

# Asia-Pacific Human Development Report



## Report of the South and East Asia Stakeholders Consultation, Langkawi, Malaysia, 14-15 April 2008



Human Development Report Unit (HDRU)  
UNDP Regional Centre in Colombo

August 2008

## Table of Contents

Introduction	3
South and East Asia Stakeholders Consultation Report	5
<i>Annexes</i>	
I. Concept Note	38
II. Agenda	42
III. Break-out Session Guidance Note	46
IV. List of Participants	48

*The Human Development Report Unit would like to state their appreciation and acknowledge the rich and pertinent inputs from Asia stakeholders. Their active and sustained participation has bolstered an 'Asia perspective' which will continue to guide this flagship report for UNDP.*

## Introduction

The Asia-Pacific Regional Human Development Report (RHDR) on **Gender** is slated to be the third in a regular series produced by the Human Development Report Unit, UNDP Regional Centre in Colombo. The first was the 2006 Report, titled ***Trade on Human Terms: Transforming Trade for Human Development in Asia and the Pacific*** and the second was ***Tackling Corruption, Transforming Lives: Accelerating Human Development in Asia and the Pacific***.

Human Development Reports are a policy-advocacy resource and an instrument to explore critical issues from a human development perspective. There is a fundamental difference between a technical analysis of an issue and an exploration using the human development lens; this is the value-added of an HDR. Because human development subsumes and goes beyond the Millennium Development Goals (MDGs), HDRs can potentially push policies toward an 'MDG plus' agenda.

Stakeholder consultations are a major part of the participatory process of producing an RHDR; a report "for and by the people of Asia Pacific." Extensive brainstorming sessions on broad thematic issues bring together diverse Asia Pacific stakeholders from different levels of society to interact with each other to shape the substantive contours of the Report. The objectives of the stakeholder consultations are two-fold: to be informed by views, experiences and priorities of countries in the region, while strengthening cross-country networks; and to obtain buy-in for the RHDR from stakeholders. The South and East Asia (hereafter referred to as 'Asia') consultation was the first of two sub-regional workshops for the forthcoming gender RHDR which preceded the Pacific Consultation held on April 21<sup>st</sup>- 22<sup>nd</sup> April in Suva, Fiji.

More specifically, the objectives of the Asia stakeholder consultation were to:

- Introduce Asia stakeholders to the Asia-Pacific HDRs and the theme of 'gender' for the Report with the overall focus of 'overcoming unequal power and voice'<sup>1</sup>
- Share an overall view of gender trends in Asia and across its different sub-regions / countries
- Discuss an 'Asian perspective' for understanding gender, gender differences, and the causes and consequences of inequality along with methods to examine and measure gender gaps
- Take account of stakeholder priorities in identifying and sharpening six suggested subthemes: ***gender and justice systems*** (laws and law makers), ***investing in gender equality*** (economic benefits), ***gender energy and environment*** (women have been adapting, but how does adaptation affect choices for men and women), ***gender-based violence*** (underlining unequal power), ***gender and crisis*** (male-female differences impact) and ***gender migration and mobility*** (given the unprecedented surge in recent female mobility) that are cognizant of the concerns in Asia
- Provide a platform for stakeholders to share experiences, highlight priorities and solutions that affect people's lives and to analyze whether and why

---

<sup>1</sup> The APHDR themes are selected through a process that takes account of emerging development challenges of a regional nature and country priorities in Asia Pacific. The theme of gender, 'unequal power, unequal voice' emerged through a series of consultations with the Asia Pacific Human Development Network, NHDR focal points, CSOs, academia and voting on the web-site along with four other themes. Finally, of the five themes 'gender' was selected by members of the Management Board of UNDP's Regional Centres in 2006.

gender inequality may be more prevalent in some countries or sectors rather than others

- Explore emerging thematic issues from various perspectives with a focus on **solutions** and derive broad messages to guide and inform (in a two-way feedback process) research
- Promote buy-in for the RHDR and thus strengthen its policy advocacy potential

**Asia Pacific Human Development Report on Gender  
Theme: 'Overcoming Unequal Voice and Power'**

*SOUTH AND EAST ASIA STAKEHOLDER CONSULTATION  
Langkawi, Malaysia*

*14-15 April 2008*

**Day 1, Monday, 14 April  
9:00-10:30 Session I: Setting the Scene**

**Chair: Welcome Remarks and Opening Statement:** *Omar Noman, Chief, Policies and Programmes, RCC*

Mr. Noman explained the importance of the Asia Pacific Human Development Report (APHDR) as an entry point and 'hot-house' for a debate about ideas and human development. The APHDR is a regional report, nuances specific to every country will be fleshed out in national launches, advocacy and dialogue. The APHDR deals with issues that are beyond borders, often sensitive and have a wider relevance. It is complementary to the NHDR that is tailored to each country. The HDR is the only report that has the protection of the General Assembly and does not need to be 'cleared'.

**The APHDR and objectives of the consultation:** *Anuradha Rajivan, Regional Programme Coordinator, HDRU, RCC*

Ms. Rajivan introduced the Human Development perspective as bringing people to the centre of national, regional and global dialogue. The APHDR is a policy advocacy tool for independent analysis, accessible to an intelligent, non-expert audience with a few key messages. An important dimension of the HDR process is to generate buy-in and dialogue among stakeholders. A notable feature of the APHDRs is that they tackle issues of a sensitive, cross border and multi country nature.

The upcoming APHDR is focused on gender inequality – a theme that was selected through consultation, thematic discussions and a Management Board decision in 2006.

Ms. Rajivan presented the objectives of the consultation; the linkages between gender and human development; the status of the work of the Human Development Report Unit (HDRU) on the gender report; and the issues which would be the focus of discussion. She also presented statistics on gender (in)equality in Asia and brought out the tenuous balance between political sensitivity and credibility, while sharing some possible messages for the Report and the next steps.

The objectives of the consultation were to:

- Introduce the Asia-Pacific HDRs and the theme of 'gender' for this Report
- Share overall trends and experiences on gender differences in the region
- Identify innovative methods to measure gender gaps and discuss alternative proxy measures
- Focus more sharply on the lives of poor and disadvantaged groups
- Improve the understanding of gender gaps by exploring underlying causes
- Reflect Asian perspectives in the work

- Analyze why gender inequality may be more prevalent in some countries / sectors over others, providing clues for solutions
- Identify good practices which highlight priorities and possible solutions that affect people's lives.

Ms. Rajivan, introducing the theme 'gender inequality – overcoming unequal power and voice', noted that the Asia Pacific region is very diverse with developing, rapidly growing, less developed and small island countries. However, one thing is common to all countries in the region: the wide gender gap. Despite the growth in incomes, this gap has not been bridged. For development practitioners the main question to be addressed is - Why does this gap persist, and what can be done to bridge it?

Adopting a broad perspective while approaching this theme, she emphasized key issues:

- Evolution of gender: The reversal of Western and Eastern views of gender in the 'Other's space'. Women's freedoms have changed; progress on freedoms and regressions have both taken place.
- Incorporating masculinity: How can we reflect the role of males, females and sexual minorities in addressing and inhibiting inequalities; given the rapid changes in Asia impacting gender relations, how can we recognize and factor in the stress on all sexes?
- Inequalities: What are the underlying causes, factors that inhibit change, and how should they be explored?
- Macro vs. micro: Recognition that 'Win-win' at macro level may be win-lose at the household level.

Introducing the overall framework of 'unequal power and voice', she presented six sub-themes for consideration by Asia stakeholders. These sub-themes emerged through brainstorming work-shops earlier in the year.

1. Political power: Gender in justice systems – laws, lawmakers, traditional and introduced, on the books and on the street.
2. Economic power: Investing in gender equity – context of inclusive growth and globalization.
3. Gender in crisis: Breakdown in social relations.
4. Gender, energy and environment: Adapting to climate change, securing livelihoods.
5. Gender, mobility and migration
6. Gender based violence (GBV): Beyond domestic violence.

She concluded the presentation by recapping the objectives of the consultation and underlined the need to prioritise the themes of most relevance to the Asia region by stakeholders.

**Current Trends and Issues for Asia on Gender:** *Yumiko Yamamoto, Gender and Trade Advisor, Trade Team, RCC*

The presentation focused on the following questions: Has economic development in Asia reduced gender equality? **What are the underlying factors that affect gender differentiated outcomes in crisis situations?**

- Miraculous economic growth started with East Asian countries, and has expanded to Southeast Asia and South Asia. While there is high average GDP growth, inequality, including gender inequality, persists between and within countries.
- Looking at the different stages of economic evolution, labour force participation rates illustrate that the majority of men are in the labour force in all stages as compared to women whose labour force participation rates have changed across stages and demonstrate a U shaped curve. Women's labour force participation rates are high in developing countries that are in agricultural phase. After that the rates went down then rose again as the economy developed.
- The level of gender earning gap varies across the region and the different stages of economic evolution.
- The crisis has different impacts on women and men. During and after the recession and Asian financial crisis, women lost their jobs first in Japan where women's labour is considered as a 'buffer' to adjust to the rises and falls of the economic growth. In the Philippines, there was a tendency for women to be overworked.
- There are some cases to show that men are vulnerable to economic crisis partly because of their access to (formal) credit. For instance in Japan suicide rates increased after the recession in the 1990s (more than 30,000 suicides each year); and the majority of debt-related suicides are found among men. In India suicides rates among male farmers in the South Indian states have increased after the production of cash crops, which was encouraged in the course of liberalization, failed due to drought.
- Economic drivers affect issues such as crisis and gender based violence (GBV). How quickly victims can escape violence partly depends on his or her economic security.
- Women are major stakeholders in the course of economic development but women have been left out of the economic policy discussions. How will policies change once women and poorer people are included in the policy discussion?

At the close of the session, the Chair for the session highlighted that the upcoming APHDR on the theme of gender would need to consider many issues. What are the dimensions of the interaction between global and regional dimensions of gender? Asia has particular characteristics, for example the lack of gender equal political participation in the region. Simultaneously Asia has the highest number of elected female heads of states (a majority of these are Muslim women). But this does not always get translated into gender equity at different levels of political participation. Gender indices appear to be weak and data is lacking globally. Refined and better indices of gender equity are required. Lastly, we need to examine the phenomenon wherein economic transformation has not led to gender equality. For example Japan has experienced a remarkable economic transformation but has very complicated gender issues.

The Chair concluded the session by thanking stakeholders for their participation.

**Chair:** *Ramesh Gampat, HDRU, RCC*

**Tour De Table of National Stakeholders**

Participants presented key issues, concerns, experiences and good practices from their countries on gender inequality and gender gaps.

