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

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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
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-centered 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. 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, 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.

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

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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

<table>
<thead>
<tr>
<th>Vision number</th>
<th>Vision theme</th>
<th>Vision description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gender data and Statistics</td>
<td>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.</td>
</tr>
<tr>
<td>2</td>
<td>Gender mainstreaming</td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>Gender Responsive Climate and Disaster Resilience</td>
<td>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.</td>
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<tr>
<td>4</td>
<td>Gender Approach to Enhancing Safety and Protection of Women and Girls</td>
<td>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.</td>
</tr>
<tr>
<td>5</td>
<td>Women, peace and security: Amplify the meaningful and substantive participation of women in promoting peace and security in ASEAN</td>
<td>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.</td>
</tr>
<tr>
<td>6</td>
<td>Women’s economic empowerment and future of work</td>
<td>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.</td>
</tr>
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<td>---</td>
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</tr>
<tr>
<td>7</td>
<td>Gender responsive-governance and leadership</td>
<td>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.</td>
</tr>
</tbody>
</table>
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.

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\(^6\) 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

(CEDAW),\textsuperscript{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’,\textsuperscript{11} expressed their commitment to the gender-responsive implementation of the ASEAN Community Vision 2025 across the three ASEAN Blueprints\textsuperscript{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


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

\textsuperscript{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.”

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.

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

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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.”  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.  As the ‘The ASEAN VAWG Data Guidelines’ 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’.

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.

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

- 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:

**THEORY OF CHANGE**

**Gender Data and Statistics**

**IMPACTS**

- ASEM people 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.

**IF**

- The importance of gender-sensitive monitoring of policy outcomes is understood by AMS;
- Legal and institutional frameworks mandate the timely production of gender responsive data and statistics;
- Instruments and trainings for gender-responsive data generation are integrated into national statistic systems.

**THEN**

- AMS will have the capacity to produce and disseminate gender responsive gender data and gender statistics, because sufficient resources will be allocated to gendered data production and dissemination.

**IF**

- Regional and national data production efforts are guided by common quality standards;
- Regularly produced gender responsive statistics are widely published.

**THEN**

- Data users from all sectors can access relevant gender data, because institutional and technical conditions for open public data-access have been created.

**IF**

- Regular communication between data producers and users is established;
- Users have access to and the ability to use analytical tools.

**THEN**

- Data users will be able to use the data to generate knowledge for policy decisions and programming, because they have the necessary resources, tools, and capacities.

**GOVERNANCE & BARRIERS**

- Lack of political will and institutional limitation obstruct efforts to produce gender sensitive statistics;
- Lack of financial, technical, and human resources for the collection and analysis of gender data and statistics;
- Lack of appreciation of policy makers on the use of gender data and statistics for planning and policy making;
- Existing data collection methods may not consider stereotypes and social and cultural factors that can induce gender biases.

- Political culture and attitudes impede sharing of data;
- Duplication of data collected by different institutions and owner-ship issues preventing publication and sharing of data;
- Collecting sex-disaggregated data is difficult in locations where security is unstable, transportation is limited, language is a barrier and during disaster period;
- Constraints to gather comparable data, at the regional and national level, given that gender data and statistics requires cross-sectoral sources of data.

- Absence of a culture of political dialogue and public engagement;
- Technical infrastructure such as the lack of internet access limit opportunities for data sharing and use.

**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.
3.3. Results-chain

**RESULTS CHAIN: Gender Data and Statistics**

**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 recognize 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.

**OUTCOME 2**

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

**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/ACWI) for a broad audience at regional, national, and local level.

**OUTCOME 3**

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

**OUTPUT 3**

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

**KEY ASSUMPTIONS**

Goverments are transparent and open to sharing data with all stakeholders.

There is political will to create more gender-responsive development policy for establishing gender equality.

Goverments and NSOs are motivated to be more gender-responsive in data and statistics.
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).\textsuperscript{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’.\textsuperscript{21} The AMS have also ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),\textsuperscript{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.\textsuperscript{23}


\textsuperscript{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


\textsuperscript{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\textsuperscript{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”.\textsuperscript{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.\textsuperscript{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


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

\textsuperscript{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. 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.

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:

- ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers 2007, with references to gender equality and women’s rights.

28 ibid
• 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


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:

**THEORY OF CHANGE**

**Gender Mainstreaming**

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.

**IF**

- AMS enhance the coordination, collaboration, and accountability of the ASEAN mechanisms for commitments to gender equality;
- ASEAN bodies and mechanisms are better aware of ASEAN commitments to international normative policy frameworks on gender equality and women’s empowerment.

**THEN**

Regional and national policies are more informed and guided by internationally accepted and agreed standards, because mechanisms exist that create knowledge, skill, and attitudes for evidence-based policy implementation.

**IF**

- ASEAN bodies and AMS expand their engagement with civil society partners;
- There is increased participation of women in policy development processes.

**THEN**

Gender perspectives are mainstreamed in policy development because an enabling environment has been created that promotes the use of knowledge and understanding of gender differentiated policy impacts is promoted.

**IF**

- ASEAN bodies and AMS expand their cooperation with and support for CSO and women’s organization in executing their policy mandates;
- Implementing agencies increase the proportion of women in leading and executing positions;
- Capacity building instruments are developed used to enhance governments’ and CSO’s competencies on gender equality and inclusion.

**THEN**

Then gender equality will be operationalized across the ASEAN community pillars, because they will be enriched by women’s knowledge, skill and attitudes.

**RISKS & BARRIERS**

- Reductionist understanding of gender equality as equal representation of both men and women.
- Lack of appreciation and acceptance of gender perspective in male dominated patriarchal societies;
- Political culture obstructs CSO engagement in political processes.

**KEY ASSUMPTIONS**

- Traditional male dominated hierarchies and gender specific social domains impede women’s advancement into higher positions and traditionally male domains.
- Political will to recognize follow-up on international commitments.
- Political will and culture to engage with CSO and women’s organizations 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.
4.3. Results-chain

RESULTS CHAIN: Gender mainstreaming

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.

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.

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.

OUTCOME 3

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

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 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 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

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 2

Increased women participation and leadership in policy development processes, e.g., invite women’s organizations 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.

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

ASEAN regional bodies and AMS have established pathways 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 in 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.

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.

KEY ASSUMPTIONS

Political will to recognize follow-up on international commitments...Will support women’s participation in decision making and policy processes.

Political will to engage with CSOs and women’s organization in policy processes and in executive positions and in 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.

Social and cultural acceptance and recognition of women’s opportunities in non-typical sectors and in executive positions...
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

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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


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. 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.

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. 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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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

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 November 2017.
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

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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 level52 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

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.\textsuperscript{53}

\begin{itemize}
  \item 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. \textsuperscript{54}
  \item 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.\textsuperscript{55}
\end{itemize}

**Way forward: suggested activities**

\begin{itemize}
  \item 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.
  \item Improve coordination between ministries and departments with mandates for mainstreaming gender equality, disaster and climate resilience and working closely with other sector ministries.
  \item 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.
  \item 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
\end{itemize}

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

\textsuperscript{54} UNESCAP: Asian and Pacific Conference on Gender Equality and Women’s Empowerment: Beijing +20 Review - UNESCAP

\textsuperscript{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

**Impacts**

The gender inequalities of impacts 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.

