



MAKE GENDER MATTER:

Gender issues in ASEAN



ASEAN: Association of South East Asian Nations



Brunei (Jan. 1984)



Myanmar (Jul. 1997)



Cambodia (Apr. 1999)



Philippines (Aug. 1967)



Indonesia (Aug. 1967)



Singapore (Aug. 1967)



Lao PDR (Jul. 1997)



Thailand (Aug. 1967)



Malaysia (Aug. 1967)



Vietnam (Jul. 1995)



Overview of the ASEAN Community



01

ASEAN Political Security Community (APSC)

Ensures that the peoples and Member States of ASEAN live in peace with one another and with the world at large in a just, democratic and harmonious environment.

02

ASEAN Economic Community (AEC)

Transforms ASEAN into a stable, prosperous, and highly competitive region with equitable economic development, and reduced poverty and socio-economic disparities.

03

ASEAN Socio-Cultural Community (ASCC)

Contributes to realising an ASEAN Community that is people-oriented and socially responsible with a view to achieving enduring solidarity and unity among the peoples and Member States of ASEAN

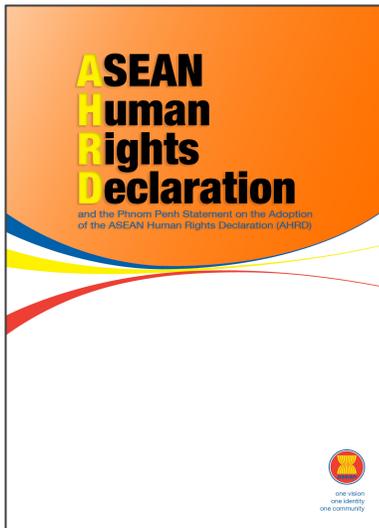


ASEAN and Gender Equality

ASEAN is committed to the promotion of gender equality and is cognisant of the importance to address the gender dimension **across 3 pillars** through **gender mainstreaming strategies** particularly in view of the complementarities between ASEAN Community Vision 2015 and the SDGs.

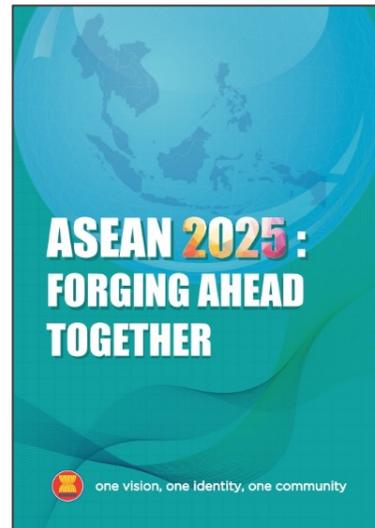


ASEAN is committed to promoting the empowerment of women and girls through regional cooperation



General Principles

The rights of women, children, the elderly, persons with disabilities, migrant workers, and vulnerable and marginalised groups are an inalienable, integral and indivisible part of human right and fundamental freedoms.



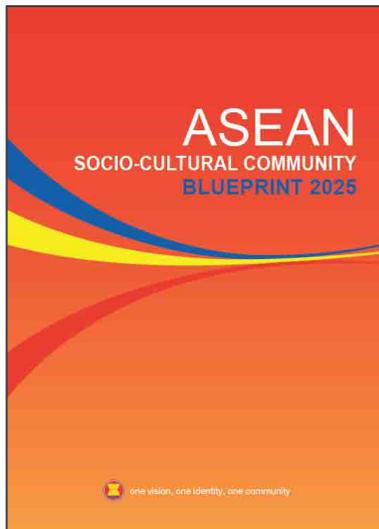
We, therefore, undertake to realise

An inclusive community that promotes high quality of life, equitable access to opportunities for all and promotes and protects human rights of women, children, youth, the elderly/older persons, persons with disabilities, migrant workers, and vulnerable and marginalised groups



ASEAN is committed to promoting the empowerment of women and girls through regional cooperation

The ASEAN Socio-Cultural Community Vision 2025 is for an ASEAN Community that **engages and benefits** the peoples and is *inclusive, sustainable, resilient, and dynamic*.



Key Result Areas relevant to women empowerment

- *Empowered People and Strengthened Institutions*
- *Reducing Barriers*
- *Equitable Access for All*
- *Promotion and Protection of Human Rights*
- *Conservation and Sustainable Management of Ecosystems Biodiversity and Natural Resources*
- *Towards an Open and Adaptive ASEAN*
- *Towards a Creative, Innovative and Responsive ASEAN*
- *Engender a Culture of Entrepreneurship in ASEAN*



Gender in Politics

- There has been a rise but the **rise is SLOW**
- **Women's limited participation in decision-making:** governance, ministerial portfolios, senior positions in the civil service; justice and law enforcement.
- **What does this mean?** Inequality in the distribution of voice, representation and influence in public sector and political processes.
- **How does this happen?** Persistence of restrictive gender roles, women's disadvantageous financial positions, and a lack of access to influential networks for fundraising or building political alliance AND the **cultural bias and discrimination against women as leaders.**



