ASEAN Committee on Women (ACW) Work Plan 2021 – 2025

one vision
one identity
one community

ASEAN Committee on Women (ACW) Work Plan 2021 – 2025

The ASEAN Secretariat
Jakarta

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Abbreviations

ACMW	ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children
ACWO	ASEAN Confederation of Women's Organisations
ADB	Asian Development Bank
AFDM	ASEAN Finance and Central Bank Deputies Meeting
AHSOM	ASEAN Heads of Statistics Offices Meeting
AMS	ASEAN Member States
ASCC	ASEAN Socio-Cultural Community
ASEAN	Association of Southeast Asian Nations
ASOEN	ASEAN Senior Officials Meeting on Environment
AWEN	ASEAN Women Entrepreneurs Network
CEDAW	United Nations Convention on the Elimination of Discrimination Against Women
DEVAW	Declaration on the Elimination of Violence Against Women in ASEAN
HDI	Human Development Index
MDGs	Millennium Development Goals
SLOM	ASEAN Labour Senior Officials Meeting
SOMCA	ASEAN Senior Officials Meeting on Cultures and Arts
SOMDP	ASEAN Senior Officials Meeting on Development Planning
SOM-ED	ASEAN Senior Officials Meeting on Education
SOMHD	ASEAN Senior Officials Meeting on Health and Development
SOMSWD	ASEAN Senior Officials Meeting on Social Welfare and Development
SOMRDPE	ASEAN Senior Officials Meeting on Rural Development and Poverty Eradication
VAWG	Violence Against Women and Girls
WAGE	Declaration of the Advancement of Women in the ASEAN Region
WoB	Women-owned Businesses
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNIFEM	United Nations Development Fund for Women (part of UN Women)

1. Introduction

Gender equality and the empowerment of women and girls have played a central role in establishing ASEAN priorities as the community aims to accelerate economic growth, social progress, cultural development and promote peace and stability in the region. The ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals (2017) reinforced the strong commitment of ASEAN leaders to "ensure the realisation of people-oriented and people-cantered ASEAN where all women and girls are able to reach the fullest of their potentials".

The Declaration strengthens the prior commitments to protect, fulfil and promote the rights of women and girls and advance gender equality in the region, including: the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (2015), ASEAN Declaration on the Elimination of Violence against Women and Children (2013), Hanoi Declaration on the Enhancement of the Welfare and Development of ASEAN Women and Children (2010), and the Declaration of the Advancement of Women in ASEAN Region (1998) among others.

In order to implement those commitments, ASEAN has adopted five Regional Plans of Action (RPA) i.e. the RPA on the Elimination of Violence Against Women (2015), the RPA on the Elimination of Violence against Children (2015), the RPA against Trafficking in Persons, Especially Women and Children (2015), the RPA to Implement the ASEAN Declaration on Strengthening Social Protection (2015), and the RPA to Prevent and Counter the Rise of Radicalization and Violent Extremism (2018)[1]. Recently, the ASEAN Comprehensive Recovery Framework (2020), which serves as the 'consolidated exit strategy from the COVID-19 crises', also put gender equality as the priority throughout all response and recovery process, particularly in its strategy for strengthening human security.

1 ASEAN (2021). 'ASEAN regional study of women, peace and security' p. 16.

The ASEAN regional commitments and efforts, combined with AMS' national policies and programs have moved the region forward towards sustainable development. According to the regional assessment of MDG achievement, ASEAN has recorded significant progress especially in reducing extreme poverty, reducing health risks, closing gaps in access to education, and improving women's economic participation[2]. However, inequality still persists and addressing it remains the key challenge in the region, especially in light of the COVID-19 pandemic. As revealed in its recent study[3], the existing evidence in ASEAN region shows that women and girls living in poor households and rural areas often face multiple deprivations and social, economic and environmental disadvantages. Many of these women and girls have lower incomes, less decision-making power and limited access to basic services and infrastructure. In addition, the COVID-19 pandemic situation in 2020 has also led to a major setback for women's situation and gender equality in the region as violence against women escalated, women's burden of care work intensified, and the loss of work and income occurred massively among women[4].

The ASEAN Community Vision 2025 envisages a Socio-Cultural Community that "engages and benefits the peoples, and is inclusive, sustainable, resilient and dynamic". The ASEAN Socio-Cultural Community (ASCC) Blueprint 2025 puts the work towards achieving gender equality and the empowerment of all women and girls as well as advancing the rights of women and girls as part of the strategic measures to ensure that it is inclusive, and it engages and benefits people. To facilitate this, the ASCC Blueprint 2025 also requires the development of "regional strategies and enhance institutional capacity for gender mainstreaming in ASEAN policies, programmes and budgets across pillars and sectors" and will "support ASEAN Member States' initiatives in strengthening national gender and age-disaggregated databases and analyses, including

2 ASEAN (2015). 'Report of the ASEAN regional assessment of MDG achievement and post-2015 development'.

3 ASEAN and UN Women (2021). 'ASEAN Gender Outlook: achieving the SDGs for all and leaving no woman or girl behind'.

4 UN Women (2020). 'Unlocking the lockdown: the gendered effects of COVID-19 on achieving the SDGs in Asia and the Pacific'.

on poverty and equity, and establish a reliable regional database for key sectors to support ASEAN policies and programmes".

The ASEAN Committee on Women (ACW) is part of the regional mechanisms to ensure that the commitments towards gender equality and empowerment of women and girls are operational in ASEAN's policies and programmes. The ACW supports the ASEAN Ministerial Meeting on Women (AMMW) by recommending regional policies, developing, coordinating and implementing the five-year regional Work Plan, and managing partnerships. The ACW Work Plan 2021 - 2025 will provide guidance for development of projects/ interventions by all AMS, ASEAN and other bodies. The work plan is developed through consultative and participatory processes with relevant ASEAN bodies and civil society organisations in the region. Following through and building upon past efforts, the ACW Work Plan 2021 - 2025 is also designed to respond to the current developments in the region with seven visionary areas: 1) gender data and statistics; 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; and 7) gender responsive-governance and leadership.

This document is meant to inform all interested parties of ACW's 5-year Work Plan, and provide guidance to ASEAN Member States (AMS), ASEAN Sectoral Bodies, dialogue partners, private sector, and civil society organisations regarding the planning, monitoring and evaluation of interventions/projects contributing to the achievement of the ACW's Work Plan 2021 - 2025. Given that each ASEAN Member State has their own unique demography and landscape, not all the goals, outcomes and outputs listed in the vision statements are applicable. Thus, the seven vision statements are non-binding actions for AMS but serve as a guidance material for the AMS to consider, where applicable and appropriate, in accordance with the context and stage of development of each Member State.

2. The 7 Visions of ACW's Work Plan 2021 - 2025

Vision number	Vision theme	Vision description
1	Gender data and Statistics	In 2025, throughout ASEAN Member States (AMS) and ASEAN institutions, the use of up-to-date gender statistics facilitates ASEAN peoples to be better informed of gendered realities and circumstances within their respective contexts, to be better equipped with evidence to address prevailing gender norms that perpetuate gender inequalities, and ASEAN Policy makers and development practitioners to make gender-responsive policies through evidence and sex-disaggregated data.
2	Gender mainstreaming	In 2025, ASEAN and AMS governmental and non-governmental institutions have a fuller understanding and appreciation (both women and men) of the need to mainstream gender perspectives in all areas and at all levels of their work, and are better equipped to integrate, mainstream, and operationalise gender as a cross-cutting issue in social, cultural, educational, economic and political systems in all ASEAN sectors.

3	Gender Responsive Climate and Disaster Resilience	In 2025, the resilience of women and girls to address and mitigate socio-economic impacts of climate change, disaster, and infectious disease has improved, their agencies in disaster preparedness are reinforced, and engaged in disaster risk reduction, response, and recovery.
4	Gender Approach to Enhancing Safety and Protection of Women and Girls	In 2025, safety and protection of all women, girls and boys has increasingly become a shared concern and responsibility of all ASEAN people, government institutions and civil society, and (a lack of appropriate) laws, harmful social norms and gender discrimination that push women and girls to higher risks and vulnerabilities, including child early and forced marriage, are recognised as important agenda points in need of collective action.
5	Women, peace and security: Amplify the meaningful and substantive participation of women in promoting peace and security in ASEAN	In 2025, ASEAN institutions, governments and stakeholders exert greater efforts to enhance the role of women in peace and security, protect women and girls and promote social cohesion within the ASEAN region at all levels.

6	Women's economic empowerment and future of work	In 2025, ASEAN is leading the recognition of women's rights and their capacities to participate productively in building the economy, by ensuring that all women and girls have equal access and opportunities for education, training, sustainable livelihoods, social protection, decision-making, decent work and financial inclusion that will uplift their standards of living.
7	Gender responsive-governance and leadership	In 2025, ASEAN governments, institutions and stakeholders promote gender responsive governance and increase women leadership and meaningful participation in policy- and decision-making at all levels.

3. Vision 1: Gender data and Statistic

3.1. Background

The UN Committee on the Elimination of Discrimination against Women (CEDAW) has recognized the necessity of gender statistics in its General Recommendation No. 9 (1989) on 'Statistical data concerning the situation of women' which recommends that "States parties should make every effort to ensure that their national statistical services responsible for planning national censuses and other social and economic surveys formulate their questionnaires in such a way that data can be disaggregated according to sex, with regard to both absolute numbers and percentages, so that interested users can easily obtain information on the situation of women in the particular sector in which they are interested". The development of gender data and statistics has become more relevant with the adoption of the Beijing Declaration and Platform for Action (BPfA) which resulted from the 4th UN World Conference on Women in Beijing in 1995. The BPfA acknowledged the importance of appropriate data for designing policies and assessing progress towards the goal of gender equality and requested national, regional and international statistics services to "ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to men and women in society".

The purpose of gender statistics is to reflect differences and inequalities in the situation of women and men in all areas of life.[5] The UN Statistical Divisions' manual on gender statistics defines gender statistics as encompassing the following characteristics:[6]

- Data are collected and presented disaggregated by sex as a primary and overall classification.
- Data reflect gender issues.

5 United Nation. 2006.Integrating a gender perspective into statistics, New York, 2006, p. 1. https://unstats.un.org/unsd/demographic-social/ Standards-and-Methods/files/Handbooks/ gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf

6 Ibid.193

- Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and
- Data collection methods consider stereotypes and social and cultural factors that may induce gender biases.

Such gender responsive statistics thus help to identify policy needs and areas of action aiming to reduce gender gaps and creating more inclusive societies.[7] Successive reviews of the implementation of the Beijing Platform for Action (BPfA)[8] reveal that despite a growing number of constitutional and legal reforms aimed at achieving gender equality, gender gaps still persist in every region of the world. Gender inequalities continue to generate differential opportunities and constraints for females and males throughout the world, challenging inclusive growth and sustainable development. Gender statistics is indispensable to capture these specific gender differential realities, to produce evidence for developing policies 'to achieve gender equality and women's empowerment, assessing their impact, and promoting accountability'.[9] More so, with growing awareness of gender inequalities in all development sectors, to support countries striving to achieve the 2030 Sustainable Development Goals and in particular the SDG on achieving gender equality, gender data and statistics have assumed a special significance. Gender data and statistics are an integral part of the gender mainstreaming process.

Across the ASEAN region, the awareness and need for gender specific data is growing, including realization to enhance the ASEAN Member States' (AMS) capacity for gender data generation, standardization of gender indicators, analysis of their impact and for data use on all development outcomes for all development sectors. With all AMS's commitment towards the Convention on the Elimination of All Forms of Discrimination Against Women

7 United Nations Economic Commission for Europe (UNECE).2010. Developing Gender Statistics: A Practical tool

8 United Nations. 1996. Report of the Fourth World Conference on Women. Beijing, 4-15 September 1995

9 UN Women. 2018. Making Every Women Count- 2017 Annual Report Planning Phase

(CEDAW),[10] the Fourth World Conference on Women and the Beijing Platform for Action, and more recently, the Sustainable Development Goals and Agenda 2030, there are increased efforts to generating gender statistics and data for gender mainstreaming. Advocating for better gender data, the ASEAN leaders, through the 2017 'ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals',[11] expressed their commitment to the gender-responsive implementation of the ASEAN Community Vision 2025 across the three ASEAN Blueprints[12] and the Sustainable Development Goals; and, envisaging an inclusive ASEAN where all women and girls are able to reach the fullest of their potentials, identified the following key actions:

A. Enhancing the ASEAN Member States' capacity in strengthening national and sub-national sex-disaggregated production of statistics and gender analyses on all Sustainable Development Goals, and
B. Establishing reliable regional and sex-disaggregated databases for key sectors to support ASEAN policies and programmes across the ASEAN Community pillars,
C. Participatory collection, management, analysis, extensive dissemination of and ensuring public access to high-quality, reliable and timely data that is disaggregated by sex, age, and socio-cultural and economic characteristics relevant in national contexts.

As part of ASEAN's response to the need for gender specific data, the ASEAN Gender Outlook: Achieving the SDGs for All and Leaving No Woman and Girl Behind was jointly produced by the ASEAN Committee on Women (ACW), the ASEAN Secretariat, and UN Women and launched on the 1st of March 2021. The regional study provides fresh data that shows the need to continue investing in

10 United Nations General Assembly. Convention on the Elimination of All Forms of Discrimination against Women, 1979.

11 ASEAN Secretariat: ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals- 13 Nov 2017

12 The Blueprints of the ASEAN Political Security Community (APSC) and ASEAN Economic Community (AEC), ASEAN Socio-Cultural Community (ASCC),

the most vulnerable women and girls in order to achieve the SDGs. It looks at each of the Sustainable Development Goals through this multiple deprivation lens and is dedicated to track progress towards gender equality and SDGs in the ASEAN region. However, the need for updated data and evidence is even more critical in the COVID-19 pandemic response to ensure that the promise of leaving no one behind is realised and achieved for all women, girls, men and boys in ASEAN.

Analysis

As UNDP aptly expresses: "The absence of data impedes transparency and accountability. Even where there is the best of intentions, the absence of data makes evidence-based policymaking very difficult and restricts how effectively we can advocate for change. And when we cannot advocate for change, it is more difficult to mobilize the resources needed to finance the development outcomes we would like to see."[13] Gender statistics facilitate, along with other participatory approaches, monitoring and evaluation, as well as a more comprehensive analysis of the pathways (or theories) of change underpinning programming, as they generate greater insight into the underlying structural factors that perpetuate discrimination, bias, and inequality.

However, as in other regions, in ASEAN too, gender data gaps are of three types: first, uneven coverage of gender-specific indicators, with some policy and development goals lacking indicators to capture gender equality outcomes; second, gaps in gender data, including on women and girls experiencing multiple and intersecting inequalities; and third, quality and comparability of available data across countries and time.[14]

A recent report highlighted that ASEAN lacks quality gender data: For example, data available in the ASEAN Statistics Division (ASEANstats) are mostly on trade, economics and tourism with gender related data pertaining to "data on population, some

13 UNDP. 29th Nov 2017. UNDP and partners launch Global Women's Leadership Index for 50-50 women leaders in public office by 2050.

14 UN Women. Issue Brie. Making Women and Girls Visible: Gender Data Gaps and Why they matter

educational and employment indicators."[15] Measuring progress on women's economic rights is limited by the fact that most government data and international development reports only capture the contribution of women in the formal economy. Collecting data on women's informal economic activities, as well as care work remains a challenge.[16] As the 'The ASEAN VAWG Data Guidelines' [17] point out, there tends to be little regional and national coordination across sectors, agencies and organisations to share and compile VAWG data. This lack of coordination and the absence of standards create and sustain inconsistent data collection. These issues are compounded by limited national and regional capacities for data collection, storage, analysis, sharing and use.

The lack of reliable and timely gender data and statistics constitute a serious drawback for ASEAN to forge ahead and achieve the 2030 Sustainable Development Goals and to fulfilling the ASEAN Community Vision 2025. The ASEAN Progress Report on Women's Rights and Gender Equality underlines the urgency for the 'systematic collection and analysis of sex-disaggregated data and gender statistics'.[18]

As can be inferred from the 2017 Declaration, much remains to be done in terms of data access and data analysis, data quality and quantity as well as strengthened gender-analysis capacity of statistics staff, policy planners and other stakeholders. Active collaboration between statistics agencies, government departments, academics, civil society, international development organisations and policy researchers is needed to correct these shortcomings. Such collaboration can lead to policies that successfully reduce gender disparities and promote inclusive development in ASEAN.

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15 Reporting ASEAN- Voices and Views from within Southeast Asia. December 2020. The Missing Numbers. https://www.reportingasean.net/the-missing-numbers/

16 https://asean.org/storage/2012/05/Progress-Report_Women-Rights-and-Gender-Equality.pdf

17 UN Women. 2018. ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use. P.32

18 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Rights and Gender equality.

Obstacles to overcome[19]

- Obtaining sex-disaggregated data based on industries and fields.
- Collecting gender/ sex- disaggregated data is difficult in locations where security is unstable, transportation is limited, language is a barrier and during times of crises or disasters.
- Lack of technical resources and financial and institutional support required for the collection and analysis of gender data and statistics.
- Absence of standardized data collection formats that can be used by all concerned organisations.
- Duplication of data collected by different institutions.
- Lack of data sharing among concerned organisations.
- Lack of appreciation of policymakers on the use of statistics for planning, policy making, monitoring and evaluation.

Way forward: suggested activities

Promote the use of gender statistics for evidence-based policy making and rigorous monitoring of progress in gender equality issues for all three dimensions of sustainable development, ensuring 'no one is left behind':

- Advocate for availability of data disaggregated by disability status, age, urban/rural, ethnicity and other variables and support country level assessments of policies and practices governing the production of gender statistics.
- Provide AMS technical support and capacity building of national statistical offices to-produce gender statistics, that is analysed, packaged, and communicated to target audiences, especially decision makers for all dimensions of sustainable development to meet the promise of Leaving No One Behind.
- Support information exchange platforms ensuring wide dissemination of user-friendly gender data and statistics making it openly available, easily accessible, comprehensible,

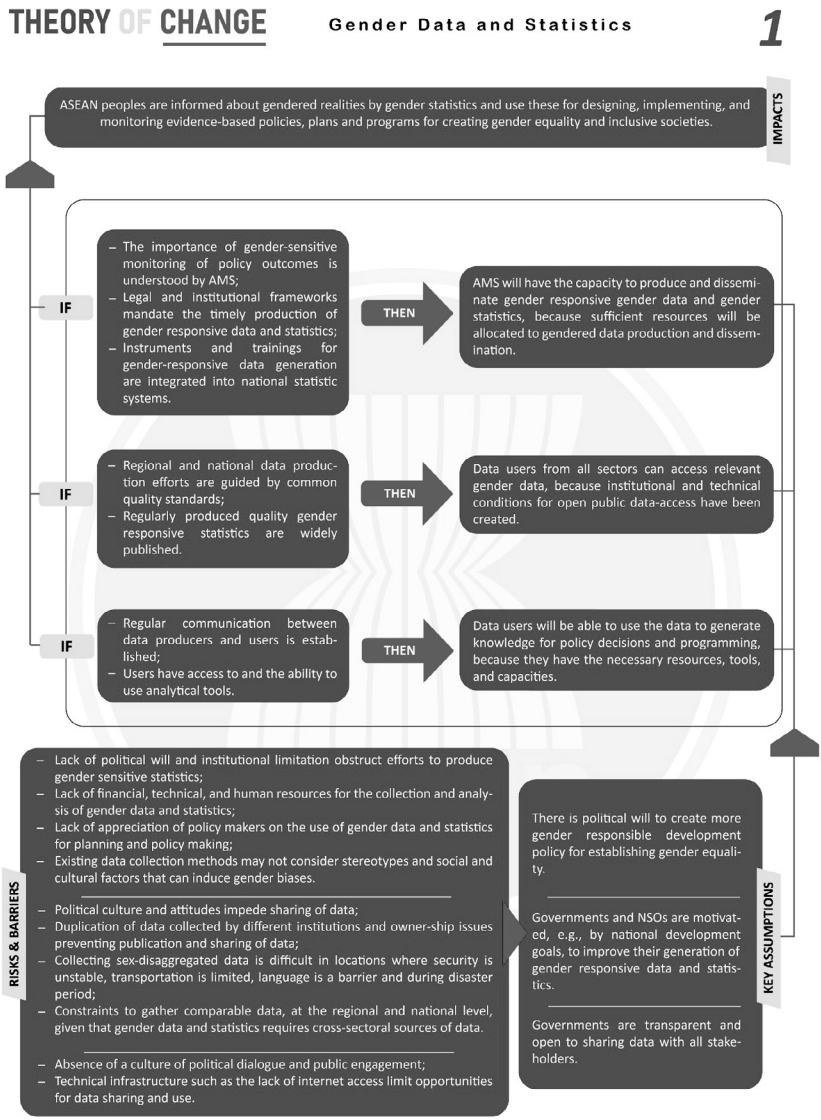
19 MDF/ACW Brainstorming

and regularly updated, such as the creation of a live interactive database including data visualization (hosted by ASEC/ACW); Promote south-south cooperation and sharing of best practices.

- Facilitate regional partnerships to support work on gender statistics to help global monitoring of SDG gender related Goals and Targets.
- Synthesize and disseminate lessons learned from UN Women's Flagship Programme Initiative (FPI) national and regional activities.
- Improve the quality and comparability of gender statistics, including in areas where global standards do not exist (Tier III indicators in SDGs).

