

Third Capacity Building Workshop on Gender, Trade Policy and Export Promotion for the South Asia Region

28th August to 1st September 2006,

New Delhi

A Report

Organised by:

**Commonwealth Secretariat, Ministry of Commerce, UNIFEM South
Asia Regional Office, Dfid, Gender and Trade Initiative (SOFCAR)**

Report of the Third Capacity Building Workshop on Gender, Trade Policy and Export Promotion for the South Asia Region

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The Third Commonwealth Regional Workshop for Capacity building on Gender, Trade Policy and Export Promotion for South Asia was held in New Delhi from 28th August to 1st September, 2006. The Programme of the Workshop is at Annex-I. The Commonwealth Secretariat in partnership with the Department of Commerce, Government of India, SOFCAR and UNIFEM organized the programme. Participants of the workshop were drawn inter alia from concerned government agencies dealing with commerce, women's

affairs, tourism and from amongst business chambers and civil society organisations in Bangladesh, India, Maldives, Nepal, Pakistan and Sri Lanka. Representatives of regional and multilateral agencies also participated in the workshop. A list of participants is included in Annex- II.

2. The Workshop was inaugurated by Shri Jairam Ramesh, the Hon'ble Minister of State for Commerce & Industry, India.

3. Welcoming the participants Mrs Sarojini Ganju Thakur, Adviser, Commonwealth Secretariat stated that the programme owes its genesis to two books - one on Gender Mainstreaming in the Multilateral Trading System and the other on Linking Women Producers and Workers with Global Markets. The programme attempts to embed analysis of the issues raised in these books into action and work towards sensitization and building the capacity of government and other concerned stakeholders relating to gender aspects of trade. She added that the Workshop is a part of the wider initiative of the Gender Section of the Commonwealth Secretariat which has been working on integration of gender concerns in macroeconomic policies, debt management, gender budgets and so on. The Commonwealth Secretariat also adopted the Valetta Statement on Multilateral Trade at the Heads of Government last year and called on the developed countries to demonstrate the political courage and will to give more than they receive in this Round, particularly in the negotiations on agriculture and market access, as their own longer term prosperity and security depend on such an approach. The statement also recognises that developing countries must also demonstrate flexibility and commitment to ensure a successful outcome to the Round.

4. In his opening remarks Mr. G.K. Pillai, Special Secretary, Department of Commerce in Govt. of India stated that he has observed in the exports sector in India, reverse discrimination of women i.e. preference shown by some of the export sectors especially Gems & Jewellery, Textiles and Electronics for women employees. He further observed that socio-cultural barriers hold back women from performing their best. The problems which need to be taken care of in order to enable the women to be productive, especially in the unorganized sector, are in terms of access to facilities such as transport, crèche, canteen, medical care, etc.. He also mentioned that 10-15 lakhs additional job opportunities are expected to be created in the exports sector, of which 50% would become available to women.

5. In his inaugural address, Mr Jairam Ramesh, Minister of State for Commerce and Industry, Government emphasized on efforts of the government at reduction of poverty through employment generation. He underscored the importance of empowering the poor through community mobilization schemes. He recognized the fact that the impact of trade liberalization on gender concerns have not been accorded their due importance. He suggested that there is a need to understand impacts at the ground level by undertaking research and referred to studies which have shown that rural districts which have been more exposed to trade have seen a relatively less decline in poverty reduction. He identified the workshop as an important initiative to deal with such issues and build capacities of concerned stakeholders. He also highlighted the initiatives taken by the Ministry of Commerce & Industry in the last few months to link the programmes of export promotion with women's self-help groups in leather, agriculture, horticulture, handicrafts, handlooms and shellac, grant of backward region

fund of Rs. 15 crores to expand economic activity to 250 poor districts for export promotion by involving Export Promotion Councils.

6. The inaugural session ended with the vote of thanks by Mrs. Firoza Mehrotra, Deputy Regional Director UNIFEM. Ms. Mehrotra highlighted the role of UNIFEM in strengthening the work on gender and trade linkages and advocated for mainstreaming of gender in the multilateral trading system. This was followed by the formal release of the UNIFEM-SOFCAR publication on 'WTO and Gender Concerns in South Asia' by the Minister of State for Commerce & Industry, India.

Session 1: Trade Policy Environment

The topic was introduced by Shri G.K. Pillai, Special Secretary, Department of Commerce, India. He presented the current state of play in the WTO and the reasons for suspension of the current round of talks in WTO because the development concerns of developing countries (Doha Development Round) got sidelined. He explained in brief the concerns of the developing countries in the agriculture and services sector and the importance of agriculture to developing countries. He stated that while 90% of world's farmers live in developing countries and in the case of India 60% of the rural population is dependent on agriculture for their livelihood, agriculture constitutes only 10% of the world trade. In the developed countries, contribution to GDP from agriculture is miniscule, still they are not willing to remove trade distorting subsidies in agriculture. He added that the terms of Agreement on agriculture are heavily loaded against developing countries and therefore they demand that the trade distorting subsidies given by the developed world be reduced.

2. Dr. Mariama Williams presented an analytical framework of mainstreaming trade into development which includes gender equality. She stated that there are contrasting views of the role of trade in the economy and the importance of women's and men's contribution to growth and development and have the trade policies/negotiations have an impact on women's and men's role, entitlement and overall economic and social

empowerment. The issues which were brought out in her presentation relate to:

- Of social development and social protection
- Social and gender equity
- Industrial development
- Employment sustainable livelihoods and working conditions

3. She stated that the current patterns of trade and trade rule making present significant challenges for gender equality objectives, which may have significant untoward effects for long-term development. The gender issues emanating from globalization and trade liberalization include :-

- Feminization of labour market
- Increase or decrease in the access to economic and social resources for women relative to men.
- Increase or decrease of unpaid work in home and community.
- increase of tariff in Government's budget or cuts in social programmes or increase in regressive taxes which impact women more than men.

