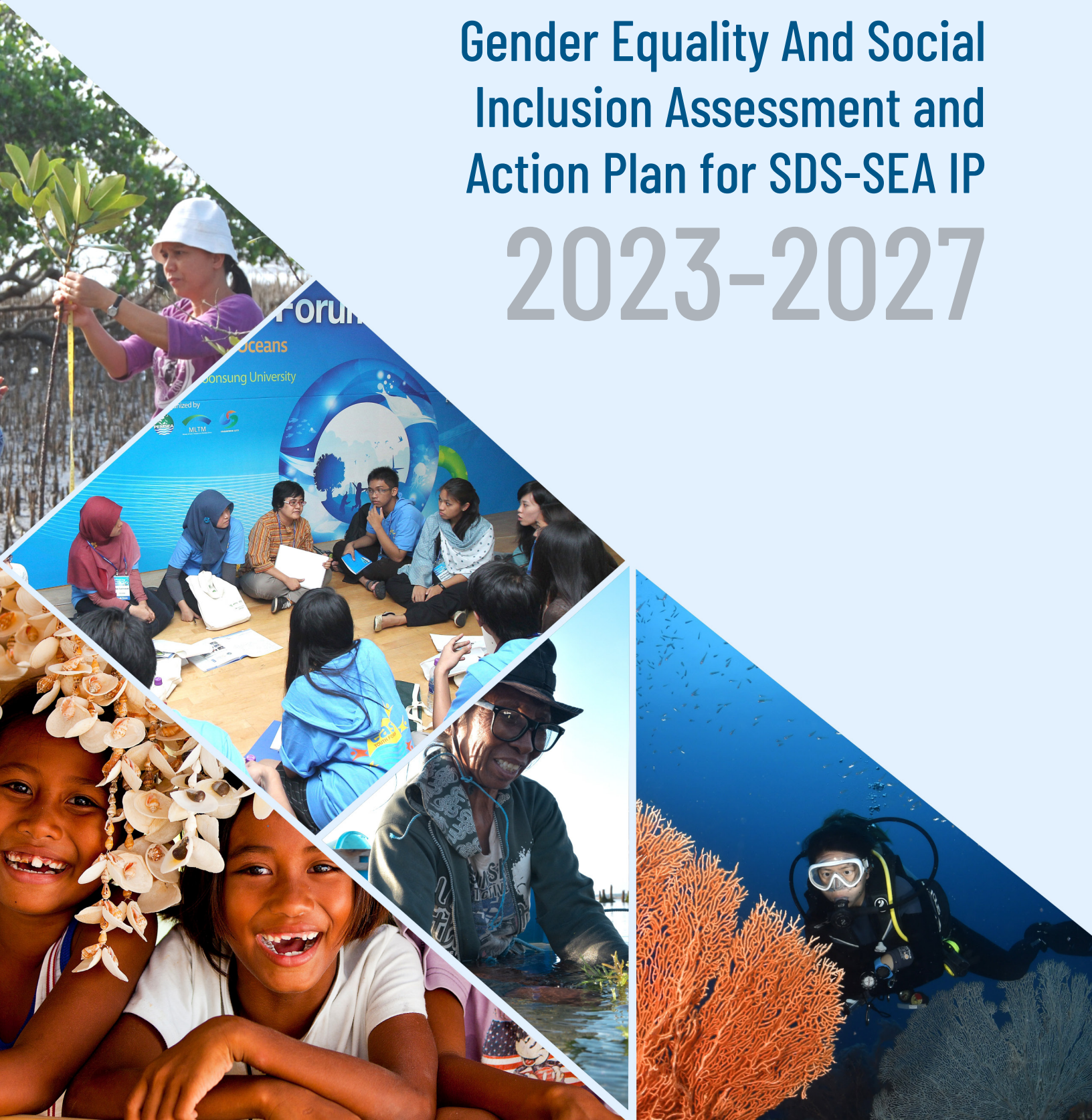




# Gender Equality And Social Inclusion Assessment and Action Plan for SDS-SEA IP 2023-2027







**Gender Equality And Social  
Inclusion Assessment and  
Action Plan for SDS-SEA IP  
2023-2027**

## Gender Equality and Social Inclusion Assessment and Action Plan for SDS-SEA IP 2023-2027

This publication may be reproduced in whole or in part and in any form for educational or non-profit purposes or to provide wider dissemination for public response, provided prior written permission is obtained from the PEMSEA Executive Director, acknowledgment of the source is made and no commercial usage or sale of the material occurs. PEMSEA would appreciate receiving a copy of any publication that uses this publication as a source.

No use of this publication may be made for resale, any commercial purpose or any purpose other than those given above without a written agreement between PEMSEA and the requesting party.

Published by Partnerships in Environmental Management for the Seas of East Asia (PEMSEA) in Quezon City, Philippines.

PEMSEA. 2023. Gender Equality and Social Inclusion Assessment and Action Plan for SDS-SEA IP 2023-2027. Partnerships in Environmental Management for the Seas of East Asia (PEMSEA), Quezon City, Philippines. 41 p.

The activities described in this report were made possible with financial support from the government of the Republic of Korea.

The contents of this publication do not necessarily reflect the views or policies of PEMSEA Country and Non-Country Partners and its other participating organizations. The designation employed and the presentation do not imply expression of opinion, whatsoever on the part of PEMSEA concerning the legal status of any country or territory, or its authority or concerning the delimitation of its boundaries.

### PEMSEA Resource Facility

P.O. Box 2502, Quezon City 1165, Philippines  
Tel: (+632) 8929-2992 Fax: (+632) 8926-9712  
Email: [info@pemsea.org](mailto:info@pemsea.org)  
[www.pemsea.org](http://www.pemsea.org)



# Table of Contents

Acronyms and abbreviations	ii
<b>INTRODUCTION</b>	1
<b>SDS-SEA IMPLEMENTATION PLAN</b>	5
GESI Assessment	6
SDS-SEA IP GESI Action Plan	7
Organization of the GESI Assessment and Plan	8
<b>METHODOLOGY</b>	9
Literature Review	9
Stakeholders Consultation	10
<b>GESI CONTEXT AND KEY FINDINGS</b>	11
Regional Characteristics	11
National Legal Frameworks and Policies	12
<b>GESI GOOD PRACTICES IN THE EAST ASIA REGION</b>	17
Government Ministries Responsible for Mainstreaming Gender and Social Inclusion	17
GESI Integration through Cooperation with Government Agencies	18
GESI in Fisheries, Coastal Resources and Livelihood	19
GESI in Biodiversity Management and Climate Change	21
GESI Sharing Information and Knowledge	25
GESI in Science and Technology	26
GESI in Waste Management	27
<b>INITIAL SURVEY RESULT</b>	29
GESI In the Organization	29
GESI in Program and Project Implementation	32
<b>GESI RECOMMENDATIONS FOR SDS-SEA IP 2023-2027</b>	36

# Acronyms and abbreviations

ACB	ASEAN Center for Biodiversity	IOC/WESTPAC	IOC Sub-commission for the Western Pacific
ADB	Asian Development Bank		
ASEAN	Association of Southeast Asian Nations	IOI	International Ocean Institute
CCA	Climate Change Adaptation	IUCN ARO	International Union for Conservation of Nature Asia Regional Office
CHED	Commission on Higher Education	IPIECA	International Petroleum Industry Environmental Conservation Association
CIP	Conservation International Philippines	IRBM	Integrated River Basin Management
CoP	Community of Practice	IMO	International Maritime Organization
CTI	Coral Triangle Initiative	IWLEARN	International Waters Learning Exchange and Resources Network
CTI-CFF	Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security	IWRM	Integrated Water Resources Management
DepEd	Department of Education	IP	Implementation Plan
DRR	Disaster Risk Reduction	IPs	Indigenous Peoples
EAS	East Asian Seas	IPB	Institut Pertanian Bogor
EBEIS	Enhanced Basic Education Information System	IUCN	International Union for Conservation of Nature
EASPC	East Asian Seas Partnership Council	KEI	Korea Environment Institute
GAD	Gender and Development	KIOST	Korea Institute of Ocean Science and Technology
GBF	Global Biodiversity Framework	KMI	Korea Maritime Institute
GEF	Global Environment Facility	KOEM	Korea Marine Environment Management Corporation
GESI	Gender Equality and Social Inclusion	MABIK	Marine Biodiversity Institute of Korea
HEMIS	Higher Education Management Information System	MFF	Mangroves for the Future
ICM	Integrated Coastal Management	MPA	Marine Protected Area
IOC	Intergovernmental Oceanographic Commission		



NAP	National Action Plan	SEAFDEC	Southeast Asian Fisheries Development Center
NBSAP	National Biodiversity Strategic Action Plan	SEAKB	Seas of East Asia Knowledge Bank
NSOC	National State of Ocean and Coasts	SPREP	Secretariat of the Pacific Regional Environment Programme
OECD	Organisation for Economic Co-operation and Development	SEI	Stockholm Environment Institute
OPRI	Ocean Policy Research Institute	UNDP	United National Development Programme
PEMSEA	Partnerships in Environmental Management for the Seas of East Asia	UNEP	United Nations Environment Programme
PML	Plymouth Marine Laboratory	UNESCO	United Nations Educational, Scientific and Cultural Organization
PNLG	PEMSEA Network of Local Governments for Sustainable Coastal Development	UNFCCC	United Nations Framework Convention on Climate Change
PNLC	PEMSEA Network of Learning Centers	UPMSI	University of the Philippines Marine Science Institute
PRF	PEMSEA Resource Facility	UPV	University of the Philippines Visayas
RSOC	Regional State of Ocean and Coasts	USAID	United States Agency for International Development
SAP	Strategic Action Plan	WLF	Women Leaders' Forum
SDG	Sustainable Development Goal	YSLME	Yellow Sea Large Marine Ecosystem
SDS-SEA	Sustainable Development Strategy for the Seas of East Asia		



Photo by Tangerang Regency





Photo by PEMSEA/J. Peralta

## Introduction

UN Sustainable Development Goal 5 is “Achieve gender equality and empower all women and girls”. Part of the recommendations of EAS Congress 2021 is to ensure gender responsiveness of PEMSEA’s regional strategy, policies and programs on sustainable coastal and marine development. This means ensuring that gender perspectives and attention to the goal of gender equality and social inclusion are central to all activities from policy development, research, advocacy/ dialogue, legislation, resource allocation, planning, to the implementation and monitoring of programs and projects.

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not solely a women’s issue, but it should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and an indicator of, sustainable people-centered development.

Social inclusion is a broader concept, and is about ensuring that all members of society, including people with disabilities, are included in key processes, including but not limited to decision-making, consultation, employment opportunities, or involvement in government service delivery. The United Nations (UN) defines social inclusion as “the process of improving the terms of participation in society, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice and respect for rights”.<sup>1</sup>

In summary, Gender Equality and Social Inclusion (GESI) is the state or condition that affords all individuals (women and girls, men and boys) regardless of gender, age (including youths and senior citizens), race, religion, nationality, gender identity, sexual orientation, disability, ethnicity, and socio-economic status, the equal enjoyment of human rights, socially valued goods, opportunities, and resources.

---

<sup>1</sup> United Nations 2016 Leaving No-One Behind: The Imperative of Inclusive Development. <http://www.un.org/esa/socdev/rwss/2016/chapter1.pdf> 4 Ibid.

