ASEAN-UN Briefing to Strengthen Regional Cooperation

Gender Mainstreaming in ASEAN Community

4 July 2024
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 (2017)
- Action Agenda on Mainstreaming Women’s Economic Empowerment (WEE) (2017)
- ASEAN Declaration on the Role of the Civil Service as a Catalyst for Achieving the ASEAN Community Vision (2017)
ACW’s Work Plan 2021 - 2025

Key Results Areas

1. Gender data and Statistic
2. Gender Mainstreaming
3. Gender Responsive Climate and Disaster Resilience
4. Gender Approach to enhancing safety and protection of women and girls
5. Women Peace and Security
6. Women's economic empowerment and future of work
7. Gender responsive governance and leadership
ACWC 2021-2025: KRA Contribution to Mandate / Key Functions

ADVOCATE
(5.4)
- Set the vision and the agenda
- Conduct studies, researches, reviews
- Analyze policies, plans

COLLABORATE
- Establish platforms and partnerships
- Build consensus and support
- Bring stakeholders together for dialogue thru workshops, fora, conferences

WEAVE & MAINSTREAM
- Mainstreaming within ASEAN thru guidelines, policies, plans and programmes
- Generating public awareness thru socials and traditional media, campaigns

CAPACITATE
- Build institutional/ASEAN capacities
- Develop training programs
- Provide advise and expertise

DEVELOP
(5.2)
- Support
- Assist (upon request by AMS)

ADVOCATE (5.4)
- Facilitate (5.11)

PROPOSE & PROMOTE
(5.12)
- Promote (5.1; 5.3; 5.9)
- Advocate (5.4)
- Encourage AMS (5.8; 5.10; 5.13)
The AGMSF presents a whole-of-ASEAN gender mainstreaming approach that covers a set of mutually reinforcing objectives, approaches and activities. Such an approach intends to realise ASEAN’s commitment, build capacity, and foster a culture of gender and inclusion, as well as strengthen coordination and collaboration, with respect to gender and inclusion, between the ASEAN Socio-Cultural Community (ASCC), the ASEAN Economic Community (AEC), and the ASEAN Political-Security Community (APSC).

The AGMSF was developed by the ASEAN Committee on Women (ACW) and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), and endorsed by the ASEAN Ministerial Meeting on Women (AMMW).

The AGMSF was informed by the outcomes of the conferences with Senior Officials from ASCC, AEC and APSC on gender mainstreaming that were organised between 2018 and 2019. It was also informed by a region-wide Knowledge, Attitudes and Practices (KAP) survey participated in by governments and civil society stakeholders across all the ten ASEAN Member States.
ASEAN Gender Mainstreaming Strategic Framework

Gender Mainstreaming in ASEAN: 2021–2025

ASEAN will have a clearly articulated, coordinated, and accountable approach to gender equality and inclusion, and the individual and collective attitudes of Member States’ officials and ASEAN staff toward the importance of gender and inclusion will be transformed and reflected in behaviours and selected work. All Sectoral Bodies and Secretariat staff will have increased knowledge about the gender and inclusion dimensions of their sectors, and these will be increasingly discussed across the organizations and at senior levels.

Gender Mainstreaming in ASEAN: 2025–2035

ASEAN will be an example of change-focused inter-governmental leadership on gender and inclusion issues in the region. With a clearly defined agenda on gender equality that provides strategic and evidence-based support to inter-governmental processes, ASEAN will act as a forum for knowledge, dialogue and ideas; facilitate effective interface between women’s organizations and movements and national governments; deliver gender-transformative programming; act as an authoritative voice championing the issues of the poorest and most vulnerable women and girls in the region; shape donor priorities; and contribute to the international conversation.
The first phase of implementing the AGMSF focuses on building greater commitment and capacity across the three ASEAN Community pillars, and ensuring that gender and inclusion considerations are fully integrated into the new ASCC, AEC and APSC Blueprints and sectoral workplans.

- Build a common understanding of why gender and inclusion is important to ASEAN’s work.
- Strengthen commitment and capacity across the organisation on gender and inclusion issues and gender mainstreaming processes.
- Ensure that specialist technical inputs are embedded across the programme cycle.
- Start to position ASEAN as a thoughtful, change-focused actor on gender and inclusion issues.
- Embed meaningful, actionable commitments to gender and inclusion in the 2025–2035 Blueprints and Sectoral workplans.

These could include, but not be limited to, inputs to support knowledge of the gender and inclusion dimensions of specific sectors, research and analysis, stakeholder engagement, programme planning and design, monitoring and evaluation, and learning.
Goal 1: ASEAN policies, institutions and practices better embody its vision for a fairer, more equitable and inclusive world.

- **Outcome 1.1:** ASEAN has a clearly articulated and coordinated approach to gender equality and inclusion
- **Outcome 1.2:** Women are equitably represented in staffing and leadership, staff are able to achieve and balance satisfying work and personal lives, and women feel safe, valued, and respected

Goal 2: ASEAN builds its knowledge, technical competencies and capacity on gender and inclusion issues

- **Outcome 2.1:** Individual and collective attitudes are changed, and staff and leadership internalise and reflect these attitudes and values in their work and behaviours
- **Outcome 2.2:** ASEAN institutions and staff have increased capacity to understand and integrate gender and inclusion considerations into their work
Goal 3. ASEAN policies and action plans better reflect the needs of women and girls in the region and Sectoral Bodies are able to progressively undertake more effective initiatives that benefit them

- **Outcome 3.1:** ASEAN strengthens the engagement of women’s organisations in consultation, planning, and implementation
- **Outcome 3.2** ASEAN progressively increases relevant, high-quality targeted and mainstreamed analysis and programming addresses needs of women and girls

