



# ESCAP's Gender Equality Policy and Promotion of Women's Economic Empowerment

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# Overview

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- ⇒ Why Gender Equality?
- ⇒ ESCAP Gender Equality Policy
- ⇒ ESCAP's work on gender and key areas of focus
- ⇒ Findings and Recommendations from Study on Women's Entrepreneurship
  - Policy barriers
  - Access to finance and credit
  - Capacity development

# Why Gender Equality?

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⇒ Gender Equality is:

- Integral to achievement of sustainable and inclusive development
- Gain for all
- Universal, indivisible human right

⇒ Gender mainstreaming in UN is implemented through the UN-System Wide Action Plan (UN-SWAP).

⇒ Reaffirmation of commitment to gender equality at Asian and Pacific Ministerial Declaration on Advancing Gender Equality and Women's Empowerment, November 2014

# ESCAP Gender Equality Policy

⇒ Gender equality is an organisational priority

⇒ ESCAP Gender Equality Policy:

- Ensure gender is mainstreamed throughout ESCAP programme of work.
- A) ESCAP's institutional commitment to realizing gender equality B) provides a framework for ESCAP management and staff to mainstream gender in ESCAP's subprogrammes, management and operations"
- Operationalised through gender strategy and architecture



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## Gender Equality Policy

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### I. Purpose of the Policy

1. ESCAP has developed and adopted this policy on gender equality in recognition that realizing equality between women and men, girls and boys, requires concerted and resourced attention by both the Commission itself and ESCAP member States.
2. The ESCAP Gender Equality Policy constitutes ESCAP's institutional commitment to realizing gender equality and provides a framework for ESCAP management and staff to mainstream gender in ESCAP's subprogrammes, management and operations.
3. The ESCAP Gender Equality Policy serves as an internal guide for ESCAP management and staff to promote and enable gender mainstreaming throughout the work of all Divisions, Sub-regional Offices and Regional Institutions for the purpose of contributing to the realization of gender equality and women's empowerment (a) within the Commission itself, and (b) through support to member States in realizing the internationally agreed development goals.
4. The Gender Equality Policy outlines ESCAP's desired objectives, guiding principles, priority actions and accountability processes.
5. The means of implementing the ESCAP Gender Equality Policy are articulated in a separate strategy document in support of this Policy.

### II. Mandate

6. The United Nations is committed to achieving gender equality, as both an end in itself and as a requirement for inclusive, equitable and sustainable human development.
7. Core mandates for the ESCAP Gender Equality Policy include:



# ESCAP's Work on Gender Equality and Key Areas of Focus

## ⇒ Women's Economic Empowerment

- Promoting women's economic empowerment through entrepreneurship



## ⇒ Governance and ICT

- e-Government for women's empowerment



# ESCAP's Work on Gender Equality and Key Areas of Focus

## ⇒ Regional coordination

- Co-Chair of Regional Thematic Working Group on Gender Equality



## ⇒ Follow-up to International Commitments on Gender Equality

- Follow-up on Asian and Pacific Ministerial Declaration for Beijing+20

Asian and Pacific  
Ministerial Declaration  
on Advancing Gender  
Equality and Women's  
Empowerment

# Women's Entrepreneurship in Asia-Pacific

## ESCAP Study Phase I Findings

### Policy barriers- Findings

⇒ Women-owned SMEs are less likely to benefit from national strategies than men, due to common policy and regulatory gaps and weaknesses.

⇒ Inconsistent, cumbersome and inaccessible registration and licensing processes

**The procedures, days and costs involved to formalise an SME**

Region/ Country	Procedures (Number)	Time (Days)	Cost (% of income per capita)
OECD high income	5	12	4.5
China	13	33	2.1
India	12	27	49.8
Indonesia	9	47	22.7
Malaysia	3	6	15.1

Source: World Bank and IFC

# Women's Entrepreneurship in Asia-Pacific ESCAP Study Phase I Findings

## Policy barriers- Recommendations

- ⇒ Ensure small, informal enterprises are provided equal opportunity for establishment and growth.
- ⇒ Incorporate gender responsive policy assessments.
- ⇒ Streamline processes for business registration and licensing.