## The Benefits of GESI

There are several benefits of GESI implementation, several studies conducted in the region as well as other part of the world indicated advantages and gains from initiating and implementing GESI these include:



Women's economic empowerment **boosts productivity**, increases economic diversification and income equality in addition to other positive development outcomes.<sup>2</sup>



In the East Asia and Pacific region, output per worker could be **7-18% higher** if female entrepreneurs and workers were in the same sectors, types of jobs and activities as men, and had the same access to productive resources.<sup>3,4</sup>



Women's economic equality is **good for business**. Companies greatly benefit from increasing employment and leadership opportunities for women, which is shown to increase organizational effectiveness and growth. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organizational performance.<sup>5</sup>



Businesses with at least 30% women in leadership positions are **15% more profitable**.<sup>6</sup>



Increasing women's and girls' educational attainment contributes to **women's economic empowerment and more inclusive economic growth**. Education, upskilling and re-skilling over the life course – especially to keep pace with rapid technological and digital transformations affecting jobs—are critical for women's and girl's health and wellbeing, as well as their income-generation opportunities and participation in the formal labour market. Increased educational attainment accounts for about 50 per cent of the economic growth in OECD countries over the past 50 years.<sup>7</sup>

<sup>2</sup> International Monetary Fund (2018). Pursuing Women's Economic Empowerment

<sup>3</sup> <https://www.adb.org/features/12-things-know-2012-gender-equality>

<sup>4</sup> World Bank. 2012. Toward Gender Equality in East Asia and the Pacific: A Companion to the World Development Report

<sup>5</sup> McKinsey & Company, Women Matter: Time to accelerate. Ten years of insights into gender diversity 2018.

<sup>6</sup> <https://www.vic.gov.au/benefits-gender-equality>

<sup>7</sup> OECD, Gender Equality in Education, Employment and Entrepreneurship: Final Report to the MCM 2012.



If women had the same access to productive resources as men, they could increase yields on their farms by **20–30 percent**. This could raise total agricultural output in developing countries by 2.5–4 percent, which could in turn reduce the number of hungry people in the world by 12–17 percent.<sup>8</sup>



A study of women elected to local government in India found that **female leadership positively affected the provision of services** for both men and women.<sup>9,10,11</sup>



**Social inclusion Increases productivity in the workplace:** Business benefits from social inclusion in several ways: diversity can be a source of creativity and innovation, lifting productivity; social inclusion can also lift profitability and help target market segments. It can also improve employment outcomes: Greater social inclusion means people are less likely to face discrimination, increasing their capacity to gain employment or longer work hours and contribute to the economy. It can counteract isolation and increase community participation, which helps to alleviate health problems, especially mental health issues like anxiety and depression. Reduced cost of social services: Social inclusion reduces the cost of social services by easing pressure on the public health system and reducing the need for income and housing support payments.<sup>12</sup>



<sup>8</sup> The State of Food and Agriculture 2010-2011 FAO

<sup>9</sup> <https://www.adb.org/features/12-things-know-2012-gender-equality>

<sup>10</sup> World Bank. 2012. Toward Gender Equality in East Asia and the Pacific: A Companion to the World Development Report

<sup>11</sup> UN Women. 2008. Progress of the World's Women 2008/2009: Who Answers to Women?

<sup>12</sup> The Economic Benefits of improving social inclusion (August 2019) Special Broadcasting Service (SBS)





Photo by UNDP Indonesia



Photo by PEMSEA/B. Recirdo

# SDS-SEA Implementation Plan

Recognizing the numerous ocean-related challenges in the region, Partnerships in Environmental Management for the Seas of East Asia (PEMSEA) adopted the Sustainable Development Strategies for the Seas of East Asia (SDS-SEA) in 2003. The SDS-SEA is a package of relevant principles, strategies, objectives, and implementation approaches for achieving sustainable development of oceans and coasts of the Seas of East Asia region. In 2015, the SDS-SEA was updated to ensure that it remained relevant to the needs and circumstances of the region and aligned to the post 2015 international and regional commitments and targets.

## Framework of the SDS-SEA Implementation Plan 2023-2027

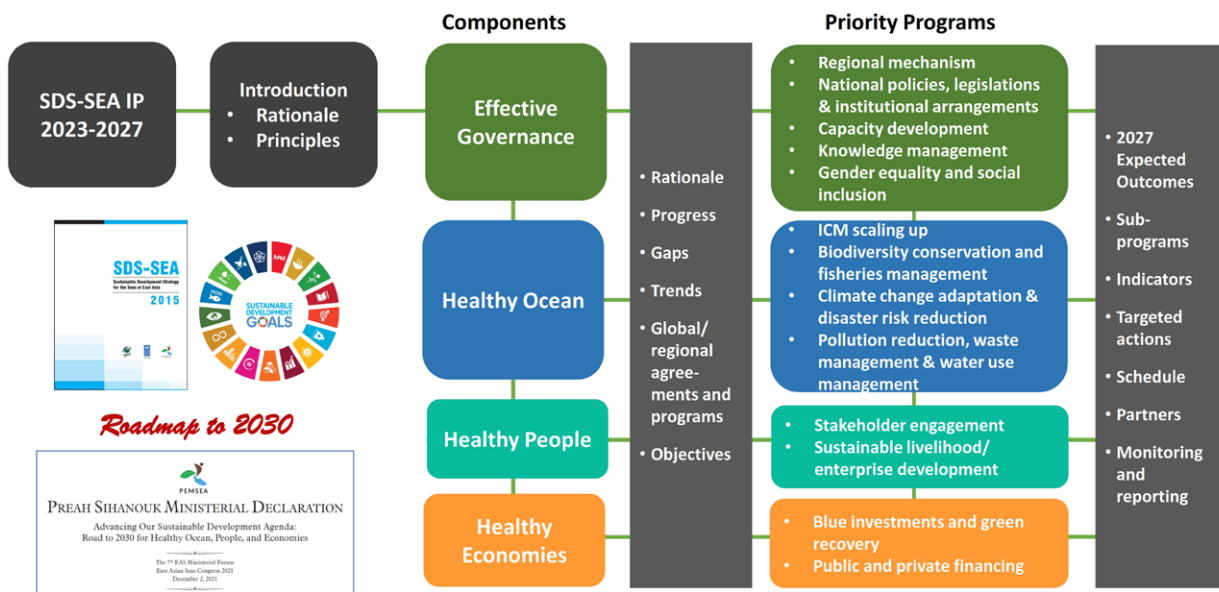


Figure 1. Framework of the SDS-SEA Implementation Plan 2023-2027



The SDS-SEA Implementation Plan (IP) 2023-2027 spells out the actions and identify expected outcomes, indicators and targeted actions and timelines for priority programs that contribute to the sustainable development of oceans and coasts and blue economy growth in the East Asia region for the next five years. It integrates the results and recommendations from the Mid-term Review of the SDS-SEA IP 2018-2022 and translates the PEMSEA Roadmap 2030 into actionable steps that outline measures to achieve effective governance, healthy ocean, healthy people and healthy economies over the medium-term.

In line with the development of the SDS-SEA IP 2023-2027, the 14th East Asian Seas (EAS) Partnership Council (PC) Meeting directed the PEMSEA Resource Facility (PRF) to develop the third draft of the SDS-SEA IP 2023-2027 with emphasis on ensuring that gender perspectives and dimensions are embedded in the SDS-SEA IP 2023-2027 and its objective, including the identification of gender responsive activities and approaches (ex. the use of disaggregated indicators in state of ocean/river basin reports, gender sensitive finance mobilization, and partner identification to support capacity development and training for PRF, PEMSEA country- and non-country partners, PNLG, PNLC, etc.).

## GESI Assessment

Integrating the principles of GESI in SDS-SEA IP 2023-2027 is critical to achieving the SDS-SEA IP 2023-2027 Priority Program - Objectives. Women and men use and manage marine and coastal ecosystems differently and have specific knowledge, capabilities and needs related to coastal and marine resources. The work and contributions of women, informal workers and indigenous groups have been routinely ignored or underestimated in coastal and marine research, management and policy, including, but not limited to, their important work in fisheries and aquaculture, in the processing and trading of marine products, in managing plastic and other waste from urban and tourist growth, and in conservation and disaster risk reduction initiatives.<sup>13</sup> Gender equality and social inclusion integration to the SDS-SEA IP 2023-2027 requires identifying and understanding the gaps between women and men in communities, and broader society. It also requires an understanding of discrimination and exclusion based on other identities such as age, physical abilities, race, religion, ethnicity, and socio-economic status.

As part of the preparation and further development of the SDS-SEA GESI Action Plan, a gender equality and social inclusion (GESI) assessment was conducted. The GESI Assessment analyzed how PEMSEA country- and non-country partners, PNLG, PNLC integrates and includes women

---

<sup>13</sup> UNEP Gender Mainstreaming in Coastal and Marine Ecosystems Management Report

and socially excluded groups in its internal structure and project programming. The assessment identified the aspects of PEMSEA partners and stakeholders' organization which promote or hinder gender equity, empowerment, ethnic diversity, meaningful participation of all and welcoming workplace environment.

To gain a comprehensive picture of GESI opportunities and challenges, the PRF conducted a GESI Assessment Surveys among PEMSEA Country and Non-Country Partners and stakeholders.

The research materials and survey data collected from the PEMSEA partners and stakeholders analyzed how the status of women, men, youth, and person with disabilities in East Asia region influences their participation in community, decision-making process, and access to ICM services.

## SDS-SEA IP GESI Action Plan

Based on the GESI Assessment, the SDS-SEA IP 2023-2027 GESI Action Plan was developed to guide the PRF in improving the SDS-SEA-IP 2023-2027 and facilitate the meaningful participation of women and marginalized groups in the Priority Programs of the SDS-SEA. The GESI Action Plan reviews and provide recommendations on mainstreaming gender dimension in the SDS-SEA Implementation Plan 2023-2027, including the identification of gender responsive activities and approaches (ex. the use of disaggregated indicators in state of ocean/river basin reports, gender sensitive finance mobilization, and partner identification to support capacity development and training for PRF, PEMSEA country- and non-country partners, PNLG, PNLC, etc.). The GESI Action Plan will include a section on GESI in the SDS-SEA IP and recommendations in the form of GESI specific policies, activities, outcomes, impacts, indicators and targets where relevant in the SDS-SEA IP itself.

The purpose of the GESI Action Plan provides framework and recommendations to ensure that women, youth, and PWD are fully included within the priority programs of the SDS-SEA IP 2023-2027. This GESI Action Plan was developed based on the findings of the GESI Assessment.

The GESI Action Plan will ensure that:

- SDS-SEA IP 2023-2027 priority programs, objectives, expected outcomes and targeted actions include appropriate indicators to ensure that GESI is mainstreamed to the implementation plan and measure progress toward GESI;
- Data is reviewed against planned targets with attention to gaps between the extent to which females and males as well as members of historically excluded groups are participating in and benefitting from SDS-SEA IP 2023-2027 priority programs;

- Data for sex-disaggregated and gender-sensitive indicators are regularly updated and available for use during program reviews;
- Unintended outcomes both positive or negative affecting females, males, and historically excluded groups are analyzed and discussed with partners and stakeholders; and
- GESI-related learnings and lessons learned are shared within the partners and stakeholders.

## Organization of the GESI Assessment and Plan

This GESI Action Plan for SDS-SEA IP is divided into the following sections:

- Overview of research methodology;
- GESI background and analysis and summary of key findings from the desk review and survey;
- Key recommendations and GESI Action Plan for SDS-SEA IP 2023-2027.