Goal 4. ASEAN supports intergovernmental processes, and Member States’ gender mainstreaming and gender equity initiatives

- **Outcome 4.1:** ASEAN supports dialogue and plan on gender mainstreaming at the Member State level
- **Outcome 4.2** ASEAN supports the provision of technical advice and assistance to individual Member States and inter-governmental processes
- **Outcome 4.3:** ASEAN’s regional and national stakeholders engage in ongoing knowledge sharing, dialogue, and learning about programming insights, evidence, and debates in and across their sectors
AGMSF Implementation Plan

Goal 1: ASEAN policies, institutions, and practices embody its vision for a fairer, more equitable and inclusive world

Goal 2: ASEAN builds its knowledge, technical competencies and capacity on gender and inclusion issues

Goal 3: ASEAN policies and action plans better reflect the needs of women and girls in the region and Sectoral Bodies across the three Communities are able to progressively undertake more effective initiatives that centre their participation and respond to their needs
AGMSF ASEAN-led mechanisms

**ASEAN Gender Mainstreaming Steering Committee (AGMSC)** – composed of Chair and Vice-Chairs of select ASEAN Sectoral Bodies from the three ASEAN Community pillars; co-chaired by ACW and ACWC

**Gender Focal Points (GFP)** – proposed to be composed of individuals from ASEAN Sectoral Bodies and the ASEAN Secretariat who will be appointed to encourage and drive actions at the sectoral body level, including supporting the development of gender and inclusion work plans, among others.

**Gender and Inclusion Community of Practice (CoP)** – the CoP intends to serve as a platform for various stakeholders to share knowledge and learnings. GFPs will play a key role in managing and driving the activities of the CoP as part of dialogue and knowledge sharing. The CoP will be convened through meetings and events to interact, share tools, good practices, and solutions to common problems; supporting collaborative learning, and coordination.
ASEAN Socio-Cultural Community

Senior Labour Officials Meeting (SLOM)

Checklist:
1. Employment Promotion
2. Decent Work Conditions
3. Social Protection including maternity
4. International Labour Migration

Monitoring progress
1. Fill up checklists every 2 years
2. ASEC compiles country reports
3. SLOM Chair reports to SLMM
4. ACW share reports to AMMW for information
ASEAN Cooperation on Civil Service Matters (ACCSM)

Training on Gender Mainstreaming in HR Policies, Processes and Systems, April 20-24, 2015 in Manila Philippines

Follow-up Workshop on Gender Mainstreaming
- Capacity-building sessions
- Sharing of experiences and best practices
- Review and enhancement of the GM Tool Kit
- Discussion on GM initiatives in ACCSM

ASEAN Declaration on the Role of the Civil Service As a Catalyst for Achieving the ASEAN Community Vision 2025

WE, the Heads of the Member States of the Association of Southeast Asian Nations (ASEAN), consisting of Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People’s Democratic Republic, Malaysia, the Republic of the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand, and the Socialist Republic of Viet Nam, on the occasion of the 30th ASEAN Summit 2017 in Manila, Philippines,

RECALLING the Kuala Lumpur Declaration on ASEAN 2025: Forging Ahead Together, adopted during the 27th ASEAN Summit in Kuala Lumpur, Malaysia on 22 November 2015.

RECOGNISING the significance of the civil service as the backbone of good governance in the region, and its critical mission not only in providing vital public services to the peoples of ASEAN, but also in driving national and social development, administering public resources responsibly, anticipating the changes ahead and managing the evolving relationship between the government and the people;

FURTHER RECOGNISING the role of the civil service as a catalyst for enhanced cross-sector and cross-pillar cooperation, in building the ASEAN Community, providing support towards furthering regional integration in accordance with the ASEAN Vision 2025, and promoting ASEAN awareness;
ASEAN Socio-Cultural Community

ASEAN Women Entrepreneurs Network (AWEN)

- Share information and experiences through regional events
- Provide capacity building for new and on-going women’s business leaders
- Study and make policy recommendations in the region to support effectively women entrepreneurs to develop business activities domestically and regionally; establish a common action programs
- Establish funds for feasible ideas/projects
ASEAN Political-Security Community

• ASEAN Institute for Peace and Reconciliation (ASEAN-IPR)
• ASEAN Women Peace Registry (AWPR)
• ASEAN Defense Senior Officials Meeting (ADSOM)
• Senior Officials Meeting on Transnational Crime (SOMTC)

Implementation of the ASEAN Regional Plan of Action on Women, Peace and Security
ASEAN Economic Community

Committee on Science, Technology and Innovation (COSTI)

Gender Mainstreaming in the Science, Technology and Innovation (COSTI): Sensitization and Socialization of Gender Equality and Women’s Empowerment, and the ASEAN Gender Mainstreaming Strategic Framework (AGMSF)

*Development of a briefing paper* on key gender considerations in ASEAN’s cooperation on science, technology and innovation.

*Conducting an online workshop* (either two half-days or one whole day) to facilitate sharing and exchange on pursuing gender mainstreaming in the science, technology and innovation sector.
ASEAN Economic Community

ASEAN Coordinating Committee on MSME (ACCMSME)
ASEAN Economic Community

ASEAN Centre for Energy

- Raising awareness and developing a database on gender in the RE sector
- Gender integration in policy design
- Monitoring and evaluation framework development
- Policy implementation and oversight

Renewal Energy Sub-Sector Network (RE-SSN) to drive the implementation of the roadmap

ACE, as the implementing agency, intends to hire gender specialists in the energy sector
www.asean.org