



POLICY RECOMMENDATIONS TO ACCELERATE AGMSF IMPLEMENTATION

ASEAN Socio – Cultural Community

1. Background

- This policy recommendation document is specifically looking at the progress of the implementation of ASEAN Gender Mainstreaming Framework (AGMSF) 2021-2025, that identify key elements and action plan on its implementation by ASEAN Sectoral Bodies (ASBs) in the Socio – Cultural Community.
- This policy recommendation refers to the result of the Chairman Statements at the 42nd ASEAN Summit that is in line with the targets of Sustainable Development Goals (SDGs) and ASEAN Community Vision 2025. Specifically, for this Socio-Cultural Community Policy Recommendation, it refers to the ASEAN Socio-Cultural Community Blueprint 2025, the ASEAN Declaration on the Gender-Responsive Implementation of ASEAN Community Vision 2025, SDGs, and the ASEAN Comprehensive Recovery Framework.
- Desk Review on the existing documents of the ASEAN Sectoral bodies and rapid survey to sectoral bodies to get more in-depth understanding on the progress implementation of AGMSF, have been conducted, and has become the basis for this policy recommendation.
- Several challenges on the implementation of AGMSF have been identified by sectoral bodies, including on the institutional mechanism, level of commitment, level of understanding, and allocation of resources.
- Based on these challenges, this policy recommendation is being developed. It provides general and specific recommendations including on management and substantial recommendations.
- The recommendations are for consideration of and implementation by ASEAN Member States and ASEAN Sectoral Bodies as appropriate.

In general, the recommendations are:

- Build awareness and understanding within each Sectoral Bodies, within the ASEAN Socio-Cultural Community (ASCC), and across pillars
- Strengthen the commitment of Sectoral Bodies leaders and Senior officials to mainstream gender in its policies and practices.
- Strengthen capacity and knowledge sharing mechanism on the implementation and integration of the AGMSF in the policy and program.
- In terms of management and coordination mechanism, it is important to strengthen the coordinating mechanism on the implementation of the cross-sectoral issues of gender mainstreaming. The exploration also identifies the need to appoint gender focal point from each sectoral body, and ASEAN Committee on Women (ACW)/ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) to explore the development of gender help desk to provide technical assistance to all sectoral bodies. The help desk is recommended to be supported by ASEAN partners especially in accelerating the gender mainstreaming and AGMSF action plan in all sectoral bodies of ASEAN.

2. Gender Mainstreaming Recommendations to ASEAN Socio - Cultural Community

a. ASEAN Responsible for Information

In line with the 42nd Summit in Labuan Bajo 2023 result on ASEAN Leaders' Declaration on Combating Trafficking in Persons Caused by the Abuse of Technology and Framework for Developing Digital Readiness Among ASEAN Citizens, the proposed points of intervention are to strengthen gender mainstreaming effort in line with the AGMSF. We recommend to:

- Strengthen the commitment to mainstream gender in policies and practices produced.
- Establish mechanism for mainstreaming gender within the cross sectoral issues especially regarding combating trafficking in persons (TIP) that have significant implication to women, youth and children.
- Ensures gender mainstreaming is integrated in the policy and implemented throughout the program as abuse of information technology impacts women and children differently than men.
- Enhance capacity in implementing gender mainstreaming and women empowerment program by assigning gender focal point to ensure the implementation of AGMSF in the sector.

b. ASEAN Responsible for Culture and Arts

The ASEAN responsible for Culture and Arts has limited identification of gender mainstreaming and women empowerment in their policy documents especially on the Narrative of ASEAN Identity 2020, as also acknowledged in the survey. Therefore, we recommend several approaches to strengthen the implementation of AGMSF:

- Build awareness and enhance capacity of officials on gender mainstreaming and women empowerment in the culture and arts fields, especially the participation of women, youth, children, and persons with disabilities in culture and arts policy and programs.
- Integrate gender mainstreaming and women empowerment as part of the policy and program, especially on the development of the ASEAN Identity Framework in line with strategic plan of arts and culture (2016-2025).

c. ASEAN Education Sector

The ASEAN education sector has showcased their strong commitment in gender mainstreaming including through Equitable, Diverse, and Inclusive principles that are in line with the AGMSF Principles. The mandate to support the policy and program development refers to the ASEAN Socio-Cultural Community Blueprint 2025 as well as the Roadmap on the ASEAN Higher Education Space 2025 and its Implementation Plan. Further, we recommend scaling up the implementation of AGMSF in the related SBs:

- Enhance capacity of senior officials/managers on the implementation of AGMSF and promote their engagement in discussions on how to put AGMSF into practice in the ASEAN University Network (AUN) that is also in line with the education sector policy and practice.
- Appoint gender focal point to integrate gender mainstreaming and women empowerment in the program implemented including implementation by member states, and in line with AGMSF implementation plan.
- Related SBs with good practices on gender mainstreaming can share their experiences in gender mainstreaming in education sectors to other level of education system as well as in related education fields.

d. ASEAN Disaster Management

Under the ASEAN Disaster Management sector, gender mainstreaming and women empowerment components have strongly been embedded in the documents published, including in the ASEAN Regional Framework on Protection, Gender, and Inclusion in Disaster Management 2021 - 2025. As mentioned in the survey, the related SBs have also pointed out the importance of linking the policy with AGMSF. Further, we recommend:

- Strengthen the commitment to mainstream gender in policies and practices produced
- Share its experiences in gender mainstreaming in disaster management sector

e. ASEAN Environment Sector

Under the ASEAN Meeting on Environmental Sector especially in the issue of climate change, women, youth, children, and persons with disabilities have limited integration in the policy, including in ASEAN Joint Statement on Climate Change to the UNFCCC COP25 in 2019. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in Environment Sector:

- Appoint members of environment sector as part of the Gender Focal Point (GFP) Network, also to be in line with gender initiatives of AGMSF and within the environment sector's initiatives.
- Build awareness and enhance capacity of senior officials/managers on AGMSF and promote their engagement in discussions on how to put AGMSF into practice in their respective bodies, including increase the participation of women in decision making process on environmental issues.
- Related SBs with good practices on gender mainstreaming can share their experiences on gender mainstreaming in the environment sectors to other environment related fields.
- Integrate gender mainstreaming and women empowerment aspects within specific sectors, including within the policy and program of Gender Mainstreaming in Food and Nutrition Security, Gender Mainstreaming in Climate Change and Disaster Resilience, and Gender Mainstreaming in Digital Technologies in Agriculture.

f. ASEAN Health Sector

In line with the ASEAN Leaders' Declaration (ALD) on One Health Initiatives as result from the 42nd Summit and other related policies, including the ASEAN Action Plan for Combating Substandard and Falsified Medicines, the ASEAN Strategic Framework to combat Antimicrobial Resistance through One Health Approach, and Plan of Action to implement the ASEAN Leaders Declaration on Disaster Health Management, the implementation of the proposed initiative and gender mainstreaming should be captured and strengthened within the policy and implementation. Under the ASEAN Health Sector, women, youth, children, and persons with disabilities have limited focus within the health field, despite women related health issues including productive health, maternity health, and specific women related illness caused by pandemic, have been considered as major concern contributing to death for women and children.

