

ECONOMIC POLICY AND GENDER CAPACITY BUILDING IN EAST ASIA
October 25-26, 2005
Bangkok, Thailand

WORKSHOP REPORT

I. Introduction

1. This report summarizes the presentations, discussions, and feedback from the Economic Policy and Gender Capacity Building in East Asia workshop held in Bangkok, Thailand on October 25-26, 2005. The workshop was jointly organized by the World Bank's Gender and Development Group (PREM) and East Asia region (EAP) as well as the Asian Development Bank (ADB).

2. This report is divided into seven sections: (1) Introduction, (2) Workshop Objective, (3) Participant Profiles, (4) Themes & Presentations, (5) Group Discussion, (6) Conclusion, and (7) Feedback. The report also includes several annexes: (A) Matrix of Discussions, (B) List of Participants, and (C) Presenter Profiles. Workshop presentations are not included but can be made available.

3. The workshop themes were selected by the EAP region based on consultations with the PREM Gender and Development Group as well as the regional EAP gender focal points. While all of the themes are based on the EPGI, efforts were made to ensure that pressing regional issues such as social protection and female migration were also addressed. Moreover, efforts were made to ensure some regional representation among the speakers.

II. Workshop Objective

4. The workshop was organized in response to two challenges facing gender issues as identified in the World Bank's report entitled "*Gender Equality in East Asia: Progress, and the Challenges of Economic Growth and Political Change.*" The first issue is that while economic growth and market integration have contributed to rapid improvements in the situation of women in the East Asia region, there are new gender challenges that must be addressed. The second is for stakeholders engaged in gender-related issues to acquire new skills and experiences to better address these challenges through dialogue on economic policy.

5. The main goal of the workshop was to serve as a platform for participants from several countries to share their experiences and build upon those in order to better integrate gender into the dialogue on economic policy in their respective countries.

III. Participant Profiles

6. Approximately 50 participants from Cambodia, Indonesia, Lao PDR, the Philippines, Timor Leste, and Vietnam attended the two-day workshop. Cambodia and Indonesia were the most represented countries followed by the Philippines, Vietnam, Lao and Timor Leste. The

majority of participants were government officials, including from regional Ministries of Finance, Planning, Social Work, and Women's Affairs. A number of participants represented gender focal points in ministries as well as women's agencies. A few were members of civil society organizations. Many of the government officials were mid-to-high level.

IV. Themes & Presentations

Session 1: Introduction

Presentations:

- Opening Remarks & Workshop Objectives, *Mayra Buvenic, Director PRMGE, WB*
- Gender & Economics: An Overview, *Bernard Walters, Senior Lecturer, University of Manchester*
- Gender Equality in East Asia: Progress, and the Challenges of Economic Growth and Political Change, *Gillian Brown, Senior Social Development Specialist, WB*

7. The opening remarks, given by Mayra Buvenic, PRMGE Director at the World Bank, presented recent trends and challenges in achieving gender equality. Tremendous progress has been reached in several gender-related programs, reducing the gender gap and improving indicators in many areas, such as in primary completion rates. In addition, the share of women in the labor market has increased and women have greater voice in government at all levels. However, some areas are facing setbacks and there are some worrisome trends appearing, such as the HIV epidemic and the trafficking of women and children.

8. The World Bank is working to support gender equity. It has promoted gender issues not only in social area but also in areas such as in economic analysis. In terms of operations, gender issues have been mainstreamed into programs and projects at the design stage. However, challenges lie on how to mainstream gender issue into the Bank's non-social sector work, how to monitor and evaluate the Bank's projects in relation to gender issues, and how to improve gender-desegregated data collection and gender research.