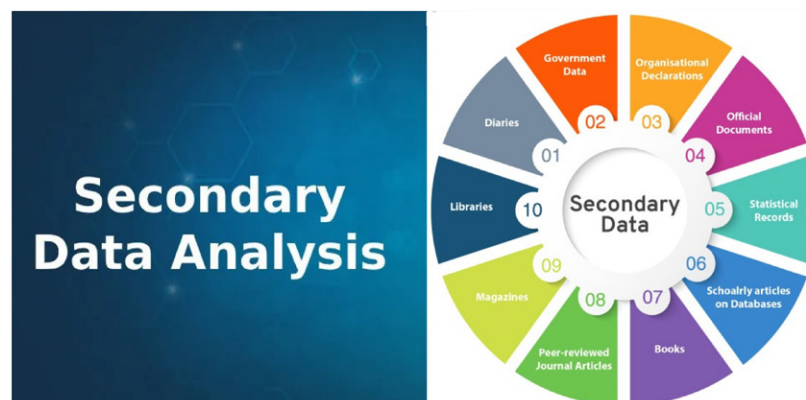
Photo by PEMSEA/B. Rafael

# Methodology

## Literature Review

The PRF team conducted a desk review of the secondary data sources, including government documents, best practices, and lessons learned from different sectors relevant to the implementation of SDS-SEA in the East Asia Region. The review focused on legal and policy frameworks, existing GESI analyses, and study reports. The purpose of the desk review was to identify significant GESI advances, gaps, barriers, and opportunities in the relevant sectors of the East Asia region. The assessment followed a review of the latest SDS-SEA IP and assess the relevance of observations or risks findings as regards gender equity and social inclusion.

Based on desk review findings, the PRF team designed the GESI methodology, which connected the GESI Assessment survey questions to potential sources of information (both primary data from PEMSEA Partners and stakeholders and secondary data from documents) and the instruments used for collecting data. The methodology included question for data collection method, as well as a list of key stakeholders to consult during primary data collection.



## Stakeholders Consultation

To facilitate this process, the PRF conducted a GESI Assessment to evaluate where the region is in terms of operationalizing the United Nations (UN) Sustainable Development Goal (SDG) 5 (Gender Equality), 8 (Promote inclusive and sustainable economic growth, employment and decent work for all), 10 (Reducing inequality within and among countries), 11 (Sustainable cities and communities), 16 (Peace, justice and strong institutions) commitment as well as other SDGs that are relevant to SDS-SEA (. The result of the assessment will be utilized as a valuable input to the development of the SDS-SEA IP 2023-2027.

The Stakeholder Consultation for the GESI Assessment was initiated through a webinar (workshop) which was held on September 14, 2022, (Batch 1), and September 15, 2022 (Batch 2); and was attended by key PEMSEA country and non-country partners and other stakeholders, including government agencies at the local and national levels, Non-Government Organizations (NGO) and academe representatives. The webinar was culminated by online GESI Assessment Survey conducted as part of the workshop. There were 23 respondents in the GESI Assessment Survey: 8 Country Partners; 2 Non-Country Partners; and 13 from the PNLG and PNLC. The respondents were of diverse position and offices ranging from Legal Assistant to Director and Chairman level. The limited number of gathered responses were augmented by the conduct of the literature review.

GENDER EQUALITY AND SOCIAL INCLUSION ASSESSMENT FOR SDS-SEA IMPLEMENTATION PLAN 2023-2027	GENDER EQUALITY AND SOCIAL INCLUSION ASSESSMENT FOR SDS-SEA IMPLEMENTATION PLAN 2023-2027	GENDER EQUALITY AND SOCIAL INCLUSION ASSESSMENT FOR SDS-SEA IMPLEMENTATION PLAN 2023-2027
Sign in to Google to save your progress. Learn more	Sign in to Google to save your progress. Learn more	Sign in to Google to save your progress. Learn more
<b>ADMINISTRATIVE INFORMATION</b>	11) What is the organization's staff composition?	13) Which of the following exist and are in use to mainstream gender within the organization?
1) Name of the Organization Your answer _____	Please indicate total number of women. Your answer _____	Gender Strategy <input type="radio"/> Draft <input type="radio"/> Operational/In Use <input type="radio"/> Not In Use <input type="radio"/> Not Available
2) Name of the Respondent Your answer _____	Please indicate total number of men. Your answer _____	Social Inclusion Policy <input type="radio"/> Draft <input type="radio"/> Operational/In Use <input type="radio"/> Not In Use <input type="radio"/> Not Available
3) Position of Respondent within the Organization Your answer _____	Please indicate total number of person with disabilities Your answer _____	Gender Workplace Policy <input type="radio"/> Draft <input type="radio"/> Operational/In Use <input type="radio"/> Not In Use <input type="radio"/> Not Available
4) Sex of Respondent <input type="radio"/> Female <input type="radio"/> Male	Please indicate number of staff under 35 years old. Your answer _____	Sexual Harassment Policy <input type="radio"/> Draft
5) Phone Number Your answer _____	Please indicate number of women in senior management. Your answer _____	
6) Email Address Your answer _____	Please indicate number of men in senior management. Your answer _____	





# GESI Context and Key Findings

## Regional Characteristics

The East Asia (and the Pacific) region has benefited from its cultural diversity and economic dynamism to advance gender equality, courtesy of political commitments and growing recognition of gender equality's positive impact on development. Economic growth over the past decades has created unprecedented opportunities to achieve gender equality in all areas of social, political and economic life. Home to many of the fastest growing economies in the world, the region boasts a growth rate of 6.5% for 2015, well above the global rate of 2.4%.<sup>14</sup> The region's economic dynamism has opened important new doors for women's empowerment across the region.<sup>15</sup> Over half of the region's economic growth for the past 50 years can be attributed to gains in education. Increased gender equality in years of schooling and more girls in higher education have created a highly educated workforce.<sup>16,17</sup>

Political commitments and legislative reforms offer a promising framework for anchoring gender equality as the new norm. All countries in the region have either introduced new measures or strengthened their legislative frameworks with the aim to promote gender equality in all areas of social, economic and political life. Integrating a social norm lens approach to policy making is an effective means to overcome systematic and structural barriers to gender equality and to support inclusive growth and social transformation. Gender equality is increasingly recognized by governments as critical to facing national and regional economic and demographic challenges.

---

<sup>14</sup> World Bank, 2016.

<sup>15</sup> ADB, 2015.

<sup>16</sup> OECD, 2014b.

<sup>17</sup> East Asia and the Pacific Social Institution and Gender Index Report

Gender-sensitive policies have been proposed to address issues such as ageing populations, migration or slowing economies.<sup>18,19</sup>

## National Legal Frameworks and Policies

All PEMSEA Country Partners are Party to the Convention on the Elimination of all Forms of Discrimination Against Women (United Nations) CEDAW. This instrument is devoted to gender equality and explicitly defines the right of women to be free from discrimination and maps the range of actions that must be taken to achieve gender equality while also calling on states to embed principles of equality in their constitutions and legislation.<sup>20</sup> States Parties (including PEMSEA Country Partners) agree to take all appropriate measures, including legislation and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms (UN Women).

The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life as well as education, health and employment. It also requires that State Parties to take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

In recent years, PEMSEA Country Partners has established, amended and supplemented its legal system in line with the equality principle in areas such as politics, economics, labor, education and training, physical education, health, and family. The principle of equality and non-discrimination between women and men continues to be affirmed in legal documents issued by PEMSEA Country partners for gender and social inclusion; as well as other legal document related to national development, biodiversity, marine litter, fisheries and others such as:

### Cambodia

- Labour Law (1997)
- Law on Social Security Schemes (2002)
- Law on Prevention of Domestic Violence and Protection of Victims (2005)

---

<sup>18</sup> UNESCAP, 2014a; ADB, 2015.

<sup>19</sup> East Asia and the Pacific Social Institution and Gender Index Report

<sup>20</sup> MFF, SEI, SEAFDEC (2018). *Gender in coastal and marine resource management: A regional synthesis report*. Bangkok, Thailand: MFF, 70pp

- Law on Suppression of Human Trafficking and Sexual Exploitation (2008)
- Law on Disaster Management (2015)
- Law on Juvenile Justice (2016)
- Socioeconomic Development Plan (SEDP)
- National Strategic Development Plan (NSDP) 2019-2023
- National Biodiversity Strategy and Action Plan (NBSAP)
- Cambodia Climate Change Strategic Plan 2014-2023 (CCCSP)
- Fisheries Administration (FiA). 2015. Action Plan for Gender Equality Promotion and Child Labor Elimination in the Fisheries Sector 2016-2020. Phnom Penh
- Circular Economy Strategy and Action Plan 2021

## China

- The China Constitution (enacted in 1982 and amended in 1988, 1993, 1999 and 2004)
- Revised Law on the Protection of Women's Rights and Interests (1992)
- The amendments to the PRC Marriage Law (2001)
- Law on Contracting of Rural Land (2003)
- Safeguarding Rural Women's Land Contracting Rights
- Law on Compulsory Education (amended 2006)
- Employment Promotion Law (2007)
- Labor Contract Law (2007)
- Labor Law (1994)
- China National Plan of Action on Combating Trafficking in Women and Children (2003)

## DPR Korea

- Women's Rights Act (2010)
- Law on Sex Equality (1946)

## Indonesia

- Presidential Instruction on Gender Mainstreaming in National Development (No.9/2000)
- National Action Plans for the Protection and Empowerment of Women and Children During
- Social Conflicts of 2014-2019
- National Long-Term Development Plan 2005-2025
- Law on Healthcare (No. 6/2018)
- Law on a second amendment to the Child Protection Law (No.23/2002)
- Law on Organization of Occupational Accident Insurance and Death Benefits (No. 44/2015)
- Law on Child Criminal Justice System (No. 11/2012)
- Law on Long Term Development Plan in the area of Labour for 2010-2025 (No. 12/2012)
- Law on Implementation of Occupational Safety and Health Management Systems (No. 50/2012)
- Law on the Realization of Activities for the Reduction of Child Labour to Support Hopeful Family Program of 2012 (No. 7/2012)
- Law on Poverty Management (No 13/2012)
- Country Strategic Plan (2021–2025)
- National Adaptation Plan
- Law on the Protection and Empowerment of Fishermen, Fish Raisers and Salt Farmers (No.7/2016)

## Japan

- The Constitution
- Basic Act for a Gender Equal Society (1999)
- Act on the Prevention of Spousal Violence and the Protection of Victims (2001)
- Act on Promotion of Women's Participation and Advancement in the Workplace (2015)
- Fifth Basic Plan for Gender Equality (2020)
- Basic Act for Gender Equal Society (Act No. 78 of 1999)
- Plan for Gender Equality (2000)
- Vision of Gender Equality (1996)
- Equal Employment Opportunity Act (1972)
- Labour Policies Comprehensive Promotion Act (1966)
- Employment Security Act (1947)
- Act on Priority Procurement Promotion for Persons with Disabilities
- Promotion of the Employment of Persons with Disabilities Law (1960)
- Disabled Persons' Fundamental Law (revised 1993)
- Law for the Welfare of Physically Disabled Persons (1949)
- Child Welfare Law (1947)
- Law for Employment Promotion, etc. of the Disabled Persons (1960)
- National Spatial Strategy (National Strategy Japan)

## Lao PDR

- Revised Constitution in (2015)
- Revised Education Law (2015)

- Revised Labour law (2014)
- Law on Development and Protection of Women (2004)
- Law on Hygiene, Disease and Health Prevention in (2012)
- Law on Inheritance (2008)
- Revised Family Law
- Law on Protection of the Rights and Benefits of Children (2006)
- Law on Lao Women's Union (2013)
- Law on Social Security (2013)
- Law on Vocational Education (2014)
- Revised Health Care Law in (2014)
- Law on Prevention and Elimination of Violence Against Women and Children in (2015)
- Law on State Employees (2015)

## Philippines

- Magna Carta of Women (RA 9710)
- Anti-Violence Against Women and their Children Act (VAWC) Act (RA 9262)
- Protection & Welfare of Domestic Workers (RA 10361)
- Anti-Trafficking in Persons Act (RA 9208)
- Assistance & Protection for Rape Victims (RA 8505)
- Promoting Entrepreneurship (RA 9501)
- Solo Parents Welfare Act 2000 (RA 8972)
- Women in Development and Nation Building Act (RA 7192)
- Strengthening the Prohibition on Discrimination against Women with respect to Terms and Conditions of Employment (RA 6725)
- Occupational Safety and Health Standards (1989)

