



ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC
UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF
WOMEN

Workshop on the Institutional Strengthening of National Women's Machineries in South-East Asia

17-20 January 2012
Bangkok

**REPORT ON THE WORKSHOP ON THE INSTITUTIONAL STRENGTHENING OF
NATIONAL WOMEN'S MACHINERIES IN SOUTH-EAST ASIA**

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I. RECOMMENDATIONS FOR PRIORITY FOLLOW-UP ACTIONS

A. Recommendations

Introduction

1. While there has been progress since the Beijing Platform for Action, and particularly in the past five years, in advancing gender equality and women's empowerment, participants at the Workshop on the Institutional Strengthening of National Women's Machineries in South-East Asia, held in Bangkok from 17 to 20 January 2012, recognized that more efforts were required and innovative long-term/integrated approaches needed to accelerate the strengthening of national women's machineries (NWMs).

2. Participants recalled the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Millennium Development Goals (MDGs), International Human Rights Conventions and Instruments, and the Bangkok Declaration on Beijing + 15 adopted at the 2009 Asia-Pacific High-level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action and its Regional and Global Outcomes.

3. Participants acknowledged that national women's machineries have played important roles in promoting equal rights and the advancement of women; overseeing gender mainstreaming in national policies and programmes, such as through assisting in implementing gender-responsive budgeting and strengthening national mechanisms for gender mainstreaming; facilitating the strengthening of formal legal and policy frameworks for gender equality, in particular in areas related to violence against women and children and the economic empowerment of women; monitoring, reporting on and implementing the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination Against Women, including the international and regional review of Beijing+15; and, participating in regional coordination frameworks and meetings, such as the Association of South-East Asian Nations (ASEAN) Committee on Women and the Asia-Pacific Economic Cooperation (APEC) Women's Leaders Meeting.

4. Participants recognized the need to further strengthen the effectiveness of national women's machineries in South-East Asia and accelerate institutional change, especially with respect to their mandate and to their internal capacity, coordination and advocacy to promote gender equality and women's empowerment. They accordingly recommended the following priority actions for the next two years for consideration by relevant UN entities (particularly ESCAP and UN Women), national women machineries, and other line ministries at the national and regional levels:

Priorities for national-level action

i. Recommended actions to be undertaken by national women's machineries:

5. Strengthen capacity in:
 - a. Experience and/or expertise in gender issues;
 - b. Technical knowledge on, and ability to engage in, thematic issues and related tools at national and local levels;
 - c. Coordination with other line Ministries at national and sub-national levels;
 - d. Building and strengthening networks;

- e. Advocacy and generating commitment for gender equality and advancement of women, including at the highest political levels;
 - f. Negotiating a stronger mandate, structure and greater financial resources;
 - g. Understanding, analysis and promoting the use of gender statistics and disaggregated data, including by sex, age-group, geography and ethnicity etc;
 - h. Gender analysis, gender mainstreaming, planning, monitoring, evaluation and reporting.
6. Improve coordination with civil society.
 7. Enhance efforts on thematic priorities, including on:
 - a. Violence against women and girls, including trafficking;
 - b. Poverty reduction and economic empowerment, including migration and women's entrepreneurship;
 - c. Women's health;
 - d. Climate change and disaster management;
 - e. Women's political leadership, including participation in public life.

ii. Recommended actions to be undertaken by wider government structures:

8. Strengthen and consolidate the mandate of national women's machineries, including ensuring continuous political commitment from the highest leadership.
9. Establish and/or strengthen coordination mechanisms between line ministries and national women's machineries at national and sub-national levels.
10. Increase gender-responsive multi-sectoral responses to social and economic issues.
11. Strengthen the gender focal point system, including by ensuring the appropriate level of seniority of gender focal points and within gender working groups to effectively influence policy agendas in the respective line ministries.
12. Undertake gender budgeting and participatory gender audits.
13. Monitor, evaluate, report and share lessons learned on the impact of gender mainstreaming and budgeting, and policies for women's empowerment, in line with relevant international human rights instruments.
14. Focus on gender sensitisation (particularly amongst the youth, men and boys) with a view to promoting gender equality and women's human rights (for example, by compulsory education on gender equality and women's human rights for university students).

Priorities for regional-level action

i. Recommended actions to be undertaken by relevant UN entities, in particular ESCAP and UN Women, in support of national women's machineries:

15. Support research and workshops to share experiences on the impact of gender mainstreaming, gender-responsive budgets, collecting, analyzing and using gender statistics, and on specific sectoral issues, such as violence against women, trafficking, labour

(including in relation to migration, entrepreneurship, and the informal economy), women's health, and economic empowerment.

16. Provide technical assistance to national statistics agencies to generate harmonised gender statistics and sex-disaggregated data, consistent with relevant international human rights instruments.

17. Strengthen coordination and capacity of UN system to address gender concerns in its technical assistance across all sectors.

18. Facilitate the communication and coordination between national women's machineries and other line ministries on development issues.

19. Establish an Asia-Pacific coordination mechanism for national women's machineries, with civil society representation where relevant, including through knowledge management and sharing of experiences and a periodic regional thematic conference, *inter alia* to inform intergovernmental processes, for example, the next Asia-Pacific High-level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action and its Regional and Global Outcomes, planned for 2014.

20. Follow-up and showcase progress on recommendations at the next Asia-Pacific High-level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action and its Regional and Global Outcomes, planned for 2014.

B. Decision

Adoption of the recommendations

21. The Workshop adopted the above recommendations as a basis for priority follow-up actions by relevant UN entities, particularly ESCAP and UN Women, and by Governments and national women's machineries, during the period January 2012- January 2014.

II. PROCEEDINGS

22. The Workshop on the Institutional Strengthening of National Women's Machineries in South-East Asia aimed to enhance the institutional capacity of national women's machineries to strengthen their strategic positioning and ability to effectively advocate and negotiate gender mainstreaming within government structures and across all national policy programmes and related budgets.

A. Welcome and Overview

23. The Workshop was opened by Ms. Nanda Krairiksh, Director of the Social Development Division, ESCAP.

24. In her opening remarks, Ms. Krairiksh recalled the 1995 Fourth World Conference on Women in Beijing and the Bangkok Declaration for Beijing +15 adopted in 2009, in which Governments from the region reiterated their commitment to strengthening the role of national machineries in order to achieve gender equality and women's empowerment in the region. She highlighted the partnership of ESCAP and UN Women in this endeavour, in particular through a series of sub-regional workshops, of which this workshop for South-East Asia and the Pacific formed a part.

25. Ms. Krairiksh noted that national women's machineries had a crucial role in supporting women to take on transformative leadership roles in societies and in promoting gender balanced and gender sensitive policies in the governance structure. She acknowledged that the challenges were often numerous, in particular in overcoming the lack of political will and a shortfall of adequate resources and expertise. She noted the need to appropriately position national women's machineries within structures of governments in order that they be empowered to make a difference. Ms. Krairiksh concluded by saying that she looked forward to the active engagement of participants in the identification of a strong set of follow-up recommendations and actions for national women's machineries as well as to guide the future work of ESCAP and UN Women, and to a fruitful outcome to the Workshop.

26. The opening remarks were followed by a video highlighting the achievements and leadership of women in the Asia-Pacific region.

27. Ms. Anna Coates, Officer-In-Charge, Gender Equality and Women's Empowerment Section, Social Development Division, ESCAP and Ms. Deepa Bharathi, Programme Manager, UN Women East and Southeast Asia Sub-Regional Office followed by introducing the Workshop objectives and clarifying the roles and functions of UN Women and ESCAP¹. Ms. Coates began by noting that the Workshop aimed to address the institutional strengthening of national women's machineries, as well as action that needed to be addressed in government structures at the national and regional level in order to facilitate necessary changes. She highlighted the participatory nature of the Workshop, which had been designed for participants to themselves define and translate institutional strengthening into action and together identify needs and priorities on the basis of their shared experience and expertise.