4. She quoted the empirical evidence on gender and trade contained in different studies which shows that gender wage gap by itself is not enough to look at the occupational segregation. Micro economic empirical evidence and macro economic analysis indicates that gender inequality directly and indirectly limits economic growth, due to gender differences in economic options, incentives and productivity. The specific gender and trade issues in

South Asia which have been brought out by studies are clustered around the following five areas of concerns:-

- ❖ Women's livelihood and food security (linking Agricultural products to NAMA)
- ❖ Women's employment, income, micro enterprises, and cross broader trade in terms of industry
- ❖ Women's care work and access to care services together with issues relating to Mode VI of GATS
- ❖ Women access to food and essential medicines (TRIPS).
- ❖ Restrictions on domestic regulations that impacts governments ability to respond to rights and development issues (linkages to S&DT, NTB, Implementation and Accession

5. She also emphasized the importance of gender in trade agreements and policies and how trade liberalizations is associated with women's well being and empowerment and also the tensions and dilemmas arising out of trade liberalization. She has given a number of suggestions for a sustainable gender sensitive trade.

- The role of women's and men's location and participation in the economy and how directional shifts in trade orientation and trade reform impacts on existing gaps in men's and women's differential access to resources and the labor market must be a critical factor in determining the effectiveness of trade to the economy in the medium and long term.

- Good practices that will promote benefits for women from trade (liberalisation) policy must start with a trade policy that is oriented towards poverty elimination and the promotion of gender equality as explicit objectives.
- It must be centred in a gender aware model of the economy that specifically incorporates the reproductive and informal sectors of the economy.
- This means that attention must be paid to the institutional factors that affect the supply and demand for women's labour.

6. All these point to the need for supportive policies at national and sector levels to create an enabling condition for women and men to adjust to the changing economic circumstances due to trade liberalization that would require mechanisms to promote more gender sensitive expenditure allocations.

Session 2: Understanding Gender, Policy and Analytical Tools for Trade Policy & Export Promotion –Gender Analytical Frameworks

Mrs. Kamla Bhasin initiated the discussions by defining the term 'gender', which is the societal and cultural definition of a male/female and 'sex', which is the biological term for male/female. She explained how the societal and cultural definitions of men and women have created 'gender' differences and differentiate the roles of boys/girls and men/women.

2. As the rules made by the society, including all of us, differentiate the roles of boys and girls or men and women and create inequalities between

girls and boys, women and men, if we want to, by creating new definitions of girls and boys and men and women, we can create a society, where roles , responsibilities, qualities and behaviour patterns are not determined and imposed by gender, caste, class or race, but a society where everyone has the right and freedom to choose roles, develop talents and have a life of one's choice.

3. All over the world, gender differences are mainly patriarchal, i.e. male dominated. However, South Asia is the most gendered and patriarchal part of the world. She explained that 'gender' is in fact a neutral term. It does not mean either 'equal' or 'unequal'. By the societal construction of the term 'gender' has become synonymous with power/rights. In the context of power/decision making gender has become a relational term.

4. She explained the gender division of labour viz. "reproductive activities" that are life sustaining activities, which include biological reproduction and sustaining of life, which are mainly performed by women and are not paid, whereas "productive activities" that are performed mainly by men are valued and paid. She quoted the Human Development Report of 1994 which evaluated the work done by women at home at US\$ 11 trillion. The Report also states that 60% of the total work is done by women who receive only 10% of the income generated and on just 1% of the total property in the world. This calls for serious introspection of the value of work done and the role played by men and women. She explained that what is called for is "Gender Equity" where everybody receives his/her just and fair share and not gender equality.

5. She also emphasized the need for “mainstreaming gender” i.e. put gender where it matters in the decision making process. This according to her requires not just a separate Ministry for Gender Issues but a gender focal point in every Ministry because every decision/policy involves gender aspect.

6. The terms which were used during the course of discussions are:-

- Gender relations- where the difference made is based on gender,
- Gender distributive- Redistributing the resources so that the gender balance is tilted to empower women which would have transformatory potential for the society.
- Gender blind- when men and women are treated differently by society.
- Gender sensitive- not only one is aware but feel the pain of the other. Sensitive human being would be gender sensitive.

7. The issues which came out of the discussions are:-

- (i) How we deal with gender underlying all areas in relationships?
- (ii) Without challenging the societal definition of gender, equity can not be brought about.
- (iii) Redistribution of power will lead to disturbances.

Session 3: Trade Policy Environment –Multilateral Trading System

A presentation on ‘Gender and the Multilateral Trading System’ was made by Dr. Mariama Williams. In her presentation, she stated that trade liberalisation is a key facilitator of the globalization process as it intensifies the flow of goods and services by lowering and eliminating tariffs and non-tariff barriers. She highlighted the fact that globalization and trade liberalisation have an impact on gender which includes feminization of labour market, increase or decrease in access to economic and social resources for women relative to men, increase and decrease of unpaid work in home and community, changes in government budgets leading to cuts in social programmes which impact women more so than men. One of the characteristics of trade agreements at the regional and multilateral level is their exclusive focus on market access which ignores the social dimension as very often human rights and equity issues are ignored. However, given that trade liberalization impacts gender, it is important to integrate gender into trade agreements and policies

2. Multilateral Trade Agreements like the WTO encompass border measures (tariffs, Non-tariff measures, trade related matters etc), behind the border measures (Intellectual property rights, investment, competition policy, trade facilitation etc) as well as non-trade concerns which inter-alia include food security, rural development, public health, environment. It needs to be noted that despite the coverage of the trade agreements going beyond border and behind the border measures to include the non-trade concerns, what is not included in the non-trade concerns is gender equality. Gender advocates

would like to open up the scope of non-trade concerns to include gender equality and therefore, the non-trade concerns are seen as a strategic entry point for economic empowerment of women in the WTO.

