



ASEAN Cooperation Project Proposal

1. PROJECT DETAILS

Project Identification Code SCD/LAB/17/026/REG

Project Title:

Gender mainstreaming into Labor and Employment Policies to Promote Decent Work for All

Brief Project Description

Viet Nam is known as an active country in implementing activities to strengthening gender mainstreaming towards decent work for all. During 2012-2013, with the support of FES, Ministry of Labor, Invalids and Social Affairs (MOLISA) implemented the second volume of the comparative labor law study with 4 topics and one of these 4 topics is gender equality in employment. In addition, Viet Nam has a close collaboration with some Korean agencies such as the Ministry of Employment and Labor, the Korean Women's Development Institute (KWDI). Since 2012, KWDI has been carrying out the Korea-ASEAN Cooperation Project title "Curriculum Development on Gender and Development in ASEAN Universities". To enlarge the involvement of partners, not only at Governmental level, Viet Nam would like to collaborate with some Korean Universities which has been engaging in ASEAN activities, especially having experience in establishing gender – related curriculums and are ready to share best practices to further promote the engagement of women in all fields of the society. Furthermore, with the aim at creating conducive environment for the new AKCF framework with the participation of ASEAN-related agencies, think tanks, UN agencies, other international organisations and dialogue partners, the New Framework of ASEAN-Korean Cooperation Framework (AKCF) 2017-2020 was developed. In line with this, ASEAN-ROK plan of action 2016-2020 to implement the Joint Declaration on Strategic Partnership for Peace and Prosperity was also developed in which issue related to labor and migrant workers are also indicated (para 3.10) with the aim at supporting ASEAN Member States in providing more and decent jobs to the people through training programmes and the exchange of experts in the fields of labour standards, labour relations, labour market information, gender equality in employment, as well as development of technical and vocational skills.

Following up the results achieved through activities on gender mainstreaming into labor and employment policies by Viet Nam so far, with the expectation to be supported from Republic of Korea, MOLISA would like to suggest following

proposals including: (i) organizing a regional workshop to review the current situation of gender mainstreaming in labour and employment policies in ASEAN, collect best practices in AMS as well as develop the checklist and guideline for ASEAN; (ii) organizing a regional training course for resource persons on using the guidelines; (iii) conducting pilot implementation of this developed guidelines in AMS; (iv) publication; (v) evaluating meeting for the implementation of guideline. The overall objective of these activities is expected to contribute to realize the Goal 5 of Sustainable Development Goals (SDG) on achieving Gender Equality and Empowering Women and Girls through gender mainstreaming in labor and employment policies.

Project Classification:

Scope: **Single Sector** **Cross-Sector**

Pillar:

(Main) **Blueprint: ASCC** **Connectivity** **IAI**
 (Main) **Characteristic: B** **Linkage:**
Action Line(s): 2 **Strategy:**
Action(s): ii **Key Action(s):**

Information below to be completed by the ASEAN Secretariat:

Nature of *Confidence Building*
Cooperation: *Harmonisation*
 Special Assistance
 Joint Effort
 Regional Integration / Expansion

Type of *Policy Initiative*
Intervention: *Establishment of Institutional Mechanisms*
 Human Capacity Building

Project Duration: < 6 months 6-12 months > 12 months

Proposed Commencement Date: 2018 **Proposed Completion Date: 2020**

Participating ASEAN Member States: all

Sponsoring ASEAN Body

Senior Labour Officials Meeting (SLOM), endorsed ad-referendum on 25 July 2017
 ASEAN Committee on Women (ACW), endorsed ad-referendum on 24 June 2017

Proponent's Name and Address:

The Department of International Cooperation
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Contact Person and Contact Details:

Implementing Agency's Name and Address (if different from above):

Contact Person and Contact Details:

(For more details, see the "Handbook on Proposal Development for ASEAN Cooperation Projects" Page XX)

