

**UNCTAD/LDC/111**

15 October 2001

ENGLISH ONLY

**REPORT OF THE PRE-LDC III WORKSHOP ON  
LDCS: BUILDING CAPACITIES FOR MAINSTREAMING GENDER  
IN THE DEVELOPMENT STRATEGIES**

**CAPE TOWN, SOUTH AFRICA**

**21-23 MARCH 2001**

---

# CONTENTS

	Pages
<b>I. INTRODUCTION..</b> .....	<b>3</b>
<b>II. OPENING SESSION</b> .....	<b>3</b>
<b>III. THEMATIC SESSIONS</b> .....	<b>6</b>
A. Gender, poverty eradication and economic development .....	6
B. Engendering national budgets and development strategies .....	13
C. Gender equality and trade .....	18
D. Engendering statistics .....	22
E. Women as the drivers of poverty alleviation and the impact of microcredit .....	26
F. The way forward: from concept and promises to action and implementation.....	27
G. The way forward: private and public sector initiatives .....	28
<b>IV. ADOPTION OF THE CAPE TOWN DECLARATION AND THE RECOMMENDATIONS OF THE WORKSHOP</b> .....	<b>33</b>

## ANNEX

Annex I: The Cape Town Declaration.....	34
Annex II: Recommendations of the workshop .....	35
Annex III: Programme of the workshop.....	40
Annex IV: List of participants.....	45

## **I. INTRODUCTION**

1. The workshop on "LDCs: Building Capacities for Mainstreaming Gender in Development Strategies" was held 21-23 March 2001 in Cape Town, South Africa. The workshop was organized by UNCTAD and hosted by the Government of South Africa. Financial assistance was provided by the Governments of Denmark, Finland, Japan (through the Japan Women in Development Fund in UNDP), and Sweden, as well as the Industrial Development Corporation of South Africa. The workshop was convened as part of the preparations for the Third United Nations Conference for Least Developed Countries, that was hosted by the European Union in Brussels on 14-20 May 2001. The primary objectives of the workshop consisted of (i) highlighting the link between gender, poverty reduction and growth and the necessity to mainstream gender in LDCs' national development strategies, policies and programmes; and (ii) identifying actions/areas for building capacity in LDCs in order to empower them to mainstream gender, specifically focusing on poverty. The following five themes were discussed: Poverty Reduction Strategies and Gender Equality; Engendering National Budgets and Development Strategies; Gender Equality and Trade; Engendering Statistics; and Micro-credit. The last session was devoted to discussions on the way forward, where the linkages between the workshop and LDC-III were highlighted and private and public sector initiatives presented.

## **II. OPENING SESSION**

2. The workshop was inaugurated by Mrs. Lindiwe Hendricks, Deputy Minister of Trade and Industry, South Africa. In her opening address she stated that the South Africans had taken the challenge to host this preparatory meeting based on their conviction and experience that gender equality is an important element in driving socio-economic development of nations. She emphasized that the challenges facing women are well known and that although globalization itself is a positive development, it has very adverse effects on the vulnerable groups, in particular women and children. Whilst it was recognized that there are opportunities for women in regional and multilateral trade agreements, in particular under the WTO, in sectors such as agriculture, textiles, and services, it is necessary to be mindful that those benefits would be lost unless Governments start taking serious measures to enable women to participate fully in the economic discussions and place them in decision-making positions that influence the outcomes of trade negotiations.

3. She stressed that although struggle for gender equality has come a long way the road ahead remains long and difficult. Furthermore, she stressed that it is a misconception that gender equality will automatically fall into place once necessary legislation and policies have been enacted. Most Governments focus on the development of macro-economic policies, ignoring that the majority of women are located in the micro-economic sectors of the economy and that even at that level women face and struggle against many obstacles and societal prejudices, including the attitude of financial institutions.

4. Mrs. Hendricks also pointed out that Governments need to invest in areas that will have particularly high social returns for girls and women, such as health, education and training. Specialized and targeted assistance for women entrepreneurs and services that identify markets and business opportunities are also important activities in that respect. The private sector and NGOs should continue to play an important role in ensuring that the benefits of trade reach women and that

the playing fields of the world trading system are more hospitable to women. Moreover, skills and talent, not gender, should determine the norms.

5. In concluding, she expressed hope that concrete proposals and realistic strategies and recommendations will form part of the programme of action of the Brussels Conference, so that the outcome of these deliberations can filter down to the citizens of the least developed countries.

6. In his recorded opening statement, Mr. Rubens Ricupero, Secretary-General of UNCTAD and of LDC-III emphasized that the international community can no longer stay indifferent to the marginalization of the forty-eight Least Developed Countries and, within these countries, marginalization of over fifty per cent of the population. He pointed out that for the first time in the preparation of an LDC conference, so much effort has been devoted to the issue of gender equality. This has created a great opportunity for us to focus on this important development issue with the aim of making very concrete and meaningful proposals in Brussels. The outcome of this workshop will be one of the major elements of LDC-III that could potentially make the Brussels Conference a unique one. The empowerment of over fifty per cent of LDCs' populations goes hand in hand with the Conference's aim of promoting sustainable socio-economic development.

7. Mr. Ricupero also stressed that the focus of the Gender Workshop will rightfully be on the link between "quality growth and gender equality" to fight the rising incidence of poverty which places a disproportionate burden on women. He also pointed out that this workshop is about empowering women and men and that it is about understanding men and women's contribution to economic and social development and mechanisms that hinder it. It is about identifying what it takes, by whom, and how, to render the ambition of societies free from gender discrimination a reality ? societies where people, men and women, will have the opportunity and means to realize their potential. He stressed that there is a growing consensus that for any poverty reduction strategy to be effective it has to be lead and owned by the national Governments. Therefore, the role of the international community has shifted toward assisting countries in building their capacity to fight poverty. During this workshop, it is therefore important to identify the areas where capacity-building is needed, in order to take to the Conference very practical and specific proposals.

8. He emphasized that mainstreaming gender is not solely a women's issue. Men and women alike are concerned by it. This means that women are to be given the same rights as men and that taboos have to be broken on both sides. Policies and strategies need to take into account the local realities and the different and in some instances conflicting needs of women and men. Policies and strategies also need to be based on critical analyses of the political economy of class, markets, and work processes. He indicated as an example that the incorporation of women into the labour market is not necessarily sufficient to allow them to escape poverty. Another important element to take into account is not to overlook the fact that using the household as the centre of analysis may not be sufficient, instead analyses needs to delve into the level of men and women within the household as income and consumption at the level of household are not always equally distributed. The declining support for agriculture, which employs from 70 per cent to 90 per cent women, is extremely damaging to efforts aimed at reducing poverty and hunger. Poor rural women and girls need to be targeted by policies, as they constitute the majority of the rural poor whose poverty is often reinforced through cultural and/or legal obstacles. In conclusion, he thanked the Government of South Africa for hosting the meeting and for the very high level of participation.

9. Ms. Janat Balunzi Mukwaya, Minister for Gender, Labour and Social Development of Uganda, speaking on behalf of her country's Vice President, said that despite the global economic progress, more than a billion people in the developing world are struggling to survive on less than one dollar a day. Poverty eradication has thus been brought back as a top priority on the national and international agenda. Firstly as a moral obligation, because everyone has the right to a life of dignity and the ability to develop and realize one's potentials and capabilities to the fullest. Secondly, because of the need to ensure the well-being of the majority in the developing world. She referred to the Platform for Action of the United Nations Fourth World Conference on Women (Beijing, 1995), which called for the promotion of gender mainstreaming, and which repeatedly stated that "Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively".

10. She emphasized the importance of gender mainstreaming, placing both women and men, at the heart of policy-making. It is a way of tabling very crucial facets to women and men's lives on the agenda, facets that have not been items of attention in the past. Gender mainstreaming also leads to better governance with better-informed policy-making and makes gender equality issues visible in the mainstream of society. Moreover, it gives a clear idea of the consequences and impact of political initiatives on both women and men, and of the balance between women and men.

11. She also stressed that women are marginalized from the political apexes where important laws governing allocation of resources and instruments for safeguarding human rights and relationships of citizens are formulated and adopted. Furthermore, women are to a large extent involved in the informal sector and are usually confined to small-scale enterprises and cottage industries. Women also constitute the majority of the illiterate and semi illiterate with limited or no skills to enhance their productivity. They have limited and inadequate access to, and control over resources, opportunities, benefits and privileges; and are heavily involved in the reproductive economy.

12. She pointed out the importance of building capacities for gender mainstreaming in development strategies, which provides an opportunity to address both women and men's practical and strategic gender needs and interests. Most LDC economies have for a very long time depended on women's contributions to farming and business related activities and women continue to play a vital role in promoting and sustaining livestock and crop production. These agricultural related activities are the mainstay of most developing country economies, from which 90 per cent of the population earn a living. Women provide about 70-80 per cent of the agricultural labour force and are responsible for 70-80 per cent of food crops, more than 50 per cent of cash crops and work for 18 hours a day. The productive, reproductive and community roles carried out in the sectors, where women are involved, provide an input and have an impact on the global market. Women's roles in the economic sector and the global market have therefore attained unprecedented attention. Considering women as contributors to the global market is a weapon to reduce poverty, create jobs and enable women in LDCs to collaborate with others while developing sustainable income generating projects. Moreover, women's productive activities are essentially focused on the survival of the household.

13. She urged that gender mainstreaming should address re-allocation of productive resources in favour of women; discrimination against women in product markets; and access to education, health services, water and sanitation, new and modern technology. Gender mainstreaming should aim at providing an opportunity for the marginalized groups to position themselves in a changing world, while also reaping the benefits of globalization and liberalization. Gender mainstreaming should aim at increasing the productive capacity and competitiveness in LDCs through enacting special measures to assist marginalized groups in adjusting to dislocations caused by economic reforms and liberalization. Creating an enabling environment for the marginalized groups by investing in socio-economic infrastructure, trade facilitation and business development services; ensuring consistent and efficient productivity gains in production; and facilitating and increasing access for marginalized groups to finance and technology through appropriate channels, are other important elements. She also highlighted the adverse effects and impact of the Trade-Related Intellectual Property Rights Agreement of the World Trade Organization and how it affects the economic empowerment of people in the developing world which had left economies of LDCs at the verge of collapsing.

14. She concluded by emphasizing that the starting point and biggest challenge is to engender national budgets. Attempts should be made to disaggregate Governments' main budgets in order to measure their impact on marginalized groups. Building capacities to be able to generate sex-disaggregated data would be the key to policy-making, as it would clearly show the gender gaps and disparities that exist. In most LDCs, national budgets depend on budget support from external sources, which is not conducive for economic empowerment but could be influenced to be gender responsive. Enhancement of technical, managerial and entrepreneurial capacity is crucial. Capacity-building in communication, trade and information technology and training would enhance regional and international links. Without these capacities being built, marginalized groups would not participate as equal proactive and efficient partners in the global market. In this respect, information, communication and education are important elements in enhancing the success of gender mainstreaming. The challenge is to develop strategies that would allow LDCs to benefit from modern telecommunication facilities such as e-mail, e-commerce, e-business and e-governance.

### **III. THEMATIC SESSIONS**

15. The work of the five thematic sessions of the workshop were devoted to the consideration of the issues mentioned as follows:

#### **A. Gender, poverty eradication and economic development**

16. The session on Gender, poverty eradication and economic development was chaired by Mrs. Lindiwe Hendricks, Deputy Minister of Trade and Industry, South Africa, and Mrs. Anna Kajumulo Tibaijuka, Executive Director, United Nations Centre for Human Settlements (Habitat). The session provided a forum for discussion on how gender inequality hampers economic development and poverty reduction in LDCs. Introductory remarks on major substantive issues of the various sessions was made by Ms. Masoumeh Malmberg, UNCTAD. Background papers were presented by Mr. John Page, the World Bank, and by Professor Y. Muramatsu, from Tokyo Women's Christian University. Country case studies on issues related to gender and poverty eradication in LDCs were presented by Ms. Jane Mpagi Sanyu, Uganda, by Ms. Alcinda Antonio de Abreu, Mozambique, and by Ms. Anne Guedheu Youmbi, Cameroon.

17. Mrs. Anna Kajumulo Tibaijuka, said that the United Nations had developed a clear focus on the least developed countries because only when these countries were empowered to achieve their potential, the UN goals embodied in the UN Charter and the Universal Declaration of Human Rights could come closer to realization. Analysis shows that women, in the LDCs do not have equal opportunities or equal status with men. She further pointed out that in some ways global economic integration has reduced gender disparities, particularly in incomes, but in other ways these disparities have increased, with women absorbing a disproportionate share of economic shocks. Women are often the first to be ejected from employment in times of crisis, and they form the core of both the rural and urban poor, with responsibilities for family food security. As a whole, women's labour is mobilized without proportionate reward. Women are therefore referred to as the "shock-absorbers" of economic adjustment.

18. She stressed that there is general consensus that female participation in trade and employment must be carefully re-examined in light of the Uruguay Round. The impact on women and patterns of foreign direct investment must also be examined. In this respect she noted the United Nations inter-agency initiative aims at including gender issues in the preparations for the International Conference on Financing for Development to be held in 2002. The outcome of the LDC Conference in Brussels should therefore be brought to the attention of, and be an input into, that preparatory process. She mentioned that the excellent groundwork of UNCTAD in 1999 identified specific gender priorities for Least Developed Countries, which included the need for active interventions for the economic empowerment of women.

19. Given the important role of women in agriculture, it is essential that this sector be modernized and transformed to raise productivity and reduce poverty, in a way that does not exclude and marginalize women. When it comes to business and commerce, women are concentrated in small and medium scale operations. Micro-credit is all very well, but large business should not be "off-limits" for women. She said that a person who is discriminated against in what regards factors of production, such as land, labour and capital, can not effectively engage in business, trade and commerce and that it goes without saying that poverty eradication and economic development for women simply means making efforts to empower women economically, politically, and culturally. The Beijing Platform of Action, the road map for women's advancement, is clear in these aspects. But the challenge facing all countries, and notably the LDCs, is to translate the Beijing Agenda into practice. The issue in Brussels is not whether but *how* to empower LDC women and bring them into the mainstream of economic development. The recommendations from this workshop must be grounded in an understanding of women's rights and entitlements, and how to increase them, if we are to make progress. Policies that mainstream gender in development strategies have to encompass the difficult and complex areas of changing societal views about the roles of men and women. These have to be up-dated to match the real needs of economic development.

