

# ASEAN Women-UP Townships Network

Economically uplifting the women of Southeast Asia, township by township, during Covid-19 and beyond:

a three-part grassroots communities proposal of Advisory, Community and Advocacy policy cores



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2. Causal Analysis
3. ASEAN Women-UP Townships Network
  - a. Advisory
  - b. Community
  - c. Advocacy
4. Implementation

# There is an uptrend in domestic violence against women during Covid-19.

INDONESIA

3x

rise in domestic violence cases

THAILAND

2x

SINGAPORE

33%

rise in family violence-related calls

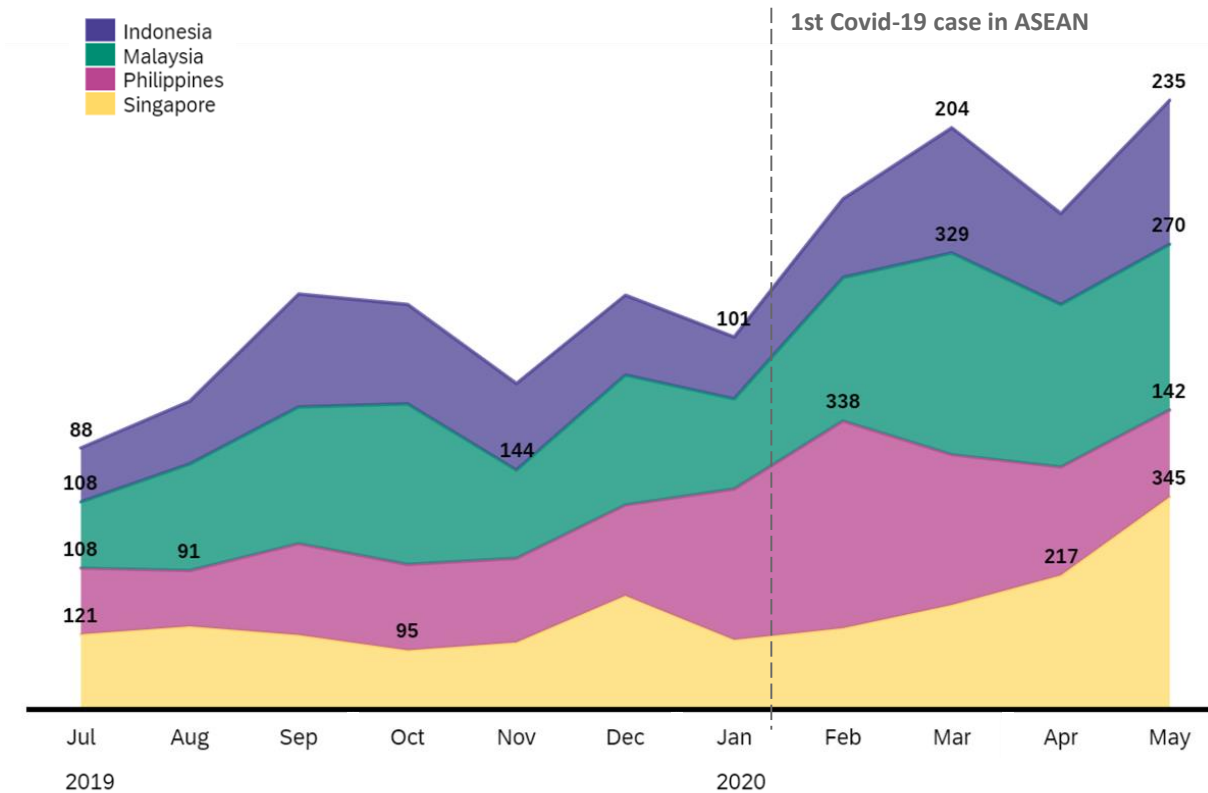
MALAYSIA

57%

rise in family counselling calls

Source: ChannelNewsAsia (2020), The ASEAN Post (2020), The Jakarta Post (2020), Bangkok Post (2020)

No. of Google searches for "Domestic Violence" Relative to Highest Interest per Country, July 2019 - May 2020