3.2. Theory of Change

The Theory of Change of Vision 1, based on the above context description, is visualised below:



3.3. Results-chain

RESULTS CHAIN : Gender Data and Statistics **1**

IMPACT

ASEAN peoples are informed about gendered realities by gender statistics and use these for designing, implementing, and monitoring evidence-based policies, plans and programs for creating gender equality and inclusive societies.

OUTCOME 1

ASEAN and National Statistics Offices have the capacity to generate and disseminate gender responsive statistics within meaningful time.

OUTPUT 1

AMS recognise the importance of establishing gender-sensitive statistical systems monitoring gender differential impacts and outcomes of development policies and programs, e.g., advocate for production of gender responsive data and statistics, (disaggregated by sex, disability status, age, urban/rural, ethnicity and other variables) including by promoting sharing of best practices; Identify gender champions among leaders and legislators to advocate for gender data use.

OUTPUT 2

Enabling legal frameworks, institutional arrangements, and adequate resources for gender statistics are in place, e.g., amend national statistics laws to include provisions that ensure gender data are systematically included in national statistics; allocate specific budgets dedicated to the production of gender data and gender statistics; establish partnerships with relevant institutions.

OUTPUT 3

Instruments and capacity building tools for gendered statistic generation are available, e.g., capacity building for national statistics officers on gender responsive survey design and potential gender bias in quantitative research and data generation.

OUTCOME 2

Quality, comparable gender statistics across sectors are available and accessible to all users, including governments, civil society, private sector, and academia.

OUTPUT 1

Quality standards and guidance for production of gender responsive data are in place for all three dimensions of sustainable development (economic, social, environmental) across ASEAN countries, e.g., consult with relevant government and CSO to standardize gender indicators in the region.

OUTPUT 2

Quality and comparable gender statistics are regularly produced and widely published regionally and nationally, e.g., multi-stakeholder consultations to develop data production and sharing protocols; establish web-based interactive platforms such as creation of a live interactive, multi-lingual database, (hosted by ASEC/ACW) for a broad audience at regional, national, and local level.

OUTCOME 3

AMS governments, civil society and private sector have the capacities to analyse data and use the information for policies and programming.

OUTPUT 1

Communication pathways from data producers to data users (Governments, CSO) ensure improved understanding of statistical information, e.g., create forums for national statistical offices to engage with policy and decision-makers.

OUTPUT 2

Tools and training resources and platforms for data analysis and visualization are developed, published and accessible to government and civil society data users, e.g., NSOs organises regular trainings to use and analyse e statistical information; link web-based interactive databases with analytical and visualisation tools.

KEY ASSUMPTIONS

- There is political will to create more gender responsible development policy for establishing gender equality.
- Governments and NSOs are motivated, e.g., by national development goals, to improve their generation of gender responsive data and statistics.
- Governments are transparent and open to sharing data with all stakeholders.

4. Vision 2: Gender mainstreaming

4.1. Background

At the Fourth World Conference on Women in 1995, the global community adopted the Beijing Declaration and Platform for Action (BPFA).[20] The BPFA mandates gender mainstreaming as a strategic approach for achieving gender equality and women's empowerment at all levels of development.

In their commitment to the BPFA, all ASEAN Member States (AMS) are obligated to adopt the Gender Mainstreaming Strategy to 'integrate gender implications into planned actions, legislations, policies and programmes in all political, economic, and social areas and at all levels to achieve gender equality'.[21] The AMS have also ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),[22] that 'prohibits discrimination against women in all areas of life and obliges States parties to implement legal and effective equality'. More recently, they also subscribed to the Sustainable Development Goals and Agenda 2030, with SDG 5 explicitly referring to gender equality, and the targets of the other goals (e.g., SDG 3,4,6,8) effectively requiring gender mainstreaming across all SDGs.[23]

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20 United Nation. 1996. A/CONF.177/20/Rev.1. Report of the Fourth World Conference on Women. Beijing, 4-15 September 1995

21 United Nations Economic and Social Council (ECOSOC). A/52/3, 18 September 1997. Gender Mainstreaming, Extract from the Report of ECOSOC for 1997. Gender mainstreaming was defined as "Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality."

https://www.un.org/womenwatch/daw/csw/GMS.PDF

22 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); *Resolution 34/180, Official Records of the General Assembly of the United Nations, Thirty-fourth Session, Supplement No. 46 (*A/34/46), p. 193; https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&lang=en#1

23 https://sdgs.un.org/goals

Furthermore, on the 31st ASEAN Summit, upholding the ASEAN Community Vision 2025 and Sustainable Development Goals, and guided by the Blueprints of the ASEAN Political-Security Community (APSC), the ASEAN Economic Community (AEC) and the ASEAN Socio-Cultural Community (ASCC), leaders of the AMS reaffirmed their commitments to the BPFA in the 2017 Declaration[24] for promoting gender equality through gender mainstreaming strategy across all sectoral bodies in the three ASEAN pillars. The Declaration encourages the ASEAN Sectoral Bodies to engage and establish mechanisms for engagement with women's groups and organisations, in joint efforts to ensure the gender-responsive implementation of policies and plans and for the systematic mainstreaming of a gender perspective in the implementation of the ASEAN Community Vision 2025 and the 2030 Agenda for Sustainable Development. The ASEAN Progress Report on Women's Rights and Gender Equality states that "as ASEAN moves toward a more comprehensive and integrated approach in addressing the multi-faceted issues faced by women and girls, mainstreaming gender issues in ASEAN's work is fast becoming an imperative".[25]

Analysis

To effectively achieve policy and programme results for women, men, boys and girls, gender mainstreaming entails considering and incorporating both multiple-level and multiple-track responses within any given sector. And moving forward requires sector-specific gender analysis, multidisciplinary teams, and complex programmatic responses.[26]

The adoption of gender mainstreaming strategy to advance gender equality by the AMS, spurred efforts on the part of the ASEAN body in strengthening the implementation of commitments to

24 ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals.13th Nov 2017. https://asean.org/wp-content/uploads/2017/11/7.-ADOPTION_ASEAN-Declaration-on-the-GR-Implementation_CLEAN_Sept.8-2017_for-31st-Summit_CLEAN.pdf

25 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. P.vii

26 UN Women. 2014.Guidance Note: Gender Mainstreaming in Development Programming. p. 17

gender equality and the empowerment of women in the region. The ASEAN Committee on Women (ACW), was established in 1976 and mandated to implement, coordinate, and monitor the implementation of ASEAN's key regional priorities and cooperation on women's issues.

In 2012, the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) was formed with the aim to promote dialogue among stakeholders at national and regional levels, as well as to campaign for ending violence against women and children.[27] ACWC facilitated gender mainstreaming training for over 80 ASEAN Secretariat staff aimed at enhancing organisational competencies and their practical knowledge of measuring organisational capacities to address gender issues.'[28]

The region has also witnessed an increase in the number of policies, strategies and action plans adopted, increase in tools and resources on thematic issues and sector areas to guide implementation of gender mainstreaming at the country level, such as:[29]

- Declaration of the Advancement of Women, 1988.
- Declaration on the Elimination of VAW in ASEAN, 2004.
- ASEAN Declaration Against Trafficking in Persons Particularly Women and Children, 2004.
- ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers 2007, with references to gender equality and women's rights.
- Ha Noi Declaration on the Enhancement of the Welfare and Development of ASEAN Women and Children, 2010.
- Work Plan to Operationalize the Declaration on the Elimination of VAW, 2005-2010.
- ASEAN Community of Women (ACW) Work Plan on Women's Advancement and Gender Equality, 2005-2010 & 2011-2015.
- Roadmap for an ASEAN Community, 2009-2015.

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27 Asia and the Pacific. Policy Forum. Women, Peace and Security in ASEAN.

28 ibid

29 ASEAN Secretariat. October 2012. ASEAN Committee on Women (ACW) Work Plan (2011-2015)

- ASEAN's Gender Mainstreaming Action Plan.

Various regional guidelines have been developed to guide AMS in fostering gender mainstreaming in specific areas, such as:

- The ASEAN Senior Labour Officials Meeting (SLOM) in cooperation with ACW to mainstream gender equality into labour and employment policies and practices towards gender equality in the world of work and decent work for all.[30]
- ASEAN Regional guidelines on Violence against women and girls (VAWG) Data collection and Use by UN Women in partnership with ACWC and ACW to strengthen the capacity of AMS in collection of data systematically and use data related to VAWG.[31]

Pursuant to ASEAN's commitment to institutionalising gender mainstreaming approaches by governments and international and regional organisations, the ASEAN Gender Mainstreaming Strategic Framework 2021-2025 has been endorsed by the ACWC and ACW in February 2021. The Framework was formulated through a participatory and consultative process led by ACWC Malaysia and ACW Philippines, in coordination with the ACWC-ACW Ad-hoc Working Group on Developing Gender Mainstreaming Strategies across three (3) ASEAN Community pillars (WG-GM), with support from the EU and USAID's PROSPECT, PROGRESS and in close consultations with the Senior Officials from the ASEAN Socio-Cultural (ASCC), Economic (AEC) and Political-Security (APSC) Communities organised by ACW Philippines and the ASEAN Secretariat through various dialogues and conferences in 2018 and 2019.

The Framework fully recognised the need for gender mainstreaming approaches to go beyond the empowerment of individual or small groups of women to taking active and critical roles as active agents

30 ASEAN Secretariat. ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies Towards Decent Work For All. https://asean.org/asean-guideline-gender-mainstreaming-labour-employment-policies-towards-decent-work/

31 UN Women. 2018. ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use. https://asiapacific.unwomen.org/en/digital-library/publications/2018/04/asean-regional-guidelines-on-violence-against-women-and-girls

and drivers of change. ASEAN also recognises the nexus between gender equality and human rights-based approaches, and thus a focus on gender and inclusion – that is, those on the intersections of sex, age, class, race, ethnicity, religion, disability, geographical location, sexual identity, migration status and income identities. Thus, the ACW, playing a pivotal role in the implementation of the ASEAN Gender Mainstreaming Strategic Framework is ensuring the achievement of the set visions on Gender Mainstreaming in the ACW Work Plan 2021-2025 in alignment with the Framework.

Obstacles to overcome

Despite notable progress gender gaps persist in the ASEAN region impeding gender mainstreaming in all development sectors and at all levels. Overall, some of the persisting obstacles are:[32]

- Lack of awareness, knowledge and understanding of gender perspective in general.
- Gender mainstreaming is mostly understood and measured based on equal representation of both men and women.
- Absence of best practices on gender mainstreaming in policies.
- Legal frameworks and policies that promote gender mainstreaming are not effectively or sufficiently implemented and monitored.
- Lack of appreciation and acceptance of gender perspective in male dominated patriarchal societies.
- The absence of gender perspective and its implication in policies are not sufficiently assessed by policy makers.
- Limited channels and platforms to review the level of gender responsiveness in the design and monitoring and evaluation of government programs.

Way forward: suggested activities

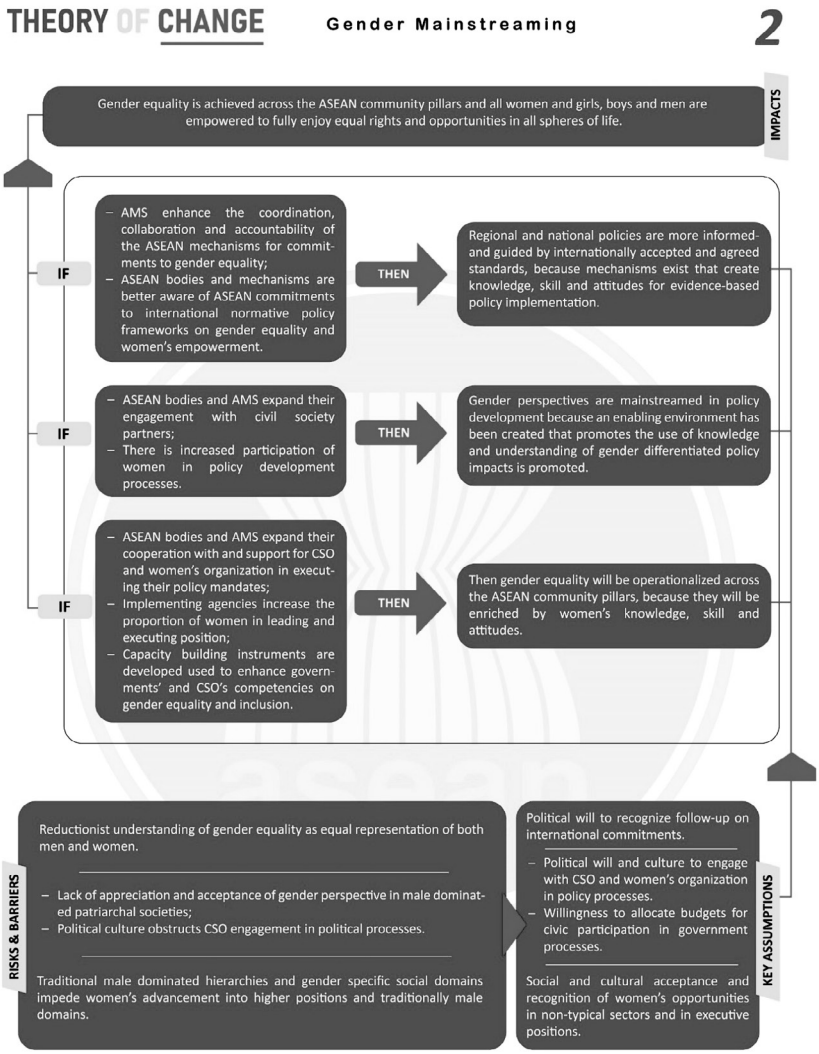
- Conduct needs-based gender analysis of all ASEAN policies to create regional baseline and gender statistics.

32 MDF Brainstorming.

- Formulate regional guidelines for a gender responsive implementation of the ASEAN Community Vision, especially gender mainstreaming in policies, laws, strategies, programmes and projects.
- Undertake gender mainstreaming trainings/capacity building, especially for the ASEAN Sectoral Bodies concerned and ASEAN Member States.
- Build capacities of National Statistics Organisations (NSOs) to include gendered data into relevant statistics covering the ASEAN community pillars, enable the ASEAN body on audit to include gender perspective into their audits and to conduct gender audits and gender responsive monitoring and reporting.
- Establishing fora and dialogue platforms for regular policy and technical consultation for gender responsive policy development in all sectors social, cultural, educational, economic sectors, and political system.
- Invite women's organisations and CSOs to contribute to annual national budget planning processes, thus ensuring gender responsive budgeting; encourage and invite women's organisations and CSOs to prepare policy statements and comments on policy or legislative initiatives.
- Support capacity building and provide funding to women's organisations for implementing projects and provide services that support the implementation of development policies.
- Institutionalise and implement HR policies that open new career opportunities for women in the public sector.
- Leverage on the ASEAN Enabling Masterplan 2025 to mainstream the rights of women with disabilities.
- Build capacities of women's organisations to participate in the formulation and implementation of policies, programmes and strategies and building capacities of relevant institutions to integrate gender perspectives.

4.2. Theory of Change

The Theory of Change of Vision 2, based on the above context description, is visualised below:



4.3. Results-chain

RESULTS CHAIN : Gender mainstreaming — **2**

IMPACT

Gender equality is achieved across the ASEAN community pillars and all women and girls, boys and men are empowered to fully enjoy equal rights and opportunities in all spheres of life.

KEY ASSUMPTIONS

- Political will to recognize follow-up on international commitments
- Political will and culture to engage with CSO and women's organization in policy processes. Willingness to allocate budgets for civic participation in government processes.
- Social and cultural acceptance and recognition of women's opportunities in non-typical sectors and in executive positions

OUTCOME 1

ASEAN governments have increased capacities to assess and monitor the advances in implementation of the Beijing Platform for Action, and other global normative and policy frameworks such as CEDAW and the SDGs, they are committed to.

OUTPUT 1

Enhanced coordination, coherence, and accountability of the ASEAN mechanisms for commitments to gender equality and women's empowerment, e.g., conduct needs-based gender analysis of all ASEAN policies to create regional baseline; formulate regional guidelines for a gender responsive implementation of the ASEAN Community vision.

OUTPUT 2

ASEAN regional bodies and AMS are informed and are aware of the meaning of international normative policy frameworks on gender equality such as Beijing Platform for Action, e.g., undertake gender mainstreaming trainings/capacity building activities in ASEAN Bodies.

OUTPUT 3

ASEAN regional bodies and AMS have established path ways and mechanisms for gendered information and knowledge generation on gender-differentiated impacts of policy implementation, e.g., build capacities of NSOs to include gendered data into all statistics covering the ASEAN community pillars, enable the ASEAN body on audit to include gender perspective into their audits and to conduct gender audits and gender responsive monitoring and reporting.

OUTCOME 2

Productive and evidence-based dialogues amongst ASEAN governments and with civil society and other relevant actors in regional and national policy formulation increases knowledge and understanding of gender perspective in all spheres of sustainable development and their implementation.

OUTPUT 1

Increased engagement of governments with civil society and private sector partners in support of developing gender-responsive policies across the ASEAN community pillars, e.g., establishing fora and dialogue platforms for regular policy and technical consultation for policy development in all sectors social, cultural, educational, economic sectors, and political system.

OUTPUT 2

Increased women participation and leadership in policy development processes, e.g., invite women's organisations and CSO to contribute annual national budget planning processes; encourage and invite women's organizations and CSO to prepare policy statements and comments on policy or legislative initiatives.

OUTCOME 3

More women and girls contribute to and have greater influence in implementing development policies across all ASEAN community pillars.

OUTPUT 1

Increased government cooperation with women's and civil society organizations in the implementation of policy measures creates more gender equal outcomes, e.g., support capacity building and provide funding to women's organizations for implementing projects and provide services that support the implementation of development policies.

OUTPUT 2

Higher proportion of women in decision making and professional leadership positions in public government institutions enhances integration, gender perspectives in the implementation of policies, e.g., institutionalize and implement HR policies that open new career opportunities for women in the public sector, Leverage on the ASEAN Enabling Masterplan 2025 to mainstream the rights of women with disability.

OUTPUT 3

Capacity-building tools and resources developed using a needs-assessment-based capacity development plan and framework enhance capabilities and competencies of ASEAN governments, civil society and private sector partners on gender equality and inclusion, e.g., senior leaders, officials, staff participate in tailored packages of technical competency support; builds access to sector-specific evidence briefs, toolkits and other guidance and resources.

5. Vision 3: Gender responsive climate and disaster resilience

5.1. Background

Research has since long affirmed the inclement effect of climate change and disasters especially on marginalized people, who are already in vulnerable situations due to factors such as poverty, gender, age, minority status, and disability, and their subsequent lack of capacities to adapt to, mitigate and build their resilience.[33] Particularly, women's and girls' vulnerability is exacerbated as they are exposed to climate change-related risks due to prevailing gender discrimination, inequality and inhibiting gender roles.[34]

The gender differential impact, adaptive capacity to climate change and disaster resilience are issues gaining slow but steady traction globally. In the 1992 UN Conference on Environment and Development in Rio de Janeiro (also known as the Earth Summit) – including Agenda 21, the Rio Declaration, and the Conventions on Biodiversity and on Desertification and Drought – all addressed women's concerns and made recommendations.[35] The two-year Lima Work Programme on Gender adopted at COP20 (Conference of the Parties)in 2014 under the United Nations Framework Convention on Climate Change (UNFCCC)[36] demands gender balance and gender-responsive climate policy to promote gender mainstreaming and women's participation in the climate negotiations. The gender action plan (GAP) adopted in 2017 during COP23 provides further evidence of international support

33 Intergovernmental Panel on Climate Change (IPCC): Based on Fourth Assessment Report -AR4 WGII Report, p. 374. And BRACED: Gender and Resilience -a working paper. P.10

34 Report of the UN High Commissioner for Human Rights on the relationship between climate change and human rights; A/HRC/10/61-15th January 2009. P-15

35 GenderCC-Women for Climate Justice: Gender@UNFCC. gender cc - women for climate justice

36 UNFCCC entered into force on 21 March 1994 and ratified by 197 countries, is the main framework for international efforts to tackle climate change. See for more in What is the United Nations Framework Convention on Climate Change? | UNFCCC

for the implementation of gender related decisions mandated by UNFCCC processes. The UNFCCC Parties enhanced the Lima work programme on gender (LWPG) and its GAP, extending it for an additional five years. In 2019 gender-responsive technologies, as well as the acknowledgement of indigenous knowledge in conserving and protecting nature and climate were included in the new decision.[37] Furthermore, commitment to a gender sensitive approach by the Green Climate Fund (GCF) with its Gender Policy and Action Plan 2014–2017, is indicative of efforts to institutionalize gender's expanding role in climate financing decisions.[38]

Notwithstanding the growing visibility of the gender dimensions of climate change, gender and the supporting social realities in the ASEAN region are largely ignored or least prioritised. This is evident from the various Declarations and Statements related to climate change issued by the ASEAN leaders and their resolve to achieve an ASEAN community that is resilient to climate change and disaster risk through national and regional actions:

In the ASEAN context, the ASEAN Leaders Statement on Joint Response to Climate Change adopted on 9th April 2010 at the 16th ASEAN Summit, recognized the vulnerability of the Southeast Asian region to climate change which will seriously affect most of aspects of livelihood and limit ASEAN development options for the future.[39] The Statement however does not make any reference to the differential impact of climate change, vulnerability and the adaptive and mitigation capacity of women and men. Similarly, gender was not an issue of concern in the first ASEAN Climate Change Partnership Conference in June 2018 in Manila, which

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37 United Nations Framework Convention on Climate Change (UNFCCC): Conference of the Parties- Decision 18/CP.2), decision 21/CP.22, Decision 3/CP.23, decision 3/CP.25. https://unfccc.int/process/bodies/supreme-bodies/conference-of-the-parties-cop

38 Green Climate Fund (GCF). 2014. Gender Policy for the Green Climate Fund. Incheon,

Republic of Korea. https://www.greenclimate.fund/documents/20182/24946/

GCF_B.08_19_-_Gender_Policy

39 ASEAN Secretariat: ASEAN Leaders' Statement on Joint Response to Climate Change Ha Noi, 9 April 2010 https://asean.org/asean-leaders-statement-on-joint-response-to-climate-change-ha-noi-9-april-2010/?highlight=climate%20change

recognized the multifaceted climate change issues in ASEAN, and urged ASEAN partners to take concrete actions in tackling climate change and climate resilient strategies in the development process.[40] Also, gender was not referred to in the Joint Statement to the United Nations Climate Action Summit held in New York, on 23rd September 2019.[41]

At the same time, there is growing evidence that 'women and girls are disproportionately impacted by climate change and disasters. This is increasingly recognised by AMS and their commitments to integrate gender into climate and disaster risk reduction policies and plans. Women in farming work and fisheries, for example, are particularly vulnerable and must be given appropriate information and technical assistance to prevent huge economic losses.[42]

In 2017, the ASEAN Joint Statement on Climate Change to the 23rd Session of the COP23 to the UNFCCC, expressed concern about the multi-faceted impacts of climate change throughout the ASEAN region and their disproportionate and adverse effects on vulnerable and marginalized groups, namely women, children, older persons, persons with disability, farmers, fisher folk, persons in conflict-affected communities and those parts of basic sectors.[43]

During the 32nd Meeting of the ASEAN Committee on Disaster Management (ACDM)[44] leaders from the ASEAN National Disaster Management Organisations (ANDMO) acknowledged the importance of women inclusiveness in disaster response planning

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40 ASEAN Secretariat: ASEAN hold first Climate Change Partnership Conference; https://asean.org/asean-hold-first-climate-change-partnership-conference/?highlight=climate%20change

41 ASEAN Secretariat: ASEAN Joint Statement to the United Nations Climate Action Summit 2019. 23rd September 2019, New York.