9. Next, Bernard Walters, senior lecturer at the University of Manchester, presented theoretical perspectives on gender and economics, with a focus on issues of efficiency, growth and gender equality. Generally, microeconomics is concerned with the allocation of resources to achieve efficiency, requiring that all resources fully reflect their costs and that agents are free to follow signals and react to incentives. This requires that all agents have equal access to information, equal control of resources, equal freedom to act and face the same common prices. Agents will then move resources, including labor, to the sector that generates highest return. Therefore, the notion of efficiency itself supports gender equality. As for macroeconomics, it focuses on growth and how it evolves over time. Growth theory focuses on raising the quality of human capital stock, and the importance of technology, infrastructure and health. All of these elements also have a significant gender dimension.

10. Gillian Brown, senior social development specialist at the World Bank, assessed the progress made in terms of gender equality since the Fourth World Conference on Women in

Beijing in 1995. Several human development indicators in East Asia improved dramatically over the last four decades. Maternal mortality, which can be used as a proxy for women's health, shows a downward trend in most countries. Several countries achieved parity in the ratio of girls to boys at the primary education level. However, other indicators still are still lagging behind. For example, gender parity in enrollment at secondary and tertiary level has been difficult to achieve. In addition, progress in women's participation in decision making is still minimal.

11. With economic expansion, more women are moving from the agricultural sector into industrial and service sectors. Despite rises in income, gender gaps still persist. In addition, with more job opportunities, migration both internal and transnational has been on the rise. In the Philippines, a large fraction of GDP came from remittance of migrant workers. Still, women find it difficult to move out of low paying jobs and there have been increased reports of domestic violence. Women's roles and relations have also changed and they are now facing new vulnerabilities such as extortion, isolation, and trafficking. Several measures are proposed to reduce gender gaps, including improving access to social services, providing social protection, and expanding affirmative action for more female participation. However, challenges remain on the issue of implementation of laws and policies, analysis of budgets and impact of policies, and gender sensitivity of curricula and the media.

Questions and Answers:

12. Most participants were interested in the issue of economic theory, and the conditions needed to support gender equality. Several asked for specific studies or country experiences to achieve competitive markets, which could be used as lessons-learned for their countries.

Session 2: Gender and Labor Markets

Presentations:

- Gender and Labor Market Changes in East Asia, *Joseph Zveglic, Senior Advisor, ADB*
- Policies to Promote Women's Economic Participation: the Case of Cambodia, *H.E. Dr. Ing Khanta Phavi, Minister of Women's Affairs, Cambodia*

13. In this session, Joseph Zveglic, senior advisor at the ADB, started his presentation by raising questions on why gender differences exist in the first place, how likely they are to persist and what impact they will have on female workers. He used labor market development in Taiwan as an example to answer these questions. Taiwan has undergone fundamental economic transformations over the last 50 years and female workers have also experienced this change, with more women becoming active in the labor market. In Taiwan, the female unemployment rate is low. However, despite gains in some observable productivity characteristics such as education, women still earn only 65% of what their male counterparts earn. The government has imposed some regulations to promote gender equality in the labor market such as equal pay for work of equal value and equal employment opportunity. However, several protective measures further reinforce gender differences, including restrictions on night work, restrictions on the type of work, and maternity benefits.

Therefore, the overall effect on women's labor market outcomes has been quite mixed. Night work restrictions and overtime limits are counter productive to achieving gender parity in labor markets while maternity benefits reinforce women's involvement in paid work.

14. H.E. Dr. Ing Khanta Phavi, Cambodian Minister of Women's Affairs, presented her country's experience relating to women in labor market. Cambodian women mainly engage in the informal sector, their work is often unrecognized, and they tend to be at the lower end of the production process. These women lack access to information, land, markets, and business development services, preventing them from moving up the production ladder. Furthermore little attention is being given to the development of business services or employment promotion in the informal sector, which worsens the situation of women.

15. The government of Cambodia, through the Ministry of Women's Affairs has recognized the importance of women and is working to empower them by aiming to advance their role and status. The Ministry plans to strengthen women's economic participation by ensuring greater voice, mobilizing resources, integrating gender into policy development, being a catalyst for action, and monitoring progress. Women's economic participation will be promoted at all levels -- macro, meso and micro. At the macro level, increasing women's participation will be done through mainstreaming gender issues in line ministries, formulating gender-sensitive national policies, and initiating gender mainstreaming mechanisms. At the meso level, the government plans to provide capacity building to the Ministry of Women's Affairs, provincial departments and women in development centers. Finally, at the micro level, training and support to strengthen the role and capacity of women in the economy will be provided.

