



UNITED NATIONS
ECONOMIC AND SOCIAL COUNCIL

ECONOMIC COMMISSION FOR AFRICA

ECA/ACGD/MR/UGA/05

**REPORT OF MISSION TO
KAMPALA**

7 February – 13 February 2005

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By
*Hilda M.K. Tadia, Regional Advisor
African Centre for Gender and Development*

MISSION REPORT

WORKSHOP: KAMPALA, 7-13 FEBRUARY, 2005 GENDER AND TRADE MODULE DESIGN

By
Hilda Tadria

1. BACKGROUND:

The Gender Section of the Commonwealth Secretariat has been focusing its work on issues related to the multilateral trading system and globalisation in this process it has supported publications on **Gender and the Multilateral Trading System**, and **Chains of Fortune: linking women producers and workers with global markets**. The publications highlighted the need for more effective participation of women in trade negotiations as well as the need to take gender into account for trade policy formulation and implementation. They also emphasize how women can be supported to take advantage of globalisation and access global markets. In order to move from analysis to action and to build capacities in the region to address some of these issues, the gender unit of the Commonwealth Secretariat organized a design Workshop for development of a Gender, Enterprise and Trade module in Uganda, 8 – 10 February 2005. The purpose of the module is to:

- i) build capacity to integrate gender analysis in trade policy formulation and implementation;
- ii) analyse impacts of trade policy on women's employment and entrepreneurship;
- iii) focus on region specific multilateral trade issues and trends as well as impacts on women;
- iv) build capacity of public and private institutions to enable women to respond to changes in trade policy.

The module would be principally aimed at policy makers, both in National Women's Machineries and Trade Ministries, private sector business organisations and women's networks, regional trading organisations and multilateral organisations.

The ECA/ACGD was requested to participate as a partner institution and resource to provide technical advise in this process. The workshop was carried out in two phases. In the first part, participants (see attached list of participants) from different key ministries and partner organisations made presentations and discussed the major issues that would be addressed in the module. In the second phase, resource persons finalised the training module that will be pilot tested later in the year.

As a first step towards the development of the training module it was decided to bring together representatives from the various stakeholder categories in a design workshop to make the module need based and responsive to the priorities defined by those who will be using it. The authors/editor of the above books, Mariama Williams and Marilyn Carr, along

with Hilda Tadia, Regional Adviser for Economic Empowerment of Women, UNECA and Sarojini Ganju Thakur, Adviser Gender Section, Commonwealth Secretariat facilitated the process.

2. Detailed workshop proceedings:

The workshop was well attended, and included representatives from the Uganda and Tanzania trade ministries, business and civil society organisations, representatives from partner organisations including like UNECA, DFID, IFC (World Bank – Washington), and ITC – Geneva etc.

The presentations set the context for ensuing discussions which focused on issues that need to be prioritized in the module. (see programme of the workshop attached).

Session I

Welcome and Introductions/ Introduction to the Workshop

Sarojini Ganju Thakur

The session focused on the background and rationale for the development of the module. While the objectives of the module (listed above) were revisited and the session emphasized

The rationale

- Improved trade regimes will lead to poverty reduction
- Globalisation has both challenges and opportunities
- Commonwealth Secretariat has focused on the gender dimensions of these issues through publications and has a major EU project – Hubs and Spokes
- Need to move from analysis to action.

The vision

- Design a module to influence key individuals /institutions involved with trade policy formulation and negotiations
- This workshop is the first step in a process
- National/institutional /regional actors and stakeholders will prioritise issues and focus
- Develop framework for the module
- Field test the module in the region
- Finalize the module – conduct it in other regions/fora depending on resources raised

What are the objectives?

- Capacity building for integrating gender analysis in trade policy formulation and implementation
- Understanding impacts of trade policy on women's employment and entrepreneurship

- Highlighting region specific issues , trends and impacts
- Capacity building of public and private institutions to enable women to respond to changes in trade policy.

Some questions

- What are the priority trade issues at regional/national level, and how and by whom does gender enter the dialogue?
- What are the gaps, and how can we fill them? What are the obstacles and challenges?
- Need for case studies and positive examples
- How can we best build and strengthen capacity to ensure gender equitable outcomes?

The session also dealt with various logistics related to the workshop

Session II – Gender and the Multilateral Trading System: Setting the Context

Mariama Williams

Chair: Sarojini Ganju Thakur

Mariama Williams presented a very stimulating and comprehensive overview of the multilateral trading system and the nature of gender related issues that emanate from it. The presentation included the definition of multilateral trading systems, the interconnections between trade and development and the relationship with poverty reduction and the MDGs. It also focused on the gender asymmetry in accessing technology, capital, markets and social resources. She spoke about the nature of trade related processes , outstanding implementation issues , non-trade concerns , market access, the effects of import liberalisation, export promotion, market access, NAMA, special and differential treatment and how that differed from earlier agreements . She outlined the challenges for the adoption of a gender sensitive approach.

