

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

UNITED NATIONS
CENTRE FOR TRADE FACILITATION AND ELECTRONIC BUSINESS
(UN/CEFACT)

INTERNATIONAL TRADE PROCEDURES DOMAIN
International Trade Procedures / Programme Development Area

White Paper

Women in Trade Facilitation

SOURCE: White Paper on Women in Trade Facilitation
ACTION: Draft for discussion
STATUS: Draft v 0.4 ¹

¹ Draft v 0.1 was prepared according to conference call on 7 July 2016 and feedbacks sent from the experts.

46 WOMEN IN TRADE FACILITATION – WHITE PAPER

47

48 **Draft Outline of the Recommendation on TTFMM**

49 WOMEN IN TRADE FACILITATION

50

51 1.- Introduction.

52 2.- Reducing inequalities for women in her role of entrepreneurs and the labor market.

53 2.1.- Gender as a non-income risk of poverty

54 2.2.- Vulnerabilities of specific groups or situation (widows, maternity,...)

55 2.3.- Building capacities and empowerment of women in trade facilitation

56 2.4.- Designing tailored services for women to facilitate trade

57 3.- Women informal cross border trade

58 4.- Repository of policies to reduce gender inequalities in trade facilitation versus gender neutral

59 5.- Need to get more data sources about Women:

60 5.1.- From the creation of new concepts related to women entrepreneurship and women work (paid 61 and unpaid).

62 5.2.- Trade facilitation metrics for women –

63 6.- New approaches for policy makers and practitioners to facilitate trade for women

64

65 |

66

66 SUMMARY

67 1.- Introduction.

68
69 This white paper has the aim to identify ways to solve gender inequalities in trade facilitation.
70 As part of UN/CEFACT's strategy, this paper pursues the objective to contribute to achieve
71 the goal number 5 of the Sustainable Development Goals of United Nations to reduce gender
72 inequalities and empower all women and girls. More specifically, UN/CEFACT is committed
73 to facilitate trade attaining gender equality in the scope of its activities, which are the
74 simplification, standardization and harmonization of procedures and associated information
75 to move goods from seller to buyer and make payment alongside the trade chain.

Paloma Bernal 19/12/16 23:28
Mis en forme: Non Surlignage

76
77 In the context of the World Trade Organization (WTO) Trade Facilitation Agreement, gender
78 disparities reduce the gains that can be achieved in terms of international trade opportunities
79 and country's competitiveness and economic growth. In this regard, WTO, Intracen, UN and
80 The World Bank are shedding some light on the fact that gender equality matters as an
81 instrument for economic development through international trade activities.

82
83 Gender discrimination in trade facilitation has multiple dimensions. The synergies of
84 inequalities exist in many different areas and multiple sectors and affect a myriad of fields of
85 knowledge that harm the integration of women in international trade. Thus, it is widely
86 recognized that gender inequalities exist in three main areas: women in economy (as
87 entrepreneur and labour force), women in power, and women as a decision maker. There are
88 also distinct barriers for women by sectoral activities and professions involved in the trade
89 chain buy-ship-pay system, such as, marine and air pilots, truck drivers, crane operators,
90 vessel traffic services operatives, stevedores, harbour masters, traders, port managers and
91 customs agents. Also, gender inequalities are trapped in multidisciplinary areas, which need
92 the integration of many fields of knowledge that requires the contribution of lawyers,
93 economists, sociologists, finance experts, statisticians, engineers, doctors, anthropologists,
94 psychologists among others.

95
96 In a holistic approach, this white paper has twofold goals: reduce gender inequalities in trade
97 procedures but also to facilitate trade to women. In this regard, the scope of this document is
98 not merely the description of the state of the art of women in trade facilitation. More
99 importantly, it sets some guidance to implement a mainstreaming in gender that implies tools,
100 policies and implementation strategies. To achieve these goals, this paper also recognizes the
101 engagement needed to achieve this goal from politicians, managers, recruiters, money
102 lenders, economic advisors, teachers and trainers, and the full society.

103
104 2.- Reducing inequalities for women in her role of entrepreneurs and the labour market. (MODIFY
105 THE TITLE? INCLUDING ICTs?)

106
107 Women's role in trading activities can be seen under four different perspectives: as
108 producers, traders, entrepreneurs (Brenton, et al. 2013; Higgins 2012) and workers. Despite
109 the huge contribution of women all around the world in trading, gender disparities remain.

Paloma Bernal 19/12/16 23:31
Mis en forme: Motif : Transparente

Paloma Bernal 19/12/16 23:31
Mis en forme: Motif : Transparente

110
111 Women are the predominant dealers and marketers of agricultural, aquaculture and artisanal
112 industry in domestic markets, while long-distance trade that involves relatively capital-
113 intensive techniques and higher profit margins, is carried out mainly by men. There are some
114 reasons that are interconnected for gender imbalance: 1) Imbalanced access to assets and
115 resources, such as, capital and land, 2) In developing countries, women has disproportional

Paloma Bernal 19/12/16 23:32
Supprimé: ,

116 less access to basic services, such as, water, electricity, basic banking services; 3) Lack of
117 access on business development services and skills; and 4) Intra-household inequalities.

118
119 In the labour market, as a dependent worker, it is more significant that women cannot
120 contribute to the economy to the fullest extent of their capabilities because of the constraints
121 and barriers that they face. Alongside the supply value chain of any export or import, the
122 access of women to some professions remains insufficient. It means that in countries where
123 the educational gap has been overcome, women have difficulties to access to acquire
124 technical knowledge due to the barriers for their professional development in the labour
125 market. Many professions involved in the buy-ship-pay chain at all level of hierarchy are
126 under the dominance of men (customs, infrastructures, transportation, and internal logistics
127 among others).

128
129 This division of labour, as entrepreneur or a worker, reflects deeply entrenched social roles
130 that restrict women's mobility and access to productive resources within the value chain of
131 exports. Women tend to receive "diminished" role in the society based on gender relations,
132 gender roles, and in some cases, gender norms.

133
134 In terms of legal framework, women face explicit regulatory barriers. Twenty-eight out of
135 143 countries have ten or more legal differences for men and women including inequities in
136 registering a business, traveling outside of a country, inheriting and owning land and other
137 productive assets, and opening a bank account (World Bank, 2016b). Also 90% of the 143
138 surveyed countries, have at least one policy that differentiates between treatment and rights of
139 men and women. These inequalities affect women also as workers, because there are
140 limitations for accessing to the top levels of work, suffer salary inequalities, requires higher
141 security protection in cross-border activities, and women have difficulties to achieve the
142 professional knowledge. All these facts reduce the number of women that participate in
143 activities related to trade facilitation as traders, cross border management, transportation,
144 logistics chain management, infrastructures, ICT, advisory services, etc.

