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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 0.6¹

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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 equalities in trade facilitation versus gender

59 neutral

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

61 5.1.- From the creation of new concepts related to women entrepreneurship and

62 women work (paid and unpaid).

63 5.2.- Trade facilitation metrics for women –

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

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I

67

67 SUMMARY

68 1.- Introduction.

69
70 This white paper has the aim to identify ways to solve gender inequalities in trade facilitation.
71 As part of UN/CEFACT's strategy, this paper pursues the objective to contribute to achieve
72 the goal number 5 of the Sustainable Development Goals of United Nations to reduce gender
73 inequalities and empower all women and girls. More specifically, UN/CEFACT is committed
74 to facilitate trade attaining gender equality in the scope of its activities, which are the
75 simplification, standardization and harmonization of procedures and associated information
76 to move goods from seller to buyer and make payment alongside the trade chain.
77

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78 In the context of the World Trade Organization (WTO) Trade Facilitation Agreement, gender
79 disparities reduce the gains that can be achieved in terms of international trade opportunities
80 and country's competitiveness and economic growth. In this regard, WTO, Intracen, UN and
81 The World Bank are shedding some light on the fact that gender equality matters as an
82 instrument for economic development through international trade activities.
83

84 Gender discrimination in trade facilitation has multiple dimensions. The synergies of
85 inequalities exist in many different areas and multiple sectors and affect a myriad of fields of
86 knowledge that harm the integration of women in international trade. Thus, it is widely
87 recognized that gender inequalities exist in three main areas: women in economy (as
88 entrepreneur and labour force), women in power, and women as a decision maker. There are
89 also distinct barriers for women by sectoral activities and professions involved in the trade
90 chain buy-ship-pay system, such as, marine and air pilots, truck drivers, crane operators,
91 vessel traffic services operatives, stevedores, harbour masters, traders, port managers and
92 customs agents. Also, gender inequalities are trapped in multidisciplinary areas, which need
93 the integration of many fields of knowledge that requires the contribution of lawyers,
94 economists, sociologists, finance experts, statisticians, engineers, doctors, anthropologists,
95 psychologists among others.
96

97 In a holistic approach, this white paper has twofold goals: reduce gender inequalities in trade
98 procedures but also to facilitate trade to women. In this regard, the scope of this document is
99 not merely the description of the state of the art of women in trade facilitation. More
100 importantly, it sets some guidance to implement a mainstreaming in gender that implies tools,
101 policies and implementation strategies. To achieve these goals, this paper also recognizes the
102 engagement needed to achieve this goal from politicians, managers, recruiters, money
103 lenders, economic advisors, teachers and trainers, and the full society.
104

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

107
108 Women's role in trading activities can be seen under five different perspectives: as producers,
109 traders, entrepreneurs (Brenton, et al. 2013; Higgins 2012) and workers, and policy decision
110 makers. Despite the huge contribution of women all around the world in trading, gender
111 disparities remain.
112

113 Women are the predominant dealers and marketers of agricultural, aquaculture and artisanal
114 industry in domestic markets, while long-distance trade that involves relatively capital-
115 intensive techniques and higher profit margins, is carried out mainly by men. There are some
116 reasons that are interconnected for gender imbalance: 1) Imbalanced access to assets and

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117 | resources, such as, capital and land; 2) In developing countries, women has disproportional
118 | less access to basic services, such as, water, electricity, basic banking services; 3) Lack of
119 | access on business development services and skills; and 4) Intra-household inequalities.

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

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

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

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

160
161 | By industry, there are sectors and sub-sectors that employ an uneven proportion of men and
162 | women. Agriculture, for example, accounts a huge percentage of unskilled cheap-paid jobs
163 | for women, especially in non-developed countries. Women comprise 91% horticultural
164 | employees in Zimbabwe, 85% in Uganda, 75% in Kenia and 70% in Ecuador (Dolan & Sorby,

165 2003). However, in other sectors and activities, such as transportation, firework, high staff at
166 agencies and custom or high skilled jobs the participation of women is particularly low.
167 Compare to men, women are under-represented in many activities. Worldwide, females job
168 participation is far of being half-and-half in the energy industry (19%), information and
169 communication technology (24%), media, entertainment and information (37%), mobility
170 industries (19%), and financial services (36%) (World Economic Forum, 2016).

171
172 Beside the above mentioned constraints, female have limited access to information and
173 communication technologies (ICTs) that has great negative impact as an user and as a
174 human resource in the labour market. The gender gap in ICTs is large: men are 2,7 times
175 more likely than women to work in the sector, and 7,6 times more likely to be in ICT
176 occupations (The World Bank, 2016d). Over 1.7 billion women in low and middle-
177 income countries do not own mobile phones, and in those countries 14% of women are
178 less likely to own a cell phone than men. Also, access to Internet for African women is
179 less likely than for men, which in Africa is a gap of 50% (The World Bank, 2016d). The
180 unbalanced access to ICTs is a major problem that limits the effects of trade facilitation
181 for women and their chances to succeed in entrepreneurial activities. Mobile phones
182 and Internet facilitate access to information on prices, standards and regulations as well
183 as to services as banking, health, and education. Information technology could be also
184 extremely helpful in building a solid distribution network, making it easier to find new
185 buyers and suppliers. It also gives access to online training and workshops. E-education
186 platforms provide access to education, skills and training needed to start and run a business to
187 women (UNCTAD, 2014). Online platforms can also offer women opportunities to promote
188 their business, develop market channels, create networks with customers and business
189 partners and gain access to business support services (UNCTAD 2014). An example of a tool
190 that brings together employment, voice and agency to female entrepreneurs and customers is
191 SheTrades run by Intracen. SheTrades is a platform and a mobile application that helps
192 women entrepreneurs all over the world to showcase their products, share information about
193 their companies and connect with new buyers.² and, consequently, expand and
194 internationalize their businesses. Through SheTrades women are empowered individually and
195 collectively accessing to better services, bringing them voice and promoting collective
196 actions in the business arena.

