

SISEAP representatives: 29 November 2022.

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Contents

Executive summary

- A. What is SISEAP?
- B. Position Statements of relevance to this submission
- C. Barometer of action 2008 to now (SDG and feminist policy performance)
- D. Benchmarking OECD and Asia Pacific
- E. What does Australia do well?
- F. What can Australia do better in our region? ODA to women
- G. Rapid assessment and recommendations
- H. References, in-situ with hotlinks for performance reporting

Summary of Recommendations:

1. Invest the differential between Australian ODA (.22) and average OECD (.39) in advancing a suite of ongoing programs transparently benefiting women. (17 cents in 100 dollars of GDP)
2. Invest in educating girls and women in the Asia-Pacific region (SISEAP)
3. Re-assign resources to projects that benefit females, families and communities rather than opaque multinational businesses and the corruption fund. (WEP, Transparency)
4. Prioritise investment into climate resilience and especially to microenterprise for women for the Blue Economy outcomes (UNFCCC)
5. Assign resources proactively into preventative projects for mitigating risks of disasters rather than be an emergency fund (UNDRR)
6. Promote preventative diplomacy and training programs for women to diffuse potential conflict (UNHRC)
7. Promote women in peacekeeping and capacity building around conflict and disaster (UNSC)
8. Invest in long-term peace through local school re-establishment and ongoing support
9. Multiply opportunities for placements, scholarships, bursaries, and work experiences by coordinating with International Non-Governmental Organisations with systems in place
10. Prioritise transparent trade agreements to benefit communities through ethical procurement with environmental safety and acceptable labour conditions (WTO, APAC)
11. Assign resources to strengthen skilling opportunities for Pacific Labour Migration program
12. Invest in women's entrepreneurship seed funding as a priority to strengthen local resilience
13. Invest in leapfrog innovation for most vulnerable peoples (satellite digital cultural inclusive)
14. Commit to ethical leadership correcting the barometer up to a trusted partner in the Asia Pacific Region for a Fairer Feminist Future.

Exec summary

SISEAP writes this submission during the 16 days of respect (25th November International day for the elimination of violence against women and girls and 10th December UN Human Rights Day). So, we preface this by advising that **women comprise half the world's population** but globally every 11 minutes a woman dies at the hand an intimate partner. In Australia 39 women died this way in 45 weeks, acknowledging the major advancements over 30 years to address this **waste of potential and enormous cost to society and business**.

Women have the capacity **to double every country's economy** (Gross Domestic Product) and **exponentially** contribute positively to the national wellbeing, in quality-of-life indicators for family, communities, cities and regionally. Consequently, **investment in gender equality** mechanisms under those **nine principles** (APAC: Nov 2022) domestically and internationally allows women to work in government, in community, in academia, or flourishing in the private sector and **entrepreneurship**. The first step is to remove barriers, educate all children, make work and home safe, then strengthen the pathway, recognise ethical advances in procurement, and safeguard from modern slavery and trafficking so that an honourable legacy can be built. ODA and investment in **leapfrog innovation** and **digitisation** for most vulnerable will exponentially save lives and escalate gender equality. A barometer designed for this submission from multiple sources so we could present an informed history and pathway for the future of **Australia's role** in regional security, disaster risk reduction, aid, development, two-way partnerships, socially responsible and environmentally safe procurement, and ethical advancement for women and girls. These **are wholly or partly administered through DFAT**.

We support ongoing healthy relationships in our Pacific region based on transparency and trust, as reiterated by new Foreign Minister Penny Wong. We regret 990 Australian funded schools (as a **long-term pathway to peace**) were closed in Indonesia, and seek to re-establish English education with avenues for higher education, especially for girls. The lessons learned from the **DFAT Blue Book MDG evaluations** need to be revisited and integrated into a new holistic policy approach. This work provides a **multiplier effect to Soroptimist effort**.

We draw your attention to **old and new UN Conventions** on the Peace and Security UNSC 1325 (2000), Human Rights (1948), CEDAW Discrimination against Women and Girls (1979), Right to Education (not ratified in all countries in our region), ILO International Labour Organisation, and to **Sustainable Development Goals (SDG)** most pertinent in our region. UN Trade Law seen in Australia's new trade agreements **trace products** from paddock or factory for accountability, safety and labour gender reporting. (WTO 2016)

Focus topics

- SDG 5 Feminist foreign policy, finer detailed gender equality mechanisms
- SDG 16 gender peace and security
- SDG 11 safer regenerative cities and communities (feminist urban design)
- SDG 8 Asia-Pacific labour migration support systems, ethical procurement
- SDG 13 Disaster Sendai Framework feminist review, digital democracy, stats
- SDG suite DFAT funded Asia Pacific women's economic empowerment awards – principles, trends, action for gender equality APAC
- SDG 17 AP transparent trade with community partnerships

A Introduction: Soroptimist International South East Asia Pacific (SISEAP)

Over a century ago Soroptimist International established a women's organisation that proliferated throughout the globe to educate, empower and enable. Our purpose is similar to Sustainable Development Goal SDG5 for gender equality. In 2022, after covid impacts on all humanitarian organisations, 5 federations include **SI South East Asia Pacific (SISEAP)**, SI Europe, SI Great Britain and Ireland, SI Americas, and SI Africa boasts 72,000 members in 121 countries.