- Dockwork Safety and Health Standards 1985
- Philippine Biodiversity Strategy and Action Plan 2015-2028
- National Climate Change Action Plan (NCCAP 2011-2028)
- National Disaster Risk Reduction and Management Plan (NDRRMP)
- Gender and Development (GAD) Checklist for: the Fisheries sector; Livelihood programs and projects; Natural resource management projects; Tourism; Designing disaster risk reduction and management projects; etc.
- DENR Reconstituted Regional Gender and Development Focal Point System (RGADFPS)

#### RO Korea

- Korean Constitution
- Framework Act on Women's Development (Act No. 5136)

#### Singapore

- Women's Charter Legislative Act (1961)
- National Biodiversity Strategy and Action Plan

#### Thailand

- Labour Protection Act (2017)
- Safety, Occupational Hygiene and Workplace Environment Act (2011)
- Child Protection Act (2003)
- Code of Practice for the Promotion of Labour Relations in Thailand (1996)
- Export Promotion Act (1960)

- The National Strategy 2018-2037
- Master Plan for Integrated Biodiversity Management B.E. 2558 – 2564
- Fisheries Act 2015
- Ministerial Regulation No.10 under the Labour Protection Act 1998

#### Timor Leste

- Timor-Leste's Constitution (2002)
- Strategic Development Plan (SDP) 2011-2030
- National Action Plans on gender-based violence (2012-2014)
- National Action Plan on Women, Peace and Security (2016)
- The National Biodiversity Strategy and Action Plan of Timor Leste
- Timor-Leste Strategic Development Plan, 2011–2030
- National Adaptation Plan of Action

#### Viet Nam

- Law on Protection, Caring and Education of Children in 2004
- Civil Procedure Code in 2004
- Civil Code in 2005
- Law on amendment and supplement of some articles of the Law on Emulation and Reward in 2005
- Law on Social Insurance in 2006
- Law on Vocational Training in 2006
- Law on Prevention of Domestic Violence in 2007
- Labour Code 2012
- Civil Code 2005
- Law on Gender Equality, No. 73/2006





Photo by Bontang Regency



# GESI Good Practices in the East Asia Region

## Government Ministries Responsible for Mainstreaming Gender and Social Inclusion

Several countries in the East Asia Region have a government ministry and/or a department or national commission and/or committee responsible for mainstreaming gender in all policies and programs and monitoring and evaluating activities to assess contributions towards achieving equality. Other relevant departments, ministries or agencies that are in-charge of aspect relevant to sustainable development and coastal and marine aspects (Department of Environment; Fisheries; Tourism, Agriculture, etc.) are also mainstreaming gender and development in their specific activities and regulations.

In Cambodia, the Ministry of Women's Affairs National Council for Women plays an advocacy role in encouraging public institutions, the private sector and civil society to integrate gender equality into all activities. Countries with an overarching gender ministry or department, are often complemented by gender-focused bodies such as national councils or committees (Malaysia and Thailand) and national and state level women's commissions with advisory responsibilities.<sup>21</sup> Gender Equality Bureau, Cabinet Office, Government of Japan, Ministry of Women Empowerment and Child Protection, Indonesia; The Lao Women's Union (LWU) and the National Commission for the Advancement of Women, Lao PDR; Philippine Commission on Women, Ministry of Gender Equality & Family, Republic of Korea; Office for Women's Development, Singapore; are examples of ministries and agencies task at mainstreaming and promotion.

---

<sup>21</sup> Regional Synthesis Report Gender in Coastal and Fisheries Resource Management



In the Philippines, the Department of Environment and Natural Resources (DENR) has reconstituted its Regional Gender and Development Focal Point System (RGADFPS) to oversee the implementation of gender and development mainstreamed activities in all environmental programs of the department. The (RGADFPS) will serve as an avenue to promote the agency's gender equality; engage and empower women to participate in environmental programs; and eliminate discrimination and abuse against women and marginalized individuals. Likewise, the Philippine Bureau of Fisheries and Aquatic Resources (BFAR) has also reconstituted the Gender and Development Focal Point System; it is also implementing the GAD Checklist for: the Fisheries sector; Livelihood programs and projects for the implementation of its programs.

In the Philippines, the National Council on Disability Affairs (NCDA) (formerly National Council for the Welfare of Disabled Persons or NCWDP) is the national government agency mandated to formulate policies and coordinate the activities of all agencies, whether public or private, concerning disability issues and concerns. As such, the NCWDP is the lead agency tasked to steer the course of program development for persons with disabilities and the delivery of services to the sector.

## GESI Integration through Cooperation with Government Agencies

Coordination with related government organizations/institutions, NGOs, and stakeholders particularly those with similar goals for or have mandates on gender and social inclusion integration is considered necessary for sharing of resources, expertise and information. Several examples are presented in the USAID Oceans, SEAFDEC, and CTI-CFF WLF Regional Document on Gender Integration in the Fisheries Workplace.<sup>22</sup> Country examples include the following:

**Philippines' BFAR** has been using the Fisheries Harmonized Gender and Development Guidelines (HGDG) in the development of BFAR's plans and programs. BFAR has been practicing gender inclusion in its work and financial plans since the early 2000s, long before their partnership with the USAID Oceans. The main challenge they faced was in the application of the GAD basic concepts in the design and conceptualization of fisheries projects as well as its implementation and monitoring.

BFAR acknowledges that their partnership with USAID Oceans has helped them to deepen their understanding and commitment to perform their roles as GAD and human welfare advocates, trainers and mentors in the fisheries sector.

---

<sup>22</sup> USAID Oceans, SEAFDEC, and CTI-CFF WLF Regional Document on Gender Integration in the Fisheries Workplace

**The National Network on Women in Fisheries in the Philippines, Inc.** (WINFISH) suggested that gender considerations should be included in the work and financial plans of organizations. In addition, organizations such as WINFISH which focus on gender advocacy and implementation can form linkages with institutions engaged in fisheries to provide capacity building and mentorship.

**Thailand's Department of Fisheries** formulate plans, projects and activities on gender equity and conducts extension programs for women in fisheries.

**Vietnam (Directorate of Fisheries)** suggested that Gender Sensitive Indicators be included in the development of the Plan of Action of the Directorate of Fisheries for long term implementation.

## GESI in Fisheries, Coastal Resources and Livelihood

Women are crucial to the fisheries sector and while studies have shown they comprise almost half of the sector's labour force in developing countries,<sup>23</sup> their contributions have often gone undocumented.<sup>24</sup> Engaging women as stewards for key fishery resources has improved the enforcement of regulations of nearshore ecosystems.<sup>25,26,27</sup> Additionally, increasing women's access to improved processing technologies has reduced product loss and increased product value, allowing fishing families to realize the same income while catching fewer fish.<sup>28,29</sup> In the East Asia region, initiatives are implemented to enhance the role of women in fisheries, coastal resources and livelihood activities:

**Gender responsive recruitment:** To encourage more women in the project management structure, the Fisheries, Coastal Resources and Livelihood (FishCORAL) Project has set a target of 30 % of all recruited staff to be female. *Institution and Gender Officers (IGO)* at

---

<sup>23</sup> If gleaning and aquaculture activities were taken into account, women could make up even more of the work force, making the sector a 'female sphere' [http://www.fao-ilo.org/fileadmin/user\\_upload/fao\\_ilo/pdf/Papers/Weeratunge-final.pdf](http://www.fao-ilo.org/fileadmin/user_upload/fao_ilo/pdf/Papers/Weeratunge-final.pdf)

<sup>24</sup> MFF, SEI, SEAFDEC (2018). Gender in coastal and marine resource management: A regional synthesis report. Bangkok, Thailand: MFF, 70pp

<sup>25</sup> Clabots, B. (2013). "Gender Dimensions of Community-Based Management of Marine Protected Areas in Siquijor, Philippines." The University of Washington. At: [https://digital.lib.washington.edu/researchworks/bitstream/handle/1773/23502/Clabots\\_washington\\_02500\\_11904.pdf?sequence=1&isAllowed=y](https://digital.lib.washington.edu/researchworks/bitstream/handle/1773/23502/Clabots_washington_02500_11904.pdf?sequence=1&isAllowed=y)

<sup>26</sup> Mangroves for the Future. (n.d.). "Sustainable use of mangrove resources to benefit poor women through a co-management pilot in the core zone of Xuan Thuy National Park, Vietnam." At: <https://www.mangrovesforthefuture.org/grants/small-grant-facilities/vietnam/cycle-1-sgf-projects-vn/sgf-project-in-xuan-thuy-national-park/>

<sup>27</sup> Advancing Gender in the Environment: Gender in Fisheries - A Sea of Opportunities. IUCN and USAID.

<sup>28</sup> Food and Agriculture Organization of the United Nations (FAO). (n.d.). "FTT-Thiaroye Ovens: Clearing the air for women fish processors in Cote d'Ivoire, and beyond." At: <http://www.fao.org/gender/insights/detail/en/c/458484/>

<sup>29</sup> World Wildlife Fund (WWF). (2012). Fisheries Management & Gender. At: [https://d2ouvy59p0dg6k.cloudfront.net/downloads/women\\_conservation\\_fisheries\\_2012.pdf](https://d2ouvy59p0dg6k.cloudfront.net/downloads/women_conservation_fisheries_2012.pdf)

the national and regional project management offices ensure that there is gender expertise available to guide gender sensitivity in the planning, implementation, and monitoring and evaluation processes of the project. The IGO works closely with gender focal points in the government institutions, community organizations and other project implementing agencies. At local government level the IGOs supervise and train *Gender Focal Persons* while at local community level they supervise and guide the *Community Facilitators* (CF). The CF are locally recruited staff based in the local government institution who form the vital link between the community, BFAR and the project. It is the CF's responsibility to ensure that women are actively participating in the CBOs.<sup>30</sup>

**Gender-sensitive and participatory planning, implementation and evaluation:** A gender-disaggregated baseline study has been conducted in all the 1098 *barangays* or villages, by the Community Facilitators (as part FishCORAL project), to gather information about the extent of participation of women, youth, elderly and indigenous people (IPs) in resource management activities, such as mangrove rehabilitation, fish sanctuaries, sea grass management and other activities. Results of the baseline study inform the CRM plans as well as the gender capacity- building plan of the project with gender-disaggregated data.

**Conducting A Gender Responsive Value Chain Analysis in The Philippines.** Gender analyses of seafood value chains can identify actions to ensure economic autonomy for women and men by providing information on the differentiated positions of power and agency. In the Philippines, USAID supported a gender-responsive value chain analysis (GRVCA), focusing on fishing activities in the area of General Santos City, to understand women's unique roles and contributions in the sector. The guidelines for the GRVCA were developed following the six domains identified in Integrating Gender Equality and Female Empowerment in USAID's Program Cycle. The analysis identifies ways for strengthened involvement of women to promote sustainable fisheries management. For instance, findings show that women buyers are perceived to be shrewder than men when it comes to fish trading and includes the recommendation to identify, recruit, and train local gender champions to participate in program work on sustainable fisheries management and seafood traceability.<sup>31,32</sup>

**Empowering women through inclusive growth IRBM Project.** Economic crises deepen pre-existing gender inequalities, including the under-representation of women at all

---

<sup>30</sup> Gender Mainstreaming in the Management of the Marine and Coastal Ecosystems

<sup>31</sup> Gender Analysis in Tuna Fisheries Value Chains in General Santos City, Philippines and Bitung, North Sulawesi, Indonesia

<sup>32</sup> J. Siles, et al. (2019). *Advancing Gender in the Environment: Gender in Fisheries - A Sea of Opportunities*. IUCN and USAID. Washington, USA: USAID. 68pp.



levels of economic decision making and their over-representation in informal, vulnerable, and casual employment. At global, national, and household levels processes set in place economic crisis, affect people's interactions with the environment, and exploitation of water for productive activities, domestic use, consumption, and sanitation. One of the planned interventions of the IRBM Project will promote women in small and medium enterprises to undertake activities across the waste value chain, including collection of waste, sorting and segregation, treatment or recycling and disposal of waste. Enterprises can address the gaps in the waste management system and build sustainability through efficiencies. These small enterprises might also engage in public-private partnerships with government departments and provide consulting services or providing information and data through online platforms and information analytics. Waste management enterprises typically have multiple revenue streams as they offer a range of services. These include waste collection fees from households, commercial enterprises and institutions, and proceeds from the production and sale of products sourced from waste materials, such as gift and utility items, biogas, and compost.

