

**Towards a more effective integration of gender analysis
to meet gender equality objectives in the context of
OECS's Trade and Development Programs**

Draft Final Report

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EXECUTIVE SUMMARY

Purpose

The purpose of this report is to examine the organization of the Trade Functions of the OECS Secretariat (OECSSEC) with a view to providing recommendations on how gender issues can be incorporate within themⁱ. This work is undertaken in the context of the output and recommendations of the CIDA sponsored Institutional Strengthening Project (ISP) and the subsequent Gender Assessment Capacity Report (GACR). In order to achieve this strategic objective, a twofold process was initiated. Part I: Needs assessment--through a series of open-ended and semi-structure interviews with key individuals within the OECS Secretariat and Part II, the final presentation of a strategic policy document focusing on:

- a. Determining the adequacy of capacity within the established arrangement for the incorporation of gender equity issues within the scope and mandate of the trade functions organs of the Secretariat
- b. Providing recommendations intended to enhance the inclusion of gender considerations within the Secretariat's output on trade matters, to promote gender equity as an instrument of development policy

This reports is based on the aforementioned needs assessment process, reviews of the two primary guiding documents--(the OECS Development Charter and the OECS Development Strategy)-- the GACR and the PIP of the Institutional Strengthen Process.

Main Findings

Within the Economic Affairs Division of the OECS, there is strong sensitivity to the critical importance of gender issues and gender consideration in the transformation of OECS economies.

Currently, it would appear that there are clear deficiencies of gender analysis in the work of EAD. There is no overall gender analytic framework as it relates to hard areas of macroeconomics and trade. Though there is awareness that gender issues and concerns are quite important to how these policies are designed and implemented. However, the understanding of gender, gender issues and gender analysis in terms of who is the target of the proposed policy changes, whether direct or indirect, the beneficiary etc are not a focused of attention.

Thus analysis and policy documents tend exhibit either, what Longwe identifies as a 'negative level', that is no reference to women's issues in project document or a 'neutral level' where women's issues are included but doubt remain about whether the outcomes

will be positive for women. What is generally missing in analytical and policy oriented outputs of the Secretariat are evidence of goals and objective that operate at a 'positive level' where-in there is a demonstrated concerned with women's issues and with improving women's position relative to men. At the level of the Secretariat, given its core function is still in the administration of projects and proposal, gender equality concerns at any of the three levels appears to be donor driven. As a result, there are no explicit internal and autonomous derived gender analytical framework governing the work programmes of the Secretariat. This is something that needs to be examined and remedies during the transition process being engineered by the ISP.

With regard to Research and analytical and policy modeling of trade issues, the standard approach is pretty much in force. Research is plagued by lack of gender disaggregated data, data insufficiency and inadequacy.

Main Recommendations

- Convening of a meeting of ministers for gender/women affairs to discuss gender and economic development and trade in the OECS. In the lead up to this convening it is recommend that an expert group meeting with permanent secretaries of key ministries, including gender and women affairs to sort through the technical details around data needs and highlight policy intervention variables as input to the ministers' meeting.
- Establishment of a formal mandate on Gender mainstreaming at the level of the OECSSEC
- The establishment and maintenance of a formal advisory mechanisms to promote the integration of gender in the work of the OECSSEC (possible through the coordination of gender machineries in the OECS)
- The availability of a gender expert (or regularized access to gender expertise) on gender and macroeconomics, broadly or more specifically, gender and trade and development issues within EAD
- Develop the capacity of technical staff to undertake gender and trade research.
- Increase the awareness and understanding of EAD technical staff on gender and development, gender and growth and gender and trade issues in the substantive issues of the trade negotiations. Increase the exposure of technical staff to gender aware macroeconomic models and the use and development of gender sensitive indicators.

I. INTRODUCTION

BACKGROUND

Introduction

The OECS, like other small and developing states, is in a struggle to meet the human and development priorities and concerns of its citizens in a time where there is intensified international competition across a wide spate of product categories and services groups that have significant developmental thrust for each of the nation state

within the sub region. Further, the region has experienced significant loss in preferential access for its traditional offerings in the area of agriculture as a result of challenges concomitant with the furthering and deepening of most favoured nation liberalization in the WTO. At the same time the slew of regional trade agreements (including CSME and EPAs negotiation) and their different impacts on OECS economic growth path present more challenges for national policy flexibility and national resources to deal with and to promote the social and economic well being of all its citizens.

In its guiding documents (OECS Development Charter) the OECS governing bodies have reaffirmed and made commitment to ensure and upholding the promotion of economic growth that secures the welfare and human development of men and women in their multiple realities as caregivers, workers, business owners, knowledge creators. Yet the region continues to be afflicted by the problems of inequalities across class and gender. According to the GAC, 'women (continue to experience the) highest incidence of poverty and unemployment ' and while the 'Sub region is 'devoid of legal structures of discrimination based on gender' (p.17). There is a need for '(p)olicies and strategies that will "promote gender equality in accessing employment, education, access to public goods and health care services," the Development Charter, cited in GAC p.17)

Gender is one of the four cross cutting themes (along with Education, human resources development, environment and poverty) that is critical to integrated development planning approach. In both the Development Strategy Document and in the GACR, women, as a group, are cited as 'one of the disadvantage group in need of empowering'. This is due to 'the higher female unemployment, the higher number of women at the lower end of the occupational scale; limited availability of financial and credit facilities to assist women income earning efforts; health disorders linked to employment in EPZs, spousal abuse, exposure to communicable diseases (HIV AIDs and STDs) and inequality under the law (DC 2000:68-71, in GACR p18).

At the same time, OECS members have made commitments to the Beijing Platform for Action (BPA), the Convention on the Elimination of Discrimination Against Women (CEDAW) and the programme of action of the World Summit on Social Development. These commitments have been repeatedly re-affirmed and expanded on through the plus five processes of the 2000's. Further, commitments with regard to specific targets etc have been enumerated through the Millennium Development Goals.

At the level of policy, as can be ascertained from a careful readings of all there documents including OECS's the Human Development Report (OHDR), there is no intention to discriminate on the basis of gender. However, it may be the case the economic and social policies tend to be predominantly 'gender blind' and thus have failed to distinguish between men and women and the particular challenges and constraints they face in the society. It has been well demonstrated in the development literature that gender blind policies in fact are implicitly biased in favor of existing gender relations—they are effectively male biased and are hence likely to exclude women. This would appear to have occurred in many economies within the sub region. Evidence from the OHDR and other documents highlights:

... the high unemployment (higher for women) across all age ranges, low skilled, low pay jobs in services, agriculture, factors or industrial estates. Only 18% of men are in low paying jobs versus 32.4% of women in Grenada. Class segmentation among women; in St. Lucia 44% of young women compared to 39% of young men are unemployed; half of

*female headed household are unemployed compared to one quarter of male-headed households in St. Lucia. Male-headed households are also likely to have assets and, house, vehicle. (Source: **Core Welfare Indicators Questionnaire, cited in the GAC**)*

Clearly there is a need to examine the challenges facing the OECS sub region in light of the ongoing structural economic and policy directional shifts at regional and global levels. This examination must perforce take into account the gendered dimensions of these changes in order to ensure equitable and sustainable outcomes. The Institutional Strengthening process currently underway is an attempt to re-gird and bolster the Secretariat's ability and capacity to effectively negotiate its way in the new and increasingly complex terrain of trade policy, trade regulation and trade and development.

A critical cross cutting theme of the IS is gender equality. At the level of policy space and flexibility within the OECS is it therefore important to make distinctions between gender neutral, gender biased and gender equal friendly approach to research and policy making within the Secretariat's work. In this context it is important to incorporate remedial measures to bolster the capacity of the Secretariat to mainstream into its trade and development policies, programmes and projects gender analysis and perspectives towards achieving the goal of gender equality in the OECS. This calls for the existing policy frameworks to be examined for where it may have traditional relied upon a gender blind vantage point to engender a shift towards an over-riding framework that is in the first instance, one that incorporates gender-aware policies which begins to take account of the impacts, challenges and constraints of the substantive content of the trade and development agenda on men and women in terms of strategic and practical gender needs, interest and priorities.

Ultimately, the hope is to move technical and policy apparatus of the institutions towards a focus on gender re-distributive policies. Such focus will help to promote more efficient and equitable distribution of resources and responsibilities that will lead to sustainable economic growth and human development in the economy.

A gender aware a framework for OECS economic and social work areas would not only include gender neutral policies that targets the practical constraints of men and women but would also fine-tune policies to meet the strategic gender interest of both genders as part of the objectives of ensuring sustainable development in the OECS region.

The urgent need for such a shifting in awareness and policy deepening is evidenced by the current gender blind restructuring of the banana sector in some member states as well as the of services—tourism in others (noted in the GACR). Gender differences abound and can pose significant problems for growth and social harmony

Continuance of the traditional ignorance of underlying gender dynamics under- girding the economies of the OECS or passive reliance on gender blind notions of the 'people', 'the farmer', or 'business owners' or 'workers' hold danger for achieving real progress in making sustainable changes in the economic structures and ensuring social development and a culture of care, peace and harmony within the household, the community and the nation states. For example, in the identified new growth area of tourism, more women are employed than men in St. Lucia. But the underlying gender relations are such that women who continue to bear the primary responsibility for the care and nurturing of the children—who are the future human capital on which the nation must rely. Yet there have not been significant policy changes in transportation or social

policy areas (after school child care/ youth activities etc.) to support social reproduction in these communities. Women must travel long distances to hotels and work shifts that do not support their parenting and community maintenance roles. Children are hence left to do their own care-taking and after school monitoring. The rising presence of commercial sex tourism also pose significant public health hazard. This leaves wide scope for errant behaviors, the sexual exploitation of children for economic gains, and crime and violence.

