10th Regional Forum on Sustainable Agricultural Mechanization in Asia and the Pacific

Gender Mainstreaming in Sustainable Agricultural Mechanization

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Gender Mainstreaming at ESCAP

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Gender is integrated into ESCAP's overall support to member States to advance gender equality and women's empowerment.

Strategies to achieve gender equality and the empowerment of women are developed in the context of delivering results to achieve the 2030 Agenda.

Gender is integrated into ESCAP's corporate operations to strengthen a gender-responsive and gender-sensitive organizational workplace environment.

All ESCAP staff are cognisant of the importance and relevance of integrating gender into their work and the work of ESCAP broadly.
Dual-track approach

- Gender-related SDG Results
  1.1 Strategic Planning (SPMD, SDD)
  1.2 Gender-related SDG Results (SPMD, SDD)
  1.3 Reporting on Gender Results (OES, SPMD, SDD)

- Tracking Financial Resources
  2.1 Gender Marker (SPMD, SDD)
  2.2 Financial benchmark (OES/SPMD/SMT)

- Institutional Strengthening
  3.1 Leadership and Accountability (Senior Managers)
  3.2 Gender Focal Points (All Divisions, SDD)
  3.3 Gender Parity (DA)
  3.4 Organizational culture (DA)
  3.5 Capacity Development (DA, SDD)
  3.6 Strategic Communications (SCAS, SDD)
  3.7 Institutional Coherence (SDD)
13 OUT OF 17 performance indicators were exceeded in 2022

Meeting requirements:

PI 9 Financial Resource Tracking
PI 13 Organisation Culture
PI 12: Equal representation of women

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Highlight: Financial Resource Tracking and Benchmark

Gender Equality Marker

- **GEM 0**: Not expected to contribute to GEEW
- **GEM 1**: Contributes to GEEW in a limited way
- **GEM 2a**: GEEW is a significant objective
- **GEM 2b**: GEEW is the principal objective

**PI 9 Financial Resource Tracking**

**PI 10 Financial Resource Allocation**
Focal Points are responsible for coordinating and advocating for the substantive mainstreaming of gender within their thematic areas.

The Annual ESCAP Gender Focal Point (GFP) Meeting aims to share knowledge, experiences, and promising practices on effective gender mainstreaming.
Objectives:

- Development of staff capacity on gender mainstreaming
- Sector-specific training tailored to the Division/SRO/RI’s needs and context
- Introduction of the gender issues specific to the thematic area and gender analytical tools that can be used to assess
- Opportunity for staff to identify the gender dimension in their work and ways to implement this in their deliverables

Highlight: PSC Funding for Staff Capacity Building

USD 60,000

- Subregional Office for North and Central Asia
- Trade, Investment and Innovation Division
- Transport Division
- Centre for Sustainable Agricultural Mechanization
PSC-funded Champion: CSAM

Initial barriers to gender mainstreaming

- Initial limited focus on gender
- Traditionally has been a male-dominated sector due to gender norms
- Lack of resources and capacity to mainstream gender

PSC Funding

- Delivered workshop on Gender Responsive Food Security as part of the delivering as one initiative for UNCT China.
- Fruitful session on gender mainstreaming during the CSAM Governing Council
- New mandate opened avenue for collaboration and policy/technical advice

Results

- GC members expanded CSAM’s mandate to include gender in its scope of work
- Development of new gender mainstreaming strategy, based on interviews with stakeholders
The Transport Division increased staff capacity to design gender responsive projects and policies in the region.

Trade, Investment and Innovation Division increased staff capacity on the gendered impact of trade & how to incorporate gender dimensions into project proposals.

The Statistics Division developed trainings to shed light on the level of gender knowledge and the use of analysis of sex disaggregated data amongst staff.
Mission Continued…

Intergovernmental processes

ESCAP communications

Staff gender parity
Thank you