28. The Workshop also provided the opportunity to identify areas where ESCAP and UN Women could lend further support to the efforts of national women's machineries. In this regard, Ms. Coates continued to clarify the role of ESCAP as the regional arm of the United Nations Secretariat. In noting that ESCAP, which spans 62 member States, is the most

¹ Background information, including presentations given at the Workshop, is available on <http://...>

comprehensive UN regional platform dedicated to economic and social development, Ms. Coates highlighted its unique intergovernmental convening power for the Asia and Pacific region, as well as its strategic role in achieving gender equality through synergies with economic and social development in its multidisciplinary responses. As a regional organisation, its primary role is to promote coordination, share research findings and technical resources and promote gender mainstreaming across intergovernmental processes.

29. Ms. Bharathi continued to clarify the role of the recently created UN Women, noting its vision and mandate in leading the United Nations System in gender issues and to ensuring that gender concerns are embedded in the development, peace and security agendas. She noted the long-standing partnership of UN Women and the national women's machineries at the national, subregional and regional level. In particular in the South-East Asian region, UN Women had a country presence in seven countries, in addition to a regional office in Bangkok. Ms. Bharati concluded with the hope that participants would have the opportunity to learn from different experiences and expertise, to review their strategies for institutional strengthening and to expand their network of colleagues.

30. Ms. Coates proceeded to invite Mr. Jost Wagner, expert process facilitator, to facilitate the Workshop. Mr. Jost elaborated upon the participatory methodology of Workshop, which would use a process of appreciative enquiry to engage the energy, knowledge and experience of participants.

B. Roles, Opportunities and Challenges

Setting the context

31. In order to contextualize their current situations, participants were asked formulate a timeline and reflect upon the past five years by identifying key events at the national, regional and global levels. These were to include both organisational highlights and milestones as well as personal achievements and challenges for three periods covering 2007-9, 2010 and 2011. Although some disappointments and sources of regret were noted, it was acknowledged that the events shared were of an overwhelmingly positive nature, thereby highlighting the developments and accomplishments towards the goal of empowerment of women in recent years.

32. During the period 2007-2009 key events relating to gender equality and empowerment of women identified included: changes to legislation to further protect and promote human rights, such as: discriminatory laws being amended (Thailand); domestic violence laws being passed (Indonesia and Thailand); a Bill on Reproductive Health being tabled (Philippines); joint land entitlement being passed for men and women (Aceh, Indonesia); Gender Equality Law being enacted (Viet Nam); and the submission of the first CEDAW Report by the Government of Timor-Leste.

33. In the area of institutional changes, the following positive developments were cited: the commitment of the Ministry of Women Empowerment of Indonesia to gender-responsive budgeting, which had been institutionalised by the country's Ministry of Finance and National Planning Board; the establishment of a State Management Agency for Gender Equality in the Ministry of Labour, Invalids and Social Affairs of Viet Nam; the establishment of the Non-Aligned Movement Institute for the Empowerment of Women in Malaysia, headed by the former United Nations Assistant Secretary General Rafiah Salim; and the publishing of the Harmonized Gender and Development Guidelines, as well as the annual preparation of an Official Development Assistance – Gender and Development (ODA-GAD) Network Report (Philippines).

34. For the year 2010, a number of positive developments were mentioned such as: the introduction of cash transfers for mothers (Timor Leste); an annual meeting of the national women's machineries presided by the Prime Minister with 500 key participants (Cambodia); a Memorandum of Understanding signed by key ministries to implement the Domestic Violence Act (Thailand); the passing of the Domestic Violence Law (Timor-Leste); the ratification of the Optional Protocol to CEDAW and preparation of the fourth and fifth State party reports (Cambodia); the establishment of Women's and Children's Consultative Committees at provincial and district levels nationwide (Cambodia); the 2010 Magna Carta of Women (Philippines); the establishment of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC); and the adoption of a national strategy on gender equality (Viet Nam).

35. For the year 2011, participants cited positive political developments, including: new or amended legislation; the establishment of a Women and Children's Rights Committee in Parliament and of a National Human Rights Commission (Myanmar); progress made by regional inter-governmental organizations, including the drafting of the ASEAN human rights declaration and the APEC Women and Entrepreneurship Conference; the introduction of a new policy with the objective of women filling 30% of leadership positions in the corporate sector (Malaysia); the establishment of a National Action Plan on Women, Peace, Security (Indonesia); the Sixth National Congress on Lao Women and the election of the first female President of Lao National Assembly (Lao PDR); South-East Asia Gender Equality Ministerial Meeting in Cambodia; the reorganisation of the Gender and Development focal point system at the National Economic Development Authority (Philippines); the approval of a gender responsive 10- year National Program for Sub-national Democratic Development by the Council of Ministers (Cambodia); the adoption of a resolution on women and climate change by the Commission on the Status of Women; the implementation of a national programme on Gender Equality (Viet Nam); the establishment of the Decade of Women's Empowerment by the Ministry of Women Family and Community Development (Malaysia); the establishment of the Women's Development Fund (Thailand); and the repeal of night work prohibition of women workers (Philippines).

36. With the above timeline of achievements and developments in mind, participants divided into mixed groups to identify key recent political, economic, socio-demographic, technological and cultural trends relevant to their work on gender equality and women's empowerment, in order to help set the developments and challenges facing national women's machineries in their historical, socio-economic and cultural context.

37. With regard political trends, it was noted that there had been an increase in political commitment from senior leadership, as well as in legislation to advance the rights of women, particularly in the area of gender-based violence and gender-responsive budgeting. Participants noted, however, that increased participation of women had not yet necessarily translated into greater empowerment. Despite rapid economic development and increased employment opportunities for women, many women still remained in low-paid jobs and were being adversely affected by the global economic crisis. The adverse effect of the global economic downturn on female migrant workers was particularly highlighted.

38. Participants noted both positive and negative social and demographic trends in the subregion. Despite increased life expectancies, there remained a skewed sex ratio of births in several countries, as well as continuing high levels of maternal mortality. Although some societies were seen as becoming less patriarchal, in others, negative gender stereotypes were perceived to persist. High levels of domestic violence against women, HIV, and low-levels of education were seen as increasing trends that were negatively affecting women. In addition,

the increase of female migration and female headed-households were seen, depending on the context, as having positive and/or detrimental impacts on women.

39. Finally, although it was noted that there had been an increase of opportunities for women in the area of science and technology, in particular in the area of online social media and networking, participants noted that the urban-rural digital divide remained a challenge in bringing such opportunities to all women. They agreed that more women were involved in e-businesses and that online social networks were being mobilised to create awareness of gender issues.

Leadership in Gender Equality and Women's Empowerment

40. Mr. Wagner introduced an interview activity based upon a standard questionnaire (See Annex III). The purpose was for each participant to learn from one other's inspirational leadership experiences on the basis of appreciative inquiry. Participants interviewed one another in pairs to gain such personal histories, followed by a group discussion in which key factors with respect to leadership in gender equality and women's empowerment were identified.

41. Following the interview exercise, participants shared with the group a selection of the inspirational leadership narratives that had been revealed during the interviews, including: experiences in relation to the process of advocating for gender budgeting in Indonesia, which had resulted in a related decree issued by the Ministry of Finance and 27 Ministries now implementing the process; various examples of promoting gender mainstreaming and commitment to CEDAW; and the leadership that had been required in Laos to promote the enactment of gender inclusive laws and legal frameworks in relation to violence against women and trafficking of women.