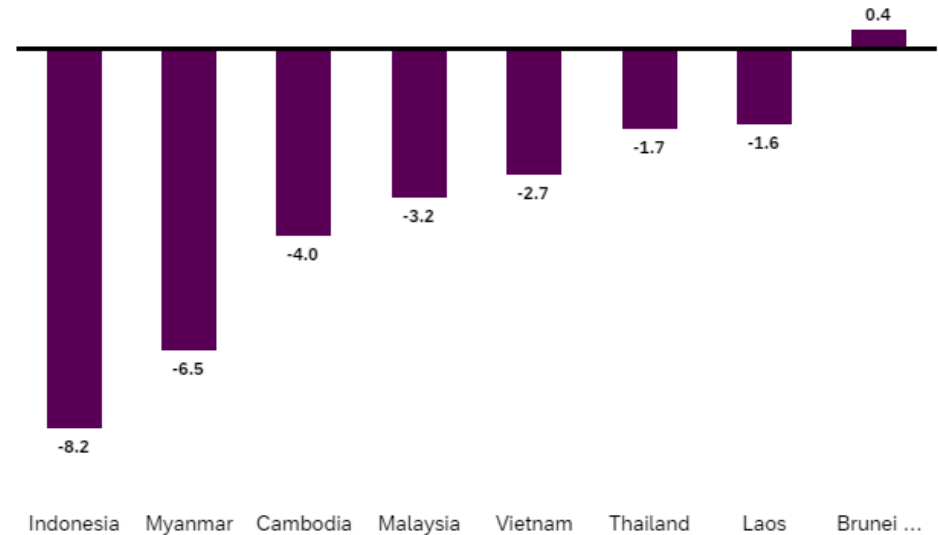
In June 2020, ASEAN Ministerial Meeting on Social Welfare & Development and ASEAN Commission on the Promotion & Protection of the Rights of Women and Children called on mitigating disproportionate impacts of Covid-19 on women.

# Women lack economic independence.

## MAJOR CAUSE

Women worked a smaller number of hours per week

National Average Hours Worked Weekly (Women - Men) per Country, 2019



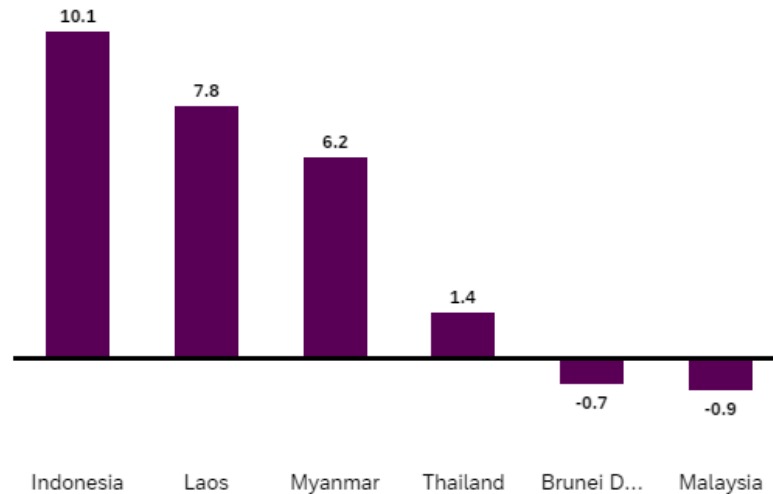
Source: ASEANStats (2019-2020)  
Note: Most updated data was found

# Women lack economic independence.

## MAJOR CAUSE

### More women than men are informally employed

National Informal Employment Rates (Women - Men),  
2017 for Laos, Malaysia, Myanmar; 2018 for Indonesia, Thailand



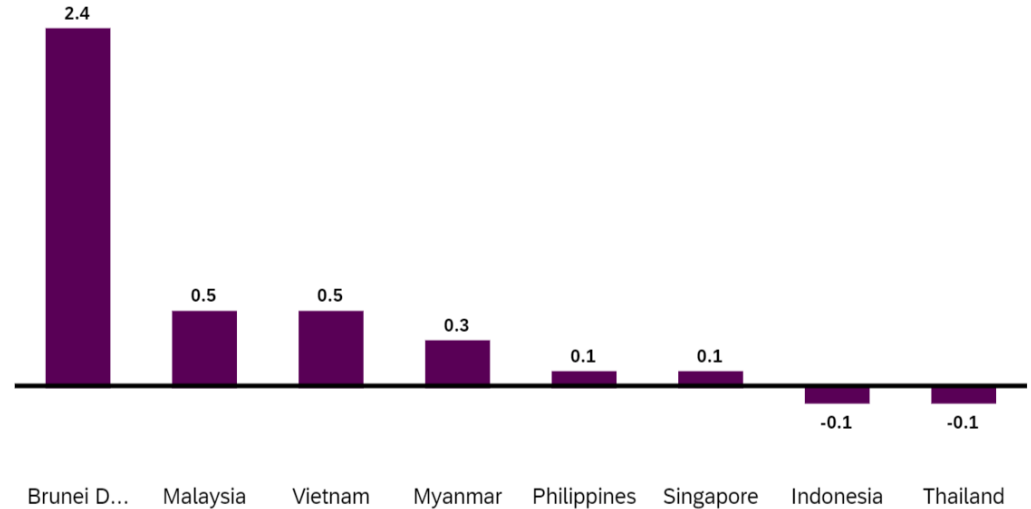
Source: ASEANStats (2017-2020)  
Note: Most updated data was found

