finalized report to measure the digital skills gap and Digital Readiness Framework -Report sent to the Senior Officials discussing the outputs of the Forum -Prepare next steps to achieve Roadmap to 2030	- Share outcomes of Forum with wider audience -Summary Report

2021 APEC Implementation Workshop

Timeline	Key activities	Deliverable Outputs
January - March	- PO to work with stakeholders to elect date/venue for implementation workshop in May - Develop agenda and identify invitees	- Date/venue for workshop - Draft agenda and invitation list
March – April	- PO to work with host economy of Forum to confirm timing and venue	- Final agenda for Forum
	- Hold workshop and share best practices based on feedback from stakeholders	-Update stakeholders on roadmap goals based on progress in the region
May – November	- Circulate progress and updates on report to measure the digital skills gap and Digital Readiness Framework -Report sent to the Senior Officials discussing the outputs of the workshop -Prepare next steps to achieve Roadmap to 2030	-Share outcomes of workshop with wider audience -Summary Report

- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.
 - **APEC youth.** 75 million young people are out of work worldwide, yet at the same time, reports estimate that by 2020 the world will face a shortage of 38 – 40 million highly skilled workers, including workers which sit at the top of the skills shortage in many APEC economies.
 - **Employers requiring digitally skilled workers.** The data economy is transforming employer needs in every sector. Digital skills shortages constrain growth across a range of sectors, including manufacturing, healthcare, financial and insurance services, cybersecurity, and many others. Many sectors leave gains on the table by not having the talent to adopt big data. For example, some estimates note that

manufacturers could boost productivity by 30%, decrease product development and assembly costs by 50% through the effective use of data analytics.

- **Economies.** Economies will be able to better meet their full potential if skills shortage is filled.
- **Academic institutions, vocational and workforce development programs.** The *Closing the Digital Skills Gap Survey* conducted by Wiley found that 62 percent of survey respondents indicated that faculty and teachers are not enabled to incorporate DSA into classrooms.
- Special attention will be given to the inclusion of women and girls in developing curriculum.
- The PO will also consider how these insights can be leveraged in other international forum and global initiatives.
- **Evaluation: Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.**

Indicators to measure progress include: 1) the number of economies unitizing the Digital Readiness Framework; 2) the number of institutions using the initiative's measurement insights. Project outcome indicators include: 1) Employers: hiring workers with the appropriate skills for the jobs needed; 2) Universities: graduating students with key skills needed in the workforce; 3) Economies: lowering their unemployment rates with an increase in digitally skilled youth entering the workforce with the competencies employers are demanding, including a high number of women. The ultimate indicator of impact/success is the extent the stakeholders have closed the digital skills gap, which will be surveyed and measured by the initiative over time.

- **Linkages: Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?**

This project complements several HRDWG projects and cross fora projects and will engage them as appropriate, including:

- The U.S.-led project on "Project DARE (Data Analytics Raising Employment)", under HRDWG and endorsed by the APEC Business Advisory Council
- The Chile led project "Best Practices On Competency-Based Training That Support Labor Market Adaptability, Employment And Life-Long Learning For The Digital Society"
- The Telecommunications and Information Working Group (TEL) and the APEC Internet and Digital Economy Roadmap's call for promotion of digital skills to build workforce capacity in the digital age
- Association of Pacific Rim Universities (APRU), participation of academia
- Engaging non APEC economies' efforts in digital skills (ie. ASEAN, OECD)