**Afghanistan**

- The situation confronting women is characterized by unequal power and discrimination at every stage and level, including in directives, implementation and resource allocations. Women in leadership, management and in general are invisible in society.
- At the same time the policy environment for gender equity is very conducive. The constitution contains provisions on equality of women and men. The National Development strategy provides for elimination of all kinds of discrimination against women. But in practice, these policies don't translate into effective actions or in state interventions for promoting gender equity.
- Health and education for women are priority concerns. The maternal mortality rate is very high. Without improvement of women's health status, progress of women in education will be affected. Women have limited access to education, particularly higher education.
- The status of women is greatly influenced by traditional society and misinterpretation of Islamic rules.
- Although the question of insecurity is paramount, the strong gender dimensions of women's security issues are completely overlooked.
- There are unrealistic expectations from the International community which expect actions to take place overnight on human development and gender inequality.
- The APHDR is a timely initiative as it will encourage Afghanistan and other countries in the region to focus on gender equality.

**Bangladesh**

- Women's empowerment including political empowerment has experienced a quiet revolution. There is a high proportion of women in the labour force. The country has had two female Prime Ministers.
- Bangladesh has made progress towards meeting the Millennium Development Goals and targets by achieving gender parity in school enrolment and improving access to pure drinking water. Free education has been introduced.
- Awareness among young women about their legal rights is growing. Women's human rights are being promoted through the National Development Policy. Women's Development Policy supports equal rights for women and men.



However Islamic groups are protesting against these policies as being un-Islamic.

- In local councils women are contesting for membership and getting elected. Women are also joining administration, police and army services which is a unique phenomenon among Muslim countries.
- There are ongoing discussions on gender inequality within civil society and the UN in urban centres'. However these issues have not reached or influenced rural areas.

## **Bhutan**

- With a small population of 700,000, the Government has developed a unique index of Gross National Happiness. Bhutan's Development Policy prioritizes women through the draft National Action Plan on Gender focusing on 7 key areas.
- The gender profile is considered conducive for women's empowerment. However discriminatory practices do exist in some areas. For instance women's representation is only 3 per cent in the National Assembly, 6 per cent in the judiciary and 28 per cent in the civil service.
- Women's participation as voters has increased recently. Women have been elected as well as nominated.
- Labour force participation of women in Bhutan is concentrated mostly in rural areas and in agriculture. The late start in modern education in the country, may have affected women's literacy, which remains low and is one cause of the gender gap in employment. Female unemployment is also higher than male unemployment.
- Violence against women exists despite laws. Victims suffer from social stigma, emotional and financial insecurity and a lack of support mechanisms. Prejudice and stereotypes reinforce gender roles and responsibilities.

## **Cambodia**

- Traditional beliefs continue to be reflected in contemporary attitudes and practices which discriminate against women.
- The Government has developed strategic policy interventions. Gender has been mainstreamed in the National Strategic Development Plan. MDG indicators have been expanded to focus on gender inequalities. There is support for gender mainstreaming in line ministries. Laws against Domestic violence, human trafficking and sexual exploitation have been passed recently.
- There is a traditional saying which symbolizes men as gold and women as white cloth which should not be soiled. Such sayings illustrate the prevailing mindsets in society. The women's ministry has adopted a new symbol that shows women are precious gems and men are gold.

- Cambodia has low levels of education, high drop out rates and late entry in education particularly for girls. Low levels of education constrain women's employment and livelihood opportunities. High maternal mortality, low nutritional status and vulnerability to HIV-AIDS all impact heavily on women.
- Accessing economic opportunities and rights are difficult for women. The problem of high and unsafe migration leads to exploitation (particularly sexual). GBV is a major issue for women. The high rate of domestic violence is also linked to the country's history of genocide.
- GEM is very low by regional standards. Women are greatly under-represented in government. Representation in the legislative branches is gradually increasing as well as in commune councils.
- Cambodia faces a substantial human resources gap due to the genocide which affects its capacity to deliver services. The genocide targeted educated and professional people who were killed or forced to leave. Capacity development is a strategic management priority.
- Most resources for development are from donors. Donor pressure affects the policy environment.
- Moving from plans to effective implementation requires cultivating state commitment, developing capacity for gender mainstreaming and ensuring adequate resources. Strategic programmes include women's economic empowerment, women in governance, targeting attitudes, combating GBV and protection from HIV-AIDS.

## China

- The CEDAW committee and Chinese NGOs have outlined major areas of concerns for gender inequality in China. Chinese domestic legislation and policy level measures need to be gender sensitized. Domestic legislation does not define discrimination against women, domestic violence, sexual harassment and marital rape.
- Strategies for fighting gender inequality in China include enhancing the government's legal commitments and accountability for implementation. While gender is included in the Constitution, and some gender sensitive laws have been passed, the gap between laws and implementation needs to be bridged. The national programme for development of Chinese women should be integrated with CEDAW, Beijing Platform and MDGs.
- Women's representation in political bodies, National Congress and Village committees is low. Quotas remain a controversial issue and 'appropriate proportion' policies have been misinterpreted in implementation in some cases.
- Women's labour force participation is concentrated in low wage sectors. Women are generally paid less than men and are vulnerable to unsafe working conditions and trafficking for labour exploitation.
- GBV is a major concern, with the sex ratio of 119 boys for every 100 girls resulting in millions of 'missing women'. Domestic violence is highly prevalent

with a higher proportion of women in rural areas suffering from GBV. Suicide rates among women are high. Lack of reliable statistics to accurately estimate GBV in different forms is a challenge.

- Strategies employed against GBV include the Combating Domestic Violence Network of the China Law Society and the China Gender Facility.

## **India**

- Access to justice is a key obstacle for women due to illiteracy, the slow nature of the judicial system and corrupt lawyers.
- Principles of gender equality exist in the Constitution and preamble, measures to protect women such as the Dowry Prohibition act, the Hindu Succession Act and the Domestic Violence Law have been passed, but lack of funding affects their implementation. Bodies such as the NHRC exclude women as only members of the (mostly male) judiciary can be appointed. An Act against sexual harassment is in progress.
- The Ministry of Women and Child Development is now a stand-alone Ministry (previously under the Ministry of Human Resources). The Ministry of Finance has partnered with each Ministry as a policy, earmarking high budgets for at least two gender sensitive schemes.
- There are some innovative schemes where Gender Budget provisions have resulted in converged services. One such scheme is the Chiranjeevi Yojana in Gujarat. Due to high maternal mortality, the Government costed deliveries in 5 districts and signed a Memorandum of Understanding for a public-private partnership. Services are provided to families below the poverty line. This initiative is successful and needs to be expanded in scale.
- There are gender components in many programmes (such as Reproductive and Child Health [RCH] and Elementary Education). An example of good practice was the consultation of women's groups on the design of transportation by the Ministry of Science and Technology. Buses without seats were demanded by women as they were unable to put their produce on top of the bus. By simply asking, solutions such as this one came about.

## **Indonesia**

- Men and women's rights are guaranteed in the national constitution and other frameworks on Human Rights, education, employment and social welfare. There is a Presidential Decree to integrate a gender perspective into all programmes of Government ministries. However in reality, gender inequality persists in every sector of society.
- Persistent traditional and patriarchal norms, misinterpretation of religious teaching and rise of fundamentalism are increasing gender inequality. There is increasing GBV and trafficking of women.
- There are wide gender gaps in some indicators. Illiteracy among women is double than that of men. Maternal mortality is the highest among ASEAN countries, while migration and trafficking of women are both increasing. The ratio of boys and girls in primary/ secondary education is almost equal.

- There is low participation of women in formal employment. Women are concentrated in the informal sector (often difficult, low paid and dangerous jobs) 86 per cent of men are in the labour force in comparison to 50 per cent of women. Women generally get low paid jobs both in the private sector (e.g. in the textile industry) as well as in government.
- The National Ministry for Women is trying to coordinate, monitor and evaluate and help implement gender policy, but gender sensitivity at the executive level is low. Laws have been passed to promote affirmative action in political parties and to combat human trafficking. The gender equality policy has been integrated into the Mid Term Development Plan 2004-2009.
- Decentralised gender sensitive planning, budgeting, implementing and monitoring under the Mid Term Development Plan is in process. Gender disaggregated data is a priority area.

### **Islamic Republic of Iran**

- Gender issues have been affected by political factors. Changes from reformist to conservative government has shifted perceptions, from seeing women as individuals to women as linked to family. There is tension between women's groups and government.
- There is a National Action Plan on gender issues and there have been improvements in health, family planning and education. The number of women as graduates is an achievement but finding employment opportunities is a challenge for women. 80 per cent of the economy is in men's hands.
- Political participation is low (only 12 out of 290 Parliamentary members are women).
- Building capacity for gender empowerment is a priority. Good practices to build on include an initiative of the Association of Iranian journalists. This is a project on human rights and gender. Guidelines on reporting on women and gender have been issued as part of this project.

### **Lao PDR**

- Unsafe migration, and mobility of women is a significant concern. Statistics show that Thailand is the most common destination and migration is primarily illegal. Female migrants (between 15-20 per cent) work in Thai families. The pull factor is the shortage of unskilled labour in Thailand and the push factors are the low level of education in Laos, combined with poverty and a lack of economic opportunities.
- Trafficking and the sex trade are associated problem areas. Women are vulnerable to abuse and exploitation, HIV-AIDS and drugs addiction.
- Agencies such as International Organisation for Migration (IOM) are engaged in programmes to support migrants such as pre-departure briefing. There are new views of positive effects on economic growth of migrant remittances. However there is a trade-off: temporary workers and out-migration can affect domestic development.

- Although the government has made a lot of progress on CEDAW, stereotypical attitudes are prevalent, and enforcement of laws is not adequate. The CEDAW committee has recommended that the Government of Laos should raise awareness, collect more gender disaggregated data and criminalise marital rape.
- Mechanisms for the advancement of women are not sufficiently strong. Government officials do not have a good understanding of gender issues.
- It is important to raise awareness for changing behaviour and negative norms, and build capacity both in central and local government.
- Law enforcement measures need to be designed and measures for women's advancement need to be put into place. Women need to be included in all levels of leadership.

### **Malaysia**

- There has been progressive advancement of women. Maternal mortality is low and women have a high life expectancy. 61 per cent of women are in tertiary education.
- The national Gender Gap Index, demonstrates a narrow gap on health and education but a wide gap in the labour force and political representation.
- Policy interventions have been initiated – for example setting up Child Care Centres for increasing women's participation in the labour force.

