

Asia and Pacific Alliance of YMCAs

**Gender Equity Survey 2009**

**GENERAL SUMMARY/REPORT**

## Asia and Pacific Alliance of YMCAs Gender Equity Survey 2009

### General Summary/Analysis

It has been 5 years since we had our last survey on Gender Equity that was focused in leadership. Our latest survey included Gender in Practice to have a closer look on the affirmative actions on gender equity responsiveness and women empowerment in the past 3 years in YMCA structures and programmes. With this, we can identify some indicators of progress, successful local/national responses and improvements compared to the surveys conducted in the past. Furthermore, the survey captured some needs and challenges the YMCAs are facing towards greater actualization of gender responsiveness in a focused, holistic and integrated matter.

Attached in this document are the following:

- A. Comparative Results of Surveys (2001, 2002, 2004/05 and 2009) on Gaps/Barriers, Membership, Leadership and Policy/Structure
- B. Tables of Responses
  1. List of Respondents
  2. Membership/Leadership (Women Volunteer Leaders and Staff)
  3. Policy/Structure
  4. Let's Mind the Gaps in our Own Institution
  5. Gender in Practice

We share with you some key points and general analysis of this year's survey:

1. 18 Respondents – 16 National Movements and 2 local YMCAs of Hong Kong
2. Membership with voting rights is a good start to get more women in the YMCA. 17 YMCAs responded with voting rights.
3. Women members in local YMCAs, local boards and national committees decreased. There's only a slight increase in the national board.
4. Steady progress in leadership (senior) position for women volunteers and staff in both national and local. However, the representation is still small in number.
5. There's still a very small percentage of Certified Professional Secretaries although this represents increase of figure from the past.
6. There were some indicators of changes and improvements on the implementation of policies and formation of task groups/committees.
7. As regards the gaps in our own Movements, the most common gaps: 2 factors ranked *first, Lack of understanding and Not equipped to handle the issue; second, Cultural beliefs/Reasons of Society; third, The name "YMCA"; fourth, Seen as women's issues and fifth, Constitution and By-laws*. These factors were also prevalent in the past.
8. Very few YMCAs shared programmes/activities with gender-related concerns or women's issues.
9. There were some specific plans mentioned in translating Challenge 21
10. Local and National YMCAs have a greater role and important participation towards gender responsiveness within our YMCAs/communities.

Our continuing commitment to gender equity is an issue that concerns everyone, and this needs more partnerships of men and women. We require having more than orientation and awareness building for the membership and community. We need to enhance our works that will stimulate more discussions and responses on various gender issues in our societies and within YMCAs. Monitoring and follow-up are important factors to evaluate progress and change.

**Asia and Pacific Alliance of YMCAs  
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**COMPARATIVE RESULT - A**

**1. Let's Mind the Gaps in our Own Institution**

(Observable gaps that YMCAs face in regard to the issue of gender ~ 1 being the highest or most prevalent and 5, the least)

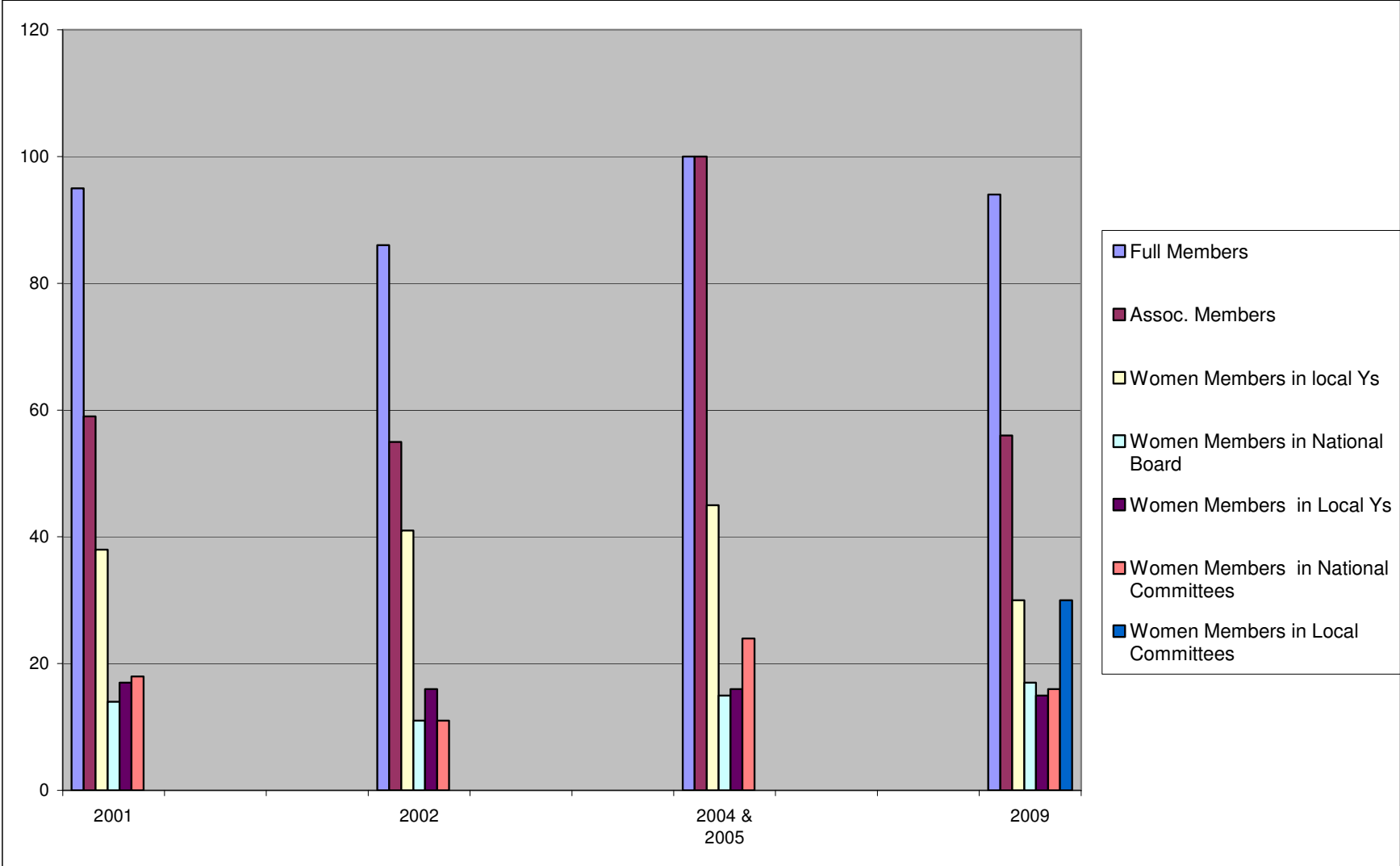
| Survey Year/Period | 1  | 2                                   | 3   | 4                      | 5                      |
|--------------------|--|-------------------------------------|---|------------------------|------------------------|
| 2009               | Lack of Understanding;<br>Not equipped to handle the issue | Cultural beliefs/Reasons of Society | The name "YMCA";  | Seen as Women's issues | Constitution & by laws |
| 2004/05            | Constitution & by laws                                     | Cultural beliefs/Reasons of Society | Seen as Women's issues; Lack of Understanding; The name "YMCA"; | -                      | -                      |
| 2002               | Movement's History & Traditions                            | No interest                         | Lack of Understanding   | -                      | -                      |
| 2001               | Movement's History & Traditions                            | Cultural beliefs/Reasons of Society | Lack of Understanding   | -                      | -                      |