42 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality.p.282

43 ASEAN Secretariat: The ASEAN Joint Statement on Climate Change to the 23rd Session of the COP23 to the UNFCCC, adopted in Manila, Philippines on 13th November2017.

44 ASEAN Secretariat. ASEAN to mainstream gender perspective in disaster management strategies: during the 32nd Meeting of the ASEAN Committee on Disaster Management (ACDM) held on 26-28 June in Kuala Lumpur.2018. https://asean.org/asean-mainstream-gender-perspective-disaster-management-strategies/

and management and agreed to elevate the role of women as key humanitarian actors throughout the disaster management process.

At the 40th meeting of the ASEAN Ministers on Agriculture and Forestry (AMAF) in 2018 a common approach to gender mainstreaming in the food, agriculture and forestry sectors was adopted. AMAF's approach to gender mainstreaming sets out recommendations that serve as reference guides for AMS to promote gender equality and to facilitate and promote resilience in agricultural, fishery, and forestry and to reduce the vulnerability of women and girls to the social and economic impact of disasters and climate change.[45]

Analysis

The Southeast Asia region is highly prone to geophysical (e.g., earthquakes, tsunamis, volcanic eruptions) and hydrometeorological (e.g., tropical cyclones, droughts, floods) hazards.[46] As per the ASEAN Sustainable Development Goals Indicators Baseline Report 2020, losses in terms of lives, missing persons, and directly affected persons attributed to climate related disasters varied in the region, with some AMS more frequently hit than others:[47] On average, the number of deaths, missing persons and directly affected persons attributed to climate-related disasters in the region was highest in 2016, reaching a level of 3,524 persons per 100,000 population. [48]

Moreover, ASEAN is also taking into account that from the beginning of 2020, the COVID-19 pandemic has caused negative impacts to all areas of life and poses a lot of issues that need to be addressed from a gender perspective.

The obvious gap in this reporting is the lack of gender data and statistics. This is a huge challenge, especially when it comes translating existing mechanisms and strategies in disaster

45 The ASEAN Secretariat. 2018. The AMAF'S Approach to gender mainstreaming in the food, agriculture and forestry sectors

46 ADB.2020. Enhancing Women-Focused Investments in Climate and Disaster Resilience cited in forward section

47 ASEAN Secretariat: ASEAN Sustainable Development Goals Indicators Baseline Report 2020. P. 137

48 Ibid. 23

mitigation, response and recovery that makes it difficult to collect sex disaggregated data.

However, the latest discourse on gender and disaster risk reduction (DRR) and trends shows the shift from 'vulnerability reduction and aid, to economic opportunities and investments to support gendered DRR and recovery'[49] Other evidence from the region shows the crucial role that women play post-disaster as providers, leaders, and managers, and it is important that investments promote these capacities.[50]

Besides, increasing evidence from some countries in Southeast Asia (e.g., Indonesia, the Philippines, and Viet Nam) suggests that grassroots women's organisations collaborate closely with local governments to use this knowledge and build capacity to assess, prioritize, negotiate, and influence resource allocation for resilience investments targeted at vulnerable communities.[51] For achieving long term goals, it is thus imperative to have full, meaningful, and equal participation and leadership of women in all aspects and at all levels in international, national- and local level[52] climate change and in disaster resilience building policies and programming activities. In Cambodia, for instance, the country has a Gender and Climate Change Committee and its main duty is to mainstream gender into climate change concepts. Likewise, Cambodia also has a Master Plan on Gender and Climate 2018-2030 and Plan of Action on Gender and Climate 2019-2023.

The ASEAN Committee on Women (ACW) Work Plan (2011-2015) aimed for an ASEAN common understanding on climate change issues including disasters and infectious diseases; and cooperation with ASEAN Senior Officials Meeting on Environment (ASOEN) in

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49 UNDP: Sex-disaggregated data for the SDG indicators in Asia and the Pacific, what and How? Regional trends on gender data collection and analysis

50 ADB.2020. Enhancing Women-Focused Investments in Climate and Disaster Resilience. Where citation include (ADB and UN Women 2018; Bradshaw and Fordham 2013; Chanthy and Samchan 2014; GGCA 2016; Huairou Commission 2015) P.6

51 ADB.2020. Enhancing Women-Focused Investments in Climate and Disaster Resilience. P.6

52 UNFCCC: Outcomes of Gender COP25 Update on 3/CP.25. Madrid 2019

engendering policies and strategies on climate change adaptation in AMS.[53]

- There is a lack of information about women's role and access in environment-related sectors. Sex-disaggregated data with broad country coverage in sectors such as forestry, agriculture, water, energy, marine, disasters and infrastructure do not exist. [54]
- There is a need to adopt national policies that promote women and men's equal ownership, management and use of natural resources; that mandate equal access to clean and renewable energy sources and technologies and that engage women at all levels in disaster risk responses and management.[55]

Way forward: suggested activities

- Improve analysis of gender differentiated impacts of disasters, infectious diseases, and climate change - in particular in relation to gender-division of labour, unpaid care work, livelihood activities and health risks.
- Improve coordination between ministries and departments with mandates for mainstreaming gender equality, disaster and climate resilience and working closely with other sector ministries.
- Promote countries to have sex disaggregated priorities in disaster risk management and adaptation plans at national, sub-national and community level - and ensure budget allocation for actions related to gender equality and women's empowerment.
- Share best practices across AMS on what has worked and not worked to increase women's participation and leadership in disaster risk management and climate change adaptation planning and decision-making at national and sub-national

53 ASEAN Secretariat.2012. ASEAN Committee on Women (ACW) Work Plan (2011-2015) p 15 & 25

54 UNESCAP: Asian and Pacific Conference on Gender Equality and Women's Empowerment: Beijing +20 Review - UNESCAP

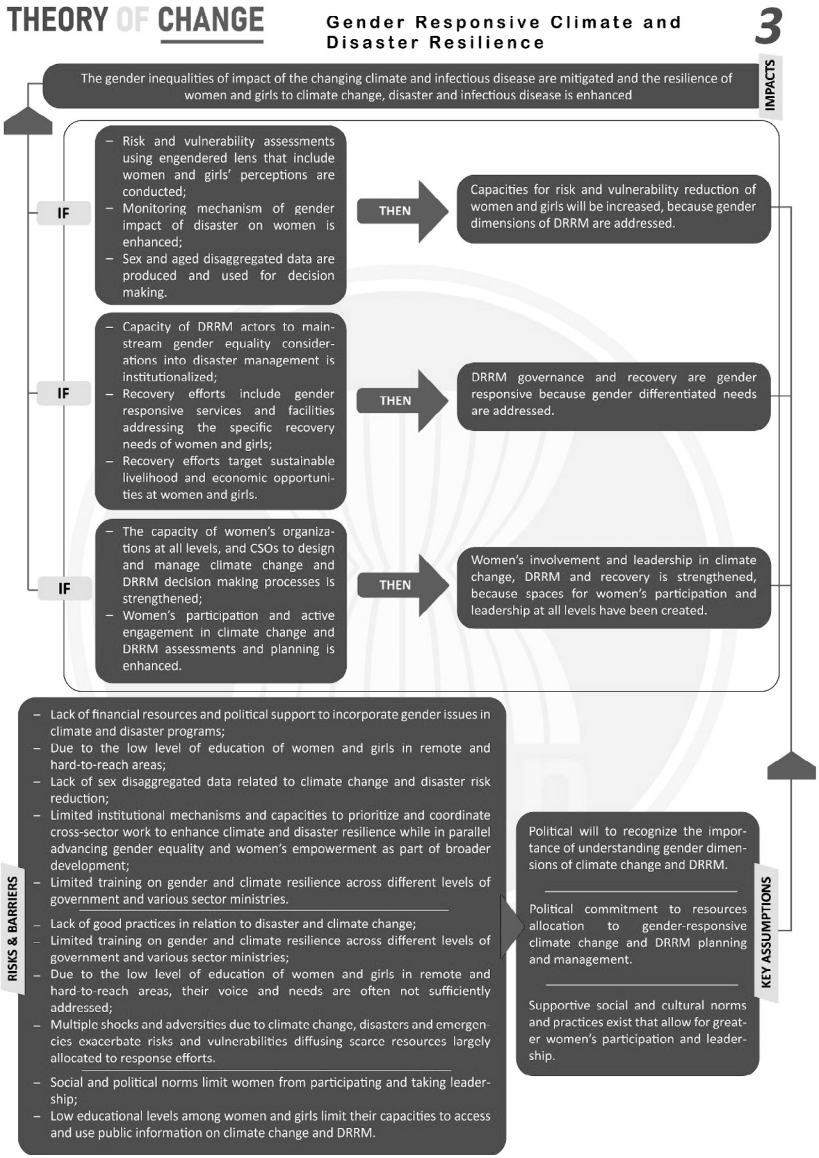
55 UNESCAP: Asian and Pacific Conference on Gender Equality and Women's Empowerment: Beijing +20 Review - UNESCAP

level to build set of recommendations for countries to adopt to improve women's participation at all levels.

- Build capacities of women's organisations to participate in the formulation and implementation of policies, programmes and strategies and building capacities of relevant institutions to integrate gender perspectives.
- Open space and provide opportunities for women's engagement in post-disaster recovery efforts, including engagement with private sector actors in community-based recovery initiatives including livelihood, jobs creation and social protection.
- Target recovery measures and long-term rebuilding efforts at enhancing gender equality and women's empowerment (e.g., credit facilities and special loan agreements for women for rebuilding their livelihoods).
- Deploy models/activities on enhancing gender equality in response to climate change, natural disasters, infectious diseases and environmental disasters.

5.2. Theory of Change

The Theory of Change of Vision 3, based on the above context description, is visualised below:



5.3. Results-chain

RESULTS CHAIN : Gender Responsive Climate and Disaster Resilience **3**

IMPACT

The gender inequalities of impact of the changing climate and infectious disease are mitigated and the resilience of women and girls to climate change, disaster and infectious disease is enhanced

KEY ASSUMPTIONS

- Political will to recognize the importance of understanding gender dimensions of climate change and DRRM.
- Political commitment to resources allocation to gender-responsive climate change and DRRM planning and management.
- Supportive social and cultural norms and practices exist that allow for greater women's participation and leadership.

OUTCOME 1	OUTCOME 2	OUTCOME 3
Gender dimensions of disaster risk and gender differentiated expressions of vulnerability and exposure to threats as well as gender differentiated recovery needs are understood.	Regional and national DRRM policy and recovery management are gender-responsive and appropriately resourced.	Women's meaningful involvement in designing, managing, and implementing of climate change and DRRM and recovery is enhanced.
OUTPUT 1	**OUTPUT 1**	**OUTPUT 1**
Gender-responsive Risk and vulnerability assessments that include women and girls' perceptions are conducted, e.g., women-lead assessments, surveys, and vulnerability studies; conduct case studies of recent disaster in the region.	Improved capacity, knowledge, and awareness on women's roles of DRRM actors, e.g., advocacy and training for DRRM institutions and agencies; technical and financial support to DRRM agencies to develop gender responsive DRM guidance.	Capacity of women's organizations, national women's machineries, and CSOs to inform, lead and manage climate change and DRRM decision making processes strengthened, e.g., create multi-actor platforms to identify priorities on gender and DRR for knowledge creation and sharing of best practices, and joint advocacy on gender equality in DRR; offer capacity building for women's organizations and CSOs on DRR management.
OUTPUT 2	**OUTPUT 2**	**OUTPUT 2**
Gender responsive data collection instruments that ensure collection and analysis of SADD to inform decision making are developed and used, e.g., develop materials and tools for gender-responsive risk assessments, include gender responsive data collection in SOP in disaster response systems.	Recovery efforts include gender-responsive social protection, technical and economic measures that target women affected by climate change, disasters, and other emergencies, e.g., development and promotion of global guidance on social protection, climate change and disaster review reparation, credit facilities, insurances and social protection policies and practices related to disaster and climate change to ensure gender-responsiveness; establish regional mechanisms for sharing best practices, e.g., from Cambodia.	Women's participation and engagement on all levels in climate change and disaster risk management, planning and assessments enhanced, e.g., enable and create channels for women's organisations, including national women's machineries and communities to participate in technical and essential DRR design, management, and implementation processes; support collaboration of and with grassroot women's organizations and CSOs for knowledge sharing and capacity building.
OUTPUT 3	**OUTPUT 3**	
Results of SADD on the gender inequality of vulnerability, risk and in recovery are analysed and disseminated to all stakeholders, publication of evidence informed policy papers.	Sustainable livelihood and economic opportunities are directed at women affected by climate change, disasters, and other emergencies, e.g., develop instruments for easy access for women to financing recovery and investments for rebuilding livelihoods; engage with private sector actors in community-based recovery initiatives including livelihood and jobs creation.	

6. Vision 4: Gender approach to enhancing safety and protection of women and girls

6.1. Background

Violence against women and girls (VAWG) is a global concern. It is a multifaced problem and all pervasive: '…irrespective of the stages of the life cycle, whether at home, in school, in the workplace, in public or private spaces (including cyber space) …'[56] and affecting women and girls of all socio-economic backgrounds in both developing and developed countries.[57] VAWG is an impediment to the realization of gender equality in society. Violence not only negatively affects women's and girls' physical and mental health and well-being but also entails social and economic consequences and costs for families, communities, and societies.[58]

The AMS are signatories to Declaration on the Elimination of Violence against Women adopted by the United Nations General Assembly in 1993, which defines Violence against Women (VAW) as: "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."[59] This definition is also recognized in the ASEAN Regional Plan of Action on the Elimination of Violence against Women.[60] The definition refers to the gender-based roots of violence, recognizing that "violence against

56 Association of South East Asian Nations (ASEAN). ASEAN Regional Plan of Action on the Elimination of Violence against Women. Jakarta. ASEAN Secretariat. 2016.. p iii

57 World Bank: Gender Based Violence (Violence against Women and Girls). A brief. September 25, 2019

58 ibid

59 Source: Declaration on the Elimination of Violence against Women. https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=D&sortkey=&sortorder=

60 ASEAN Secretariat. 2016. ASEAN Regional Plan of Action on the Elimination of Violence against Women.P.6

women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men."

Through various regional and international agreements, the ASEAN Member States (AMS), have individually and/or collectively expressed common resolve to enhancing safety and protection of women and girls by eliminating violence against women and violence against children in the region. These agreements include: [61] The *Declaration of Elimination of Violence against Women (DEVAW) adopted at the* 37th ASEAN Ministerial Meeting (AMM) on 30th June 2004; followed by the *Declaration on the Elimination of Violence against Women (VAW) and the Elimination of Violence against Children (VAC*) in 2013.[62] In 2015 the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EVAW) was adopted, which recognised that violence against women and girls (VAWG) is an "obstacle to the social and economic development of communities and states as well as the achievement of internationally agreed-upon development goals".[63] The objectives *of the ASEAN RPA on EVAW are:*

- *For ASEAN to institutionalise policies to eliminate violence against women an*d *develop sustained support across pillars and sectors.*
- *For each member state to have effective prevention and protection services supported by an adequate national legal framework and institutional mechanisms to eliminate violence against women.*

Next to the above agreements, other agreements on protection of trafficked persons and migrant workers include the ASEAN Declaration against Trafficking in Persons Particularly Women and Children (2004) and the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (2007).

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61 ASEAN Secretariat. 2016. ASEAN Regional Plan of Action on the Elimination of Violence against Women. P iv

62 ASEAN Secretariat. 2016. ASEAN Regional Plan of Action on the Elimination of Violence against Women. Jakarta.

63 ASEAN Secretariat. 2016ASEAN Regional Plan of Action on the Elimination of Violence against Women.

Analysis

With these resolutions and declarations, AMS resolved to 'take all appropriate measures to promote and protect human rights and fundamental freedom and to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of inferiority or the superiority of either of the sexes or on stereotyped roles for men and women'.[64]

Violence against women exist in various forms, and its extent varies within and between the ASEAN Member States (AMS): For instance, human trafficking continues to be a key concern, with hundreds of women and girls in Thailand and the Philippines being trafficked for sexual exploitation; physical and sexual violence perpetrated by intimate partners, family members and strangers, as also other crimes such as sex-selection at birth, which is a concerning practice in Viet Nam and Singapore.[65] In AMS, between 6 and 11 per cent of women have been victims of violence at the hands of their intimate partner in the past 12 months, which is below the global aggregate of 17.8. The low figure could be attributed to low reporting. e.g., only 43 per cent of victims of violence in Cambodia, 33 in the Philippines and 22 per cent in Myanmar sought help to stop violence.[66] Domestic violence (DV) is one of the most common but under-reported forms of violence in the ASEAN region. Most AMS have enacted dedicated national laws on VAW and/or domestic violence, while some have developed National Action Plans to support the implementation of laws and policies.[67] While child marriage rates in the ASEAN region are among the lowest in the world, its full elimination still needs

64 Declaration on the Elimination of Violence against Women and the Elimination of Violence against Children in ASEAN. Cited in ASEAN Regional Plan of Action on the Elimination of Violence against Women. Jakarta. ASEAN Secretariat. 2016. P iii

65 UN Women. 2021. ASEAN Gender Outlook- Achieving the SDGs for all and leaving no woman or girl behind. P.36

66 UN Women. 2021. ASEAN Gender Outlook- Achieving the SDGs for all and leaving no woman or girl behind. P.19

67 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. p.v ii

to be pursued, as such harmful practices correlates strongly with women's agency, educational attainment and adolescent births.[68]

ACW's 2011-2015 workplan noted, that there had been heightened attention in the AMS to addressing the legal, policy and availability of services for VAWG victim-survivors of various forms of sexual and gender-based violence, including those who experience domestic violence, rape, trafficking, violence against migrant women'.[69] However, progress has been uneven across the ASEAN region in the measures taken to enhance safety and protection of women and girls: forms of VAW, such as marital rape and other forms of sexual violence are sometimes not covered in current legislation. Other areas that still require further attention include data gaps on the extent and impact of VAW; limited financial and human resources to support the enforcement of laws and the delivery of support services; and the pervasiveness of discriminatory gender norms that condone VAW.[70]

A key challenge noted in eliminating violence against women and girls is that little relevance is attached to other key areas such as gender power relations, that is part of society's hierarchical power structures that perpetuates inequality and discrimination against women and girls. ACW's Work Plan 2011-2015 that prioritizes VAW and sexual minorities, underscores the 'persistent resistances to and inadequacies in understanding how gender power relations and deeply rooted attitudes and perceptions of women and men operate to subordinate and discriminate women" as one of the key challenges.[71] In AMS, e.g., an estimated 25 per cent of women still think it is justified for a man to beat his wife if she neglects the children. Other reasons often cited across the region include

68 UN Women. 2021. ASEAN Gender Outlook- Achieving the SDGs for all and leaving no woman or girl behind. P. 18

69 Association of South East Asian Nations (ASEAN) Committee on Women (ACW) Work Plan (2011-2015) Jakarta: ASEAN Secretariat, October 2012. P. 9

70 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. P. xxiii

71 Association of South East Asian Nations (ASEAN). ASEAN Regional Plan of Action on the Elimination of Violence against Women. Jakarta. ASEAN Secretariat. 2016. P. 4

going out without telling their husbands and arguing with them.[72] Moreover, VAWG data collection and analyses are highlighted as a priority area in the ASEAN RPA on VAW and have been identified as a specific activity in the ASEAN Committee on Women (ACW) work plan 2016–2020.

