



Gender-sensitive Policy Design

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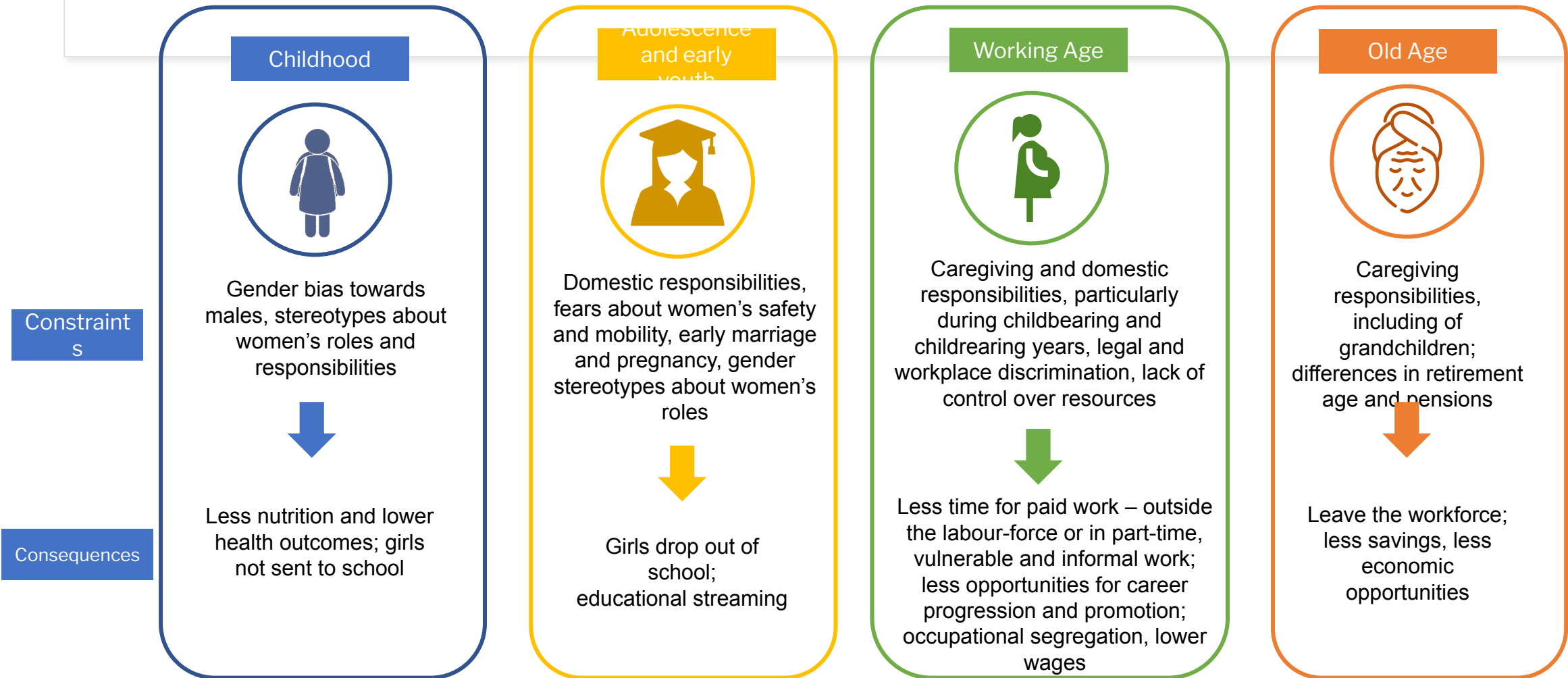
Outline

- Why gender matters
- Gender Equality in ASEAN
- Women's participation in paid and unpaid work
- Gender-transformative Policy Design
- Ways forward (Call for Action)

Why gender matters



Constraints/risks specific to women across the life-cycle





Ageing in ASEAN has a female face

- ASEAN region is rapidly ageing, with women comprising **60 percent** of the older population in ASEAN. (ASEAN, 2020)
- Across the region, older **women receive less income than older men, have fewer savings, are less likely to receive pensions or have lower levels of pension benefits than men, and are more likely to rely on family members.** (Tsao Foundation)
- Women are **more likely than men to experience poverty in old age (ADB, 2013)**