42. Amongst these narratives, aspects of inspirational leadership were identified. In particular, participants discussed the need for strategic advocacy to advance change and for influencing key persons in strategic institutions. The importance of personal conviction and resilience was noted and particularly highlighted with respect to the Cambodian Secretary of State's personal history of early activism and imprisonment followed by advocacy on women's rights and citizenship and eventual election to government, where she is now working towards strengthening the national women's machinery.

C. Strategies for Institutional Strengthening

Reflections on Effective and Efficient National Women's Machineries

43. Ms. Kalyani Menon-Sen, Expert on Gender Equality and Organizational Change, presented the ESCAP study on 'Strengthening National Mechanisms for Gender Equality and the Empowerment of Women: Regional Study- Asia and the Pacific', 2010. The study had found notable successes of national women's machineries in terms of: increased visibility of gender issues; increased ability to mainstream gender; action to end discrimination - measures against violence, legal reforms, and awareness campaigns; gender budgeting as tool for mainstreaming; and, the integration of gender in national development plans. However, some limitations and concerns remained, namely: limited mandate, powers and resources; weak linkages with "hard" issues and key line ministries; capacity limitations; poor coordination, limited collaboration with NGOs and movements; limited support from political leadership; limited impact on gender equality and women's rights at national level due to poor measurement and unclear links.

Conceptual Framework on Gender Equality and Institutional Change

44. Ms. Menon-Sen introduced the conceptual framework on gender equality and institutional change. She began by asking the participants to envision what changes they would want to see in order to realistically achieve gender equality. The responses from the participants ranged from greater political will and commitment; a strengthened mandate of national women's machineries (including their monitoring and evaluation functions); shifting social values and culture; and changes to legal frameworks.

45. In noting that national women's machineries were trying to achieve change in different spheres including: women's and men's consciousness; women's access to resources and opportunities; informal cultural norms and exclusionary practices; and formal laws, policies, arrangements, Ms. Menon-Sen stressed that individual change was a vehicle for institutional and systematic change and thus that both informal and formal changes were necessary. She also emphasised that national women's machineries as organisations needed to embody and demonstrate the change that they propagated. They needed not only the capacity to influence, but also the proper resources and leadership capacity. She also observed that accountability for gender equality should be increased across all sectors.

46. The discussion then focused on how the conceptual framework could help participants to formulate strategies to become more effective, bring about positive change in women's lives, and challenge and end gender inequality. In concluding, Ms. Menon-Sen presented key factors that would be required to influence change and for more effective gender mainstreaming as food for thought for participants to envision their strategies for change, which included organizational politics, organizational processes, programmatic intervention, institutional culture with an openness to change, and pressure from civil society.

Addressing Gender Equality Commitments in the National Development Planning Process

47. In response the high-level of interest among national women's machineries within their pre-workshop needs assessment on the issue of violence against women as a key area of work to be mainstreamed across the national development agenda, Ms. Anna-Karin Jatfors, Campaign Manager for Asia-Pacific UNiTE, the United Nations Secretary-General Ban Ki-moon's Campaign to End Violence against Women, was invited to provide participants with an overview of the global initiative and to help inform their discussions on strategies to advance change in this area.

48. Ms. Jatfors noted that the campaign, a multi-year effort that will run until 2015, had been launched in 2008 with the overall goal of preventing and eliminating violence against women and girls in all parts of the world.

49. Ms. Jatfors further explained that the UNiTE campaign called upon governments, civil society, women's organizations, young people, the media, the private sector and the entire UN System to join forces to raise public awareness, increase political will and resources, and build partnerships to prevent and eliminate violence against women and girls. She further emphasized that the UNiTE campaign was an overarching framework for coordination, under which the UN system can provide more coherent support to national governments in setting national priorities and targets to accelerate progress on strategies for ending violence against women and girls.

50. Finally, Ms. Jatfors urged participants to make use of Say NO - UNiTE, the online social mobilization component of the UNiTE campaign (www.saynotoviolence.org). She noted the support available from the UN's regional UNiTE Secretariat in Bangkok to Workshop participants in their national efforts to end violence against women.

51. Participants were next invited to set their own agenda on reflecting on effective and efficient national women's machineries by identifying key issues that needed to be tackled to increase attention to gender concerns across national development planning. Parallel discussions in three rounds were then held by each convenor of an issue, which focussed on the key points, conclusions and next steps for action by national women's machineries.

52. Participants identified issues in terms of the organisational structure and technical capacities and resources of national women's machineries; the wider government support and its structure; as well as specific thematic areas. The 13 issues identified were:

- a. Strengthening the organisational structure of national women's machineries in terms of resources and technical capacities;
- b. Overcoming resistance and weak political support to gender in development and improving negotiation skills to convince ministries to gender mainstream;
- c. Facilitating gender mainstreaming in line ministries, including gender-responsive budgeting;
- d. Convincing the Ministry of Industry that gender mainstreaming is important in the industry sector;
- e. Effectively linking with tough issues and key persons and/or key ministries in relation to gender equality and women's empowerment;
- f. Developing mechanisms to evaluate the impact of gender mainstreaming among ministries;
- g. Maximising technology for women's empowerment; as well as ensuring health, social and economic protection for disaster and conflict-affected women, and equity and equality in disaster-response management;
- h. Labour and gender;
- i. Gender responsive-budgeting;
- j. Integrating gender in the National Development Plan and develop gender budgeting as tools for mainstreaming;
- k. Creating more gender experts in respective countries;
- l. Building the capacity of local women officers' management skills at the local level;
- m. Empowering women's leadership in the community for gender equality.

53. Cross-cutting issues were noted across many thematic and organisational/technical areas. It was noted that the limited capacity of national women's machineries continued to pose a barrier to their effective operation, especially at the local level. This was often compounded by the lack of an enabling environment, including insufficient appropriate regulatory structures and financial arrangements. In order to overcome these barriers, it was proposed to promote trainings, as well as strengthen engagement with academia and civil society, in order to strengthen the technical and analytical capacity of national women's machineries.

54. A particular emphasis was placed on the challenge of mainstreaming gender across government, including through the use of gender budgeting. Specific challenges were also mentioned in mainstreaming gender in certain sectors, such as industry. Overall, recurrent themes among the responses to these challenges highlighted the importance of: encouragement for senior leaders to understand and support the concept of gender and

encouraging parliament to support gender mainstreaming across government; identification of the relevant counterparts in the ministries and establishing a relation of trust; an understanding of the different institutional cultures of the organisations with which national women's machineries should coordinate, including being conversant in the appropriate technical language of counterpart ministries to facilitate negotiations and establish close working relations and possessing relevant expertise in different sectors; identification of champions to advocate the need for gender mainstreaming; ensuring an effective gender focal point system and working groups on gender; and, improving the data analysis skills of national women's machineries to effectively advocate gender mainstreaming based on evidence-informed policy advocacy.

55. In noting the need to build capacity in gender analysis among national women's machineries, it was also recognised that the lack of national gender experts posed a serious challenge to the advancement of women and gender mainstreaming. Suggestions on ways to fill this gap included promoting the identification and training of gender experts and the mainstreaming gender into university education.

56. The importance of data collection was highlighted throughout all issues raised, in order to facilitate effective programme planning, reporting, monitoring and evaluation by national women's machineries, as well as establish a solid basis for advocacy with other line ministries.

57. In specific thematic areas, it was stressed that technology should be harnessed to empower women and that there was a need for governments to mainstream gender into disaster and conflict-response management. In addition, participants highlighted the role of governments to address legal and policy barriers to women and employment, in particular in the areas of sexual harassment and returning to work.