Lastly, the current Covid-19 pandemic has shown a marked increase VAWG incidences ("shadow pandemic"). This emphasises the need for more, and more urgent, action.

Obstacles to overcome

Overall key issues that can be attributed to the perpetuation of VAWG in the region include:[73]

- Difficulty in resolving policies due to the traditional views of ethnic nationalities.
- The diverse legislations of AMS may pose some obstacles in the implementation process, especially in areas such as in addressing marital rapes and other forms of domestic violence against women.
- Insufficient budget to advance protection of women and girls who get in trouble with all forms of violence against women (VAW).
- Deep-rooted traditional beliefs, and cultural norms in the community where girls are deprived of good education and wives are subjugated by their husbands and consequently are subject to domestic violence.
- Strong patriarchal and male dominated ideology in society.
- Gender issues are often the lowest priority in most ASEAN countries. Also, there is no proper institutional mechanism to promote safety for women and girls.
- The Covid-19 pandemic hampers actions and puts women and girls in a more vulnerable position.

72 UN Women. 2021. ASEAN Gender Outlook- Achieving the SDGs for all and leaving no woman or girl behind. P.19

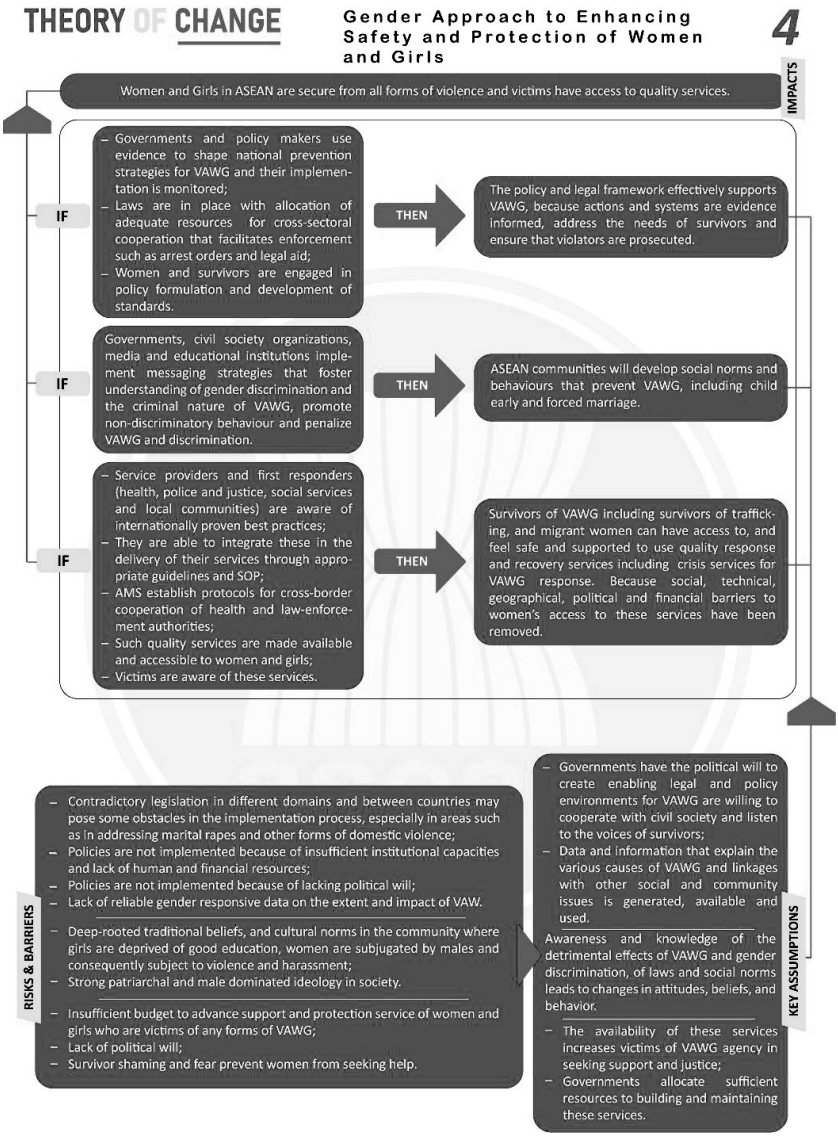
73 MDF Brainstorming, Vision 1 2021

Way forward: suggested activities

- Regular surveys and data collection on VAWG and establishment/ strengthening of oversight mechanisms.
- Health providers and law-enforcement agencies, in cooperation with CSOs and women organisations, jointly develop SOP for case-management.
- Regular consultations with women and victim organisations, female lawmakers and medical service providers to foster common understandings and developing common approaches.
- Media rejects displaying VAWG as a minor or excusable offense; targeting both men and women, boys and girls, traditional and religious community leaders in messaging gender equality.
- Development and application of Code of Conducts that ensure mutual respect and penalize gender-based violence, sexual harassment etc.
- Regular trainings and skills upgrading for medical and law enforcement service providers; AMS develop guidelines and SOP for service providers based on international best practices.
- Investment in geographic expansion of service providers into rural areas, and for marginalized population groups such as ethnic minorities and those with disabilities.
- Directories of support service such as counselling, shelters, hotlines are made available to women and girls through public awareness campaigns, in schools, community and health centres, police stations, online platforms, etc.
- Critical services must remain available, and priorities established for victim-survivors, amidst the COVID-19 pandemic.

6.2. Theory of Change

The Theory of Change of Vision 4, based on the above context description, is visualised below:



6.3. Results-chain

RESULTS CHAIN : Gender Approach to Enhancing Safety and Protection of Women and Girls 4

IMPACT

Women and Girls in ASEAN are secure from all forms of violence and victims have access to quality services.

OUTCOME 1

ASEAN countries have established and apply comprehensive legal frameworks against VAWG, including child early and forced marriage.

OUTPUT 1

ASEAN governments regularly review policies, protocols, laws to evaluate effectiveness and share progress, e.g., regular surveys, data collection and analysis on VAWG and establishment of oversight mechanisms.

OUTPUT 2

Laws are revised and build a comprehensive legal framework that enables cross-sectoral cooperation, strengthen multi-disciplinary team approach and facilitates enforcement, e.g., health providers, social service providers and law-enforcement agencies jointly develop SOP for case management.

OUTPUT 3

Women and Survivors of VAWG inform policies, laws, protocols etc as experts, e.g., regular consultations with women and victim organizations, female lawmakers, social service providers and medical service providers.

OUTCOME 2

Social norms, attitudes and behaviour reflect zero tolerance for all forms of VAWG (including child early and forced marriage) in ASEAN societies.

OUTPUT 1

Communities across ASEAN support gender equality and understand that VAWG, including child early and forced marriage, is a crime, e.g., media rejects displaying VAWG as a minor or excusable offense, targeting both men and women, boys and girls, traditional and religious community leaders in messaging gender equality.

OUTPUT 2

Government and Civil Society organizations, private sector companies and educational Institutions foster and maintain a climate of gender equality hold perpetrators accountable, e.g., development and application of Code of Conducts that ensure mutual respect and penalise gender-based violence, sexual harassment etc.

OUTCOME 3

Response and recovery support services that help victims of violence and their families to cope with and recover from the effects of violence exist and are freely and easily accessible.

OUTPUT 1

Improved capacities of service providers to deliver quality services, e.g., regular trainings and skills upgrading for medical, social service and law enforcement service providers; AMS develop guidelines and SOP for service providers based on international best practices and adaptive strategies in view of the COVID 19 new normal. Encourage and build mechanisms for coordination between law enforcement institutions and CSOs (to avoid overlap) and sharing best practices.

OUTPUT 2

Improved availability of quality services e.g., investment in geographic expansion of service providers into rural areas, and for marginalized groups such as ethnic minorities and those with disabilities, and optimum use of digital technology for online response and prevention services.

OUTPUT 3

Survivors of VAWG make use of these services, e.g., directories of support service such as counselling, shelters, hotlines are made available to women and girls through public awareness campaigns, in schools, community and health centres, police stations, etc.

KEY ASSUMPTIONS

- Governments have the political will to create enabling legal and policy environments for EVAWG are willing to cooperate with civil society and listen to the voices of victims.
- Data and information that explain the various causes of VAWG and linkages with other social and community issues is generated, available and used.

Awareness and knowledge of the detrimental effects of VAWG and gender discrimination, of laws and social norms leads to changes in attitudes, beliefs, and behavior

- The availability of these services increases victims of VAWG agency in seeking support and justice
- Governments allocate sufficient resources to building and maintaining these services

7. Vision 5: Women, peace and security

7.1. Background

United Nations Security Council Resolution (UNSCR) 1325, unanimously adopted in 2000, aims for ensuring women's participation at all levels of decision-making on peace and security activities and initiatives.[74] It acknowledges the importance of the participation of women and the inclusion of gender perspectives in peace negotiations, humanitarian planning, peacekeeping operations, post conflict peacebuilding and governance.[75]

UNSCR 1325 has been further strengthened by the adoption of successive resolutions reinforcing existing global commitments, treaties, and conventions on women's rights, providing guidance, and enhancing efforts to promote and protect the rights of women in conflict and post-conflict situations. The 10 resolutions adopted until 2019 form the international policy framework on women, peace, and security (WPS) and were adopted in response to persistent advocacy from civil society.[76] The obligations in the resolutions extend from international to the national level to promote and protect the rights of women in conflict and post-conflict situations.

In the ASEAN context, the first explicit affirmation for the WPS agenda was the 2017 Joint Statement during the 31st ASEAN Summit. The 2017 statement acknowledged the disproportionate impact of armed conflict on women including that of sexual and gender-based violence during armed conflict; it recognized the importance of women's equal, full and effective participation at all stages of peace processes in the political, security and justice, as negotiators, mediators, and first responders, including

74 UN Security Council. S/RES/1325 (2000). 31st October 2000

75 UN Women. 2016. Women, Peace, and Security in Asia Pacific: Emerging Issues in National Action Plans for Women, Peace and Security

76 Resolution 1325 (2000) was followed by 10 resolutions on Women, Peace and Security (WPS): Security Council Resolutions 1325 (2000), 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), and 2493 (2019). For more details see UN Women- Global norms and standards: Peace and security at https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards

in the prevention of violent extremism, and resolution of conflict, peacebuilding, peacekeeping, as embodied in UN Security Council Resolutions 1325 (2000), 1820 (2008), 1888 (2009), and 1889 (2009).[77] The leaders tasked relevant ASEAN bodies to work together to promote the women, peace and security (WPS) agenda in the ASEAN region. While in 2020, a statement issued on the 15th anniversary of the East Asia Summit[78], included reiteration of ASEAN leaders' commitment on the WPS agenda, where they encouraged political leadership to promote a greater balance in representation of women and men, and the integration of a gender perspective into the workings of their respective international security.

Guided by the ASEAN leaders' commitment on the WPS agenda, the ASEAN Committee on Women (ACW) and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), the U.S. Agency for International Development (USAID) through PROSPECT project, UN Women, and the ASEAN Secretariat have collaborated to produce and launch the first Regional Study on Women, Peace and Security (WPS) on the occasion of International Women's Day on 8 March 2021. The study presents evidence-based findings and recommendations to support Member States to enhance women's meaningful participation in peacebuilding and conflict prevention, resolution, and post-conflict processes, in line with regional and international commitments on women, peace and security.

The study reaffirms ASEAN's commitment to gender equality, women's leadership, and its integration into the ASEAN Comprehensive Recovery Framework and the ASEAN Community Vision post-2025. The study further aims to achieve a paradigm shift from "recognition" of the importance of women's participation in peacebuilding, conflict prevention, and conflict resolution to "realisation" in the region, where conflict and security challenges vary widely across Member States.

77 ASEAN: Joint Statement on Promoting Women, Peace and Security. 31st ASEAN Summit 13.11.2017. Manila. Philippines

78 East Asia Summit Leaders' Statement on Women, peace and Security held via video conference. 14.11.2020

In fulfilling ACW's commitment to advance the WPS agenda, the ACW's initiatives and priorities in the next five years take into account the needed follow-up actions resulting from the findings and recommendation from the study.

Analysis

Despite international consensus around the WPS agenda, much remains to be done for ASEAN to realize the commitments of the WPS mandate. This is evident from the fact that there has been hardly any reference to WPS agenda in conflicts in ASEAN. To date ASEAN has no 1325 regional action plan and the Philippines and Indonesia are the only two AMS with a National Action Plan on the WPS agenda. NAPs are important as they 'provide an opportunity for national stakeholders to identify priorities, determine responsibilities, allocate resources, and initiate strategic actions within a defined time frame to deliver policies and programmes that respond to the needs and priorities of conflict-affected women'.[79]

The adoption of the regional framework on the Elimination of Violence against Women by the AMS provides an important foundation for WPS action plans, given the connections between VAW and the perpetration of sexual and gender-based violence in conflict, disaster, and displacement situations, and by violent extremist groups. However, without a WPS regional framework there is no consensus or institutional mechanism to prioritise action in the region, with the consequence that women in conflict-affected communities in the region do not have access to the commitments put in place by Resolution 1325.[80]

The three pillars of the ASEAN Community, namely the Political-Security Community, the Economic Community, and the Socio-Cultural Community are crucial building blocks to realise a transformative potential of the WPS Agenda and for the AMS to move from commitments to action; and sustaining peace by 'building on peace where it already exists by reinforcing the norms, structures,

79 UN Women: National Action Plans. National Action Plans | UN Women – Asia-Pacific

80 UN Women. 2016. Women, Peace, and Security in Asia Pacific: Emerging Issues in National Action Plans for Women, Peace and Security. P.9

attitudes and institutions that underpin it in all the three pillars.'[81] The joint statement in 2017 and 2020 by leaders of ASEAN Member States, on promoting WPS to prevent conflict and to sustain peace and security in the region provided the much needed momentum to achieve regional cooperation. More so, as many peace and security issues in the region require cross border collaboration, especially in matters such as preventing violent extremism, humanitarian responses to internally displaced people (IDP), and climate-induced disasters, the ongoing COVID-19 pandemic, etc.

A noteworthy development on WPS agenda in ASEAN occurred in 2013, when eight out of ten member states endorsed the Declaration of Commitment to end Sexual Violence in Conflict, thus paving the way for increasing national (and regional) attempts to address the prevention, protection, and participation pillars of UNSCR 1325.[82] 'It is believed that when women participate in peace processes, the peace agreement is 35 percent more likely to last at least 15 years. Additionally, a separate study revealed that when civil society groups, including women's organisations participate, it makes the resulting agreement 64 percent less likely to fail.'[83] In this, amongst the AMS, 'the Philippines is paving the way for women's participation in peace building and peacekeeping through promoting their role as negotiators, mediators, peacekeepers as well as relief and trauma workers.'[84]

Beside regional commitments , 'Women's agency, voice and capacities, as well as a real gender perspective are critical to local dialogues, better policies and more equitable peace deals.'[85] In

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81 RSIS Commentary. No. 180-13 September 2019. ASEAN's Transformative Journey: Role of Women in Peace and Security By Noeleen Heyzer. https://www.rsis.edu.sg/wp-content/uploads/2019/09/CO19180.pdf

82 RSIS Commentary. No. 278-23 December 2015. Women, Peace and Security in ASEAN: Need For Distinct Action Plan By Tamara Nair

83 ASEAN-Australia Strategic Youth Partnership: Mainstreaming Women, Peace, and Security in ASEAN. By Queenie Peral Tomaro; https://aasyp.org/2020/10/29/mainstreaming-women-peace-and-security-in-asean/

84 Asia Pacific Centre for the Responsibility to Protest (APR2P). AP R2P Brief, Vol.4 No.6 (2014) ASEAN and the Prevention of Sexual Violence in Conflict and Humanitarian Situations: From Commitment to Practical Action in Southeast Asia. P.2

85 Peace Women: Women's International League for Peace and Freedom: Why Women, Peace and Security. https://www.peacewomen.org/why-WPS

December 2018, the ASEAN-Institute for Peace and Reconciliation (IPR) launched a women's peace registry (AWPR) and arranged the first ASEAN symposium on women, peace, and security in August 2019; with strong support from Indonesia. An ASEAN panel on "The Role of Women Mediators in the Maintenance of Regional Peace and Security," was held in July 2020 to set up a Southeast Asia Network of Women Peace Mediators.[86] At the 20th ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) meeting, held on 28 July 2020, ACWC representatives from ASEAN Member States (AMS) deliberated on key initiatives and projects including the ASEAN regional study on WPS and shared vision to implement the multi-year programme on WPS agenda.[87] The regional study is undertaken by the ASEAN Committee on Women (ACW) and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), with support from the ASEAN-USAID Partnership for Regional Optimization within the Political-Security and Socio-Cultural Communities (PROSPECT) in collaboration with UN Women and the ASEAN Secretariat.[88] Follow-up actions on the findings and recommendations from the study require strong cross-sectoral and multilateral partnership and strengthened regional collaboration to sustain long lasting peace and ensure effective and comprehensive COVID-19 recovery.

Obstacles to overcome

Since 2000, peace agreements have increasingly referred to women, but not present in all peace agreements. For the legitimacy and success of peacebuilding processes the imperative is the meaningful and high-level participation of women and their

86 Pass Blue-Independent Coverage of the UN. Nove 8, 2020: Southeast Asia, Forging Ahead on Women, Peace and Security by Noeleen Heyzer <https://www.passblue.com/2020/12/08/southeast-asia-forging-ahead-on-women-peace-and-security/

87 ASEAN strengthens commitment to protect and advance the rights of women and children. JAKARTA, 28 July 2020. https://asean.org/asean-strengthens-commitment-protect-advance-rights-women-children/

88 US Mission to ASEAN: PROSPECT – Partnership for Regional Optimization within the Political-Security and Socio-Cultural Communities. https://asean.usmission.gov/usaidasean/prospect-partnership-for-regional-optimization-within-the-political-security-and-socio-cultural-communities/

organisations because women are important sources of local knowledge, expertise, and influence. Some of the obstacles identified are:[89]

- Women of certain ethnicities especially in male dominated and patriarchal societies are limited in their participation in leadership roles and decision-making.
- Difficulty in achieving consensus on the proportion of women participation in practical operation of the peace and security agenda.
- Integrating gender issues in policies and laws take a lot of time.
- Lack of cooperation and coordination among all sectors of relevant agencies to implement comprehensive national framework inclusive of women in promoting peace and security.

Way forward: suggested activities

- Make leadership accountable for the implementation of the Women, Peace and Security agenda, through improved data and gender analysis.
- Finance the women, peace and security agenda and invest in women peace builders.
- Ensure women have a meaningful participation and leadership in peace building, conflict prevention, and implementation of peace agreements and related decision-making resolution and recovery.
- Enable policy and Institutional environment for advancing women peace and security in ASEAN, protect women's human rights defenders and women's organisations.
- Develop and adopt policy and institutional frameworks at regional and country levels (Regional Plan of Action or National Plan of Action) to promote women peace and security in ASEAN.
- Implementation of the regional and national frameworks on women peace and security in ASEAN Member States,

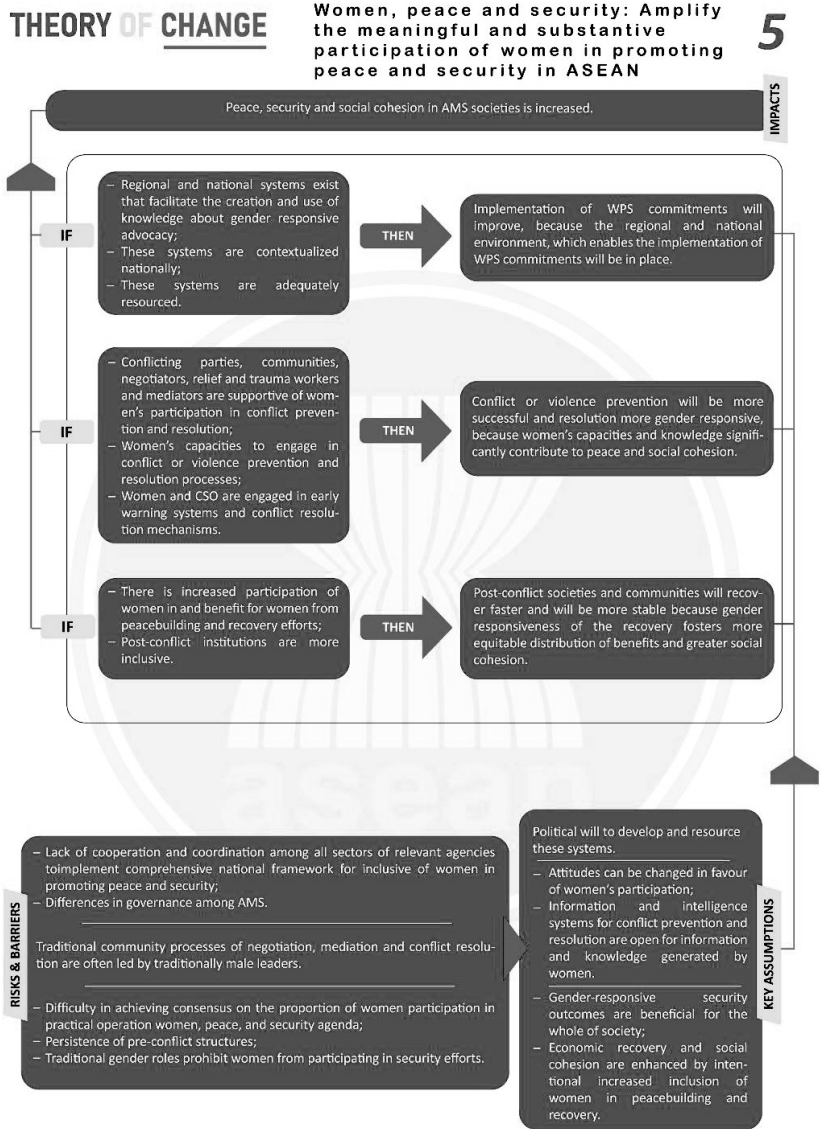
89 MDF brainstorming

including technical expertise and mechanism for tracking process.