145
146 Low level of education and illiteracy are factors that harm women enormously to success in
147 micro-business. Indeed, in many African countries women make a major contribution
148 through their involvement in the production of goods, as cross-border traders and as
149 managers and owners of firms involved in trade. It has been estimated that the goods that
150 female farmers produce have enormous potential for increased trade between African
151 countries and with the global market (Brenton et al. 2013). The experience acquired in
152 specific programs developed by international organizations (Intracen, The World Bank,
153 UNESCAP, etc) guiding women in improving production techniques; training them about
154 organic certification, standards development, and international trading are having an
155 enormous success in increasing exports and leading women to achieve higher income
156 opportunities. But also, in the labor market, specific training programs are required to provide
157 the skills and attain access for women in international trade.

158
159 By industry, there are sectors and sub-sectors that employ an uneven proportion of men and
160 women. Agriculture, for example, accounts a huge percentage of unskilled cheap-paid jobs
161 for women, especially in non-developed countries. However, in other sectors and activities,
162 such as transportation, firework, high staff at agencies and custom or high skilled jobs the
163 participation of women is particularly low. SPECIFY NUMBERS/STATISTICS.

Paloma Bernal 20/12/16 0:10
Supprimé: A World Bank survey of 143 economies shows that 90% of them have at least one policy that differentiates between treatment and rights of men and women.

Paloma Bernal 20/12/16 0:15
Mis en forme: Motif : Transparente

Paloma Bernal 19/12/16 23:57
Supprimé: economies

Paloma Bernal 19/12/16 23:58
Supprimé: 5

Paloma Bernal 20/12/16 0:15
Mis en forme: Motif : Transparente

Paloma Bernal 20/12/16 0:15
Mis en forme: Motif : Transparente

Paloma Bernal 20/12/16 0:08
Supprimé:

Paloma Bernal 19/12/16 23:58
Supprimé: discrimination appears in access to assets (inheritance laws, access to credit and loans,...)

Paloma Bernal 19/12/16 23:58
Supprimé: The i

Paloma Bernal 19/12/16 23:58
Supprimé: i

164 | EXAMPLES.

165 |
166 | Beside the above mentioned constraints, female have limited access to information and
167 | communication technologies (ICTs) is a major problem which limits effect of trade facilitation for
168 | women and their chances to succeed in entrepreneurial activities. Mobile phones and Internet
169 | facilitate access to information on prices, standards and regulations as well as to services as banking,
170 | health, education. Information technology could be also extremely helpful in building a solid
171 | distribution network, making it easier to find new buyers and suppliers. It also gives access to online
172 | training and workshops which increases availability of these services for women and saves a lot of
173 | time in terms of logistics.

Paloma Bernal 20/12/16 4:05
Supprimé: The I
Paloma Bernal 20/12/16 8:51
Supprimé: ed female
Paloma Bernal 20/12/16 4:06
Mis en forme: Motif : Transparente

174 |
175 | In order to tackle different constraints that women face, various actions and initiatives are
176 | organized by international and national entities. An Intracen (ITC) study shows several
177 | programmes that try to provide innovative access to finance for women, for example: cash-
178 | flow based loans with flexible collateral, direct credit from exporters to producers, providing
179 | financial services through mobile phones. Women’s World Banking launched a project in
180 | Colombia, Paraguay and Peru to alleviate women’s financial needs by providing individual
181 | loans based on better cash-flow analysis. The non-governmental organization worked with
182 | financial services providers to develop a loan for any client with a productive activity, with
183 | minimal documentation requirements and flexible collateral (ITC 2015).

Paloma Bernal 20/12/16 4:06
Supprimé: -
Алина Фетисова 12/12/16 10:03
Supprimé: ICT may not only facilitate connectivity, but may increase women’s access to financial services. Financial service institutions can promote financial programmes through mobile phones, Internet and television. Funding agencies can disseminate information on financial support programmes, enterprise finance regulations, available loans and financing plans (UNCTAD 2014). MERGE AND DELETE REPEATED INFORMATION WITH PREVIOUS PARAGRAPH .

184 |
185 | Computerized payment system that allows women to avoid dealing face-to-face with border
186 | officials could be as well an efficient solution. One of these systems was introduced in Ghana
187 | and led to reduction in corruption and to a decreased number of abuse and harassment
188 | reports. (ITC 2015) Apart from this, the platform could provide necessary information on
189 | border processes and traders’ rights to facilitate trade for women. Another example of
190 | indirect payment system is the mobile phone service M-PESA in Kenya. Mobile phone
191 | banking makes finance transactions cheaper and faster. It eliminates the physical
192 | transportation of cash, which can be risky in rural areas. The use of mobile money in
193 | developing countries is growing and has already yielded results like increased safety, time
194 | saving, efficient logistics and better possibility recordkeeping of payments (UNCTAD 2011).

Алина Фетисова 12/12/16 10:32
Supprimé:
Алина Фетисова 12/12/16 10:13
Supprimé: study mentions that
Paloma Bernal 20/12/16 4:07
Supprimé: -

195 |
196 | Moreover, women-entrepreneurs could gain benefits from e-education platforms which can
197 | provide women with access to education, skills and training needed to start and run a
198 | business (UNCTAD 2014). Online platforms can also offer women opportunities to promote
199 | their business, develop market channels, create networks with customers and business
200 | partners and gain access to business support services (UNCTAD 2014). An example of a tool
201 | that brings together female entrepreneurs and customers is ITC’s project SheTrades. ITC
202 | launched a platform and a mobile application called SheTrades that helps women
203 | entrepreneurs all over the world to showcase their products, share information about their
204 | companies and connect with new buyers.² and consequently, expand and internationalize
205 | their businesses.

Paloma Bernal 20/12/16 4:10
Supprimé: -
Paloma Bernal 20/12/16 4:10
Supprimé: E

² Souce: ITC website <http://www.intracen.org/news/ITC-launches-SheTrades-app-to-connect-women-entrepreneurs-to-markets> (Last visit: 28.06.2016)

207 The activities conducted by UN/CEFACT in terms of trade facilitation could enable female
208 traders to gain from economic activities and encourage them to join international markets.
209 There is a need to support women in trade, promote their economic empowerment and ensure
210 that women have equal access to economic opportunities.