**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.

**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.

**Outcome 2**

Regional and national DRRM policy and recovery management are gender-responsive and appropriately resourced.

**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.

**Outcome 3**

Women’s meaningful involvement in designing, managing, and implementing of climate change and DRRM and recovery is enhanced.

**Output 3**

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 requirement, credit facilities, insurances and social protection policies and practices related to disaster and climate change to ensure gender-responsive; establish regional mechanisms for sharing best practices, e.g., from Cambodia.

**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, 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**

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 organizations, including national women’s machineries and communities to participate in technical and essential DRR design, management, and implementation processes; support collaboration of and with grass-root women’s organizations and CSOs for knowledge sharing and capacity building.

**Output 3**

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.

**Key Assumptions**

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


\(^{60}\) 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”.

The objectives of the ASEAN RPA on EVAW are:

- For ASEAN to institutionalise policies to eliminate violence against women and 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).

61 ASEAN Secretariat. 2016. ASEAN Regional Plan of Action on the Elimination of Violence against Women. P iv
63 ASEAN Secretariat. 2016 ASEAN 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
to be pursued, as such harmful practices correlates strongly with women’s agency, educational attainment and adolescent births.\textsuperscript{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’.\textsuperscript{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.\textsuperscript{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.\textsuperscript{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

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


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

\textsuperscript{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. 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:

• 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.

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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:

- Governments and policy makers use evidence to shape national prevention strategies for VAWG and their implementation is monitored;
- Laws are in place with allocation of adequate resources for cross-sectoral cooperation that facilitates enforcement such as arrest orders and legal aid;
- Women and survivors are engaged in policy formulation and development of standards.

- Governments, civil society organizations, media and educational institutions implement messaging strategies that foster understanding of gender discrimination and the criminal nature of VAWG, promote non-discriminatory behaviour and penalize VAWG and discrimination.

- Service providers and first responders (health, police and justice, social services and local communities) are aware of internationally proven best practices;
- They are able to integrate these in the delivery of their services through appropriate guidelines and SOP;
- AMS establish protocols for cross-border cooperation of health and law enforcement authorities;
- Such quality services are made available and accessible to women and girls;
- Victims are aware of these services.

- Contradictory legislation in different domains and between countries may pose some obstacles in the implementation process, especially in areas such as in addressing marital rapes and other forms of domestic violence;
- Policies are not implemented because of insufficient institutional capacities and lack of human and financial resources;
- Policies are not implemented because of lacking political will;
- Lack of reliable gender responsive data on the extent and impact of VAW.

- Deep-rooted traditional beliefs and cultural norms in the community where girls are deprived of good education, women are subjugated by males and consequently subject to violence and harassment;
- Strong patriarchal and male dominated ideology in society.

- Insufficient budget to advance support and protection service of women and girls who are victims of any forms of VAWG;
- Lack of political will;
- Survivor shaming and fear prevent women from seeking help.

- The policy and legal framework effectively supports VAWG, because actions and systems are evidence informed, address the needs of survivors and ensure that violators are prosecuted.

- ASEAN communities will develop social norms and behaviours that prevent VAWG, including child early and forced marriage.

- Survivors of VAWG including survivors of trafficking, and migrant women can have access to, and feel safe and supported to use quality response and recovery services including crisis services for VAWG response. Because social, technical, geographical, political and financial barriers to women’s access to these services have been removed.

- Governments have the political will to create enabling legal and policy environments for VAWG are willing to cooperate with civil society and listen to the voices of survivors;
- 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 VAW 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.
6.3. Results-chain

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

**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.

**OUTCOME 2**

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

**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**

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

**OUTPUT 2**

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

**OUTPUT 3**

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

**OUTPUT 3**

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

**OUTPUT 2**

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

**OUTPUT 2**

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

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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). 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, 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.

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’.  

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.  

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,
attitudes and institutions that underpin it in all the three pillars.\textsuperscript{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.\textsuperscript{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.\textsuperscript{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.’\textsuperscript{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.’\textsuperscript{85} In

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

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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-advances-rights-women-children/

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

- 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.
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

**RESULTS CHAIN**: Women, peace and security: Amplify the meaningful and substantive participation of women in promoting peace and security in ASEAN

**IMPACT**

Peace, security and social cohesion in AMS societies is increased.

**OUTCOME 1**

An enabling environment for implementation of WPS commitments are created in ASEAN on regional and national level.

**OUTPUT 1**

Regional and national systems are in place that enable the creation, exchange and use of knowledge and evidence for engaged advocacy on shared definitions and nuanced understanding of the WPS agenda in the region, e.g., build capacities of women's organisations and CSOs in knowledge creation and building the evidence base for WPS, including for formulation and implementation of policies and programmes to advance women peace and security in the ASEAN context.

**OUTPUT 2**

AMS systems enabled to support regional WPS commitments, e.g., ASEAN coordinates the development and implementation of regional frameworks on WPS, such as action plans, including for cross border collaboration and exchange of knowledge on gender and PVE.

**OUTPUT 3**

Locally tailored WPS frameworks adopted by AMS, e.g., early warning systems to emerging threats such violent extremism.

**OUTPUT 4**

Regional and national WPS frameworks are adequately financed, monitored & adapting to changing circumstances (resource mobilization, development of monitoring frameworks and reporting, revisions when necessary).

**OUTCOME 2**

Women have meaningful participation in decision-making processes and responses related to traditional and non-traditional security issues.

**OUTPUT 2**

Women's organisations and CSOs have increased capacities in participating and leading in conflict prevention and resolution, e.g., capacity building for Women's CSOs and Southeast Asia Network of Women Peace Negotiators and Mediators to identify and respond to new and emerging threats, provide gender training of mediators, technical training of women in mediation.

**OUTPUT 3**

Increased engagement of women's organisations and CSOs in early warning and conflict resolution mechanisms on regional and national level, e.g., creating regional and national dialogue platforms for governments, women's organisations and CSOs; develop and implement awareness raising activities for women at national and sub-national levels on WPS agenda.

**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 crisis prevention, e.g., integrate and strengthen protection measures for women, increase access of women to support services.

**OUTCOME 3**

Increased leadership and participation of women in socio-economic recovery and post-conflict situations.

**OUTPUT 1**

Increased participation of women in peace building and recovery processes from planning to implementation, e.g., capacity building and sharing of good practices.

**OUTPUT 2**

Peacebuilding and recovery efforts are gender responsive and benefit women and girls, e.g., increase participation of women in post-conflict economic development.

**OUTPUT 3**

Increased gender responsiveness of post-conflict institutions, e.g., women participation in law-making and enforcement, increase representation of women in political decision making bodies.

**OUTPUT 4**

Gender-responsive systems and services are enhanced by intentional increased inclusion of women in peacebuilding and recovery.

Political will to develop and resource these systems.
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

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

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
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

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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.  

- 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.

- 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.’

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

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
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:

**THEORY OF CHANGE**

**Women's economic empowerment and future of work**

- **IF**
  - Women have equal opportunities in participating productively in the economy as employees, entrepreneurs and employers and through equal access to education, decent work, secure income, business opportunities and access to finance and social protection.
  - ASEAN member states are mindful of gender-differentiated implications of economic policies.
  - AMS have the capacity to design economic policies that focus on job generation and creation of formal employment and self-employment.
  - AMS are able to analyse the labour market implications and labour market dynamics of these policies for women.