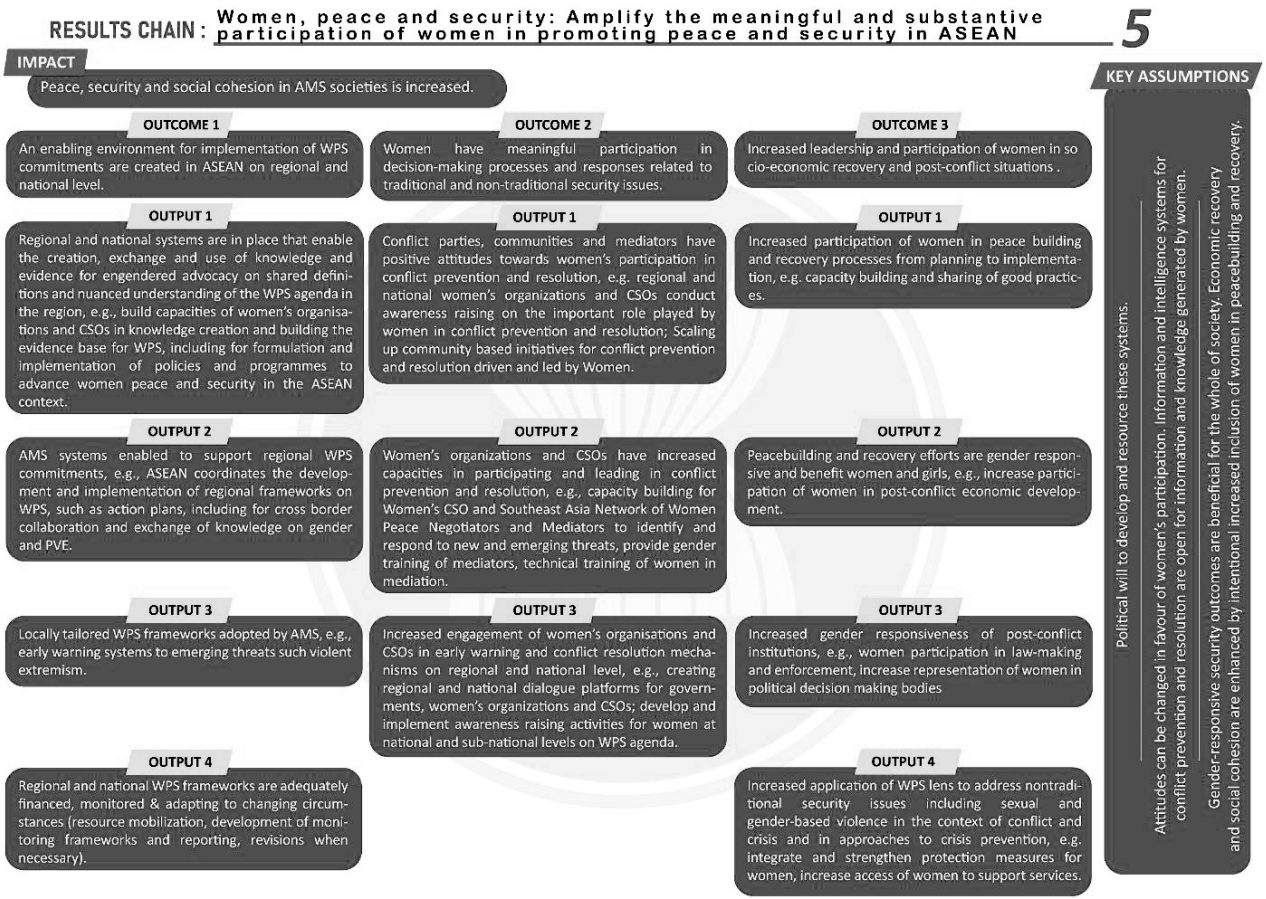
- Peace building mechanisms, including platform for engagement of women in peace processes.

7.2. Theory of Change

The Theory of Change of Vision 5, based on the above context description, is visualised below:



7.3. Results-chain



8. Vision 6: Women's economic empowerment and future of work

8.1. Background

The ASEAN Community Vision 2025 adopted at the 27th ASEAN Summit in 2015,[90] underscores inclusive economic growth with participation of people from all sectors in shaping the development process, regardless of age, gender, ethnicity, ensuring that "no one is left behind". Specifically, empowering women from all walks of life in the labour force could provide the ASEAN Economic Community with an unparalleled opportunity for growth and an effective driving force for realizing the ASEAN Vision 2025.

Support for women's economic empowerment can be found in many international commitments, to which AMS are committed to implement including the Beijing Platform for Action (BPFA), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and a series of International Labour Organisation (ILO) conventions on gender equality.[91] Moreover, the constitutions in all the ASEAN Member States (AMS) guarantee equality between women and men.

AMS leaders' commitment on WEE is also made evident through various initiatives on WEE: the first ASEAN Women's Business Conference with the theme: "ASEAN Women: Leading Change" highlights the importance of women's economic development through the 2017 Manila Statement on Mainstreaming Women's Economic Empowerment in ASEAN.[92] The Action Agenda aims to mainstream WEE through innovation, trade and inclusive business, including promotion of women's participation and skills development in science, technology, engineering, arts, and

90 ASEAN Secretariat. 2015. ASEAN 2025: Forging Ahead Together. ASEAN 2025 at A Glance - ASEAN | ONE VISION ONE IDENTITY ONE COMMUNITY

91 See more at: http://www.unwomen.org/en/what-we-do/economic-empowerment#sthash.VFkeudOi.dpuf

92 ASEAN 2017 Women's Business Conference: Manila Statement on Mainstreaming Women's Economic Empowerment (WEE) in ASEAN. 31 August 2017. Manila, Philippines.

mathematics (S.T.E.A.M), increasing women's representation and leadership roles in the workforce and encourage public and private sector collaboration to create more opportunities for women in business.[93]

The ASEAN Strategic Action Plan for SME Development 2016-2025 states support for enhancing women's entrepreneurship by boosting their technical skills through enterprise education provision of a platform to promote and facilitate women's participation in Micro, Small, Medium Enterprises (MSMEs). [94] Also, the five-year ASEAN ICT Master Plan 2020, emphasizes the need to create a dynamic, integrated digital economy and equip ASEAN entrepreneurs with digital skills and increasing the participation of women in ICT.[95]

Major efforts for women economic empowerment have also been launched by the Asia-Pacific Economic Cooperation (APEC), (where 7 AMS are also members) which supported WEE since 1999, when it committed to facilitate women and green development, women and regional trade and economic cooperation, and policy support for women's economic empowerment in APEC economies.[96]

Analysis

None of the AMS economies recognise gender equality as a specific macroeconomic goal in their national development plans. Individual member states have their own women economic empowerment programs but there is no clear ASEAN-wide programme to foster women economic empowerment.[97] There are also policies in some AMS, that restrict women's access to productive resources or to economic opportunities. For instance, while Thailand's previous constitution contained non-discrimination clause with gender as a protected category, the 2014 interim constitution no longer includes

93 ASEAN 2017 Women's Business Conference: Manila Statement on Mainstreaming Women's Economic Empowerment (WEE) in ASEAN. 31 August 2017. Manila, Philippines

94 ASEAN Secretariat Jakarta, November 2015: ASEAN Strategic Action Plan for SME Development 2016-2025

95 Association of Southeast Asian Nations (ASEAN). 2015. ASEAN ICT Masterplan 2020.p13

96 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. P. 294

97 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. P. 285

this clause. Similarly, in Lao PDR, the country's labour code no longer mandates equal remuneration for work of equal value, as was previously the case.[98] Besides, some of the AMS do not grant widows equal inheritance rights, preferential tax provisions in favour of men, while in others certain jobs are out of bounds for women.[99]

The significance of ASEAN women's economic contribution can be ascertained from country level data of 'high percentages of women migrant workers whose remittances helped several AMS economies survive the impact of the global financial crisis'.[100] However, available data about women's economic status in the region, and female employment rates, reveal significant gender gaps:

- Fewer women hold formal paid employment as compared to men. Female participation rate in the labour force is much lower than that of male in all AMS with women making up less than half of the paid work force and earning less.[101] [102]
- Women, who make up an estimated 45% of workers in Southeast Asia, are largely working in low-skilled, low-paid jobs and are more likely to be unpaid contributing family worker. Married women spend an estimated 3.5 hours per day more than married men on unpaid care work. While women are conspicuous by their under-representation in other sectors, for example, women only participate in 11% of the value of ASEAN exports.[103]
- Property laws make women farmers particularly vulnerable to land grabs, forced resettlement and migration, especially in

98 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. P. 285

99 READI-Human Rights Facility, UN Women & ASEAN Secretariat: 2020. Progress Report on Women's Right and Gender equality. P. 285

100 The ASEAN Secretariat: 2012. ASEAN Committee on Women (ACW) Work Plan (2011-2015)

101 Australian Aid, #Planet5050 & UN Women: Opportunity for all. https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/07/migrationinfographics.pdf?la=en&vs=4947

102 Australian Aid, #Planet5050 & UN Women: Opportunity for all. https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/07/migrationinfographics.pdf?la=en&vs=4947

103 Australian Aid, #Planet5050 & UN Women: Opportunity for all. https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/07/migrationinfographics.pdf?la=en&vs=4947

the Mekong Delta, where farms are managed by women, but owned by men who work elsewhere. Another consequence of such discriminatory property laws and practices is that women's access to credit for household or business investment is limited, as they cannot provide collateral for loans.[104]

- Number of years of attending school alone does not guarantee equal opportunities or better jobs for ASEAN women: In Singapore, the average years that girls spend in school tripled from just over three years in 1980 to more than nine in 2013, but the proportion of women in work rose only slightly from 50 percent in 1990 to 54 percent in 2013. In Malaysia, girls went from spending an average of three-and-a-half years in school in 1980, to more than nine in 2013, but the percentage of women working only rose from 49 in 1990 to 53 in 2013. In Brunei, women's average years of schooling has increased from just under five in 1980 to almost nine in 2013, but percentage of women in full-time employment only rose from 46 percent in 1991 to 56 percent in 2011.[105]
- The role of MSME is crucial in fostering WEE, because of their potential contributions to employment creation, improvement of income distribution, poverty reduction, export growth of manufactured products, and development of rural economies. However, structural barriers such as lack of access to productive assets, finance faced by women entrepreneurs limit their growth and development. Also, while, 'ASEAN has been witnessing a dramatic increase in internet use and e-commerce, ASEAN women have comparatively less internet access and use. This is due to the lack of IT skills and knowledge; many ASEAN women cannot afford to integrate IT into business or take full advantage of the business opportunities that the digital economy is creating for women.' [106]

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104 Australian Aid, #Planet5050 & UN Women: Opportunity for all. https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/07/migrationinfographics.pdf?la=en&vs=4947

105 Australian Aid, #Planet5050 & UN Women: Opportunity for all. https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2016/07/migrationinfographics.pdf?la=en&vs=4947

106 Korean Times: Enhancing ASEAN women economic empowerment. By Kim Myong-hee. http://www.koreatimes.co.kr/www/opinon/2019/04/197_266526.

Obstacles to overcome

With this background, there are several key obstacles that need to be overcome to empower women economically:[107]

- Lack of business knowledge and access to vocational training.
- In some cultures, only men are required to work as they are the head of household.
- Inadequate capacity and financial resources for some governments and CSOs in organizing trainings/workshops/ to promote awareness and share knowledge among the communities.
- Women entrepreneurs are likely to face gender-based barriers to starting and growing their businesses including discriminatory property, matrimonial and inheritance laws and/or cultural practices, limited mobility, voice and representation in all levels of decision-making process due to strong patriarchal and male dominated ideology in society.
- Disproportionate burden of unpaid care and domestic work falls on women and hinders their ability to participate in paid work.
- Integrating gender issues in policies and laws take a lot of time.
- Female workers mainly focus on simple jobs with low income and easy to be fired.

Way forward: suggested activities

- Through policy dialogues among ASEAN sectoral bodies, public and private sector and civil society organisations, create awareness on gender differential economic realities and the need to design gender responsive economic policies.
- Support research for assessing and monitoring the outcomes of economic development and sector policies on women's

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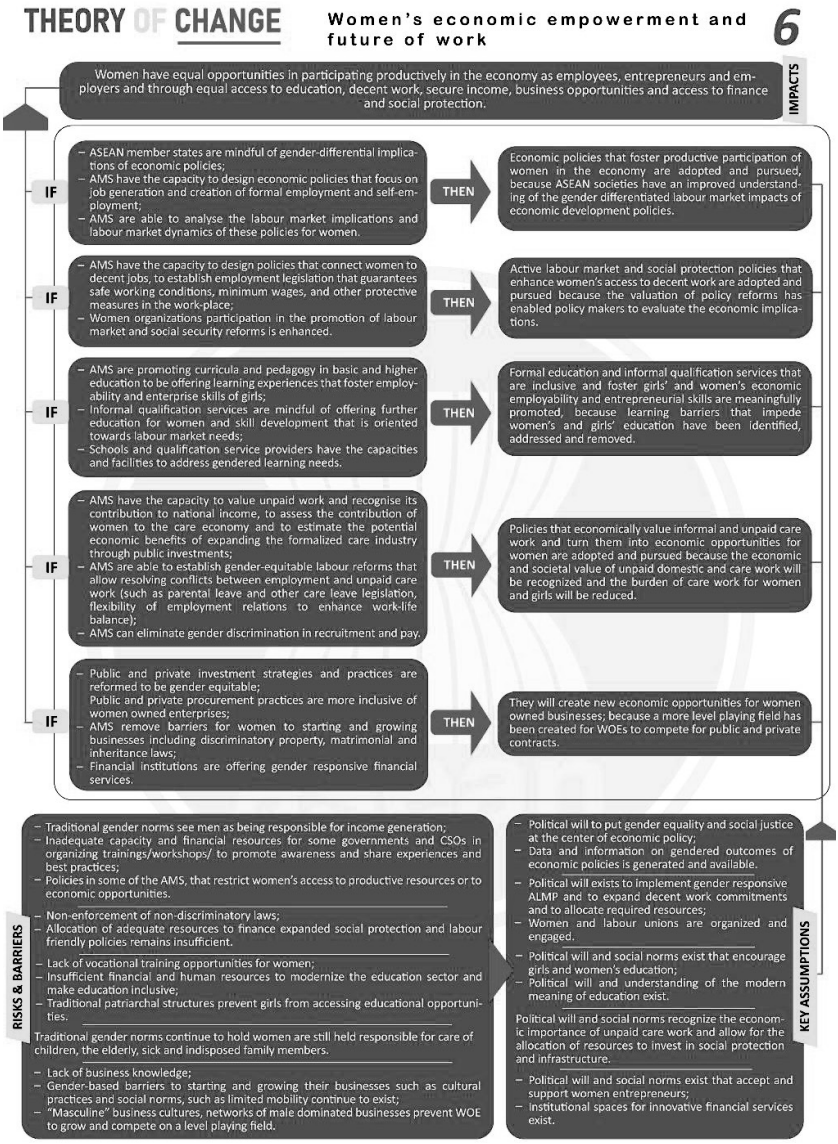
107 MDF/ACW Brainstorm

labour through Gender Impact Assessments, Gender Audits, gender sensitive labour market surveys.

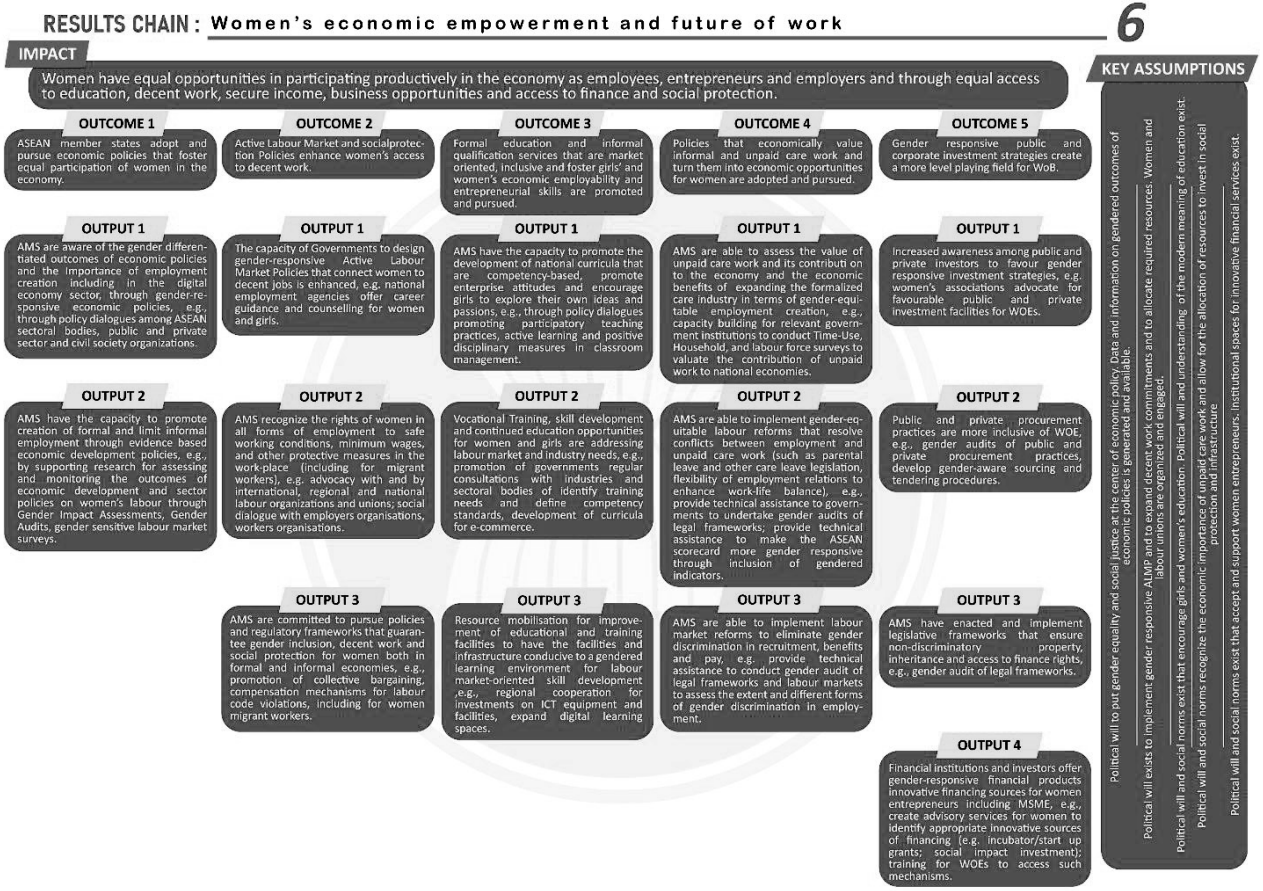
- National employment agencies create and expand their career guidance and counselling for women and girls.
- Advocacy with and by promote partnership with international, regional and national labour organisations and unions; social dialogue with employers' organisations, workers organisations.
- Promotion of collective bargaining, compensation mechanisms for labour code violations, including for women migrant workers.
- Work with the ASEAN Women Entrepreneurs Network (AWEN) in promoting WEE.
- Improve ICT equipment and facilities, expand digital learning spaces for women and girls, especially those in rural and remote areas.
- Strengthen vocational training and shifting female workers from informal to formal work" (in cooperation with SLOM).

8.2. Theory of Change

The Theory of Change of Vision 6, based on the above context description, is visualised below:



8.3. Results-chain



9. Vision 7: Gender responsive governance and leadership

9.1. Background

Built on the consensus of 189 countries, the Beijing Platform for Action (BPfA)[108] upholds the rights perspective embodied in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).[109] The BPfA states that the "…empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life".[110] As signatories of the BPfA, the ASEAN Member States (AMS), are committed to taking women's interests into account with the realization that "without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved."[111] The critical role of women and the need for their full and equal participation and leadership in all areas of sustainable development was reaffirmed in the 2030 Agenda for Sustainable Development.

The Declaration of the Advancement of Women in ASEAN,[112] was the first commitment made by AMS to improve the status of women, including in the political sphere. It states that each member state shall work 'to promote and implement the equitable and effective participation of women whenever possible in all fields and at

108 United Nations. 1996. Report of the Fourth World Conference on Women. Beijing, 4-15 September 1995

109 CEDAW is one of the most important international human rights instruments which is a legally binding international agreement adopted in 1979.