58. The need to build the capacity of women at the community level was also emphasised, notably in the area of participation in local politics, as well as in management of community projects. Participants highlighted the need to create an enabling environment for women to work in government as well as to build their capacity to mainstream gender in local government.

59. For further details of the specific discussions on each thematic area, refer to Annex V.

D. Ways forward

Review of National and Subregional Priorities

60. Participants were requested to draw together the knowledge shared and discussion that had been generated through the Workshop in order to identify national, subregional and regional strategies and priorities for action, which would be incorporated into the outcome recommendations of the Workshop. Ms. Coates opened the session and pointed out that the outcome recommendations of the session and Workshop, by highlighting priority areas for action, could prove useful in advocacy with governments. Participants were divided into three groups to identify three to five priority actions required at each of three different levels; namely, a) the institutional capacity of national women's machineries at the national level, b) actions that would require wider national government support, and c) support that is required at the regional level, in particular by the UN system. Ms. Coates also noted that the Asia-Pacific High-Level Intergovernmental Meeting on the Review and

Appraisal of the Beijing Platform for Action, anticipated in 2014, could serve as one milestone in looking at ways forward for action.

61. The recommendations identified by participants were then consolidated into recommended actions from the Workshop, which were presented for review and finalisation on the final day.

62. In addition, participants worked in country groups to identify three to five country-specific priorities and recommendations at the institutional, national or regional levels, which were shared at the end of the Workshop. For further details of the country priorities and recommendations, refer to Annex VI.

Identification of Follow-Up Actions

63. Participants identified two specific issues for immediate follow-up to the Workshop, which were keeping the momentum of the Workshop via networking opportunities and supporting a Gender-Responsive Budgeting Workshop. They then split into two groups to discuss details for follow-up action in the two respective areas.

64. Participants felt it important to maintain the momentum and networks that had been established through the Workshop and discussed ways in which this could be sustained and mobilized to support their work. They noted the importance of a regular follow-up mechanism to monitor the implementation of their recommendations, as well as a regular online channel of communication between national women's machineries at the sub-regional and regional level. Participants also mapped out a sequence of meetings which could be used to support sub-regional preparations for the Asia-Pacific High-Level Intergovernmental Meeting on the Review and Appraisal of the Beijing Platform for Action, anticipated in 2014, which included the annual ASEAN Committee on Women and a proposed Asia-Pacific Meeting of National Women's Machineries in 2013.

65. In addition, participants identified ways to coordinate and cooperate in the planning of a three-day regional workshop on gender-responsive budgeting and gender statistics to be held in Indonesia. It was envisaged that the workshop would include other line ministries involved in implementing gender-responsive budgeting to address the lessons learned and challenges of their experiences, as well as national statistical offices.

E. Closing

66. The country participants thanked UNESCAP, UN Women and the Secretariat for conducting the Workshop and expressed deep appreciation to the organizers and facilitator for the methodology used for conducting the meeting. Some participants expressed an interest in replicating a similar model for similar workshops in their own contexts. The participants shared their feeling that the Workshop was very useful; had given them an opportunity to learn from each other; and was able to deal with the differences and challenges of different countries. The participants looked forward to the implementation of the recommendations.

67. Mr. Wagner thanked the organizers and the participants for making the Workshop a success.

68. Ms. Anna Coates, ESCAP and Ms. Deepa Bharathi, UN Women thanked the participants for their full engagement in the participatory nature of the Workshop. They appreciated that the participants had the opportunity to develop and strengthen their

subregional networks and thanked them for keeping up their energy throughout the Workshop.

69. The Workshop was officially closed by Ms. Khim Cham Roeun, Secretary of State, Ministry of Women's Affairs, Cambodia.

III. Organization

A. Attendance

70. The Workshop was attended by participants from the following countries: Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand, Timor-Leste and Viet Nam.

71. In addition, representatives from the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) Country Offices of Cambodia, Indonesia, Lao People's Democratic Republic, Thailand, Timor-Leste and Viet Nam, participated as resource persons to the Workshop.

B. Agenda

72. The Workshop adopted the following agenda:

1. Opening
2. Part I: Roles, opportunities and challenges
 - (a) Workshop objectives
 - (b) Role and function of ESCAP and UN-Women
 - (c) NWMs in South-East Asia: opportunities and challenges
 - (d) Leadership in gender equality and women's empowerment
3. Part II: Strategies for institutional strengthening
 - (a) Reflections on effective and efficient NWMs
 - (b) Introduction of conceptual framework on gender equality and institutional change
 - (c) Addressing gender equality commitments in the national development planning process
4. Part III: Ways forward
 - (a) Review of national and subregional priorities
 - (b) Identification of recommendations for priority follow-up
5. Closing

ANNEXES

ANNEX I

LIST OF PARTICIPANTS

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ANNEX II

JOINT PRESENTATION BY ESCAP AND UN WOMEN




Workshop on the Institutional Strengthening of National Women's Machineries in South - East Asia: Objectives, outcomes and support

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East and Southeast Asia
Regional Office

Bangkok, 17-20 January 2012

Content

- ⇒ Workshop objectives
- ⇒ Expected outcomes
- ⇒ What is ESCAP
- ⇒ What can ESCAP do to support NWMs
- ⇒ What is UN Women
- ⇒ What can UN Women do to support NWMs



Workshop objectives

- ⇒ To share knowledge about how you work: the different roles, functions and practices of NWMs in the South-East Asia;
- ⇒ To learn from each other's experiences about how to most effectively mainstream gender within government structures, including for the implementation of the Convention on the Elimination of Discrimination against Women (CEDAW);
- ⇒ To share areas of strategic concern for the advancement of gender equality, women's empowerment, and women's rights;
- ⇒ To identify priorities at the national and subregional levels



Expected outcomes

Developed within a context of increased understanding of where NWMs are now and where they need to be, a list of recommendations and priorities for follow-up:

- At national levels (for your own work, for the institutional strengthening of NWMs, for your own Governments)
- At regional levels (areas where cross-country collaboration and regional action might best achieve shared objectives and address common concerns)
- Where necessary, indicating need for support from the UN system (ESCAP and UN Women)



ESCAP: An overview

- ⇒ Part of UN Secretariat
- ⇒ 62 member states – 58 are regional members
- ⇒ Most comprehensive UN regional platform dedicated to development
- ⇒ Regional intergovernmental ‘convening power’
- ⇒ Covers world’s most populous region - two thirds of humanity and members range from world’s largest to some of smallest



ESCAP’s mandate

- ⇒ Fosters:
 - regional cooperation to promote social and economic development
 - normative, analytical & technical cooperation work at regional level
- ⇒ Mandated by ECOSOC to coordinate regional UN system work in economic and social sectors (e.g. gender)



Inclusive socio-economic development and gender equality: ESCAP objectives

ESCAP aims to:

- ⇒ foster the regional implementation of the internationally agreed development goals, including the Millennium Development Goals and international gender equality commitments
- ⇒ support regional sustainable development by helping to bridge economic, social and environmental gaps among member States and subregions



Multi-disciplinarity in capacity and cooperation



Multi-disciplinary responses to:

Strengthen capacity and increase technical cooperation among ESCAP member States in developing and implementing social policies and financing aimed at building inclusive societies, reducing poverty and promoting gender equality



What ESCAP can do to support National Women's Machineryes...

