Women and Girls As Change Agents for Fostering the Inclusive Trade

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【My research interests】
- Capacity building & HRD policies
- Intercultural Effectiveness Competencies
- Global leadership & Confucian leadership
- Women & leadership development
REVIEWING IDEAS
Investing in Skills for Inclusive Trade
(WTO & ILO, 2017)

- Skills development is key to inclusive trade.
- Skill development policy coherence & broad access to education & lifelong learning
- Skills needs analysis & core work skills
- Responsive skills development systems
WORK FOR A BRIGHTER FUTURE (ILO, 2019)

a human-centered agenda with the shared humanity
A Just & Inclusive APEC

- Fostering an inclusive growth & a shared future
- Narrowing digital gaps
- Advancing social empowerment for vulnerable group
- Raising awareness to tackle gender stereotypes
- Securing better participation by women in the digital age
- Women’s human capital is important determinant of labor productivity (Artuc et al., 2015).
APEC Leaders’ Declaration (2013)

“the economic inclusion of women is critical to economic prosperity”
Gender Related Capacity Building & APEC Initiatives
APEC-PPWE
Five Pillars (2011)

- Access to capital
- Access to market
- Skills & capacity building & Health
- Innovation & Technology
- Women Leadership & Agency
APEC Women in STEM (2016)

- Developing APEC-wide model & cross-fora collaborations
- Supporting evidence-based research
- Recommending capacity-building interventions
- Increasing leadership positions among women in STEM
- Retaining female talent in the high-wage sector
• enhancing women’s economic empowerment
• Increasing women’s participation in high-growth and high-wage sector
• promoting women’s leadership
• Capacity building efforts for a shared future
• Empowering women in the digital age
• Empowering Women & Girls to aspire to become leaders
• Promoting gender inclusion & empowering women
• Fostering women’s full advancement & inclusive economic growth
Chinese Taipei
2018 National Development Plan: Promoting the institution reform

- Promoting a new anti-money laundering system
- Providing complete support to the disadvantaged & youth
- Enhancing human rights protection & gender equality
- Protecting the labor rights
- Ensuring housing justice

Just & Inclusive Chinese Taipei
Responsive Actions & Policies

- Mandating CEDAW in 2011
- Facilitating female labor force participation rate
- Promoting Family-Friendly policies/Family-Friendly Leaves in the workplace
- Build a comprehensive nanny care system & Expand public day care services
Implementations (Chinese Taipei)

- Encouraging financial institutions to provide startup loan
- Empowering Women entrepreneurship & innovation (Flying-geese Program & Phoenix Micro Startup Program)
- Promoting e-commerce
- Improving women’s digital literacy
The Change Agent Model

**INCREASING ABILITIES**
- Meta-skills
- Leadership
- Networks

**IMPROVING OPPORTUNITIES**
- Education, Training & Job Preparation
- Relationships
- Access to Information
- Safe Spaces & Inclusive Communities
- Voice

**RESPONSIVE INSTITUTIONS**
- Access to Institutions & Decision-Making
- Laws, Policies, Products & Services
- Relevant Learning at Education Institutions

**WOMEN & GIRLS AS CHANGE AGENTS**
- Agency
- Voice & Influence
- Serving Others
- Economic Self-Sufficiency
- Educated & Informed

*Modified & adapted from IREX (2019)*
ATTITUDES & MINDSET FOR INCLUSIVE TRADE

- Eliminating entrenched stereotypes & social norms against women
- Fostering female role models
- Exploring the most promising avenues for action
- Thinking together not talking together
- Establishing trust and cohesion among people
- Changing Ethnocentric attitudes to Ethnorelative attitudes
Recommendations

- Proposing the change agent model with more research
- Forging APEC partnership & bridging the gap
- Encouraging cross-fora synergies & Joint research
- Promoting inclusion by information exchange, dialogues, & best practice sharing
- Encouraging APEC women’s economic participation in non-traditional sector
for listening!

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