20. As the Executive Director of the United Nations Centre for Human Settlements, she informed the Workshop of its agenda and activities on mainstreaming gender. In 1999, for example, UNCHS (Habitat) developed a new strategic vision, which involved focusing on key elements of the Habitat Agenda to help achieve the twin goals of "adequate shelter for all" and "sustainable urban development" in an urbanizing world. In reality, this boils down to fighting urban poverty, manifesting itself in sprawling spontaneous unhygienic settlements popularly known as slums; homelessness and

street families, urban crime, pollution, etc. These key elements have involved global campaigns, the Campaign on Secure Tenure and the Campaign on Participatory Urban Governance, to address the two goals. Each campaign highlighted the role and importance of women, and the impact on women was taken as an indicator of the success to Habitat's interventions. The granting of secure tenure to the poor, particularly women, is an important catalyst in stabilizing communities, reducing social exclusion, and improving access to urban environment. Moreover, the global Campaign on Secure Tenure addressed not only the needs of marginalized urban populations for security of tenure, but also the rights of women to ownership and control of property, and their inheritance rights in particular.

21. She expressed her conviction that women's access to property, land and housing, on an equal basis with men, is a major factor in enhancing economic development. Women do not have easy access to these important elements and it is therefore not surprising that the world is confronted with "the feminization of poverty". She pondered if the old inheritance patterns are followed in society, whereby males inherit land and other immovable property, whereas females do not, where does that leave women in a monetized economy? In conclusion, she informed the Workshop that the Special Session of the General Assembly (Istanbul+5), reviewing the implementation of the Habitat Agenda comes on the heels of LDC-III, in New York, 6–8 June 2001.

22. The presentation by Mr. Page, Director of Poverty Reduction Strategies at the World Bank, was divided into three major parts. *First*, he discussed the *unfinished gender agenda*, in particular that of economic opportunity, where very substantial male-female imbalances remain; human capital, in particular with respect to education and health; and with respect to vulnerability to economic shocks. Another important element brought up was empowerment, through claiming their rights and allowing for full participation and a platform to voice their concerns. He also emphasized that gender imbalances are particularly (though not exclusively) prevalent in developing countries, and especially among and within the poorest countries. As such he felt supporting efforts toward gender equality is central to the fight against poverty – the core of development effort as a whole. Working to progress the unfinished gender agenda is therefore at the heart of the development effort and the World Bank fully shares the conviction that gender inequality strikes at the roots of development, for it imposes heavy costs on human well-being (including that of men as well as women) and adversely affects the prospects of future generations as well as our own. He also emphasized that gender inequality also imposes costs on economic growth and productivity, for example through lost earnings and inefficient allocation of labour.

23. *Second*, he summarized where the World Bank stands with respect to mainstreaming gender and referred to a recent self-critical internal evaluation on progress made with respect to integrating gender into World Bank assistance. The evaluation found notable gender gains in the work of the World Bank. The effort to integrate gender into their work was further strengthened by the establishment of the Bank-wide Gender and Development Board in 1997. Moreover, the Bank has just completed a Policy Research Report, "Engendering Development", which assesses how the world fares with respect to gender equality and shows how inequality hinders development (and how development can in turn support greater equality).

24. *Third*, he shared early experience and future prospects with respect to engendering country poverty reduction strategies, specifically in the context of the recently introduced programme of



nationally owned Poverty Reduction Strategy Papers. Earlier in March, the Executive Boards of the Bank and the International Monetary Fund had considered 32 Interim PRSPs (I-PRSPs) and four full PRSPs. African countries have accounted for most of the total to date, with 21 I-PRSPs and all four full PRSPs (for Uganda, Burkina Faso, United Republic of Tanzania and Mauritania).

25. He noted that with respect to gender issues, initial experience has been weak. Analysis of a sample of 13 I-PRSPs shows only limited gender-differentiated poverty diagnosis. Only six of the 13 documents were classified as having “some elaboration” with respect to gender in their diagnostics, and then only in diagnosis of the general incidence of poverty. With respect to poverty reduction actions, monitoring indicators and consultative processes, the incidence of specifically gender-oriented material with some degree of elaboration is even more limited. And the picture for the first few full PRSPs is substantially similar. Particular weaknesses in both I-PRSPs and early full PRSPs include inadequate attention to income generating opportunities for women (compared to rather more? but still limited treatment of gender issues in health and education); little or no treatment of governance/legal issues related to gender, or to gender aspects of social safety net provision; no consideration of gender issues in roads and other infrastructure sectors; and little apparent commitment to seeking the views of poor women in participatory processes. And finally, even where gender issues were raised in country documents, there was often little linkage between identification and action.

26. He also noted that similar weaknesses with respect to treatment of gender apply to the World Bank and International Monetary Fund Joint Staff Assessments (JSAs) of I-PRSPs and PRSPs. Only 5 of the 13 JSAs associated with the reviewed I-PRSPs identified the need for further work on gender. Moreover, where they did so, recommendations were usually vague and general.

27. With this background, Mr. Page raised the questions of how to better engender the PRSP approach and stressed that the PRSP process is still in its very early stages, but that it is expected to evolve and deepen over time. He also reminded the Workshop that although the World Bank and the International Monetary Fund are not and should not be in the position of telling countries how best to frame their strategies, they stand ready to assist them in a number of ways. He mentioned, a number of concrete actions that the World Bank can take to help countries bring gender more to the fore in their strategies without infringing on the principle of country ownership. These included the following items, on several of which they are already taking actions: (i) through the PRSP Sourcebook, which now includes a chapter on gender; (ii) through engendering the guidelines for Joint Staff Assessments (JSAs) of PRSPs, which are currently being prepared; (iii) through engendering learning and training efforts of both staff and country counterparts; (iv) through engendering PRSP-associated lending (The World Bank is currently introducing programmatic structural adjustment credits, known as Poverty Reduction Support Credits (PRSCs) specifically tailored to the needs of country poverty reduction strategies, which has the potential for carrying forward the gender agenda); (v) through the dissemination of “best practice” examples of gender treatment in country documents; (As there have been cases where countries have in fact done useful work on gender questions, but that this work has not yet been taken up in the PRSP context, there is a need to bring the ongoing gender oriented work into the ambit of PRSPs); (vi) through engendering participatory processes (It has been noted that many countries in fact have active women’s associations and advocacy groups, but that they do not participate in country strategy definition, either because they are not appropriately represented or because they are brought into the process at too late a stage).

28. Mr. Page concluded by stressing that the World Bank is very much aware of the large unfinished agenda with respect to gender questions in the development process as a whole and that they are fully committed to the principle of mainstreaming gender in development strategies. He also emphasized that the PRSP process is still in its early stages but has the potential to be a powerful tool for working toward gender goals in the context of poverty reduction and that genuine understanding about its importance is growing.

29. Professor Yasuko Muramatsu, Professor at Tokyo Women's Christian University, stressed that macro-economic policy frameworks are not gender-neutral. Instead, she said, they are formulated in a *gender-biased* manner that ignores different, socially determined roles, responsibilities, and capabilities of women and men, within which women are viewed as main providers of non-marketed care production in the reproductive economy, while men are viewed as primary breadwinners in the productive economy. As a result, women are likely to be at a disadvantage with less economic, social and political power than men.

30. She referred to the 1980s, when many developing countries in the world, in particular, African, Latin American and Caribbean countries, carried out restructuring of nation-based macro-economic policies, community resources, and intra-household divisions of labor under stabilization and structural adjustment policies (SAPs) in order to overcome the devastated effects of macro-economic problems. The reallocation of national resources in concert with the policies of liberalizing the economy, for example, resulted in increased rates of unemployment, poor and malnourished people. The policies, intending to improve economic "efficiency" and regain higher growth momentum, obviously were not consistent with those of enhancing people-centered human development in these countries. Women, constituting the majority of the world poor and forced to balance wage work with subsistence and domestic production in meeting household needs, were therefore more severely affected than men. Moreover, a heavier burden of economic crises and persistent poverty, exacerbated by the SAPs, was shouldered by women. The concepts of equilibrium restoring market mechanisms, social opportunity costs, efficiency, "productive economy" and the like, began to be questioned from a gender perspective. Thus, gender impact of SAPs became one of the hottest issues taken up at successive World Conferences on Women since 1985. This is reflected in the *Strategic objective A.1* of Beijing Platform for Action which urged authorities to "review, adopt and maintain" macro-economic policies and development strategies that address the needs and efforts of women in poverty. At related UN conferences in the 1990s, global consensus with regard to poverty eradication, gender equality and advancement of women, women's economic and political empowerment was reached, with particular emphasis toward the needs of poor women. Moreover, the Platform for Action called upon Governments and other development actors to address these goals by integrating a gender perspective in all programmes and policies included their budgetary considerations.

31. She also emphasized that the recent Asian economic crisis was not an exception to the rule and that some of the consequences: (i) affected proportionally more women than men; (ii) had debilitating effects on specific sectors, including construction, manufacturing (textiles and garments, electronics, and machinery), real estate, retail and wholesale trade and financial services and insurance; (iii) intensified falling real wages and deepened poverty; and (iv) forced cutbacks in social services, which has led to an increase in women's responsibilities in the household.

32. She also mentioned that the Outcome Document of the Beijing+5 points out that important factors hindering the implementation of the Beijing Platform for Action include insufficient financing and technical resources for gender mainstreaming. Unless macro-economic policies and resource allocation processes become more democratic and the content of such policies become more "gender-aware, pro-poor and environment-sensitive", the goals of World Conferences cannot be realized. She also pointed out that a reexamination and consideration of some of the major economic concepts is required. Further scrutiny is necessary into some of the premises of the market, for example, market "incompleteness," fixed gender division of labour, deprivation of equal rights for women for economic activities.

33. She also made a presentation on gender mainstreaming in Japanese ODA and referred to a recent research initiative, which aimed at analyzing the Japanese ODA budget. As entry point to this analysis, the 1999 JICA (Japan International Cooperation Agency) budget was chosen, of which disbursement amounted to about 53 per cent of the total Japanese technical cooperation of bilateral aid. This budget was selected due to relatively easy access to data among the ministries involved with ODA.

34. Ms. Mpagi, highlighted the experiences gained from the National Machinery for Gender Equality – the Ministry of Gender, Labour and Social Development – in promoting gender equality in the Poverty Eradication Action Plan (PEAP), Uganda's Poverty Reduction Strategy Paper (PRSP). She gave a thorough background on the development of this Action Plan, formulated in 1997 and built up on four pillars: (i) fast and sustainable economic growth and structural transformation; (ii) good governance and security; (iii) increase the ability of the poor to raise their incomes; and (iv) increase the quality of life of the poor.

35. She stated that many opportunities exist that have facilitated gender mainstreaming in the PEAP at both national and local levels. While some opportunities formed the basis for implementation of PEAP other opportunities must be taken advantage of. She indicated that one of the positive factors was the enabling policy and legal environment, which enhanced institutionalization of gender in Uganda's Comprehensive Development Framework. Moreover, she also cited the sector wide approaches (SWAP), adopted by the Government, as a response to many years of project-oriented development. SWAP involves bringing together different actors in the sector to adopt the common approaches across the sector and all significant funding for the sector is channeled to support the single sector policy.

36. She highlighted the major constraints and challenges in mainstreaming gender in PEAP. The real challenge is to ensure that capacity-building for gender mainstreaming receives adequate funding in view of the fact that gender training and other advocacy activities are expensive. The meager resources allocated to the National Machinery from the National Budget are an issue and the question is how the National Machinery will address this important role of capacity-building, monitoring and evaluation of gender mainstreaming in PEAP without adequate resources. This may call for a stand-alone programme for the National Machinery with clear earmarked resources to enable it to effectively play its role in PEAP.

37. In concluding, she stated that gender mainstreaming as a key strategy in support of gender equality, is crucial in the formulation, implementation as well as monitoring and evaluation of national PRSPs. Effective gender mainstreaming, however, requires employment of a multi faceted approach taking advantage of various entry points. Pursuit of this also requires involvement and collaboration of many stakeholders since gender is a broad crosscutting concern. Involvement of all sectors and strategic alliances is needed in order to analyze and ensure that gender perspectives are integrated in all priority areas of PEAP. Above all, the role of the National Machinery is instrumental in back-stopping, capacity- building and facilitating a watchdog role. If there is no responsible institution, gender issues will continue to fade away.

38. Ms. Abreu presented a background of Mozambique, highlighting the gender mainstreaming process in her country. She emphasized that building capacity for mainstreaming gender in development strategies is one of the biggest challenges of this Millennium. Moreover, she cited the negative effects of the Government's efforts in restructuring and revitalising the economy on both women and men, although the effects on women have been greater. In particular women involved in food and cloth enterprises have been hardest hit, resulting in an increased number of women turning to the informal sector and prostitution. Furthermore, liberalization of the cashew nuts sector, where many women worked in production and processing factories, led to serious problems of availability of raw nuts, as traders preferred to export the raw nuts to India, resulted in higher numbers of unemployed women.

39. She presented her Government's Five-Year Programme 1995–1999, which prioritized reduction of absolute poverty with a view to, in the medium-term, improve the living conditions of the vulnerable groups of the population and gave special emphasis on education, health, rural development and employment. She also highlighted the three key features of gender mainstreaming in Mozambique: (i) ensuring that gender mainstreaming is seen as everyone's responsibility rather than the sole responsibility of one policy division or ministry; (ii) the development of an institutional framework with operational mechanisms, that prioritizes the access and control of resources, and power relations and budgetary allocations; (iii) the development and routine use of sex-disaggregated statistics.

40. She concluded by giving a number of recommendations, relating to the need for human and financial resources; capacity-building in activities related to gender planning, monitoring and evaluation, and gender budget; the need to fill the gender gaps by undertaking sector-wide surveys; decentralization of programmes and plans from national to provincial and district levels; sensitization campaigns, and development of skills on how to collect sex-disaggregated data and gender statistics.

41. Ms. Guedheu presented her paper on "*Gender equality, poverty reduction and development in French-speaking central and Western African LDCs*". The aim of the paper was to show, through statistics and facts, women's role in the economy of these 15 countries. She spoke about the indebtedness of these countries, poverty, health problems, high illiteracy rates, and lack of financial resources. She also discussed the role of women and men in agriculture and problems related to unbalanced distribution and division of labour; women's lack of access to resources in general and productive resources in particular; lack of capacity to own property and credits. In this context she also discussed women and men's roles in industry and services. She also mentioned some of the major factors that limit women's full participation in the economy – the legal and

institutional environment. She also cited economic and political strategies in favour of women, including ministries in charge of gender issues, democratization, presence of NGOs and assistance from developed countries. In conclusion she stressed that the women's contribution to the economy is essential for sustainable development and poverty reduction.