## GESI In Biodiversity Management and Climate Change

Women and men use and manage marine and coastal ecosystems differently, have specific knowledge, capabilities and needs related to this and are differently impacted by changes in their environment due to climate change, pollution, and globalization.<sup>33</sup> Historically, the work and contributions of women, informal workers and indigenous groups have been routinely ignored or underestimated in coastal and marine research, management and policy, including, but not limited to, their important work in fisheries and aquaculture, in the processing and trading of marine products, in managing plastic and other waste from urban and tourist growth, and in conservation and disaster risk reduction initiatives.<sup>34</sup>

In the East Asia region several initiatives have been initiated to integrated gender and social inclusion to biodiversity and climate change programs and projects:

**Philippines: Ecosystems Vulnerable to Climate Change.** In the Philippines, "... the Saavedra Fisherfolk Association shows an equal number of men and women in their roster of members. Notably, this FO (association) shows outstanding performance in their coastal management activities, such as coastal law enforcement and enterprise development, due to the balanced interests and participation of its male and female members. There are

---

<sup>33</sup> UNEP and Gender and Water Alliance (2019). Gender Mainstreaming in the Management of the Marine and Coastal Ecosystems.

<sup>34</sup> <https://www.unep.org/resources/report/gender-mainstreaming-coastal-and-marine-ecosystems-management-principles-case>.

two barangays on Siquijor where the local fishermen were not interested in establishing or managing a sanctuary, however, local women successfully took the task upon themselves. In Maite, San Juan, Siquijor, 28 women and six men established an association that continues to attract new members because of the benefits they are receiving. In Bino-ongan, Enrique Villanueva, 11 women volunteered to manage a sanctuary in collaboration with the barangay council, even though the local male-dominated fisherfolk organization has, even until the present, refused to participate” (CCEF, 2012).

**China: Ecosystem Services.** In China, a concise gender action plan for a wetlands conservation project has focused on capacity development, economic empowerment and gender balance to support women’s equal access to key ecosystems services from wetlands.<sup>35</sup>

**Thailand: Incentives Reformed.** In Thailand, a project has an outcome to demonstrate Critical Habitat management for three Endangered Species, and its gender plan provides for ensuring that sustainable income generating activities in endangered species habitats that are to be developed are relevant to both women and men, and that both receive related capacity development.<sup>36</sup>

**Indonesia: Habitat Loss Halved or Reduced.** Indonesia’s “Strengthening Community-Based Forest and Watershed Management” project engaged women-led community-based organizations and other groups of women to take the lead in a number of core project interventions, such as forest and nurseries to rehabilitate forest and land degradation; collection and marketing of non-timber forest products; agricultural products processing; and animal husbandry.<sup>37</sup>

**Cambodia: Awareness of Biodiversity and GESI Increased.**<sup>38</sup> A good example of good practice in Cambodia comes from the ‘Promoting Climate Resilient Water Resource Management and Agricultural Practices in Rural Cambodia’ project, which ensured that women have better access to water resources for household use. Gender-specific actions include training of women and men on water use and recycling. A new project target that “50 per cent of women in farmer water user groups receive trainings on irrigation system’s maintenance, management and utilization” was set and new technical measures for drinking water were introduced (wind, solar and wind pumps). Farmer user groups

---

<sup>35</sup> ADB. 2011. Jiangsu Yancheng Wetlands Protection Project Gender Action Plan.

<sup>36</sup> UNDP. Undated. “Conserving Habitats for Globally Important Flora and Fauna in Production Landscapes” Project Document.

<sup>37</sup> UNDP. 2015. Gender Mainstreaming in Environment and Sustainable Development Projects.

<sup>38</sup> Training materials on Gender and Biodiversity in South East Asia and the Pacific

(women and men) for drinking water resources worked on community ponds, community wells and rainwater harvesting tanks.<sup>39</sup>

**Lao PDR: Mobilizing Resources from all Sources.** In Lao PDR, the National Agro-Biodiversity Programme and Action Plan II (2015-2025) includes some gender analysis, and allocates finances to actions that build on women's needs and areas where gender organizations are active.<sup>40</sup>

**IRBM Project: Development of Gender Action Plan in project programming; and Gender-responsive capacity building.** The upcoming Integrated River Basin Management (IRBM) project identified risks and opportunities for gender mainstreaming within the river basin. River basins are dynamic over space and time, and any single management intervention has implications for the system. Lasting challenges for women in the IRBM sector in Asia are the gendered norms and inequalities that prevent women's meaningful participation and leadership in water governance sectors and decision-making. The IRBM orientation and skills development planned intervention is designed for professionals dealing with river basin management including: river basin organizations; regional or national governments involved in planning, water resource management, forestry, agricultural, and economic aspects of IRBM; nongovernmental organizations; companies; and universities. The training will have a minimum participation of 50% women, mobilizing and enabling them to participate actively in the decision-making process and to have better career options in the river basin management institutions or related businesses.

The capacity-building component will improve knowledge and skills of the participants in management of river systems and the long-term impacts for communities and people. Useful methods, experiences and tools for supporting IRBM will be discussed. Regional case studies will be used throughout the training to enable participants to learn the subject within an international setting. Women and men will get guidelines to organize planning, analysis and operational management. This activity will be organized by high-professional male and female trainers and offered in all participating river basins.

**Climate Change, Disaster Risk Response and Person with Disability: Cambodia-Thailand-Philippines-University of Sydney's Disability and Disasters Project.** This project takes a holistic approach to the challenges of persons with disabilities in responding to disasters and risk in South East Asia and identifies resilience-building

---

<sup>39</sup> UNDP. 2015. Gender Mainstreaming in Environment and Sustainable Development Projects.

<sup>40</sup> Government of Lao PDR. 2016. National Agro-Biodiversity Programme and Action Plan II (2015-2025). [https://www.la.undp.org/content/lao\\_pdr/en/home/library/environment\\_energy/lao-pdr-national-agro--biodiversity-programme-and-action-plan-ii.html](https://www.la.undp.org/content/lao_pdr/en/home/library/environment_energy/lao-pdr-national-agro--biodiversity-programme-and-action-plan-ii.html)

solutions for mainstreaming DiDRR planning and action. To achieve this, the project takes three main approaches: increasing knowledge and skills of persons with disabilities and DRR stakeholders on risk and DiDRR; changing attitudes and beliefs about persons with disabilities and demonstrating their value to the DRR process; and facilitating inclusive governance processes by providing tools and mechanisms that demonstrate best practice. Main activities and outputs designed to foster greater inclusion include:

- Creation of an empirical knowledge base on what support persons with disabilities need and how DRR actors can best work with persons with disabilities to ensure this support.
- Development of a toolkit that guides users on how to do DiDRR. The toolkit was developed in collaboration with main stakeholders to ensure relevance. It includes risk awareness and preparedness training modules for persons with disabilities; train-the-trainer manuals that train persons with disabilities how to lead DiDRR training sessions; inclusive emergency response training for emergency responders; the Inclusive Resilience Scorecard that enables persons with disabilities, women's groups, other minority groups (such as the LGBTQI community), DPOs, and government, to identify opportunities for inclusion within their cities; and the Inclusion Road Map, a step-by-step guide on how to support stakeholders in designing more inclusive practices.

**Indonesia: Arbeiter-Samariter-Bund (ASB) as part of the Technical Assistance and Training Teams (TATTS) Consortium.** The ASB program aims to sustainably enhance the skills and technical capacity of Local Disaster Management Offices (LDMOs) in eight provinces in Indonesia, enabling the LDMOs to provide technical and operational support before, during, and after disasters occur, as well as promote best practices. The TATTS program, meanwhile, promotes more proactive, inclusive, and effective policy and planning processes at national, provincial, and district levels. Local DPOs are involved with this process to ensure local resources on disability-inclusive DRR (DiDRR) are available, and that strengthened DPOs are able to partner with LDMOs to sustain their capacity in DiDRR planning and delivery. Through the TATTS program, DPOs benefit from technical training on DRR and their participation in national and local DRR forums enables them to better influence DRR policy and planning, share good practices, and learn from other stakeholders. The program promotes DPO leadership in DRR, especially in contributing to training of LDMO staff. DPOs are involved in developing national DRR training curricula, module review, and trials, ensuring that the DRR training content is inclusive of disability issues and that the training methodology is disability-inclusive.

Building on the mutual understanding that has developed between the LDMO and DPOs, the program has facilitated the creation of a Disability Inclusion Service Unit for Disaster



Management within LDMO in Central Java. The unit personnel are representatives of LDMO officials, DPOs, and nongovernment DRR actors. The function of the unit includes monitoring and evaluation, as well as disaggregated data management to support DiDRR realization and scaling up, including replication of good practices at district level.<sup>41,42</sup>

## GESI Sharing Information and Knowledge

Gender statistics and indicators integrate a gender perspective in the collection, analysis and presentation of statistical data. Gender statistics includes indicators under the following themes economic empowerment; education; health and related services; public life and decision-making; and human rights of women and girl children. Gender statistics is essential for national planning and developing evidence-based policy and monitoring progress in gender equality issues and for designing and formulating the appropriate protection and response plans. countries have initiated the collection of gender data and statistics part of the effort to close the gender data gaps.

### Factsheet on Women and Men.

The Philippine Statistics Authority issues a Factsheet on Women and Men in the Philippines, which includes the updated Philippine Core Gender and Development (GAD) Indicators approved by the PSA Board in May 2021, and other latest statistics on women and men in the country. This year's edition contains 120 indicators covering 20 socio-economic sectors and gender concerns, namely: Population; Health and Nutrition; Economic Status; Education; Work and Economic Participation; Social Protection; Social Welfare and Development; Violence against Women; Violence against Children; Media; Agriculture; Environment; Tourism; Trade and Industry; Public Life; Institutional Mechanism; Sustainable Development Goals particularly on Goal 4 (Quality Education) and Goal 5 (Gender Equality); The Filipino Youth; and Women Empowerment indicators. The Factsheet includes data from the latest surveys, statistical reports and publications such as the 2020 Labor Force Survey, 2020 Survey on Overseas Filipinos, 2018 Family Income and Expenditure Survey, 2017 National Demographic and



<sup>41</sup> Arbeiter-Samariter-Bund (ASB), Yayasan Mercy Corps Indonesia, Perkumpulan Lingkar, and Indonesia University Forum for DRR and CARDNO, funded by the United States Agency for International Development (USAID).

<sup>42</sup> World Bank: Disability Inclusion in Disaster Risk Management, Promising Practices and Opportunities for Enhanced Engagement.