**2. MEMBERSHIP and LEADERSHIP (VOLUNTEERS)**

| Survey Year/Period | Full Members (with voting rights) | Asso Members (w/o voting rights) | Women Members in local Ys | Women Members in National Board | Women Members in Local Boards | Women in Natl Committees | Women in Local Committees |
|--------------------|-----------------------------------|----------------------------------|---------------------------|---------------------------------|-------------------------------|--------------------------|---------------------------|
| 2009               | 94%                               | 58%                              | 30%                       | 17%                             | 15%                           | 16%                      | 30%                       |
| 2004/05            | 100%                              | 100%                             | 45%                       | 15%                             | 16%                           | 24%                      | -                         |
| 2002               | 86%                               | 55%                              | 41%                       | 11%                             | 16%                           | 11%                      | -                         |
| 2001               | 95%                               | 59%                              | 38%                       | 14%                             | 17%                           | 18%                      | -                         |

Graph 1 – Membership and Leadership (Volunteers)

COMPARATIVE RESULT - B



3. LEADERSHIP (SENIOR) POSITION (VOLUNTEERS/STAFF)

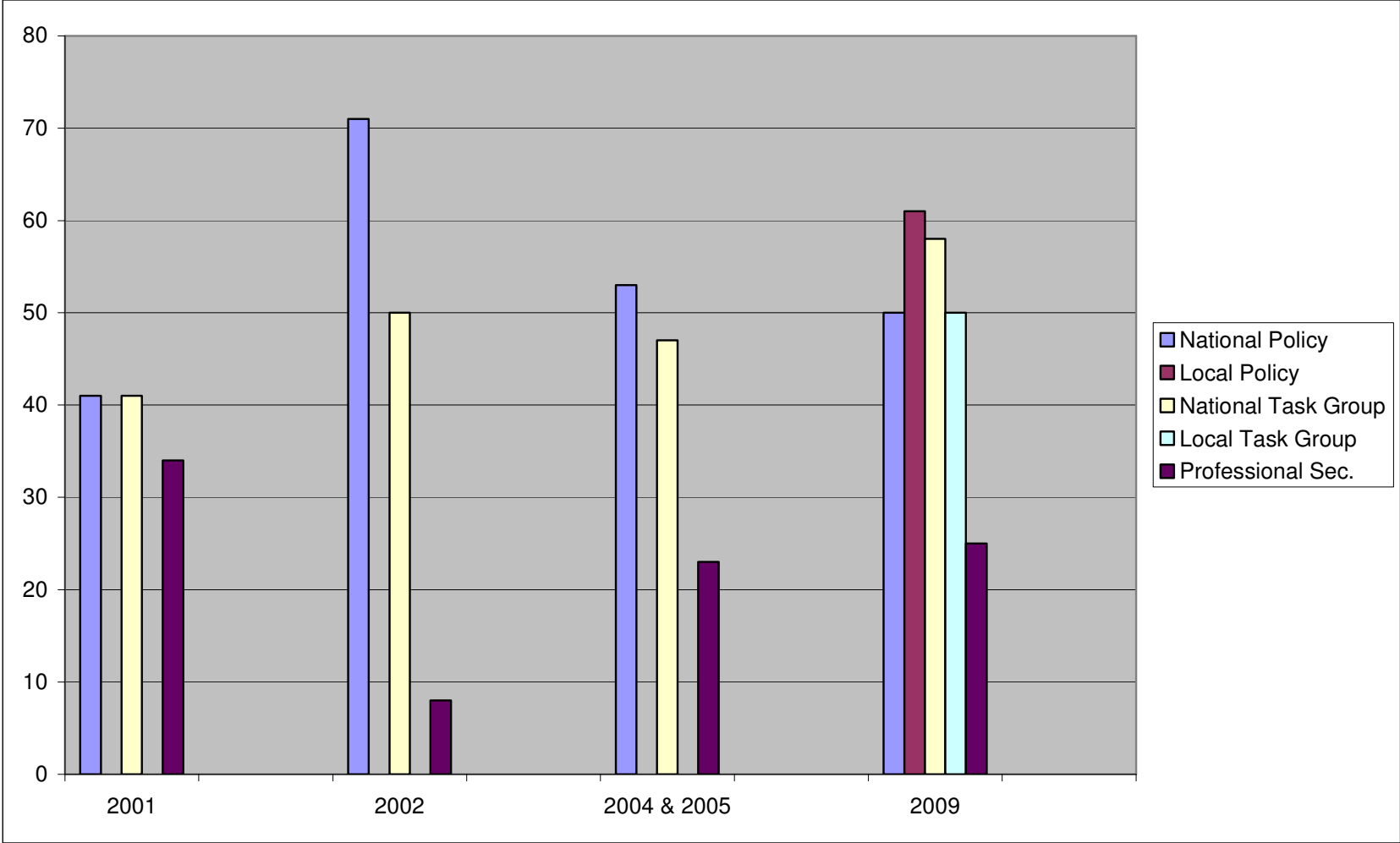
| Survey Year/Period | Volunteers Senior Position | Volunteers Senior Position       | Staff Senior Position | Staff Senior Position | Certified Professional Secretaries |
|--------------------|----------------------------|----------------------------------|-----------------------|-----------------------|------------------------------------|
|                    | National                   | Local                            | National              | Local                 | Percentage                         |
| 2009               | Vice President (4)         | President (8)<br>Board Chair (1) | NGS (3)               | GS (8)                | 25%                                |
| 2004/2005          | Vice President (3)         | President (4)<br>Board Chair (2) | NGS                   | GS/Exec. Dir (6)      | 23%                                |
| 2002               | President (2)              | President (6)                    | Associate GS          | GS (5)                | 8%                                 |
| 2001               | President (2)              | President (3)                    | Executive Director    | GS (4)                | 34%                                |