197
198 As producers, women represent a large proportion of the labour force in the agriculture and
199 small farmers. In developing countries, two thirds of the female labour force is involved in
200 agricultural activities. As farmers, women faces important challenges as limited access to
201 agricultural resources and services to production, lack of social services and government
202 programmes to support women (UNCTAD 2014). These barriers, also affect the transition of
203 women entrepreneurship from farmer to the transformative industry as producers, because
204 women have scarce access to services and productive resources such as land, transport,
205 storage, technical assistance, new technologies, market opportunities and credit.

206
207 The broad contribution of women are making in the primary sector, unfortunately in only few
208 occasions is transformed into more economic value added activities as trade business
209 opportunities for women (Tran-Nguyen and Beviglia Zampetti 2004). Women are often
210 prevented from being able to exploit the results of trade liberalization as their rights are not
211 clearly defined and the constraints the face are not adequately captured in international trade

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which increases availability of these services for women and saves a lot of time in terms of logistics. -

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

212 policies. In particular, the scarce of women's participation in international occurs because the
213 social norms and customs hamper the acceptance of women physical mobility very often
214 needed in international trade activities. However, part of the constraints for women to trade
215 internationally comes in the previous stage of becoming entrepreneurs. Institutional barriers
216 and business practices, are the main barriers for women to start, run and grow business.

217
218 In order to tackle the difficulties that women face as entrepreneurs various actions and initiatives
219 are organized by international and national entities. In cooperation with the private sector, Intracen
220 (ITC) has launched several programmes that try to provide innovative access to financial services for
221 women with a productive activity, for example: cash-flow based loans with flexible collateral, direct
222 credit from exporters to producers, providing financial services through mobile phones (ITC, 2015).
223 To facilitate the access to finance for women entrepreneurs is requiring a new market orientation
224 from the finance sector. A breakthrough example of non-profit organizations that aims at providing
225 tailored services for women is Women's World Banking which launched a project in Colombia,
226 Paraguay and Peru to alleviate women's financial needs by providing individual loans based on cash-
227 flow analysis. In Africa, indirect payment systems through mobile phone service providers not
228 only make finance transactions cheaper and faster. It eliminates the physical transportation of
229 cash, which can be risky in rural areas. The use of mobile money in developing countries is
230 growing and has already yielded results like time saving, efficient logistics and better
231 possibility recordkeeping of payments (UNCTAD 2011). Specifically in international trade,
232 the application of computerized payment systems at border in Ghana ensures that women have
233 more efficient and transparent transactions at customs that they could have dealing face-to-face
234 with border officials improving the security of the transactions and the security of women
235 themselves (ITC, 2015).

236
237 As the Resolution 66/130 of the General Assembly of United Nations on 19 December of
238 2011 recognizes that the participation of women on equal terms in political reforms, in the
239 formulation and implementation of government policy, holding public office and performing
240 public functions at all levels of responsibilities is still far away of being achieved (UN, 2011).
241 Although, the percentage of women in parliament has nearly doubled in the last 20 years, as
242 of June 2016 only 22,8% of the worldwide national parliamentarians are women
243 (UNWomen, 2017). The active equal participation of women at all levels of decision-making
244 is essential in the achievement of sustainable development, peace and democracy (UN, 2011).
245 But not limited to that, it is also essential for a better functioning of the public and private
246 civil society. Indeed, more women represented in decision making processes related to trade
247 facilitation and logistics, as policy makers, relevant members in civil society organizations,
248 leaders in trade and business associations, private sector representatives in institutions such as
249 chambers of commerce and trade unions could strongly encourage to remove all barriers that
250 directly or indirectly discriminate women as producers, traders, entrepreneurs, workers and
251 even as policy makers. However, there is a lack of data related to this aspect. The empowerment
252 of those leadership women will help to develop a gender perspective with an inclusive approach
253 that in turn, will increase the participation and leadership of other women in international
254 trade and trade facilitation.
255

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

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

264 The gender dimensions of poverty were becoming more prominent in development policy
265 debates from the 1970s and especially since the First World Conference on Women in
266 Mexico City in 1975. This Conference put the relevance that just being a woman implies a
267 higher risk of being poor. Traditionally, economists and other scientists have been analyzed
268 inequalities as a gap of development in terms of GDP among countries, a gap that has been
269 reduced significantly since 1950 (Milanovic). But at the microlevel perspective, inequalities
270 within regions, neighbourhoods and interpersonal inequalities are still underexplored. Very
271 recently, gender inequality has been analyzed as an impediment economic growth, stressing
272 the robustness of the link between poverty reduction and gender equality (Neves and Silva,
273 2014, Hakura et al. 2016). Fighting against gender inequalities is a driver to achieve other
274 Sustainable Development Goals as ending poverty in all its forms and everywhere.

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

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

290 Women still constitute the majority of temporary, casual, seasonal, contract labourers and
291 low-skilled workers. Thus, females represent unstable workers that disproportionately suffer
292 economic crisis assuming the higher unemployment rates and being more vulnerable to job
293 losses than males (ILO, 2009 & 2016; UNESCAP, 2013). More specific support from the
294 legal framework is needed. In fact, in 112 out of 190 countries analyzed, no law mandates
295 equal remuneration for work of equal value to male and female, neither mandates
296 nondiscrimination based on gender in hiring (The World Bank, 2016c).