42. Representatives from Guinea, Ethiopia, SADC, South Africa, Sudan, Bangladesh, Nepal, Haiti, Solomon Islands, Madagascar and Burkina Faso participated in the discussions. It was emphasized that gender mainstreaming must be promoted as a strategy to reduce poverty and that women and men's roles and responsibilities should be an integral part of national development policies, strategies and programmes in order to ensure economic development.

### **B. Engendering national budgets and development strategies**

43. The session on Engendering National Budgets and Development Strategies was jointly chaired by Ms. Pregs Govender, Member of Parliament and Chair of the Joint Committee of the Quality of Life and Status of Women, South Africa, and Mrs. Angela E.V. King, Special Advisor on Gender Issues and Advancement of Women, United Nations. The session focussed on gender sensitive policies' implications for the budget; the impact of gender budgets on gender equality; and the role of civil society in policy formulation and in the budget process. Mrs. King made a keynote speech and background papers on the agenda item were presented by Mrs. Aster Zaoude, UNDP, and Ms. Ritha Khemani, IMF. Ms. Naomi Ngwira, University of Malawi, presented a case study on the experiences gained in Malawi and Ms. Debbie Budlender from the Community Agency for Social Enquiry, South Africa, presented a paper on the challenges of engendering national budgets in African LDCs.

44. In her keynote speech, Mrs. King stressed that engendering national budgets is highly relevant to developed and developing countries alike and that the budget process presents a powerful entry point for mainstreaming gender perspectives in development. She focused on three main questions: (i) why can *engendering the budget process* benefit all countries; (ii) why is it a vital issue for the least developed countries; and (iii) what are the main lessons from experience with gender mainstreaming in the budget exercise at the United Nations.

45. In elaborating the first question, she mentioned that there is a strong mandate to mainstream gender perspectives into national budgets. General Assembly resolution A/S-23/10/Rev.1 (§65) called for explicit attention to the achievement of the goals of gender equality, development and peace in the budgetary processes at the national, regional and international levels, and invited Governments to “incorporate a gender perspective into the design, development, adoption and execution of all budgetary processes, as appropriate. This, in order to promote equitable, effective and appropriate resource allocation and establish adequate budgetary allocations to support gender equality and development programmes that enhance women’s empowerment and develop the necessary analytical and methodological tools and mechanisms for monitoring and evaluation”.

46. The main points for why engendering the budget process can benefit all countries, were (i) greater participation of women is key to budget reform; and (ii) gender equality may also improve governance. She also pointed out that engendering the budget process is an issue of special relevance for the least developed countries, because of two major reasons. First, gender inequalities

hamper economic development and poverty eradication and that, therefore, bringing gender issues to bear on national budgets and development plans should be a key economic concern for the least developed countries. Second, there is a growing body of empirical evidence from a number of countries that gender discrepancies affect the poor more and gender disparities are also greater in poor countries. Furthermore, it is the least developed countries, and the poor within each country, that suffer the most because of gender inequalities.

47. She also emphasized that the gender budget is one of several instruments for placing gender at the centre of the national policy agenda. Examples of other instruments are national development strategies, poverty reduction strategies, the UNDAF and the CCA, (the comprehensive development framework and the country assistance strategies), which are all closely linked and mutually reinforcing. She emphasized that there is urgent need to develop appropriate strategies and tools for integrating gender issues into each of them.

48. She cited a number of experiences with mainstreaming gender perspectives in the budget processes of the United Nations, which has been a key initiative of the United Nations since 1997 when the General Assembly requested the UN to ensure that all bodies addressing programme and budgetary matters visibly mainstream a gender perspective and invited other UN agencies to consider doing the same. An Inter-Agency Task Force on Gender Mainstreaming in Budget Processes was established under the auspices of the Inter-Agency Committee on Women and Gender Equality in order to review the activities of all agencies in the UN system to incorporate gender perspectives into programme budgets. A three-phase project on Mainstreaming Gender into Budget Processes within the United Nations System was undertaken. It conducted an inventory of actions by organizations in the system, an overview of activities within the United Nations itself, and in depth studies in five agencies. The findings revealed (i) how gender mainstreaming is facilitated by policy statements on commitment to the goal of gender equality in the work of the organization; (ii) how explicit management support for gender mainstreaming is essential, and (iii) that strong oversight and accountability functions are necessary.

49. She also stressed that clear goals and instructions on gender budgeting and increased dialogue between programme and budget staff on gender analysis and perspectives are shown to be key to successful implementation. However, one frequently encountered problem was the lack of capacity to develop indicators to assess outcomes and impact. As a result, a broader view of gender mainstreaming in budget processes has emerged and there is a growing consensus that the establishment of goals, activities, outcomes and impacts is needed to mainstream gender in budget processes. The instructions for the United Nations Programme Budget (2002–2003) now requests all entities to ensure that each sub-programme incorporates a gender perspective and includes an indicator to monitor progress. The work of the task force will continue, focussing on more in-depth studies, as experience has shown that applying gender perspectives to the budget process promotes greater understanding of the importance of gender mainstreaming.

50. In her presentation, Ms. Aster Zaoude from UNDP stressed that budgets, as an element of macro-economic policies, have been instrumental in reproducing inequalities. They have, more often than not, failed to make the growth process more pro-poor, to target resources to address inequalities and to empower poor people, particularly women. Budgets therefore matter because they show how Governments implement their commitments to meet the social and economic needs of

their citizens. The purpose of public budgeting is to engage in a process of scrutiny of budgetary processes and decisions, and examine the way national resources are mobilized and allocated. However, in most countries, ordinary citizens are not informed about budgetary decisions that affect their lives. Even parliamentarians are not fully aware of the process and the implications of decisions that seem to be exclusively left to the finance ministries. People-centered budgets are therefore tools that challenge the way Governments make the most critical decisions outside of people's scrutiny and with little concern for transparency and inclusiveness. Yet, budgets are used to shape policies, set priorities and provide the means to address priorities for the country.

51. She also noted that the budgeting is a national exercise, it is also influenced by international commitments. The World Social Summit on Poverty in Copenhagen; and the Beijing Platform for Action, called upon Governments to allocate resources to address gender inequalities and to mainstream a gender perspective in all their policies, programmes and budgetary allocations. These two international Conferences were instrumental in influencing change at the national level. Gender sensitive budgets are therefore important for making Governments accountable to women and ensuring that Governments honour the commitments they have made in international conferences and in a variety of policy statements. Furthermore, traditional macro-economics is gender-biased in that it leaves unpaid domestic work, performed mostly by women, out of its scope of analysis. As a result, women's unpaid contribution to the economy is not factored into national accounts. Budgets must be inclusive of women's contributions and they must be sensitive to women's multiple and mostly invisible home-based and informal work.

52. She mentioned that although gender-sensitive budgets were initiated some 15 years ago, it is only in recent years that they have multiplied with support from the Commonwealth Secretariat, UNDP, UNIFEM and recently IDRC and country donors such as Belgium. There has been a shift from "women's budgets" to "gender-sensitive budgets" – rather than develop a separate budget proposal, gender budgets reflect social relations between women and men and the differential impact of budgets based on gender inequalities. Referring to a UNDP-paper, entitled "Budgets as if People Mattered: Democratizing Macro-economic Policies" Ms. Zaoude said that the most important lesson to be drawn from this analysis is that budgets can be made responsive to poor people and women's needs and that budgetary processes can be made inclusive of the voices and aspirations of poor people and women. Pro-poor and gender-sensitive budgets should be viewed as complementary because women constitute 70 per cent of the poorest and gender inequalities contribute to the perpetuation of poverty.

53. She concluded with a proposal that two things must change: the content of the policies toward people-centered budgeting and the process of economic decision-making toward democratic and transparent budgeting exercise. In that way, gender budgeting may help in rethinking and transforming national and international economic policy frameworks, poverty reduction strategies and governance practices. It is this potential for transformation that makes it a unique instrument for social mobilization around the issues of accountability and transparency. As more countries, and particularly LDCs chose to engage in participatory budgeting exercises, a critical mass of experiences rooted in diverse national realities will emerge with concrete ways of transforming macro-economic policy-making with a pro-poor, pro-gender equality agenda for change.

54. Ms. Ritha Khemani representing IMF focussed her remarks on the role the International Monetary Fund can play in promoting high quality growth and development, including through a recently introduced new instrument – the Poverty Reduction and Growth Facility (PRGF). This instrument was introduced by IMF in late 1999, with the conviction that entrenched poverty can be an impediment to growth. She stressed that the "raison d'être" of the Fund is the smooth operation of the international financial system and that IMF best contributes to growth and development, including issues related to gender, through its mandate to promote trade, international payments and macro-economic stability. Achieving macro-economic stability serves to protect the most vulnerable members of society, and in particular women and children, who may be among the first to suffer under crisis conditions.

55. She highlighted the fact that a very large number of women live in poverty and that gender inequalities are greater among the poor. An effective instrument for poverty reduction and the promotion of growth, such as the PRGF therefore, can play a powerful role in reducing poverty and inequality related to gender amongst the poor.

56. She also pointed out that the poverty reduction strategies spelled out in the PRSPs will be the basis for the provision of the International Monetary Fund financial support. Interested parties, including women's groups, will have opportunity to participate actively in the PRSP's preparatory processes. By giving vulnerable groups, which in many cases include women, a voice in the development strategy, the PRGF/PRSP approach aims at ensuring that their needs are addressed more effectively and at enhancing ownership and empowerment. Moreover, macro-economic policies will need to be integrated with social and sectoral objectives in order to ensure that plans are mutually supportive and consistent with a common set of objectives. The PRSP will set out the comprehensive strategy and the goals. The budget is one instrument through which the social and sectoral needs stemming from these strategies will be integrated with the macro-economic framework. In addition, PRSPs will identify, and subsequently monitor poverty reducing spending. Tracking of poverty expenditures will be an integral part of PRGF progress. Key sectoral and social programs aimed at reducing poverty, including that amongst women and other targeted vulnerable groups, will also need to be identified and prioritized during the participatory process. The associated budgetary impact will have to be estimated, taking into account the need for efficient and well-targeted spending. The approach to budgeting and costing will be bottom-up, and will be reflected in the design of the macro-economic framework, including in the composition of Government expenditures and the fiscal and external deficits.

57. In short, the new facility aims to help developing budgets that are more pro-poor and pro-growth in a participatory manner. What this will entail will vary from country to country, but in broad terms the budgets in programs supported by PRGF could be expected to exhibit the following features: (i) a reorientation of Government spending toward social sectors, basic infrastructure, basic health care and primary education, provision of safe water, law and order and other activities that directly benefit the poor, including women directly or indirectly; (ii) improvements in the efficiency and targeting of spending in key sectors relevant to growth and poverty reduction (if gender inequality is considered by Governments as priority, in consultation with NGOs and other groups, then adequate budgetary allocations could be made toward programs that ameliorate the problem); (iii) protection of critical social spending in face of economic or financial crisis, including on social



safety nets and expenditures on health and education; (iv) tax reforms that improve efficiency, for example the removal of regressive exemptions or loopholes that benefit the better-off.

58. She emphasized that the financing of the budget will remain a critical element. The need to finance poverty-reducing policies could have a direct impact on the design of the macro-economic framework, which will need to be underpinned by an environment of macro-economic stability. The need for additional domestic resources will be given early consideration, as will the extent of domestic financing that is possible without unduly crowding out the private sector. Given that inflationary financing is a tax on the poor, the exercise of this option would be counterproductive.

59. She also reported on developments to date, which show that a majority of newly introduced PRSPs, that underpin the PRGF programme, explicitly target gender imbalances in primary and secondary education and aim to improve access to maternal health care as well as to empower women through specific projects. IMF-supported programmes are also monitoring the impact of public spending on women by disaggregating gender-specific social indicators and by analyzing the incidence of public programmes. The International Monetary Fund recognizes that women are a particularly vulnerable group in most developing countries but are bereft of specific programmes aimed at supporting them. In light of this the IMF welcomes and supports country decisions taking gender issues into account. By working with the World Bank and other development partners, and by being supportive and alert to the various dimensions of development needs, as determined by the countries, IMF is poised to take this important agenda forward in a considered and sustainable way.

60. Ms. Ngwira's study was very comprehensive and discussed the findings of the evaluation of the Government of Malawi budget process and the assessment of the feasibility of undertaking gender analysis of the budget. The specific objectives of this study were to identify the information and capacity gaps, which would impede the carrying out of different types of gender analyses, and to make recommendations on what is required to address those gaps. She raised the relationship between gender and Government budgets and provided a brief introduction of the Government of Malawi budget, and included a number of case studies of various Ministries. One of the "lessons" from the study pertained to issues of availability and quality of data and the technical and institutional capacity as well as gender awareness and sensitivity of budget workers, necessary to make gender-budgeting possible and effective. Also raised was the need to start to improve the gender budgeting tools and practice to engage more in *ex ante* gender budgeting than *ex post* work. An important departure point in discussing the types of improvements to gender budgeting tools is to recognize that there are two approaches to incorporating gender budgeting into macro-economic policy. One is to focus on the differential impact on men and women of macro policies, and then in an *ex post* way identify the changes that are required in the budget to bring gender equality. The other is to require that economic policy analysis should incorporate and be guided by various scenarios of the implications of gender disparities of the budget on attainment of other economic goals. Most gender budget work falls into the first approach. Yet, it is only through the second approach the tradeoffs and synergies are discerned, and can moderate between the demands for expenditures to improve gender equality and those for other development goals like economic growth. Another type of improvement is to facilitate estimation of overall public resources and time scale needed to close the gender gaps. Much of the gender budgeting work that has already taken place has not been this comprehensive.

61. Ms. Budlender delivered a background presentation of the work undertaken in a number of countries on gender budgets, starting with the first country undertaking such work – Australia in the mid-1980s. She pointed out that one noticeable trend of gender budget initiatives is that the countries of the south have taken the lead. Of the least developed countries, Bangladesh, Malawi, Mozambique, Rwanda, Uganda, United Republic of Tanzania and Zambia have all seen work done in the area, whether by Government, Parliament or non-governmental organizations. Uganda and United Republic of Tanzania, in particular, have been involved in gender budget work for several years. Her paper points to some of the ways in which these initiatives can assist with gender mainstreaming. She explained what a gender budget is and indicated five major steps to conduct a gender budget analysis. She also said that in terms of good governance, gender budget initiatives promote a match between policy and delivery, as well as a focus on the poor. In terms of transparency, the focus on budgets ensures that it is not only a question of knowing and understanding what is happening in Governments, but is also important in allowing citizens and public representatives to influence what happens. In terms of political participation, as the Uganda players realized, the gender budget initiatives recognize the importance and effectiveness of their representatives rather than simply the presence of individuals from previously ‘marginalized’ sectors. Moreover, in recent years, gender budget initiatives have increasingly focussed on the local level. In part, this reflects the move toward decentralization in many countries.