- ⇒ Provide opportunities and resources for sharing information and experiences on policymaking and best practices between countries / NWMs on particular issues as relevant to the region;
- ⇒ Produce and share research findings and other knowledge products;
- ⇒ Provide technical resources to support the roles and specific needs of NWMs to advance gender equality and women's empowerment;
- ⇒ Promote the needs of NWMs and advocate for gender equality and women's empowerment issues in the region within intergovernmental processes to enhance Governments' commitment, momentum and regional cooperation for progress



UN Entity for Gender Equality and the Empowerment of Women (UN Women)

- ⇒ Created by United Nations General Assembly resolution 64/289 on 2 July 2011
- ⇒ UN Women merges the four previously distinct parts of the UN system: Division for the Advancement of Women (DAW), International Research and Training Institute for the Advancement of Women (INSTRAW), Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), United Nations Development Fund for Women (UNIFEM)



UN Entity for Gender Equality and the Empowerment of Women (UN Women)

⇒ Vision

Women and men have equal opportunities and capacities and the principles of gender equality are embedded in development, peace and security agendas.

⇒ Mandate

To ensure greater coherence for gender equality issues and a stronger and more effective voice for women's rights.



UN Entity for Gender Equality and the Empowerment of Women (UN Women)

⇒ Governance

⇒ Strategic directions

- Expanding women's voice, leadership and participation
- Ending violence against women
- Strengthening implementation of women's peace and security agenda
- Enhancing women's economic empowerment
- Making gender equality priorities central to national, local and sectoral planning, budgeting and statistics



UN Women and NWMs

- ⇒ Vital Partners
- ⇒ Strengthening capacity
- ⇒ Providing direct technical support
- ⇒ Expanded resources and status for national machineries for women
- ⇒ Inclusion in political spaces in different thematic areas



UN Women and NWMs: Some examples

- ⇒ Support preparation of State Party Reports by NWMs.
- ⇒ Support inter-agency/ inter-sectoral coordination of NWMs.
- ⇒ Support dialogues between NWMs and CSOs.

Results

- ⇒ National ownership
- ⇒ Successful reports, esp. in terms of involvements/contribution of ministries and multi-sectors
- ⇒ Normative to operational



What we hope you will leave with...

- ⇒ More clarity about where you want to be / should be as an NWM...and how to get there (priorities for action)
- ⇒ Shared ideas about how to face challenges and take advantage of existing opportunities
- ⇒ A network of colleagues (and friends)
- ⇒ Knowledge that support is out there
- ⇒ Having had an enjoyable and productive experience!



ANNEX III

QUESTIONNAIRE ON LEADERSHIP

Interview Sheet for Workshop on the Institutional Strengthening of National Women's
Machineries

Questions for Reflection

1. A Story about You as a Leader of Change in Gender Equality and Advancement of Women – a “High-Point Experience:

“Meg Wheatley defined leadership in terms of leaving the world in a better place than we found it. “A leader,” she said, “is anyone who wants to make a difference at this time.” By this definition all of us in this room are leaders.

I'd like you to scan your life from the perspective of leading positive change – times when you collaborated and connected with others to bring **about positive change for gender equality and advancement of women in your country and beyond**. Obviously, for all of us, there have been ups and downs, so let's reflect first on one of the most memorable “high-point moments” in participating in and leading positive change – a time that stands out when you felt most engaged, alive and effective in leading change – and working with others to build a more equal organization, community or society.

Please reflect on and share key elements in your story. Can you remember what happened? When? Where you were? What were your feelings? Your Challenges? What were your Insights?

Based on this story and others like it, if we now had a conversation with people who know you the best and asked them to share the three best qualities or human strengths they see in you as a leader, colleague or friend, what would they say?

2. Innovations in Social and organizational change

So if you were asked to put the spotlight on just one striking or exceptional story for working *for gender equality and advancement of women (or people in general)* what real-life story have you seen, heard about or experienced that you would most want to share?

A. Please share the story: Where? What happened? Results for the community, country, region? How might a model like this be spread and scaled up in ways that strengthen the community or society's members' success?

B. *In the arena of gender equality and advancement of women at the national, regional or global level? Are there other pioneers or thought leaders of whom we should be aware? Why?*

3. Your Image of National Women's Machineries in Asia: Leadership in the Arena of Social and organizational change

C. Let's assume that tonight, after our session; you go into a sound sleep. It is a good sleep. When you awake, it is about 5 years into the future – it is now 2017. But while you were asleep, many small and large developments happened. The world changed. **Innovations in your society and also on the National Women's Machineries haven taken place.**

D. Now you awaken. You go out into the world of 2017 and get a panoramic view of our country, you appreciate, value and feel grateful for what you see developing. Along many dimensions it is becoming the kind of system for gender equality and women promotion system you most want. Please describe now what you see. Describe what is happening in 2017 that is new, changed or better. How do you know?

Hints for the Interviewer

Be an attentive and empathetic listener:

Let your partner tell his story. Neither, please, do NOT tell him or her your story at the same time nor do say your opinion concerning his experiences. Later in the interview you will have the opportunity to tell your stories.

Be really curious about the experiences of your interview partner, about his thoughts and his feelings.

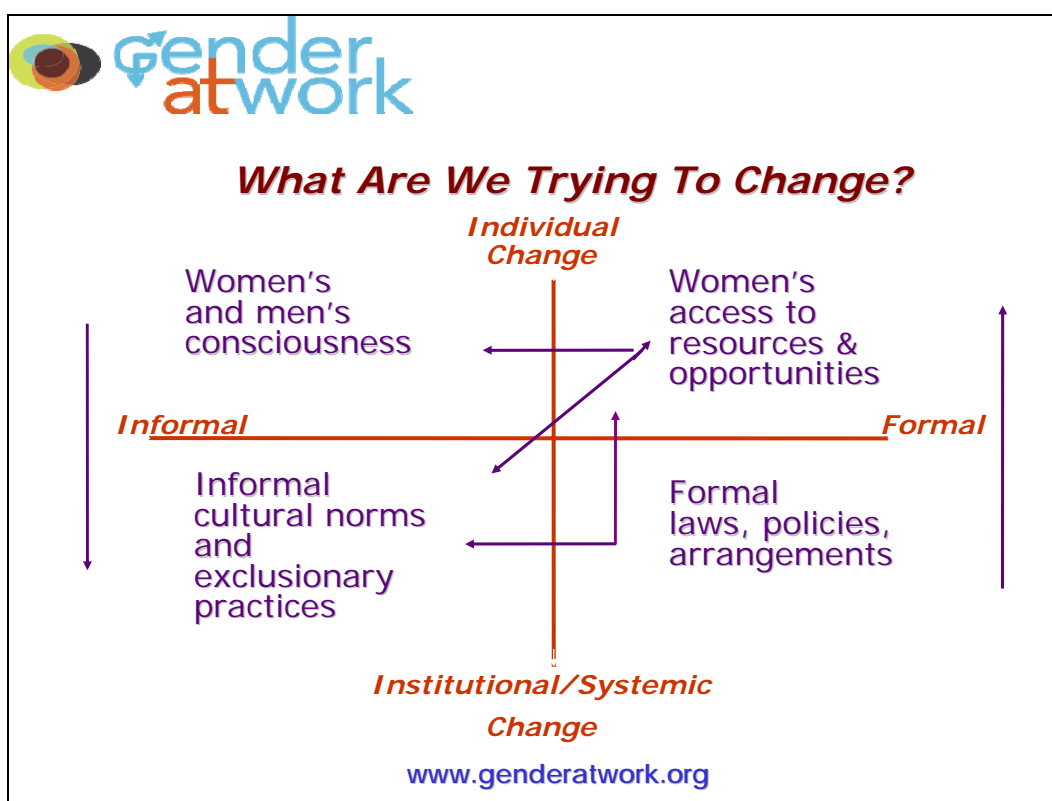
Make concrete notes and pay attention to inspiring stories and vivid quotations.