On a brighter note, as flagged in the GACR, in the financial sector area—a major growth area--there are likely to be increasing demand for women's labour given the current lopsided nature of educational attainment between girls and boys. However, since many of these jobs are low value, attention needs to be paid to how create opportunities for skill building to facilitate the gradual transformation to higher income and to increasingly higher value added activities. There is also the need for active intervention to encourage the retention and graduation of boys (and girls) into skills and technological advance work areas.

In the area of export promotion, more care and attention need to be placed on how to offer alternatives to declining manufacturing jobs. Men and women are creating their own alternatives in formal and informal sector activities, where as noted in the GAC, men and large firms tend to be involved in industrial goods while women and smaller firm are invested in the production of small scale manufacture of items such as jams, sauces and scented soaps. Attention needs to be paid to influencing the underlying gender dynamics in credit allocation, marketing, warehousing/storage, transportation and access to technology and other information that can dynamize these activities into valuable exports as well as service the domestic markets more effectively.

At the same time, gender dynamics need to be taken into considerations in the formulation of trade policy, trade regulation and trade and development. Trade negotiating mandates and trade-offs need to be undertaken from a deep commitment to promote social and human development and gender equality. Thus trade analysis should be grounded in an assessment of the gender impacts of the possible opportunities, challenges and constraints that implicitly and explicitly underlie changes in trade policy measures and overall shifts in policy directions. Thus gender should be at the core of analytical tools and planning instruments in the formulation of trade policy and trade and development strategies.

This raises three pivotal questions. First, how are gender equity concerns and gender analytical tools currently in use in the OECS' Secretariat policy apparatus? Second, what is the scope for furthering this (assuming a positive answer to the first questions) or building it in (if is not already integrated)? The third extremely very inter-related question is what is the capacity of the secretariat to carry out the necessary needed interventions. A snapshot assessment of the Economic Affairs Division and related areas of the OECSSEC was undertake in order to get a better perspective on these issues as part of the process of making recommendations for how to integration gender analysis into the work of the EAD trade functions.

II. Review-cum needs assessment of the trade operational and analytical functions of the Secretariat from a gender perspective.

The GAC highlights three key areas as possible entry points for exploring the scope and readiness of the Secretariat for tackling the issue of gender mainstreaming internally within its organizational structure and externally within its analytical and policy oriented offerings to the OECS community. Three areas of concern guided the needs assessment discussion: 1) the culture of, and, within the organization; 2) the nature of the political space available to enable the necessary empowerment to make change; and 3) the technical capacity within the organization to design and implement changes towards the objective of ensuring gender equality.

Thus the series of open ended and some semi structure interviews that guided discussion in the need assessment process included:

What is the scope in terms of the Political **space** (structures, positions, and power relationships) for implementing gender equality concerns? How gender sensitive are the overarching documents, frameworks and mission statements. To what extent is the political directorate and the administrative space sensitive to gender mainstreaming?

What is the **Technical capacity** (in terms of staffing resources for the Secretariat's trade and development organs to carry out such an undertaking?

What are the underlying philosophy and values to internal issues such as (women's leadership and supervisory roles, sensitive areas such as maternity and paternity leave, day care, parental absences due to child care responsibilities that mainly impact female staff? Is there a formal gender policy statement for the work place? What are procedures for sexual harassment? Externally, do technical staff people have a good sense of the gender and development dynamics—of women as contributors to economy of social reproduction as critical to the functioning of the market and economy? And, what is gender analysis and how it could enhance the effectiveness of their programme interventions? (These questions are reframed from the CAC report.)

The review-cum-needs-assessment of the trade operations and analytical functions of the Secretariat was undertaken by the consultant Monday February 20 - Wednesday February 22, 2006. Both open ended and semi-structure interviews were conducted with key individuals within the OECS' Economic Affairs Division, Social Policy Unit, the Human Resources office the ISP project management and the senior local TPP professional as well the Social policy Unit.

The primary focus of enquiry was to better understand to what degree gender equity concerns and gender analytical tools are currently in use in the Secretariat policy apparatus and to gauge the openness and willingness to deeper integration of gender analytical perspective in the EAD programmes.

The Secretariat

There is no is no formal or organized overlying framework for integrating gender equality issues in the OECS as a whole. Lack of framing OECS document on gender mainstreaming means that gender is not a focus in the remit of the OECSSEC and gender issues are taken for granted. There is an underlying and implicit concern with the commitment to gender equality but it is not a priority theme in the work areas of the Secretariat. But within the context of the transitional process, there is scope for it to

emerge as a strong area. This is partly due to the changing nature of OECS' economies that are experiencing a structural shift away from heavy reliance on commodities towards a strong services orientation. There is clearly need for better appreciation of the underlying gender construction of the production framework of OECS' economies. Gender is also critical for how the process of change and growth is managed as well as its ultimate outcomes. Given the need to focus on human capital development, the rising imbalance between men and women in education and training and in labour forces portends serious consequences or implication for growth and development. Men are seemingly opting out of the equation and from very early ages. How and what policies are to be put in place to deal with this?

Social, Economic and Trade Affairs

As is the case elsewhere, there are significant tensions between social development and economic affairs at the level of analysis and policy formulation. If these tensions and strains are not properly managed this can lead to a situation where there is only superficial working relationship between these two important spheres. Therefore, there will be very little cross-fertilization between these two critical areas that need to draw from and feed on each other's work. Within the priority focus of work in the technical areas of the Secretariat, the issue of gender traditionally tends to fall more in the ambit of social policy unit. The existing expertise, intention and attention of social policy analysis and research tend to be more naturally inclusive of the social and economic empowerment of men and women. There is also heightened concern on the issues and factors that promotes marginalization and exclusion.

In contrast, economic analysis has long history of disjointedness and lack of connectivity with the social dimensions of economic policy (include side effects and side benefits) emanating from the economic. Hence, with the exception of the labour market and some benign attention to human capital development, entrepreneurship and activity, there is very little consistent attention paid to issues of social, gender and gender equality issues. Since this apparent firewall between economic analysis and social analysis tend to also exist widely and deeply at the level of international and regional development and monetary and financial institutions as well as in overseas development assistance, then it is anticipated that this fissure would also tend to be a persistent feature of the OECS operations.

Thus it is not surprising that giving also that there is no framing OECS document on gender mainstreaming and an absence of gender policy guidelines, gender analytical tools are not a part of the approach to economic thinking and analysis within EAD. This is consistent with similar institutions regionally and globally.

However, unlike many economic affairs division in the wider global and regional political economy, within the Economic Affairs Division of the OECS, there is strong sensitivity to the critical importance of gender issues and gender consideration in the transformation of OECS economies. This concern seems to arise from two compelling forces. First, in shaping the economic perspective of the new input and resources flow that are needed to allow for sustained progress in the identifiable growth sector and growth strategy, there is a clear imperative to better understand and plan for business, social and workforce adjustment. Second, the rising imbalance in the performance of males and female in education, training and workforce development and the resulting impact and implication of such an imbalance over the long term is source of some concern. This

continuance and widening of this imbalance has implications for dependency ratios, burden on the public sector and social dislocation, crime and women's and men's personal and economic security.

However, in order for gender analysis and perspective to have significant impact and traction beyond the level of superficial interaction, it must take into account this distinct Caribbean reality in the context of gender and development.

In discussions with EAD staff it is clear that the key issues that dominate their work programs and the central questions to which they seek answer revolve around:

- The issue of tax reform--and compensation fiscal measure and impact on various sectors.
- Fiscal policy issues, including the fiscal implication of liberalization, & debt management.
- The issue of declining sector(s)
- The issue of developing sectors of opportunities.
- The incorporation of gender issues in sectoral policies and plans in developing the supply of labour and human capital.
- At sectoral levels, a focus on agriculture and tourism—the new lead sector in OECS. (Manufacturing work is undertaken by the Export Development unit operation out of Dominica)
- Trade issues: the specific dynamics of trade rule making (negotiating strategy & negotiations) and the implications of implementation of the end rules for trade and development; concerns with the trade related capacity building and technical assistance (TRCB-TA), which is deemed as critical to the management of the transition process
- The dilemmas and contradictions of CSME integration as well as other regional and trade agreements.
- The issue of research and data generation, which is a growing concern by the management of OECS and EAD. Currently, the Division also draws on the research and output from outside the Secretariat for many of these issues for example the research of the World Bank and ECLAC

Trade policy & process: With regard to the area of trade and development, there is an attempt to shift from the old framework in which trade policy was driven by revenue generation and hence the focus of government was on export earning towards a new regime dictated by the transition process of the structural shifts now underway in OECS' economies. This new environment is forcing a focus on sectoral approach. It therefore requires different mindset and tools of analyses. It will also necessitate processes of on-going consultation with key stakeholders. Such processes are still in the embryonic stage and piecemeal in approach and the 'Private' sector is being slowly brought on board. Likewise, trade analysts and trade decision-makers are still caught up in process of on-the-run and responding to the immediate demands of trade ruling making, thus there is not much time to build capacity for engaging in-depth assessments. Compounding this situation is the fact that the old problem of compartmentalization in the public sector is still predominate with and across sector ministries within the OECS; this compartmentalization across issues and topics continue to permeate the Secretariat itself.

With regard to Research and analytical and policy modeling of trade issues, the standard approach is pretty much in force. Research has as not yet integrate new learnings from the field of gender and macroeconomics. Furthermore, research is plagued by lack of gender disaggregated data, data insufficiency and inadequacy. There is no systematic process of centralizing data within OECS. The models that are beginning to be put in place by RNM, ECLAC are not gender sensitive. There is also no systematic inclusion of time use models in survey instruments. So, databases and economic models tend to perpetuate the status quo of male and social biases--the old tradition of lack systematic attention to social and gender analysis.