62. She also stressed that most gender budget initiatives have begun by examining expenditures. Although a few have shifted to examining revenues, this has usually been given much less attention than expenditure. She emphasized that there is not one set guideline or standardized objective to conduct a gender budget review and concluded by mentioning UNIFEM, the Commonwealth and IDRC's provisional checklist of questions to be answered before the partners will provide their support to stakeholders in a particular country.

63. The representatives of Uganda, SADC, ILO, Burkina Faso and South Africa participated in the discussions. It was agreed that macro-economic policies, which underpin the budget allocations, need to be analyzed from a gender perspective with attention to both the revenue and expenditure side of the budget and that gender analysis should be undertaken throughout the budget cycle – from outset to conclusion. Tools for monitoring and evaluating the results, in light of gender equality, must not only be developed but used.

### **C. Gender equality and trade**

64. The session on Gender equality and trade was chaired by Mrs. Lindiwe Hendricks and Dr. Iftekhar Ahmed Chowdhury, Special Advisor to the Secretary General of LDC-III. H. E. Mr. Alec Erwin, Minister for Trade, South Africa, made a keynote speech. Ms. Anna Fälth, UNCTAD, gave some introductory comments on the main issues related to trade and gender in LDCs and background papers were presented by Mr. Jean-Maurice Léger, World Trade Organization, Ms. Winnie Madonsela, Gender and Trade Network in Africa, and Ms. Fontana, International Food Policy Research Institute. The session provided a forum for discussion on how gender inequalities hamper the development of national and international trade and how trade policies may produce or increase gender inequalities further.

65. Minister Alec Erwin, Trade and Industry, South Africa, stated that with the democratically held election after the breakdown of the Apartheid system, the Government focussed on providing basic needs for the people of South Africa through its new tool – the RDP – in education, health, clean water, and human resources development. The Government started to completely rebuild and restructure the economy and to decisively break away from the past, democratize institutions to bring all citizens into power-decision making and thus engage globally. Coordination took place at all levels of Government together with stakeholders. This rebuilding and restructuring process was not fully explained by the Government and was thus considered controversial.

66. He pointed out that the people could not be empowered without first establishing clear and transparent policies in all sectors. He singled out the trade sector as having the propensity to empower people. As such, South Africa is now moving away from the production of raw material toward more value added processed products. He also stressed that empowerment would be facilitated by producing products that add value to the economy. Therefore there is a need to restructure the economy with clear programmes in telecommunications, transport, energy and IT.

67. Mr. Erwin viewed the world trading system as biased toward blocks and groups and called for developing countries and LDCs to work and stand together in WTO proceedings. Cooperation with other countries to develop common programmes/projects, and to have a coordinated voice in world forums, is needed. Moreover, he stressed that urgent steps must be taken to support LDCs. He outlined the measures South Africa is taking through systematic programmes to address rural and urban, and gender equality, such as the TWIB programme, which encourages women to be technology leaders, and to participate in the economy as leaders. He stressed more similar programmes are necessary as women are underrepresented and underpaid in all sectors, and must be assisted by bringing them together for trade through missions for trade flows.

68. He reiterated that South Africa's success in redressing gender inequalities is centred around the following: (i) concrete projects and programmes; (ii) rebuilding of the economy; and (iii) democratization of the society and governance system.

69. He recommended that for LDCs to accomplish gender balance and eradicate gender inequalities and other social economic challenges, they should: (i) ensure constant policy focus rather than ad hoc projects; (ii) be in charge of their programmes and policy initiatives rather than by developed countries and multilateral institutions; (iii) work together through joint programmes and common policy objectives; (iv) restructure their economies; (v) come together and challenge the developed countries to transform their economies so as to allow for market access of LDCs products; (vi) develop systematic programmes (TWIB) aimed at assisting the poor and the weak; and (vii) LDC make sure that there is sufficient coordination of projects and provide monitoring and evaluation of projects or programmes.

70. Mr. Léger made a presentation on "The Utility and Feasibility of Mainstreaming Gender in Trade Policy Reviews". He started with a background on women's important role in the economy and gave examples from the agricultural sector and the textile industry. He also stressed that although rule making with a view to trade liberalization and reform constitute the core business of WTO, it recognizes that there are other key mutually supportive policies required particularly gender policies which constitute one of these key policy areas. Moreover, WTO believes that progress in

the mandated negotiations in agriculture, currently underway will improve the prospects of accelerating the integration of women not only into the agriculture sector, but also more broadly into the continental trading system. Liberalization and reform measures will generate growth, which is vital for poverty alleviation and development.

71. He also indicated that although there is no gender-specific work programme in the WTO, several areas of its work have direct positive implications for gender integration. Trade liberalization and reform, focussing on the elimination of restrictions and barriers, generate long-term and sustainable resources for entire economies. Reform and liberalization measures applied on a non-discriminatory basis will have the same beneficial gender-neutral impact. Therefore, at this initial broad policy level, the institutional mandate of the WTO, would no doubt support policies as well as measures designed to integrate gender. It has been suggested, by NGOs but never by member States, that gender issues be covered in TPR reports, particularly to include information on the impact of trade liberalization. The Trade Policy Review Mechanism (TPRM) is an area where some have stated, is a starting point for addressing and analyzing gender issues. Such analysis, as stated, could include figures showing the impact of trade liberalization on women workers, farmers and entrepreneurs; as well as identify national trade policies and measures that affect women's rights. While these suggestions offer interesting and useful possibilities, they are not yet covered in WTO's current work programme established by members. He informed participants about the TPRM and indicated that the purpose of the mechanism is to "contribute to improved adherence by all members to rules, disciplines, and commitments made under the Multilateral Trade Agreements and, where applicable, the plurilateral Trade Agreements, and hence to the smoother functioning of the multilateral trading system, by achieving greater transparency in trade policies and practices of members."

72. He stressed that presently, the WTO Trade Policy Review Mechanism is not set-up to address such issues, as it is intended to be mainly a transparency exercise of national trade policies and trade instruments. Although trade policy reviews are set against the background of each country's wider economic and developmental needs, policies and objectives; they are not intended to impose new policy obligations in other areas such as gender. The function of the WTO review mechanism is to examine the impact of a member's trade policies and practices on the multilateral trading system. Nevertheless, it is vital and necessary that gender is mainstreamed into national development plans and poverty reduction strategies. Moreover, national Governments have a decisive role to play in ensuring that a gender analysis is mainstreamed in their trade policies. WTO member States also need to ensure that there is equal participation of women in every aspect of trade, particularly in policy and decision-making. In this regard, it would be useful for Governments to undertake an assessment of the impact of trade policy on women workers, particularly since the majority of women are engaged in the agriculture sector. There are huge potential benefits to be realised when Governments ensure the incorporation of national equal opportunities and non-discrimination laws into trade policy and trade agreements.

73. In conclusion, he emphasized that a comprehensive knowledge of gender issues is required which will involve extensive research, careful planning and further discussions in the national Governments of WTO member States. Lack of sufficient knowledge of gender equality issues may lead to misdirected implementation of gender mainstreaming.

**74.** In her introduction, Ms. Winnie Mandosela, mentioned that discussion around trade at the national, regional and global policy levels is gender blind and stressed that trade policies have a different impact on women and men as they hold different economic and social status. Women and men respond differently to economic and trade policies because their private resources and levels of access to public resources are different. She discussed some of the myths on gender and trade mainly: (i) that trade liberalization brings many benefits at very little or no cost – the reality, however, is that trade liberalization may impose heavy burdens on women as workers in export processing zones or in commercial agriculture; (ii) that WTO agreements lead to widespread tariff reduction and that tariff reduction leads to trade creations – the reality, however, is that tariffs have been cut from 40 per cent to 6 per cent on industrial goods (including manufactured goods, tropical goods and natural resource based goods). Moreover, tariff-cuts are below average in developed countries for textiles and clothing, transport, leather, rubber footwear, travel goods and fish, which are general areas of LDC exports; (iii) that increased transparency and stability (primarily through tariff binding) of the tariff system will benefit LDCs and improve their market access. However, tariffs tend to be replaced by non-tariff barriers, e.g. health and safety standards, voluntary export restraints, anti-dumping and safeguards.

**75.** She also suggested that a fair trading system that supports gender equality requires policies and rules: (i) that are anchored in a framework of sustainable development, that is gender aware and gender sensitive, which begins with national trade policy and moves through the WTO Trade Policy Review; (ii) that provide adequate resources at national and international levels for programmes and projects whose ultimate goal is the expansion of women and men’s capabilities, including issues of land reform in general and women’s access to land rights and inheritance and credit in particular; food security and food self-sufficiency; gender equity and equality in all economic and social policies; the provision of basic health care, safe water and affordable, sustainable fuel and energy; and, (iii) that promote and are grounded in good governance both at the national and international (WTO) level. Moreover, trade policies should: (i) be integrated in the social development framework, which promotes and protects women and men’s economic and social rights rather than just creating a “level” playing field for international competition; (ii) not single-mindedly focus on trade liberalization, for it must focus on the eradication of poverty and economic and social empowerment of women.

**76.** Referring to the 4<sup>th</sup> WTO Ministerial Conference in Qatar, she clearly stated that her organization, the Gender and Trade Network in Africa, is against a comprehensive round of negotiations that will further marginalize the status of women in Africa and discussed their position of gender equality, including gender issues related to: (i) the Agreement on Agriculture (AOA), which has had negative impact on women farmers in Africa; (ii) the General Agreement in Trade and Services (GATS); (iii) the Trade Related Aspects of Intellectual Property Rights (TRIPS); and (iv) the Trade Investment Measures (TRIMS).

**77.** She recommended WTO create a framework for gender mainstreaming activities, gendered policy formulation, and gender impact assessment of WTO-led trade liberalization as integral to their operation, particularly in terms of their role in promoting increased trade. In concluding, she stressed the urgency that gender issues and concerns intrinsic to trade be reflected as a central issue during all the discussion and communications among civil society, and ministers of trade at the Qatar meeting. She also emphasized that beyond Qatar, work must continue to rearticulate and redirect trade and development policies toward an equitable sustainable future. These strategies will include a concerted

effort to raise awareness of gender issues intrinsic to trade, monitor trade agreements and their effects from a gender analysis, expand and deepen research on the gender dimension of the changing global realities and institutions, and develop more participatory, transparent and accountable mechanisms for setting international development and trade policy.

78. Ms. Fontana, in her presentation "Modeling the Effects of Trade on Women at Work and at Home", stated that foreign trade affects women's wages and jobs, household work, and leisure and that in order to understand the impact of trade on women, a comprehensive framework is required. This framework is needed to track how the effects in specific sectors percolate through the rest of the market economy, and to analyze how effects in the market economy interact with behaviour in the unpaid household economy where women are the main workers. In that context, she presented her work in a project undertaken at the Institute of Development Studies, which provides the required framework by constructing a gendered computable general equilibrium model which distinguishes female from male labour and treats social reproduction (or household work) and leisure as sectors. These two extra sectors behave qualitatively like market sectors, but differ quantitatively from market sectors, with reproduction employing mainly women and being less responsive to price changes.

79. Under this project, in conjunction with Adrian Wood of IDS, she has developed a model, simulating the gendered effects of changes in trade policies and foreign capital flows in Bangladesh. The outcome of the simulation of the effects of a three-fold increase in ready-made garment exports from Bangladesh suggests that: (i) women's participation in market activities increases by nine per cent; (ii) women's wages rise, absolutely and relative to men, by about eight per cent; (iii) women experience a six per cent reduction in their leisure time; (iv) the time spent on social reproduction by women and men falls by three per cent; (v) if there were greater rigidity in gender roles, the increase in female labour force participation would be only five per cent, while the decline in their leisure time would be greater nine per cent; and, (vi) women's overall well-being and more generally social welfare do not necessarily improve when economic gains for women are achieved. It is important to design complementary policies to enhance the ability of women to respond to economic incentives and to reduce the many competing demands on their time.

80. She concluded by emphasizing that the same framework, as used for Bangladesh and in trade issues, could be applied to other countries and gender-related issues. In that context, she informed the workshop that she has already started similar work for Zambia.

81. The representative of Bangladesh, Burkina Faso, Mauritania, SADC, Lesotho, South Africa, Guinea, Ethiopia, United Republic of Tanzania and ECA participated in the discussions. It was agreed that there is an urgent need to develop specific tools, targets, and indicators for a framework that systematically analyzes the links between trade and gender.

#### **D. Engendering statistics**

82. The session on engendering statistics was chaired by Dr. Athaliah Molokomme from the SADC Secretariat. A comprehensive background paper was presented by Ms. Birgitta Hedman, Statistics of Sweden. Country case studies were presented by Ms. Rosalia Sam Katapa, United Republic of Tanzania, Ms. Destina Eduarda Uinge and Ms. Gunvor Iversen Moyo, Mozambique,

Ms. Edwidge Kashiba Mwamba Mutale, Zambia, and Mr. P. Lehohla, South Africa. The session provided a forum for discussing the need for, and the ways and means of, building capacity for evidence-based policy making. Success stories, new and emerging initiatives, and capacity limitations were presented and discussed, as were ways and means to effectively disseminate and make available sex-disaggregated statistics and other relevant information needed for gender sensitive policy making.

83. Ms. Hedman from Statistics Sweden delivered a presentation on "Engendering Statistics in LDCs Opportunities and Capacity Limitations". Her presentation consisted of a comprehensive clarification on the concepts of sex and gender, and the differences between sex-disaggregated statistics and gender statistics. Data by sex does not guarantee that concepts, definitions and methods used in data production and presentation reflect gender concerns in society. Gender statistics, however, implies that statistics adequately reflect gender issues in society and take in consideration all factors that can produce gender-based bias. Gender statistics not only provide general comparisons between women and men, but also ensure that women's and men's participation and contribution are made visible, correctly measured and valued.

84. She also indicated that the ultimate goals for gender statistics work are that: (i) all statistics on individuals be collected by sex; (ii) all variables and characteristics be analyzed and presented with sex as a primary and overall classification. This, in turn, enables all analyses and presentations to be sex specific; and, (iii) all statistics reflect gender issues. She also referred to the 1995 Beijing Declaration and Platform for Action which includes a number of paragraphs on statistics, in each of the twelve areas of concern.