110 United Nation. 1996. Platform for Action, Critical Area of Concern G, paragraph 181 in Report of the Fourth World Conference on Women. Beijing, 4-15 September 1995

111 United Nation. 1996. Platform for Action, Critical Area of Concern G, paragraph 181 in Report of the Fourth World Conference on Women. Beijing, 4-15 September 1995

112 ASEAN Secretariat. 1988. Declaration of the Advancement of Women in the ASEAN Region <https://asean.org/?static_post=declaration-of-the-advancement-of-women-inthe-asean-region-bangkok-thailand-5-july-1988>

various levels of the political …life of society at the national, regional and international levels.' In 2005 this overarching Declaration was operationalized in the Work Plan for Women's Advancement and Gender Equality, 2005–2010 and later into the Work Plan of the ASEAN Committee on Women (ACW), 2011–2015[113]. The 2011 plan pursued and reinforced the objective of influencing all the pillars of the ASEAN Community and all member states to undertake credible and strong gender mainstreaming in their policies, programmes and processes. To ensure that concrete actions are taken to achieve its objectives, the ASEAN Socio-Cultural Community (ASCC) has adopted two ASEAN Socio-Cultural Community Blueprints—one for 2009– 2015 and one for 2016–2020. These blueprints outline the implementation of specific actions to empower women in all fields, including politics, and to promote gender equality.[114]

Analysis

Studies show higher numbers of women in parliament generally contribute to stronger attention to women's issues. With women's participation in politics, there will be greater direct engagement of women in public decision-making and a means of ensuring better accountability to women.[115] The 'ASEAN Progress Report on Women's Rights and Gender Equality'[116] concluded that women's full political participation is much needed for gender issues to be placed at the centre of an institution's political agenda. In ASEAN, the share of women in national parliaments was 19.6% in 2018.[117] Across the AMS there is uneven progress in the political participation of women, with Philippines, being the highest in the region at 28.7%. Only three countries are close to having 30 percent female

113 ASEAN Secretariat. 2012. ASEAN Committee on Women (ACW) Work Plan, 2011–2015. <http://www.asean.org/storage/images/2012/publications/ACW%20Work%20Plan%202011-2015.pdf>

114 ASEAN Secretariat. ASEAN Socio Cultural Community Blueprint 2025. P. 12. ASEAN Socio-Cultural Community Blueprint 2025 - ASEAN | ONE VISION ONE IDENTITY ONE COMMUNITY

115 UN Women. Datasheet Women Political Participation. https://asiapacific.unwomen.org/en/digital-library/publications/2012/9/datasheet-women-political-participation

116 ASEAN Secretariat. 2016. PROGRESS REPORT on Women's Rights and Gender Equality

117 ASEAN Secretariat. ASEAN Sustainable Development Goals Indicators 2020. P.60

representation in national parliaments. Furthermore, on the average about 43.6% of managerial positions in eight AMS were held by women in 2018, with The Philippines leading with the highest share at 52.7%.[118]

Various actors working on women's empowerment in ASEAN have noted the lack of 'any proper ASEAN policy or mechanism in place for advancing women's political empowerment'. [119]

The ACW, the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Ministerial Meeting on Women (AMMW), under the supervision of the ACSS, are the core bodies leading ASEAN's operational work on gender equality and women's political empowerment. The 'ASEAN Progress Report on Women's Rights and Gender Equality'[120]noted progress, especially with the establishment of ACWC, in the participation of numerous regional and national NGOs in its consultation processes to elicit in identifying key issues of concern to women and in formulating policies and guidelines to address the same.

Of particular interest to women's political empowerment is Women Parliamentarians of the ASEAN Inter-Parliamentary Assembly (WAIPA), which is a branch of the ASEAN Inter-Parliamentary Assembly (AIPA 1978)[121] formed in 1988. WAIPA primarily aims to enhance participation and representation of women within AIPA and to increase representation of women in parliaments and networking between women parliamentarians in AMS. Given that WAIPA constitutes one of the most important bodies for the advancement of democracy and women's rights in ASEAN, the potential for

118 ASEAN Secretariat. ASEAN Sustainable Development Goals Indicators 2020. P.61

119 International Institute for Democracy and Electoral Assistance (International IDEA). Chapter 4.1. The roles of ASEAN and SAARC.p94

120 ASEAN Secretariat. 2016. PROGRESS REPORT on Women's Rights and Gender Equality

121 International Institute for Democracy and Electoral Assistance (International IDEA). 2013. Giving the ASEAN Inter-Parliamentary Assembly a Voice in the ASEAN Community, by Imelda Deinla; and the presentation "The Women Parliamentarians of the ASEAN Inter-Parliamentary Assembly (WaIPA: Initiatives and Challenges" in South-East Asian Women's Studies Converence, University of the Philippines, Manila 30-31st July 2015

WAIPA to play a significant role has not been fully utilized: currently it is not an integral part of the ASEAN institutional structure but an 'entity associated with ASEAN along with business associations or civil society organisations'. Its resolutions are non-binding, and it does not vote on the ASEAN budget. WAIPA is currently a consultative body with little influence over ASEAN's gender policies. However, the ASEAN Confederation of Women's Organisations (ACWO), established in 1981, is an institutional framework that brings together women's voluntary organisations and civil society actors in ASEAN to work towards the full integration of women in development. It has the status of a CSO Regional Entity accredited to ASEAN. [122]

ASEAN's early engagement with gender was conceived through the lens of economic and social development. This approach continues today, which may explain why most ASEAN gender policies are concerned with women's economic or social status and not with their participation in politics. In the few cases where women's issues are dealt with in the Political-Security Pillar, they are framed in terms of protection rather than empowerment.[123] The portfolio of women ministers in the region are generally limited to the areas of family, women's affairs, children, youth, environment, and education.[124] On average, women account for only 6 percent of seats on corporate boards in the region.[125]

Obstacles to overcome

- Lack of collaboration and partnership among different AMS organisations and ASEAN bodies to promote gender equality.
- Social attitude towards women in the role of leadership and decision-making process is not supportive.
- Though there are global standards of achieving gender equality to be enshrined in the local laws and policies, there still lack of access to occupational segregation and

122 International Institute for Democracy and Electoral Assistance (International IDEA). Chapter 4.1. The roles of ASEAN and SAARC.p98

123 International Institute for Democracy and Electoral Assistance (International IDEA). Chapter 4.1. The roles of ASEAN and SAARC. P 98

124 Fact sheet

125 Fact sheet

gender wage gaps. Few are representing but still most are underrepresented in political and economic decision-making processes.

- Traditional practice of male dominance is a barrier for women to take on leadership roles in decision making.
- Some laws are still a barrier for women to take on leadership role in decision making.
- Gender stereotypes and biases that persist in educational materials, media, etc. perpetuate women as unworthy or incapable of holding leadership positions.
- Women in politics experience harassment and violence.
- Women tend to be assigned only to particular sectors due to persistent gender stereotypes and biases.

Way forward: suggested activities

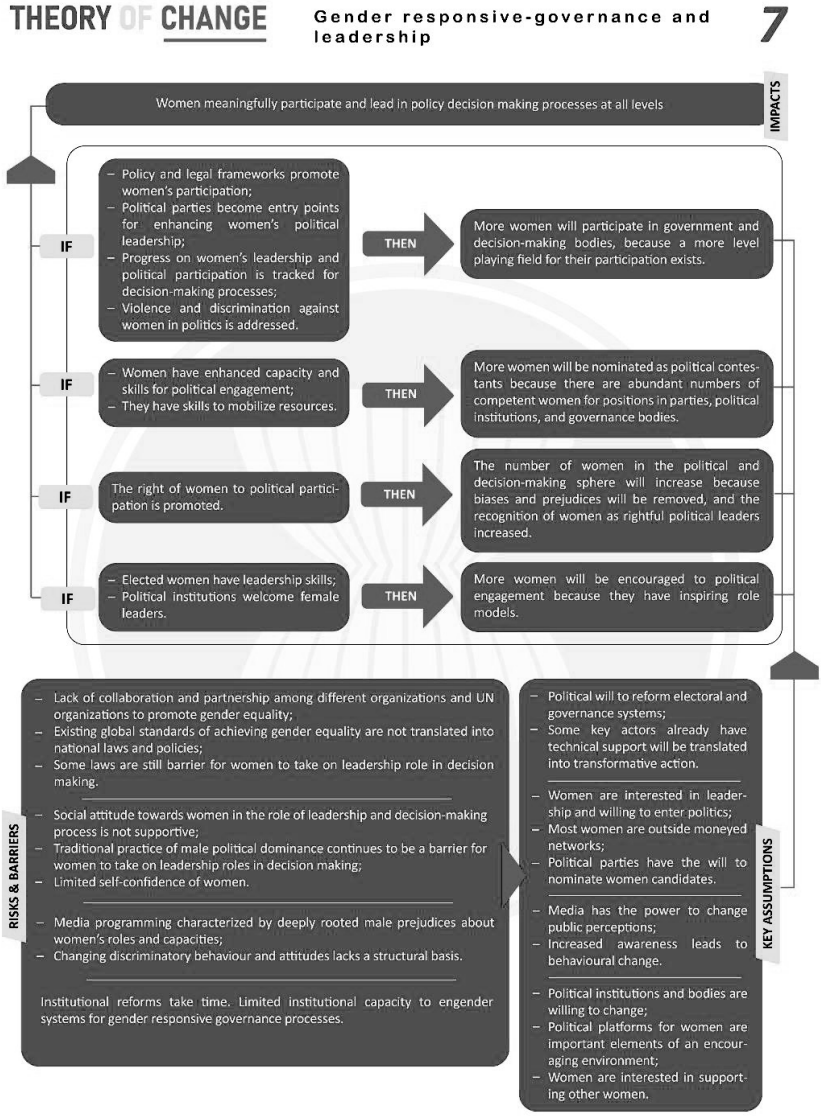
- Electoral reforms to ensure that women can register and vote.
- Introduce quotas in political parties and governance bodies such as parliaments, to secure spaces for women to be heard.
- Awareness creation campaigns for party leaders to target inclusion of women, picking women as candidates for political positions.
- Ensure that women have access to ID documents; implement activities that encourage participation in elections.
- Women's organisations monitor political and electoral processes, political parties, and institutions such as parliaments develop code of conducts, policies against harassment.
- Women ASEAN Inter- Parliamentarian Assembly (WAIPA) offers mentoring and capacity development of women aspirants; public speaking; constituency engagement; transformative leadership training, including of young and marginalized women.
- Women ASEAN Inter- Parliamentarian Assembly (WAIPA) engages with professional networks, CSO networks, social

media networks, political parties, youth groups to encourage and motivate women to engage in politics.

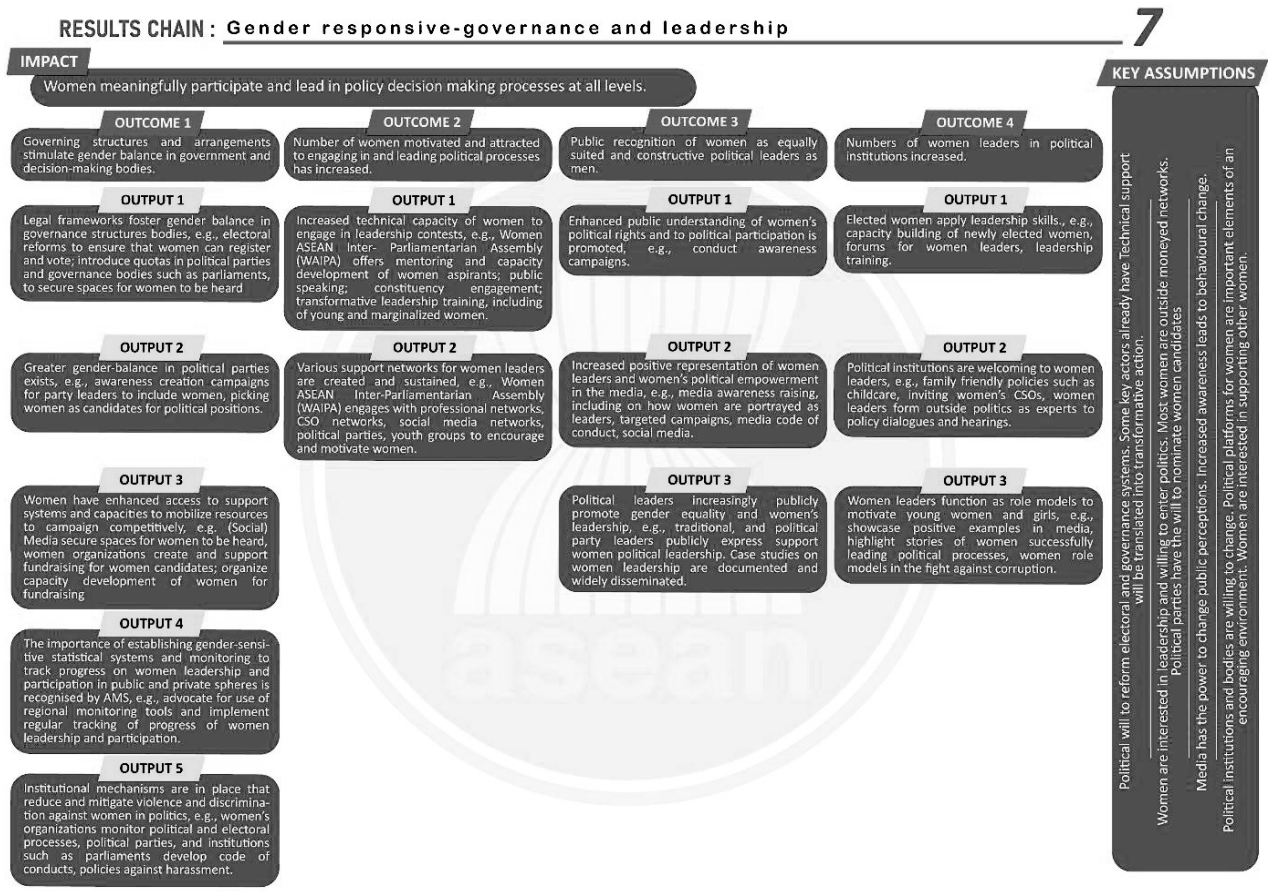
- Mainstream and social media secure spaces for women to be heard.
- Women organisations create and support fundraising for women candidates; organize capacity development of women for fundraising.
- Conduct awareness campaigns, increase positive representation of women leaders and women's political empowerment in the media.
- Media awareness raising, including on how women are portrayed as leaders, targeted campaigns, media code of conduct, social media.
- Media: highlight stories of women successfully leading political processes, women role models in the fight against corruption.
- Traditional, and political party leaders publicly express support women political leadership.
- Capacity building of newly elected women, forums for women leaders, leadership training.
- Family friendly policies such as childcare, inviting women's CSOs, women leaders form outside politics as experts to policy dialogues and hearings.
- Related to the Covid-19 pandemic, a study could be undertaken to establish how many AMS include women in their national task force/ units on response and recovery.

9.2. Theory of Change

The Theory of Change of Vision 7, based on the above context description, is visualised below:



9.3. Results-chain



10. The monitoring and evaluation plan of the 7 Visions

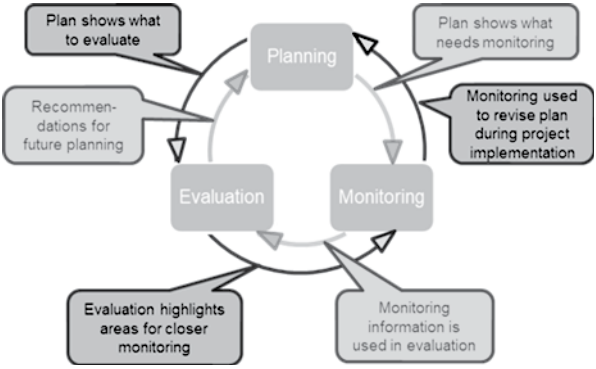
10.1. Introduction to Planning, Monitoring and Evaluation (M&E) in the ASEAN Secretariat

Within ASEC, the Programme Cooperation and Project Management Division (PCPMD) uses the Results-based management (RBM) definitions of planning, monitoring, evaluation and learning as follows[126]:

The principal phases of a project - planning, monitoring and evaluation - are closely related and interlinked.

- **Planning** shows what must be monitored and evaluated.
- **Monitoring** allows revision of the work plan during project implementation and collects information for project evaluation.
- **Evaluation** highlights areas for closer monitoring and creates recommendations for future plans and projects.
- **Learning** shares the lessons identified during monitoring and evaluation to improve future planning.

These relationships are reflected in the figure below and are explored in the succeeding sub-sections.



126 ASEAN Secretariat (PCPMD): ASEAN COOPERATION PROJECTS DESIGN AND MANAGEMENT MANUAL, 2021

Project Planning

Results-based management is based on answering the following questions, each of which helps to refine a project proposal's scope and framework.

- *What high-level results can this proposal help realize for ASEAN?* High-level results can be considered a project's impact. They often cover strategic organisational objectives or national priorities.
- *What results are needed to contribute to ASEAN's high-level objectives?* This is achieved when a project's target groups (beneficiaries) start using the project deliverables or outputs.
- *What are the short-term deliverables or outputs needed for a project to achieve meaningful results?*
- *What activities and interventions need to be implemented to deliver the short-term results or outputs? What resources are required?*

Also, within ACW's 5-year Work Plan, planning for interventions/ projects calls for (a) identifying the higher-level results to be targeted by a project, (b) defining a project's outcome and impact, and (c) specifying the deliverables or outputs needed to achieve a project's desired outcome.

Project Monitoring

Monitoring is the regular collection and analysis of data in order to track the progress of project implementation and project results. Monitoring, which depends on the development of proper project planning before implementation, serves five purposes:

First, monitoring helps with management decision making. A good monitoring system alerts management to the need to change course to achieve a project's intended results. Effective monitoring is driven by managers who make decisions based on data that has

been collected without creating excessively burdensome reporting frameworks.

Second, monitoring makes records of implementation and the results achieved for the purpose of accountability, e.g., for reporting to external partners, beneficiaries, and other key stakeholders.

Third, monitoring aids learning. It helps define best practices and lessons learned from a project that will be the basis for improving project implementation, as well as for improving the planning of future projects.

Fourth, monitoring helps create a dialogue with stakeholders. If done in a participatory manner, monitoring provides a project team with an opportunity to engage key stakeholders and include them in all phases of the project cycle.

Fifth, monitoring offers information that project managers can use to increase visibility and showcase achievements, e.g., through stories on Proponent or IA websites, or by creating good case practice or videos.

Project Evaluation

An evaluation is defined as the systematic and objective assessment of an on-going or completed project, program, or policy and its design, implementation, or results. The aim of an evaluation is to determine the relevance and fulfilment of objectives, as well as their efficiency, effectiveness, impact, and sustainability[127]. On the basis of evaluations, recommendations can be made to improve future projects and programmes.

Recommendations should be based on a thorough analysis of a project's performance. Assessments must be transparent, systematic, and objective. In practice, this is challenging: An assessment's outcome will always be subjective, to an extent; time and financial constraints typically make in-depth factual investigations difficult. Further, the leap from facts to judgment

127 OECD Glossary of Statistical Terms

is never value free, as it involves interpretation by an evaluator. Subjectivity can never be avoided.

Regardless, the aim of an evaluation is to assess the quality of a project, programme or policy, typically in terms of its relevance, effectiveness, efficiency, impact, sustainability, and coherence[128]. Under results-based management, the evaluation process involves looking at a project's objectives on different levels, as formulated by its results-chain (Impacts, Outcomes, Outputs and Activities).

Evaluations must answer these questions:	
Impact	What wider effects (positive or negative, intended or unintended) were caused by the project?
Relevance	How well did the project address the target group's needs and priorities?
Effectiveness	Were the project's intended results achieved? To what extent?
Efficiency	Were available means optimally used?
Sustainability	Is it likely that the project's positive effects will continue after the project period?
Coherence	How well can the intervention be localized? Was it compatible with other interventions in a given country, sector or institution?

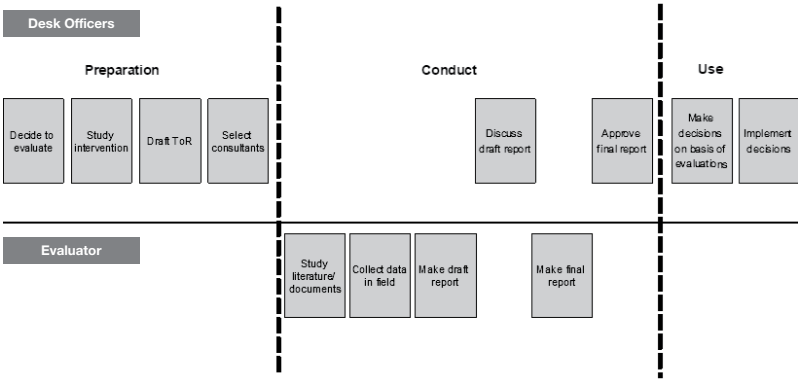
Monitoring and evaluation are often mentioned in the same sentence, as both use data collection and analysis to obtain information to manage projects (steering), for accountability (reporting), and to learn how to improve current and future programme implementation.

128 Evaluation Criteria OECD

Despite those similarities, monitoring and evaluation have some distinct conceptual differences, as explained below.

	Monitoring	Evaluation
Timing	Continuous throughout the project.	Periodic. Midterm, end of project, post project.
Who	Internal management.	Typically, external consultants.
Why	Check progress, take remedial action, update plans.	Learn broad lessons, provide accountability.
Output	Regular progress reports and updates.	Written report with conclusions and recommendations.