Sectoral areas

Agricultureⁱⁱ. Agriculture reform does not demonstrate significant gender sensitivity especially as it related what kinds of investment are needed by the different members (in terms of gender of ownership, size and scope of activities) of the private sector and the gender nature of public sector support to farmers and agro-industry. Noticeably deficient is the absence of significant OECS focused discussion on the 'special products' and special safeguard' taken place in discussion in WTO Doha Round. Another area for special attention is the problem of retaining the attention of 'youths' to sector and the management of demographic shifts (age and gender of farmers).

Given the over abundance of empirical studies demonstrating the critical role of women in the agriculture, it is astonishing that the OECS prepared Agricultural Policy Framework of strategic policy for the OECS (October 2003) does not pay any attention at all to gender issues or the particular concerns of women farmers. There is no attempt to incorporate gender as a cross cutting theme (though 'youth' is identified as one such) or in include gender issues among the 'strategic areas'. Gender dynamics does not appear even in the discussion of natural research management nor or any gender concerns listed among the host of 'constraining factors on the agriculture sector'. Though page 26 of the document speaks of 'tailored support to different segments', it does not identify those segment other than the distinction between so called 'core farmers' (commercial sector of agriculture) and 'small semi commercial food producers.'

Yet, the issue of food security is one of paramount concern for women both in their roles as food producer and as the primary caretakers of households. Food security is both a practical and strategic gender concern. Yet not even in the discussion on micro farmers is there any integration of gender perspective.

The glaring lack of gender analysis and perspective that shapes Agricultural Policy document is pervasive in the discussion of the new areas of agricultural (cut flowers etc.) agricultural tourism, agricultural based handicraft all of which relies heavily on women's labour.

Likewise, emphasis on new issues of food security (including the issue of hybrid variety and new seeds), water management (water harvesting and storage) and disaster management demonstrate no awareness of the underlying gender dynamics. The old and continuing issues of gender differentiated access to extension management, distortions of farm-gate pricing, and the nature and extent of the phenomenon of rising indebtedness in the farm sector as well as changes in intellectual property rights on existing gender dynamics does not seem to have been explored. Yet, many of these

issues are quite extensively looked examined within and across agricultural sub-sectors by a variety of NGOs and institutional reports (including FAO and IFPRI).

What is the food security strategy in the OECS? How does macroeconomic and trade policies relate to this? There does not appear to be an OECS wide trade study of what is s going on in terms of agriculture--what are people doing; what is the nature of the level of indebtedness of male and female farmers? What are constraints to getting out of debt and possible debt relief measures? Yet, agriculture continues to be central to formulation of trade policyⁱⁱⁱ.

The current focal point on agricultural within the Secretariat has extensive competencies^{iv} in the area of gender and agriculture but this does not appear to be well utilized within EAD or the broader discussion on trade strategy, policy and negotiation.

Services. Services, which include issues of water, public health—health services, entertainment, professional services, ICT and tourism are earmarked as the critical levers of growth in the OECS. Services comprise a major part of the OECS domestic economy in OECS accounting for about 56%-81% of GDP. It is also major source of foreign exchange revenue accounting for 65%-90% of total exports of goods and services (Perez 2005). Services are also critical to financial stability, employment and economic growth in the region (Perez 2005). Surprisingly, given the high dependence on women's labour and their critical importance to the sector, as men are not a significant pool of labour supplies in this sector, gender analysis does not seem to play even a rudimentary role in the treatment of services with the OECS.

The OECS Services Framework document seems devoid of any recognition that 'trade liberalization alone does not lead to services growth and development in developing countries' UNCTAD. It hence does not attempt to locate services and its role in trade and development in the OECS, thus there is absent any discussion around necessary precondition, flanking policies are regulatory framework that are critical to the consideration of the critical and interconnected roles that services play in the lives of men and women in the OECS as well as its critical importance for the overall performance of traditional sectors as well as new growth areas. Further, mode 4 of GATS/CSME discussion on services also have tremendous implication for the lives of men and women workers and the flow of remittances into the OECS member state.

Overall, the liberalization of services has implication for job displacement of local firms, loss of jobs and impact on social services such as education, health and culture (UNCTAD "Trade in services and Development Indicators TD/B/COM.1/77, 2006).

Social policy: The use of gender analysis and explicit focus on gender is a regular part of the process within the social policy unit. There is indeed a great deal of capacity for gender analysis and perspective within this unit and hence available to the Secretariat. However, this capacity seems to be underutilizes with regard to the firewall between economic analysis and social development/policy. There would appear to be only superficial inter connections and complementarity between the work areas of social policy unit and EAD. Yet the two are inter-related and interdependent in the overall economic and social development process. Currently, social policy gender expertise is utilized in an ad hoc manner to backstop some EAD activities for example, review

documents etc. Very rarely does it seem that gender expertise is incorporate as integral in all phases of an EAD generated activities.

Institutional concerns. Project management: This has to-date been the core function of the secretariat—managing the programs and project of member state. There has been an attempt over the last three years to attempt greater coordination of programs, project and proposals (in terms of managing, monitoring, evaluating and implementing) within a framework that promotes efficient resource mobilization, coherence and harmonization of the Secretariat's activities. There is also greater emphasis on research as a core function of the Secretariat. In terms of gender issues, the scope of work is linked to donors' interest in gender equality. Over the last three years, there has been an increasing demand for gender equality and this in terms of capacity building and social development.

Human resource development: It should also be noted at the outset that there is no explicit gender policy statement in play in the OECS as a whole. Despite this, internally, the OECSSEC would seem to be very gender sensitive and has evolved a pattern of equitable policies in terms of salary, promotion and benefit including maternity and paternity leave provision. But nonetheless, gender imbalance exist in regards to staffing—where there would appear to be a dominance of women versus men in the staff of the Secretariat. However, the predominance of women more than men at all levels of the institution is more an empirical artifact than a sign of gender bias. The reality is that women, as a group, comprise a larger proportion of qualified applicants for many of the available positions.

However, this does not imply that there is a large reservoir of gender expertise to draw from for the incorporation of gender mainstreaming within the functional units of the Secretariat. Further, it was pointed out that the given financially constrained situation of the Secretariat, which inhibits staff expansion, a demand for more gender expertise, would likely have to be met either through a process of secondment from Member States or from consultancies. In this context, Member State would need to stipulate the demand for the position of a gender expert, to say, for example, work closely with the technical unit/divisions, such as EAD. This would not be an unusual occurrence, as such a precedent was established with the creation and hiring of the position of tourism officer, which came out of Member States demand. Currently, also the position of senior professional officer on trade is vacant.

Within the remit of human resource development, there is also scope for in-house professional training and development with regard to gender sensitization workshops and short courses etc on gender analysis. Currently, professional specialized and technical professional development type training activities tend to occur through pre-packaged offerings international institutions either locally or abroad. For example, in the area of trade, the WTO offers short-term courses geared to building trade capacity. The HRD unit remains open to facilitating more such courses and related offerings for OECS Secretariat professionals.

Institutional Strengthening Project: The ISP, which is still in its initial stages, is focused on restructuring, capacity building and the concomitant re-organization of the Secretariat. The scope and mandate of the ISP cover gender equality assessment issues. One of the anticipated outcome of the ISP is that the research expertise would be greatly enhance such that the Secretariat undertakes more autonomous research

projects with the aim of developing the area of research as a flagship of the OECSSEC. It is also anticipated that the Social Policy Unit will lead in the area of gender. Both of these two outcomes have implication for the integration of gender analysis in the trade functions of the OECSSEC.

Currently, it would appear that there are clear deficiencies of gender analysis, perspective and gender mainstreaming within the OECSSEC. There is no overall gender analytic framework as it relates to the hard areas of macroeconomics and trade. Though there is awareness that gender issues and concerns are quite important to how these policies are designed and implemented. However, the understanding of gender, gender issues and gender analysis in terms of who is the target of the proposed policy changes, whether direct or indirect, the beneficiary etc are not a focused of attention.

As a result of this gender mainstreaming deficit in the Secretariat, analysis and policy documents tend exhibit either, what Longwe identifies as a 'negative level', that is no reference to women's issues in project document or a 'neutral level' where women's issues are included but doubt remain about whether the outcomes will be positive for women. What is generally missing in analytical and policy oriented outputs of the Secretariat are evidence of goals and objective that operate at a 'positive level' where-in there is a demonstrated concerned with women's issues and with improving women's position relative to men. At the level of the Secretariat, given its core function is still in the administration of projects and proposal, gender equality concerns at any of the three levels appears to be donor driven.

Thus, there is no explicit internal and autonomously derived gender analytical framework governing the work programmes of the Secretariat. This is something that needs to be examined and remedies during the transition process being engineered by the ISP.

III. Gender and the Trade Functions of the OECS Secretariat: Challenges and Opportunities

First, is the recognition that there is at present very little gender analysis and gender mainstreaming in the trade functions of the Secretariat? So it is not a case of strengthening this area but building that capacity from the ground up. This means a clear definition and strategy for distilling what is the nature and scope of gender mainstreaming and gender analysis as it as evolved in economic analysis, economic policy and with particular attention to the trade aspects. Given the nature of OECS Secretariat and its priority areas and concerns, any gender mainstreaming and gender analysis that is not fully and solidly grounded in enhancing the capacity to deal with gender issues in trade and development terms will not get much buy in.