4. POLICY/STRUCTURE

| Survey Year/Period | Policy on Women's Participation in Decision Making |       | Task Group/Committee on Gender/Women's Issues |       |
|--------------------|--|-------|---|-------|
|                    | National   | Local | National                                      | Local |
| 2009               | 50%  | 61%   | 58%   | 50%   |
| 2004/2005          | 53%  | -     | 47%   | -     |
| 2002               | 71%  | -     | 50%   | -     |
| 2001               | 41%  | -     | 41%   | -     |

Graph 2 – Policy/TG/Prof Sec

COMPARATIVE RESULT - D



**Asia and Pacific Alliance of YMCAs  
Gender Equity Survey 2009**

**Table 1**

**List of Respondents**

| <b>National YMCAs</b>         | <b>Number of local YMCAs</b> | <b>Name of Respondent</b>                 | <b>YMCA Position/Involvement</b>  |
|-------------------------------|------------------------------|---|---|
| <b><i>East Asia</i></b>       |                              |   |   |
| 1. Hong Kong                  | 2                            |   |   |
| a. Chinese YMCA               |                              | Dr. Lawrence Yick                         | General Secretary, Chinese YMCA   |
| b. Hong Kong YMCA             |                              | Mr. Charles Allison                       | Executive Director, HK YMCA   |
| 2. Japan                      | 34                           | Ms. Yuria Yokoyama                        | Executive Secretary, NCY  |
| 3. Korea                      | 63                           | Mr. Song Jin Ho                           | Senior Executive Director, NCY  |
| 4. Taiwan                     | 7                            | Mr. David Lee                             | National Coordinator  |
| 5. Macau                      | 1                            | Ms. Christine Sam                         | Principal Secretary   |
| <b><i>South East Asia</i></b> |                              |   |   |
| 1. Malaysia                   | 6                            | Mr. Liew Mun Khai                         | Honorary National Secretary   |
| 2. Myanmar                    | 13 local/4 Associates        | U Maung Maung Win<br>and Mr. Jonathan Paw | National General Secretary<br>Executive Secretary, NCY  |
| 3. Philippines                | 26                           | Ms. Eloisa D. Borreo                      |   |
| 4. Singapore                  | 2                            | Ms. Phyllis Tan<br>and Mr Albert Ching    | Hon. National General Secretary (current)<br>General Secretary, YMCA of Singapore (rotational Hon. NGS) |
| 5. Thailand                   | 2                            | Ms. Chularat Pongtudisirikul              | Associate National General Secretary  |
| 6. Vietnam                    | 3                            | Mr. Luu Van Loc                           | General Secretary   |
| <b><i>South Asia</i></b>      |                              |   |   |
| 1. Bangladesh                 | 13                           | Mr. Duncan Chowdhury                      | National General Secretary  |
| 2. India                      | 578                          | Dr. Ann Thomas                            | Chairperson, Gender Concerns Committee, NCY   |
| 3. Nepal                      | 11                           | Ms. Menuka Panday                         | Chair, Women Empowerment Committee, NCY   |
| 4. Sri Lanka                  | 38                           | Mr. Chrisantha Hettiarachi                | National General Secretary  |
| <b><i>Pacific</i></b>         |                              |   |   |
| 1. Australia                  | 30                           | Mr. Peter Newling                         | Manager, Policy, NCY  |
| 2. New Zealand                | 16                           | Mr. Ric Odom                              | National Chief Executive Officer  |