Date of Proposal Submission: 29/5/2017

Proposed Funding Source(s): ASEAN-ROK Cooperation Fund

Proposed Project Budget (total in USD): USD 282,576

Information below to be completed by the PCMPD

Recommendation of the ASEAN Secretariat

Meeting No./Date : 17.10.2017

Ad-referendum on 20.10.2017

Action : Endorsed Not Endorsed

Approval of Committee of Permanent Representatives to ASEAN (CPR)

Meeting No./Date : 22.01.2018

Ad-referendum on 07.02.2018

Action : Endorsed Not Endorsed

2. PROJECT JUSTIFICATION, RATIONALITY AND BENEFICIARIES –**Current Problem–****1.1. ASEAN commitments and activities to promote gender equality and Decent Work for all**

Decent work and gender equality have been put in the top of ASEAN agenda. The ASEAN Charter, which was ratified in 2008, states that ASEAN shall provide its people with social welfare to enhance their wellbeing and livelihood by providing them with equitable access to opportunities for human development, social welfare and justice. The ASEAN Socio-Cultural Community (ASCC) Blueprint 2009-2015 and the ASCC Blueprint 2025 charts promoting decent work, social welfare and

protection as one of its priorities.

All AMS have ratified CEDAW and a number of ILO Conventions related to gender equality and decent work¹ as well as taken a number of activities, under work plan of the ASEAN Senior Labour Officials Meeting (SLOM) and the ASEAN Committee for Women (ACW), in narrowing the gender gap by strengthening and further cooperation in the field of decent work, social security, human resource development, enhancing the welfare of women and promoting gender equality.

ASEAN's commitment to decent work, promoting gender equality is more and more strong, reflected by the adoption of the overall plan of socio-cultural community,² Declaration on the human resource and skills development for economic recovery and development by ASEAN leaders,³ the adoption of the Hanoi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children at the 17th ASEAN Summit in Hanoi, Vietnam and the Inauguration of the Commission on the Protection and Promotion of the Rights of Women and Children (ACWC) at 16th ASEAN Summit in Hanoi, Vietnam. In addition, at the 29th Summit in September 2016 in Vientiane, Lao PDR, all Leaders of AMS adopted the Vientiane Declaration on Transition from Informal Employment into Formal Employment towards Decent work Promotion in ASEAN. This Declaration focuses on sharing best practices and improving policies and program facilitating the transition from informal employment towards formal employment through promoting decent work, skills development, support sustainable development for enterprise, expanding social protection and partnership enhancement.

In building up a people-centered ASEAN Community, ASEAN also sees the importance of mainstreaming gender into all pillars and sectors of ASEAN Community with a view to improving gender equality, promoting the human rights in the region. With that, in 2017, ASEAN is also striving to develop a Gender Mainstreaming Strategy including development of a Guidelines on Gender Mainstreaming in all 3 pillars: ASEAN Political – Security Community, ASEAN Economic Community

Although AMS have made a lot of efforts in promoting decent work and gender equality both in law and practice, there have still been quite a few challenges that this region has to face at both international and national levels. Labour force participation rate of women in ASEAN is a lot lower than of men. Besides that, women are

¹All ASEAN member States have ratified ILO Convention No 29 on Force Labour; Nine ASEAN countries have ratified ILO Conventions on Equal Remuneration (No 100); Minimum age (No 138); Worst Forms of Child Labour

² The overall action plan of the ASEAN Socio-cultural community was adopted in 2009, focusing on measures to promote human resource development, social welfare, social insurance, social security, environmental protection in ASEAN

³ The ASEAN leaders' declaration on human resource and skill development was adopted in 10/2010 in Vietnam. The Declaration focuses on ASEAN cooperation for skills training, promotion of tripartite cooperation...

usually lower paid, face higher barriers to enter the workforce, are often easier to be dismissed following child birth and maternity leave, retire earlier or are engaged in non-paid household work. Though, multifaceted gender inequalities also prevail in those systems, with primarily women bearing the negative consequences. The reason for this is the fact that social insurance programmes tend to be “gender-blind”, which means that they do treat women and men equally and do neither take into account remaining discrimination of women on the labour market nor the fact that women may become mothers.