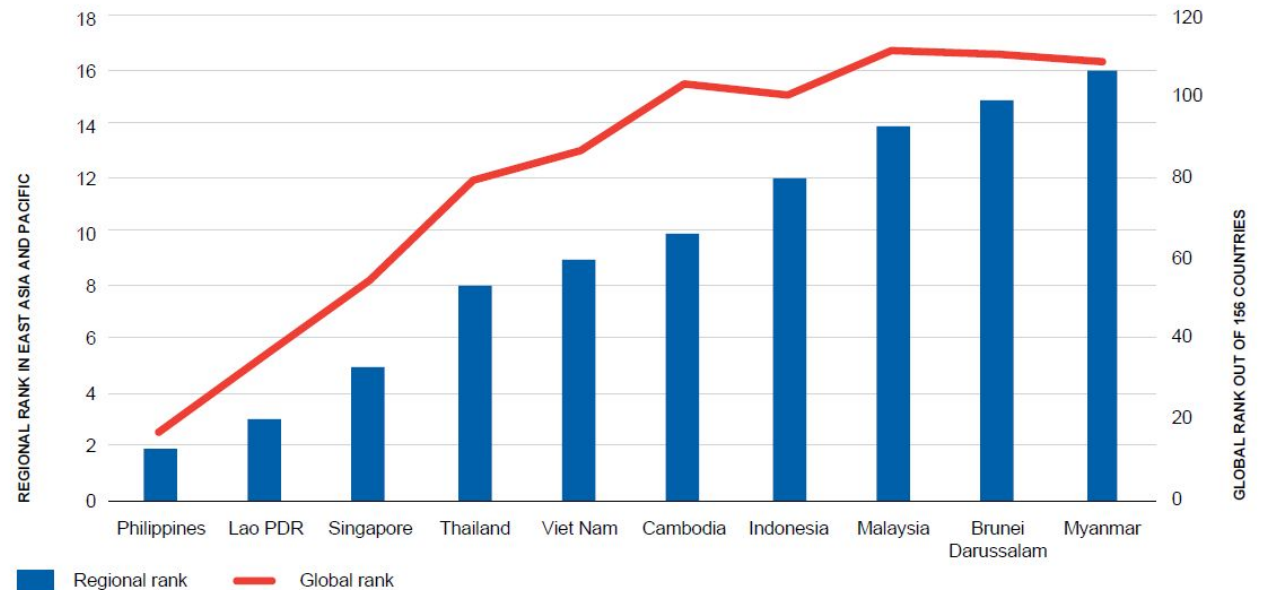
Gender Equality in ASEAN



Regional and global rankings

- The Philippines is the best ranked country (at 17th worldwide and second in the subregion), followed by Laos
- Malaysia is at **112th worldwide** and **14th in the subregion** (out of 18 countries in East Asia and the Pacific)

