

WOMEN'S COMMISSION

Report of the 15th Anniversary Commemoration of the Fourth World Conference on Women and the APEC Women Leaders' Network Meeting

INTRODUCTION

This paper reports on the International Forum on Women and Urban Development cum the Fifteenth Anniversary Commemoration of the Fourth World Conference on Women (the Forum) held in September 2010 in Shanghai, China, and 15th APEC Women Leaders Network (WLN) Meeting held right after the Forum in Tokyo, Japan respectively.

The International Forum on Women and Urban Development cum the 15th Anniversary Commemoration of the Fourth World Conference on Women (the Forum)

BACKGROUND

2. In September 1995, the United Nations convened in Beijing the “Fourth World Conference on Women: Action for Equality, Development and Peace”, during which the Beijing Declaration and Platform for Action were adopted.

THE FORUM

3. The Forum, organised by the All-China Women's Federation, was held from 16 to 18 September 2010 in Shanghai, China. The HKSAR sent 25-strong delegation led by Mr. Paul Tang, Permanent Secretary for Labour and Welfare to participate in the Forum. Representatives of the Women's Commission, the Equal Opportunities Commission, women associations, professional women groups, women services organisations and reputable women leaders also joined the

delegation.

4. Members of the delegation attended the Forum which included a ministerial plenary and three thematic breakout sessions on “Women in leadership: ways beyond the glass ceiling”, “Women and Urbanisation: mobility, transition and sustainable development”, and “Challenging the Gender Roles: potential, rights and responsibilities” respectively. Permanent Secretary for Labour and Welfare addressed the floor at the ministerial plenary while the Chairperson of Women’s Commission was one of the speakers at the breakout session entitled “Women and Urbanisation: mobility, transition and sustainable development”. Members of the delegation also joined a tour to the Shanghai Expo.

5. “The Declaration of the International Forum on Women in Urban Development and Commemoration of the 15th Anniversary of the Fourth World Conference on Women” (the “Declaration”) was unanimously endorsed at the Forum. The Declaration emphasised that gender equality is an important basis for healthy urban development. It also reaffirmed Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and the Millennium Development Goals, and pledged to further promote greater achievements in gender equality in accordance with the principles and objectives contained in these documents.

6. According to the Declaration, participants to the Forum recommended the following actions to be taken in urban development. First, to uphold a people-oriented approach to ensure gender equality, sustainability and harmony between people and nature and between people and environment; second, to integrate a gender perspective to ensure equal participation of women in all aspects of urban development, particularly in decision making, and in this connection, further strengthen support and training of young women for leadership roles; third, to fully consider the special needs of various groups of people, women and children in particular, to ensure that all people benefit from quality urban development, adopt practical measures that enable women to better protect their rights and interests; and fourth, to strengthen exchanges and cooperation between and among Governments, international organisations and the civil society including women's

organisations, to work together and build cities into splendid homelands that are warm, harmonious, peaceful, safe, green and full of hope.

7. A copy each of the following is attached for Members' information –

- (a) the HKSAR delegation list (**Annex A**);
- (b) programme rundown (**Annex B**);
- (c) speech by Mr. Paul Tang, Permanent Secretary for Labour and Welfare (**Annex C**); and
- (d) speech by the Chairperson of Women's Commission. (**Annex D**)

15th APEC Women Leaders Network (WLN) Meeting

BACKGROUND

8. The APEC WLN is an informal network of women leaders in business, academia, civil society and government from APEC member economies formed in October 1996 in Manila. WLN Meetings, held annually, aim to make suggestions on women issues for incorporation into APEC programmes and policies.

THE MEETING

9. The 15th APEC WLN Meeting, hosted by the Japan Gender Equality Bureau, was held from 19 to 21 September 2010 in Tokyo, Japan. The overall theme of the meeting is "Creation of New Global Economic Activities by Women - Realization through People, Nature and Culture" with the following sub-topics -

- (a) The role of WLN and the New Challenge;
- (b) Strategy for Women's Initiative in Economy (or Business); and
- (c) Women's Power as Entrepreneur in Each Country.

There were plenary sessions, panel discussions and workshops as well as social events attracting about 600 participants. Please refer to **Annex E** for the programme rundown.

10. Ms. LAU Ka-shi, Ms Sharmila GURUNG and Mrs Judith ELLIS, Members of Women's Commission and Miss Maisie HO, Assistant Secretary (Welfare) 2C of Labour and Welfare Bureau attended the meeting. Women's Commission also participated in the exhibition booth and photo exhibition held in parallel to the event.

11. At the meeting, participants acknowledged the importance of the economic contributions and participation of women to promote dynamic economic growth. They exchanged views and shared experience along the topics of career development of women in organisations, realisation of women's entrepreneurship and creating new economic opportunities for women. The recommendations of the 15th APEC WLN Meeting made to APEC Leaders and Ministers is at **Annex F**.

