

- **REDUCING THE GENDER GAP THROUGH MAINSTREAMING GENDER IN TRADE AND DEVELOPMENT:**

- *The case of developing countries.*

- By Titus Kyaruzi,

- Small Industries Development Organization
  - TANZANIA

## DEFINITION

- ILO....the process of changing the organization to adequately respond to gender equality concerns.
- UNDP..... the process has to take into account the gender concerns in all policy, programme, administrative and financial activities, and in organizational procedures, thereby contributing to a profound organizational transformation.
- For the purpose of this discussion; I define gender mainstreaming as a process that in a transparent way recognizes and incorporates gender concerns in the formulation, implementation and evaluation of development policies and programmes at all levels.

## IMPORTANCE OF GENDER MAINSTREAMING IN TRADE AND DEVELOPMENT

- ❖ Socio-cultural values and norms determine roles, responsibilities, rights, and power relations between women and men.
- ❖ Both men and women are stakeholders of trade and development.
- ❖ They both contribute to human capital component to the development process and poverty reduction initiatives.
- ❖ Both are intended beneficiaries of trade and development process.
- ❖ Will bring positive added value and a change in the essence of the system itself.

## OBSTACLES FACING WOMEN AS PARTICIPANTS IN TRADE AND DEVELOPMENT

- ❖ Land ownership pattern and reforms
- ❖ Ownership of property - in most customary laws men are custodians of family properties.
- ❖ Limited access to finance  
Legal barriers, cumbersome application procedures, relatively high opportunity costs, socio-cultural constraints like lack of secure title to property and other forms of collateral, even where they play a big role in production and marketing in the rural areas.
- ❖ Limited access to formal education and training  
Low enrollment rate and high drop out rate, lack of effective education and training programmes, location of training centers, convenience training hours, inappropriate curricula and materials and training methodologies.
- ❖ Overburdened by customary family obligations
- ❖ Limited access to decision making mechanisms.

## EXPERIENCE OF OTHER DEVELOPING COUNTRIES

- In Africa women comprise 60% of informal businesses. Contributes 70% of Agriculture labour force.
- In Asia Women's workload is three times that of their men counterparts, while in Africa Women have long working schedules due to their multiple roles.
- Have limited access to technologies and resources vital for their economic roles.
- Women are characterized by low level of education and training, poor health and nutritional status.
- Have limited access to financial resources, 2.6-20% in Cameroon and Uganda respectively.
- Women rely on informal financing arrangements for their capital requirements (95% in Cameroon).
- 58% rely on the services of their savings and credit associations.

## Situation analysis

- ❖ Tanzania population 34 million (2002 Census)
- ❖ Average growth rate 2.8%
- ❖ 80% of the population is rural based
- ❖ Women contribute 75% of agriculture labour force
- ❖ Agriculture supports livelihood of over 85% of the population
- ❖ Agriculture contributes over 60% of exports
- ❖ Post harvest losses 40% on average
- ❖ Manufacturing contribute 8% to GDP.

### The status of gender mainstreaming in economic activities

- ❖ Economies of most developing countries are mainly dependent on agriculture
- ❖ Women make a bigger proportion of agricultural labour force
- ❖ Agriculture is characterized by inefficiency and low productivity
- ❖ Women as main participants in agricultural production have low level of knowledge and skills
- ❖ Women are also not motivated and given chance to improve their knowledge base.
- ❖ This fact denies women a chance to actively participate in all knowledge and skills based activities.
- ❖ The government as the main stakeholder, has all what it takes to influence any change towards the gender mainstreamed society.

In Tanzania for instance, the government has recognized the need and is taking corrective measure at different levels and therefore influencing the process of change by:

- Recognizing, signing and ratifying international conventions against any gender based discrimination. At the national level, it supports transformation towards gender equality at policy level.
- Promoting women participation in the policy formulation and implementation process at different levels.
- Facilitating gender mainstreaming in all sector policies, government offices and state institutions.
- Recognition and ratification of conventions is a good starting step, in itself can not bring desired results but probably with women empowerment significant effect can be realized. Failure to merge these complementing issues, contributes to the emergence of gender activists, gender focused Non Governmental Organizations and Community Based Organizations in Tanzania.

Although the government has shown determination and efforts to address the problem of inequalities, more proactiveness is required particularly in the following areas:

- Enhancement of women's legal capacity
  - i) Change laws, which discriminate against women eg customary law and land laws.
  - ii) Effect changes in the administration of justice to enable women get a fair and equal treatment before law.
  - iii) Raise women's awareness of their rights as equal human beings.

