



Asia-Pacific
Economic Cooperation

APEC Gender Inclusion Guidelines (GIG)

UNECE Gender Initiative
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Rationale

❖ Gender inclusion is *mandated* in APEC:

APEC Ministers directed the '*Policy Partnership on Women and the Economy to collaborate with other APEC fora to incorporate a gender perspective into APEC's work*' (AMM 2014).

APEC Economic Leaders committed to '*strengthen our efforts to support the mainstreaming of gender equality and women's empowerment across APEC's work*' (AELM 2016).

- 1999: Framework for the Integration of Women in APEC adopted;
- 2002: APEC Guidelines for the Framework for the Integration of Women in APEC adopted – action taken on gender mainstreaming
- 2017: PPWE taking action on GIG as part of Strategic Plan and knowledge inclusion of women has multiplier effect on economies



Purpose

- The purpose of the APEC GIG is to promote gender integration across APEC and to assist Fora to take gender into account as they seek to progress both their own specific areas and Cross-Fora activities;
- To adopt gender-responsive policies and activities which increase women's participation and leadership in policy, markets, and the workforce;
- The GIG offers guidance on how to integrate gender-responsive approaches into Fora Strategic, Work and Action Plans, Annual Reports and Projects. It builds/complements existing principles and frameworks. The GIG can also be applied at the individual economy level.
- **It introduces Gender Markers as a voluntary inclusion measurement tool.**