# Women lack economic independence.

## MAJOR CAUSE

More women were unemployed than men

National Unemployment Rate (Women - Men) per Country, 2018



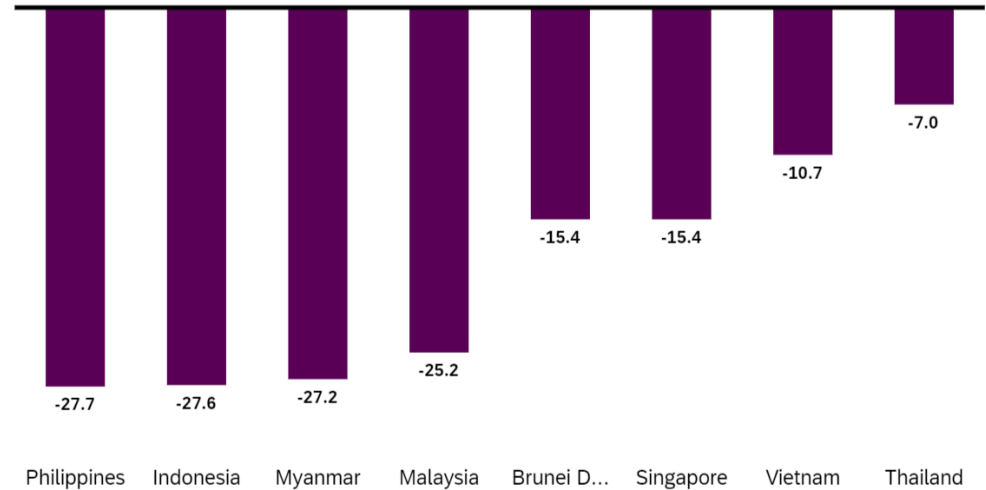
Source: ASEANStats (2018-2020)  
Note: Most updated data was found

# Women lack economic independence.

MAJOR CAUSE

Fewer women are in the workforce compared to men

National Labour Force Participation Rate (Women - Men) per Country, 2018



Source: ASEANStats (2018-2020)  
Note: Most updated data was found



# No. of Employed Singaporeans per Income Bracket, Breakdown by Occupation

June 2019

## A career and income gap widens the inequality.

ROOT CAUSE

Men  
Women



Source: Ministry of Manpower, Singapore (2020)