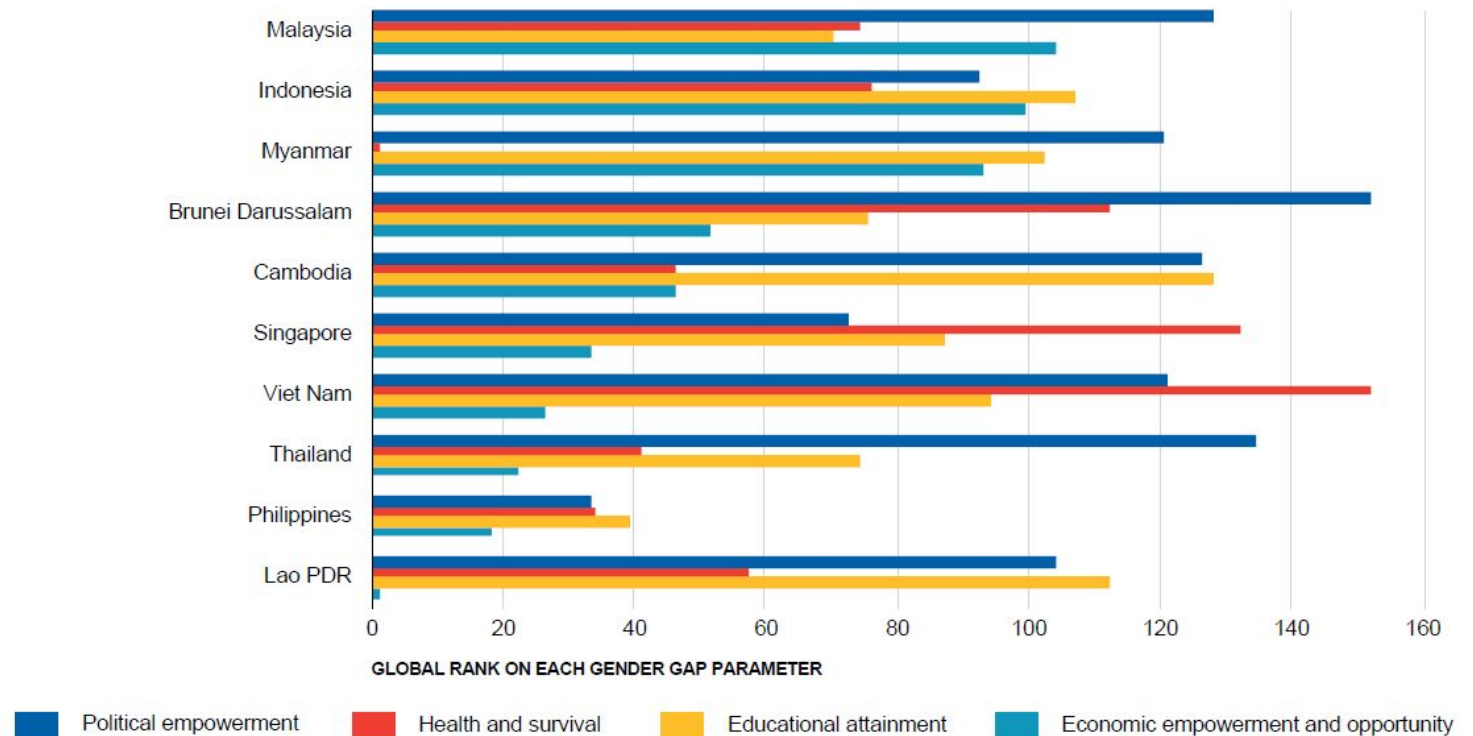
Figure 3. Regional and global rankings in the *Global Gender Gap Report 2021*



Source: Authors' depiction of ASEAN Member States' regional rankings (out of 18 countries in East Asia and the Pacific) and global rankings (out of 156 countries) (WEF, 2021).

Malaysia (112th) has covered their gender gaps in **secondary and tertiary education** but still have a way to go on other parameters, such as **political empowerment or economic participation**

Figure 4. Global gender gap ranking across four parameters



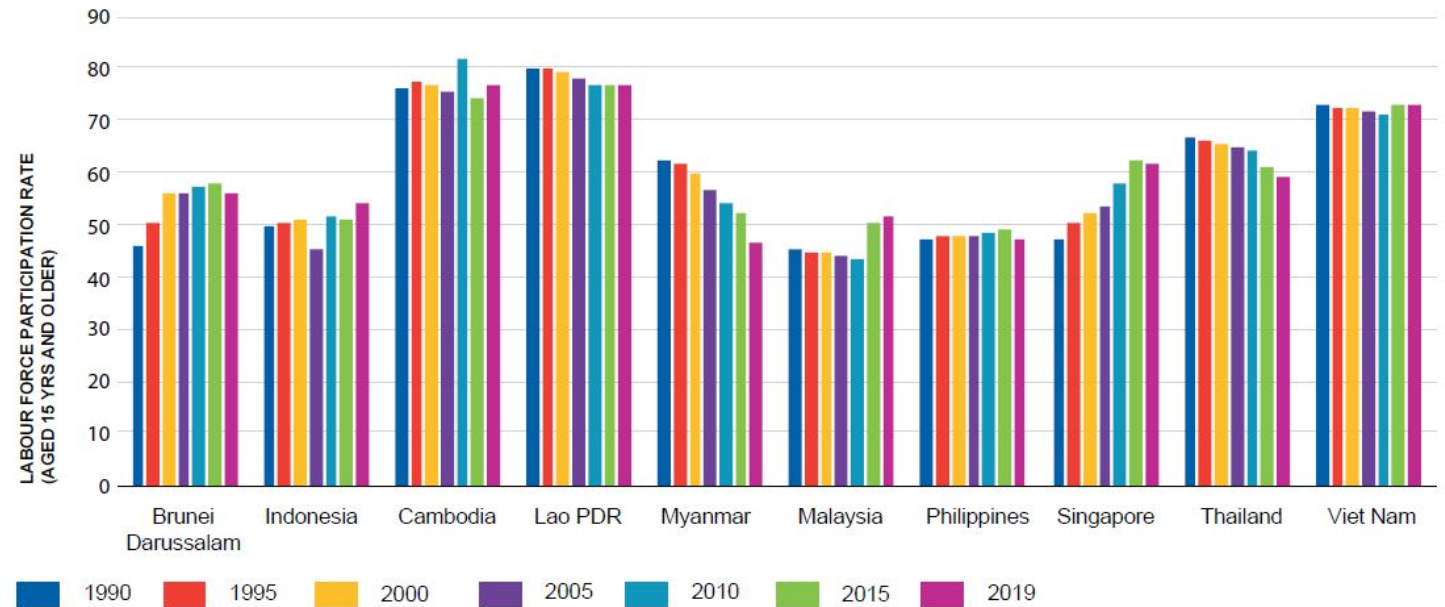
Source: Authors' representation of country data in the *Global Gender Gap Report 2021* (WEF, 2021).
Note: The longer the length of bar, the worse is the global rank on that parameter.