1.2 . Gender mainstreaming in labour policies to promote Decent Work for all

Decent work, according to the ILO: “... involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. Decent work is central to efforts to reduce poverty, and a means for achieving equitable, inclusive and sustainable development.” With such targets, Decent Work Country Programmes have been established as the main vehicle for delivery of ILO support to countries. DWCPs have two basic objectives. They promote decent work as a key component of national development strategies. At the same time they organize ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda within the fields of comparative advantage of the Organization. Tripartite and social dialogues are central to the planning and implementation of a coherent and integrated ILO programme of assistance to constituents in member States. A DWCP is the expression of the ILO Programme and Budget in a country. The country programme priorities and outcomes reflect the strategic results framework of the ILO, adapted to national situations and priorities. In turn Programme and Budget strategic outcomes and indicators are based on Decent Work Country Programme outcomes.

Concerning on principle and right at work, international labor standards are a primary means to promote equality in the work sector for all workers. The equal remuneration convention, 1952 (No 100) and the Discrimination Convention 1958 (No 111) are particular relevant to gender equality. International experiences show that while many countries have adopted legislation against discrimination based on sex, most society has active gender inequalities. Existing and new legislation need to be looked at through a gender lens in order to ensure that the laws do not have an adverse or discriminatory effective on women or men. Affirmative action laws have proven to be successful in many cases in redressing part and continuing sex-based inequalities in the labor market. The involvement of social partners in the formulation and revision of legislation ensures that legal standards accurately reflect the socio-economic realities and needs or concern of employers and workers. There is also the need for stronger implementation and enforcement of legal frameworks concerning on equality of opportunity treat through gender balanced and gender

sensitive labor administration, labor inspectorate that are equipped to address gender equality. Labor inspectors and government officials need to be trained so that they can better identify and redress gender inequality. Furthermore, towards the ILO's 100 anniversary in 2019, The ILO Centenary Initiative on Women at Work is one of seven being launched ahead in order to help "equip the Organization to take up successfully the challenges of its mandate in the future. Since its foundation in 1919, the ILO has taken the lead in developing international labour standards, policies and approaches in promoting women workers' rights and equality with men in the world of work. In 2009 the International Labour Conference adopted Conclusions concerning gender equality which contain a wealth of strategies, suggested policies and approaches for promoting equality. The 2008 Declaration on Social Justice for a Fair Globalization mandates the ILO to make gender equality and non-discrimination cross-cutting issues throughout its strategic objectives. However, progress in achieving women's empowerment and gender equality has been mixed. Women are overrepresented in the informal economy and in low-paid jobs. Hence, the findings of the Women at Work initiative are expected to provide a basis for future action by all who are striving to advance the goal of gender equality, as well as for developing a renewed ILO strategy for gender equality in its second century of existence. By engaging with the tripartite constituents with others whose experience and expertise can help to advance the objectives of the Initiative, the focus will be on influencing change in the lives of women and men on the ground through concrete action to realize gender equality; identifying and promoting labour market interventions that work more rapidly in different contexts.

(a) **Regionality**–

Although ASEAN Member States have made a lot of efforts in promoting decent work and gender equality both in law and practice, there have still been quite a few challenges that this region has to face at both international and national levels. Labour force participation rate of women in ASEAN is a lot lower than of men. Besides that, women are usually lower paid, face higher barriers to enter the workforce, are often easier to be dismissed following child birth and maternity leave, retire earlier or are engaged in non-paid household work.

Under the Workplan of ACW 2016-2020, acknowledging that gender mainstreaming is a cross-cutting issue, ASEAN have already established an Ad-hoc Working group under ACW to develop gender mainstreaming strategies across 3 pillars. Besides, in the field of labor, ASEAN are making great efforts for regional integration to harmonize national legislation with regional standards in terms of labour law and policies. According to the ASEAN Labour Ministers' Work - Programme (ALM-WP) 2011-2015 and also ALM-WP 2016-2020, they have highlighted the important role of decent work and gender mainstreaming and recognize the interaction relation between two issues because gender mainstreaming is a cross-cutting issues that should be incorporated to contribute to decent work promotion.