### **Maldives**

- Violence against women is a major concern in Maldives, one in every five women has experienced some kind of violence in her lifetime.
- The country is going through rapid political and constitutional change, and political parties have expanded. Women can increasingly participate and push for more gender sensitive laws.
- There is a lack of gender sensitive laws, despite the fact that the law already criminalises marital rape. A law against domestic violence is being enacted.
- The 2006 census is not gender disaggregated, nor are statistical data in the country.
- On the positive side, maternal mortality rate has been declining, there are sustained high rates of literacy (100 per cent enrollment in primary education and not much gender disparity). The labour force participation rate has doubled from 37 per cent in 2006. However with rapid economic growth there are large disparities in men and women's economic participation.
- Drugs are an issue and prostitution is increasing.

## **Mongolia**

- In the policy sphere, there is political commitment. Women have Equal Rights constitutionally, and the CEDAW and Human Rights Conventions have been signed. While laws exist, their enforcement is an issue. It is important to consider if the fundamental causes of gender inequality are being addressed, despite political commitment.
- Other policy measures can negatively affect gender equality. For example, the population growth rate is supposed to increase from 1.2 per cent to 4 per cent according to an official policy directing each woman to have 4 children to reach this level of growth. The UN and civil society has had a dialogue on this issue with government. This demonstrates what the UN can do to promote gender equality.
- There is mainstreaming machinery in place, however gender focal points are invisible as they don't have resources or capacity. Procedures are not routinised.
- The High Level Committee has changed several times which affects formulation of gender sensitive measures. Civil society has been very active in advocating for gender equality.
- Statistics on gender gaps and gender inequality need to be clearly communicated to policy-makers. For example, generalizations such as 'poor people' need to be avoided, and instead the gender-disaggregated effects on poor women and men should be articulated.

## **Myanmar**

- Traditionally, the relationship between men and women is seen as harmonious. However gender gaps exist in many spheres and are complicated by several factors such as lack of political participation of women in the state. The current priority for the country is democratic transformation and not gender.
- There is no effective national machinery to advise the government on gender issues and priorities, nor are there civil society organisations for women.
- Reliable and credible data is lacking. In the border areas there is no information on GBV. Literacy rates are high as per government figures, but credible and reliable information does not exist.

## **Nepal**

- Government efforts to improve gender equality have increased. However most gender focal points lack resources and capacity.
- A gender-responsive budget committee has been established in the Ministry of Finance. From the current fiscal year, gender audits, gender budgets introduced in ministries.
- A quota for women's political participation could be instrumental in encouraging gender equality. However there is a high degree of gender

discrimination, particularly as rural women are negatively impacted by armed conflict.

- Trafficking is a huge problem, as are wage disparities, low skills and pay-scales.
- Nepal is at the crossroads of social and political participation, this is the proper time and opportunity to ensure adequate measures to promote gender equality: legal provisions and policies; institutional sensitization; and strengthening the voices of women.

### **Phillipines**

- While there have been many laws promulgated, weak legal frameworks, customary laws and household relationships are concerns.
- Multiple discriminations linked to age, residence, ethnicity, religion and gender orientation exist. Vulnerabilities of children and women exist in areas of conflict and natural disasters.
- There are gender inequalities in employment opportunities; occupational segmentation have increased out-migration, and there are negative impacts on women of globalization in areas such as in agriculture.
- There is low representation of women in governance and judiciary.
- Laws and policies have been put into place for gender mainstreaming: gender planning, Gender and Development (GAD) budgeting and capacity building.
- Successes have been demonstrated in gender statistics, planning and policy and gender budgeting including at local levels. The department of education is incorporating gender sensitive components in basic education. Gender studies exist in the curriculum of higher education.
- A women's legislative agenda has been prepared and presented to legislators for sponsorship in the senate and house of representatives.
- Greater efforts have been made to enlist interest and commitments from different sectors for promoting gender equality goals. For example, there are groups like men organized for Violence Against Women and Children. New directions for financing GAD programmes are also being developed.

### **Republic of Korea**

- Gender Impact Analysis (GIA) is a major intervention at central and state levels. As part of this differential impacts of policies on men and women are identified. Gender considerations are integrated under GIA through planning, design and implementation of programmes.
- Several laws have been enacted to remove legal gender discrimination. The main laws to promote gender equity are the Equal Employment Act and Women's Employment Act. However de-jure gender equality is still remote.

- Gender budgeting is aimed at mainstreaming gender concerns in public finance and a number of Parliamentarians have been involved. In 2006 a national Fiscal Management Act was published. This sets a deadline of 2010 for gender components to be published in the Budget.
- Education of public officials is a priority to ensure that gender sensitive thinking is institutionalized.
- Over simplification of methodology needs to be avoided.

### **Sri Lanka**

- The context of gender inequality is characterized by social barriers and concepts of impurity. While a woman may be in a high position in the public sphere, at home she may not be treated equally. The prevalence of GBV, pornography and negative images of women are negative factors. The media has a central role to counter stereotypes and sex symbol images of women.
- The State has taken measures to combat gender inequality. While policies exist, gender equality does not exist.
- There is a high literacy rate of women, yet women are concentrated in unskilled employment or are unemployed. For example, many women work in plantations, yet few women are in Trade Unions. Glass ceilings for women exist in employment.
- Women have high rates of voting, but low political representation.
- There are also some successes. For example, sexual harassment committees and children's desks in police stations have been established; in addition complaints mechanisms and programmes for the sensitization of the police have been introduced.

### **Thailand**

- The experience of gender equality mainstreaming by the Government of Thailand via the CGEO policy mechanism is a significant initiative. A gender equality officer is selected from each Ministry. Chief Technical Officers/Chief Gender Equality Officers (CGEOs) have been established in 19 central ministries. There are 129 departments and independent organizations that implement the policy.
- Throughout the year, the government organizes workshops for gender mainstreaming and analysis. These are also used for reviewing and monitoring gender sensitive approaches and statistics.
- Work is ongoing with Ministry of Education. Government officials are also being trained in the area of gender statistics.

### **Timor Leste**

- There are low levels of women's representation in Ministries. There are also major gender inequalities in the areas of health and employment.



- Laws related to gender inequality have been promulgated. An initial CEDAW report has been finalized.
- Women traditionally do not participate in political decision-making. Parliament has set a quota for women's participation at the Suqa level.
- There are more boys than girls in higher levels of education. Although girls enrolment since 2006 has increased, secondary education for girls shows declining trends.
- Timor Leste has one of the highest rates of maternal mortality in South East Asia.
- Bride price and high trafficking have contributed to low female status.

### **Pakistan**

- A key issue is how power effects gender inequality. Due to Talibanisation in some areas there has been an erosion of the state in terms of addressing gender inequality at the household level.
- Good quality data availability is a challenge, especially sex-disaggregated data and other gender-sensitive ways of organizing data. There are varying sources and unreliable quality of data which hinders the state's ability to act.
- Civil society has become the main channel for donor assistance and is also a significant development partner of the government. The media is playing an important role in advocating for sensitive issues as well as providing checks and balances.
- Routinisation of gender concerns is very important and it is important to move away from projects and move towards instruments such as expenditure and budgeting. Mainstreaming is one of the biggest challenges.

### **Vietnam**

- There are comprehensive legislative frameworks for gender inequality and government funding committed to women's machinery. Effective implementation remains a challenge.
- There are no overall gender gaps in primary and secondary education and there is strong labour force participation by women.
- Cultural factors and beliefs are important although sensitive. Men are considered to be the head of the household, and practices such as sex selection exist.
- Climate change is also a very significant factor. This is likely to have a disproportionate impact on women.
- Macro-economic issues affecting gender inequality are high inflation rates, movement of women from public to private sectors, privatization of basic services. These issues are also linked to health care provision.

- There are gender data gaps around gender based violence. Causality will be very important in this discussion. It is essential to consider the intersection of socio-economic stratification and gender inequality, as there is growing inequality accompanied by economic growth.
- Strategic areas for reducing gender gaps could include macro-economic policy, climate change interventions, engaging men and addressing men's risk taking behaviour, and improving the evidence base for gender policy.
- Experiences for investing in gender equality include mechanisms for working on gender equality (UN Gender Joint Programme) and the development and implementation of two gender laws

### **Summary by Chair**

The Chair for the session remarked on the complexity of gender inequality which defies a one dimensional analysis. Any strategy to reduce the gap would need to be multi-pronged to be implemented seriously. The country presentations had raised diverse and core issues in the discussion and his concluding observations were as follows.

- Policies: Many good policies have been established to promote gender concerns, but progress has not been commensurate. International agencies want to see progress overnight and have failed to realize that concerns are deep-rooted, that the necessary institutions do not exist or need strengthening.
- Progress: Some progress has been made in dealing with gender inequality. At least if not in closing the gap then in preventing it from widening at an accelerating rate. More importantly there has been progress in raising awareness. Here the role of the media is crucial, but more needs to be done on the advocacy front, particularly in rural areas which is one of the places where a change in mindset needs to happen. The change in mindset is necessary to promote representation in decision making bodies.
- Capacity and skills: A large proportion of women are still illiterate even after talking about gender inequality for decades now. But more importantly health is a serious concern, for example Maternal Mortality Rate is extremely high in many countries. Unless one has very good health there is little that one can do to promote women's advancement and gender equality.
- Violence: Gender Based Violence is high. One of the issues of concern is that it seems to be accepted by many communities. GBV has led to high suicide rates among women. Women are afraid to report to the police. Sri Lanka has an innovative approach: it has a special complaint unit.
- Migration and trafficking: This includes sexual exploitation driven by poverty. High rates of unemployment could at first provoke migration but this might end up as trafficking.
- Data: More disaggregated data is required. Many have doubts on the validity of data. There are also too many statistics drawn from disparate sources of data: selecting the right data to be used is a concern.

- Political commitment: Gender issues and how they are taken on, are influenced by the prevailing political conditions. In Iran, for instance, there is a drift from looking at gender issues from the level of the individual to the household level. Another view articulated was that political commitment by itself is not sufficient. It may raise awareness but that is different from actually addressing the issues. Political commitment may only exist on paper.
- Legal systems: A large percentage of women are illiterate and do not understand the laws. Laws need to be made gender sensitive, reviewed or re-drafted. Gender sensitivity among politicians needs to be improved. There needs to be effective national machinery to address gender causes.
- Gender budgeting: Examples were raised from a few countries such as Indonesia, and Nepal for example. Public projects need to be implemented and monitored for gender sensitivity.
- Champions: The need to raise awareness was seen as paramount.
- Role of CSOs: What is its role in promoting gender equality?