3. Dr. Williams further stated by saying that there are several obstacles to the incorporation of gender into trade policy. These includes lack of data and statistics on women and the economy, especially as it relates to imports and exports and also the fact that gender issues are seen as 'political or philosophical' in the context of trade discussions and thus overlooked. In her concluding remarks, she stated that a simple scan of the small but growing empirical literature on gender, trade and investment reveals that trade liberalisation/trade reform policies generate complex and often contradictory effects on women's access to employment, livelihood and income.

4. During the Session, the participants also engaged in an exercise in which some Case Studies were given to them in order to enable them to understand the issues at the ground level so that they could identify and suggest ways and measures for addressing gender issues linked with trade. The participants made presentations on the three Case Studies given to them on (i) Women workers and call centres in India (ii) Garment workers in Bangladesh and (iii) Women gum collectors in Gujarat. These case studies brought out clearly the differential impact of globalization and trade liberalization and the fact that even though the trade liberalization has resulted in an increase in markets as well as an increase in employment opportunities, rural women have not benefited from the increase opportunities resulting from trade liberalization. It is important to help women to have access to

market and employment opportunities and to ensure that both men and women benefit equally from the positive impact of liberalization.

5. This was followed by a brief talk by Ms. Renana Jhabvala from SEWA (Self Employed Women's Association) who cited some case studies where women in the poorer category have confronted several challenges as a result of trade liberalization. The first example is of minor forest produce called gum, most of which is picked by women and the livelihood of these women is dependent on this minor produce. She stated that while there is a fairly large export market for gum, much of the produce is not going to the export market as it cannot meet the quality standards of international market. The second example she cited was of construction workers in India and in many other South Asian countries. The construction industry provides the second largest employment for women and is largely manual in nature. With the rapid mechanization of construction industry, there is a huge growing demand for skilled labour. Therefore, the challenge is to convert the women manual labour into skilled labour. Lastly, she cited the case of women embroidery workers. While there is a growing export market for handicrafts, the workers do not have the knowledge of what is demanded in the international markets. SEWA has set up a trade facilitation centre and is working towards capacity building of women to bring them to the international markets and it would be important to set up a fund for capacity building and skill building of women.

Session 4: Regional and Bilateral Trade Agreements

1. The topic was introduced by Dr. Mariama Williams through a presentation on “Gender, RTAs and the Multilateral Trading System: Setting the Context”. In her presentation, she highlighted the recent proliferation of RTAs with existence of more than 250 RTAs accounting for 50% of the world trade. She briefly explained issues like the need for engaging in RTAs, consistency of RTAs with the WTO, RTA and WTO commonalities and potential differences, pros and cons about the benefits of RTAs. RTAs have significant social, gender and development implications as they offer deeper coverage than WTO, extend into areas of domestic disciplines such as competition, government procurement etc, and some of the RTAs also cover the services sector. However, RTAs do not actually address gender issues and the social dimension of the impact of different agreements is only recently being recognised.

2. Dr. Veena Jha, Co-ordinator, UNCTAD-India, made a presentation on “Regional and Bilateral Trade Agreements- The South Asia Experience”. In her presentation, she highlighted the important trade and employment issues for women and shared the findings that the number of women working in the informal sector is estimated to have risen during the phase of economic liberalisation in India and other South Asian countries with the highest participation in sectors such as textiles and garments, dairy, marine products, carpet industry etc. She highlighted the sectors in which there is a predominance of women in the work force namely, agriculture and allied commodities, a wide range of manufacturing sectors from micro activities to

assembly lines, from handicrafts, toys, food processing to pharmaceuticals, communications and hardware. Infact, it is found that in the services sector, there is a higher level of women empowerment than in the agriculture and manufacturing sector and women are playing an increasingly important role in the services sector. There is a noticeable feminization of the services sector, such as retailing and distribution, professional, ICT, educational, tourism, financial, audio-visual, environmental and telecommunications sector.

3. Dr. Veena Jha presented the findings of the Study conducted by UNCTAD-India on the impact of trade liberalisation in the SAFTA scenario on women in select sectors in which they participate in the South Asian region. The Study identified the gender intensive sectors (women dominated) in the employment gaining and the employment losing sectors of the South Asian countries resulting from trade liberalisation under SAFTA. The trade policy suggestions emerging from the study are given below:-

- In the sectors where there is a predominance of female workers, there is a case for multilateral negotiations to centre around faster liberalised access of these products to developed countries markets.
- All such products could be classified as **Gender Sensitive Products (GSPs)** and their liberalized access to global markets could engender employment creation.

The liberalised access of GSPs to developed country markets would have significant poverty alleviation effects as increases in women's employment/wages is well established to have macro poverty alleviation

effects on society at large. She concluded by saying that the generation of employment and better incomes for women, therefore, requires that these Gender Sensitive Products to be characterised 'global public goods' in multilateral economic discourse.