ADVICE SOUGHT

12. Members are invited to note the content of this report.

Women's Commission Secretariat
September 2010

The International Forum on Women and Urban Development cum to WoC 18/10
the Fifteenth Anniversary Commemoration of
the Fourth World Conference on Women

Delegation List of the HKSAR Delegation

	Name	Organisation
1.	Mr. Paul TANG (Head of Delegation)	Permanent Secretary for Labour and Welfare, Government of the HKSAR
2.	Ms. AU YEUNG Po-chun	Member, Women's Commission
3.	Ms. CHAN Sau-yi	Chairperson, Hong Kong Ladies Dynamic Association
4.	Ms. Anne CHEN	President, Hong Kong Federation of Women Lawyers
5.	Ms. CHU Yip	Vice Chairperson of China Liaison Committee, Hong Kong Women Doctor Association
6.	Ms. Christine FANG	Chief Executive, Hong Kong Council of Social Services
7.	Ms. Maisie HO	Assistant Secretary, Labour and Welfare Bureau, Government of the HKSAR
8.	Ms. Sophia KAO	Chairperson, Women's Commission
9.	Ms. KO Po-ling	Chairperson, Women Rights Alliance
10.	Mrs. Christine KOO	Legal Committee Chairperson, Hong Kong Women Professional and Entrepreneurs Association
11.	Ms. KWONG Yuet-sum	Vice Chairperson, Hong Kong Women Development Association Limited
12.	Mrs. Peggy LAM	Chairperson, Hong Kong Federation of Women
13.	Mrs. LAM WOO Sau-ha	President, Hong kong Young Women's Christian Association
14.	Mrs. Alison LAU	Principal Assistant Secretary, Labour and Welfare Bureau, Government of the HKSAR
15.	Ms. Joanna LAU	Member, Women's Commission
16.	Ms. LAU Ka-shi	Member, Women's Commission
17.	Mrs. Stella LAU	Member, Women's Commission
18.	Ms. Elsie LEUNG	Council Member, Hong Kong Federation of Women
19.	Ms. WONG Ka-ling	Member, Equal Opportunities Commission
20.	Ms. WONG Siu-wah	President, All-China Women's Federation Hong Kong Delegates Association Limited
21.	Ms. Annie WU	Vice Chairperson, Hong Kong Federation of Women
22.	Mrs. Agnes YEUNG	Member, Equal Opportunities Commission
23.	Ms. YEUNG Chi-hung,	President, Hong Kong Outlying Islands Women's Association
24.	Mr. YEUNG Ka-ching	Member, Women's Commission
25.	Ms. ZHENG Zhen	Chairperson, Kowloon Women's Organisations Federation

Agenda

September 16 (Thursday)	
10:00-19:30	Registration <i>Venue: Drawing Room I, Second Floor; Grand Hyatt Shanghai</i>
18:30-19:30	Welcome Dinner <i>Venue: Grand Ballroom, Second Floor; Grand Hyatt Shanghai</i> <i>Please arrive by 18:15</i> Chair Song Xiuyan, Vice President and the First Member of the Secretariat of the All-China Women's Federation Welcome Address Chen Zhili, Vice Chairperson of the Standing Committee of the National People's Congress and President of the All-China Women's Federation
20:00-21:30	Huangpu River Cruise <i>Depature from Grand Hyatt Shanghai at 19:45 by bus</i>
September 17 (Friday)	
08:00-09:00	Registration <i>Venue: The foyer of the Grand Ballroom, Second Floor; Grand Hyatt Shanghai</i>
09:00-10:00	Opening Plenary <i>Venue: Grand Ballroom, Second Floor; Grand Hyatt Shanghai</i> <i>Please arrive by 8:45</i> Chair Song Xiuyan, Vice President and the First Member of the Secretariat of the All-China Women's Federation Speakers 1. Yu Zhengsheng, Member of the Political Bureau of the CPC Central Committee and Secretary of CPC Shanghai Municipal Committee

	<ol style="list-style-type: none"> 2. Fu Ying, Vice Minister, Ministry of Foreign Affairs of China 3. Noeleen Heyzer Executive Secretary of the United Nations Economic and Social Commission for Asia and the Pacific 4. Svetlana Orlova Vice Chairperson of the Russian Federation Council 5. Melanne Vermeer Ambassador-at-Large of Global Women's Issues, Department of State, the United States 6. Chen Zhili Vice Chairperson of the Standing Committee of the National People's Congress and President of the All-China Women's Federation
10:00-10:15	Tea Break
10:15-13:00	<p>Plenary: Ministerial and High-level Session <i>Venue: Grand Ballroom, Second Floor, Grand Hyatt Shanghai</i></p> <p>Chair Allyson Maynard Gibson President of International Women's Forum</p> <p>Speakers: Please see Page 10 for the list of speakers (5 min each speaker)</p>
13:00-14:30	<p>Special Luncheon Program: Commemoration of the Fourth World Conference on Women <i>Venue: Crystal Ballroom, Second Floor, Grand Hyatt Shanghai</i></p> <p>Chair Zhen Yan, Vice President and Member of the Secretariat of the All-China Women's Federation</p> <p>—Short Video</p> <p>—Speakers</p> <ol style="list-style-type: none"> 1. Noeleen Heyzer Executive Secretary of the United Nations Economic and Social Commission for Asia and the Pacific 2. Meng Xiaosi Vice President and Member of the Secretariat of the