Recommendations below are provided to initiate and strengthen the implementation of AGMSF in Health Sector and to stimulate the implementation of AGMSF in Health Sector:

- Appoint members of health sector as part of the Gender Focal Point (GFP) Network, to improve and monitor the progress of policy in line with AGMSF within health sectoral initiatives, including that link with other related sectors such as disaster management.
- Build awareness and enhance capacity of senior officials/managers on AGMSF and promote their engagement in discussions on how to put AGMSF into practice in their respective bodies.
- Develop policy and program on specific health issues related to women, such as (a) in collaboration and coordination with all AMS and related Sectoral Bodies to promote gender equality in addressing regional health problems by considering the specific needs of women and girls; (b) encourage women's leadership and participation in health systems; (c) develop strategic cooperation framework on health issues that addresses women and girls' specific needs and vulnerability, and (d) promote the development and implementation of a gender-responsive policies on health.

g. ASEAN Labour Sector

Under the ASEAN Labour Sector, women, youth, and children have been the focus of policy intervention, including in the development of the ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies toward decent work for all (2020) and implemented related projects. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in the Labour Sector:

- Appoint members of labour sector as part of the Gender Focal Point (GFP) Network, also to be in line with gender initiatives of AGMSF and to monitor the policy implementation within the labour and related sector's initiatives.
- Increasing the focus on persons with disabilities, especially women with disabilities and youth with disabilities, in discussions, policies, and programs on labour and employment
- Enhance capacity in implementing gender mainstreaming and women empowerment program by assigning gender focal point to ensure the implementation of AGMSF in the sector.
- Share its experiences in gender mainstreaming in labour sectors to other fields and Pillars, as labour issues are an integral part of aspects in all issues.

h. ASEAN Rural Development and Poverty Eradication Sector

In line with the ASEAN Leaders' Joint Statement on the Establishment of ASEAN Village Network (AVN), the participation of women in the program are significant. Referring to the ASEAN Framework Action on Rural Development and Poverty Reduction 2021-2025, under the ASEAN Rural Development and Poverty Eradication Sector, women, youth, children, older persons, persons with disabilities, and people living in remote areas have been the focus in policy development. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in ASEAN Rural Development and Poverty Eradication Sector:

- Appoint members of rural development and poverty eradication sector as part of the Gender Focal Point (GFP) Network, also to be in line with gender initiatives of AGMSF and to monitor the policy implementation within this sector and related sectoral initiatives.
- Establish mechanism for mainstreaming gender within the rural development and poverty eradication sectoral issues, especially regarding the implementation of ASEAN Village Network to encourage women's meaningful participations in the program.
- Promote gender mainstreaming into the policies and its implementation throughout the program.
- Enhance capacity in implementing gender mainstreaming and women empowerment program by assigning gender focal point to ensure the implementation of AGMSF in the sector.

i. ASEAN Social Welfare and Development Sector

Under the ASEAN Social Welfare and Development Sector, gender mainstreaming and women empowerment have been the focus in the policies despite some challenges in the implementation of programs, as indicated in the Senior Officials Meeting on Social Welfare and Development (SOMSVD) Work Plan 2021-2025 and the ACWC Work Plan 2021-2025. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in the Social Welfare and Development Sector:

- Explore the development of a mechanism to monitor the application of gender mainstreaming within the policies that are being implemented at the national level by ASEAN Member States (AMS).
- Appoint gender focal points from SOMSVD, other than from ACW/ACWC SB, as part of the Gender Focal Point (GFP) Network, in line with AGMSF and to monitor the policy implementation within the SBs and related sector's initiatives.
- Enhance capacity in implementing gender mainstreaming, women empowerment and gender perspective policies and programs by assigning gender focal point to ensure the implementation of AGMSF in the sector.

j. ASEAN Youth Sector

Under the ASEAN Youth Sector, participation of young women and girls have limited focus, especially in the policies and programs implementation including within the ASEAN Workplan on Youth 2016-2020. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in Youth Sector:

- Build awareness and enhance capacity of senior officials/managers on AGMSF and promote their engagement in discussions on how to put AGMSF into practice in the respective bodies, especially on youth related issues.
- Integrate gender mainstreaming, young women empowerment, and their meaningful participations as part of the policy and program, especially on the development of the ASEAN youth policies and programs, within the regional and national levels specifically in strategic sectors such as education, STEM, and employment.

k. Civil Service Matters

Under the ASEAN Cooperation on Civil Service Matters, women and youth have been identified in the ASEAN Cooperation on Civil Service Matters (ACCSM) Workplan 2021-2015. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in Civil Service Matters:

- Explore the development of a mechanism to mainstream gender within the rural development and poverty eradication sectoral issues, especially regarding the implementation of Civil Service Matters to encourage women participations in the program.
- Appoint members of Civil Service sector as part of the Gender Focal Point (GFP) Network, also to be in line with gender initiatives of AGMSF and to monitor the policy implementation within the SBs and related sector's initiatives,
- Promote gender mainstreaming into the policies and its implementation throughout the program, especially the implementation of national policies by ASEAN Member States.
- Enhance capacity to implement gender mainstreaming and women empowerment in policies and programs by assigning gender focal point to ensure the implementation of AGMSF in the sector.

l. ASEAN Sports Sector

Under the ASEAN Sport Sector, participation of young women and girls have limited focus especially in policies and programs. Recommendations below are provided to strengthen the implementation of AGMSF and to stimulate the implementation of AGMSF in Sports Sector:

- Build awareness and enhance capacity of senior officials/managers on AGMSF and promote their engagement in discussions on how to put AGMSF into practice in the respective body.
- Integrate gender mainstreaming, and the empowerment and meaningful participations of girls and youth with disabilities, as part of the development of the ASEAN policies and programs on sports within the regional and national levels.

m. ASEAN Women and Children Sector

Under the ASEAN Women and Children Sector, women, youth, and children have been the focus to be mainstreamed in all sectors and pillars in ASEAN, especially after the enactment of AGMSF. Recommendations below are provided to strengthen, scale up, and stimulate the implementation of AGMSF by all sectors and pillars to be coordinated by ACW and ACWC:

- Explore the establishment of gender help desk such as its role and responsibilities, and how members of ACW/ACWC can be appointed to assist gender focal points from all SBs to ensure the implementation of AGMSF.
- Build awareness and enhance capacity of senior officials/managers on AGMSF and promote their engagement in discussions on how to put AGMSF into practice in all sectoral bodies.