4. Mr. R.S. Ratna, Director, Department of Commerce, in his presentation, highlighted India's engagement in FTAs/PTAs with a focus on the RTAs to which other South Asian countries are members. He highlighted the sectors in which there is a significant presence of women which include agriculture, food processing industry, textiles, handicrafts, electronic & electrical, gems & jewellery and leather. Some of these sectors like gems & jewellery, leather are experiencing liberalisation. While tariff liberalisation of a Sector is expected to put pressure on the industry to compete by increasing efficiency & reducing profits (which may in turn include cutting down labour or increase working hours), it is likely that there is not much direct impact of trade liberalisation on employment on account of implementation of FTAs in sectors which are in the Negative Lists. He suggested the way forward could be an examination of each country's commitments in FTAs and PTAs and identification of sectors which have a significant presence of women workforce. It would be important to carry out further examination about their likely effect on women employment/entrepreneur –positive benefits versus negative effect. Further, it would be important to do an impact analysis of its contribution to economic conditions especially in gender. He emphasized that it is most important that the policy makers, civil society & concerned sectoral partners are sensitized to this issue.

This was followed by a brief presentation by the participant from Pakistan explaining the current status of Pakistan's engagement in Regional Trading Arrangements.

5. The session ended with an overview of the impact assessment of trade liberalisation by Dr. Mariama Williams. She briefly outlined the strategies which could be adopted in different scenarios to maximize the gains from trade liberalisation when it yields new opportunities or to minimize the negative effect of trade liberalisation when it yields contraction of some existing opportunities for men and women, firms and government. There may also be a scenario where trade liberalisation yields new legal framework that changes entitlements, rights and responsibilities and access to assets and government services. She highlighted the critical questions which need to be emphasised as well as the action areas required to deal with differential impact of trade liberalization.

Session 5: Linking Women to Global Markets- An Overview and Perspectives from South Asia

1. Mrs. Marylin Carr made a presentation on identifying ways in which women producers and workers can take advantage of trade liberalization. The means to be identified pertain to access for women to export market and finding jobs on more favourable terms in the upcoming new markets.

2. In order to enable women means of access to export market, favourable strategies need to be adopted in the following areas:-

- Favourable national policy environment
- Global production systems
- Markets and market access
- Supporting factors

3. The global production chain come under the following two categories, i.e. (i) global value chains and (ii) buyer driven chains. While in the first category women producers are excluded, in the second category women workers are exploited. She quoted the examples of fashion oriented chain where 10% of the cost in the global value chain stay with the producers whereas 90% goes to the distributor and retailer chain and that of ‘Global Economy Barbie’ produced in China and marketed in US and other markets. While the cost of the Barbie doll in US\$ 10 per piece, the women who make the doll in the China receive just 50 cents per piece. She explained the alternative approaches to conventional marketing systems where women

receive recognition and their due share in market access. These are (i) fair trade (ii) organic trade (iii) ethical trade.

4. She quoted the example of 'Fair Trade' in the handicrafts trade of Bangladesh and chocolate in UK, cocoa cooperatives in Ghana. Key players in the fair trade are International Federation for Alternative Trade (IFAT), Fair Trade Labelling Organization (FLO), Network of World Shops (NEWS) and European Fair Trade Association (EFTA). However, less than 1% of all goods traded are traded through 'Fair Trade'. 'Organic Trade' which overlaps fair trade is much larger and is a fast growing market. 'Ethical Trade' deals with women workers in global supply chain and concentrates on ensuring that working conditions meet minimum standards. Examples of Ethical Trade are Vietnam business links initiative, Atlanta Agreement, Sialkot, Pakistan and Ethical trading initiative of the UK. National Export Strategies deal with 'Mainstream Trade' where most trade takes place need to address the concerns of poor women producers.

5. To make these unconventional forms of trade sustainable, institutional support is required for producers and workers for achieving technology and competitiveness. The factors to be taken care of are import competition, flooding of niche markets, rise of NTBS, continued technological change.

6. Mrs. Madhura Chatrpathi of Ascent made a presentation on her experience of successfully linking women to global markets. Her presentation brought out the challenges faced by small producers and entrepreneurs to access global markets viz. scale, quality and standardization, technology/productivity, training and other support services, resources, and

business skills. She suggested the options for achieving scale ie. collaboration, clustering, group enterprise, networks, partnerships etc.

7. She presented the example of ‘Toehold’ a brand of handcrafted leather footwear, produced by over 400 families of artisans in Athani, a remote place in the border district of Karnatka. The project ‘EnterPrice’ was implemented in a period of 3 years from Jan 1999 to Dec. 2002 with the funding support of NLDP(UNDP) and Central Leather Research Institute. The business model and social processes were designed and implemented by ASCENT on a Build Operate and Transfer basis. While production of ‘Toehold’ footwear is decentralized in distant Athani marketing is centralized in Bangalore. The brand caters the high-end consumers and operates in low volumes and high margins. It has established a strong international customer base in Europe, Japan, North America and Australia.

8. Based on this success story, she outlined the strategy to be adopted in developing women entrepreneurs as follows:

- Identifying role of women in any sector developing interventions that are women inclusive.
- Ensuring opportunities for women in exposure and training in aspects of business not just back end activities.
- Institutional support in business development and market access through partnership with local TPOs and women business groups.
- The 3-E Synergetic approach working with the Environment, the Enterprise and the Entrepreneur not with women alone
- Exploring the magic of synergy of the groups

- Exposure – look-see, touch-Feel to international markets
- Handholding and mentoring by successful exporters
- Creating enabling environment, resource mobilization and capacity building
- Inclusive approach in export development initiatives

9. Mrs. Rajani Aggarwal of Federation of Indian Women Entrepreneurs presented her experience in achieving success in the international market. In her presentation she highlighted the practical problems faced by women entrepreneurs in logistics, finance and organizational matters and the importance of decision making and training of women for skill development.