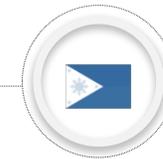
22 %

Global average for women in parliament



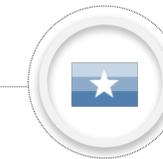
18%

ASEAN average for women in parliament



27%

High progress in Philippines



5.6%

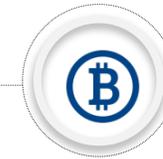
Slow progress in Myanmar

Gender in the Economy

- Women make up around half of the graduates in most ASEAN countries, only 30 women per every 100 men are in leadership positions at work.
- Equality in the world of work: An additional US\$28 trillion (S\$38 trillion), or **26 per cent**, of incremental global gross domestic product (GDP) could be achieved in 2025.
- women account for nearly half (48.7 per cent) of the intra-ASEAN migrant working age population. Yet **concerns** are raised about intersecting gender, age, ethnicity and legal status vulnerabilities at different stages of the “migration journey”.
- **“Smart” Economics:** Education level, financial and digital inclusion, legal protection, and **unpaid care work**



Education
level



Financial and
digital inclusion



Legal
protection

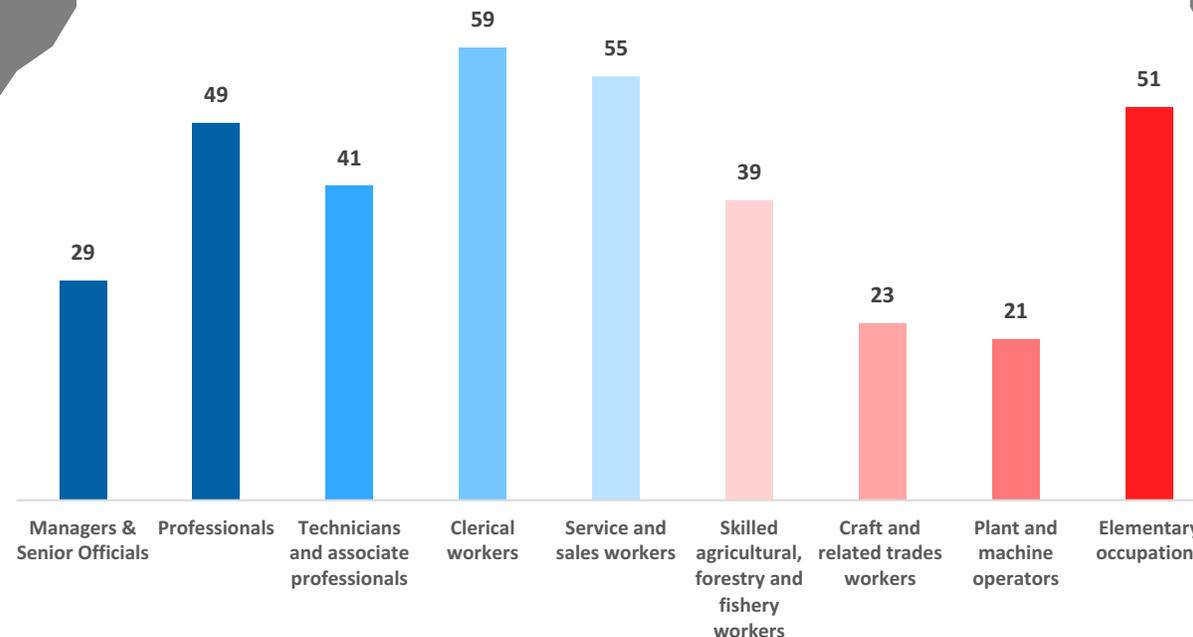


Unpaid care
work

Gender Gaps in ASEAN Labour Market

Persistent gender wage gaps: 19%

Possible explanations: more women in contractual work - 63% women are in vulnerable jobs as opposed to 56% men
In South-east Asia, 49 per cent of women are excluded from financial services.



Vast improvements in mean years of schooling...

...but persistent differences in educational attainment; girls tend to drop out post-primary and secondary level

Women dominate clerical jobs, sales workers and other elementary occupations...

...funneling out of women from senior positions

Main Findings

OPPORTUNITIES

Boost in trade and formal, paid employment opportunities

Increasing employment in sectors where women dominate (agriculture, tourism and garments)

Employment opportunities in skilled professional categories, especially exportable services

SME growth opportunities where women tend to dominate

Demand side barriers

- High skilled sectors (such as automotives and electronics) ↑, whereas sectors where women dominate (such agriculture and garments) are stagnant
- Newly created jobs do not challenge gender stereotypes, are very 'female'
- Vertical segregation - women continue to be employed in low-pay and short-term jobs

Supply side barriers

- Gender gaps in education ↓ but education attainment for women still less than men
- Gender gaps in skills, credit, decent work
- Large numbers of highly educated women remain unemployed
- High and persistent gender pay gap
- Persistent legal and institutional barriers
- Safety at workplace is a major concern

