



**Pathways to Gender Inclusion in the 4<sup>th</sup> Industrial Revolution**  
*How can technology close the gender gap and deliver economic gains for women?*

## Workshop Agenda

**Sponsored by the Government of Australia**  
**with the support of APEC Chile and the Australian APEC Study Centre (RMIT University)**

**Monday 2<sup>nd</sup> and Tuesday 3<sup>rd</sup> of September 2019 – Concepción, Chile**  
**Centro de Eventos Mitrinco, Concepción, Chile**

### Synopsis

This workshop will discuss the implications of technology for gender equality, and how governments, the business sector and education institutions can further support the participation of women in the digital economy. It provides APEC members, international agencies, and SME stakeholders with the opportunity to discuss the intersection between gender, technology advancement, jobs and economic empowerment. It will consider how women in the workforce, and women-led businesses, may be disproportionately affected by technological change. For instance, rapid technological advances in automation, artificial intelligence, and the internet of things that disrupt traditional industries and occupations. The workshop will also consider how digital technologies offer women greater opportunities to learn new skills, access finance and increase their competitive advantage in business and the job market.

We intend to discuss ideas, share experiences and generate innovative approaches at the individual economy and regional levels. The workshop will include short presentations, panel discussions, question and answer sessions and breakout group discussions. It brings together participants from ministries responsible for women and gender equality, human resources development (employment, education and skills training) and economics to share experiences with the wider business community, international organisations, academic institutions and community sectors. The final session will call on speakers and participants to work together to identify the **issues** that are most significant in promoting women's participation in the digital economy; consider **actions** required to address these issues; and suggest who could take **responsibility** for carrying out these actions, whether it be domestic stakeholders or APEC fora.

Through this workshop we aim to contribute to ongoing dialogue in APEC around integrating gender analysis in policy design on Industry 4.0 in a way that builds new employment and entrepreneurial pathways for women, through digital skills acquisition.

## Day One: Monday, 2 September 2019

Lead Facilitator: Ms Collins Rex, Global Trade Professionals Alliance, Australia

08:30 – 09:30	<b>Registration</b>
09:30 – 09:50	<b>Welcome remarks</b> Ms Macarena Vera, Regional Director of the Development Agency (CORFO), Chile
09:50 – 10:15	<b>Keynote address</b> on “Building new pathways to gender inclusion in the age of technology” Ms Shannon Powell, Senior Trade and Investment Commissioner for Latin America, Australian Trade and Investment Commission (Austrade)
10:15 – 10:25	<b>Introduction and programme overview</b> Ms Sharon Ben-Porat, Department of Foreign Affairs and Trade, Australia
10:25 – 10:50	<b>Group Photo by APEC Official Photographer</b> <b>Coffee Break</b>
<b>Session 1</b> 10:50 – 12:00	<b>An overview of the current economic status of women in APEC</b> This session provides an overview of the <b>current economic status of women</b> in the Asia-Pacific region. It will set the stage for subsequent discussion and workshop activities. Participants will discuss key structural issues that affect the integration of women into the economy, emphasising existing gender gaps in employment, skills training and entrepreneurship. It will look at labour market snapshots, progress and challenges, how far we have come and where to next.
10:50 – 11:10	<b>Labour market trends and gender inclusion in APEC economies</b> <i>Speaker:</i> Mr Emmanuel A. San Andres, Policy Support Unit, APEC Secretariat
11:10 – 11:30	<b>Progress and challenges in achieving gender inclusion in Chile</b> <i>Speaker:</i> Mrs María Ochagavía, Advisor of Cabinet for Gender and Migration, Ministry of Labour and Social Welfare, Chile
11:30 – 12:00	<b>Panel discussion and Q&amp;A on “The quest for gender inclusion: how far have we come and where to next?”</b> <u>Questions</u> <ul style="list-style-type: none"> <li>APEC Leaders have consistently called for actions to address gender inequality in the region. Individual APEC members have made significant achievements in many areas. However, global progress has been slow. <b>What, in your view, are some of the main barriers to greater gender equality in the APEC region?</b></li> <li>Labour markets in the APEC region and other parts of the world remain highly gender-segregated by industry and occupation. The impact on women is well-documented. <b>Can digital technology help address or worsen occupational gender segregation? How can we use technology to break down occupational gender segregation structures and support women to transition to non-traditional occupations?</b></li> </ul>