- Explore the development of a mechanism to monitor the progress of AGMSF by SBs to be integrated in the policy - through research-based policy - and program within the regional and national level of ASEAN.
- Share the best practices and experiences on the implementation of gender mainstreaming and women empowerment in all sectors and pillars.

3. Way Forward

The combined challenge of accelerating gender mainstreaming effort and integrating it within the ASEAN Socio - Cultural Community requires a collaborative approach and commitment. Key areas of collaboration and cooperation in this context include:

- Concrete approach, including research-based policy process, to integrate AGMSF with other policies and programs that can be implemented by sectoral bodies in the level of regional and national levels of ASEAN.
- Developing mechanism for improving capacity and knowledge on gender mainstreaming in sectors both in the level of ASEAN and AMS.
- Extend awareness on the importance of gender mainstreaming and women empowerment to all sectoral bodies, including socialisation program to support the implementation of AGMSF.
- Strengthen the institutional mechanism to monitor the implementation of AGMSF, including possibility to extend formal and informal dialogue with other sectoral bodies.

The ACW/ACWC propose to provide technical support for gender mainstreaming in SBs through the following coordination mechanism:

- ACW/ACWC and ASEC to increase awareness building of the AGMSF and its implementation plan to each SBs.
- ACW/ACWC will facilitate technical assistance to SBs to initiate the development of gender-responsive policies within each sector.
- SBs will then be supported to encourage AMS to mainstream gender in their regional programs and country programs
- Technical assistance from ACW/ACWC will be supported by consultants from ASEAN partners and can be extended post 43rd ASEAN Summit 2023 according to mutual agreement between SBs and partners.

ASEAN Economic Community

1. Background and Objectives

- The 42nd ASEAN Summit 2023 under the Chairmanship of the Republic of Indonesia with central theme of “ASEAN Matters: Epicentrum of Growth” reiterated ASEAN’s aim to be a “robust and agile organization, equipped with strengthened capacity and institutional effectiveness to address today’s challenges across the region and the world, while continuing to serve as the region’s epicentre of growth and prosperity”. The Summit also reaffirmed support for the protection and empowerment of women, girls, and persons with disabilities in the region across all sectoral work.
- In economic realm, ASEAN aimed to make Southeast Asia a center of regional economic growth by fostering robust cooperation in sectors like food, energy, health, and finance, emphasizing the vision of a united, resilient, and inclusive ASEAN Community beyond 2025. This is a continuation of the ASEAN Economic Blueprint 2025 that emphasized on five (5) main characteristics: (a) a highly integrated and cohesive economy; (b) a competitive, innovative, and dynamic ASEAN; (c) enhanced connectivity and sectoral cooperation; (d) a resilient, inclusive, people-oriented, and people-centred ASEAN; and (e) a global ASEAN.
- Anchored in the ASEAN Community Vision 2025 and aligned with the Sustainable Development Goals (SDGs) and its 2030 Agenda to ‘leave no one behind’ and to ‘endeavour to reach the furthest behind first’,¹ the ASEAN Gender Mainstreaming Strategic Framework (AGMSF) was developed. The document aimed to promote gender equality and inclusion in ASEAN over a 15-year period, with a focus on the first phase from 2021 to 2025. This initial phase aimed to establish the foundations for accelerated progress in promoting gender equality and inclusion within ASEAN.
- For the first phase (2021 – 2025), the AGMSF implementation is focusing on mainstreaming gender and inclusion in the design, implementation, monitoring and knowledge management of all ASEAN programmes. However, according to the survey and FGD in 2023², several barriers were found in implementing AGMSF in ASEAN Sectoral Bodies (SBs) within the three pillars of ASEAN Community. The barriers that emerged include awareness and understanding of the AGMSF, institutional coordination, the commitment and leadership of SBs leaders and ASEAN member states, and the availability of qualified personnel to mainstream gender within each SB and/or Working Group. Additionally, we found few Sectoral Bodies that believe gender and inclusion are not relevant to their main issues and concerns.
- Based on the above, this document shares recommendations to contribute to the acceleration of the implementation of the first phase of AGMSF which is the establishment of institutional mechanisms and operationalization of the AGMSF in all stages of ASEAN programmes.
- The recommendations are for consideration of and implementation by ASEAN Member States and ASEAN Sectoral Bodies as appropriate.

2. Gender Mainstreaming Recommendations to ASEAN Economic Community (AEC)

¹ UN General Assembly, 2015.

² Survey was disseminated in May- June 2023 to all SBs and FGD was held in 16 June 2023 with representatives of SBs in Indonesia.

Below is a two-part gender mainstreaming recommendation, consisting of general recommendations that apply to all SBs within the AEC and sector specific recommendations addressed to several (not all) SBs in the AEC to help deepen gender mainstreaming efforts in respective sectors at ministerial level and senior official level.

a. General Recommendations

- Build awareness and understanding within each Sectoral Body on gender mainstreaming as stipulated in the AGMSF, within the AEC and across pillars.
- Transform gender mainstreaming mandate to commitment to undertake GM initiatives as well as mainstream gender in policies and programs, both within Sectoral Bodies and across the ASEAN Community pillars.
- Consider to endorse the GM Implementation Plan (GMIP) 2023 – 2025 and commit to its application including by ASEAN member states at the national level.
- Encourage all policies and programs are developed with research-based approach, that promotes the collection and analysis of data disaggregated by sex, age, and disabilities and endeavour to go beyond the GMIP to better target sectoral interventions that leads to greater women empowerment and inclusion.
- Explore the development of a monitoring framework for SBs operations and sectoral programs with gender-related indicatives
- Regarding coordination and management of the implementation of AGMSF, it is recommended to create and develop a clear line of coordination and communications to institutionalize gender mainstreaming in SBs, across sectors within the AEC and across ASEAN pillars.

b. ASEAN Agriculture and Forestry Sector

At the 44th Meeting of the ASEAN Ministers on Agriculture and Forestry (AMAF) in Lao PDR 2022, topics on ASEAN cooperation in food, agriculture, and forestry were reviewed, especially in connection with the post-pandemic ASEAN. Among the issues that are deliberated are food security, sustainable agriculture to promote carbon neutrality, circular economy, and the prevention of zoonotic diseases transmission. Mainstreaming of gender perspective within the issues is attainable through the recommended approach that is in line with the AMAF's Approach to Gender Mainstreaming in the Food, Agriculture, and Forestry Sectors (2018):