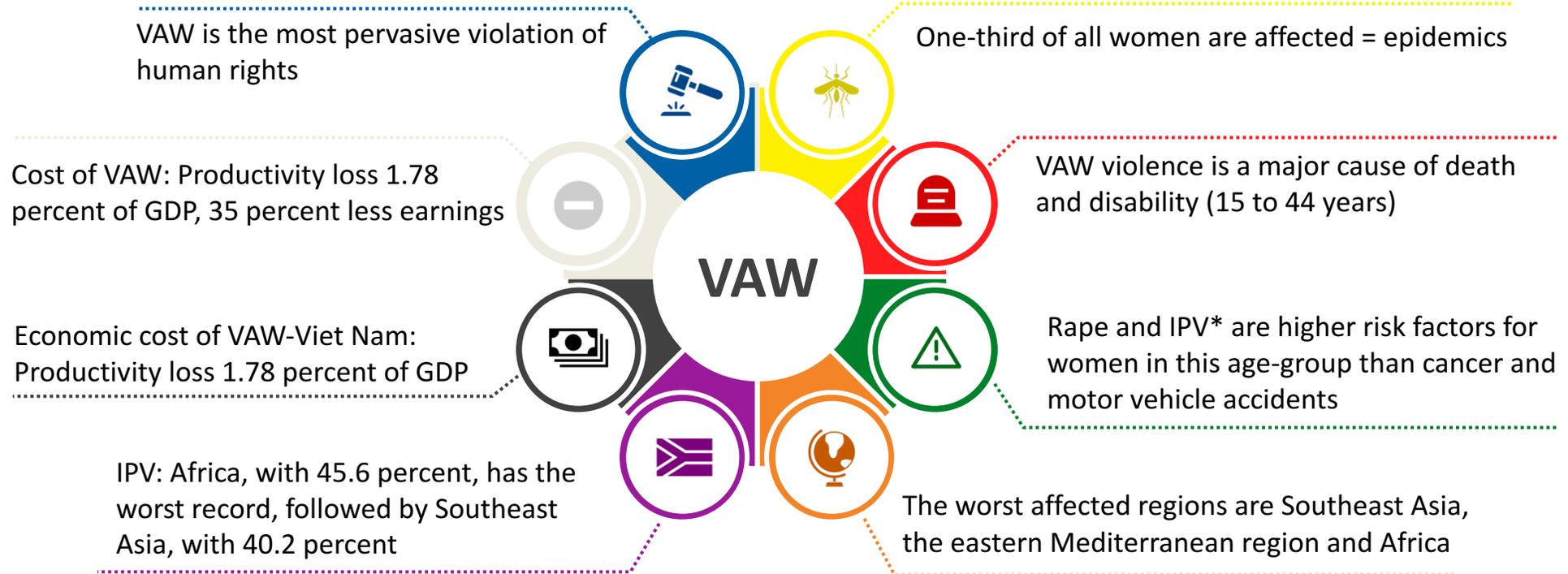
BARRIERS

Women and economy

- There is a remarkable increase of women-owned MSMEs among all ASEAN countries. In total, there are **61.3 million women entrepreneurs** in 10 ASEAN countries.
- **Promote women's participation and skills development** in science, technology, engineering, arts and mathematics (S.T.E.A.M.), including information and communication technologies (ICT)
- increasing women's participation in the economy could **add an additional US \$12 trillion to annual global output by 2025**. Closing gender gaps in hours worked, participation and productivity could result in GDP gains of up to 30 per cent for East and South-East Asia (excluding China) by 2025 (UNESCAP 2017)



Gender and Social (?) Issues: Violence against Women and Girls (VAW)