85. She discussed the gender statistics production process and its long-term objective – to develop the whole national statistical system with an integrated gender perspective. She also discussed short-term programmes, in the context of short-term objectives for a gender statistics project namely the: (i) identification of goals for development for women relative to men in the country; (ii) identification of a first list of statistics and indicators needed in different areas related to gender issues in the country; (iii) evaluation of existing official statistics with respect to their gender responsiveness and identify deficiencies; (iv) presentation of basic statistical information on national gender issues for a broad audience; (v) presentation of a report with actions to be taken to address the statistical deficiencies identified. She stressed the need for national statistical booklets on women and men, which in the past have proved to be important in the promotion of work related to gender concerns in a number of countries. In this context, she referred to statistics Sweden's past and on-going support to a number of LDCs in producing such a booklet. However, she informed the Workshop that all countries encounter problems, at varying degrees, in gathering and producing gender sensitive statistics, as they are characterized by: (i) under-utilization of existing data; (ii) biased concepts, definitions, classifications and measurements; (iii) data gaps; and, (iv) poor linkage between users and producers of gender statistics, as well as common experiences (positive and negative) from national gender statistics work.

86. She concluded by outlining ingredients for a successful gender statistics project namely: (i) the National Statistical Office has the main responsibility for gender statistics work; (ii) a core working group with representatives from various statistical fields and a project manager; (iii) a clear work-plan with activities, expected outputs, a timetable and responsible person(s) indicated; (iv)

adequate time assigned for the activities; (v) support and follow-up from the top managerial level; (vi) close and continuous cooperation between users and producers of gender statistics to increase awareness and knowledge of both gender issues in society and the possibilities and problems to produce statistics with a gender perspective; (vi) support from gender statistics experts including training of users and producers and training material; and, (vii) technical equipment and software. Moreover, sharing of experiences between countries is an important way to encourage engendering national statistics.

87. Ms. Katapa stated that reliable statistics are needed for appropriate planning and proper decision-making, and as women's needs differ from those of men, sex-disaggregated statistics is needed. In providing for reliable statistics, women's issues will be adequately covered in the planning of development activities. She also indicated that the collected and analyzed statistics have for many years been "gender blind". She stressed that in general, gender-sensitive national statistics be produced when: (i) all sectors are gender mainstreamed; and, (ii) questionnaires are designed in such a way that the sex variable appears for every activity for which data is being collected. She referred to a number of major statistical surveys undertaken in recent years in United Republic of Tanzania. She singled out the education sector, where questionnaires provide data on school enrollment by sex and age at district, provincial and national levels. In that context, she stressed that the education sector is far more advanced in engendering statistics over other sectors, which has had positive implications on policy-makers ability to take appropriate actions. As the *Health Statistics Abstract*, produced by the Ministry of Health, United Republic of Tanzania, contains gender blind statistics she called for the sex variable to be included in the questionnaire. She also stressed the importance of civil society in putting pressure on Ministries to include the sex variable in statistics. She showed appreciation for the support provided by Statistics Sweden, which led to the publication *Women and Men in Tanzania*. She stressed the need for sex-disaggregated data, in particular in sectors such as health, transport, construction and mining and the need for time-use data. In concluding, she emphasized that gender advocates, in collaboration with National Statistical Bureaus, sensitize decision-makers and planners on the need for gender statistics.

88. Ms. Uinge and Ms. Iversen Moyo presented a Mozambique case study, which included the work on gender statistics carried out by the National Statistical Institute of Mozambique (INE) from 1999 to present. The work was carried out as part of the existing institutional capacity-building programme (Twinning Arrangement) between INE and Statistics Sweden, and conducted in three stages: (i) planning, elaboration, publication and presentation of the booklet "Women and Men in Mozambique"; (ii) elaboration of a Gap Report related to the need for gender statistics in Mozambique; and, (iii) elaboration of a long-term plan to integrate gender statistics as a part of the total statistical system in Mozambique.

89. The presentation focused on work related to the booklet *Women and Men in Mozambique*, based on existing statistics already collected in the country, designed as an instrument to provide gender statistics. This was undertaken as gender statistics and are important in promoting change, demolishing stereotypes, old customs, and traditions, and in providing an understanding of the current situation of women and men in the country. The presenters stressed that the production of the booklet was a long process, which encompassed collection, analysis and presentation of data disaggregated by sex and gender perspective. Moreover, cooperation between users and producers was crucial and a reference group, consisting of main users and producers was established. In



addition to the regular reference group meetings, seminars were also conducted. Various aspects of gender issues and data requirements, such as, Beijing Paragraphs on gender statistics, data needs in education, employment and population, data needs related to Mozambique Post-Beijing plan and gender issues worldwide were discussed. Also two in-house training seminars were held for INE-staff, covering basic concepts and ideas of gender issues and statistics, the production process of gender statistics, identification of gender statistics and issues as well as statistics and indicators in gender perspective.

90. One lesson from the Mozambique case, is that the users demands were limited which should necessitate INE to educate users in what statistics are required to develop a statistical system that fully incorporates the gender perspective. Formulated action plans in various areas of society – promotion of gender equality, development and alleviation of poverty – have shown that more statistics and more defined indicators are required to successfully monitor the gender issues in society. With regard to gaps in the statistical system, it includes statistics needed but not collected, statistics collected but not presented, statistics existing, but not disaggregated by sex, and concepts used, not reflecting gender issues. For example, the concept “head of household” can have various meanings and definitions, and may therefore induce errors when data are represented in a gender perspective.

91. Ms. Mutale shared Zambia’s experiences in engendering statistics and how they have been used as effective tools for creating a case for mainstreaming gender into policies, programmes and activities. She mentioned that the need for gender statistics documents arose from the need for sex-disaggregated data to plan a national development plan using a gender perspective. Moreover, the civil society also wanted sex-disaggregated data to use when championing the cause of women’s advancement. She highlighted the following five groups of reasons for using gender statistics: (i) planning; (ii) projection; (iii) analysis; (iv) monitoring and evaluation; and, (v) lobbying. She emphasized that the production of sex-disaggregated data in Zambia led to the legitimization of gender issues which have been accepted by an increasing number of policy-makers, politicians and civil society at large. As a result of the gender statistics collected in various sectors, a number of remedial programmes were put in place. The awareness created and acceptance of the existence of gender issues in Zambia, resulting from the production of gender statistics, proved that as long as there are no gender statistics or hard facts or empirical evidence, gender will remain a topical issue. Better interpretation of gender statistics has influenced policy analysis in the country and the current Poverty Reduction Strategic Paper is now in the process of being engendered. Another policy document, which has become a subject of gender scrutiny, is the National Budget.

92. She outlined the various roles of the stakeholders in the production of gender statistical reports including: (i) users, which justify the need to produce gender statistics by creating a demand for it; (ii) producers/providers of statistics, who need to find ways of meeting the users halfway in taking on new concepts and revisit some of the old concepts, such as the definition of head of household (which in the past meant only men); (iii) the private sector; and, (iv) collaborating partners in Zambia, SIDA and UNFPA have put in both financial and human resources in the production of the gender statistical reports. However, experiences from Zambia indicate that only when ownership is the Government, initiatives will be carried out.

93. She also emphasized some of the lessons learnt in Zambia: (i) resources need to be mobilized across institutions apart from the donors and that these resources are available from the very beginning to the very end of the process; (ii) other staff from the Statistics Bureau, such as the Public Finance Unit or the Social Statistics Unit, also need to be trained on gender statistics issues so that the Gender Unit becomes a watch dog overseeing that all units are gender mainstreaming; (iii) the capacities to turn gender statistics into user-friendly information are also very limited among the users and the providers; and, (iv) as tools for lobbying and educating decision-makers, gender statistics are very effective.

94. Mr. Lehohla, chief statistician at the National Statistics Institute of South Africa noted that South Africa, as many other countries, is "rich on data but poor on information". He referred this to the problem of data never being turned into valid information. However, with the new technologies existing today, he believes this can change. He presented the internal framework of the organization and stressed that in order to move forward there must be more focus on communication and coordination, particularly in terms of statistics units, standards, data items, and classifications.

95. He also emphasized that the structure of the statistics systems need to be policy centred and follow broad development strategies. In this context, training of staff, in particular data collectors, and user consultations are very important. He said that statistical systems should, by definition, be gender sensitive institutions. Poverty reduction strategies and policies call for participatory processes that ought to be gender sensitive, in particular in setting up targets for those strategies. If the statistical process functions accordingly it can provide many benefits to society. One particular area of concern, in which more gender statistics need to be produced, is in innovation and technology. He mentioned a particular situation, occurring in many countries, where the impact of innovation by improved technologies has lead to a shift from female labour to male labour in that particular industry/sector. More statistics need to be produced on how new technologies shift the allocation of resources. He concluded by emphasizing that gender statistics (facts) are important for policy-makers to discern gender gaps in the formulation of their policies.

96. Discussion participants included Mrs. Mbeki, First Lady of South Africa and Director of Women's Development Bank of South Africa and representatives from FAO, UNFPA, Guinea, Uganda, Mozambique, GENTA, Bhutan and ILO. Issues raised during the discussions included: (i) the need for qualitative data collected through, for example, interviews. (This will reveal more and better information on particular problems, such as the female school drop out rate); and, (ii) the need for sustainable production of gender statistics, without dependence on donors.

### **E. Women as the drivers of poverty alleviation and the impact of microcredit**

97. This session was chaired by Mrs. Zanele Mbeki, First Lady of South Africa and Director of Women's Development Bank of South Africa. Mrs. Masoumeh Malmberg, UNCTAD, made an introductory statement on microcredit. Prof. H.I. Latifée, Bangladesh, Prof. Sucar Kasim, Malaysia, and Mr. John De Wit, Small Enterprise Foundation, South Africa, made statements on their experiences gained in the area of microcredits. Mrs. Lindiwe Hendricks, Deputy Minister of Trade and Industry, South Africa, Ms. Janat Bazunzi Mukwaya, Minister of Gender, Labour and Social Development of Uganda, and Ms Mariam Marie Gisele Guigma Diasso, Minister for the

Advancement of Women of Burkina Faso, also highlighted microcredit policies and measures implemented in their respective countries.

98. Poverty has predominantly a woman's face. There are more women than men who suffer from abject poverty. They live in severe deprivation and despair. In fact, hunger and poverty are more female issues than male issues. According to an estimate, out of 1.5 billion people in absolute poverty in the world, the majority are women. Traditionally they stay home and manage the family with virtually nothing to manage with. If any one has to go hungry in the family, it is usually the mother. In the words of Muhammad Yunus: "Mother has to go through the traumatic experience of not being able to feed her children during the days of famine and scarcity". Despite progress in some areas, such as life expectancy, education, fertility rates, and maternal mortality rates, women still face many barriers to economic, social and political opportunities. In many countries, women are also facing continuing legal discrimination.

99. Microcredit is a powerful instrument to fight poverty and its role – reducing poverty – is well recognized the world over. It is no longer the subject matter of microcredit practitioners alone. Governments, donors, development agencies, banks, universities, consultants, philanthropists and others have an increasing interest in it. Microcredit creates opportunities for self-employment rather than waiting for employment to be created. It brings a poor woman into the income stream.

100. Microcredit is also about extending financial help to the poor through creating new opportunities and jobs for them. It is a commercial but non-traditional form of lending. They are small loans, tailored to the needs of the clients, and are less cumbersome and restrictive than the loans that may be obtained through banks. The last two decades has shown that the poor, particularly woman, are good creditors and family managers and have thus made a lot of progress.

101. Despite the increasing demand for microcredit, it has remained insignificant in Africa with the exception of Burkina Faso. In this context, the experience accumulated in Burkina Faso, Bangladesh and Malaysia was emphasized. Due to the poor or lack of microcredit facilities in Africa, participants agreed to further develop microcredit in Africa as well as in other LDCs.

#### **F. The way forward: from concepts and promises to action and implementation**

102. Mr. Jacques Scavee, Chairperson of the Preparatory Committee of the Third United Nations Conference on LDCs, comprehensively briefed the participants of the preparatory process and organization of the Conference. He also expressed his view on how the output of the workshop fit into the global programme of action, to be adopted at the Third United Nations Conference on LDCs. He told the Workshop that the intergovernmental preparatory process started with the first session of the Intergovernmental Preparatory Committee (IPC) (New York, 24–28 July 2000), and was followed by the forty-seventh session of the Trade and Development Board (Geneva, 9–20 October 2000). A second session of IPC was held from 5 to 9 February 2001 in New York, and a third session was scheduled for 2–6 April 2001, also in New York. IPC's main objective was to formulate the Programme of Action (PoA) for the LDCs for the period 2001–2010.

103. He also stressed that gender mainstreaming will be a crosscutting issue in the Global Programme of Action and that, in this context, the outcome of the Workshop would become an

important substantive contribution to the draft Programme of Action. He noted that the interactive thematic sessions were essential components of LDC-III as they sought to produce a consensus on deliverables (future actions). He also drew attention to the Women Entrepreneurs Forum, which will be held as a parallel event at the Conference.

104. Many delegates expressed the view that LDC-III should give prominent place to mainstreaming gender in development strategies, and that a separate section on these issues should be provided in the Programme of Action, to be adopted in Brussels. Participants decided to request the Chairperson of the Workshop or one of the Ministers who participated in the Workshop to participate in the forthcoming preparatory committee of LDC-III in New York in order to duly present the outcome of the meeting. They also decided to declare their concerns in the Cape Town Declaration and to express their particular concerns in agreed recommendations.

### **G. The way forward: private and public sector initiatives**

105. The session on private and public sector initiatives was Chaired by Mrs. Lindiwe Hendricks and provided an opportunity for both the private sector and a number of development partners to present and discuss concerns with the potential beneficiaries.

106. Mr. Carl Hendricks, CISCO systems presented Cisco Systems LDC initiative within the Cisco Networking Academy. Cisco partners with international organizations aim at bringing digital opportunities to developing countries. One example is the LDC Initiative announced during the G-8 summit in July 2000. In an unprecedented partnership with the UNDP, the USAID/Leland Initiative, and United Nations Volunteers/UNITeS, Cisco announced a \$3.5 million commitment to establish Networking Academies in 24 of the 48 LDCs by the end of 2001. Through the Networking Academy programme, students in LDCs will have similar educational opportunities as students taking the class elsewhere in the world. Cisco Learning Institute (CLI) also promotes e-learning models. Established with an initial grant from Cisco, CLI is a public charitable organization supporting public charities that promote and provide technology education to secondary schools, colleges, and universities. Networking Academy students are given opportunities for corporate sponsorships, internships, and college scholarships. CLI is also actively targeting women. In 2001, CLI and Cisco launched the Gender Initiative to recruit and retain women in the Cisco Networking Academy Programme.