<https://www.soroptimistinternational.org/interactive-map/>

In our region, **SISEAP has 131 active clubs with about 2300 members**. In Australia, every state has representation advocating for better lives for women and girls, reporting across all 17 United Nations SDGs. Our specific objectives are:

1. Education (SDG 4 and most other SDGs in some way)
2. Elimination of violence (SDGs 3,5,11,16)
3. Economic empowerment (SDGs 1,2,7,8,9)
4. Food security (SDGs 1,2,3,15)
5. Healthcare (SDGs 2,3,10,11)
6. Environmental sustainability/water and sanitation (SDGs 6,7,11,12,14,15)
7. Conflict resolution/peace promotion (SDGs 16,11)
8. Disaster relief, mitigation and resilience (SDGs 5,13,16)

B SI position statements relevant to this inquiry

The most relevant policy statements for this inquiry are listed with extracts:

B.1 Women Peace and Security

https://www.soroptimistinternational.org/wp-content/uploads/2020/05/Approved_SI-BM-15-May-2020_WWSS-WPS-.pdf

Enhancing women's engagement for sustainable peace requires an integrated approach that simultaneously addresses **conflict prevention, resolution and recovery**, while strengthening national accountability and ensuring **women's protection** from all forms of **human rights violations**, including sexual and gender-based violence. This should include:

- the full implementation of United Nations Security Council Resolution 1325 – Women, Peace and Security and subsequent related resolutions.
- The development of National Action Plans (Resolution 1325) by all Member States.
- the promotion of non-violent forms of conflict resolution and the involvement of women and girls in the development of a culture of peace and non-violence.
- the promotion of human rights for women and girls in situations of armed conflict.
- interventions which support the specific needs of women and girls during and after conflict situations.

Soroptimist International advocates for the equal inclusion of women in all peacemaking activities and the maintenance of sustainable peace. Soroptimist International will:

- support the Sustainable Development Goals and all United Nations initiatives for peace, particularly in initiatives which promote the involvement of women and girls in peacebuilding and maintaining peace.
- continue to draw to the attention of governments and civil society the impact of conflict on women and children and to demonstrate to all the economic and social benefits of a **culture of peace and non-violence**.
- seek to implement in practical ways its commitment to peace, security, and justice for all people with special attention paid to the particular needs of women and girls.

B.2 Women Peacekeepers

https://www.soroptimistinternational.org/wp-content/uploads/2020/05/Approved_SI-BM-15-May-2020_WWSS-Peacekeepers.pdf

“Achieving Gender Parity depends on the continued collective efforts of the United Nations and Member States. In line with the Action for Peacekeeping Declaration of Shared Commitments calling for uniformed women’s participation in peacekeeping, progress can be supported by Member States to ensure that: • Information on deployment opportunities reaches decision-makers and women officers in national services. • More women are recruited and trained in national services to be available to deploy to peace operations, as well as helping national services perform better at home. All nominations and deployments to UN peace operations meet or exceed the uniformed gender parity targets.”

Soroptimist International believes that the inclusion of women as peacekeepers will help to **reduce conflict and confrontation** in local settings as well as providing a greater sense of security to women and children as they **rebuild their lives**. Women peacekeepers are able to promote and protect the human rights of women and children in communities so that a sustainable gender equal **community can be regenerated following any form of conflict**. Soroptimist International will advocate for inclusion of **women in peacekeeping forces** and will lobby Member States to increase the numbers of women recruited to all peacekeeping forces whether **police, military, or civilian**.

B.3 Economic Empowerment

<https://www.soroptimistinternational.org/wp-content/uploads/2018/02/SI-WWS-Womens-economic-empowerment.pdf>

Soroptimist International urges governments to: • ratify and implement the International Labour Organization’s four key gender equality Conventions: the Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111), Workers with Family Responsibilities Convention (No. 156) and Maternity Protection Convention (No. 183); • ensure equal representation in economic decision-making and the formation of financial policies; • enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value; • set national employment policies which promote the harmonisation of work and family responsibilities for women whilst encouraging men to take on more domestic work;

Soroptimist International: • **uses education to end occupational segregation** and increase women’s access to formal economies by offering skills based and vocational training to women and girls of all ages; • empowers women and girls by giving them the tools, resources, and knowledge to actively **participate in financial decision-making** at household, community, national, and international levels; • enables opportunities by raising awareness and understanding of the **positive long term impact of investing in women and girls**.