工作坊女性參與者的人數與比例，以及透過該計畫產出來提升能力或提高受僱機會，皆是常用的評估指標。

案例 3 心理健康落差行動計畫：APEC 區域的憂鬱症照護

Project Title:	Mental Health Gap Action Programme: Caring for Depression in the APEC region		
Fund Source (Select <u>one</u> only):			
<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account <input checked="" type="checkbox"/> APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund.			
APEC forum:	Health Working Group		
Proposing APEC economy:	Thailand		
Co-sponsoring economies:	Canada; China; Malaysia; Russia; Singapore; Chinese Taipei; Japan; Hong Kong, China; Peru; Chile		
Expected Start Date:	October 2020		
Project Completion Date:	October 2021		
<i>See Chapter 7 Guidebook on APEC Projects</i>			
Project summary: In 150 words - <ul style="list-style-type: none"> What is the issue that you will address or examine in your project? Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary <u>must be</u> no longer than the box provided. Cover sheet must fit on one page)</i>	<p>The 2030 Agenda for Sustainable Development calls for one-third reduction of premature mortality caused by noncommunicable diseases (NCDs) by 2030. Depression, a noncommunicable condition, is a significant contributor to the global burden of disease, hence decelerating economic growth. Globally, more than 300 million people globally, most in low-and middle-income settings, were living with depression in 2015. Depression is one of the priorities of the WHO's Mental Health Gap Action Programme (mhGAP) that aims to reduce incidence of people with mental, neurological and substance use disorders through care provided by health workers who are not specialists in mental health. This project is designed based on the mhGAP and addresses the economic impact of mental health and depression on the region by providing a capacity building training for mental health providers of APEC economies, particularly developing economies, to address challenges to sustainability due to shortage of mental health personnel. The project will help economies develop necessary skills, knowledge and attitudes in mental health care and support the APEC Roadmap to Promote Mental Wellness in a Healthy Asia Pacific (2014-2020).</p>		
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD 120,000	Total amount being sought from APEC (USD): 120,000 By category: Travel: 90,000 Labor costs: 12,000 Hosting: 13,000 Publication & distribution: 5,000 Other: <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>		

本計畫針對造成憂鬱症及心理健康問題的經濟因素，為 APEC 地區（尤其是發展中）經濟體之心理健康照護人員提供技能建構課程。

學界與醫療界已對精神疾病診斷與統計手冊 (DSM-5) 進行許多討論與反省，也有許多精神醫學的證據指出，憂鬱症成因具有性別差異，在採取治療模式時也應將性別的因素納入考量。

本計畫在發展教材與工作坊時，可以注意精神疾病與憂鬱症在成因、症狀與程度方面的性別差異，並納入女性從業人員的聲音與意見。

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address?

Does it have sustained benefits for more than one economy?

Depression is a significant contributor to the global burden of disease and affects people in all communities across the world. Major depressive disorders can affect anyone even a person who appears to live in relatively ideal circumstances. Globally, more than 300 million people were living with depression in 2015, representing over 4% of the global population. Depression occurs throughout the lifespan and leads to disability and the cause of suicide problem. More than 80% of this non-fatal disease burden occurred in low-and middle-income settings; many of these in the Asia-Pacific region. The World Economic Forum notes that chronic disease will cost the global economy more than US\$47 trillion between 2010 and 2030, with a third (US\$16 trillion) attributed to mental disorders. Unlike other major disease groups such as cardiovascular disease and cancer, the majority of this economic burden is the result of indirect costs such as lost income from unemployment, lost productivity, and the increased use of social and other health services associated with mental illness. In both developed and developing economies, mental illness can prevent individuals from achieving their full social, economic, and emotional potential. **Moreover, many mental health issues often go undiagnosed and are not reflected in available global statistics.** This limits accurate assessment of their full economic and public health impact. In response to the Sustainable Development Goals (SDGs) that call on economies to reduce premature mortality from NCDs by a third through prevention and treatment by 2030, This project builds on WHO's mhGAP by enhancing capability of mental health personnel to have a proper knowledge, skills and attitudes, from screening at-risk groups to providing counselling and treatment to reduce suicide rates.

