



GENDER and TRADE

Supporting Resources Collection

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Acronyms

ACP	African, Caribbean and Pacific Group of States
AfDB	African Development Bank
APEC	Asia-Pacific Economic Cooperation
APRODEV	Association of World Council of Churches related Development Organisations in Europe
AWID	Association for Women's Rights in Development
BPFA	Beijing Platform for Action
CAFRA	Caribbean Association for Feminist Research and Action
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CIDA	Canadian International Development Agency
CRTD-A	Collective for Research and Training on Development Action (CRTD-A)
DAWN	Development Alternatives with Women for a New Era
ECA	United Nations Economic and Social Commission for Western Asia (ESCWA) Centre for Women
EPA	Economic Partnership Agreement
EPZ	Export Processing Zone
EU	European Union
FAO	Food and Agriculture Organization of the United Nations
FIDH	International Federation for Human Rights
FTAA	Free Trade Area of the Americas
GATS	General Agreement on Trade in Services
HBF	Heinrich Boell Foundation
ICT	Information and communication technology
IFC	International Finance Corporation
IFP/SEED	InFocus Programme on Boosting Employment through Small Enterprise Development
IGTN	International Gender and Trade Network
ILO	International Labour Organization
IMF	International Monetary Fund
IPR	Intellectual Property Rights
ITC	International Trade Centre
MACMAG GLIP	Machreq/Maghreb Gender Linking & Information Project
MEC	Maria Elena Cuadra (Nicaragua)
MEG	Gender Equity Model (Mexico)
MSME	Micro, small or medium-sized enterprise
MTS	Multilateral Trading System
NHWN	Northern Homebased Workers Network (Thailand)
OECD	Organisation for Economic Co-operation and Development
PACFAW	Pacific Foundation for the Advancement of Women
PCOC	Pure Coconut Oil Company
PICTA	Pacific Island Countries Trade Agreement
REMTE	Latin American Network of Women Transforming the Economy
SME	Small and medium enterprise
S&DT	Special and differential treatment
TIR	Trade impact review
TRCB	Trade-related capacity building
TRIPS	Trade-Related Aspects of Intellectual Property Rights
UN	United Nations
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women
WEDGE	Women's Entrepreneurship Development and Gender Equality
WHO	World Health Organization
WIBDI	Women in Business Development Incorporated (Samoa)
WIDE	Women in Development Europe
WTO	World Trade Organization

1. Introduction

Over the past decade, there has been an increasing awareness of the links between trade, development and gender equality. Trade liberalisation is widely being promoted by many mainstream policy-makers as crucial for poor countries to 'trade' their way out of poverty. There is no doubt that trade has indeed brought benefits for women in poor countries, particularly where it has generated a rise in employment opportunities. However, research into the impact of trade policy on gender relations and equality also paints a disturbing picture in many contexts. Such research shows that trade has different impacts on women and men and may affect women negatively as workers, consumers, producers and as carers within the domestic sphere.

Development policies and interventions at the macro, meso and micro levels are beginning to address the gendered inequalities that affect access to the potential benefits of international trade. Efforts have been made to conduct gendered impact assessments, and to support the integration of results into mainstream policy development and negotiations. Work has also been done around labour rights, taking into consideration the particular concerns of women workers. Promoting and supporting women's entrepreneurship – particularly in small and medium enterprises (SMEs) – has tied in with programmes providing essential training for poor women to access wider markets.

This collection features a range of materials that explore the links between trade, gender and development, as well as what can be done to promote gender-equitable trade relations and agreements. The collection begins with a selection of overview texts providing background to the key issues before going on to look more closely at making the links between gender and trade policy and practice. Practical materials are chosen over more academic texts and case study sections provide insights into successful policies and interventions. A number of tools and guidelines then provide ways in which different stakeholders can take forward work on gender and trade. The collection concludes with a range of web resources and contact details for the organisations featured in this *Cutting Edge Pack*.

How to use this collection

The collection is made up of summaries of texts that provide overviews, case studies, tools and guidelines and other materials. The summaries outline the key points in each resource to enable you to get to the information you need quickly without having to read through an entire report or paper. Details of how to obtain copies or download the full texts are provided with each summary. For more information about the various organisations that have produced the materials, or other organisations mentioned in the pack, turn to the final section for a list of full contact details.

Most of the resources in this pack are available to download free from the internet. The access date for all documents is November 2005. If you are unable to download the texts, go to the contact details section for information on how to order hard copies from the organisation or author.

This Supporting Resources Collection forms part of the *Cutting Edge Pack* on gender and trade. The pack also includes the gender and trade *In Brief* bulletin and an overview report, which looks at the main issues in some depth. Download copies from <http://www.bridge.ids.ac.uk> or contact BRIDGE (bridge@ids.ac.uk) for more information.

New resources

New resources on gender and trade are continually being produced. The *Siyanda* website, hosted by BRIDGE, features all the resources in this collection as well as new materials. We welcome suggestions and submissions of materials on gender and trade to be included on *Siyanda*, in English, French, Spanish, Arabic or Chinese. See <http://www.siyanda.org>.

2. Overviews – Making the links between gender and trade

Çagatay, N., 2001, 'Trade, Gender and Poverty: Listening to the Needs of Women in Trade Negotiations', United Nations Development Programme (UNDP)

http://www.siyanda.org/docs/cagatay_trade.pdf

Assumptions about the benefits of trade tend to be based on gender-blind mainstream trade theories, which ignore the social relations that mediate the implementation of trade policies. This paper first examines the relationship between gender and poverty. It then analyses the impact of trade liberalisation on gender inequalities (focusing on employment, wages and the care economy) and how the exacerbation of gender inequalities can in turn negatively affect the performance of trade policies. The paper goes on to consider the policy implications of a gender-aware approach to international trade analysis and the current world trade regime. It concludes that women and men are affected differently by trade policies; that the impact of gender-based inequalities on trade policies differs on the basis of the type of economy and sector; and that a gender analysis is integral to the formulation of trade policies that enhance rather than hinder gender equality and human development. Finally, the paper calls for more country-specific studies on the gender-differentiated impacts of trade policies, and on the ways in which gender relations and inequalities affect trade performance.

Espino, A. and Amarante, V., 2003, 'Gender impacts of trade policies in Latin America: progress and challenges for research and action' (Los impactos de género de las políticas comerciales: avances y desafíos para la investigación y la acción), Programa Economía y Género, 2002–2004, Fundación BöI, Cuba

http://www.boell-latinoamerica.org/download_es/losimpactosdegenerotext.doc

What has been the impact of civil society on the formulation and implementation of trade agreements in the Americas? This paper offers an overview of gender and trade research, including on employment, gender segregation in the labour market, salary gaps, and the impact of trade on productive and reproductive spheres. It also looks at the work of women's organisations, regional and international networks in analysing and assessing the gendered impacts of trade policies and agreements. The analysis highlights the importance of focusing on the relation between productive and reproductive work and gender discrimination in social, economic and political spheres. It also points to the need for women to participate in decision-making processes and negotiations around trade agreements. The author concludes by identifying areas for further research and guiding questions for a gender-sensitive analysis. There is a need for new feminist theories about gender and trade with more research into how trade affects different groups of women.

This document is in Spanish.

Fontana, M., Joeques, S. and Masika, R., 1998, 'Global Trade Expansion and Liberalisation: Gender Issues and Impacts', BRIDGE Report 42, Brighton: Institute of Development Studies (IDS)

<http://www.bridge.ids.ac.uk/reports/re42c.pdf>

Do women work more or less when countries trade more? Do trade expansion and economic liberalisation affect women and men in different ways? Case studies from Ghana, Uganda, Sri Lanka, Pakistan, Bangladesh and Jamaica are used in this report to illustrate some of the gender dimensions relating to trade. Present evidence suggests that, under certain conditions, export expansion can benefit certain groups of younger, more educated women. However, in general, the rights of women workers to fair terms and conditions of employment need protection. This report argues that gender analysis is important for understanding trading opportunities, and that benefits of trade expansion are different for women and men. Gender discrimination in the labour market, and access to and control over land, needs to be tackled to reduce women's risk of losing out in the context of increasing trade liberalisation.

International Federation for Human Rights (FIDH), 2005, 'Understanding Global Trade and Human Rights: Report and resource guide for national human rights non-governmental organisations (NGOs) in view of the 2005 WTO Ministerial Conference, Hong Kong', based on the FIDH Training Seminar, Trade, WTO and Human Rights, 17-19 May 2005, Geneva

<http://www.un-ngls.org/FIDH.pdf>

What are the links between human rights and trade? How can human rights advocates reconcile the gap between their agenda and trade liberalisation? This report aims to increase understanding of the dynamics of global trade and the World Trade Organization (WTO) among human rights activists and to equip them with practical strategies for making human rights arguments in the trade arena. It outlines the issues and describes the basic framework of the WTO and some specific agreements that most affect human rights. For instance, the Trade-Related Aspects of Intellectual Property Rights (TRIPS) agreement affects the right to health, and the General Agreement on Trade in Services (GATS) affects basic services. This report also advises on WTO institutional procedures that could support human rights advocates in their work, such as monitoring through trade reviews, which may facilitate transparency. Some concrete human rights-based tools/strategies are also considered, such as claiming the right to participation and making full use of the media. The report concludes by suggesting a comprehensive list of resources on the issues, including listserves and newsletters, websites and publications.

Keating, M., 2004, Editorial on Trade, Gender and Development Vol 12 No 2 July 2004, Oxfam

This issue of Oxfam's journal *Gender and Development* looks at two key linkages between gender and trade. Firstly, it explores how international trade relies on an unequal division of labour between women and men, and secondly, how trade agreements have impacts on gender equality within national contexts. The implications for human development of a trading system which prioritises exports over food security and sustainability are that some groups in developing countries – women and the poor – bear the brunt of the costs of trade liberalisation. This editorial outlines the role of the WTO in regulating global trade. It explains how rules governing trade are not in fact neutral, but have an impact on the labour force because of their demand for greater flexibility and a weakening of protection for workers. The negative impacts of the changes in export production on women producers include collapsing markets for small producers, increased living costs and cuts in social spending.

The articles in this issue of the journal include contributions from academics, policy advisers and trade union campaigners. They explore new evidence, tools and strategies in social organising and lobbying. They include articles on:

- Women workers, informal employment, homework and corporate responsibility
- Women entrepreneurs in Botswana
- Trade agreements in the European Union (EU) and the Americas
- TRIPS
- Migration
- The development agenda

To obtain copies, contact Oxfam – Gender and Development journal, Oxfam House, John Smith Drive, Oxford OX4 2JY, UK, Tel: +44 (0)870 333 2700, Email: csweetman@oxfam.co.uk. Or visit <http://www.tandf.co.uk/journals>

Randriamaro, Z., 2006, 'Overview report, gender and trade', Cutting Edge Pack, Brighton: IDS/BRIDGE

<http://www.bridge.ids.ac.uk/reports/CEP-Trade-OR.pdf>

<http://www.bridge.ids.ac.uk/reports/CEP-Mig-Trade.doc>

Trade and trade liberalisation have different impacts on women and men – and can result in fundamental shifts in gender roles, relationships and inequalities. What possibilities are there to influence trade negotiations in the light of these impacts? How can policy-makers and practitioners promote gender equality and support women's access to the benefits of trade? This report, aimed at both non-gender and gender specialists, is an overview of the current thinking, policy and practice on gender and trade. It describes the gendered impact of trade and how this relates to development,

before going on to outline the work that has been done to date by academics, civil society groups, policy-makers and donor agencies. It concludes with ways forward and a comprehensive list of recommendations:

- There is a need for collection of gender-disaggregated data and detailed research into the impact of trade liberalisation on gender relations and women's lives.
- Trade review mechanisms and mainstream impact assessments can be used as entry points for gender analysis.
- Capacity-building is needed to help women participate in determining priorities for trade and employment policies.
- Development agencies and trade ministries need to ensure that market access programmes acknowledge the unequal power between women and men.
- Strategic alliances must be forged between gender equality advocates, trade justice activists and development actors working on policies and programmes.

Sparr, P., 2002, A Gender Primer of Trade and Investment Policies, International Gender and Trade Network (IGTN)

English: http://www.igtn.org/pdfs/80_Primer.pdf

Spanish: http://www.generoycomercio.org/docs/arts/modulos_basicos_analisis_gyc.doc

What are the policy measures put in place by governments to regulate international trade, and how do they relate to gender roles and relationships? This primer firstly makes the case for looking at gender in the context of trade, arguing that trade has different impacts on men and women, and that men and women respond differently to trade policies. It then looks at a number of key policy measures including: tariffs, quotas, subsidies, exchange rates, capital controls/investment limitations, investment incentives, intellectual property and non-tariff barriers. For each concept a definition, outline of purpose and gendered example is given. In Senegal, for instance, the lowering of tariffs on foodstuffs had an adverse effect on a new women's tomato paste microenterprise, which collapsed when cheap imports of tomatoes flooded the market. This primer concludes that social impact assessments with strong gender components are needed before trade and investment agreements are finalised.

Tran-Nguyen A. and Beviglia Zampetti, A., 2004, Trade and Gender: Opportunities and Challenges for Developing Countries, UN Conference on Trade and Development (UNCTAD)

http://www.siyanda.org/docs/UNCTAD_EDM_2004_2.pdf

Trade has both positive and negative effects on gender equality. For example, it may bring new employment and business opportunities. However, existing inequalities such as low skills and gendered divisions of labour mean that any adverse effects of trade liberalisation – including impacts on the labour market and working conditions – are felt more by women. Moreover, multilateral trade rules will also influence the ability of national governments to implement gender equality policies. This

report, produced by the Inter-Agency Task Force on Gender and Trade, looks at policy measures to promote gender equality in international trade relations and ensure a more equitable distribution of the benefits of trade. Concrete approaches are outlined, including: ways of influencing the WTO; human rights legal frameworks; competition policies; gender trade impact assessments; use of information and communication technologies (ICTs); and gender-specific capacity-building. Recommendations include the need to focus on raising women's skill levels to cope with the loss of domestic production and the need to adapt to new markets, as well as the development of better tools to establish the gendered impacts of trade agreements.