298 Additionally, women represent a large proportion of dependent workers in the informal
299 economy because women are less likely to be covered by formal unemployment insurance
300 and welfare schemes. As for female self-employers and entrepreneurs, it is positive to
301 observe that women increasingly assume roles as owners and managers of small and medium
302 enterprises (SMEs). However, the percentage of firms with female participation (35.11%) is

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Supprimé: could be as well an efficient solution. One of these systems was introduced in Ghana and led to reduction in corruption and to a decreased number of abuse and harassment reports. (ITC 2015) Apart from this, the platform could provide necessary information on border processes and traders' rights to facilitate trade for women. Another example of indirect payment system is the mobile phone service M-PESA in Kenya. Mobile phone banking makes finance transactions cheaper and faster. It eliminates the physical transportation of cash, which can be risky in rural areas. The use of mobile money in developing countries is growing and has already yielded results like increased safety, time saving, efficient logistics and better post (... [1])

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303 still substantially inferior to male (64,89%) (The World Bank, 2016a). Moreover, wome-
 304 entrepreneurs continue facing multiple barriers which force them into informal sector.
 305 Among the factors that encourage women to participate in informal trade are: multiple
 306 taxation of goods, delays in processing trade documents, routine discrimination when
 307 applying for finance or Government support (UNESCAP, 2009; The World Bank, 2016b), as
 308 well as high regulatory barriers to establish a firm (Babbitt, et al. 2015). Another traditional
 309 cause of informality is a weak institutional environment to ensure effective markets (De Soto,
 310 2000; North, 1990). However, more recent studies reveal that informality eludes barriers of
 311 doing business. Indeed, association between strict and cumbersome labor market regulation
 312 and higher levels of informality were pointed out in several papers (Djankov and Ramalho
 313 2009; Sharma 2009; Loayza, Oviedo and Serven 2005), while others highlight the lack of
 314 institutional benefits and high costs of business registration (Cross, 2000; Webb et al., 2013)
 315 as the reason for informalities.

316
 317 The informal entrepreneurial activity shouldn't be spurned to assess gender inequalities.
 318 Although it is not easy to assess the role of women in the informal sector, it is estimated that
 319 between the 30-40% of the GDP in the base-of-the-pyramid economies (those in which the
 320 GDP per capita is less than \$3000) accounts for informal sector. This proportion is between
 321 5 and 15% higher than in developed countries (Nichter and Goldmark, 2009; Schneider,
 322 2002). In Nigeria and Bolivia informality even reaches 60% and 70%, respectively (Kistruck
 323 et al. 2015). Women are especially likely to undertake informal jobs: In 30 of the 41
 324 countries for which data is available, informal employment constitutes a larger proportion of
 325 women's total employment than it does of men's total employment, especially in informal
 326 non-agricultural employment (ILO, 2013). More in detail, by activity, female employment
 327 share gap comparing to men is particularly high in transportation and trade in formal and
 328 informal jobs (ILO, 2013).

329
 330 Despite the prominence of activities and major economic contribution, vast volumes of
 331 female trade are unrecorded and excluded from official reports due to informal trading
 332 activities. For example, informal cross border trade (ICBT) in East Africa is likely to be
 333 several times larger than officially documented trade flows. As long as economic transactions
 334 are not systematically recorded, most female trading activities are invisible to the government
 335 and policy-makers. Thus, trade policies and institutions neglect this segment of trade and do
 336 not offer the support informal traders need (Brenton, et al. 2013; Njikam and Tchouassi
 337 2010). However, this support is highly important to ensure transition of women from
 338 informal to formal sector. This could be done by reducing bureaucratic procedures, decreasing
 339 costs and increasing benefits of the enterprise registration as well as eliminating prejudice
 340 towards women-owned businesses. Indeed, the Recommendation 204 on Transition from the
 341 informal to the formal economy elaborated by the International Labour Organization (ILO,
 342 2015) recognize specific vulnerabilities of women, such as, discrimination, gender based
 343 violence, care and childcare welfare that need special protection to realize the fundamental
 344 principles and rights at work.

345
 346 Further, women are disadvantaged in terms of literacy and education. Illiteracy, lack of
 347 information and knowledge about cross-border trade regulations and procedures impede
 348 women to benefit from trade and border management reforms if they are ignorant of them.
 349 Moreover, women sometimes do not have much knowledge of rules and regulations
 350 regarding the taxes and import fees. For example, one year after the East African Community
 351 (EAC) Customs Union had become operational, cross-border women traders were not aware

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- Paloma Bernal 22/1/17 0:17
- Mis en forme [26]
- Paloma Bernal 20/12/16 9:18
- Supprimé: ...I... (BOP)...s... [27]
- Алина Фетисова 12/12/16 13:52
- Supprimé: a... that...and in the cases of . [28]
- Paloma Bernal 21/1/17 15:03
- Supprimé:
- Paloma Bernal 22/1/17 1:59
- Mis en forme [29]
- Paloma Bernal 22/1/17 0:17
- Supprimé: CAPTURE THE POSITIVE S [30]
- Алина Фетисова 12/12/16 11:37
- Supprimé: Although traditionally, inform [31]
- Алина Фетисова 12/12/16 12:59
- Mis en forme [32]
- Paloma Bernal 20/12/16 5:19
- Mis en forme [33]

352 of it and were still using illegal routes to trade goods across borders, unaware that some of
353 the goods they were trading were not taxed (Higgins 2012). The lack of knowledge about
354 rights and obligations in trade and illiteracy put women in the risk of being exploited,
355 assaulted with gender-based violence, or being victim of corruptive practices from
356 government officers (Brenton, et al. 2013, Higgins 2012, Wrigley-Asante 2013).

357
358 Inequalities for women at professional level also come from the lack of protection of female
359 property rights to own, manage, control and inherit property. Indeed, 13 out of the 190
360 countries surveyed still legally designate the husbands to administer marital property by
361 default, without spousal consent required and regardless the marital regime. Additionally,
362 women, as daughter or widow, do not have equal ownership rights to property and
363 inheritance in 37 out of the 190 countries surveyed (The World Bank, 2016c).

364
365 Apart from this, labour regimes for retirement, pregnancy and maternity need severe reforms
366 to ensure gender inclusiveness, particularly in professions traditionally unreachable for
367 women. For instance, within the 190 countries surveyed, mandatory retirement age differs
368 in some countries for males and females in 9 of the 46 respondents (Then World Bank,
369 2016c). The private pension scheme based on a funded pension plan results in discrimination
370 against women in many countries, because they account it with different life expectancy age
371 by gender injuring the pension level of women. It means that a man and a woman with
372 exactly the same amount in their capital accumulation, the female will receive lower pensions
373 (ILO, 2016a).