- **Food security and nutrition:** (1) promote equal treatment and equal pay for women farmers; (2) promote women's rights to land and property; (3) increase women farmers' access to new varieties and technology; and (4) make financial services more accessible to rural women.
- **Sustainable agriculture to promote carbon neutrality:** (1) collect evidence on women's sustainable agriculture methods at local levels; (2) engage women and other vulnerable groups in decision-making process regarding farming policies and programs; (3) strengthen women's leadership in agricultural sector; (4) increase women's opportunity to access green jobs; and (5) ensure gender mainstreaming in financial literacy and digital skills related to sustainable agriculture production methods.
- **Circular economy:** (1) value the critical roles of women's union and women-led cooperatives in economic activities; (2) design new ventures that embed women in policy-making processes for a just and inclusive transition; and (3) create opportunities for women's leadership in circular economy and climate policies.
- **Prevention of zoonotic diseases transmission:** (1) increase awareness and understanding that biological differences and differences in behaviour, activities, and access to resources between women and men affect the transmission for some infectious diseases; (2) encourage the use of disaggregated data by sex and age in identification and treatment of diseases; (3) special consideration to be given to pregnant and lactating women due to higher-risk and impact on the next generation; and (4) integrate gender in all aspects of policies and programs related to emerging diseases.

c. ASEAN Energy Sector and ASEAN Centre for Energy (ACE)

Current priorities of the ASEAN energy cooperation are to secure its energy needs and to create favourable conditions for ASEAN's goals in clean energy development with the efforts to promote energy transitions for sustainable development, policies and mechanisms in the region. However, the discussion within the ASEAN Plan of Action for Energy Cooperation (APAEC) 2016 - 2025 focuses on infrastructure and technology of new and renewable energy and clean coal technology among others, where gender lens is not part of the equation. In other body, the ASEAN Centre for Energy (ACE) has developed ASEAN Renewable Energy – Gender Roadmap in 2022 that increase women's potential contributions into ASEAN's emerging renewable markets, while promoting gender equity. To ensure gender lens is integrated within all aspects of **energy cooperation** within ASEAN, not only on renewable energy, the recommendations include:

- Address the underrepresentation of women in the energy sector in the region by boosting cross-sector collaboration with education and ICT to prepare a qualified and inclusive workforce.
- Strengthen women's autonomy in decision-making process.
- Plan and design regional energy cooperation and policy that are gender-responsive and inclusive.
- Increase understanding and consideration on the implication of large-scale energy transition on gender equality and women empowerment, both positive and negative.
- Ensure access to energy for all and access to clean cooking energy that remains challenging in some areas, especially rural and remote, in varying degrees.

d. ASEAN Minerals Sector

With four strategic areas of ASEAN cooperation in the **minerals sectors**, the Sectoral Body envisioned to create a vibrant and competitive ASEAN mineral sector for the well-being of the ASEAN people. The ASEAN Minerals Cooperation Action Plan 2016 – 2025 encouraged a more equitable and inclusive growth in ASEAN but have yet to utilize gender and inclusion perspective to design an implementable framework within the sector. Hence the recommendations of gender and inclusion mainstreaming in extractive industries in the region are:

- Address the need and interests on women and disadvantaged communities that are affected by extractive projects and its plan of early retirement.
- Utilize environment and social safeguards to uphold the rights of women and disadvantage groups in the area affected by the extractive projects.
- Encourage women's involvement in company – community consultation and decision-making processes to increase the return on their community development (which is different between women and men).
- Encourage the development of regional policy or state-level policy on extractive industry that is gender-responsive and inclusive, promoting gender impact assessment to prevent disproportionate negative impacts of extractive projects on women and girls.

e. Committee on Science and Technology (COST)

The ASEAN Plan of Action on Science, Technology, and Innovation (APASTI) 2016 – 2025 aimed to prepare for the future of **Science, Technology, and Innovation** (STI) to address science and technology vision in achieving common aspirations, including collaborations between related stakeholders, R&D, and strengthening S&T infrastructure. The involvement of women and youth, as well as gender equality has been introduced as part of the thematic tracks but haven't been fully integrated in all stages of research and innovations. Therefore, the recommendations are:

- Promote the increased number of girls in STEM studies (access).
- Promote the recruitment of women researchers in all sectors of employment (opportunities).
- Increase awareness and understanding on the different impact and different needs of STI for women, men, and other vulnerable groups.
- Integrate gender and inclusion perspectives in research and innovations on all subjects.
- Establish mechanisms to increase the engagement of women, youth, and disadvantaged group in STI to promote entrepreneurship and innovation-driven economy in coordination with ACCMSME.

f. ASEAN Digital Sector

With a vision to become a digital economy and a digital society as stated in the ASEAN Digital Masterplan (ADM) 2025, the 3rd ASEAN Digital Ministers' Meeting encouraged AMS to use a people-centered approach in synergies towards a sustainable digital future. However, the ADM 2025 have yet to fully integrate gender and inclusion lens in all aspects of **digital economy and digital society**. Hence, the recommendations include:

- Promote gender equality and social inclusion to ensure women and other vulnerable groups' access and opportunities to future jobs in green and digital economy.
- Ensure women's access to digital literacy training to benefit from financial technology and digital development, to promote women's entrepreneurship through digital platform. This can be effectively accomplished in cooperation and coordination with ACCMSME.
- In coordination with the ACCMSME, develop regional digital ecosystem that allows exchange of businesses across AMS that encourage women led MSMEs to expand their market reach.

g. ASEAN Transport Sector

The 55th ASEAN Senior Transport Officials Meeting in Lao PDR 2023 discussed issues on air, land, and sea transport as well as transport facilities in the region and agreed to ratify the ASEAN Framework Agreement on the Facilitation of Inter-State Transport. In line with the Indonesia's Chairmanship in ASEAN, the topic of electric vehicle was also highlighted with the issuance of ASEAN Leaders' Declaration on Developing Regional Electric Vehicle Ecosystem during the 42nd ASEAN Summit. On this issue, **gender mainstreaming in transportation** is attainable through the following approach:

- Encourage policy strategies and implementable policies to ensure the mainstreaming of gender and inclusion within the transportation sector, including in transportation planning and development, as well as land transportation franchising and regulatory, taking into account the diverse role of women and men, while supporting vulnerable groups (i.e. pregnant women, women with children, senior citizens, persons with disabilities) and formulating the engagement of youth in transport related education.
- Increase women's access to future jobs in transportation, including in inter-state transport and electric vehicle ecosystem, as well as women's participation in planning and decision-making processes.
- Promote gender and inclusion perspective in transport design and planning, including access to different modes of transport, impact of transport cost, distinctive characteristics of women's mobility, and perception of safety and security.
- Use gender and inclusion perspective in developing transport infrastructure, considering different needs of women, men, children, elderly, and persons with disabilities.