- **THEN**
  - Economic policies that foster productive participation of women in the economy are adopted and pursued, because ASEAN countries have an improved understanding of the gender differentiated labour market impacts of economic development policies.

- **IF**
  - AMS have the capacity to design policies that connect women to decent jobs, to establish employment legislation that guarantees safe working conditions, minimum wages, and other protective measures in the workplace.
  - Women organisations' participation in the promotion of labour market and social security reforms is enhanced.

- **THEN**
  - Active labour market and social protection policies that enhance women's access to decent work are adopted and pursued because the valuation of policy reforms has enabled policy makers to evaluate the economic implications.

- **IF**
  - AMS are promoting curricula and pedagogy in basic and higher education to be offering learning experiences that foster employability and entrepreneurial skills of girls.
  - Informal qualification services are mindful of offering further education for women and skill development that is oriented to global labour market needs.
  - Schools and qualification services providers have the capacities and facilities to address gendered learning needs.

- **THEN**
  - Formal education and informal qualification services that are inclusive and foster girls and women's economic employability and entrepreneurial skills are meaningfully promoted, because learning barriers that impede women's and girls' education have been identified, addressed and removed.

- **IF**
  - AMS have the capacity to value unpaid work and recognize its contribution to national income, to assess the contribution of women to the care economy and to estimate the potential economic benefits of expanding the formalized care industry through public investments.
  - AMS are able to establish gender equitable labour reforms that allow resolving conflicts between employment and unpaid care work (such as parental leave and other care leave legislation);
  - AMS can eliminate gender discrimination in recruitment and pay.

- **THEN**
  - Policies that economically value informal and unpaid care work and turn them into economic opportunities, for women are adopted and pursued because the economic and societal value of unpaid domestic and care work will be recognized and the burden of care work for women and girls will be reduced.

- **IF**
  - Public and private investment strategies and practices are reformed to be gender equitable;
  - Public and private procurement practices are more inclusive of women-owned enterprises.
  - AMS remove barriers for women to starting and growing businesses (including discriminatory property, marital and inheritance laws);
  - Financial institutions are offering gender-sensitive financial services.

- **THEN**
  - They will create new economic opportunities for women owned businesses; because a more level playing field has been created for WOBs to compete for public and private contracts.

- **RISKS & BARRIERS**
  - Traditional gender norms are seen as being responsible for income generation;
  - Inadequate capacity and financial resources for some governments and CSOs to organize training workshops to promote awareness and share experiences and best practices;
  - Policies in the AMS that restrict women's access to productive resources or to economic opportunities;
  - Non-enforcement of non-discriminatory laws;
  - Lack of adequate resources to finance expanded social protection and labour friendly policies remains insufficient;
  - Lack of vocational training opportunities for women;
  - Insufficient financial and human resources to modernize the education sector and make education inclusive;
  - Traditional patriarchal structures prevent girls from accessing educational opportunities;
  - Traditional gender norms continue to hold women are still held responsible for care of children, the elderly, sick and disabled family members.

- **KEY ASSUMPTIONS**
  - Traditional gender norms continue to hold women are still held responsible for care of children, the elderly, sick and disabled family members.
  - Lack of business knowledge;
  - Gender-based barriers to starting and growing their businesses such as cultural practices and social norms, such as limited mobility continue to exist;
  - "Masculine" business cultures, networks of male dominated businesses prevent WOE to grow and compete on a level playing field.

- **Political will to put gender equality and social justice at the center of economic policy:**
  - Data and information on gendered outcomes of economic policies is generated and available;
  - Political will exists to implement gender responsive AMRPs and to expand recent work commitments to allocate required resources;
  - Women and labour unions are organized and engaged;
  - Political will and social norms exist that encourage girls and women's education;
  - Political will and understanding of the modern meaning of education exists.

Political will and social norms recognize the economic importance of unpaid care work and allow for the allocation of resources to invest in social protection and infrastructure:

- Political will and social norms exist that accept and support women entrepreneurs;
- Institutional spaces for innovative financial services exist.
8.3. Results-chain

**RESULTS CHAIN:** Women's economic empowerment and future of work

**OUTCOME 1:** Active Labour Market Policies enhance women's access to decent work.

**OUTCOME 2:** Policies that economically value informal and unpaid care work and enhance women's economic employability and entrepreneurial skills are promoted and pursued.

**OUTCOME 3:** Gender-responsive public and corporate investment strategies create a more level playing field for women.

**OUTCOME 4:** Increased awareness among public and private investors to focus on gender-responsive investment strategies, e.g., women's associations advocate for remunerable public and private investment facilities for WOLs.

**OUTCOME 5:** Public and private procurement practices are made inclusive of WOLs, e.g., gender audits of public and private procurement practices, gender-sensitive public procurement policies and processes, and gender-sensitive budgeting and tendering procedures.

**KEY ASSUMPTIONS**

- Public and private decision-makers are committed to investment in women's economic empowerment and future of work.
- Women's economic empowerment and the future of work are prioritized in national development strategies.
- There is a commitment to gender-responsive public and private investment strategies.
- Women's associations and organizations are engaged in advocating for women's economic empowerment and the future of work.
- Public and private decision-makers are committed to gender-sensitive budgeting and tendering procedures.

**IMPACT**

- Women have equal opportunities in participating productively in the economy as employees, entrepreneurs, and employers.
- Women's economic empowerment and the future of work are prioritized in national development strategies.
- Gender-responsive public and private investment strategies create a more level playing field for women.
- Increased awareness among public and private investors to focus on gender-responsive investment strategies.
- Public and private decision-makers are committed to gender-sensitive budgeting and tendering procedures.
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

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\(^{109}\)CEDAW is one of the most important international human rights instruments which is a legally binding international agreement adopted in 1979.


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. 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.

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. The ‘ASEAN Progress Report on Women’s Rights and Gender Equality’ 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. 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

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

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’. 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’ 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) 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

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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:

**Theory of Change**

**Gender responsive-governance and leadership**

- Policy and legal frameworks promote women's participation;
- Political parties become entry points for enhancing women's political leadership;
- Progress on women’s leadership and political participation is tracked for decision-making processes;
- Violence and discrimination against women in politics is addressed.

**If**

- Women have enhanced capacity and skills for political engagement;
- They have skills to mobilize resources.

**Then**

- More women will participate in government and decision-making bodies, because a more level playing field for their participation exists.
- More women will be nominated as political contestants because there are abundant numbers of competent women for positions in parties, political institutions, and governance bodies.
- The number of women in the political and decision-making sphere will increase because biases and prejudices will be removed, and the recognition of women as rightful political leaders increased.
- More women will be encouraged to political engagement because they have inspiring role models.

**If**

- The right of women to political participation is promoted.

**Then**

- More women will participate in government and decision-making bodies, because a more level playing field for their participation exists.
- More women will be nominated as political contestants because there are abundant numbers of competent women for positions in parties, political institutions, and governance bodies.
- The number of women in the political and decision-making sphere will increase because biases and prejudices will be removed, and the recognition of women as rightful political leaders increased.
- More women will be encouraged to political engagement because they have inspiring role models.

**If**

- Elected women have leadership skills;
- Political Institutions welcome female leaders.

**Then**

- More women will participate in government and decision-making bodies, because a more level playing field for their participation exists.
- More women will be nominated as political contestants because there are abundant numbers of competent women for positions in parties, political institutions, and governance bodies.
- The number of women in the political and decision-making sphere will increase because biases and prejudices will be removed, and the recognition of women as rightful political leaders increased.
- More women will be encouraged to political engagement because they have inspiring role models.