Fortunately, Gender equality is one of three cross cutting themes of IS. But even in this context it is not entirely clear what is meant by gender equality? How do you know when it is achieved? How do you achieve it? And how do all this relates to development and trade benchmarks? This speaks to calibrating as much as possible **Gender specific equality** results and gender **indicators as it relates to the specific areas of health Education, Poverty, Employment, and how these are at risk or not in** Trade policy and negotiations. This point to the need for effective participation of a broad group of actors in national trade and development policy formulation especially if care and

attention is to be focused on the gender differentiated business, social and workforce adjustment related to trade policy.

Clearly a gender sensitive approach must be built into discussion and strategy formulations around trade development, trade readiness and the transitional adjustment related to trade development. Gender must also be a critical intervening variable in discussion around special and differential treatment, trade related capacity building/technical assistance and trade diagnostic oriented research studies.

The way forward then for integrating gender sensitivity in the trade functions of the OECS Secretariat must perforce be navigated on two legs: 1) Processes and mechanisms for improving the sensitivity to gender analysis in trade policy formulation and trade and development, which focuses on enhancing the understanding of gender, gender issues and gender analysis and how it is integrated into economic analysis and policy frameworks and 2) process and mechanisms for institutionalize gender analysis in OECSSEC Trade Functions.

1. Improving the sensitive to gender analysis in trade policy formulation and trade and development

A central goal of trade policy should be to achieve the maximum possible gender equitable, social and human development in the context of environmental/ecological sustainability and food security. Successful achievement of this goal with regard to gender equality requires that policy-makers understand and take actions on at least four broad inter-relationships underlying trade, gender and the economy. These four intertwining and reinforcing inter-relationships are:

- Trade measures impact and are impacted by historical and structurally reinforced gender rigidities existing in the economy.
- Trade measures impact the multiple, interconnected and interdependent aspects of the economy at the meso, micro and macro levels.
- Changes and directional shifts in trade policy and measures may introduce new opportunities and challenges that impact men and women differently.
- Changes and directional shifts in trade in trade policy and measures impact the process of public and private accumulation that may have different implications for livelihood opportunities for different groups in the economy.

These four relationships have implications for men's and women's entitlements and rights (in terms of access to food, land, medicines and other resources), their capabilities (access to education, skills, training and technology) and their functioning (health, nutritional status and participation in decision-making). When trade policy changes it necessarily impacts on opportunities for men and women, in different ways as it may expand or contract jobs and market shares; it may also generate changes in legal and regulatory framework that significantly alters men's and women's entitlements, rights and responsibilities and access to government services. This will occur differently for men and women based on the initial conditions facing each of the genders before the policy change came into force. Operating from this enhance view point allow technical staff persons and decision makers to more effectively chose strategies and build in offsetting remedies that can better meet the needs of men and women. However, this can only

occur from a gender informed and gender sensitive approach to trade policy formulations and negotiations.

Improving the sensitivity to gender analysis in trade policy formulation and trade and development must focus on enhancing the understanding of gender as a valid and valuable category of economic analysis and gender issues and gender analysis as a critical tool for improving economic policy deliverables, especially as it relates to trade mandates and negotiations and implementation. This allows technical staff person to move beyond their comfort level of thinking in gender neutral or gender blind terms to recognize that they operate from a gender privilege perspective (male bias) in which even when there is no reference to men, because of historical gender inequities and disadvantage still deeply entrenched in the economy, this so-called 'gender neutrality' have the 'likelihood of (engendering outcomes that have) negative impacts for women'. Hence, having no reference to women's specific concerns, needs, priorities and challenges and constraints in analysis or project document or simply referring to 'human', 'human capacity', 'entrepreneurs', 'youth', or 'workers', does not imply gender neutrality, but, rather, hides the impact on women as a group relative to men. Gender neutrality, likewise does not ensure a positive outcome for women. It is usually the case that women's issues are included but not resourced or adequately planned for so there is no long-term change in status. The aim should therefore be to seek for positive level that takes the concerns of men and women (in their different locations in the economy so as to improve the position of the disadvantaged gender (relative to the specific situation) positively relative to the other.

Another imperative is to consider the impact of a given initiative on both men and women and identify the constraints to be addressed (CIDA). This course of action suggests that OECSSEC technical staff in EAD, especial those working on trade, should work to increase their 'context sensitivity' by working to establish or working from baseline data, disaggregated by sex, including gender equality targets, gender sensitive indicators for achievement in determining the result (CIDA). They should also be expected to outline expected opportunities and risks related to gender equality issues and develop strategies to minimize these risks (CIDA and Longwe).

Thus enhancing the capacity of technical staff by grounding in gender analytical tools and planning instruments is a great value added in increasing and building on the strong research ability already evident in the Secretariat and makes for more effective policy work. GA offers more tool kits and more opportunities for an integrated planning approach within the Division's work. This would naturally occur in preparation of project documents, collaboration in project design, and participation in project review meetings, de-briefing in project design, evaluation and back stopping missions. Clearly in spite of their already well develop and rigorous analytical work, as noted by the GACR, 'many technical staff people do not understand what gender analysis and how it could enhance the effectiveness of their programme interventions.'

Given the discussion above and the priority focus on the trade functions of the OECSSEC, the issue of trade development and trade readiness is paramount in agriculture and services. These areas beg gender analysis. Likewise, the issues of transitional adjustment for business, social and work force can only be properly done through the lens of gender analysis. Here there does not seem to be much of what CIDA would identify as context sensitive—consideration of the differential impact of given initiative on both men and women in the identification of the constraints, challenges and

opportunities involved. This is reflected in the absence of working from baseline data or disaggregated by sex including a priori attention to gender equality targets, gender sensitive indicators of achievement for determining expected results. (These do not exist OECS wide, but exists at national level in terms of commitments and reporting on CEDAW and Beijing. Though there are CARICOM templates.)

Gender analysis and the repositioning of agriculture in the OECS. The gender implication of the social economic and financial implication of the sector due to changes in changing in agriculture practice and policy are quite critical for the lives of the men and women in each of the Islands. The ever-present issues of food security and sustainable livelihoods are enduring features of the ongoing threats to agriculture. Thus the scope of the work that the Secretariat is expected to undertake in order to generate viable long-term survival options is immense. It can only properly and effectively achieved with the incorporation of a gender sensitive perspective that focuses on what men and women are doing and what they need to do it properly.

Services: the new and not so new growth area. Services have quite significant gender impacts yet none of this seems to be recognized in the OECS framework on services. There does not seem to have been any national assessment or OECS wide assessment on services trade liberalization.

Absent a service strategy that details the supply capacity of service providers—who they are in terms of size, gender and services offer, their different challenges and constraints, there is no automatic development friendly approach to services negotiation that will bring benefit to the men and women in the OECS. What are the costs and benefits of liberalization of services? How is it to be phased and sequenced in so as to ensure that access and benefits flow to men and women, given their different level of dependency on social and essential services? What are the critical factors of differences and similarities between male and female services providers that will impact the building of competitiveness and efficiency of domestic supply capacity? What are the scope, nature and extent of public policy support that can be provided to gender and size differentiated SMEs, to ensure technology and innovation, access to capital and financing and the building of human capital as well as ensure access to essential services? How to deal with the present trend of the imbalance supply of women relative to men as service workers? What programs and policies need to be in place to nurture and support boys' and men's progress across all the sub sectors of services? How to prevent the crowding out of women domestic suppliers and mitigate adverse social impacts? What are the employment creation, skills transfer of technology implications for men and women?

When services is decomposed into its various sub sectors one can more clearly see the gender differentiated picture. For example, according to UNCTAD 2006, 'construction and related engineering services' that tend to have 'low margin, high-risk activity' and is generally 'more volatile than manufacturing', is of 'high importance for SMEs in the informal sector'. But what is the nature of these SMEs in the OECS and what do they need to promote and sustain their businesses. In addition, how can government procurement activities be directed in such a way as to support the building of the supply capacities of the male and female owned SMEs. Therefore in advocating a service strategy, trade analysts and negotiators ought to express greater care and attention to the reality noted by UNCTAD' study that liberalization in the construction sectors tends to be associated with increase in property prices as well as increased cost of small-scale construction services. The ultimate result in such cases is that 'local construction firms

are forced out of the market'. This situation is further compounded by the fact that often 'projects funded by international donors are implemented by foreign contractors and service providers.' From the viewpoint of promoting SMEs, especially women owned business, another important sub sector of services that is that of IT enabled services and business processing outsourcing. The UNCTAD study also noted that the 'importance of placing policies for promoting SMEs, ensuring universal service and access for rural areas as well as ensuring ICT human resources development in e-commerce and e-government.

These are important points to bear in mind in implementing OECS service strategy and framework. Most often governments and technicians can become pre-occupied with the anticipated employment gains and foreign exchange potential without paying attention to ensuring adequate skill transfer for the (predominantly women) workers and in paving the way for entrepreneurship growth for women who would like to pursue this path.

In the case of the liberalization of tourism, it is important for OECS governments to be cognizant of the finding in the UNCTAD report that the benefits from liberalization in this section 'depend on the degree of integration of domestic sector tourism.., access to distribution networks and degree of leakages'. Here it is also important to understand the underlying gender dynamics in the domestic tourism sector, especially as it relates to ecotourism, small guest houses and bed and breakfast type accommodations which are sensitive to price variability and other external shocks. The relative sensitivity of land and real estate prices to the nature and expansion of foreign ownership that can displace local land ownership and impact the cost of housing for female and male head households is factor that requires careful monitoring and the imposition of re-balancing remedies when appropriate.

Ultimately, from a social and gender perspective trade analyst and government economic decision makers need to have an appropriate balance between mechanisms that liberates markets and those that correct market failures—protecting domestic employment and ensuring asset ownership by men and women in the local economy. Because as noted by UNCTAD and numerous studies by academics and NGOs, 'when service liberalization fall short of desired outcome there are tremendous negative implication for social development.