<https://asiapacific.unwomen.org/en/digital-library/publications/2022/11/trends-and-opportunities-to-advance-gender-equality-in-asia-and-the-pacific-web-introduction>

B.4 Education and training

<https://www.soroptimistinternational.org/wp-content/uploads/2020/08/WWSS-Education-and-Training.pdf>

Education must be safe, inclusive, of a high quality and **accessible to all**. This requires renewed and increased efforts to reach older women and those who have never attended school, those who come from marginalised or rural communities, women and girls with caring responsibilities and those who are leaving prisons, state care and other institutions (**second chance education**). Those who are **furthest behind** must be reached as a priority. • The educational needs of migrating, refugee and **displaced** women and girls must be urgently addressed. • Schools and education facilities must be safe places for students. Urgent steps must be taken to ensure that all education and training facilities are **free from violence**, including gender-based violence, and that journeys to and from schools and education facilities are safe. • Legal and social action must be taken to **prevent child and early marriage** which removes girls from schools and is proved to have negative health, economic and social outcomes. • All education costs, be they direct or hidden costs, must be reduced or removed to ensure accessibility as **financial barriers to education** remain one of the biggest obstacles to women's and girls' education. Additional Action • Increased awareness specifically about the importance of education for women and girls (SDG 4) is required. • Scholarship and bursary provision should be improved. • Stronger encouragement to women and girls to reduce the **digital gender divide** should be undertaken and further STEM education. Women and girls should have **equal access** to electricity, the Internet, mobile phones and computers.

B.5 Women and girls as refugees and migrants

<https://www.soroptimistinternational.org/wp-content/uploads/2019/07/WWSS-Refugees-and-Migrants-1.pdf>

UN Global Compact for Migration. The Global Compact for Safe, Orderly and Regular Migration (GCM) is the first comprehensive, inter-governmentally negotiated global document on migration. It was approved in Morocco by Heads of State, and formally endorsed by the United Nations General Assembly in New York, on December 19, 2018. www.iom.int/global-compact-migration

Member States should sign, ratify and implement the Global Compact for Safe, Orderly and Regular Migration as well as all other international agreements that protect the rights of migrants. • Member States should protect the **human rights and dignity of all migrants**, regardless of status, including vulnerable migrant populations, particularly women and children. **Access to justice** for migrants is essential. • National policies should recognize the root causes of migration by women and girls and eliminate the policies, practices and social norms that **drive female migrants to leave their home** countries. • Member States must strongly **condemn** racism, sexism and xenophobia directed at migrants.

B.6 Human Trafficking (Modern Slavery)

These are the principles that Soroptimist International strongly supports and will advocate for on behalf of victims and survivors of human trafficking: SI recognises that trafficking in persons is a **heinous violation** of fundamental human rights and must be strongly combatted. The consequences of human trafficking have a spill-over effect that touches every element of a society. SI will work to educate and empower women and girls to overcome the conditions of poverty -- which put them at risk of human trafficking and other forms of exploitation. SI will work with all relevant actors,

including UN bodies and agencies, UN Member States, NGOs, civil society and the private sector, to make States more accountable for **identifying human trafficking, protecting victims and prosecuting perpetrators**. SI will work with other NGOs and civil society to advocate for protection of victims, helping them become **survivors by providing needed services**, such as health, education, psychological, economic and social assistance. SI will work to educate the public to understand that human trafficking exists everywhere and to **recognise its signs**. SI will inform the public on supply chains in the global economy and on how to determine if the **products** they use or the clothes they wear have been produced in any part by **forced labour or child labour**, and to advocate against such practices by the private sector. SI will seek to assure that States listen to the **voices of victims** and survivors of human trafficking, in all matters related to their lives after the **trauma of trafficking, including repatriation**.

Australian Modern slavery reporting relies on tracing ethical procurement – with social justice lens and assessment toolkits. Some Australian NGOs immediately voluntarily stopped ordering from dubious and unacceptable suppliers upon product tracing and ‘following the money’ 2020. Soroptimist International UNAAQ joint project report is in appendix.