10. Mrs. Nirmala Banerjee made a presentation on the impact of trade liberalization on poverty reduction. She explained the differential impact of reduction in price of tradable and non-tradable commodities on consumers at different levels ie. the bottom 30% is more affected by the reduction in price of non-tradable commodities, whereas the high end consumers are benefited by the reduction in prices of tradable commodities. The benefit of trade liberalization therefore accrue more to the high-end consumers. She quoted a research study done in 2005 on the ‘Impact of Trade Liberalisation on Producers in 16 major states of the country. The conclusion of the study is that in rural districts that are relatively prone to trade shocks (producing tradable goods) head count ratio of poverty level went down relatively less than in those districts producing non-tradable goods.

11. She quoted the cases of cotton handloom and sericulture industries in West Bengal, which were affected by the trade liberalisation in India after 1991. She highlighted the adjustment which took place in households of handloom weavers, where men had to shift to alternative jobs following loss of jobs due to liberalization. In these cases women had to carry on the traditional work eg. weaving side by side their normal household work. Though this created earning and improved the status of the women, it increased their workload. She explained that in India, especially in the traditional occupations, it has been found difficult for the labour to take advantage of liberalization by moving to the sunshine industry, due to lack of skills and education.

12. Dr. Marilyn Carr made a presentation on Global Value chain analysis. She explained the definitions and concepts of different types of Global Value Chains, its application to workers and small enterprises. She highlighted the importance of applying gender analysis to global value chains and the use of information obtained through this analysis for supporting collective actions and helping women to switch chains/industries. This analysis gives tools to the small enterprises to learn from Global Buyers and changing views on Business Development Services (BDS).

Session 6: Gender and Agricultural Trade Liberalisation

The Session was chaired by Mrs. Aasha Kapur Mehta from the Indian Institute of Public Administration. Dr. Mariama Williams presented an overview of the gender impact of particular aspects of trade reform measures viz. import liberalization, market access, export promotion and labour rights. These measures have a differential impact on men and women and women bear more of the social brunt of these processes. The three pillars of Agreement on Agriculture are (i) market access (ii) export subsidy and (iii) Doha Development Agenda.

She presented a sectoral overview of the Agreement on Agriculture and the need for gender sensitive special products to be given special safeguard measures under the Doha Development Agenda. She enumerated the challenges and constrains for gender analysis in the agricultural liberalization process under the following heads:-

- Reduction of domestic support
 - Price support for inputs
- Reduction of tariffs
- SPS and TBT
- Reduction in government services...STEs
- Extension services
- Food Security
- Special Products

2. She further quoted the case study of India and Sri Lanka in spices producers /workers in the sector. Most of the agricultural workers in this sector are rural women with low education. While agricultural liberalization was expected to have a positive impact on spice producers/workers in Sri Lanka, in reality it turned out that Sri Lanka had to decrease its own tariff and suffered loss of employment due to subsidized imports from Indonesia. In India, 84% of the total female workforce in rural areas is employed in agricultural sector and the agricultural liberalization resulted in decrease in the number of small farmers and increase in the number of agricultural male workers moving out. This in turn resulted an increase of women as casual agricultural workers. The overall effect at the micro level was rising employment of women in agriculture sector while men moved on to secondary and tertiary sectors and non-farm activities.

Mrs. Anjali Prasad, Joint Secretary, Ministry of Agriculture, India presented the conceptual aspects of how agriculture trade liberalization will impact on women. She underlined the fact that agriculture has so far been a highly protected sector in India and therefore the impact trade liberalization on agriculture has been limited. She presented the gender profile of Indian agriculture, where women perform an extensive role in all areas, viz. crop production, livestock, forestry, fisheries and agro and rural industries. She stated that the women working in the agriculture sector hold dual responsibility and is vulnerable due to low literacy, education and health care.

Women agricultural labour also face the disadvantage of differential wage structure i.e. women get paid less than men. Other disadvantages faced by women are agriculture implements are not gender friendly, title hold of

farm lands are with men and the decision making position power is still vested with the men. Agriculture marketing is another area where women are exploited. Adverse impact of agricultural trade liberalization in all aspects viz. food security, decrease in household income, displacement of labour etc. hit women more than men because it is always women who finally bear the brunt both in women headed units/sectors/activities and male centric situations.

The possible gender differential impact of trade liberalization on agriculture depends on (a) Pattern of rights in productive resources (b) Educational/skill levels (c) Labour market discrimination and (d) Socio-cultural environment. The impacts could be short term and long term. The Short term impact depends on (a) Where women located in the process of production and (b) Ability to reallocate resources & adjust & relocate the process of production. The Longer term impact would depend on changes in (a) The educational/skill status (b) The sectoral employment pattern (c) Gender division of labour and (d) Market discrimination.

Some other issues/case discussed in the session are the following:

- Cases of cotton farmer's suicide in India following global glut in production resulting from subsidies for cotton growers by US and other countries. The issue involved is not profit and higher returns but livelihood and survival of millions of small farmers.
- The smaller plantations have been unable to break even and have either closed down or sold their land, resulting in unemployment/increased workload/lower wages for women.

Session 7: Gender and NAMA

The panel discussion on Gender and Non-Agricultural Market Access (NAMA) negotiations was chaired by Ms. Jayati Ghosh. Dr. Mariama Williams presented an overview of NAMA negotiations in WTO which covered the definition and scope of the negotiations which includes the 2001 Doha mandate on NAMA.

