



CSAM

Centre for Sustainable
Agricultural Mechanization



NIAAM

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

Gender Mainstreaming in Sustainable Agricultural Mechanization

28-30 November 2023; Shanghai, China

Gender Mainstreaming at ESCAP



Ms. Tingting Chen
Social Affairs Officer, ESCAP



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 overall support to member States to advance gender equality and women's empowerment

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.

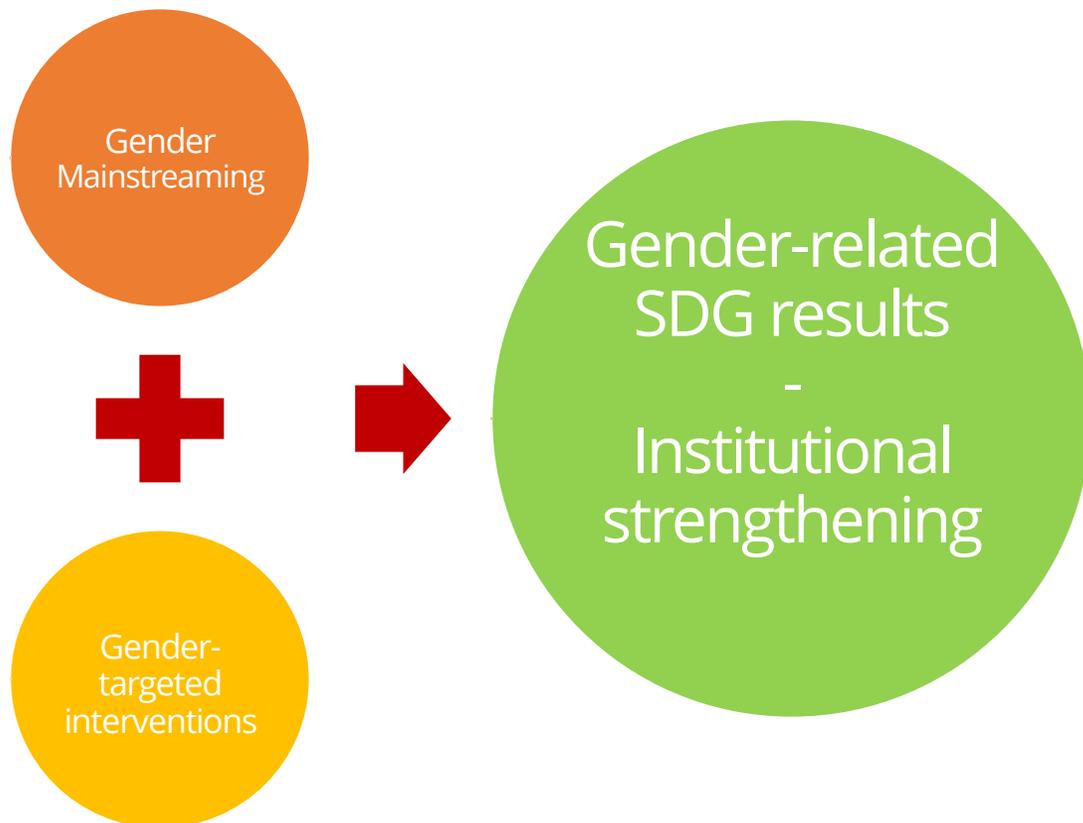
ESCAP Gender Equality Policy 2019-2023



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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

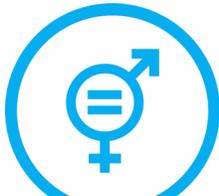
Meeting requirements:



PI 9 Financial Resource Tracking



PI 13 Organisation Culture



PI 12: Equal representation of women



PI 12: Equal representation of women



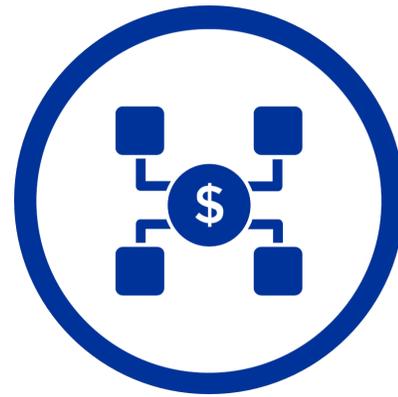
Highlight: Financial Resource Tracking and Benchmark



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**PI 9 Financial
Resource Tracking**



**PI 10 Financial
Resource Allocation**

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

Highlight: Gender Mainstreaming Focal Points System



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ANNUAL MEETING OF ESCAP GENDER FOCAL POINTS

31 August 2023



- 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.

