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Gender and Development

Faculty of Economics, Thammasat University

Outline

9:00 AM	Overview
10:30 – 10:45 AM	Gender mainstreaming
12:00 – 1:00 PM	Sector Issues in Gender
2:30 – 2:45 PM	Gender in CLMV
4:00 – 4:30 PM	Conclusion

Why is women's participation important?

In this era of rapid social and economic change, the absence of women's participation means that potential contribution of half of the population is unutilized

Women's participation in the economy

- Women's participation in the economy improves productivity and reduces health and welfare costs
- This results in increased outputs and higher rate of economic growth



Women's role should be recognized

- Women's participation in the economy: not only for equity and social justice, but also makes economic sense
- Therefore their roles need to be recognized
- Efforts must also be made to recognize their status and improve their well-being
- This includes efforts to ensure equal work means equal pay



How to improve women's well-being?

Improving women's education and health

- Better education and health improves women's quality of life and productivity
- Education: enhances future earnings and increases labor market access
- Health: results in healthy children, reduced health costs, lower fertility, and lower infant mortality rates



Improving women's access to finance

- Improving women's access to financial services contributes to poverty reduction
- Enables women to contribute to family income



Preventing discrimination and abuse

- Discrimination results in costs not only for the individual, but also for the overall society
- Need to promote, support, enhance, and ensure women's participation
- Equal pay for equal work: for the same job level, women are still paid less than men





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GENDER MAINSTREAMING

Gender representation

- Looks at both men and women as potential beneficiaries
- There needs to be a better balance of the number of men and women in the labor force
- Addresses women's participation in the labor force and in decision making processes





GENDER MAINSTREAMING

the integration of gender perspectives into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programs

Purpose of gender mainstreaming

- To promote equality between women and men, and combat discrimination
- To address the issue of representation of women and men in a given policy area
- To avoid the creation or reinforcement of inequalities which can have adverse effects on both women and men



Gender analysis and action

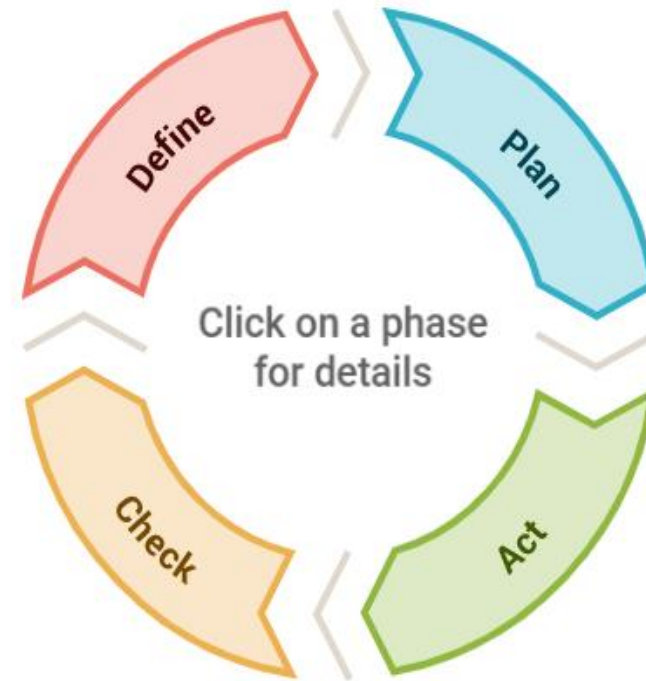
- Need to analyze the existing situation, to identify inequalities, and develop policies to address inequalities and undo the mechanisms that caused them



Gender mainstreaming cycle

Define Tools
Gender Statistics
Gender Analysis
Gender Impact Assessment
Gender Stakeholders Consultation

Check Tools
Gender Monitoring
Gender Evaluation



Plan Tools
Gender Budgeting
Gender Procurement
Gender Indicators

Act Tools
Gender Equality Training
Gender-sensitive Institutional Transformation
Gender awareness-raising



WOMEN IN DECISIONMAKING AND MANAGEMENT

Information technology

TECHNOLOGY AND INNOVATION

“The demand for qualified ICT workers is high in line with the fast-growing ICT sector, but there is a shortage of qualified workers in Indonesia who are ready to work. Many programmers that I interviewed couldn’t code, so they needed more time to take coding training. The outdated curriculum that could not keep up with the industry’s rapid growth was a factor that caused this shortage...Taking opportunity from the digital momentum, I built Markoding with the vision to address the skills mismatch by preparing the young with skills for their future.”