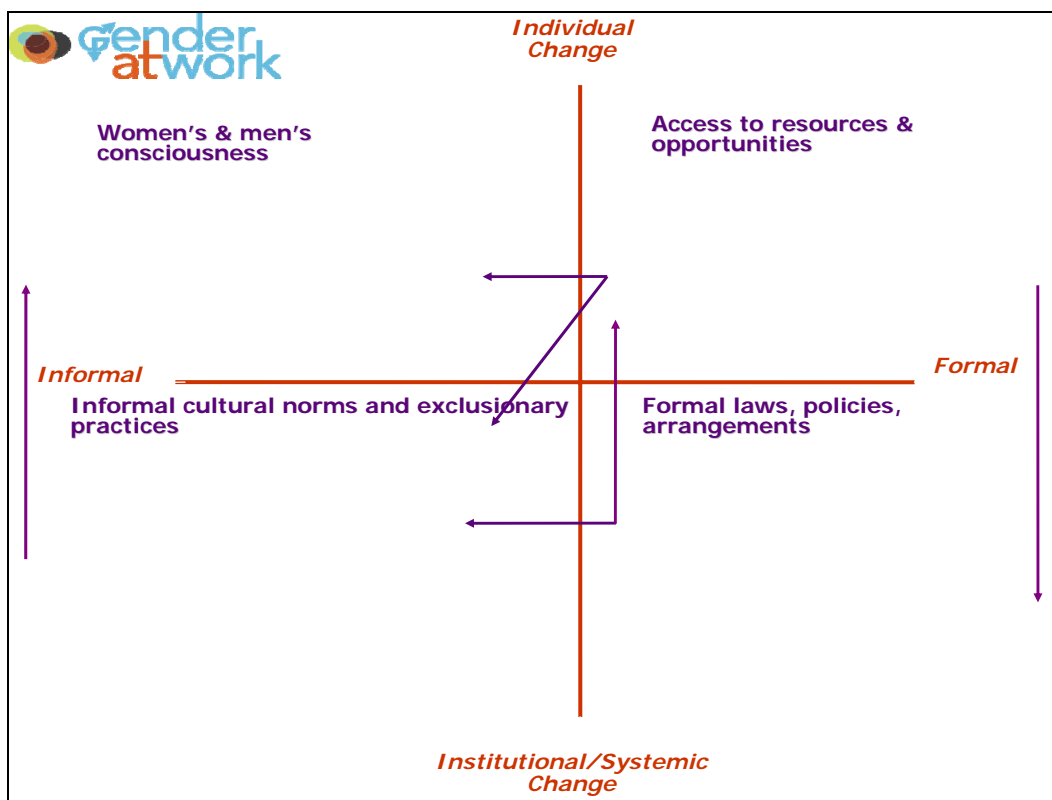
Questions you can ask additionally:

- Please tell me more about this !
- Why do you feel like that ?
- Why was this important for you ?
- What was your contribution to that matter ? What was the contribution of others ?
- What do you think has made it really possible ?
- How has it changed you personally ?
- How do you value this on a scale from 1-10 (1.. bad - 10..excellent)

ESCAP Workshop

Institutional strengthening of National Women's Machinery





UNESCAP study of NWMs, 2010

Context

- Traditional gender roles, biases, stereotypes persist.
- Economic growth, but benefits unequally shared.
- Labour migration – women migrating independently.
- Feminisation of poverty.
- Economic and ecological crises – women disproportionately affected.
- High levels of conflict and violence - internal conflicts in 24 countries.



ESCAP study findings

Successes

- Increased visibility of gender issues.
- Increased ability to mainstream gender.
- Action to end discrimination – measures against violence, legal reforms, awareness campaigns.
- Gender budgeting as tool for mainstreaming.
- Integration of gender in national development plans.

ESCAP study findings

Limitations/concerns

- Limited mandate, powers and resources.
- Weak linkages with “hard” issues and key line Ministries.
- Capacity limitations.
- Poor coordination, limited collaboration with NGOs and movements.
- Limited support from political leadership.
- Limited impact on gender equality and women's rights at national level.

Challenges

- How to become more effective
- How to bring about positive change in women's lives
- How to challenge and end gender inequality



ANNEX V

PRESENTATION OF COUNTRY PRIORITIES AND RECOMMENDATIONS

Issue	Strengthening the organisational structure of national women's machineries in terms of resources and technical capacities
Summary of key points, conclusions and/or next steps	<p>It was noted that different capacities and technical analysis were required at each level and so it was suggested to first conduct a capacity needs assessment to determine the level of training, coaching and mentoring required.</p> <p>In addition, it was stressed that gender training should be part of regular capacity development programmes of governments to ensure continuing availability of expertise in gender and development.</p> <p>One specific area identified for training of national women's machineries was on how to develop gender responsive papers and to link with the planning bureaus.</p> <p>In order to strengthen the analytical capacity of national women's machineries, it was suggested to strengthen engagement with academia and civil society and also familiarise them with the work of Government so that they can customise their technical support.</p>

Issue	Overcoming resistance and weak political support to gender in development and improving negotiation skills to convince ministries to gender mainstream
Summary of key points, conclusions and/or next steps	<p>In order to overcome resistance to gender mainstreaming and improve negotiation skills with other line ministries, it was emphasised that national women's machineries should:</p> <ul style="list-style-type: none"> a) Know the organisations they are dealing with; know their culture and be able to speak their language to facilitate negotiations; and establish close working relations with them; b) Identify stakeholders and use networks to identify right people to talk to and identify gender champions, as well as foster personal relations and develop a relationship of trust d) Be ready to bring evidence of data about the issue to convince government e) Develop expertise in different sectors f) Mobilise support for women constituents and strengthen relations with NGOs g) Build relations with media who can support advocacy

Issue	Facilitating gender mainstreaming in line ministries, including gender-responsive budgeting
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Summary of key points, conclusions and/or next steps	<p>Various steps were identified in order to facilitate gender mainstreaming in line ministries, including gender-responsive budgeting, such as:</p> <ul style="list-style-type: none"> a) Whilst noting that some countries have already made progress in gender mainstreaming, it was acknowledged that political commitment from all ministries was required; b) Data analysis skills were required in national women's machineries; c) Getting people to understand the importance of gender-responsive budgeting, which would begin with getting the key people and top leaders to start understanding gender mainstreaming; g) Overcoming challenges in influencing top leaders in gender mainstreaming and in influencing Parliament; d) Advocacy and capacity-building of national women's machineries; e) Ensuring an effective gender focal point system and working groups on gender; f) Building the capacity of local Government to identify gender mainstreaming in local Government.
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Issue	Convincing the Ministry of Industry that gender mainstreaming is important in the industry sector
Summary of key points, conclusions and/or next steps	<p>Various measures were identified to convince the Ministry of Industry of the value of gender mainstreaming in industry, such as:</p> <ul style="list-style-type: none"> a) Arranging study trips to visit successful counterparts abroad to learn how industries apply gender mainstreaming; b) Ensuring the presence of more women in decision-making positions; c) Sharing ideas from women COEs or CEOs with experience in gender mainstreaming and/or who are gender champions; d) Using empirical data to convince and raise facts about gender issues; e) Understanding the institutional culture, speaking their language, identifying the key persons and developing trust; f) Using networking of NGOs, donors as pressure; g) Publishing a study on gender and industry, particularly addressing gaps in the Ministry of industry.