Paloma Bernal 20/12/16 4:10

Supprimé:

Paloma Bernal 20/12/16 4:10

Supprimé: -

Алина Фетисова 12/12/16 10:24

Mis en forme: Police :Times New Roman, 12 pt

Paloma Bernal 20/12/16 4:11

Mis en forme: Sans interligne, Interligne : multiple 1,15 li, Motif : Transparente

Алина Фетисова 12/12/16 10:30

Supprimé: Another example is a computerized payment system that allows women to avoid dealing face-to-face with border officials. By paying taxes online or through mobile phones, women will not face a range of obstacles like harassment or corruption at the border. (1) The platform will serve as a time-saving measure and save women from having to travel long distances. The platform aimed at women traders can provide necessary information on border processes and traders' rights. Women-entrepreneurs could gain benefits from the online platform that eliminates the education gap in terms of skill-building courses. E-education can provide women with access to education, skills and training needed to start and run a business (UNCTAD 2014). SHORTEN THIS PARAGRAPH AND DELETED REPEATED INFORMATION - An ITC report based on USAID studies cited (... [1])

Алина Фетисова 12/12/16 10:37

Supprimé: REDUCE PROVERTY GOAL #1 SDGs.

Paloma Bernal 20/12/16 4:47

Supprimé: -

[2]

Paloma Bernal 20/12/16 4:47

Supprimé: and. In this sense, the role of women is often associated with the economic growth (... [3])

Алина Фетисова 12/12/16 11:43

Supprimé: or situation

Алина Фетисова 12/12/16 11:43

Supprimé: maternity

Алина Фетисова 12/12/16 11:21

Supprimé: illiteracy

Алина Фетисова 12/12/16 11:55

Supprimé: TRY TO CAPTURE/MERGE/SUMMARIZE ILLITE (... [4])

Paloma Bernal 20/12/16 4:53

Supprimé: most

Paloma Bernal 20/12/16 4:53

Supprimé: (SPECIFY %).

Алина Фетисова 12/12/16 11:22

Supprimé: more

Алина Фетисова 12/12/16 11:22

Supprimé: un

Алина Фетисова 12/12/16 11:25

Supprimé: hip

Алина Фетисова 12/12/16 11:34

Supprimé: , but still

Paloma Bernal 20/12/16 4:56

Supprimé: 35.11%, which is

2.1.- Gender as a non-income risk of poverty

214 The gender dimensions of poverty were becoming more prominent in development policy
215 debates from the 1970s and especially since the First World Conference on Women in
216 Mexico City in 1975. This Conference put the relevance that just being a woman implies a
217 higher risk of being poor. Traditionally, economists and other scientists have been analyzed
218 inequalities as a gap of development in terms of GDP among countries, a gap that has been
219 reduced significantly since 1950 (Milanovic). But at the microlevel perspective, inequalities
220 within regions, neighbourhoods and interpersonal inequalities are still underexplored. Very
221 recently, gender inequality has been analyzed for their contribution to impede economic
222 growth, stressing the robustness of the link between poverty reduction and gender equality
223 (Neves and Silva, 2014, Hakura et al. 2016). Fighting against gender inequalities is a driver
224 to achieve the first Sustainable Development Goal of "ending poverty in all its forms and
225 everywhere".

227 Achieving gender equality, is key to realizing human development. Very often is defended
228 the argument of the role of women in the economic growth. It is aptly stressed that
229 «economic growth, increases by international trade and investments and technological
230 advance». They all are very important. But they are means, not ends. The main objective
231 expands people's choices, whether they help creating an environment for people, men and
232 women to develop their full potential and lead productive and creative lives. Viewed from
233 this perspective, gender equality will advance human development and in so doing, will also
234 contribute to the development and efficiency of the whole economy by allowing women to
235 develop their full potential.

2.2.- Vulnerabilities of specific groups of women (informal workers and entrepreneurs, illiterate women, widows, mothers)

241 Women still constitute the majority of temporary, casual, seasonal, contract labourers and
242 low-skilled workers. Thus, females represent unstable workers that disproportionally suffer
243 economic crisis assuming the higher unemployment rates and being more vulnerable to job
244 losses than males (ILO, 2009 & 2016; UNESCAP, 2013). In fact, in 112 out of 190 countries
245 analyzed, no law mandates equal remuneration for work of equal value to male and female,
246 neither mandates nondiscrimination based on gender in hiring (The World Bank, 2016c).

249 Additionally, women represent a large proportion of dependent workers in the informal
250 economy because women are less likely to be covered by formal unemployment insurance
251 and welfare schemes. As for female self-employers and entrepreneurs, it is positive to
252 observe that women increasingly assume roles as owners and managers of small and medium
253 enterprises (SMEs). However, the percentage of firms with female participation (35.11%) is
254 still substantially inferior to male (64.89%) (The World Bank, 2016a). Moreover, wome-

255 entrepreneurs continue facing multiple barriers which force them into informal sector.
 256 Among the factors that encourage women to participate in informal trade are: multiple
 257 taxation of goods, and delays in processing export documents, routine discrimination when
 258 applying for finance or Government support (UNESCAP, 2009; The World Bank, 2016b),
 259 and high regulatory barriers to establish a firm, (Babbitt, et al. 2015). Another traditional
 260 cause of informality is a weak institutional environment to ensure effective markets (De Soto,
 261 2000; North, 1990). However, more recent studies reveal that informality eludes barriers of
 262 doing business. Indeed, association between strict and cumbersome labor market regulation
 263 and higher levels of informality were pointed out in several papers (Djankov and Ramalho
 264 2009; Sharma 2009; Loayza, Oviedo and Serven 2005), while others highlight the lack of
 265 institutional benefits and high costs of business registration (Cross, 2000; Webb et al., 2013)
 266 as the reason for informalities.

270 The informal entrepreneurial activity shouldn't be spurned to assess gender inequalities.
 271 Although it is not easy to assess the role of women in the informal sector, It is estimated that
 272 between the 30-40% of the GDP in the base-of-the-pyramid (BOP) economies (those in
 273 which the GDP per capita is less than \$3000) accounts for informal sectors, This proportion
 274 is between 5 and 15% higher than in developed countries (Nichter and Goldmark, 2009;
 275 Schneider, 2002), In Nigeria and Bolivia informality even reaches 60% and 70%,
 276 respectively (Kistruck et al. 2015)

277 Despite the prominence of activities and major economic contribution, vast volumes of
 278 female trade are unrecorded and excluded from official reports due to informal trading
 279 activities. For example, informal cross border trade (ICBT) in East Africa is likely to be
 280 several times larger than officially documented trade flows. As long as economic transactions
 281 are not systematically recorded, most female trading activities are invisible to the government
 282 and policy-makers. Thus, trade policies and institutions neglect this segment of trade and do
 283 not offer the support informal traders need (Brenton, et al. 2013; Njikam and Tchouassi
 284 2010). However, this support is highly important to ensure transition of women from
 285 informal to formal sector. This could be done by reducing bureaucratic procedures, decreasing
 286 costs and increasing benefits of the enterprise registration as well as eliminating prejudice
 287 towards women-owned businesses. Indeed, the Recommendation 204 on Transition from the
 288 informal to the formal economy elaborated by the International Labour Organization (ILO,
 289 2015) recognize specific vulnerabilities of women, such as, discrimination, gender based
 290 violence, care and childcare welfare that need special protection to realize the fundamental
 291 principles and rights at work.