**If**

- Lack of collaboration and partnership among different organizations and UN organizations to promote gender equality;
- Existing global standards of achieving gender equality are not translated into national laws and policies;
- Some laws are still barrier for women to take on leadership role in decision making;
- Social attitude towards women in the role of leadership and decision-making process is not supportive;
- Traditional practices of male political dominance continues to be a barrier for women to take on leadership roles in decision making;
- Limited self-confidence of women.

**Risks & Barriers**

- Media programming characterized by deeply rooted male prejudices about women’s roles and capacities;
- Changing discriminatory behaviour and attitudes lacks a structural basis.

**Institutional reforms take time, limited institutional capacity to engender systems for gender responsive governance processes.**

**Key Assumptions**

- Political will to reform electoral and governance systems;
- Some key actors already have technical support will be translated into transformative action.
- Women are interested in leadership and willing to enter politics;
- Most women are outside moneyed networks;
- Political parties have the will to nominate women candidates.
- Media has the power to change public perceptions;
- Increased awareness leads to behavioural change.
- Political institutions and bodies are willing to change;
- Political platforms for women are important elements of an encouraging environment;
- Women are interested in supporting other women.
9.3. Results-chain

**RESULTS CHAIN: Gender responsive governance and leadership**

**IMPACT**
Women meaningfully participate and lead in policy decision making processes at all levels.

**OUTCOME 1**
Governing structures and arrangements influence gender balance in governance and decision-making bodies.

**OUTPUT 1**
Legal framework foster gender balance in governance structures, e.g., electoral reforms to ensure that women can register and vote. Women in political parties and governance bodies such as parliaments are empowered and secure spaces to be heard.

**OUTCOME 2**
Number of women motivated and attracted to engaging with and leading political processes has increased.

**OUTPUT 2**
Various support networks for women leaders are created and sustained, e.g., Women Asia-Pac Inter-Parliamentary Assembly (WAPIA) engages with professional networks of CSOs and women's networks.

**OUTCOME 3**
Public recognition of women as equally capable and productive political leaders is enhanced, e.g., increase in women's political participation.

**OUTPUT 3**
Increased positive representation of women leaders and women's political empowerment in the media, e.g., media awareness raising, including on how women are portrayed as leaders, targeted campaigns, media coverage.

**OUTCOME 4**
Numbers of women leaders in political institutions increased.

**OUTPUT 4**
Political institutions are welcoming to women leaders, e.g., engagement with political leaders to promote gender equality and women's leadership, e.g., traditional and political leaders publicly express support for women political leadership. Case studies on women leadership and participation are documented and widely disseminated.

**KEY ASSUMPTIONS**
Women are interested in political leadership and work to advance their careers. Women have a role model to influence their motivations and ambition. Women are supported to develop the skills and capacity needed to lead, e.g., through training and mentorship programs.

Political will to reform electoral and governance systems. Some key actors already have technical support in place to promote gender equality and women's leadership.
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:

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

- **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.

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126ASEAN 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. 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

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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\textsuperscript{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).

<table>
<thead>
<tr>
<th>Evaluations must answer these questions:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Impact</strong></td>
</tr>
<tr>
<td><strong>Relevance</strong></td>
</tr>
<tr>
<td><strong>Effectiveness</strong></td>
</tr>
<tr>
<td><strong>Efficiency</strong></td>
</tr>
<tr>
<td><strong>Sustainability</strong></td>
</tr>
<tr>
<td><strong>Coherence</strong></td>
</tr>
</tbody>
</table>

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.

\textsuperscript{128} Evaluation Criteria OECD
Despite those similarities, monitoring and evaluation have some distinct conceptual differences, as explained below.

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

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:

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:

### Implementation phases of the ACW Work Plan

<table>
<thead>
<tr>
<th>PLANNING PHASE (2021)</th>
<th>PHASE 1 IMPLEMENTATION (2022 - 2023)</th>
<th>PHASE 2 IMPLEMENTATION (2024-2025)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Preparatory Phase includes:</strong></td>
<td><strong>Phase 1 Implementation includes:</strong></td>
<td><strong>Phase 2 Implementation includes:</strong></td>
</tr>
<tr>
<td>• Develop detailed Interventions (Projects and Activities) for ACWs 5-year plan, including stock-taking and scoping exercises</td>
<td>• Implementation of various Interventions</td>
<td>• Continued implementation of Interventions, to enable them to achieve impact</td>
</tr>
<tr>
<td>• Ensure all Interventions match with an Output of the ACW Work Plan</td>
<td>• Development of more/new Interventions</td>
<td>• Broadening, deepening and scaling up of Interventions with successful outcomes and impacts</td>
</tr>
<tr>
<td>• Set up implementation arrangements, including the designation of Vision Focal Points</td>
<td>• Monitoring of Interventions and yearly reporting on the Output and Outcome levels</td>
<td>• Monitoring of Interventions and yearly reporting on the Output and Outcome levels.</td>
</tr>
<tr>
<td>• Put in place a results-oriented monitoring and evaluation mechanism per Intervention, in line with ASEC stipulations</td>
<td>• Mid-Term Review towards the end of 2023</td>
<td>• End-of-Term evaluation of the ACW Work Plan 2021 - 2025</td>
</tr>
</tbody>
</table>

**Optimize interactions with stakeholders and communicate outcomes**
- Engage AMS support for interventions, resources and political cloud
- Motivate and engage AMS bodies/representatives
- Engage external partners for valuable feedback and potential cooperation to deliver ACW 2021 - 2025 Work Plan results
- Undertake socialisation activities and communicate outcomes
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:

<table>
<thead>
<tr>
<th>Level</th>
<th>Guiding questions for M&amp;E</th>
<th>Responsible body</th>
</tr>
</thead>
</table>
| 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 implementors    |

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.
<table>
<thead>
<tr>
<th>Visions</th>
<th>Code</th>
<th>Result</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>1.1.1</td>
<td>Outcome 1: ASEAN and National Statistics Offices have the capacity to generate and disseminate gender-responsive statistics within meaningful timelines.</td>
<td>a. The % of statistical reports from ASEAN 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.</td>
</tr>
<tr>
<td>1.1</td>
<td>1.1.2</td>
<td>Output 1: AMA recognises the importance of establishing gender-sensitive statistical systems monitoring gender differential impacts and outcomes of development policies and programs.</td>
<td>a. Number of workshops/trainings on the production of gender-responsive data and statistics that are disaggregated by sex, disability status, age, urban/rural, ethnicity and other relevant variables for ASEAN and National Statistics Offices. b. International statistical organizations share best practices in establishing gender-sensitive statistical systems in a workshop facilitated by ASEAN.</td>
</tr>
<tr>
<td>1.1</td>
<td>1.1.3</td>
<td>Output 2: Legal frameworks, institutional arrangements, and adequate resources for gender statistics are in place.</td>
<td>a. Number of amendments to national statistical laws and policies to include provisions that ensure gender data are systematically included in national statistics. b. Increase in budgets allocated by AMA dedicated to the production of gender statistics.</td>
</tr>
<tr>
<td>1.2</td>
<td>1.2.1</td>
<td>Output 3: Instruments and capacity building tools for gendered statistic generation are available.</td>
<td>a. Number of trainings in national statistical offices on the use of gender-responsive survey design and potential gender bias in quantitative research and data generation. b. Tools and guidance on gender statistics generation is available.</td>
</tr>
<tr>
<td>1.2</td>
<td>1.2.2</td>
<td>Outcome 3: Quality, comparable gender statistics across sectors are available and accessible to all users, including governments, civil society, private sector, and academia.</td>
<td>a. Data and statistics (disaggregated by sex, disability status, age, urban/rural, ethnicity and other variables) produced by ASEAN and National Statistical Offices are made available online and in print. b. A report is commissioned to independently test the quality and validation levels with the quality of the data and statistics produced by ASEAN and National Statistics Offices.</td>
</tr>
</tbody>
</table>

