

# ASEAN Committee on Women (ACW) Work Plan (2011-2015)



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one identity  
one community

The Association of Southeast Asian Nations (ASEAN) was established on 8 August 1967. The Member States of the Association are Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam. The ASEAN Secretariat is based in Jakarta, Indonesia.

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**ASEAN COMMITTEE  
ON WOMEN (ACW) WORK PLAN  
(2011 – 2015)**

The ASEAN Secretariat  
Jakarta

# Contents

|   |           |
|---|-----------|
| <b>ABBREVIATIONS</b> .....  | <b>1</b>  |
| <b>Work Plan of the ASEAN Committee on Women (2011-2015)</b> .....  | <b>2</b>  |
| <b>Part I: Introduction</b> .....   | <b>3</b>  |
| <b>Part II: Situation Analysis ASEAN Women’s Rights, Equality &amp; Development</b> .....                             | <b>5</b>  |
| ACHIEVEMENTS .....  | 5         |
| CHALLENGES .....  | 8         |
| <b>Part III: Work Plan of the ASEAN Committee on Women (2011-2015)</b> .....  | <b>11</b> |
| MONITORING AND EVALUATION .....   | 15        |
| GUIDING PRINCIPLES .....  | 17        |
| REFERENCES .....  | 18        |
| <b>ANNEX 1. PLANNED PROJECTS AND ACTIVITIES UNDER THE WORK PLAN OF THE ASEAN COMMITTEE ON WOMEN (2011-2015)</b> ..... | <b>23</b> |

# ABBREVIATIONS

|         |  |
|---------|--|
| ACW     | ASEAN Committee on Women   |
| 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                                |
| CEDAW   | United Nations Convention on the Elimination of Discrimination Against Women |
| DEVAW   | Declaration on the Elimination of Violence Against Women in ASEAN            |
| HDI     | Human Development Index  |
| MDGs    | Millennium Development Goals   |
| SLOM    | ASEAN Labour Senior Officials Meeting  |
| SOMCA   | ASEAN Senior Officials Meeting on Cultures and Arts                          |
| SOMDP   | ASEAN Senior Officials Meeting on Development Planning                       |
| SOM-ED  | ASEAN Senior Officials Meeting on Education                                  |
| SOMHD   | ASEAN Senior Officials Meeting on Health and Development                     |
| SOMSWD  | ASEAN Senior Officials Meeting on Social Welfare and Development             |
| SOMRDPE | ASEAN Senior Officials Meeting on Rural Development and Poverty Eradication  |
| WAGE    | Declaration of the Advancement of Women in the ASEAN Region                  |
| UNESCAP | United Nations Economic and Social Commission for Asia and the Pacific       |
| UNIFEM  | United Nations Development Fund for Women (part of UN Women)                 |

## **Work Plan of the ASEAN Committee on Women (2011-2015)**

*Gender equality does not imply that all women and men must be the same. Instead, it entails equipping both with equal access to capabilities so that they have the freedom to choose opportunities that improve their lives. It means that women have equal access to resources and rights as men, and vice versa. The concept encompasses the notion that all people are inherently valuable, and that historical disadvantage, unequal access, social position and discrimination based on gender need to be taken into account in policies, plans and programs.*

*Every society can improve its record on gender equality by embedding appropriate steps in its legal, political and economic institutions. . . . Laws, policies and budgets, for example, affect women in dissimilar ways. The 'corrective approach' is concerned with equality in institutions, but focuses much more on outcomes."*

(Asia-Pacific Human Development Report, pp. 20-21)

# Part I: Introduction

The ASEAN has consistently expressed strong official support for the advancement of women and attainment of gender equality in the region. The Joint Declaration of the Attainment of the Millennium Development Goals in ASEAN (2009), ASEAN Leaders took note of the efforts undertaken to address gender challenges, among others, faced by the ASEAN Member States (AMS). They pledged to continue building “a more dynamic, **gender-responsive**, resilient and cohesive regional organisation for the well-being of its Members States and people.”

The pursuit of gender equality in the ASEAN had been propelled by the Work Plan to Operationalize the Declaration on the Elimination of Violence Against Women in ASEAN (DEVAW Work Plan) and Work Plan on Women’s Advancement and Gender Equality (WAGE 2005-2010) which were anchored, respectively, on the 2004 Declaration on the Elimination of VAW in ASEAN and the 1988 Declaration of the Advancement of Women in the ASEAN Region. WAGE was broader in scope than the DEVAW and both work plans were implemented at the same time through a synergistic and complementation approach for the period 2005 to 2010. Both work plans had the support of, among others, the United Nations Fund for Women (UNIFEM) Southeast Asian Regional Office under the umbrella of the ASEAN-UNIFEM Framework of Cooperation.

In terms of design and implementation, the WAGE Work Plan interfaced with the DEVAW primarily through the priority area on protection of women from all forms of VAW. Pledged actions found in the DEVAW and WAGE work plans were earnestly pursued such that most commitments were successfully realized. Some of these benefitted from the support provided by UNIFEM (Part of UN Women) through their Regional Programme Facilitating Implementation of the Convention on the Elimination of Discrimination Against Women (CEDAW) Towards the Realization of Women’s Human Rights in Southeast Asia. Prominent accomplishments in the DEVAW Work Plan included the convening of several regional meetings and workshops, such as, (a) ASEAN High Level Meeting on

CEDAW, BPFA & MDGs in 2006 in Jakarta, Indonesia; (b) Good Practices in CEDAW Reporting and Follow-Up on 14-15 January 2008 in Vientiane, Lao PDR; (c) ASEAN Regional Workshop on Gender Equality Legislation on 13-15 February 2008 in Bangkok, Thailand, (d) ASEAN Workshop on Domestic Violence Legislation on 20-21 October 2008 in Ha Noi, Viet Nam; (e) ASEAN Conference on Gender-Based Violence and HIV/AIDS on 1-3 December 2009 in Manila, the Philippines.