107. H. E. Mr. Yasukuni Enoki, Ambassador of Japan made a statement on his Government's support to mainstreaming gender in development strategies. In particular, he said that the Government of Japan will continue to support women in developing countries, including a gender perspective in its humanitarian and development assistance. Japan endeavors to incorporate WID/Gender aspects into the formulation and implementation of a number of projects in its ODA scheme and to dispatch WID/gender specialists and survey missions to sound out local people on the need for and viability of projects.

108. He said that in the education area, the primary school enrolment ratio of girls is still lower than that of boys in many countries. Japan intends to support efforts to achieve targets to close the gender gap in primary education by 2005 and provide universal education for all 6 to 11 year old girls and boys by 2010. With regard to health, Japan will support efforts to achieve the target of

reducing both maternal and infant mortality in all countries and regions to below 200 per 100,000 child births by 2010 and below 35 per 1,000 by 2015. Regarding economic and social participation, Japan will support the enhancement of job skills training and learning opportunities for women to acquire relevant skills, the improvement of their working environment and the establishment of a legal and institutional framework for women's full participation.

109. He informed the Workshop of the Government of Japan's establishment of the Japan Women in Development Fund (JWIDF) within UNDP in 1995. Japan's contribution to this fund during the period 1995–2000 totaled \$13 million. The JWIDF supports projects aimed at social and economic development to enhance gender equality and the advancement of women. Key strategies developed toward these goals include capacity-building at both the individual and institutional levels, to enable women to empower themselves to achieve sustainable human development; to sustain locally managed development initiatives in partner countries; to promote collaboration with Japan International Cooperation Agency (JICA) at the country level to take advantage of complementarities of JICA and UNDP to maximize project impact. Moreover, increasing women's access to information and communication technology is also being supported by JWIDF.

110. JWIDF has also contributed to the project Capacity Development of the Association of Former Women Fuelwood Carriers in Ethiopia, and to the project Women's Participation in Economic Development in Cambodia. Other financial contributions have gone to the United Nations Development Fund for Women (UNIFEM), whose priority is to increase women's empowerment in developing countries by giving assistance to grassroots projects, and to the International Research and Training Institute for the Advancement of Women (INSTRAW), which promotes research and training for the empowerment and participation of women in development.

111. H. E. Ms. Helena Nilsson, Ambassador of Sweden also made a statement outlining the Government's priorities related to gender equality. Referring back to the video on "Women in Cabinet", shown earlier at the Workshop, she emphasized the importance of women's representation in Parliament. In that regard, she pointed out that women are needed to be present in decision-making, particularly in the budget process (where to expand and where to cut), macro-economic policies, infrastructure, industry, energy, communication and education. She said that in most societies not least in LDCs, women are discriminated against in, for example, education, access to credits and assets, access to technology, and to inheritance of land, etc. She emphasized that if more women were represented in Parliament, where the decisions are taken, this situation could change.

112. In quoting the European Union's Draft Plan for LDC-III, she stressed that the private sector can play a crucial role in poverty reduction by contributing to economic growth and to employment creation. Support to private sector development should therefore be strengthened and additional focus on poverty reduction in this regard should be given. More attention should be directed toward local development and development of services adapted to the needs of the poor. Specific attention should be given to the needs of micro-, small-, and medium-sized enterprises, including enterprises owned by female entrepreneurs, and to the development of a sustainable financial sector. Partnership cooperation between the public and private sector must be intensified. To achieve viable economic growth, LDCs must develop their financial sector to cater not just to the needs of medium-sized and large-scale enterprises but also those of micro-enterprises and small-scale farming, which provide employment and training for large sections of the population and, in many countries, form the

seed-bed of entrepreneurial drive. Donors, on their part, should support the acceleration of efforts to develop effective local financial markets, supporting the establishment of an appropriate regulatory framework and a banking supervision system, and contributing to the development of micro-finance institutions.

113. She also said that the majority of the poor live in rural areas. Therefore, increasing the sustainable productive capacity of agriculture and fisheries and the income of people working in these sectors, in LDCs, is a key priority. It requires new investment into regional and national agricultural and fishery research and rural infrastructure, extension of better farming and fishing practices and innovative and sustainable technologies, as well as marketing advice, structured and effective finance, including access to and control over land for female farmers irrespective of their marital status. Increased environmental awareness by consumers in developed countries may provide market opportunities for sustainably produced goods from LDCs enabling them to obtain premium prices and increased sales.

114. In concluding, she stressed that when the Third United Nations Conference on the LDCs in Brussels adopts the Programme of Action it will be crucial that it contains a strong gender perspectives and that this perspective is visible in both analysis and action. Moreover, the perspective must be made clear in the general objectives of the plan, in areas related to good governance and in the establishment of an enabling environment and infrastructure required for development, for instance, resources to be allocated for development and finally as regards follow up mechanisms. She emphasized that as the main role in promoting gender equality remains with the national Governments, it is important that all participants report back to their capitals.

115. Ms. Pereira, Executive Secretary of CPLP (Comunidade dos Países de Língua Portuguesa), introduced her organization which is a rather new (established in 1996) multilateral institution with 7 members (Angola, Brazil, Cape Verde, Guinea Bissau, Mozambique, Portugal, Sao Tome and Principe) and one observer (East Timor). She informed the Workshop that the Declaration by Chiefs of States, which give a mandate to work on gender issues in all areas of work of CPLP, was adopted last summer, in 2000.

116. She focused her presentation on seven main priorities (related to gender equality) of her organization. The *first* area of priority concerns the mapping of opportunities of the global cultural industry, including mapping of women's contribution to the production of cultural goods (art crafts, etc.). The *second* area is linked to the first, and concerns traditional knowledge and the possibility to organize projects and programmes in such a way that women can get return for their knowledge (including art crafts, technology, inputs to cosmetics, industrial inputs, etc.). The *third* priority concerns human capacity and capacity-building. A particular example given was to empower those women who are already in Parliament but do not have the necessary instruments to exercise their power. Building the capacity of those women would maximize women's total power. *Fourth*, digital revolution should be taken advantage of through, for example, multiplying the digital centres/cyber centres controlled by women. She said that in this particular area, CPLP has very good experiences. *Fifth*, CPLP takes follow-up activities of the LDC-III outcome very seriously and will, among other things, support food production, in ensuring that women can own land, have access to energy, access to information from satellites, etc. The *sixth* area relates to youth. Lack of programmes to absorb youth into the labour market falls back on women. This youth dilemma was given as one of

the factors that hinders women's active participation in development and is therefore an important element in CPLP's gender mainstreaming agenda. Another element related to youth was the additional burden on women as "host-mothers" to orphans – victims of the AIDS endemic. The last and the *seventh* area of CPLP's priorities is to look into the negative impact of conflicts and post-conflict situations on women. CPLP has undertaken studies that show that men are the direct actors of most conflicts and that women are burdened by their role to reorganize the family after war/conflict.

117. Mr. Ville Luukkanen from the Embassy of Finland referred back to the points made by Pregs Govender of the first day of the workshop and agreed that the issue of mainstreaming gender is essentially political rather than technical. He stressed that engendering statistics, national budgets, and other technical gender interventions can only be meaningful, and lead to sustainable results, when the engendered knowledge is received openly and utilized actively in society. The reception and utilization of such knowledge in any given society clearly depends on its politics and on the political will of key players.

118. He also gave some background on Finland's priorities in gender equality issues. In supporting efforts to increase gender equality, Finland emphasizes capacity-building of the most disadvantaged women and capacity-building in key areas where interventions can have the maximum impact in increasing basic human security. Capacity-building in order to empower poor people – women and men – in rural areas is of special importance. Moreover, Finland's support to LDCs is increasingly taking place within the framework of PRSP-strategies and sector-wide programmes. In this context, it is of utmost importance, that gender is fully mainstreamed in these programmes, be it health, education, forestry or any other sector. It is also crucial that sectoral programmes are in line with national poverty policies. Non-governmental organizations including women's groups have to be able to take part in planning and monitoring of these programmes. Thus, the planning processes should be allowed proper time. Experience shows that if planning of sectoral programmes or PRSPs is made too hastily, gender concerns are too often left out. The OECD-DAC, together with some partner countries such as Bangladesh, Kenya and Zambia, has produced highly relevant and useful material on experiences of gender mainstreaming in sectoral programmes. Capacity-building itself should be multi-pronged. In engendering large-scale public sector reforms the focus should be as much outside the institutions as inside: capacitating the end-users of public goods and services is crucial.

119. He also referred to the Beijing Document and stressed that although all gender strategies need to be culturally adjusted, the Beijing Platform for Action, Finland re-affirmed its commitment last year at Beijing+5, to provide an excellent framework for all countries in their respective work toward gender equality. This, together with universal human rights and democratic governance guide Finland's work for gender equality. In as much as efforts to mainstreaming gender are instrumental to development, the attainment of gender equality, in its own right, continues to be one of the major human rights and democratization goals of our time. In that sense, it is universal and non-negotiable.

120. He concluded by emphasising that even though gender is about including men – not excluding them – it does not change the basic fact that gender equality can truly be attained only through the leadership of women themselves. Yet, both men and women are crucially needed in order for this to happen. To change social structures in favour of women, women clearly need more power. Transfer of power is, however, not a zero-sum-game. As the South African experience clearly illustrates –

transferring power to the powerless need not be to the detriment of anyone but to benefit everyone, as society as a whole takes a step forward.

121. Ms. Aster Zaoude, from UNDP, spoke on the advancement of work undertaken in gender issues and indicated that the area of trade and gender and the linkages between the two still need further attention. She also informed the Workshop of UNDP's WID-fund, sponsored by the Government of Japan, and its contribution to the Workshop, namely: (i) to parts of the participation of the workshop; (ii) to the up-coming UNCTAD/UNDP publication where, not all, but some of the major contributions to this Workshop will be captured. She also mentioned that this publication will be launched at the UNLDC-III Conference in Brussels.

122. She also informed the Workshop of a major Gender Budget Initiative, which will be organized along a High Level Ministerial Meeting format. The initiative implies, among other things, training to LDCs interested in conducting gender budgeting. In addition, she outlined UNDP's Poverty Reduction target of halving poverty by the year 2015. She also presented, UNDP's main areas of work, with regard to poverty eradication: (i) governance; (ii) HIV/AIDS; (iii) crises; (iv) post-conflict management; (v) environment; and, (vi) IT. Gender will be mainstreamed through all these sectors. Moreover, as PRSPs need more attention, UNDP will work closely with the World Bank on this and a thorough process on mainstreaming gender will take place in a selected number of countries.

123. Ms. Cynthia Yinusa, ILO, made a presentation on the capacity-building programme *Gender Equality, Employment Promotion and Poverty* (GPE), which was developed in response to the challenge of poverty with its gender dimension, and as a reinforcement to the global commitment for employment promotion, poverty eradication and gender equality. The GPE programme reflects and advocates the ILO's concept of *decent work*. It is a concrete means of action to advance decent work agenda in general, and the Declaration on Fundamental and Basic Rights at Work in particular, on a practical level within the context of anti-poverty agenda of member countries. The GPE programme's main objectives are to: (i) enhance the capacity of the broad spectrum of policy makers, planners and stakeholders to understand the interface between gender, poverty and employment, in order to develop, implement and assess employment-led anti-poverty policies and programmes which contribute to gender equality; and, (ii) ensure that on the basis of (i) above, a gender perspective is integrated into national and international policy and programme agendas on poverty reduction and employment creation. Using the thematic approach, this programme reviews major issues, trends, strategies and actions that have been developed as well as lessons learnt from past experiences (by highlighting best practices and principles).

124. She noted that while figures on poverty incidence are not disaggregated by sex, available data from a number of studies indicate that women tend to have a higher share than men in certain populations of living in poverty, and that women tend to be more vulnerable to poverty. The issue is not simply that women suffer more in terms of numbers, but that gender differentiates the processes that lead women and men into poverty and out of it. Poverty cannot be explained solely by social class, ethnicity or household membership. At the same time, poor women, because of gender-based constraints, find it more difficult to break out of poverty. Women's poverty arises from a combination of general mechanisms creating labour market vulnerability for the poor and more specific disadvantages related to social and cultural norms.



125. She also stressed that this flexible modular package is a primary tool for awareness-raising, building a knowledge base and skills and facilitating social dialogue and consensus. Moreover, it has been adapted for use in Latin America and is being adapted to the Southern Africa situation to reflect the peculiar needs of the local environment. The Southern African adaptation, based on consultations with selected stakeholders will also include a new module focussing on HIV/AIDS as it greatly impacts poverty. After adaptation, this package will be available as a distance learning programme anchored in South Africa. In concluding, she informed the Workshop that initial funding for the development of the generic package was provided by DANIDA, while the adaptation for Southern Africa is being funded largely by the Flemish Regional Government (Belgium). Moreover, ILO has benefited from technical comments by the UNDP, the World Bank and UNIFEM, during the validation workshop held in February 1997.

#### **V. ADOPTION OF THE CAPE TOWN DECLARATION AND AGREED RECOMMENDATIONS**

126. At its closing sessions Mrs. Lindiwe Hendricks, Chairperson of the Workshop, made a brief statement on the outcome of the workshop and on future activities related to the implementation of the recommendations and their links with the preparations for the LDC-III and its outcome.

127. The meeting adopted the Cape Town Declaration and the agreed Recommendations and authorized the Chairperson, in accordance with general practice, to complete the final report, taking into account the proceedings of its closing session.

## CAPE TOWN DECLARATION

We, the Ministers and officials of LDCs participating in the workshop on Building Capacities for Mainstreaming Gender in Development Strategies, held in Cape Town, South Africa from 21 to 23 March 2001, having noted that gender mainstreaming was not adequately covered in the first two Preparatory Committee meetings, hereby declare as follows:

1. Gender mainstreaming is an essential strategic component for poverty reduction, gender equity and empowerment of women in LDCs.
2. All efforts must be made to ensure that the above can be attained through effective partnership among different actors in the global community.
3. We strongly endorse the Beijing Declaration of September 1995 following the 4<sup>th</sup> World Conference on Women.
4. We strongly believe that the Programme of Action to be issued by LDC III should contain gender perspective as a cross-cutting issue.
5. We strongly believe that the empowerment of women in LDCs must be one of the major goals of Governments in partnership with the civil society. Hence, we urge national Governments to give the needed resources to national machineries for gender mainstreaming in all their developmental programmes.
6. We urge Governments, as well as development partners, to provide maximum support to this Declaration and to the implementation of the recommendations emanating from this Workshop.
7. We mandate the Chairperson of this Workshop to convey the contents of this Declaration and the recommendations to the Chairperson of the Intergovernmental Preparatory Committee for the Third United Nations Conference on the Least Developed Countries with a request to have them incorporated in the Programme of Action and urging their speedy implementation.
8. We request the Secretary-General of the United Nations to establish a Group of Eminent Persons in order to examine the best methods as to how the above goals can be attained and who should submit their report to the Secretary-General within six months after the Brussels Conference.

