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**Office of the Special Adviser on Gender Issues
and Advancement of Women**

Division for the Advancement of Women.

**Regional Symposium on Gender Mainstreaming
in the Asia-Pacific Region**

**Bangkok,
10-13 December 2001**

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I. Introduction

Gender mainstreaming was endorsed as a global strategy for the promotion of gender equality in the Platform for Action from the Fourth World Conference on Women (Beijing, 1995). A definition of gender mainstreaming and clear directives on what the implementation of gender mainstreaming implies were provided in the ECOSOC agreed conclusions 1997/2. Gender mainstreaming is defined as: *“...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”*

The mandate for gender mainstreaming was further reinforced in the twenty-third special session of the General Assembly in June 2000. In 2001, ECOSOC resolution 2001/41 called for greater attention to gender mainstreaming in the work of ECOSOC and its functional commissions, including through follow-up to the implementation of the ECOSOC agreed conclusions 1997/2.

Efforts are underway within the United Nations to encourage greater attention to gender perspectives in the work programmes of all entities in the system and to support the efforts of Member States at national level. The regional commissions support implementation of the gender mainstreaming strategy at regional and sub-regional levels.

Experience from both the United Nations and Member States contexts has shown that the provision of opportunities for exchange of ideas, experiences and good practice on gender mainstreaming is a fruitful means of increasing awareness, commitment and capacity to implement the strategy. During a five-year period, 2000-2005, symposia on gender mainstreaming will therefore be organized in all regions to encourage increased dialogue and exchange of experiences on gender mainstreaming within the regions. The symposia will be organized through a collaboration between the Office of the Special Adviser on Women and Gender Issues and the Division for the Advancement of Women in New York and the five regional commissions.

The regional symposia on gender mainstreaming aim to:

- Establish greater links between the gender mainstreaming work of the United Nations and efforts at national and regional levels;
- Provide a more operational focus on gender mainstreaming – identifying entry-points and approaches, methodologies and tools, including through the documentation of good practice examples – to support gender mainstreaming at national level and in intergovernmental processes at regional level;

- Identify potentials and remaining constraints and challenges to gender mainstreaming in the regions;
- Support the work of the regional commissions on gender mainstreaming and increase reporting from the regional level to the Commission on the Status of Women.

The first regional symposium on gender mainstreaming was organized for the Asia-Pacific region in Bangkok from 10-13 December 2001. It was hosted by the Economic and Social Commission for Asia and the Pacific (ESCAP).

II. Organization of work

A. Attendance

The regional symposium brought together 80 representatives of Governments (from 26 countries and one associate member of ESCAP), regional-level intergovernmental organizations, NGOs and civil society groups and academia, as well as United Nations personnel, for a constructive dialogue on gender mainstreaming in the region. Countries represented included Australia, Azerbaijan, Bangladesh, Cambodia, China, Fiji, Hong Kong (China), India, Indonesia, Japan, Kazakhstan, Lao People's Democratic Republic, Malaysia, Nepal, New Zealand, Netherlands, Pakistan, Papua New Guinea, Philippines, Republic of Korea, Sri Lanka, Tajikistan, Thailand, Tonga, Uzbekistan, Vanuatu and Vietnam. A full list of participants is available in Annex I. The agenda for the workshop is attached as Annex II.

B. Documentation

The documentation for the symposium was comprised of presentations prepared for each of the sessions. A full list of all presentations is contained in Annex III.

The participants endorsed a Communique at the conclusion of the symposium, in addition to this report. ESCAP will also publish the presentations made at the symposium in full in a separate document. A collection of good practice examples of gender mainstreaming from the region will be initiated by ESCAP in collaboration with Member States.

This report and all other documentation will be available on-line at the ESCAP website <http://www.unescap.org/wid> and on the DAW website: <http://www.un.org/womenwatch/daw>.

C. Programme of work

At its opening session on 10 December 2001, the meeting adopted the following programme of work (see Annex II for the full agenda):

Opening of the Symposium

Election of officers and adoption of the programme of work

Introduction to the symposium

Presentation and discussion of papers on each of the agenda items:

- Theme of the 46th session of the Commission on the Status of Women:
Eradicating poverty, including through the empowerment of women, throughout their life cycle in a globalizing world
- Institutional change for gender mainstreaming
- Gender mainstreaming in national budgets
- Responsibilities and accountabilities for gender mainstreaming
- Strategies for gender mainstreaming - case studies
- Gender mainstreaming in inter-governmental processes

Conclusions and recommendations

Adoption of communique

Closing of the Symposium.

D. Election of Officers

At its opening session, the Symposium participants elected the following officers:

Chairperson:	Ms. Shanti Basnyat, Under-Secretary, Ministry of Women, Children and Social Welfare (Nepal)
Vice-chairperson:	Mr. Yusuf Supiandiu, Deputy for Gender Equity, State Ministry for Women Empowerment (Indonesia)
Rapporteur:	Ms. Gayle Tatsi-Misionyaki, Director, Women's Services Division, Department of Social Welfare and Development (Papua New Guinea).

E. Opening statements

The symposium was opened by the Executive Secretary of ESCAP, Mr. Kim Hak Su, who pointed out that, despite the long history of efforts to promote the advancement of women, many obstacles remain which prevent the attainment of gender equality. Women in many parts of the region continue to face de jure and de facto discrimination. Mr Kim emphasized as key constraints the feminization of poverty, the differential impact of globalization on women and men and the low levels of representation of women in decision-making. The importance of gender mainstreaming for producing the transformative change required to effectively promote gender equality was highlighted.

Mr Huk Su commended in particular the focus of the symposium on poverty eradication and globalization and on gender mainstreaming in national budget processes.

A message of support to the symposium from Ms. Angela E.V. King, Assistant Secretary-General and Special Adviser to the Secretary-General on Gender Issues and Advancement of Women, was read to participants by Ms. Carolyn Hannan, Director of the Division for the Advancement of Women. Ms. King welcomed the fact that the first of the five regional symposia on gender mainstreaming was held in the Asia-Pacific region because of the long history of innovation on gender equality in the region. In her message Ms. King emphasized the commitment of the United Nations system to gender mainstreaming and outlined some of the work being done by individual entities in the United Nations and by the Interagency Meeting on Women and Gender Equality. She also highlighted the role of the Commission on the Status of Women and pointed to efforts being made to increase attention to gender perspectives in intergovernmental processes, for example, in the preparations for the International Conference on Financing for Development and through follow-up to Security Council resolution 1325.

The Minister for Women and Veteran's Affairs in Cambodia, Ms. Sochua Mu, delivered a keynote address on gender mainstreaming, building on the experience in Cambodia. Ms. Sochua Mu pointed to the importance of gender mainstreaming for ensuring that women are included in national development as actors and not just as recipients. Gender mainstreaming is seen as a means to ensure that women and men work together for development in all areas - in political, social and economic development. It should ensure that women as well as men have access to resources and opportunities to make important decisions and choices in their lives. Ms. Sochua Mu further emphasized that gender mainstreaming should transform policy commitments into changes on the ground. Gender mainstreaming in the area of poverty eradication must be seen as a political process. Changing society is very much about changing attitudes and practices of both women and men.