	All-China Women's Federation
15:00-17:00	<p>Breakout Sessions</p> <p>Group 1 Women in leadership: ways beyond the glass ceiling <i>Venue: Grand Ballroom I, Second Floor, Grand Hyatt Shanghai</i></p> <p>Chair Dr. Deisi Noeli Weber Kusztra President of World Family Organization</p> <p>Speakers</p> <ol style="list-style-type: none"> 1. Barbara M. Barrett Former President of International Women's Forum and President & CEO of Triple Creek Guest Ranch, the United States 2. Margareta Wahlstrom Assistant Secretary-General and Special Representative for Disaster Risk Reduction of the United Nations 3. Magalys Arocha Dominguez CEDAW Committee Member and Member of the National Secretariat of the Federation of Cuban Women 4. Zhen Yan Vice President and Member of the Secretariat of the All-China Women's Federation 5. Li Weihong Vice Minister, Ministry of Education of China <p>Group 2 Women and urbanization: mobility, transition and sustainable development <i>Venue: Grand Ballroom II, Second Floor, Grand Hyatt Shanghai</i></p> <p>Chair Ye Shuhua, Astronomer and Academician of the Chinese Academy of Sciences</p> <p>Speakers</p> <ol style="list-style-type: none"> 1. Socorro Reyes Chief, Asia Pacific and Arab States Region, UNIFEM

	<ol style="list-style-type: none"> 2. Altai Dulbaa Chairperson of Mongolian Democratic Socialist Women's Federation 3. Simone Susskind President of Actions in the Mediterranean, Belgium 4. Zhang Lili President of Shanghai Women's Federation 5. Kao Ching-Chi Sophia Chairperson of Hong Kong Women's Commission <p>Group 3 Challenging the gender roles: potentials, rights and responsibilities <i>Venue: Grand Ballroom III, Second Floor, Grand Hyatt Shanghai</i></p> <p>Chair Dr. Dubravka Šimonović, CEDAW Committee Member and Ambassador in Human Rights Department of the Ministry of Foreign Affairs and European Integration of Croatia</p> <p>Speakers</p> <ol style="list-style-type: none"> 1. Marahat Ibrahimgizi Member of Parliament of Azerbaijan 2. Lifha Musiyicini Ogana Director of Women, Gender and Development of African Union Commission 3. Hanne Jensbo President of Soroptimist International 4. Wang Enduo, Supervisor of PhD candidates, Institute of Biochemistry and Cell Biology Shanghai Institute for Biological Science and Academician of Chinese Academy of Sciences 5. Ip Peng Kin Director of Social Welfare Bureau, Macao Special Administrative Region of the PRC
17:00-17:30	Tea Break
17:30-18:30	Closing Plenary <i>Venue: Grand Ballroom, Second Floor, Grand Hyatt Shanghai</i>

	<p>Chair Meng Xiaosi Vice President and Member of the Secretariat of the All-China Women's Federation</p> <p>— Adoption of the Declaration</p> <p>— Closing Remarks</p> <ol style="list-style-type: none"> 1. Song Xiuyan Vice President and First Member of the Secretariat of the All-China Women's Federation 2. Yin Yicui Deputy Secretary of CPC Shanghai Municipal Committee 3. Renata Lok-Dessallien UN Resident Coordinator and UNDP Resident Representative in China 4. Asma Khader Secretary-General of Jordanian National Commission for Women 5. Aude Zieseniss De Thuin President of Women's Forum for the Economy & Society 6. Fukushima Mizuho Leader of Social Democratic Party of Japan
19:30-20:30	<p>Dinner hosted by Shanghai Municipal People's Government <i>Venue: Grand Ballroom, 7th Floor, Shanghai International Conference Centre</i> <i>Departure from Grand Hyatt Shanghai at 18:50 by bus</i></p> <p>Address Han Zheng, Deputy Secretary of CPC Shanghai Municipal Committee and Mayor of Shanghai</p>
<p>September 18 (Saturday): Shanghai World Expo Tour</p>	

**The International Forum on Women and Urban Development
cum the Fifteenth Anniversary Commemoration
of the Fourth World Conference on Women**

**Speech by Mr Paul Tang
Permanent Secretary for Labour and Welfare
The Government of the Hong Kong Special Administrative Region
of the People's Republic of China**

**Progress of Implementation of the Beijing Platform for Action
and Promotion of the Status of Women in the HKSAR**

Honourable Madam Chen, distinguished delegates, ladies and gentlemen,

Good morning to you all.

I am honoured to represent the Government of the Hong Kong Special Administrative Region (HKSAR) of the People's Republic of China to participate in this Forum today. I would like to thank the All China Women's Federation and Shanghai Women's Federation for organising this marvellous event for us to exchange views on the future direction and strategies in further promoting the status of women.

For Hong Kong, I am pleased to report that a series of measures have been implemented to promote women's equal participation on all fronts and remarkable progress has been made. I would like to highlight our achievements in a number of important areas as well as the challenges ahead.