**DATA COLLECTION AND REPORTING PROCESS**

<table>
<thead>
<tr>
<th>Data Sources</th>
<th>Data Type</th>
<th>Metadata</th>
<th>Data Quality</th>
<th>Data Validation</th>
<th>Data Analysis &amp; Reporting</th>
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<td>Who collects &amp; reports data?</td>
<td>End of term</td>
<td>End of term</td>
<td>End of term</td>
<td>End of term</td>
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**Metadata**

- MD 1.1.1
- MD 1.2.1
<table>
<thead>
<tr>
<th>Vision</th>
<th>Code</th>
<th>Results</th>
<th>Indicators</th>
<th>Data to be collected</th>
<th>Existing SdV</th>
<th>MDG - data collection Tool(s)</th>
<th>Who collects &amp; reports to ACC(s)</th>
<th>When</th>
<th>Data analysed &amp; reported to ACC(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>2.1.1</td>
<td>Outcome 1: ASEAN governments have increased capacities to assess and monitor the advances in implementation of the ASEAN Platform for Action, and other global normative and policy frameworks such as SDGs and the SDGs, they are committed to 6. A. AMR-level progress report on the national implementation of the Beijing Platform for Action, and other global normative and policy frameworks such as SDGs and the SDGs are published Progress reports at the AMR level</td>
<td>a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted</td>
<td>End of term</td>
<td>Mid-term</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2.2</td>
<td>2.2.1</td>
<td>Outcomes 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 for Action 3. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system</td>
<td>a. Number of dialogues among AMS and with civil society organizations and other relevant actors in regional and national policy formulation b. Number of gender-responsive regional and national policies developed, taking into consideration results of the dialogues</td>
<td>a. Number of official national, international and regional dialogues b. Number of gender-responsive regional and national policy frameworks, referencing the dialogues</td>
<td>a. Number of workshops and the list of participants b. Number of trainings</td>
<td>a. Number of trainings and participants, per AMS, per year</td>
<td>&amp;end of term</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.3</td>
<td>2.3.1</td>
<td>Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars 4. A. Number of women participating in policy dialogues (see indicator 2.2.2) b. Number of policies across all ASEAN community pillars referencing the gender-responsive policy guidelines c. Number of women taking the lead in the implementation of ASEAN projects in each AMS</td>
<td>a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation b. Number of forums, their participating bodies and lists of participants, disaggregated by sex</td>
<td>a. Number of official national, international, and regional dialogues</td>
<td>a. Number of trainings and participants, per AMS, per year</td>
<td></td>
<td>&amp;end of term</td>
<td></td>
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</tr>
</tbody>
</table>

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex

2.1.1 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 SDGs and the SDGs, they are committed to:

a. Gender-based needs analysis of all ASEAN policies to create regional baseline to be compiled
b. Regional guidelines for a gender-responsive implementation of the ASEAN Community vision is formulated
c. Socialization workshops on international/normative policy frameworks and their implications for ASEAN are conducted
d. Number of gender mainstreaming training/capacity building activities in ASEAN Bodies and each AMS are conducted

2.2.1 Outcome 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 for Action:

a. A. Regional mechanism which include gender-equitable 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 regional gender-monitoring and reporting system

2.3.1 Outcome 3: More women and girls contribute to and have greater influence in implementing development policies across all ASEAN communities' pillars:

a. Number of discussions among AMS and with civil society organizations, and other relevant actors in regional and national policy formulation
b. Number of forums, their participating bodies and lists of participants, disaggregated by sex
<table>
<thead>
<tr>
<th>Vision</th>
<th>Code</th>
<th>Results</th>
<th>DATA COLLECTION AND REPORTING PROCESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 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</td>
<td></td>
<td>Gender responsive guidelines for DRM are adopted by AMS governments.</td>
<td>Adoption documents</td>
</tr>
<tr>
<td>1.1.1 Outcome 2: Gender responsive risk and vulnerability assessments that include women and girls' perspectives are conducted</td>
<td></td>
<td>Number of women's input and vulnerability assessments, surveys, and vulnerability studies conducted</td>
<td>Number of assessments, surveys, and studies, per AMS, per year</td>
</tr>
<tr>
<td>1.1.2 Outcome 2: Gender responsive data collection instruments that ensure cohesion and analysis of SADDs to inform decision making are developed and used</td>
<td></td>
<td>a. SADD is collected through gender responsive collection tools.</td>
<td>List of tools</td>
</tr>
<tr>
<td>1.1.3 Outcome 2: Results of SADD on the gender inequity and vulnerability risk and its recovery are analyzed and disseminated at all levels</td>
<td></td>
<td>b. SDG of disaster response strategy based on the SADD analysis developed</td>
<td>b. SDG</td>
</tr>
<tr>
<td>1.2 Outcome 2: Regional and national DRM policy and recovery management are gender responsive and appropriately resourced</td>
<td></td>
<td>Gender responsive DRM policies at the regional and AMS levels are developed</td>
<td>List of policies</td>
</tr>
<tr>
<td>1.2.1 Outcome 2: Gender capacity, knowledge, and awareness on women's roles of DRM actions</td>
<td></td>
<td>Number of workshops on women's role in DRM for DRM institutions and agencies</td>
<td>Number of workshops and number of participants (disaggregated by sex), per AMS</td>
</tr>
<tr>
<td>1.2.2 Outcome 2: Recovery efforts include gender responsive social protection, technical and economic measures that target women affected by climate change, disaster, and other emergencies</td>
<td></td>
<td>Gender responsive DRM policies at the regional and AMS levels are developed and access to gender responsive social protection and measures (see indicator 2.2.2)</td>
<td>List of policies</td>
</tr>
<tr>
<td>1.2.3 Outcome 3: Women's meaningful involvement in designing, managing, and implementing of climate change and DRM and recovery is enhanced</td>
<td></td>
<td>Number of projects implementing gender and social protection for women affected by climate change, disaster, and other emergencies, per AMS, per year</td>
<td>Number of projects/ interventions, per AMS, per year</td>
</tr>
<tr>
<td>1.3 Outcome 3: Women's meaningful involvement in designing, managing, and implementing of climate change and DRM and recovery is enhanced</td>
<td></td>
<td>Number of women organizations that participate in the design, management and implementation of DRM processes</td>
<td>Number of women organizations participating</td>
</tr>
<tr>
<td>1.3.1 Outcome 3: Capacity of women's organizations, national women's machinery, and CSOs to inform, lead and manage climate change and DRM actions enabling awareness enhanced</td>
<td></td>
<td>a. Number of trainings/workshops in climate change and DRM for women's organizations, national women's machinery, and CSOs organized</td>
<td>a. Number of trainings/workshops and list of participants, per AMS, per year</td>
</tr>
<tr>
<td></td>
<td></td>
<td>b. Multi-sector platforms to identify priorities on gender and DRM for knowledge creation and sharing of best practices are developed</td>
<td>b. List of platforms</td>
</tr>
<tr>
<td>1.3.2 Outcome 4: Women's participation and engagement in all levels of climate change and disaster risk management, planning and assessments enhanced</td>
<td></td>
<td>a. Number of women organizations that participate in the design, management and implementation of DRM processes (see indicator 2.3.2)</td>
<td>a. Number of women organizations participating</td>
</tr>
<tr>
<td></td>
<td></td>
<td>b. Forums for generating collaborations and knowledge sharing between national and local level women's organizations are facilitated</td>
<td>b. List of forums</td>
</tr>
<tr>
<td>Video</td>
<td>Code</td>
<td>Results</td>
<td>Indicators</td>
</tr>
<tr>
<td>-------</td>
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</tr>
<tr>
<td>4.1</td>
<td>O1</td>
<td>A: Number of laws on VAWG are enacted/modified in AMMS</td>
<td>a. Number of laws on VAWG are enacted/modified in AMMS</td>
</tr>
<tr>
<td>4.1.1</td>
<td>O2</td>
<td>a: Laws are revised</td>
<td>a: Number of laws that are amended/changed/improved to tackle VAWG</td>
</tr>
<tr>
<td>4.1.2</td>
<td>O2</td>
<td>a: Laws are revised</td>
<td>a: Number of laws that are revised</td>
</tr>
<tr>
<td>4.1.3</td>
<td>O2</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
</tr>
<tr>
<td>4.2</td>
<td>O2</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
</tr>
<tr>
<td>4.2.1</td>
<td>O3</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
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<tr>
<td>4.2.2</td>
<td>O3</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
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<td>4.3</td>
<td>O3</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
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<td>4.3.1</td>
<td>O4</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
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<td>4.3.2</td>
<td>O4</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
</tr>
<tr>
<td>4.3.3</td>
<td>O4</td>
<td>a: Number of laws that are revised</td>
<td>a. Number of laws that are revised</td>
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### Objectives