### Economic empowerment of women

- Promote greater equality in performing reproductive and productive activities.
- The social system and family structure influences the socio-cultural, ideological beliefs and values of communities in the society. The beliefs and values in turn influences the behavior, relationship and total way of life of people. For instance the patrilineal kinship system has been institutionalized in family, religion, work place and politics. The system alienates women by subordination, discrimination and exploitation. It all evolves on who has the right to what. The kinship is influenced by traditional socialization processes, which identifies and assigns gender roles, ownership and decision making patterns that are mostly at the disadvantage of women and girls.
- The Women In Development Policy of 1992, recognizes the gender gap and emphasizes the need to develop ways and means of eradicating all forms of discrimination against women, at the same time enabling them to become active partners in the development process. The policy specifies the right of property ownership, control over the proceeds of labour and the right to training and education. The policy in general terms advocates for encouragement of mainstreaming gender issues in policies and programmes, promotion of women development and gives way for advocacy of gender issues.
- Even though the legal system may be pro-women, the socio-economic environment tends to be hostile to women due to the fact that are usually ill equipped in terms of analytical skills, appropriate and timely information and timing of political and economic events. Most women particularly rural based lack self-confidence due to limited access to appropriate information and knowledge on current issues on development.
- The prevailing customs and social attitudes condemn women to inferior position and status. They are seen to have no ability to engage in independent thinking or have original ideas, and therefore are marginalized from decision making and on matters of social importance.

- i) Organize and provide entrepreneurial training specifically aimed at uplifting women's entrepreneurial status.

#### A case for a women entrepreneurship development project (WED) Tanzania

The project was particularly initiated to enhance entrepreneurial capacity to women in Food Processing in Tanzania. The project was started in 1993, and all along it is being implemented jointly by SIDO with the assistance from UNIDO. The programme aims at promoting productive employment and gender equality, in the wake of poverty alleviation and sustainable livelihood initiatives. The programme contributes to empowerment of women in Tanzania, employment creation and income distribution. The programme offers a range of services to women participants i.e. assistance in business plan/feasibility studies preparation, food processing and entrepreneurship skills, sourcing and selling food processing equipment and inputs, provides facilities for food processing and testing and organizes processed foods promotional events.

The programme has produced though not significant but encouraging results:

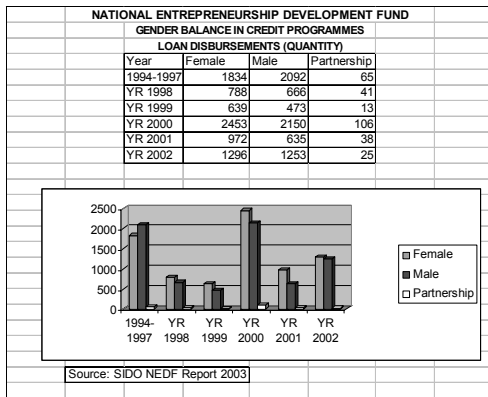
- 85 Women trainers were trained by the programme and are executing training function in all the regions.
- 2134 women entrepreneurs have been trained.
- Over 70% of trainees are in business of which 50% produce regularly.
- The programme has created 1660 permanent employment opportunities for course participants.

Particular women food processors have gained experience and confidence that some of them have already had their products certified to standards, sold in the super markets and some are exporting.

### Promote women's increased access to credit, land and employment

#### A case of National Entrepreneurship Development Fund (NEDF) Tanzania.

- This fund was established by the government in 1994, and its implementation and general administration done by SIDO to promote entrepreneurship development amongst micro and small entrepreneurs.
- All what is required for any entrepreneur to participate is possession of a business idea and/or existing growing business, be of a good character and the viability of the project. The underlying conditions and terms are gender neutral, in the sense that no gender related preference is mentioned.
- Since when the project was started, applications from all kinds of people were received and processed. The nine years the project has been operating, proves the fact that even when women are not given any preference, can still participate competitively. The table below shows a summary of loan disbursements by gender.
- Over all the years disbursements have been mostly going to women entrepreneurs (more than 50%) over their male counterparts.



- iv) Promote increased access to technology especially in information and communication technology. Develop and make available technologies, which will reduce women labour drudgery and therefore enable them to have ample time to think and participate in other developmental activities.
- v) Promote and encourage linkages and networking amongst women individually and in groups.

### Political empowerment

- i) Promote increased share of women participation in the whole political infrastructure.  
...the constitution grants equal rights for women and men to vote and be elected to public office.

### NUMBER OF WOMEN IN KEY POSITIONS IN TANZANIA

Position	Women	Men	Total	% of Women
President	0	1	1	0
Vice President	0	1	1	0
Prime Minister	0	1	1	0
Cabinet	4	23	27	14.8
Deputy Ministers	5	13	18	27
Permanent Secretaries	6	23	29	20.6
Ambassadors	1	32	33	3
Attorney General	0	1	1	0
Speaker of Parliament	0	1	1	0
Deputy Speaker	0	1	1	0
Secretary of Parliament	0	1	1	0
Members of Parliament	63	232	296	21.3
Councillors	696	1392	2088	33.3
Regional Commissioners	2	19	21	9.5
District Commissioners	20	79	99	20.2
Judges(total)	8	37	45	17.7
High Court Judges	7	30	37	18.9
Court of Appeal Judges	1	7	8	12.5
District Magistrates	17	266	283	6
Primary Court Magistrates	148	354	502	29.4
Regional Police Commanders	2	24	26	7.6