**No Response**

**Table 1**

| <b><i>Sub-Regions</i></b> | <b><i>National YMCAs</i></b>          | <b><i>Emerging YMCAs</i></b>   |
|---------------------------|---------------------------------------|--------------------------------|
| 1. East Asia              | China                                 | -                              |
| 2. South East Asia        | Indonesia                             | Cambodia, East Timor, Mongolia |
| 3. South Asia             | Pakistan                              | -                              |
| 4. Pacific                | Fiji, Papua New Guinea, Samoa, Tahiti | -                              |

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**Table 2**

**Membership/Leadership (Women Volunteers & Staff)**

| National YMCA          | Women Membership |           |             | Volunteers/Lay Leaders |        |                               |                              |                            |       |                    | Staff                                 |                                 | Certified Professional Secretaries |                |
|------------------------|------------------|-----------|-------------|------------------------|--------|-------------------------------|------------------------------|----------------------------|-------|--------------------|---------------------------------------|---------------------------------|------------------------------------|----------------|
|                        |                  |           |             | Women Board Members    |        | Senior Position               |                              | National Committee Members |       | % Local Committees | Senior Position                       |                                 | Total Number                       | Total local Ys |
|                        | Full             | Associate | % in locals | National/Total         | Local  | National                      | Local                        | Total                      | Women |                    | National                              | Local                           |                                    |                |
| <b>East Asia</b>       |                  |           |             |                        |        |                               |                              |                            |       |                    |                                       |                                 |                                    |                |
| 1. Hong Kong           |                  |           |             |                        |        |                               |                              |                            |       |                    |                                       |                                 |                                    |                |
| a. Chinese YMCA        | -                | y         | 51%         | -                      | 0      | -                             | Committee Members            | -                          | -     | 17.28%             | -                                     | Executive Secretary             | 145                                | 235 Staffs     |
| b. Hong Kong           | Y                | Y         | 52.3%       | -                      | 14.3 % | -                             | Board Member/Committee Chair | -                          | -     | 31%                | -                                     | General Manger (reports to CEO) | 9                                  | 34 Staffs      |
| 2. Japan               | Y                | VR        | 55%         | 4/22                   | 12%    | Vice President                | President                    | 102                        | 14    | 28%                | Director                              | General Secretary               | 7                                  | 113            |
| 3. Korea               | Y*               | -         | >50%        | 4/60                   | <10%   | Board Member                  | President                    | 150                        | 68    | 40%                | Exe. Director                         | General Secretary               | 33                                 | 63             |
| 4. Taiwan              | Y                | -         | 25.3%       | 2/18                   | 10.28% | Board Member                  | Chairperson of the Board     | 3                          | 0     | 19.09%             | Secretary                             | Branch Director                 | 28                                 | 58             |
| 5. Macau               | Y                | -         | 6.11%       | 1/12                   | 8.3%   | Chair (supervisory committee) |                              | 12                         | 1     | 8.3%               | General Secretary                     |                                 | 32                                 | 99             |
| <b>South East Asia</b> |                  |           |             |                        |        |                               |                              |                            |       |                    |                                       |                                 |                                    |                |
| 1. Malaysia            | Y                | y         | 20%         | 1/13                   | 15%    | Chair of Committee            | Board Member                 | 0                          | 0     | 15%                | -                                     | General Secretary               | 2                                  | 6              |
| 2. Myanmar             | Y                | Y         | 39.5%       | 5/26                   | 4.8%   | Chair of Sub-Committee        | Committee Member             | 59                         | 18    | 5%                 | Secretaries and Assistant Secretaries | General Secretary               | 2                                  | 25             |
| 3. Philippines         | Y                | -         | 40%         | 4/15                   | 5%     | Director/Treasurer            | Director / Vice Pres         | 40                         | 5-8   | 3-5%               | NGS                                   | GS                              | 10                                 | 30             |

**Table 2**

| National YMCA          | Women Membership |           |             | Volunteers/Lay Leaders |                                |  |   |                                      |       |                                  | Staff                        |   | Certified Professional Secretaries |                |
|------------------------|------------------|-----------|-------------|------------------------|--------------------------------|--|---|--------------------------------------|-------|----------------------------------|------------------------------|---|------------------------------------|----------------|
|                        |                  |           |             | Women Board Members    |                                | Senior Position                            |   | National Committee Members           |       | % Local Committees               | Senior Position              |   | Total No.                          | Total local Ys |
|                        | Full             | Associate | % in locals | National/Total         | Local                          | National                                   | Local   | Total                                | Women |                                  | National                     | Local   |                                    |                |
| <b>South East Asia</b> |                  |           |             |                        |                                |  |   |                                      |       |                                  |                              |   |                                    |                |
| 4. Singapore           | Y                | Y         | 50%         | 0/12                   | 15% MYMCA<br>0 -YMCA Singapore | -  | Committee Chairperson/<br>Member,<br>Standing Committee | No Committees under National Council |       | 12% MYMCA <10% YMCA of Singapore | Honorary NGS                 | MYMCA - Executive Director & CEO<br>Singapore – General Manager | No system for certification        |                |
| 5. Thailand            | Y                | Y         | 70%         | 6/12                   | 60%                            | Natl Board Member                          | Board Member  | 12                                   | 6     | 60%                              | Associate Gen Sec            | Associate Gen Sec   | 12                                 | 15             |
| 6. Vietnam             | Y                | Y         | 60%         | 3/7                    | 65%                            | Treasurer                                  | Board Member  | 195                                  | 125   | 64%                              | Chief Accountant/<br>Manager | Director of Kindergarten  | 4                                  | 2              |
| <b>South Asia</b>      |                  |           |             |                        |                                |  |   |                                      |       |                                  |                              |   |                                    |                |
| 1. Bangladesh          | Y                | Y         | 18%         | 0/13                   | 11%                            | No fixed position allocated for women only | President   | 22                                   | 2     | 9%                               | Executive Secretary, Finance | Program Secretary   | 1                                  | 13             |
| 2. India               | Y                | Y         | 20%         | 3/26                   | 15%                            | Vice President                             | President   | 50                                   | 20    | -                                | Secretary                    | Secretary   | 3                                  | 125            |
| 3. Nepal               | Y                | -         | 60%         | 7/13                   | 33%                            | Vice President                             | President   | 32                                   | 11    | 33%                              | Program Secretary            | Principal of YMCA Sch   | 0                                  | 0*             |
| 4. Sri Lanka           | Y                | Y         | 2%          | 1/17                   | 31%                            | Chairperson                                | President   | 80                                   | 15    | 18%                              | Executive                    | GS (CEO)  | 0                                  | 0              |
| <b>Pacific</b>         |                  |           |             |                        |                                |  |   |                                      |       |                                  |                              |   |                                    |                |
| 1. Australia           | Y                | -         | 36%         | 4/10                   | 36%                            | Vice President                             | President   | 26                                   | 11    | 36%                              | Manager / Compliance         | GS / CEO  | 14                                 | 30             |
| 2. New Zealand         | Y                | -         | 50%         | 1/6                    | 25%                            | Treasurer                                  | President   | 6                                    | 1     | 25%                              | Accountant                   | CEO   | 0                                  | 0              |