B.7 Climate change (being updated)

<https://www.soroptimistinternational.org/wp-content/uploads/2018/02/Final-WWS-Statement-Climate-Change.pdf>

These are the principles that Soroptimist International strongly supports and will advocate for on behalf of women and girls: States should fully implement their Paris Agreement of COP21 commitments, to **prevent global temperatures** from rising, and compromising a vast range of human rights. States, the private sector and NGOs should take care to protect the rights of women and girls, and **empower them to be leaders, experts and agents of change**. States, the private sector and NGOs should provide for effective **remedies** to climate-related **violations of human rights**. States, the private sector and NGOs should assess and provide information about the effects of

climate change, to allow climate related decisions to be made with the participation of an informed public. Each State should adopt a legal and institutional framework that assists those within its jurisdiction to **adapt to the unavoidable adverse effects** of climate change. States must protect the **rights of freedom of expression** and association in relation to all climate actions, even when the rights are being exercised in opposition to projects supported by government entities.



Source: World Risk Report. Climate

Figure below: Pink indicates higher vulnerability: World Risk Report 2021 incorporating exposure to hazard, susceptibility to harm, coping capacity and adaptation resilience. South East Asia Pacific rates risky in all four parameters. Australia's lead in disaster risk reduction and climate-sensitive foreign policy is required.

While the world worries about fossil fuels transitions, much can be done about the 93% of carbon being absorbed by the **oceans that are managed by small populations** in vulnerable countries. Strategic investments it cures in our own front-yard. The effectiveness of propagating mangrove and sea grass forests, coral reef is highly recognised. The value of ecotourism, better fisheries, safer food chains, security of basic rights (food, potable water, shelter, Monsoon resilience) can be significant and empowering for local populations.

The **Blue Economy** is heralded as the **most effective way to invest in carbon sinks** and self-sufficiency for island and coastal communities with in the Asia Pacific Region. Women were already operating in **micro, small and medium enterprise in the blue economy** before Covid. However, after UNFCCC Cop27 there is a greater need for immediate tactical interventions for highest returns and rapid environment impacts.

Blue Charter <https://thecommonwealth.org/bluecharter/sustainable-blue-economy>

Island Innovation Blue Economy https://www.youtube.com/watch?v=PPS_mCESof8

B.7 Disaster funding – emergency funds? UNDRR

Following the recent UNDRR - Asia Pacific Ministers Council of **Disaster Risk Reduction** in Brisbane, there is a need to articulate the **roles of women in prevention**, mitigation, early intervention, warning systems, evacuation plans, mobilisation as mothers and carers, recovery coordination,

sanitation and food security, resettlement management, ongoing wellbeing, and ongoing resilience. **80% of those displaced are female** and first to die are disabled, elders, carers and mothers who care with children. The Sendai Framework is now scrutinised at mid-term review by women's and most vulnerable peoples. Apart from grassroots women leading this, there is need for innovative techniques and **leapfrog digitalisation**. Only the **financially or in-kind supported** communities survive. [APMCDRR 2022 - YouTube](#).

B.8 Other international policy triggers

Old and new UN Conventions on the

- The UN Declaration 1946 (follows the League of Nations – how to engage in Peace)
- Peace and Security UNSC 1325 (2000),
- Human Rights Declaration (UNHRC 1948),
- CEDAW Discrimination against Women and Girls (1979),
- Right to Education (not ratified in all countries in our region),
- ILO International Labour Organisation,
- Rights of the Child (1957),
- Right of Children to Clean Environment (2022),
- Refugees (1951), Right to Protect (2005),
- Right to Shelter, Right to Education (not ratified in all countries in our region),
- UN Trade Law with transparency and in Australia new trade agreements trace products from paddock or factory for accountability, safety and labour gender reporting. (2016)
- Commonwealth Blue Charter 2013
- **Sustainable Development Goals (SDG)** most pertinent in our region.

C. Performance Barometer 2008 – 2022 data

barometer Oz performance in SDG 16, 13, 5, 17

(Green is good, amber is warning, red take action immediately)

peace climate gender partners

sdg 16 sdg 13 sdg 5 sdg 17

Year	Category	sdg 16	sdg 13	sdg 5	sdg 17	Reporting Source
year 2008	Mdg'S	Green	Green	Amber	Green	SELF REPORTING
year 2016		Yellow	Red	Yellow	Red	UN baseline REPORTING (below)
year 2019	transparency Democracy #	Yellow	Red	Green	Amber	Covid impacts colour reporting cross analysed SDG independent t
year 2021	SDG	Brown	Red	Amber	Yellow	

There is significant opportunity for improvement given our ranking from 7th to 37th in the world since 2008. Transparency international reports a fall in democracy criteria from 7th to 18th. Please refer to appendices for substantiating data sources and images.