Ms. Sochua Mu provided an overview of the remaining challenges to gender equality in the Cambodia context and the catalytic work of the Ministry for Women and Veteran Affairs. The vision of the Ministry was outlined as enabling women and men to work together to build a peaceful society, based on law and order, good governance and freedom from violence. Four priority areas have been identified for the gender mainstreaming work of the Ministry: empowerment of women, education, health and legal protection. The Ministry perceives that it has an important role in monitoring Government commitments, promoting greater participation of women in all areas, influencing the development of important policies and laws and working collaboratively with NGOs in all these areas. Considerable progress has been made in local politics with 12,000 women (of 75,000 candidates) registered for forthcoming local elections.

The Director of the Division for the Advancement of Women, Ms. Carolyn Hannan, provided an overview on learnings on gender mainstreaming. Ms. Hannan highlighted some of the areas where there is considerable clarity on gender mainstreaming. These include the explicit intergovernmental mandates, both general

mandates and more specific mandates on different sectors/issues; the understanding that gender mainstreaming is not an end in itself but an approach, a strategy, a means to achieve gender equality; the fact that incorporating gender perspectives contributes effectively to the achievement of other development goals; the awareness that gender mainstreaming involves a process of transformation - that increasing the representation and participation is not enough since the mainstream agenda can only be transformed when the contributions, priorities and needs of both women and men inform the design, implementation and outcomes of policies and programmes; and finally the understanding that commitment to gender mainstreaming does not eliminate the need for targeted activities for women and for the promotion of gender equality, or the need for gender specialists within organizations.

Two common misconceptions related to gender mainstreaming were also refuted. Firstly, gender mainstreaming is not about gender balance within an organization but is focused on the incorporation of relevant gender perspectives into the work programmes of organizations. Secondly, separate targeted activities for women are not gender mainstreaming activities, but are important complements to gender mainstreaming. Gender mainstreaming is the strategy utilized in programmes where the principal objectives are related to other development goals than gender equality, such as improving health, increasing agricultural production or reducing poverty. Gender mainstreaming involves linking the goal of gender equality to these other development goals, in the context of “mainstream” development policies and programmes.

Ms. Hannan pointed out that although gender mainstreaming is now well established as a global strategy for promoting gender equality, there is still considerable work to be done before gender perspectives are routinely incorporated into all areas of development. Trying to bring the realities of both women and men - their contributions, perspectives, needs and priorities - to bear on data collection, analyses, policy development, planning, implementation and monitoring in all areas of development, requires specific knowledge and capacity. Two key obstacles are a lack of real understanding of what gender mainstreaming actually means and the fact that the practical implications of gender mainstreaming are not fully understood in many areas of development, for example, in economics or in more technical areas.

An important starting point in the implementation of gender mainstreaming is ensuring that the initial definitions of issues/problems across all areas of activity are done in a manner which allows for the identification of gender differences and disparities. Assumptions that issues/problems are neutral from a gender equality perspective should never be made - gender analysis should always be carried out, separately or as part of existing analyses. All analytical reports and recommendations on policy or operational issues should take gender differences and disparities fully into account. Plans and budgets should be prepared in such a manner that gender perspectives and gender equality issues are made explicit and can be specifically addressed.

Practical steps for improving the implementation of gender mainstreaming were outlined. The first step required is an assessment of the *linkages between gender equality*

and the issue or sector being worked on, that is, to identify the gender implications of, for example, poverty elimination, good governance, enterprise development, and peace and security issues. Secondly, once these gender perspectives have been identified in different areas of development, the *opportunities and entry-points for addressing these* in the regular processes and procedures within work programmes should be identified. Thirdly an *approach or methodology* has to be identified for successfully incorporating gender perspectives into these work-tasks in a manner which facilitates influencing goals, strategies, resource allocation and outcomes. Different strategies will be required for different types of activities, such as research and data collection, policy development, planning and implementation of programmes, training.

Finally, the importance of creating a conducive institutional environment for gender mainstreaming was highlighted. This includes clarifying roles and responsibilities, establishing accountability mechanisms, developing guidelines, utilizing gender specialists and providing competence development for all personnel. Overall responsibility for implementing the mainstreaming strategy should rest at the highest levels within Governments and other organizations.

III. Summary of presentations and discussions

A. CSW theme: Eradicating poverty, including through the empowerment of women through their life cycle in a globalizing world

To initiate discussion on this theme, presentations were provided on the outcome of the United Nations Expert Group Meeting on "Empowerment of women throughout the life cycle as a transformative strategy for poverty eradication" held in India from 26-29 November 2001 (Ms. Rashmi Chowdry), the work of BRAC (Mr. Salehuddin Ahmed), as well as experiences with poverty eradication in India (Ms. Kalyani Menon-Sen) and China (Ms. Zhang Caixia). The discussions were moderated by Ms. Pawadee Thonguthai (Thai Women Watch). The discussion is summarized below. Copies of the full presentations will be made available in the separate report prepared by ESCAP.

The discussions highlighted the increasing evidence that the impact of the ongoing processes of economic and political restructuring in the region in the context of globalization has been uneven. Some countries have managed to integrate into the global market economy while at the same time reducing poverty; others have been less successful. The correlation between economic growth and financial liberalization and poverty reduction remains problematic. In many cases, women's vulnerabilities have been heightened and this has led to an expansion and intensification of women's poverty. National governments have often responded to the evidence that women are over-represented among the poor through women-specific poverty programmes and targeted interventions for the empowerment of women. While participants accepted that many of these programmes are positive for the groups of women targeted, concerns were raised that by narrowly focusing attention on women-specific interventions, this approach may have hindered the incorporation of gender perspectives into mainstream policies and

programmes, particularly in sectors which are critical for gender-sensitive poverty eradication strategies, such as agriculture and manufacturing. It was also considered problematic that women themselves become the target of attention rather than the gender-biased structures and processes within different sectors.

The importance of developing capabilities as a critical strategy for poverty eradication was, however, emphasized in the discussions. It was pointed out by some participants that there is still a need for women-specific inputs, particularly those that are explicitly targeted to developing capabilities of women. Without this targeted support it would be difficult to close critical gender-specific gaps. The conclusion was that gender-sensitive poverty eradication strategies will need to be complemented with targeted programmes for women.

It was highlighted that mainstream poverty eradication policies and programmes do not always address the root causes of women's poverty and are often based on the unjustified assumption that improvements in economic status and wellbeing at household and community levels will automatically lead to gender equality. Although it is increasingly recognized that poverty is a complex and multi-dimensional problem requiring a holistic approach, many programmes continue to address income poverty in isolation, and do not recognize the fact that poor women face human poverty through multiple deprivations and violations of their rights and entitlements. A human poverty perspective (or capability perspective), with explicit attention to gender equality issues, should be incorporated into the design and implementation of all mainstream programmes for poverty alleviation. Participants emphasized the poverty eradication does not simply require technical solutions but is very much about political decision-making. The socio-economic structures and processes which cause differing rates and levels of poverty among women and men, differential impacts and unequal potential for coping with and overcoming poverty, need to be explicitly identified and addressed.

Gender mainstreaming in poverty eradication requires specific support to women in a number of areas. Women need training in economic literacy and access to viable self-employment opportunities. Equitable access to education and health services across the lifecycle needs to be guaranteed. Micro-credit and savings and social security are also essential inputs. Participants highlighted, however, the micro-credit, useful as it has been in some countries, should not be seen as a panacea for women in poverty. Poorly-run micro-credit programmes can be disempowering for women. Attention to provision of micro-credit should not detract from the need for giving attention to gender perspectives in all areas of economic development.

