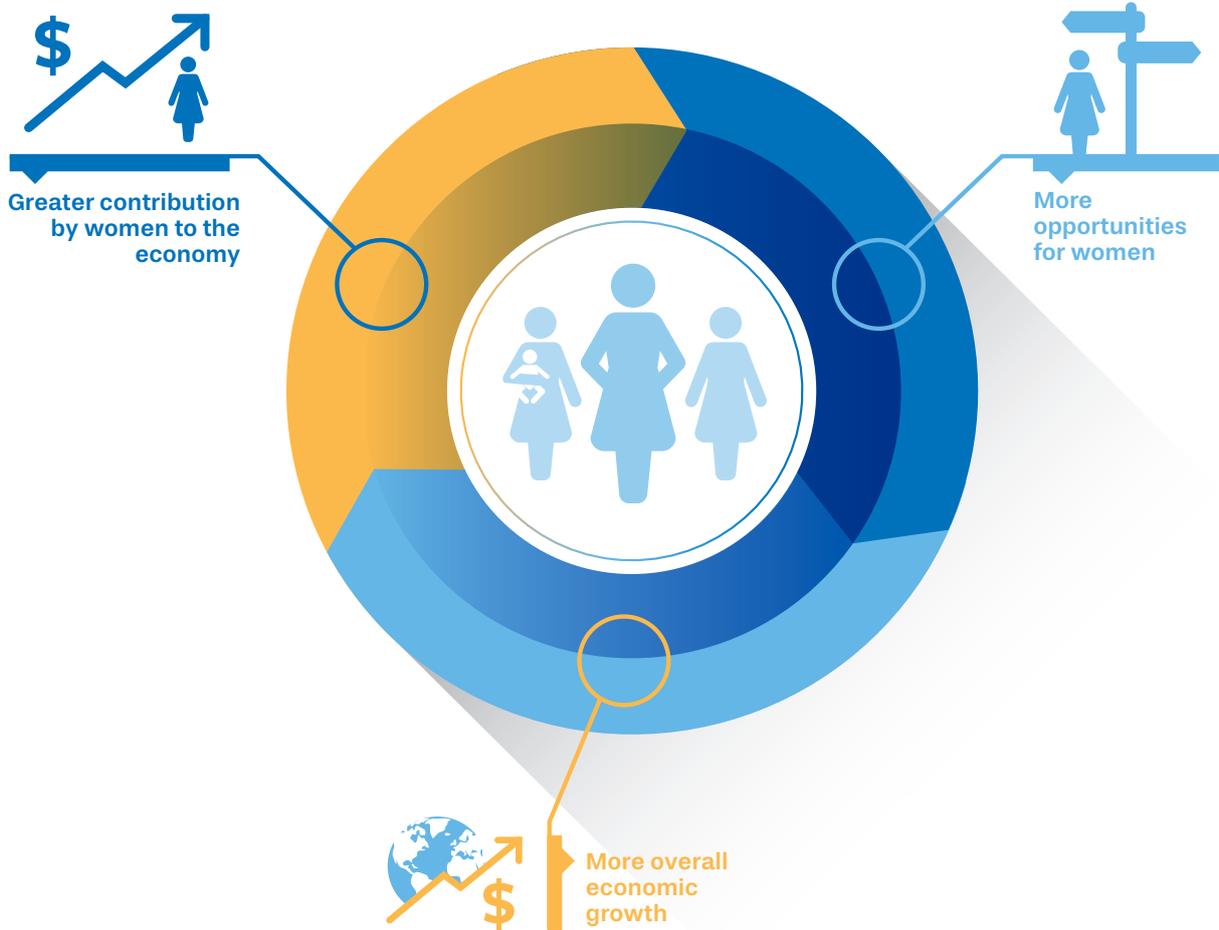


Opportunity for ALL

Empowering women in the labour force is a win-win. The ASEAN Economic Community is an unparalleled opportunity for growth. Only if women are able to participate at all levels will they – and the whole population – make the most of that opportunity to increase trade, income and welfare.

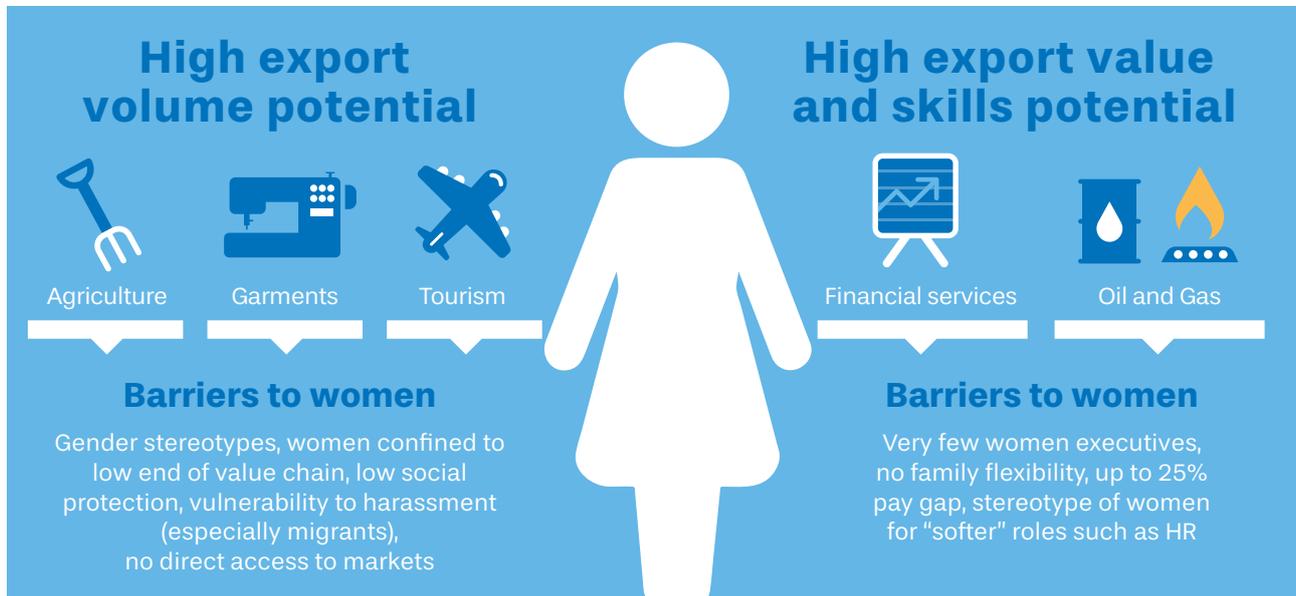


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ASEAN Priority Integration Sectors