發展中經濟體更可能缺乏性別統計資料。在發展統計指標與搜集資料時，也須加入性別的統計，增加資料分析的廣度與深度。

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

The purpose of this project is to build the capacity of mental health personnel of APEC developing economies to have a better knowledge, understanding, skills and attitudes in mental health care, including alleviating the lack of health personnel in mental health area. Therefore, this project supports the mandate of the HWG in improving people's health and well-being, aiming to promote trade, security, inclusive growth and development in the APEC region and aligns with the Healthy Asia Pacific 2020 Roadmap and APEC2020's priorities, especially with *driving innovative sustainability*. This project's overall objective is in line with the ECOTECH Priority Themes articulated in the Manila Framework, specifically (1) Developing Human Capital and (2) Promoting the development of knowledge-based economies. It particularly supports capacity building needs for developing economies.

目標對象「心理健康從業人員」的性別比例為何？不同性別從事的醫療或照護工作是否有所不同？

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

After the completion of the project, participants could apply knowledge and skills obtained from the project to develop their own projects in their respective economies. The program will also create opportunity for mental health personnel to exchange experiences on the efficiency of existing mental health systems and encourage future collaborations such as personnel exchanges, study visits and other relevant activities among APEC member economies.

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, "Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of..." In the Project Proposal, you will be required to identify a set of measurable project-level outcomes, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the *objective* or goal of the project with the project's *outcomes*.

不同性別罹患精神疾病或憂鬱有其成因、程度與復發機率上的差異，若能夠發展出具有性別敏感度的診斷與照護機制，可以降低患精神疾病之婦女參與勞動與社會生活之阻礙。

《拉塞雷納婦女與包容性經濟成長路徑圖》也將解決婦女在健康領域的相關障礙，列為其關鍵行動領域之一。

The overall objective of this project is to strengthen and build capacity of mental health personnel in APEC member economies by enhancing knowledge, understanding, skills and attitudes of healthcare professionals in relation to depressive disorders.

2. Alignment – APEC: Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

This project responds to the implementation of the Healthy Asia Pacific 2020 Roadmap. A key area is “Strengthening the prevention and control of non-communicable diseases, including mental illnesses, disabilities, violence and injuries”. This includes adopting a holistic and multi-sectoral approach that provides continuous health management and early diagnosis/treatment. It is also in line with the APEC Roadmap to Promote Mental Wellness in a Healthy Asia Pacific (2014-2020).

Alignment – Forum: How does the project align with your forum’s work plan/strategic plan?

This project supports key areas of the implementation of the HWG’s Healthy Asia Pacific 2020 Roadmap, focusing on the effective implementation and management of networks of mental health contribute to the reduction of the burden of mental illness. This program resonates with Health Working Group’s objectives in supporting healthy populations across the life-course, including the prevention and control of non-communicable diseases and strengthening health systems to improve accessibility, sustainability and quality of healthcare.

3. Methodology: How do you plan to implement the project? Briefly address the following:

- **Work plan: In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.**

Time	Planned Activities
Preparation (June 2020)	1.Set up a committee to manage the program. 2.Set the training period and training schedule. 3.Liaise with APEC Secretariat 4.Participant selection. 5.Logistical arrangements 6.Prepare invitation letters 7.Prepare necessary documents
Training (July 2020)	Main Activities: •Lecture in the epidemiology, surveillance system, screening, assessment severity, psychoeducation, depression prevention, pharmacotherapy, electroconvulsive therapy, clinical practice, referral system for depressive disorder. •Group discussion in summary of learning from the Surveillance System of Depressive Disorders at Provincial level (SDDP) and post-test: •Lecture in Policy and Strategy for Suicide Prevention in Thailand, basic epidemiology and theory, psychological autopsy studies, concept and steps of psychological autopsy studies, first aid for survivors of suicide, and the experience of epidemiological studies. •Practice Group: Investigation and implementation practice and setting up the screening and treatment system. •Study trips/field Trips. •Discussion with experts and summary of study visits and feedback.
Implementation (August-October 2020)	Participants apply the knowledge and skills obtained from the program to develop their own projects in their respective economies and prepare report their program.
Evaluation (September 2020)	Evaluation summary Submission of Completion Reports

- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.

The participants will include mental health care personnel and providers, mental health services managers, researchers and policymakers from APEC member economies with experience and expertise in mental health operations and services, as well as those who are interested in developing accessible mental health services, and have competency in English communication skills. Women are strongly encouraged to participate in the program. Member economies will be invited to take part in designing this training program to make it suitable for all member economies.