Discussions revealed that while the links between poverty eradication and women's empowerment are increasingly raised at the level of rhetoric, there is often little real change on the ground. Health, education and micro-credit programmes are not automatically empowering for women. If women as well as men are not consulted on their perceptions, priorities and needs, and if their active involvement is not sought, well-meant policies and programmes can have negative effects on women. Issues of representation and access to decision-making, access to and control over resources,

development of capabilities and self-esteem remain critical in efforts to empower women in the context of poverty eradication.

Participants expressed concern at the continuing gaps between macro-economic policies focused on economic growth, and social policies focused on the larger goals of gender equality and social justice. Greater integration of economic and social policies is needed for successful eradication of poverty. Advocates of gender mainstreaming were also urged to engage with and influence processes of macro-economic policy-making rather than focus exclusively on the micro-level. Women's potential to develop sustainable livelihoods can be directly undermined by financial and trade liberalization.

In the context of globalization, the need to incorporate gender perspectives in the overall macroeconomic framework for development was highlighted. The importance of moving beyond a focus on individual sectors to influencing the larger economic development framework from a gender perspective, and of situating discussions of micro-credit and the work on gender mainstreaming in national budgets in the broad macroeconomic context, was emphasized. Issues of good governance - in particular participation, transparency and accountability - were identified as critical for poverty eradication in the context of globalization. They were also recognized as critical for the achievement of gender equality. In addition, the importance of a rights-based approach was highlighted in the discussions and the value of CEDAW, as a framework for promoting gender mainstreaming, was emphasized by participants.

Participants also pointed out that women's groups and gender-responsive NGOs in countries of the region have evolved alternative approaches to poverty eradication, which can provide valuable lessons for policy-makers, planners and administrators. Greater collaboration between Governments and NGOs in the area of poverty eradication is important. This does not mean, however, that NGOs should become service deliverers. The critical role of NGOs in advocacy and monitoring for gender-sensitive poverty eradication policies and programmes must be maintained.

B. Institutional change for gender mainstreaming

Ms. Aruna Rao (Gender at Work Collective) moderated the discussion on developing conducive institutional environments for gender mainstreaming. Experience was shared from a number of different country contexts: Japan (Ms. Yoko Suzuki), Fiji (Ms. Banuve Kaumaitotoya), East Timor (Ms. Sherrill Whittington) and IFAD/AIT (Ms. Govind Kelker). The discussion is summarized below. Copies of the full presentations will be made available in the separate report prepared by ESCAP.

Progress could be reported in a number of areas of institutional development to support gender mainstreaming. Efforts have been made to move the responsibility for gender mainstreaming out of gender units within national machineries or other organizations and into line ministries and other mainstream bodies. National machineries and gender units within organizations are increasingly working in a catalytic manner -

promoting and facilitating rather than doing the work themselves. A broad range of mechanisms have been adopted in support of gender mainstreaming. These include use of gender focal points, taskforces and high-level advisory groups; training - including for top management; development of analysis methodologies and strategies for making use of analysis mandatory; development of action plans; carrying out audits; establishing strategic reporting mechanisms - such as to Parliaments; and positive collaboration with NGOs and civil society groups.

Challenges in institutionalizing gender mainstreaming approaches within organizations were discussed. Experiences shared highlighted several common issues. These included the need for an informed and vocal constituency that could demand change and hold public agencies and authorities accountable for addressing the interests of women as well as men, and the importance of developing accountability mechanisms within organizations, including sanctions for behaviours which perpetuate discrimination against women. An important constraint identified is the fact that in many organizations gender equality policies and gender mainstreaming strategies have been implemented from the top down, without adequate internalization of the values embedded in these policies by staff at lower levels. As a result, there is little progress in implementation of these policies.

In some contexts, organizations have established strong policies on gender equality and made explicit commitments to gender mainstreaming but then assumed that implementation would be automatic. Monitoring and evaluation mechanisms are not put in place and this reduces the potential for constructive self-criticism and further development. There are many ways in which good policies and strategies can be subverted within organizations, especially in contexts where there is little explicit management support, over and above the existence of these policies and strategies. Active support and demands for accountability from all management levels is essential for successful gender mainstreaming. Commitment of top leadership and management would take various forms such as developing clear directives and articulation of support for gender mainstreaming in the work of the organization, and demanding and supporting the development and implementation of gender action plans with clear time-frames and targets.

Although it is recognized that accountability mechanisms will be critical to successful implementation of gender mainstreaming, there are few examples of good practice in this area to share. Development of accountability mechanisms must be a priority for the future. Indicators of progress in gender mainstreaming, with emphasis on outcomes, need to be developed to facilitate effective monitoring. Without incentives and sanctions for non-compliance, informal processes within organizations can jeopardize the implementation of very positive policies. The specific constraints, particularly related to oversight and accountability, of institutionalizing commitment to gender mainstreaming in large countries with decentralized systems were raised in the discussions.

Institutional development is related to establishing a core set of values within organizations that should inform a body of policies and strategies, in which gender perspectives are incorporated as an integral dimension. Gender-biased institutional norms are not always immediately visible or explicit but are embedded in the hierarchies, work practices and beliefs of organizations. Unchallenged gender biases and gender stereotypes within organizations can seriously constrain efforts to implement gender mainstreaming. While there has been progress in setting up the infrastructure to support gender mainstreaming in many organizations, little has been done to combat deeply embedded organizational values that discriminate against women in subtle and insidious ways. There is a clear need for strategic action to develop more conducive institutional environments for gender mainstreaming.

One concrete example of efforts to produce a more conducive institutional environment for promoting and securing accountability for gender mainstreaming was discussed. This involved the mandatory institutionalization of a methodology for gender analysis. The process involves establishing the basic gender equality principles on which work programmes should be based; clarifying the responsibilities of all actors; and stipulating the gender analysis provisions to be implemented. The methodology requires that in the planning and implementation of programmes the specific roles and situation of women and men should be taken into account, so that the potential differential impacts are understood. Although emphasis is placed on the value of gender mainstreaming for programme efficiency and effectiveness and the gains in terms of transparency and accountability are outlined, one of the most difficult constraints to overcome remains the attitude that incorporation of gender analysis makes processes burdensome and that there is a risk of sacrificing project efficiency in the process. The need to emphasize the value added of incorporating gender perspectives for the achievement of overall development goals as well as sector-specific goals in this context was highlighted. Constraints identified included weak gender analysis capabilities within line ministries and inadequate accountability mechanisms, both in terms of incentives and sanctions. The importance of the national machinery retaining a catalytic and supportive role and developing effective partnerships with line ministries and other actors, to ensure effective institutionalisation, was emphasized.

It was also noted that there are important links between gender equality policies of the organization itself (including on equal opportunities, a gender-sensitive work environment and harassment issues within the organization) and commitment to gender mainstreaming in work programmes. Organizations which are poor performers on gender equality within their own organizations can be assumed to perform poorly on gender mainstreaming. In particular organizations with poor records on open and flexible management styles, and/or with extremely hierarchical structures, do not have potential to do well on gender mainstreaming.

C. Gender mainstreaming in national budgets

Experience in mainstreaming gender perspectives in national budget processes was provided from Sri Lanka (Ms. Patricia Alailima) and the Philippines (Ms. Ermilita Valdeavilla and Ms. Maribel T. Buenaobra). A video presentation from Australia (Ms. Rhonda Sharp) was also shown. The discussions were moderated by Ms. Linda Miranda (CAPWIP). The discussion is summarized below. Copies of the full presentations will be made available in the separate report prepared by ESCAP.