Williams, M., 2003, Gender Mainstreaming in the Multilateral Trading System, London: Commonwealth Secretariat

http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/0A004542-1151-47B4-B85D-C65B6FB41085_Tradedoclowres.pdf

This book aims to link gender mainstreaming objectives with trade policy through providing information on the critical issues that need to influence policy. It concentrates on two areas. Firstly, it looks at the content of trade liberalisation and secondly, issues of gender, participation and governance (how decisions are made and by whom). Import liberalisation means decreasing tariffs payable to national governments on goods coming into the country. This can therefore lead to a drop in domestic revenue and consequently cuts in government spending. Such cuts disproportionately affect women, particularly in social sectors such as healthcare. Another consequence is a fall in prices of *domestically* produced goods due to the abundance of cheap imports. In this case, although women may benefit from lower prices of imported products, as small-scale producers they find their markets awash with cheap goods from abroad. Policies of export promotion aimed at counteracting the loss of domestic markets may be detrimental for small-scale food producers as these tend to prioritise cash crops, which are mainly farmed by men. This also threatens food security.

Gender relations and inequalities restrict women's access to markets, training, credit and mobility – and thus their ability to adapt to new conditions stimulated by changes in trade policy. This book outlines a gender sectoral analysis that examines the different benefits, costs and constraints for men and women in agriculture, investment policy, intellectual property rights, services and labour rights. It then goes on to look at issues of gender, participation and governance and asks who is included in the decision-making process around provisions at the national, regional and international levels. It finds there is a lack of integration of gender analysis or consultation with women's civil society organisations over review mechanisms, dispute settlements and technical assistance. The author identifies several key avenues for mainstreaming a gender perspective into trade policy decision-making, including social impact assessments, the WTO's Trade Policy Review Division, the Doha Development Agenda, trade capacity-building programmes, and special and differential treatment (S&DT) frameworks.

Recommendations are divided into maximising positive impacts and minimising negative impacts of trade liberalisation; enhancing participation; and the role of inter-governmental organisations. They include the following points:

- Programmes should be developed that promote women's access to resources (land and credit) and skills training.
- Attention should be paid to provision of services (such as childcare) to enable women to participate in trade activities.
- Surveys must be conducted to determine the nature of the impact of trade policies on women and gender equality – accompanied by the collection of sex-disaggregated data.
- Coherent policy frameworks for gender mainstreaming should be developed, with regional agreements being used as opportunities for sharing experiences of gender equality strategies.
- An independent focal point should be established to monitor the relationship between trade agreements and the work of multilateral agencies such as the Food and Agriculture Organization (FAO) and the World Health Organization (WHO).
- Better consultation is needed at the national level with civil society organisations, including necessary support for women's participation in such consultations.

Williams, M., 2003, 'Free Trade or Fair Trade: An overview of the WTO and the myths surrounding it', a Development Alternatives with Women for a New Era (DAWN) Special Supplement, discussion paper on the World Trade Organization first published November 1999 and revised in preparation for the Fifth Ministerial meeting, Cancún, Mexico, 10–14 September 2003

<http://www.dawn.org.fj/global/globalisation/trade&gender/3wtosupp2003.pdf>

Is free trade always fair on women? What are the main links between gender and trade? This discussion paper explores the links between WTO sectoral agreements and gender, and describes the position shared by DAWN and civil society organisations on the Cancún meeting. One position is that there should be no new round of multilateral trade negotiations before a review has been undertaken of the costs of implementing the WTO agreement on economic development, gender equality and the empowerment of women. The paper describes the main actors and how they have participated in the debate. It challenges some of the myths around the WTO, such as that trade liberalisation brings many benefits at very little cost. Undeniably, trade liberalisation can bring benefits to a country. But it is also true that trade liberalisation may impose heavy burdens on women as workers in Export Processing Zones (EPZs) or in commercial agriculture. By looking at the main issues around trade and trade liberalisation and their links to gender and development, the author highlights some important policy impacts of trade on women's social and economic status. The report also gives some background on the relationship between the WTO and civil society organisations and concludes with a glossary on trade-related terms.

3. Gender and trade policy

3.1 Strategies and approaches

Floro, M. and Hoppe, H., April 2005, Engendering Policy Coherence for Development: Gender issues for the global policy agenda in the year 2005, Germany: Friedrich-Ebert-Stiftung

http://www.igtn.org/pdfs//365_FloroHoppe17.pdf

How can a policy coherence framework contribute to gender-sensitive policy-making? This report is for policy-makers, trade unionists, business people and civil society organisations. It describes a policy coherence framework as one that looks at how policies impact on each other both vertically (different levels of policy) and horizontally (different policy areas such as trade, finance, health, social affairs and development). The framework involves analysis of the links between macro policy and the grass roots and how these affect gender relations and gender inequalities. In particular, it is concerned with international trade and economic systems, United Nations (UN) systems, national policies and changes at the level of the household. Recommendations include: more effective gender mainstreaming in the UN to strengthen its ability to negotiate with the WTO, the International Monetary Fund (IMF) and the World Bank – for example, through the entry points of the UN Financing for Development Process and UNCTAD's Global Partnership for Commodities; and the establishment of gender-aware regional and national trade boards to address the problem of declining commodity prices and promote food security.

International Labour Organization (ILO)/Commonwealth Secretariat, 2003, 'Trade Liberalisation Policy', Globalisation and Gender Briefs Series No. 1 July 2003

<http://www.ilo.org/dyn/empent/docs/F2042326947/No%201%20Trade.pdf>

Trade liberalisation (decreasing restrictions on trade) has taken place through several policy frameworks over the past ten years. In addition to the rules of the WTO, trade liberalisation has also been a key factor of World Bank and IMF programmes. Advocates of such policies argue that trade liberalisation should increase a country's growth and incomes. However, the impacts of liberalisation may vary at different levels of the economy, and may differ between women and men. The picture is often complex and contradictory. For example, trade liberalisation has benefited women by increasing their access to formal sector employment, such as in export processing zones. At the same time, women have paid the price of adjustment in their roles in household management and traditional agriculture, which have been negatively affected. This brief provides a one-page gender and trade checklist to facilitate efforts to create an enabling environment to maximise the benefits of trade liberalisation for women.

International Trade Centre (ITC), 2001, 'Strategies and Approaches for Gender Mainstreaming in International Trade', UNCTAD/WTO

<http://www.intracen.org/UNCTADXI/genstrat.pdf>

As women must still negotiate family and work responsibilities, they tend to engage in more informal sector or home-based work. Women's equal participation in trading activities is further hampered by concerns such as difficulty accessing capital, lack of relevant training and skills or limited contacts with national and international trade networks. There needs to be a recognition that women's participation in international trade must be on terms that allow them the same choices as men, in conditions where they are equally involved in decision-making, with the same opportunities for the growth of their businesses and exports. This paper provides an overview of the International Trade Centre's strategy to improve gender mainstreaming in their core programme areas: the design of trade development strategies; strengthening trade support institutions; improving trade performance in diverse sectors; and promoting enterprise competitiveness. Actions to improve women's participation in trade include: education to improve women's awareness of Multilateral Trading System (MTS) issues; improving awareness of gender issues among international stakeholders; advising national trade support institutions how to mainstream gender into their operations; and supporting new trade opportunities that would benefit women entrepreneurs.

Painter, G., 2004, Gender Mainstreaming in Development and Trade Policy and Practice: Learning from Austria, Belgium and the UK, Brussels: Women in Development Europe (WIDE)

How far have national commitments to gender equality in trade policy been translated into practice within the EU? This research study examines the experiences of Austria, Belgium and the UK. It looks at the conceptual and existing approach to implementing gender equality in the trade and development policies of these countries. The study shows that although there are signs of advancement in their commitment to gender equality and mainstreaming – for example, all three countries recognise the need to locate gender in their organisational structure – further steps need to be taken. Specifically, gender must be put on the trade and development agenda in a coherent form, and trade policies should complement gender equality and development policies. Otherwise each country risks ignoring specific needs of developing countries and underestimating the negative consequences of their trade and development policies on women's livelihoods. Moreover, the goals of women's empowerment, gender equality and transformation of gendered power relations should drive gender mainstreaming – donor countries should reaffirm commitments to women's human rights contained in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action (BPFA).

To purchase a copy of this publication contact WIDE Secretariat: Rue de la Science, 10 1000, Brussels, Belgium, Tel: +32 2 545 9070, Fax: +32 2 512 7342, Email: paule@wide-network.org

Spieldoch, A., 2004, 'Women's Rights and the Multilateral Trading System: The Politics of Gender Mainstreaming at the WTO', Heinrich Boell Foundation (HBF) and IGTN

http://www.igtn.org/pdfs//311_gm_geneva_event_mar04.pdf

How can the differential impacts that trade has on women and men be effectively addressed? What are the most appropriate mechanisms for incorporating gender into trade policy? This conference report points to the lack of mechanisms to hold the WTO to account for women's rights. In addition, governments and other international players are rarely held accountable for existing commitments on women's human rights conventions during trade negotiations. As the WTO did not exist at the time of the Fourth World Conference on Women, the resultant Beijing Platform for Action does not specifically address concerns around the WTO and its impact on women's lives. The IGTN has, however, been using the BPFA as the basis to push for greater transparency and respect for women's human rights in WTO processes. The conference report is divided into individual presentations, panel discussions and an overview of regional advocacy concerns. It highlights issues such as: the lack of capacity to monitor the work of the WTO in Europe; the need for more regional research on the impact of trade on women in the Pacific region; and ongoing advocacy work to block the Free Trade Area of the Americas agreement (FTAA) in Latin America. IGTN's overall position is that traditional gender mainstreaming models are too narrow. Gender analysis needs to be at the core of trade policies rather than existing on the margins, away from the larger political agenda of economic policies.

Vijaya, R., 2003, 'Trade, Skills and Persistence of Gender Gap: A Theoretical Framework for Policy Discussion', Washington, D.C.: IGTN

http://www.igtn.org/pdfs/75_Vijaya.pdf

Why do conventional formulations of the benefits of international trade fall short in their capacity to address persistent gender inequality? This discussion paper argues that despite economic models suggesting greater trade openness eventually leads to improvements in quality of life, these models do not take account of gender bias where the trade-related gains for women are in fact minimal. Incentives to invest in education and training may even decline in those countries specialising in labour-intensive goods as the demand for low-skilled labour grows. With the feminisation of the export labour force in many developing economies, this growth for export-oriented labour tends to have a disproportionate impact on women. To demonstrate this inequity, a measure of the skills gap between women and men is undertaken through a comparison of school enrolment ratios. Although it is acknowledged that this data is imperfect, data on skills training is scarce, and this measure still provides an interesting picture of how the skills gap between women and men is widening. It is recommended that an equity perspective, with increased involvement by governments, be brought into education, with an emphasis on science, technology and industrial policy. Governments must also negotiate more equitable access to technology transfer processes in order that women are not excluded from training and advancement opportunities in the industrial sector.

3.2 The gendered impact of trade agreements

APRODEV and Aid Transparency, 'Analytical Report on Gender Dimension of Economic Partnership Agreements', Dakar, 27-29 October 2003

English: <http://www.aprodev.net/trade/Files/gender/A%20Report%20Dakar%20english.pdf>

French: <http://www.aprodev.net/trade/Files/gender/A%20Rapport%20Dakar%20francais.pdf>

What are the key issues emerging from negotiations on Economic Partnership Agreements (EPAs), which aim to establish free trade between the EU and ACP (African, Caribbean and Pacific) countries? Experience has shown that economic liberalisation often has a negative impact on the position of poor women. This seminar report analyses the likely impact of free trade between the EU and the West Africa region through a case study of Zimbabwe. It demonstrates that the benefits of 'free trade', which are expected to filter down to all economic actors equally, instead operate unequally and unevenly in local, national and international contexts. The report concludes that more gender-based research is needed on the effects of EPAs on different groups in society.

A wide range of policy recommendations are made for both negotiators and civil society groups, including:

- Actions taken by stakeholders must promote a more 'level playing field' to enable everyone, particularly poor women, to benefit from EPAs.
- International institutions engaged in trade-related functions should be more accountable for defending women's rights.
- Existing international agreements on women's rights, including the BPFA and CEDAW, should be upheld.
- Civil society organisations in both the north and south must use networks more effectively, thus strengthening lobbying and advocacy efforts.

ILO/Commonwealth Secretariat, 2003, 'WTO TRIPS Agreement', Globalisation and Gender Briefs Series No. 2 July 2003

<http://www.ilo.org/dyn/empent/docs/F1599852333/No%20%20-%20TRIPS.pdf>

The TRIPS agreement is an overarching framework for a multilateral approach to intellectual property rights (IPR), in force since 1996. TRIPS means that use of plants, micro-organisms, biotechnological techniques, food and essential drugs can be restricted under patent protection. This has serious implications for poor people who may have depended on their rights to particular plants or substances. This briefing paper describes four key issues in the IPR debate as it affects poor women. Firstly, TRIPS may reduce access to affordable medicines as patents on drugs are bought by pharmaceutical companies. This is particularly relevant to women who may be more vulnerable to ill-health and more likely to take on the burden of caring for the sick. Secondly, TRIPS may restrict access to seeds for food production, food security and adequate nutrition. Thirdly, it may affect poor women's control over

land and the technology needed to improve productivity. Finally, TRIPS does not include recognition and compensation for traditional and local knowledge, which is often more the domain of women than men. A one-page checklist is provided to facilitate a more gender-sensitive approach to IPR.