Problem

Causal Analysis

Policy

Policy: Advisory

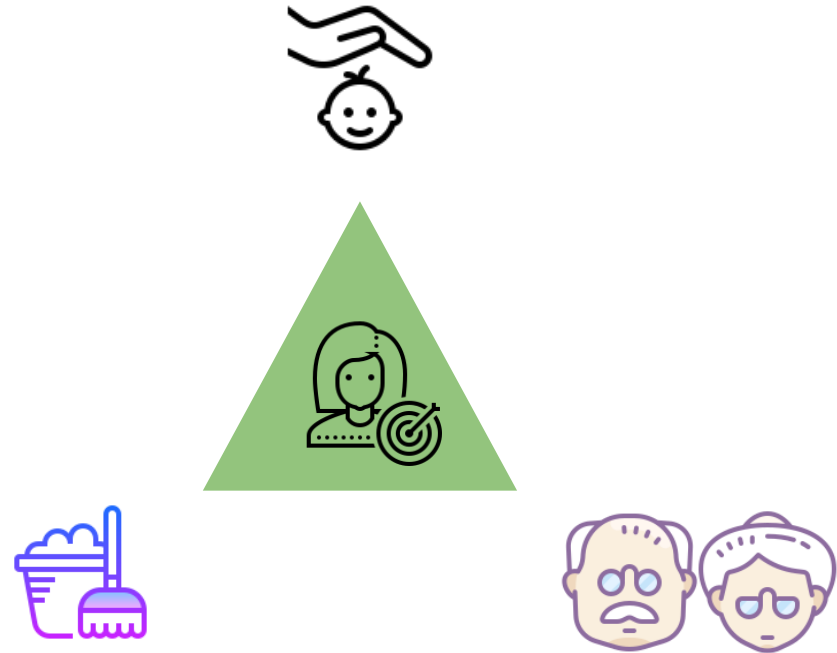
Policy: Community

Policy: Advocacy

Implementation

# Traditional gender roles are burdens on women.

ROOT CAUSE

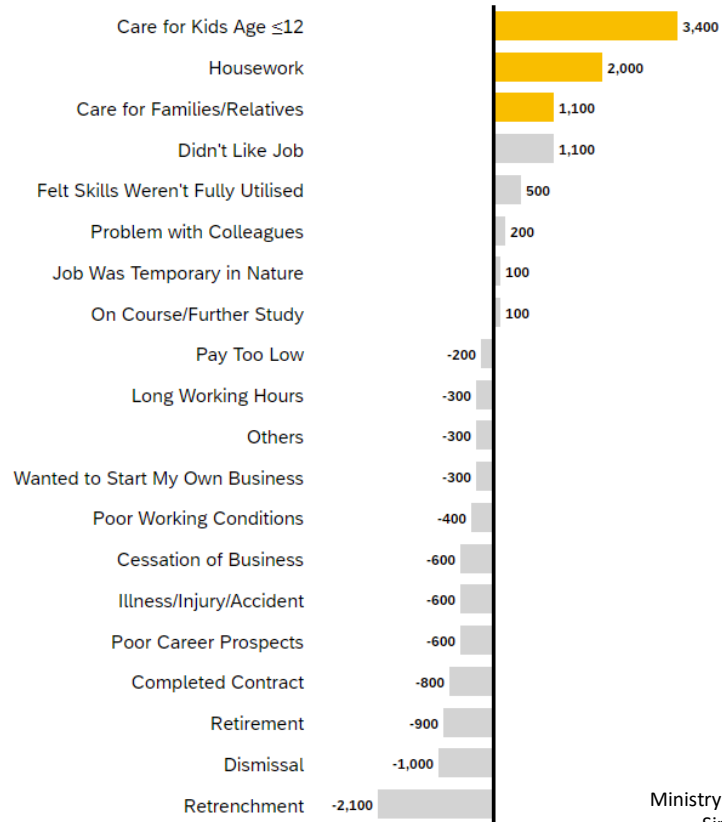


# Traditional gender roles are burdens on women.

## ROOT CAUSE

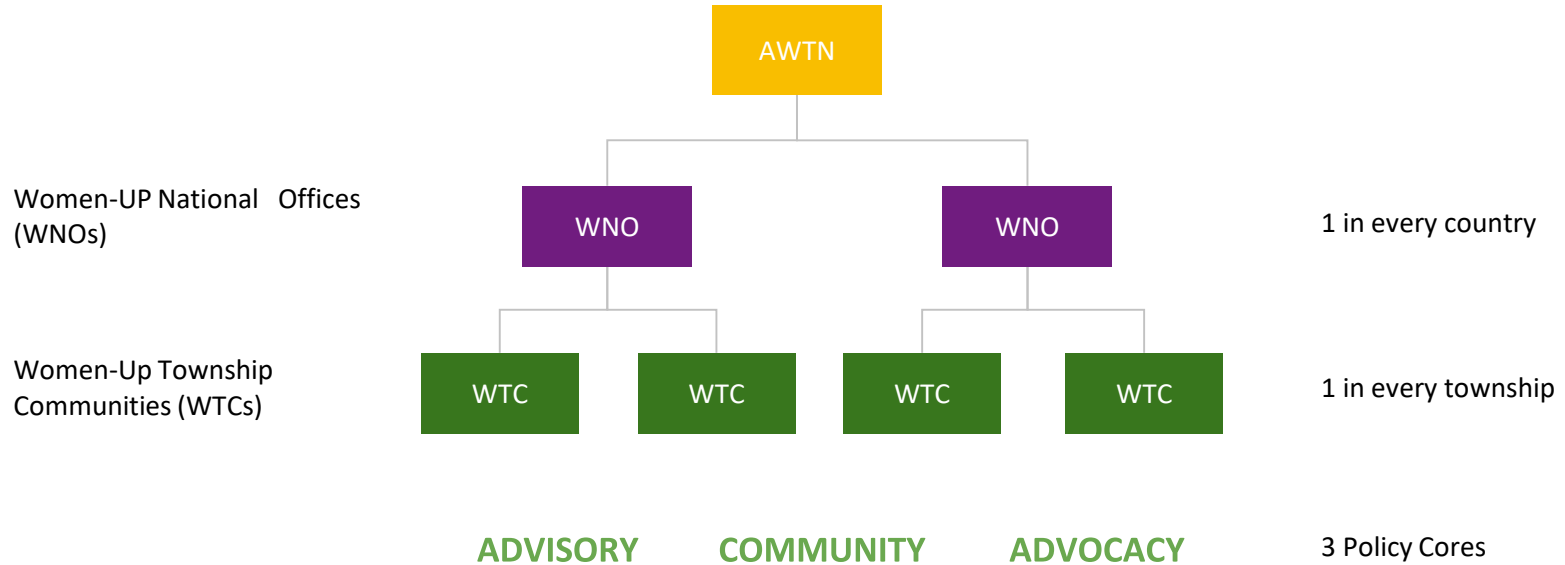
### Reasons for Quitting Previous Job among Unemployed Singaporeans