ASEAN has identified a range of priority sectors for regional integration, with potential for high export volume or added value. All have the potential to improve women's inclusion.



CERTIFICATIONS FOR GENDER



- Inclusive Agricultural Practice
- Provide language and ICT training
- Trade associations
- Gender mainstreaming



- Inclusive Fair Trade
- Entrepreneurship training, subsidised credit, market linkages
- Mentoring programs
- Gender parameters for tax relief and subsidies
- Improved monitoring



- Inclusive Fair Trade.
- High-end entrepreneurship training, subsidised credit.
- Mentoring programs
- Harmonise standards and

CERTIFICATIONS FOR GENDER



- Engendered Workplace
- Certification scheme
- Flexible working arrangements for both parents

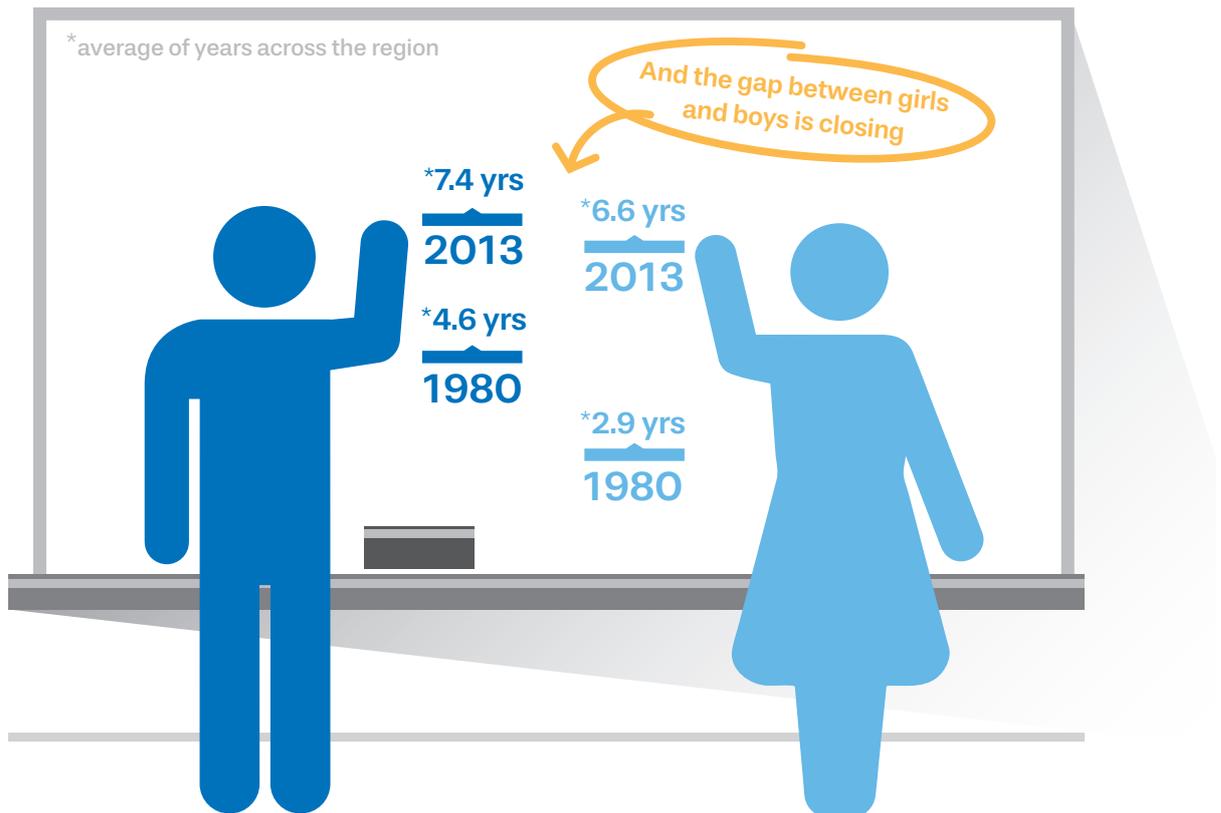


- Tax incentive for having women on board of directors
- Awareness and training
- Correction of pay gaps
- Role models and mentors