The Doha mandate provides for taking in account the special needs and interests of developing and least developed countries through less than 'full reciprocity'. The key issues in the NAMA are product coverage, tariff reduction, non-tariff barriers, sectoral initiatives and linking of NAMA negotiations to agricultural negotiations. She also referred to the issues on Special and Differential Treatment (SD&T) raised in the Hong Kong Ministerial Declaration (para 24). The development implications of possible outcomes of NAMA could be on areas of de-industrialization, unemployment, poverty, revenue loss, balance of payments etc.. Development implications of de-industrialization relate to the sensitive tariff lines which the developing countries would like to retain under unbounded tariff, to give them more policy space for industrialization. However, line by line tariff reduction proposed by developed countries under NAMA would take off this freedom from developing countries. She also quoted the examples of countries from Asia, Africa and Latin America which faced employment loss and revenue loss due to multilateral trade liberalization. Loss of revenue will have an adverse impact on social sectors spending and poverty eradication.

The developmental and gender effect of NAMA are likely to spread across three broad areas viz. budgetary and finance, employment/livelihood and entrepreneurship survival. Since women business tend to be relatively less capitalized than men and have difficulty in access to skills and training, they are likely to be less able to adjust to rapid and prolonged shocks due to liberalization.

Shri Rajeev Mitter, Joint Secretary, Ministry of Commerce, Govt. of India presented the Indian perspective of NAMA negotiations. He explained the Doha mandate for Non-Agricultural Market Access negotiations (para 16) of the Doha Ministerial Declaration, the main elements in NAMA viz. formula, flexibilities, treatment of unbound lines, sectoral proposals and other related issues. He explained the different formulas available on the table i.e. Swiss formula, ABI (Argentina-Brazil-India) proposal, simple Swiss formula and the Pakistan formula and the Indian perspective on special products to take care of the gender sensitivities.

Mr. Amit Lodha of Director (Sales) of Ramesh Flowers, Tuticorin in Tamil Nadu, India made a presentation on how the unit is using the rural and natural agro resources for an international business in dry flower industry employing mostly women. He highlighted the fact that in their unit they prefer women because the work involved is very delicate and requires patience which women deliver better. He also underlined the fact they have been able to outsource a number of activities involved in their industry to all districts in India. Further they have gained a significant presence in the world market and are poised for greater growth in the near future using India's diversity, geography and climate.

Session 8: Gender and Services

The Session was chaired by Dr. Biplove Choudhary. Dr. Mariama Williams presented the challenges and constraints faced in the services negotiations in WTO from a gender perspective. These are access, affordability and availability of public services, such as health care and education and natural resources such as water and energy. The services issue stretch upon social mandate of government, core infrastructure, domestic regulations, market entry requirements, request offer of trading partners and remittances. Dr. Williams dwelt on the fact that the share of services in many developing countries and in the developed country is over 50%. Mode 1 (cross border delivery of services) and Mode 4 (movement of natural persons) are two modes of services delivery which are the main vehicles for the participation of women in developing countries for export of services. In general, gender related issues are emerging across the four modes of supply and relate to access, employment, budgetary impacts and other issues. Dr. Williams cautioned that in the agreement on trade in services there should be a carve out and protection of essential public services especially in the areas of environmental services (water, sanitation), energy, tourism and professional services. She also noted the need to build in safeguards in areas such as tourism where women are pushed into sex tourism with consequent risks to HIV-AIDS. Similarly, migration of unskilled workers in low paid and unprotected jobs to developing and developed countries is also an area of concern.

Country Action Plans

Sri Lanka

The Sri Lankan participants proposed to set up a task force for women in trade through the good offices of the Women's Chamber and involve stakeholders both in the public and the private sector after a process of identification. They also proposed a process of according due recognition to women entrepreneurs through a system of awards for outstanding entrepreneurs.

The participants also suggested that training of trainers should be conducted in weaving and other allied industries such as leather. It also proposed that women clusters and cooperatives of women should be encouraged to foster a spirit of entrepreneurship. Also, they proposed that women should have greater exposure to the real market situations by facilitating their participation in local and international trade fairs.

Detailed strategies were to be worked out for the short, medium and long terms. In order to evaluate the success of the action plans, they proposed to carry out impact assessment studies and group surveys while striving ultimately to make the initiatives appear in national and international statistics reflecting greater participation of women in productive activities. Participants also noted the fact that an attempt should be made to customize the statistics and increase the overall availability of gender disaggregated data.

Maldives

In general, there is a lack of understanding and awareness of gender issues and consequently gender related works become quite difficult in the country. There is a need to increase awareness about gender related issues and how it affects peoples' daily lives. Participants noted the fact that Maldives was a net food importing country with an overall trade deficit. In order to make up for the trade deficit, the participants noted that tourism promotion is an important area for increased participation of women. As the participation of women in the tourism sector was low and sub-optimal participants noted that there was plenty of scope impart skills and training in this area for absorption of women in the tourism workforce. Already, women play an important part in the farming systems. The panel of experts suggested that the interventions and action plans were not clear and the team needed to work further in the issue for identification of concrete strategies and interventions. The participants did not elaborate on any methodology for evaluation of their gender related interventions.

Nepal:

Participants from Nepal noted the fact that women are preferred for employment in the services sector. Tourism is an important sector which contributes to around 4% of GDP and leads to employment generation of around 1.5 million persons directly or indirectly. In general, there is unequal distribution and control over resources in a gender perspective. The participants noted the fact often in economic decision making gender perspectives are not taken into consideration and participation of women and gender experts in trade policy formulation need to be increased.