There are still unacceptably wide gaps between policy commitments to women's empowerment and gender equality and the resource allocations to meet the goals set. Budgets at different levels are one of the most powerful instruments for bridging this gap, as well as for promoting women's equitable access to public resources and mainstreaming gender perspectives into national development frameworks. Presentations and discussions stressed the importance of clear objectives in efforts to mainstream gender perspectives in budget processes, i.e. to develop awareness of gender perspectives in different sector areas which need to be addressed; to establish accountability for commitments to gender equality; and to make necessary changes in resource allocations through budget processes.

Experiences of incorporating gender perspectives into budgeting processes in different countries of the region demonstrate the importance of clarity on the responsibilities and accountabilities of organizations and individuals involved. The involvement of economic and planning bodies, finance and budget departments and the legislature, as well as oversight by an informed and committed group of gender advocates, are important to the process of making budgeting processes gender responsive. The role of the national machinery is critical for ensuring the necessary political and technical support. To be effective and sustainable, gender mainstreaming in budgets has to be supported by an active constituency for gender equality, both within government and in the civil society.

The presentations highlighted the importance of adequate research on the gender perspectives in different sector areas which need to be taken into account in resource allocations. While gender research groups and institutions play an important role in carrying out research and making information available, experience has shown that it is also critical to develop the capacity of staff in Ministries of Finance and line ministries, to be able to identify areas where gender is relevant and know where to go to get necessary information. The importance of availability of sex-disaggregated statistics was emphasized.

Some of the strategies utilized to achieve gender-responsive budgets were discussed. To raise awareness of the gender implications of budget processes, sex-disaggregation of statistic is one important strategy. Improvement of data at household and individual level is critical, as is increased research on unpaid work. Initiatives are also needed to raise public awareness. The importance of challenging the notion of

“neutrality” of particular sectors to gender equality in the budget process was highlighted. To increase accountability of budget processes to policy goals on gender equality – assessing where resources went, through which process, and with what results - a number of strategies have been developed. These include making information on budget processes more accessible to the general public; including information on budgets in reporting to CEDAW; making gender-responsive budgets an election issue; and using media effectively. One strategy which was mentioned but has not yet been utilized involves using general audit processes to monitor the gender-responsiveness of budgets at different levels. Assessing changes in the budget allocations requires consistent monitoring. Assessing impacts of budget changes on the situation of women and gender equality, i.e. the extent to which women as well as men benefit from resource allocations - requires systematic data collection and research, involving the full commitment of relevant line ministries.

Positive experiences reported included the fact that efforts to bring greater attention to gender perspectives in local budget processes had resulted in the empowerment of women to engage in discussions with local politicians and administrators on resource allocations. In these contexts, politicians and administrators were increasingly forced to motivate decisions taken and to increase consultation with women as well as men. At national level, efforts to bring gender perspectives to the centre of resource allocation decisions were more formalized. Requirements for the development of Gender Action Plans and regular reporting on progress by line ministries has led to the development of greater awareness, commitment and capacity to take gender perspectives into account. The fragility of the gains made, and the constant need for the national machinery and civil society groups and networks to advocate and monitor, was, however, highlighted.

Issues of good governance - participation, transparency and accountability - were raised in the discussions on budget processes. It was pointed out that there is little transparency in relation to the process of developing budgets. In most countries the final products are presented, with little information on the processes behind critical decisions on resource allocations. Empowerment of women in relation to budgets includes skill development in relation to understanding the budget processes at national and local levels, in order to be able to initiate an informed dialogue with budget and finance departments and hold them accountable to policy commitments.

The need to work to bring gender perspectives to the whole of the budgets at national and local levels, rather than working to secure a portion of the budgets for specific support to women, was emphasized in the discussions. Gender mainstreaming in national budgets should aim to ensure that resource allocations are based on gender analysis of needs and priorities in all sector areas and that policy commitments to gender equality in different sector areas - health, education, agriculture, infrastructure - are backed up with resource allocations.

In the context of globalization, the importance of incorporating gender perspectives into all the issues of financing for development was highlighted, not just in

relation to domestic resource allocation through national budgets. Issues of foreign direct investment, external debt management, trade and development assistance are also critical. In relation to debt, questions of what the loans are used for and who repays and in what manner must be raised. Issues of revenue-raising, for example through taxation, are also important. Is the burden of taxation on households or individuals: is it detrimental to the poor: are there differential impacts on women and men? Social policy and social security measures are also identified as critical.

D. Responsibilities and accountabilities for gender mainstreaming

Ms. Patricia Licuanan (Miriam College, Philippines) moderated the discussion on the responsibilities and accountabilities for gender mainstreaming. Experience from within Government was provided from New Zealand (Ms. Wendy Moore), the Republic of Korea (Mr. Ji Kyu-Taek) and the Philippines (Ms. Ermilita Valdeavilla). Experience on the role of NGOs in ensuring government accountability for policy commitments was presented from Sri Lanka (Ms. Swarna Jayeera, CENWOR). The discussion is summarized below. Copies of the full presentations will be made available in the separate report prepared by ESCAP.

The participants discussed mechanisms to clarify the responsibilities for gender mainstreaming of different actors and ensure accountability. This included different actors within country contexts, such as Government (line ministries and national machineries, National Statistical Offices, Census Offices, etc.), Parliament, NGOs and civil society groups and researchers. Within organizations, responsibilities need to be clearly spelt out - including for top management, middle-level management, programme staff, budget officers, gender focal points, etc. - and linked to overall policy commitments. Accountability at the highest levels, while sometimes difficult to build, is critical for stimulating accountability at lower levels.

The central role of **national machineries** in promoting gender mainstreaming was raised in the discussions. The critical role of national machineries is, however, a very difficult one. There was agreement among participants that national machineries should play a catalytic role in promoting gender mainstreaming - advocating, advising, supporting in different ways, without taking over responsibility, and monitoring and reporting on progress. This requires the development of collaborative working styles, sound knowledge of gender analysis methodologies and special skills to promote and facilitate gender mainstreaming. A key constraint facing national machineries in their catalytic role in gender mainstreaming is the pervasive resistance of organizational cultures in many government bodies to gender equality values. The constraints to gender mainstreaming in different line ministries need to be identified and strategies developed to overcome them.

It was recognized that national machineries should also move beyond promoting gender mainstreaming within individual sectors to identifying and promoting gender perspectives in overall development frameworks. Greater engagement with macro-

economic issues is required. New challenges such as globalization and HIV/AIDs need to be given particular attention.

Within the region the national machineries in some countries are well established and catalytic frameworks in support of gender mainstreaming are already in place; while in others, such as in countries in economic transition or post-conflict reconstruction, the national machineries are still under development. The importance of ensuring that the development of the national machineries in these latter countries builds on the lessons learned in other countries in the region was stressed.

The importance of finding ways and means of ensuring that **line ministries** take responsibility for gender mainstreaming in their respective sector areas was highlighted. The need for specific accountability mechanisms was raised. The importance of high-level commitment within line ministries was also identified as critical. Participants shared examples, in this session and in following sessions, on ways and means of developing awareness, commitment and capacity within line ministries. These included training and capacity-building inputs, development of concrete approaches, methods and tools, and provision of technical support. Apart from developing adequate policies and strategies, the need for establishing effective oversight functions in relation to gender mainstreaming in line ministries was also noted.