Difference between No. of Women and Men  $\geq 30$  in Age, June 2019



Source:  
Ministry of Manpower,  
Singapore (2020)

# We propose the ASEAN Women-UP Townships Network (AWTN)



Problem

Causal Analysis

Policy

Policy: Advisory

Policy: Community

Policy: Advocacy

Implementation

We propose the  
**ASEAN Women-UP  
Townships Network (AWTN)**

MODELLED ON

**ASEAN**  
**SMART CITIES NETWORK**



# We propose the **ASEAN Women-UP Townships Network** (AWTN)

## ALIGNS WITH



**Goal**      *A2 vii - Work towards achieving gender equality and the empowerment of all women and girls.*

**Platform**      *A2 iii - Involving townships in ASEAN capacity-building programmes for their communities (A2 iii)*

**Strategy**      *E3 ii - Innovating ASEAN-wide strategies in: higher education, community service, and entrepreneurship*

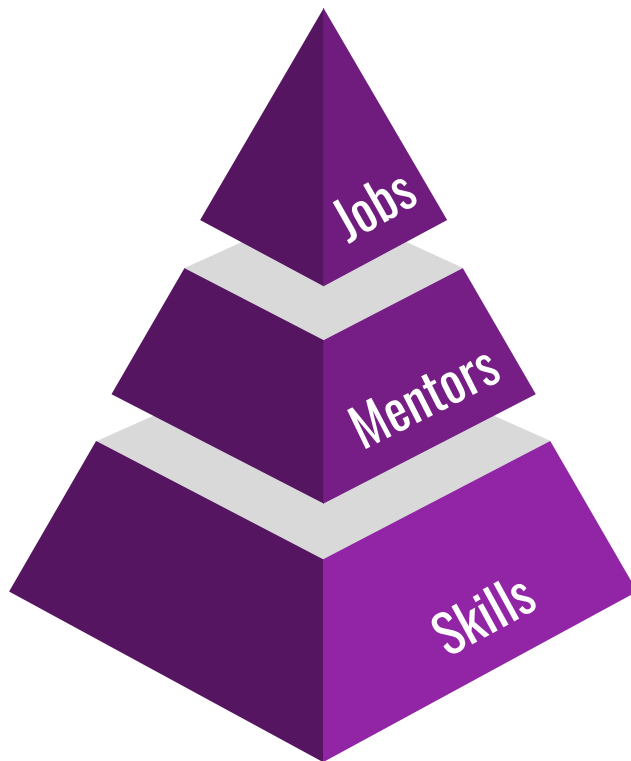
*E3 iii - institutional innovations in the provision of social services & healthcare*



ASCC 2025  
inclusive & dynamic characteristics  
element B2, s.m. i-iv, vi-viii  
element E2, s.m. i-ii; E3, s.m. i-ii

ADVISORY  
**Upskill and integrate**

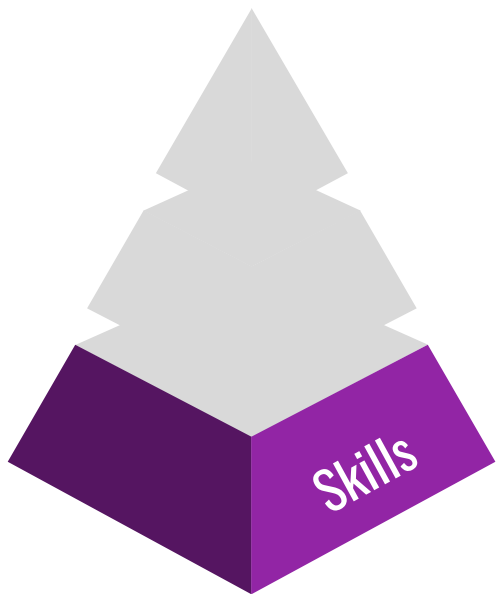
# 3-Tier Women Workforce Uplifting Programme