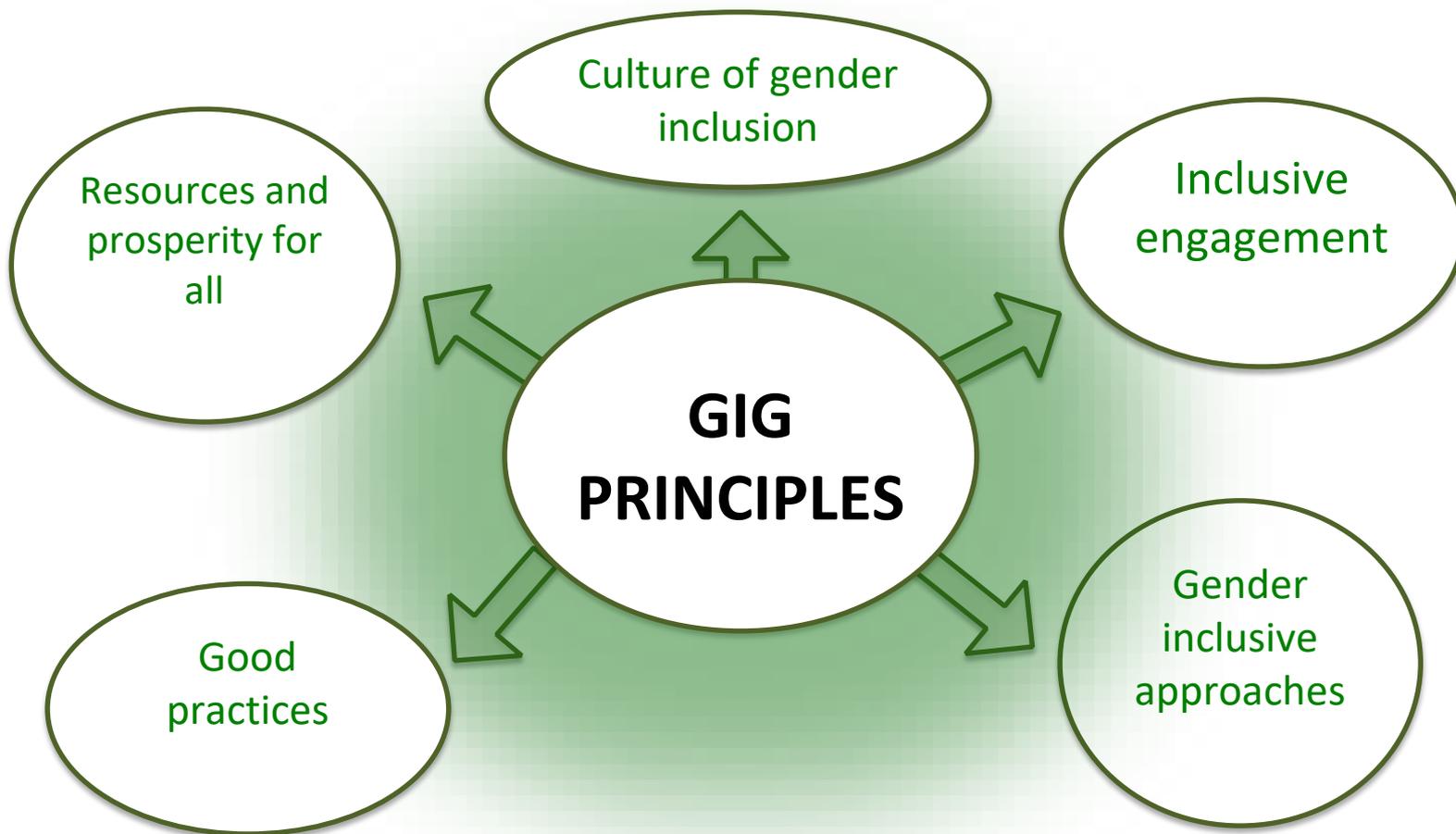


Goals

- Create an enabling environment that supports the *entire* policy development and project process rather than selected components,
- Create an evidence-base
 - Sex-disaggregated data collection
 - Utilize and build on existing sources
- Share cross-fora knowledge and good practices.



Guiding Principles





Gender Markers

The APEC Gender Markers are a simple 3-point scale designed to measure gender awareness

- GMs deepen gender-responsive design of policies and initiatives
- Design adapted from UN Women (2009) and Asian Development Bank (2012) Gender Markers

GM 1: No gender element
(NGE)

GM 2: Limited gender elements
(LGE)

GM 3: Effective gender mainstreaming
(EGM)



Gender Markers cum Self Assessment Framework

The APEC Gender Markers are combined with self-assessment framework designed to measure gender inclusion

GMs are based on Fora and Project Overseers' self-assessed 'state of gender inclusion'

using the GM self-assessment framework

with the objective of improving markers over time and attaining the highest possible level of gender inclusion (GM 3) across APEC.

		APEC Fora achieving gender inclusion can demonstrate they:		
		Understand the current state of gender inclusion GM 1	Change culture to improve gender inclusion GM 2	Have incorporated gender inclusion into Forum activities GM 3
Gender Markers Self-Assessment Framework:	Leadership and Commitment	Forum shows little or no leadership/commitment to gender inclusion	Some resources have been committed to investigate the factors contributing to gender inequality	Adequate resources have been committed to design, implement and evaluate gender-inclusive activities
	Self- Reflection	What, if any, successful initiatives are in place to address gender inequities?	Proposed actions have a realistic chance of being implemented and having a positive impact on gender inclusion	A notable change in gender inclusion, e.g. substantial women’s participation and representation in decision-making
	Communication and Engagement	How are members informed about and engaged in improving gender inclusion?	Feedback from a diverse range of members has been sought and incorporated in gender plans	Forum champions/planned actions and implementation of gender-inclusive components in place across initiatives
	Data Collection and Analysis	What does the data suggest about the current state of gender inclusion?	According to the data, additional activities need to occur to contribute to gender inclusion	Annual Report reflects evidence of the positive impact of actions on gender inclusion
	SMART Actions Specific, Measurable, Achievable, Relevant and Time-bound	What, if any, action has the Forum taken to date to investigate/improve gender inclusion?	Actions show improved contribution to gender inclusion, data collection, good practice	Forum documentation reflects substantial gender action, data collection and gender inclusion achievements



GIG Implementation

Key components of implementation:

1. Gender analysis -- planning, budgeting, women's participation & contribution; insights into women's needs and gaps; targets for women's participation;
2. Sex-disaggregated data (collection and analysis, monitoring and evaluation); data contribution to the APEC WE Dashboard;
3. Accountability (of Fora Chairs and Project Overseers).



Scope

APEC Fora and Committees

- Strategic Plans
- Work Plans
- Annual Reports

APEC projects

- Work Plans
- Annual Reports

Economies

- Action Plans
- Project Reports

“The GIG does not introduce any new mandatory requirements on APEC members - it aims to reinforce existing accountability mechanisms”



GIG Structure

The GIG contains 10 sections:

