

Education, Empowerment and Leadership of Women

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1

Why are women still lagging behind?

EXISTING GAPS

- Gender focal points in line ministries are not effective in gender mainstreaming
- Most countries don't have good database that are disaggregated by sex
- **Lack of special policies to promote women's empowerment in education**
- **Policy implementation on promoting women's education and leadership is weak**
- Most countries are State Parties to the CEDAW but they do not have enabling national law

2

RECOMMENDATIONS

Based on areas of empowerment education such as:

1. Women's self-confidence and self-esteem;
2. Women's ability to access resources, to engage productive activities and take autonomous decisions
3. Women's ability to set their own agenda, negotiate, lead and organize for changing conditions
4. Women's control over her own mobility and physical conditions

3

CAPACITY BUILDING INITIATIVES

- Organize women in rural areas and communities in order for them to express their own views on women's leadership and empowerment and to identify their relevant needs
- Awareness-programs to build women's skills-both technical and life skills to increase their competency and develop potential in leadership (e.g. in entrepreneurship)
- Awareness-raising programs on women's political, economic, social and legal rights as provided by CEDAW and national laws on women.

4

CAPACITY BUILDING INITIATIVES

- Train religious leaders on human rights and empowerment of women
- Train media to become gender-sensitive to change gender stereotypes
- As part of gender mainstreaming initiative of government, design short but effective awareness-building programs on women's leadership for policy-makers and gender practitioners
- Facilitate cultural exchange programs among women in the communities

5

INFORMATION, EDUCATION AND COMMUNICATION (IEC)

- Educate or inform women of their rights by disseminating Women's Charter or similar policy documents on women in local language
- Project positive image of women leaders through film documentaries and other IEC materials, which shall be developed in partnership with NGOs and community-based organizations

6

AFFIRMATIVE ACTION FOR WOMEN

- Ensure the fair representation of girls and women in education at all levels by:
 - Providing stipends, scholarship incentives and educational loans for women and girls
 - Adopt quota system in education (e.g. 30% of school slots to women and girls)
- Formulate policies to increase representation of women at the senior level/decision-making positions

7