h. ASEAN Tourism Sector

The ASEAN Tourism Strategic Plan 2016 – 2025 that has been updated in 2021 aimed to enhance the competitiveness of ASEAN as a single tourism destination and to ensure that ASEAN tourism is sustainable and inclusive. The strategic action includes upgrading local communities and promoting public-private participation in tourism value-chain, as well as adopting the Gender and Development Framework and Work Plan during the 50th and 51st meeting. With gender and inclusion have partly been considered in the ASEAN tourism strategy, the below recommendations aim to provide additional approach to gender mainstreaming in **sustainable tourism**:

- Encourage state-level policies and gender-responsive strategies for the tourism sector to increase women's economic empowerment in tourism-related sectors.
- Promote decent work for women in tourism with equal pay, tackling sexual harassment, and recruitment of women into high-level employment in tourism industries.
- Investment in skills training for women and other disadvantaged group across sectors in tourism, including digital training for women owned MSMEs in tourism destination through coordination with ACCMSE and other related sectoral bodies.

3. Way Forward

Effort to accelerate the implementation of the first phase of AGMSF within the ASEAN Economic Community (AEC) and the two other ASEAN communities requires:

- Increased awareness of the importance of gender mainstreaming within each sector and cross-sectors.
- Strengthened commitment of leadership and senior officials in SBs.
- Clear line of coordination and collaboration to institutionalize gender mainstreaming in SBs, across sectors within the AEC and across the three ASEAN pillars.
- Collaborative approach within the SBs, between SBs, across ASEAN Communities, and with other stakeholders, such as development partners and CSOs.

Therefore, the ACW/ACWC propose to provide technical support for gender mainstreaming in SBs through the following coordination mechanism:

- ACW /ACWC and ASEC to increase awareness building of the AGMSF and its implementation plan to each SBs.
- ACW/ACWC will facilitate technical assistance to SBs to initiate the development of gender-responsive policies within each sector.
- SBs will then be supported to encourage AMS to mainstream gender in their regional programs and country programs
- Technical assistance from ACW/ACWC will be supported by consultants from ASEAN partners and can be extended post 43rd ASEAN Summit 2023 according to mutual agreement between SBs and partners.

ASEAN Political-Security Community

1. Background

- Under the Chairmanship of the Republic of Indonesia with central theme of “ASEAN Matters: Epicentrum of Growth”, the 42nd ASEAN Summit 2023 reiterated the importance of building a stronger ASEAN cooperation to respond to various regional and global challenges, including geopolitical rivalries, the ongoing impact of pandemics and natural disasters, financial crises, energy crises, and food crises. Stability and peace in the Asia -Pacific region are also emphasized with collaborative paradigm approach between ASEAN Member States, while upholding the guiding principle of the Sustainable Development Goals (SDGs) and its 2030 Agenda to ensure that ‘no one is left behind’³.
- In political-security sphere, the ASEAN Political-Security Community (APCS) Blueprint 2025 envisioned to elevate ASEAN political and security cooperation in the region and promote a people-oriented, people-centered ASEAN in which all sectors of society, regardless of gender, race, religion, and other characteristics background, are encouraged to participate in and benefit from the process of ASEAN integration and community building. This Blueprint is rooted in the ASEAN Community Vision 2025 that envisages ASEAN as “politically cohesive, economically integrated, socially responsible and a truly rules-based, people-oriented, people-centred ASEAN” and “an inclusive community that promotes high quality of life, equitable access to opportunities for all and promotes and protects human rights of women”.
- Based on the abovementioned ASEAN visions, the ASEAN Gender Mainstreaming Strategic Framework (AGMSF) was introduced in 2021. The AGMSF aimed to promote gender equality and inclusion in ASEAN over a 15-year period⁴, with a focus on the first phase between 2021 – 2025 to establish the foundations for accelerated progress in promoting gender equality and inclusion within ASEAN.
- For the first phase (2021 – 2025), the AGMSF implementation is focusing on mainstreaming gender and inclusion in the design, implementation, monitoring and knowledge management of all ASEAN programmes. However, according to the survey and FGD in 2023⁵, several barriers were found in implementing AGMSF in ASEAN Sectoral Bodies (SBs) within the three pillars of ASEAN Community. The barriers that emerged include awareness and understanding of the AGMSF, institutional coordination, the commitment and leadership of SBs leaders and ASEAN member states, and the availability of qualified personnel to mainstream gender within each SB and/or Working Group. Additionally, we found few Sectoral Bodies that believe gender and inclusion are not relevant to their main issues and concerns.
- Building upon these findings, this document presents recommendations to accelerate the implementation of the initial phase of AGMSF which is the establishment of institutional mechanisms and operationalization of the AGMSF in all stages of ASEAN programmes.
- The recommendations are for consideration of and implementation by ASEAN Member States and ASEAN Sectoral Bodies as appropriate

³ UN General Assembly, 2015.

⁴ AGMSF commitments include: (1) enhance AMS capacities in collecting and analysing data disaggregated by sex, age, and other related characteristics at the national and sub-national levels; (2) undertake gender analysis to inform the design and implementation of policies and programs; (3) perform monitoring and evaluation to measure impacts of policies and programs on men, women, and vulnerable groups; (4) promote meaningful participation in decision-making of women and other vulnerable groups; and (5) support the implementation of gender mainstreaming initiatives across all ASEAN Sectoral Bodies.

⁵ Survey was disseminated in May- June 2023 to all SBs and FGD was held in 16 June 2023 with representatives of SBs in Indonesia.

2. Gender Mainstreaming Recommendations to ASEAN Political-Security Community (APSC)

Below is a two-part gender mainstreaming recommendation, consisting of general recommendations that apply to all SBs within the APSC and sector specific recommendations addressed to several (not all) SBs in the APSC to deepen gender mainstreaming efforts in respective sectors at ministerial levels and senior official levels.