Women's
participation
in paid and
unpaid work



- Cambodia, Lao PDR and Viet Nam have the 3 larger percentages, virtually unchanged
- Myanmar and the Philippines have less than 50 per cent FLPR
- Indonesia and Malaysia have improved FLPR recent years.

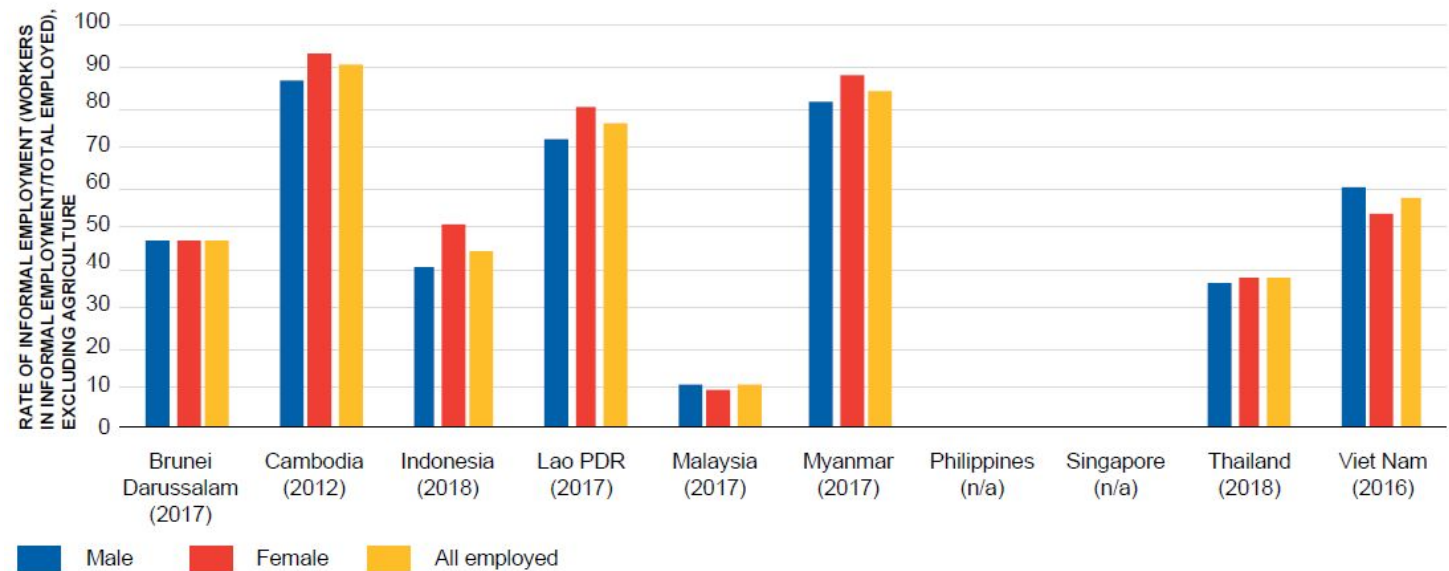
Figure 6. Female labour force participation (aged 15 and older) in ASEAN Member States over three decades