We thank the Government of South Africa for hosting this Workshop and pay tribute to Minister Mrs. Lindiwe Hendricks for skillfully guiding it to a successful conclusion.

We thank the Governments of Denmark, Finland, Japan and Sweden, as well as UNDP, the Industrial Development Corporation, Khula Enterprise, Petronas and Sun International, whose financial contributions made this Workshop possible.

## ANNEX II

### AGREED CONCLUSIONS AND RECOMMENDATIONS

The workshop on LDCs: Building Capacities for Mainstreaming Gender in Development Strategies was held on 21–23 March 2001 in Cape Town, South Africa. It was organized by UNCTAD, hosted by the Government of South Africa and sponsored by the Governments of Denmark, Finland, Japan, Sweden, as well as UNDP and the Industrial Development Corporation of South Africa.

The Workshop was convened as part of the preparations for the Third United Nations Conference for Least Developed Countries to be hosted by the European Union in Brussels on 14–20 May 2001. The primary objective of the Workshop was to highlight the link between gender, poverty reduction and economic development and the necessity to mainstream gender into LDCs' national policies and programmes. The following five themes were discussed: Poverty Reduction Strategies and Gender Equality; Engendering National Budgets and Development Strategies; Gender Equality and Trade; Engendering Statistics; and Micro-credit.

#### A. Poverty Reduction Strategies and Gender Equality

The Workshop on LDCs: Building Capacities for Mainstreaming Gender in Development Strategies:

- ?? Acknowledged the important linkages between development, poverty reduction and gender equality. It recognized that while the status of women in LDCs has advanced in some important respects in the past decade, progress has been uneven, inequalities between women and men have persisted and women remain the vast majority of the poor. Major obstacles remain to fundamental mainstreaming of gender issues throughout all stages of national development policies strategies, programmes and resource allocations;
- ?? Underscored the importance of mainstreaming gender in poverty reduction programmes such as Poverty Reduction Strategy Papers (PRSPs). The Workshop identified constraints that must be dealt with, including feminization of poverty, unequal status of women and men in terms of ownership and access to assets and decision-making, inadequate legal frameworks, harmful traditional practices and the voicelessness of women;
- ?? Noted that the effective representation and participation of women in all spheres of decision-making, including the political process at all levels, can improve accountability, transparency and consequently lead to good governance;
- ?? Noted that, when they have the opportunity, women can be drivers of inclusive sustainable development;
- ?? Reiterated the need for full and active participation of civil society organizations and other critical stakeholders, including women's groups, in the design and implementation of the development agenda.

Against this background, the following key recommendations were addressed to LDC Governments and development partners:

1. Promote gender mainstreaming as a strategy to reduce poverty, alongside other strategies such as those focusing on empowerment and vulnerability reduction. Women's and men's roles and responsibilities should equally be an integral part of national development policies, strategies and programmes, e.g. PRSPs and national budget processes, in order to ensure social justice and economic developments;
2. Promote capacity-building in gender mainstreaming at all levels, including reforms of institutional and legal frameworks;
3. Enhance women's full and equal participation in decision-making at all levels;
4. Allocate adequate human and financial resources to facilitate the implementation of the commitments made at national and regional levels, as well as international conferences;
5. In order to eradicate poverty, national Governments should promote and protect women's equal access to, ownership and inheritance of property and other productive resources;
6. Invest in basic economic and social infrastructure and services, such as health, prevention of HIV and other pandemic diseases, sanitation, shelter, education, water, energy, transport and other time-saving infrastructures which reduce women's and girls' domestic work load.

## **B. Engendering National Budgets and Development Strategies**

Budgets are national policy instruments with an important impact on people through their redistributive effects and creation of opportunities. Gender budgeting is a collection of methods that illuminate the allocation and impacts of budgets on women and men and is an important tool to mainstream gender in development strategies. Due to lack of knowledge of their importance, and of human and financial resources to implement them, gender budgeting has been undertaken in very few countries.

Against this background, the following key recommendations were addressed to LDC Governments and development partners:

1. Build local teams of experts from both within and outside the Government in order to initiate and sustain gender budget activities. Create partnerships between the Government and the civil society to ensure transparency and accountability in the budget process. Strengthen advocacy and information dissemination on how budgets affect ordinary citizens;
2. Analyze macro-economic policies, which underpin the budget allocations, from a gender perspective with attention to both the revenue and expenditure sides of the budget. Gender analysis should be part of the whole budget cycle;
3. Impart gender analysis skills to policy makers, planners and to PRSP thematic group participants, and economic literacy skills to gender advocates to enable them to be effective in their work;

4. Assist upon request in the implementation of gender budgets in LDCs. Assistance should be given by relevant international organizations, including the United Nations and its agencies and international financial institutions.

### **C. Gender Equality and Trade**

The Workshop acknowledged that trade policies and programmes are not gender neutral. As women and men occupy different economic and social positions, have different tasks and responsibilities as well as different access to private and public resources, they experience trade reforms differently, in their roles of producers, consumers and providers of care to their families.

Because of existing gender inequalities, women tend to be more vulnerable to the negative effects of trade liberalization and less able to benefit from the positive effects. For example, job losses in industries that are not competitive in the regional and world markets, due to increased availability of cheap imports, are more likely to affect small firms, most of which are run by women. Moreover, the removal of import duties also diminishes Government revenues, which often leads to reduction of public expenditure (e.g. in education or health), if not replaced by other sources of finance. This has serious consequences for welfare and poverty, and has particular implications for women.

Gender inequalities hamper economic development by preventing women from responding to new trade opportunities. For example, women, despite constituting 70–90 per cent of the workforce in agriculture (the major employment sector in most LDCs), have very little control over land, credit, inputs, extension services and infrastructure. These inequalities greatly reduce their productivity and further decrease LDCs' share of trade in agricultural goods in the global market.

Against this background, the following key recommendations were addressed to LDC Governments and development partners:

1. Include gender specialists in trade negotiation teams for national, regional and international negotiations and impart gender analysis skills to members of these teams. Ensure greater participation of women and the adoption of a gender perspective in the formulation of trade policies and in WTO negotiations;
2. Provide Ministries of Trade with gender sensitization training, gender analysis skills and knowledge on how to use gender sensitive trade statistics;
3. In partnership with the private sector and the civil society, identify those sectors that have the greatest impact from trade liberalization and formulate specific measures to alleviate negative effects on women to enable them to take advantage of the opportunities created;
4. Collect and make available information and statistics of all sectors detailing female/male remuneration rates, e.g. who are the cash crop farmers and food crop farmers, remunerated workers and unpaid family laborers, land-owners and land users, etc;
5. Develop specific tools, targets and indicators for a framework that systematically analyzes links between trade and gender;

6. International development partners should assist LDCs in collecting gender sensitive trade statistics and undertaking case studies on the impact of international trade on women and men in LDCs, in particular on the poor.

#### **D. Engendering Statistics**

Gender statistics refer to all statistics on individuals, collected by sex, with all variables and characteristics analyzed and presented using sex as a primary and overall classification, so that all analyzes and presentations are also sex-specific. With a few exceptions, this is not the case in practice – even where sex-specific data have been collected, it is not analyzed from a gender perspective.

Gender statistics is an important tool for evidence-based development planning. It is needed throughout the entire process of policy making, implementation, monitoring and evaluation.

Against this background, the following key recommendations were addressed to LDC Governments and development partners:

1. The production of gender statistics must be the responsibility of the official statistical system at all levels, and cover sex-disaggregated data from different sources and all sectors. Moreover, all statistics should reflect gender issues;
2. Participatory and qualitative methods of collecting statistics to complement existing quantitative methods should be adopted with a view to raising consciousness and inspiring measures for change;
3. Existing data collected by sex should be analyzed from a gender perspective, repackaged, presented and disseminated in a manner that is accessible to different types of users;
4. Train and promote awareness among producers of statistics regarding gender concerns in society, to enable them to collect and analyze gender sensitive statistics to present them in a user friendly manner;
5. Improve cooperation and regular dialogue between producers and users of statistics, which would enable them to arrive at a consensus on priorities, as well as provide a monitoring mechanism on data collection;
6. Continue to revise the 1993 United Nations System of National Accounts in order to incorporate all (as yet uncounted) relevant women's unpaid labour and reproductive work;
7. Assist LDCs to collect and analyze sex-disaggregated data to include gender analysis into their national policy formulation by sharing of good practice experiences.

#### **MICRO-CREDIT**

Micro-credit is one of the approaches dealing with the issue of poverty alleviation within the development agenda. The aim of micro-credit is to extend financial help to the poor by creating new opportunities and jobs for them. During the last two decades, the experience in a number of LDCs has shown that the poor, especially women, are good creditors and fund managers and have made a lot of progress. If the poor are given opportunities through micro-credit, they can overcome poverty.

Experience has also shown that in order for the micro credit programmes to be successful, the poorest of the poor have to be specifically targeted. Moreover, there is general lack of supportive legal and institutional framework for micro-credit. Cultural practices have also constrained the overall success of these programmes in empowering women in a number of LDCs.

Against this background, the following key recommendations were addressed to LDC Governments and development partners:

1. Provide women with greater access to credit and other financial services to enhance their economic status and to improve household welfare;
2. Develop mechanisms to effectively target the poorest of the poor;
3. National Governments to put legal policy and institutional frameworks into place. These would be conducive to enabling micro finance institutions to effectively target the poorest of the poor, especially women;
4. Conduct capacity-building and empowerment of all stakeholders involved in micro credit delivery systems;
5. Encourage sharing of experiences on micro-credit among LDCs and all relevant bodies.

#### **F. THE WAY FORWARD**

1. National Governments, with support from international development partners, should allocate the necessary resources for the implementation of these recommendations.
2. In order to ensure continuity, the meeting recommended that a focal point, with all the necessary resources, be established within UNCTAD to follow-up on this Workshop. This is to ensure that its outcome is reflected in the preparations leading to the LDC-III Conference and also the implementation of its recommendations, in particular those related to trade and gender.

## PROGRAMME OF THE WORKSHOP

### DAY 1

8:30–9:00 Registration, Tea and Coffee

9:00–9:45	<p><b>Opening Session:</b></p> <ol style="list-style-type: none"> <li>1. Mrs. L. Hendricks, Deputy Minister of Trade and Industry, South Africa, Welcome Address</li> <li>2. Mr. R. Ricupero, Secretary-General of UN LDC-III and of UNCTAD;</li> <li>3. Mrs. J. Mukwaya, Minister of Gender, Labour and Social Development, Uganda.</li> </ol>
<u>9:45–13:00</u>	<b>THEME 1: GENDER, POVERTY ERADICATION AND ECONOMIC DEVELOPMENT</b>
9:45–10:15	<p>Chairperson</p> <p>Mrs. L. Hendricks, Deputy Minister of Trade and Industry, South Africa</p>
	<p>Moderator:</p> <p>Mrs. A. Tibaijuka, Executive Director of UNCHS (Habitat)</p>
10:15–10:25	<p>Ms. M. Sahami-Malmberg, LDC-III Gender Coordinator, UNCTAD. Multimedia Presentation: Gender, Poverty and Development – What are the issues?</p>
10:25–11:40	<p>Panellists:</p> <p>? Mr. J. Page, Director, The World Bank, "Guidelines on Engendering Poverty Reduction Strategies"</p> <p>? Prof. Y. Muramatsu, Tokyo Women's Christian University, "Gender Asymmetrical Impact of Economic Crises and Structural Changes";</p> <p>? Ms. J. Mpagi, Director, Ministry of Gender, Labour and Social Development, Uganda, "Challenges and Opportunities for Gender Mainstreaming in the National Poverty Reduction Strategy Paper (PRSP): A Case of Uganda"</p> <p>? Ms. A. de Abreu, Forum Mulher, Mozambique Case study</p> <p>? Ms. A. Guedheu, Association des Professionnelles Africaines de la Communication, Cameroon, "Gender Equality, Poverty Reduction and Development – the Case of French-speaking LDCs in Central and Western Africa "</p>
<i>Annotation</i>	<p><i>This session will provide a forum for discussion on how gender inequality hampers economic development and poverty reduction in LDCs. Case studies, based on information regarding the extent to which the gender perspective has been given attention in the national programmes of action/PRSP/other national policy documents relevant to LDC-III, will be presented: What were the main difficulties faced by the national preparatory committees and what were the factors facilitating success?</i></p>
11:40–13:00	<p>Debate:</p> <p>Participants from other LDCs will have the opportunity to share experiences from: (i)</p>



	gender equality, poverty reduction and development potentials; and, (ii) engendering their NPAs/PRSPs, giving additional information on the specific obstacles and suggesting areas where there is a need to build capacity.
--	--

**13:00–14:15**

**Lunch**

<u>14:15–17:00</u>	<b>THEME 2: ENGENDERING NATIONAL BUDGETS AND DEVELOPMENT STRATEGIES</b>
14:14–14:45	Chairperson: Ms. P. Govender, MP, Chair of the Joint Committee of the Quality of Life and Status of Women, South Africa  Co-Chairperson: Mrs. A.E.V. King, Special Advisor on Gender Issues and Advancement of Women, United Nations
14:45–15:30	Panellists: ? Ms. A. Zaoude, Senior Advisor on Gender in Development, UNDP, "Budget as if people mattered" ? Ms. R. Khemani, Senior Economist, IMF, "Poverty Reduction Facility and Growth" ? Dr. N. Ngwira, Lecturer, University of Malawi, "Engendering National Budgets: Lessons from Experiences in Malawi" ? Ms. D. Budlender, Community Agency for Social Enquiry, South Africa, "The challenge of engendering national budgets in African LDCs"
<i>Annotation</i>	<i>This session will focus on: (i) gender sensitive policies' implications for the budget; (ii) the impact of gender sensitive budgets on gender equality, addressing both the revenues and the expenditures; and (iii) the role of civil society in policy formulation and in the budget process.</i>
15:30–17:00	Debate:  An opportunity to discuss and learn from different attempts, experiences and approaches to engendering budgets.