With these information, MOLISA would like to suggest a series of 5 activities as mentioned in the brief project description with the hope that from the checklist and the guidelines prepared by ILO, the guideline AMS will be developed to help AMSs to map out their current situation and improve gender mainstreaming in employment.

(b) Project History–

In the scope of a series of activities mentioned above, the regional workshop (first activity) is expected to share the outcome /recommendations of the 02 relevant workshops on gender mainstreaming which were organized in Viet Nam in 2014 and 2015. At the 1st workshop in 2014, participants shared information, exchanged views on the specific concerns and roles of men and women in employment and occupation which require the development, strengthening and enforcement of gender responsive labour laws, policies, and program. Recalling one of recommendations attained at the workshop on gender mainstreaming namely continue sharing of information and good practices amongst ASEAN Member States on promoting gender equality in implementing the key pillars of decent work for all agenda. Following the result of this workshop, the 2nd workshop with the reference to the implementation of ILO conventions related to gender equality and CEDAW was organized in 2015 in Ho Chi Minh City. Participants of the workshop were representatives from the Senior Labour Officials Meeting (SLOM) and ASEAN Committee on Women (ACW) in ASEAN and representatives from some international organizations such as UN Women, ILO and AECID project in Viet Nam, the Australian and Norwegian Embassies and the Regional EU- ASEAN Dialogue Instrument Human Rights Program (EU READI). After the meeting, 15 recommendations were proposed to promote the national efforts and regional cooperation focusing on strengthening policies/programmes/ services to promote gender mainstreaming in employment and supporting services to protect women from occupational and health hazards, to enable women and men to balance their family obligations and work responsibilities.

MOLISA also hosted the Workshop on Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work on 5-6 October 2017 in Ha Noi, Viet Nam. Participated by SLOM and ACW from AMS, ILO and representative of ROK Embassy to Viet Nam, the Workshop served as a platform to brainstorm ideas on the development of ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work for All which is an expected output of this Project. Following the completion of this Workshop, MOLISA would like to propose this project “Gender Mainstreaming into Labor and Employment Policies to Promote Decent Work for All“ as next towards the development of the ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies to Promote Decent Work for All.

(d) Beneficiaries–

*** 02 special meetings of a taskforce to work further on guidelines and finalization after having feedbacks by ACW and SLOM.

- 05 ACW focal points and 05 SLOM focal points (on voluntary basis for selection)

*** The 3-day regional training course and adaptation of the guidelines (50 participants):

- SLOM Focal Points, ACW Focal Points, ASEAN Secretariat: 38
- National Experts: 02
- International organizations (ILO, ITC ILO, UN Women, 02 representatives from KWDI, 1 rep from Ministry of Employment and Labor of Korea...) and some gender equality academies: 05
- Vietnamese Government Agencies including related Ministries, Viet Nam Women's Union and NGOs: 05

*** Pilot implementation of the guidelines on gender mainstreaming in labor and employment policies developed for ASEAN

*** Evaluation meeting for the implementation of guideline on gender mainstreaming in labor and employment policies developed for ASEAN (50 participants):

- SLOM Focal Points, ACW Focal Points, ASEAN Secretariat: 38
- National Experts: 02
- International organizations (ILO, ITC ILO, UN Women, 02 representatives from KWDI, 1 rep from Ministry of Employment and Labor of Korea...) and some gender equality academies: 05
- Vietnamese Government Agencies including related Ministries, Viet Nam Women's Union and NGOs: 05

3. PROJECT RESULTS

a. Adapting the guidelines developed by ILO

Objective	Activities	Outcomes	Indicators	Means of verification
Discussing and agreeing on the common guidelines to help AMS to mainstream gender in employment more effectively	ILO will develop the guideline basing on discussion	Developed Guidelines on gender mainstreaming into labor and employment policy	Adoption of draft guidelines	Draft guidelines are disseminated to SLOM and ACW
Finalizing the guidelines on gender mainstreaming in labor and employment policies developed for AMS	Conducting meetings of task forces with the participation of SLOM and ACW from AMS and Korea to further discuss and finalize the content of guideline	Finalized guidelines	Adoption of guidelines	Guidelines are discussed by SLOM and ACW and then submitted to ALMM and AMMW for adoption