- Full Members with Voting Rights (VR)
  - Associate Members (AM) without VR (except for Japan as AM have VR)
- \* Korea (except Seoul YMCA)

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**Table 3**

**Policy/Structure**

| National YMCAs         | Committee/Task Group for Gender (Women's Issues) |                      | If yes, please describe briefly  | Policy on Women's Participation in decision-making |                      | If yes, please describe briefly  |
|------------------------|--|----------------------|--|--|----------------------|--|
|                        | National   | Local (No. of total) |  | National   | Local (No. of total) |  |
| <b>East Asia</b>       |  |                      |  |  |                      |  |
| 1. Hong Kong           |  |                      |  |  |                      |  |
| a. Chinese Y           | -  | N                    | -  | -  | Y                    | Cabinet meetings & Committee level   |
| b. Hong Kong Y         | -  | Y                    | Integrated into committee structures   | -  | Y                    | Verbal consensus only – no written policy except “Equal Opportunity Employer” policy |
| 2. Japan               | Y  | Y<br>3-4/34          | Committee (mechanism) for prevention of sexual harassment and Committee for Human Rights | Y  | Y<br>34/34           | Goal to make a third of the participants in decision-making bodies women/youth       |
| 3. Korea               | Y  | Y ~ 4/63             | -  | Y  | Y ~ 14/63            | -  |
| 4. Taiwan              | N  | N                    | -  | N  | N                    | -  |
| 5. Macau               | N  | -                    |  | N  | -                    |  |
| <b>South East Asia</b> |  |                      |  |  |                      |  |
| 1. Malaysia            | Y  | Y ~ 1/6              | -  | Y  | Y ~ 1/6              | -  |
| 2. Myanmar             | Y  | N                    | -  | Y  | Y                    | -  |
| 3. Philippines         | Y  | -                    | By consciously integrating each mechanism / structure (cross cutting)                    | -  | -                    | By consciously involving / integrating; planning of reviewing the structure          |
| 4. Singapore           | N  | N                    | -  | N  | N                    | -  |

Table 3

| National YMCAs         | Committee/Task Group for Gender (Women's Issues) |                      | If yes, please describe briefly  | Policy on Women's Participation in decision-making |                      | If yes, please describe briefly |
|------------------------|--|----------------------|--|--|----------------------|---------------------------------|
|                        | National   | Local (No. of total) |  | National   | Local (No. of total) |                                 |
| <i>South East Asia</i> |  |                      |  |  |                      |                                 |
| 5. Thailand            | N  | Y<br>2/2             | Working with the Northern Women's Group and Organization network, we campaigned for public awareness that has resulted in the government's redraft of certain laws including: <ul style="list-style-type: none"> <li>• Prostitution control act which has resulted in an increase in sentencing for offenders, against providing women in service sectors,</li> <li>• Mandated policy for a 3 months maternity leave,</li> <li>• Improved social welfare for sub-contracting workers, most of whom are women.</li> </ul> | Y  | 2/2                  | -                               |
| 6. Vietnam             | -  | -                    | -  | -  | -                    | -                               |
| <b><i>Pacific</i></b>  |  |                      |  |  |                      |                                 |
| 1. Australia           | N  | 0/30                 | -  | N  | 0/30                 | -                               |
| 2. New Zealand         | N  | N                    | -  | -  | -                    | -                               |

Table 3

| National YMCAs    | Committee/Task Group for Gender (Women's Issues) |                      | If yes, please describe briefly  | Policy on Women's Participation in decision-making |                      | If yes, please describe briefly  |
|-------------------|--|----------------------|--|--|----------------------|--|
|                   | National   | Local (No. of total) |  | National   | Local (No. of total) |  |
| <i>South Asia</i> |  |                      |  |  |                      |  |
| 1. Bangladesh     | Y  | Y<br>3/13            | The National Council has a policy of encouraging women in every sphere of activities of the National Council. As per constitutional provisions of the National Council, 25% Representatives (voting members) of the Local YMCAs at the National Council are women.   | Y  | Y<br>3/13            | About 3 local YMCAs have gender committees to promote gender discriminations in their YMCAs, This resulted in having women board members in those YMCAs. But 80 % of the program beneficiaries of the Local YMCAs are women. |
| 2. India          | Y  |                      | <ul style="list-style-type: none"> <li>• There is a National Standing Committee on Women's Empowerment and Gender Concerns.</li> <li>• There are Women's Forum at the National, Regional and Local levels</li> <li>• We focus on three broad areas namely, Leadership, Membership and Social Action.</li> <li>• National Women's Assembly and Regional Women's Assembly are conducted</li> </ul> | Y  | Y                    | <ul style="list-style-type: none"> <li>• Of the 12 National Board members, one (1) has to be a lady</li> <li>• One third of members of a new YMCA should be Women full members</li> </ul>                                    |
| 3. Nepal          | Y  | 7/11                 | Women Empowerment Committee  | Y  | Y                    | -  |
| 4. Sri Lanka      | Y  | 5/38                 | -  | Y  | 37/38                | No sex barrier. Women have access to come up to any position.  |