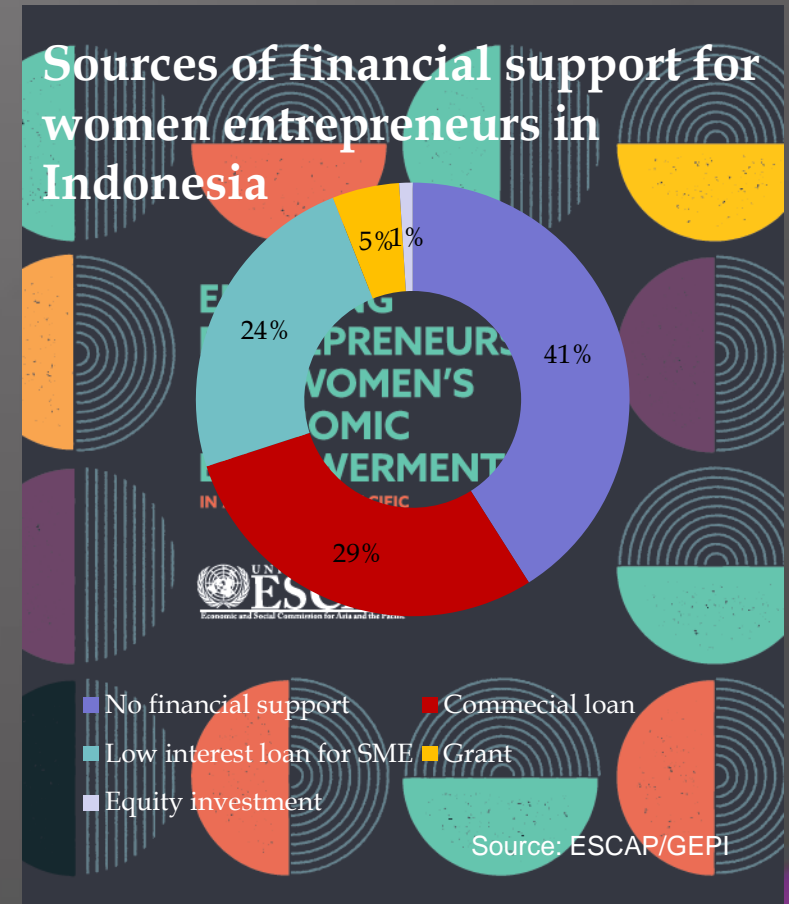




# Women's Entrepreneurship in Asia-Pacific ESCAP Study Phase I Findings

## Finance and Credit Barriers: Findings

- ⇒ Women have less access to formal channels of funding.
- Obstacles in access
  - Discriminatory laws & practices
  - Financial exclusion, lack of collateral, credit histories and financial literacy



# Women's Entrepreneurship in Asia-Pacific ESCAP Study Phase I Findings

## Finance and Credit Barriers: Recommendations

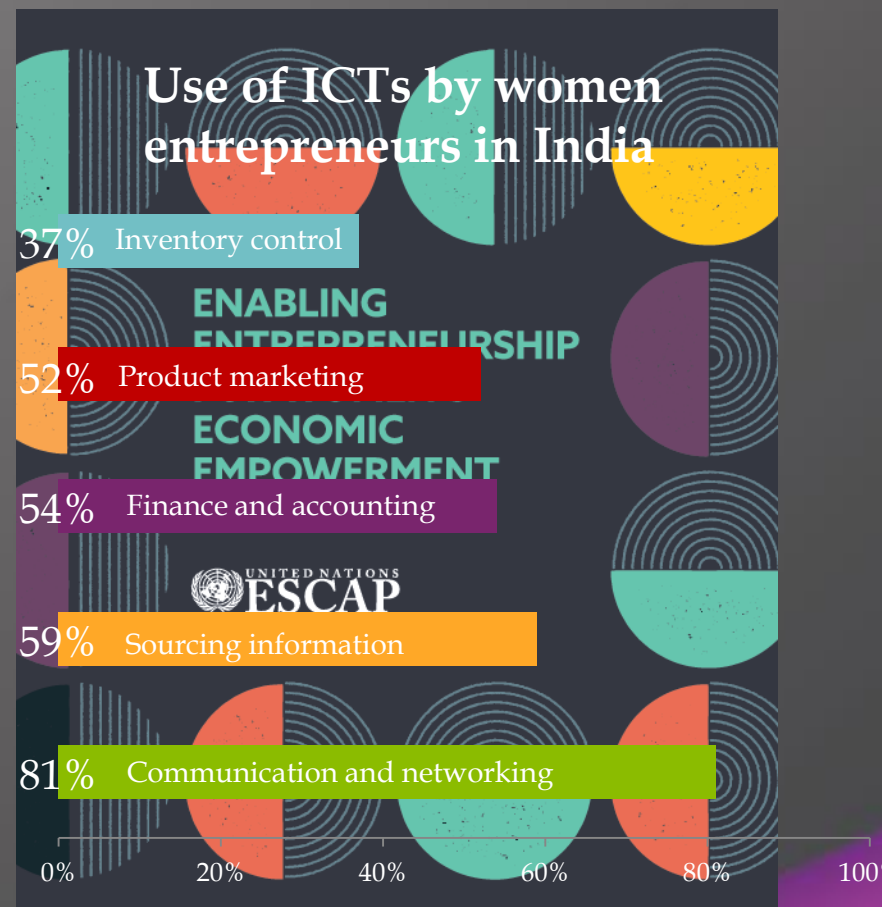
- ⇒ Expand access of women to financial schemes
- ⇒ Ensure outreach to women
- ⇒ Promote laws and practices that enable the access of women to credit



# Women's Entrepreneurship in Asia-Pacific ESCAP Study Phase I Findings

## Capacity development: Findings

- ⇒ Women do not access formal business training, education programmes and networking.
- ⇒ Need for training in business education
- ⇒ Women entrepreneurs are less likely to use emerging technologies that could help their business operations



Source: ESCAP/ICDCD

# Women's Entrepreneurship in Asia-Pacific ESCAP Study Phase I Findings

## Capacity development: Recommendations

- ⇒ Tailored and targeted business training programmes
- ⇒ Strengthen mentoring programmes for women.
- ⇒ Strengthen outreach to women.
- ⇒ Strengthen support for domestic responsibilities.



# THANK YOU

*For more information:*

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