<https://www.sdgtransformingaustralia.com/> 2021

<https://transparency.org.au/worst-ever-corruption-score/> 2022

C.1 Australian first wellbeing budget snapshots

A new Australian government was voted in and working in July 2022, but in October 2022, the first wellbeing budget has failed to deliver enough on women’s issues. “How roads and bridges win over social infrastructure for women (and men) miss out”

<https://nfaw.org/news/budget-fails-to-support-australian-women-no-structural-reform-in-areas-that-affect-womens-lives/>

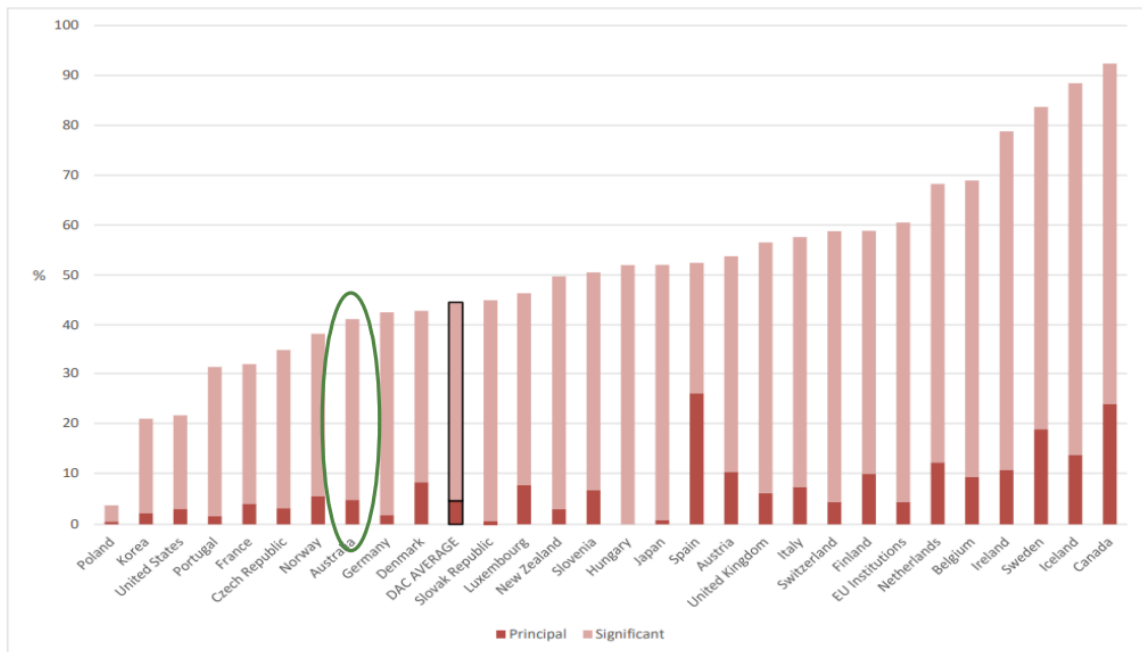
D.1 Overseas Development Assistance (ODA) benchmarking 2021

These documents below are sourced variously but most were captured by the National Foundation for Australian Women’s Budget Gender Lens report of 2021.

International development overview

International development spending has been cut by \$144.4 million from last year to a total of \$4,435.3 billion, just a tenth of the budget allocated to Defence. The budget papers estimate that \$1.3 billion of this funding goes to supporting gender equality across the program, however when considered as a proportion of total ODA this figure places us in 22nd place out of 29 OECD donors. There are some welcome initiatives, particularly the allocation of \$170 million regional funding over five years to *Pacific Women Lead*. With the Generation Equality Forum – an international platform for accelerating action on gender equality – just weeks away, Australia needs to extend this regional commitment to the global level to ensure that we are taking a strong stand against backlash on women’s rights and gender equality.