- **Evaluation:** Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.

The program indicators are based on pre-tests and post-tests (30%); active participation (15%); attendance (15%); and assignments (40%), as well as the number of participants from developing economies. Participants are also encouraged to design gender-specific interventions for women suffering from depression.

- **Linkages:** Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?

The program will be a platform for both APEC and non-APEC stakeholders to connect and engage among one another for further collaboration not only in mental health but also other relevant areas and with other stakeholders such as the private sector. This project also supports the work of APEC Digital Hub for Mental Health, the Life Sciences and Innovation Forum (LSIF) and HWG cross-collaboration platform.

在為特定性別的精神疾病或憂鬱症患者設計醫療介入方案時，也應該注意到這些做法可能產生的標籤或污名效果，才能真正落實全人精神。

例如，在設計消除產後憂鬱的處遇措施時，同時應致力於消除對該症狀的誤解與歧視，避免加深大眾對女性歇斯底里、情緒管控不佳的刻板印象。

案例 4 APEC 關鍵基礎設施綜合減災之策略建議

Project Title:	APEC Strategic Recommendations on Integrated Disaster Risk Reduction for Critical Infrastructures			
Fund Source (Select <u>one</u> only):		<p>本計畫在《APEC 災害風險降低架構》(DRR) 與《仙台減災綱領》的框架下，設計專家會議與工作坊，針對災害期間與其後如何維持「關鍵基礎設施 (CI)」進行討論，並集結成 APEC 經濟體可以應用的災害風險管控策略。DRR 中即提及，應採取整體、積極、納入多方利害相關者、基於全社會的方法，才能涵括婦女、青年、長者及身心障礙者等群體的觀點與需求，舉例來說，女性扮演的家庭照顧者角色在災後重建中有重要功能，而其差異需求則包括救災時的生理用品、空間的隱私設計等。</p>		
<input type="checkbox"/> General Project Account (GPA) <input type="checkbox"/> Trade and Investment Liberalization and Facilitation Special Account <input checked="" type="checkbox"/> APEC Support Fund (ASF) – General Fund <input type="checkbox"/> APEC Support Fund (ASF) – Sub-Fund.				
APEC forum:	Emergency Preparedness			
Proposing APEC economy:	Malaysia			
Co-sponsoring economies:	Japan; Papua New Guinea; Chinese Taipei; Viet Nam			
Expected Start Date:	1 st April 2020			
Project Completion Date:	31 st December 2020			
<i>See Chapter 7 Guidebook on APEC Projects</i>				
Project summary: <i>In 150 words -</i> <ul style="list-style-type: none"> • What is the issue that you will address or examine in your project? • Outline the key things your project will do, in terms of what, where, when and with whom. <i>(Summary must be no longer than the box provided. Cover sheet must fit on one page)</i>		<p>Natural disaster can inflict damage on critical infrastructure (CI). According to EM-DAT, the frequency, size and impact of natural disasters are increasing with a proportional impact upon the economy. Complexities and interdependencies that are pertinent to CIs may trigger secondary effects which cause disruption of services. Therefore, this project aims to increase the resiliency of the CI in the APEC region given its vulnerability to disasters and to support the APEC Disaster Risk Reduction (DRR) Framework: APEC Strategy to Building Adaptive and Disaster-Resilient Economies as well as the Sendai Framework for Disaster Risk Reduction 2015-2030. The workshop will be conducted to gather the international and local experts for sharing best practices, views, and seeking practical solutions. Based on Malaysia's case, it will be a step forward to develop strategic recommendations for APEC and to co-design/ co-implement initiatives. This multi-sectoral project focuses on building resilient infrastructure in order to reduce for future disaster risk. In conclusion, this project will ensure resilient CI in APEC economies during and after disasters. It will be implemented with Malaysia National Disaster Management Agency (NADMA) and <i>Badan Nasional Penanggulangan Bencana</i> (BNPB) Indonesia.</p>		
Total cost of proposal: <i>(APEC funding + self-funding):</i> USD 113,000.00		Total amount being sought from APEC (USD): 110,000.00 By category: <i>Travel:</i> 35,000.00 <i>Labor costs:</i> 20,000.00 <i>Hosting:</i> 30,000.00 <i>Publication & distribution:</i> 5,000.00 <i>Other:</i> 20,000.00 <i>Self-fund:</i> 3,000.00 <i>(See Guidebook on APEC Projects, Ch. 9 to ensure all proposed costs are allowable.)</i>		