3.3 Measuring gendered impact of trade – case studies

The Effects of Trade Liberalization on Jamaica's Poor: An Analysis of Agriculture and Services

In 2002, the Women's Edge Coalition developed the trade impact review (TIR), a rigorous yet accessible framework to enable trade negotiators, governments and others to forecast the potential benefits and drawbacks of a trade agreement before it is ratified. The TIR provides an economic framework that shows how trade affects prices and employment in the labour market and how these affect women and men differently. However, the TIR also clearly illustrates that the effects of changes in trade policy depend on a wide range of other intersecting factors. Causal links are not necessarily verifiable, but it is possible to identify simultaneous or consecutive events and suggest linkages between them.

Working with the Caribbean Association for Feminist Research and Action (CAFRA), the Women's Edge Coalition used the TIR both to assess the impact of trade liberalisation on Jamaica's poor and to forecast the potential effects of the FTAA agreement on those living in poverty in Jamaica, particularly women. The TIR framework was used to analyse a variety of sources of data: national quantitative data on living conditions; labour force surveys; trade commitments and other international commitments on the part of the Jamaican Government; interviews with government officials and academics; testimonies from women farmers and women in urban areas; and an extensive literature review.

The Jamaican case study found that:

- Although macroeconomic policies may have improved Jamaica's economy in the late 1990s, since then, poverty rates have increased and are predicted to soar.
- Trade liberalisation caused women to lose jobs overall (12,400 jobs lost), while men gained jobs (45,500 jobs gained). Forecasting shows that between 2005 and 2009, men are set to gain more jobs and women to lose further.
- Trade liberalisation has both positive and negative impacts in Jamaica. Many low-income Jamaicans benefited from trade liberalisation when inflation fell and caused the cost of food to drop; however, inflation rates are on the rise and there are few well-paid jobs available for women with low levels of skill and education. Many jobs for low-skilled women were lost when trade liberalisation prompted multinational businesses to relocate from the free trade zones in Jamaica to Mexican free trade zones. This relocation cost Jamaica 30,000 women's jobs, primarily in textiles.

- It is critical to examine laws and regulations as well as economic issues, for example, Jamaica's commitments under WTO and GATS.
- Trade impact reviews can be carried out, and at a relatively low cost. If trade policies are to benefit the poor in the US and overseas, the US should support such assessments as part of their investment in trade relations with developing countries.

Summary of: Wyss, B. and White, M., 2004, 'The Effects of Trade Liberalization on Jamaica's Poor: An Analysis of Agriculture and Services'

Women's Edge Coalition: <http://www.womensedge.org/documents/Jamaica%20case%20study.pdf>

Policy Briefing: <http://www.womensedge.org/documents/jamaicapolicybriefing.pdf>

For more information on the Women's Edge trade impact review, see article in the *In Brief* bulletin that forms part of this *Cutting Edge Pack*.

4. Gender, work and employment

4.1 Entrepreneurship and market access

Finnegan, G., 2003, 'Facilitating Women's Entrepreneurship: Lessons from the ILO's Research and Support Programmes', paper presented at the Organisation for Economic Co-operation and Development (OECD) workshop on Entrepreneurship in a Global Economy: Strategic Issues and Policies, Budapest, 8-10 September 2003

<http://www.ilo.org/dyn/empent/docs/F265437308/OECD%20Women%20entrepreneurs.pdf>

Women are less likely to be entrepreneurs than men and work in different sectors that are perceived as less important to economic growth and development. However, women's entrepreneurship may, if nurtured, contribute significantly to economic growth. Existing mainstream government policies and programmes do not adequately support the specific needs of women entrepreneurs, who face barriers such as limited capacity to access business support services and membership associations, and invisibility in the context of government policies and programmes. Recommendations for actions by governments include the creation of 'push' mechanisms to encourage a greater number of women into the market place, along with a conducive legal and regulatory framework. The development of such mechanisms needs to be informed by background gender analysis and differential impact analysis. These 'push' mechanisms need to be matched by 'pull' mechanisms to enable women entrepreneurs to grow and expand their operations. These include providing incentives for growth and expansion, as well as using gender-disaggregated data to inform new policies and programmes that will promote women's entrepreneurship. Finally, governments must engage with representative organisations that will provide women entrepreneurs with a greater voice in decision-making processes.

For more documents, visit the ILO website at:

http://www.ilo.org/dyn/empent/empent.Portal?p_prog=S&p_subprog=WE&p_category=PUB or access the Women's Entrepreneurship Development and Gender Equality (WEDGE) Resource CD-ROM, which contains 28 reports, working papers and other documents on the past and current work of the programme. The CD-ROM is available from the ILO's Employment Sector documentation centre, edempdoc@ilo.org and InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SEED), ifp-seed@ilo.org

International Finance Corporation, 2004, 'Quick Notes on Gender Dimensions of Private Sector Development and Gender Entrepreneurship Markets'

<http://www.ifc.org/ifcext/enviro.nsf/Content/GEM-QuickNotes>

Entrepreneurial women have engaged with private markets in diverse ways. These Quick Notes outline particular issues faced by women entrepreneurs and include best practice solutions in a range

of countries and regions. Success stories from China, Jordan, South Africa, India, Mexico, New Zealand and Nepal highlight the different ways women have engaged in private sector markets.

In China, for example, after state-owned enterprises underwent drastic reforms, it was women who were disproportionately left unemployed. The Tianjin Government combated this problem by setting up business incubators – comprehensive business start-up assistance programmes comprising office space, access to equipment and training – targeted specifically at women entrepreneurs. Not only have they created women-owned businesses, but combined with microcredit loans and other outreach initiatives, they have also created many jobs.

In Mexico, the Gender Equity Model (MEG) gives recognition for progress on gender equity within private firms, public entities and NGOs. This is a public-private partnership between the Mexican Government's National Women's Institute and private companies interested in promoting gender equality. MEG is a process towards voluntary certification (achieving the gender equity seal) that focuses on four areas: recruitment, career advancement, training and sexual harassment. To date, 42 firms with around 170,000 employees have gained the seal and 550 people have received training on how to implement gender equity action.

ILO/Commonwealth Secretariat, 'Small & Medium Enterprise Development', Globalisation and Gender Briefs Series No. 3 July 2003

<http://www.ilo.org/dyn/empent/docs/F2043552357/SME%20doc%20A4%20-%20PDF.pdf>

This brief focuses on the contribution made by women to local and national economies and the ways in which more structured SMEs may contribute to women's social and economic development in the context of globalisation. Although microcredit programmes have increasingly been aimed at women, more long-term and structured support offered by some governments has not taken account of their needs, resulting in very low take-up rates. Good practice for women's SME development must address four key areas: fiscal and legislative policy, so that laws and structures reduce barriers to the successful development of women's SMEs; business development services that are designed to meet women's specific training and counselling needs; community and family support; and improved financial support for women's SME development beyond the start-up phase. This briefing note concludes with a checklist for project managers engaged in programmes building up women's SMEs.

International Trade Centre (ITC), 2003, 'Women in the Global Economy', International Trade Forum, Issue 3

http://www.tradeforum.org/news/categoryfront.php/id/519/4_2003.html

Women make up the majority of entrepreneurs in 'marginal' economic areas such as microenterprises and the informal economy. But these also account for a large percentage of total economic activity in many poor countries. Yet women's roles as producers and consumers of goods and services and

providers of employment are often invisible. This results in them missing out on the support offered by official trade organisations and prevents them gaining access to export assistance and networks. Women therefore need targeted approaches to support them in entering into formal business. This issue of ITC's magazine looks at the nature of women's entrepreneurship – focusing on South Africa, India, Nepal, Cameroon, Nigeria, Canada and Uganda. It explores how many businesswomen are also 'social entrepreneurs', who demonstrate a commitment to the development of their communities, as well as profits. The articles provide examples of strategies for integrating women exporters into the global economy and of initiatives to support entrepreneurship. They present the objectives, challenges and solutions. The issue also includes information on what international organisations are doing on gender and trade, including support to women entrepreneurs in the service sector, in ICT usage, trade facilitation, and the establishment of international initiatives such as the UN Task Force on Gender and Trade and work by the UN Development Fund for Women (UNIFEM) and the ILO.

Recommendations include the following courses of action:

- Support networking through the establishment of women's business associations and link these to policy-makers and trade organisations.
- Provide women with training in applying for credit, allowing them to move beyond microcredit schemes.
- Facilitate women's access to export training.
- Support trade-related social support such as mobile health clinics and childcare.

ITC has also produced a World Directory of Women Entrepreneurs Associations (2002), which is available on CD-ROM and in hard copy, in English, French and Spanish. Contact Lilia Naas, ITC Senior Trade Promotion Officer, naas@intracen.org

Kitukale, S. and Carden, C. with Naas, L., 2004, 'Enhancing Women Entrepreneurship Through Export Growth – Issues and Solutions', ITC

http://www.intracen.org/execforum/ef2004/Montreux/background_papers/H-1%20-%20Gender.pdf

Why are many women involved in local entrepreneurship activities, yet very few are involved in the export sector? Given the number of enterprises headed by women and their contribution to national economies, the capacity of women to contribute to economic growth is not being maximised. More specifically, despite success in small and medium-sized businesses, women entrepreneurs continue to demonstrate a reluctance to expand into the export sector. Some of the barriers women face that may be contributing to this lack of enterprise growth include: a lack of access to credit, markets, training and appropriate technology; a lack of institutional support aimed specifically at women entrepreneurs; and socio-cultural beliefs that discriminate against women as business-owners. Policy-makers in turn face challenges in implementing gender-specific actions to promote women entrepreneurship, most notably because of a lack of gender-disaggregated data that would potentially contribute to the formulation of more tailored programmes and services for women entrepreneurs.

Policy-makers must recognise that the needs of women entrepreneurs are different to those of men. Recommendations include: establishing networks for advocacy, training, information-sharing and awareness-raising between women entrepreneurs, gender-focused NGOs, women in the labour force and government officials; improving women's access to national debates and consultations on trade policies; better education and training as well as access to credit and finance; and improving access to management, marketing and technological skills.

4.1.1 Case studies on entrepreneurship and market access

The Northern Homebased Workers Network, Thailand

During the Asian financial crisis of 1997-9, the Thai Government put in place a number of measures to boost small and medium-scale enterprises, including loans and capacity-building. However, despite the fact that many of those laid off during the crisis were women and other marginalised groups, few of the government's measures supported small or marginalised producers, particularly women.

The Thai Northern Homebased Workers Network (NHWN) was founded in 2000 to support women producers of cotton woven fabrics, basketry, woodcarving and other traditional handicrafts. NHWN has 2,400 members from 64 village groups, and aims to increase its members' collective bargaining power, skills, business management and leadership capacity. Ninety per cent of the members are women. Women homeworkers, more so than men, lack access to resources and market information, and deal mostly through subcontractors or middlemen. The NHWN combines market access, training, credit and networking with specific measures to address gender concerns including social protection, health services and training on safety in the workplace.

The driving force behind the NHWN is the Learning Centre in the principal town of Chiang Mai. The centre acts as an input supply, credit and marketing service supporting direct sales and market linkages to trade fairs and bazaars. It provides training in leadership, proposal planning and financial management and market analysis. The social protection, health and safety element of the project is also co-ordinated from the Learning Centre. This includes a healthcare fund for network members and their families, training of trainers on health and safety at work, and gender analysis training for network members, local authorities and other stakeholders. Representatives from the village groups are given training and then take the information back to their communities and train other members.

The NHWN has greatly improved the skills, business management and market access of its members. It has led to an increase in sales for its members and an increase in local and foreign market channels. Key to the success of the network have been the principles of joint ownership, solidarity, social protection and gender sensitivity. However, resource constraints and limitations on the scope of training and skills development remain. The network has found that it is easier to focus on small and micro-enterprises and educated entrepreneurs rather than grappling with the problems of the most marginalised producers.

Case study from Srikajon, D., 2004, 'Supporting Potential Women Exporters: A Case Study of the Northern Homebased Workers Network, Thailand', paper prepared for the project, Supporting Potential Women Exporters, CTI 34/2003 T APEC Committee on Trade and Investment, September 2004 http://www.nsi-ins.ca/english/pdf/women_exporters_thailand.pdf

New technology to support women and their families in Samoa

Changes in the socio-economic climate have meant that employment and income-generating activities have been reduced in rural areas in Samoa for both men and women. The Government of Samoa has therefore been seeking to diversify existing agricultural production to take advantage of new markets and to revitalise village agriculture – including encouraging women producers. The coconut (and in turn coconut oil) has long been the most common agricultural product in rural Samoa, but until recently the process of producing the oil required large-scale, expensive technology, producing a low quality oil.

In 1996, in response to the decline in market value of dried coconut meat, a project was initiated by a Samoan NGO, Women in Business Development Incorporated (WIBDI), to promote the export of virgin coconut oil. WIBDI, which supports income-generating activities in 90 villages across Samoa, found that before dried coconut meat started being exported in the 1870s, there had been a thriving, women-dominated industry that produced coconut oil. In fact, virgin coconut oil is a high-grade product with a niche market overseas in the production of cooking, cosmetics and health products.

WIBDI learned of a new and easy-to-use technology of direct micro-expelling, which could produce high quality virgin oil, and could be located in the villages. This was much more appropriate for women producers as it did not conflict with domestic responsibilities or constraints on their mobility. Thirteen sets of equipment were provided for selected family groups who receive weekly visits by field staff. Each family manages the income and the operating costs, and training is provided in small business management, credit and saving methods. The project works with family groups rather than village communities as it was found that this maintained greater commitment and strong leadership. It was also found that the project led to the employment of unemployed family members.

Up-to-date marketing information and assessment of sustainability of sales is crucial to the success of the project. Quality control, administration and marketing are all managed by WIBDI. The Pure Coconut Oil Company (PCOC) was set up to market the oil and most families sell between 70 and 100 per cent of their oil to the company, which at present has a single major purchaser, who is based in Australia. The rest is retained for local sale. The PCOC now sets the wholesale price at US\$1.85 per litre and a typical producer can earn up to US\$400 per week.