Girls still spend fewer years in school

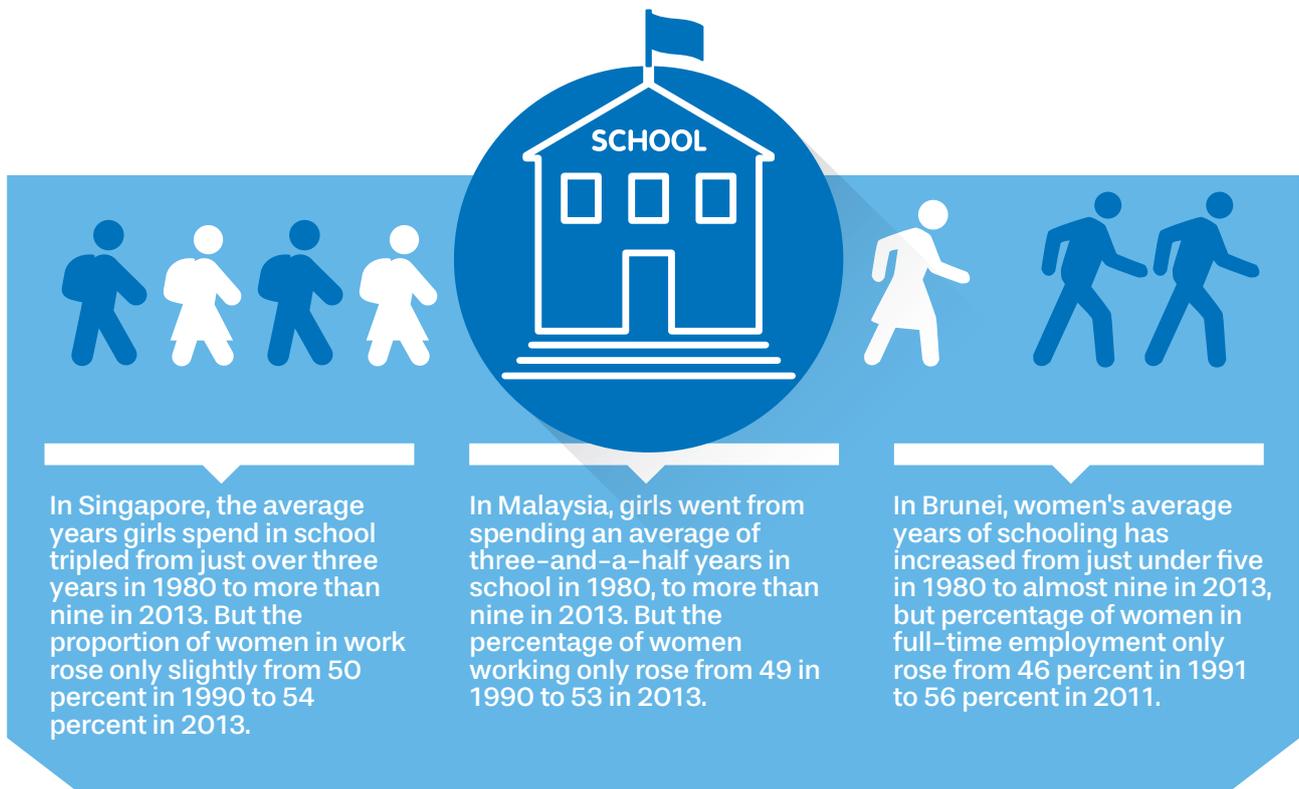
The average number years of school attendance has increased across the board, but a gap persists between girls and boys, except in in Brunei, Myanmar and the Philippines.

Average years of school attendance for girls have increased



More girls in school doesn't guarantee better jobs for ASEAN women

Girls are catching up with boys in terms of years of education. But this is not translating to equal opportunities for women in the labour force, even in more prosperous economies.



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Customary laws and stereotypes limit women's economic opportunities

Customary laws and traditional practices limit women's access to credit, asset ownership and other economic opportunities, even though all ASEAN Member States provide for constitutional equality between men and women.

All 10 ASEAN Member States guarantee equality between women and men in their constitutions

Yet discrimination against women persists through...

Laws & Policies



In Malaysia, Indonesia and to a lesser extent Brunei, women's authority over household and financial matters is explicitly subjugated to men's.

Gender-based stereotypes



In many ASEAN countries, women are encouraged to work in "softer" sectors and roles, and do much more unpaid work in the home.

Social norms and practices



In Cambodia, Laos and other countries, women are either not aware of their economic opportunities, or discouraged from taking them.

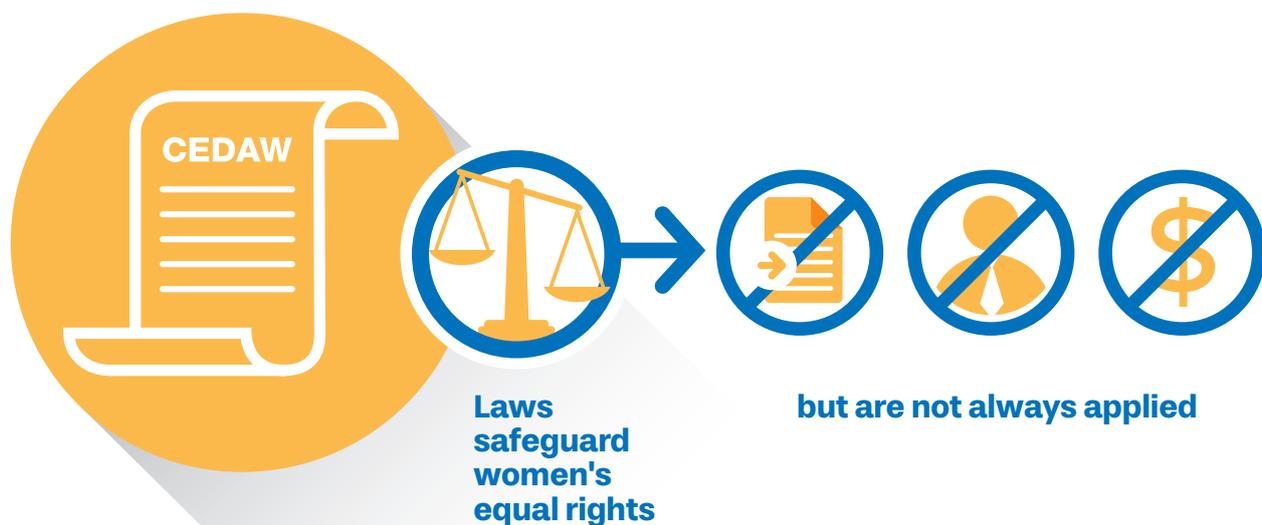


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Legislation is good, but implementation gaps remain

Women's equal access to institutions, opportunities and markets is guaranteed in the constitution of all ASEAN Member States, who have all accessed or ratified the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). But there are shortfalls in implementation, coordination and budgets.