<table>
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<tr>
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<th>Data Collection and Reporting Process</th>
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<tr>
<td>3.1</td>
<td>3.2</td>
<td>3.3</td>
<td>3.4</td>
<td></td>
</tr>
<tr>
<td>Women, in WJP, IDPs, and displaced persons; and their families</td>
<td>Women, in WJP, IDPs, and displaced persons; and their families</td>
<td>Women, in WJP, IDPs, and displaced persons; and their families</td>
<td>Women, in WJP, IDPs, and displaced persons; and their families</td>
<td></td>
</tr>
<tr>
<td>3.1.1</td>
<td>3.1.2</td>
<td>3.1.3</td>
<td>3.1.4</td>
<td></td>
</tr>
<tr>
<td>Outcome 1: An enabling environment for the implementation of WJP guidelines is created at regional and national levels.</td>
<td>Outcome 2: Support and technical assistance provided to the regional and national WJP networks.</td>
<td>Outcome 3: Women and girls in conflict-affected settings benefit from and support sustainable and inclusive recovery and development.</td>
<td>Outcome 4: Women and girls in conflict-affected settings benefit from and support sustainable and inclusive recovery and development.</td>
<td></td>
</tr>
<tr>
<td>3.1.1.1</td>
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<td>3.1.1.3</td>
<td>3.1.1.4</td>
<td></td>
</tr>
<tr>
<td>Number of meetings to coordinate the development and implementation of national mapping frameworks on WJP, such as action plans.</td>
<td>Number of meetings to coordinate the development and implementation of national mapping frameworks on WJP, such as action plans.</td>
<td>Women’s participation in national and regional WJP networks and forums.</td>
<td>Women’s participation in national and regional WJP networks and forums.</td>
<td></td>
</tr>
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<td>3.1.1.1.1</td>
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<td>3.1.1.2.3</td>
<td>3.1.1.2.4</td>
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<td>3.1.2.3</td>
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<td>3.1.4.1</td>
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<td>3.1.4.3</td>
<td>3.1.4.4</td>
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</tr>
<tr>
<td>Vision</td>
<td>Code</td>
<td>Results</td>
<td>Data Collection and Reporting Process</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>6.1</td>
<td>Outcome 1: Women and girls make progress in attaining education and training opportunities</td>
<td>New economic policies that promote gender equality are adopted by AMS</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.1.1</td>
<td>Outcome 1.1: AMS are aware of the gender-differentiated outcomes of economic policies and the impact of employment practices</td>
<td>Gender impact assessment, gender audits, and gender-sensitive labour market surveys.</td>
<td>Results of assessments, audits and surveys, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.1.2</td>
<td>Outcome 1.2: AMS have the capacity to promote awareness of formal and informal employment through evidence-based economic development policies</td>
<td>Increase women’s business turnover and informal labour to formal employment, with a special attention to young women workers, and develop innovative opportunities.</td>
<td>List of policies, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.2</td>
<td>Outcome 2: Women and girls have access to decent work and financial inclusion that will uplift their standard of living.</td>
<td>Social protection policies that enable women and girls to access decent work are developed</td>
<td>Social protection policies, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.2.1</td>
<td>Outcome 2.1: Women and girls have the capacity to access paid work.</td>
<td>Number of Active Labour Market policies developed</td>
<td>List of Active Labour Market policies, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.2.2</td>
<td>Outcome 2.2: AMS recognize the rights of women in all forms of work to safe working conditions, maximum wages, and other protective measures in the workplace (validating for migrant workers).</td>
<td>Social protection policies that enable women and girls to access decent work are developed</td>
<td>Social protection policies, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.2.3</td>
<td>Outcome 2.3: AMS are committed to pursue policies and regulatory frameworks that ensure gender inclusion, decent work and social protection for women, specifically migrant workers.</td>
<td>Social protection policies that enable women and girls to access decent work are developed</td>
<td>Social protection policies, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.3</td>
<td>Outcome 3: Women and girls have access to equal education and training opportunities.</td>
<td>Formal education and training services which are based on market needs and assessment of gender equality are developed and implemented</td>
<td>List of new educational policies</td>
<td></td>
</tr>
<tr>
<td>6.3.1</td>
<td>Outcome 3.1: AMS have the capacity to promote the development of national curricula that are competency-based, promote enterprise skills, and encourage girls to explore their own ideas and passions.</td>
<td>Number of new or amended curricula for vocational schools and training providers developed</td>
<td>Number of new/ amended curricula</td>
<td></td>
</tr>
<tr>
<td>6.3.2</td>
<td>Outcome 3.2: Women and girls have access to educational and training facilities to have the facilities and skill development to become independent, self-sufficient, and to address labour market and industry needs.</td>
<td>Amount of budget allocated to provide the required learning facilities and infrastructure.</td>
<td>Amount of budget</td>
<td></td>
</tr>
<tr>
<td>6.4</td>
<td>Outcome 4: Policies that economically value informal and unpaid care work and turn them into economic opportunities for women.</td>
<td>Unpaid care is well integrated into the new economic policies that promote gender equality are adopted by AMS (see indicator 6.3).</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.4.1</td>
<td>Outcome 4.1: AMS are able to assess the value of unpaid care work and its contribution to the economy and the economic benefits of revaluing the formalised care industry in terms of gender equality and empowerment.</td>
<td>Number of studies addressing the value of unpaid care work to national economies</td>
<td>Number of capacity building activities</td>
<td></td>
</tr>
<tr>
<td>6.4.2</td>
<td>Outcome 4.2: AMS are able to implement gender-responsive labour relations that reduce conflicts between employers and unpaid workers (such as parental leave and other care leave, flexibility of employment relations to enhance work life balance).</td>
<td>Unpaid care is well integrated into the new economic policies that promote gender equality are adopted by AMS (see indicator 6.3).</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.4.3</td>
<td>Outcome 4.3: AMS are able to implement labour market reforms to eliminate gender discrimination in recruitment, benefits and pay (see indicator 6.3).</td>
<td>Gender equality policies are adopted by AMS, and include gender-sensitive policies in policy development.</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.5</td>
<td>Gender responsive policies and corporate investment strategies.</td>
<td>New economic policies that promote gender equality are adopted by AMS, and include a level playing field for women (see indicator 6.4).</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.5.1</td>
<td>Outcome 5.1: Women and girls have access to gender-responsive investment strategies</td>
<td>Multi-sectoral databases between government, private sector organisations, and women’s associations on gender-responsive investment strategies (conducted).</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.5.2</td>
<td>Outcome 5.2: Women and girls have access to gender-responsive financial products and innovative financing strategies for women entrepreneurs</td>
<td>New economic policies that promote gender equality are adopted by AMS, and include a level playing field for women (see indicator 6.4).</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.5.3</td>
<td>Outcome 5.3: AMS have created and implement legislative frameworks that ensure non-discriminatory property, inheritance and access to financial rights, e.g., gender audit of legal frameworks.</td>
<td>New economic policies that promote gender equality are adopted by AMS, and include a level playing field for women (see indicator 6.4).</td>
<td>List of policies adopted, per AMS</td>
<td></td>
</tr>
<tr>
<td>6.5.4</td>
<td>Outcome 5.4: AMS have created and implement legislative frameworks that ensure non-discriminatory property, inheritance and access to financial rights, e.g., gender audit of legal frameworks.</td>
<td>Gender-aware financing and gender-sensitive financing strategies are developed</td>
<td>Gender-aware financing and gender-sensitive financing strategies are developed</td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**
- New: policies/activities that are new to the AMS.
- Existing: policies/activities that have existed in the past.
- Upcoming: policies/activities that are planned for the future.
- Ready: policies/activities that are ready to be implemented.
- In progress: policies/activities that are currently in progress.
- Completed: policies/activities that have been completed.
- Not started: policies/activities that have not started.