Women manage 10 out of the 13 production sites. This has led to a change in women's status in the family in terms of involvement in discussions and decision-making. Support from the women's husbands has proven crucial. This has been achieved not only because the husbands are aware of the improved situation of their families due to the work of their wives, but also because they have been

involved by WIBDI staff in the planning and budgeting from the outset. Although men continue to control income distribution, some women have set up separate bank accounts over which they have control. However, it has not led to concurrent changes in social status of these women within the wider community. Nonetheless, women in the project stated that they were happy with their status and existing systems of access to the village council through their husbands.

From Cretney, J. and Tafuna'i, A., 2004, 'Tradition, Trade and Technology: Virgin Coconut Oil in Samoa', pp. 45-74 in M. Carr (ed.) *Chains of Fortune: Linking Women Producers with Global Markets*, London: Commonwealth Secretariat. http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/AA249966-F726-46BF-9D57-AADB5CC1B920_Chainsfinal.pdf

For an additional case study on gender and entrepreneurship, see the article on the Uganda Women Entrepreneurs Association (UWEAL) in the issue of *Gender and Development In Brief* contained in this *Cutting Edge Pack*.

4.2 Gender, employment and labour standards

Chen, M. A., Vanek, J. and Carr, M., 2004, *Mainstreaming Informal Employment and Gender in Poverty Reduction: A handbook for policy-makers and other stakeholders*, London: Commonwealth Secretariat

What is the relationship between gender inequality and work in the informal economy? How do we promote good working conditions for poor and vulnerable groups? Street vendors, workers in EPZs and small farmers are quite visible in the informal economy. But there are also many less visible informal workers, mainly women, selling or producing goods in their homes (such as processing food, assembling electronic parts or producing textiles). Conditions for informal workers vary enormously as do the types of work – but all lack economic security and legal protection.

This book argues that a focus on employment is one way to positively address the division between growth and development. It begins by sketching the links between poverty and employment and between gender and the informal economy. It then goes on to discuss recent changes in the nature of work, such as the creation of thousands of new jobs in some areas and retrenchment in others. It describes strategies and examples of good practice in promoting opportunities, securing rights and protecting and promoting the voice of informal workers. The International Convention on Homeworkers, for example, sets out minimum standards for pay and working conditions. National policies have also been developed, such as in India, where welfare funds are set up from taxes in particular economic sectors to support the workers in those sectors. Other examples are discussed, from NGOs, trades unions and ethical/fair trade. The final chapter deals specifically with policy, presenting a policy perspective, goals and key actors in areas of macroeconomic policy, labour policies and social protection. This perspective highlights the need for:

- Improvement of official statistics on the size and make-up of the informal economy to promote an informed understanding of its economic importance.
- Taking into account the gendered nature of the informal economy in terms of the different types of work undertaken by women and men and the implications of this for policy development.
- Enabling the collective action of workers in the informal economy, together with consultation and negotiation between workers and policy-makers.

ILO, 1998, 'Labour and social issues relating to export processing zones', report for discussion in the Tripartite Meeting of Export-Processing Zone-Operating Countries, Geneva: ILO

http://www.ilo.org/public/english/dialogue/govlab/legrel/tc/epz/reports/epzrepor_w61/

It is now widely understood that women make up the majority of workers in EPZs – areas dedicated to the mass production of export commodities such as garments and electrical goods in large factories. The labour and social concerns of women workers differ from those of men. This report begins with an overview of the purpose and operation of EPZs, outlining the function of *maquiladoras* (garment factories) in Mexico, Bangladesh's export garment industry and China's special economic zones. One section of the report outlines some of the challenges that women face, including poor working conditions, and problems managing both work and domestic responsibilities. Women have lower wages than men due to persistent assumptions about women's income being secondary rather than primary in the household. They also face instability of employment and lack of access to training, healthcare or social security provision, notably childcare. The report concludes with a summary and guiding questions for future action that centre on improving labour and social standards, and raises the question of how to address women's concerns in EPZs. Recommended future actions include:

- EPZ employment should promote women's advancement, not limit this to low-skilled, low-paid jobs.
- Education and training opportunities should be provided for women to advance into managerial and highly skilled positions.
- Social protection, including equal wages, maternity protection and childcare facilities, should be made available in EPZs.

The conclusions and guidelines that emerged from the meeting for which this paper was prepared are available at: <http://www.ilo.org/public/english/dialogue/govlab/legrel/tc/epz/reports/10213-01/index.htm>

Kabeer, N., 2002, 'Globalisation, labour standards and women's rights: dilemmas of collective action in an interdependent world', Brighton: IDS

<http://www.gapresearch.org/production/globlabourwomen.pdf>

Much has been made by anti-sweatshop campaigners of the poor conditions for workers in the garment sector in developing countries, a disproportionate number of whom are women. This paper explores these jobs from the perspective of the workers and how they perceive, and are affected by,

campaigns for universal labour standards. Numerous research studies suggest that women working in this sector are aware of its exploitative nature. Nevertheless, working long hours for low pay in export manufacturing frequently offers better wages, more independence and improved status among family and community than other types of employment, including agricultural or even more insecure work in the informal sector. Challenges faced by women include patriarchal cultures in workplaces and trade unions that continue to be indifferent to their needs as women and workers. Women's collective action is increasingly rooted in NGOs, who are more actively taking up women workers' concerns. The paper recommends a move away from the narrow preoccupation with labour standards in the traded sector and instead introducing a global social policy based on a universal 'social floor'. This floor, financed by global contributions and taxes, could include the basic needs of food and health provided through employment guarantee schemes, food-for-work programmes, public distribution systems and low-cost health insurance.

Raworth, K., 2004, Trading away our rights: Women working in global supply chains, Oxford: Oxfam

http://www.oxfam.org.uk/what_we_do/issues/trade/trading_rights.htm

What are the difficulties faced by the predominantly female workforce at the end of global supply chains for fruit, vegetables and clothing, which are dominated by powerful multinational corporations? This Oxfam report outlines these difficulties. Women are frequently hired on short-term contracts – or with no contract at all – to work very long hours with little job security and few considerations for their occupational health. Despite beliefs in the development potential of increased trade, these activities are creating increased insecurity and vulnerability for women workers instead of supporting long-term development. In order to compete and keep prices low, many of the increased costs and risks of doing business are increasingly being borne by women. The impacts of these business practices are felt most keenly by women, who are still expected to raise children and care for sick and elderly relatives, even where they are 'breadwinners'.

Despite the existence of corporate codes of conduct and international conventions in place to protect workers, governments are under pressure from local and foreign investors and from the IMF and World Bank loan conditions to maintain flexibility in the supply chain. This has meant that labour standards are not universally enforced, resulting in short-term contracts with few or no benefits. Recommendations in the report include: empowering workers, particularly women, to defend their rights; promoting compliance through the supply chain for international labour standards; incorporating respect for workers' rights as an integral part of corporate strategies; and putting in place gender-sensitive employment benefits such as maternity leave and paid sick leave.

Smith, S., Auret, D., Barrientos, S., Dolan, C., Kleinbooi, K., Njobvu, C., Opondo, M. and Tallontire, A., 2004, 'Ethical trade in African horticulture: gender, rights and participation', IDS Working Paper 223, Brighton: IDS

<http://www.ids.ac.uk/ids/bookshop/wp/wp223.pdf>

Are codes of conduct enough to address the gendered needs of women working in African horticulture? This paper addresses the growing use of codes of conduct, outlining the employment conditions expected of southern producers. It provides an in-depth assessment of gender and ethical trade in South Africa (fruit), Kenya (flowers) and Zambia (flowers and vegetables). Women constitute the majority of workers in African export horticulture. Despite the multifarious codes coming from supermarkets, importers, exporters and trade associations, they appear to provide little protection for women. It is men who are often able to secure and retain permanent employment, whereas women tend to work in temporary and insecure jobs. The report begins with an outline of these issues in the context of exports, production, employment and codes of conduct, followed by an examination of the gendered needs and rights of workers, as articulated by workers themselves. Workers have been interviewed for their perspectives on security of employment, working hours, living wages, discrimination, child labour, health and safety and the right to collective bargaining, and how these could best be addressed by codes of conduct.

The recommendations are broken down by stakeholder group and include issues such as:

- Employers: provide workers with education; improve communication with workers through unions and support collective bargaining processes; support improved job stability through the provision of permanent contracts and benefits such as childcare; and consider the establishment of a women's committee to improve communication with women workers.
- Trade unions: promote gender equality through collective bargaining; and educate workers about codes of conduct and workers' rights.
- Importers and supermarkets: reward suppliers who conform to codes; and contribute to the costs of compliance for suppliers, ensuring that smaller producers are not discriminated against.
- Governments in Africa: ratify, implement and enforce labour standards and occupational health legislation, including providing state child assistance and maternity leave.

Vargas, M. and Siles, J., 2004, 'Fair Trade: Gender Makes the Difference', Bangkok: The International Union for the Conservation of Nature and Natural Resources (IUCN), The World Conservation Union

<http://www.iucn.org/congress/women/Fair%20Trade.pdf>

Fair trade is crucial for sustainable development. It provides better trading conditions to marginalised producers and workers, particularly women. This short briefing note outlines the importance of ensuring that fair trade initiatives incorporate a gender perspective. Taking account of gender in fair trade is one way to ensure that women are recognised and paid a fair wage for their contribution to

agricultural and production processes. For those women who are producers, fair trade allows the development of sustained relationships with trading partners, providing stability of income. These relationships also often include training in management skills, improved access to markets and financial and technical assistance. In addition, attention may be paid to the empowerment of women in their organisations and to the recognition of their intellectual property rights in the use and management of natural resources. Reasons given for why gender makes a difference in fair trade initiatives include: it makes consumers aware of the contribution of women and children to production; and fair trade supports those small businesses that strive to minimise contamination during production, something that has particular impacts on women, i.e., contamination of water and other natural resources.

4.2.1 Case studies on employment and labour standards

Business and gender equality lessons from a large parastatal company in South Africa

By promoting opportunities for women, employers improve their ability to secure quality personnel from a wider range of job applicants, as well as using the different assets that both men and women bring to the workplace. More fundamentally, if business is to be sustainable in the long run, gender inequality needs to be taken more seriously. Women make up more than 50 per cent of the South African population and are key consumers, customers and clients as well as employees, spouses or partners of employees, and providers of often unpaid services in homes and communities. This analysis of South African businesses presents five case studies, of which one, concerning a large parastatal, is described below. This company has undergone massive restructuring and has been mandated to seek solutions to many inherited challenges. The board comprises directors from diverse racial, gender and professional groupings. The company has a good reputation for training and development activities, and is regarded as a leader in the field of corporate social investment. It is also known for having a cadre of highly skilled and competent black women in the workforce.

The successful implementation of the company's employment equity plans is based on an analysis of current work practices and procedures, the identification of areas of under-representation among designated groups, and agreement between management and staff on implementation processes and areas of accountability. The company has identified eight high-level interventions required to attain equity goals; integral to these is a target-setting process set against national demographics.

Gender equality is regarded as a moral obligation and something the company must both initiate and succeed in. At the end of 2000, women constituted approximately 13 per cent of employees. There is a strong focus on advancing women into senior management positions, which has involved special training and research into latent barriers that affect the advancement of women. To counteract these, regional equity committees have been established to ratify and endorse equity goals at district level. In some company subsidiaries, projects have been established to encourage women to pursue technical jobs with the objective of fast-tracking women candidates who show potential. Mentors are provided

from the human resources unit. Meanwhile, the company continues to monitor basic conditions of employment and invests significant resources in the training and development of unskilled and lower-level women workers. Monitoring of sexual harassment is carried out at all levels of the organisation. The company's gender equality focus is promoted through a communications strategy involving regular launches, internal awards and employee magazines.

Key to the success of these efforts was the espousal of an organisation-wide gender equality policy, and a commitment to tackling inequalities not just of gender, but also race, at both higher and lower levels of the company. This report sees such factors as essential to effective work on gender inequality, and underlines the need to understand that engaging with poor, marginalised groups, such as poor black African women, is actually beneficial to companies, and that business/labour partnerships must be built, including with trade unions.

Summary adapted from Stott, L., and Shunmugam, N., International Business Leaders Forum, 2002, 'Business and Gender Equality Lessons from South Africa', in *Focus Number 4*, Resource Centre for the Social Dimensions of Business Practice http://www.siyanda.org/docs/ilo_businessafrica.pdf

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Women's NGOs and labour standards in Nicaragua

Established in 1994, Maria Elena Cuadra (MEC) was founded by leaders of the Women's Secretariat of one of Nicaragua's trade unions, the Sandinista Workers' Central. Disillusioned by the union, they left to establish an organisation that would put forth an integrated approach to women's concerns, promoting and defending the full and equal incorporation and participation of women in Nicaraguan society, based on the universal principles of equality, freedom and social justice. Their achievements so far have included: the successful negotiation of an increase in the minimum wage; the training of 700 human rights promoters and 300 sexual and reproductive health promoters; and the adoption of an ethical code by the Ministry of Labour and Free Trade Zone employers.

MEC's achievements demonstrate that it has been able to find ways of effectively influencing national labour legislation. Firstly, being an NGO, it represents a valid alternative to the state and to more politically charged unions. Not only are NGOs preferred in this situation, but employers explicitly deter unions from organising. With respect to MEC, this means that it has been able to succeed in mobilising women on the ground and in negotiating with the state precisely because it is not a union. On the one hand, women join the network because unions have failed to take gender issues seriously. On the other hand, since MEC is not a union, the assumptions about unions' political agendas held by the state and employers are not applicable. As a result, women are less fearful of being fired or blacklisted if they join MEC's network. Secondly, MEC's approach to defending labour rights is non-confrontational and is based on dialogue, mediation and negotiation. The women are trained specifically in negotiation and conflict resolution skills, and take their time to approach officials. MEC

openly admits to not being a part of the official negotiation between unions and the state, but far from this being a challenge, their willingness to work and to do so in the spirit of collaboration has won them support.