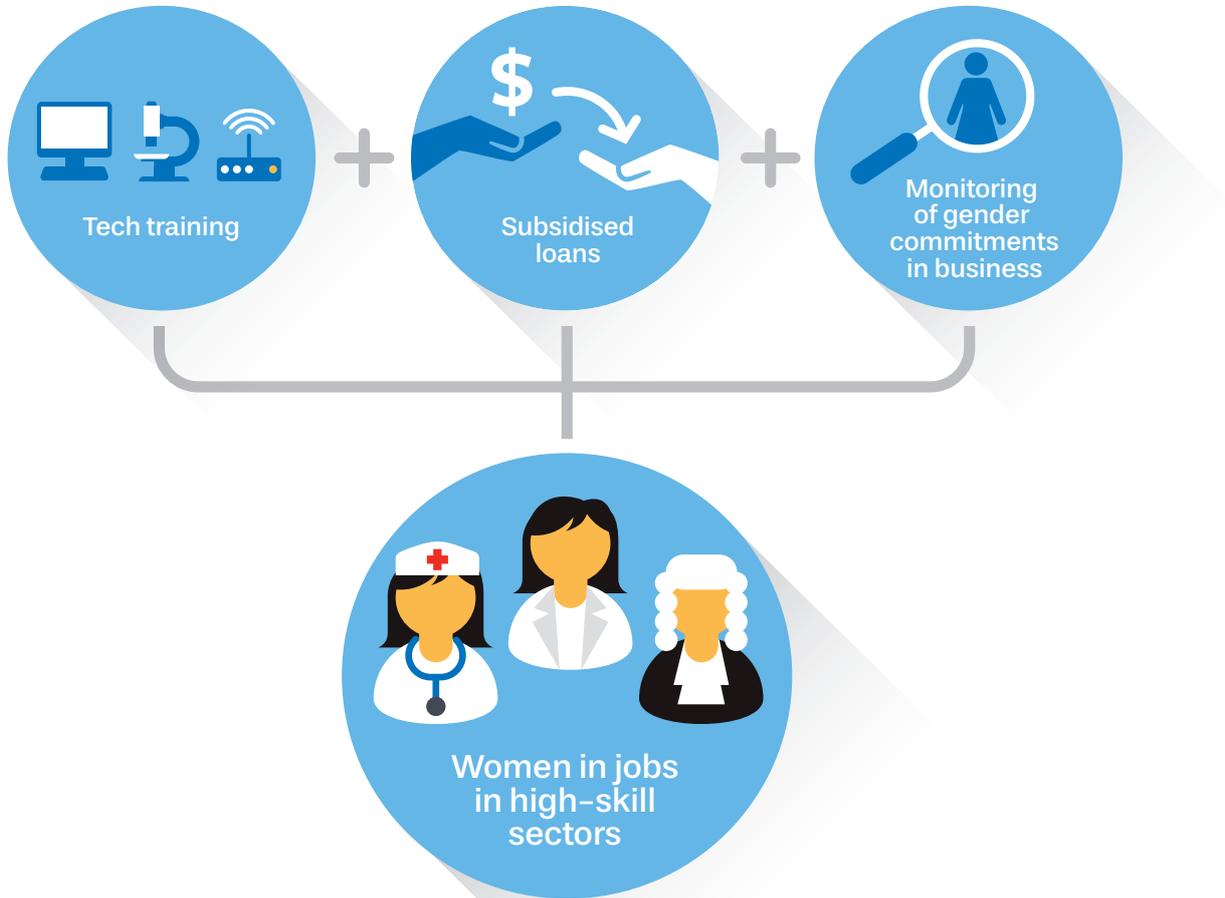


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Create demand for women in the labour force

It is not enough to make sure girls have equal education opportunities and access to apply for jobs. Policy-makers and the business community need to also drive demand for women employees.