## SYNTHESIS OF KEY FINDINGS FROM COUNTRY PRESENTATIONS

Ongoing measures in place	<ul style="list-style-type: none"> <li>• Progress has been made on constitutional provisions, legislation and affirmative action in some countries</li> <li>• CEDAW has been ratified by most countries</li> <li>• Women's concerns are mainstreamed at the formal level in many national development strategies</li> <li>• Gender budgeting has been adopted in some countries – in general it is auditing <i>post facto</i> instead of <i>ex-ante</i> measures</li> <li>• Women's quotas in decision-making bodies have been enacted or plans for enactment exist</li> </ul>
Successes	<ul style="list-style-type: none"> <li>• Women's socio-economic and political empowerment has progressed significantly</li> <li>• There have been improvements in access to education for girls and women</li> <li>• Gender sensitive schemes have been implemented on a varying scale in most countries</li> <li>• Women's political participation has increased at the national level though membership in local bodies remains low</li> <li>• Women are increasingly working in public administration, police and armies</li> </ul>
Issues and Challenges	<ul style="list-style-type: none"> <li>• Women's health is an issue in many countries</li> </ul>

	<ul style="list-style-type: none"> <li>• Gender focal points exist in governments but lack capacity and resources</li> <li>• Data gaps are a significant issue for evidence based policy making</li> <li>• Gender-Based Violence is a concern across many countries</li> <li>• Lack of political will on gender equality</li> <li>• Lack of capacity to implement laws on the ground particularly in post conflict countries</li> <li>• Prejudice, stigma and stereotyping of women</li> <li>• Unsafe migration, mobility and trafficking</li> <li>• Women in the labour force are concentrated in low wage sectors</li> <li>• Sex-ratio between boys and girls major concern in China and India</li> </ul>
--	---

#### 14:00-16:15 Session III: Focusing the APHDR, Asian priorities

**Chair:** *Anuradha Rajivan, Regional Programme Coordinator, HDRU, RCC*

The Chair introduced the session and explained the exercise. The participants were divided into four groups. Each group selected two themes provided (but not limited to) the breakout groups guidance note related to gender inequality. Participants were asked to examine the themes through a Human Development lens, and finally to synthesize their discussion into issues, solutions and three or more key messages to be shared in the plenary.

The main objectives of the session were prioritisation of themes for the APHDR. Each group would need to select the first of their chosen themes and discuss materiality for the sub-region or multiple countries. Themes should be selected for their strategic relevance in bringing about change. The groups would need to consider types of gender-based inequalities and their effects, factors inhibiting positive change and roles of different social groups and structures. The group work could consider policy options, including ways to address the inhibiting factors.

The Group work in this session produced the following presentations on **Priority Theme 1**. Each group identified also the second priority to be discussed in detail on the second day of the consultation.

#### **Group A**

#### **Priority Theme 1: Political Power and Justice System**

#### **Priority Theme 2: Investing in Gender Equality**

There was a discussion on all the themes and the group consensus was that the first three themes were the most important. The group chose political power and justice systems as priority theme one which incorporates voice and representation – both sensitive issues. This theme includes Gender Based Violence, rights based approaches, participation in decision making, legal instruments including CEDAW, empowerment to claim rights, and buy-in from leaders and senior decision makers.

## **Strategic relevance**

- Once you give the voice to women you can make the wider change. This allows you to address other key sub-theme issues (climate change, crisis management etc.).
- CEDAW and instruments provide leverage to pressure governments.

## **Issues**

- Inhibiting factors are: mindsets, unequal power in the household, ideas of masculinity and femininity (both held by women and men), popular culture and education promoting these, internalised gender identities and roles, lack of political will, governance constraints, weak institutional arrangements/support and economic dependence of women.
- There is a need to distinguish between de-jure and de-facto power and actual decision-making processes. Who has the actual power?
- Cultural and social aspects are inhibiting factors. Decision -makers need to be sensitized.
- Countries have different issues, it is important to distinguish between countries where laws and policies are not yet in place, and those where they are in place but implementation is the issue.
- There may be significant numbers of women in Parliament but this may not have sufficient impact. For example if there are strong party power relations, women may not have actual decision-making power. Numbers are the first step, but an understanding of how power and decision making functions is required.
- The gender dimensions of property ownership, inheritance law, family law, adoption, family, marriage, nationality and citizenship laws have to be reviewed. Nationality laws often make women and children stateless. They cannot access services or benefits; the children of divorced parents may also suffer.
- Measurement of inequality should include how men and women are treated differently under the law, extent of membership in political parties, unions, business leadership, differentiated treatment of certain sectors (family, some institutions are excluded from anti-discrimination laws in certain countries), case studies on access to justice.

## **Solutions**

- Catalytic interventions would include building a social consensus, advocacy, legal reform, sensitizing media, men and decision-makers
- Allocating budgets and other resources
- Sharing knowledge and examples
- Dialogue and buy-in from religious leaders
- Facilitating new or changing leadership
- Evidence based interventions
- Demonstrated benefits

## **Key messages**

- Need to sensitise decision-makers and agenda setters and make them allies and champions (CSOs, national mechanism, media, academics, international community)

- Assemble and present the evidence for policy and legal reform (as above as well as research institutes, government stats offices, Ministry of Planning, legislatures)
- Raise awareness and sense of entitlement to exercise and claim rights of people at grass-roots and marginalized groups
- Create incentives and disincentives for key decision-makers and agenda setters (governments and international community)

## **Group B**

### **Priority Theme 1: Investing in Gender Equality**

### **Priority Theme 2: Gender and Justice Systems**

There was a discussion on all the themes, after a voting exercise, the group selected the overarching theme of Investing in Gender Equality. The group incorporated gender policies and laws as a dimension within this theme including institutional reform, data systems, budgets, policies and laws. The second theme selected was Gender and Justice systems. However, the group highlighted that an overlap exists between the two themes selected. GBV, which received the highest number of votes, was not suggested as a priority theme. The group felt that GBV is a manifestation of gender inequality, and an HDR would be able to add value by focusing on underlying issues.

## **Strategic Relevance**

- Gender gaps are persisting, prevailing and increasing.
- Cross- country aspect and subsumes many other issues.
- Investment means channeling resources into a policy formation and law making, planning, budgeting and monitoring for Gender Inequality.
- Investment also requires building capacities for Implementation. Investment has a supply and demand side. Supply side is policy makers, law makers, State implementing bodies, private sector. Therefore there are Rights bearers and Duty holders. Includes media and civil society that create demand.
- Globalization, increased social stratification and macro-economic changes are affecting women negatively in some countries. Innovative and new approaches need to be explored by the AP HDR.

## **Issues**

- **Political inequality:** There is political under-representation and inequality at all tiers of governance. **Political empowerment** at all levels as well as household level is the required. Women need to be empowered not only at the national level but at all levels. Budgets in some countries are at local levels. However, women need knowledge and awareness so that they can exert their voices at this and other levels. Harnessing the collective voice of women and ensuring that they have voice not just participation, as well as the capability to make informed choices requires concerted action. In some countries, women are in Parliament, but they do not exert voice, do not understand their roles, so real participation is the challenge.
- **Socio-Economic inequality** in all spheres of life: Social exclusion of women from change processes, gender Inequality in access to gender justice systems, wage gaps and glass ceilings. Due to globalization there is social stratification and widening gender gaps that need investments.

- **Attitudes and prevailing traditional practices:** Role of beliefs, cultural dimensions, religion and patriarchy that aggravate gender discrimination. These influence communities and women in particular to see discrimination as a way of life. Relationships within the household remain unequal and reinforce the voicelessness of women, e.g. On resource allocations, girls going to school, nutrition and caregivers role versus or as part of the labour force.
- **Inadequate resource allocation and budgets:** There are gender blind/ insensitive budgets in most regions and areas. Although CEDAW commitments have been ratified, compliance should be monitored and resources particularly in health and education have to be allocated to actualize commitment. Justice and law systems need reform and commitment and enforcement mechanisms need funding.

## Solutions

### *Political inequality*

- **Support electoral processes (law making and implementation) for greater representation of women at all levels.** The group felt that policies should go beyond mere quotas and should embrace support for processes including law-making. This also includes drafting of gender sensitive electoral laws.

#### Examples:

- In Malaysia, the Government in August 2004 adopted the policy of at least 30 per cent women at decision-making levels in public sector. UNDP is working with legislative, judicial and executive institutions on trying to ensure that the policy of at least 30 per cent women at decision-making levels will be met.
- In Indonesia, there is an existing quota that is not being implemented. Lobbying of political parties for implementation of these laws by the media, is an innovative approach.
- In Thailand, there are constitutional provisions for the representation of women in the political process. However quotas can also be limiting. In China, it was observed that once the quota was met, there was often no further action.
- **Capacity building of female representatives** on governance at all levels: The concerns were that even if women are elected they often do not have voice. Examples of such capacity support are Women's Associations of elected officials/representatives - these can help support voice, women's caucuses, political education and awareness.

### *Socio/ Economic inequality in all spheres of life*

- Enhance awareness amongst women and local community of women's role in participation in the development process.
- Asset ownership and inheritance laws need to be enacted as they are important for women's social and economic empowerment.
- Target resource allocation in planning, implementation and M&E and women's participation in these processes.

### *Attitudes and prevailing traditional practices*

- Influence opinion makers and religious leaders to lobby for change.
- Popular media needs to be sensitized, alternative media, responsible journalism, films, television etc and projecting women and men in non-traditional roles.
- Advertising industry is another area that reinforces traditional stereotypes. There is a need to sensitize them to move beyond the depiction of women as commodities and in more gender balanced roles.

#### *Inadequate resource allocation and budgets*

- Gender budgeting, resource allocations, planning and monitoring for national and sub-national budgets. Disaggregated data will be required to identify gaps.

#### **Key Messages**

- Put money where your mouth is
- Gender Pact: It's our issue not her issue.
- From policy to practice

#### **Group C**

##### **Priority Theme 1: Gender. Mobility and Migration**

##### **Priority Theme 2: Gender and Crisis**

#### **Issues**

- The Region has countries which both send and receive migrants. All countries are affected and it is increasing both in legal and illegal (trafficking) forms.
- Economic reasons and incentives for migration as well as escape from violence, political and environmental (natural disasters).
- Rural/urban migration is also an issue for countries and can be shaped by conflict, natural disasters and poverty.
- Migration can be empowering (economic opportunities and exposure to different cultures and gender relations) and disempowering (unsafe and illegal migration / trafficking).

#### **Solutions**

- Cross border agreements are essential and countries should sign and implement them.
- Training could be organized to inform migrant workers. The training could be pre departure training on migrant workers rights and ways in which they can seek justice if their rights are abused in recipient countries.
- Skills training and orientation programmes in recipient countries.
- Media should document cases of legal and illegal migration to raise awareness.
- Support the establishment of safe houses in recipient countries and strengthen the role of destination country embassies in recipient countries for grievances.
- Establish hotlines for grievances in recipient countries.