- Note: Task force members will be included 5 SLOM and 5 ACW focal points (on voluntary basis for selection)

b. Training course on sharing guidelines for AMS

Objective	Activities	Outcomes	Indicators	Means of verification
Capacity building for AMS about gender	- Inviting gender experts from ITC ILO	Increased knowledge about gender perspective	100% participants understand thoroughly	- Sharing the guidelines to participants who will be

mainstreaming into employment as well as guidelines for AMS	anKorea to be a trainer for the course; - Conducting training	in the field of employment and selected guidelines	gender mainstreaming in labor perspective and guidelines for AMS	instructors for pilot implementation at the national level
Training participants to be instructors for pilot implementation at national level in AMS	course with the participants from SLOM and ACW in AMS	To be instructors for pilot implementation at national level	The number of potential instructors participated	Providing training for participants to be potential instructors at national level

c. Pilot implementation of the guidelines developed for ASEAN

Objective	Activities	Outcomes	Indicators	Means of verification
Testing the effectiveness of using this guideline in practice	- Organizing training courses at national level - Piloting the implementation of this guidelines and following up the implementation	Achievements and difficulties in the implementation of guideline at national level	The number of achievements and difficulties is identified	- Piloting the implementation of the guidelines; - Collecting questionnaire from AMS
Expanding this model of guideline pilot to other AMSs.	Sharing experiences in the implementation among AMS	Increased the using of this guideline among AMS and enhanced its effectiveness	The number of AMSs using this guidelines	Expanding the model of guideline pilot to other AMS

d. Publication

Objective	Activities	Outcomes	Indicator	Means of verification
<p>Publicizing the outcome/recommendations of the regional workshop, guidelines as well as good practices of AMS in gender mainstreaming into labor & employment policies to promote DecentWork</p>	<ul style="list-style-type: none"> - Collect outcome/recommendations of the regional workshop, guidelines as well as good practices and then proofread (by the coordinator) - Hire a service company to design and print out (by MOLISA). - Distribute publication to AMS and ROK through relevant workshops (by MOLISA) 	<p>Developed publication</p>	<p>The number of publication to be printed out</p>	<p>Publication is available to SLOM and ACW</p>

e. Evaluation meeting

Objective	Activities	Outcomes	Indicators	Means of verification
Evaluating the implementation of using the guidelines developed for ASEAN: the achievements and challenges in the implementation	Organizing a meeting for sharing information of using guideline in practice among AMS	Shared achievements and challenges in the implementation	The number of achievements and challenges to be shared	Sharing information of using the guideline among AMSs
Drawing the lesson learnt and proposing recommendations to improve the implementation		Identified recommendations for further effective using of guidelines	The number of recommendations to be identified	Providing a chance to discuss proposed recommendations

4. PROJECT MANAGEMENT ARRANGEMENTS –

(a) Management Arrangements–

Section	ILO	ASEAN-ROK Cooperation Fund	ASEAN Secretariat	Viet Nam
Organization	ILO - Regional Office for Asia and the Pacific ITC ILO	ASEAN-ROK Cooperation Fund PMT	ASEAN Secretariat	The International Cooperation Department of the Ministry of Labor, Invalids and Social Affairs (MOLISA)