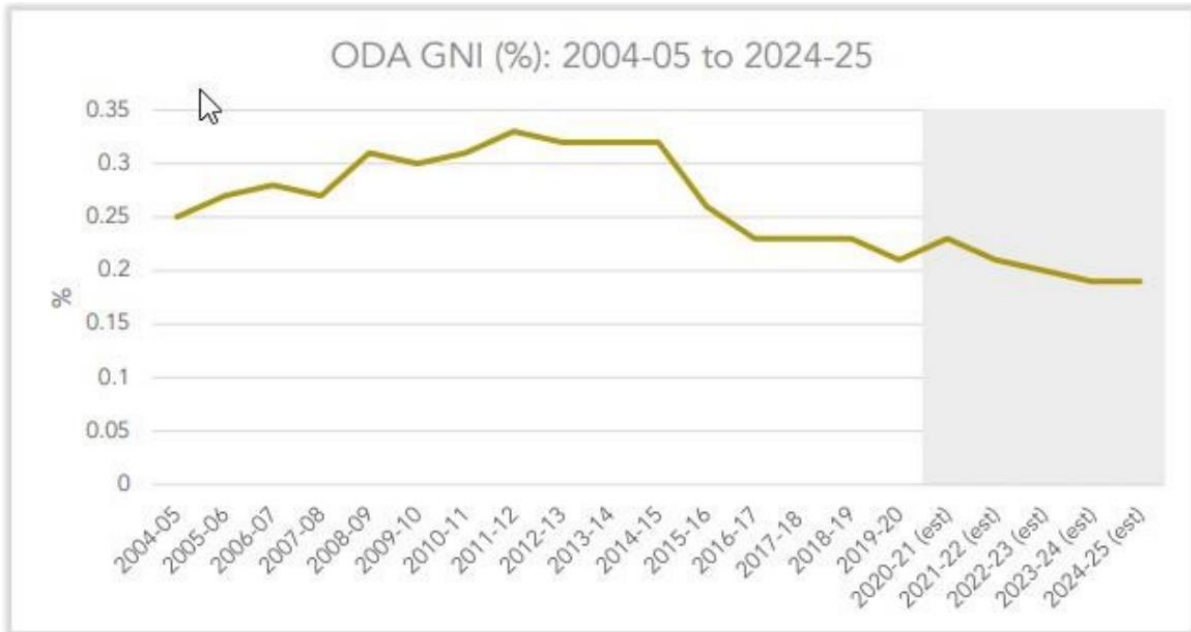
Percentage of ODA focused on gender equality in Bilateral Allocable Aid 2018-2019 average



Source: OECD, 2021, Aid in Support of Gender Equality and Women’s Empowerment, pp 4; annotation added

Australia can learn more about gender positive investment. Hence the need to advance **feminist foreign policy** (FFP) for both emergency aid and the long-term development programs. Julia Gillard introduced FFP in 2008 through Commonwealth countries then G20. However, by July 2022, this list includes Sweden (2014), Canada (2017), France (2019), Mexico (2020), Spain (2021), Luxembourg (2021), Germany (2021) and Chile (2022).

https://www.unwomen.org/sites/default/files/2022-09/Brief-Feminist-foreign-policies-en_0.pdf



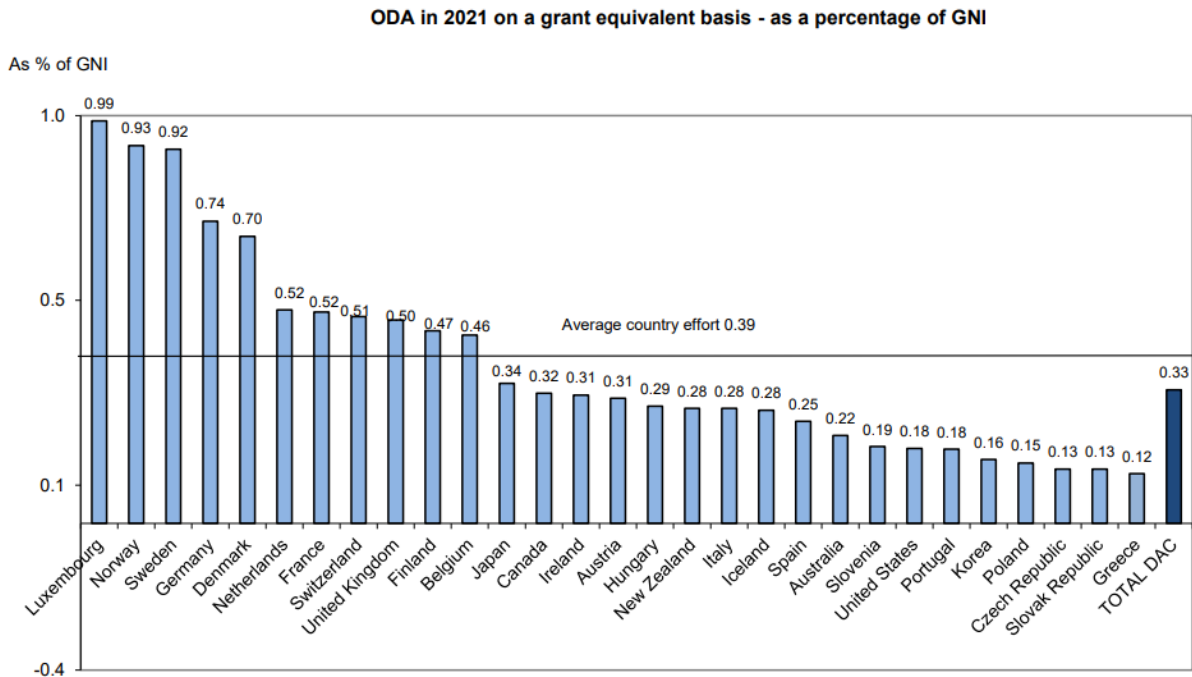
Source: [ACFID](#), 2021, 2021-2022 Federal Budget facts and figures, pp 6