The area of gender and macroeconomic is developing rapidly. The World Bank has made considerable investment in exploring the analytical and empirical bases for how gender relates to economic analysis and policy, with particular emphasis on gender and economic growth and gender and development. At the same time, at the cutting edge of economic analysis, there are attempts to integrate gender as a variable in CGE and SAM models. In addition, the area of social impact assessment of trade policy has lead to attempts to include gender and other social variables in small and large scale models to predict the outcomes of changes in trade policies on developing countries' economies, whether attention is focused on social, gender equality, human development or environmental outcomes.

In the key areas of fiscal policy, budgeting and debt management where EAD also has interest, there are quite well developed analytical frameworks for gender analysis and a number of programs with specific mechanisms and process for undertaking and implementing gender into polices and programs in ways that work to the mutual benefits of men, women, boys and girls. In the area of gender budgets and gender & debt

management (at the macro level) the Commonwealth Secretariat and UNIFEM have quite extensive analytical and policy oriented interventions.

In the area of trade there are emerging groups of key institutional players at the inter-governmental level who are exploring gender and trade dynamics. Namely, UNCTAD, the ITC, the Commonwealth Secretariat, the World Bank/World Bank Institute and CIDA (in terms of Trade Related Capacity Building). The emerging field of gender trade impact assessment also provides more tools for the toolbox of economic/trade analysis and can add value to the trade policy formulations, strategy and negotiations.

Thus the task of improving the sensitive to gender analysis in economic and trade policy formulation is not insurmountable ones there is willingness, a mandate and financial resources to undertake such a mission. Concrete measures involve linking EAD staff into the growing networks of gender and macroeconomic and trade analyses--ranging from the networks of institutional players (the World Bank, UNCTAD, Commonwealth Secretariat among others), to academic (University of Utah, Cambridge University, United Nations University etc) and Non Governmental networks (Bridges, Oxfam, the International Gender and Trade Network). Access to journals, policy briefings and Internet data, list serve and discussion boards. There is also an emerging set of course offerings and training modules that Staff can get orientation from as well as deepening their expertise as they develop their work in these areas. Greater details on a few of these programs as well as a few guidelines are highlighted in the recommendation section and supporting appendices to this report.

2. Institutionalizing gender analysis in OECSSEC Trade Functions

In order to think through the processes and mechanisms that would be needed to support the mainstreaming of gender and gender analysis into the trade functions of the OECSSEC, it is important to recognize that unless gender is taken seriously and has the broad OECSSEC wide support, it will not flourish as well as it could be in just the one sub aspect of the very complex role and work program of the Economic Affairs Division. Thus, it is of the utmost imperative to discuss with greater specificity the three broad areas of concern (political space, culture and technical capacity) flagged by the GAC Report in its assessment of gender integration in the OECSSEC. Clearly, gender analysis and gender mainstreaming is not a simple process that could just be added onto the workload of a few individuals without the expressed approval and commitment of the political and functional directorate. Thus the OECSSEC, as a whole, must be vested in the process at all the functional levels as well as at the level of political directorate.

The institutionalizing of gender, therefore, requires some thinking through of the political space available to enable the necessary empowerment to make changes; the culture of, and, within the organization; as well as the technical capacity within the organization to design and implement changes towards the objective of ensuring gender equality (GAC).

The political space: challenges and opportunities

The experiences of attempts to integrate gender into the processes and activities of entities similar to the OECS, such as APEC, COMESA and SADC highlight the central importance of four critical elements: 1) a 'champion' to promote and keep the momentum going; 2) some one at the level of the institution to manage the process; 3) investment in

gender expertise for substantive support and 4) on-going capacity building. All four of these have human and financial resource implications that must find agreement at the political level.

So, what are the challenges and opportunities in the **political space** (structures, positions, and power relationships) for implementing gender equality concerns within OECS-wide, as well as, in EAD? How can the overarching documents, frameworks and mission statements be made gender sensitive? How can the political directorate and the administrative space become more sensitive to gender mainstreaming, to the extent that it becomes the 'champion' promoter and motivator of gender integration within the institution?

In the first instance, there is need for broad-spectrum sensitization of the political directorate of the OECS (the OECS Authority, Ministers or Permanent Secretaries and the Technical Steering Committees) to the importance and relevance of gender perspective and analysis to the process of economic growth and development. A critical aim of this process would be to generate the development of a framework for integrating gender into the OECS backed up by a gender policy statement. One way to begin the process towards these objectives and outcome is to convene an initial meeting of Ministers of Women/Gender affairs within the OECS to discuss gender concerns regarding integration, CSME etc and to begin to articulate the elements of such a framework, including issue around gender analysis and how this might look in the context of the OECS, the collection and use of sex disaggregated data and the involvement of women in OECSSEC programs and projects.^v In this context, the OECSSEC should consider exploring the process and mechanism used by similar entities as itself, for example, the EU, CARICOM, the OAS, SADC and COMESA^{vi}. Assistance and support for such a meeting including its preparatory processes could be generated from a variety of sources including CIDA, the Commonwealth Secretariat and the OAS all of whom have engaged in related processes and are also invested in the integration of gender and macroeconomics and trade. One key aspect of the preparatory process could involve a technical meeting of Permanent Secretaries and the technical staff of the relevant ministries including gender affairs, the statistical offices and key academics to explore the issue of gender and development in the OECS. From this meeting would emerge critical recommendations as input into the ministerial level discussions.

Culture in OECS: how can it be supportive of gender integration?

Both at the level of the political leadership as well as within the Secretariat any progress towards gender integration in the organization is bound to meet resistance and challenges. Most often these challenges and resistance range from the most benign form of resistance to change to more pervasive challenges grounded in attitudes and perceptions that do not see gender as relevant or necessary to the work of the organization. This may be because some individuals don't understand how to apply gender analysis in their sphere of work or because they feel that gender is not a concern due to the high visibility and presumed influence of women at all levels of the Secretariat. This attitude may also arise from attachment to the pervasive myth of male marginalization that is growing in many Caribbean societies. Others may simply feel that there are no resources or time, in the context of an already crowded and often-overwhelming work program, to deal with gender. Still others may feel that there is not

enough sex-disaggregated data, or feel that it is too costly to obtain or believe that it is simply not needed (Gibb 2005).

These attitudes and the possibility of overcoming them depends on how ingrained are the underlying philosophy and values to internal issues such as women's leadership and supervisory roles, sensitive areas such as maternity and paternity leave, day care, parental absences due to child care responsibilities that mainly impact female staff. Internally, do technical staff people have a good sense of the gender and development dynamics—of women as contributors to economy, and of social reproduction as critical to the functioning of the market and economy (GACR).

Interventions in this regard include ongoing gender sensitization, awareness building, and workshops on gender analysis, the changing dynamics in the economy and how old attitudes blocks progress and growth. On going use of dynamic cultural tools to explore biases and attitudes that blocks human development and thwarts the expansion of human potential could help to change hearts, minds and perception in a way that ultimately make the work of the Secretariat more rewarding, re-generative and restorative in these difficult times. There will be a need for maximum exposure to best practices and workshops on internalize oppression and exploring human potential.

Technical capacity

According to the GAC Report, there is some level of integration of gender in the Educational Reform Unit—the Eastern Caribbean Education Reform Program and the Functional Cooperation and Project Management Unit. But there is no gender integration in Environmental and Sustainable Development Unit, the Pharmaceutical Procurement and the Economic Affairs Division (EAD). The needs assessment cum review undertaken for this report reinforces the GAC finding for EAD but also determine that there was sensitivity to the incorporation of gender in economic affairs. The key individuals in EAD were cognizant of the importance of gender and gender dynamics in the development process. The missing element was a lack of know-how, of how to undertake gender analysis in the context of economic analysis and policy. It also appears that there is some willingness to learn more about gender as a category of economic analysis.

There was also a concern expressed in the EAD interviews that gender analysis be contextualized in terms of the dynamics of male-female reality in the OECS. Specifically, with regard to enabling a better understand and generating policy oriented handles on how to deal with the growing imbalance between men and women in terms of readiness for the existing and emerging labour markets--in which men seem to be opting out of the competitive dynamics leaving women as the predominate gender for many of the available new job categories. The overall socio economic implications of this for the long-term trajectory of OECS economies are as yet undetermined. But it is a reality that begs to be explicitly dealt with. This calls for creative approaches to gender policies and guidelines that seeks to continue and deepen the progress of girls and women, where they exists, spur progress in other areas where it is not readily apparent while at the same time pay attention to the conditions of boys and men who are under-performing or don't have a long term survival map, especially as it relates to trade.

Internationally, there are growing networks of institutions and individual who provide courses, modules and workshops to support the integration of gender in economic analysis and policy (Please see resource section).

The challenges with regard to technical capacity are more closely related to human resource and time availability than the other areas. The danger is that, if not done properly, with seriousness and the right level of commitment and a high intensity of support from the top, gender integration, given the competing elements of the work program faced by EAD professionals, especially those working on trade, can become a secondary priority.

IV. Recommendations for enhancing the inclusion of gender consideration within the Secretariat's output on trade matters

As noted with reference to the Gender Mainstreaming System approach of the Commonwealth Secretariat, implementing effective gender mainstreaming requires operations centered around at least three levers: the awareness lever (addressing the formal and informal norms, rules, attitudes and behavior that institutionalize gender equality mindset), the communications lever (timely flow of information and analyses that enables policies and programs to be designed from a gender perspective) and the incentive lever (incorporating incentives and penalties in relation to the achievement of gender equality goals) Kabeer, 2003, p.228. It is clear that activating one or more aspects of these three levers will be critical to the long term overall objective of ensuring that gender and gender analysis become a core competence of the OECES Secretariat.