294 Further, women are disadvantaged in terms of literacy and education. Illiteracy, lack of
 295 information and knowledge about cross-border trade regulations and procedures impede
 296 women to benefit from trade and border management reforms if they are ignorant of them.
 297 Moreover, women sometimes do not have much knowledge of rules and regulations
 298 regarding the taxes and import fees. For example, one year after the East African Community
 299 (EAC) Customs Union had become operational, cross-border women traders were not aware
 300 of it and were still using illegal routes to trade goods across borders, unaware that some of
 301 the goods they were trading were not taxed (Higgins 2012). The lack of knowledge about
 302 rights and obligations in trade and illiteracy put women in the risk of being exploited.

- Алина Фетисова 12/12/16 11:27
Mis en forme: Police :Non Italique, Anglais (E.U.)
- Алина Фетисова 12/12/16 11:27
Mis en forme: Police :Non Italique, Anglais (E.U.)
- Paloma Bernal 20/12/16 4:57
Supprimé:
- Алина Фетисова 12/12/16 11:27
Supprimé: But barriers for women also exist as entrepreneurs, because women face
- Алина Фетисова 12/12/16 11:28
Supprimé: which are extremely important to facilitate trade to woman. Moreover, if Government imposes
- Алина Фетисова 12/12/16 13:50
Supprimé: ,
- Алина Фетисова 12/12/16 11:28
Supprimé: it pushes women into the informal sector
- Алина Фетисова 12/12/16 11:56
Mis en forme: Police :Times New Roman, Anglais (E.U.)
- Алина Фетисова 12/12/16 11:56
Mis en forme: Police :Times New Roman, Anglais (E.U.)
- Алина Фетисова 12/12/16 11:29
Supprimé: .
- Алина Фетисова 12/12/16 11:21
Mis en forme: Anglais (E.U.)
- Алина Фетисова 12/12/16 11:29
Supprimé: SPECIFIC BARRIERS THAT FORCE WOMEN TO BE IN THE INFORMAL SECTOR
- Алина Фетисова 12/12/16 13:52
Supprimé: a
- Алина Фетисова 12/12/16 13:52
Supprimé: that
- Алина Фетисова 12/12/16 13:53
Supprimé: and in the cases of
- Алина Фетисова 12/12/16 13:53
Supprimé: the
- Алина Фетисова 12/12/16 11:36
Supprimé: CAPTURE THE POSITIVE SIDE OF THESE EXAMPLES : TRANSITION FROM INFORMAL TO FORMAL.
- Алина Фетисова 12/12/16 11:37
Supprimé: Although traditionally, informality has been considered as a result of weak institutional environment to ensure effective markets (De Soto, 2000; North, 1990), more recent studies reveal that informality eludes barriers of doing business. Indeed, several studies point out the association between strict and cumbersome labor market regulation and higher levels of informality (Djankov and Ramalho 2009; Sharma 2009) ... [5]
- Алина Фетисова 12/12/16 12:59
Mis en forme ... [6]
- Paloma Bernal 20/12/16 5:19
Mis en forme: Justifié

303 assaulted with gender-based violence, or being victim of corruptive practices from
304 government officers (Brenton, et al. 2013, Higgins 2012, Wrigley-Asante 2013).

305
306 Inequalities for women at professional level also come from the lack of protection of female
307 property rights to own, manage, control and inherit property. Indeed, 13 out of the 190
308 countries surveyed, still legally designate the husbands to administer marital property by
309 default, without spousal consent required and regardless the marital regime. Additionally,
310 women, as daughter or widow, do not have equal ownership rights to property and
311 inheritance in 37 out of the 190 countries surveyed (The World Bank, 2016c).

312
313 Apart from this, labour regimes for retirement, pregnancy and maternity need severe reforms
314 to ensure gender inclusiveness, particularly in professions traditionally unreachable for
315 women. For instance, within the 190 countries surveyed, mandatory retirement age differs s,
316 in some countries for males and females in 9 of the 46 respondents (Then World Bank,
317 2016c). The private pension scheme based on a funded pension plan results in discrimination
318 against women, because it means that a man and woman with exactly the same amount in
319 their capital accumulation accounts when they retire will receive different pensions entirely
320 on account of their gender injured the pension level of women (ILO, 2016b).

321
322 Additionally, the maternity leave is not mandated by law in 9 countries or is not fully paid in
323 52 out of the 190 countries surveyed (Then World Bank, 2016c). Beside remuneration losses,
324 women are not professionally protected and compensated during the period of pregnancy and
325 maternity, especially for the professions that requires physical performance which is a barrier
326 for the inclusiveness of women in professions linked to the supply chain in of international
327 trade. Moreover, maternity, especially non-married women, and the marital status, especially
328 widows and single women, discriminate females from social and professional life. They are
329 neglected as being economically dependant of the oldest sons, sisters, and mothers.

330
331 The vulnerable groups mentioned in this section are in need of inclusive trade policies which
332 incorporate gender appropriate measures and specifically target export-oriented enterprises
333 owned by women, or trade related professions executed by females. These policies need to
334 include economic as well as social and legal activities. Women entrepreneurship needs to be
335 promoted and women enterprises should be treated on a non-discriminatory basis to
336 encourage the formalisation of women businesses.

340 2.3.- Building capacities and empowerment of women in trade facilitation

341
342 The limitations that women have to acquire assets (such land) affect their access to credit and
343 inputs. These barriers not only mean inefficiencies in the use of land, natural resources and raw
344 materials also, they are translated into economic inefficiencies and less trade. In terms of trade
345 facilitation, gender inequalities exists in building enough skills for women to reduce barriers in trade
346 and to empower women in international trade activities.

347
348 To build human capital and empower women to take up international business opportunities must
349 be not limited to the achievement of enough technical knowledge to drafting export development
350 plans, developing marketing strategies and conducting market research, which it is indeed crucial.
351 More contributions in women trade support come from technical assistance programs that help to

Алина Фетисова 12/12/16 12:59
Supprimé: -

Алина Фетисова 12/12/16 11:07
Mis en forme: Anglais (E.U.)