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**Table 4**

**Let's Mind the Gaps in our Own Institution**

(Observable gaps that YMCAs face in regard to the issue of gender ~ 1 being the highest or most prevalent and 5, the least)

| YMCAs                  | 1                      | 2                              | 3   | 4  | 5   | Others  |
|------------------------|------------------------|--------------------------------|---|--|---|---|
| <b>East Asia</b>       |                        |                                |   |  |   |   |
| 1. Hong Kong           |                        |                                |   |  |   |   |
| a. Chinese Y           | Constitution & By laws | Existence of YWCA              | Movement's History & Tradition  | Cultural beliefs/<br>Reasons of Society  | The name "YMCA"   |   |
| b. Hong Kong Y         |                        |                                | Movement's History & Tradition/No Interest/<br>Lack of Understanding<br>Not equipped to handle the issue            |  | Seen as women's issue/Constitution & By laws/Cultural beliefs/Reasons of Society/Existence of YWCA/The name "YMCA"/Lack of access to info | We have quality women on staff & on committees & Boards, so not much of an issue, but we can & should always review |
| 2. Japan               | Seen as women's issue  | Movement's History & Tradition | Cultural beliefs/<br>Reasons of Society   | Not equipped to handle the issue   | The name "YMCA"   |   |
| 3. Korea               | Lack of Understanding  | Constitution & By laws         | Not equipped to handle the issue  | The name "YMCA"  | No Interest   |   |
| 4. Taiwan              | Existence of YWCA      |                                | Movement's History & Tradition/No Interest  | Seen as women's issue/Cultural beliefs/<br>Reasons of Society                    | Constitution & By laws<br>Lack of understanding/<br>The name YMCA/Not equipped to handle the issue/Lack of access to info                 |   |
| 5. Macau               | No Interest            | The name "YMCA"                |   |  |   |   |
| <b>South East Asia</b> |                        |                                |   |  |   |   |
| 1. Malaysia            | Lack of Access to Info | Lack of Understanding          | No Interest   | Seen as a women's issue  | Not equipped to handle the issue  |   |
| 2. Myanmar             |                        |                                | Movement's History & Tradition/ No interest/<br>Cultural beliefs/<br>Reasons of Society/<br>Lack of access to info/ | Lack of understanding/<br>Existence of YWCA/<br>Not equipped to handle the issue | Seen as women's issue/<br>Constitution & By laws/<br>The name YMCA  |   |

## Let's Mind the Gaps in our Own Institution

Table 4

| YMCAs                  | 1  | 2                                       | 3                                | 4   | 5                                       | Others  |
|------------------------|--|---|----------------------------------|---|---|---|
| <b>South East Asia</b> |  |   |                                  |   |   |   |
| 3. Philippines         | Movement's History & Tradition               | Cultural beliefs/<br>Reasons of Society | Constitution & By laws           | The name YMCA   | Lack of understanding                   |   |
| 4. Singapore           | Seen as women's issue                        | Existence of YWCA                       | The name YMCA                    | No interest   | Lack of understanding                   |   |
| 5. Thailand            | Seen as women's issue                        | Lack of understanding                   | Constitution & By laws           | Lack of access to info  | Cultural beliefs/<br>Reasons of Society |   |
| 6. Vietnam             | Cultural beliefs/<br>Reasons of Society      | Lack of understanding                   | Not equipped to handle the issue | Seen as women's issue   | Lack of access to info                  |   |
| <b>South Asia</b>      |  |   |                                  |   |   |   |
| 1. Bangladesh          | No interest/Not equipped to handle the issue | Seen as women's issue/The name "YMCA"   | Movement's History & Tradition   | Cultural beliefs/<br>Reasons of Society/<br>Existence of YWCA/<br>Lack of understanding<br>Lack of access to info |   |   |
| 2. India               | Movement's History & Tradition               | Constitution & By laws                  | Seen as women's issue            | Existence of YWCA   | Lack of access to info                  |   |
| 3. Nepal               | The name "YMCA"                              | Existence of the YWCA                   | Lack of Understanding            | Cultural beliefs/<br>Reasons of our society   | No interest                             |   |
| 4. Sri Lanka           | Cultural beliefs/<br>Reasons of Society      |   |                                  |   |   | More concerned on education & security  |
| <b>Pacific</b>         |  |   |                                  |   |   |   |
| 1. Australia           | -  | -                                       | -                                | -   | -                                       | Not applicable  |
| 2. New Zealand         | -  | -                                       | -                                | -   | -                                       | No perceivable gaps or barriers to full participation as staff, volunteer or board member |