The discussion in section III, began to highlight various pathways and processes toward making gender and gender equality visible in the work of the OECS Secretariat, specifically the EAD work programs. What is clear from the approach of this report is that increasing the awareness of gender issues in the work of the OECSEC (especially EAD), in general, and the trade functions of the latter, in particular, requires a planned approach to training and capacity building as well as refining and re-focusing the approach and tools of economic and trade policy analyses in order to ensure sustainable gender equitable human and social development.

This section will attempt to consolidate these recommendations more systematically and in ways that enable their implementation over time. Therefore enabling gender analysis of economic and social issues to become a core competence of OECSEC (especially EAD). Given the discussion in part 1 and 2 of the previous section, it is clear that a number of different types of structures, mechanisms and processes need to be set in place to meet the goal of gender mainstreaming and integrating gender analysis. In the purview of the work of EAD this means specifically strategies for engendering gender sensitive policy analysis and research. While these are not necessarily hierarchical, some do need to occur from the top down but others can occur contemporaneously. All will however require financial considerations. A few can be implemented immediately without significant financial cost but with some additional reallocation of work time use.

Knowledge Networking and capacity building on Gender and trade analysis

Aim: Increase the awareness and understanding of EAD technical staff on gender and development, gender and growth and gender and trade issues in the substantive issues

of the trade negotiations. Increase the exposure of technical staff to gender aware macroeconomic models and the use and development of gender sensitive indicators. (Subtext: challenging gender neutrality as an illusion and making the impact of gender on policies and policies on gender more visible UNIFEM 2002).

Interventions/strategies: 1) Encourage and facilitate staff participation in knowledge building on-line discussions, internet courses, and on and offsite workshops and seminars such as the World Bank Institute on gender and trade, the Utah course and the Cambridge course (flyers attached in appendix A). 2) Making available gender and trade modules and gender and trade tool kits (see Bridge and Commonwealth Secretariat as well as UNCTAD 2005 publication on gender and trade, Appendix A). 3) Seminars and workshops on social, human development and gender and trade impact assessments tools and methodologies. 4) Seminars and workshops on engendering macroeconomic models (such as CGE and SAM).

Research and Data generation

Aim: develop the capacity of technical staff to undertake gender and trade research.

Interventions/strategies: Advocacy for: 1) Situational analysis of gender issues and the economic status of women and men in the OECS, including an assessment of the scope of baseline data on where men and women are in the economies. 2) Set in place processes for centralizing (gender-disaggregated) data within or through the OECSSEC. 3) Advocacy for the inclusion of time use survey in statistical and data generation tools and surveys. 4) Undertake gender sensitive trade diagnostic studies and gender and trade impact assessments.

Gender mainstreaming commitment, structures and activities

Aim: Establishment of a formal mandate on Gender mainstreaming at the level of the OECSSEC

Interventions/strategies: 1) Gender policy statement & Framework for gender analysis at the level of the political directorate. (Please see discussion above regarding convening of meeting of ministers for gender/women affairs to discuss gender and economic development and trade in the OECS as well as the expert group meeting with permanent secretaries of key ministries, including gender and women affairs to sort through the technical details around data needs and highlight policy intervention variables as input to the ministers meeting. Out of this process a GPS and a Framework for gender analysis could possibly emerge).

2) On-going sensitization workshops on gender, gender analysis and gender mainstreaming (including centralization and tracking and have gender related goals and commitments made by Member states). This could conceivably be led by the Social Policy Unit with the support of EAD gender and trade expertise (by secondment or consultancy).

3) The establishment and maintenance of formal advisory mechanisms to promote the integration of gender in the work of the OECSSEC (possible through the coordination of gender machineries in the OECS)

4) The availability of a gender expert (or regularized access to gender expertise) on gender and macroeconomics, broadly or more specifically, gender and trade and development issues within EAD.

Consultation and coordination

Aim: Increase the accountability of OECSSEC for policies and output that are sensitive to gender equality goals and outcomes.

Interventions/strategy: Improved dialogue with women's group (regional/national professional association, NGOs and CBO's), women's ministries and the private sector regarding business, trade, investment, growth and development issues.

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UNIFEM. 2002. Gender Budget Initiatives. Strategies, Concepts and Experiences.

Williams, Mariama 2003. Gender Issues in the Multilateral Trading System. The Commonwealth Secretariat, London.

Appendix A: Concepts, Tools and Analysis

1.Publications: Overview of analytical content and empirical findings on Gender and Trade

Bridge Development and Gender. Cutting Edge Pack on Gender and Trade. 2006. Institute for Development Studies. University of Sussex. www.ids.ac.uk/bridge

Blouin, Chantal. Gender and International Trade * An annotated Bibliography. North South Institute, Trade and Development, for Status of Women Canada (http://www.nsi-ins.ca/ensi/pdf/Status_of_women_eng.pdf)

Cagatay, N. 2001. Trade, Gender and Poverty UNDP, October 2001

CIDA. 2003. Gender Equality and Trade-Related Capacity Building: A Resource Tool for Practitioners, August 2003 - available in English and French, www.acdi-cida.gc.ca – (search under "gender")

Commonwealth Secretariat/ILO. 2003. Globalisation and Gender Briefs Series No. 1. Trade Liberalisation Policy.

Commonwealth Secretariat/ILO. 2003. Globalisation and Gender Briefs Series No. 2. WTO and the TRIPs Agreement.

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

International Trade Centre 2004. 'Women in the Global Economy', International Trade Forum (<http://www.tradeforum.org>)

OAS. 2004. Trade Liberalization, Gender and Development: What are the Issues and How Can We Think About Them? Trade Unit. Prepared for the Second Ministerial Meeting Advancement of Women. 21 – 23 April 2004, Washington DC. OEA/SER.L/II 7.9 CIM/REMINM-II/doc 4/04 17 Feb. 2004 Washington, D.C.

M. Williams. 2003. Gender Mainstreaming in the Multilateral Trading system. Commonwealth Secretariat. (www.thecommonwealth.org)

United Nations 2004. Trade and Gender Opportunities and Challenge for Developing countries. UN Inter-Agency Network on Women and Gender Equality Task Force on Gender and Trade. edited: Anh-Nga Tran-Nguyen and Americo BELVIGLIA ZAMPETTI. UNCTAD. UNCTAD/EDM/2004/2

UNCTAD (1999) Trade, Sustainable Development and Gender, UNCTAD

UNDP 2003. Making Global Trade Work for People.

World Bank PREM notes Gender and Trade Liberalisation
<http://intresources.worldbank.org/INTGENDER/Resources/premnote86.pdf>

2. Short Courses for Policy Makers and Economists on Gender and Trade

Annual Summer Intensive Course---Knowledge Networking Program on Engendering Macroeconomics and International Economics, the Department of Economics, University of Utah, www.genderandmacro.org

Commonwealth Secretariat. London. Training Session on Gender and Trade for trade officials. In process. Gender Section. London. www.thecommonwealth.org

Trade, Growth, Poverty and Gender. E-Learning Course, 24 April – June 16, 2006. World Bank Institute. <http://wbi0018.worldbank.org/wbi/wbicatalogue.nsf/viewExternalEvents/ADE784E2D9663ABA85257050004F8769?OpenDocument>

3. Modules and Policy Briefing Notes on Gender and Trade

Bridge Development and Gender. Cutting Edge Pack on Gender and Trade. 2006. Institute for Development Studies. University of Sussex. www.ids.ac.uk/bridge

Commonwealth Secretariat's Module on Gender Trade and Export Promotion (in process but working sections used in ongoing trainings available. s.thakur@commonwealth.int)

International Gender and Trade Network (IGTN) Provides monthly electronic updates and analysis on trade. Occasional in-depth briefing papers on sectoral subjects. www.igtn.org

General sources on Gender and Macroeconomic analysis



**Trade, Growth, Poverty and Gender:
E-Learning course**

***Global course delivered via Internet
24 April to June 16, 2006***

Course Description

This course will explore some of the analytical and policy issues related to the impact of trade liberalization on economic growth and poverty reduction. The purpose of the course is to help civil society and government officials understand the findings and recommendations of recent and sometimes highly technical economic analyses related to the growth and poverty implications of trade reforms and international trade agreements. As a result, participants will be better able to participate in the formation and monitoring of their country's trade reform and negotiating agenda.

Audience

This introductory overview course is intended mainly for representatives of civil society organizations involved or interested in the trade and globalization debate and in monitoring and influencing the trade reform agenda of their country. Participants from around the world are encouraged to register. In addition to civil society, the course will be useful for policymakers, legislators, and negotiators in countries undertaking or contemplating trade reforms, as well as political, social, and economic researchers (non-trade specialists). The course will be conducted in English over the Internet, so the ability to participate in the online discussion is a key pre-requisite for participants.

Participants must also have access to a CD-ROM player, as some of the materials will be included in a CD that will be distributed prior to the course.

Course structure

The course will include modules drawn from Bank studies, WBI-commissioned overview papers, and non-Bank seminal works, including critical perspectives on the relationship between trade, development, and poverty. The course will also make extensive use of case-studies from around the world, with two modules dedicated to reviewing country evidence and simulations.

Most modules will consist of a Power Point presentation and an accompanying video presentation and mandatory and recommended readings that will provide more in-depth treatment of each topic.

The course will be structured via 8 week-long modules. Participants will be expected to read the course materials at the beginning of the week. On Wednesday, Thursday, and Friday of each week there will be an online discussion (not in real time) among participants guided by that week's moderator (the same as the presenter/author in most cases). To successfully complete the course and receive a certificate from WBI, each participant is required to read the mandatory materials, to connect weekly and to participate in the online discussion at least 6 of the 8 weeks. Participants are also

required to complete an end-of-course evaluation (not a test of learning). Total time commitment for participants is expected to range from 6 to 12 hours per week.