Gender mainstreaming has been a key strategy for us to achieve women's advancement and gender equality. We spare no efforts in adopting gender mainstreaming in different policy and programme areas, ranging from education, labour and welfare services to security, health and leisure and cultural services, etc.. The Gender Mainstreaming Checklist, an analytical tool developed by our Women's Commission in 2002 and further revised last year, provides very useful assistance to Government officers in applying gender mainstreaming in an organised and systematic manner. Gender-related training in the forms of seminars, workshops and internet courses are also provided to civil servants of different grades and ranks to enhance their awareness of gender-related issues and the concept of gender mainstreaming. We will continue to improve the Checklist and promote the use of it.

To empower women, we believe that it is important to engage them in the community's decision-making process. In 2004, the HKSAR Government set a gender benchmark of 25% as an initial working target for appointment of women to advisory and statutory bodies. With the concerted efforts of the HKSAR Government and the Women's Commission, the overall participation rate of women in these bodies had risen from 17.5% in 2000 to 28.1% in early 2010. In June this year, we have further raised the working target from 25% to 30%. We will closely monitor the situation and consider further raising the target at an opportune juncture.

Education lays a solid foundation for women to participate more widely in social, economic and political activities. The HKSARG has injected substantial resources into education. The overall Government

expenditure on education increased from HK\$54.5 billion (US\$7 billion) in 2004-05 to HK\$58.8 billion (US\$7.54 billion) in 2009-10, representing an increase of about 8%. Nine-year universal basic education was introduced to all boys and girls in 1978. With effect from the 2008-09 school year, free education has been extended to 12 years to include senior secondary education. The importance of education in promoting women's status could be illustrated by the percentage of female students enrolled in post-secondary programmes which in 2008/09 stood at 53.8% . Over the years, we have also seen a notable increase in the number of female members in some professions, such as the legal, (can we quote one to two more examples) professions. A range of non-academic educational as well as training opportunities, including the Women's Commission's flagship programme "Capacity Building Mileage Programmes", and the vocational training courses of our Employees Training Board, are also available to all women who wish to learn more or enhance their employability. We will continue to focus our attention on empowering less privileged and women who are less skilled and educated.

On domestic violence, the Government has adopted a "zero-tolerance" approach in tackling the problem and has stepped up efforts in all fronts. We have introduced legislative amendments to expand the scope of protection, enhanced training to staff, as well as strengthened the provision of preventive and supportive services to the victims and families in need. In particular, we have introduced a "Victim Support Programme" to provide emotional support and information to victims of domestic violence, particularly those going through judicial proceedings. In addition, we have also reviewed our prosecution policy in order to develop best practices in assisting the

victims of domestic violence.

While Hong Kong has been making good progress in advancing the status of women and in promoting the well-being and interests of women, we would not be complacent. We would continue to strive to make improvements to remove gender prejudices and stereotyping in society.

As one of the four male speakers this morning, I hope to see more involvement of men in the future to champion for women's causes, so that women will be able to develop their potential to the fullest and enjoy equal and fair participation in all spheres of social, political and economic activities.

Thank you.

Women and Urbanisation

Senior representatives of governments, distinguished guests, ladies and gentlemen,

It is indeed a great honour for me, as the Chairperson of the Women's Commission of the Hong Kong Special Administrative Region (HKSAR), to address you on this occasion. I thank the All China Women's Federation for the opportunity of exchanging views on the theme "Women and Urbanisation" with representatives around the world and I sincerely wish this conference every success.

The female gender comprises around 53% of the population in the HKSAR and there is no doubt that their interests and well-being are crucial in determining the future state of our society.

The Beijing Platform for Action, adopted unanimously by 189 delegations in Beijing at the Fourth World Conference on Women in September 1995, recognises that empowerment, full participation and equality for women are the foundations for peace and development.

The HKSAR Government has continuously been observing the principle of the Platform for Action and fulfilling its objectives through various policies and measures. During the course of my presentation, I wish to share with you the experience of Hong Kong and the opportunities and challenges faced by Hong Kong women in its past and future development. I will also discuss the HKSAR Government's measures put in place to promote the well-being and interests of Hong Kong women.

An overview of the urbanisation process of Hong Kong

In contrast to some of the jurisdictions in the region, Hong Kong has been urbanised since at least the last century. Since the Second World War, urban development and planning in Hong Kong have been closely related to its rapidly changing socio-economic development and the need to accommodate

the influx of immigrants after the war and the liberation of China since 1949.

Due to a large influx of immigrants, economic development was very rapid in the 50s and 60s. The New Town programme initiated in the 1970s transformed Hong Kong from a uni-centre city to a multi-centre city, with major development extending to the once rural areas of the New Territories. In turn, from that period the number of women participating in the workforce started to increase, mainly resulting from the booming manufacturing and electronic industries in Hong Kong at that time, which was a significant force supporting Hong Kong's economic development. In the past few decades, with the advent of globalisation, Hong Kong has moved further towards a knowledge-based and service-led economy. In short, this city has experienced an economic transformation from a fishing village to a large metropolitan city and has now been transformed into one of the most important financial centres in the Asia Pacific-region.