Some of the issues that were raised in discussion

- The need to focus on mainstreaming trade in development and further mainstreaming gender in trade. It was pointed out that PRSPs do not take into account the manner in which trade can contribute to development
- The lack of capacity in government, including the Ministries of Trade, the private sector and women's organisations to deal and understand trade related issues. The need for simplification and focus on building capacity was emphasized. It was pointed out that even in the WTO training for trade negotiators gender and trade is not systematically covered.
- The need to bring more women into trade negotiations was emphasized.
- The need for enhanced understanding around basic issues of gender and gender issues in trade policy
- There was substantial discussion about the nature of module that required to be developed. Various suggestions were put forward – training of trainers, the need to take gender to trade experts and trade to gender experts, bring everyone to the same level and have a common module. There were suggestions about the relative merits of regional and national level trainings and it was concluded that we could start with

regional level and then broaden to the national level, which would be crucial for sustainability. There were suggestions regarding the need to sensitize politicians, Institutional Committees etc.

- Gender dimensions of many trade related issues were discussed. These included
 - Agriculture-market access, domestic support and export competition
 - gender dimensions of food security
 - the impact of special and differential treatment and the gender dimensions of classification and definition of special products and special safeguard mechanism
 - TRIPS and issues related to protection of traditional knowledge, transfer of technology etc,
 - Services – gender implications of ‘request and offers’ especially in areas of environmental services (water and sanitation), energy, tourism, professional services. Mode IV
 - The nature of trade facilitation
 - The roles of WTO/UNCTAD and ITC were also discussed .

Session II Enhancing export competitiveness and access to markets

Marilyn Carr

Chair: Hilda Tadria

This presentation focused on positive case studies from the book Chains of Fortune of linking women producers and worker to global markets. It focused on the changing nature of production systems, especially global value chains and analysed the factors that are required to create an enabling environment for women to access markets. Some of the factors that were discussed included technology and competitiveness , the nature of institutions, fair trade and ethical trade , favourable policy environment, Participants were also asked to share their experiences and other case studies .

The issues that arose at the time of discussion included:

- The need for women’s associations and how they can be strengthened
- Constraints for women in accessing markets
- Need to consider trade in services in addition to goods
- Need to find good business ideas. Reference was made to Mauritius and the need to find alternative livelihoods for those made redundant by the phasing out of MFA , or the need to find alternatives to opium growing in Afghanistan
- Making information more user friendly
- Need for demystification of the nature of trade , and simplification of agreements
- Need for women to invest in business and to change mind set of women entrepreneurs

Some participants were interested in exploring the issue of

- Sustainability of different cooperative and SME models presented in Chains of Fortune, particularly the mix of profit motive, external factors such as market access, and changing trade and economic policies

- Replicability and economies of scale given the problems of market access/ lack of access to finance and changing demand condition

The issue of the training of decision makers to be more gender sensitive and to build the capacity of women producers to make them more confident and to ensure that their priorities and concerns are taken on board in trade negotiation was also highlighted.

The need for national level networking and coordination to lobby for priority issues important for micro and SMEs was also discussed. These could include for example: more case study and training programmes to add to knowledge base; leveraging experiences from different developing countries as well as sharing information on appropriate technology. It was noted that often women are not readily apart of this information flow.

Some of the experiences - negative and positive related to women's access to global markets that were shared by participants included:

- Equal Opportunities for all Trust Fund (Tanzania)
- Talking Beads (South Africa), Kenya Knitters
- Negative impacts on Bangladesh and Mauritius of phasing out of MFA
- Supply of baskets from Ghana to Avon for cosmetics
- Export led programme for poverty reduction in villages (ITC)
- President' Special initiative for Cassava etc
- Impact of current agricultural policy and practice on Uganda women farmers.

It was felt that some of these examples could be developed and used for training purposes. Some of the participants agreed to write selected case studies within a month of the workshop.

Session 3 – Gender, RTAs and the MTAs

Mariama Williams

Chair: Maggie Kigozi

The presentation focused on the role of regional trade agreements (RTAs), their legal status – the differences between Regional Trade Agreements and MTAs (rules of origin, settlement of disputes and the process for EPAs.

It was pointed out that the gender related issues are very similar to those raised in the case of the MTS.

The presentation outlining the issues is attached.