Алина Фетисова 12/12/16 11:46
Supprimé: Some i...ance (... [7])

Paloma Bernal 20/12/16 5:11
Supprimé: ~~them~~ Some countries

Алина Фетисова 12/12/16 11:57
Supprimé: S...some countries ... by default,...and..., to administer marital propert (... [8])

Paloma Bernal 20/12/16 5:11
Supprimé: some countries

Paloma Bernal 20/12/16 5:18
Supprimé: ADD REAL DATA I OUT OF

Paloma Bernal 20/12/16 6:21
Mis en forme: Police :(Par défaut) Times, Motif : Transparente

Paloma Bernal 20/12/16 6:14
Supprimé: lightly.... (... [9])

Paloma Bernal 20/12/16 6:21
Mis en forme (... [10])

Paloma Bernal 20/12/16 6:19
Mis en forme: Normal (Web), Gauche, Espace Avant : 0,1 pt, Après : 0,1 pt, Éviter veuves et orphelines, Adjust space between Latin and Asian text, Adjust space between Asian text and numbers

Paloma Bernal 20/12/16 6:19
Supprimé: t...many (... [11])

Paloma Bernal 20/12/16 5:37
Mis en forme: Motif : Transparente

Paloma Bernal 20/12/16 5:37
Mis en forme (... [12])

Paloma Bernal 20/12/16 6:20
Supprimé:and (... [13])

Алина Фетисова 12/12/16 13:01
Supprimé: I...therefore need to ...include which are ...or managed ...and access to credit, including micro-credit should proceed ...pr (... [14])

Алина Фетисова 12/12/16 11:49
Supprimé: Additionally, labour regimes for retirement, pregnancy and maternity need severe reforms to ensure gender inclusiveness, especially in professions traditionally unreachable for women related to trade. As examples, mandatory retirement age differs slightly in some countries for males and females, the maternity leave is not fully paid in many countries (Then World Bank, 2016c), and women are not professionally protected and compensated during the period of pregnancy and maternity, especially for the professions that requires physical performance. Moreover, ulturally, (... [15])

Paloma Bernal 20/12/16 6:05
Supprimé: -

Алина Фетисова 12/12/16 11:07
Supprimé: Women are disadvantaged in (... [16])

Paloma Bernal 20/12/16 5:39
Mis en forme (... [17])

352 upgrade and diversify exports opportunities for women. Also, in the area of employment generation
353 for women, the public and private sector should cooperate to align training programmes, certificates
354 and standards targeted to meet the specific needs of women to access equally to job opportunities. The
355 successful integration of women in the labour market or as an entrepreneur depends on breaking
356 physical and legal barriers regardless profession, task, or sector.

- Paloma Bernal 20/12/16 5:39
Mis en forme: Non Surlignage
- Paloma Bernal 20/12/16 5:39
Supprimé: -
- Paloma Bernal 20/12/16 5:39
Mis en forme: Non Surlignage

357
358 Constrains arise from the interplay of formal institutions and markets, in which the involvement of
359 women in the trade community is very low. Thus, the increase of participation of women in the
360 consultation process between traders and governments could bring a lot of opportunities for
361 women. First, it should help to reduce inefficiencies by improving information access for women
362 about import and export procedures, procedures of border agencies, examples of customs
363 classification, and formalities in procedures and documentation. Second, it will help to contribute to
364 build social and economic networking for women providing knowledge, experience and monitoring
365 mechanisms, which could help other international women entrepreneurs to trade successfully.
366 Third, reinforcing the role of women in the tandem of institutions and markets could reduce some
367 gender gaps, such as:

- 368 a) it bring trade openness and the diffusion of new information, contributing to economic
369 empowerment of women
- 370 b) it could help to reduce transaction costs associated with access to markets and services for
371 women, such as, the easiness of doing business
- 372 c) it will help to reduce barriers for women in international trade activities, improving the
373 cooperation with customs authorities, neighbouring and third countries, and providing a
374 better understanding about rules and process applied in trading internationally for specific
375 products.

376
377 But gender constraints are not limited to operational barriers to export and import, it comes also for
378 women's underrepresentation in occupations related to trade, such as transportation, customs
379 authorities, border agencies, etc, especially in those positions that implies managerial roles in trade.
380 Lack of representation of women in public institutions related to trade, such as, ministries, chambers
381 of commerce, industrial associations, national trade committees, and standards and technical
382 committees is not only a barrier to addressing discrimination in labor markets, it also limits the
383 mechanisms to design policies that addresses gender gaps in international trade.

- Paloma Bernal 20/12/16 5:41
Mis en forme: Justifié

384
385 Standards and certification play a big role in trade facilitation by providing valuable information to
386 producers which aim at entering new market. Ensuring women's participation in the design and
387 application of standards is highly important as they are well – aware of the particular problems
388 women entrepreneurs face trying to comply with these standards. They can introduce new vision on
389 the way of making standards less burdensome as well as on building capacities to meet them.
390 Moreover, they could identify problematic sectors and industries where women are more engaged
391 and put a particular emphasis on trade facilitation in these areas. For example, good standards on
392 farm inputs, seed and fertilizers could be of particular importance as women are engaged a lot in
393 agricultural sector. Putting more focus on small-scale traders, as majority of them are women, could
394 also bring considerable potential benefits. Another important aspect of women's inclusion in
395 standardization and certification procedures is dealing with corruption problems. Transparency
396 International's Global Corruption Barometer, a survey of more than 60,000 households in more than
397 60 countries has consistently found that women are less likely than men to pay bribes.
398 (Transparency International, 2010). Women's participation in all levels of standards setting and
399 certification procedures is deemed to ensure that women's interests are represented and taken into
400 account, which is definitely a contribution to the achievement of women empowerment in the light
401 of Sustainable Development Goals.

- Алина Фетисова 12/12/16 13:48
Commentaire: Suggestions why women labour force is important in certification and standardization

402
403 The application of international standards is needed not only to protect the rights of women at work

- Paloma Bernal 20/12/16 5:41
Supprimé:
- Paloma Bernal 20/12/16 5:41
Supprimé:
- Paloma Bernal 20/12/16 7:00
Mis en forme: Justifié

404 also to promote the inclusiveness and non-discrimination of women in every profession. It requires an
405 effort to adapt procedures in international trade to facilitate trade for women. Also, the development
406 of standards must be required to facilitate the use of the machinery and transportation systems by
407 women that is used in the buy-ship-pay chain in terms of security, health conditions and operability.
408 This kind of standards can offer an enormous contribution in the reduction of gender disparity in
409 enrolment rates of women in professions traditionally performed by males.

410
411 If used correctly, the application of the International Labour Standards a national occupational
412 classification list could provide a standardized framework for providing equal remuneration to men
413 and women. However, the these standards have not been universally translated into national laws yet
414 (ILO, 2016b) and hamper the participation of women in international trade. Adopting internationally-
415 recognized labour standards does facilitate a more gender responsive and a socially equitable
416 environment. Pushing to make the export sector more competitive and inclusive for women,
417 standardizing fees and fines, increasing tax collection to finance social programmes and trade tariffs
418 help to build stronger domestic markets, which has also led to more decent job creation for women.