Gender in Practice

|   |  |   |  |
|---|--|---|--|
| <p><b>National YMCAs</b></p>  | <p>Affirmative action/s on gender equity responsiveness (and women's empowerment) in the past 3 years in your structure and programmes</p>                         | <p>Changes or improvements in the status of women in YMCAs and in their respective communities</p>  | <p><i>Challenge 21</i><br/>                 ~ Empowering all, especially young people and women to take increased responsibilities and assume leadership in all levels and working towards an equitable society.<br/>                 ~ Advocating for and promoting the rights of women and upholding the rights of children.<br/> <hr/>                 YMCA plans to translate the statements of Challenge 21 for the next 2-3 years?</p> |
| <p><b>East Asia</b></p>   |  |   |  |
| <p>1. Hong Kong</p>   |  |   |  |
| <p>a. Chinese Y</p>   | <p>Amendment to our constitution &amp; by-laws allowing women participation in policy level (as Board Members)</p>   | <p>Yes, there have been more volunteers to be involved in committees</p>  | <ul style="list-style-type: none"> <li>• Amendment to our constitution</li> <li>• Youth Directors to be appointed</li> <li>• Children Council formed</li> </ul>  |
| <p>b. Hong Kong Y</p>   | <p>Service for women ethnic minorities<br/>Employment service for middle-aged and less educated women</p>  | <p>Women are taking key position of leadership and making a positive contribution</p>   | <p>We would like to achieve a good balance of male &amp; female in our staff team, management training programme and voting membership and policy groups – boards &amp; committees</p>   |
| <p>2. Japan</p>   |  |   |  |
| <p>Set up of National Gender Committee</p> <p>Conducted the following:</p> <ul style="list-style-type: none"> <li>• Research on women's working style at the YMCA (statistics, interview, and questionnaire)</li> <li>• Training for prevention of sexual harassment</li> <li>• Train Assertive training for youth ing for female staffs</li> <li>• Participated at the Gender Forum (17<sup>th</sup> APAY General Assembly)</li> </ul> | <p>Increased number of people who became aware of: sexual harassment, work life balance, partnership roles of men and women, and unfair opportunity for women.</p> | <p>To set up National Committees on Youth and on Gender and Mission this fall 2009. These committees will consider Challenge 21 in the context of Japanese community.</p> |  |

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| <b>National YMCAs</b>  | Affirmative action/s on gender equity responsiveness (and women's empowerment) in the past 3 years in your structure and programmes   | Changes or improvements in the status of women in YMCAs and in their respective communities  | <p style="text-align: center;"><i>Challenge 21</i></p> <p style="text-align: center;">~ Empowering all, especially young people and women to take increased responsibilities and assume leadership in all levels and working towards an equitable society.</p> <p style="text-align: center;">~ <i>Advocating for and promoting the rights of women and upholding the rights of children.</i></p> <hr/> <p style="text-align: center;"><i>YMCA plans to translate the statements of Challenge 21 for the next 2-3 years?</i></p> |
| 3. Korea               | <ul style="list-style-type: none"> <li>• Organised a Special Committee on Gender Equity in National Council</li> <li>• National Campaign for Constitutional Review on Gender Concerns</li> <li>• Organised Task Force on Gender Issues in AOS – Association of Secretaries</li> </ul> | In the last 5 years, we had 3 female GS and female Presidents in 4 local YMCAs   | To resolve Seoul YMCA Membership Policy on Gender Biased   |
| 4. Taiwan              | -   | -  | -  |
| 5. Macau               |   | General Secretary is a member of Macau (SAR) Government's Women's Commission (since 2007)  | To develop "Children Member's Council  |
| <b>South East Asia</b> |   |  |  |
| 1. Malaysia            | We have been trying to get women involved in our programs and activities. We have just set-up the Gender Committee at the National level  | Definitely. Women volunteers are getting more involved... some has been suggested for Board membership... some are leaders but does not want to hold chairpersons positions. More women are seen in social organizations especially NGOs and trade/business councils | With the setting up of the Gender Committee there are plans to get more women be aware of their roles in the YMCA and also the parts they can contribute. Looking at the "later" age that men come forward for leadership positions, perhaps women (especially home-makers) can help fill this gap. There should some education process to let the women understand their position in the modern-day YMCA where they have an equal part as their male counterparts   |
| 2. Myanmar             | Workshop on Gender Equity and Empowerment of Women which was implemented recently by Human Resource Development for 3 days in the NCY building. Implemented some programmes such as Seminar, Workshop and Training on Awareness on Gender Issues.                                     | Yes, there are quite a lot of changes within the YMCAs and the Communities after some programme on Gender Issues.  |  |

| National YMCAs           | Affirmative action/s on gender equity responsiveness (and women's empowerment) in the past 3 years in your structure and programmes  | Changes or improvements in the status of women in YMCAs and in their respective communities  | <p style="text-align: center;"><i>Challenge 21</i></p> <p style="text-align: center;">~ Empowering all, especially young people and women to take increased responsibilities and assume leadership in all levels and working towards an equitable society.</p> <p style="text-align: center;">~ Advocating for and promoting the rights of women and upholding the rights of children.</p> <hr/> <p style="text-align: center;"><i>YMCA plans to translate the statements of Challenge 21 for the next 2-3 years?</i></p> |
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| 3. Philippines           | <ul style="list-style-type: none"> <li>• Nominated / appointed women as leaders in YMCA local / national</li> <li>• Deep involvement on women empowerment process / responses</li> <li>• On-going support on amending by-laws / other structure</li> </ul>   | Yes. Women are recognized as the leaders in our society but still need to do more.   | Continue our initiatives/responses on youth leadership and women empowerment and development as a priority focus.   |
| 4. Singapore             | Women and men generally have equal employment opportunities in Singapore   | None of Significance   | N/A   |
| 5. Thailand (Chiang Mai) | Chiangmai YMCA is always promoting the rights of women. Women's role is accepted in our structures (lay and staff leadership) We have no problem for our administration in this way. We are open to free opinions and accept each other's decisions. Our programs are provided for those in need regardless of gender. | We have a strong history in gender equality. Women have always been a strong presence in the YMCA community. They make up a large percentage of employees, members, board members and leaders and that lasted for 39 years. Generally, leaders are male in Thailand culture and YMCA is leading for female leadership. | Our YMCA plans to educate, provide access to information and give better understanding about gender equity issues to the public. We will do this by organizing workshops to include issues on gender.   |
| 6. Vietnam               | We empowered women by organizing different workshops on female issues, like the roles and responsibilities of women in the movement, the church, the society and family. We gave them credit fund to improve their situation and their family income   | Yes, the number of women members increases day by day. The important positions are slowly entrusted to female staff and volunteers.  | Continue and develop the existing activities/programs for women, encourage them to hold and actively participate in activities/programs at the Y, in their families and especially in communities   |