Questions and Answers:

16. Participants were particularly interested in how to integrate gender issues in the labor market in their respective national development plans and the legislation required to link across sectors. Experiences from both Taiwan and Cambodia were deeply discussed especially in terms of how Taiwan achieved low female unemployment rate and how Cambodia promotes gender issues at the government level.

Session 3: Gender and Social Protection

Presentations:

- Social Protection Schemes for Migrant Workers in East Asia, *Dr. Jean D'Cunha*, Regional Director, UNIFEM
- Social Protection and Migrant Workers: the case of the Philippines, *Mary Lou Alcid*, Assistant Professor, University of the Philippines

17. The presentation by Dr. Jean D'Cunha, UNIFEM regional director, pertained to (1) trends in female migration and mainstreaming initiatives, (2) gender sensitivity rights, (3) and concerns related to gender migration. The recent trends in female migration showed that women constitute a great portion of migrants. Moreover, women usually migrate alone.

Although they are being recruited for both skilled and unskilled jobs, most are still at the lower end of the production process. Several new destination sites have emerged in recent years and remittances have become an important portion of the sending country's GDP. Finally, although liberalization of trade results in more trafficking, most women still perceive migration as a positive experience. Mainstreaming interventions on protecting migrant workers are still not gender-oriented. Normally they tend to be reactive and do not respond to demand. In addition, some initiatives such as micro livelihood projects can result in women being more vulnerable. Migrant women also face with several problems; they lack access to information, and knowledge of traveling routes; they need to borrow to finance the cost of migration, which in some countries may be difficult for women as they need approval from their husband. Women migration also results in social costs. Children at home are facing adverse impacts. Young generations also face the issue of rehabilitation and are vulnerable to the risk of HIV/AIDS.

18. Female migrants need forms of protection. Governments can ensure the sustainable development of migration and ratify international conventions that relate to migration. Furthermore migration-related data and research need to be developed. Finally, gender issues related to migration need to be mainstreamed into development plans and policies. Other recommendation included specific actions such as lifting bans on female migration, promoting public awareness programs, and supporting migrant workers to participate in policy preparation.

19. Mary Lou Alcid, assistant professor at the University of the Philippines, presented the Philippines' experience in terms of providing social protection for female workers. Out of a labor force of 35 million, more than 8 million are overseas migrant workers, spread out in more than 191 countries. Most of the migrant workers are female engaging in services, technical, and professional sectors. Migration in the Philippines has become inter-generational. Not only has it become the main source of family income for many, but it has also born other benefits. These include education for children, better living standards, opportunities to travel abroad for family members and higher social status in the community. However, at the same time, migration also incurs social cost, including the break up of families; children growing up without parents; health crises as doctors and nurse also migrate; health problems such as HIV/AIDS; and even death.

20. Female migrant workers are employed mainly in the service and entertainment business. They are hired primarily as entertainers, domestic workers, and care-givers which mostly are unregulated businesses. Hence they are vulnerable to domestic abuse. The government of the Philippines provides social protection to migrant workers by providing labor legislation, establishing migrant worker rescue centers and an overseas workers welfare administration as well as working closely with recruitment agency. However, the government still faces important issues. For instance, migrant policies are being compromised by economic pressures, competition from other countries in terms of cheap labor costs, the lack of political will from rich destination countries, the mismanagement of funds involved with migrant workers, and insufficient personnel to work in this area. Therefore, challenges for the Government include prioritizing migrant right over market forces, ensuring that operations are gender sensitive and rethinking the economic development model.

Questions & Answers:

21. Most questions focused on progress made by UN agencies in other countries. Specific questions were raised to learn from the Philippines' experience especially in terms of pre-employment seminars and collaboration with employment recruiting agencies.