	<p><u>Panellists</u></p> <ul style="list-style-type: none"> <li>• Mr Emmanuel A. San Andres, Policy Support Unit, APEC Secretariat</li> <li>• Mrs María Ochagavía, Ministry of Labour and Social Welfare, Chile</li> <li>• Ms Shannon Powell, Australian Trade and Investment Commission (Austrade)</li> <li>• Mr Frederick Tamarua, Deputy Solicitor, Department of Justice &amp; Attorney General, PNG; 2018 APEC PPWE Chair</li> </ul>
12:00 – 13:30	<b>Lunch and networking</b>
<b>Session 2</b> 13:30 – 15:10	<p><b>The gender implications of the Fourth Industrial Revolution</b></p> <p>This Session brings into focus the emerging challenges and opportunities for improving the economic status of women in the digital age.</p> <p>It will take a close look at the gender dimension of the Fourth Industrial Revolution. This will include discussion on the impact of new technologies on the future of female employment, the dynamics of the digital job market, new forms of occupational gender segregation and opportunities for narrowing the gender gap. The key question to be addressed in this session is: why women are still left behind in the labour market?</p>
13:30 – 13:50	<p><b>The digital gender gap and future of female employment</b></p> <p><i>Speaker:</i> Ms Salma Khalid, Economist, International Monetary Fund</p>
13:50 – 14:10	<p><b>The digital job market (ICT jobs): prospects and challenges for gender inclusion</b></p> <p><i>Speaker:</i> Ms Ariane Hegewisch, Program Director, Institute for Women’s Policy Research, US</p>
14:10 – 14:30	<p><b>Skilling , upskilling and reskilling women for the digital economy</b></p> <p><i>Speaker:</i> Ms Eliana Chamizo, Ministry of Education, Chile</p>
14:30 – 15:10	<p><b>Panel discussion on “The future of female employment in the digital age”</b></p> <p><u>Questions</u></p> <ul style="list-style-type: none"> <li>• Why women are still left behind in the new world of work and business?</li> <li>• Can technology close the gender gap and deliver economic gains for women?</li> <li>• What does the future of female employment look like?</li> </ul> <p><u>Panellists</u></p> <ul style="list-style-type: none"> <li>• Ms Salma Khalid, International Monetary Fund</li> <li>• Ms Ariane Hegewisch, Institute for Women’s Policy Research</li> <li>• Ms Eliana Chamizo, Ministry of Education, Chile</li> <li>• Ms Claudia Carrasco, Universidad de Concepción</li> </ul>
15:10 – 15:30	<b>Coffee break</b>
<b>Session 3</b> 15:30 – 17:20	<p><b>Integrating women-owned SMEs in the digital economy</b></p> <p>In many parts of the world women entrepreneurs face gender-related financial constraints and lack of access to global markets, social capital and digital business skills. This session discusses these issues and best practices that support the growth of women-lead and owned SMEs in a rapidly changing business landscape. It will conclude</p>

	with a dialogue with business leaders on creating new entrepreneurship and employment pathways for women in the digital economy.
15:30 – 15:50	<b>Women entrepreneurship in the digital economy: new pathways and structural barriers to business opportunities</b> <i>Speaker:</i> Ms Amar Nijhawan, Project Specialist, APEC-Canada Growing Business Partnership, Canada
15:50 – 16:10	<b>Financing and connecting women-owned SMEs to global digital markets</b> <i>Speaker:</i> Ms Leslie López Arias, Vice President of the Asia Pacific Business Women Association in Chile
16:10 – 16:20	<b>Q&amp;A</b>
16:20 – 17:20	<b>Dialogue with business leaders on “Creating new entrepreneurship and employment pathways for women in the digital economy”</b> <u>Questions</u> <ul style="list-style-type: none"> <li>We have heard in previous sessions that women have significantly lower participation rates in the digital economy than men. The World Economic Forum estimates that “At current rates of progress, it may take another 202 years to close the economic gender gap globally.”<sup>1</sup> <b>As business leaders, what actions should governments, the business sector and the community take to create new business and employment opportunities for women?</b></li> <li>Female entrepreneurs face multiple challenges, in particular when starting a business, such as access to capital, business networks and markets. <b>What advice would you give to women starting a business about overcoming these barriers?</b></li> <li>Could you share with us the type of actions your companies have taken to support the growth of women-led SMEs in digital markets?</li> </ul> <u>Panellists</u> <ul style="list-style-type: none"> <li>Ms Leslie López Arias, Vice President of the Asia Pacific Business Women Association in Chile</li> <li>Ms Maria Montserrat Sacristan Iturralde, Women’s Business Council Philippines</li> <li>Ms Paula Pastén, President of WISTA Chile</li> <li>Ms Jaclyn Hawtin, Managing Partner, Digital Dames</li> </ul>
17:20 – 17:30	<b>Day 1 Conclusion</b> Lead facilitator: Ms Collins Rex, Global Trade Professionals Alliance, Australia

<sup>1</sup> <https://www.weforum.org/projects/closing-the-gender-gap-gender-parity-task-forces>