- Government should support remittance process as the poor cannot often access formal banking systems, there are high transaction costs for sending money home and they often use corrupt middle men to do so.
- Governments should reform labour laws to be gender sensitive – for example some countries don't classify domestic work as 'work'

### **Key messages**

- Migration is here to stay – embrace the positive aspects.
- Promote safe migration (some countries are legislating against it).
- Recipient countries should respect and apply international labour standards and laws.

### **Group D:**

#### **Priority Theme 1: Gender and Justice Systems**

#### **Priority Theme 2: Gender and Crisis**

### **Strategic relevance**

- Without a justice system both men and women (particularly from vulnerable groups) have no options.
- No rights without legal rights.

### **Issues/concerns**

- Low representation of women
- Gender insensitivity of judges
- Justice systems must be impartial and gender sensitive
- Review all laws through a gender perspective or less it will reinforce gender biases/discriminations
- Harmonise customary laws/practices and the Constitution
- Issues like honour killing/dowry deaths and warlords
- Legal literacy and awareness raising
- Good governance and corruption is an issue

### **Recommendations/solutions**

- CSOs and the media to highlight both gender sensitive and gender insensitive cases
- Focus on discriminatory laws
- Procedures must be followed
- Avoid gender stereotyping (femininity)
- Involve community and religious leaders/media and opinion makers
- Provoke debate, promote awareness / encourage pressure groups.
- There is a need to formulate Indicators of achievement of women's empowerment such as :
  - Number of cases reported
  - Number of cases filed
  - Number of convictions
  - Number of women in decision making positions
  - Number of reviews by government of existing laws and reformation

## Messages

- If justice is not engendered, women are endangered.
- Access to justice can be a counter to unequal power relations.
- Gender justice is power

## Concluding remarks by Chair

The Chair provided an overview of the prioritisation that emerged through the group work exercise for **Priority Theme 1**. She observed that a lot of ground had been covered in the country presentations and the group work had been very fruitful in assigning which themes would be strategic and transformative entry points for the APHDR. All the sessions tied into each other and complementarities between themes emerged.

In this session, four possible themes emerged as Priority Theme 1 for the APHDR

- Political Power and Justice System
- Investing in Gender Equality
- Mobility and Migration
- Legal Systems and Access to Justice

She highlighted the cross-cutting issues of relevance to be carried forward in relation to the overall discussion. These areas included the role of media and civil society organizations, policies and governance structures, the issue of accountability in the justice system, formal and informal justice systems, culture and religion and the complementarities of official structures and alternative systems. Many of these roles are critical in the articulation of gender inequality and would need to be explored in detail for the APHDR.

Looking at the day's discussion, she also observed that it was clear that in the realm of gender equality, progress on policy formulation has been made by many countries. However the need for skills and capacity remains paramount. Policy interventions such as gender based budgeting were touched upon but remain important concerns. Gender Based Violence emerged as a serious issue across the region.

The Chair thanked all the participants and closed the session.

## 9:00 - 10:15 Session V: Measures, Trends and Priorities for Asia

**Chair:** *Anuradha Rajivan, Regional Programme Coordinator, HDRU/RCC*

The Chair opened the session and noted the significance of measurement for capturing the issue of gender inequality at the macro-level and household micro-level. Selection of data and availability of the correct data is important for the AP HDR on gender to be of policy relevance. Approaches for capturing vulnerability are as equally important as achievement and empowerment measures such as GDI and GEM.

**Measuring Gender (In) Equality: A New Approach** - *Ramesh Gampat, Programme Specialist, HDRU/ RCC*

The presentation focused on the importance of measurement of gender inequality, reviewing popular measures such as GDI and GEM and proposing an alternative

measure based on incorporating the plural dimensions of vulnerability. It was observed that gender gaps have existed since time immemorial and some societies have been more successful at dealing with them. Gender gaps are ultimately about power and competition, unequal power, unequal treatment, unequal rewards.

Popular measures such as the GDI and GEM are complex and difficult to understand. They have been less successful than expected. These indices are beset by several conceptual and empirical issues:

- GDI/GEM are composite measures. The GDI focuses on gender inequality in Human Development while GEM focuses on gender equality in economic and political power for economically advantaged women. The empirical data illustrates that the correlations between GDI and HDI are close – the GDI tracks HDI closely. However the correlation between GDI and GEM is not close and varies across countries.
- GDI/GEM are difficult to understand and interpret. In GDI there is the problem of dominance of the earned income component - equal penalty applied to all gaps for both GDI and GEM. The GDI underestimates the gender gap and tracks mortality, not health and morbidity. The GEM also suffers from data unavailability which results in low coverage and comparability.

Moving towards more intuitive and finely calibrated measurement of gender inequality is important. An alternative index based on the methodology of the HDI can be constructed readily using the plural dimensions of gender vulnerability.

The presenter proposed an alternative approach.

- Drawing from Sen's "plural view of gender inequality", it is possible to look at observable factors (multiple dimensions) that make men and women vulnerable to unequal power and unequal treatment.
- A new index (GVI-Gender Vulnerability Index) can be composed using six dimensions of vulnerability drawing from the plural view concept. These six dimensions combine and add new categories to factor in over-laps and data limitations.
- The six dimensions are demographic inequality, basic and special opportunity inequality, economic opportunities inequality, professional inequality, ownership inequality and household inequality.

The interactive discussion highlighted several issues. With reference to considering representation of women as a measure of empowerment, it was mentioned that both men and women vote in democratic processes. Therefore elected representatives should be able to represent both genders. Why is it that men are not seen as representing women?

Other possible dimensions for the index to consider were raised. As violence and trafficking are not included as part of the index, could there some way of measuring or incorporating them? The issue of measuring violence and cultural practice was also underscored. Compatibility with MDGs and inclusion of vulnerability of men were flagged. The Beijing Platform could be a source for selecting other dimensions.

Importance of the conceptual underpinning for the assignment of weights was raised as being crucial to the new index. Standardization and scaling is a significant issue -

should '1' be used as the index value? In this case, the lower the number the greater would be the reduction in gender inequality value. In popular interpretation however the lower the number the greater is the difficulty in seeing this as an improvement. The inclusion of qualitative indicators that may require subjective judgment was raised as a concern for the index. Other indicators such as those used by the Malaysian Gender Report could be reviewed in the process.

The presenter underscored that the GVI is not official. Countries can be quite sensitive to indices. So it may not be carried in the report. The selected dimensions and indicators would measure the gap, not women's status per se. The indicators are CEDAW and MDG compliant. An important issue for the index would be simplicity as well as data availability. Many data sets are old and all countries may not have this information. Thus, issues of comparability may arise.

**Asian Trends in Gender Equality and Investing in Women, *Pawadee Tonguthai, Invited Expert***

Ms Tonguthai's presentation highlighted the following points:

- Within the economics framework for gender equality, the key arguments in micro-economics are concerned with allocative efficiency and supporting gender equality. In most societies, gender has implications on control of resources and influences men and women's ability to respond to market incentives. There is widespread evidence of gender inequality at the micro-level through existence of inefficiency, sub-optimal allocations and lower growth and welfare.
- The macro-view focuses on aggregate behaviour and most significant arguments for gender equality come from modern growth theory. Investing in women may be an important factor in raising actual and potential growth through improving quality of human capital, better returns for schooling and increase in allocative efficiency of inputs.
- However empirical links between economic growth and aspects of gender equality (legal dimension, political voice and opportunity) do not demonstrate a straightforward relationship.
- Empirical evidence demonstrates a positive correlation between GDI and economic growth but not with GEM. On the legal dimension, there is little research on impact. On political voice, there is no empirical evidence to link with growth. What can be said is that when women have more bargaining power, there are better health and nutritional outcomes for children.
- In terms of economic growth and opportunity of education, there is evidence demonstrating a larger impact of female education on growth than that of men. The wage gap in gender however shows an ambiguous relationship with growth rates.
- In conclusion, the evidence linking gender equality (GE) and growth is not overwhelmingly strong. Indirect effects of GE on growth through impact on poverty alleviation need empirical testing.

**Interactive Discussion**

Participants raised several issues. A suggestion was to re-examine the framework from an efficiency standpoint but also from an economic justice, human development, poverty and human rights perspective. Justice in the economic arena

for women was emphasized as crucial. How can the gender relationships between men and women be changed and how does this relate to micro and macro policy?

Other concerns raised were the intersection of gender with the phenomenon where productivity increases the rate of unemployment. Dimensions to be studied include the role of women in the care economy which often subsidises high growth. An emphasis on studying interventions such as early investments in women, which could mean less population growth and higher per capita income was suggested.

Further research on studying distribution/redistribution of resources and how this links to aggregate growth was recommended. Greater research is required into which sectors include/exclude women in their allocations.

The question of estimating women's unpaid work was highlighted. Women's unpaid work is not included in the computation of economic growth. In what way can it be included to measure contribution to economic growth? How can we measure unpaid work?

A major area for research is to study the gender impact of policies in terms of increased public costs on health, crime etc. What are the ideas or innovations that can be used to measure the cost/impact of gender equality in sectors such as education?

The Chair closed the session with a note of thanks for the substantive remarks raised by participants.

#### **10:30-12:30 Session VI: Focusing the RHDR: Asian priorities**

Chair: *Yumiko Yamamoto, Gender and Trade Advisor, RCC/UNDP*

The Chair introduced the next session as a continuation of the previous day's focus group discussions. The participants reconvened into the same four groups and continued group work. Each group discussed on the **Priority Theme 2** that they had identified the previous day. Participants were asked to examine the themes through Human Development lens.

The Group work in this session produced the following presentations (Session VII below) on **Priority Theme 2**.

#### **1400-1530 Session VII: Focusing the RHDR: ASIAN priorities (cont...)**

Presentation by the breakout groups on **Priority 2 themes** at the plenary

##### **Group A:**

Priority Theme 1: Gender and Justice Systems

**Priority Theme 2: Investing in Gender Inequality**

##### **Strategic relevance**

- This theme relates to the efficiency argument. Thus, it is possible to have a complementary approach focusing on political and economic gaps.
- If resources are not allocated, there will be very few changes in the status quo. If we don't invest in women, we can't capitalize on resources available.

- Investing in facilities, machinery, technology, services - to enable gender equality.
- Boosting the economy, inter-generational pay-offs.