An innovative approach to developing accountability for gender mainstreaming, involving the requirement of Gender Implementation Statements on all policies going to Cabinet, was discussed. The Gender Implementation Statements outline the gender implications of the policies being presented to Cabinet. These include clarification of the gender perspectives on desired outcomes and the nature and extent of potential impacts on women and men, both directly and indirectly, as well as policy options for addressing any gender implications identified. The process should involve consultation in the development of the statements and monitoring of results by collecting sex-disaggregated data. The objective is to legitimize the framework for gender analysis in areas other than social sectors. Political commitment at highest level is critical for successful implementation of the strategy. The national machinery plays an important catalytic role in the process, by providing training and information materials and tools to the departments. Constraints identified included the lack of capacity for gender analysis in departments; the lack of data disaggregated by sex and ethnicity; the failure to understand the gender approach (that it is not only about women); and the reliance on the national machinery to provide all back-up.

The importance of building new constituencies for gender mainstreaming among the **general public and NGOs and civil society groups** was highlighted. This involves broad dissemination of information on what the government has committed to in global intergovernmental processes, in treaties such as The Convention on the Elimination of All Discrimination Against Women (CEDAW) and in policies and strategies at national level, as well as regular reporting on efforts made and concrete results on the ground. Training in advocacy and monitoring for civil society partners actors is essential.

Research organizations have particular responsibilities, as well as specific potentials, for securing accountability for commitments to gender equality. Examples of the innovative work of such organizations was shared. These included development and dissemination of regular reviews of the situation of women; in-depth research in critical policy areas and monitoring of state policies in these areas; carrying out of gender audits of organizations, including line ministries; policy dialogue and specific contributions to policy formulation; preparation of information materials, guidelines and tools; and provision of training and sensitisation programmes.

Statistical bodies play a key role as access to adequate sex-disaggregated and gender-sensitive statistics were identified as essential for successful gender mainstreaming. Gender perspectives need to be mainstreaming into all statistical areas. This involves, over and above sex-disaggregation, changes in approaches and methods for data collection, production, analysis and dissemination as well as identification of areas where gender-sensitive data is still not collected and utilized in policy and programme development.

The importance of **donors** for the effective implementation of gender mainstreaming was raised. It was pointed out, however, that there are serious gaps between policy commitments to gender mainstreaming of international organizations, including the United Nations, and their practice on the ground. The fact that many international organizations have ghettoised gender equality concerns, including the promotion of gender mainstreaming, within their own organizations is a constraint to gender mainstreaming within their partner countries. The need for Governments and NGOs and civil society groups to demand greater accountability of international organizations and donors for gender mainstreaming in their policies and programmes was emphasized in the discussions. Donors should be required to make attention to gender perspectives mandatory in all support in the region.

E. Strategies for gender mainstreaming - case studies

Case studies on development of strategies for implementing gender mainstreaming were presented from a number of sectors - education (Indonesia, Ms. Redya Betty Doloksaribu), human rights (IWRAP, Ms. Shanti Dairaim), forestry (FAO/Nepal, Ms. Kanchan Lama), development assistance (Australia, Ms. Rosemary Cassidy), census (India, Ms. Suman Prashar), gender support methods (Tonga, Ms. Polotu 'A.F. Fakafanua), national reconstruction (East Timor, Ms Joana Vitor) , political participation (PRIA, Ms Shalini Bijlani) and policy leadership and advocacy within government (PLAGE Bangladesh, Ms Khair Jahan Sogra). The discussion is summarized below. Copies of the full presentations will be made available in the separate report prepared by ESCAP.

In discussing the different case studies – gender mainstreaming in specific sectors (education and forestry), through census exercises, development cooperation activities, efforts of national machineries and other government bodies, as well as in relation to

human rights, political participation and in post-conflict situations - a number of generic approaches were identified, as will be outlined below.

Participants pointed out the importance of access to **gender specialists** to advocate, advise, support and monitor progress on gender mainstreaming. Specialist expertise is particularly essential for the development of strategies and action plans for gender mainstreaming and providing competence development for staff. At project level gender specialists were considered important to assist in the identification of relevant gender issues, support consultation with women as well as men, and recommend strategies for overcoming barriers and obstacles to the equitable participation of women. Use of gender focal points within organizations has increased, although there are constraints to their effective utilization. Their roles and responsibilities need to be made very clear - particularly the fact that they are resources rather than those with full responsibility for gender mainstreaming. In many cases gender focal points are not experts and are not provided with adequate training to allow them to play an effective role. In community level projects, grassroots motivators, organizers or promoters can be effective catalytic agents - ensuring increased consultation with women as well as men, increasing equitable participation and highlighting discriminatory attitudes and practices at the local level. These groups need, however, considerable support.

Gender training was also identified as an essential element in strategies to promote gender mainstreaming. Training is required at all levels to increase awareness and knowledge on gender issues, ensure commitment and develop capacity. Training programmes need to focus on developing necessary leadership, communication and problem solving skills for working with gender equality issues. Experience has shown that capacity development for gender mainstreaming involves a long process. A one-off training programme of one or two days produces few changes. More innovative process-oriented methods need to be developed, including different types of follow-up training. Capacity development can also be achieved through the development of methodologies, guidelines and toolkits, particularly if done in a participatory manner. Training should also be offered to top and middle-level management levels.

Development of **gender analysis methodology** was highlighted as critical for effective gender mainstreaming. Some capacity for gender analysis is required for all professional staff, not only gender specialists or gender focal points. Gender analysis should be applied to all sector areas. In some areas particular skills are required. Professional staff also need to know where they can go to get support if they are not able to carry out the analysis themselves. Gender analysis can be carried out as a separate analysis or included as an integral part of other analyses being undertaken. Gender analysis findings should be fed into the design and formulation stage of project development. Access to sex-disaggregated data is critical.

Gender mainstreaming guidelines - general overall guidelines, handbooks or manuals or such tools for specific sectors - have proven useful for promoting greater implementation of the strategy. Participatory development of such tools increases the "ownership" of the tools and potential for their utilization.

Strategies for gender mainstreaming need to include efforts to increase **consultation with and participation of** women as well as men. Networking to provide ongoing support to women and gain access to their perceptions, priorities and needs, was also an important strategy at grassroots level. Sharing of experiences between different groups of women was also an important strategy.

Establishing effective **monitoring mechanisms** was also identified as vital for successful gender mainstreaming in different sector areas. At project level participatory monitoring procedures are important. Ensuring access to information is essential for participatory monitoring processes. Accountability was reported as a constraint, and even with built in monitoring mechanisms, ensuring compliancy was often a problem.

The importance of a **rights-based approach and effective use of CEDAW** was highlighted. The effective utilization of different treaty bodies and human rights rapporteurs should be increased. CEDAW provides an excellent framework for assessing gender mainstreaming, emphasizing equality of opportunity, access and results.

The low participation of women in **political decision-making** was identified as a constraint to gender mainstreaming. Innovative strategies for incorporating gender perspectives into governance and public administration need to be developed. The mainstreaming of gender perspectives in local governance in the context of decentralization remains a huge challenge. Experience in the region has shown that even where increased participation of women is made mandatory, considerable supportive inputs are required to ensure that women can participate in an equitable and effective manner. Systematic monitoring is necessary to identify constraints.