Session 4: Gender and Public Expenditure

Presentations:

- Integrating Gender into Benefit Incidence and Demand Analysis, *Peter Glick, Senior Research Associate, Cornell University*
- Integrating Gender into Benefit Public Budgets: the Case of Cambodia, *Cheryl Urashima, Consultant, UNIFEM Cambodia*

22. Peter Glick, research associate at Cornell University, presented the analysis of how the benefits of public expenditures are distributed across different groups of the population, especially in terms of gender. Using Benefit Incidence Analysis in a number of countries, he looked at whether or not the benefits of public spending are equitably distributed by gender, whether the gender gap varies between the poor and non poor, and how the allocation of public expenditures can be changed to improve gender equity. To conduct gender focused BIA, reliable data sets are needed, which can be a problem in countries that do not have sufficient household data set or variables in the database. Benefit incidence focuses on how a given benefit is distributed over the entire population, ranging from the richest to the poorest. However, the target population for some public services such as education may not cover the whole population. In such cases, the analysis will have to shift to program coverage, which focuses mainly on the targeted population of the program. This can also be reviewed by different income level.

23. The pattern of gender and benefit incidence among East Asian countries varies. Several countries experience progress in gender equity in social sectors such as education and public health. However, large gender gap remains in other public services especially those that empower women economically such as access to credit for agriculture, small business, other financial and marketing services and agricultural extension and business training. To reallocate public expenditure, household demand needs to be identified. However to conduct demand analysis, several data sets are needed. In addition, analysis and interpretation must be done carefully given the common statistical or data problems that exist such as missing variables, measurement errors and the endogeneity of provided characteristics.

24. Cambodia's experience on implementing gender responsive budgeting was presented by Cheryl Urashima, UNIFEM consultant in Cambodia. The country is in the process of preparing a Public Financial Management Reform program. In parallel, the Ministry of Women's Affairs is seeking to mainstream gender responsive budgeting initiatives i.e. ensuring that gender concerns are addressed in the formulation and execution of plans and budgets. This includes mainstreaming gender issues into the National Strategic Development

Plan 2006-2010. Several initiatives to integrate gender into national plans include capacity building, training on gender responsive budgeting and the development of policies and guidelines. Currently, Cambodia is trying to create linkages across macro economic policy, the informal sector and the care economy. Implementation steps are laid down and collaboration between stakeholders is promoted.

Questions and Answers:

25. Participants were very interested in this topic and engaged in a long and substantive discussion. In addition, several countries shared their experiences on how gender responsive budgeting is being implemented in their respective countries. Some questions were rather technical, requesting suggestions on appropriate methodology, database, and variables to conduct the analysis. Several participants raised concerns on linkages between plans, policies and suitable budgets for gender related programs. In addition, as gender responsive budgeting would take time to implement, participants were concerned about what should be done during the interim. Finally, countries were requested to share their experiences in implementing gender responsive budgeting.

26. During the discussions, representatives from Indonesia raised the issue that gender related programs were not given high priority in their country. Still, it is implementing gender related programs through 3-5 ministries and 92 agencies. However, budgets are allocated across different agencies and are not well integrated. In addition, there are important budget constraints. Therefore there is a need to prioritize programs.

27. As for Cambodia, government officials in planning and budgeting are now starting to work together on small gender-related projects. They are also trying to build technical staff and create networks. However, as development in the country is driven mainly by donors, it is difficult for planning agencies to prepare long term plans. Therefore, the government is now trying to harmonize donors, incorporating other donors' agreements into country's plan, and link the national plan to the sector strategy, projects and programs.

28. Vietnam finds it very difficult in terms of implementing gender responsive budgeting as traditional thinking still holds. The country is now trying to encourage members of the budgeting committee to participate in budget planning for each province.