## Issues

- Insensitivity of decision-makers; the state does not intervene in the family; tradition needs to be critiqued about its unchanging application to women, role socialization for women as mothers and wives (putting others first and inhibiting participation in the labour force).
- Need to look at the macro- and micro levels when discussing investment, macroeconomic global policies that drive government policy.
- Inequalities in investment in women at the household level in terms of education and health. Unequal power relations in the household determine how people think about the value of their economic contribution. Women often have little say in how resources are used.
- Women also affected by patriarchal mind-sets which do not translate into equal bargaining power with partners. Economic participation does not translate into empowerment or an equal say in the household.
- Male identity is tied up with being head of the household and the main breadwinner and women's economic independence threatens this – can lead to domestic violence.
- Women's economic contribution is not valued equally (paid or unpaid) e.g. Women are the first to be laid off because their income is considered secondary. Lack of choices and opportunities creates dependency and associated costs for the household and economy at a broader level.
- Occupational segregation, fewer women in senior roles and the gender wage gap.
- Lack of investment in government spending on services, e.g. health, education, and lack of an equity approach to delivery of services (e.g. special measures targeting women) and lack of gender sensitive approaches. If there is no investment in facilities such as safe travel women cannot participate even if there is labour market demand.
- Accession to WTO, trade liberalization, and the impact on women in agriculture. Entry into industrial occupations without social protection. Privatisation of state owned enterprises (in some countries) leading to more informal/ less protected employment.
- Assets and credit-lack of collateral to access credit. Problems of strict loans creating further debt. Women trapped in small credit.
- Effect of migration on gender roles.
- Women are often viewed as expendable resources – chattels - whose well-being can be sacrificed for the household. Selling of women and children and bonded labour. Driven by poverty and culture.
- When times are bad, women's bodies are their only assets.
- Measurement is required to calibrate investment in gender/women in state budgets, unpaid work in national accounts, well being and happiness measures (measurement needs to consider internalized oppression), household and state spending on health and education for girls and women, state spending on social protection and safety nets, how credit is used by the household, data on trafficking and migration, remittances at national and household level, household decision-making over use of resources.

## **Solutions**

- Institutionalising gender budgeting and planning across state responsible ministries (Finance. Economy).
- Critical mass and advocacy with the media.
- Incentives and disincentives for decision-makers.
- International investment.
- Investing in gender sensitive mitigation for natural disasters and climate change

## **Key messages**

- Having control over the purse when the purse is empty is not empowerment.
- Investing in gender equality is not just smart, it's the Rights thing to do.
- Not just gender neutrality but gender sensitivity.

## **Group B:**

### **Priority Theme 1: Investing in Gender Equality**

### **Priority Theme 2: Gender and Justice Systems**

## **Issues**

- Women's access to justice is impeded by lack of voice, assets, resources, cultural barriers and awareness of rights. Laws often have complicated and inaccessible language. Both men and women are often ignorant about Women's Rights.
- Some laws are biased. National level laws often draw upon traditional law that marginalizes women. There are ineffective justice systems at local level, informal and formal laws particularly in Intra-domestic/ Household conflict matters. Informal justice systems are biased against women. Some examples are inheritance laws and property rights, family laws, Shariah law, labour laws such as equal wage, law against sex selection.
- Weak and corrupt judiciary and enforcement agencies, (police and lawyers): Gaps in implementation and enforcement. Laws are not enforced for various reasons (corruption). Elite capture of justice systems often marginalizes women's concerns.

## **Solutions**

- Revise the existing laws, study the gaps, identify the differentiated gender impact of laws on men, women, boys and girls. There are already some successful stories. New legislation (eg. laws on sexual harassment in the work-place, on domestic violence, on prenatal sex selection) makes the legal system more gender sensitive.
- Generate awareness, lobby and advocate for creating a dynamic among the masses for new laws. In fact, revision and advocacy need to go hand in hand.
- Build capacities of judiciary and law enforcers on gender sensitization/implications of genders.
- Increase the numbers of women recruited in judicial and legal enforcement agencies to ensure responsiveness to both male and female concerns.
- Build capacity of media on investigative reporting of judicial and enforcement agencies to be alert to injustice so as to exert pressure that can act as a trigger to ensure accountability.

- Engage popular media to sensitise men and women on positive images, against stereotyping of men and women on roles/ injustice and way forward.
- Legal education/literacy services for men and women to ensure that women are supported to make their voices heard.
- Dialogue with religious/community leaders on complementarities between religious law and national laws. Identify champions and make partnerships with religious and local leaders.

### **Key Messages**

- Laws of the book and laws on the street are different.
- No Equal Rights without Women's rights.

### **Group C:**

#### **Priority Theme 1: Gender and Migration**

#### **Priority Theme 2: Gender and Crisis**

### **Issues**

- Many countries in the region have been going through crisis situations.
- Women are affected most disproportionately in crisis situations yet crisis/disaster preparedness, relief and recovery and the process of decision making processes on such issues are often gender blind .
- Women are not taken into account at all levels. Dimension of women's security is ignored or overlooked.
- Crisis increases violence against women, economic vulnerability of women, flux of the displaced people and migration.
- When one partner dies from the crisis, household tends to face sudden poverty, in case of widowhood, there are also associated discriminations.

### **Solutions**

- In crisis recovery process, there should be a mechanism to provide services to women and other vulnerable groups who have special needs. For example, trauma/crisis centres to combat psychological and social crisis effects and collect complaints from victims.
- Strengthen women's security in crisis; stop violence against women.
- Promote gender equality in all peace processes, disaster risk reduction programs, and crisis recovery processes. Women's experience and knowledge must be valued and incorporated in any plans or policies.
- Building **partnerships** to maximize impact on gender priorities.

### **Key Messages**

- The state must be gender responsive in addressing needs of all vulnerable group during recovery; especially women and ethnic groups.
- More progress legislation needs to be in place after crisis.
- Crisis will not be overcome unless women are empowered to overcome.
- Since majority of women in developing countries are working in agricultural sectors, women may have a good opportunity to engage in food agriculture sector as the demand for food usually increases after a crisis.
- Traditional gender roles, norms and mindsets can change for the good.



**Group D:**

Priority Theme 1: Gender and Justice Systems

**Priority Theme 2: Gender in Crisis Prevention and Recovery**

**Issues**

- Many countries in the Asia Pacific region are going through crises (natural disasters, conflict etc).
- Women are affected most disproportionately in these situations.
- Destruction of infrastructure, economy, and breakdown in security.
- Increased Violence against women.
- Widowhood and associated discriminations.
- Increased flux of the displaced people and migration.
- Increased economic vulnerability of women.
- Dimension of women's security is ignored/overlooked.
- Crisis/disaster preparedness, relief and recovery are often gender blind.

**Recommendations**

- Strengthen women's security in crisis: Stop violence against women.
- Build peace with and for women and involve women in all peace processes. Women must be involved in all stages of the peace and recovery processes, including as high-level negotiators in peace talks. Peace agreements offer opportunities for inclusiveness, democratic reform and gender equality. These opportunities must be seized. Gender provisions must be included in peace agreements and given priority as agreements are implemented.
- Promote gender equality in disaster risk reduction: Support women and men to build back better. Women's unique needs must be incorporated in analyses of disaster risk and post disaster risk assessments. Temporary housing often denies women privacy, increases their vulnerability to exploitation and discrimination and marginalizes widows. This has an effect on the well-being of women and children. Women's experience and knowledge must be valued and incorporated in any plans or policies.
- Ensure gender-responsive recovery: Promote women as leaders of recovery.
- Develop capacities for social change: Work together to transform society.
- Support full implementation of Security Council Resolution 1325. Incorporating gender equality priorities into advocacy and strategic planning in the development, humanitarian, peace, and security spheres.
- Building partnerships to maximize impact on gender priorities.
- Developing gender-responsive funding mechanisms and resource mobilization strategies.

**Key Messages**

- We shall overcome crisis, if women are empowered to overcome.
- Count women in Crisis and Recovery because women count.
- The state must be gender responsive in addressing needs of all vulnerable group during recovery; especially women and ethnic groups.

**Chair:** *Ramesh Gampat, Programme Specialist, HDRU, RCC*

**Reflecting Asian Concerns in the Asia Pacific Human Development Report on Gender – Anuradha Rajivan, HDRU, RCC**

Ms. Anuradha Rajivan reflected on the discussions held throughout the workshop and highlighted areas of consensus emerging from the Asian perspective on gender inequality. She spoke of the remarkable 'gender journey' that had begun and invited all participants to continue with the HDRU on this journey.

Four main themes were discussed by groups, namely gender and justice systems (political and legal gaps), investing in gender inequality, crisis prevention and recovery and migration and mobility. In order of priority accorded by groups **political-legal equity** (gender and justice systems) emerged as Priority theme 1 and the **economic equity** (investing in gender equality) emerged as priority theme 2. Crisis prevention/recovery and mobility and migration were selected as secondary themes.

Groups also clubbed themes – gender based violence (GBV) was discussed under gender and justice systems, while migration was discussed under economic equity and crises. All groups subsumed GBV as a cross-cutting outcome of unequal power relations. Political /legal and economic issues were discussed together by one group. A theme that did not get picked up was energy and environment. No group covered this directly. However, the groups that chose 'gender and crisis' dealt with it through the issue of gender and environmental crisis (food security, natural disasters, climate change etc.). The group that chose 'gender and migration' also discussed environmental factors of why men and women migrate.

She summarized the overall discussions of issues, concerns and key messages on the two priority themes as follows:

**Theme 1: Politico-Legal Equity (Gender and Justice Systems)**

**Issues**

- There is gender inequity in access to law-making structures and political power both in terms of representation as well as effective voice. There is low representation of women at all tiers of governance (political parties, parliaments, trade unions, local bodies, customary laws). Structural imbalances in gender equity are difficult to rectify.
- There are global norms – ideas of equity, CEDAW versus local and national norms. Laws may be biased, national level laws often draw on traditional law that exclude women and promote gender inequality. Customary practices and laws need to be harmonized. This theme has strategic relevance as without a justice system vulnerable men and women have no options.
- Weak and corrupt judiciary and enforcement agencies (judiciary, police and lawyers), gender insensitivity of judges, justice systems are not impartial (including local normative systems).

- Women's access to justice is impeded by ignorance, illiteracy and lack of voice, Issues like dowry killing, dowry deaths and warlords .

## **Recommendations**

- Assess and revise existing discriminatory laws, study gaps, and identify the differentiated gender impact of laws on men, women, boys, and girls. Generate awareness, lobby advocate for new laws. This needs awareness creation and a new dynamic among men and women for new laws. Dialogue with religious/community leaders on complementarities between national laws and alternative/traditional systems .
- Build capacities of judiciary, law enforcement agencies for gender sensitive implementation so that procedures are followed .
- Build capacity of media for investigative reporting for pressure and lobbying and avoiding gender stereotyping. CSO's and media need to highlight gender insensitive issues such as sex selection, inheritance etc .
- Legal education, literacy services for men and women to ensure that women's voices are heard .

## **Key Messages**

- Laws of the book and laws on the street are different .
- No Equal Rights without Women's Rights .
- If justice is not engendered, women are endangered .
- Access to justice can be a counter to unequal power relations .
- Gender justice is power .