Paloma Bernal 20/12/16 7:54
Mis en forme: Justifié

Unknown
Supprimé: -

421 2.4.- Designing tailored services for women to facilitate trade

422
423 Female entrepreneurs face obstacles during the start-up process and while running the
424 business. Most women-owned enterprises do not get financial support from banks at the start-
425 up stage, the majority of women rely on reinvested profit and proper savings (WIGB-
426 UNIMELB 2015). Women have limited access to bank loans due to the lack of collateral.
427 Discrimination in access to finance restricts the growth of women-owned firms and forces
428 them to remain in the informal sector. Studies indicate that female entrepreneurs have less
429 access to credit from banks and financial institutions than their male counterparts (Babbitt, et
430 al. 2015). Moreover, women entrepreneurs in rural areas have problems accessing banking
431 services. In most rural areas, banking infrastructure is non-existent which forces women to
432 travel to cities to conduct banking transactions. Besides being a long and time-consuming
433 process, travelling with cash entails risks. This results in muggings, theft and deaths
434 (UNCTAD 2014).

Paloma Bernal 20/12/16 7:54
Mis en forme: Justifié, Éviter lignes veuves et orphelines, Ne pas ajuster l'espace entre le texte latin et asiatique, Ne pas ajuster l'espace entre le texte et les nombres asiatiques

435
436 New financial products must be developed and new methods to measure risks should be more
437 broadly implemented to help women to access a broader range of financial services, reduce
438 credit barriers in international trade and assist credit takers and women in particular. There is
439 a need to create new instruments to support and extend credit services to female-owned
440 business and female international business for improving the functioning of credit and
441 improving the financial accessibility for women. The design of new credit instruments for
442 women is crucial to reduce the spiral effects of high informality and the limited access to
443 assets for women. Traditionally, credits are linked to the credit history and the warranty of
444 assets to secure credits. The new financial instruments to increase formal credit accessibility
445 for women linked to the cash flow and business opportunities, instead of being linked to
446 assets, are starting to be a successful and real solution to this trade barrier (Access Bank in
447 Nigeria, DFCU in Uganda, Sero Lease and Finance in Tanzania). ITC worked with financial
448 services providers to develop a loan for any client with a productive activity, with minimal
449 documentation requirements and flexible collateral (ITC 2015).

451 B.- Women informal cross border trade

Алина Фетисова 12/12/16 14:06
Commentaire: This section seems to be repetitive of the section 2.2

453
454
455 4.- Repository of policies to reduce gender equalities in trade facilitation versus gender neutral
456 HERE CAN HAVE BENCHMARKING AND BEST PRACTICES

457
458 ~~Many efforts have already been done to reduce gender inequalities that involves~~
459 ~~policies, strategies and action plans that indirectly and indirectly facilitate trade for~~
460 ~~women.~~

461
462 There is a repository of

463
464 ~~Maternity grants ERG~~
465 ~~Norway~~

466
467 5.- Need to get more data sources about Women:

468 The actual collection of data and the data analysis about gender in trade facilitation has hitherto
469 been scarce. There is a lack of information about the role that women play and the difficulties
470 women face for the fulfilment of export and import requirements, in the payment of fees and
471 charges imposed to export and import, in getting prior information about rules and procedures to
472 trade, to access to appeal procedures, in the involvement in trade communities and trade
473 consultation process, and in being surrounded of trade institutions ruled by good governance and
474 impartiality.

475
476
477
478 5.1.- From the creation of new concepts related to women entrepreneurship and women work (paid
479 and unpaid).

480
481 If the activity developed by women is within the informal sector socially and economically
482 there is not a recognition of the value added with the work done by women. In developing
483 countries, access to water is provided by the work executed by women, not only to feed
484 families also as a basic resource for small artisanal industries as clay, agriculture, and apparel
485 industry. New concepts are needed to separate paid and unpaid women work, to accurate
486 account the female labour force.

487
488 If the activity developed by women is within the formal sector, the creation and measurement
489 of new concepts are needed not only to record women entrepreneurship or runned by women,
490 but also to measure the trade facilitation components for women. It would be extremely
491 useful to produce standard definitions and criteria for key terms (e.g. "woman-owned
492 enterprise" and "woman-managed enterprise") and then identify indicators and data to be
493 collected in order to monitor/evaluate women's participation in trade and the trade barriers
494 that they face.

495
496 Although a lot of research and policy papers use the term women-owned business/
497 enterprise, a definition of it is hard to find. One of them is given by National Women's
498 Business Council in the U.S: 'Women owned businesses are 'businesses in which women
499 own 51 percent or more of the equity, interest, or stock of the business'' (National Women's
500 Business Council, 2016). On the one hand, the definition is quite straightforward as these are
501 simply businesses owned by women, so it does not seem to require further study. On the
502 other hand, the definition should reflect the importance of women's independence in making

Supprimé: In many cases women trade internationally without register their business. Informal women business are particularly abundant in impoverished regions. Informality hamper business growth since it brings difficulties to access to loans and financial services and fully develop their business in the markets. (Kistruck, 2015). Prior research has suggested such a large percentage of entrepreneurs elect not to formally register their ventures in Base-of-the-Pyramid BOP markets because the institutional environment in such settings is 'weak' (De Soto, 2000; North, 1990). Moreover, the government imposes high regulatory barriers to establish a firm, which pushes women into the informal sector (Babbitt, et al. 2015).

As long as economic transactions are not systematically recorded, most female trading activities are invisible to the government and policy-makers. Thus, trade policies and institutions neglect this segment of trade and do not offer the support informal traders need (Brenton, et al. 2013; Njikam and Tchouassi 2010).

Informal cross border trade (ICBT) in East Africa is likely to be several times larger than officially documented trade flows. It is known that seventy percent of informal cross border traders in the Southern Africa region are women (UN WOMEN 2010). Women informal cross border traders (WICBT) make a significant contribution to economic growth, government revenues and food security, bringing food products to areas where the products are in short supply (Brenton, et al. 2013). The UNIFEM baseline studies showed that women's trading activities contribute to poverty reduction, employment and wealth creation (Ndiaye 2010). Moreover, the proceeds from the trading activities form the main source of household income for three out of every four of these traders (Brenton, et al. 2013).

Women are forced into informal trade because of the barriers they face. Among the factors that encourage traders to participate in informal trade are: multiple taxation of goods, and delays in processing export documents. Several conducted researches showed that WICBT also face problems like multiple control posts, limited transport capacities and high transport costs, poor infrastructure and storage, limited access to formal credit. Women traders face particular constraints at customs and border management. Lack of recognition and transparency, invisibility, weak governance and control for monitoring abuse and corruption at the border lead to verbal and sexual abuse, extortion, violence, physical harassment, rape, imprisonment, stigmatization and confiscation of goods.