Health Survey, among others, and from administrative data sources such as the Enhanced Basic Education Information System (EBEIS) of the Department of Education (DepEd) and Higher Education Management Information System (HEMIS) of the Commission on Higher Education (CHED), among others. It hopes to provide relevant and user-friendly information on gender issues that are deemed important to planners, researchers and other users for evidence-based gender and development advocacy, planning, programming and policy setting.

In Bangkok, Thailand, women made up more than half of the 29 winners of the coveted Young Rice Scientist awards, announced at the Fourth International Rice Congress in Bangkok, Thailand (27 October to 1 November 2014). At least 75 per cent of the female winners aged 35 and under were Asian. Such initiatives are an excellent example of women's capacities in maintaining diversity and developing climate resilience of one of South East Asia's most important crops. Source: SciDevNet. 2014. Women dominate rice scientist awards. The "Healers of Our Ocean" project in the Pacific is a joint initiative from UN Environment, SPREP, WWF and other partners to give visibility to the diverse roles and contributions of women – including women marine scientists like Cherie Whippy-Morris, Marine Researcher - to ocean use and management.<sup>43</sup>

## GESI in Science and Technology

Societal norms and stigma make it difficult for people with disabilities to access education and employment. People with disabilities are often seen as burdens rather than autonomous individuals. Therefore, when compared to those without disabilities, they are less likely to complete primary school, have higher unemployment rates, are more likely to work in the informal sector and receive lower wages or are not paid at all. For women with disabilities, these inequalities are even larger due to the double disadvantage of gender and disability-based discrimination. Due to societal gender norms, women have a larger burden of unpaid care work in the home, which hinders their ability to participate in the labor market. This obstacle is magnified for married women with disabilities, who have additional childcare and household responsibilities. These inequalities limit people with disabilities' access to quality education and decent employment.

**Promoting Gender Equality and Social Inclusion in Indonesia.** Implementation of Skills to Succeed (S2S) project build the social-emotional (SEL) skills, growth mindset and digital and STEM skills of in-school and out-of-school very young adolescents (ages 8-14) so they

---

<sup>43</sup> Mobilizing Resources from all Sources Source: SPREP website <https://womeninfisheriesfiji.org/healers-of-our-ocean-features-cherie-whippy-morris-sangeeta-mangubhai/>

can succeed in school and in the future of work. The program also builds a supportive, equal and safe environment that enables their lifelong learning and ability to be resilient in the digital economy. We also offer employability, entrepreneurship and vocational training, on-the-job training, career counselling and mentoring, business start-up services, and job linkages to young women and men aged 15-24. In addition to a robust series of interventions for adolescents and youth, we build the capacity of parents, educators and communities so they can remove barriers and become catalysts of their children's success. By 2023, the program will reach over 273,000 VYAs and youth in Bangladesh, China, Indonesia, Mexico and Italy.<sup>44</sup>

## GESI in Waste Management

Gender roles can determine women and men choices of waste management services. Men may prefer a one-stop garbage collection system located at one certain point, while women, due to their double burden of productive work, housework, and care work, prefer a door-to-door garbage collection service system.

Countries in the East Asia region informal workers in their waste management systems, most of whom are women and, in some cases, children. For example, in Vietnam more than two-thirds of waste workers are women and 9% of waste pickers are children. (WIEGO, 2015) Women and children working in the informal sector are likely to be marginalized when the informal activities become formalized. In the informal sector, men usually take control over waste materials with higher value for recycling. It is also common to find that men mainly collect waste and sell the segregated materials, while women segregate the collected waste items at home and are responsible for disposing of those with no value. Such a division of labor makes women's work invisible or less valued, resulting in a lack of recognition of the economic contributions by women and inclusion in public policies. Consequently, when waste-picking activities become legitimized, women tend to be excluded or do not enjoy the same opportunities as men (UNEP, 2015).

**Integrating women/children waste pickers into a safe working and living environment and new livelihoods. IRBM Project sites (in Cambodia, Indonesia, Philippines and Vietnam)** planned intervention aims to decrease the exposure of informal waste pickers and poor people dealing with waste in their daily activities. Job and livelihood opportunities will be developed in collaboration with the informal sector for a centralized waste segregation, recycling and production facility in selected hotspots in the participating

---

<sup>44</sup> Promoting Gender Equality and Social Inclusion in Indonesia; 2021.

river basins. Training and capacity development in segregating and safe handling waste will be provided to both men and women, with a least 50% of the participants being women waste pickers. The training will be promoted as part of the planning and commissioning of the centralized facilities, along with the identification and promotion of opportunities for employment, the development of sustainable small businesses that are aligned with the waste management system, and ready access to child care and education facilities.

**Indonesia: Women involved in the business of recycling plastic waste.** In parts of Indonesia, many women are involved in the business of recycling plastic waste into marketable products such as bags, umbrellas, and decorative flowers. However, most of these businesses are owned by men due to women's constraint in accessing credit or loans. To ensure that women's needs are met, women are involved in discussions and decision-making in waste management improvement planning, that includes domestic waste and industrial waste which can affect women's daily lives and domestic activities.<sup>45</sup>

---

<sup>45</sup> Guidelines for Mainstreaming Gender and Social Inclusion in Climate Change Projects For GCF Project Proponents





Photo by PEMSEA/EAS Congress

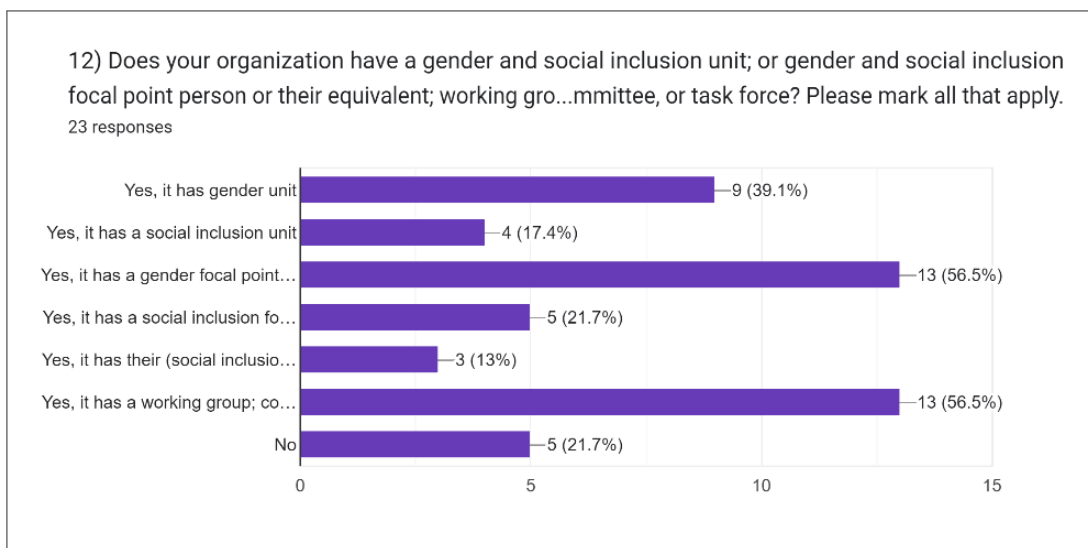
# Initial Survey Result

## GESI in the Organization



### GESI Unit and Focal Point

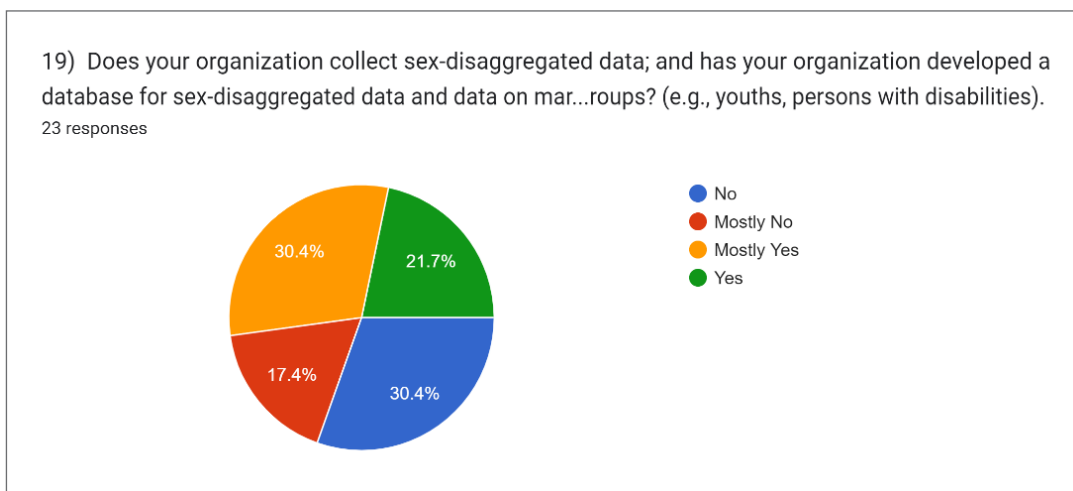
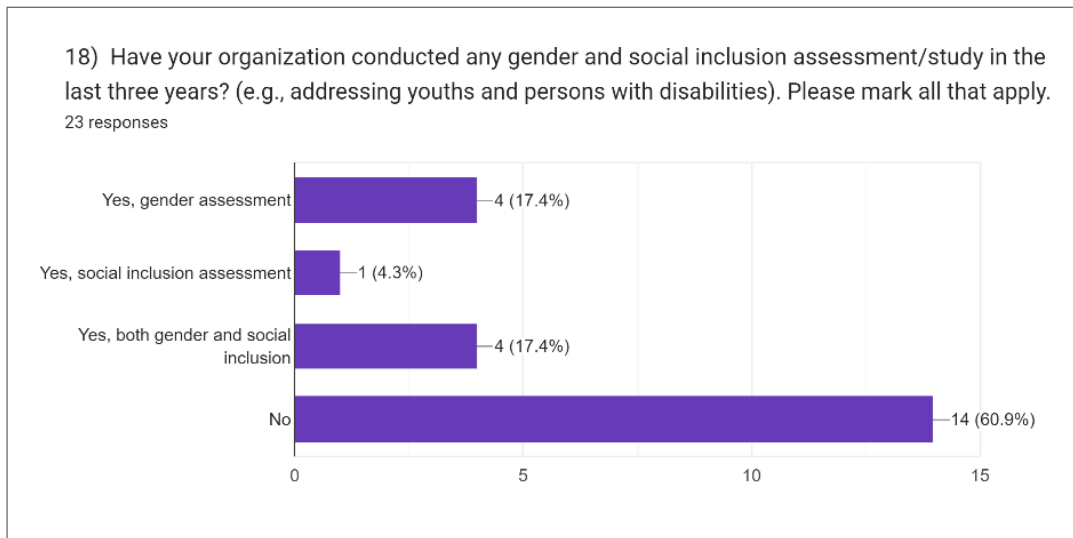
56.5% (13 out of 23) of the respondents indicated the presence of a gender focal point person or their equivalent; working group, gender committee; however, only 39.1% of the respondents have a gender unit. For social inclusion: only 21.7% have a social inclusion focal person. 63.6% of the organization has existing Gender Strategy, and 59.1% have Social Inclusion policy; and 73.9% have Sexual harassment policy. 52.2% of the of the respondents considered gender equality and social inclusion issues in the formulation of their organization’s strategic plan or development plan. While 82.6% of the organizations allocate budget for gender equality and social inclusion activities.