Issue	Effectively linking with tough issues and key persons and/or key ministries in relation to gender equality and women's empowerment
Summary of key points, conclusions and/or next steps	<p>It was noted that timing and evidence-informed policy were important to promote gender equality in key line ministries. In addition, the following actions were suggested:</p> <ul style="list-style-type: none"> a) Work with media to sensitise public opinion on gender issues; b) Have a Master Plan on gender and formulate guidelines for a National Action Plan; have interagency meetings through a

	<p>participatory process to develop each chapter for action;</p> <p>c) Facilitate the convening of high-ranking persons;</p> <p>d) Develop networks through personal relations;</p> <p>e) Identify ways to influence institutional culture- such as approaching top leaders, bringing in experts to advise and consult in specific areas, bringing issues directly to key persons, and developing capacity in lobbying;</p> <p>f) Conduct seminars/trainings on gender and other specific areas, such as VAW.</p>
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Issue	Developing mechanisms to evaluate the impact of gender mainstreaming among ministries
Summary of key points, conclusions and/or next steps	<p>In order to evaluate gender mainstreaming among ministries, it was recognised that the following were required:</p> <p>a) Establishing a baseline;</p> <p>b) Defining goals and parameters to evaluate work and developing the tools to measure change</p> <p>c) Identifying good practices on M&E and take lessons learned, such as from ESCAP</p> <p>d) Recommending to ESCAP and UN Women to do an initial study to develop a system of M&E on the impact of gender mainstreaming (interested countries- Indonesia, Philippines, Viet Nam, Lao PDR)</p> <p>e) Recommending the use of Results-Based Management in developing a policy of implementation on M&E</p> <p>f) Conducting qualitative studies to measure impact and validate quantitative information</p> <p>g) Need for implementors to be trained on use of data and analysis of data</p> <p>h) Process documentation of programmes on GAD to establish impact of gender mainstreaming</p> <p>i) Advocate with statistical institutions on the need for M&E, development of indicators and data support for indicators that implement GMS for them to be conscious and pay attention to generating data to evaluate the impact of GMS.</p> <p>In addition, it was pointed out that good relations with media, and the training of media professionals on gender issues would be required to disseminate information and generate action.</p>

Issue	Maximising technology for women's empowerment; as well as ensuring health, social and economic protection for disaster and conflict-affected women , and equity and equality in disaster-response management
Summary of key points, conclusions and/or next steps	It was noted that, whilst on the one hand, the lack of education is a barrier to access technology, particularly for women, on the other hand, technology today holds much potential to support the empowerment of women. For example, ebanking is already in place

steps	<p>and social businesses have already been established in Thailand. In addition, videos and audiovisual material can be used to access illiterate women or as advocacy material for other target populations such as returning migrant workers;</p> <p>It was pointed out that there is a need to:</p> <ul style="list-style-type: none"> a) Overcome stereotypes being used by media in their technology; b) Tap into the telecommunications sector, schools and universities in order to encourage a gender balance in technology. <p>It was noted that particular attention should be paid to the rescue and relief for women who are affected by disaster or conflicts. The following actions were suggested:</p> <ul style="list-style-type: none"> a) Educating children and young people on disaster prevention or preparedness and conflict resolution; b) Developing guidelines to integrate gender issues into all activities and programmes in disaster and conflict management; c) Setting up a data collection system to record social mobility and economic status, which can be mobilised if a disaster occurs; d) Conducting a needs assessment after disaster occurs; e) Conducting trainings in disaster management and cooperation and networking among national and international organisations <p>In order to promote gender equality in disaster-response management, it was highlighted that there would need to be the following:</p> <ul style="list-style-type: none"> a) Establishment of a mechanism to prepare for gender responsiveness in disaster management (MWAFF); b) Establishment of a national plan of action formed with the participation of MWAFF; c) Working relations and network with UN system, INGO and other NGOs; d) Awareness amongst women in the community for first response and for relief management as well as on how to save and protect the affected women.
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Issue	Labour and gender
Summary of key points, conclusions and/or next steps	<p>With regard promoting gender equality in employment, the following was highlighted:</p> <ul style="list-style-type: none"> a) There is a need for programmes to enable women to (re)initiate economic participation b) There is a discrepancy in implementation of incentives between public and private companies c) Sexual harassment laws and regulations and implementations vary (For example, in the Philippines and India, laws and regulations are already in place but in India these have been downgraded from a criminal to a civil offence; in Indonesia, there is no clear mechanism

	<p>and the issue is not really addressed, with more of a focus on other forms of violence against women; in Malaysia, a regulation is in place but laws do not exist)</p> <p>d) One good practice could be to consider a gender equality seal given by Governments to private companies, which corporations would use for preferential access.</p> <p>e) There is a need to look at corporate social responsibility and how it can address issues of gender equality.</p>
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Issue	Gender responsive-budgeting
Summary of key points, conclusions and/or next steps	<p>In order to implement gender-responsive budgeting throughout Government, the following was noted:</p> <p>a) A need for legal and political commitment from the highest level and from each line ministry;</p> <p>b) National women's machineries must acquire the capacity to persuade, influence and implement GRB. It was highlighted in particular that capacity-building in and implementation of gender-responsive budgeting is simultaneous;</p> <p>c) Key ministries (planning, finance, gender) should be the drivers while important line ministries could be appointed as pilots. A monitoring system could be implemented with awards on progress;</p> <p>d) It would be useful to involve women study centres, ex-officers and academia to conduct advocacy on gender-responsive budgeting;</p> <p>e) There needs to be tackled the issue of budget prioritisation for gender/women programmes;</p> <p>f) Joint committees should be set up at all administrative levels, national, provincial, community, grassroots;</p> <p>g) Pressure groups (women NGOs) and media must be used, as well as religious/community leaders who are supportive of gender issues.</p>

Issue	Integrating gender in the National Development Plan and develop gender budgeting as tools for mainstreaming
Summary of key points, conclusions and/or next steps	<p>In order to integrate gender into national development it was noted that gender-responsive budgeting served as an important tool for gender mainstreaming. In particular, it was pointed out that the budget line can be a tool to analyse what Government is doing, e.g. looking at whether a disaster budget covers the recovering of women livelihoods after a natural disaster. Other actions suggested to promote gender mainstreaming included:</p> <p>a) Conducting gender analysis to identify problem areas, with the involvement of women's organisations from the beginning</p> <p>b) Developing a strategic plan to provide technical assistance and employ or bring in expertise in a specific area</p> <p>In addition, it was noted that every Ministry has to have accountability. It was also clarified that the role of national women's</p>

	machineries should be to encourage, advocate, support and give advice.
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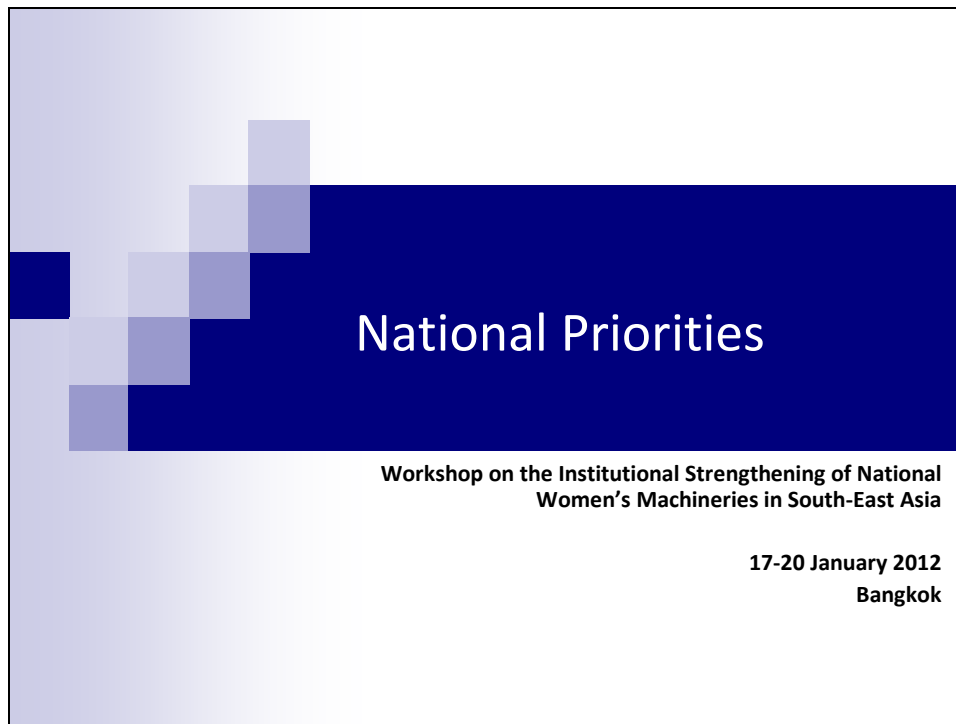