What emerged very strongly was the lack of clarity about the 'fit' between the various levels of agreements. In addition, the rationale for EPAs and the trade concessions to the EU and the speed and nature of the consultative process was not completely understood. There were questions about the comparative advantages of bilateral/multilateral agreements, and it will be essential for the proposed module to address this..

There was a discussion about the roles and understanding of NGOs and private sector in negotiations. It was also emphasized that trade negotiators should understand the importance of incorporating gender in their discussions. Negotiators should be made to feel that by

incorporating gender they are expanding their tool kit for negotiations. Efforts should be made to work closely with private sector.

**Session 4 – Presentation on Export Promotion and Market Access –
Barbara Mowat and Anu Agarwal**

Barbara Mowat shared her experience in linking women producers and workers with global markets. She spoke about her company Uniquely Canada, and how it works on product and business development with groups of women in specific sectors so that they can access global markets. Anu Aggarwal, a consultant, with the IFC also shared the manner in which her company Living Dreams facilitated the process of linking women workers with global markets.

**Session v – Capacity Building for Dialogue and Trade negotiations
Jacqueline Maleko,
Sarah Kitakule
Maggie Kigozi**

Jacqueline Maleko, Adviser Trade – Tanzania gave a very comprehensive presentation on the nature of trade negotiations and stressed the need for communication skills, and the need for thorough preparation when participating in the process of negotiations. Her presentation is attached.

Jacqueline emphasized the need to encourage women to participate fully in trade negotiations and the need for women to increase their technical knowledge and to exchange experiences.

This session included a short presentation by Sarah Kitakule, chairperson of UWEAL. She emphasized the need for soft skills:

- leadership training
- negotiating skills
- building research capacity and impact assessment
- capacity for understanding trade issues
- building linkages with regional networks
- need to disseminate information, and
- capacity for advocacy and lobbying

Dr Maggie Kigozi, Executive Director of the Uganda Investment Authority (UIA) explained the role of UIA in attracting both foreign and domestic investors. She focused on the need to build up capacity within the country for ongoing training and for training modules which involve academic institutions, media, civil society and organisations like the Uganda Export Promotion Board. She also highlighted the need for information and the establishment of dialogue between the various constituencies responsible for trade, as well as the need to gear up for globalisation and to get the investment climate right.

Session -VI
Designing the module
Sarojini Ganju Thakur

The focus of this session was on pulling together the various discussions in the course of 1 and ½ days so as to prioritise the issues that need to be covered in the proposed training module. It also discussed issues related to the composition of participants at training courses, their selection criteria, the duration of the training module.

Several aspects of the structure of the module were discussed with the participants. The participants observed that they had gained immensely in their understanding of the multilateral trade system generally and the interrelationship between gender and trade and the role and impact of RTAs / EPAs.

The priority issues and content were discussed as follows:

Content

- Demystifying WTO/ITC/UNCTAD
- Demystifying issues such as Globalisation, Privatisation and Liberalisation
- Simplifying agreements – WTO/RTAs/EPAs
- What is gender?
- Relationship between gender and trade
- Tools – Trade Impact Assessment/review, market access, negotiation skills
- Focus on priority sectors for the regions
 - agricultural production
 - manufacturing – food processing, garments, arts and crafts
 - services – tourism, ICTs education
- Intellectual Property Rights (cross cutting issue)
- The nature of regional agreements/ EPAs
- Trade Policy Environment

Approach

- Implications of trade policies on gender and development
- Work on priority sectors in the regions. These were identified as agriculture , services (ICTs) and manufacturing .
- Trade policy environment – negotiations and advocacy
- Team building and networking

Key participants

- Number

It was agreed that the number of participants should not exceed 30, and that there should be representation from national/ regional level. . It became evident that it would not be

possible to deal with more than 3 countries at one time. In view of the design workshop and the need for continuity it was decided that the workshop should cover Tanzania, Uganda and Kenya and regional institutions. It was felt that there should be a core team from each country, and that the individuals from sectoral ministries should be included so as to deal with relevant examples during the modules. It was agreed that for the field test Tanzania would work with agriculture, Uganda with services (ICTs) and that Kenya would focus on non-agricultural manufacturing.