374
375 Additionally, the maternity leave is not mandated by law in 9 countries and is not fully paid
376 in 52 out of the 190 countries surveyed (Then World Bank, 2016c). Beside remuneration
377 losses, women are not professionally protected and compensated during the period of
378 pregnancy and maternity, especially for the professions that requires physical performance
379 which is a barrier for the inclusiveness of women in professions linked to the supply chain in
380 of international trade (ILO, 2016a). Moreover, maternity, especially non-married women, and
381 the marital status, especially widows and single women, discriminate females from social and
382 professional life. They are neglected as being economically dependant of the oldest sons,
383 sisters, and mothers.

384
385 The vulnerable groups above mentioned are in need of inclusive trade policies which
386 incorporate gender appropriate measures that specifically target export-oriented enterprises
387 owned by women, and trade related professions executed by females. These policies need to
388 include economic as well as social and legal activities. Women entrepreneurship needs to be
389 promoted and women enterprises should be treated on a non-discriminatory basis to
390 encourage the formalisation of women businesses.

393 2.3.- Building capacities and empowerment of women in trade facilitation

394
395 The limitations that women have to acquire assets, such land, affect their access to credit and
396 inputs. These barriers not only mean inefficiencies in the use of land, natural resources and
397 raw materials also, they are translated into economic inefficiencies and less trade. In terms of
398 trade facilitation, gender inequalities exists in building enough skills for women to reduce
399 barriers in trade and to empower women in international trade activities.

Mis en forme ... [34]
Алина Фетисова 12/12/16 12:59
Mis en forme ... [35]
Алина Фетисова 12/12/16 12:59
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Алина Фетисова 12/12/16 11:07
Mis en forme ... [37]
Алина Фетисова 12/12/16 11:46
Supprimé: Some i...ance ... [38]
Paloma Bernal 20/12/16 5:11
Supprimé: them. Some countries
Алина Фетисова 12/12/16 11:57
Supprimé: S...some countries ... by ... [39]
Paloma Bernal 20/12/16 5:11
Supprimé: some countries
Paloma Bernal 20/12/16 5:18
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Paloma Bernal 20/12/16 6:21
Mis en forme ... [40]
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Paloma Bernal 20/12/16 6:14
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Supprimé:and ... [48]
Paloma Bernal 20/12/16 5:37
Mis en forme ... [49]
Paloma Bernal 22/1/17 9:47
Mis en forme ... [50]
Paloma Bernal 22/1/17 18:52
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Paloma Bernal 22/1/17 9:46
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Paloma Bernal 22/1/17 8:49
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Алина Фетисова 12/12/16 13:01
Supprimé: I...therefore need to ...include ... [53]
Paloma Bernal 22/1/17 9:21
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Алина Фетисова 12/12/16 13:04
Supprimé: which are ...or managed ... [54]
Paloma Bernal 22/1/17 8:50
Supprimé: or
Алина Фетисова 12/12/16 11:54
Supprimé: and access to credit, including ... [55]
Paloma Bernal 22/1/17 9:46
Mis en forme ... [56]
Paloma Bernal 22/1/17 9:45
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Алина Фетисова 12/12/16 11:49
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Paloma Bernal 22/1/17 2:27
... [59]
Алина Фетисова 12/12/16 11:07
... [60]
Paloma Bernal 22/1/17 9:45
Mis en forme ... [61]
Paloma Bernal 23/1/17 0:10

400 To build human capital and empower women to take up international business opportunities
401 must be not limited to the achievement of enough technical knowledge to drafting export
402 development plans, developing marketing strategies and conducting market research, which it
403 is indeed crucial. More contributions in women trade support come from technical assistance
404 programs that help to upgrade and diversify exports opportunities for women. Also, in the
405 area of employment generation for women, the public and private sector should cooperate to
406 align training programmes, certificates and standards targeted to meet the specific needs of
407 women to access equally to job opportunities. The successful integration of women in the
408 labour market or as an entrepreneur depends on breaking physical and legal barriers
409 regardless profession, task, or sector.

411 Constraints arise from the interplay of formal institutions and markets, in which the
412 involvement of women in the trade community is very low. Thus, the increase of
413 participation of women in the consultation process between traders and governments could
414 bring a lot of opportunities for women. First, it should help to reduce inefficiencies by
415 improving information access for women about procedures of border agencies, examples of
416 customs classification, and formalities in procedures and documentation in import and export
417 transactions. Second, it will help to contribute to build social and economic networking for
418 women providing knowledge, experience and monitoring mechanisms, which could help
419 other international women entrepreneurs to trade successfully. Third, reinforcing the role
420 of women in the tandem of institutions and markets could reduce some gender gaps, such as:
421 a) it bring trade openness and the diffusion of new information, contributing to economic
422 empowerment of women.
423 b) it could help to reduce transaction costs associated with access to markets and services for
424 women, such as, the easiness of doing business; and
425 c) it will help to reduce barriers for women in international trade activities, improving the
426 cooperation with customs authorities, neighbouring and third countries, and providing a
427 better understanding about rules and process applied in trading internationally for
428 specific products.

430 But gender constraints are not limited to operational barriers to export and import, it comes
431 also for women's underrepresentation in occupations related to trade, such as transportation,
432 customs authorities, border agencies, etc, especially in those positions that implies
433 managerial roles in trade. Lack of representation of women in public institutions related to
434 trade, such as, ministries, chambers of commerce, industrial associations, national trade
435 committees, and standards and technical committees is not only a barrier to addressing
436 discrimination in labor markets, it also limits the mechanisms to design policies that
437 addresses gender gaps in international trade. The role of the public and private sector to solve
438 women misrepresentation is crucial. Public procurement and public and private partnerships
439 (PPPs) in international trade and trade facilitation are excellent instruments to use inclusive
440 policies for women in those projects during the whole or each stage of the project. From their
441 selection of the topic of the project, the project finance, the bidding process, project
442 implementation and monitoring there is room to implement gender policies and apply
443 International Labour Standards and develop other new standards for gender equality in
444 international trade and trade procedures.

446 The application of international standards is needed not only to protect the rights of women at
447 work also to promote the inclusiveness and non-discrimination of women in every profession.
448 It requires an effort to adapt procedures in international trade to facilitate trade for women.