Additionally, the WAGE had three other Priority Areas, as follows: (a) integration and participation; (b) addressing challenges to globalization; and (c) promoting employability of women. Compared to the DEVAW, the WAGE Work Plan fell short of specifying in detail what the committed activities were and which country or part of the ASEAN was to be primarily responsible for these. Nevertheless, achievements included the production of the Third Report on the Advancement of Women in the ASEAN: Gender Dimensions of Globalization and Regional Integration (2007). The report was able to uncover data on women's economic development as well as amplify the call for the mainstreaming of sex disaggregated data and gender analysis into the work of the ASEAN in its economic pillar.

The implementation of the two work plans was energized by technical and financial support from governments, institutions and donors, particularly by the UNIFEM (a part of the UN Women). In most cases, as it should, the CEDAW together with the Beijing Platform for Action (BPFA) provided the overarching framework that gave sense and inter-connectedness to the various ASEAN documents and activities pertaining to the protection of women's human rights and the achievement of human development /well-being outcomes.

This Work Plan of the ASEAN Committee on Women (2011-2015) follows through and builds upon past efforts. The Work Plan is contextualized in a new ASEAN in which there are recently introduced organisational elements: (a) ASEAN Charter that entered into force on 15 December 2008; (b) Roadmap for an ASEAN Community (2009 – 2015) that accelerates the realization of an ASEAN community; and (c) ASEAN Commission for the Protection and Promotion of the Rights of Women and Children (ACWC) that was inaugurated on 7 April 2010; and (d) the ASEAN Intergovernmental Commission on Human Rights (AICHR) that was established in 2009.



## Part II: Situation Analysis

# ASEAN Women's Rights, Equality & Development

Based on available statistics and indexes, the Southeast Asian region continued to show a mixed picture of accomplishments and challenges for women's rights, human development and gender parity. This implied that the AMS taken together had been sustaining progress in some key areas although within the positive big picture scenario, there were some AMS that lagged behind. Overall, too, AMS countries needed to address recurrent or new challenges in a number of major aspects of gender parity and women's rights and welfare.

### ACHIEVEMENTS

*Sex balanced population.* Overall, the proportion of ASEAN females had been on relative balance with that of ASEAN males in the region's population which in 2009 stood at 589.4 million (ADB 2010). Using 2008 data, the number of girls to every 100 boys had ranged from 93 to 99 across the AMS, whereas the number of women to every 100 men ranged from 94 to 104 (see Annex: Tables 1 & 2). The increase in the proportion of adult women may be attributed, among others, to ASEAN women's slightly higher life expectancy at birth in several AMS.

*Human Development Index.* The AMS rated well in the Human Development Index (HDI)<sup>1</sup> which combined three indicators representing aspects of human welfare, namely, (a) life expectancy, (b) education by literacy and school enrolment, and (c) standard of living by GDP per capita. Singapore and Brunei Darussalam had been included in the small group of countries having a "Very High Human Development Index" whereas Malaysia was listed in the group with "High Human Development Index." The rest

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<sup>1</sup> <http://hdr.undp.org/en/statistics/>

of the AMS were found in the group of countries with “Medium Human Development Index”.

*Gender Inequality Index.* In 2008, the UNDP brought together a number of indicators in the Gender Inequality Index.<sup>2</sup> These were two health indicators (Maternal Mortality Rate & Adolescent Fertility Rate), two empowerment indicators (Women-held Seats in Parliament and Population with at least Secondary Education), and Labor Force Participation Rate. Singapore was at 10<sup>th</sup> place among 169 countries while Indonesia was at 100<sup>th</sup> place. The rest of the AMS, not including Brunei Darussalam and Myanmar which did not have scores) was found somewhere in various points between Singapore and Indonesia, as follows: Malaysia (50), Viet Nam (58), Thailand (69), Philippines (78), Laos (88) and Cambodia (95).

*Education.* Most AMS also scored high in the traditional gender gap indicator of parity in education, according to reports tracking countries' performance in reaching the targets set out in the Millennium Development Goals (MDGs). The six original AMS, together with Myanmar, generally fared well in their MDG target of 0.95 gender parity across the three levels of formal education (see Annex: Boxes 1, 2 & 3). Among the rest of the CLMV, more boys than girls were still enrolled in primary and secondary education. Nonetheless, both Cambodia and Lao PDR were said to be on track in terms of achieving the gender parity target in primary education by 2015 although doubts had been raised about the ability of Lao PDR in achieving gender parity target in secondary education; and not enough data could be obtained for Viet Nam to make an assessment (ADB pp. 75-77; p. 79). In regard to gender parity target in tertiary education, Indonesia joined Cambodia, Lao PDR & Viet Nam in scoring less than 0.95 in gender parity. Nonetheless, all these countries, except Cambodia, were expected to achieve the MDG 3 target gender equality in tertiary education by 2015 (ADB, p 80).

Women's labor force participation. ASEAN women had long been active in the labor force and in the last three decades women's employment had expanded in the manufacturing and services sectors (see Annex: Table 3). The region's ratio of women to men in employment stood at a significant 70.8 in 2007. The regional ratio increased when it was computed only for

<sup>2</sup> [http://hdr.undp.org/en/media/HDR\\_2010\\_EN\\_Table4\\_reprint.pdf](http://hdr.undp.org/en/media/HDR_2010_EN_Table4_reprint.pdf)

women's share of non-agricultural employment. In Malaysia, the overall country ratio was at 54.1 but this increased to 61.3 when the ratio was taken only for non-agricultural work. In the Philippines, the ratio jumped from 62.3 to 84.3; in Thailand, from 86.7 to 90.8; in Indonesia from 56.7 to 58 and so on (ESCAP p. 42).