**Data Collection and Reporting Process:**
- **Data to be collected:** Relevant indicators and outcomes.
- **Existing List:** List of existing policies/activities.
- **New data collection tools:** Tools and methods for new data collection.
- **Who collects & reports to:** AMS.
- **End of term:** End of project.
- **Status of data analysis:** Analysis is ongoing.
<table>
<thead>
<tr>
<th>Volume</th>
<th>Code</th>
<th>Result</th>
<th>Data Collection and Reporting Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.1</td>
<td></td>
<td></td>
<td>Indicators</td>
</tr>
<tr>
<td>7.1.1</td>
<td></td>
<td></td>
<td>Policies that stimulate gender balance in government and decision-making bodies</td>
</tr>
<tr>
<td>7.1.2</td>
<td></td>
<td></td>
<td>Legal frameworks which factor gender balance, are available</td>
</tr>
<tr>
<td>7.1.3</td>
<td></td>
<td></td>
<td>% of women in elected political parties</td>
</tr>
<tr>
<td>7.1.4</td>
<td></td>
<td></td>
<td>Number of trainings for CSOs, women organizations, political parties and media on gender equality in political processes</td>
</tr>
<tr>
<td>7.2</td>
<td></td>
<td></td>
<td>Code of conduct and policies against gender-based harassment in parliament and political parties</td>
</tr>
<tr>
<td>7.2.1</td>
<td></td>
<td></td>
<td>Increase in the number of women who participate in the legislative and executive elections</td>
</tr>
<tr>
<td>7.2.2</td>
<td></td>
<td></td>
<td>List of development programs, per AMS</td>
</tr>
<tr>
<td>7.2.3</td>
<td></td>
<td></td>
<td>List of platforms</td>
</tr>
<tr>
<td>7.2.4</td>
<td></td>
<td></td>
<td>b. Existing ASEAN organizations, such as ASEAN women network and ASEAN women's network, Parliamentarians' Assembly, (WAMP) engage with professional networks, civil society networks, social media networks, and political parties to provide support to women leaders</td>
</tr>
<tr>
<td>7.3</td>
<td></td>
<td></td>
<td>Number of capacity development programs</td>
</tr>
<tr>
<td>7.3.1</td>
<td></td>
<td></td>
<td>Attitude survey per AMS (base line and end line)</td>
</tr>
<tr>
<td>7.3.2</td>
<td></td>
<td></td>
<td>Number of awareness campaigns for public on women's political rights and participation</td>
</tr>
<tr>
<td>7.3.3</td>
<td></td>
<td></td>
<td>Attitude survey per AMS (base line and end line)</td>
</tr>
<tr>
<td>7.3.4</td>
<td></td>
<td></td>
<td>a. Number of leaders supporting women leadership</td>
</tr>
<tr>
<td>7.4</td>
<td></td>
<td></td>
<td>Attitude survey per AMS (base line and end line)</td>
</tr>
<tr>
<td>7.4.1</td>
<td></td>
<td></td>
<td>Attitude survey per AMS (base line and end line)</td>
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<tr>
<td>7.4.2</td>
<td></td>
<td></td>
<td>Attitude survey per AMS (base line and end line)</td>
</tr>
<tr>
<td>7.4.3</td>
<td></td>
<td></td>
<td>Attitude survey per AMS (base line and end line)</td>
</tr>
</tbody>
</table>
ANNEX 1