Further, women are disadvantaged in terms of literacy and education. Lack of information and knowledge about cross-border trade regulations and procedures prevent women from taking full advantage of the opportunities created by trade. Several researches showed that women cannot benefit from the trade and border management reforms if they are ignorant of them. Moreover, women sometimes do not have much knowledge of rules and regulations regarding the taxes and (... [18])

Paloma Bernal 20/12/16 7:01

Mis en forme: Barré

Алина Фетисова 12/12/16 13:48

Commentaire: Some thoughts on definition of women-owned enterprises

503 choices and decisions for the enterprise activities. Even if a woman is an owner, her decisions
504 could still be influenced or even guided by male representatives of her family, co-workers or
505 the gendered culture of the director's board. It's crucial to understand what lies behind the
506 words 'women-owned businesses', which, has to be a lot more than a simple ownership
507 criteria.

508
509 Another definition is given by [The United States Small Business Act, which states that a business](#)
510 [must be at least 51% unconditionally and directly owned and controlled by one or more](#)
511 [women"](#) (ITC, 2016). Intracen in its guide: "Empowering Women Through Public
512 Procurement", reveals that this [definition highlights the importance of women not only having a](#)
513 [significant ownership interest in their companies, but also managing and controlling their](#)
514 [companies on a day-to-day basis.](#) (ITC, 2016) Thus, emphasis is placed on the importance of
515 [accounting for both ownership and control when determining women-owned enterprises.](#)

516
517 [The guide also points out that a recent study of women-owned businesses in South Africa found](#)
518 [inconsistencies in the definition across procuring entities. "The study notes that provincial](#)
519 [departments in Gauteng province define women-owned businesses as having at least 50% black](#)
520 [women ownership, while the departments in the East London Industrial Development Zone define](#)
521 [women-owned businesses as 100% women-owned. For some departments in South Africa, it was](#)
522 [unclear what definitions were being used, even though they were purportedly tracking procurement](#)
523 [spending on women-owned businesses."](#) (ITC, 2016)

524
525 Elaboration of the uniform definition across various [entities and organizations will help to](#)
526 [develop eligibility criteria for different programmes aimed at women-owned enterprises. This is](#)
527 [highly important to ensure equal opportunities for all enterprises willing to apply for the](#)
528 [programmes in order to participate in them if they meet the requirements.](#)

529
530 [5.2.- Trade facilitation metrics for women –](#)
531 [Transportation for women \(organizations\)](#)

532
533
534
535 [6.- New approaches for policy makers and practitioners to facilitate trade for women](#)

536
537 It is time to recognize and expand the acknowledge of the formal policies already designed to
538 protect the rights of women in the labour market, economic development, trade and trade
539 facilitation.

540
541 [Although there is an strong trend indicating that a policy framework of labour standards in line with](#)
542 [ILO conventions and recommendations is becoming more increasingly recognized as being](#)
543 [fundamental to achieve gender equality at work, still more efforts are needed to convert those](#)
544 [standards into laws and policies. In countries that already have developed labour codes in line with](#)
545 [international labour standards \(in particular those of freedom of association, wages, working time,](#)
546 [labour contracts, occupational safety and health, industrial relations, pension plans and maternity](#)
547 [protection\) quite often been given priority in the formation of policies \(ILO, 2016b\). However, it must](#)
548 [be highlighted that while integrating laws, labour standards and policies does facilitate gender equity,](#)
549 [these measures alone have not been be sufficient until now to ensure this human right for women. It](#)
550 [not only not enough for women as labour force, but the gaps are bigger when the role of women are](#)
551 [producers, trader or entrepreneurs.](#)

552
553 [1](#)

Алина Фетисова 12/12/16 12:27
Supprimé:
Алина Фетисова 12/12/16 12:28
Supprimé:

Алина Фетисова 12/12/16 12:24
Mis en forme: Police :Italique
Алина Фетисова 12/12/16 12:24
Mis en forme: Police :Italique

Алина Фетисова 12/12/16 13:48
Commentaire: Other definition examples, could be shorten later if needed

554 It is important to recognize a decoupling effect is stuck between the policies already designed to
555 protect women rights and the application of these policies that hamper the reduction of gender gaps
556 that still exist (Cahill, 1997). The application of the decoupling theory is focused on stressing efforts in
557 the implementation, not only in designing policies. The concept of a multidisciplinary perspective of
558 inequalities for women in trade facilitation, and in particular the relationships between policies are
559 key to reduce trade barriers for women. The complexity of the problem of inequalities for women in
560 trade facilitation comes from align different perspectives. It requires to align :

- 561 1) demand side considerations such as macro- and microeconomic environment, foreign direct
562 investment, and sectoral policies to encourage employment, (ILO, 2016b)
- 563 2) supply side considerations (i.e. the development of marketable skills); (ILO, 2016b)
- 564 3) control over and access to productive resources and small and medium enterprise
565 development; (ILO, 2016b)
- 566 4) labour market policies (active and passive labour market policies, employment services);
567 equal opportunity and treatment in employment; social protection and labour rights; work-
568 family balance considerations; (ILO, 2016b)
- 569 5) issues surrounding unpaid work; (ILO, 2016b)
- 570 6) standards at work designed for increasing the inclusiveness of women ;
- 571 7) mesurement, analysis and monitoring the activity of women in international trade as worker,
572 producers, trader or entrepreneurs. ,

574 New instruments, theories and methodologies must be applied in the field of economics to
575 recognize to ensure the impact that laws, policies and standards in improving the role of women in
576 trade and empower women to facilitate them to trade . The application of the theories in social
577 behaviour and psychology could reduce the gender blindness and increase the awareness and
578 concerns about the inclusion of women in international trade business environment.

580 Awareness of the potential of women, implementation plans, the creation of proudness of targeting
581 women in training, recruiting, and promoting women at work, the creation of symbols that enhance
582 social behaviour of being gender equal in training, hiring and firing could enhance the effectiveness
583 of the policies that are gender positive,

584 References

585
586
587 Babbitt, L.G., Brown D. and Mazaheri N. (2015). Gender, Entrepreneurship, and the Formal–
588 Informal Dilemma: Evidence from Indonesia. World Development Vol. 72.

589
590 Brenton, P., Gamberoni, E., & Catherine, S., 2013. Women and Trade in Africa: Realizing the
591 Potential. The World Bank. Available at : <https://openknowledge.worldbank.org/bitstream/handle/10986/16629/825200WP0Women00Box379865B00PUBLIC0.pdf?sequence=1>
592
593

594 Cross, J.C., 2000. Street vendors, modernity and postmodernity: conflict and compromise in
595 the global economy. Int. J. Sociol. Soc. Policy 20, 29–51.