a. General Recommendations

- Build awareness and understanding within each Sectoral Body, within the APSC and across pillars on gender mainstreaming and women empowerment.
- Transform gender mainstreaming mandate to commitment to undertake GM initiatives as well as mainstream gender in policies and programs, both within Sectoral Bodies and across the ASEAN Community pillars.
- Consider to endorse the GM Implementation Plan (GMIP) 2023 – 2025 and commit to its application
- Promote gender mainstreaming in all key elements of the ASEAN Political-Security Community Blueprint 2025, not only key element A.2.5., A.3.2., B.3.4., B.4.4., and D.2.2.
- Encourage all policies and programs are developed with research-based approach, that promotes the collection and analysis of data disaggregated by sex, age, and disabilities and endeavour to go beyond the GMIP to better target sectoral interventions that leads to greater women empowerment and inclusion
- Ensure all policies and programs under the APSC are developed to promote the elimination of gender-based violence in all sectoral bodies.
- Explore the development of a monitoring framework for SBs operations and sectoral programs with gender-related indicatives
- Regarding management and coordination, it is recommended to create a clear line of coordination and communications to institutionalize gender mainstreaming in SBs, across sectors within the APSC and across ASEAN pillars

b. ASEAN on Foreign Affairs and ASEAN Regional Forum

At the 32nd ASEAN Foreign Ministers Retreat in Jakarta 2023 regional and international developments and commitments to promoting sustainable peace, security, stability, and prosperity within and beyond the region are further strengthened. Nevertheless, consideration of gender perspective in foreign affairs is still limited, both in its institutional mechanisms and on discourse of foreign affairs issues. In its joint statement in 2019 and Chairman Statement in 2022, the ASEAN Regional Forum (ARF) has reinforced its commitment through ARF Framework focusing on the inclusive process for women, peace, and security agenda. **On foreign affairs and regional cooperation**, the recommendations are:

- Promote better representation of women in diplomacy, development, and peace-keeping operations.
- Promote equal participation of women and men in decision-making process and ensure diversity in panels of discussion.
- Making gender and inclusion priorities in response to international and regional crises.
- Develop a gender-responsive and inclusive foreign and regional policies.
- Enhance capacity of decision-makers on gender mainstreaming in foreign relations and foreign affairs,
- Provide political and financial support for programmes protecting women's rights.
- Utilize data disaggregated by sex, age, and other characteristics to develop gender and inclusion analysis to support gender-responsive planning and budgeting on foreign relations and regional cooperation.

c. ASEAN on Defence

The 16th ASEAN Defence Ministers' Meeting in Cambodia 2022 has resulted in a Joint Declaration to strengthen solidarity for a harmonised security and promote partnerships for peace, stability, and development within the ASEAN region and international community. The Declaration sought to the agreement to enhance support mechanism for ASEAN Women Peacekeepers and promote the realisation of the UN Agenda of Women, Peace,

and Security. However, it hasn't integrated gender into other issues related to regional defence mechanism, such as defence educational institutions, cybersecurity, and maritime security.

Recommendations:

- Make all law enforcement and related – public service officers aware of gender issues and enhance their capacity to interact with women, girls, youth, children, elderly, persons with disabilities, and other vulnerable groups that have been victimized and endured gender-based violence.
- **Defence:** (a) foster leadership buy-in and commitment to gender mainstreaming and women empowerment in defence; (b) build awareness and enhance capacity of defence decision makers on integrating gender perspective in regional and international engagements and coordination for achieving its strategic outcomes; (c) develop gender-responsive and inclusive defence policies and reform laws/policies that discriminate women and other vulnerable groups; (d) foster gender equality and broader diversity within armed forces; and (e) integrate gender and inclusion perspective into military operations.
- **Maritime Security:** (a) develop a maritime security framework that addresses challenges women face at sea and extends gender equality among AMS in the maritime domain, which will be in line with UN Security Council Resolution 1325; (b) propose a joint response to gender inequalities in land and maritime securities in the region, (c) develop policies to ensure diversity in boat/ship crew and protect women from trafficking; and (d) promote gender mainstreaming in decision-making process of maritime security.
- **Cybersecurity:** (a) promote gender diversity of professionals in cybersecurity, including in executive or senior officials' position; (b) build strong mentorship network to retain women in cybersecurity; and (c) enhance knowledge of cybersecurity talent, especially on potential gender issues in cybersecurity.
- **Defence education:** (a) create policy framework to achieve gender equality in defence; (b) foster gender equality and inclusion within armed forces; (c) integrate gender perspectives into defence oversight mechanism; and (d) integrate gender perspectives into military operations.

d. ASEAN on Law

Given the importance of gender mainstreaming, the ASEAN Law Minister Meeting and ASEAN Senior Law Official Meetings may wish to consider working towards integrating gender perspectives within their policies and regional cooperation mechanism. In this regard, the recommendations below might help to activate the implementation of AGMSF in the ASLOM and in the ASEAN Law Ministerial Meetings (ALAWMM) and start the consideration of gender and inclusion in **law matters**:

- Promote the representation of women among the officers of the law in the region.
- Encourage the improvement of women prisons in the region, focusing on the needs of women in conflict with the law.
- Promote equal access to legal aid and non-custodial alternatives for women and vulnerable groups.
- Promote women's economic empowerment through legal reform across the region, focusing on family law, property law, labour law, tax law, and inheritance law.

e. ASEAN on Transnational Crime and on Drugs Matters

Under the ASEAN Ministerial Meeting on Transnational Crime (AMMTC), women, youth, and children have been the focus of protection against trafficking in persons and response to migrant crises. This is shown in documents such as ASEAN Convention Against Trafficking in Persons, especially Women and Children (2015) and ASEAN Plan of Action in Combating Transnational Crime (2017). However, gender and inclusion have no or limited consideration within drugs matters and counter terrorism issues hence the following recommendations:

- **Drugs matters:** (a) In collaboration and coordination with all AMS and related Sectoral Bodies promote gender equality in addressing the regions' drug problem by considering the specific needs of women and girls impacted by the issues; (b) encourage women's leadership and participation in criminal justice systems; (c) develop strategic cooperation framework on drugs matters that addresses women and girls' specific needs and vulnerability, and (d) promote the development and implementation of a gender-responsive regional drug policies.

- **Counter terrorism:** (a) expand and deepen a data-driven evidence base on the drivers of violent extremism and its gendered impact; (b) enhance capacity of regional, national, and sub-national authorities to understand and effectively respond to the gendered dynamics underpinning violent extremism; and (c) strengthen and increase women's participation in policy dialogues and initiatives to prevent violent extremism and promote social cohesion in the region.

3. Way Forward

Effort to accelerate the implementation of the first phase of AGMSF within the ASEAN Political-Security Community (APSC) and the two other ASEAN communities requires:

- Increased awareness of the importance of gender mainstreaming within each sector and cross-sectors.
- Strengthened commitment of leadership and senior officials in SBs, as well as;
- Clear line of coordination and collaboration to institutionalize gender mainstreaming in SBs, across sectors within the APSC and across the three ASEAN pillars.
- Collaborative approach within the SBs, between SBs, across ASEAN Communities, and with other stakeholders, such as development partners and CSOs.

Therefore, the ACW/ACWC propose to provide technical support for gender mainstreaming in SBs through the following coordination mechanism:

- ACW/ACWC and ASEC to increase awareness building of the AGMSF and its implementation plan to each SBs.
- ACW/ACWC will facilitate technical assistance to SBs to initiate the development of gender-responsive policies within each sector.
- SBs will then be supported to encourage AMS to mainstream gender in their regional programs and country programs
- Technical assistance from ACW/ACWC will be supported by consultants from ASEAN partners and can be extended post 43rd ASEAN Summit 2023 according to mutual agreement between SBs and partners.