Source: Female labour force participation rates (aged 15 and older) based on modelled ILO estimates and World Bank database. Available at <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS> (accessed on 15 June 2021). Singapore data from Manpower Research and Statistics Department, Ministry of Manpower. Available at <https://stats.mom.gov.sg/Pages/LabourForceTimeSeries.aspx>.

- **Women are overrepresented in informal employment generally across the ASEAN Member States, except in Brunei Darussalam, Malaysia and Viet Nam.**

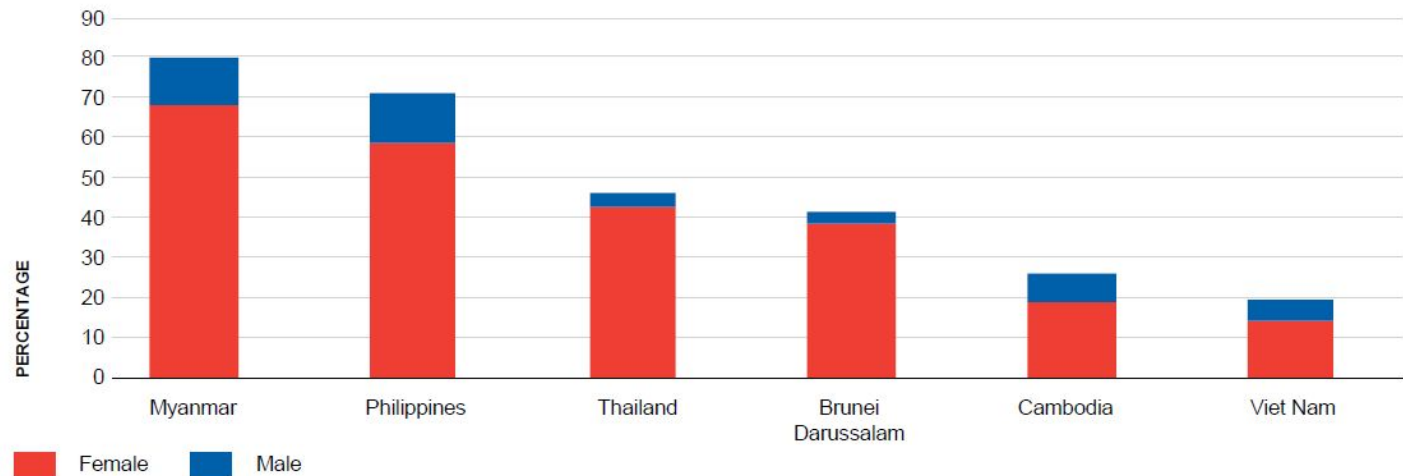
Figure 8. Rate of informal employment among men and women in ASEAN Member States, latest year available



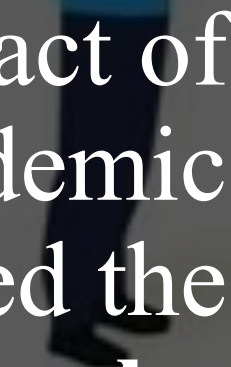
Source: ASEAN Secretariat, 2019b, table A.2, p. 80.

- For every **additional hour spent in unpaid care and domestic work**, there is **less time for market work, and the wage gap widens** (Khazanah Research Institute, 2019).
- “Double day” or “second shift” phenomenon

Figure 11. Percentage of inactive persons with main reason for being outside the labour force given as unpaid care work, latest year available



Source: Authors' compilation of data based on ILO, 2018: appendix table A.3.6 on percentages of inactive persons, by sex and main reason for being outside the labour force.