## GESI Assessment

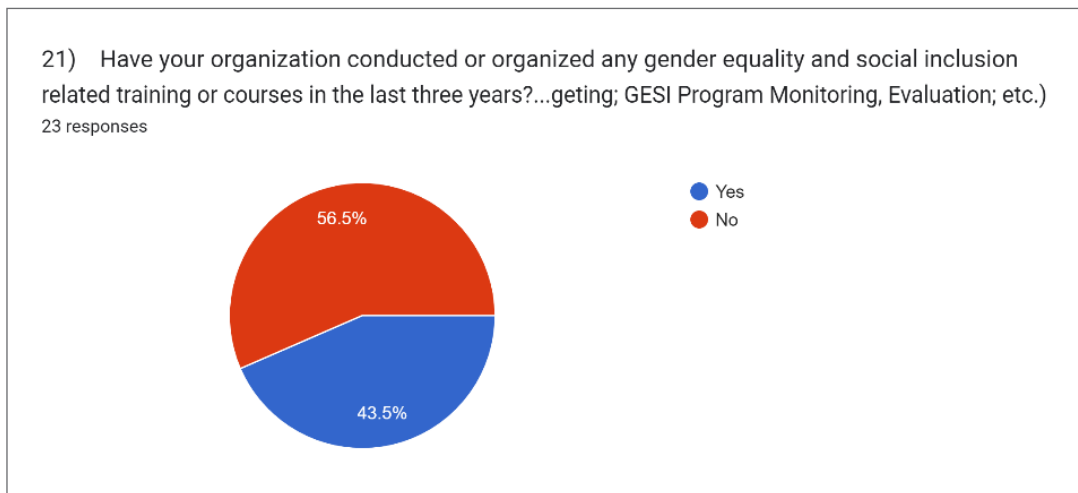
17.4% of the organizations have conducted any gender and social inclusion assessment/study (including addressing youths and persons with disabilities) in the last three year. Also, only 21.7% of the organizations collect sex-disaggregated data and have developed a database for sex-disaggregated data and data on marginalized groups.





## GESI Trainings

43.5% of the organizations have conducted or organized any gender equality and social inclusion related training or courses in the last three years. The trainings include: Gender and development strategic planning, Gender and development planning and budgeting, Gender and development orientation to newly hired employees; Information, education and communication campaign to stakeholders on gender issues and concerns; GAD mainstreaming to programs, projects and activities; How to enhance women quality of lives, how to get more income to push economics growth; Gender Equality Session Mainstream Gender and Social inclusion into strategy plan of subnational Level Integrated gender and social inclusive into local development; Women Empowerment and CEDAW.



## GESI Policies and Laws

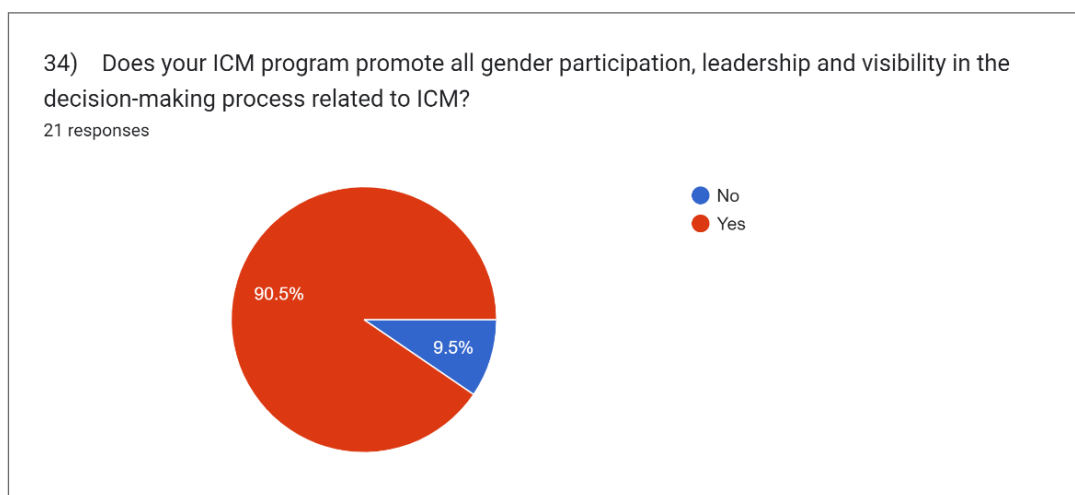
95.7% of the respondent indicated the availability of country gender policies and legislation to end all forms of discrimination; violence; and harmful practices against all women and girls everywhere; as well as policies and enforceable legislation for the (a) promotion of gender equality and the empowerment of all women and girls at all levels; and (b) ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. 65.2% respondents indicated availability of national laws and/or policies on gender equality that are not specifically related to environment that may be applicable or are applied in the areas of environmental and sustainable development, or more specifically in promoting sustainable coastal and marine development.

## GESI in Program and Project Implementation



### GESI in ICM Programs and Project

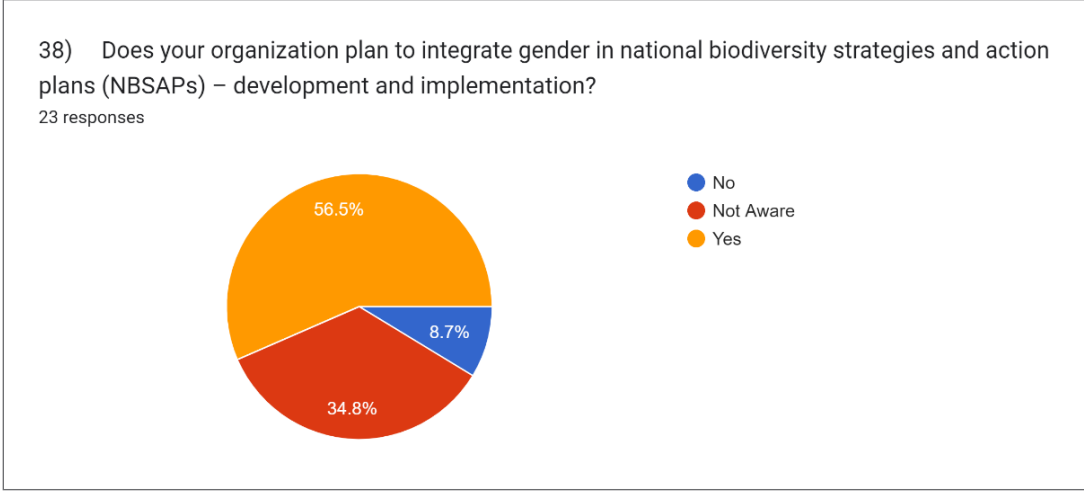
90.5% of the organizations replied that ICM program promote all gender participation, leadership and visibility in the decision-making process related to ICM. 65% of the organizations have specific strategies, policies or plans to ensure that women, men, youths and persons with disabilities participate equally in ICM Programs; and 52.4% responded that there are equal participation of women and men in the development of action plans and implementing ICM programs.



### GESI in Biodiversity Programs

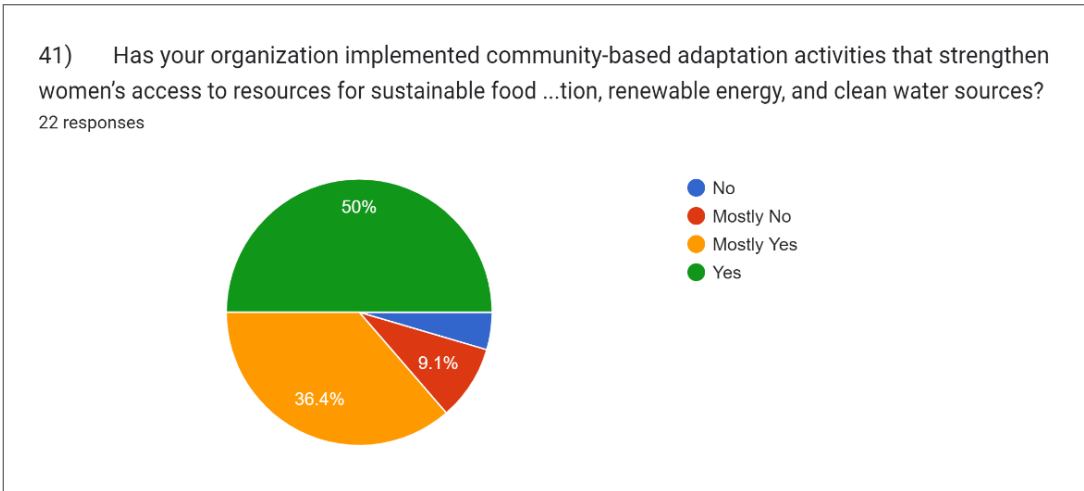
56.5 % of the organizations responded that they plan to integrate gender in national biodiversity strategies and action plans (NBSAPs) – development and implementation. While only 30.4% responded that they have conducted assessment to account for (a) differences in biodiversity use between women and men; and (b) consider the different needs of women and men in designing and undertaking actions for the conservation and sustainable use of biodiversity.





### GESI and Climate Change

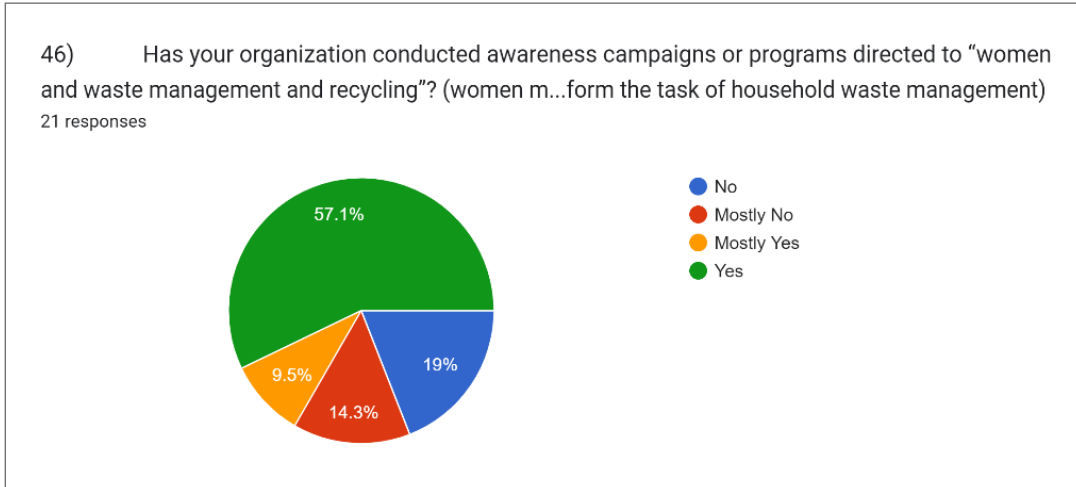
50% of the organizations implemented community-based adaptation activities that strengthen women’s access to resources for sustainable food production, renewable energy, and clean water sources. 50% implemented programs (including capacity development) to increased resilience of women and men to deal with climate changes.





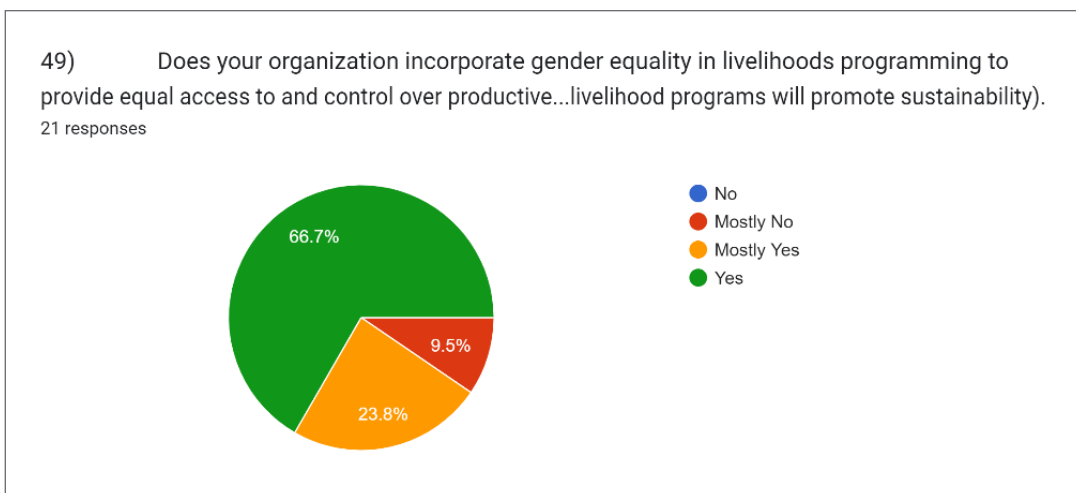
## GESI in Waste Management

57.1% organizations conducted awareness campaigns or programs directed to “women and waste management and recycling.”