In **complex emergencies**, including conflict and post-conflict situations as well as natural disasters, incorporation of gender perspectives can meet resistance because of the attitude that gender mainstreaming is only relevant when all major problems are solved, as well as the perception of women as primarily victims. Greater emphasis needs to be put on the gender perspectives in both the emergency assistance inputs as well as more long-term development activities. The perception of women as key actors and agents of change should be promoted. The opportunities for changing the situation of women and gender relations in these post-conflict and post-disaster situations need to be identified and capitalized on, particularly through providing access to information and training as well as job opportunities. The equitable participation of women should be promoted in all areas. The need for a strong focus on human rights was highlighted. Support to the development of an active role for women's groups and networks is also important.

The example of gender mainstreaming in **census** exercises was discussed. Ways and means of eliminating male biases in the processes, caused by inadequacies in methodology and instructions for and training of enumerators, were discussed. Effective strategies to make the census more gender-sensitive included ensuring that the Master Trainers are gender sensitive; training of all enumerators on gender issues; hiring of more female enumerators; modifying the forms for collection of information at household

level; including a specific chapter on women in the instructions; and raising awareness among the general public through posters, banners, advertisements and radio and television programmes.

F. Gender mainstreaming in inter-governmental processes

To highlight the importance of incorporating gender perspectives in inter-governmental processes, the experiences of ASEAN (paper prepared by Ms. Moe Thuzar and delivered by Ms Vilayvanh Dilaphanh), ADB (Ms. Anita Kelles-Viitanen), Forum Secretariat (Patricia Sachs) and of support to Member Countries in SAARC (Mr. S.K. Guha- UNIFEM South Asia) were presented. Ms Thelma Kay (ESCAP) moderated the discussions. The discussion is summarized below. Copies of the full presentations will be made available in the separate report prepared by ESCAP.

In the discussion it was noted that in the context of globalization there is increased interdependence within regions and sub-regions. Many emerging issues require intergovernmental collaboration, for example trafficking, migration, HIV/AIDs and trade. Intergovernmental processes at regional and sub-regional levels have become increasingly critical.

Participants pointed out that intergovernmental mandates - both global and regional – provide important political support for gender mainstreaming and are essential instruments for securing necessary financial resources. The importance of expanding the use of intergovernmental processes, and the intergovernmental mandates emanating from them, to ensure increased and sustained attention to gender mainstreaming was raised. The intervention frameworks of intergovernment organizations are determined by their respective governing bodies, and these were often focussed on a few strategic issues. Work programmes are determined by global mandates and international instruments. Efforts must be made to more broadly disseminate the Platform for Action, the outcome of the Twenty-third special session of the General Assembly and CEDAW as critical mandates for all intergovernmental bodies.

It was noted that many Governments and donors still perceive gender equality as a marginal issue and therefore a campaign to keep gender mainstreaming on the agenda, at the highest political level, especially through intergovernmental mechanisms, must be continued and reinforced. Participants pointed out that strategic allies had to be identified on various intergovernmental bodies, including in subcommittees or working groups; stronger collaborative initiatives need to be developed by different actors to influence intergovernmental bodies; and constant contact and communication needs to be maintained with constituents and support groups in civil society.

The need for specific gender expertise within intergovernmental bodies to support gender mainstreaming through catalytic roles was stressed. Those servicing intergovernmental bodies need gender training in order to be sensitized and equipped with the necessary professional skills and expertise to mainstream gender perspectives into their substantive work.

The role of donors in facilitating gender mainstreaming in intergovernmental processes was discussed. This role should be primarily catalytic, supporting the efforts of individual Member States as well as their collaborative efforts in intergovernmental contexts. Donors can also play an important role by facilitating the creation of space for inputs from NGOs and civil society groups, as well as for bringing critical stakeholder together for dialogue on the implementation of the Platform for Action and the outcome of the twenty-third special session of the General Assembly.

IV. Conclusions and recommendations

General insights:

The importance of taking a broad focus on gender mainstreaming was emphasized throughout the discussions. Stakeholders include not only Governments but also NGOs and civil society groups, the private sector, academia, religious institutions, media and other actors in society. Within government the focus should not only cover the executive branch but all other branches, including the judicial branch. The need to incorporate gender perspectives in the overall macroeconomic framework for development was highlighted time and again as critical for effective gender mainstreaming - moving beyond individual sectors to the larger development framework.

Gender mainstreaming was seen to be very much about identifying and challenging existing gender biases, for example, in relation to values and norms within organizations and in macroeconomic frameworks. Gender mainstreaming cannot be seen simply as a technical issue – involving the development of strategies, methodologies and skills. There are important political dimensions to be taken into account. Specific capabilities need to be developed to address both the political and technical dimensions.

Issues of good governance - in particular participation, transparency and accountability - were identified as critical for gender mainstreaming. The importance of a rights-based approach was highlighted in many discussions and the value of CEDAW, as a framework for promoting gender mainstreaming, was emphasized by many presenters.

While there is increased understanding that incorporating gender perspectives into different areas of development supports other development goals as well as promoting gender equality, there is need to provide new examples of how and why incorporating gender perspectives into policies and programmes supports the achievement of sectoral goals. Good practice examples are needed in this respect – with clear evidence that the incorporation of gender perspectives provides a “valued-added” impact.

Organizational change in support of gender equality within Governments, donor organizations, NGOs and other bodies can only be successful if grounded in the broader goals of development, peace and equality, as expressed through women’s mobilization on the ground. Organizations cannot promote gender mainstreaming effectively in

isolation from the women's movement at national level. The voices of women have to be heard and their expressed priorities and needs taken into consideration. Consultation with women as well as men is essential for successful gender mainstreaming.

The need to always link the strategy of gender mainstreaming to the overall goal of promoting gender equality was highlighted throughout the discussions. The importance of placing the goal of gender equality in a broad socio-economic context was also raised. Gender equality cannot be seen in isolation from other socio-economic criteria such as race, class, poverty levels, and age.

Participants encouraged further work on promoting, facilitating and monitoring gender mainstreaming at both regional and sub-regional levels and highlighted the important role of ESCAP in this process.

A number of **key constraints** to gender mainstreaming were also highlighted in the discussions:

- There still remain huge gaps between policy commitments and resource allocations within many organizations, and this negatively affects implementation of gender mainstreaming on the ground. Many organizations still have cultures which are not supportive of the promotion of gender equality. Even where policy commitments are in place, adherence to these is not mandatory and there are no sanctions for non-compliance. Neglect of gender perspectives in policies and programmes is not questioned by senior managers.
- Gender analysis and incorporation of gender perspectives in policies and programmes is not yet done in a systematic manner within organizations. There are still serious and unacceptable gaps in the availability of sex-disaggregated data. Indicators of progress on gender mainstreaming have not yet been developed. Those indicators which do exist are very much process indicators focused on the organization itself rather than on outcomes and impacts.

Recommendations

The meeting called on Governments, regional inter-governmental bodies and civil society actors, with support of international bodies and donors as appropriate, to work towards the following goals:

General promotion of gender mainstreaming:

- Ensure that the principles of gender equality and a rights-based framework, as embodied in CEDAW, are mainstreamed into policies, programmes and activities of all actors in development.