Session 5: Gender and Trade

Presentations:

- The Impact of Trade Liberalization on Gender Equality, *Remco Oostendorp, Associate Professor, Free University Amsterdam*
- Gender and International Trade in Asia: Case Studies on Households and Workers, *Shaienne Osterreich, Assistant Professor, Ithaca College*

29. In his presentation, Remco Oostendorp, associate professor at the Free University Amsterdam, discussed whether or not trade creates jobs for women. Although evidence

suggests positive results through the positive correlation between change in female intensity in 35 countries and higher pay for women in export industries, trade also has negative a impact on women's life. Evidence suggests that women experience higher job reallocation, long working hours and health problems through migration. In Vietnam, women also face higher rates of domestic violence. Furthermore, trade also affects the gender wage gap. Economic theory shows that trade can have both negative and positive impacts on the gender wage gap. For example, more competition can lead to less discrimination or expansion of job opportunities for women. At the same time, trade can increase skill premium and women who generally have lower education than men, might lose opportunities to gain from trade. Evidence across countries also shows a mix picture. For example, the increase in imports saw a reduction in wage gaps in concentrated industries in country such as USA or Mexico. In other cases, gender wage gaps in concentrated industries in Taiwan and South Korea increased with trade liberalized. Policy makers need to address the issues of unequal access to resources, imperfect labor markets, job insecurity through job reallocation, the social costs of migration and competitiveness.

30. Shaianne Osterreich, assistant professor at Ithaca College, discussed the link between international trade and development with a focus on whether or not trade has improved gender equity. Gender can have both a positive and negative impact on trade. However, weak gender relations can affect negatively wage outcomes. When there is a strong competition from abroad and a consequent shift in industry, women tend to experience higher job loss. Domestically, labor standards and legislation should be promoted to protect women at work. At the same time, higher education and skill training should be provided to women so that they can compete with labor abroad. However, at the international level, countries should try to collaborate regionally to have a stronger voice in WTO negotiations to protect women from the negative impact of trade liberalization and globalization.

Questions and Answers:

31. Few participants raised questions on this issue as they did not have much background on trade negotiations and the situation in their respective country and needed more data and information. Some questions focused on positive and negative impact of trade on women, experiences of other countries and what can be done to ensure that women will benefit from trade. Finally, representatives from each country were asked to share their experiences in terms of the effect of trade on gender.

32. Cambodia was successful in having trade support women's economic participation, particularly in the garment industry. Quota arrangements are being phased out, causing a negative effect on the country in the short run, and some factories might be closed down. However, in the long run, it will help the country improve working conditions and comply with international standards. The Government needs to find ways in the long run to have a competitive advantage in this market.

33. In Indonesia, trade has positive effect to a certain extent. Workers in developing countries worried that workers in developed countries will take over their jobs as trade gets liberalized.

V. Group Discussion

34. At the end of each day, representatives from each country were requested to discuss amongst themselves the various workshop topics and come up with constraints and opportunities for each country. Below are the questions for each day. The answers are laid out in the matrix in Annex A.

Day 1: Discussion Questions

1. Do male and female have equal control of their labor resources?
 - a. Are there policies that constrain full participation?
 - b. Do they have equal access to employment opportunity?
2. Do women have the same access as male to information that would enable their participation in the economy?
3. Do female have same access as male to new resource e.g. credit?
4. Are there policies in place to provide protection for the specific vulnerability faced by female workers?

Day 2: Discussion Questions

1. Gender and Expenditure
 - a. Identify opportunities for gender responsive budgeting. List several concrete positive examples
 - b. What are constraints in your countries in developing a gender responsive national budgeting? Is this a priority? What concrete impact to other does it create?
 - c. If you agree Gender responsive budget is needed? List 3 actions need at project, program policy levels. In each, how can international finance institution such as WB or ADB help?
2. Gender and Trade
 - a. In what sector of trade are gender issues most pressing? List 3 sectors which need attention from a gendered perspective?
 - b. List 3 areas in which the state could take action to improve gender equity. List the specific actions at policy level?
 - c. What is the most strategic entry point in your country for best addressing this issue? Is it the absence of policy? Are policies in place, but implementing a challenge? Is there a need for technical knowledge or expertise?