## Livelihood and Blue Economy

66.7% of the organization incorporate gender equality in livelihoods programming to provide equal access to and control over productive resources and promote ownership and sustainability. And 52.4% promoted women in the blue economy by implementing programs to improve gender equality in the tourism, fisheries, ports, shipping, renewable energy, (and other) sectors.



50) Has your organization promoted women in the blue economy by implementing programs to improve gender equality in the tourism...shipping, renewable energy, (and other) sectors?  
21 responses

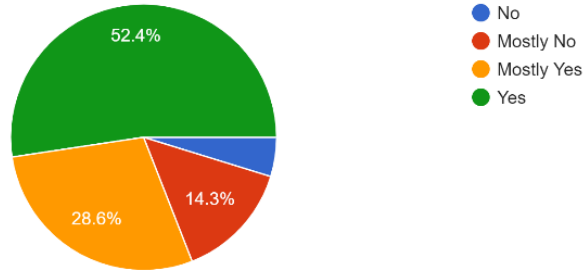




Photo by Da Nang City PMO

# GESI Recommendations for SDS-SEA IP 2023-2027

The following describes the recommended entries and highlights the areas that will address gender integration in the SDS-SEA IP 2023-2027.

## **Recommendation 1. Inclusion of gender equity and social inclusion indicators and guidelines for the conduct of second R/NSOC in the Regional Mechanism priority program.**

GESI components should be included in the development of the theme and methodology for measuring changes and trends in blue economy development and ocean health. Assessment of GESI indicators should be included in the preparation of the second R/NSOC Reports.

## **Recommendation 2. Inclusion of GESI focused workshop or events at the EAS Congress**

Inclusion of Gender-focused forums, workshops, seminars, roundtables, study tours and joint learning events convened at the 2024 and 2027 EAS Congresses.

## **Recommendation 3. Inclusion of GESI component in the review of National Ocean and Coastal Policies, Legislations and Institutional Arrangements priority program.**

The targeted action for the review of national ocean policy, institutional arrangements and legislation should include the assessment of the development, inclusion and adoption gender policies and/or strategies for its environmental policies and legislation including the impacts and benefits with regard to national commitments for gender equality and social inclusion.



The review should assess the development and adoption of gender policies and enforceable legislation on:

- marine litter that can affect pregnant women and children (children are highly sensitive to toxic materials contained in fish; microplastics can affect unborn children);
- climate change and disaster (women, children, senior citizens and persons with disability are more likely to die during disaster than men);
- increasing women's participation and opportunities in high-level, decision-making roles and higher paying occupations in the fishing and aquaculture sector;
- blue economy ensuring that women achieve their share in stewardship of marine resources;
- women, children, senior citizen and person with disabilities role in protecting marine ecosystems and sustainably use marine resources. Tackling discrimination, ensuring access to finance and developing essential skills;
- gender equality and social inclusion mainstreaming in development co-operation initiatives to protect coastal areas and developing small-scale, sustainable fishing;
- improvement of evidence gathering and data collection on the differentiated impact of oceans degradation on women's and men's health, well-being and employment opportunities, with a focus on the most vulnerable;
- solutions for ocean conservation addressing the gender and social inclusion-specific concerns of degrading oceans, including the impact of coastal storms, the depletion of fish stocks and the increase in marine litter.

The review should assess availability of other national laws and/or policies on gender equality that are not specifically related to environment that may be applicable or are applied in the areas of environmental and sustainable development, or more specifically in promoting sustainable coastal and marine development.

#### **Recommendation 4. Inclusion of GESI specific trainings in the conduct of the Capacity Building programs.**

The targeted actions for the implementation of the Capacity Development Plan at regional, national and local levels should include gender and social inclusion trainings. Gender, youth, and social inclusion perspective should be included in capacity building activities and in meetings including workshops, trainings, dialogues, and learning events.

The regional, national local should consider organizing and conduct of the following training:

- GESI Introduction;
- GESI Analysis and Plan;

- GESI Integration in Program Design;
- GESI in Project Management;
- GESI Integration Action Plan, Budgeting;
- GESI Program Monitoring, Evaluation;
- GAD strategic planning;
- GAD planning and budgeting;
- GAD orientation to newly hired employees;
- GAD mainstreaming to programs, projects and activities;
- Information, education and communication campaign to stakeholders on gender and social inclusion issues and concerns;
- How to enhance women quality of lives, how to get more income to push economics growth GESI Mainstreaming into strategy plan of subnational Level;
- Integrating gender and social inclusive into local development;
- Women Empowerment and CEDAW.

The conduct of capacity building activities may consider:

- Production and dissemination of information education and communication materials on GESI including programs for PWD and marginalized groups;
- Production of awareness raising materials in local languages and use of pictures and visual representations of key messages to promote GESI at local and community levels;
- Ensure program venues and events are fully accessible to PWD.

**Recommendation 5. Enhancement of the Seas of East Asia Knowledge Bank (SEAKB) platform to include GESI knowledge products and services.**

The region should have fully operational regional knowledge platform that includes the creation of knowledge services and/or products that meet the needs and demands of women, youths and PWD. As one of the additional features of the regional knowledge-sharing, education and capacity building platform the SEAKB should contain GESI knowledge products, policies, resource materials.

The knowledge platform should also consider the development of a Community of Practice (CoP) for gender and social inclusion promotion and development. The SEAKB should work with its CoPs to generate innovative solutions that could allow women and youth to acquire skills necessary for their effective participation in ICM and its programs.

**Recommendation 6. Inclusion of the “Collection of sex-disaggregated data” and data on marginalized groups in the targeted actions of the Gender Mainstreaming priority program and in the implementation of SDS-SEA management programs.**

The targeted actions of the Gender Mainstreaming priority program should include the collection of sex-disaggregated data and data on marginalized group. Sex-disaggregated data and data on marginalized groups allow for the measurement of differences between women, men and marginalized groups on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex-disaggregated data should include statistics related to who provides labor, who makes the decisions, who owns and controls the land and other resources. Sex-disaggregated will provide better understanding of sustainable development production activities and coastal livelihoods in order to develop better policies and programs. Disaggregated data must reflect other intersecting identities such as race, ethnicity, religion, age and mental or physical disability.

Data that reveals the invisible work of unrecognized stakeholders coastal women and men often have specific responsibilities and work related to natural resources management, from which they acquire different knowledge and skills and contribute differently to commercial and subsistence economies. They also have differentiated access to resources and face particular constraints in coping with stress from human activity (such as overexploitation of resources and pollution), climate change and natural disasters. It is important to collect, enumerate, analyze and document gender-disaggregated data on the above gendered domains for effective, equitable and efficient formulation and adaptation of projects and policies in sustainable coastal and marine ecosystem management. Good practices: Disaggregate data by sex; use gender indicators (such as access to boats, equipment for fishing, time spent on household work, access to credit); recruit women and men field staff to gather data and train them in gender sensitive data gathering that ensures the most disadvantaged groups are not left out (for example, elderly women and men, youth, landless laborer’s and ethnic minorities).

There is also a need for collecting gender disaggregated data to enable relief and recovery policies and interventions to address the specific vulnerabilities, agency and priorities of different women and men and boys and girls effectively.

**Recommendation 7. Inclusion of the SDG 5 in the PNLG Tracking Tool indicator of the ICM Scaling up priority program.**

The targeted actions of the ICM Scaling up priority program on Progress in SAP implementation reported PNLG members by populating the PNLG Tracking Took in the SEAKB, should also track

the implementation demonstrating the benefits and impacts of ICM program implementation and local government contributions to SDG 5 as well as gender matters of SDG 6, 11, 13 and 14.

**Recommendation 8. Inclusion of the GESI in the ICM effectiveness assessment framework and methodology.**

The targeted actions of the ICM Scaling up priority program on ICM effectiveness assessment should consider the assessment of:

- Availability of specific strategies, policies or plans to ensure that women, men, youths and persons with disabilities participate equally in ICM Programs
- The effectiveness of the program to promote all gender's participation, leadership and visibility in the decision-making process related to ICM.

**Recommendation 9. Integration of Gender NBSAPs indicator of the Biodiversity Conservation and Fisheries Management priority program.**

The indicator on National Biodiversity Strategies and Action Plans (NBSAPs) updated in line with the relevant Post-2020 GBF targets of the Biodiversity Conservation and Fisheries Management priority program should include the integration of gender sensitive NBSAPs.

The targeted action for Biodiversity Conservation and Fisheries Management priority program should consider the following activities:

- Conduct of assessment to account for:
  - differences in biodiversity use between women and men; and
  - consider the different needs of women and men in designing and undertaking actions for the conservation and sustainable use of biodiversity;
- Implementation of programs to promote equal access to natural resources (including land and water) to incentivize women as well as men to manage these resources more sustainably;
- Conduct of sustainable fisheries management/EAFM training with gender analysis/gender lens.

**Recommendation 10. Participation of women and men in developing and managing local adaptation and mitigation plans for climate change policies, strategies, and plans for Climate Change Adaptation and Disaster Risk Reduction priority program.**

The targeted actions of the Climate Change Adaptation and Disaster Risk Reduction priority program on expected outcome - National Disaster Risk Reduction and Management should consider implementing programs on Climate Change Adaptation (CCA) and Disaster Risk Reduction (DRR) that will promote the participation and involvement of women and men in



developing and managing local adaptation and mitigation plans for climate change policies, strategies, and plans.

**Recommendation 11. Inclusion of equal access to and control over productive resources Sustainable livelihood and enterprise.**

As part of recommended strategies for poverty reduction and livelihood enhancement and diversification, this should include the conduct of consultations to incorporate gender equality in livelihoods programming to provide equal access to and control over productive resources and promote ownership and sustainability (ensuring equal opportunities for women and men in terms of ownership within livelihood programs will promote sustainability).

**Recommendation 12. Promotion of women in the Blue Economy.**

As part of the Nature-based job programs promote women in the blue economy by implementing programs to improve gender equality in the tourism, fisheries, ports, shipping, renewable energy, (and other) sector. There are already some examples of this, particularly in maritime transport.

In the upcoming Blue Solutions project that will be implemented in 2023-2027, implementing partners IMO and PEMSEA fully recognize the necessity of providing equal opportunities for maritime decarbonization and the specific skill-set each gender group can bring to climate change mitigation.

Participating countries in the region have made significant progress in promoting gender mainstreaming and responsiveness in the maritime sector.

In cooperation with the IMO Women in Maritime, the IMO network of regional women in maritime associations (WIMA and WISTAs) and PEMSEA Network of Learning Centres, the project will organize Gender Awareness Trainings, based on ongoing Women in Maritime activities in the region both of (IMO and other relevant organizations, networks training programmes developed, such as of GIZ "Sustainable Port Development").

Furthermore, inclusion of gender considerations in all activities will be undertaken, which will be monitored, with following targets:

- 50-50% of participation in regional workshops
- 50-50% of experts employed by the project;
- All Blue Solutions workshop panels have minimum 50% women representatives
- All Blue Solutions Regional Workshops include 1 agenda point on gender related issues.