GENERAL POLICY RECOMMENDATIONS on Integrating Gender Mainstreaming in ASEAN

1. Background

- This Policy Recommendations document is specifically looking at the progress of the implementation of ASEAN Gender Mainstreaming Framework (AGMSF) 2021-2025, that identifies key elements and action plan on its implementation by ASEAN, ASEAN Sectoral Bodies, ASEAN Member States, and ASEAN Secretariat.
- This Policy Recommendations refers to the result of the Chairman Statements of the 42nd ASEAN Summit that is in line with the targets of SDGs and ASEAN Community Vision 2025. Specifically, this Policy Recommendations refers to **gender mainstreaming as cross-sectoral issues**. It refers to the ASEAN Declaration on the Gender-Responsive Implementation of ASEAN Community Vision 2025, Sustainable Development Goals (SDGs), and the ASEAN Comprehensive Recovery Framework.
- Desk Review on the existing documents of the ASEAN Sectoral Bodies and rapid survey to sectoral bodies to get more in-depth understanding on the progress implementation of AGMSF, have been conducted and become the basis for this policy recommendations.
- Several challenges on the implementation of AGMSF have been identified by sectoral bodies, including on the institutional mechanism, level of commitment, level of understanding, and allocation of resources.
- Based on these challenges, this document is being developed. It provides general and specific recommendations, including on management and coordination strategy, the division of roles, and transformation of mindset and behaviours.
- The recommendations are for consideration of and implementation by ASEAN Member States and ASEAN Sectoral Bodies as appropriate.

The recommendations to mainstream gender as cross-sectoral issues in ASEAN Bodies, ASEAN Communities, and across ASEAN Communities are:

1. Strategy to expedite the implementation of AGMSF and its First Phase of Implementation Plan:

- Ensure that gender mainstreaming, women empowerment, and inclusivity are inserted and integrated in the planning, implementation, monitoring-evaluation, and reporting system to ensure that gender mainstreaming is not considered as an additional burden or additional task, but part of the mechanism and approach. Therefore, capable resources are needed, supported with a series of sustainable capacity building programs.
- Explore the development of a clear-cut coordination mechanism to accelerate gender mainstreaming, women, empowerment, and inclusion process within and across the ASEAN Pillars.
- Promote and invest in research to ensure all policies and programs are developed with research-based approach, through the collection and analysis of data disaggregated by sex, age, and disabilities.
- Explore the formulation of gender-responsive and inclusive monitoring system, with indicative measurement disaggregated by sex, age, disabilities, and other related characteristics.
- Strengthen the commitment of Sectoral Bodies (SBs) beyond members of the AGM Steering Committee by inviting more SBs as SC members and involving them in the gender mainstreaming and AGMSF discourse.

2. Strengthen the roles of ASEAN Sectoral Bodies:

- Amplify the roles and institution of ACW and ACWC as Gender Mainstreaming Coordinators in ASEAN to:
 - Raise SBs awareness and understanding of the AGMSF and its Implementation Plan.

- Promote dialogues between sectoral bodies, ACW/ACWC, and AMS to share experiences and knowledge to improve capacity and understanding on gender mainstreaming.
- Administer cross-sectoral coordination between SBs and across ASEAN Pillars.
- Monitor the implementation of AGMSF's Implementation Plan 2021 – 2025 and beyond.
- Coordinate, monitor, and evaluate gender mainstreaming progress, including by conducting regular monitoring meetings in coordination with ASEC.
- Explore the establishment of gender help desk' under ACW and ACWC in coordination with ASEC to provide technical assistance to other sectoral bodies in implementing AGSMF and developing gender-responsive and inclusive policies and programs.
- Develop synergy and collaboration between ASEAN, AMS, and Partners to support the implementation of gender mainstreaming cross sectoral.
- Develop tools, such as technical guidelines, gender checklist, gender-based data system, and other toolkits to improve gender analysis competencies at SBs.
- Collect data disaggregated by sex, age, disability, and other related characteristics and develop gender and inclusion statistics for each sector, either in the region or within AMS.
- Encourage all SBs to implement the gender-responsive and inclusive monitoring system and use the result as part of their reporting process.

3. Transform mindset and behaviours towards a gender-responsive and inclusive ASEAN:

- Invest in awareness building activities to enhance the understanding of all Sectoral Bodies on gender mainstreaming in collaboration with partners
- Develop gender-responsive guidelines to build awareness on the importance to integrate gender mainstreaming and women empowerment in ASEAN, at the level of senior officials and member states as well as ASEAN Secretariat.
- Develop gender and inclusion checklist to assist SBs in implementing AGMSF.
- Establish regular capacity building sessions to all gender focal points and senior officials of SBs, coordinated by ACW / ACWC and ASEC and in collaboration with ASEAN partners.

2. Way Forward

The combined challenge of accelerating the implementation of AGSMF within the ASEAN Communities requires a collaborative approach and commitment. Key areas of interventions and collaborations needed within the timeframe of 2023 – 2025 in this context include:

- Important to build commitment and support from leadership in ASEAN to implement the AGMSF Strategy through commitment, policy, and action plan developed by ASEAN and AMS. Conduct awareness sessions on gender mainstreaming to all pillars, senior officials, ASEAN member states, and ASEC, supported by ASEC, ACW/ACWC and partners.
- Important to provide awareness to senior officials and staffs at the policy level through sharing best practices or training to strengthen better understanding and support collaboration in the internal, cross sectoral bodies, ASEAN Secretariat, with collaboration with Partners. Develop knowledge products, such as fact sheets, policy briefs, guidelines, gender checklists, and other material to be used as reference by SBs to mainstream gender within their respective sectors, across sectors, and across pillars.
- Establishment of an institutional mechanism to promote gender mainstreaming. Another key step to undertake early in the process is to strengthen the institutional mechanism that can bring together stakeholders from across three Communities in an effective, authoritative, and sufficiently capacitated system. It is necessary to reconsider the roles of ACW/ACWC to develop more elaborate roles, including strengthening institutions that enable coordinating the cross sectoral approaches on gender mainstreaming.
- Strengthen the roles of ACW/ACWC, including by developing short term strategy and institutional mechanism on the implementation of AGMSF, supported by ASEC and ASEAN Partners.