*Female migrant work.* ASEAN women's economic contribution also came by way of overseas contract work. While there were no updated or reliable figures, estimates continued to place the number of labor migrants at significant numbers. In the Philippines the latest figure stood at 5.1 million migrant workers while in Viet Nam, it was at least 500,000 (Anwad/ILO 2009). Country level data generally revealed high percentages of women migrant workers whose remittances helped several AMS economies survive the impact of the global financial crisis.

*Women's political participation.* The AMS had contributed to making Asia and the Pacific stand out as a region where women had displayed their ability to make political contributions through the percentage of seats they held in national parliaments. Between 2000 and 2010, notable increases were registered in Singapore, Indonesia, Thailand, Philippines, Lao PDR, Cambodia and Viet Nam. Malaysia and Viet Nam, on the other hand, had maintained their percentage share of women in parliaments during this period (see Annex: Box 4). Meanwhile, women, as well as men did not vote in the kingdom of Brunei Darussalam while no data on political participation existed for Myanmar.

*National machineries for the advancement of women.* In all AMS, national machineries for the promotion of women's advancement continued to function. Representatives of the national machineries regularly met, shared experiences and jointly implemented activities under the ASEAN Committee on Women. However, there were vast differences in terms of their location, mandate and exercise of influence and autonomy within their respective governments.

## CHALLENGES

*Age structure & women's care and unpaid work.* Data on population age structure and replacement revealed the extent of caring demands on ASEAN women's unpaid work (see Annex: Table 4). Young people (0-14 years of age) numbered significantly in the populations of all AMS. The age dependency ratios were pronounced, particularly in the following countries: Lao PDR (72); Philippines (63); Cambodia (61.2); Malaysia (52.8) and Indonesia (49.8). These same countries also had high national averages of births per woman: Lao PDR (3.5); (Philippines (3.1); Cambodia (3.1) and Malaysia (2.6) (see Annex: Table 5). Meanwhile, the average of births per woman in Singapore has decreased to 1.22 in 2009.<sup>3</sup>

*Poverty & women's care and unpaid work.* The number of poor people remains significant in several AMS countries. Ten percent or more of the populations of Lao PDR, Philippines, Cambodia, Viet Nam and Indonesia were found to be poor (see Box 6). Already Lao PDR and the Philippines had been identified as failing to meet the MDG 1 targets of halving those earning \$1.25 a day and those that experience hunger. Across countries, there were more poor people in rural areas but the phenomenon of urban poverty remained a challenge. Utilising 2005 data, the percentage of the urban poor population that was found living in slums in the cities of Southeast Asia (Timor Leste included) stood at 34.3 (UNESCAP 2009). Considerable country variation, however, existed. Lao PDR and Cambodia had the highest proportion of its 2005 urbanites living in slums, 79.3 and 78.9 respectively, whereas three other countries had pronounced percentages, namely, Myanmar (45.6), Philippines (43.7) and Viet Nam (41.3). The lack of food and inadequate basic services where the urban and rural poor are found, cause a severe strain on unpaid family and care work.

*Maternal deaths and reproductive services.* Using 2005 data, maternal deaths per 100,000 live births in few AMS were still alarmingly, as follows: Lao PDR (405), Cambodia (461), Indonesia (480) and Myanmar (380), and the Philippines (230) (see Annex: Table 6). On the other hand, a couple of AMS had deaths at less than 100, namely, Brunei Darussalam (13) and Malaysia (64). Singapore's Maternal Mortality Rate went down to 8 in 2007 and 0 in 2009. AMS that were likely to fail in achieving the target of *reducing*

<sup>3</sup> <http://www.singstat.gov.sg/stats/keyind.html>

<sup>4</sup> See <https://www.moh.gov.sg/mohcorp/statistics.aspx?id=5524>

by three quarters the percentage of births that were not attended by skilled health personnel as well as that on antenatal care, included Cambodia, Lao PDR, Myanmar and the Philippines. Hundreds of thousands of ASEAN women continue to die from childbirth and many more were deprived of reproductive health services.

*HIV AIDS transmission.* A little more than 0.5 million ASEAN women had been living with HIV AIDS (ESCAP, p. 51). The same report noted for the period 2001-2007 there were prevalence increases in both Viet Nam and Thailand but also slight decreases in Thailand, Cambodia<sup>5</sup> and Myanmar. Both female and male infected people, especially sex workers, continue to be denied access to both prevention and curative services due to unabated discrimination even among health providers. There is an increasing trend of intimate partner transmission. Research that was jointly carried out by UNAIDS, UNIFEM, and UNDP has found increase of HIV infection among women especially that of long term female partners/ or wives of high risk men in the region.

*Violence against women (VAW) and sexual minorities.* While there had been a huge focus in the AMS on addressing the legal, policy and services for VAW victim-survivors of various forms of sexual and gender-based violence including those that experience domestic violence, rape, trafficking, violence against migrant women, responses were hampered by 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. Furthermore, increasing incidents of discrimination and violence against sexual minorities among women and men had also been noted.