Consolidated Projects for the ACW Work Plan 2021-2025
<table>
<thead>
<tr>
<th>Programme/Projects/Initiatives</th>
<th>ACWP WP (Vision, Outcome, Output)</th>
<th>ASCC Strategic Measures</th>
<th>Key Results Areas (KRAs)</th>
<th>Potential Partners</th>
<th>Country Recommender</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Projects Endorsed by ASEAN Member States for the ACW Work Plan 2021-2025</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Women Political Participation and Leadership in ASEAN (carried-over project)</td>
<td>2021-2022 Cambodia</td>
<td>B.2. Equitable Access for All</td>
<td>i</td>
<td>E-READI</td>
<td>Cambodia</td>
</tr>
<tr>
<td>2. Enhancing Accountability on Gender Equality Mechanism and Implementation across ASEAN</td>
<td>2022 Cambodia</td>
<td>B.1. Reducing Barriers</td>
<td>i</td>
<td>UNDP, or UN-Women, or UNESCAP, or SIDA, ASEC</td>
<td>Cambodia</td>
</tr>
<tr>
<td>3. Gender Awareness and Media</td>
<td>2022-2023 Cambodia</td>
<td>A.2. Empowered People and Strengthened Institutions</td>
<td>vii</td>
<td>Cambodia</td>
<td>Cambodia</td>
</tr>
<tr>
<td>4. 2nd ASEAN Women Leaders Summit with the theme of Women’s Entrepreneurship</td>
<td>2022</td>
<td>B.2 Equitable Access for All</td>
<td></td>
<td>B.3 Promotion and Protection of Human Rights</td>
<td>Cambodia</td>
</tr>
<tr>
<td>5. Engender a Culture of Entrepreneurship in ASEAN</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes:
- **ACW WP**: ACW Work Plan
- **ASCC**: ASEAN Strategic Communications Committee
- **country recommender**: Cambodia
- **Potential Partners**: UNDP, UN-Women, UNESCAP, SIDA, ASEC
|   | ASEAN Women Entrepreneurs Award | 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  
|   | Research on Advancing Women’s Digital Financial Inclusion to Achieve Gender Equality in ASEAN Member States | TBC Indonesia | B.2. Equitable Access for All  
|   | Regional Workshop to strengthen capacity of National Mechanism for the Advancement of Women in AMS | 2023 Myanmar | B.2. Equitable Access for All  
|   | 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  
|   | i, x, iii | i | 6.5.2  
|   | i | 6.3.1  
|   | i | 1.2.2  
<p>|   | v | 1.1.3 |</p>
<table>
<thead>
<tr>
<th>No.</th>
<th>Project Description</th>
<th>Year(s)</th>
<th>Country(ies)</th>
<th>Key Area(s)</th>
<th>Code</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.</td>
<td>ASEAN Master Plan on Women's Development (in collaboration with Brunei Darussalam and Viet Nam; also for ACWC Work Plan 2021-2025)</td>
<td>2022</td>
<td>Singapore, Brunei Darussalam, Viet Nam</td>
<td>B.2. Equitable Access for All</td>
<td>i</td>
<td>ii</td>
</tr>
<tr>
<td>11.</td>
<td>The Development of Sourcebook for the Elimination of Gender Stereotypes and Prejudices in Education Materials in Primary and Secondary Levels</td>
<td>2021</td>
<td>Thailand</td>
<td>B.2. Equitable Access for All</td>
<td>ii</td>
<td>ii</td>
</tr>
<tr>
<td></td>
<td>Female migrant workers in the laws and policies of ASEAN Member States (also submitted for ACMW Work Plan 2018-2025)</td>
<td>2021 - 2023 Viet Nam</td>
<td>B.3. Promotion and Protection of Human Rights</td>
<td>VII &amp; IX</td>
<td>6.2.2</td>
<td></td>
</tr>
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</tr>
<tr>
<td>13</td>
<td>Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work for All (CoP) (also carried over)</td>
<td>2021 - 2022 Viet Nam</td>
<td>SLOM</td>
<td>B.2. Equitable Access for All</td>
<td>iii</td>
<td>6.1.1</td>
</tr>
<tr>
<td>Programmes / Projects / Initiatives</td>
<td>Timeline</td>
<td>Proposed Country Coordinator</td>
<td>Potential Partners</td>
<td>ASCC Key Results Areas (KRAs)</td>
<td>ASCC Strategic Measures</td>
<td>ACW WP (Vision, Outcome, Output)</td>
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<td>---------------------------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>15. Elimination of Gender Stereotypes and Sexist Language in Educational Materials at the Primary, Secondary and/or Tertiary Levels (CoP)</td>
<td></td>
<td></td>
<td></td>
<td>B.2. Equitable Access for All</td>
<td>ii</td>
<td>2.2.2</td>
</tr>
<tr>
<td>16. HeForShe Campaign and 16 Days of Activism to End Gender Based Violence</td>
<td></td>
<td></td>
<td></td>
<td>B.3. Promotion and Protection of Human Rights</td>
<td>i &amp; vii</td>
<td>5.3.4</td>
</tr>
<tr>
<td>17. Gender Mainstreaming Strategic Framework through the Ad-hoc Working Group on Gender Mainstreaming</td>
<td></td>
<td></td>
<td></td>
<td>B.2. Equitable Access for All</td>
<td>iii</td>
<td>6.1.1</td>
</tr>
<tr>
<td>18. Integrating gender equality into policy strategy, planning and monitoring processes by all government institutions and strengthening human resources, knowledge and capacity</td>
<td></td>
<td></td>
<td></td>
<td>B.1. Reducing Barriers</td>
<td>i</td>
<td>1.3.1</td>
</tr>
<tr>
<td>19. Gender-Responsive Social protection in ASEAN: Regional action for equality, sustainability and inclusive growth</td>
<td></td>
<td></td>
<td></td>
<td>B.2. Equitable Access for All</td>
<td>iii &amp; iv</td>
<td>6.2.1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>B.2. Equitable Access for All</td>
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<tr>
<td>20.</td>
<td>Develop guidelines on social protection for the elderly, especially older women with focus on financial security during old-age (with SOMSWD)</td>
<td></td>
<td></td>
<td></td>
<td>6.2.1</td>
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</tr>
<tr>
<td>21.</td>
<td>Support to implementation of Enabling Masterplan 2025</td>
<td>B.1. Reducing Barriers</td>
<td>iv &amp; v</td>
<td>across 7 visions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22.</td>
<td>Conduct research and other activities to promote cyber wellness especially against cyber bullying and online sexual exploitation in partnership with private sector (CoP)</td>
<td>B.3. Promotion and Protection of Human Rights</td>
<td>vii</td>
<td>4.3.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23.</td>
<td>Working Group on Culture of Prevention</td>
<td>B.3. Promotion and Protection of Human Rights</td>
<td>vi</td>
<td>5.2.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24.</td>
<td>Advancing Women, Peace and Security Agenda in ASEAN (ACRF)</td>
<td>B.2. Equitable Access for All</td>
<td>iii</td>
<td>5.1.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25.</td>
<td>Regional Plan of Action on Women, Peace and Security</td>
<td>B.2. Equitable Access for All</td>
<td>iii</td>
<td>5.1.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26.</td>
<td>Regional Plan of Action on the Elimination of Violence Against Women</td>
<td>B.3. Promotion and Protection of Human Rights</td>
<td>i</td>
<td>5.3.4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>Project/Conference</td>
<td>Description</td>
<td>Section</td>
<td>Code</td>
<td></td>
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</tr>
<tr>
<td>27.</td>
<td>EmPower: Women for Climate Resilient Societies Project Steering Committee (PSC)</td>
<td>D.1. A Disaster Resilient ASEAN that is able to Anticipate, Respond, Cope, Adapt, and Build Back Better, Smarter, and Faster</td>
<td>iv</td>
<td>3.3.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28.</td>
<td>Technical Working Group on Protection, Gender, and Inclusion in Disaster Management</td>
<td>D.1. A Disaster Resilient ASEAN that is able to Anticipate, Respond, Cope, Adapt, and Build Back Better, Smarter, and Faster</td>
<td>i</td>
<td>3.3.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29.</td>
<td>ASEAN Climate Change Partnership Conference</td>
<td>D.1. A Disaster Resilient ASEAN that is able to Anticipate, Respond, Cope, Adapt, and Build Back Better, Smarter, and Faster</td>
<td>iv</td>
<td>3.3.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30.</td>
<td>Enhancing gender data and evidence on the impact of COVID-19 pandemic on women and girls (ACRF)</td>
<td>B.2. Equitable Access for All</td>
<td>ii &amp; v</td>
<td>1.1.1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### C. Other Strategies to implement the ACW Work Plan 2021-2025

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