- Promote people-centred analyses of Government policies and programmes, that make visible their economic and social impacts and outcomes, particularly in terms of their congruence with larger national goals of gender equality and social justice.
- Broaden the focus on gender mainstreaming within Governments, to include branches other than the executive branch, and emphasize the role of other actors such as the private sector, academia, the media, political parties, trade unions and religious organizations.

Gender mainstreaming in specific areas:

- Incorporate gender perspectives into the conceptual frameworks and processes of macro-economic planning and decision-making, in order to address the multiple dimensions of human poverty of women as well as men.
- Support gender equality advocates to gain a basic understanding of macro-economics, including planning and budgeting processes, to enable them to engage in informed dialogue at all levels on economic issues and national policies from a gender perspective.
- Support gender-responsive budget analyses, through developing and disseminating methods and tools that build on existing experience and good practice.
- Ensure that the principles of gender equality and non-discrimination, as embodied in Security Council Resolution 1325, are mainstreamed into United Nations peace support operations, including conflict prevention, peace-building and post-conflict reconstruction.
- Incorporate gender perspectives in governance, through promoting participation, transparency and accountability.

Institutional development for gender mainstreaming

- Develop capacities to address the political dimensions of promoting and sustaining gender mainstreaming and provide the necessary technical support to initiate and expand gender mainstreaming in strategic sectors and issues.
- Enhance and strengthen the range of mechanisms for supporting gender mainstreaming, including gender focal points, taskforces and high-level advisory groups; training - including for top management; strategies for making gender analysis mandatory; action plans; accountability mechanisms and monitoring and reporting mechanisms.

- Develop indicators for gender mainstreaming - on process, outcomes and impacts.
- Build new constituencies to deepen and sustain gender mainstreaming, including among men.

The role of national machineries on gender mainstreaming

- Support the development of increased partnerships with NGOs and civil society groups and support the development of both political and technical skills required by these groups for promoting and monitoring gender mainstreaming.
- Play catalytic roles in developing the political and technical skills for gender mainstreaming in line ministries, other government bodies and other actors in societal development.
- Develop capacity to address new challenges in the region from a gender perspective include globalization, post-conflict reconstruction, governance, trafficking and HIV/AIDs.
- Develop capacity to play the critical monitoring role in relation to gender mainstreaming, and hold line ministries accountable.

Documentation of good practice

A number of potential good practice examples were identified in the discussion which require further investigation and documentation. These include, but are not limited to:

1. Promoting of women's participation in local elections in Cambodia;
2. Incorporating gender perspectives into the census in India;
3. Efforts to ensure gender-sensitive resource allocations in the Philippines;
4. Mandatory use of Gender Implication Statements in New Zealand and Gender Impact Assessment and Evaluation (GIAE) in Japan.

V. Closing of the Symposium

The Deputy Executive Secretary of ESCAP, Ms. Keiko Okaido, made a closing statement on behalf of ESCAP. Ms. Okaido congratulated the participants on the adoption of the Communique and the reaffirmation of the importance of the strategy of gender mainstreaming. She highlighted the importance of the focus on poverty eradication, the impact of globalization and national budget processes and the importance of regional and subregional bodies in ensuring that gender perspectives are given adequate attention. Ms. Okaido emphasized ESCAP's commitment to work with Member States and NGOs in the region in promoting gender mainstreaming as a key instrument for gender equality.

In her concluding comments, the Director of the Division for the Advancement of Women, Ms. Carolyn Hannan, drew the attention of the participants to the objectives of the symposium. She concluded that the symposium had been successful in facilitating dialogue on knowledge, experience and good practice and thanked participants for their active contributions to discussions. A number of important recommendations had been made through the Communique. Ms. Hannan pointed to two methodological issues that need to be kept in mind in implementing gender mainstreaming. Firstly, that focus on process or the means should not detract from the necessary focus on the end, or the goal of gender equality. Secondly, the processes, procedures and methodologies put in place to support gender mainstreaming should not become too complicated. Otherwise professional staff may feel that only highly skilled gender specialists can implement gender mainstreaming. The goal is for all professional staff to take gender perspectives into account in the work they already do. In conclusion, Ms. Hannan assured participants that the outcomes of the regional symposium would be brought to the attention of the 46th session of the Commission on the Status of Women in New York in March 2002.

Annex I. List of participants

AZERBAIJAN

Ms Farah Ajalova, Desk Officer, Department of Human Rights, Democratisation and Humanitarian Problems, Ministry for Foreign Affairs, Baku

AUSTRALIA

Ms Rosemary Cassidy, Gender Analyst, AusAid, Canberra

BANGLADESH

Mr Abu Sadeque Md Athar, Senior Assistant Secretary, Ministry of Women & Children Affairs, Bangladesh Secretariat

Ms Khair Jahan Sogra, Institutional Analyst, Policy Leadership and Advocacy for Gender Equality, Department of Women Affairs, Dhaka

CAMBODIA

Ms Sochua Mu, Minister, Ministry of Women & Veterans Affairs, Phnom Penh

Ms Keth Sam Ath, Under Secretary of State, Ministry of Womens and Veterans Affairs, Phnom Penh

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Ms Zhang Caixia, Section Chief, International Liaison Department, All-China Women's Federation, Beijing

Mr Li Shijian, Assistant to Permanent Representative of China to ESCAP, Embassy of the People's Republic of China, Bangkok

FIJI

Ms Banuve Kaumaitotoya, Principal Economic Planning Officer, Ministry of National Planning, Suva

INDIA

Ms Rashmi Chowdhary, Deputy Secretary to the Government of India, New Delhi

INDONESIA

Mr H. Yusuf Supiandi, Deputy for Gender Equity, State Ministry of Women Empowerment, Jakarta Pusat

Ms A. Kasmawaty, Head Bureau for Women Empowerment, South Sulawesi

Ms Lenny N. Rosalin, Head, Division for Women Empowerment, National Planning Agency, Jakarta

Ms Desra Percaya, Department of Foreign Affairs, Jakarta

Mr Sigit Sadiono, First Secretary, Embassy of the Republic of Indonesia, Bangkok

JAPAN

Ms Suzuki Yoko, Senior Advisor on Gender and Development, Japan International Cooperation Agency, Tokyo

KAZAKHSTAN

Ms Gaukhar Kushaliyeva, Deputy Director, Institute for Social and Gender Studies, Almaty

LAO PEOPLE'S DEMOCRATIC REPUBLIC

Ms Vilayvanh Dilaphanh, Lao Women Union, Vientiane

MALAYSIA

Ms Aminah Ismail, Principal Assistant Secretary, Ministry of Women and Family Development, Kuala Lumpur

NEPAL

Ms Shanti Basnyat, Under Secretary, Ministry of Women, Children and Social Welfare, Singadubar

NEW ZEALAND

Ms Wendy Moore, Senior Policy Analyst, Ministry of Women's Affairs, Wellington

NETHERLANDS

Ms Sunee Sakaorat, Programme Officer, Royal Netherlands Embassy, Bangkok

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PAPUA NEW GUINEA

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Ms Ermelita V. Valdeavilla, Executive Director, National Commission on the Role of Filipino Women, Malacanang Manila

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Mr Ji Kyu-Taek, Action Officer, International Cooperation Division, Ministry of Gender Equality, Seoul

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Ms Nasriddinova Latofat, Head of the National Committee on Women and Family (Governmental), Dushanbe

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Ms Cecilia Chen, Chairperson of the Legal Education Trust Fund, Hong Kong, China