Highlight: PSC Funding for Staff Capacity Building



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- Development of staff capacity on gender mainstreaming
- Sector-specific training tailored to the Division/SRO/RI's needs and context

Objectives:

- 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



PSC-funded Champion: CSAM



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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



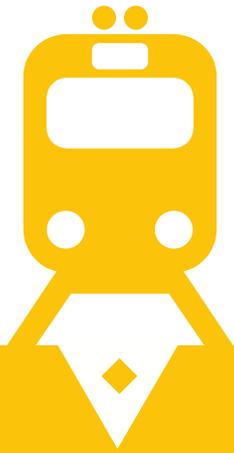
- GC members expanded CSAM's mandate to include gender in its scope of work
- Development of new gender mainstreaming strategy, based on interviews with stakeholders



PSC-funded Champions



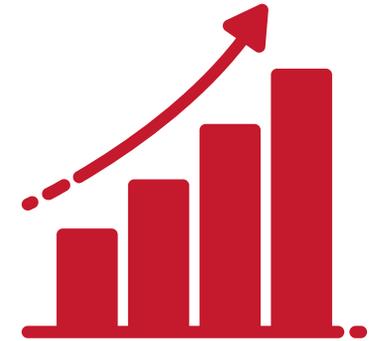
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The Transport Division increased staff capacity to design gender responsive projects and policies in the region.



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...



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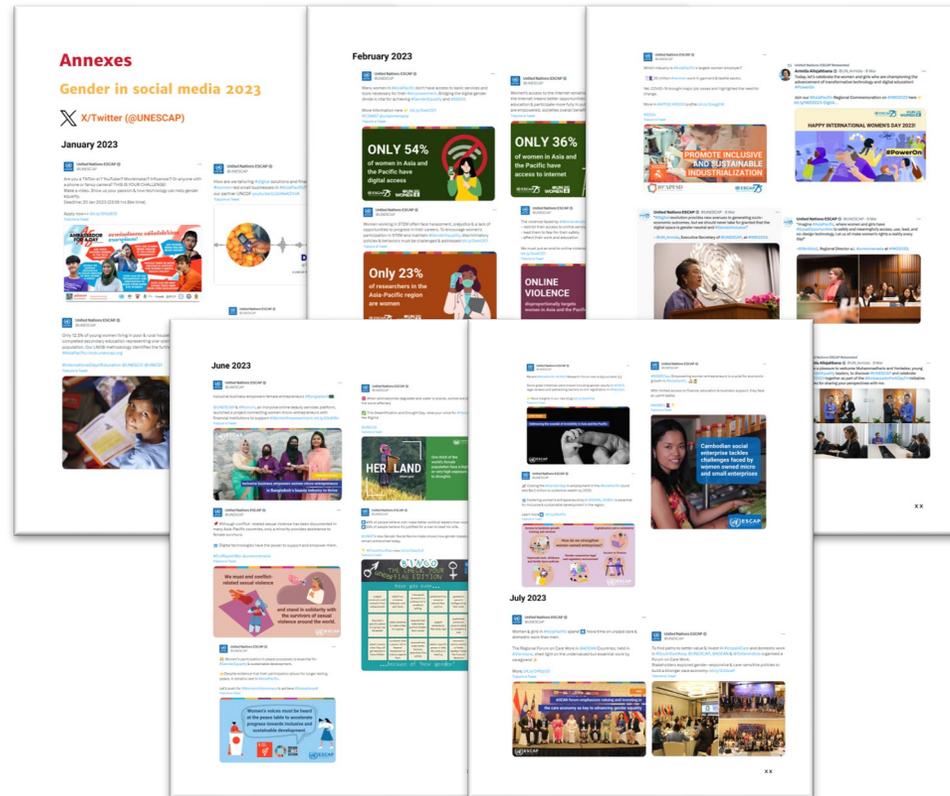


Intergovernmental processes

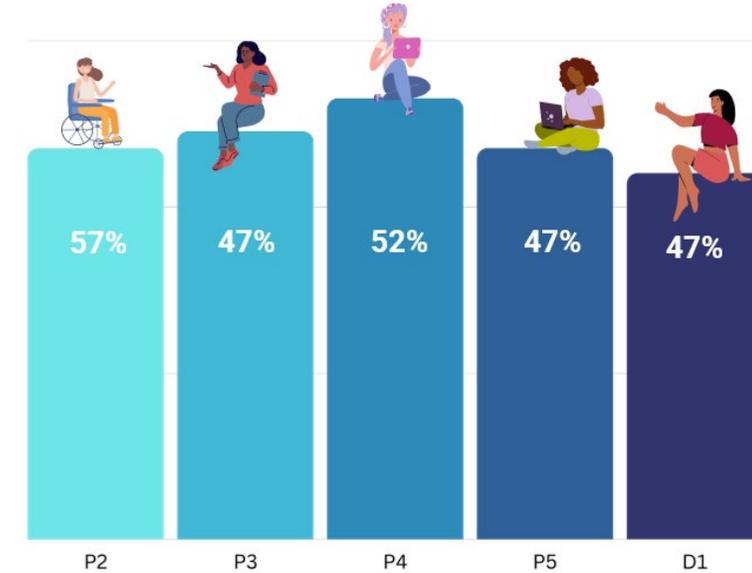


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ESCAP communications



Staff gender parity



Thank you



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