*Cultural attitudes and educational systems.* The Asia Pacific Human Development Report (2010) raised serious concerns on the persistence of women's disempowerment despite marked *improvements* in gender equality measures as found, for instance, in ASEAN. It highlighted the need to reform educational systems so that these would no longer act as transmission channels of gender stereotypes that served as barriers to women's equality with men (UNDP, p. 4). Moreover it gave a cautionary

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<sup>5</sup> In Cambodia, progress has been in reducing HIV prevalence from 1.6% in 2000 to 0.7% in 2009, far better from the original 2015 Cambodian MDG targets of 2.3%, which is now modified to <0.9%. Source: Cambodian government submission to ACWC, 2011.

note to the increased proportion of women in parliaments and political parties in that this “may be hampered by questions about the extent of voice and quality of participation. Participatory and gender friendly governance, however, they are configured, go beyond representation to ensure that women actually have an equal status that women actually have a say in shaping policy agendas” (UNDP, p. 88-89). The report declares: “For transformation to take place at the operational level and be sustained, attitudes must change, both within institutions and societies at large” (UNDP, p. 147).

*Inadequacy of sex disaggregated data.* Across AMS, sex disaggregated data is not uniform in what are measured nor regularly collected. Sex disaggregated data is crucial for evidence informed policy-making, monitoring and reporting on gender equality commitments. One glaring absence is data on the traditional indicators of the gender wage gap and unpaid work. Furthermore there had been absence at the ASEAN level to regularly collect and present a summary of data pertaining to women’s rights & empowerment and gender equality. Data from reliable international organisations (e.g. UNESCAP, Asian Development Bank, World Bank, International Labor Organisation) and, in some cases, from special multi-country studies were relied on in coming up with reports on gender equality for and by the ASEAN Secretariat.

*23. Impact of global economic slowdown.* Early and partial data showed that the global financial crisis had had led to closures and downsizing in export-oriented and foreign investment-*dependent* manufacturing and service industries in the ASEAN region (Anwad/ILO, 2009). This in turn had affected the employment of workers, especially women migrant workers (internal and international) who predominated in these industries. A key challenge is supporting retrenched workers whose remittances had contributed to the growth of AMS economies and the survival of families left behind (either in the rural areas or in their home countries). As well, concerns had been raised on the viability and effectiveness of existing social protection schemes including social assistance to poor households that could no longer rely on their informal social network to withstand the adverse impact of financial uncertainties.

## Part III: Work Plan of the ASEAN Committee on Women (2011-2015)

The ASEAN has adopted a number of documents and work plans pertaining to the promotion of gender equality and the protection of women's human rights, as follows:

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

The 8<sup>th</sup> ACW Meeting in November 2009 in Brunei Darussalam agreed that a new work plan for the period 2011-2015 needed to be developed, taking into account the successful implementation of the previous Work Plans, follow through activities

Arising from their implementation, and aligning these with the relevant action lines under the ASEAN Socio-Cultural Community (ASCC) Blueprint (2009 – 2015). Moreover, it should take into consideration the directives of ASEAN Leaders and Ministers, and interest of ASEAN's Dialogue Partners, relevant UN agencies and other international/regional organisations to work with ASEAN to support the implementation of the ASCC Blueprint particularly those Action Lines relevant to the mandate of the ACW. The plan will ensure inter-linkages with an expanded set of development goals, including the MDGs, and respond to some issues arising from the current situation of women's rights and development in the region, with the aim of pushing forward gender equality gains in the ASEAN.

Specifically, this new Work Plan's Overall Objective is for the ACW to influence the various pillars of the ASEAN Community Blueprints particularly on the ASCC and the ASEAN Member States so that there will be visible, credible and strong gender mainstreaming inputs to government and inter-government policies, programs and processes. The Work Plan's approach to this goal is to promote proactively, holistically, systematically and in an integrated manner, a rights-based gender perspective in the realization of relevant actions under the six priority areas of the ASCC. It is hoped that through these action areas, the ACW will be able to inter-sectorally link up with other initiatives taking place under the other pillars of the ASEAN Community as well as of the other bodies in the ASEAN.

This Work Plan also continues to carry the relevant directives for women's advancement and gender equality as set out in the 1988 Declaration of the Advancement of Women in the ASEAN Region, namely:

- a. to promote and implement equitable and effective participation of women wherever possible, in all fields and at various levels of political, economic, social and cultural life of society at the national, regional and international levels;
- b. To enable women in the region to undertake their important role as active agents in and beneficiaries of development, particularly in promotion of regional understanding and cooperation and in building more just and peaceful societies;
- c. To integrate in national plans the specific concerns of women and their role as active agents in and beneficiaries of development, specifically



considering their role as a productive force to attain the full development of the human personality;

- d. To design and promote programmes involving the participation of the community and non-governmental women's organisations towards strengthening national and regional resilience;
- e. To strengthen solidarity in the regional and international women forums by promoting harmonisation of views and positions.

Furthermore, the objectives of the 2005-2010 Work Plan to operationalise the Declaration on the Elimination of Violence Against Women in ASEAN are also still relevant and will be carried forward under this new Work Plan, namely:

- a. To increase public awareness of the problem of violence against women and its nature, causes and consequences, at national and regional levels;
- b. To increase women's awareness of their human rights, to enable women to participate fully in development and in building just and caring societies in ASEAN;
- c. To ensure more gender-responsive policies and better coordinated delivery of services for VAW victims and offenders by governments and NGOs;
- d. To increase the availability of information and data on violence against women, including its link to HIV/AIDS;
- e. To strengthen institutional mechanisms and capacity to handle VAW and to monitor its occurrence and to evaluate policies and programmes on the elimination of VAW; and
- f. To promote stronger regional and international cooperation in the implementation of measures to address VAW.

The overall framework-approach of the new Work Plan consists of the following inter-connected conceptual elements, namely:

**Walking on two legs** - intensifying work on the protection of women against all forms of violence but also promoting women's rights and gender analysis in other areas.

**Strengthened gender perspective and analysis** – decidedly moving beyond the “add women and stir” approach through strengthened recognition and application of international conventions on human rights, including women’s human rights, respect for diversity and equality for all, including between women and men.