*ASEAN Committee on Women Work  
Plan (ACWWP) 2020 Objective #1*  
Increase access of women  
entrepreneurs to finance, credit,  
markets, skill training, technology and  
social protection



ASGC 2025  
inclusive & dynamic characteristics  
element B2, s.m. i-iv, vi-viii  
element E2, s.m. i-ii; E3, s.m. i-ii



ADVISORY

# Upskill and integrate

Skills Training Sessions



Workforce Preparation Sessions



Entrepreneurship Sessions

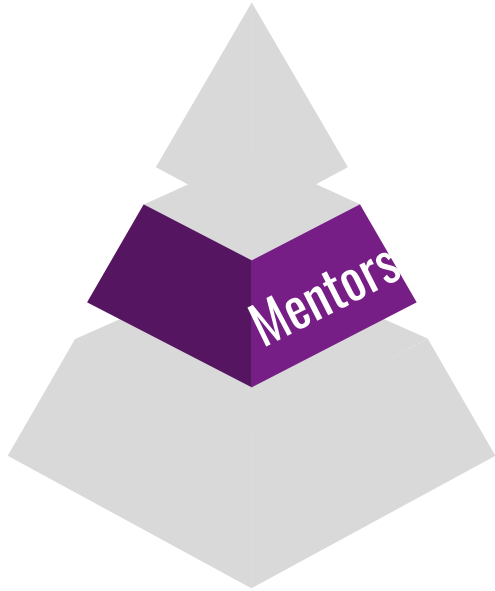






ASGC 2025  
inclusive & dynamic characteristics  
element B2, s.m. i-iv, vi-viii  
element E2, s.m. i-ii; E3, s.m. i-ii

# Upskill and integrate



Personal Career  
Peer Mentorship



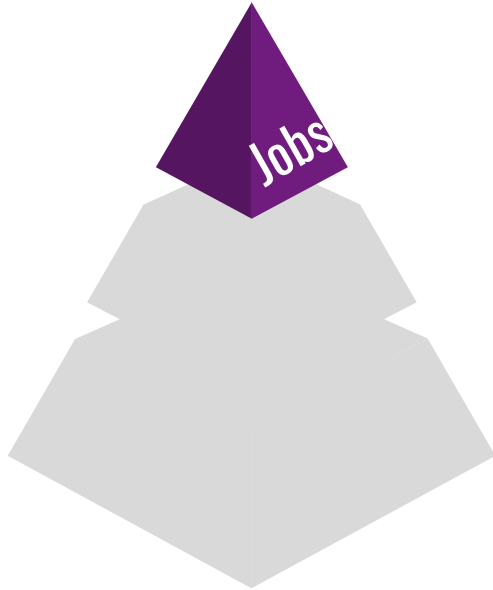
Industry Career  
Networks Creation





ASGC 2025  
inclusive & dynamic characteristics  
element B2, s.m. i-iv, vi-viii  
element E2, s.m. i-ii; E3, s.m. i-ii

# Upskill and integrate



**Public Campaigns  
Promoting Women Employment**



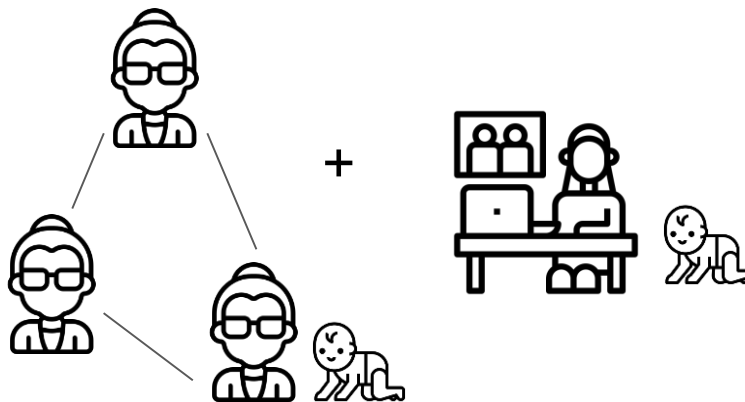
**Business Incentives  
for Employing Women**