Source: President's speech to the Parliament 30 January, 2001

### Gender mainstreaming at organizational level

- At local level women participation is low, e.g. in 1993 women councilors constituted only 6% of the total number of 86,227 seats despite the fact that it is mandatory to have 25% of village and district councilors as women.
- ii) Women have slowly began to gain confidence and are now able to successfully contest with men in different democratic platforms raising of issues of discrimination, sexual abuse, child abuse etc

- ❖ The government realized the importance of gender mainstreaming some time ago.
- ❖ Departments and Institutions were yet to carry out gender mainstreaming exercises.
- ❖ Currently, government ministries are taking necessary steps towards initiating gender mainstreaming in their mandated areas.
- ❖ The Small Industries Development Organization (SIDO), a parastatal organization working under the Ministry of Industries and Trade (which I work for) is taking similar measures with the assistance of ILO.
- ❖ The organization is carrying out a [I]FAMOS check (gender audit), which aims at evaluating the policies, programmes, organizational setup and operations in terms of services being offered, facilities being used, physical and human resources available, the general working environment and establish if there are gender mainstreaming elements within the system.
- ❖ Thereafter, areas of improvements identified, gender mainstreaming strategies set and implementation action plan prepared in that regard.

[I] FAMOS is an abbreviation representing Female And Male Operated Small enterprises.

## CONCLUSION

- The discussion of the above experiences reveals reasons behind prevailing inequalities in developing countries. Women in most cases are the most ignored parties in almost every aspect of development while are actually main shadow participants. In order to develop a gender mainstreamed society, then contribution of women has to be recognized and valued. Gender mainstreaming might ensure transparent, fair and sustainable operational trade and development systems as it will take into account all gender concerns.

## RECOMMENDATIONS

- Future policies and strategies need to specifically address and uplift capacities of the currently disadvantaged parties in trade and development, and I believe Inter governmental Organizations like UNCTAD can influence the process. The contribution towards this transformation could be felt through effecting among others the following strategies;
  - Influence creation of enabling environment at international level to avoid negative economic trends which increased hardships and cause poverty to weak system participants. Allow active participation of benefiting countries in the setting up of country development programs so that field facts can be exposed and considered and therefore guide the process to programs implementable to their working environment.
  - Include the aspect of mainstreaming in all development policies and plans.

## RECOMMENDATIONS

Future policies and strategies need to specifically address and uplift capacities of the currently disadvantaged parties in trade and development, and I believe Inter governmental Organizations like UNCTAD can influence the process. The contribution towards this transformation could be felt through effecting among others the following strategies;

- i. Influence creation of enabling environment at international level to avoid negative economic trends which increased hardships and cause poverty to weak system participants. Allow active participation of benefiting countries in the setting up of country development programs so that field facts can be exposed and considered and therefore guide the process to programs implementable to their working environment.
- ii. Include the aspect of mainstreaming in all development policies and plans. Strategies and policy measures to be instituted has to base on field experiences. The best principal and approach is to start working on issues guided by knowledge and experiences gained by IGOs, NGOs that have been operating in developing countries in different capacities serving under normal and emergency circumstances. Their expertise and experience could be valuable and could provide cost effective approach to mainstream gender in trade and development activities.

### iii) Influence creation of enabling environment for women's participation at national level through;

- ❖ Advocating for policies that would eliminate the disadvantages of labour market segmentation, occupational discrimination.
- ❖ Support the improvement of women's access to labour saving and income generating technologies.
- ❖ Facilitate women's access to unbiased information and professional networks.
- ❖ Support training that helps women to analyze, actively negotiate and participate in the policy dialogue.
- ❖ Support the development of gender sensitive policies of banks and financial institutions and government departments to improve women's access to finance and mainstream financial institutions.

### iv. Organize capacity building programmes that will aim at strengthening women's knowledge, skills in trade and development and therefore integrate them in trade and development systems.

- ❖ Set targets for women trainees and employees
- ❖ Develop flexible training programmes for women in new technologies to respond to the changing demands of industry
- ❖ Offer women targeted scholarships by industrial enterprises tied to an employment offer
- ❖ Promote increased flexibility, job sharing, part time and home based work to more senior levels to encourage more women to accept senior positions
- ❖ Introduce and promote flexible working hours, home based work, job sharing and part time employment for both men and women to reduce conflict between work and family roles.
- ❖ Provide training in leadership skills to prepare women for participation in management.
- ❖ Provide training to prepare women to cope with male dominated workplace environments, and prepare men to cope with women entering previously non-traditional occupations.
- ❖ Facilitate sharing of information and experiences amongst developing countries. Organize exchange learning visits/tours from countries that have less mainstreamed systems to ones that have made positive gender mainstreaming strides.

- v. Ensure a gender specialist reviews programmes initiated and implemented in order to ensure that gender concerns are taken into account and can advise on opportunities for enhancing women's participation in program activities. Gender related knowledge and skills should be imparted to all those to be active participants of the programs.

THANK YOU FOR LISTENING