**Strategic inter-sectoral linkages** – decidedly moving beyond the “ghettoization of women” and pursuing the complementation and integration of gender analysis and goals with the other work programs and committed actions of the ASEAN.

**Expanding the reach of gender mainstreaming** – decidedly moving beyond the “traditional women’s issues” and “women’s comfort zones” and applying a more vigorous gender lens to a variety of political, economic and social issues.

In its work modality, this Work Plan reiterates a commitment **to encourage the participation of ASEAN women’s rights organisations, advocates and experts, together with, strengthening the participation of men and young people**, in dialogue and consultation processes and other ways and means by which their input and opinions are sought.

The combined Strategic and Operational Plans are drawn up around the six priority areas in the ASCC, namely, (a) Human Development; (b) Social Welfare and Protection; (c) Social Justice and Rights; (d) Ensuring Environmental Sustainability; (e) Building the ASEAN Identity; and (f) Narrowing the Development Gap (Refer to Tables 1 and 2 below).

In the area of Human Development, one key focus will be on supporting the development of more holistic and strengthened gender-sensitive curricula that are relevant to enabling boys and girls and young women and men respond to persistent and new forms of gender-based discrimination in an era of globalisation and economic integration (A.1.11.vi). The other focus will be on strengthening economic development among women through linking micro-enterprise development and management with the delivery of services, access to market, social protection and decent work (A. 6.16.ii).

In the areas of Social Welfare and Protection and Narrowing the Development Gap, a focus will be made on contributing a gender agenda

to the development of an ASEAN Roadmap towards realising a set of expanded targets around MDGs Plus leading to the 2015 global review (B.1.19.i). A second focus will be on strengthening ASEAN cooperation in microfinance including networking between microfinance institutions aimed at addressing feminised poverty at the grassroots level (B.1.19.vi). Both sub areas will contribute as well to the assisting the governments of CLMV countries to build and strengthen capacities to develop social policies (F.47.vii).

In the area of Social Justice and Rights, sustained work on commitments to the DEVAW Work Plan will be undertaken (C.1.27.ii). As well, continuing attention will be given to improving the quality and availability of sex disaggregated data (C.1.27.x); to promoting and enhancing the percentage of women's participation in political decision-making (C.1.27.xi); and to incorporating gender perspective in national and regional policies, programmes, and plans through strengthened gender analysis (C.1.27.xii).

In the area of Ensuring Environmental Sustainability, attention will be given to promoting a gender perspective as an input to the development of an ASEAN common understanding and positions on relevant MEAS especially in light of the upcoming Rio Plus 20 Review Meeting in 2012 (D.1.31.iii). Encouraging an ASEAN common understanding on climate change issues including natural disasters will also be focused on.

In the area of Building an ASEAN Identity, a focus on including art work and studies on women's contribution to ASEAN arts and culture will be carried out (E.1.43.xxvii).

## **MONITORING AND EVALUATION**

Monitoring and evaluation will take place to assess the effectiveness of the projects/activities undertaken to operationalise this Work Plan. The expected result sections highlighted throughout this Work Plan will guide the ACW in assessing the effectiveness, impact and sustainability of the programmes.

Within the framework of the ASCC Blueprint, monitoring and evaluation will become a more central objective for ASEAN work. Currently, the draft user manual of the monitoring mechanism for the ASCC Blueprint

implementation developed by the ASEAN Secretariat is being considered by the relevant ASEAN sectoral bodies including the ACW. This monitoring mechanism, once finalised and adopted, can be used as a reference to monitor the progress of implementation of this Work Plan. It is paramount, therefore, that realistic and clear outputs are identified in the design of each project/activity. Monitoring and evaluation of the implementation of this Strategic Framework will continue to be a regular item for discussion at the Meetings of the ACW.

Mid-term and final reviews, using the draft user manual of the monitoring of the ASCC Blueprint will be undertaken, following the Strategic Framework's completion to consider what may be required in future.

Reports on the implementation of the Work Plan will be included in the agenda of the annual meeting of the ACW. Lead or coordinating countries will prepare updates on the status of project implementation, including problems encountered. On the third year of Work Plan, a facilitated assessment workshop can be undertaken in conjunction with the annual meeting of the ACW where a more focused reflection on the gender analysis content and impact of the activities will be discussed.

All components of the Strategic Framework are to be implemented using the following approaches:

- a) Regional in nature, appropriate and relevant to ASEAN Member States;
- b) Have high quality designs;
- c) Effective and can be improved during implementation if they are not;
- d) Efficient in allocating and using resources of Member States, donors and the ASEAN Secretariat;
- e) Have maximum impact; and
- f) Work towards sustainability and minimise risks.

## **GUIDING PRINCIPLES**

### ***A. Identifying Country Coordinators for Implementation (Lead Shepherd Approach)***

ASEAN Member States interested in coordinating regional activities on topics where they have expertise or experience to share (or wish to learn), may volunteer to lead a specific activity, and proceed to work with the ASEAN Secretariat in developing proposals for endorsement by the ACW. The ASEAN Secretariat will also assist the Country Coordinators in submitting the proposals for appraisal and approval. Resource mobilisation for the implementation of regional projects/activities can be either on a cost-sharing basis or with support from ASEAN's Dialogue Partners and/or other development partners, as relevant.

### ***B. Utilising Cost-Sharing Arrangements***

Cost-sharing in ASEAN means that a host country organising an activity will shoulder the organising costs while the participating Member States bear the costs of their travel and/or accommodation.