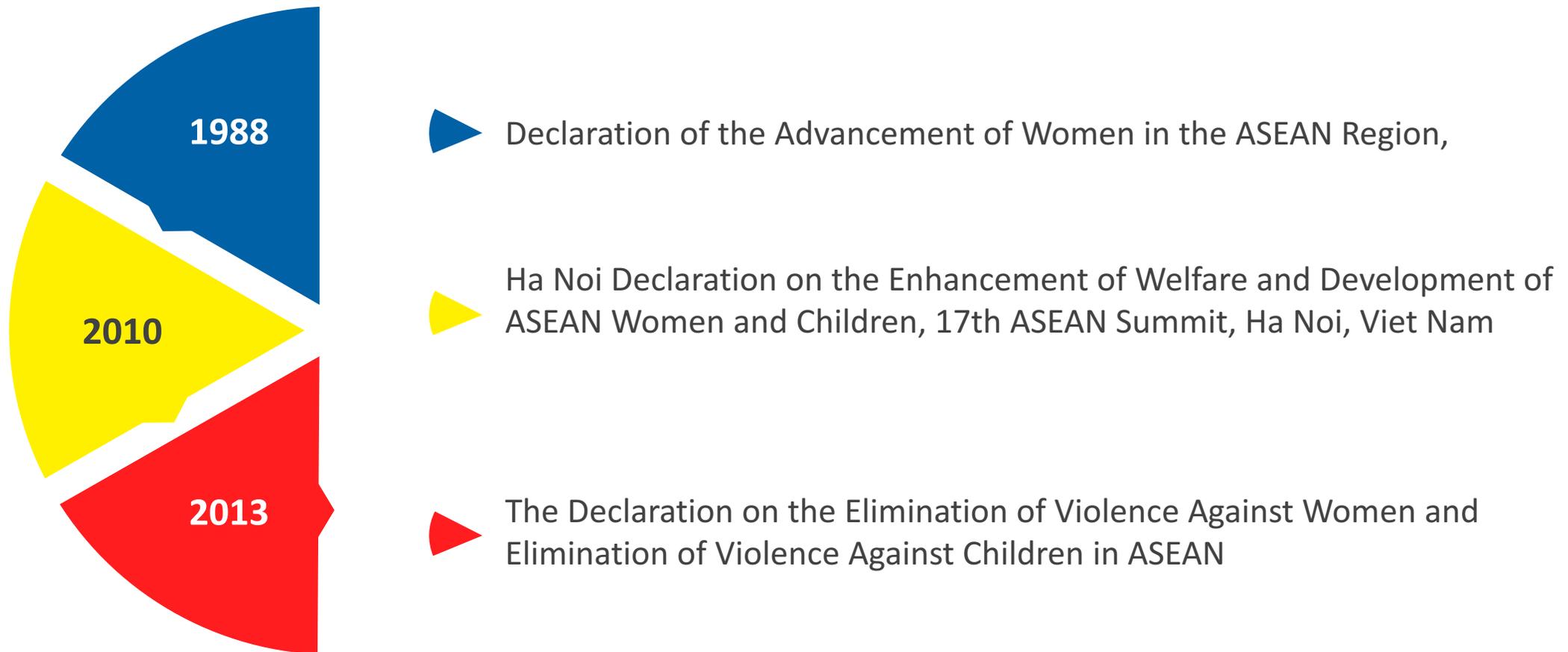


*Intimate Partner Violence

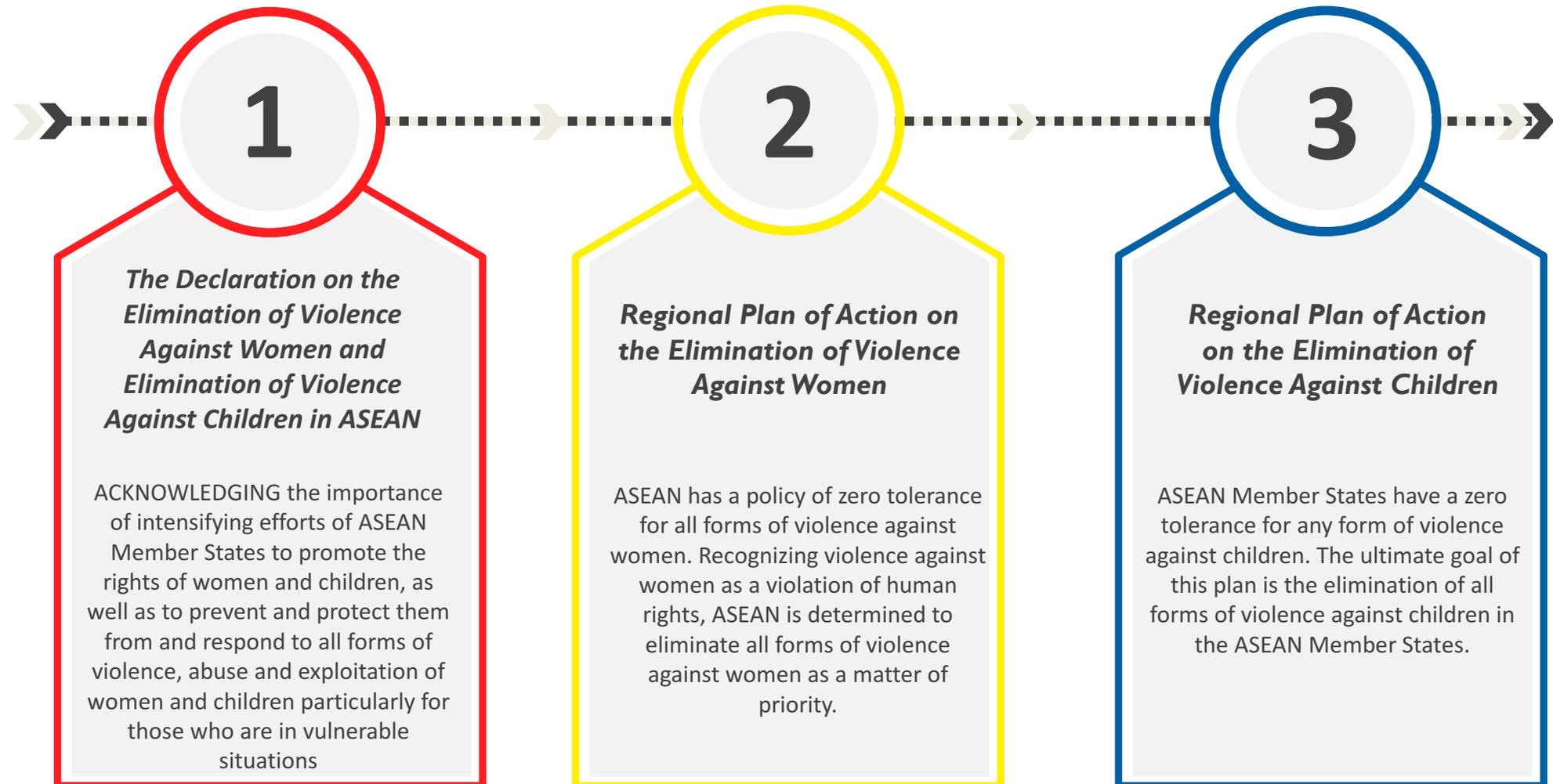
Source: WHO 2013 and UN WOMEN 2015



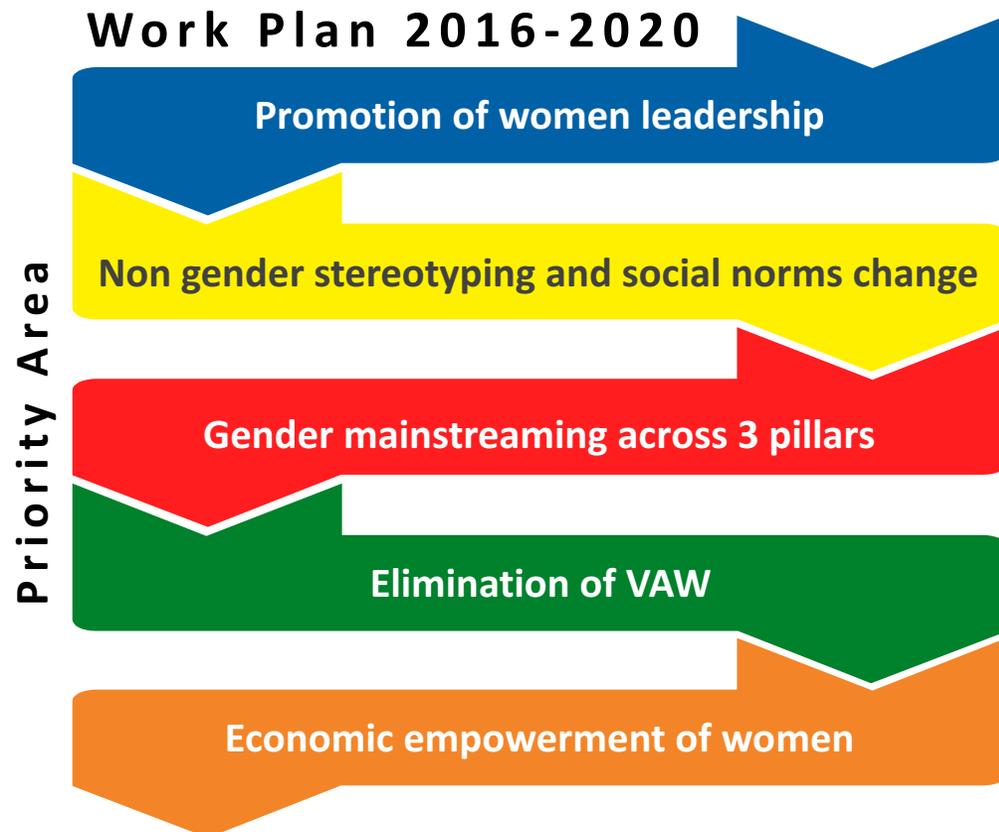
ASEAN instruments on advancing the empowerment of women and girls



Declaration and regional action plans



ASEAN mechanisms undertaking the empowerment of women and girls



ASEAN Committee on Women (ACW)

As the oldest existing women's body within the ASEAN, the AWC has been the leader on efforts to eliminate violence against women in the region. The ACW oversaw the creation of the ASEAN Committee on the Rights of Women and Children and drafted the ASEAN Declaration on the Elimination of Violence against Women in 2004.



ASEAN mechanisms undertaking the empowerment of women and girls

➔ **ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC)**

➔ Its formation was mandated as part of the Vientiane Action Programme adopted at the ASEAN Summit in 2004, and its formal establishment was spurred by the **CEDAW and the CRC**– in combination with the increase in human rights instruments adopted by ASEAN on these issues.

➔ **ACWC** is a consultative intergovernmental **human rights mechanism** dedicated to promoting and protecting the human rights and fundamental freedoms of women and children within ASEAN member states.

➔ ACW and ACWC Joint Ad-hoc Working Group on Gender Mainstreaming. **Gender mainstreaming in the three (3) ASEAN Community pillars:** ASEAN Political-Security Community (APSC), ASEAN Economic Community (AEC), and ASEAN Socio-Cultural Community (ASCC)



ASEAN mechanisms undertaking issues related to migrant workers

➔ **ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW)**

➔ To ensure the effective implementation of the commitments made under the Declaration; and

To facilitate the development of an ASEAN instrument on the protection and promotion of the rights of migrant workers.