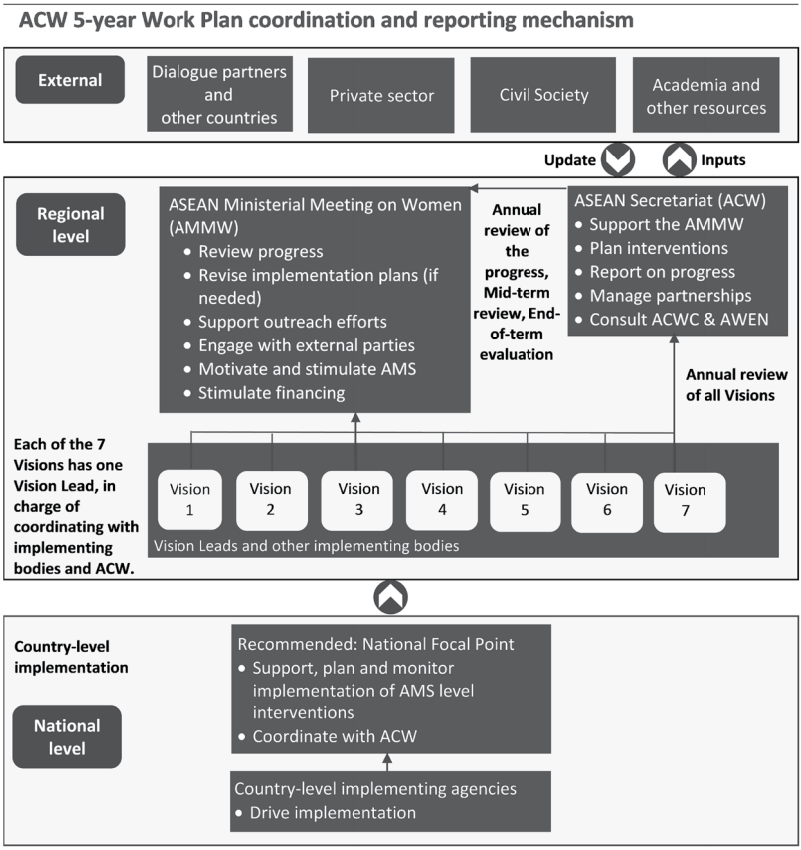
As project evaluations are typically carried out externally, a project manager must, among other things, prepare the terms of reference, assign an evaluator, review the evaluation report, and ensure that the report's recommendations are followed for the duration of the project. Below an illustration how an evaluation is implemented from the perspective of a Desk Officer and an evaluator.



10.2. Introduction to the ACW 5-year plan M&E system

The Monitoring and Evaluation (M&E) requirements of the ACW 5-year plan are rather straightforward and depicted below:

Training & Consultancy

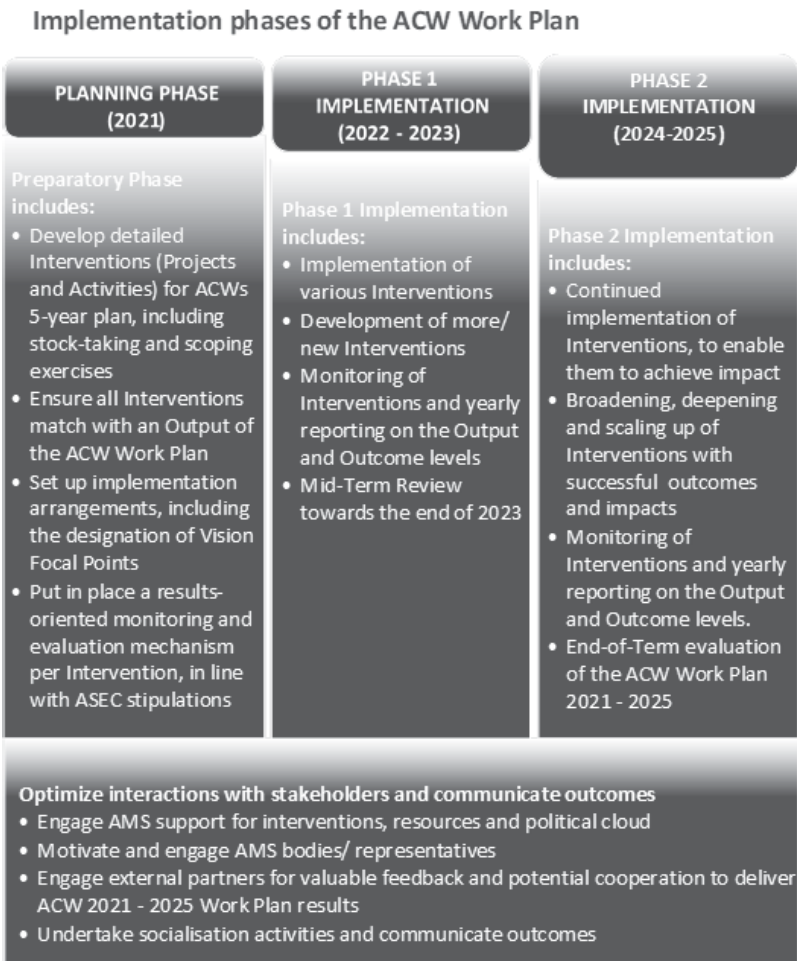


Elaboration on the above picture:

- ACW will coordinate the planning, track the progress and report yearly to the AMMW on the status of the ACW Work Plan 2021 – 2025.
- ACW will be assisted by appointed Vision Leads, who will be the in charge of coordination with implementing bodies and ACW.

- It is recommended, for ease of coordination and reporting, that each AMS appoints a National Focal Point, which will support with the planning and (especially) the national-level data collection and reporting, and drives the national level implementation through his/her connections at the national level.

The ACW 5-year Work Plan will be implemented in three phases:



10.3. ACW's Work Plan M&E system: guiding questions, metrics and data collection flow.

An M&E system starts with a properly planned program, with a clear results-chain. Next, a series of guiding M&E questions will be drafted, reflecting the priorities pertaining to tracking and evaluating the progress of the implementation and achievement of the results. These guiding questions are presented below:

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ACW 5-year Work Plan guiding questions for M&E

Level	Guiding questions for M&E	Responsible body
Visions	• What are the positive and negative changes influenced by ACW WP's interventions, directly or indirectly, intended or unintended, to the Gender-Responsive Implementation of the ASEAN Community Vision 2025? • What is the current progress of the achievement of the 7 Vision's outcomes? And what are the reasons? • What is current progress of the achievement of the outputs of the 7 Visions? And what are the reasons?	ACW/ ASEC
Interventions/ projects (and Assumptions)	• What are the reasons/major factors influencing the achievement or non-achievement of the intervention's/ project's outcomes? • What is the level of use/appreciation of the outcomes (by users)? • What is current progress of the achievement of the outputs of the interventions/ projects? And what are the reasons? • What is the level of use/appreciation of the outputs (by users)? • To what extent do the assumptions still hold true? Which ones not? Why?	Vision Leads and project leads
Activities (and Assumptions)	• To what extent do the activities of the interventions/ projects contribute to the outputs? • What is current progress of the implementation of the activities of the interventions/ projects? And what are the reasons?	Project imple-mentors

In order to answer the guiding questions, the M&E system defines indicators for each level of the plans' results (Outcomes and Outputs). These indicators are variables that measure the progress towards achievement of the results. Each indicator requires data to be collected from either an existing source (a so called "Source of Verification"-SoV) or by means of an activity, such as a survey or interviews (a so called "Means of Verification"-MoV).

It is important for any M&E system to establish who will be collecting the data related to the indicators, when it needs to be collected, and when it will be reported on. This M&E 'data collection flow' is

presented in the below table, which constitutes the overview of the total M&E system of ACW's Work Plan 2021 - 2025.

The below M&E system data flow table is not yet finalized (particularly related to the Sources and Means of Verification, responsibilities for data collection, and the reporting requirements), but will be finalized with the respective experts and desk officers so as to ensure a full and feasible M&E system is in place during Phase 1 of the Work Plan.

Vision	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 1: In 2025, throughout ASEAN Member States (AMS) and ASEAN institutions, the use of up-to-date gender statistics facilitates ASEAN peoples to be better informed of gendered realities and circumstances within their respective contexts, to be better equipped with evidence to address prevailing gender norms that perpetuate gender inequalities, and ASEAN Policy makers and development practitioners to make gender-responsive policies through evidence and gender disaggregated data.	1.1	Outcome 1: ASEAN and National Statistics Offices have the capacity to generate and disseminate gender responsive statistics within meaningful time.	a. The % of statistical reports from ASEANStats and National Statistics Offices that are disaggregated by sex, disability status, age, urban/rural, ethnicity and other relevant variables has increased. b. ASEAN and National Statistics Offices publish their gender responsive data and statistics online	a. List of statistical reports produced by ASEAN and National Statistics Offices b. List of statistical reports that have been published online and in print (in AMS and ASEAN)				End-of-term Mid-term	End-of-term Mid-term
	1.1.1	Output 1: AMS recognise the importance of establishing gender-sensitive statistical systems monitoring gender differential impacts and outcomes of development policies and programs	a. Number of workshops/ trainings on the production of gender responsive data and statistics, (disaggregated by sex, disability status, age, urban/rura, ethnicity and other variables) for ASEAN and National Statistical Offices b. National Statistical Offices share best practices in establishing gender-sensitive statistical systems in a workshop facilitated by ASEAN	a. Number of workshops/ trainings conducted b. List of best practices shared by National Statistical Offices in the workshop					
	1.1.2	Output 2: Enabling legal frameworks, institutional arrangements, and adequate resources for gender statistics are in place	a. Number of amended national statistics laws/ policies to include provisions that ensure gender data are systematically included in national statistics b. Increase in budgets allocated by AMS dedicated to the production of	a. Number of amended national statistic laws/ policies b. Increase of budgets allocated					
	1.1.3	Output 3: Instruments and capacity building tools for gendered statistic generation are available	a. Number of trainings for national statistics officers on gender responsive survey design and potential gender bias in quantitative research and data generation b. Tools and guidance on gender statistics generation is available	a. Number of trainings provided & number of attendees per AMS b. List of tools and guidance					
	1.2	Outcome 2: Quality, comparable gender statistics across sectors are available and accessible to all users, including governments, civil society, private sector, and academia	a. Data and statistics (disaggregated by sex, disability status, age, urban/rural, ethnicity and other variables) produced by ASEAN and National Statistical Office are made available online and in print b. A report is commissioned to independently test the quality, and satisfaction levels with the quality, of the data and statistics produced by ASEAN and National Statistics Offices	a. Increase in the number of gender statistics across all sectors that are publicly available (including from governments, civil society, private sector, and academia). b. Report published					
	1.2.1	Output 1: Quality standards and guidance for production of gender responsive data are in place for all three dimensions of sustainable development (economic, social, environmental) across ASEAN countries	Guide for production of gender responsive data is developed and disseminated	Guide for production of gender responsive data					
	1.2.2	Output 2: Quality and comparable gender statistics are regularly produced and widely published regionally and nationally	a. A guide to jointly agreed sharing protocols is developed b. Number of data and statics reports that are shared on ASEAN wide websites/ portals for a broad audience at regional, national, and local leve are created	a. Sharing protocols Guide b. Number of publications on these websitites/ portals					
	1.3	Outcome 3: AMS governments, civil society and private sector have the capacities to analyse data and use the information for policies and programming	Number of references of AMS legislation and policies specifically to gender statistics	Number of references in legislative and policy documents per year					
	1.3.1	Output 1: Communication pathways from data producers to data users (Governments, CSO) ensure improved understanding of statistical information	Number of communication pathways for national statistical offices to engage with policy and decision-makers	Number of forums per year					
	1.3.2	Output 2: Tools and training resources and platforms for data analysis and visualisation are developed, published and accessible to government and civil society data users	Number of tools and training resources used by NSOs that are accessible online to the general public	Number of tools and training resources available online					

Vision	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 2: In 2025, ASEAN and AMS governmental and non-governmental institutions have a fuller understanding and appreciation (both women and men) of the need to mainstream gender perspectives in all areas and at all levels of their work, and are better equipped to integrate, mainstream, and operationalise gender as a cross-cutting issue in social, cultural, educational, economic and political systems in all ASEAN sectors.	2.1	Outcome 1: ASEAN governments have increased capacities to assess and monitor the advances in implementation of the Beijing Platform for Action, and other global normative and policy frameworks such as CEDAW and the SDGs, they are committed to.	# of AMS-level progress reports on the national implementation of the Beijing Platform for Action, and other global normative and policy frameworks such as CEDAW and the SDGs are published	Progress reports at the AMS level				End-of-term Mid-term	End-of-term Mid-term
	2.1.1	Output 1: Enhanced coordination, coherence, and accountability of the ASEAN mechanisms for commitments to gender equality and women's empowerment	a. Gender-based needs analysis of all ASEAN policies to create regional baseline is conducted b. Regional guidelines for a gender responsive implementation of the ASEAN Community vision is formulated	a. Gender-based needs analysis b. Regional guidelines					
	2.1.2	Output 2: ASEAN regional bodies and AMS are informed and are aware of the meaning of international normative policy frameworks on gender equality such as Beijing Platform for Action	a. Socialization workshops on international normative policy frameworks and their implications on ASEAN are conducted b. Number of gender mainstreaming trainings/capacity building activities in ASEAN Bodies and each AMS are conducted	a. Number of workshops and the list of participants b. Number of trainings					
	2.1.3	Output 3: ASEAN regional bodies and AMS have established pathways and mechanisms for gendered information and knowledge generation on gender-differentiated impacts of policy implementation	a. A regional mechanism which include gender audits and gender responsive monitoring and reporting on national policy implementation is developed b. Number of AMS who make reference to the regional mechanism in their national gender monitoring and reporting system	a. Regional gender mechanism b. Number of AMS making reference					
	2.2	Outcome 2: Productive and evidence-based dialogues amongst ASEAN governments and with civil society and other relevant actors in regional and national policy formulation increases knowledge and understanding of gender perspective in all spheres of sustainable development and their implementation	a. Number of dialogues among AMS and with civil society organizations and other relevant actors in regional and national policy formulation b. Number of gendered regional and national policies developed taking into consideration results of the dialogues	a. Number of official national, international and regional dialogues. b. Number of gendered regional and national policies referencing the dialogues					
	2.2.1	Output 1: Increased engagement of governments with civil society and private sector partners in support of developing gender-responsive policies across the ASEAN community pillars	Number of forums and dialogues between governments, civil society and private sector partners for technical consultation for policy development in all sectors social, cultural, educational, economic sectors, and political system	Number of forums, their participating bodies and lists of participants, disaggregated by sex					
	2.2.2	Output 2: Increased women participation and leadership in policy development processes	a. Number of women participating in policy dialogies (see indicator 2.2.1) b. % of women in legislative bodies	a. Number of women participating in policy dialogues					
	2.3	Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN community pillars.	a. Number of policies across all ASEAN community pillars referencing the gender responsive policy guidelines b. Number of women taking the lead in the implementation of ASEAN projects in each AMS	a. Number of policies referencing b. Number of women team leader					
	2.3.1	Output 1: Increased government cooperation with women's and civil society organizations in the implementation of policy measures creates more gender equal outcomes	Number of dialogues among AMS and with civil society organizations and other relevant actors in regional and national policy formulation (see indicator 2.2)	Number of official national, international and regional dialogues.					
	2.3.2	Output 2: Higher proportion of women in decision making and professional leadership positions in public government institutions enhances integration of gender perspectives in the implementation of policies.	a. % of women in leadership positions in government institutions, per AMS, per year b. Number of HR policies that open new career opportunities for women are institutionalized and implemented in the public sector	a. % of women leaders, per AMS, per year b. List of new, gendered HR policies, per AMS, per year					
	2.3.3	Output 3: Capacity-building tools and resources developed using a needs-assessment based capacity development plan and framework enhance capabilities and competencies of ASEAN governments, civil society and private sector partners on gender equality and inclusion	a. Number of senior leaders, officials, and staff of governments, civil society and private sector partners participating in training in gender equality and inclusion b. Sector-specific evidence-based briefs, toolkits and other guidance and resources based on gender equality and inclusion developed	a. Number of trainings and participants, per AMS, per year b. Number of briefs, toolkits and other guidance developed under ASEAN projects					

Vision	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 3: In 2025, the resilience of women and girls to address and mitigate socio-economic impacts of climate change and disaster has improved, their agencies in disaster preparedness are reinforced, and engage in disaster risk reduction, response, and recovery.	3.1	Outcome 1: Gender dimensions of disaster risk and gender differentiated expressions of vulnerability and exposure to threats as well as gender differentiated recovery needs are understood	Gender responsive guidelines for DRRM are adopted by AMS governments	Adoption documents				End-of-term Mid-term	End-of-term Mid-term
	3.1.1	Output 1: Gender-responsive risk and vulnerability assessments that include women and girls' perceptions are conducted	Number of women-lead risk and vulnerability assessments, surveys, and vulnerability studies conducted	Number of assessments, surveys and studies, per AMS, per year					
	3.1.2	Output 2: Gender responsive data collection instruments that ensure collection and analysis of SADD to inform decision making are developed and used	a. SADD is collected through gender responsive collection tools b. SOP of disaster response system based on the SADD analysis developed	a. List of tools b. SOP					
	3.1.3	Output 3: Results of SADD on the gender inequality of vulnerability, risk and in recovery are analysed and disseminated to all	Number of reports on the analysis of SADD results is published and shared to the relevant stakeholders, per AMS	Reports					
	3.2	Outcome 2: Regional and national DRRM policy and recovery management are gender-responsive and appropriately resourced	Gender responsive DRRM policies at the ASEAN and AMS levels are developed	List of policies					
	3.2.1	Output 1: Improved capacity, knowledge, and awareness on women's roles of DRRM actors	Number of workshops on women's role in DRRM for DRRM institutions and agencies	Number of workshops and number of participants (disaggregated by sex), per AMS					
	3.2.2	Output 2: Recovery efforts include gender-responsive social protection, technical and economic measures that target women affected by climate change, disasters, and other emergencies	Gender responsive DRRM policies at the ASEAN and AMS levels are developed and contain gender responsive social protection and measures (see indicator 3.2)	List of policies					
	3.2.3	Output 3: Sustainable livelihood and economic opportunities are directed at women affected by climate change, disasters, and other emergencies	Number of projects/ assistance interventions targeting livelihood and economic opportunities for women affected by climate change, disasters, and other emergencies, per AMS, per year	Number of projects/ interventions, per AMS, per year					
	3.3	Outcome 3: Women's meaningful involvement in designing, managing, and implementing of climate change and DRRM and recovery is enhanced	Number of women organizations that participate in the design, management and implementations of DRRM processes	Number of women organizations participating					
	3.3.1	Output 1: Capacity of women's organizations, national women's machineries, and CSOs to inform, lead and manage climate change and DRRM decision making processes strengthened	a. Number of trainings/workshops in climate change and DRRM for women's organizations, national women's machineries, and CSOs conducted. b. Multi-actor platforms to identify priorities on gender and DRR for knowledge creation and sharing of best practices are developed	a. Number of trainings/workshops and list of participants, per AMS, per year b. List of platforms					
	3.3.2	Output 2: Women's participation and engagement on all levels in climate change and disaster risk management, planning and assessments enhanced	a. Number of women organizations that participate in the design, management and implementations of DRRM processes (see indicator 3.3) b. Forums to promote collaborations and knowledge sharing between national and local level women organizations are facilitated	a. Number of women organizations participating b. List of forums					

Vision	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 4: In 2025, safety and protection of all women, girls and boys has increasingly become a shared concern and responsibility of all ASEAN people, government institutions and civil society, and (a lack of appropriate) laws, harmful social norms and gender discrimination that push women and girls to higher risks and vulnerabilities, including child early and forced marriage, are recognised as important agenda points in need of collective action.	4.1	Outcome 1: ASEAN countries have established and apply comprehensive legal frameworks against VAWG, including child early and forced marriage	a. Number of laws on VAWG are enacted by AMS governments b. Number of laws that are amended/ changed/ improved to tackle VAWG	a. Number of new laws on VAWG, per AMS b. Number of amendments, per AMS				End-of-term Mid-term	End-of-term Mid-term
	4.1.1	Output 1: ASEAN governments regularly review policies, protocols, laws to evaluate effectiveness and share progress	a. umber of laws that are amended/ changed/ improved to tackle VAWG (see indicator 4.1) b. A report on the analysis of policies, protocols and laws on VAWG is developed and shared electronically	a. Number of amendments, per AMS b. Reports with results of the analysis, per AMS					
	4.1.2	Output 2: Laws are revised and build a comprehensive legal framework that enables cross-sectoral cooperation, strengthen multi-disciplinary team approach and facilitates enforcement	a. Number of laws that are revised b. SOP to facilitate sectoral cooperaton between health providers, social service providers and law-enforcement agencies is jointly developed	a. Revised laws b. SOP					
	4.1.3	Output 3: Women and Survivors of VAWG inform policies, laws, protocols etc. as experts	Number of women organizations and survivor groups that are consulted by lawmakers, social service providers and medical service providers	Number of wormen organizations and groups consulted					
	4.2	Outcome 2: Social norms, attitudes and behaviour reflect zero tolerance for all forms of VAWG (including child early and forced marriage) in ASEAN societies	Attitude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					
	4.2.1	Output 1: Communities across ASEAN support gender equality and understand that VAWG, including child early and forced marriage, is a crime	Attitude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					
	4.2.2	Output 2: Government and Civil Society organizations, private sector companies and educational institutions foster and maintain a climate of gender equality and hold perpetrators accountable	Attitude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					
	4.3	Outcome 3: Response and recovery support services that help victims of violence and their families to cope with and recover from the effects of violence exist and are freely and easily accessible	Victims of gender-based violence and their families access free response and recovery support services	Increase in types of services accessed, per AMS, per year					
	4.3.1	Output 1: Improved capacities of service providers to deliver quality services	a. Number of regular trainings and skills upgrading for medical, social and law enforcement service providers conducted b. Guidelines and SOPs for service providers based on international best practices and adaptive strategies in view of the COVID 19 new normal developed and disseminated to all AMS	a. Number of trainings and list of participants, per AMS, per year b. Guidelines and SOPs developed					
	4.3.2	Output 2: Improved availability of quality services	Victims of gender-based violence and their families access free response and recovery support services	Increase in types of services accessed, per AMS, per year					
	4.3.3	Output 3: Survivors of VAWG make use of these services	Victims of gender-based violence and their families access free response and recovery support services	Increase in types of services accessed, per AMS, per year					