**Women-led  
Entrepreneurship Incubation**



# Provide home support

## Community Childminding & Elder-minding



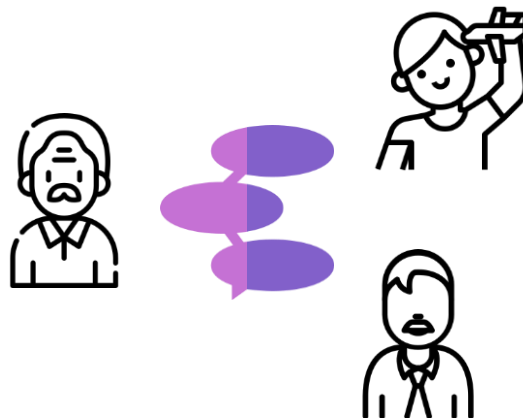
# Provide home support

## Peer2Peer Network for Township Women



# Provide home support

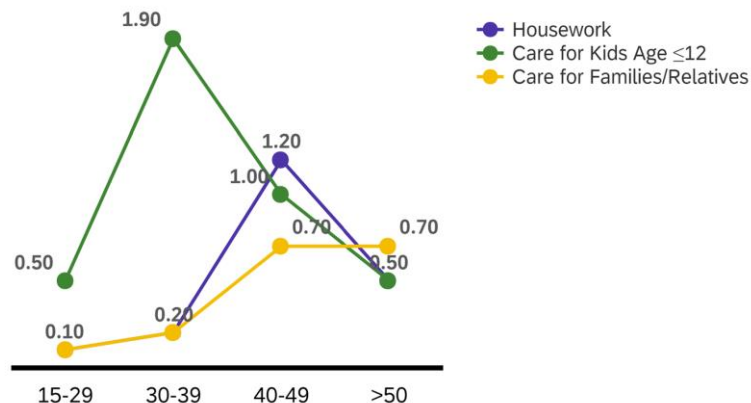
## Family Male Allies Community Dialogues



# Provide home support

## Reasons for Quitting Previous Job Across Ages

For Singaporean Women in June 2019, in Thousand



# Representative data and politics

## Comprehensive data collection for representative policy analysis

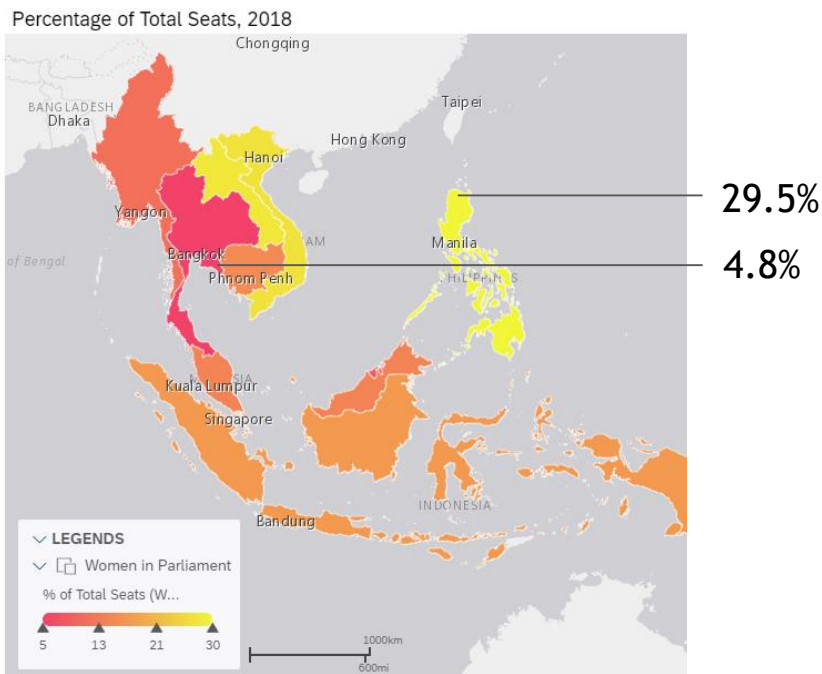
Collect data on

To better capture

	Social	Economic	Political
Collect data on	Husband-spouse dynamics Family responsibilities Attitudes on self-improvement Personal/professional networks	Labour force participation Employment status, wages and nature Skills & training levels Workplace gender equality & policies Personal finances/ assets	Feedback on local/national policies Policy ideas Impression on women's representation in local politics
To better capture	domestic violence, gender role burdens from house/child/elder care, perceptions on societal role, social isolation	spousal economic dependence, reasons for dropping out of workforce, drivers of gender employment gaps, skills in demand	policy failures, future gender-equalization policy directions, disproportionate women political representation

# Representative data and politics

## Women's Representation in ASEAN National Parliaments



### Solicit community feedback & advocate for

1. Women-friendly policy recommendations
2. National-level equal gender representation in politics & governance

Aligns with ASEAN Declaration on Gender-Responsive Implementation of ASEAN Community Vision 2025 goals to enhance gender databases, policy evaluation, and equal representation.