Preliminary data suggests that there is patchy data about the participation of women in tourism in Nepal. Moreover, gender disaggregated data does not exist. The current understanding is that women are concentrated in low paying jobs and are not in decision making position. Also, there are security related concerns for working women in tourism. By way of an action plan, participants suggested creation of a task force which would have the broad participation of all concerned stakeholders including international NGOs. The task force would be set up under the Ministry of Tourism. The task force would sensitise the concerned ministries about the need to keep in mind a gender perspective while formulating trade and export promotion policies. The participants submitted that impact assessments are rarely done in their country and the same needs to be carried out now.

Inter-alia, the task force would attempt to map value chains in different sectors and develop strategies for increasing the involvement of women in high paying jobs. Also, it can carry out an assessment of the intake of women in professional institutions and courses and suggest ways in which the participation of women can be increased.

PAKISTAN

Participants noted that the Parliament in Pakistan has taken a number of steps towards political empowerment of women. Thus for instance, 33% of the seats in the Senate are reserved for women. This has set the stage for economic empowerment of women as well. The government has initiated a 'one village one product scheme' under which a detailed analysis of all selected products such as tiles, embroidery, Hashikari, jewellery would be carried out. The analysis would cover aspects such as design, marketing,

technology upgradation and support would be provided to the craftsmen. It is hoped that the scheme would benefit the women entrepreneurs also.

It was argued that though a number of products are made by women in the country, women entrepreneurs face a number of challenges relating to scaling up, technological upgradation, accessing credits from banks, forging linkages with the market, sourcing raw materials, designs and other related issues. There are a number of economic opportunities arising in the horticulture sector.

The participants wanted to initiate a project in the Public Private Partnership mode with the stakeholders including educational institutions and government agencies such as Ministries of women development. The project would focus on missing links which impede greater participation of women in economic activities. Products would be selected and the project would seek to strengthen the existing schemes such as 'one village one product' model and facilitate entry into both domestic and international markets. The nodal Ministry for the project, Ministry of Women Development which has been created especially for the economic empowerment of women would be involved in the project and it would work collaboratively with other concerned Ministries such as Commerce.

BANGLADESH

In general, Bangladesh has in place a National policy for Development of Women which seeks to achieve equality between men and women in all spheres of decision making structures by establishing institutions and creating resources for faster development of women in all spheres of life.

The textiles and clothing sector employs a significant proportion of women and it is termed as a women led sector. Despite the phasing away of the quota system in the global textile trade, the Textiles and Clothing sector in the country has performed much better than was predicted. However, the sector faces a number of challenges and the participants identified several priority areas for intervention. They suggested that the sector needs to work on diversification of products and building a safety net especially for women workers in industries which have either closed down or are likely to do so in the future.

The participants said that there should be a focus on developing the leather industry by providing incentives as leather is an upcoming export oriented industry and has a great employment potential. Moreover, the participants said that efforts should also be made to build the capacity of workers and impart new skills. The sector as a whole would benefit from greater international cooperation and aggressive marketing globally.

The participants agreed to work for securing greater opportunities for women in trade fairs and organise knowledge based programmes for enhancing awareness of potential economic opportunities in the sector. They also were keen to catalyse public private joint ventures. The participants volunteered to carry out value chain sectoral studies and conduct more training programmes while advocating for greater technology transfer in areas where the industry is lagging behind. The participants also pointed towards the need for having more training and capacity building programmes for women entrepreneurs.

They felt that awards to women entrepreneurs and media coverage would be an aid in securing economic empowerment of women.

INDIA

Participants from India focused on the food processing and agro business industry. India is the largest food producer in the world and is one of the top producers of fruits and vegetable, spices, milk and marine products. The sector affords employment to nearly 13 million persons out of which a significant proportion are women. Most of the employment is in the unorganized sector.

The participants agreed to work on making the existing agro-business promotion schemes more accessible for women. They also expressed willingness to work for setting up more food processing and training centers, food parks and so on. They also agreed to push for policy initiatives which would foster greater development of the sector such as exemptions of most food processing industries from licensing procedures which would permit greater participation of women who lack access to credit and other productive resources including market research, technology transfer and so on. The participants showed willingness to advocate for engendering economic policies relating to the food processing sector and also catalyse Self Help Groups to take up food processing activities. They also agreed to spread awareness of Sanitary and Phytosanitary Standards (SPS) and other Technical Barriers to Trade (TBT).

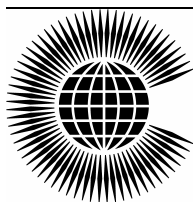
Conclusion and Way forward

The expert panel suggested that the country action plans and strategies which were proposed during the course of the workshop were only a beginning and underlined the need to intensify work in the area. Essentially, it was suggested that participants should pick up one area and choose an action plan which is grounded and manageable. It was felt that there was a need to flesh out the strategies in greater detail.

The participants also recognized the value of cross learnings from amongst each other and from the experts who attended the workshop. A number of fruitful contacts were made for further networking and cross country cooperation in setting up and replicating successful models and cases of women entrepreneurship which were shared during the course of the workshop.

The Commonwealth Secretariat also announced that work on preparation of a training module for increasing greater participation of women was in progress and would be shared in due course with all the participants. The module would also benefit from the case studies of successful interventions which have increased women's participation which could then be replicated across countries and regions.