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**Table 1: Population sex ratio**

Women per 100 men (2008)

| <b>South-East Asia</b> | <b>101</b> |
|------------------------|------------|
| Brunei Darussalam      | 94         |
| Cambodia               | 105        |
| Indonesia              | 100        |
| Lao PDR                | 101        |
| Malaysia               | 97         |
| Myanmar                | 105        |
| Philippines            | 99         |
| Singapore              | 99*        |
| Thailand               | 103        |
| Viet Nam               | 103        |

Source: ESCAP Statistical Yearbook 2009

\*This figure rose to 102 and 103 in 2009 and 2010 respectively (Sources: <http://www.singstat.gov.sg/stats/keyind.html#note2> and <http://www.singstat.gov.sg/stats/themes/people/popnindicators.pdf>)

**Table 2: Child sex ratio**

Girls per 100 boys (2008)

| <b>South-East Asia</b> | <b>96</b> |
|------------------------|-----------|
| Brunei Darussalam      | 93        |
| Cambodia               | 96        |
| Indonesia              | 96        |
| Lao PDR                | 96        |
| Malaysia               | 95        |
| Myanmar                | 99        |
| Philippines            | 96        |
| Singapore              | * 93      |
| Thailand               | 96        |
| Viet Nam               | 94        |

Source: ESCAP Statistical Yearbook 2009

\*In 2010, this figure went up to 96. Source: <http://www.singstat.gov.sg/pubn/reference/mdsdec10.pdf> (Singapore Residents by Age Group, Ethnic Group and Sex, end June 2010; p.4)

**Table 3: Women to men ratio in employment & in nonagricultural employment**

|                        | Women to men ratio in employment | Women to men ratio in nonagricultural |
|------------------------|----------------------------------|---------------------------------------|
|                        | Percentage (2007)                |                                       |
| <b>South-East Asia</b> | <b>70.8</b>                      |                                       |
| Brunei Darussalam      | 72.6                             |                                       |
| Cambodia               | * 104.4                          | * 89                                  |
| Indonesia              | 56.7                             | 58                                    |
| Lao PDR                | 102.8                            |                                       |
| Malaysia               | 54.1                             | 61.3                                  |
| Myanmar                | 85.5                             |                                       |
| Philippines            | 62.3                             | 84.3                                  |
| Singapore**            | 69.7                             | 74.7                                  |
| Thailand               | 86.7                             | 90.8                                  |
| Viet Nam               | 94.9                             |                                       |

Source: ESCAP Statistical Yearbook 2009

\* Based on the General Population Census of Cambodia 2008 \*\* In 2009, Singapore's women to men ratio in employment increased to 75.3 while in non-agricultural employment, it went up to 76. Source: <http://www.singstat.gov.sg/stats/themes/economy/labour.html> (Employed Residents Aged 15 and Over by Industry, Age Group and Sex, June 2009)

**Table 4: Population structure**

| South-East Asia   | Population aged 0–14 years         | Population aged 15–64 years | Population aged 65 years and over |
|-------------------|------------------------------------|-----------------------------|-----------------------------------|
|                   | (percent of total population) 2008 |                             |                                   |
| Brunei Darussalam | 27.3                               | 69.4                        | 3.3                               |
| Cambodia *        | 33.7                               | 62.0                        | 4.3                               |
| Indonesia         | 27.4                               | 66.8                        | 5.9                               |
| Lao PDR **        | 38.4                               | 57.5                        | 3.7                               |
| Malaysia          | 30.0                               | 65.4                        | 4.6                               |
| Myanmar           | 27.1                               | 67.5                        | 5.5                               |
| Philippines       | 34.3                               | 61.6                        | 4.1                               |
| Singapore ***     | 17.1                               | 73.5                        | 9.4                               |
| Thailand          | 22.0                               | 70.6                        | 7.4                               |
| Viet Nam          | 26.5                               | 67.2                        | 6.3                               |

Source: ESCAP Statistical Yearbook 2009

\* Figures were slightly modified based on the General Population Census of Cambodia 2008.

\*\*Figures were slightly modified based on submission by the Lao PDR government. \*\*\* In 2009, these figures were (a) 17.9 (b) 73.3 and (c) 8.8. In 2010, these were (a) 17.4 (b) 73.7 and (c) 9.0. Source: <http://www.singstat.gov.sg/stats/themes/people/popnindicators.pdf>



**Table 5: Live births per woman (2008)**

| <b>South-East Asia</b> | <b>2.3</b> |
|------------------------|------------|
| Brunei Darussalam      | 2.1        |
| Cambodia               | 2.9        |
| Indonesia              | 2.2        |
| Lao PDR                | 3.5        |
| Malaysia               | 2.6        |
| Myanmar                | 2.3        |
| Philippines            | 3.1        |
| Singapore              | 1.3*       |
| Thailand               | 1.8        |
| Timor-Leste            | 6.5        |
| Viet Nam               | 2.1        |

Source: ESCAP Statistical Yearbook 2009

\*The latest figure in 2010 is 1.22

**Box 5: Migration and urbanisation**

| <b>South-East Asia</b> | <b>Urban Population<br/>(percent of total population)</b> |             |             |             |
|------------------------|---|-------------|-------------|-------------|
|                        | <b>1990</b>   | <b>1995</b> | <b>2000</b> | <b>2009</b> |
| Brunei Darussalam      | 65.8  | 68.6        | 71.1        | 74.4 (2007) |
| Cambodia               | ...   | 14.8 (1998) | 16.0 (2001) | 19.5        |
| Indonesia              | 30.9  | 35.9        | 42.1        | 43.1 (2005) |
| Lao PDR                | 15.4  | 17.4        | 22.0        | 29.7 (2007) |
| Malaysia               | 51.1 (1991)   | 54.7        | 62.0        | 63.7        |
| Myanmar                | 24.9  | 26.1        | 28.0        | 31.9 (2007) |
| Philippines            | 48.8  | 54.0        | 58.5        | 65.0 (2008) |
| Singapore              | 100.0   | 100.0       | 100.0       | 100.0       |
| Thailand               | 18.0  | 18.0        | 19.0        | 33.8 (2008) |
| Viet Nam               | 19.5  | 20.7        | 24.2        | 29.6        |