VI. Conclusion

35. On the final day, Ian C. Porter, Country Director, World Bank Thailand, gave closing remarks. He discussed how countries in East Asia have achieved tremendous progress in terms of economic growth over the last two decades. Women not only contributed to this success but they also benefited significantly from growth. However, there are still two crucial issues to be solved: these are issues of equity in access to services and equity in allocation. In

addition, the challenges that both the World Bank and the Asian Development Bank will continue to work on with the various countries include:

1. how to make sure that services are equitably allocated and that women also benefit from trade liberalization and globalization
2. the important role of macro economics and the role of Ministries of Finance
3. how to make sure that further growth will have equitable benefits especially among the marginalized groups i.e. women in rural areas, women ethnic minorities

VII. Feedback

36. Participants were requested to provide feedback to the organizers. The objective of most workshop participants was to enhance performance in their current/planned assignment, although some participants saw it as an opportunity to network and share information. Content, quality and relevance of the workshop met participants' expectations and needs, though some participants felt that some of the content was too theoretical.

37. Several participants felt that the discussion session was the most useful one. However, for future events, they suggested that the discussion sessions be longer. They also stressed the need for a follow-up workshop, and capacity building and training events. This is in line with the support that most participants needed in order to apply what they learned to their jobs. In addition, many participants felt that the workshop should rely to a greater extent on regional experts and case studies. They would like future workshops to serve as a platform to learn more about other countries' experiences as well as best practice and to focus on finding solutions to problems that they face.

**Annex A:
Proceedings from Country Discussions: Day 1 Questions**

Country	1. Do male and female have equal control of labor resources?	2. Do female have the same access to information as male to participate in economy?	3. Do female have the same access to resources as male?	4. Are there policies to provide protection to female workers facing vulnerability?
Cambodia	No. Female are facing constraints such as time, health, education level, and limited bargaining power	No. Many women work at home and do not have access to kind and level of information as men do.	Yes. Women have access to credit through SME programs.	Labor laws that provide protection to both men and women exist but do not address the issue of vulnerable groups
Indonesia	Policies that promote equal access are conflicting. Problem lies in management issues.	Yes. Both men and women have equal access but cultural barriers exist which sometimes prevent women from accessing information.	No. For women to request credit, they have to get approval from their husbands.	Yes. However, focus should be given to insurance and regulations.
Lao PDR	No. Men are in better positions than most women who often have lower education. Many ethnic minorities still believe that only men should go to school.	Yes. Laws to promote equal access to information exist but women have limited education and men tend to dominate.	Yes. Laws to promote equal access exist but women have limited education and men tend to dominate.	Yes. There are labor laws for migrant workers.
Philippines	No. There are constraints such as women are not allowed to work the night shift.	Yes. Most biases took place between urban-rural areas, rather than across gender.	Yes. Usually women can get access to resources but the problem is that men control resources.	No. There is a lack of protection especially among contracted workers. Although anti-harassment laws exist, they only apply between supervisors and subordinates.
Timor Leste	No. Although they both have equal access but men tend to have decision making power, which often results in discrimination.	No. Women find it hard to get access to information	No. Women also need approval from their husbands. However, government encourages women to have access to credit.	No.
Vietnam				There are several measures to deal with migrant workers such as agreements with destination countries to protect female migrant workers, credit provided to migrant workers.