Fee

Participants from developing countries will not be assessed a fee. The cost for participants from developed countries will be \$200.

Requirements

All participants must have access to Internet and to a CD-ROM player, and they must provide a reliable postal address where the CD-ROM containing all presentations and materials will be delivered.

Application

To apply for this course, please go to:

<http://wbi0018.worldbank.org/wbi/wbicatalogue.nsf/vewExternalEvents/ADE784E2D9663ABA85257050004F8769?OpenDocument>

- 1) Click the Apply button
- 2) Complete the application form
- 3) Click Submit
- 4) A confirmation will be sent to those selected, within seven days from the deadline to submit applications.

Last day to submit registration: March 24th, 2006

Maximum number of participants will be 150, from all regions.

Agenda

The planned weekly topics are as follows:

1st week Trade reforms, growth, inequality and poverty: basic linkages and the evidence so far (part I)
April 24-28

2nd week Trade reforms, growth, inequality and poverty: basic linkages and the evidence so far (part II)
April 30 – May 5

3rd week Poverty alleviation and the design of trade reforms: practical aspects
May 7 - 12

4th week Trade and gender
May 14 - 19

- Gender implications of trade liberalization
- Gender implications of WTO agreements

5th week Trade assistance and development: lessons from the World Bank experience
May 21 - 26

6th week Trade reforms and poverty: overview of existing case studies
May 28 - June 2

- World Bank and non-World Bank studies
- Ex-post and ex-ante evaluations of the impact of import liberalization

7th week Global and Regional Poverty Impact of Doha Scenarios.

June 4 - 9

- Summary and case studies (10 case studies available, with participants choosing 2 to work with)
-

8th week Contrasting views about trade, growth and poverty: state of the debate

June 11 - 16

- ChristianAid report
- Oxfam report
- Stiglitz and Charlton on the Doha round of trade negotiations
- “Counterpoint” to be confirmed

For any questions regarding this course, please contact:

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**THE INTERNATIONAL WORKING GROUP ON GENDER, MACROECONOMICS AND
INTERNATIONAL ECONOMICS**

(GEM- IWG)

**Knowledge Networking Program on Engendering Macroeconomics and
International Economics**

Intensive Course: May 26- June 9, 2005

Conference: June 12- 13, 2005

Hosted by the Department of Economics

University of Utah

Salt Lake City, Utah, USA

GEM- IWG, is an international network of thirty five economists that was formed in 1994 for the purpose of promoting research, teaching, policy making and advocacy on gender equitable approaches to macroeconomics, international economics and globalization. This new program, launched by **GEM- IWG**, with support from the Ford Foundation, the International Development Research Centre (IDRC) and the United Nations Department of Economic and Social Affairs, Division for the Advancement of Women, has two objectives: first, to engage with fellow economists in order to enhance capacity building in research, teaching, policy making and advocacy in this area; second, to increase knowledge networking on these themes by strengthening the intellectual links among practitioners in networks working on similar issues.

The program is intended for economists, including advanced graduate students in economics, as well as more experienced academics, researchers and those in government. Up to thirty fellows will be admitted to the program. Full funding will be provided for up to twenty- five fellows. Priority will be given to applicants from the global South* and transition economies. The fellows of the program will be required, at a minimum, to have completed two years of study in an economics Ph.D. program and have passed their qualifying exams, or have its equivalent such as a master's degree in economics. These requirements may be waived only under exceptional circumstances. The program will be conducted in English. Final selection criteria will include the objective of achieving gender balance and regional balance in the composition of fellows.

Applications must be received by March 4th, **2005** and will be processed in the order received. Please see below for application requirements and application forms. The web site www.genderandmacro.org contains further information on the program.

The program coordinators are Rania Antonopoulos (New York University and Levy Economics Institute), Nilufer Cagatay (University of Utah), Diane Elson (University of Essex) and Maria Floro (American University).

The program instructors are expected to include, among others, in alphabetical order: Bola Akanji (Nigerian Institute of Social and Economic Research), Rania Antonopoulos (New York University and Levy Economics Institute), Lourdes Beneria (Cornell University), Gunseli Berik (University of Utah), Elissa Braunstein (University of Massachusetts, Amherst), Nilufer Cagatay (University of Utah), Diane Elson (University of Essex), Gerald Epstein (University of Massachusetts, Amherst), Korkut Erturk (University of Utah), Maria Floro (American University), Caren Grown (International Centre for Research on Women), Hande Keklik (University of Utah), Mumtaz Keklik (UNDP, Sri Lanka), Alfred Latigo (UN Economic Commission for Africa), Stephanie Seguino (University of Vermont), Rosalba Todaro (University of Santiago), Mariama Williams (Development Alternatives with Women for a New Era and International Gender and Trade Network).

*Applicants from the global South include individuals who are temporarily residing in the North, in so far as they are pursuing an academic degree.

THE PURPOSE OF THE PROGRAM

The immediate aim of the program is to bring together economists from around the world that share a recognition of the importance of gender-equitable approaches to macroeconomics, international economics and globalization so as to assist them in:

- gaining knowledge and familiarity with existing formulations of gender-aware questions, research tools and methodologies in macroeconomics and international economics;
- enhancing capabilities in integrating gender analysis in teaching macroeconomics, international trade, international finance or economic development
- formulating gender-aware questions in research, teaching, policy making and advocacy in this area
- fostering a network *among* the participants
- strengthening the intellectual links of the participants to other knowledge-networks engaged with similar issues
- enhancing their capability in connecting and networking in general with other practitioners, scholars and activists

At the end of the program we expect that the fellows will have the tools to:

- conduct gender-aware economic research;
 - contribute to the formulation of gender-equitable macroeconomic policies and international economics policies at the national, regional and international levels;
 - give analytical support to CSOs in their advocacy efforts to promote gender equality.
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The ultimate objective of this program is to help the participating fellows form and sustain their own networks of research, teaching and activism within their own countries, among regions and globally.

COMPONENTS OF THE PROGRAM

The fellows are expected to complete the full program which consists of the following three components:

1) The Self-study Module will introduce the fellows to basic concepts of feminist economics and to basic concepts of feminist approaches to macroeconomics and international economics. It will also include broader critical analyses of the world economy and its institutions. Those participating in the course will be expected to have completed the self-study module. Completion of the self-study module will ensure that all the fellows start from a common knowledge baseline and that they will have had a chance to do the readings before participating in the two-week course. The self-study materials will be made available to all participants by April 15, 2005.

2) The Intensive Summer Course, which will take place on May 26- June 9, 2005 at the University of Utah, Salt Lake City, Utah will address the problems posed by the self-study component at a more advanced level. It will consist of presentations by the instructors, discussion sessions, lab sessions and presentations by the fellows. The process will be participatory. The lab sessions will focus on pedagogy, teaching resources as well as on research methods and data sources. The fellows will have an opportunity to meet with the instructors individually to discuss their research or teaching projects. A subset of the instructors will be available to act as mentors and interested fellows will be assigned a mentor during the program.

Fellows will be encouraged to work on a specific short piece of work of interest to them during the course. Topics might include a research proposal, ideas for curriculum development, a policy briefing or a book review.

The basic modules of the course will include the following:

Introduction to Gender-Aware Economics and Methods of Analysis

Gender and Macroeconomics

Growth, Inequalities, Development and Poverty

Gender and International Trade

Gender, Finance and Investment

Gender and Labor

3) The Conference on “Engendering Macroeconomics and International Economics” will take place in Salt Lake City at the University of Utah on June 12-13, 2005 following the completion of the two-week course. The fellows are expected

to attend the conference, which will open to all who wish to participate (up to 60 participants).

Further information on the costs of participation, logistics, accommodations and registration will be available at the program website www.genderandmacro.org. The conference program will be available by May 15, 2005.

COSTS OF ATTENDANCE AND FUNDING

Up to twenty- five fellows will be funded, with priority given to those from the South and transition economies. There are no tuition charges for the program. For the fellows who are funded by the program, the following will be provided: economy round trip air travel, accommodation on campus during the course and the conference, meals during the course and the conference, course materials and conference materials. Fellows who are self-funded need to cover the costs of their travel, accommodation (expected to be around 1,000 USD for a single room); meals (expected to be around 1000 USD); course materials (150 USD) and conference registration fees (50 USD).

APPLICATION PROCESS

Applicants to this program should submit the following documents by March 4, 2005:

- a) A completed application form (an electronic copy is attached as a separate file and is also available at www.genderandmacro.org).
- b) A Curriculum Vitae
- c) A personal statement which should include a description of the applicant's background and current work in economics, interest and/or background in gender studies, background and /or interest in macroeconomics, background and/or interest in international economics, motivation for taking the course, how s/he plans to use the knowledge gained in the program, and how s/he expects to contribute to the course and more generally to knowledge networking in the future. This statement should not exceed 750 words.
- d) A letter of recommendation from someone who is familiar with their work in economics

In addition, a hard copy of the letter of recommendation

- e) For those whose main language of instruction during their education was not English, some proof of English proficiency test (e.g., TOEFL) will be preferable, but other proof may be accepted (e.g. a sample of written work in English).
 - f) For applicants who are currently enrolled in a Ph.D. program or who have obtained a Ph.D or M.A. degree in the last two years, a copy of their transcripts in the Ph.D. or the M.A. program
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Items a – d (the application form, C.V., personal statement and the recommendation letter) should be sent *preferably by email* to: genderandmacro@lists.csbs.utah.edu. In addition, a hard copy of the letter of recommendation, and items e - f (proof of English proficiency and transcripts in cases which are relevant) should be faxed or mailed to:

Ms. Becky Guillory: Administrative Officer
801-585-5649 (fax)

University Of Utah
Department Of Economics
1645 Campus Center Dr. Rm 308
Salt Lake City UT 84112-9300, U.S.A.