Paloma Bernal 23/1/17 0:10
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Paloma Bernal 20/12/16 5:39
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Paloma Bernal 20/12/16 5:39
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Paloma Bernal 23/1/17 0:10
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Mis en forme: Couleur de police : Texte 1

Paloma Bernal 23/1/17 0:10
Mis en forme ... [62]

Paloma Bernal 22/1/17 19:09
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Paloma Bernal 23/1/17 0:10
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Paloma Bernal 23/1/17 0:10
Mis en forme ... [63]

Paloma Bernal 22/1/17 9:47
Mis en forme: Justifié

Paloma Bernal 23/1/17 0:10
Mis en forme: Police :Times New Roman

Paloma Bernal 23/1/17 0:10
Mis en forme ... [64]

Paloma Bernal 23/1/17 0:10
Mis en forme: Police :Times New Roman

Paloma Bernal 23/1/17 0:10
Mis en forme ... [65]

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Paloma Bernal 23/1/17 0:10
Mis en forme ... [66]

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

Paloma Bernal 23/1/17 0:10
Mis en forme ... [67]

Paloma Bernal 23/1/17 0:10
Mis en forme ... [68]

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Mis en forme ... [69]

Paloma Bernal 23/1/17 0:10
Mis en forme ... [70]

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Mis en forme: Police :Times New Roman

Алина Фетисова 12/12/16 13:48
Commentaire: Suggestions why women ... [71]

Paloma Bernal 20/12/16 10:03
Supprimé: Standards and certification f ... [72]

450 Also, the development of new standards is required to facilitate the use of the machinery and
451 transportation systems by women in terms of security, health conditions and operability. This
452 kind of standards can led to more decent job creation for women in professions involved in
453 the buy-ship-pay chain that traditionally performed by males such as pilots, seafearers,
454 merchant shipping, maritime shipping, dockworkers, or fishers. Actually, International
455 Labour Standards (ILS) have not been universally translated into national laws yet (ILO,
456 2016a & 2016b).

457
458 Additionally the inclusiveness of women in standards and certification bodies play a big role
459 in trade facilitation by providing valuable information to producers which aim at
460 entering new market. Ensuring women 's participation in the design and application of
461 standards is highly important as they are well – aware of the particular problems
462 women entrepreneurs face trying to comply with these standards. They can introduce
463 new vision on the way of making standards less burdensome as well as on building
464 capacities. Moreover, they could identify problematic sectors and industries where
465 women are more engaged and put a particular emphasis on trade facilitation in these
466 areas. For example, good standards on farm inputs, seed and fertilizers could be of
467 particular importance as women are engaged a lot in agricultural sector.

470 2.4.- Designing tailored services for women to facilitate trade

471
472 Female entrepreneurs face obstacles during the start-up process and while running the
473 business. Most women-owned enterprises do not get financial support from banks at the start-
474 up stage, the majority of women rely on reinvested profit and proper savings (WIGB-
475 UNIMELB 2015). Women have limited access to bank loans due to the lack of collateral.
476 Discrimination in access to finance restricts the growth of women-owned firms and forces
477 them to remain in the informal sector. Studies indicate that female entrepreneurs have less
478 access to credit from banks and financial institutions than their male counterparts (Babbitt, et
479 al. 2015). Moreover, women entrepreneurs in rural areas have problems accessing banking
480 services. In most rural areas, banking infrastructure is non-existent which forces women to
481 travel to cities to conduct banking transactions. Besides being a long and time-consuming
482 process, travelling with cash entails risks. This results in muggings, theft and deaths
483 (UNCTAD, 2014).

484
485 New financial products must be developed and new methods to measure risks should be more
486 broadly implemented to help women to access a broader range of financial services, reduce
487 credit barriers in international trade and assist credit takers and women in particular. There is
488 a need to create new instruments to support and extend credit services to female-owned
489 business and female international business for improving the functioning of credit and
490 improving the financial accessibility for women. The design of new credit instruments for
491 women is crucial to reduce the spiral effects of high informality and the limited access to
492 assets for women. Traditionally, credits are linked to the credit history and the warranty of
493 assets to secure credits. The new financial instruments to increase formal credit accessibility
494 for women linked to the cash flow and business opportunities, instead of being linked to
495 assets, are starting to be a successful and real solution to this trade barrier (Access Bank in
496 Nigeria, DFCU in Uganda, Sero Lease and Finance in Tanzania). ITC worked with financial

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Алина Фетисова 20/12/16 10:03
Commentaire: Suggestions why women labour force is important in certification and standardization

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

Paloma Bernal 22/1/17 18:52
Mis en forme: Justifié

497 services providers to develop a loan for any client with a productive activity, with minimal
498 documentation requirements and flexible collateral (ITC, 2015).

499 5.- Need to get more data sources about Women.

500 Generation of more information about women is needed to know and monitor the role
501 of women in trade facilitation. Indeed, the existing challenges for gender statistics in
502 trade facilitation are rooted in the need of increasing data dissemination of wider
503 concepts that are relevant to measure and monitor the Sustainable Development Goals
504 of United Nations (IAEG-SDG, 2016a) and the role of women in role that women play in
505 business and entrepreneurship, international trade, government and civil society.

506 The actual collection of data and the data analysis about gender in trade facilitation has
507 hitherto been scarce due to:

508 1.- New concepts about women need to be defined in order to use them as instruments
509 to measure gender gaps

510 2.- Scarcity of gender indicators (IAEG-SDG, 2016b),

511 3.- The international standards for measurement and data collection is irregular (IAEG-
512 SDG, 2016).

513 4.- Data sources for gender are very limited and require greater integration of actual
514 national statistics systems alongside technologies to have deeper access to remote and
515 poor areas, disadvantaged women and/or indigenous settlements.

516 5.- Gender disaggregated data in international trade and trade facilitation indicators to
517 know and monitor the difficulties women face for the fulfillment of export and import
518 requirements, the value and quantity of international trade managed/owned by women,
519 the difficulties to pay fees and charges imposed to export and import or to get prior
520 information about rules and procedures to trade, to access to trade procedures, in the
521 involvement in trade communities and trade consultation process, in being surrounded
522 of trade institutions ruled by good governance and impartiality.