Proceedings from Country Discussions: Day 2 Questions

1. Gender and Public Expenditure			
Country	Examples/opportunities for Gender Responsive Budgeting (GRB)	Constraints	Assistance Needed
Indonesia	<ul style="list-style-type: none"> - Establishment of certain percentage of budget to mainstream gender activities; - Strong collaboration with donors; - Gender 1 of 2 government priority mainstreaming issues; - Mainstream gender into budgeting process. 	<ul style="list-style-type: none"> - Budget constraints; - Mainstreaming issues are not part of national plan; - Lack of collaboration with CSOs 	<ul style="list-style-type: none"> - Financial support from donors; - Support on gender issues in the design of programs.
Lao PDR	<ul style="list-style-type: none"> - Integrating gender issues in the PRSP; - Establishment of a women's national committee; - Collaboration with ADB to promote gender in agricultural sector. 	<ul style="list-style-type: none"> - Lack of capacity to mainstream gender at all government levels; - Budget constraints; - Time constraints in mainstreaming gender into the 6th National plan; 	<ul style="list-style-type: none"> - Gender expert to review plan and costing exercise; - Grants and funds from donors to support capacity building to gender related personnel.
Philippines	<ul style="list-style-type: none"> - Strong collaboration with donors; - Capacity building for gender analysis that support budgeting process; - Vibrant CSO participation; - Adoption of GRB. 	<ul style="list-style-type: none"> - Ministries focused on their budgets rather than on quality of projects or programs; - Insufficient research to support gender budgeting activities; - Limited budget. 	<ul style="list-style-type: none"> - Capacity building with result based GRB; - Economic analysis of GRB.
Vietnam	<ul style="list-style-type: none"> - Gender indicators are put under the National Development Plan; - A panel for women's advancement is established; - National mechanism on women's advancement is established in several government agencies. 	<ul style="list-style-type: none"> - Gaps exist between plan and implementation; - No monitoring and evaluation mechanism to assess GRB process. 	<ul style="list-style-type: none"> - improve capacity of stakeholders in planning, implementing, monitoring and evaluating; - mobilize technical and financial resources to conduct surveys and assess impact on GRB.
2. Gender and Trade			
Country	Sectors where gender issues are the most pressing	Actions at the policy level	Strategic entry points and assistance needed
Cambodia	<ul style="list-style-type: none"> - Garment, tourism, agriculture and handcraft 	<ul style="list-style-type: none"> - Provide skill training for female workers to get better jobs; - Enforce laws and regulations, including child care; - Link pro-poor strategy with gender issues. 	<ul style="list-style-type: none"> - Link gender to trade, piloting in garment sector first.
Timor Leste	<ul style="list-style-type: none"> - Agriculture and small business such as handcraft. 	<ul style="list-style-type: none"> - Government should provide policies on wage differences, working hours and domestic violence 	

ANNEX B
LIST OF PARTICIPANTS

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Speakers

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H.E. Dr.. Ing Khunta Phavi
Minister
Minister of Women's Affairs, Cambodia

Ms. Mary Lou Alcid
Assistant Professor
University of the Philippines, Philippines

Mr. Peter Glick
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ANNEX C SPEAKER PROFILES

Mary Lou Alcid, University of the Philippines, Philippines

Mary Lou Alcid is currently Assistant Professor in the Department of Social Work, College of Social Work & Community Development, University of the Philippines, Diliman. She has a great deal of experience in the field of international labor migration, with a focus on women migrants. She has authored dozens of articles and books on Filipina migrant workers, and has been a member of several civil society organizations, including the Migrant Forum in Asia, the KANLUNGAN Centre Foundation (Centre for Migrant Workers) and the Network Opposed to Violence against Women Migrants. Ms. Alcid holds an M.S. in Rural Development Planning from the Asian Institute of Technology.

Jean D’Cunha, Regional Director, UNIFEM, Bangkok, Thailand

Jean D'Cunha joined the Regional Program Director of UNIFEM, which she joined in June 2000. Previously she was the Regional Advisor/Program Manager of the Regional Program on Empowering Women Migrant Workers in Asia. Jean trained as a sociologist, and has researched many aspects of female sexuality including prostitution and trafficking, and women and violence. She has written on gender concerns for Indian and international journals, lectured in the Department of Sociology at St. Xavier's College, and won a national award for journalism on women's issues in India in 1986. As well as working with UNIFEM, Jean is involved with an international research project on women in international migration.

Peter Glick, Cornell University, New York, USA

Peter Glick, an economist, is a Senior Research Associate with the Food and Nutrition Policy Program of Cornell University (USA), specializing in applied microeconomic and statistical analysis in developing countries. His research has investigated, among other topics, the demand for education and health care services, gender differences in education, employment, and earnings, benefit incidence of social service expenditures, and HIV-related knowledge and behavior in Africa.