Visions	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 5: In 2025, ASEAN institutions, governments and stakeholders exert greater efforts to enhance the role of women in peace and security, protect women and girls and promote social cohesion within the ASEAN region at all levels.	5.1	Outcome 1: An enabling environment for implementation of WPS commitments are created in ASEAN on regional and national level	a. Regional policies that make reference to WPS guideline are adopted by AMS b. Number of regional forums/meetings that promote knowledge sharing among AMS on WPS implementation	a. Policies and guidelines b. Knowledge sharing forums				End-of-term Mid-term	End-of-term Mid-term
	5.1.1	Output 1: Regional and national systems are in place that enable the creation, exchange and use of knowledge and evidence for engendered advocacy on shared definitions and nuanced understanding of the WPS agenda in the region	Regional and national procedures and guidelines on the creation, exchange and use of knowledge and evidence for WPS advocacy are developed	Regional and national procedures and guidelines, per AMS					
	5.1.2	Output 2: AMS systems enabled to support regional WPS commitments	Number of meetings to coordinate the development and implementation of national matching frameworks on WPS, such as action plans	Number of meetings					
	5.1.3	Output 3: Locally tailored WPS frameworks adopted by AMS	National action plan for WPS developed	National action plan, per AMS					
	5.1.4	Output 4: Regional and national WPS frameworks are adequately financed	Amount of budget dedicated for the implementation of regional and national WPS programs allocated	Amount of budget, per AMS					
	5.2	Outcome 2: Women have meaningful participation in decision-making processes and responses related to traditional and non-traditional security issues	Increase in the number of women organizations and CSOs who participate in the formulation and selection of national strategies to address traditional and non-traditional security issues	Number of women and women CSOs participating in the process, per AMS					
	5.2.1	Output 1: Conflict parties, communities and mediators have positive attitudes towards women's participation in conflict prevention and resolution	a. Number of participants from regional and national women organizations and CSOs participate in awareness raising activities on the important role played by women in conflict prevention and resolution b. Number of community-based and women-driven initiatives for conflict prevention and resolution implemented	a. Number of participants, per AMS b. Number of initiatives					
	5.2.2	Output 2: Women organizations and CSO have increased capacities in participating and leading in conflict prevention and resolution	Number of trainings in negotiation and mediation for women organizations, CSOs and Southeast Asia Network of Women	a. Number trainings and list of participants, per AMS					
	5.2.3	Output 3: Increased engagement of women and CSO in early warning and conflict resolution mechanisms on regional and	Number of women representatives and wpomen CSOs participating in meetings and national action plans development meetings (see indicators 5.1.2 and 5.2)	Number of women and women CSOs participating in these meetings					
	5.3	Outcome 3: Increased leadership and participation of women in socio-economic recovery and post-conflict situations	Increase in the number of women organizations and CSOs who participate in the formulation and selection of national strategies to address socio-economic recovery and post-conflict situations	Number of women and women CSOs participating in the process, per AMS					
	5.3.1	Output 1: Increased participation of women in peacebuilding and recovery processes from planning to implementation	National strategies address systems and quota for participation of women	National strategies, per AMS					
	5.3.2	Output 2: Peacebuilding and recovery efforts are gender responsive and benefit women and girls	National strategies address gender responsiveness of systems	National strategies, per AMS					
	5.3.3	Output 3: Increased gender responsiveness of post-conflict institutions	National strategies address gender responsiveness of systems	National strategies, per AMS					
	5.3.4	Output 4: Increased application of WPS lens to address non-traditional security issues including sexual and gender-based violence in the context of conflict and crisis and in approaches to	A report on the application of WPS principles in the design and implementation non-traditional security is published	Published report					

Visions	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 6: In 2025, ASEAN is leading the recognition of women's rights and their capacities to participate productively in building the economy, by ensuring that all women and girls have equal access and opportunities for education, training, sustainable livelihoods, social protection, decision-making, decent work and financial inclusion that will uplift their standards of living.	6.1	Outcome 1: ASEAN member states adopt and pursue economic policies that foster equal participation of women in the economy	New economic policies that promote gender equality are adopted by AMS	List of policies adopted, per AMS				End-of-term	End-of-term
	6.1.1	Output 1: AMS are aware of the gender differentiated outcomes of economic policies and the importance of employment creation including in the digital economy sector, through gender-responsive economic policies	Gender impact assessment, gender audits, and gender sensitive labour market surveys to assess and monitor the outcomes of economic development and sector policies on women's labour conducted	Results of assessments, audits and surveys, per AMS					
	6.1.2	Output 2: AMS have the capacity to promote creation of formal and limit informal employment through evidence based economic development policies	Policies which facilitate the transition of informal labour to formal employment, with a special attention to young and women workers, are developed	List of policies, per AMS					
	6.2	Outcome 2: Active Labour Market and social protection policies enhance women's access to decent work	Social protection policies that enable women to access decent work are developed	Social protection policies, per AMS					
	6.2.1	Output 1: The capacity of Governments to design gender-responsive Active Labour Market Policies that connect women to decent jobs is enhanced	Number of Active Labor Marlet policies developed	List of Active Labor Market policies, per AMS					
	6.2.2	Output 2: AMS recognize the rights of women in all forms of employment to safe working conditions, minimum wages, and other protective measures in the work-place (including for migrant workers)	Social protection policies that enable women to access decent work are developed	Social protection policies, per AMS					
	6.2.3	Output 3: AMS are committed to pursue policies and regulatory frameworks that guarantee gender inclusion, decent work and social protection for women both in formal and informal	Social protection policies that enable women to access decent work are developed	Social protection policies, per AMS					
	6.3	Outcome 3: Formal education and informal qualification services that are market oriented, inclusive and foster girls' and women's economic employability and entrepreneurial skills are promoted and pursued.	Formal education and informal education services which are based on market needs assessments and which include values and attitudes of gender equality are developed and implemented	List of (new) services					
	6.3.1	Output 1: AMS have the capacity to promote the development of national curricula that are competency based, promote enterprise attitudes and encourage girls to explore their own ideas and passions	Number of new or amended curricula for vocational schools and training providers developed	Number of (new/ amended) curricula					
	6.3.2	Output 2: Vocational Training, skill development and continued education opportunities for women and girls are addressing labour market and industry needs	Number of new or amended curricula for vocational schools and training providers developed	Number of (new/ amended) curricula					
	6.3.3	Output 3: Resource mobilisation for improvement of educational and training facilities to have the facilities and nfrastructure conducive to a gendered learning environment for labour market-oriented skill development	Amount of budget allocated to provide the required learning facilities and infrastructure	Amount of budget					
	6.4	Outcome 4: Policies that economically value informal and unpaid care work and turn them into economic opportunities for women are adopted and pursued	Unpaid care is well integrated into the new economic policies that promote gender equality are adopted by AMS (see indicator 6.1)	List of policies adopted, per AMS					
	6.4.1	Output 1: AMS are able to assess the value of unpaid care work and its contribution to the economy and the economic benefits of expanding the formalized care industry in terms of gender-equitable employment creation	Number of capacity building activities for relevant government institutions to conduct time-use, household, and labour force surveys to valuate the contribution of unpaid work to national economies	Number of capacity building activities					
	6.4.2	Output 2: AMS are able to implement gender-equitable labour reforms that resolve conflicts between employment and unpaid care work (such as parental leave and other care leave legislation, flexibility of employment relations to enhance work-life balance)	Unpaid care is well integrated into the new economic policies that promote gender equality are adopted by AMS (see indicator 6.1)	List of policies adopted, per AMS					
	6.4.3	Output 3: AMS are able to implement labour market reforms to eliminate gender discrimination in recruitment, benefits and pay	New economic policies that promote gender equality are adopted by AMS, and include gender discrimination in recruitment, benefits and pay (see indicator 6.1)	List of policies adopted, per AMS					
	6.5	Gender responsive public and corporate investment strategies create a more level playing field for WoB	New economic policies that promote gender equality are adopted by AMS, and include a level playing field for WoB (see indicator 6.1)	List of policies adopted, per AMS					
	6.5.1	Output 1: Increased awareness among public and private investors to favour gender responsive investment strategies	a. Multi-sectoral dialogues between government, private sector organizations and women's associations on gender responsive investment strategies conducted b. The need for favourable public and private investment facilities for WOEs is advocated	a. Number of dialogues b. Advocacy results					
	6.5.2	Output 2: Public and private procurement practices are more inclusive of WOE	Gender-aware sourcing and tendering procedures are developed	Tendering Procedures					
	6.5.3	Output 3: AMS have enacted and implement legislative frameworks that ensure non-discriminatory property, inheritance and access to finance rights, e.g., gender audit of legal frameworks	Regulations that ensure non-discriminatory property, inheritance and access to finance rights are developed	List of regulations					
	6.5.4	Output 4: Financial institutions and investors offer gender-responsive financial products innovative financing sources for women entrepreneurs including MSME	a. Advisory services for women to identify appropriate innovative sources of financing (e.g. incubator / start up grants; social impact investment) are created b. Trainings for WOEs to choose and access the most suitable financing mechanisms is provided	a. Types of advisory services b. Number of trainings					

Visions	Code	Results	DATA COLLECTION AND REPORTING PROCESS						
			Indicators	Data to be collected	Existing SoV	MoV - data collection tools	Who collects & reports to ACW	When	Data analysis & reporting by ACW
Vision 7: In 2025, ASEAN governments, institutions and stakeholders promote gender responsive governance and increase women leadership and meaningful participation in policy decision making at all levels.	7.1	Outcome 1: Governing structures and arrangements stimulate gender balance in government and decision-making bodies	Policies that stimulate gender balance in government and decision-making bodies	Policies, per AMS				End-of-term	End-of-term
	7.1.1	Output 1: Legal frameworks foster gender balance in governance structures bodies	Legal frameworks which foster gender balance, are available	List of legal frameworks, per AMS					
	7.1.2	Output 2: Greater gender-balance in political parties exists	% of women in selected political parties	% of women in selected political parties, per AMS					
	7.1.3	Output 3: Strengthened capacities of electoral stakeholders to promote gender balance	Number of trainings for CSOs, women organizations, political parties and media on gender equality in political processes	Number of trainings, per AMS					
	7.1.4	Output 4: The importance of establishing gender-sensitive statistical systems and monitoring to track progress on women leadership and participation in public and private spheres is recognised by AMS, e.g., advocate for use of regional monitoring tools and implement regular tracking of progress of women leadership and participation	Development (or existence) of AMS-specific gender monitoring tools to tract the progress of women leadership and participation	List of AMS-specific gender-monitoring tools					
	7.1.5	Output 5: Institutional mechanisms are in place that reduce and mitigate violence and discrimination against women in politics	Code of conduct and policies against gender-driven harrassment in parliament and political parties are in place and/ or developed.	Code of conduct and policies in place and developed, per AMS					
	7.2	Outcome 2: Number of women motivated and attracted to engaging in and leading political processes has increased	Increase in the number of women who participate in the legislative and executive elections	Number of women participating in legislative and executive elections, per AMS					
	7.2.1	Output 1: Increased technical capacity of women to engage in leadership contests	Number of capacity development programs which cover topics such as public speaking, constituency engagement, and political leadership are	List of development programs, per AMS					
	7.2.2	Output 2: Various support networks for women leaders are created and sustained	a. Platforms which facilitate women leaders to build networks at both regional and national levels are created b. Existing ASEAN organizations such as ASEAN women network and ASEAN Inter- Parliamentarian Assembly (WAIPA) engage with professional networks, CSO networks, social media networks, and political parties to provide supports to women leaders	a. List of platforms b. Types of engagement					
	7.2.3	Output 3: Women have enhanced access to support systems and capacities to mobilize resources to campaign competitively	Number of capacity development programs of women for fundraising programs are organized	Number of capacity development programs					
	7.3	Outcome 3: Public recognition of women as equally suited and constructive political leaders as men	Atttude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					
	7.3.1	Output 1: Enhanced public understanding of women's political rights and to political participation is promoted.	Number of awareness campaigns for public on women's political rights and participation	Number of campaigns					
	7.3.2	Output 2: Increased positive representation of women leaders and women's political empowerment in the media	Atttude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					
	7.3.3	Output 3: Political leaders increasingly publicly promote gender equality and women's leadership	a. Increase in the number of traditional, community and political party leaders express support to women political leadership in forums and meetings b. Case studies on women leadership are documented and widely	a. Number of leaders supporting women leadership b. List of case studies					
	1.4	Outcome 4: Numbers of women leaders in political institutions increased	Increase in the number of women elected as political leaders at different levels of political offices	Number of elected women political leaders, per AMS					
	7.4.1	Output 1: Elected women apply leadership skills.	Atttude survey per AMS (base line and end line)	Attitude survey per AMS (base line					
	7.4.2	Output 2: Political institutions are welcoming to women leaders	Atttude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					
	7.4.3	Output 3: Women leaders function as role models to motivate young women and girls	Atttude survey per AMS (base line and end line)	Attitude survey per AMS (base line and end line)					

ANNEX 1

Consolidated Projects for the ACW Work Plan 2021-2025

Programmes / Projects / Initiatives	Timeline	Proposed Country Coordinator	Potential Partners	ASCC Key Results Areas (KRAs)	ASCC Strategic Measures	ACW WP (Vision, Outcome, Output)
A. **Projects Endorsed by ASEAN Member States for the ACW Work Plan 2021-2025**						
1. Women Political Participation and Leadership in ASEAN (carried-over project)	2021-2022	Cambodia	E-READI	B.2. Equitable Access for All	i	7.1.4
2. Enhancing Accountability on Gender Equality Mechanism and Implementation across the ASEAN Community	2022	Cambodia	UNDP, or UN-Women, or UNESCAP, or SIDA, ASEC	B.1. Reducing Barriers	i	2.2.1
3. Gender Awareness and Media	2022-2023	Cambodia		A.2. Empowered People and Strengthened Institutions	vii	7.3.2
4. 2nd ASEAN Women Leaders' Summit with the theme of Women's Entrepreneurship	2022	Cambodia		B.2 Equitable Access for All B.3 Promotion and Protection of Human Rights E.3 Engender a Culture of Entrepreneurship in ASEAN	i, vi, x, iii ii	6.5.1

5. ASEAN Women Entrepreneurs Award	2022	Cambodia		B.2. Equitable Access for All B.3 Promotion and Protection of Human Rights E.2 Towards a Creative, Innovative and Responsive ASEAN E.3 Engender a Culture of Entrepreneurship in ASEAN	i, x, iii i ii	6.5.2
6. Research on Advancing Women's Digital Financial Inclusion to Achieve Gender Equality in ASEAN Member States	TBC	Indonesia		B.2. Equitable Access for All	i	6.3.1
7. Regional Workshop to strengthen capacity of National Mechanism for the Advancement of Women in AMS	2023	Myanmar		B.2. Equitable Access for All	i	1.2.2
8. Regional Workshop to Strengthen Capacity to Implement Gender Planning and Budgeting in ASEAN Sectoral Bodies (e.g. ACSS, SOM-AMAF) (carried over)	2022-2023	Philippines		B.2. Equitable Access for All	v	1.1.3

9. Policy Dialogue of ACW, ACWC, SOMTC and SOMSWD on Gender Responsiveness in the Implementation of ASEAN Convention on Trafficking in Persons (carried over)	2022-2023	Philippines		B.2. Equitable Access for All B.3. Promotion and Protection of Human Rights	iii vii	2.2.1
10. ASEAN Master Plan on Women's Development (in collaboration with Brunei Darussalam and Viet Nam; also for ACWC Work Plan 2021-2025)	2022	Singapore, Brunei Darussalam, Viet Nam		B.2. Equitable Access for All	i	2.2.2
11. The Development of Sourcebook for the Elimination of Gender Stereotypes and Prejudices in Education Materials in Primary and Secondary Levels	2021	Thailand	SOMED	B.2. Equitable Access for All	ii	2.2.2
12. The Development of Guideline on the Elimination of Gender Stereotypes and Prejudices in Education System	2022 - 2024	Thailand	SOMED	B.2. Equitable Access for All	ii	2.2.3

13. Female migrant workers in the laws and policies of ASEAN Member States (also submitted for ACMW Work Plan 2018-2025)	2021 - 2023	Viet Nam		B.3. Promotion and Protection of Human Rights	Vii & ix	6.2.2
14. Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work for All (CoP) (also carried over)	2021 - 2022	Viet Nam	SLOM	B.2. Equitable Access for All	iii	6.1.1

Programmes / Projects / Initiatives	Timeline	Proposed Country Coordinator	Potential Partners	ASCC Key Results Areas (KRAs)	ASCC Strategic Measures	ACW WP (Vision, Outcome, Output)
B. **Cross-Sectoral Projects for the ACW Work Plan 2021-2025**						
15. Elimination of Gender Stereotypes and Sexist Language in Educational Materials at the Primary, Secondary and/or Tertiary Levels (CoP)				B.2. Equitable Access for All	ii	2.2.2
16. HeForShe Campaign and 16 Days of Activism to End Gender Based Violence				B.3. Promotion and Protection of Human Rights	i & vii	5.3.4
17. Gender Mainstreaming Strategic Framework through the Ad-hoc Working Group on Gender Mainstreaming				B.2. Equitable Access for All	iii	6.1.1
18. Integrating gender equality into policy strategy, planning and monitoring processes by all government institutions and strengthening human resources, knowledge and capacity				B.1. Reducing Barriers	i	1.3.1
19. Gender-Responsive Social protection in ASEAN: Regional action for equality, sustainability and inclusive growth				B.2. Equitable Access for All	iii & iv	6.2.1

20. Develop guidelines on social protection for the elderly, especially older women with focus on financial security during old-age (with SOMSWD)				B.2. Equitable Access for All	ii	6.2.1
21. Support to implementation of Enabling Masterplan 2025				B.1. Reducing Barriers B.2. Equitable Access for All	iv & v I & ii	across 7 visions
22. Conduct research and other activities to promote cyber wellness especially against cyber bullying and online sexual exploitation in partnership with private sector (CoP)				B.3. Promotion and Protection of Human Rights	vii	4.3.2
23. Working Group on Culture of Prevention				B.3. Promotion and Protection of Human Rights	vi	5.2.2
24. Advancing Women, Peace and Security Agenda in ASEAN (ACRF)				B.2. Equitable Access for All	iii	5.1.2
25. Regional Plan of Action on Women, Peace and Security				B.2. Equitable Access for All	iii	5.1.2
26. Regional Plan of Action on the Elimination of Violence Against Women				B.3. Promotion and Protection of Human Rights	i	5.3.4

27. EmPower: Women for Climate Resilient Societies Project Steering Committee (PSC)				D.1. A Disaster Resilient ASEAN that is able to Anticipate, Respond, Cope, Adapt, and Build Back Better, Smarter, and Faster	iv	3.3.2
28. Technical Working Group on Protection, Gender, and Inclusion in Disaster Management				D.1. A Disaster Resilient ASEAN that is able to Anticipate, Respond, Cope, Adapt, and Build Back Better, Smarter, and Faster	i	3.3.1
29. ASEAN Climate Change Partnership Conference				D.1. A Disaster Resilient ASEAN that is able to Anticipate, Respond, Cope, Adapt, and Build Back Better, Smarter, and Faster	iv	3.3.1
30. Enhancing gender data and evidence on the impact of COVID-19 pandemic on women and girls (ACRF)				B.2. Equitable Access for All	ii & v	1.1.1

Programmes / Projects / Initiatives	Timeline	Proposed Country Coordinator	Potential Partners	ASCC Key Results Areas (KRAs)	ASCC Strategic Measures	ACW WP (Vision, Outcome, Output)
C. **Other Strategies to implement the ACW Work Plan 2021-2025**						
31. Conduct of national programmes to raise awareness on gender equality among media practitioners and media regulatory bodies; develop training modules for media practitioners				A.2. Empowered People and Strengthened Institutions	vii	7.3.2
32. Strategy: Open sessions with ASEAN Sectoral bodies (i.e. SOMTC, SOM-AMAF, ASCC, and ACCSM)				A.1. Engaged Stakeholders in ASEAN Process	i	2.2.1
33. Strategy: Strengthen capacity and networking of AWEN by inviting AWEN to ACW's dialogues with AEC pillar as relevant				B.2. Equitable Access for All	iii	6.5.1

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