- Conduct regular coordination meetings of ASEAN senior officials for Sectoral Bodies as a forum for sharing and learning on the implementation of gender mainstreaming and women empowerment in ASEAN, supported by ACW/ACWC, ASEC and Partners.
- Provide technical assistance to the three pillars of ASEAN and its Sectoral Bodies on the implementation of AGMSF, including by adding members of AGMSC from other Sectoral Bodies and exploring the establishment of gender help desk, supported by ACW/ACWC, ASEC, and Partners.
- Develop monitoring system to identify the progress of AGMSF across pillars, supported by ACW/ACWC, ASEC, and Partners.
- Conduct piloting of monitoring and evaluation system within the ASEAN Pillars, supported by ASEC and Partners with progress reported to ACW/ACWC.

Further, for the roll-out of these four (4) policy recommendations, ensuring its alignment with the AGMSF and its Implementation Plan, each recommendation shall be incorporated into categories within the AGMSF, including policy development, capacity building, awareness raising and public outreach, and more.

The alignment of the policy recommendations in view of the set goals of the ASEAN Gender Mainstreaming Strategic Framework and outcomes of the Implementation Plan with an indicative timeline is summarised in

ANNEX 1

Alignment of the Policy Recommendations with the AGMSF and its Implementation Plan (2021-2025)

AGMSF Goals	Implementation Plan Outcomes	Policy Recommendations	Period
<p>Goal 1: ASEAN policies, institutions, and practices embody its vision for a fairer, more equitable and inclusive world</p>	<p>Outcome 1.1 ASEAN leadership, officials, staff and stakeholders across the three Communities are aware of the vision and objectives of the AGMSF and motivated to support its implementation.</p>	<p><u>Recommendation 1:</u> Strategy to expedite the implementation of AGMSF and its First Phase of Implementation Plan, including:</p> <ul style="list-style-type: none"> ○ Develop a clear-cut coordination mechanism, ○ Promote and invest in research to ensure all policies and programs are developed, and ○ Formulate gender-responsive and inclusive monitoring system, with indicative measurement disaggregated by sex, age, disabilities, and other related characteristics. <p>In reference to:</p> <ul style="list-style-type: none"> ● ASEAN Integration on Gender Issues ● APSC Policy Recommendations ● ASCC Policy Recommendations ● AEC Policy Recommendations 	<p>2023 – 2024</p>
	<p>Outcome 1.2: A functional leadership and coordination structure enhances ASEAN’s institutional commitment and approach to the AGMSF</p>		<p>2023 - 2024</p>
<p>Goal 2: ASEAN builds its knowledge, technical competencies and capacity on gender and inclusion issues</p>	<p>Outcome 2.1: Individual and collective attitudes are changed, and staff and leadership internalise and reflect these attitudes and values in their work and behaviours</p>	<p><u>Recommendation 2:</u> Strengthen the roles of ASEAN Sectoral Bodies: Amplify the roles and institution of ACW and ACWC as Gender Mainstreaming Coordinator in ASEAN to:</p> <ul style="list-style-type: none"> ○ Raise SBs awareness and understanding of the AGMSF and its Implementation Plan ○ Develop dialog mechanism between sectoral bodies, ACW/ACWC, and AMS. ○ Administer cross-sectoral coordination between SBs and across ASEAN Pillars. ○ Explore the establishment of ‘gender help desk’ under ACW and ACWC in coordination with ASEC. <p><u>Recommendation 3:</u> Transform mindset and behaviours towards a gender-responsive and inclusive ASEAN:</p> <ul style="list-style-type: none"> ○ Awareness building activities ○ Develop gender-responsive guidelines. ○ Develop gender and inclusion checklist to assist SBs in implementing AGMSF. ○ Establish regular capacity building sessions. 	<p>2023 – 2025 and beyond</p>
	<p>Outcome 2.2: ASEAN institutions and staff have increased analytical capacity to understand and integrate gender and inclusion considerations into their work</p>		<p>2024 – 2025 and beyond</p>

		<p>In reference to:</p> <ul style="list-style-type: none"> • ASEAN Integration on Gender Issues • APSC Policy Recommendations • ASCC Policy Recommendations • AEC Policy Recommendations 	
<p>Goal 3: ASEAN policies and action plans better reflect the needs of women and girls in the region and Sectoral Bodies across the three Communities can progressively undertake more effective initiatives that centre their participation and respond to their needs</p>	<p>Outcome 3.1: Women’s Voices – ASEAN strengthens the engagement of women’s organisations in consultation, planning and implementation, so that the perspectives and needs of women and girls of diverse background are better embedded in ASEAN consultation, planning and implementation processes</p>	<p><u>Recommendation 1:</u> Strategy to expedite the implementation of AGMSF and its First Phase of Implementation Plan, on strengthening the commitment of Sectoral Bodies (SBs) beyond members of the AGM Steering Committee and inviting more SBs as SC members of AGMSF.</p> <p><u>Recommendation 2:</u> Strengthen the roles of ASEAN Sectoral Bodies: Amplify the roles and institution of ACW and ACWC as Gender Mainstreaming Coordinator in ASEAN to:</p> <ul style="list-style-type: none"> ○ Develop synergy and collaboration between ASEAN, AMS, and Partners <p>In reference to:</p> <ul style="list-style-type: none"> • ASEAN Integration on Gender Issues • APSC Policy Recommendations • ASCC Policy Recommendations • AEC Policy Recommendations 	<p>2023 – 2025 and beyond</p>
	<p>Outcome 3.2: Gender-sensitive and inclusive programming - ASEAN progressively increases relevant, high-quality targeted and mainstreamed analysis and programming that addresses the needs of women and girls</p>		<p>2024 - 2025</p>
<p>Goal 4: ASEAN supports intergovernmental processes, and Member States’ gender mainstreaming and gender-focused initiatives</p>	<p>Outcome 4.1: Intergovernmental processes within ASEAN, and internationally with ASEAN countries is well informed about gender equality initiatives in the region</p>	<p><u>Recommendation 2:</u> Strengthen the roles of ASEAN Sectoral Bodies:</p> <ul style="list-style-type: none"> ○ Encourage all SBs to implement the gender-responsive and inclusive monitoring system and use the result as part of their reporting process. ○ Amplify the roles and institution of ACW and ACWC as Gender Mainstreaming Coordinator in ASEAN to: <ul style="list-style-type: none"> - Develop toolkits to improve gender analysis competencies at SBs. - Collect data disaggregated by sex, age, disability, and other related characteristics. <p>In Reference to:</p> <ul style="list-style-type: none"> • ASEAN Integration on Gender Issues • APSC Policy Recommendations 	<p>2023 - 2024</p>
	<p>Outcome 4.2: ASEAN regional and national stakeholders engage in ongoing knowledge sharing, dialogue and learning about programming insights, evidence and debates in and across their sectors</p>		<p>2024 – 2025 and beyond</p>

		<ul style="list-style-type: none">• ASCC Policy Recommendations• AEC Policy Recommendations	
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