The impact of
the pandemic
increased the
gender gap by
a generation

The Gender Gap grew by **36 Years** in just 12
months

-WEF Global Gender Gap Report 2021



Gender-sensitive Design Policies



Address the gendered life-cycle risks and vulnerabilities using life-course approach in Social Protection



Special attention in addressing gendered burden of care

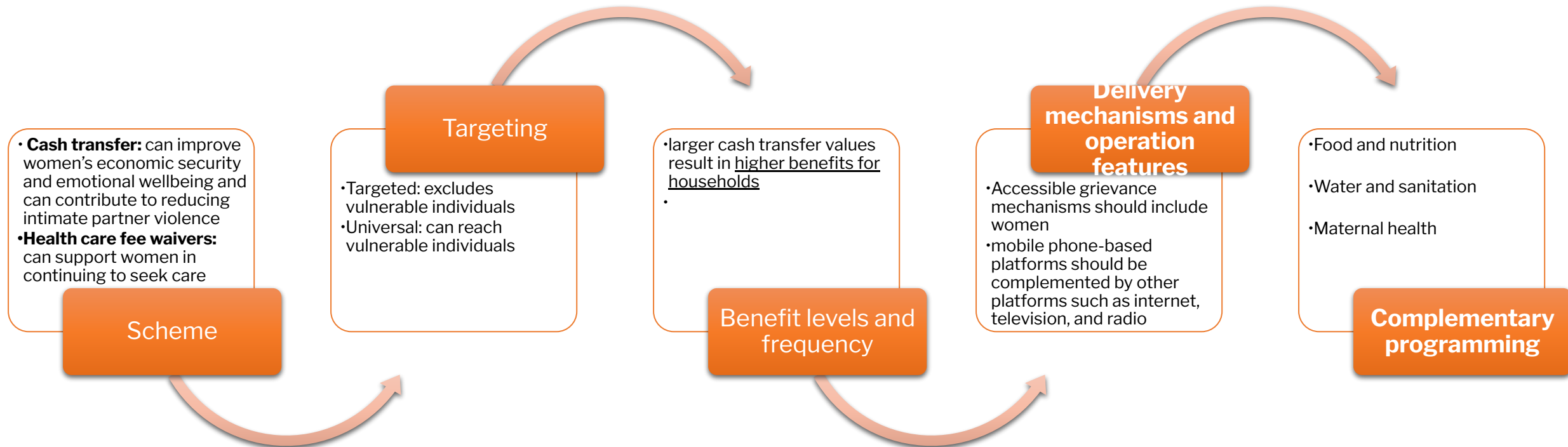


Removing provision that reinforces gender inequality



Removing gender bias in the pension system

Addressing gender inequalities through social protection during COVID



Gender-sensitive Policies in the region



MYANMAR

Maternal and Child Cash Transfer Programme



THAILAND

Universal Health Coverage



CAMBODIA



SINGAPORE



INDONESIA



LAOS

Paternity leave and childcare policies



VIETNAM



MALAYSIA

Building care services capacity



PHILIPPINES

Pantawid Pamilya Pilipino Program (conditional Cash transfer)



BRUNEI DARUSSALAM



Pension Care Credits



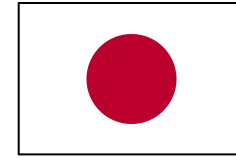
FRANCE

Parent caring for a child **younger than age 16** receives **up to 9 years** of coverage

Parent who has raised **3 or more children** during the last 9 years can receive an **increase of up to 10 per cent** in his or her benefit at retirement

Mother receives **child credits regardless** whether she leaves the workforce or not

A unisex **life table is used to calculate** pension benefits for both men and women



JAPAN

Three years per child are covered

The pensionable earnings are the **earnings prior to the break**

For periods **beyond three years** per child and when **income is below a certain threshold**, the same rule as for unemployment is applied

Ways forward

SPIAC-B's Call for Action to design and implement Gender-Responsive Social Protection



Commit to tackling gender inequalities and promoting all women's and girls' empowerment



Build the capacity of governments and partners to design and deliver gender-responsive policies



Invest in gendered poverty and vulnerability assessments, data collection, disaggregation, quality and analysis, and research and evidence