596
597 Djankov, Simeon, and Rita Ramalho. 2009. “Employment Laws in Developing Countries.”
598 *Journal of Comparative Economics* 37 (2009) 3-13.

599
600 Hakura, D., Mumtaz H., Newiak, M., Thakoor, V. and Yang, F. 2016. Inequality, gender gap,
601 and economic growth: Comparative evidence for Sub-Saharan Africa. IMF Working Paper.
602 <https://www.imf.org/external/pubs/ft/wp/2016/wp16111.pdf>
603

604 Higgins, K., 2012. Gender Dimensions of Trade Facilitation and Logistics, A Guidance Note. Eds.
605 The World Bank; Available at <http://siteresources.worldbank.org/INTRANETTRADE/Resource>

Paloma Bernal 20/12/16 7:24

Supprimé: However a

Paloma Bernal 20/12/16 7:35

Mis en forme: Paragraphe de liste, Numéros + Niveau : 1 + Style de numérotation : 1, 2, 3, ... + Commencer à : 1 + Alignement : Gauche + Alignement :

Paloma Bernal 20/12/16 7:53

Mis en forme: Numéros + Niveau : 1 + Style de numérotation : 1, 2, 3, ... + Commencer à : 1 + Alignement : Gauche + Alignement : 0,63 cm + Retrait : 1,27

Paloma Bernal 20/12/16 7:37

Mis en forme: Police : (Par défaut) Times New Roman

Paloma Bernal 20/12/16 7:37

Mis en forme: Police : (Par défaut) Times New Roman

Paloma Bernal 20/12/16 7:37

Mis en forme: Police : (Par défaut) Times New Roman

Paloma Bernal 20/12/16 7:37

Mis en forme: Police : (Par défaut) Times New Roman

Paloma Bernal 20/12/16 7:39

Mise en forme : Puces et numéros

Paloma Bernal 20/12/16 7:39

Mis en forme: Police : (Par défaut) Calibri, Anglais (G.B.)

Paloma Bernal 20/12/16 7:41

Mis en forme: Police : (Par défaut) Calibri, Anglais (G.B.)

Paloma Bernal 20/12/16 7:41

Mis en forme: Retrait : Gauche : 0,63 cm

Paloma Bernal 20/12/16 7:43

Supprimé: the role of women in trade and empower women to facilitate them to trade

Paloma Bernal 20/12/16 7:47

Supprimé: -

Paloma Bernal 20/12/16 7:52

Supprimé: -

Paloma Bernal 20/12/16 0:44

Mis en forme: Police :Times New Roman, Français

606 [s/Pubs/Gender_Dimensions_Trade_Facilitation_Logistics_Higgins_electronic.pdf](#)
607
608 [ILO \(International Labour Organization\), 2009. The price of exclusion: the economic](#)
609 [consequences of excluding people with disabilities from the world of work. Employment](#)
610 [Working Paper, 43. Available from www.ilo.org/wcmsp5/groups/public/---ed_emp/---](#)
611 [ifp_skills/documents/publication/](#)
612 [wcms_119305.pdf](#)
613
614 [ILO, 2015. Recommendation concerning the transition from the informal to the formal](#)
615 [economy. http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---](#)
616 [relconf/documents/meetingdocument/wcms_377774.pdf](#)
617
618 [ILO, 2016. Application of International Labour Standards 2016 \(I\).](#)
619 [http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---](#)
620 [relconf/documents/meetingdocument/wcms_448720.pdf](#)
621
622 [ILO \(International Labour Organization\), 2016. Key Indicators of the Labour Market](#)
623 [database.](#)
624
625 [International Trade Centre, \(2016\). Empowering women through public procurement, p.15 -17](#)
626 [http://www.intracen.org/uploadedFiles/intracenorg/Content/Publications/Women%20procurement%20guide](#)
627 [-final-web.pdf.](#)
628
629 Kistruck, G. M.; Webb, J.W.; Sutter, C.J.; Bailey, A.V.G., 2015. *The double-edged sword of*
630 *legitimacy in base-of-the-pyramid markets*. *Journal of Business Venturing*, 30: 436–451.
631
632 Loayza, Norman, Ana Maria Oviedo and Luis Servén. 2005. “The Impact of Regulation on
633 Growth and Informality: Cross-Country Evidence.” Policy Research Working Paper 3623.
634 World Bank, Washington, DC.
635
636 [Neves, P.C., and S. M. T. Silva, 2014. “Inequality and Growth: Uncovering the Main](#)
637 [Conclusions from the Empirics.” *The Journal of Development Studies*, 50 \(1\): 1–21.](#)
638
639
640 Nichter, S., Goldmark, L., 2009. [Small firm growth in developing countries. *World*](#)
641 [Development 37 \(9\): 1453–64.](#)
642
643 Njikam, O., Tchouassi, G. (2011). Women in Informal Cross-border Trade: Empirical
644 Evidence from Cameroon. *International Journal of Economics and Finance* Vol. 3, No.3;
645 August.
646
647 Sharma, Siddharth. 2009. “Entry Regulation, Labor Laws and Informality.” Working Paper
648 48927. World Bank, Washington, DC.
649
650 UNESCAP, 2013. Asia-Pacific trade and investment report 2013. Turning the tide: Towards inclusive
651 trade and investment. UNESCAP: Bangkok.
652
653 The World Bank, 2016a. Enterprise Surveys. The World Bank: Washington DC.
654
655 The World Bank, 2016b. Doing Business, 2017. Equal opportunity for all. The World Bank:
656 Washington DC.
657

Paloma Bernal 20/12/16 4:33

Supprimé:

658 The World Bank, 2016c. Women, business and the law 2016 database. The World Bank:
659 Washington DC. Available at: <http://wbl.worldbank.org/data/exploretopics/all-indicators>.
660

661 Webb, J.W., Bruton, G.D., Tihanyi, L., Ireland, R.D., 2013. [Research on entrepreneurship in
662 the informal economy: framing a research agenda](#). *J. Bus. Ventur.* 28, 598–614.
663

664 [17 McKinsey, “Unlocking the full potential of women in the U.S. economy
665 2011”](#).
666 [/.details](#)
667
668 [/.att](#)

669 [18 See Daly, “Gender Inequality, Growth and Global Ageing”](#).
670 [/.details](#)
671
672 [/.att](#)

673 [19 ILO and ADV. “Women and labour markets in Asia–Rebalancing for
674 Gender Equality”, 2011](#).
675 [/.details](#)
676
677 [/.att](#)

678 [20 See World Bank, “Gender and Development in the Middle East and North
679 Africa”](#).
680
681 [Cambodia has made considerable progress towards achieving gender parity in primary education. However,
682 disparities increase at entry and completion of lower secondary school, indicating significant bottlenecks for
683 girls](#).
684