Source: ASEANStats (2020)

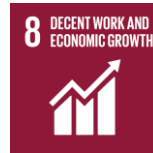


# ASEAN Women-UP Townships Network

*in the time of Covid-19*

ADVISORY

Upskill and integrate



addressing the root -  
economic independence for women

COMMUNITY

Provide home support



enabling immediate intervention  
& reducing underlying cultural burdens

ADVOCACY

Representative data and politics



ensuring sustainable policies via evidenced  
& inclusive re-iteration

# AWTN institutionalisation & stakeholder advocacy plan

Phase 1: Policy Scoping & National Stakeholder Scan	Phase 2: Policy Research & ASEAN Political Advocacy	Phase 3: AWTN Network Institutionalization & WTC Piloting	Phase 4: WTC Network Expansion, Policy Monitoring, & Reiteration
<p><b>Build a network of regional &amp; local policy champions</b></p> <ul style="list-style-type: none"> <li>Commence initial feasibility scan and agenda setting with the ASEAN Secretariat (AS).</li> <li>Tap on AS connections to map local stakeholder networks and identify local advocate groups with domain expertise.</li> <li>Pitch proposal to identified groups, consult for feedback, and select influential multi-sectoral champions per nation.</li> </ul>	<p><b>Localise policies &amp; advocate to ASEAN leaders for adoption</b></p> <ul style="list-style-type: none"> <li>Conduct policy localization via research by local policy advocates, towards country-specific policy implementation toolkits to guide the establishment of WTCs.</li> <li>Leverage national policy windows to bring policymakers aboard, and advocate to sitting ASEAN Chair to take on AWTN's establishment.</li> <li>Official launch of AWTN at ASEAN Summit by ASEAN leaders.</li> </ul>	<p><b>Establish national presence &amp; pilot proof-of-concept</b></p> <ul style="list-style-type: none"> <li>Establish Women-UP National Offices (WONs).</li> <li>Identify one AWTN Pilot Township in select provinces across ASEAN and set-up pilot WTCs.</li> <li>Establish local-level multi-sectoral stakeholder partnerships for policy programme development &amp; implementation.</li> </ul>	<p><b>Implement effective &amp; sustainable policies, &amp; data-driven advocacy</b></p> <ul style="list-style-type: none"> <li>Establish implementation monitoring mechanisms via data collection, outcome assessment led by WONs, and agile policy re-iteration for improvement.</li> <li>Mass establishment of WTCs coordinated by provincial governments and supported by township-level governments.</li> <li>Commence WTC-led policy and political advocacy for women.</li> </ul>
<p><b>Key Stakeholders to Onboard each Phase</b></p>			
<p><b>Drivers:</b> ASEAN Socio-Cultural Community Department (ASCC); ASEAN Commission on Promotion &amp; Protection of Women &amp; Children Rights; ASEAN Women Entrepreneurship Network</p> <p><b>Support:</b> National women's NGOs, economic empowerment NGOs</p>	<p><b>Drivers:</b> ASCC Analysis Division; ASCC Poverty Eradication &amp; Gender Division; ASEAN Ministerial Meeting on Women; ASEAN Committee on Women</p> <p><b>Support:</b> National social &amp; manpower ministries + Members of Parliament, National think-tanks, social service orgs. for women, children, elderly</p>	<p><b>Drivers:</b> ASEAN Women-UP Townships Network Office + National Offices; National Social &amp; Manpower Ministries; Provincial-level governments</p> <p><b>Support:</b> Township businesses, training schools, healthcare &amp; social service providers, economic empowerment NGOs, existing collectives, etc.</p>	<p><b>Drivers:</b> Township-level governments; ASEAN Statistics Division; ASCC Monitoring Division</p> <p><b>Support:</b> National statistical departments, national political advocacy groups, international women's empowerment projects</p>

Problem

Causal Analysis

Policy: Advisory

Policy: Community

Policy: Advocacy

Implementation

# Dataset References

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## Acknowledgements

We thank the ASEAN Foundation and SAP Southeast Asia for this remarkable opportunity to deep-dive into ASEAN-wide policy issues, analyze diverse datasets, and innovate egalitarian policy solutions.

We acknowledge the Roosevelt Institute @ Yale-NUS and the In-Betweeners (First-Generation/Low-Income) Collective at Yale-NUS for the policy research resources and inspiration on structuring our policy proposal.

Finally, we are grateful to our family and friends for their important comments, and to all our data science tutors for imparting the relevant data analysis and visualization skills, that have enabled us to put together these data-driven policy insights.



**Thank you.**  
**Any questions?**