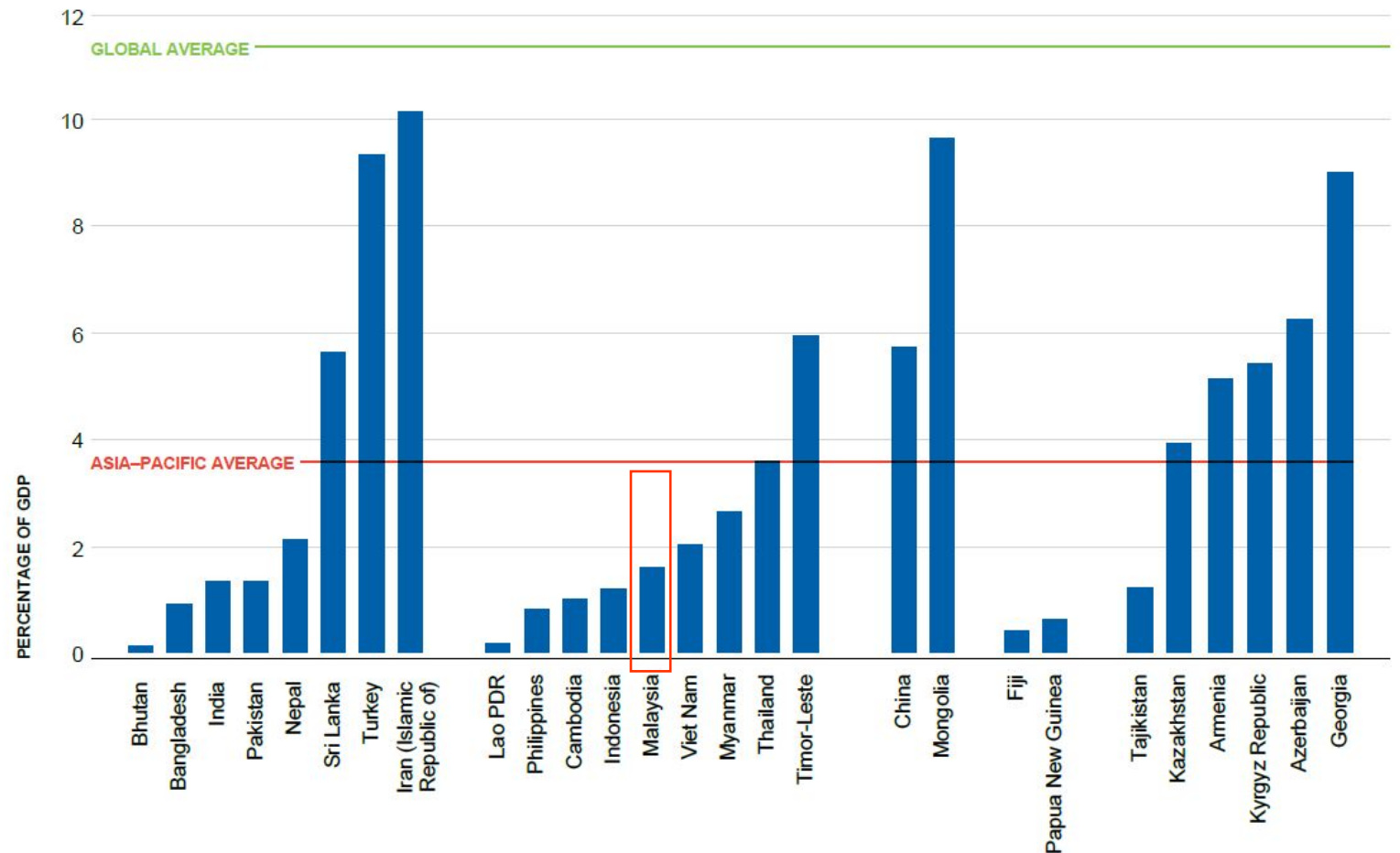
Support local, national and international women's rights organisations and movements

The government must:

Increase investment in financing gender-responsive Social Protection

Social protection expenditure in Asia prioritized men over women, at **2.1% of GDP per capita on men** and **1.9% on women**, even social insurance expenditure favored men. (ADB 2019)

Figure 14. Spending on social protection as a share of GDP, by country, latest year available



Source: ESCAP, 2020, p. 16.

Note: SSWA=South and South-West Asia; SEA=South-East Asia; ENEA=East and North-East Asia; NCA=North and Central Asia.

“No country can every truly flourish if it stifles the potential of its women and deprives itself of the contribution of half of its citizens.”

Michelle Obama