## Day Two: Tuesday 3<sup>rd</sup> September

Lead Facilitator: Ms Collins Rex, Global Trade Professionals Alliance, Australia

09:00 – 09:10	<b>Recap of Day One and Outline of Day Two</b> <b>Lead Facilitator:</b> Ms Collins Rex, Global Trade Professionals Alliance, Australia
<b>Session 4</b> 09:10 – 10:30	<b>Bridging the digital and economic gender gap</b> In this session, participants will share information about practical initiatives on closing the gender gap in technology and economic opportunities. The Economic Commission for Latin America and the Caribbean will provide an overview of initiatives in the region. A panel of APEC economies will then discuss actions they have taken at a domestic level to break down occupational gender segregation structures and close the gender gap in technology and economic opportunities.
09:10 – 09:30	<b>Bridging the digital gender gap: initiatives and experiences in Latin America</b> <i>Speaker:</i> Ms Gordana Stojkovic, Economic Commission for Latin America and the Caribbean
09:30 – 10:30	<b>Panel discussion on practical initiatives in five APEC economies</b> <u>Questions</u> <ul style="list-style-type: none"> <li>• What actions has your government taken to close the gender gap in technology and economic opportunities?</li> <li>• Where do we need to invest more to narrow the digital gender gap?</li> </ul> <u>Panellists</u> <ul style="list-style-type: none"> <li>• Australia: Mr Peter Cully, Department of Employment, Skills, Small and Family Business</li> <li>• Chile: Mrs María Ochagavía, Ministry of Labour and Social Welfare</li> <li>• Mexico: Mr Mario Alberto Fócil Ortega, Federal Institute of Telecommunications</li> <li>• Peru: Miss Victoria Carolina Moreno Aguirre, Ministry of Women and Vulnerable Population (MIMP)</li> <li>• Philippines: Mrs Maria Teresa M. Camba, Department of Information and Communications Technology</li> </ul>
10:30 – 10:50	<b>Coffee break</b>
10:50 – 12:00	<b>Roundtable on “The role of education institutions in bridging the digital gender gap”</b> <u>Questions</u> <ul style="list-style-type: none"> <li>• Advancement in technology offers ‘leapfrog’ opportunities for women to increase their competitive advantage in the labour market. However, progress has been slow in skilling women for the digital economy. Very few women graduate in STEM or ICT-related fields. <b>In your view, as educators, what are the major barriers to women’s participation in STEM programs?</b></li> <li>• How can education institutions, in particular universities and TVET, increase women’s participation in STEM programs?</li> </ul> <u>Roundtable</u> <ul style="list-style-type: none"> <li>• Mr Steve Reuben Baeza, Universidad Católica de Concepción, Chile</li> </ul>

	<ul style="list-style-type: none"> <li>• Dr. Emma Chavez Mora, Universidad Catolica de la Santisima Concepcion, Chile</li> <li>• Mr Aaron Soans, Royal Melbourne Institute of Technology University, Australia</li> <li>• Ms Paulina Assman, Universidad de Concepción</li> </ul>
12:00 – 13:30	<b>Lunch and networking</b>
<b>Session 5</b> 13:30 – 14:30	<b>Data collection and measurement of the digital gender gap</b> <p>Monitoring participation in the digital age is critical to our understanding of the impact of Industry 4.0 on different groups in the Asia-Pacific region. It is also important in informing the design and implementation of policies that support the integration of women in the digital economy. However, the availability of gender-disaggregated data and measurements of the digital gender gap remain a challenge for many economies. This session will discuss strategies for monitoring progress on women’s participation in digital economy through better data collection practices.</p>
13:30 – 13:50	<b>Bridging Gender Data Gaps in the Digital Economy</b> <i>Speaker:</i> Mr Emmanuel A. San Andres, Policy Support Unit, APEC Secretariat
13:50 – 14:10	<b>Panel discussion on “Improving statistical measurements of the digital gender gap”</b> What should be measured and how? <u>Questions</u> <ul style="list-style-type: none"> <li>• It is widely acknowledged that there is scarcity of basic data on the digital gender gap, and that existing measurements are not fully developed and utilised to inform policy design. <b>How can we improve the availability of data that can be used to inform policy design and monitor progress on closing the digital gender gap?</b></li> <li>• We would like to hear from the audience about the actions taken in your economies to measure progress on closing the digital gender gap?</li> </ul> <u>Panellists</u> <ul style="list-style-type: none"> <li>• Mr Emmanuel A. San Andres, Policy Support Unit, APEC Secretariat</li> <li>• Francisco Ortiz, Universidad Catolica de la Santisima Concepcion</li> </ul>
<b>Session 6</b> 14:10 – 15:30	<b>Recommendations and conclusions</b> <p>This session concludes the two-day workshop. Delegates will break into small groups to discuss recommendations on the type of actions APEC economies should consider, collectively and individually, to advance women’s economic empowerment in the digital era.</p>
14:10 – 14:40	<b>Breakout groups on recommendations</b> <p>Speakers and participants will work together to identify the issues that are most significant in promoting women’s participation in the digital economy; consider actions required to address these issues; and suggest who could take responsibility for carrying out these actions, whether it be domestic ministries/agencies or APEC fora. Breakout groups are expected to report on their findings in the plenary session.</p>
14:40 -15:00	<b>Coffee break</b>

15:00 – 15:20	<b>Plenary on recommendations</b>
15:20 – 15:30	<b>Conclusion closing remarks</b> Ms Collins Rex, Global Trade Professionals Alliance, Australia

**For further information, please contact the project managers:**

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