Project Synopsis

1. **Relevance – Benefits to region:** What problem does the project seek to address? **Does it have sustained benefits for more than one economy?**

Asia and the Pacific is the region most affected by disasters. This region reported losses of USD1.3 trillion in assets in between 1970 and 2016, and future impacts indicated about 40% of global economic losses from disasters, with least developed economies are expected to have annual losses of around 2.5% of GDP. In the period of 2015 and 2030, the population in the “extreme-risk” areas in this region is expected to grow more than 50% in 26 cities, and by 35 to 50% in 72 cities. 55% of the world’s population was living in urban areas in 2018, and this proportion is expected to rise to 68% by 2050. As the world’s population becomes increasingly urban, disaster risk predominantly concentrates within cities. In fact, about 60% of the area to be urbanized by 2030 has yet to be built. Resilience construction is a way forward to ensure risk-reducing infrastructure and services. The increase in exposure (of people and economic assets) and the rise of economic losses associated with disaster events made the understanding future risk more challenges. The disaster events in the past revealed substantial impacts to the socio-economic, and environment, as a result of damages and malfunction of critical infrastructure. Societies in the future will heavily depend on the functioning of critical infrastructure and due to its essential for both communities and economic activities, which are inter-connected. The losses and damages of critical infrastructure can be reduced by investing in resilience infrastructure that can withstand and quickly recover from any and all threats, which essential in maintaining the APEC’s members economy, security and health. Parallel to Rank 1 on 2016 APEC Funding Criteria, this project related to; building sustainable and resilient communities; emergency preparedness and disaster management, including activities relating to the efficient movement capital, goods, services and people as well as 4 pillars (i. Prevention and mitigation; ii. Preparedness; iii. Response; and iv. Rehabilitation and build back better) of DRR in Annex B APEC Strategy to Building Adaptive and Disaster Resilient Economies.

Relevance – Eligibility and Fund Priorities: How does the project a) meet the eligibility criteria and b) support the funding priorities for the nominated fund or sub-fund? Refer to the APEC website.

The project focused on Disaster Risk Reduction Framework and aligned with APEC Support Fund (ASF) –General Fund, established by Senior Officials Meeting (SOM) and ECOTECH Priority Themes which is: Strengthening Economic Infrastructure a) Eligibility criteria: Project supports capacity building needs for APEC developing economies. b) Funding Priorities: In the 2017-2020 EPWG Strategic Plan, “Enhancing Regional Capacity on Disaster Risk Reduction and Emergency Preparedness” is a priority.

Relevance – Capacity Building: How will the project build the capacity of APEC member economies? For ASF projects, please identify the APEC developing member economies that will benefit from this project. (Refer to capacity building goals, objectives and principles at Appendix K of the Guidebook.)

The project will improve the capacity building of APEC members by equips the stakeholders, community to performs their functions in a better way during the events or crisis. During the Focus Group Discussion and Workshop, the experts will have sessions to share their knowledge and technology updates among APEC member economies and this will build the capacity building directly. The knowledge gained from this session will increase the understanding of the participants on DRR plan and strategies.