Those who are having difficulty with electronic mail can submit all documents by regular mail (but not by fax) to the same address.

Questions about the program can be directed to:
genderandmacro@lists.csbs.utah.edu.

Appendix B: Country and Regional Organization experiences

Terms of Reference

Background

The Contribution arrangement between the Government of Canada and the Organization of Eastern Caribbean States Secretariat calls for the following:

- (a) Undertaking a gender assessment during the updating of the Project Implementation Plan (PIP) to determine the capacity of the Secretariat to address gender issues and to define the parameters for the gender thrust and expected results thereof within the context of the Project. In this regard, given the present limited capacity of the Secretariat in this area, it is proposed that the PIP outline the job description and roles and responsibilities of the Gender specialist who will be required to advance the thrust of the gender equality considerations.
- (b) Inclusion of a gender criterion in the studies/research and training selection criteria.
- (c) Inclusion of gender disaggregated data in the studies/research
- (d) Detailing of how activities could promote gender equality in the annual Work Plans and Progress Reports.

With regard to (a) it was agreed in discussion at the AWP level that to avoid duplication the outcome of a similar activity required in the context of an Institutional Strengthening Project targeted at the OECS Secretariat and also funded by CIDA should be awaited and should serve as guidance as to how the intentions of (a) might best be fulfilled in the context of the Project.

The gender assessment under the ISP Project has now been completed and while in response to its mandate, its recommendations are broadly dispersed across the Secretariat's Organizational Structure, it is considered that the intentions of Para 9 (a) of the Contribution Arrangement can best be satisfied in a more intensive examination of the Secretariat's trade functions, the arrangements in place for the delivery of such functions and in the provision of recommendations for ensuring these arrangements are made sensitive to gender equity issues in terms of the development and implementation of trade policies and in international and regional negotiations related to the latter.

Scope of Work

- 1. To review the Gender Assessment Capacity report produced for the OECS Secretariat as part of the requirements of the CIDA sponsored Institutional Strengthening Project
 - 2. To examine :
 - (1) The mandate of the OECS Secretariat and particularly expectations in relation to its trade and trade related functions
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- (2) Arrangements in place (Structures, procedures etc.) for the delivery of the Secretariat's Trade Mandate.
 - 3. Determine the adequacy of capacity within the established arrangements for the incorporation of gender equity issues within these arrangements as a fundamental component of OECS Development Policy (OECS Charter)
 - 4. To provide recommendations intended to enhance the inclusion of gender considerations within the Secretariat's output on trade matters within a policy designed, to promote gender equity as an instrument of development Policy.
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Appendix 1: Tools for gender sensitive ex ante and ex post impact assessments

Box 1: Situational analysis of women and trade policy

| Situational Analysis of men's and women's roles and economic and social status | Constraints | Challenges | Opportunities |
|---|---|--|--|
| <p>In particular with regard to:</p> <p>Unpaid labour</p> <p>Time</p> <p>Labour market activity/location</p> <p>Access to:-</p> <ul style="list-style-type: none"> Land market Credit market Education Information Technology | <p>Lack of adequate reading skills</p> <p>Time</p> <p>Health Status</p> | <p>Keeping up with productivity improvements and Technical upgrades</p> | <p>New marketing opportunities such as organic farming...</p> |
| <p>Critical questions:</p> <p>What is the nature of the change in trade policy/trade reform?</p> <p>What are the different sectoral effects (agriculture, services etc)?</p> <p>How does export promotion schemes promote or other impact women's formal and informal labour time?</p> <p>How does the change in trade policies impact women's and men's constraints, challenges and opportunities?</p> | <p>Land ownership?</p> <p>Credit bias?</p> <p>Technology?</p> | <p>Dismantling of barriers</p> <p>Removal of import duties</p> <p>Loss of access to land?</p> <p>Ability to expand production</p> <p>Informal traders</p> <p>Micro enterprise and small business</p> <p>Standards and Technical regulation</p> | <p>Expansion of exports</p> <p>Removal of import duties</p> <p>Market access abroad</p> <p>Employment</p> <p>Availability/access to technical assistance</p> <p>Trade facilitation</p> |

| | | | |
|--|--|--|--|
| What is the overall impact on women's and men's...? Time burden Nutritional status Health/morbidity Education/training Income Employment | | | |
|--|--|--|--|

Source: Willams 2003. Gender Issues in the Multilateral Trading System. Commonwealth Secretariat.

Strategy set #1: Trade Liberalisation yields new opportunities, new areas of involvement and or expansion of existing activities for men and women, firms and government.

In order to determine how to maximise the gains from trade liberalisation so to promote the social and economic empowerment of women, there should be great emphasis on the following questions.

Critical questions:

What are direct and indirectly created new opportunities and new areas of involvement available to men and women in the formal sector, informal sector and household sector?

What assets, skills and training are required for successful involvement in these areas?

How are men and women positioned to take advantages of these new opportunities?

Are the responses of men and women the same or different, and if so why?

What are the challenges and constraints faced by men and women?

What programs or measures will mitigate the challenges and constraints faced by men and women?

Action areas

- Programmes to promote men's and women's access to resources including technology and equipment.
- Education, skills and training for men and women to take advantage of new opportunities and openings.
- Re-thinking and reconstituting the provision of governmental services (day care, health care,

subsidisation of basic services etc) in order to help women meet their multiple obligations.

- Gender sensitive and gender equity oriented modification of trade rules/other policy areas.
- Programmes and policies to remove or offset the information bias the women face relative to men in terms of credit, governmental services and technology.

Strategy set #2: Trade liberalisation yields contraction of some existing opportunities for men and women, firms and government and destruction of some existing opportunities for men and women, firms and government.

In order to minimise the negative effect of trade liberalisation so to promote the social and economic empowerment of women, there should be great emphasis on the following questions.

Critical Questions

What areas of production and employment are suffering as consequences of the new trade measures?

Which sex was most dominant in that area or were most disadvantaged by the change?

What were the responses of men and women to the changes?

What are the impacts on the informal and household economies?

How has this impacted men's and women's responsibilities and access to assets?

What programs and policy measures can be devised to improve the welfare loss to the different groups?

Action areas:

- Survey and assessment to determine the exact nature and causes of negative impacts on men and women.
 - Proactive measures in the areas of job training/skill development and upgrading.
 - Proactive and supportive measures to bolster women access to credit and technology and marketing knowledge.
 - Grants and low interest loans to small enterprises disadvantaged by trade liberalisation.
 - Modification of trade measures to limit the negative impact on the disadvantaged groups.
-

Strategy set #3: Trade liberalisation yields new legal framework that changes entitlements, rights and responsibilities and access to assets and government services

In order to ensure that institutional and legal changes engendered by trade liberalisation agreements do not undermining the social and economic empowerment of women, there should be great emphasis the following questions.

Critical Questions

What are the customary and contemporary legal rules and practices that are obstacles to women's access to education, land rights/tenure, training, technology and labour market opportunities?

How are labour laws, intellectual property rights rules disadvantaging men and women? Are the disadvantages the same for women and men? What changes or offsetting policy mechanism would eliminate the disadvantages for men, and for women?

Action Areas:

- Reform/repeal laws that are injurious to women short term and long term interest.
 - Creating in intellectual property rights laws provisions that recognize women's contribution, needs, and interest in traditional knowledge, access to seeds other resources and technological transfer.
-

Gender & Trade research can provide a framework that can support Women's Machineries, who are interested in developing partnerships with sector ministries such as agriculture, commerce/industry, health and labour around the areas of social and gender impact assessment with particular focus on exploring:

- What are the new opportunities and new areas of involvement for men and women, firms in international trade?
- What are the areas of expansion for opportunities for men and women, firms and government? In addition, what policy mechanisms are needed to promote women's effective participation?
- What are the areas of contraction of some existing opportunities for men and women, firms and what policies and mechanisms need to be developed?
- In regards to competition policy, investment rule change, government procurement, how will these affect the legal framework in terms of entitlements, rights and responsibilities and access to assets and government services?

Source: Willams 2003. Gender Issues in the Multilateral Trading System

ⁱ The GAC highlighted the need for an –in-depth assessment of the trade functions of the Secretariat in the context of the broader gender mainstreaming objectives.

ⁱⁱ Despite its declining contribution to gross domestic production, the agricultural sector remains central to OECS economies, in terms of foreign exchange earnings and for employment generation, income distribution, food security and social equity and stability. Its declining performance, has, therefore, triggered a social, economic and political crisis in the economies of the OECS sub-region.

ⁱⁱⁱ Agricultural Policy Framework, And Strategic Plan for the Organisation of Eastern Caribbean States (OECS) 7 October 2003 OECS Secretariat

^{iv} The resident agricultural economist has done extensive study on the role of women and men in the agricultural sector.

^v This is based on the APEC model.

^{vi} As of 2003 A Gender Experts on Gender and Trade group has been formed to advise the UK's Department of Trade and Industry. See also: SADC Gender Programme

<http://www.ilo.org/public/english/employment/gems/eeo/sadc/program/dep1.htm>

Addis Ababa; the Declaration on the COMESA Gender Policy

<http://www.comesa.int/about/gender/ADDIS%20ABABA%20DECLARATION%20ON%20THE%20COMESA%20GENDER%20POLICY/view>; and APEC (Asia Pacific Economic Cooperation) Framework for the Integration of Women in

APEC

http://203.127.220.112/content/apec/apec_groups/som_special_task_groups/gender_focal_point_network.downloadlinks.0001.LinkURL.Download.ver5.1.9