Markoding founder Amanda Simandjuntak
on teaching women and girls to code
(February-March 2021)



▲ **Bamnang Creative Innovation**
co-founder **Seng Rothsethamony**
on technological innovation
(February-March 2021)

“Technology is growing in ASEAN, and young people in the region are quite tech-savvy. Unfortunately, most are still using it for entertainment only. I really hope ASEAN and other entities can help improve the digital literacy of the youth on how to use technology for other purposes, like education and business.”

Health

▲ HEALTH

"Ultimately, COVAX is about providing equitable global access to COVID-19 vaccines, but it is also more than that: it is a model for international cooperation that shows governments can put aside national interests in the pursuit of a goal greater than any one of them could achieve on their own. We believe that the spirit of COVAX, the lessons we will learn, and the infrastructure and expertise we are building will help us be better prepared to respond to pandemics and other global emergencies in the future."

"In March 2021, Dr. Iweala began her five-year term as Director-General of the World Trade Organization (WTO). She is the first woman to serve as Director-General.



"I always believe that everybody should get access to treatment, whether you are rich, poor, white, black, or whatever. This is a basic human right...I try to teach communities to produce drugs by themselves, especially herbal medicines. It is important to produce drugs locally. People cannot rely on drug donation all the time. Once the donation is done, what are they going to do if they cannot produce drugs by themselves?"

**Pharmacist and Ramon Magsaysay awardee
Krisana Kraisintu on her lifelong mission
to develop affordable medicines (July 2020)**

“We still have a lot of work to do to improve our health system. The policymakers down to the people need to be more solid in responding to health emergencies in the future. It’s also important to improve our information system, especially on health, so people won’t be easily misled by fake news. We can also learn from the other ASEAN countries in responding to the health crises, and collaborate more to improve our health systems so that if we face another pandemic in the future, we all can have the same standards in responding to it.”

**Medical doctor Disa Edralyn
on the health system
(November-December 2020)**



Disaster preparedness and climate change

SUSTAINABILITY AND CLIMATE ACTION

"Agriculture is considered one of the most unsustainable industries because it has a lot of greenhouse gas emissions, it pollutes a lot of areas, and it causes a lot of deforestation. But with sustainable and regenerative agriculture, we're integrating it into forests and towards sustaining land so that it's intrinsically sustainable."

Social entrepreneur and Cacao Project founder **Louise Mabulo** on shifting to sustainable agriculture (August 2020)



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"Climate change mitigation and adaptation need not only come from urban and technology improvements. For example, UNEP is supporting efforts in Cambodia, Lao PDR, and Myanmar to improve resilience to climate change by protecting, maintaining, and rehabilitating priority ecosystems. Reducing deforestation would significantly reduce emissions."

UN Under-Secretary-General and Environment Programme Executive Director **Inger Andersen** on solving environmental threats in ASEAN (September 2020)

DISASTER MANAGEMENT

"With the climate crisis upon us, the adverse impacts of drought will become even more severe if no actions are taken. ESCAP's subregional and country-level engagements seek to support governments to turn the cyclical and slow-onset nature of drought into an opportunity to take risk-informed measures to strengthen the capacity of institutions, sectors, and populations to adapt. We seek to ensure that policymakers have all the evidence and skills they need to make informed decisions that strengthen climate resilience through our intergovernmental platforms, policy research, and capacity building functions."

UN Under-Secretary-General and UN Economic and Social Commission for Asia and the Pacific Executive Secretary **Armida Salsiah Alisjahbana** on addressing drought (October 2020)

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Education

“You cannot have sustainable development if women and girls are still subject to exclusion, discrimination, sexual assault, and violence. There are strong arguments for reviewing and reforming institutions and processes, particularly so the multilateral system better reflects the diversity of the human family and gives a voice to women, young people, and other marginalised groups in society. We also need sustained investment in education so a whole generation of young women and girls are not further marginalised after the pandemic has disrupted their schooling and often plunged their families into poverty.”

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“Employers need to understand that women put in 100 per cent at work, and also 100 per cent at home. They don’t scale back.”

University of Malaya professor and ASEAN-US Science Prize for Women winner **Yoke-Fun Chan on changing gender stereotypes (November-December 2020)**





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CONCLUSION

Conclusion

- Promoting and improving the status of women is important not only for reasons of equity and social justice but also because it makes economic sense and is good development practice
- To capture the benefits of gender inclusiveness, development programs should include measures to expand women's economic opportunities; increase their incomes and promote improvements in health and education

Conclusion

- Gender mainstreaming is the integration of gender perspectives into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programs
- Gender mainstreaming seeks to avoid the creation or reinforcement of inequalities which can have adverse effects on both women and men

THANK **Y**OU!

Merry Christmas!

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