➔ On 13 January 2007, the ASEAN Leaders signed the landmark ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, also known as the Cebu Declaration

➔ In 2017, the ACMW, together with the ASEAN Secretariat, UN Women and Friedrich-Ebert-Stiftung (FES), commissioned and launched the study on **Women migrant workers in the ASEAN Economic Community**



ASEAN instruments on advancing the empowerment of women and girls



Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and the Sustainable Development Goals



Manila Statement on Mainstreaming Women's Economic Empowerment (WEE) in ASEAN

Action Agenda on Mainstreaming Women's Economic Empowerment (WEE) in ASEAN Draft Joint Statement on Women, Peace and Security



Joint Statement on Women, Peace and Security

ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers



Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and the SDGs

COMMITMENT

- Gender-responsive implementation of the ASEAN Community Vision 2025 **with the three ASEAN Blueprints** and the Sustainable Development Goals
- To ensure the realisation of a people-oriented and people-centered ASEAN **where all women and girls are able to reach the fullest of their potentials**

- **Sex-disaggregated** High-quality, reliable and timely databases & analyses
- **M&E**
- Mainstream **gender perspective and analysis**
- Investments to close **resource** gaps
- Women's equal access to and full participation in **decision-making**
- Engagement of men and boys
- ASEAN Sectoral Bodies to engage and establish mechanisms for engagement with **women's orgs**
- Development and implementation of **GM initiatives across sectoral bodies and pillars**

THROUGH



Action Agenda on Mainstreaming WEE in ASEAN

The Action Agenda aims to mainstream Women's Economic Empowerment through innovation, trade and inclusive business, and human capital development

1. **ADDRESS** the barriers that impede maximizing women's full economic potential
2. **PROMOTE** women's participation and skills development in science, technology, engineering, arts and mathematics (S.T.E.A.M.), including information and communication technologies (ICT)
3. **INVEST** in programs which provide enabling environments for women micro, small and medium enterprises (MSMEs)
4. **INCREASE** women's representation and leadership in the workforce at the executive and managerial positions by intensifying human capital development
5. **ENCOURAGE** PUBLIC AND PRIVATE SECTOR COLLABORATION
6. **CONSIDER** organizing an annual ASEAN Women's Business Conference



Women, Peace and Security: a Transformative Agenda



RECOGNISE that women and girls experience conflict differently than men, and such nuance requires tailored attention and expertise



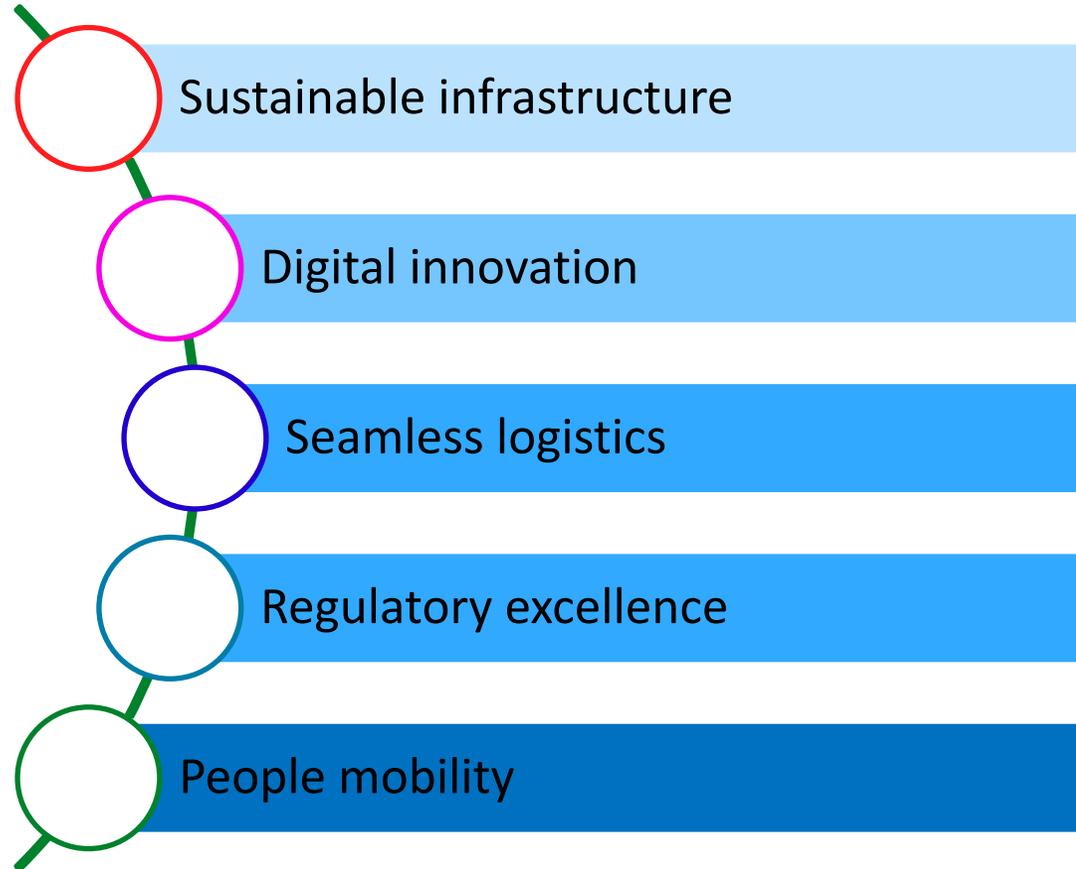
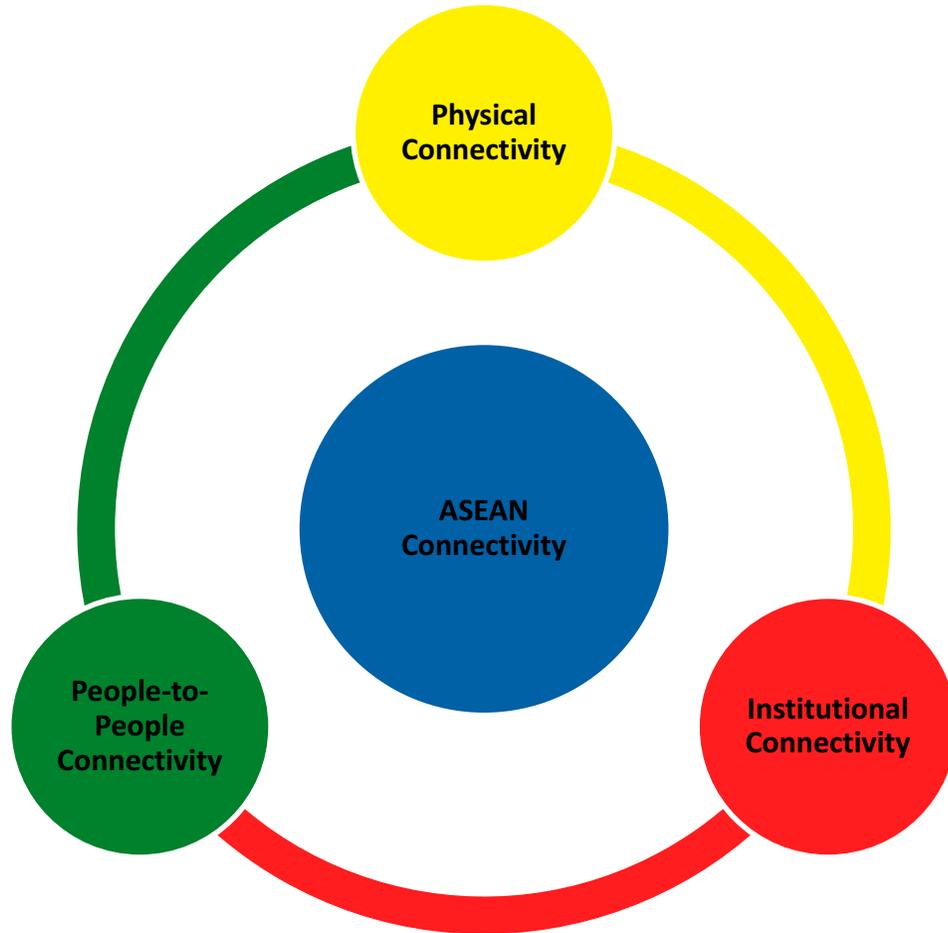
ADVOCATE for the inclusion of women in conflict prevention, transition and peace processes