Location	Bang Kok, Turin / Geneva	Jakarta, Indonesia	Jakarta, Indonesia	Ha Noi, Vietnam
Responsibility	<ul style="list-style-type: none"> • Reviewing the content of concept note for selection and drawing up agreement; • Provide technical resource persons and trainers; • Provide technical training content and methodology; • Workshop evaluation • Certificate for participant • Workshop report 	<ul style="list-style-type: none"> - Reviewing the project proposals and securing fund from ROK, - Adoption of the Project proposals - Coordinating with MoLISA, ILO in funding disbursement and monitoring of the progress of the project - Participating in the activities of the project - Evaluation of the Project 	<ul style="list-style-type: none"> - Assist to make implementation arrangements ; - Facilitate the approval of the project from ASEAN side 	<ul style="list-style-type: none"> - Developing the concept note and budget -Developing tentative agenda and the list of participants - Inviting resource person, experts and participants - In charge of establishing task force for finalize the guideline - Assisting to make other implementation arrangements
Contact person	<p>Ms. Trang Tran Technical Officer on Institutional Partnerships, ROAP, RO-Asia and the Pacific Tel +6622881791 Email trangtran@ilo.org</p> <p>Mrs. Johanne Lortie Programme Officer, ILSGEN, Gender and Diversity, International Training Centre of the ILO Tel +39 011 6936527</p>	<p>Ms. Park Min Joung (mipark@asean.org)</p> <p>Program Manager of AKPMT and Ms Amanda Yofani (amanda.yofani@asean.org; amanda.yofani@asean.org)</p>	<p>Ms. Pitchanuch Supavanich</p> <p>Senior Officer</p> <p>Labour and Civil Service Division</p> <p>ASEAN Socio-Cultural Community (ASCC) Department</p>	<p>Tran Thanh Minh - Official of ASEAN Cooperation Division International Cooperation Department MOLISA</p> <p>Email: minh.tt@icd-molisa.gov.vn</p> <p>Tel: +84 914376080 /+84 438264222</p>

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(b) Monitoring and Evaluation Arrangements–

At the beginning of the project, with the technical support of ILO and relevant Korean bodies (if appropriate), one expert on gender of ITC ILO will be involved to help AMSs develop a checklist to map the current implementation of AMSs. From the checklist, a guideline for mainstreaming gender in employment more effectively in ASEAN will be developed, not only based on the original guideline by ILO but also on contextual situation of all AMSs. The development and implementation of the guideline will be monitored in a close collaboration between ITC ILO, SLOM, ACW and ASEAN-ROK Cooperation Fund PMT.

To finalize the project, an evaluation workshop will be organized to share information of using guideline in practice among AMS with the aim at evaluating the implementation through indentifying achievements and challenges in the implementation and drawing the lesson learnt, proposing recommendations for further improvement.

MOLISA of Viet Nam as the proponent will submit to the AKPMT two sets of statement of final accounts of the funds disbursed (with original receipts) and a completion report (original and copy), not later than 60 days after the date of implementation of project. The unexpended balance of any project shall be returned to the ASEAN-ROK Cooperation Fund (AKCF) through the ASEAN Secretariat within ninety days after the completion of project.”

5. PROJECT SUSTAINABILITY –

With the development of the guidelines for the gender mainstreaming into labour and employment policies with reference to international standards and common practices (CEDAW, international labour standards, good practice), the guideline is expected to be a very good tool which will be used regularly by AMSs during the daily work. In addition, the piloting activities in AMS will also help to reflect and adapt the guidelines that will make it more practical and applicable in AMSs. This makes a great contribution to the feasibility and sustainability in using the guideline among AMS.

6. GENDER AND OTHER CROSS CUTTING ISSUES –

As mentioned above, the series of activities are directly related to gender issue with the participation of the SLOM and ACW at the regional levels and of the different partners at national levels. Therefore, with the gender lenses provided by ACW, the project will surely be managed from gender perspectives. In addition, it is perquisite for the project to ensure the participation of both men and women in the activities. Particularly, the equal participation of men and women for pilot training courses organized in AMSs

is also required to make sure both can raise their voices during the pilot activities for better adaptation of the guidelines when being implemented.

7. POTENTIAL RISKS –

Risk / threat	Mitigation strategy
Sharing by and participation by AMS may not always be as expected	Detailed guidelines for country's inputs and participation
Delayed/non-organization of the country pilot training courses in AMSs	Regular discussion/updated information to AMSs by ad-referendum or in official meetings for commitments

Annex 1 – Budget Proposal

Kindly find Annex 1

Annex 2 – Indicative Work Plan

Kindly find Annex 2

Annex 3 – Notation on Additional Supporting Documents