Source: Key Indicators for Asia and the Pacific 2010

**Box 6: Between 1990 and 2015, the proportion of people whose income is less than one dollar a day**

| South-East Asia   | 1.1 Proportion of Population below the Poverty Line (percent) |             |               |             |
|-------------------|---|-------------|---------------|-------------|
|                   | \$1.25 (PPP) a Day  |             | National      |             |
|                   | Earliest Year   | Latest Year | Earliest Year | Latest Year |
| Brunei Darussalam | ...   | ...         | ...           | ...         |
| Cambodia          | 48.6 (1994)   | 25.8 (2007) | 47.0 (1994)   | 30.1 (2007) |
| Indonesia         | 21.4 (2005)   | 29.4 (2007) | 17.5 (1996)   | 14.2 (2009) |
| Lao PDR           | 55.7 (1992)   | 44.0 (2002) | 45.0 (1993)   | 33.5 (2003) |
| Malaysia          | <2.0 (1992)   | <2.0 (2004) | ...           | 3.6 (2007)  |
| Myanmar           | ...   | ...         | ...           | 32.0 (2005) |
| Philippines       | 30.7 (1991)   | 22.6 (2006) | 32.1 (1994)   | 32.9 (2006) |
| Singapore         | ...   | ...         | ...           | ...         |
| Thailand          | 5.5 (1992)  | <2.0 (2004) | 9.8 (1994)    | 8.5 (2008)  |
| Viet Nam          | 63.7 (1993)   | 21.5 (2006) | 37.4 (1998)   | 13.5 (2008) |

Source: Key Indicators for Asia and the Pacific 2010

\* In Lao PDR, the proportion of the people with less than one dollar a day is 27.8. Source: LEC IV

**Table 6: Maternal Mortality**

|                        | Number       | Deaths per 100,000 live births (2005) |
|------------------------|--------------|---------------------------------------|
| <b>South-East Asia</b> | <b>34503</b> | <b>303</b>                            |
| Brunei Darussalam      | 1            | 13                                    |
| Cambodia*              | 2014         | 540                                   |
| Indonesia              | 18738        | 420                                   |
| Lao PDR                | 1024         | ** 405                                |
| Malaysia               | 345          | 62                                    |
| Myanmar                | 3428         | 380                                   |
| Philippines            | 5266         | 230                                   |
| Singapore***           | 5            | 14                                    |
| Thailand               | 1034         | 110                                   |
| Timor-Leste            | 167          | 380                                   |
| Viet Nam               | 2480         | 150                                   |

Source: ESCAP Statistical Yearbook 2009

\* According to the Ministry of Health of Cambodia, the latest figure for maternal mortality has gone down to 461. \*\* Figure modified based on the Lao PDR National Statistics Census 2005. \*\*\* The updated figures for 2007 and 2008 were similar, 3 and 8 while those for 2010 were 0 and 0. Source: Annual Report of Birth & Deaths 2009 published by Immigration & Checkpoints Authority of Singapore

# ANNEX 1 PLANNED PROJECTS AND ACTIVITIES UNDER THE WORK PLAN OF THE ASEAN COMMITTEE ON WOMEN (2011-2015)

| SUB GOALS  |    | PROJECTS / ACTIVITIES   | LEAD COUNTRY      | TIME FRAME | POTENTIAL COLLABORATORS  |
|--|----|---|-------------------|------------|--|
| <b>KEY RESULT AREA 1: HUMAN DEVELOPMENT</b>  |    |   |                   |            |  |
| <p>1.1. Standards and benchmarks for micro-enterprise are synergized with delivery of services, access to market and social protection</p> | 1. | Establishment of the ASEAN Women Entrepreneurs' Network ( <b>on-going</b> )   | VIET NAM          | 2010-2012  | SOMRDP<br>SLOM   |
|  | 2. | Regional Meeting on Social Protection Measures and Micro Enterprise Development   | THE PHILIPPINES   | 2013       | SOMSWD<br>SOMRDP   |
|  | 3. | Skill Development Promotion for the Advancement of Women (2010-2012) ( <b>on-going</b> )  | THAILAND          | 2010-2012  |  |
|  | 4. | Gender Mainstreaming in Labour Employment Policies to Promote Decent Work for All   | VIET NAM          |            | SLOM<br>ILO  |
| <b>KEY RESULT AREA 2: SOCIAL WELFARE AND SOCIAL PROTECTION</b>   |    |   |                   |            |  |
| 2.1. Gender perspective is mainstreamed in implementation of the ASEAN Roadmap for the Attainment of MDGs                                  | 5. | Inter-Ministerial Forum on the implementation of the ASEAN Roadmap for the Attainment of MDGs towards accelerated attainment of MDGs, with UN Women sharing strategies in handbook on engendering MDGs across sectors | ASEAN SECRETARIAT | 2012       | SOMRDP and other relevant ASEAN sectoral bodies<br>UNDP<br>ESCAP<br>UN Women |