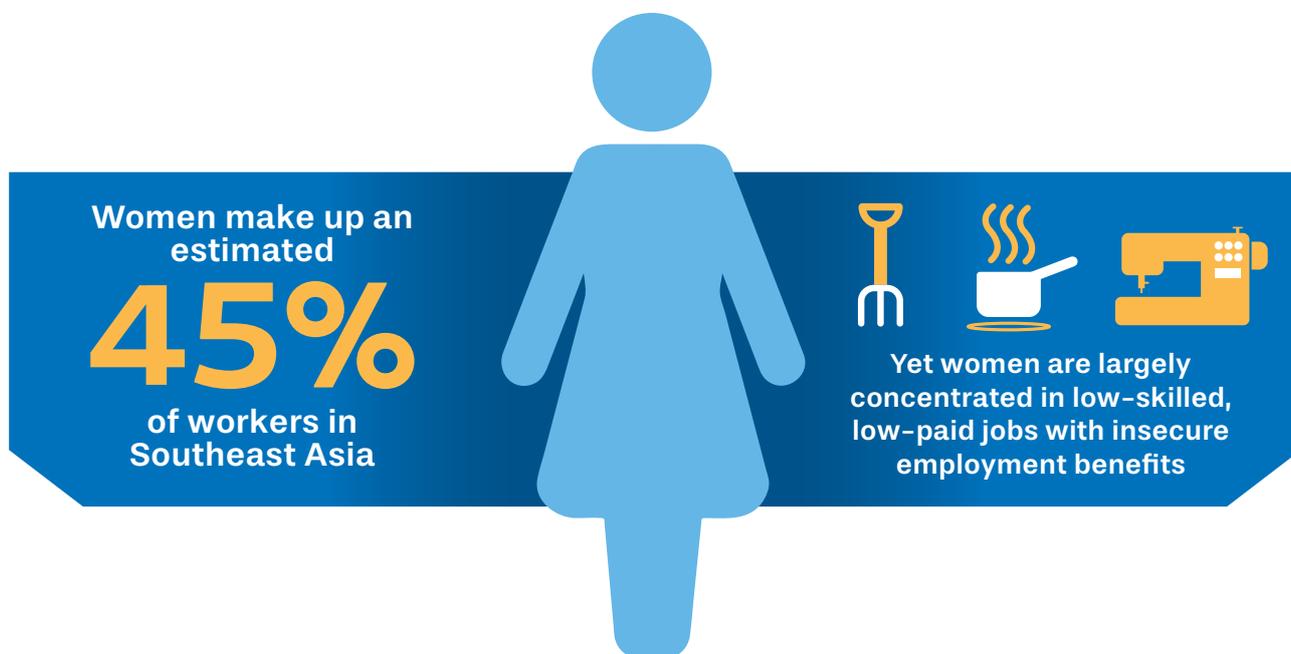


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More women work in vulnerable conditions than men

A higher proportion of women than men endure low pay, security, benefits or social protection. Women are also more likely to be an unpaid contributing family worker.

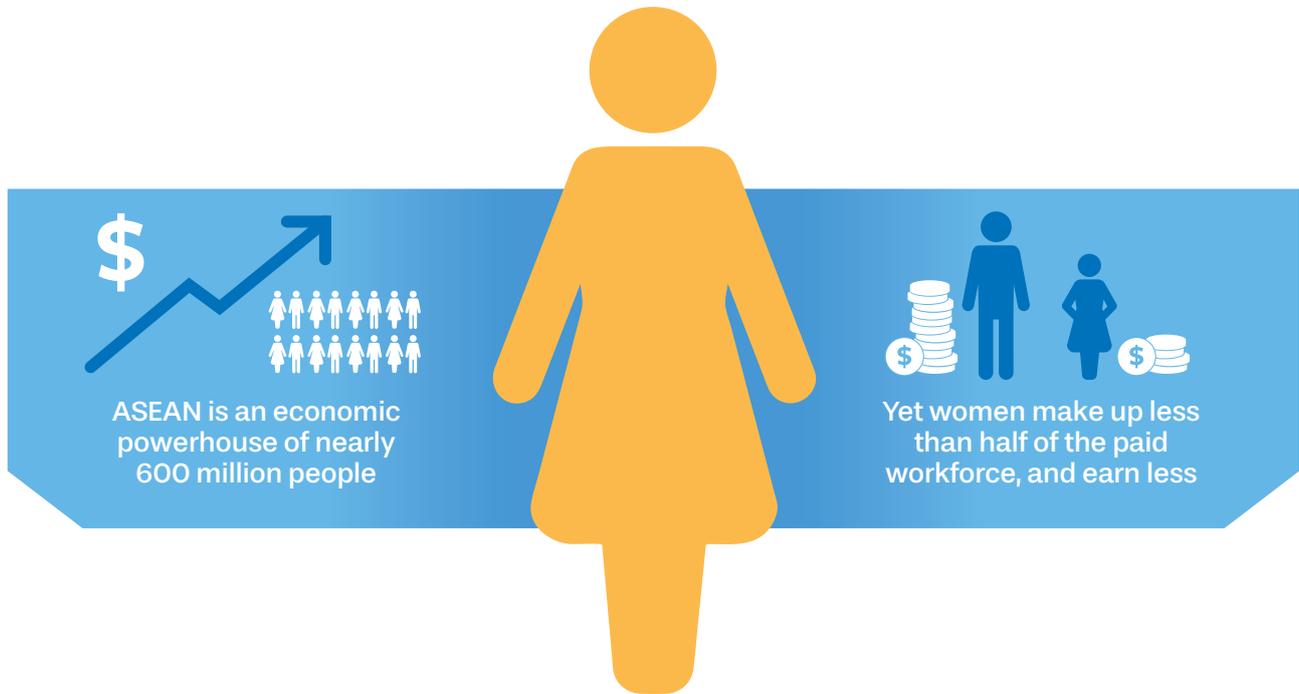


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Fewer women hold formal paid employment than men in the region

Female labour force participation rate is persistently lower than men across all ASEAN Member States. While the gap may have shrunk in some countries, it has widened in others.

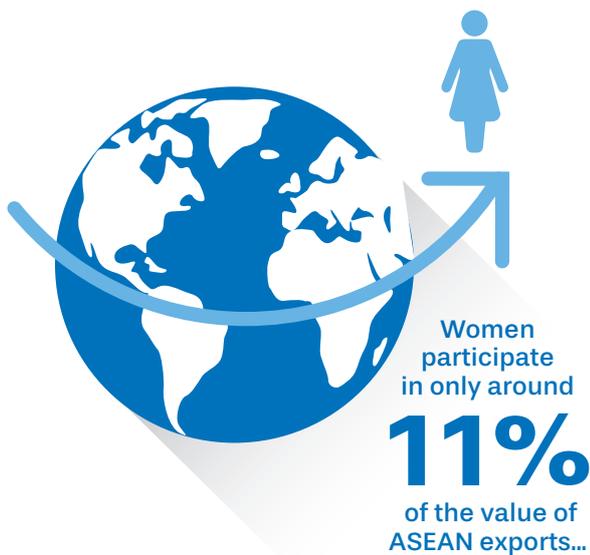


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Women only participate in 11% of the value of ASEAN exports

ASEAN economies have grown at 5 percent a year this century, and are set to expand by a factor of nearly 30 between 2013 and 2025. But women's share of export value is persistently low at around 11 percent.

