



**Asia-Pacific  
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**2019/SOM3/EC/WKSP1/002**

**Integrating Gender and Structural Reform: Project  
Update: Structural Reform Measures to Improve  
Women's Access to Labor Markets, Finance and  
Capital**

Submitted by: Policy Support Unit, APEC Secretariat



**APEC Gender and Structural Reform  
Workshop: Improving the Environment for  
Women in the Workplace  
Puerto Varas, Chile  
25 August 2019**



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# Integrating Gender and Structural Reform:

## Project Update: Structural Reform Measures to Improve Women's Access to Labor Markets, Finance and Capital

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APEC Gender and Structural  
Reform Workshop: Improving  
the Environment of Women in  
the Workplace  
Puerto Varas, Chile  
25 August 2019



Advancing Free Trade  
for Asia-Pacific Prosperity

# Background

- ❖ This research study is funded by **Japan's contribution** to support research projects contributing to **the aim of the APEC's Women and the Economy sub-fund**.
- ❖ **Concept note to develop study** selected among those:
  - Not able to get funding from the APEC's Women and the Economy sub-fund part of the APEC Support Fund (ASF).
  - Related to **policy research and analysis**.
- ❖ Project based on **concept note** submitted by New Zealand.
- ❖ PSU is managing this project. External consultants from Nathan Associates selected in June 2019 after an open Request for Proposals process.

# Objectives

- ❖ To identify **structural reform** measures that have improved **women's access to labor markets, finance and capital**
- ❖ To provide a significant contribution to a suite of **evidence-based research** on structural reform and women's economic empowerment that will:
  - ✓ **help guide APEC's work** on these areas (through EC and PPWE)
  - ✓ **deepen APEC economies' understanding** on how to use structural reforms to support efforts to advance women's economic participation and inclusion
- ❖ To support **commitments** by APEC Economic Leaders and Ministers to **advance women's economic empowerment and inclusion.**

# Approach

- ❖ **Literature review** to discuss importance of **structural reforms** in supporting **women's economic participation in labor markets and women's access to capital and finance.**
- ❖ Analysis of **main regulatory/policy barriers** affecting women's participation in labor markets, access to capital and finance.
- ❖ Examining the **process on how reforms in these areas are initiated** and how decisions relevant to structural reforms are made.
- ❖ Making recommendations on **strengthening institutional frameworks and processes** to support and implement structural reforms.
- ❖ **Case studies, evidence-based**, drawing firmly from both the literature review and interviews with officials involved in the structural reform process.