Context and results of Australia's development program

Tier 1	Tier 2	Tier 3
Indo-Pacific development context	Australia's contribution to development	Operational and organisational effectiveness
Stability <ul style="list-style-type: none"> Fragility in the region Political rights and civil liberties Fiscal sustainability Prosperity <ul style="list-style-type: none"> Poverty in the region Export volumes Economic growth in the region Education Remittances Tourism Resilience <ul style="list-style-type: none"> Pandemic spread Health Disaster risk reduction Climate change adaptation Violence against women 	Health security <ul style="list-style-type: none"> Health systems and preparedness Infectious disease outbreak response Medical products Immunisation Sexual and reproductive health Emergency assistance Stability <ul style="list-style-type: none"> Improved governance Social protection measures Violence against women School enrolments Food security Economic recovery <ul style="list-style-type: none"> Economic policy support Economic empowerment Supply chain support Budget support 	<ul style="list-style-type: none"> Planning Effectiveness Responsiveness Gender equality and social inclusion Transparency

<https://www.dfat.gov.au/about-us/publications/Pages/making-performance-count-enhancing-the-accountability-and-effectiveness-of-australian-aid>

There is a need to be efficient with disbursements and impact but there is significant capacity to enhance impact through better allocation of extra funding to highest priority effectiveness. All indications mean that **women are an excellent investment**. Source: OECD



In real terms, **Australia is well below the amount of OECD average** for overseas development and aid budgeting at one fifth of one percent. The percentage to aim for in the short term is about .39 of GDP and in the longer-term we need to **act like the rich country we are**. Luxemburg invests one percent of their GDP. Australia has the richest adults in the world (not richest elders or youth) *Almost 2.2 million Australians are millionaires after soaring asset prices pushed another 390,000 adults onto the top rungs of the global wealth ladder, according to a report by Credit Suisse that says **Australians are the richest people in the world.*** Despite that there are some poor and vulnerable people here too. This is an indicator of widening inequity.

In reflection, Australia only allocates 22 cents per \$100 of GDP to overseas development. The average is .39 so we seek serious attention to allocating the **missing amount of 17 cents in \$100 of GDP directly and transparently to women and girls**. This can then be properly labelled feminist foreign funding.

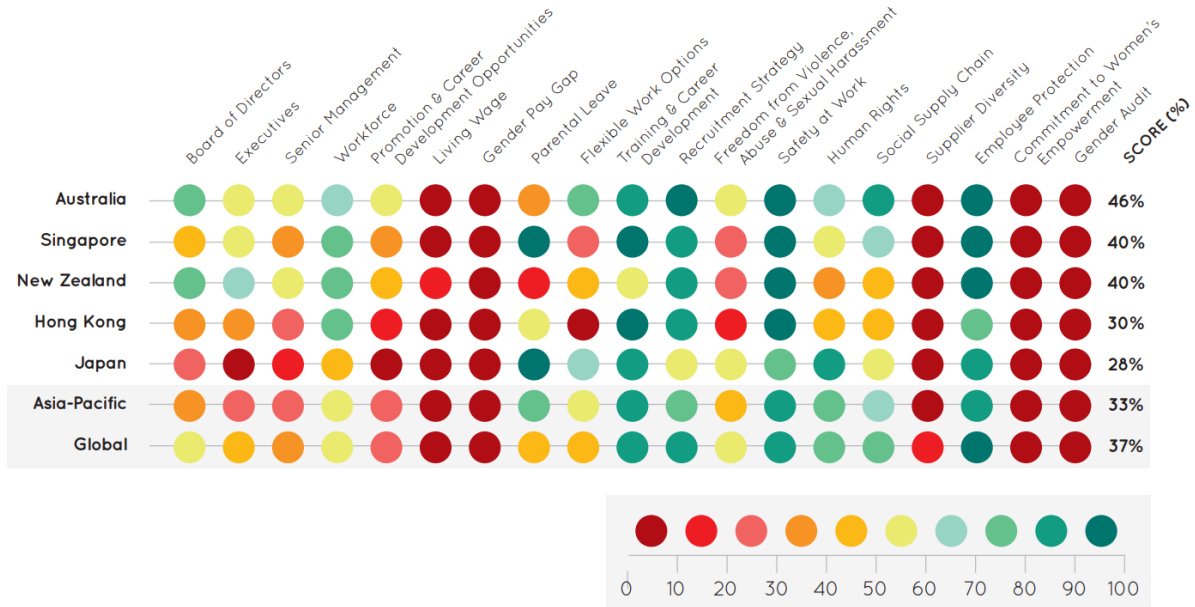
D.2 Benchmarking in Asia Pacific on gender equality policies

MARKET RANKING

The highest scoring markets in Asia-Pacific for gender equality are Australia (46%), followed by Singapore (40%) and New Zealand (40%).