Their work has not been without its share of obstacles though. The challenges faced by MEC in negotiating with the state are twofold. First, relationships with government officials are often temporary and successful only when the official is sympathetic to particular interest groups. Secondly, MEC may continue to face challenges since they are not part of the tripartite (union - corporation - state) model used in formal labour negotiations. Nonetheless, their success in influencing policy formulation does indicate that perhaps their actions have overcome this challenge.

To date, advocacy has remained focused on transnational corporations, leaving national politics aside. To change this, civil society needs to lobby national governments and attempt to influence public policy decisions; it is imperative that women's organisations and unions learn not only to co-exist but to support each other's efforts. For women workers, it means creating an environment that is sensitive to their demands and finding ways of negotiating with the state so as to prioritise these needs.

Adapted from Manfre, C., 2005, 'Women, the State and Labour Rights Activism: The Role of Women's Organisations in Improving Labour Standards in Nicaragua', *CAWN Newsletter*, Spring 2005
<http://www.cawn.org/newsletter/19/labour-rights.html>

This article highlights key aspects of a larger thesis, 'Women, the State and Labour Rights Activism: The Role of Women's Organisations in Improving Labour Standards in Nicaragua', Dissertation for MSc in the Faculty of Economics (Development Management) 2004, London School of Economics and Political Science. For a copy of the full thesis, please contact Cristina Manfre at crismanfre@hotmail.com

For further information on the work of MEC, contact Sandra Ramos at mec@ibw.com.ni or visit MEC's website at <http://www.mec.org.ni/>.

5. Tools and frameworks

5.1 Analysis and impact assessment of trade policy

5.1.1 Frameworks

APEC (Asia-Pacific Economic Cooperation), undated, 'Framework for the Integration of Women in APEC'

http://www.gender.go.jp/english_contents/apec/frame_work/contents.html

APEC activities related to trade and investment liberalisation and facilitation and economic and technical co-operation are closely interlinked and have major implications for women. Women are recognised as critical to the achievement of sustainable economic development in the region, and women's unpaid work constitutes a major contribution to the economy. This framework has been developed as a guide for APEC in their attempts to integrate women into mainstream processes and activities. The framework consists of three interrelated elements: gender analysis, sex-disaggregated data, and involving women in APEC. It is designed to support the elimination of barriers to women's full participation in the economy, increase their capacity to respond to economic opportunities offered by trade, and integrate their economic interests into strategies for economic recovery. Practical guides have also been developed as tools to complement the framework and assist APEC with its implementation. These are available in print and also on the APEC Secretariat website (www.apecsec.org.sg).

Canadian International Development Agency (CIDA), Gender Equality and Trade-Related Capacity Building: A Resource Tool for Practitioners

[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/GenderEquality2/\\$file/WEB-COVER-E.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/GenderEquality2/$file/WEB-COVER-E.pdf)

This publication is aimed at CIDA officers, partners, and development practitioners internationally. It provides a tool to ensure that the differential impact of trade on women and men is understood, and that men and women are able to benefit equally from the new opportunities created by trade liberalisation. Trade-related capacity building, or TRCB, is defined as 'activities that create the necessary skills and capacities among government, private sector and civil society actors to enable them to work together [on trade issues]'. These capacities include: analysing, formulating and implementing trade policy; building trade-related institutions; engaging in trade and supplying international markets; negotiating and implementing trade agreements; and addressing the need for transitional adjustment measures for sectors and groups of people affected by trade reform. The tool highlights gender equality issues, barriers and needs in relation to various aspects of trade liberalisation and TRCB. It also suggests that gender may be addressed through a variety of mechanisms in these programmes, including policy development processes, improvements in analytical and technical capacities within and between partner organisations and through the

development of standards. The involvement of women is crucial, as well as an ongoing awareness of the ways in which gender inequality persists in these processes.

Gammage, S., Jorgensen, H. and McGill, E. with White, M., 2002, 'Trade Impact Review', Washington D.C.: Women's Edge Coalition

<http://www.womensedge.org/documents/tradeimpactreviewfinal2003.pdf>

This tool provides an extensive overview of the literature and frameworks to analyse gender-differentiated impacts of new trade and investment agreements undertaken by the US prior to their negotiation and signing. A framework is then proposed that accounts for both the economic as well as legal effects of trade agreements on women and men. The legal context is explored through an examination of the content of agreements for gender-bias and whether any implementation or enforcement mechanisms may prove disadvantageous to women. An analysis of how trade agreements might conflict with existing laws or international commitments that protect women's rights is also crucial.

The framework is then used to draw out the social and gender implications of trade and investment agreements. In manufacturing, for instance, trade liberalisation has meant that manufacturers have had to drive down costs to compete; jobs and wages for women have been outsourced, leading to lower wages and job instability. The paper concludes with policy recommendations, including the need for a complete gender and social impact assessment of US trade and investment commitments. This should involve gender-disaggregated analysis of both commitments made by the US as well as those of its trading partners, and should involve a range of stakeholders such as the Departments of Labor, Education and Health, as well as women's NGOs, and international development and environmental NGOs.

For more information on the Women's Edge Coalition trade impact review, see article in the *Gender and Development In Brief* bulletin in this *Cutting Edge Pack*.

O.Regan Tardu, L., 2003, Gender Mainstreaming in Trade and Industry: A Reference Manual for Governments and Other Stakeholders, London: Commonwealth Secretariat

http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/{40B21C3F-56B7-4395-B003-7699E74AC79F}_gmti_ref.pdf

Gender mainstreaming in the trade sector entails the equal participation and consideration of women and men in every aspect of trade, including in policy formulation, decision-making, in trade operations, access to opportunities for work, and upgrading of skills and career development. This reference manual aims to help trade ministries to formulate realistic strategies aimed at fostering gender equality within the government sector, and to help promote the greater involvement of women in all aspects of the country's trade and development objectives and operations. A further challenge is encouraging

women's advancement to greater managerial levels and promoting gender equality, not only in the public sector but in the private sector trading community as well. The manual is one of a series of Gender Management Systems manuals offering guidance for governments and other stakeholders on how to promote the advancement of gender equality and equity in society.

Shore Consultants, New Zealand, 2005, 'Pacific Island Countries Trade Agreement (PICTA) Social Impact Monitoring Framework', developed for The Pacific Islands Forum Secretariat, Suva, Fiji, June 2005

Pacific countries are increasingly participating in various trade agreements, both regional and international. To date, the potential social and gender impacts of these trade agreements have not been significantly factored into trade negotiations, nor closely monitored. Yet, there will undoubtedly be some complex and wide-ranging social and gender effects of trade liberalisation on Pacific societies, particularly for more vulnerable and marginalised groups. This training package aims to provide Pacific Island countries with a framework and guiding methodology for monitoring the social and gender impacts of trade agreements that they have signed, namely the Pacific Island Countries Trade Agreement (PICTA) in the first instance. The three regional organisations that have developed this training – the Pacific Islands Forum Secretariat, in collaboration with UNIFEM Pacific and the Pacific Foundation for the Advancement of Women (PACFAW) - will be co-operating from 2006 onwards in applying the package for the provision of national capacity-building in social and gender impact assessment.

Available in hard copy or on CD-ROM. Contact: Samantha Hung, Gender Issues Adviser, Pacific Islands Forum Secretariat, Private Mail Bag, Suva, Fiji, Tel: +679 331 2600 / 322 0321, Fax: +679 330 0192, Email: samanthah@forumsec.org.fj

5.1.2 Research tools

Auret, D. and Barrientos, S., 2004, 'Participatory social auditing: a practical guide to developing a gender-sensitive approach', IDS Working Paper 237, Brighton: IDS

<http://www.ids.ac.uk/ids/bookshop/wp/wp237.pdf>

How can participatory social auditing be utilised to improve working conditions? This paper is aimed primarily at policy-makers and practitioners interested in developing a gender-sensitive approach to participatory social auditing and implementing codes of labour practice. A participatory approach ensures that workers and workers' organisations are involved in the process of code implementation and assessment. It encourages the development of partnerships between different actors – including companies, trade unions, NGOs and government – that are more likely to lead to a sustainable approach to enhancing local working conditions. This approach is also useful insofar as it allows those

involved to expose and therefore address sensitive and complex issues such as gender discrimination and sexual harassment. These are issues that are more likely to be experienced by workers in insecure, unstable or non-permanent jobs, who are frequently women. At a minimum, the use of participatory tools should allow the views and voices of workers, especially women workers, to be heard and recorded. At its broadest level, it could potentially act as a catalyst to bring together companies, trade unions and NGOs with government to form an independent body charged with implementing and monitoring locally relevant codes of labour practice.

McCormick, D. and Schmitz, H., 2002, Manual for value chain research on homeworkers in the garment industry, Brighton: IDS

<http://www.ids.ac.uk/ids/global/pdfs/homeworkerslinkedforwebmarch.pdf>

This manual provides a comprehensive approach to using value chain research and analysis to improve the lives of homeworkers in the global economy. The focus of the manual is on women and men who provide subcontracted piecework services to the global garment industry, although the lessons drawn may be broadened to other sectors. Homeworkers, a disproportionate number of whom are women, face a number of challenges that are not present in more formal employment. These include: a lack of formal organisation or representation with little bargaining power; poor working conditions; irregular income and instability of work; and managing domestic responsibilities, including childcare. Global value chain analysis as outlined in this manual is designed to uncover homeworkers' connections to global processes of design, manufacturing and marketing, improving their understanding of where they fit into the chain and potentially empowering them to improve their situation.

Part 2 of the manual discusses the methods used to analyse value chains, including mapping the connections between homeworkers and other parts of the chain, and describing the distribution of enterprises, workers and earnings along the chain. The application of a gender analysis, including collecting gender-disaggregated data, making comparisons by gender and understanding issues of power, are also highlighted as crucial to research on homeworkers. Part 3 of the manual focuses on how this research may be used. Participatory methods can help find common solutions between different actors in the chain. Collective action on the part of homeworkers could be supported around codes and standards of conducts, particularly with respect to large multinational firms, and homeworkers could be helped to switch chains where this will improve their lives.

5.1.3 Gender indicators

Van Staveren, I., 2002, 'Gender and Trade Indicators', Brussels: WIDE

http://www.igtn.org/pdfs/84_InformationSH.pdf

This WIDE information sheet – aimed at governments, trade policy-makers, the WTO and academic researchers – is designed to assist efforts to measure and monitor the relationship between trade and gender. This tool consists of three sets of indicators that can be applied to an analysis of any trading relationship between countries or trade blocks. The first are situational indicators, which describe the social and economic position of women. These should be utilised as a starting point for any gender analysis of trade. The second indicator is of political will, which measures the extent to which trade policy-makers take gender concerns into account, and to what extent they actually include gender equality measures in the trade agreements they negotiate. Finally, there are dynamic indicators, measures such as trading volumes as well as a breakdown of trade by sector, including agriculture and manufacturing. These dynamic indicators provide insights into the links between gender and trade over the period that a trade agreement is operating, where, for instance, the situation before an agreement could be compared with the situation five years after the start of a trade agreement. They therefore show to what extent women gain or lose from increased trade.

The information sheet concludes with a number of practical uses for these indicators, including assessments of how well gender policy coincides or overlaps with trade policy; the gendered effects of trade and the effect that trade has on gender relations; the need for gender-sensitive policy measures in trade agreements; and the need for gender-sensitive policy measures to be included in trade policy.

WIDE, 2001, 'Instruments for Gender Equality in Trade Agreements: European Union – Mercosur – Mexico', WIDE

This document proposes a set of indicators that allow an initial analysis of the effects of trade policies and expansion on women and gender relations. In particular, these indicators are instruments with which to evaluate the effects of the EU's current trade policies and of the trade agreements between Mexico and the EU, and between Mercosur and the EU. The indicators presented here are of three types: context and dynamic indicators, which are generally quantitative and permit the analysis of changes in women's situations and gender relations relative to changes in trade over time; and indicators of political will, more qualitative in nature, which refer to the design and negotiation of trade agreements themselves and the commitments undertaken by the different actors involved.

To order contact WIDE, Rue du Commerce, 70, 1040 Brussels, Belgium, Tel: +32 2 545 9070, Fax: +32 2 512 7342, Email: wide@gn.apc.org, website: www.eurosur.org/wide/porteng.htm. This is only available in print – in English and Spanish versions.

For online gender and trade indicators, see:

http://www.eurosur.org/wide/Globalisation/lvS-Info_gender-indicators.htm

http://www.eurosur.org/wide/Globalisation/Gender_indicators.htm

5.1.4 Advocacy

Sanchis, N., Baracat, V. and Jiménez, M.C., 2004, 'International Trade in Women's Agendas' (El comercio internacional en la agenda de las mujeres), Red Internacional de Género y Comercio/UNIFEM

http://www.generoycomercio.org/docs/Comercio_Mujer_final.pdf

What strategies could be used in gender and trade advocacy? Trade agreements are generally formulated and decided by governments without any input from civil society. Increasingly, though, civil society organisations have been involved in protests against international and regional free trade agreements that are not sustainable, and that are working against gender equality. The objective of this document is to provide some food for thought and reflection for civil society organisations so that they can build sound advocacy strategies and transform protest into long-term political and social change. Some insights on how to analyse trade agreements from a gender perspective are offered, as well as considerations on how to build solid advocacy strategies, including the need for research and analysis and capacity-building. In an annex, there is also a useful collection of websites of organisations and networks working on issues of advocacy and/or trade with a gender perspective.

This document is in Spanish.

5.2 Entrepreneurship and market access

Bauer, S., Finnegan, G. and Haspels, N., 2004, 'GET Ahead for Women in Enterprise Training Package and Resource Kit', Bangkok: ILO.