523 5.1.- From the creation of new concepts related to women entrepreneurship and
524 women work (paid and unpaid).

525 If the activity developed by women is within the informal sector, socially and economically
526 there is not recognition of the value added with the work done by women. In developing
527 countries, access to water many often is provided by the work executed by women, not only
528 to feed families, also as a basic resource for small artisanal industries as clay, agriculture, and
529 apparel industry. New concepts are needed to separate paid and unpaid women work and to
530 accurately account the female labour force and female entrepreneurship.

531 It would be extremely useful to produce standard definitions and criteria for key terms (e.g.
532 "woman-owned enterprise", "woman-managed enterprise" and "female state trade
533 enterprise") and then identify indicators and data to be collected in order to monitor/evaluate
534 women's participation in trade and the trade barriers that women face.

535 However, there is not a consensus in the literature and policy papers for the name of concept
536 women-owned business/enterprise or female firm and neither for definition, which implies
537 non-standardization in the measurement. Women owned businesses are 'businesses in
538 which women own 51 percent or more of the equity, interest, or stock of the business''

Алина Фетисова 12/12/16 14:06

Commentaire: This section seems to be repetitive of the section 2.2

Paloma Bernal 23/1/17 2:29

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: [... [73]

Paloma Bernal 20/12/16 7:01

Mis en forme [... [74]

Paloma Bernal 28/1/17 21:04

Mis en forme: Justifié

Paloma Bernal 28/1/17 21:45

Mis en forme: Justifié

Paloma Bernal 28/1/17 18:57

Supprimé: ...There is a [... [75]

Paloma Bernal 26/1/17 15:41

Supprimé: lack of information

Paloma Bernal 26/1/17 15:31

Supprimé: about the role that women play... and ... in...the ...ment of ...in ...ting ...appeal ... and... [... [76]

Paloma Bernal 28/1/17 21:45

Mis en forme: Justifié

Paloma Bernal 28/1/17 21:46

Supprimé: a ..., [... [77]

Paloma Bernal 28/1/17 21:02

Supprimé: If the activity developed by women is within the formal sector, the creation and measurement of new concepts are needed n [... [78]

Paloma Bernal 28/1/17 23:25

Mis en forme: Justifié, Motif :

Алина Фетисова 12/12/16 13:48

Commentaire: Some thoughts on definition of women-owned enterprises

Paloma Bernal 28/1/17 21:49

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[... [79]

Paloma Bernal 28/1/17 21:49

Supprimé: ..., a ... of it is hard to find. One of them is given by National Women's Business Council in the U.S.: [... [80]

546 (National Women's Business Council, 2016). In terms of fixing the threshold for the
547 minimum participation in women entrepreneurship, is established 100% in some cases (ITC,
548 2016). Because, even if a woman is the owner, her decisions could still be influenced or
549 even guided by male representatives of her family, co-workers or the gendered culture of the
550 director's board, the definition of The United States Small Business Act (2013) is more
551 concise; it states that a "business must be at least 51% unconditionally and directly owned
552 and controlled by one or more women". The same principle of accounting for both
553 ownership and control when determining women-owned enterprises is defended for
554 increasing the participation of women in public procurement (ITC, 2016). Indeed, the
555 elaboration of the uniform definition across various entities and organizations will help to
556 develop eligibility criteria for different programs aimed at women-owned enterprises. This
557 is highly important to ensure equal opportunities for all enterprises willing to apply for the
558 programs in order to participate in them if they meet the requirements.

560 The guide also points out that a recent study of women-owned businesses in South Africa
561 found inconsistencies in the definition across procuring entities. "The study notes that
562 provincial departments in Gauteng province define women-owned businesses as having at
563 least 50% black women ownership, while the departments in the East London Industrial
564 Development Zone define women-owned businesses as 100% women-owned. For some
565 departments in South Africa, it was unclear what definitions were being used, even though
566 they were purportedly tracking procurement spending on women-owned businesses." (ITC,
567 2016)

5.2.- Trade facilitation metrics for women -

571 Gender dimension in performance indicators in trade facilitation is needed. The main
572 challenges to data generation are:

- 573 • The lack of coverage of measurement across countries and/or regular and
574 systematic country production of data.
- 575 • Lacking of international standards to allow comparability.
- 576 • Lacking of complexity that hamper to build metrics across domains, such as, cost
577 to export/import for women entrepreneurs, percentage of female firms with a
578 bank loan/line of credit and percentage of export done for female firms. See
579 Mini-Conference about Women in Trade Facilitation for a recommended list of
580 metrics (UN/CEFACT, 2016).
- 581 • Lacking of granularity (sizeable and detailed datasets allowing disaggregation by
582 characteristics).

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

586 Although there is an strong trend indicating that a policy framework of labour standards in
587 line with ILO conventions and recommendations is becoming more increasingly recognized
588 as being fundamental to achieve gender equality at work, still more efforts are needed to
589 convert those standards into laws and policies. In countries that already have developed
590 labour codes in line with international labour standards (in particular those of freedom of
591 association, wages, working time, labour contracts, occupational safety and health, industrial
592 relations, pension plans and maternity protection) quite often been given priority in the
593 formation of policies (ILO, 2016b). However, it must be highlighted that while integrating
594 laws, labour standards and policies does facilitate gender equality, these measures alone have
595 not been sufficient until now to ensure this human right for women. It not only not enough

Paloma Bernal 28/1/17 21:57

Mis en forme: Motif : Transparente

Paloma Bernal 28/1/17 21:54

Supprimé: On the one hand, the definition is quite straightforward as these are simply businesses owned by women, so it does not seem to require further study. On the other hand, the definition should reflect the importance of women's independence in making choices and decisions for the enterprise activities. E...an.... It's crucial to understand what lies behind the words "women-owned businesses", which, has to be a lot more than a simple ownership criteria. -

-
Another definition is given bywhich. (... [81])

Алина Фетисова 12/12/16 12:27

Supprimé:

Paloma Bernal 28/1/17 22:48

Supprimé: (ITC, 2016)