# Outputs and Timelines

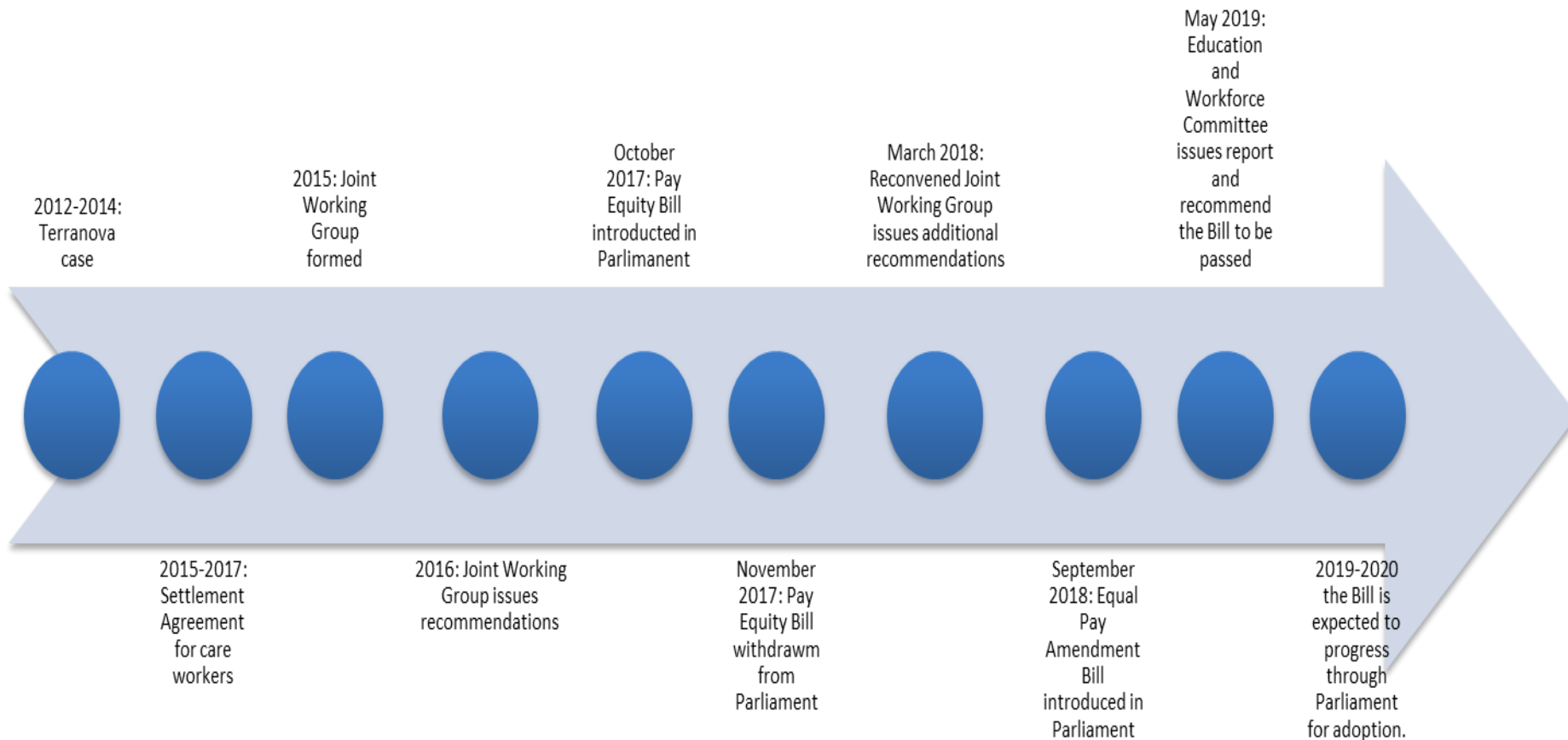
Output	Description	Date of Submission
Inception Report	Detailed coverage of the approach, including a preliminary review of the literature, possible policy examples, and a proposed outline of the Final Report	21 June 2019
Progress Report	Discusses the progress to date, details of the work conducted, highlights of the work with relevant information	26 July 2019
Draft Final Report	Full report containing the results of investigation covering the scope of the study	28 August 2019
Final Report	Full report after addressing comments from the PSU and APEC member economies	16 September 2019

# Progress to date

- ❖ For **women's access to labor markets**, information obtained covered these areas:
  - ✓ Childcare and eldercare
  - ✓ Maternity and parental leave
  - ✓ Flexible work arrangements and telecommuting
  - ✓ Wage inequality
  - ✓ Employment/career discrimination
  - ✓ Employment restrictions
  
- ❖ For **women's access to finance and capital**, the following topics were covered:
  - ✓ Business development support and services
  - ✓ Financial inclusion
  - ✓ Assessing credit worthiness
  - ✓ Equal access to credit and capital
  
- ❖ **Cross-cutting factors** to enable inclusive policy reforms such as gender-based analysis in the policy process and gender budgeting, collection and use of sex-disaggregated data

# Developing case studies

## Example: Regulatory Reform for Pay Equity in New Zealand





# Developing case studies

## Example: Regulatory Reform for Pay Equity in New Zealand

### Key lessons:

- ❖ **Political buy-in:** reform process has spanned two different governments, but both supported the reform process.
- ❖ **Stakeholder participation:** from the very beginning, key stakeholders have been involved in meaningful participation and good-faith negotiations to shape the reform.
- ❖ **Clear structure:** stakeholders have a clear mandate, reform process have set timelines.
- ❖ **Regular reform updates:** transparency with regular updates about the progress of the reform process.
- ❖ **Allocation of financial resources:** significant financial resources allocated by government to settle the pay equity claims for care and support workers. Settlement allowed for the parties to the labor market to negotiate the pay equity bill.
- ❖ **Access to information:** government is educating employers, employees and the general public about pay equity by making information and resources easily available.

# Next Steps

- ❖ **Final draft** to be circulated to EC and PPWE in end-August/early-September for comments.
- ❖ **Final report** aiming to be presented at PPWE 2 in early-October and EC 1 2020.

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