Issue	Creating more gender experts in respective countries
Summary of key points, conclusions and/or next steps	<p>It was recognised that the lack of national gender experts posed a serious barrier to the effective implementation of national women's machineries. In order to address this barrier, the following was proposed:</p> <ul style="list-style-type: none"> a) National women's machineries, together with UN Women should draw up the criteria for gender experts, identify people and groom them; b) The identification of gender experts should preferably start with University lecturers who are experts in various fields, such as law or economics, NGOs, general public, as well as from the national women's machineries and other ministries; c) Experts should be identified at all levels, from local, district to federal level; d) It was stressed that gender should be regarded as a cross cutting issue across all subjects, rather than just a subject its own right. e) Since it is a particularly useful subject for post graduates, sponsorships should be provided to pursue gender studies at PhD level; e) Gender should be a compulsory part of all University courses f) Incentives to encourage people to become gender experts should be established, such as through certification or increases in allowance;

Issue	Building the capacity of local women officers' management skills at the local level
Summary of key points, conclusions and/or next steps	<p>It was noted that there is a solid basis for action already in place, such as laws, regulations, staff, partnerships and structure to promote gender equality at local levels. However, there were shortfalls in budget and capacity for implementation. To address shortfalls in capacity, the need to develop management skills of local women officers' at the local level was emphasised, in particular in the areas of:</p> <ul style="list-style-type: none"> a) Planning, M&E, budgeting, reporting and analysis; b) Coordination with other local authorities, sub-national commission for the Advancement of Women (Sub-CAWs), mass organisation (Lao Trade Union, Women's Union, Youth Union, Lao Front for National Construction) and local partners; c) Improving donor relations to supplement the Government budget; d) Gender analysis in order to know the issues, conduct evaluation and analysis, identify priorities for policy intervention and develop plans of action.

Issue	Empowering women's leadership in the community for gender equality
Summary of key points, conclusions and/or next steps	<p>In noting the importance of women's leadership in the community, the following was suggested to build an enabling environment for their empowerment:</p> <ul style="list-style-type: none"> a) Create an enabling environment for women to access local politics and decision-making, thereby contributing to gender quality and poverty reduction; b) Create awareness of gender issues and women rights in order to sensitise target groups; c) Build capacity of women leaders, potential candidates and local authorities in mainstreaming gender issues; d) Facilitate networking and information-sharing among female leaders and potential candidates to promote women's participation in local political decision-making; <p>In addition, the importance of gender-responsive budgeting was highlighted in order to promote women's advancement. In particular, there is a need to bring the concept to communities; as well as encourage Government to promote gender equality in their Constitution, laws and other regulations in order to promote and protect the rights of all women in political, economic, social, cultural and family life.</p>

ANNEX VI

PRESENTATION ON NATIONAL PRIORITIES

Cambodia

National Women's Machinery

- Need assessment
- Development of training manual
- Provide Training of Trainers (ToT)
- Funding support for intervention
- Capacity development for NWM in Cambodia on women's human rights (WHR) through a series of in-depth training with follow-up

Government Structures

- Strengthen multi-sectoral coordination in promoting women's human rights and gender budgeting (GRB)

UN System

- Increase technical & financial support for national initiatives on WHR & GRB
- Support for wider participation of NWMs' officials in regional conferences on WHR.
- Support for improvement of CEDAW Periodic Report writing.



Indonesia

National Women's Machinery


- Capacity building in monitoring and evaluation to strengthen MOWE's performance

Government Structures

- Developing coordination mechanism of key line ministries in mainstreaming gender in selected issues:
 - Poverty alleviation through economic empowerment
 - Reducing Maternal Mortality Ratio
 - Reducing the incident of HIV/AIDS among women

UN System

- Supporting national policy to implement gender mainstreaming at national and provincial level



Lao PDR

National Women's Machinery

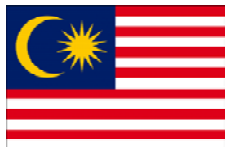
- Strengthening capacity of NWMs (human resources) on gender , sex disaggregated data, research study on VAW, Migration, Trafficking, Economic empowerment for poverty reduction, etc
- Strengthen institutional (LWU, LaoNCAW, NA Caucus) capacity on coordinating , networking, data collection, planning, monitoring and reporting on responsiveness

Government Structures

- Line ministries and local authorities should commit to integrate NWMs strategies into their own respective Action Plan.
- Strengthening capacity in M&E and Reporting on gender components (including CEDAW in other programs

UN System

- UN agencies provide more technical and financial support to NWMs programs
- Strengthening capacity of human resources of NWMs
- Increased UN Women support and coordination to NWMs



Malaysia

National Women's Machinery

- Re-establish cabinet committee on Gender.
- Increase capacity of NWM in terms of number of staffers and expertise in thematic priorities.
- NWM to develop M&E guidelines/system of gender mainstreaming process in the line ministries.

Government Structures

- Line ministries (through the Gender Focal Points) to increase and sustain commitment to be gender responsive in planning, budgeting and implementing.

UN System

- UN agencies to lend further technical and financial support in the initiatives taken by NWM.
- Knowledge sharing on gender among ministries, esp. top management, by UN Women.



Myanmar

National Women's Machinery

- Enhance anti-trafficking in women and girls and migrant workers
- Economic empowerment of women

Government Structures

- Data collection system
- Strengthen networking system

UN System

- Capacity building of NWMs



Philippines

National Women's Machinery

- Strengthening the NWM in terms of
 - Expanding organizational structure by the inclusion of regional presence & establishment of a Gender Institute
 - Increasing budget

Government Structures

- Ensuring the implementation of the Magna Carta of Women
- Strengthening the capacity & influence of the Gender Focal Point system department for more gender responsive programmes, plans & services (e.g. gender responsive technical & finance assistance of women's economic empowerment)
- Improving understanding appreciation & implementation of the gender & development (GAD) budget policy
- Generating & promoting the use of gender statistics for planning, programming, reporting and research



Thailand

Government Structures

- Capacity building on gender sensitivity for legal personnel at all levels
- Introduce "Quota system" for women (25%) in parliament and local administration
- Strengthen cooperation among agencies concerned on engendering the education system
- Promoting participation of men in addressing gender equality
- Strengthening cooperation between NWM and line ministries on gender budgeting



Timor Leste

Government Structures

- Gender mainstreaming process in all line ministries and district governments.
- Capacity building on sex disaggregated data production and analysis.
- Capacity building for line ministries on GRB.
- Implementation of the national action plan and GBV law.

UN System

- Capacity building on gender mainstreaming and ending gender-based violence.



Vietnam

National Women's Machinery

- Increase capacity for NWM (human & financial resources)
- Strengthening coordination among NWM and other line ministries on gender mainstreaming

Government Structures

- Regulate gender mainstreaming into processes of formulation & implementation of policies, legislations, programmes, projects of ministries, branches & local authorities
- Effectively implement the statistics on gender and development in different sectors (II sectors)

UN System

- Organize regular workshops at regional level to share experiences among NWMs.
- UN agencies continue to provide technical assistance on gender equality