Paloma Bernal 28/1/17 23:25

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Paloma Bernal 28/1/17 22:41

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Paloma Bernal 28/1/17 22:45

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Paloma Bernal 28/1/17 22:45

Supprimé: Intracen in its guide: "Empowering Women Through Public Procurement", te (... [82])

Paloma Bernal 28/1/17 22:58

Mis en forme: Barré

Paloma Bernal 28/1/17 23:23

Mis en forme: Motif : Transparente

Paloma Bernal 28/1/17 22:58

Mis en forme (... [83])

Paloma Bernal 28/1/17 23:25

Mis en forme: Justifié, Motif :

Алина Фетисова 12/12/16 13:48

Commentaire: Other definition exampl (... [84])

Paloma Bernal 28/1/17 23:25

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Paloma Bernal 28/1/17 23:23

Mis en forme: Motif : Transparente

Paloma Bernal 28/1/17 23:24

Supprimé: Transportation for women (... [86])

Paloma Bernal 28/1/17 23:26

Mise en forme : Puces et numéros

Paloma Bernal 28/1/17 23:47

Mis en forme (... [87])

Paloma Bernal 28/1/17 23:47

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Paloma Bernal 30/1/17 10:51

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Paloma Bernal 29/1/17 0:15

Mis en forme: Barré

Paloma Bernal 29/1/17 0:47

Mis en forme: Justifié

596 for women as labour force, but the gaps are bigger in the women's role of producers, traders or
597 entrepreneurs.

598 The concept of a multidisciplinary perspective of inequalities for women in trade facilitation,
599 and in particular the relationships between policies are key to reduce trade barriers for
600 women. The complexity of the problem of inequalities for women in trade facilitation comes
601 from align different perspectives. It requires to align :

- 602 1) demand side considerations such as macro- and microeconomic environment, foreign
603 direct investment, and sectoral policies to encourage employment (ILO, 2016b)
- 604 2) supply side considerations (i.e. the development of marketable skills); (ILO, 2016b)
- 605 3) control over and access to productive resources and small and medium enterprise
606 development; (ILO, 2016b)
- 607 4) labour market policies (active and passive labour market policies, employment
608 services); equal opportunity and treatment in employment; social protection and
609 labour rights; work-family balance considerations; (ILO, 2016b)
- 610 5) issues surrounding unpaid work; (ILO, 2016b)
- 611 6) standards at work designed for increasing the inclusiveness of women ; and
- 612 7) measurement, analysis and monitoring the activity of women in international trade as
613 worker, producers, trader or entrepreneurs.

614 Although, huge efforts in policies and legal frameworks to reduce gender inequalities,
615 have been done, it is important to recognize a decoupling effect to fully understand that
616 big gender gaps still remain. Gender inequalities are stucked between the policies
617 already designed to protect women rights and the application of these policies that
618 hamper the reduction of gender gaps that still exist (Cahill, 1997). The application of the
619 decoupling theory is focused on stressing efforts in the implementation, and not only in
620 designing policies. Empower women and reduce gender inequalities also need to create
621 changes in mental models and beliefs, break myths, and improve social acceptance (The
622 World Bank, 2016e). This thought is based on the new field of knowledge of Behavioral
623 Economics developed by Kahneman and Tversky (1979, 2000) and founded on Psychology
624 and Social Behaviour. In contrast with the classic Economic theories that assume rational
625 decisions, some systematic irrationalities occur. Acknowledging that, some implications must
626 be considered in the design and testing the recommended policies for gender equality such
627 as :

- 628 • Humans are biased in assessing information (Kahneman, 2003, The World Bank,
629 2016^e, Todd and Gigerenzer, 2000.). Not deliverately, but automatically our societies
630 behaves as gender blind, without notice that we are disadvantage women.
631 Policy makers can try to improve the decisions that people make by (1) simplifying
632 crucial information that help for the inclusiveness of women, i.e. mentioning the
633 potential of women for increasing the global economic growth.
- 634 • Humans are biased in assessing value (The World Bank, 2016e, Pallais, 2015). Policy
635 makers can fight against gender inequalities influencing possible actions by (2)
636 presenting the choice that is selected automatically unless an alternative is specified,
637 i.e. establishing the «default option» of offering equal opportunities to have a job
638 interview or participate in a bidding process or a training initiative (Feigenberg, Field,
639 and Pande 2013).
- 640 • Humans behave as member of groups (The World Bank, 2016e). Policy makers can
641 take into account social norms to better achieve policy objectives by (3) incentivating
642 the proudness of being gender equal in trade and trade facilitation. (4) Social rewards
643 such as status and recognition (Besley and Ghatak 2008; Kosfeld and Neckermann,

Paloma Bernal 20/12/16 7:24
Supprimé: However a decoupling effect is stucked between the policies already designed to protect women rights and the application of these policies that hamper the reduction of gender gaps that still exist (Cahill, 1997).
Paloma Bernal 20/12/16 7:35
Mis en forme ... [89]
Paloma Bernal 20/12/16 7:53
Mis en forme ... [90]
Paloma Bernal 20/12/16 7:37
Mis en forme ... [91]
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Mis en forme ... [92]
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Mis en forme ... [93]
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Mis en forme ... [94]
Paloma Bernal 20/12/16 7:39
Mise en forme : Puces et numéros
Paloma Bernal 20/12/16 7:39
Mis en forme ... [95]
Paloma Bernal 29/1/17 0:47
Mis en forme ... [96]
Paloma Bernal 29/1/17 0:47
Mis en forme ... [97]
Paloma Bernal 29/1/17 17:25
Mise en forme : Puces et numéros
Paloma Bernal 29/1/17 20:59
Mis en forme: Exposant
Paloma Bernal 30/1/17 10:40
Mis en forme: Retrait : Gauche : 1,27 cm
Paloma Bernal 30/1/17 10:40
Mis en forme: Police :Times New Roman
Paloma Bernal 30/1/17 10:40
Mis en forme: Police :Times New Roman
Paloma Bernal 30/1/17 0:17
Mise en forme : Puces et numéros
Paloma Bernal 29/1/17 19:23
Mis en forme: Police :12 pt
Paloma Bernal 30/1/17 0:18
Mis en forme: Police :
Paloma Bernal 30/1/17 0:19
Mis en forme: Police :Times New Roman
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Paloma Bernal 30/1/17 0:19
Mis en forme ... [98]
Paloma Bernal 30/1/17 0:19
Mis en forme ... [99]
Paloma Bernal 30/1/17 0:19
Mis en forme ... [100]

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2011), (5) celebrating summits, conferences and strategic partnerships (Larson, and Shevchenko, 2010), (6) building statistics indicators and rankings (The World Bank, 2016e), (7) create symbols and logos to use them in websites and emails that allow to identify entities that are gender equal in training, hiring and promoting; (8) bringing voice and create channels and use the media to give voice to the entities and leaders that are gender equal and lead the creation of social behavior, break stereotypes, increase interactions and social networks.