Urbanisation has, on one hand, brought about economic development, social progress and cultural prosperity, which has created new opportunities for many people including women. However, on the other hand it should be noted that rapid urbanisation and development can also put women at a disadvantage relative to men. This may manifest itself in inequalities in the distribution of economic and financial resources which has resulted in the difference in women's capability and opportunity to participate in, contribute to and benefit from the process.

Positive Impacts

The first and the most prevailing impact for women in urbanisation is the increase in economic activity. The labour force participation rate of women rose from 42.8% in 1971 to 53.1% in 2009, which now represents 46.6% of the total labour force. Improved educational attainment; marriage postponement and increased prevalence of spinsterhood among women have been conducive to the growing participation of women in the labour force.

The transformation of Hong Kong into a knowledge-based and service-led economy has further given rise to economic opportunities for women. At

present, people employed in industries such as public administration, social and personal services, retail, accommodation and food services are predominantly female. This may be attributable to women's natural advantage in communication and interpersonal skills over men, which enables them to break barriers even when resources are unevenly distributed. It also demonstrates that, if appropriate opportunity is provided, women can perform as good as men, or even better in some cases. The trend of increasing female participation in economic activities is expected to continue, according to the projection made by the Hong Kong Census and Statistics Department, which suggested that the proportion of women in the labour force will escalate to 50.1% by 2014 and further increase to 55.4% by 2026.

The second positive impact is access to education. In 1971, the Hong Kong Government introduced a six-year free and universal basic education; and the policy was extended to nine years in 1973. Both women and men have equal opportunities to receive education. With effect from the 2008-09 school year, free education has been extended to 12 years to include senior secondary education provided by public sector secondary schools. With these measures, the educational attainment of women in Hong Kong has risen significantly, with currently more than half of our university students being female. A wide range of education and training opportunities are available to all who wish to further their studies and enhance their employment opportunities.

Challenges

It should be emphasised that the course of urbanisation and development has also brought about challenges to women in various aspects. The traditional gender role of women and the conflict between work and family responsibilities borne by women have somehow limited their development and the actualisation of their full potential. The labour force participation rate of Hong Kong by age and sex suggests that women tend to exit the labour force much earlier than men. This may be explained by the fact that women still act as the core caregivers of the family and assume much greater responsibility than men in childbearing and caring of dependant family members. In fact, "time use" studies show that women spend considerably more time than men in unpaid tasks such as care giving for household members and doing household

chores. While for working women, their difficulties include a double burden as caregiver and breadwinner, as well as declining availability of family assistance due to the decrease in family size and the weakening of the traditional family support system.

Difference in educational attainment between male and female in the older age group may also explain the low labour force participation rate for this group of women. This is also one of the contributory factors in the difference in income between men and women. In 2009, the median monthly employment earnings for females were HK\$10,000 (US\$1,282), as compared with HK\$12,000 (US\$1,538) for males. In other words, the median monthly employment earnings of females amounted to only 83% of the corresponding figure for males in that year. Other possible reasons include the difference between female and male in respect of industrial and occupational distribution, working experience and nature of work.

Another challenge brought about by urbanisation is changes in the family structure and alienation of residents. The shift of family structure towards nuclear families and declining fertility rates are inevitable consequences of urbanisation. Weakening of traditional family and neighbourhood support systems and the growth of single-headed households have further increased the burden of care work.

Last but not least, it is also worth noting that a number of social issues faced by women, such as poverty, health issues including higher cancer risks and mental distress, deteriorating quality of life, etc are possible consequences brought about by globalisation.

Moving forward – Actualising the potential of women

The development of urbanisation in Hong Kong is a comprehensive and complicated process of social change. In essence, it has brought about development opportunities for women like never before, but at the same time posed unique challenges for them. The HKSAR Government is committed to building a “gender harmonious society” and ensuring that the well-being and interests of Hong Kong women are fully safeguarded.

In 2001 the HKSAR Government set up the Women's Commission as a high-level central mechanism to advise and assist the Government on women's issues and to champion women's causes.

The Commission is tasked to take a strategic overview on women's issues, develop a long-term vision and strategy for the development and advancement of women, and to advise the Government on policies and initiatives which are of concern to women.

The HKSAR Government and the Women's Commission work closely through a three-pronged strategy. First, we aim at providing an enabling environment for women to fully realise their potential through elimination of obstacles in the environment, systems and policies. Second, we seek to empower women and enhance their competitiveness and capability to participate actively in all aspects of public and private life in society. Third, we believe that public education is the key to eliminating gender stereotyping and prejudices, promoting greater gender sensitivity within the community, and raising general awareness and understanding about women-related issues.

Since the establishment of the Women's Commission as a central mechanism to promote the well-being and interests of women in Hong Kong, we have advocated gender mainstreaming as a key strategy in achieving gender equality. It is important to enable both genders to have equal access to and benefit from society's resources and opportunities, such that women and men can both fully develop their potential and contribute to society. The HKSAR Government sees the importance of incorporating the needs and perspectives of both genders as an integral dimension in the decision-making process and promotes the use of gender mainstreaming in its policy making process to ensure that women's interest are taken care of.