CALL for women's full and meaningful participation and leadership in all efforts to maintain peace and security including responding to **NEW THREATS**

ASEAN Connectivity 2025

To achieve a seamlessly and comprehensively connected and integrated ASEAN that will promote competitiveness, inclusiveness, and a greater sense of Community.



Digital innovation

Strategic objectives

1. Support the adoption of technology by micro, small and medium enterprises (MSMEs)
2. Support financial access through digital technologies
3. Improve open data use in ASEAN Member States
4. Support enhanced data management in ASEAN Member States

Key initiatives

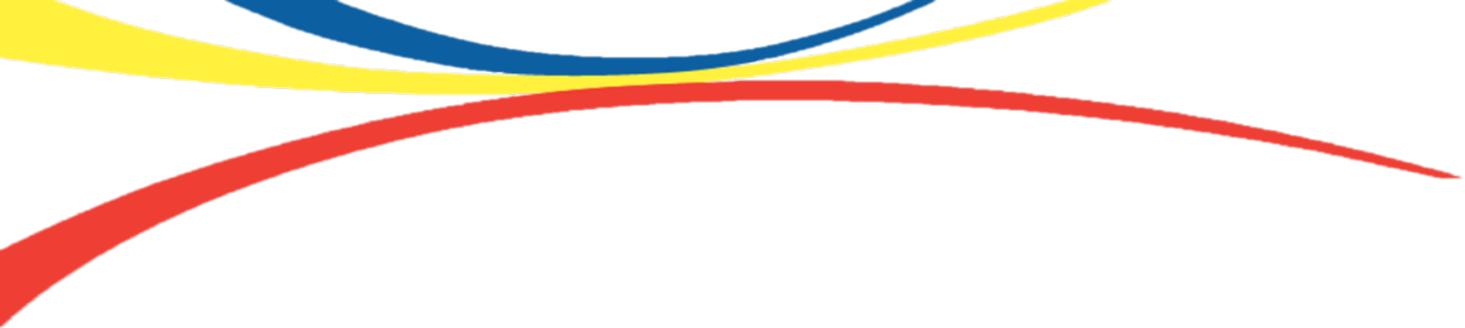
1. Enhance the MSME technology platform
2. Develop the ASEAN digital financial inclusion framework
3. Establish an ASEAN open data network
4. Establish an ASEAN digital data governance framework