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| <b>South Asia</b>     |  |   |  |
| 1. Bangladesh         | Since the YMCA movement was in deep leadership crisis no remarkable policy changes or such programs have taken place in the last 3 years.  | The status of women is gradually changing in the YMCAs. It was quite impossible to think about women members in the YMCA about 2 decades ago, but now we have substantial number of women members, We have seen couple of women Presidents & Vice Presidents of the Local YMCAs. We have also seen women General Secretaries in the Local YMCAs. Women staff in senior position in the National Council too. But still we have to go a long way for full pledged involvement of women in the YMCAs. |  |
| 2. India              | <ul style="list-style-type: none"> <li>• Formation of National Standing Committee for Women's Empowerment and Gender Concerns</li> <li>• Formation of National, Regional, Sub-regional and Local Women's Forum</li> <li>• Gender mainstreaming by incorporating women also into the YMCA programmes</li> <li>• Annual National, Regional and Sub-regional women's Assemblies</li> <li>• Many YMCAs have already amended their Constitution to provide full membership to Women, though there are major YMCAs that have not yet opened their doors to women.</li> </ul> | Yes, we can perceive changes in the attitude of the community towards women and their issues. Many YMCAs are open to the idea of encouraging women to develop their leadership potential and are giving membership to them. Women themselves are willing to come out of their homes and contribute their share. Overall there is awareness generation and working together as co-partners. However, what we have achieved is only a tiny drop and a lot more need to be done                        | <ul style="list-style-type: none"> <li>• To move forward in the same momentum so as to increase women's membership, especially to get full membership for women.</li> <li>• To have one continuous minimum project focussing on women's issues and making people understand that women's issues are human rights issues.</li> <li>• Continue the present outreach programmes for women and children</li> <li>• Organize orientation, leadership and capacity building programmes for the Committee members, Regional Women's Forum Chairpersons and Conveners and hold echo meetings of the training programme for the Sub-regional and Local Women's Fora Chairpersons and Conveners</li> </ul> |

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|                | <ul style="list-style-type: none"> <li>Many YMCAs are doing outreach programmes on women's empowerment and gender concerns</li> </ul>  |  |   |
| 3. Nepal       | -  | Priority is given for the women issues specially in the area of job, projects and leadership                               | Women will be encouraged in the leadership and empowerment in YMCA  |
| 4. Sri Lanka   | We have established Women Groups at 16 YMCAs. They took collective action of their business supported by the YMCA and reported their issues/views to the Boards.   | Yes, 8 YMCAs (Women groups) are engaged in empowerment activities through Micro Credit.                                    | We plan to assist and coordinate the work of the existing 16 Women Groups. Further establish 5 more Groups.   |
| <b>Pacific</b> |  |  |   |
| 1. Australia   | In Australia national and local governments have legislated to ensure equal employment opportunity and anti-discrimination in the workplace. The YMCA is required by these laws to create a workplace free from discrimination. Affirmative Action legislation requires a systematic approach to the identification and elimination of barriers encountered by women in an organization. YMCA policies are compliant with these pieces of legislation and are a requirement of every YMCA association. | This has not been a major issue in the Australian community.   | <p>In terms of participation in our programs, we ensure that our programs are open to everyone – regardless of race, colour, national or ethnic origin; gender, pregnancy or marital status; age; disability; religion; sexual preference; membership of a trade union activity; or any other characteristic specified under Australian anti-discrimination or human rights legislation.</p> <p>In terms of governance and leadership, we ensure we recruit the right person for the role, regardless of gender.</p> <p>At the 2008 Annual General Meeting of the National Council, our Associations agreed a “Commitment to Social Inclusion”. The key components of the Commitment are:</p> <p>Our commitment to social inclusion will be achieved by our Member Associations through:</p> <ul style="list-style-type: none"> <li>Striving to remove any barriers to full participation in community life – These barriers may be social, economic, attitudinal, cultural, geographic or political</li> <li>Supporting and fostering active citizenship – In particular we are committed to fostering a spirit of volunteering and local governance</li> <li>Enhancing people's rights, access and opportunities – The principles of Access and Inclusion are an important element of Social Inclusion.</li> <li>Advocating for the rights of all people in our communities – The YMCA is uniquely placed to use its relationships to influence decision makers on behalf of those less able to express their views and needs.</li> </ul> <p>(Full copy of the Commitment Statement available upon request)</p> |
| 2. New Zealand | None especially. Approx. 50% of YMCA members / users are female. Approx. 70% of YMCA staff is female. Approx. 25% of Board Members are female  | In New Zealand, while some lingering discrepancies may still exist, by and large we have moved to total equal opportunity. | We are already in a position where females are represented equally (or in some cases slightly higher than males). There is room for improvement and we would like to see more women or YMCA Boards but this is not the result of prejudice against or barriers for women.   |