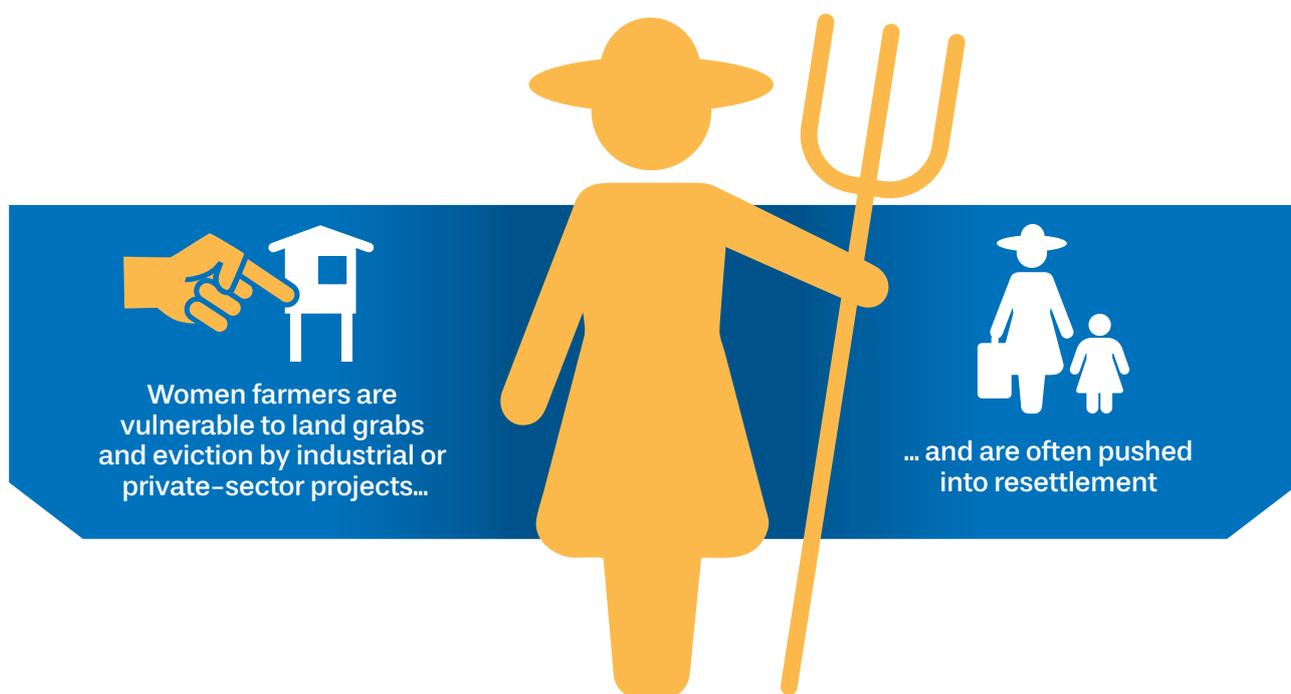


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Property laws make women particularly exposed to land grabs

Throughout the Mekong Delta many farms are operated by women but held in the name of men who work elsewhere. This leaves the women vulnerable to land grabs, forced resettlement and migration. Forced migration can leave women vulnerable to exploitation, including trafficking.



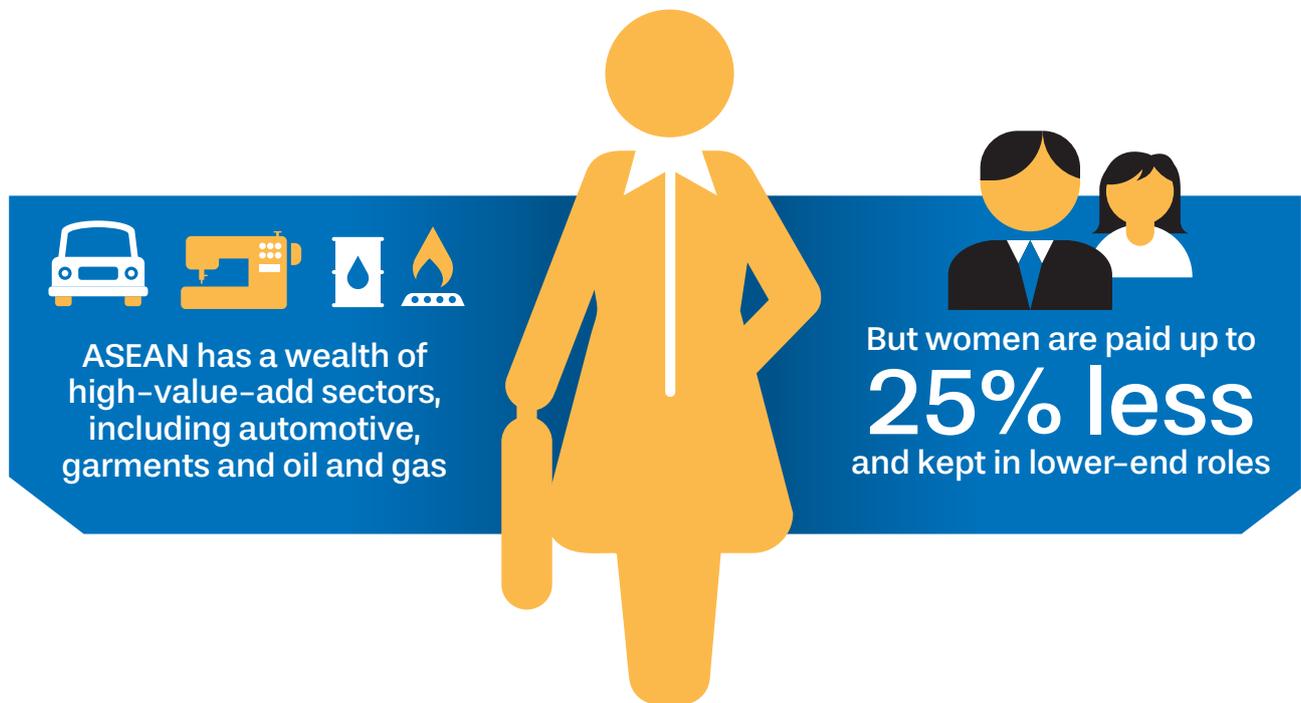
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Aid** 

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 **UN
WOMEN** 

The pay gap is real

Women consistently earn less than men in the same sectors, with the pay gap reaching 25 per cent in some countries. Paying women less, and keeping them in lower-end roles, deprives them of the income, and those sectors of their potential contribution.