## **Theme 2: Economic Equity (Investing in Gender Equality)**

### **Issues**

- Political inequality, under-representation of women, lack of voices of women in elected positions and at all tiers of government. (This overlaps with Gender and Justice systems but is important to understand that proactive investment is needed in this area).
- Socio-economic inequality, social exclusion of women from change processes, gender inequality in access to justice. Wage gaps, glass ceilings, macro-economic trends show widening gender gaps across the region. Household relationships can privilege men over women, and power dynamics within households on male and female roles are problematic .
- Attitudes and prevailing traditional practices, Gender Based Violence, existing mind sets, role of traditional beliefs and patriarchy in aggravating gender discrimination .
- Inadequate resource allocation and budgets: gender blind insensitive budgets in most regions. Health and education budgets do not take into account gender differentiated impacts on women. While CEDAW commitments have

been ratified, financial commitments need to be actualised. Justice and enforcement systems need reform and funding.

- Theoretical arguments advocate for efficiency but empirical evidence is mixed.

### **Recommendations**

- Support electoral processes for greater representation for women at all levels with capacity building of elected women to move beyond quota and empower 'voices'.
- Target pro-gender investment and spending. Support resource allocation in planning, monitoring, implementation and M&E for CEDAW commitments. Institutionalize gender budgeting and planning as formal mechanisms across at all tiers of government (particularly in Finance and Economic Policy). Establish incentives and disincentives for decision makers for gender sensitive policies.
- Legislation for resources, asset ownership and inheritance laws will need to be reviewed and re-crafted.
- Measuring inequalities through gender disaggregates in micro and macro data collection is essential.
- Investing in gender sensitive mitigation for crises, natural disasters, climate change and even economic crises.

### **Key Messages**

- Put money where your commitment/mouth is.
- It's 'our' issue not her issue.
- Having control over the purse when the purse is empty is not empowerment.
- Investing in gender equality is not just smart, it's the 'rights' thing to do.
- Not just gender neutrality but gender sensitivity.

### **Concluding Remarks:** *Omar Noman, Management, RCC/UNDP*

Mr. Omar Noman thanked stakeholders for participating in the meeting sharing their knowledge, expertise and experiences. He reflected that the consultations had been very substantive and had drawn from a range of perspectives across the Asian region. These inputs as well as forthcoming Pacific consultations would be vital in focusing the theme of the APHDR as well as drawing research, case studies and examples from the region. The continued engagement of all stakeholders in the "gender journey" would make the Report topical, regionally relevant and a tool for furthering the dialogue on gender inequality across the Asia Pacific region.

### **Chair:** *Ramesh Gampat, HDRU/RCC*

The Chair concluded the meeting with a vote of thanks and a request for participants to provide feedback on the consultation and nominations of gender champions that

HDRU could contact while preparing the Report. He hoped that all participants had enjoyed the process.

He observed that the HDRU had gleaned a lot from the collective expertise at the consultation. Expected outcomes of the consultations had been fulfilled, namely stakeholder prioritization of sub-themes, buy-in and partnerships and thematic discussion on issues, solutions and advocacy messages under each selected sub-theme.

He invited all the participants to join the Asia Pacific Human Development Network (<http://www.undprcc.lk/ext/HDRU/index.asp>) on gender as soon e-discussions will be initiated. HDRU would welcome the continued sharing of ideas, thoughts and experiences on this extremely sensitive and exciting theme. He invited all to contribute to the Report ensuring that it would be 'by and for the people of Asia Pacific'.

End of meeting

## Annex I

### CONCEPT NOTE

#### ASIA PACIFIC HUMAN DEVELOPMENT REPORT ON GENDER “OVERCOMING UNEQUAL POWER” ASIA STAKEHOLDER CONSULTATION



*Meritus Pelangi Beach Resort & Spa, Langkawi, Malaysia, April 14<sup>th</sup> to 15<sup>th</sup>*

#### 1. THE ASIA-PACIFIC HUMAN DEVELOPMENT REPORTS

The Asia Pacific Regional Human Development Report (RHDR) on **Gender** will be the third in a regular series, led by the Human Development Report Unit, housed at the UNDP Regional Centre in Colombo. The first RHDR in this series was the 2006 Report titled *Trade on Human Terms: Transforming Trade for Human Development in Asia and the Pacific* which was followed by the one on corruption, *Tackling Corruption, Transforming Lives: Accelerating Human Development for Asia and the Pacific*, to be launched soon.

HDRs are policy-advocacy tools to explore critical development issues from a human development perspective. There is a fundamental difference between a technical analysis of an issue versus an exploration from a human development lens, which is an important element of the value added of an HDR.<sup>2</sup> HDRs aim to provide policy options by bringing *people to the centre of development concerns* for poverty reduction, countering inequalities, promoting internationally accepted development goals and, ultimately, promoting human development.

#### 2. GENDER: OVERCOMING UNEQUAL POWER

Relations between men and women are at the foundation of society. The proposed Asia Pacific Human Development Report provides an opportunity for contribution to transformative thinking by exploring the very fundamentals of gender-based inequalities that restrict choices and identifying strategic triggers for countering them. **The overarching framework for the Report has been identified as ‘unequal power and voice’** with a focus on gender socialization and identities which influence opportunities and choices for women and men. There are expected to be many sensitive aspects to this work, for example, those involving an exploration of cultural norms and practices.

Discussions so far have identified six themes for consideration under the overall framework of unequal power: ***justice systems, economic equality, energy and environment, gender-based violence, crisis prevention and recovery, mobility and migration.***

---

<sup>2</sup> For details, see APRI 2005. “From Development to Human Development: Tool for Examining Themes from a Human Development Perspective .”

In spite of the many attempts at bridging male-female gaps in recent decades, gender inequality persists across the world as in Asia Pacific countries, including some extreme forms of discrimination that threaten survival, sustenance and human dignity. Can we identify critical underlying factors that inhibit gender equity in Asia and the Pacific? While a focus on women's empowerment is crucial, do we need a better understanding of ideas of masculinity? Even when improved opportunities for women can increase productivity and contribute to economic growth, unequal opportunities continue. Perhaps a win-win at the macro level is not adequate when there are dimensions of win-lose at the household level. What are some of the second generation issues emerging, for example male underperformance in schools? Do we want to replace one type of inequality by another? What should be the way forward when global norms are at variance with local ones? What could be the policy options?

[The Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including to:

- incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.

As of April 2008, 185 out of 192 UN Member States worldwide have ratified, acceded or succeeded to the Convention. In Asia there are 24 countries which have ratified, acceded or succeeded out of 25 in the region.<sup>3</sup>

### **3. OBJECTIVES OF THE CONSULTATION**

The Asia consultation will be held in Langkawi, Malaysia, on 15-16 April 2008 as the first of two consultations for the Report. This will be followed by the Pacific consultation in Suva, Fiji, on April 21<sup>st</sup> to 22<sup>nd</sup>. The Asia stakeholder consultation aims are to:

---

<sup>3</sup> The countries that have ratified/acceded/succeeded are Afghanistan, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, China, DPR Korea, India, Indonesia, Japan, Lao PDR, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Pakistan, Philippines, Republic of Korea, Singapore, Sri Lanka, Thailand, Timor-Leste and Viet Nam. The Islamic Republic of Iran has not ratified/acceded/succeeded to CEDAW.

- Introduce stakeholders to the Asia-Pacific HDRs and the theme of 'gender' for this RHDR
- Share an overall view of trends in gender differences and issues in Asia and within its different sub regions of South and East Asia
- Discuss an 'Asian perspective' for understanding gender, gender differences, and the causes and consequences of inequality along with methods to examine and measure gender gaps
- Take account of stakeholder priorities in identify and sharpening sub themes that are cognizant of the concerns in Asia
- Provide a platform for stakeholders to share experiences, highlight priorities and solutions that affect people's lives and to analyze whether and why gender inequality may be more prevalent in some countries or sectors rather than others
- Support capacity development on gender and human development
- Tap into Asian thinking on addressing sensitive aspects of the work
- Explore emerging thematic issues from various perspectives with a focus on solutions and derive broad messages to guide and inform (in a two-way feedback process) research
- Discuss ways in which gender is presently being measured and to discuss alternative proxy measures that focus more sharply on the lives of ordinary people
- Promote buy-in for the RHDR and thus strengthen its policy advocacy potential

#### 4. EXPECTED OUTCOMES OF THE CONSULTATION

- Exchange of key concerns, experiences and good practices across stakeholders and countries regarding gender equality
- Explore Asian perspective(s) and priorities on gender and human development
- Advance the ongoing discussions to narrow down thematic focus for the Report taking account of the six key sub themes of:
  1. ***gender and justice systems*** (laws and law makers)
  2. ***investing in gender equality*** (economic benefits)



3. **gender energy and environment** (*women have been adapting, but how does adaptation affect choices for men and women*)
  4. **gender-based violence** (*underlining unequal power*)
  5. **gender in crisis prevention and recovery** (*male-female differences in impact*)
  6. **gender migration and mobility** (*given the unprecedented surge in recent female mobility*)
- Sharpen the indicative directions for the RHDR on Gender and identify how the Asian experience can be best reflected in the Report.