ASEAN mechanisms undertaking Digital innovation

Initiatives	Lead implementing body	Other implementing body/ stakeholders
1. Enhance the MSME technology platform	ACCMSME	TELSOM
2. Develop an ASEAN digital financial inclusion framework	Working Committee on Financial Inclusion (WC-FINC)	National regulators
3. Establish an ASEAN open data network	TELSOM	SEOM, SOMED, SOMHD, ACSS Committee, Government agencies
4. Establish an ASEAN digital data governance framework	TELSOM	SEOM, SOMED, SOMHD, Government agencies





FLAGSHIP INITIATIVES

2018



ASEAN HeForShe Campaign



Objectives

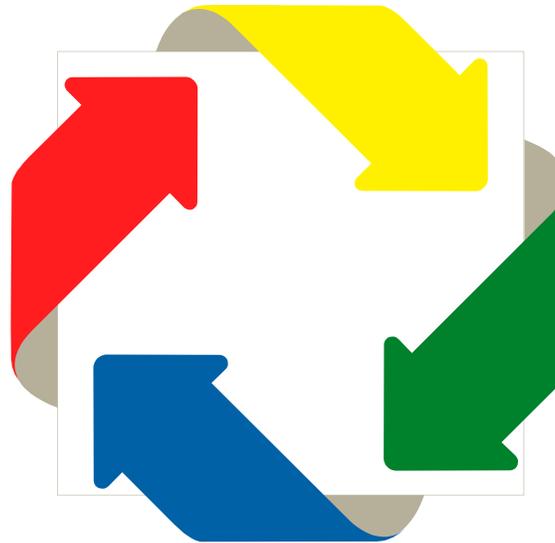
- 1 Raise awareness in the ASEAN region on the engagement of men and boys as agents of change in espousing gender equality
- 2 Anchor ASEAN and the Member States' position in promoting gender equality
- 3 Showcase the Member States' ongoing support to HeForShe campaign and related/similar campaigns which culminates into regional campaign
- 4 Serve as a launch pad for HeForShe's ensuing activities such as national and regional recognition awards, youth engagement and innovative media platform, among other



JOINT STATEMENT ON WOMEN, PEACE AND SECURITY IN ASEAN

Adopted at 31st Summit in November 2017

ACWC as key proponent of JS WPS was regarded as one of key sectoral bodies to move forward with its implementation



Emphasizes on the importance of women's equal, full and effective participation at all stages of peace processes.

Has received attention from various stakeholders; AURED IV, ASEAN-Australia Women, Peace and Security Dialogue and AIPR (plus UN Women on PVE)

REGIONAL VAWG DATA GUIDELINES (UN WOMEN)

- 1** **Strengthen the capacity of AMS** to systematically collect and use data related to VAWG through the development and dissemination of these *ASEAN VAWG Data Guidelines*
- 2** **Equip AMS to generate reliable data** and evidence as inputs to strategies at national and regional levels to prevent and respond to VAWG, and to report on SDGs targets and indicators related to ending VAWG, .
- 3** Can **inform decisions related to VAWG data** and be used to advocate for more and better data on VAWG.
- 4** **Not mandatory** and can be used by data analysts and managers in statistics agencies, ministries and organizations that deal with data related to VAWG



(Innovative?) Ways forward: Implementing Gender Equality in ASEAN

- 1 Understanding **Intersectionality**
- 2 Inclusive **advocacy** and awareness-raising
- 3 Going **beyond the “social”** realms
- 4 Rethinking **resources**
- 5 Innovative **partnership**



Challenges in actualising Gender Equality through Gender Mainstreaming in ASEAN

- 1 Understanding of Gender Mainstreaming and its practical applicability vis-à-vis ASEAN sectoral bodies and their work
- 2 Integrating gender into existing mandates and work rather than an add-on element
- 3 Impactful advocacy, effective coordination and gender-aware focal points
- 4 Resources; financial resources, human resources and gender knowledge and know-how
- 5 Continuity and sustainability





www.asean.org



PROBLEM LAB

1) ASEAN Declaration on Innovation

The Declaration was led by the ASEAN Economic Community Pillar (AEC). There is no clear gender agenda embedded in the Declaration. How then could we make sure that in the implementation and the roll-out of the Declaration, women's empowerment especially women's economic empowerment and economic justice is taken into account and streamlined throughout the process?

2) ASEAN action agenda on Women's Economic Empowerment (WEE)

Is the action agenda recipe for Women's Economic Empowerment and Gender Equality?

What else could be addressed to enhance the action agenda from legal and justice points of view?



- 3) The ACWC and ACW are committed to **promote Women, Peace and Security agenda in ASEAN**. However, WPS agenda is new and can be considered sensitive in the ASEAN region with its diverse coverage of issues from violence against women and girls, disaster management, resilience, access to justice and women's participation in peace processes.

https://asean.org/storage/2017/11/8.-ADOPTION_Joint-Statement-on-Promoting-Women-Peace-and-Security-in-ASEANACWC-Endorsed_rev2.pdf

- 4) **ASEAN Declaration on the Elimination of Violence against Women (and Girls)** and the Regional Plan of Action on the Elimination of Violence against Women

https://www.ohchr.org/Documents/Issues/Women/WG/ASEANdeclarationVaW_violenceagainstchildren.pdf

How is the empowerment of women envisaged in these Declarations/Joint Statements and ensuing policy directions? How is gender understood in each of these texts?