Remco Oostendorp, Free University Amsterdam, Amsterdam, Netherlands

Remco Oostendorp is currently Associate Professor at the Free University Amsterdam. He is also a Research Fellow at the Tinbergen Institute, Fellow at the Amsterdam Institute for International Development, and Research Associate at the Centre for the Study of African Economies, Oxford University. His current research focuses on labor market integration issues, manufacturing and agricultural transition. He has been a regular consultant for World Bank, ADB, ILO, UNDP, IDRC, AERC and others. Mr. Oostendorp holds an MA in Econometrics 1989 from Erasmus University, and a PhD in Economics 1995 from Harvard University.

Shaienne Osterreich, Ithaca College, New York, USA

Shaienne T. Osterreich is currently a Senior Fulbright Scholar, researching and teaching in Surabaya, Indonesia. Her research in Indonesia is focused on the relationships between international trade in manufacturing, human development, and gender. She received her Ph.D. in Economics from University of Utah in 2002 and has been Assistant Professor at Ithaca

College, in Ithaca NY, since 2000. Her research is on international trade in semi-industrializing countries and the implications trade liberalization has for human development, specifically on improving gender relations and education capacity.

H.E. Dr. Ing Khunta Phavi, Minister of Women's Affairs, Cambodia

H.E. Dr. Phavi has been Minister of Women's Affairs in Cambodia since July 2004, where she is responsible for the overall management and leadership of the Ministry. From 1998 until 2004, she was Secretary of State of Women's and Veterans' Affairs, in charge of elaborating gender responsive policies and strategies and ensuring the management of technical programs in health and economic empowerment. H.E. Dr. Phavi is a medical doctor by training, specialized in nutrition and tropical diseases. In addition to her medical degree, she holds a Masters in Public Administration from the Ecole Nationale d'Administration (ENA) in Paris.

Cheryl Urashima, UNIFEM, Cambodia

Cheryl Urashima is currently a Gender Budgeting Consultant with UNIFEM, working on the Gender Sensitive Monitoring, Planning and Budgeting for Implementation of the Poverty Reduction Strategy project. She has been an advisor to the Ministry of Women's Affairs of the Royal Government of Cambodia for the past six years on various projects focused on institutional development and women's economic empowerment. Originally from the US State of Hawaii, she worked as a budget analyst with the Finance Committee of the Hawaii State House of Representatives. She has a Masters Degree in Public and Private Management from the Yale School of Organization and Management with concentrations in finance and economics. Ms. Urashima has been working in Southeast Asia for most of the past 23 years designing and managing development programs with both NGOs and government institutions.

Bernard Walters, University of Manchester, United Kingdom

Bernard Walters is senior economics lecturer at the University of Manchester. He took his first degree at Cambridge and his masters and doctorate from Manchester. He originally trained as a macroeconomist; his PhD topic was on disequilibrium macro models in the tradition of Malinvaud and Barro-Grossman. However, in recent years Dr. Walters has become increasingly skeptical of the utility of all representative agent approaches to the subject and his research interests have gravitated towards development. He has published in a number of disparate areas including gender and economics, economic methodology and the transition to the market, particularly in the Asian transition economies of the former Soviet Union.

Joseph Zveglic, ADB, Philippines

Joseph Zveglic is the Senior Advisor to the President of the Asian Development Bank. He earned his doctorate in economics from Harvard University, where the focus of his studies was on development economics. Dr. Zveglic joined the Asian Development Bank's South Asia operations department in 1997. Since then, he has been the country economist for Bhutan, Nepal, and Sri Lanka and the senior economist for Azerbaijan. He provided the macroeconomic analysis in support of the Bank's operations in these countries, including authoring the country chapters for the annual Asian Development Outlook. His published

independent research, however, has focused on the empirical analysis of gender differences in labor markets in East Asia. Recent publications have looked at the effect of labor market legislation, occupational segregation, and trade openness on the employment and earnings of women.