Available in Chinese, Khmer, Laotian and Vietnamese

<http://www.ilo.org/public/english/region/asro/bangkok/library/pub4c.htm>

This training package is designed for ILO partner organisations to promote women's enterprise development, particularly for those women in poverty who want to start or already have a small-scale business. The package is designed with the overall aims of expanding work opportunities for women and men, enabling women entrepreneurs to scale up small businesses to be more profitable, and contributing to the social and economic empowerment of women in poor communities. It addresses the specific needs of women entrepreneurs, since mainstream programmes tend to be male-biased. It recognises the need to develop entrepreneurial skills from a gender perspective, focusing on the

practical and strategic needs of low-income women in enterprise. It provides guidance to women on how to develop their entrepreneurial skills and maximise support through groups, networks and institutions that deal with enterprise development.

The training package has three parts. Part 1 provides an overview of the aims and strategies as well as content of the training, with tips for trainers. Part 2 is broken down into training modules focused on various aspects of entrepreneurship for women, including the basics on women and entrepreneurship, women and the business environment, a look at the business project and managing people and networking. Part 3 provides further reading and reference materials such as useful web addresses and an overview of common business terms.

Heyde, G., 2003, 'Identification of Economic Opportunities for Women's Groups and Communities', Gender Promotion Programme Series on Gender and Employment, Geneva: International Labour Office

<http://www.ilo.org/public/english/employment/gems/download/eoi.pdf>

This guide is designed to support strategies for improved employment opportunities, particularly among women. It is aimed at development and community organisations, including women's groups, small business associations, workers' and employers' organisations, as well as in-country staff charged with assisting these groups. Barriers continue to exist for women to pursue economic activities, even where opportunities are readily available. For instance, women may not fully comprehend the economic environment or may not be able to access resources such as credit, training or personal time. There may also be social or cultural barriers to prevent women's participation in particular activities, or there may not be community support available for those enterprises managed by women.

Part 1 provides an overview of the advantages of business development in groups, particularly the empowering capacity of women's groups. Part 2 focuses on analysing the business environment for women business-owners, moving on in Part 3 to a more detailed analysis of the advantages and disadvantages of using women's groups. Part 4 highlights sources of business ideas and techniques to modify existing ones, including brainstorming and monitoring societal trends, with a guide in Part 5 on how to critically analyse these ideas. Part 6 explores some of the practical issues of export and fair trade, including pricing, marketing and financing. In Part 7, the notion of 'economic change' is brought in, emphasising an understanding of the broader macroeconomic context affecting business. A series of annexes provide background information on a range of topics, including the impact of trade liberalisation on women and sample forms for conducting market surveys.

Stevenson, L. and St-Onge, A., 2005, Assessing the Enabling Environment for Women in Growth Enterprises: An African Development Bank (AfDB)/ILO Integrated Framework Assessment Guide, Geneva: ILO

There is a growing recognition of the importance of micro, small and medium-sized enterprises (MSME) for development in Africa. Women's entrepreneurial activities mainly take place within the context of MSMEs, which currently create the majority of new jobs across the continent. However, women face particular barriers and disadvantages such as lack of adequate support, information, protection and representation. This growth-oriented women entrepreneurs framework from the African Development Bank and ILO provides a way of reviewing and reporting on a range of supportive mechanisms that can enhance women's growth prospects in a country. This assessment framework can be applied over a two-week fact-finding visit to a country in order to establish what needs to be done to support an enabling environment for women entrepreneurs and women's businesses. It is designed for use by policy-makers, researchers, evaluators, programme managers, business and financial consultants, development advisers and women entrepreneurs' associations.

Section 1 introduces the framework and its objectives. Section 2 introduces the assessment process – pre-fieldwork, fieldwork, synthesis/assessment and writing up. Section 3 presents the analytical framework for policies and programmes required to create an enabling environment for women's enterprise. These include leadership, regulatory systems, training, credit, access to information, associations and networks, premises and market access. Section 4 provides a suggested outline for the final report. Templates and matrices are also included to help researchers look at statistics and information gathered in the interview process.

This publication will soon be online at www.ilo.org/seed. Please contact Grania Mackie on Mackie@ilo.org for details.

5.3 Employment and labour standards

Commission for Gender Equality, 1998, 'Best Practice Guidelines for Creating a Culture of Gender Equality in the Private Sector', Johannesburg: Workinfo.com

<http://www.workinfo.com/free/Downloads/genderlink.htm>

This guide is designed to highlight and promote the involvement of private business in achieving gender equality, including business leaders, policy-makers, human resource managers and other business specialists. Drawing on a number of laws and international commitments to women's rights, including the South African Constitution and CEDAW, it seeks to enhance gender equality in the workplace. The framework has five parts: Part A focuses on those steps that businesses need to take to formulate a gender policy; Part B provides guidance on tackling gender equality in relation to human resource functions such as recruitment, training and promotion; Part C deals with sexual harassment;

Part D looks more closely at how gender equality concerns are reflected in how businesses deal with external customers or the services they provide; and Part E provides insights into how to communicate, monitor and evaluate gender equality policies in the workplace.

ILO, 2002, 'Promoting Gender Equality - A Resource Kit for Trade Unions', Geneva: ILO
www.ilo.org/public/english/employment/gems/eeo/tu/tu_toc.htm

This toolkit has been designed to address the challenges faced by trade unions in recruiting and retaining women members and ensuring that trade union policies reflect gender equality goals. Trade unions have a role in protecting workers from all types of discrimination, including that based on gender. The target audiences for the toolkit are trade union officials, both women and men, as well as union members and those groups who are not yet part of a formal organisation. The kit is divided into six booklets. Booklet 1 focuses on how trade unions might recruit more women members and promote women's participation so as to develop more gender-equal internal structures. Booklet 2 explains how gender equality might be promoted through the collective bargaining process, including how to prepare for negotiations and any follow-up activity. Booklet 3 looks at how negotiations to protect workers and promote equality of opportunity may be undertaken, particularly around issues such as sex discrimination. Booklet 4 highlights the challenges of protecting and organising workers in the informal sector or those that frequently fall outside of labour legislation, including homeworkers, migrant workers and part-time workers. Booklet 5 deals with issues of diversity and how space may be made in unions for a range of voices including youth, the elderly, those with disabilities, lesbian and gay workers, and ethnic minority and indigenous peoples. Finally, booklet 6 focuses on how trade unions could link up with civil society actors to promote women workers' rights.

Hurley, J. with Hale, A. and Smith, S., 2003, 'Action Research: Garment Industry Supply Chains', Manchester: Women Working Worldwide
http://www.poptel.org.uk/women-ww/action_Research.pdf

This manual, aimed at researchers, gives practical guidance on how to conduct action research that will promote and support workers' rights, focusing on garment industry supply chains. It begins with an introduction to the origins of the manual, which emerged out of research conducted into garment industry supply chains in Asia and Europe, highlighting the importance of including workers in the process of the research itself. Background is then provided on supply chains and the key players involved – including manufacturers, intermediaries (such as buyers, importers or traders) and workers – as well as how power affects these relationships. A number of different methods of tracing and mapping supply chains are then outlined, emphasising the nature of relationships within the chains and how to track them, including using the internet. Issues that workers face (including gender-related issues) are then highlighted, as well as how these are related to the supply chain. The final section focuses on how to write up the results of action research so that they are accessible to a broader audience. This manual also has additional information in appendices, including lists of useful websites

for research on supply chains and campaigns for workers rights, lists of possible questions for both workers and management, and an outline of one method of doing a gender analysis of the research outcomes.

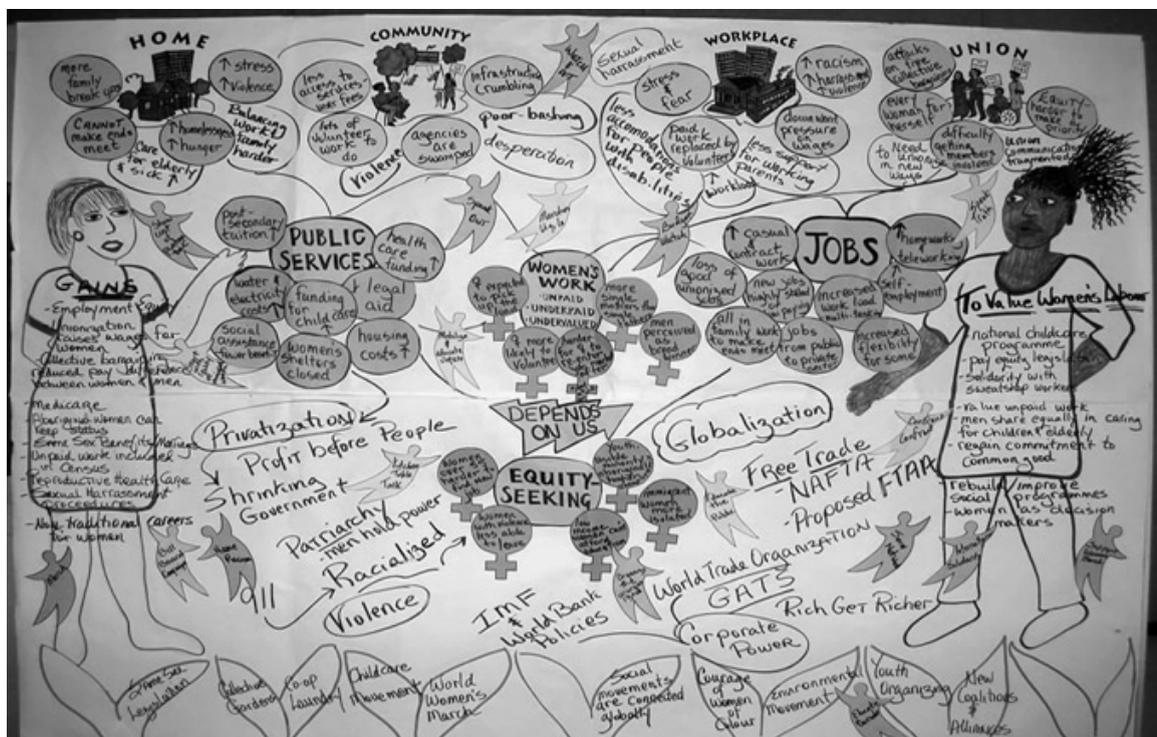
5.4 Economic literacy training

The Wall Workshop: <http://www.wallworkshop.com/English/theWall.html>

Wall Display Guide: <http://www.wallworkshop.com/pdf/PSIBookletEnglish.pdf>

also available in French, Spanish, Swedish, German and Japanese

In order to change today's economy, you need to start from the stories of women's everyday lives. This is the premise of the Wall Workshop – a visual educational tool designed to bring women together to conduct a gender analysis of the global economy, starting from their own experiences. The fundamental aim is to empower women to improve their living conditions. The tool uses the image of a stone wall to represent the economy, as it is made up of interrelated parts that build upon one another. Participants share their ideas, post coloured paper 'stones' on a large paper wall, and then look at how the stones in the wall are changing, the relationship between them and how the women can contribute to changing the wall.



An example from one of the Wall Workshops.

Areas discussed by women include: perceived changes in social services and jobs over the last ten years; 'what we do' divided into the home, community, workplace and union; the nature of women's unpaid work; who has the power; and what action needs to be taken to improve women's lives. The 'Wall' is being used by women's organisations, trade unions, community groups and professional organisations.

Facilitator guides are available in hard copy in English, French and Spanish. Each guide includes an introduction to the methodology, detailed facilitator notes and a step-by-step description on preparing workshop materials. Order from <http://www.wallworkshop.com/English/Guides/guides.html> or contact Women's Wall Project, 1439 Tedder Avenue, Ottawa, Ontario K1H 6A5, Canada, Email: info@wallworkshop.com

Summary adapted from website (<http://www.wallworkshop.com/>) and the Wall Display Guide.

Williams, M., 2000, Women in the Market: A Manual for Popular Economic Literacy, Brussels: WIDE

Designed for WIDE's popular economics training, this manual combines a popular education framework with economic literacy tools to develop a better understanding of the fundamental workings of a market economy. It provides information on the particulars of the current economy: globalisation, restructuring, fluctuations (unemployment, inflation) and the WTO. It explores differential impacts of market policies and practice on women and also addresses how gender, race/ethnicity and class differentials and the absence of women's human's rights are key to the way the market economy works. This frames its discussion of the market economy in terms of power relationships, and helps participants explore their place in the national and global economy. The introduction explores elements of popular education, addresses methodology, and lays out how to adapt the curriculum to a particular group's needs. The premise of this training resource is that education begins with the lived experiences of participants – it therefore introduces new concepts and information through participatory group activities. The manual also includes an appendix on popular education/popular economics techniques, readings and information sheets, and popular economics resources.

Summary adapted from website: <http://www.eurosur.org/wide/eco%20lit/ELPUB.htm>
Available in English, French, Spanish, Arabic, Finnish and German – hard copy only.

The English, French and Spanish versions are available from the WIDE Secretariat. To order a copy, contact WIDE, Rue de la Science 10, 1000 Brussels, Belgium; Tel: +32 2 545 9070; Fax: +32 2 512 7342; email: info@wide-network.org. To order the Arabic version, contact Machreq/Maghreb Gender Linking & Information Project (Macmag Glip) (www.macmag-glip.org) at labouhabib@macmag-glip.org. To order the Finnish version, contact FinnWID at finnwid@saunalahti.fi. To order the German version, contact WIDE Austria (<http://www.oneworld.at/wide>) at wide.austria@magnet.at

6. Web resources

Agencia Latinoamericana de Información (Latin American Information Agency) (ALAI) Mujeres (Women@ALAI)

<http://alainet.org/mujeres/>

ALAI Mujeres supports women's movements and networks in Latin America through communication and information provision. Their website contains a range of research and policy documents on globalisation and the economy. *In Spanish.*

Association for Women's Rights in Development (AWID): Women's Rights and Economic Change

<http://www.awid.org/wrec/>

AWID Women's Rights and Economic Change programme focuses on the growing insecurity being faced by women due to trade liberalisation, privatisation and structural adjustment. Publications on the site include primers on a range of issues such as women's rights and the WTO, challenging the World Bank, and women's work. It also highlights events and AWID's current projects in this thematic area.