Annexure I



COMMONWEALTH SECRETARIAT



**THIRD CAPACITY BUILDING WORKSHOP ON
GENDER, TRADE POLICY AND EXPORT PROMOTION FOR THE SOUTH ASIA REGION**

New Delhi, 28 August – 1 September 2006

PROGRAMME

MONDAY 28 August 2006

0800 – 0900

REGISTRATION

0945 – 1100

WELCOME AND INAUGURATION

- Mr Jairam Ramesh, Hon Minister of State for Commerce, India

Launch of SOFCAR-UNIFEM publication on WTO, Gender and South Asia

VOTE OF THANKS

1100 – 1130

TEA/COFFEE BREAK

1130 – 1230

THE WEEK AHEAD

Getting to know one another

Introduction to Module

Hopes and Expectations - *Sarojini Ganju Thakur*

1230 – 1300

TRADE POLICY ENVIRONMENT I

- Focus on South Asia – *G.K. Pillai*

- Gender, Trade and Development - *Mariama Williams*

1330 – 1430

LUNCH BREAK

1430 – 1615

- Understanding Gender - *Kamla Bhasin*

1600 – 1630 *TEA/COFFEE BREAK*

1630 – 1730 POLICY AND ANALYTICAL TOOLS FOR TRADE POLICY AND EXPORT
PROMOTION (I)

- Gender Analytical Frameworks – *Kamla Bhasin*

SUMMING UP – *Course Team*

TUESDAY 29 AUGUST 2006

0900-0915 REFLECTIONS – *Bangladesh Team*

0915 – 10.15

TRADE POLICY ENVIRONMENT II

- The Multilateral Trading System - *Mariama Williams*

1015 -1100

Why Gender and Trade (Group Work) – Case Studies

- *Marilyn Carr, Renana Jhabvala and Sarojini Ganju Thakur*

1100 – 1115

TEA/COFFEE BREAK

1115 - 1300

Plenary – Presentations and Pulling Together

- *Marilyn Carr/ Renana Jhabvala /Mariama Williams*

1300 – 1400

LUNCH BREAK

1400 - 1600

TRADE POLICY ENVIRONMENT III

REGIONAL AND BILATERAL TRADE AGREEMENTS (I)

- Gender and Social Implications – *Mariama Williams*

- The South Asia Experience - *Veena Jha*

1600 – 1615

TEA/COFFEE BREAK

1615– 1700

REGIONAL AND BILATERAL TRADE AGREEMENTS II

- Preliminary Gender Assessment of RTA - *Mariama Williams, Veena Jha*

1700-1730

POLICY AND ANALYTICAL TOOLS FOR TRADE POLICY AND EXPORT
PROMOTION (II)

- Social and Gender Impact Assessment - *Mariama Williams*

SUMMING UP – *Course Team*

WEDNESDAY 30 AUGUST 2006

0900 – 0915

REFLECTIONS – *India/Maldives Teams*

0915 - 1100

LINKING WOMEN TO GLOBAL MARKETS

- Chair - *Sarojini Ganju Thakur*

- An Overview - *Marilyn Carr*
- Perspectives from South Asia - *Madhura Chatrapathi and Rajni Aggarwal*

1030-1100 *TEA/ COFFEE BREAK*

1130- 1300 POLICY AND ANALYTICAL TOOLS FOR TRADE POLICY AND EXPORT PROMOTION III

- Market Access Tools - *Marilyn Carr*
- Field visit preparation – *Sarojini Ganju Thakur*

1300- 1400 *LUNCH BREAK*

1400 - 1800 FIELD VISIT (*BPO, Textiles, Food Processing*)

THURSDAY 31 AUGUST 2006

0900 – 0945 REFLECTIONS – *Nepal Team*

0945 -1130 GENDER AND AGRICULTURAL TRADE LIBERALISATION

Panel discussion

- Chair - *Aasha Kapur Mehta, IIPA*
- Gender and the Agreement on Agriculture – *Mariama Williams*
- Agriculture, the Doha Round and India – *Anjali Prasad, Joint Secretary, Agriculture*
- Women workers and floriculture exports - *Amit Lodha, Ramesh Flowers*
- Country Perspectives – *Maldives (Fish Processing)*

1130 – 1145 TEA/COFFEE BREAK

1145 – 1330 GENDER AND NAMA: Panel Discussion

- Chair - *Jayati Ghosh*
- An overview of the issues – *Mariama Williams*
- India and NAMA – *Rajeet Mitter, Joint Secretary, Ministry of Commerce*
- Impacts of end of MFA - *Indira Hirway, Centre for Development Alternatives*
- Country Experiences – *Bangladesh/Nepal/Pakistan*

1330 – 1430 LUNCH BREAK

1430– 1615 GENDER AND SERVICES

An Overview - *Mariama Williams*
Gender, IT and India – *Hewitt Association*
Country Presentations – *Sri Lanka (Mode IV)*

1615 – 1630 TEA/COFFEE BREAK

1630 - 1730 Country Based Project Work

FRIDAY 1 SEPTEMBER 2006

0900- 0930

REFLECTIONS – Pakistan/Sri Lanka Teams

0930- 1100

Knowledge Networking for Integrated Policies on Gender, Trade and
Development
Finalising Reports – *All Participants*

1130 – 1300

Presentations to Plenary/Judges

1300 – 1400

LUNCH BREAK

1400 – 1530

LOOKING FORWARD/FEEDBACK
- Next Steps at Country and Regional Level
- Sustainability
- Evaluation - *Sarojini Ganju Thakur*

1530 – 1545

TEA/COFFEE BREAK

1545 – 1700

CLOSING and *Presentation of Certificates*

Annexure II



COMMONWEALTH SECRETARIAT



**THIRD COMMONWEALTH REGIONAL WORKSHOP FOR CAPACITY BUILDING ON
GENDER, TRADE POLICY AND EXPORT PROMOTION FOR SOUTH ASIA
NEW DELHI, INDIA
28 August – 1 September 2006**

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