許多經驗研究已經證實，女性受到自然災害影響不亞於男性，甚至可能因為救災或重建過程缺乏性別觀點而遭遇到二度傷害。

此外，女性也積極投入救災與重建的工作，尤其是在災區組織起彈性照顧與經濟支持的網絡，因此有關災害的專業知識也應納入女性的聲音，並與女性參與者共享。

一項具有韌性與可持續性的防災建設也應該將人身安全與心理健康納入考量。

然而，在搭建關鍵基礎設施時，常因時效性考量而忽略隱私的保護，

經濟體災害治理與重建的決策小組時常沿襲既有政治組織，結果便是女性難以參與災害決策。因此，應調整決策小組的結構，來確保災害治理的多元參與。

Objective: State the overall objective of the project in 100 words or less. The objective is the overarching goal of your project, for example, “Our objective is to build the capacity of project participants through workshop and research to better support the X Roadmap, and produce recommendations as a basis for further collaboration to address the APEC-wide issue of...” In the Project Proposal, you will be required to identify a set of measurable project-level **outcomes**, which if collectively achieved, define whether the project has met the objective stated here. You can identify more than one objective, but avoid confusing the **objective** or goal of the project with the project’s **outcomes**.

Our objectives of this project are to identify global and regional DRR issues for critical infrastructure, to review best practices and benchmarking of resilience for CI, and thus to formulate strategic recommendations on DRR for critical infrastructure stakeholders in APEC region. In order to achieve these objectives, the methodology of this project is developed (please refer the methodology in paragraph 3).

2. Alignment – APEC: Describe specific APEC priorities, goals, strategies and/or statements that the project supports, and explain how the project will contribute to their achievement.

APEC leaders has adopted APEC Disaster Risk Reduction (DRR) in 2015 to facilitate collective work in building adaptive and disaster resilient economies. The phenomenon of ‘new normal’ that has been addressed by APEC is a serious threat that disrupts the investment across our region. In addition, this is the chance to support APEC in developing APEC-specific DRR Framework focuses on the conditions in APEC economies. The worst flood event in 2014 caught major attention with massive economic losses and threat to the affected areas. The flood was recorded as the worst flood in the 50 years cycle, which resulted extensive economic losses, crops and death. which was estimated close to RM 1 billion. APEC DRR always mentioned the significance of the resiliency of critical infrastructures which are very much what this project is about. It is aligned to the targets and goals set by the APEC DRR Framework in Annex C **Enabling Environment for DRR focusing on resiliency of the CI's, innovation in science and technology, disaster risk governance and community participation.**

Alignment – Forum: How does the project align with your forum’s work plan/strategic plan?

The project aligns with APEC Disaster Risk Reduction (DRR) Framework: APEC Strategy to Building Adaptive and Disaster-Resilient Economies and APEC’s SOM SCE seventeen under sub-fora four, Emergency Preparedness Working Group (EPWG) which seeks to build capacity in the region to make sure the APEC members can mitigate, prepare, respond, and recover from such events or disasters. This project should also assist policy makers in identifying investment priorities (prevention and mitigation) to reduce risk and to evaluate effects of the policies and investment on risk management.

3. Methodology: How do you plan to implement the project? Briefly address the following:

- **Work plan:** In a simple table, outline the project from start to end. Show key project outputs and activities and associated dates or timelines.

The project will be implemented in 2020 with the commencement of the study and the workshop with experts among the APEC members scheduled on the second quarter of 2020. The scope of the study will be finalized by early second quarter of 2020 and an outline of the report will be presented by September 2020. The study will be completed by December 2020. The key deliverables of this project are a blueprint for strategic recommendations on integrated DRR for critical infrastructure and summary report will be ready in electronic form as APEC publications. The Project Overseers (POs) will set the outcome for the workshop following the APEC’s guideline in organizing workshop. Timeline of the project as follows.