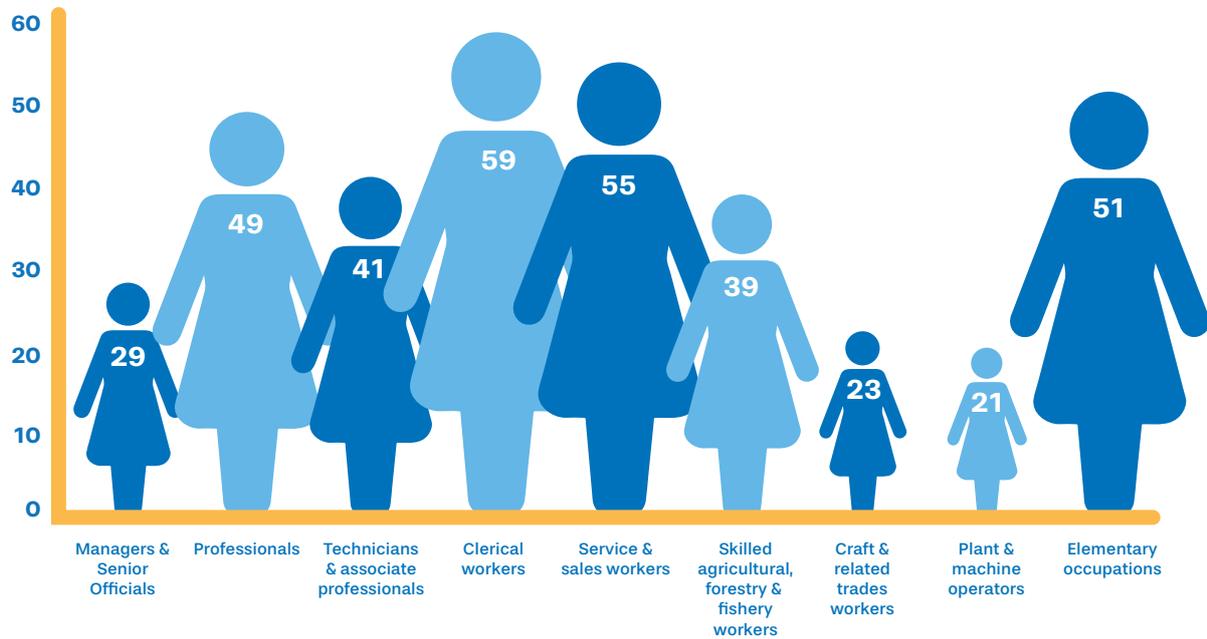


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Female share of occupation

Across ASEAN, women do more of the worse jobs, making up more than half of elementary occupations such as cleaners, and less than a third of managers.

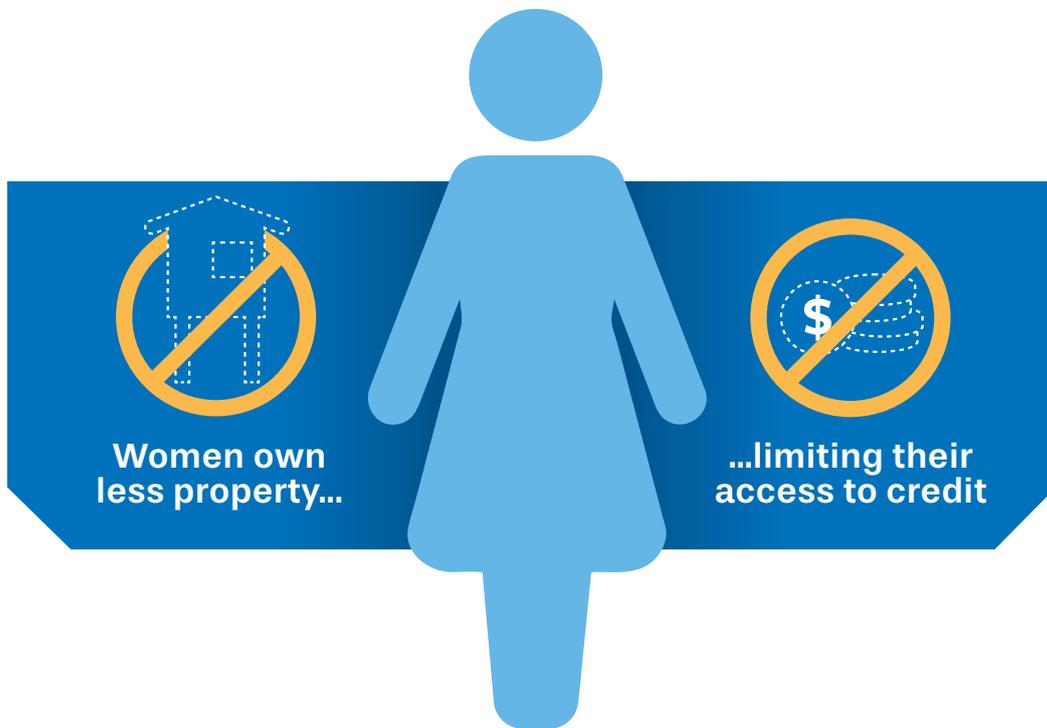


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Women own less property, impacting their access to credit

Women hold less land and assets, due to laws and practices. The lack of collateral reduces their access to credit, for household or business investment.