These pages are available in English, French and Spanish.

Center of Concern Global Women's Project: Gender, Trade and Development

<http://www.coc.org/focus/women/trade.html>

This programme hosts the international secretariat of the IGTN and the United States' Gender and Trade Network. The website features trade literacy and popular education materials, including factsheets, reports, and networking information, largely relating to trade in the Americas.

Development Alternatives with Women for a New Era (DAWN)

<http://www.dawn.org.fj/global/globalisation/trade.html>

DAWN works on issues of gender at regional and global levels. One of the areas they focus on is gender and trade. This page of DAWN's website provides information and updates on gender and trade and on related events.

Gender and Economic Reforms in Africa Programme (GERA)

www.twnafrica.org/gera.asp

The Gender and Economic Reforms in Africa (GERA) programme is a pan-African programme that supports policy research and advocacy. Their website provides information on the research programme, policy briefs and a newsletter.

International Finance Corporation (IFC): Gender Entrepreneurship Markets (GEM)

<http://www.ifc.org/gem>

The IFC GEM website provides a directory of women's business associations, together with tools for gender analysis and examples of best practice. GEM also publishes the Women in Business newsletter (available online).

International Gender and Trade Network (IGTN)

www.igtn.org

The IGTN website provides an extensive collection of documents on all aspects of gender and trade. Resources cover information and updates on trade agreements, including background on the WTO, reports and articles on the key issues, advocacy materials, and economic literacy materials produced by its regional chapters. The IGTN electronic bulletin also provides analysis on gender and trade issues and updates on the WTO negotiations from Geneva.

Network Women in Development Europe (WIDE)

<http://www.eurosur.org/wide/home.htm>

WIDE has worked extensively on issues of gender and trade and their position papers and updates are available at http://www.eurosur.org/wide/project_IFI.htm. They have produced a number of publications, which can be ordered from their website. They have also developed curricula and training resources on trade and globalisation that provide links to key resources (<http://www.eurosur.org/wide/eco%20lit/TR.htm>).

Red Internacional de Genero y Comercio, capitulo Latinoamericano (International Gender and Trade Network, Latin American chapter)

<http://www.generoycomercio.org/>

The website of IGTN's Latin American chapter provides a wide range of Spanish language resources on the evaluation of free trade agreements on women, focusing on the FTAA. It features declarations, articles, research papers, training material, bibliographies, newsletters and bulletins. *In Spanish.*

Red Latinoamericana Mujeres Transformando la Economía (REMTE) (Latin American Network of Women Transforming the Economy)

<http://www.remte.org/>

REMTE co-ordinates networks and national platforms from 11 Latin American countries working on gender and the economy. Documents on the website include commentaries on events, analysis of regional trade agreements, declarations and details of regional campaigns against the FTAA. *In Spanish.*

Siyanda

www.siyanda.org

This is the BRIDGE-hosted gender and development web resource. It consists of an extensive online database of over 1,400 gender and development resources from across the world. This includes numerous summaries and links to online resources on gender and trade (including but not limited to those in this Supporting Resources Collection).

Women's Entrepreneurship Development and Gender Equality (WEDGE)

http://www.ilo.org/dyn/empent/empent.Portal?p_prog=S&p_subprog=WE&p_category=HOME

WEDGE is an initiative of the ILO SEED programme. Its publications, all available online, are a combination of working papers, research papers, reports, and factsheets and cover various countries. WEDGE also identifies global best practice policies, programmes and projects that effectively support women entrepreneurs
(http://www.ilo.org/dyn/empent/empent.Portal?p_prog=S&p_subprog=WE&p_category=PUB).

World Bank

<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/0,,contentMDK:20253086~pagePK:148956~piPK:216618~theSitePK:336868,00.html>

The World Bank's Economic Policy and Gender: Trade and Competitiveness programme has produced a number of materials to support the use of a gender perspective in analysing the impact of trade liberalisation. The website has background documents, analytical papers and research/operational experience from a range of regional/country contexts.

7. Networking and contact details

This section provides contact details for all organisations featured in this *Cutting Edge Pack*. It also features contact details for other organisations or bodies that may be useful to those working on the issues covered in the pack. The accompanying background on each organisation is gleaned from the related websites. Please note that all website URLs and email addresses are current as of November 2005.

7.1 Global

<p>Organisation of Women in International Trade (OWIT) Chapters are spread across the world. For a list of contact details, see the website: Web: http://www.owit.org/officers.asp</p>	<p>OWIT promotes women doing business in international trade by providing them with networking and capacity-building opportunities. Their members do business in all facets of international trade.</p>
<p>United National Task Force on Gender and Trade Contact: Anh-Nga Tran-Nguyen Email: Anh-Nga.Tran-Nguyen@unctad.org</p>	<p>The Task Force was set up by the Inter-Agency Network on Women and Gender Equality (IANWGE) of the UN to sensitise policy-makers to issues identified as important for gender equality. It conducts analytical research, capacity-building and advocacy, individually and jointly with other institutions.</p>

7.2 Africa

<p>Commission on Gender Equality 10th Floor Braamfontein Centre Braamfontein 2017 Johannesburg South Africa Tel: +27 (11) 403 7182 Fax: +27 (11) 403 7188 Email: cgeinfo@cge.org.za Web: http://www.cge.org.za</p>	<p>The Commission on Gender Equality promotes gender equality in the South African Parliament, giving advice on laws and proposed legislation that affects the status of women. The commission has produced information on trade-related issues such as the guidelines on gender equality in the private sector featured in section three of this collection.</p>
<p>Development Alternatives with Women for a New Era (DAWN) Dawn Secretariat, 44 Ekpo Abasi Street Calabar, Cross River State Nigeria Tel: +234 87 230929 Fax: +234 87 236298 Email: dawn_angafri@yahoo.co.uk Web: http://www.dawn.org.fj</p>	<p>DAWN is a network of women scholars and activists from the economic south who engage in feminist research and analysis of the global environment and work for economic justice, gender justice and democracy. Their website has useful documents from their symposium on 'Global Trade and Multilateral Agreements: Gender, Social and Economic Dimensions'. Subscriptions to the print version of their tri-annual publication <i>DAWN Informs</i> are free for women based in the south.</p>

<p>Gender and Economic Reforms in Africa Programme (GERA) PO Box AN 19452 Accra North Ghana Tel: +233 21 511189 Fax: +233 21 511188 Email: gera@twnafrica.org Web: http://www.twnafrica.org/gera.asp</p>	<p>GERA is a pan-African research and advocacy programme established to influence economic policies and decision-making processes in Africa from a gender perspective. The programme supports African women in undertaking policy research and advocacy projects that meet country and region-specific needs.</p>
<p>Uganda women entrepreneurs association (uweal) Contact: Ruth Biyinzika Musoke Uganda women entrepreneurs association PO Box 10002 Kampala Uganda Tel : +256 41 343952 Email: uweal@enterprise.co.ug</p>	<p>Uweal is a membership organisation that provides support and training to women-owned and managed commercial enterprises in Uganda. for more details, see the article on uweal's work in the <i>gender and development in brief</i> bulletin in this <i>cutting edge pack</i>.</p>

7.3 Asia and the Pacific

<p>Asia Gender and Trade Network (AGTN) Asia Secretariat of the International Network on Gender and Trade-Asia Women and Gender Institute Miriam College Katipunan Avenue Loyola Heights Quezon City 1101 Philippines Email: jfrancisco@mc.edu.ph Web: http://www.igtn.org/page/391</p>	<p>AGTN is the Asian branch of the IGTN. It is made up of women researchers from across Asia who work towards strengthening the capacity of Asian women's organisations to understand the impact of trade liberalisation on women's economic and social development.</p>
<p>Global Development Research Centre (GDRC) 1-5-1-1013, Mori Minami Machi Higashi Nada ku Kobe - 658-0011 Japan Tel: +81 78 452 8414 Fax: +81 78 452 8414 Email: hsrinivas@gdrc.org Web: http://www.gdrc.org/icm/wind/wind.html Web: http://www.gdrc.org/gender/index.html</p>	<p>GDRC is a virtual organisation that carries out initiatives in education and research and on the environment, community and ICTs. It has a virtual library on microcredit with online resources.</p>
<p>UNIFEM Pacific Gender and Trade Programme 6 Ma'afu Street Domain, Suva Fiji Tel: +679 3301 178/3301 118 Fax: +679 3301 654 Email: registry@unifempacific.com Web: http://www.unifempacific.com/gender_trade.html</p>	<p>The Gender and Trade programme was a three-year project operated by UNIFEM Pacific, which produced advocacy materials and practical guidelines on gender and trade.</p>

<p>Women in Business Development Inc (Women in Business Foundation) Contact: Adimaimalaga Tafuna'i P.O. Box 6591 Apia Samoa Tel: + 685 21959 Fax: + 685 25246 Email: adi@samoa.ws Web: http://www.womeninbusiness.ws</p>	<p>WIBDI is an NGO that supports women in developing sustainable livelihoods. The organisation works on microfinance and savings projects and microenterprise. For details on WIBDI's project to support the production of organic coconut oil, see section 4.1 of this collection.</p>
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7.4 Europe

<p>APRODEV European Ecumenical Centre Boulevard Charlemagne 28 B-1000 Brussels Tel : +32 22 345660 Fax : +32 22 345669 Email: aprodev@aprodev.net Web: http://www.aprodev.net/trade/gender.htm</p>	<p>APRODEV is a faith-based network of major development and humanitarian aid organisations in Europe. One of its concerns is the differential impact of trade liberalisation on women and men. The gender and trade section of its website has resources on the gender dimensions of Economic Partnership Agreements.</p>
<p>BRIDGE Institute of Development Studies University of Sussex Brighton BN1 9RE UK Tel: +44 (0)1273 606261 Fax: +44 (0)1273 621202 Email: bridge@ids.ac.uk Web: http://www.bridge.ids.ac.uk/ Web: http://www.siyanda.org</p>	<p>BRIDGE provides accessible information on gender and development to researchers, policy-makers and practitioners on key issues. It aims to bridge the gap between research, policy and practice with a wide range of print publications and online materials. BRIDGE is the producer of the <i>Cutting Edge Pack</i> series. BRIDGE also hosts the <i>Siyanda</i> website, which includes numerous resources on gender and trade (see web resources section).</p>
<p>Commonwealth Secretariat Contact: Sarojini Thakur Marlborough House Pall Mall London SW1Y 5HX UK Tel: +44 (0)20 7747 6500 Fax: +44 (0)20 7930 0827 Email: info@commonwealth.int Web: http://www.thecommonwealth.org/Templates/Colour.asp?NodeID=34021</p>	<p>The Commonwealth Secretariat's gender section runs programmes on women in small and medium-scale enterprises, women in the informal sector and gender and trade. It also produces publications on policy issues, case studies and best practice on a range of subjects, including gender and trade.</p>
<p>Department for International Development (DFID) - International Trade Department Contacts: Teresa Durand and Melanie Curtis Abercrombie House Eaglesham Road East Kilbride Glasgow G75 8EA Tel: 0845 300 4100 (from within the UK) Tel: +44 1355 84 3132 (from outside the UK) Fax: +44 (0) 1355 84 3632 Email: enquiry@dfid.gov.uk; T-Durand@dfid.gov.uk Web: www.dfid.gov.uk/aboutdfid/organisation/intertradedept.asp</p>	<p>DFID's International Trade Department seeks to increase the contribution of trade to poverty reduction and gender equality. Trade-related capacity building is one way this is achieved. For details and an evaluation of DFID's TRCB work, see: http://www.dfid.gov.uk/pubs/files/evaluation-trcb.pdf</p>

<p>International Labour Organization (ILO) Bureau for Gender Equality 4, route des Morillons CH-1211 Geneva 22 Switzerland Tel: +41 22 799 7879 Fax: +41 22 799 7657 Email: wirth@ilo.org Web: http://www.ilo.org/dyn/gender/gender.home</p>	<p>The Gender Equality Bureau co-ordinates the ILO action plan and Gender Network – a global team of senior gender specialists, sector co-ordinators and gender focal points. The organisation has a gender mainstreaming policy throughout its programmes to support workers' rights, employment and social protection. The ILO has an online gender mainstreaming strategy and toolkit.</p>
<p>Women's Entrepreneurship Development and Gender Equality (WEDGE) Contact: Ned Lawton International Labour Office 4, route des Morillons CH-1211 Geneva 22 Switzerland Tel: +41 22 799 6838 Fax: +41 22 798 7978 Email: lawtone@ilo.org Web: http://www.ilo.org/dyn/empent/empent.portal?p_lang=EN&p_prog=S&p_subprog=WE</p>	<p>WEDGE is an initiative of the small enterprise development (SEED) wing of the ILO's Job Creation and Enterprise Development programme. It documents good practice in how gender equality can be mainstreamed into small enterprise development. It provides support services and promotes advocacy for women entrepreneurs. It also produces a wide range of online resources.</p>
<p>International Trade Centre (ITC) Palais des Nations CH-1211 Geneva 10 Switzerland Tel: +41 22 730 0111 Fax : +41 22 733 4439 Web: http://www.intracen.org; Web: http://www.tradeforum.org</p>	<p>ITC is the technical co-operation agency of UNCTAD and WTO. The ITC has a commitment to conduct gender mainstreaming throughout its work to support businesses in developing economies with product and market development, trade support services, human resource development, purchasing and supply management and needs assessment. Issue 4 of their magazine, <i>International Trade Forum</i>, has a compilation of all trade-related initiatives. They also work to support women entrepreneurs and have a world directory of women entrepreneurs' associations.</p>
<p>Natural Resources and Ethical Trade programme (NRET) Natural Resources Institute Contact: Anne Tallontire Enterprise, Trade and Finance Group Natural Resources Institute University of Greenwich at Medway Chatham Maritime Kent ME4 4TB UK Tel: +44 (0)1634 883865 Fax: +44 (0)1634 883706 Email: A.M.Tallontire@greenwich.ac.uk Web: http://www.nri.org/NRET/nret1.htm</p>	<p>NRET specialises in improving the social and environmental benefits of business through providing help with codes of practice, management systems and policy information. NRET also produces publications on different aspects of ethical trade and responsible business, including gender equality issues.</p>
<p>One World Action Contact: Helen O'Connell Bradley's Close White Lion Street London N1 9PF UK Tel: +44 (0)20 7833 4075 Fax: +44 (0)20 7833 4102 Email: owa@oneworldaction.org Web: http://www.oneworldaction.org</p>	<p>One World Action is an NGO that has a range of programmes and does policy work around human rights and democracy. Their project 'Gender and Cotonou' examines the likely implications of EPAs for women's rights and gender relations in Mozambique, Namibia and Zambia.</p>