Time	Activity
April 2020	First meeting, formulation direction, identification of panels/speakers/moderators and venue
August 2020	i) 2-Day Workshop in Kuala Lumpur (To address challenges and issues/ best practices and formulate strategic direction – Member of the economies will be requested to send one CI stakeholder/owners and one representative from related public agencies) ii) Submission of APEC Project Monitoring Report
September 2020	Drafting report on current Integrated DRR and strategic direction of Integrated DRR for CI
December 2020	Submission of APEC Project Report on strategic direction of Integrated DRR on CI

- **Beneficiaries:** Selection criteria for participants, beneficiary profiles (e.g. participants, end users, policy makers, researchers/ analysts, gender) and how they will be engaged.

a) Stakeholders analysis: To identify relevant stakeholders involve in decision making for CI by ranking them based on their needs and the relative importance of stakeholders to others. b) Focus Group Discussion (FGD): FGD intend to get the expert views from identified stakeholders to address issues and challenges for CIs protection; discuss solution and best practices for CI protection; and co-formulate strategy for resilience infrastructure

The prominent experts will be selected by coordinating the following contact person (tbc) in each field within critical infrastructure protection including utilities, transportation and so forth. The POs will ensure that appropriate selection criteria will be developed to guide the selection of participants that possess highly relevant skills and backgrounds and can engage effectively in discussions at the workshop. The workshop will practice and support gender balance/ equality.

- **Evaluation:** Outline the indicators which will be used to measure progress towards the project outcomes. Where possible provide indicators which could assess impacts on women.

The principal mechanism through which the POs will seek to evaluate the outputs and outcomes of the workshop will be via a participant questionnaire. The questionnaire will not only seek the views of participants on the usefulness of the training, but also elicit information that can inform follow-up capacity building activities. Firstly, baseline information on the level of skills and knowledge of participants will be collected via a baseline survey followed by an end-line survey, which will assist to measure the level of knowledge gained as a result of the training. **The data will be aggregated by gender.** Responses to the questionnaire will be compiled and summarized and the results reflected in the final APEC project report.

《拉塞雷納路徑圖》將「藉由數據蒐集與分析以促進女性經濟賦權」列為關鍵行動領域之一。因此，計畫所產出之策略可包含如何在災後積極協助女性投入經濟活動，尤其是創新或中小企業，獲得可持續的經濟收入，呼應《拉塞雷納路徑圖》，建立跨組織的合作。

- **Linkages:** Information on other APEC and non-APEC stakeholders and how they will be engaged. If and how this proposal builds on (but does not duplicate) the work of other projects. How will this activity promote cross fora collaboration?

Due to the cross-cutting nature of the topic, apart from the benefits to members, the project will also benefit APEC members from the Economic Committee (EC). The findings of the study could inform discussions within other related fora. In addition, the POs will seek to promote coordination and cooperation with other international such as United Nation Sustainable Development Goals (SDGs) in support of Goal 9, 11 and 13 and a 15-year voluntary and non-binding agreement, Sendai Framework for Disaster Risk Reduction 2015-2030.

附錄一：APEC 婦女與經濟指標

五大支柱	指標
資金取得	1.1 財產與繼承權（Property and Inheritance Right） 1.2 勞動市場參與（Labor Market Participation） 1.3 金融服務近用性（Financial Service: Availability, Access, Literacy, Outreach and Learning） 1.4 制度性儲蓄借貸（Financial Service: Formal Saving and Borrowing） 1.5 建立信用歷史 Building Credit
市場進入	2.1 基礎建設（Infrastructure） 2.2 企業競爭機會（Competitive Access for Entrepreneurs） 2.3 近用國際貿易市場（Access to International Trade） 2.4 弱勢就業（Vulnerable Employment） 2.5 就業機會與勞動條件（Non-discrimination in Employment Access, Opportunity, and Conditions）
能力建構	3.1 教育程度（Education Attainment） 3.2 學習表現（Educational Achievement） 3.3 技職教育（Technical Vocational Education and Training） 3.4 中小企業培訓與育成（SME Training and Incubation） 3.5 健康照顧服務與人身安全（Health Care, Access to Health Services and Personal Safety）
女性領導力	4.1 民事登記和人口動態統計（Civil Registration and Vital Statistics） 4.2 契約和事業登記（Women's Participation in Agency System） 4.3 法庭參與（Women's Participation in Courts） 4.4 照顧經濟（Care Economy: Time spent on unpaid work） 4.5 職涯發展與親職（Conditions for Career Advancement） 4.6 私部門領導力（Private Sector Leadership） 4.7 政治領導力（Political Leadership） 4.8 具影響力職務（Position of Influence: Judiciary and Academia）
創新科技	5.1 行動科技（Mobile Technology） 5.2 網路使用（Internet Use） 5.3 網路整備度（Networked Readiness） 5.4 女性參與 STEM 領域（Women in STEM Programmes） 5.5 環保意識與行動（Green Awareness and Activity）