- **Regional / National**

Throughout the meeting there was substantial discussion on whether the module should be at regional/ national level. For sustainability it was agreed that eventually it would need to be housed at a national level training institution. However, at this stage , since it was not necessarily very clear where mainstream training on trade capacity is taking place it was felt that we should directly try and reach out to a team of people at national level who could influence trade policy formulations and negotiations but that the training should be at regional level

- **Profile of participants**

The essential participants identified at national level included

Government

Representatives from

- Trade Ministry
- Finance Ministry
- National Women's Machinery
- Relevant sectoral ministry (Agriculture, Services or Industry)
- Export Promotion Board

Non- Government

- Business organisation , including women's associations /private sector
- Civil society
- National Training Institution for sustainability

Regional level

SADC

COMESA

AU

FEMNET

ESAMI

Selection Criteria

In view of the vital importance of getting the right participants it was felt that the correct selection of participants was key. In view of the fact that it was clear which countries were

being involved – specific levels, organisations and names were cited for the two countries that were present in the meeting

- Head of Multilateral Trade section – Trade Ministry
- NWM – Write to PS for specific person
- Business – UWEAL(Uganda), SIDO (Tanzania)
- Civil Society - CEEWA (Florence) TGNP (Mary Rusimbi)
- Training Institution _ Uganda- Makere University – MUBS – Geoffrey Bakunda, or Gender Studies Grace Nantebya

Tanzania – University of Dar es Salam – Centre for International Business Development

- Finance Ministry official who deals with trade
- Relevant person from Sectoral Ministry/department

ICTs – Uganda - UIA
Agriculture - Tanzania – Mrs Mavaipopa
Manufacturing - Kenya

- Export Promotion Board – Ben Naturinda (Uganda), Tanzania – Board of External Trade

Duration and venue

It was felt that given the nature and level of participation that is being envisaged that the module should be planned to run for 5 days. Given the Budget session and various other governmental commitments the earliest dates that were possible for facilitators and governments were the week of 18th-25th July or 25th-29th July. Arusha in Tanzania was proposed as the venue for the field test.

Next steps

The participants were informed that the facilitators would work for the next three days to put together a draft framework outlining the content and methodology for the module. In order to ensure relevance of the module, there will be a sub-regional workshop to pretest the module. The exact dates for the field test would be communicated. This workshop would help to define the content of the final module in the context of the needs of government and civil society and also to ensure that the proposed contents are appropriately addressed. The module will then be finalised for adaptation at national level. ECA will participate in all the activities aimed at finalizing the training modules for the region.

**GENDER AND TRADE MODULE
DESIGN WORKSHOP**

**Ridar Hotel, Kampala –Uganda
8 – 9 February 2005**

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COMMONWEALTH SECRETARIAT

**Gender and Enterprise Trade Module
Design Workshop for Development of a Gender, Enterprise and Trade module
Kampala, Uganda
8-9 February 2005**

PROGRAMME

TUESDAY 8th February, 2005

- | | |
|-------------|--|
| 0900 – 0930 | Registration |
| 0930 - 1000 | Welcome and Introductions / Introduction to workshop Sarojini Ganju Thakur |
| 1000 - 1100 | Gender and the Multilateral Trading System: Setting the Context Mariama Williams |
| 1100 -1130 | Tea/Coffee Break |
| 1130 -1330 | Discussion: Sharing experiences and prioritising issues |
| 1330-1430 | Lunch |
| 1430-1530 | Enhancing export competitiveness and access to markets Marilyn Carr and Hilda Tadría |
| 1530-1630 | Discussion: Sharing experiences and prioritising issues |
| 1630-1645 | Tea/Coffee Break |
| 1645-1800 | Discussion (continued) |

WEDNESDAY 9th February , 2005

- | | |
|-------------|---|
| 0900–1015 | Regional Trade agreement/EPAs - linkages, impacts and specific regional issues Mariama Williams |
| 1015 -1100 | Discussion: Sharing experiences and prioritising issues |
| 1100 – 1130 | Coffee break |
| 1130 – 1300 | Capacity Building for Dialogue and Trade Negotiations Jacqueline Maleko (Tanzania) / Sarah Kitakule, UIA/UWEAL (Uganda) |
| 1300-1400 | Lunch |
| 1400- 1600 | Designing the module – Participants, duration, sequence, case studies etc. |
| 1600-1630 | Tea/Coffee Break |
| 1630-1730 | Summing up and Close |



ECONOMIC COMMISSION FOR AFRICA
COMMISSION ECONOMIQUE POUR L'AFRIQUE

INTEROFFICE MEMORANDUM – MEMORANDUM INTERIEUR

To: Mr. Robert Okello, Director
Office of Policy and Program Coordination

Date: 17 March 2005
Ref: ACGD/05/03/0067
HT/ag

Through: Ms. Thokozile Ruzvidzo, OIC *Ruzvidzo*
African Center for Gender and Development

From: Hilda Tadria, Regional Advisor *Tadria*
African Center for Gender and Development

Subject: **Report of Mission to Kampala 7 February – 13 February 2005**

Attached herewith is a Report on the Mission to Kampala 7 February – 13 February 2005 and the supporting Documents.

cc: Mr Ali Todaro, SAES, COES