Besides the previous eight recommended policies rooted in the Behavioral Economics, some other traditional policies will help to achieved gender equality in trade facilitation:

1. Incorporate gender in the scope of trade agreements.
2. Encourage countries to create and internationally harmonize a legal framework or statistical law to enforce the regular production of data from a gender perspective.
3. Create standards to facilitate trade for women in legal framework, statistics transportation and machinery related to international trade.
4. Develop and harmonize new concepts such as "woman-owned enterprise", "woman-managed enterprise" and "female state trade enterprise" to help to analyse data in a multidisciplinary perspective (environmental perspective of women in trade, taxation of international female firms, cost and time to trade abroad for female firms).
5. Account the contribution of the unpaid work of women to the GDP to more effectively design policies for women.
6. Prepare data for designing gender sensitive macroeconomic policies.
7. Establish an harmonize national measurement and monitoring mechanism for women in trade and transport (TFEMM, 2016).
8. Develop a legal Framework and rules that ensure minimal conditions and/or quotas of female presence in business, politics, public and private partnerships and procurement, access to technologies, education and training policies related to trade that allow women to have equal access to assets ; inheritance; management; employment, salary, promotion, health and retirement; and government representation.
9. Develop new mechanisms to create a business environment for women to facilitate business registration and licensing, better access and guidance to credit and trade abroad for women-owned businesses.
10. Encourage the mutual collaboration and consultation among trade unions, business associations, women entrepreneurs and policy officials to facilitate trade for women.
11. Strengthen social and labour protection schemes for female workers and firms.

Paloma Bernal 30/1/17 10:32	Mis en forme	... [101]
Paloma Bernal 30/1/17 0:19	Mis en forme	... [102]
Paloma Bernal 30/1/17 10:51	Mis en forme	... [103]
Paloma Bernal 30/1/17 11:29	Mise en forme : Puces et numéroc	... [104]
Paloma Bernal 30/1/17 11:26	Mis en forme	... [105]
Paloma Bernal 30/1/17 11:26	Mis en forme	... [106]
Paloma Bernal 30/1/17 11:26	Mis en forme	... [107]
Paloma Bernal 30/1/17 11:26	Mis en forme	... [108]
Paloma Bernal 30/1/17 11:32	Mis en forme	... [109]
Paloma Bernal 30/1/17 11:37	Mis en forme	... [110]
Paloma Bernal 30/1/17 11:26	Mis en forme	... [111]
Paloma Bernal 30/1/17 11:48	Mis en forme	... [112]
Paloma Bernal 30/1/17 11:48	Mis en forme	... [113]
Paloma Bernal 30/1/17 11:48	Mis en forme	... [114]
Paloma Bernal 30/1/17 11:48	Mis en forme	... [115]
Paloma Bernal 30/1/17 11:48	Mis en forme	... [116]
Paloma Bernal 30/1/17 11:40	Mise en forme : Puces et numéroc	... [117]
Paloma Bernal 30/1/17 11:53	Mis en forme	... [118]
Paloma Bernal 30/1/17 11:53	Mis en forme	... [119]
Paloma Bernal 30/1/17 11:53	Mis en forme	... [120]
Paloma Bernal 30/1/17 11:53	Mis en forme	... [121]
Paloma Bernal 30/1/17 11:53	Mis en forme	... [122]
Paloma Bernal 30/1/17 11:53	Mis en forme	... [123]
Paloma Bernal 29/1/17 0:21	Mis en forme	... [124]
Paloma Bernal 29/1/17 0:21	Mis en forme	... [125]
Paloma Bernal 29/1/17 0:48	Supprimé: New instruments, theories	... [126]
Paloma Bernal 20/12/16 0:44	Mis en forme	... [127]

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Paloma Bernal 30/1/17 0:22
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Paloma Bernal 30/1/17 0:23
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

Paloma Bernal 30/1/17 0:22
Mis en forme: Police :12 pt

Paloma Bernal 30/1/17 0:22
Mis en forme: Police :Français

Paloma Bernal 30/1/17 9:50
Mis en forme: Police :12 pt

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Mis en forme: Police :12 pt

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Paloma Bernal 30/1/17 10:30
Mis en forme: Tabulations : 9,75 cm, Left

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Paloma Bernal 30/1/17 9:50
Mis en forme: Police :12 pt

Paloma Bernal 22/1/17 2:05
Mis en forme: Justifié

Paloma Bernal 22/1/17 2:05
Mis en forme ... [128]

Paloma Bernal 29/1/17 18:03
Mis en forme: Police :12 pt

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Paloma Bernal 29/1/17 18:04
Mis en forme ... [129]

Paloma Bernal 29/1/17 18:03
Mis en forme: Police :12 pt

Paloma Bernal 29/1/17 18:04
Mis en forme ... [130]

Paloma Bernal 22/1/17 2:05
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Mis en forme ... [131]

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Paloma Bernal 22/1/17 2:23
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Paloma Bernal 28/1/17 22:33
Mis en forme: Couleur de police : Bleu

Paloma Bernal 16/1/17 16:41
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Paloma Bernal 28/1/17 22:33
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Paloma Bernal 16/1/17 17:30
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Paloma Bernal 29/1/17 14:38
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Paloma Bernal 22/1/17 9:51
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Mis en forme: Police :Times New Roman