\*\*\*

**Annex II: Agenda**  
**ASIA PACIFIC HUMAN DEVELOPMENT REPORT ON 'GENDER'**  
**THEME: ADDRESSING UNEQUAL POWER**  
**ASIA STAKEHOLDER CONSULTATION**  
 Meritus Pelangi Beach Resort & Spa, Langkawi, Malaysia  
 April 14<sup>th</sup> to 15<sup>th</sup>, 2008

<b>DAY 1: Monday, April 14<sup>th</sup></b>	
<b>08:30 – 09:00</b>	<b>Registration of participants (multimedia)</b>
<b>09:00 – 10:30</b>	<p style="text-align: center;"><b><u>SESSION I: SETTING THE SCENE</u></b>  <i>Chair: Omar Noman, RCC/UNDP</i></p> <p><b>Welcome Remarks and Opening Statement:</b> <i>Omar Noman, Chief of Policies &amp; Programmes, RCC/UNDP</i></p> <p><b>Roundtable</b> <i>Introduction of participants</i></p> <p><b>The APHDR and Objectives of the Consultation -</b> <i>Anuradha Rajivan, Programme Coordinator, HDR Unit, RCC/UNDP</i></p> <p><b>Current Trends and Issues for Asia on Gender –</b> <i>Yumiko Yamamoto, Gender and Trade Advisor, Trade Team, RCC/UNDP</i></p> <p><b>Interactive Discussion</b></p> <p><b>Summary by Chair</b></p>
<b>10:30 – 10:45 NETWORKING BREAK</b>	
<b>10:45 – 12:45</b>	<p style="text-align: center;"><b><u>SESSION II: STAKEHOLDER EXPERIENCES</u></b>  <i>Chair: Ramesh Gampat, HDRU, RCC/UNDP</i></p> <p><b>Tour de Table by stakeholders (5 mins each):</b>  <b>Overcoming unequal power and voice, promoting human development – key issues, experiences and good practices</b></p> <p><b>Interactive Discussion</b></p> <p><b>Summary by Chair</b></p>
<b>12:45 – 14:00 LUNCH</b>	

14:00 – 16:15	<p style="text-align: center;"><b><u>SESSION III: FOCUSING THE APHDR: ASIAN PRIORITIES</u></b>  <i>Chair: Anuradha Rajivan, HDRU, RCC/UNDP</i></p> <p><b>Focus Group Discussion on Priority 1 Theme</b> (guidance sheet provided):</p> <ul style="list-style-type: none"> <li>• Formation of 4 break-out groups</li> <li>• Groups to identify two (or more) most relevant themes for strategic policy focus in Asian countries (six options suggested are - )</li> <li>• Explore the <b>first</b> of the identified themes (Priority 1) in greater detail (suggested guidelines for discussions provided) <ul style="list-style-type: none"> <li>(a) why important – materiality for the sub region or multiple countries and strategic relevance in bringing about change</li> <li>(b) types of gender-based inequalities and their effects, how can they be better exposed and what innovative measures can we use</li> <li>(c) factors inhibiting positive change</li> <li>(d) what can people do – how can women and men be motivated to make the transformation – at home, at school, at the workplace, etc.</li> <li>(e) what can policies/laws do</li> <li>(f) what can media and CSOs do (to include men, women and sexual minorities and the exceptional discrimination they face)</li> <li>(g) policy options, including ways to address the inhibiting factors</li> <li>(h) Key messages emerging</li> </ul> </li> </ul> <p>Group members are, of course, free to go beyond this.</p>
<b>16:15 – 16:30 NETWORKING BREAK</b>	
16:30 – 17:30	<p style="text-align: center;"><b><u>SESSION IV: FOCUSING THE AP-HDR – FIRST PRIORITY THEMES AND SUMMING UP FOR DAY 1</u></b>  <i>Chair: Ramesh Gampat, HDRU, RCC/UNDP</i></p> <p>Presentations by the breakout groups on <b>Priority 1</b> themes at plenary</p> <p><b>Interactive discussion</b></p> <p>Summary by Chair</p> <p><b>Summing up of Day 1 and Plan for Day 2:</b> <i>Omar Noman, RCC/UNDP</i></p>
<p><b><u>RECEPTION</u></b></p> <p>Participants from the Asia Stakeholder Consultation for the APHDR on Gender are invited to:</p> <p><b>A Welcome BBQ Dinner</b></p> <p>Time: 19:30</p>	

Venue: The Boat House Restaurant	
<b>DAY 2: Tuesday, April 14<sup>th</sup></b>	
<b>09:00 – 10:15</b>	<p><b><u>SESSION V: MEASURES, TRENDS AND PRIORITIES FOR ASIA</u></b>  <i>Chair: Anuradha Rajivan, HDRU, RCC/UNDP</i></p> <p><b>Measuring Gender (In)Equality: A New Approach</b> - Ramesh Gampat, Programme Specialist, HDR Unit, RCC/UNDP</p> <p><b>Interactive Discussion</b></p> <p><b>Asian Trends in Gender Equality and Investing in Women</b> – Pawadee Tonguthai, Invited Expert</p> <p><b>Interactive Discussion</b></p>
<b>10:15 – 10:30 BREAK</b>	
<b>10:30 – 12:30</b>	<p><b><u>SESSION VI: FOCUSING THE RHDR: ASIAN PRIORITIES</u></b>  <i>Chair: Yumiko Yamamoto, Trade, RCC/UNDP</i></p> <p><b>Focus Group Discussion on Priority Theme 2</b> (guidance sheet provided):</p> <ul style="list-style-type: none"> <li>• Continue group work</li> <li>• Explore the <b>second</b> of the identified themes (Priority theme 2) in greater detail (suggested guidelines for discussions provided)</li> </ul>
<b>12:30 – 14:00 LUNCH</b>	
<b>14:00 – 15:30</b>	<p><b><u>SESSION VII: FOCUSING THE RHDR: ASIAN PRIORITIES (CONT...)</u></b>  <i>Chair: Omar Noman, RCC/UNDP</i></p> <p>Presentation by the breakout groups on <b>Priority 2 themes at plenary</b></p> <p><b>Interactive discussion</b></p> <p>Summary by Chair</p>
<b>15:30 – 15:45 BREAK</b>	

<p><b>16:00 - 17:00</b></p>	<p style="text-align: center;"><b><u>SESSION VIII: CONCLUDING SESSION</u></b>  <b><i>Chair: Ramesh Gampat, HDRU, RCC/UNDP</i></b></p> <p><b>Reflecting Asian Concerns in the Asia Pacific Human Development Report on Gender – <i>Anuradha Rajivan, HDRU, RCC/UNDP</i></b></p> <p><b>Interactive Discussion: Suggestions from participants</b></p> <p><b>Summary by Chair</b></p> <p><b>Concluding Statement: <i>Omar Noman, RCC/UNDP</i></b></p>
-----------------------------	---



**Annex III**  
**Guidance Note for Sharing Stakeholder Experiences**  
ASIA PACIFIC HUMAN DEVELOPMENT REPORT  
THEME: GENDER  
ASIA STAKEHOLDER CONSULTATION

Meritus Pelangi Beach Resort & Spa  
Langkawi, Malaysia  
April 14<sup>th</sup> to 15<sup>th</sup>, 2008

**Guidance Note for Sharing of Stakeholder Experience – Session II**

**Objectives**

The Asia Stakeholder Consultation is the first of two stakeholder consultations that are part of the process for the preparation of the next Asia Pacific Human Development Report on Gender. The second consultation in Suva, Fiji will cover issues from the Pacific Sub Region.

The objective of the “Sharing Experiences” session (see Agenda, Session II) is simple: it is to hear views and experiences related to gender (in)equality from stakeholders in Asia, as well as to learn their ideas for tackling gender inequalities.

**Presentations**

Each stakeholder is invited to do a 5-minute presentation during Session II on Monday, April 14<sup>th</sup>. You do not need to prepare a PowerPoint presentation or write a substantive, indepth paper. However, feel free to do so if you wish, as we would use it as additional inputs for the Report.

We are most interested in hearing your perspectives and experiences with the issue of gender equity, and related concerns, challenges and successes in your particular institution and country. In terms of the structure of the presentation, we suggest that some or all of the following issues could be covered:

- Importance of the issue of gender for the region (Asia), sub region (East and South Asia) or a particular country
- Some of the major trends in gender inequality
- Strategies to fight gender inequality
- Solutions you would propose – based on your experience
- Any instructive experience
- Other specific concerns and issues

**Suggested sub themes relating to stakeholders’ experience: Linking Gender Issues to Human Development**

1. gender and justice systems
2. investing in gender equality
3. gender energy and environment
4. gender based violence
5. gender in crisis prevention and recovery
6. gender migration and mobility

**One-pager**

We suggest that you prepare a one-page (longer, if you wish) paper on your presentation and send it to us before the consultation. This will be a useful way of taking stock of knowledge that can be drawn upon to supplement research for the Regional Human Development Report on Gender.

**Annex IV**  
**PARTICIPANTS**

No.	Country	Name	Organization
1	Afghanistan	Ms. Shipra Bose	UNDP Afghanistan
2		Ms. Fezeh Hosseini	UNDP
3	Bangladesh	Mr. Shamim Ahmad	United News of Bangladesh
4	Bhutan	Ms. Pema Choden	Gross National Happiness Commission
5	Cambodia	Ms. Anna Collins-Falk	UNDP/Ministry of Women's Affairs
6	China	Ms. Yiping Cai	Women's Studies Institute of China
7	India	Ms. Sunita Saxena	Ministry of Finance, Dept. of Economics, Government of India
8		Ms. Benita Sharma	IFES, Womens Legal Rights Initiative
9	Indonesia	Mrs. Sri Danti	Ministry of Women's Empowerment
10		Mr. Abdurrahman Syebubakar	UNDP
11	Islamic Republic of Iran	Mrs. Badrossadat Mofidi	Association of Iranian Journalists
12		Ms. Melina Seyfollahzadeh	UNDP - I.R. Iran
13	Lao PDR	Ms. Chansoda Phonethip	Lao National Commission for the Advancement of Women
14		Ms. My Linh Nguyen	UNDP Lao PDR
15	Malaysia	Ms. Linda Yim Peng Tham	UNDP
16		Mrs. Wan Nur Ibtisam Wan Ismail	Ministry of Women, Family and Community Development
17		Ms. Laura Wai Yi Lee	UNDP
18	Maldives	Ms. Aishath Raniya Sobir	UNDP



19		Ms.Zulaikha Shabeen	Ministry of Gender and Family
20	Mongolia	Ms. Davaadulam Tsegmed	UNDP Mongolia
21		Ms. Amgalan Terbish	Gender Centre for Sustainable Development
22	Myanmar	Mr. Myo Lwin	Myanmar Times Weekly Journal
23		Mr. Aye Lwin	UNDP Myanmar
24	Nepal	Ms. Neeta Thapa	Independent
25	Pakistan	Ms. Faiza Effendi	UNDP Pakistan
26	Philippines	Prof. Amaryllis Torres	National Commission on the Role of Filipino Women
27	Republic of Korea	Dr. Hyunjoo Song	Korean Institute for Gender Equality Promotion and Education
28		Ms. Lee Bong-Mi	Korean Institute for Gender Equality Promotion and Education
29	Sri Lanka	Ms. Manel Chandrasekara	Ministry of Child Development & Women's Empowerment
30	Thailand	Prof. Pawadee Tonguthai	Thammasat University, Faculty of Economics
31		Mrs. Duangsuda Muangwong	Bureau of Gender Equality Promotion office of Women's Affairs and Family Development
32	Timor Leste	Mr. Helder Godinho Martins	Ministry of Justice
33		Ms. Laurentina Domingas Soares	UNDP
34	Viet Nam	Ms. Ingrid Fitzgerald	UNDP and UN RCO
35	UNDP	Ms. Surekha Subarwal	UNDP India
36		Ms. Cherie Hart	RCB
37	UNDP RCC	Mr. Omar Noman	RCC Management
38		Ms. Anuradha Rajivan	HDRU
39		Mr. Ramesh Gampat	HDRU

40		Ms. Yumiko Yamamoto	Trade & Investment
41		Mr. Omar Siddique (rappatour)	HDRU
42		Ms.Rohini Kohli (rappatour)	HDRU