<p>Oxfam: Gender and Development Journal Oxfam House John Smith Drive Oxford OX4 2JY UK Tel: +44 (0)870 333 2700 Email: csweetman@oxfam.co.uk Web: http://www.oxfam.org.uk/what_we_do/issues/gender/gad/</p>	<p>Oxfam's journal <i>Gender and Development</i> covers theory and practice of gender-oriented development. It aims to exchange views, record experience, describe models of good practice and disseminate information about networks and resources. Vol. 12 No 2, July 2004, is devoted to the subject of gender and trade. See a summary of the editorial in section 1 of this collection.</p>
<p>Resource Centre for Responsible Business Practice (RCRBP) Information Officer International Business Leaders Forum 15–16 Cornwall Terrace London NW1 4QP UK Tel: +44 (0)20 7467 3600 Email: info@iblf.org Web: http://resource-centre.org</p>	<p>RCRBP is an independent online database that provides practical examples of how the social impact of business can be optimised. The website features a fair number of resources that are gender-focused and include case studies, websites, organisations and documents.</p>
<p>UN Conference on Trade and Development (UNCTAD) Palais des Nations 8-14, Av. De la Paix CH-1211 Geneva 10 Switzerland Tel: +41 22 917 5809 Fax: +41 22 917 0051 Email: info@unctad.org Web: http://www.unctad.org/Templates/Page.asp?intltemID=1696&lang=1</p>	<p>UNCTAD is task manager of the Inter-Agency Task Force on Gender and Trade. It is also the focal point within the UN for the integrated treatment of trade and development and related issues in the areas of investment, finance, technology, enterprise development and sustainable development. They also have a digital library of resources.</p>
<p>Women in Development Europe (WIDE) Rue de la Science, 10 1000, Brussels Belgium Tel: +32 25 459071 Fax: +32 25 127342 Email: info@wide-network.org Web: http://www.wide-network.org</p>	<p>WIDE is a European network of development NGOs, gender specialists and human rights activists who monitor and influence international economic and development policy and practice from a feminist perspective. They have training programmes and internet resources on economic literacy and trade.</p>
<p>Women Working Worldwide (WWW) MMU Manton Building Rosamond Street West Manchester M15 6LL UK Tel: +44 (0)161 247 1760 Email: info@women-ww.org Web: http://www.poptel.org.uk/women-ww/</p>	<p>WWW works with an international network of women workers' organisations and women's projects within trade unions. The focus is on supporting the rights of women working in international production chains that supply the UK and other European countries with consumer goods, such as food and clothing.</p>

7.5 Latin America and the Caribbean

<p>Agencia Latinoamericana de Información (Latin American Information Agency) (ALAI) Mujeres (Women@ALAI) http://alainet.org/mujeres/</p>	<p>ALAI is a communications organisation working on participation in development and policy-making in Latin America. ALAI Mujeres, their women's programme, provides information on issues including globalisation and the economy. <i>In Spanish.</i></p>
<p>Caribbean Association for Feminist Research and Action (CAFRA) PO Bag 442 Tunapuna Post Office Tunapuna Trinidad and Tobago Tel: +868 663 8670 Fax: +868 663 6482 Email: cafrainfo@wow.net Web: http://www.cafra.org</p>	<p>CAFRA is a regional network of feminists, individual researchers, activists and women's organisations that co-ordinates the Caribbean Gender and Trade Network.</p>
<p>Red Latinoamericana Mujeres Transformando la Economía (REMTE) (Latin American Network of Women Transforming the Economy) Grupo Género y Economía, Perú Representative: Rosa Guillén Jr. Almirante Guisse 1149 Lima 11 Perú Tel/Fax: +511 265 8540 Email: mujecon@terra.com.pe Web: http://www.remte.org</p>	<p>REMTE co-ordinates networks and national platforms from 11 Latin American countries. Their aim is to help women understand economics in a critical way and to support the construction of alternatives based on economic justice and gender equality. Their website features position papers, publications, campaign documents, many of them on the negative impacts of free trade agreements on women. <i>In Spanish.</i></p>

7.6 Middle East

<p>The United Nations Economic and Social Commission for Western Asia (ESCWA) Centre for Women (ECW) Contact: Ms. Fatima Sbaity-Kassem Centre for Women PO Box 11-8575, Beirut Lebanon Tel: + 961 1 978402 Fax: + 961 1 981510 Email: sbaity-kassem@un.org Web: http://www.escwa.org.lb/ecw/index.asp</p>	<p>ESC focuses on three main areas of empowerment: social, political and economic. Their work on economic empowerment has involved looking at poverty alleviation tools such as micro-credit and their applicability for women in the ESCWA region.</p>
<p>Collective for Research and Training on Development Action (CRTD-A) Museum Square Karim Salameh building PO Box 165302 1100 2030 Beirut Lebanon Tel/Fax: +961 1 616751 Email: info@crted.org Web: http://www.crted.org/</p>	<p>CRTD is a consultancy organisation providing technical support, training, capacity-building and information resources in the MENA region. One of their focus areas is the gendered impact of globalisation and trade liberalisation. They conduct economic literacy training on gender and produce a wide range of resources on related topics through their Machreq/Maghreb Gender Linking & Information Project (MACMAG GLIP). See http://www.macmag-glip.org/</p>

7.7 North America

<p>Association for Women's Rights in Development (AWID) 215 Spadina Ave Suite 150 Toronto Ontario M5T 2C7 Canada Tel: +1 416 594 3773 Fax: +1 416 594 0330 Email: awid@awid.org Web: http://www.awid.org/wrec/</p>	<p>AWID is an international membership organisation that works to promote debate, capacity-building and advocacy on women's human rights throughout the world. AWID's theme programme, Women's Rights and Economic Change, seeks to develop strategies to deal with the challenges of globalisation. A wide range of resources are available from their website.</p>
<p>Canadian International Development Agency (CIDA) 200 Promenade du Portage Gatineau Quebec K1A 0G4 Canada Tel: +1 819 997 5006 Toll free: +1 800 230 6349 Fax: +1 819 953 6088 Email: info@acdi-cida.gc.ca Web: http://www.acdi-cida.gc.ca/equality</p>	<p>CIDA is the government agency charged with planning and implementing Canada's development co-operation programming. Gender equality is one of CIDA's six priorities. Their gender-sensitive trade-related capacity building tool is featured in this Supporting Resources Collection. Their website has a number of online resources on gender and economics. See: http://www.swc-cfc.gc.ca/pubs/pubspr/index_e.html</p>
<p>Centre of Concern (COC) 1225 Otis Street NE Washington, DC 20017 USA Tel: +1 202 635 2757 Fax: +1 202 832 9494 Email: coc@coc.org Web: http://www.coc.org/</p>	<p>The COC is a faith-based organisation that provides information and analysis on development issues and policies. The principal focus of its Global Women's Project is gender, macroeconomic policy, trade and human rights. COC hosts the International Gender and Trade Network.</p>
<p>International Association for Feminist Economics (IAFFE) PO Box 9430 Richmond, VA 23228 USA Fax: +1 313 -731 0174 Email: clsmith@iaffe.org Web: http://www.iaffe.org</p>	<p>IAFFE is an international network of researchers that aims to educate economists and others on feminism and gender equality.</p>
<p>International Finance Corporation (IFC) – Gender Entrepreneurship Markets (GEM) Programme 2121 Pennsylvania Avenue, NW Washington, DC 20433 USA Tel: +1 202 473 1000 Email: GEM-info@ifc.org Web: http://www.ifc.org/ifcext/enviro.nsf/Content/GEM</p>	<p>The GEM programme aims to mainstream gender issues into all dimensions of IFC's work, while at the same time trying to tap the potential of women as well as men in emerging markets. Their online resources include a global directory of women's business associations and a newsletter, <i>Women in Business</i>.</p>

<p>International Food Policy Research Institute (IFPRI) 2033 K Street, NW Washington, DC 20006-1002 USA Phone: +1 202 862 5600 Fax: +1 202 467 4439 Email: ifpri@cgiar.org Web: http://www.ifpri.org/themes/gender/gender.htm</p>	<p>IFPRI's Markets, Trade, and Institutions Division (MTID) conducts research on the role of gender in agricultural market reforms, crop and income diversification, post-harvest activity, and agro-industry. Their dedicated website on gender and development has publications, analytical tools and weblinks.</p>
<p>International Gender and Trade Network (IGTN) Contact: Kristin Sampson Centre of Concern 1225 Otis St. NE Washington, DC 20017-2516 USA Tel: +1 202 635 2757 Fax: +1 202 832 9494 Email: secretariat@coc.org http://www.igtn.org/</p>	<p>IGTN is a network of feminist gender specialists who provide technical information on gender and trade issues to women's groups, NGOs, social movements and governments. The network produces research and information with the aim of influencing international trade policy. The IGTN has an international secretariat and eight regional branches in Africa, Asia, the Caribbean, Central Asia, Europe, Latin America, North America and the Pacific.</p>
<p>Maquila Solidarity Network (MSN) / Ethical Trading Action Group (ETAG) 606 Shaw Street Toronto Ontario M6G 3L6 Canada Tel: +1 416 532 8584 Fax: +1 416 532 7688 Email: info@maquilasolidarity.org Web: http://www.maquilasolidarity.org</p>	<p>MSN is a women's rights advocacy organisation promoting solidarity with grass-roots groups working to improve conditions in <i>maquiladora</i> factories and Export Processing Zones. MSN is also the secretariat of the Ethical Trading Action Group (ETAG) in Canada. Their website contains online action tools and publications.</p>
<p>United Nations Development Fund for Women (UNIFEM) 304 East 45th Street 15th Floor New York, NY 10017 USA Tel: +1 212 906 6400 Fax: +1 212 906 6705 Web: http://www.unifem.org/gender_issues/women_poverty_economics/</p>	<p>UNIFEM works to expand women's participation in governance and to secure women's livelihoods. It supports the integration of a gender perspective into trade and economic policies and the expansion of women's access to markets, goods and services. Their website has a collection of online resources on these issues.</p>
<p>United Nations Development Programme (UNDP) Gender Programme Team Contact: Aster Zaoude Social and Economic Development Group/Bureau for Development Policy 304 East 45th Street, 11th Floor New York, NY 10017 USA Email: aster.zaoude@undp.org http://www.undp.org/gender/</p>	<p>UNDP's Gender Programme Team produces and disseminates policy briefs and advocacy tools in support of financial accountability, national accounting for women's work, macroeconomic policies, gender-sensitive national budgets and fair trade.</p>

<p>Women's Edge Coalition (WEC) Contact: Kristin Kuhlmann 1825 Connecticut Avenue NW Suite 800 Washington, D.C. 20009 USA Tel: +1 202 884 8396 Email: edge@womensedge.org Web: http://www.womensedge.org</p>	<p>WEC conducts gender advocacy work around US international trade and assistance programmes. Their trade impact review tool is featured in this collection and in the <i>In Brief</i> bulletin inside this <i>Cutting Edge Pack</i>.</p> <p>Trade impact review: http://www.womensedge.org/pages/referencematerials/reference_material.jsp?id=160</p>
<p>Women in Informal Employment: Globalizing and Organizing [WIEGO] Carr Centre for Human Rights Kennedy School of Government Harvard University 79 John F. Kennedy Street Cambridge MA 02138 USA Tel: +1 617 495 7639 Fax: +1 617 496 2828 Email: wiego@ksg.harvard.edu Web: http://www.wiego.org</p>	<p>WIEGO is a research-policy network that seeks to improve the status of working women in the informal economy through better statistics, research, programmes and policies. They produce statistics and policy analysis on the informal economy for NGOs, research institutions, national governments and international development agencies.</p>
<p>Women's Environment & Development Organization (WEDO) 355 Lexington Ave, 3rd Floor New York, NY 10017 USA Tel: +1 212 973 0325 Fax: +1 212 973 0335 Email: wedo@wedo.org Web: http://www.wedo.org/</p>	<p>WEDO is an international organisation that seeks to empower women as decision-makers in economic and social policy. The Economic and Social Justice Program promotes gender analysis in global processes of economic decision-making through advocacy, awareness-raising and capacity-building.</p>
<p>Women's Wall Project 1439 Tedder Avenue Ottawa Ontario K1H 6A5 Canada Email: info@wallworkshop.com http://www.wallworkshop.com/</p>	<p>The Wall Workshop is an educational tool designed to conduct a gender analysis of the global economy, starting with women's experiences. It has been used by women's organisations, trade unions, community groups, and professional and religious organisations in countries around the globe.</p> <p><i>For a summary of the project, see section 3.5 of this collection.</i></p>