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Ms Aruna Rao, Coordinator, Gender at Work Collaborative, New Delhi

Ms Maria Isabel T. Buenaobra, Programme Officer, The Asia Foundation

Ms Joana M.D. Vitor, Senior Gender Advisor, Office of Advisor for Promotion of Equality, UNTAET Headquarters, Dili

Ms Sherrill A. Whittington, UNTAET Headquarters, Dili

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Ms Sheila Macrae,
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United Nations Population Fund
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Ms Chinda Saengcharnchai,
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Food and Agriculture Organization
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Ms Karlyn Eckman
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Asian Development Bank (ADB)

Ms Anita Kelles-Vitanen, Manager,
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NON-GOVERNMENTAL ORGANIZATIONS

Equal Opportunities Commission

Ms Rachel Dai, Equal
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Ms Chan Yu, Director,
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Thai Women Watch

Ms Pawadee Tonguthai
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the National Commission on
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OTHER ENTITIES

Asian Institute of Technology (AIT)	Ms Kyoko Kusakabe, Gender, AIT, Bangkok
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Mr Kim Hak-Su	Executive Secretary
Ms Keiko Okaido	Deputy Executive Secretary
Mr S. Thampi	Special Assistant to the Executive Secretary
Ms Lim Kim-Lan	Chief, Social Development Division
Ms Thelma Kay	Chief, Women in Development Section, Social Development Division
Ms Mariko Jitsukawa	Women in Development Expert, Women in Development Section, Social Development Division
Ms Yuki Horie	Social Affairs Officer, Women in Development Section, Social Development Division
Ms Birgit W. Jensen	Associate Social Affairs Officer, Women in Development Section, Social Development Division
Ms Michelle Lee	Chief, Division of Administrative Services
Mr Brian Heath	Chief, Conference and General Services Section, Division of Administrative Services
Mr David Lazarus	Chief, United Nations Information Services

Annex II. Programme

ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC

ESCAP/OSAGI Asia-Pacific Regional Symposium on Gender Mainstreaming

10-13 December 2001

Bangkok, Thailand

Monday, 10 December 2001

9:00-9:20	<u>Agenda Item 1</u>	Opening session
	Opening statement Message	Mr Kim, Hak-Su , Executive Secretary, ESCAP Ms Angela King , Special Adviser on Gender Issues and Advancement of Women, delivered by Ms Carolyn Hannan
9:20-10:30	Keynote address	Ms Sochua Mu , Minister, Women's and Veteran's Affairs, Cambodia
	Overview of key concepts	Ms Carolyn Hannan , Director, DAW
10:30-12:30	<u>Agenda Item 2</u>	CSW Theme: Eradicating poverty, including through the empowerment of women throughout their life cycle in a globalizing world
	Moderator Presentations	Ms Pawadee Thonguthai , Thai Women Watch Ms Rashmi Chowdry , Department of Women and Child Development, India, on the Expert Group Meeting on Eradicating Poverty, held 26-29 November 2001 in New Delhi Mr Salehuddin Ahmed , Bangladesh Rural Advancement Committee Ms Kalyani Menon-Sen , UNDP, India Ms Wang Xinxia , Ministry of Foreign Affairs, China
12:30-14:00	Lunch	
14:00-17:00	<u>Agenda Item 3</u>	Institutional change for gender mainstreaming
	Moderator Presentations	Ms Aruna RAO , Gender at Work Collaborative Ms Govind Kelker , International Fund for Agricultural Development Ms Sherrill Whittington , United Nations Transitional Administration in East Timor (UNTAET) Ms Yoko Suzuki , Japan International Cooperation Agency Ms Banuve Kaumaitotoya , Ministry of National Planning, Fiji

Tuesday, 11 December 2001

9:00-12:00	<u>Agenda Item 4</u>	Gender mainstreaming in national budgets
	Moderator	Ms Rosa Linda Miranda

	Presentations	Ms Ermilita Valdeavilla , National Commission on the Role of Filipino Women Ms Patricia Alailima , Department of National Planning, Sri Lanka Ms Maribel T. Buenaobra , The Asia Foundation
12:30-13:30	Lunch	
13:30-17:00	<u>Agenda Item 5</u>	Responsibilities and accountabilities for gender mainstreaming
	Moderator	Ms Patricia Licuanan , Miriam College
	Presentations	Ms Wendy Moore , Ministry of Women's Affairs, New Zealand Ms Swarna Jayweera , Centre for Women's Research Mr Ji Kyu-Taek , Ministry of Gender Equality, Republic of Korea

Wednesday, 12 December 2001

9:00-12:00	<u>Agenda Item 6</u>	Strategies for gender mainstreaming—Case studies
	Moderator	Ms Rosa Linda Miranda
	Presentations	Ms Kanchan Lama , FAO/Nepal Ms Shanti Dairaim , International Women's Rights Action Watch Ms Redya Betty Doloksaribu , Department of National Education, Indonesia Ms Khair Jahan Sogra , Ministry of Women and Children Affairs, Bangladesh Ms Suman Prashar , Office of the Registrar General, India
12:00-13:00	Lunch	
13:00-17:00	<u>Agenda Item 6</u>	Continued—Working Group Sessions
	Facilitators	Ms Rosa Linda Miranda Ms Patricia Licuanan Ms Aruna Rao Ms Sherrill Whittington

Thursday, 13 December 2001

9:00-10:00	<u>Agenda Item 6</u>	Continued—Case studies
	Moderator	Ms Rosa Linda Miranda
	Presentations	Ms Shalini Bijlani , Participatory Research Institute of Asia Ms Polotu 'A. F. Fakafanua , Prime Minister's Office and Women and Development Centre, Tonga Ms Rosemary Cassidy , AusAID

Ms Joana M.D. Vitor, Office of Advisor for Promotion of Equality, UNTAET

10:00-12:00
processes

Agenda Item 7

Gender mainstreaming in inter-governmental

Moderator
Presentations

Ms Thelma Kay, ESCAP
Ms Vilayvanh Dilaphanh, Lao Women Union on ASEAN
Ms Anita Kelles-Viitanen, Asian Development Bank
Mr S. K. Guha, UNIFEM/South Asia
Ms Patricia Sachs, Forum Secretariat

12:00-13:30

Lunch

13:30-16:30

Agenda Item 8

Conclusions and Recommendations,

16:30-17:30

Agenda Item 9

Adoption of Communiqué and Closing Session

Ms Keiko Okaido, Deputy Executive Secretary, ESCAP
Ms Carolyn Hannan, Director, DAW

Annex III. List of acronyms

ADB	Asian Development Bank
AIT	Asian Institute of Technology
ASEAN	Association of South East Asian Nations
BRAC	Bangladesh Rural Advancement Committee
CAPWIP	Centre for Asia-Pacific Women in Politics
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CENWOR	Centre for Women's Research
CSW	Commission on the Status of Women
DAW	Division for the Advancement of Women
ECOSOC	Economic and Social Council
ESCAP	Economic and Social Commission for Asia and the Pacific
FAO	Food and Agricultural Organization
IFAD	International Fund for Agricultural Development
IWRAW	International Women's Rights Action Watch
NGOs	Non-governmental organizations
PLAGE	Policy Leadership and Advocacy for Gender Equality Ministry of Women and Children Affairs, Bangladesh
PRIA	Participatory Research Institute of Asia
SAARC	South Asian Association for Regional Cooperation