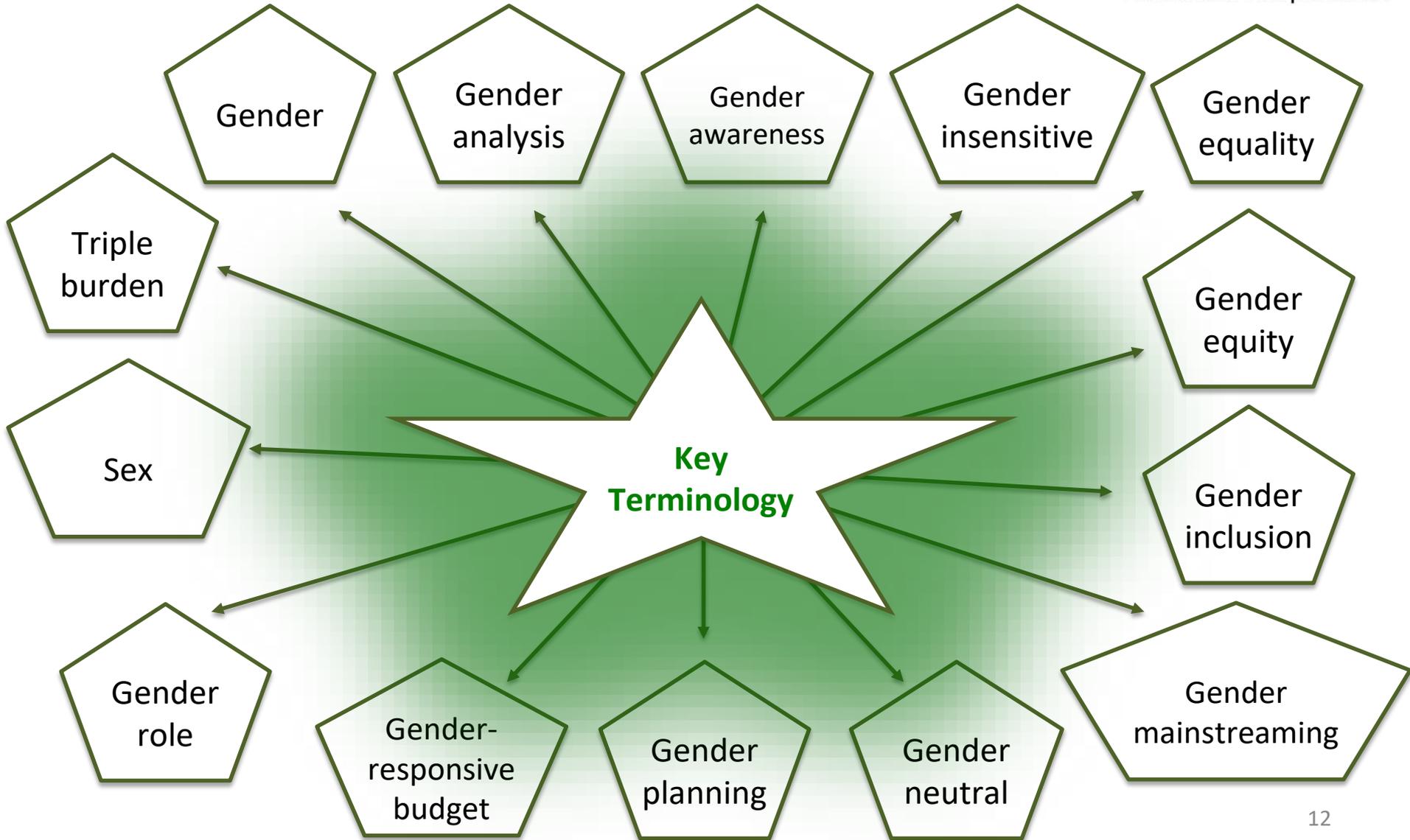
1. Introduction
2. Purpose
3. Scope
4. Guiding Principles
5. Key Terminology
6. Gender Markers
7. GIG Application
8. GIG Implementation
9. Good Practices in Gender Inclusion
10. Role of APEC Economies

And Five Annexes, including key terminology, project guidance, etc.

APEC Gender Inclusion Guidelines – Key Terminology



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The inclusion of women into standards

- Advancing the inclusive standards agenda
 - Issues are complex and interwoven;
 - Inclusion pertains to both industry and socio-cultural issues;
 - Gender Inclusion Guidelines promote awareness and encourage uptake of inclusion

- How to make a difference on gender inclusion:
 - Goals need to be adapted to the specific realities of each standards environment;
 - Adoption and outcomes always context-specific

- There are both opportunities and challenges !



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Questions?

<https://apec.org/Publications/2017/11/APEC-Gender-Inclusion-Guidelines>