These all score above the Asia-Pacific average of 33% and the global average of 37%. Hong Kong (30%) and Japan (28%) are the lowest scoring markets in the region.

FIGURE 9 / MARKETS HEAT MAP



The benchmarking above relates to the performance of developed countries that have data for analysis. This highlights the extent to which our countries are meeting expectation of the perfect world. This report card is useful for DFAT and for funding decisions for aid and development in our regional more broadly. When we benchmark against OECD and through SDG trackers.org, the fine grain information is not always available. Australia does not collect data for each of targets to lodge with the UN SDG tracker.

<https://weps-gapanalysis.org/>

D.3 WEP – Women’s Empowerment Principles multiply impacts

<https://www.unglobalcompact.org/take-action/action/womens-principles>

All businesses stand to benefit from greater equality for women. Women's Empowerment Principles are exercised in 3,000 other business leaders around the world. Principles to empower women in the workplace, marketplace and community. Subtitled **Equality Means Business**, the Principles emphasize the business case for corporate action to promote gender equality and women's empowerment. Principles:

- Principle 1: Establish high-level corporate leadership for gender equality
- Principle 2: Treat all women and men fairly at work – respect and support human rights and anti-discrimination
- Principle 3: Ensure the health, safety and well-being of all women and men workers
- Principle 4: Promote education, training and professional development for women

Fairer Feminist Futures for Foreign Affairs and Trade

- Principle 5: Implement enterprise development, supply chain and marketing practices that empower women
- Principle 6: Promote equality through community initiatives and advocacy
- Principle 7: Measure and publicly report on progress to achieve gender equality

These principles are the result of collaboration between the UN Global Compact and UN Women, and are adapted from the Calvert Women's Principles®. They are informed by real-life business practices and input gathered from across the globe. These Principles also can inform other stakeholders, including governments, as they engage with business.

F. Governments around the world are encouraged to act

1. Institutionalise gender equality
2. Invest in gender lens
3. Set targets for women's participation then leadership positions
4. Systems to share care-giving
5. Eliminate workplace violence (Respect@work)
6. Ethical Procurement with markets and supply chains with gender-sensitive reporting
7. Report on Gender Equality

Governments can demonstrate leadership but they are also trade partners, investors, donors, loan-brokers, ethical purchasers, supplier of expertise, teachers of skills, and diplomatic peacemakers.

Governments are regulators, standard makers, evaluators, and **champions for a fairer feminist future.**

**This submission seeks such ethical leadership
from DFAT and the External Advisory Panel, so we can
correct the barometer from
diminishing SDG & GE performance and a declining reputation to
a credible and trusted partner on the
Asia Pacific Region and
especially for girls and women.**

Summary of Recommendations:

1. Invest the differential between Australian ODA (.22) and average OECD (.39) in advancing a suite of ongoing programs transparently benefiting women. (17 cents in 100 dollars of GDP)
2. Invest in educating girls and women in the Asia-Pacific region (SISEAP)
3. Re-assign resources to projects that benefit females, families and communities rather than opaque multinational businesses and the corruption fund. (WEP, Transparency)
4. Prioritise investment into climate resilience and especially to microenterprise for women for the Blue Economy outcomes (UNFCCC)
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Figure 20. Call to action for each type of organization

* This figure indicates where the biggest levers can be achieved, though many of the actions are relevant for all organizations.

	COMPANIES	GOVERNMENTS	REGULATORS	STOCK EXCHANGES	FIELD BUILDERS	DONORS
ACTION 1: Move beyond commitment to institutionalize gender equality actions and outcomes in business	●	●	●	●	●	●
ACTION 2: Incentivize action on gender equality by allocating capital with a gender lens	●	●			●	●
ACTION 3: Set public targets for women's participation in leadership positions	●	●	●	●		
ACTION 4: Implement comprehensive approaches for reducing and distributing women employees' disproportionate responsibility for caregiving	●	●			●	●
ACTION 5: Move beyond policies to prioritise holistic programmes that address violence against women in the workplace as a resilience and risk-mitigation priority	●	●			●	●
ACTION 6: Expand from promoting gender equality solely within the workplace to within marketplaces and value chains	●	●	●		●	●
ACTION 7: Design marketing strategies and campaigns — informed by women and designed for women — that redress harmful stereotypes	●				●	
ACTION 8: Establish more industry alliances to address persistent gender equality challenges that need collective action	●				●	●
ACTION 9: Report publicly on progress on gender equality	●	●	●	●		●