附錄二：性別詞彙表（摘錄整理自 *Guidebook on APEC Projects*）

sex	界定男性與女性的生物差異。
gender	<p>界定男性與女性的社會關係。</p> <p>關於男人與女人、男孩與女孩之間的關係，以及此關係是怎麼由社會建構而成的。</p> <p>性別角色的定義是動態的，且會隨時代變遷而有變化。</p>
gender awareness	瞭解女人和男人習得的行為存有社會決定的差異，而這些社會行為會影響其取得與掌控資源的能力。此意識應透過性別分析普遍運用於專案、計畫與政策。
gender division of labour	女人或男人、年輕人或長者進行不同類型的工作，例如：在工廠、辦公室、農地的生產工作，或為家人而做的烹飪、清掃與照顧等再生產工作，以及出席會議等社群活動。
gender-disaggregated data (or sex-disaggregated data)	顯示女性與男性之間處境差異的數據，以性別區分的統計數據是進行性別分析所必備。
gender analysis	<p>蒐集與處理性別相關資訊的方法。</p> <p>此方法提出以性別區分的統計數據、社會如何建構性別角色的理解，及如何以性別進行勞動分工和評價。性別分析是一種分析資訊的過程，用來確保利益和資源能有效且平等分配給女性及男性，也用於預測並避免對於女性或性別關係產生任何負面影響的發展。性別分析可以多種工具及架構進行。</p>
gender equality	消除因為個人性別而產生的差別待遇，而使機會、資源或利益分配，以及服務取得上皆為平等。
gender equity	<p>女性與男性之間的權益及責任得到公平且正義的分配。</p> <p>欲矯正現存之不平等，常須要針對女性提出的特定計畫及政策。</p>
gender mainstreaming	在發展過程的各階段、以及所有政府專案、計畫與政策中，確保女性和男性都能平等取得資源、享有權益及參與決策。

gender neutral	一項計畫或政策唯有經過嚴格的性別分析，並將經濟、社會與人口上的影響皆納入考量，才能判定其在各方面對女性與男性的質與量影響皆為相等。
gender-sensitive (or gender-responsive)	回應女性和男性不同的處境、角色、需求與利益。
gender planning (or gender-sensitive planning)	制訂具性別敏銳度的發展計畫，並考量目標社群或部門中因男女性別角色與需求產生的影響。
gender responsive budget	將性別主流運用於預算編列的過程。 意指基於性別的預算評估，預算編列的各階段融入性別觀點考量，並為促進性別平等而調整收入與支出結構。
gender roles	由社會／社群中習得的行為，決定哪些活動、任務及責任屬於男性或是女性。性別角色可能隨年齡、階級、種族、宗教，以及地理、經濟與政治環境影響而變動。女性與男性在社會上皆扮演多重角色；女人通常擔任生產、再生產與社區管理者角色，男人則多聚焦於生產角色或社區政治工作。
productive roles	男人和女人為了製造可供販售、交換或滿足其家庭所需的貨品與服務所進行的活動，例如農業中的生產活動包括栽種、除草及飼養動物等。
reproductive roles	為確保社會勞動力再生的必要活動，包括生育、扶養孩童，及照顧老人、小孩與勞動者等家庭成員，這些工作是無酬的，且大多由女性負擔。
triple burden	女人通常同時擔負再生產、生產與社區工作等三種不同的性別角色，因此工作的時間比男人更長且內容更繁瑣。