To create a more congenial societal environment for women to be better equipped to face life's challenges, the Women's Commission has designed the "Capacity Building Mileage Programme" which is a flexible learning programme tailored to the needs and interests of women. It is delivered through radio broadcasting, internet and face-to-face courses delivered by

NGOs. The Programme has been well received by women with a cumulative number of enrolments exceeding 35,000 since its launch in 2004, not to mention the large network of audience reached through the radio programmes.

The Women's Commission also advocates quality parenting and family-friendly employment policies and practices to cope with the challenges faced by modern families and the double burden of females as breadwinners and caregivers. With the rising need for community carers, we are also encouraged to see that more and more child-care and elderly care programmes are being started by women's organisations in the community. This is a vivid example of women's power of bringing people closer together in an urban city like Hong Kong and thereby creating a more harmonious society.

Conclusion

Proactive gender sensitive policy is essential for healthy social and economic development, especially in the globalised world that we are now living in. There are still many challenges ahead in achieving full equality between men and women. In recognition of the importance of full and effective implementation of the Beijing Declaration and Platform for Action and to fulfill its obligations under the Convention on the Elimination of All Forms of Discrimination against Women, the Women's Commission will continue to work closely with the HKSAR Government and all sectors of the society to mobilise community resources in building an equal and harmonious Hong Kong.

Thank you.

Meeting

Day 1

Time	Activity
13 : 00 - 14 : 00	Registration
14 : 00 - 14 : 15	Introduction
14 : 15 - 14 : 45	Opening Ceremony Welcome Address Photo Session
14 : 45 - 15 : 10	Opening Address Report from Singapore on the outcome of the 14th APEC WLN Meeting
15 : 10 - 15 : 40	Keynote Speech 1 Speaker Dr. Moez Doraïd Deputy Executive Director, Organizational and Business Development Service
15 : 40 - 16 : 10	Tea Break
16 : 10 - 18 : 00	Panel Discussion "The role of WLN and the New Challenge" Coordinator Ms. Andrina Lever President and CEO of Lever Enterprises Panelist Ms. Elisabeth von Brand Associate Professor, Universidad Católica del Norte Panelist Ms. Myrna T. Yao Chief Operating Officer, Richwell Trading Co. Panelist Ms. Soo-Hai, Jun Chairperson, Korea Women Entrepreneurs Association Panelist Ms. Yukako Uchinaga Director and Executive Vice President, Benesse Holdings, Inc. Chairman of the Board, CEO and President, Berlitz International Inc. Board Chair, NPO Organization Japan Women's Innovative Network, Japan
19 : 00 - 21 : 00	Welcome Dinner

Plenary Session 1

Time	Activity
9 : 00 - 9 : 40	Keynote Speech 2 Speaker Ms. Nicole Hollows CEO & Managing Director, Macarthur Coal Ltd
9 : 40 - 10 : 00	Tea Break
10 : 00 - 12 : 00	Plenary Session 1 (Panel Discussion) "Strategy for Women's Initiative in Economy (or Business)" Organizer: National Federation of Business & Professional

Time	Activity		
	Women's Clubs of Japan		
	Coordinator	Ms. Elizabeth Benham	President, BPW International (Business & Professional Women)
	Panelist	Dr. Amelou Benitez Reyes	President, National Council of Women of the Philippines
	Panelist	Ms. Hon Pansy Wong	Minister for Women's Affairs and Ethnic Affairs
	Panelist	Ms. Nicole Hollows	CEO & Managing Director, Macarthur Coal Ltd
	Panelist	Ms. Kimie Iwata	Executive Vice President, Representative Director, SHISEIDO Co., Ltd.
	Panelist	Ms. Fumiko Hayashi	Mayor, City of Yokohama
12 : 00 - 14 : 00	Networking Lunch		
14 : 00 - 16 : 00	Workshop: 1. Women to the Boardroom! Organizer: NPO J-Win (Japan Women's Innovative Network)		
	Coordinator	Ms. Julie Zhou	HR Executive, IBM China Global Delivery Center
	Panelist	Ms. Bo Sohn	Executive Vice President and COO of Prudential of Korea and first chair of K-WIN
	Panelist	Ms. Candice Alabanza Iyog	VP Marketing & Distribution, Sebu Pacific Airlines
	Panelist	Ms. Dangjaithawin Anantachai (Orm)	Managing Director, Research Dynamics Co.,Ltd.
	Panelist	Ms. Teri Teo	Regional Channels Manager, Agfa Singapore Pte Ltd
	Panelist	Ms. Asako Hoshino	Corporate Vice President Nissan Motor Co., Ltd.
	Speaker	Mr. Keisuke Yokoo	President, Mizuho Securities Co., Ltd.
	2. Women's Lifelong Career Development: Education and Vocational Skills Training Organizer: Japan Association for Women's Education		
	Coordinator	Prof. Naoko Irie	Professor, Kanagawa University Faculty of Human Sciences
	Panelist	Prof. Yi Byung	Professor, Department of Education,