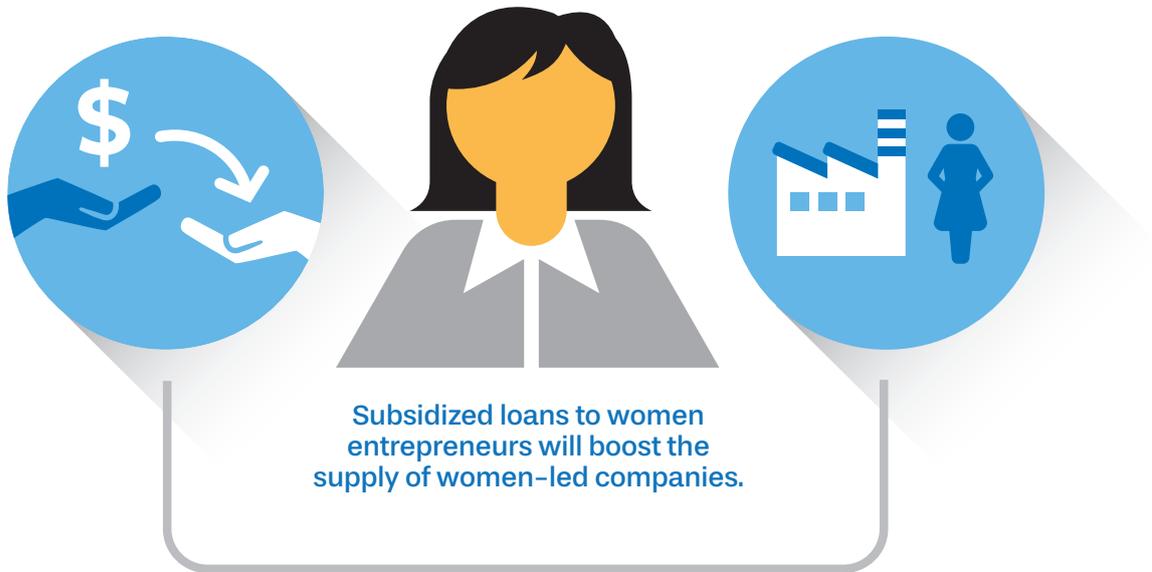


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Women's existing contribution to SMEs can be strengthened by gender-sensitive support

Women already run small and medium enterprises across ASEAN, but their contribution to this key pillar of the economy can be further boosted by gender-sensitive SME fiscal support, and mentoring programs.



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Women in ASEAN have low access to credit and formal banking

Access to financial services is low and uneven across ASEAN, in particular for women. Several countries have lending programs aimed at women, but these are often not made the most of. This limits their ability to borrow, invest or save money, in the household or in business.

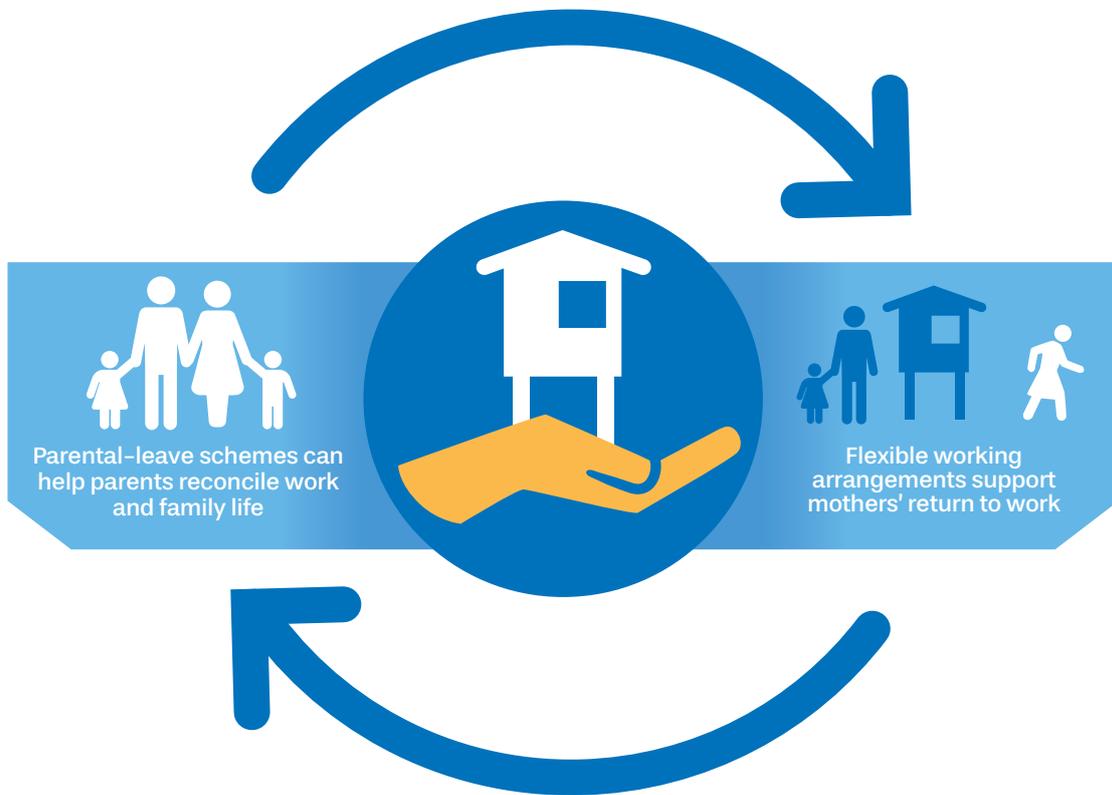


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Women are held back from the labour market by a lack of family policies

ASEAN women do not enjoy state-sponsored flexible work arrangements or help in balancing professional and domestic obligations, leading many to work less or leave employment early.



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Women do more unpaid work than men, both in the household and in family businesses

Women's unpaid work in child-rearing and household tasks remains unaccounted for in national income but contributes considerable value. In some countries, women's help with family businesses is more often unpaid than that of their male relatives. Married women spend an estimated 3.5 hours per day more than married men on unpaid care work.



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