| SUB GOALS   |   | PROJECTS / ACTIVITIES        |                                   | LEAD COUNTRY   | TIME FRAME | POTENTIAL COLLABORATORS |
|---|---|------------------------------|-----------------------------------|--|------------|-------------------------|
| 2.2 Microfinance institutions across the ASEAN are networked and are collaborating                                | 6. Workshop on Poverty Alleviation through Micro-financing and Cottage Industries: Best Practices and Networking (completed)  | INDONESIA                    | 2011                              | SOMROPE  |            |                         |
| 2.3. Equal access of women, especially elderly women, to services, resources and opportunities is promoted        | 7. Regional Forum for policy discussion and information sharing on social protection for the elderly women in AMS   | BRUNEI DARUSSALAM            |                                   | SOMSWD<br>UN Women   |            |                         |
| <b>KEY RESULT AREA 3: SOCIAL JUSTICE AND RIGHTS</b>   |   |                              |                                   |  |            |                         |
| 3.1 Elimination of violence against women in ASEAN  | 8. Regional Conference with Male, Youth, HIV and AIDS Networks towards the Prevention of Gender-Based Violence  | THE PHILIPPINES              | 15-16 November 2012               | SOMHD<br>UN Women  |            |                         |
| 3.2 Sex disaggregated data collection is continuously improved as envisioned under the DEVAW and WAGE Works Plans | 9. Regional Workshop on Strengthening National Capacities to collect VAW Statistics in the ASEAN Region   | INDONESIA<br>THE PHILIPPINES | 2012                              | ACSS<br>ESCAP Statistics Division<br>UN Women<br>United Campaign |            |                         |
| 3.3 Women's participation and voice in all fields is promoted in a more systematic way                            | 10. Develop a monitoring and reporting tool for regularly tracking progress, barriers and strategies for women's political participation<br><br>11. Share best practices from AMS and other regions on tripartite alliance between public, private and people sectors to support women's economic participation and empowerment | CAMBODIA<br><br>SINGAPORE    | 2013<br><br>August/September 2012 | UN Women<br><br>SLOM<br>ILO                                      |            |                         |

| SUB GOALS  |  | PROJECTS / ACTIVITIES              |           | LEAD COUNTRY                     | TIME FRAME | POTENTIAL COLLABORATORS |
|--|--|------------------------------------|-----------|----------------------------------|------------|-------------------------|
| 3.4 The capacity of the AMS in gender analysis and coordinative work for inter-sectoral women's rights and gender mainstreaming is continuously upgraded | 12. Gender re-training on social protection and gender budgeting and analysis for AMS  | INDONESIA<br>THE PHILIPPINES       | 2012-2014 | FES                              |            |                         |
|  | 13. Regional training and development of advocacy tools and modules to promote wider application of gender budgeting by Ministries of Finance and Planning   | INDONESIA<br>THE PHILIPPINES       | 2012-2014 | AFDM<br>SOMDP<br>FES<br>UN Women |            |                         |
| <b>KEY RESULT AREA 4: GENDER MAINSTREAMING IN OTHER SECTORAL COOPERATION IN SOCIO-CULTURAL PILLAR</b>  |  |                                    |           |                                  |            |                         |
| 4.1. Ensuring Environmental Sustainability   |  |                                    |           |                                  |            |                         |
| 4.1.1. Cooperation with ASOEN in engendering policies and strategies on climate change adaptation in AMS   | 14. Regional meeting and production of publication on gender issues in sustainable development   | MALAYSIA (TBC)<br>VIET NAM         | 2013      | ASOEN                            |            |                         |
|  | 15. Inter-Ministerial Workshop on gender issues in climate change and its adaptation   | MALAYSIA (TBC)<br>VIET NAM         | 2013      | ASOEN<br>SOM-AMAF<br>SOMRDP      |            |                         |
| 4.2. Free Flow of Skilled Labor  |  |                                    |           |                                  |            |                         |
| 4.2.1. Cooperation with SLOM in promoting rights-based and gender informed migration management  | 16. Inter-Ministerial Seminar to share information and experiences in promoting gender sensitive strategies and services for female migrant workers who are victims of discrimination and violence | THE PHILIPPINES (TBC)<br>INDONESIA |           | SLOM<br>ILO<br>IOM<br>UN Women   |            |                         |

| SUB GOALS   |  | PROJECTS / ACTIVITIES                                    | LEAD COUNTRY               | TIME FRAME | POTENTIAL COLLABORATORS   |
|---|--|--|----------------------------|------------|---|
| 4.2.2. Cooperation with SLOM in strengthening social protection for women in the workplace    | 17. Inter-Ministerial Workshop to exchange views and share information on policies, strategies and best practices on maternity protection in the workplace<br>18. Publication of compilation of best practices on maternity protection in the workplace  | VIET NAM<br><br>VIET NAM                                 |                            |            | SLOM<br>ILO<br>Dialogue Partners<br>FES<br>UN Women<br><br>SLOM<br>ILO<br>Dialogue Partners<br>UN Women |
| 4.3. Addressing Risks and Impact of HIV and AIDS  |  |  |                            |            |   |
| 4.3.1. Cooperation with ATFOA in engendering strategies to address HIV and AIDS in the region | 19. Regional Workshop to share strategies and best practices on reducing spousal transmission of HIV and AIDS  | LAO PDR<br>MALAYSIA                                      | 2013                       |            | ATFOA<br>UNAIDS<br>UN Women   |
| 4.4. Gender Sensitive Education   |  |  |                            |            |   |
| 4.4.1. Cooperation with SOMED in gender sensitizing education                                 | 20. Collaborate with SOMED to convene a Regional Meeting on engendering school curriculum with a view to eliminate stereotyping women and sexist languages<br>21. Collaborate with SOMED to publish a sourcebook on best practices in engendering the school curriculum, including at the tertiary level | THAILAND<br><br>THAILAND<br>THE PHILIPPINES<br>INDONESIA | 2012-2014<br><br>2012-2014 |            | SOMED<br>UN Women<br>UNESCO<br>Women's Studies<br>Associations  |