Time	Activity		
		Jun	Pusan National University
	Panelist	Ms. Elena Fedyashina	Executive Director, Non-profit partnership "The Committee of 20"
	Panelist	Ms. Patrice Braun	Deputy Director, Centre for Regional Innovation & Competitiveness (CRIC), University of Ballarat
	Panelist	Ms. Takako Hagiwara	General Manager Diversity Development Department Corporate Human Resources Division Sony Corporation
	Panelist	Prof. Kenji Miwa	Professor, Ochanomizu University Graduate School of Humanities and Sciences
	3.	Fostering Women Leaders in the Scientific and Engineering Field Organizer: IEEE Japan Council Women in Engineering	
	Coordinator	Dr. Irena Atov	IEEE WIE Chair Technical manager, Network architecture reliability group, Telstra Corporation
	Panelist	Prof. Elisabeth von Brand	Associate Professor, Universidad Católica del Norte
	Panelist	Dr. Estrella Fagela Alabastro	Former Secretary, Department of Science and Technology
	Panelist	Prof. Shinobu Yamaguchi	Professor, Tokyo Institute of Technology
16 : 00 - 16 : 30	Tea Break		
16:30	Excursion (There will be eight options)		

Day 3

Time	Activity		
9 : 00 - 9 : 40	Keynote Speech 3		
	Speaker	Ms. Yuri Konno	President & CEO, DIAL SERVICE Co., Ltd.
9 : 40 - 10 : 00	Tea Break		
10 : 00 - 12 : 00	Plenary Session 2 (Panel Discussion) "Women's Power as Entrepreneur in Each Country" Organizer: Japan National Committee for UNIFEM		
	Coordinator	Ms. Mariko Bando	President, Showa Women's University Executive Director, UNIFEM Japan Domestic Committee
	Panelist	Ms. Almas Jiwani	CEO / President FRONTIER CANADA INC UNIFEM Canada

Time	Activity		
	Panelist	Ms. Wang, Ju-Hsuan	Minister, Council of Labor Affairs, Executive Yuan, R.O.C. (Chinese taipei)
	Panelist	Ms. Patricia Foley Hinnen	Founding CEO of Capital Sisters International, Co-founder and Chair of the Microenterprise Development Program for the International Alliance for Women
	Panelist	Ms. Noriko Nakamura	Chief Executive Officer, Poppons Corporation
12 : 00 - 14 : 00	Networking Lunch		
14 : 00 - 16 : 00	Workshop: 4. Rural Women's Successes of Entrepreneurship, Making the Best Use of People, Material Culture and Environment Organizer: Rural Women Empowerment and Life Improvement Association (WELI) Panelist Ms. Makiko Arima Adviser, Rural Women Empowerment and Life Improvement Association President, Japan National Committee for UNIFEM Panelist Ms. Fernanda Catuaan City Agriculture Office, City Government of Tuguegarao Panelist Ms. Li-chen Peng Owner, Cloudy Village - Tian Ma Ma Restaurant Panelist Ms. Minako Okada President, Trillium Okada Farm, Co., Ltd. Panelist Ms. Fusa Sano Auditor, Japan Agriculture Cooperative Hachinohe, Aomori 5. New Business, Playing a Role of Departure, and its the Future Organizer: Asian Women's Economic and Business Conference Speaker Ms. Doan Thi Minh Chau Vice-Chair, Ba Ria-Vung Tau Association of small and Medium Enterprises Speaker Ms. Huo Hong Vice General Manager, Cino monitor International, Inc. Speaker Ms. Joanne Wong Fleishman Hilard Senior Partner/ Managing Director, Client Service, Asia Pacific Speaker Dr. Wang Kim.Ha. Group Executive Director, Smart Reader Worldwide Sdn. Bhd Speaker Ms. Mavis Mullins Chairman - Maori Spectrum Trust Speaker Dr. Pawadee Tonguthai Director, Women and Youth Studies Program, Thammasart University Speaker Ms. Toshiko CEO, ABeam M&A Consulting Ltd.		

Time	Activity
	<p style="text-align: center;">Oka</p> <p>Chair Ms. Noriko Maki Executive committee of AWEC President, Cosmocrats Inc.</p> <p>6. Woman's power in small business management that takes root in region</p> <p>Organizer: The National Conference of the Association of Small Business Entrepreneurs(NASE)</p> <p>Coordinator Prof. Shinichi Otsuki Professor emeritus, Hannan University</p> <p>Panelist Ms. Francine Whiteduck President and CEO, Whiteduck Resources</p> <p>Panelist Ms. Nguyen Thi Thanh Binh CEO and President of Vinastone Joint Venture Company</p> <p>Panelist Ms. Wu Hui Fang General Manager, Xiamen Talent Electronics Co. LTD</p> <p>Panelist Ms. Kumiko Itokazu President, ITAC</p>
16 : 00 - 16 : 30	Tea Break
16 : 30 - 18 : 00	<p>Workshop Reports</p> <p>Presentation and adoption of the 15th APEC WLN 2010 Recommendation</p>
18 : 00 - 18 : 20	<p>Closing Ceremony</p> <p>Closing Address</p> <p>Hand over of the WLN flag from Japan to the USA</p>
19:30	Farewell Dinner

15th Meeting of the APEC Women Leaders Network

Recommendations to APEC Leaders and Ministers

Tokyo, Japan, 19-21 September 2010

The 15th Women Leaders' Network Meeting, comprising over 500 women and men from business, government, academia, civil society and indigenous communities met in Tokyo on 19-21 September 2010. We discussed the theme of "Creation of New Global Economic Activities by Women-Realization through People, Nature and Culture."

WLN calls upon APEC Leaders and Ministers to recognize women's significant economic and trade contributions to the Asia Pacific region and promote dynamic and inclusive growth through implementing policy recommendations based on three pillars:

- Career Development of Women in Organizations;
- Realization of Women's Entrepreneurship through People, Nature, and Culture; and,
- Creating New Economic Opportunities for Women, including creating enabling environments that promote the Women's Empowerment Principles.

Career Development of Women in Organizations

[Participation of Women in Management]

1 Collaborate with the private sector on initiatives that encourage and accelerate the promotion of women in management, leadership and board positions such as setting targets and reporting progress.

[Capacity Building –Education and Training]

2 Strengthen continuing education, vocational training and life-long learning for women, in particular implementing and improving access to training for women (re-)entering the labor force. Promote and disseminate information on such training programs.

[Women in Science and Technology]

3 Work in partnership with the private sector to eliminate negative stereotypes, increase employment opportunities and promote the visibility and success of women educated in the field of science and technology.

[Improvement of Working Environment]

4 Encourage and enable women to remain in the workforce by creating appropriate policies for work-life balance such as flexible work schedules and other measures that encourage women and

men to share family responsibilities.

Realization of Women's Entrepreneurship through People, Nature and Culture

[Access to finance]

5 Access to finance for women continues to be a significant challenge in all APEC economies. WLN urges Leaders and Ministers to strengthen efforts to improve women's access to various financial products and services such as public finance, equity finance and micro finance. Increase innovative access to finance for women-owned SMEs and microenterprises, including for women in the informal sector, by removing legal and regulatory impediments.

[Supporting Entrepreneurs in Micro, Small and Medium Enterprises]

6 WLN encourages each economy to develop a strategic action plan that includes women's enterprise development.

7 Strengthen measures that foster women's entrepreneurship and create business enabling environments through public-private partnerships. WLN acknowledges the ongoing Ease-of-Doing-Business (EoDB) programs currently being implemented by various APEC fora and recommends additional knowledge-based economy skills programs for women entrepreneurs that also include girls.

8 Facilitate women's access to corporate, government and international markets, and global value chains by creating awareness and providing training on procurement opportunities.

[Support Social Enterprise]

9 Promote businesses that utilize regional characteristics of nature, environment and culture without exploiting the natural environment or traditional knowledge.

10 Conduct research on social enterprises, train potential social entrepreneurs, and formulate incentives to enter the field of social entrepreneurship.

Creating New Economic Opportunities for Women

[Women as Key Economic Drivers]

11 Support the Women's Empowerment Principles (WEPs) announced by UNIFEM and UN Global Compact as guiding principles to promote inclusive and sustainable growth that advances regional economic, social and market integration across APEC economies.

12 Recognize the role and talents of women, including indigenous women, in responding to the recent financial crisis and natural disasters, turning adversity into opportunity.

[Innovation and ICT]

13 Ensure equal access to ICT and support for women who wish to learn and obtain technological know-how to utilize ICT as an economic empowerment tool.

[Gender Mainstreaming]

14 Improve the capacity of economies in the APEC region to collect, analyze and disseminate sex-disaggregated statistics and use emerging data to raise awareness among policy makers about gender disparities, which in turn, can create greater understanding of the gender-differentiated effects of policy reforms.

[Establishing Networks]

15 Foster networking opportunities within organizations, economies, and across borders for women to be active participants in the economy, especially in areas where fewer women are engaged such as science, technology and starting business. Encourage economic organization to plan study visits and exchange programs for women.

16 Women are still under-represented on the APEC Business Advisory Council (ABAC). WLN urges Leaders to ensure that at least one woman from each economy be appointed to ABAC.

[Way Forward]

17 In order to encourage implementation of the preceding recommendations, WLN requests the Gender Focal Point Network (GFPN), in coordination with the SME Working Group, to incorporate in the Report on the Implementation of the Framework on the Integration of Women in APEC, the following Key Performance Indicators (KPIs) of progress (in numbers and/or percentage of women) as:

1. Board members of (listed) companies
2. SME owners
- 3 ABAC Members

If obtaining such data is not feasible, alternative, concrete measures of progress should be reported.

WLN will seek the assistance of the GFPN to monitor the implementation of the WLN recommendations in each economy and will invite the GFPN Chair to report on its activities in the next and future WLN meetings.

WLN welcomes the United States' proposal to hold a High Level Policy Meeting on Women's Economic Empowerment in San Francisco in September, 2011.

WLN would like to extend its gratitude to Japan for hosting this meeting and convey its appreciation to the United States for offering to host the 16th meeting of the WLN.