17:00–18:00	Summing up, What did we learn today? <b>Drafting of recommendations for the Global Programme of Action</b>
18:00–19:00	Task force composed of LDC representatives, Ms. Mmabatho Matiwane, Gender Officer, Department for Trade and Industry, South Africa, Ms. Masoumeh Malmberg and Ms. Anna Fälth of UNCTAD
19:00–22:00	<b>Welcome Evening Reception/Dinner – Celebration of Human Rights in South Africa</b> Hosted by the Ministry of Trade and Industry and the Industrial Development Corporation, at Village Spier-Stellenbosch, Cape Town

## DAY 2

<u>9:00-12:30</u>	<b>THEME 3: GENDER EQUALITY AND TRADE</b>
	<p>Chairperson:</p> <p>Ms. L. Hendricks, Deputy Minister of Trade and Industry, South Africa</p> <p>Mr. I. Chowdhury, Special Advisor to the Secretary-General of UN LDC-III</p>
9:00–9:30	<p>Key note speaker</p> <p>Mr. A. Erwin, Minister of Trade and Industry, South Africa</p>
9:30–10:00	<p>Ms. A. Fälth, LDC-III Gender Officer, UNCTAD. Multimedia presentation: “Gender Equality and Trade – what are the issues?”</p>
10:00–11:00	<p>Presentations:</p> <p>? Mr. J.-M. Léger, WTO, "The Utility and Feasibility of Mainstreaming Gender in Trade Policy Reviews"</p> <p>? Ms. W. Madantsela, Gender and Trade Network in Africa (GENTA), “Gender and Trade in Africa”</p> <p>? Ms. M. Fontana, International Food Policy and Research Institute, “Measuring the Impact of Trade Liberalization on Gender”</p>
<i>Annotation</i>	<p><i>The session will provide a forum for discussion on how gender inequalities hamper the development of national and international trade and how trade policies may produce or reproduce gender inequalities.</i></p>
11:00–12:30	<p>Debate:</p> <p>The debate will focus on national attempts to use gender analysis for formulation of trade policies and the obstacles faced. Where do we need to build capacity?</p>

**12:30–14:15**

**Lunch**

<u>14:15–17:00</u>	<b>THEME 4: ENGENDERING STATISTICS</b>
14:15–14:25	Chairperson: Dr. A. Molokomme, Senior Programme Officer, SADC
14:25–15:00	Keynote speakers: ? Ms. B. Hedman, Gender Statistics Expert, Swedish Central Bureau of Statistics, “Engendering Statistics in LDCs – Opportunities and Capacity Limitations” ? Prof. R. Katapa, Associate Professor, University of Dar-es-Salaam, United Republic of Tanzania, “Gender Statistics in Tanzania” ? Ms. D. Uinge and Ms. G. Iversen Moyo, National Institute of Statistics, Mozambique “Gender Statistics: The Mozambican Experience” ? Ms. E. Mutale, Chief Gender Analyst, Cabinet Office, Zambia, “Engendering Statistics: The Zambian Experience” ? Mr. P. Lehohla, Chief Statistician, National Statistics Institute of South Africa, “Engendering statistics in South Africa”
<i>Annotation</i>	<i>This session will provide a forum for discussing the need for and the ways and means of building capacity for evidence-based policy making. Success stories, new and emerging initiatives, will be presented and discussed. Ways and means to effectively disseminate and make available sex-disaggregated statistics and other relevant information needed for gender sensitive policy making, will also be presented and discussed.</i>
15:00–17:00	Debate: Opportunity will be given to share national and international experiences related to engendering statistics in LDCs.
17:00–18:00	Summing up, What did we learn today? <b>Drafting of recommendations for the Global Programme of Action</b>
18:00–18:30	Task force composed of LDC representatives, Mmabatho Matiwane, Gender Officer, Department for Trade and Industry, South Africa, Mrs. Masoumeh Sahami-Malmberg and Ms. Anna Fälth of UNCTAD
18:30–20:30	<b>EVENING EVENT – WOMEN AS THE DRIVERS OF POVERTY ALLEVIATION AND THE IMPACT OF MICRO CREDIT</b> Organized by: the Women's Development Bank of South Africa Chaired by: Mrs. Zanele Mbeki, Director, Women's Development Bank of South Africa

### DAY 3

<u>9:00–12:30</u>	<b>THEME 5: THE WAY FORWARD – FROM CONCEPTS AND PROMISES TO ACTION AND IMPLEMENTATION</b>
9:00–11:15	Chairperson: Mrs. L. Hendricks, Deputy-Minister of Trade and Industry, South Africa
	Key note speaker: Mr. J. Scavee, Chair of the Preparatory Committee of LDC-III, “How the output of the workshop will feed into the LDCIII and the Global Programme of Action”
	Private and Public Sector initiatives: ? Mr. C. Hendricks, Cisco Systems ? Mr. Y. Enoki, Ambassador, Permanent Representative of Japan ? Ms. H. Nilsson, Ambassador, Permanent Representative of Sweden ? Ms. Pereira, Executive Director, CPLP ? Mr. V. Luukkanen, Consulting Programme Officer, Embassy of Finland ? Ms. A. Zaoude, Senior Advisor on Gender in Development, UNDP ? Ms. C. Yinusa, Gender Focal Point, ILO
11:15–12:30	Debate
<i>Annotation</i>	<i>This session will provide the opportunity for both the private sector and development partners to present and discuss their future plans and initiatives with the potential beneficiaries, i.e. LDCs.</i>

**12:30-14:15**

**Lunch**

<b>14:15 - 16:15</b>	<b>THEME 5 CONTINUED: THE WAY FORWARD—FROM CONCEPTS AND PROMISES TO ACTION AND IMPLEMENTATION, CONTINUED</b>
	Chairperson: Mrs. L. Hendricks, Deputy-Minister of Trade, South Africa
14:15–14:45	Report of the drafting task force
<i>Annotation</i>	<i>This session will provide a forum for discussing and making both policy recommendations and capacity-building suggestions for LDC-III.</i>
14.45–16.15	Debate
16:15–	Closing: Mrs. L. Hendricks, Deputy Minister of Trade and Industry, South Africa

## LIST OF PARTICIPANTS

### Members

#### AFGHANISTAN

Mr. Humayun Tandar, Minister Counsellor, Permanente Mission, Geneva  
Tel: +41.22-7311616, Fax: +41.22-7314510

#### ANGOLA

Mr. Eduardo Neto Sanguve, Conseiller, Mission permanente, Geneva  
Tel: 41.22.732 30 60, Fax: 41.22.732.30.27

#### AUSTRIA

Mr. Marian A. Wrba, Counsellor, Federal Ministry for Foreign Affairs, Vienna,  
Tel:+431.53-1154526,Fax: +431.53-6664526 E.mail: [marian.wrba@bmaa.gv.at](mailto:marian.wrba@bmaa.gv.at)

#### BANGLADESH

Ms. Rezina Akter Khanom, Director General, Department of Women's Affairs, Ministry of Women's and Children's Affairs, Dhaka  
Tel: +8802-8319149, Fax: +8802-86128992

Mr. S.M. Huzzatul Islam Latifee, Managing Director, Grameen Trust, Dhaka, Bangladesh  
Tel: 880-2-801 6319, Fax: 880-2-801 6319, Email: [g\\_trust@grameen.net](mailto:g_trust@grameen.net)

Ms. Ismat Jahan, Minister, Permanent Mission, Geneva  
Tel: +41 22 906 8020, Fax: +41 22 738 4616

#### BENIN

Ms. Edwige Agossou Ahoussoubemey, Chef de division du suivi des projets à exécution nationaux, ministère des affaires étrangères et de la coopération, Tel: + 300400

#### BHUTAN

Mr. Sangay Tempa, Under Secretary, Statistical Officer, CSO Planning Commission, Thimphu  
Tel: + 975.2-325209, 324095, 326802 Fax: +975.2-323069,  
E.mail: [tempasang@yahoo.com](mailto:tempasang@yahoo.com), [Stempa@pes.gov.bt](mailto:Stempa@pes.gov.bt)

#### BURKINA FASO

Ms. Mariam Marie Gisélé Guigma Diasso, Ministre de la promotion de la femme  
Tel: +226 360979, Fax: +226 360979, E.mail: [delphine.ouandaogo@undp.org](mailto:delphine.ouandaogo@undp.org)

Ms. Mariamé Ouattara, Chargée des questions de Genre au sein de la Direction Générale de L' Economie et de la Planification, Ministère de l'economie et des finances  
Tel: +226-326118/311144, Fax: +226-315410, E.mail: [omariame@hotmail.com](mailto:omariame@hotmail.com)

## **BURUNDI**

Ms. Marie-Goretti Nizigama, Conseiller au Ministère de la Planification du Développement et de la Reconstruction,  
Tel: +257-221772, Fax: +257-224193

Ms. Jeannette Gasoni, Haut Cadre de L'Etat, Conseiller au Ministère de la promotion féminine,  
Tel: + 257-4247, Fax: +257-224247

## **CHAD**

Ms. Agnes Allafi, Cadre du ministere, Ministre de l'industrie, N'Djamena  
Tel +235-51-4489/0 Fax: 235.511-6431

## **CHILE**

Ms. Bernardita Valenzuela, Funcionaria del Servicio Nacional de la Mujer (SERNAM)  
Tel: 562 549 62 13, Fax: 562 549 62 49, Email: [bvalenzu@sernam.gob.cl](mailto:bvalenzu@sernam.gob.cl)

## **COMOROS**

Ms. Moinour Nassor, Directrice Générale des Affaires Sociales et de la conditions femenine, Gouvernement Comorienne  
Tel. +269-733320, Fax:+269-735225 E:mails [mhadjou@snpt.km](mailto:mhadjou@snpt.km) - [maturafi.k.mbae@undp.org](mailto:maturafi.k.mbae@undp.org)

## **DEMOCRATIC REPUBLIC OF THE CONGO**

Ms. Liliane Kalambai Okende, Présidente de l'Association des femmes d'affaires du COMESA et de la SADC, (FEMCO) Kinshasa  
Tel: + 24312-34272/88342, Fax: + 24312-34272 / 33997, Email: [femcom\\_rde@yahoo.com](mailto:femcom_rde@yahoo.com)

## **DENMARK**

Ms. Birgit Madsen, Technical Advisor Danish Ministry of Foreign Affairs, Copenhagen  
Tel. + 45.33-921923, + 45.33-920000, E.mail: [bimade@um.dk](mailto:bimade@um.dk)

## **DJIBOUTI**

Ms. Choukri Houssein Djibah, Chef de service des Affaires economiques, Ministère de la Promotion de la Femme  
Tel: + 253-353409, Fax: + 253-350439, E.mail: [minfem@intnet.dj](mailto:minfem@intnet.dj)

## **ETHIOPIA**

Ms. Nigest Haile, Head of the Women's Affairs Department in the Ministry of Trade and Industry, Addis Ababa  
Tel: + 150627, Fax: + 514 288, 515411, E.mail: [moti@telecom.net.et](mailto:moti@telecom.net.et)

Ms. Woinshet Tadesse, First Secretary, Permanent Mission of Ethiopia, Geneva Tel:+41.22-9197010, Fax:+41.22-9197029, E.mail: [mission.ethiopia@ties.itu.int](mailto:mission.ethiopia@ties.itu.int)

Mr. Jemal Mohammed Omer, Chairman of the Technical Committee for the Preparation Country Document for LDCs III Conference and head of the Macro-Planing and Policy Analysis Department, Ministry of Economic Development and Cooperation, Addis Abeba, Ethiopia  
Tel: + 251.1-560021, Fax. +251.1-553388

## **FINLAND**

Mr. Ville Luukkanen, Consulting Programme Officer, Human Rights and Democracy Fund, Embassy of Finland, Pretoria

Tel + 27-21- 461 4732, Fax: + 27.21-4615768, E.mail: [ville.luukkanen@formin.fi](mailto:ville.luukkanen@formin.fi)

## **GERMANY**

Ms. Maria Tekuelve, Consultant on behalf of German Ministry for Economic Cooperation and Development (BMZ) and Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ), Pretoria, South Africa

Tel: + 27.12.3480273 Fax: +27.12.3480273 Email: [mtekuelve@aol.com](mailto:mtekuelve@aol.com)

## **GUINEA**

Ms. Mariama Aribot Bruce, Ministre des Affaires Sociales, de la Promotion Féminine et de l'Enfance, Conarky

Tel: + 224-414660/451081, Fax: + 224-453518, E.mail: [dnepp@mirinet.com](mailto:dnepp@mirinet.com)

Ms. Aminata Kourouma, Premier Secrétaire, Affaires commerciales et économiques, Mission permanent de Guinée, Genève,

Tel:+ 41.22-7316555, Fax:+41.22-731.65.54, E.mail: [aminata.kourouma@ties.itu.int](mailto:aminata.kourouma@ties.itu.int)

## **GUINEA-BISSAU**

Mr. Abas Jaló, Directeur Général du Commerce, Secrétariat d'état au commerce et artisanat,

Tel: +245-204419, Fax:+245-204851, E.mail: [pdsp@sol.gtelecom.gw](mailto:pdsp@sol.gtelecom.gw)

Ms. Gabriela Fernandes Gómes, Coordinatrice des projets BAD, Secrétariat d'Etat au plan et statistique

Tel: +245-204594, 204841 Fax: +245-204846

## **HAITI**

Ms. Moetsi Michelle Duchatellier, Premier secrétaire, Mission permanente, Genève,

Tel:+41.22-7327628, Fax:+41.22-7325536, E.mail: [mission.haiti@ties.itu.int](mailto:mission.haiti@ties.itu.int)

## **HOLY SEE**

Rev. Alberto Ortega Martin, Secretary of the Apostolic Nunciature, Pretoria, Afrique du Sud

Tel: + 27.12-3443815, Fax: + 27.12-3443595, E.mail: [nunziosa@iafrica.com](mailto:nunziosa@iafrica.com)

Ms. Imelda Davidson, collaboratrice de la Conférence épiscopale sud-africaine, Cape Town, Afrique du Sud

Tel: + 27.21-4611417, 4613785, Fax: + 27.21-4616961, Email: [sacbcplo@sn.apc.org](mailto:sacbcplo@sn.apc.org)

## **HONDURAS**

Ms. Rina Villeda, Ambassador, Ministry of Foreign Affairs, Tegucigalpa, Honduras,

Tel: 504-211 85 01 / 234 35 73, Fax: 504-211 8863 / 234 35 73, Email: [rvilleda@david.intertel.hn](mailto:rvilleda@david.intertel.hn)

## **JAPAN**

H.E. Mr. Yasukuni Enoki, Ambassador Extraordinary and Plenipotentiary, Permanent Representative,  
Embassy, Pretoria, South Africa  
Tel: + 27.12-342 21 00 Fax: +27-12 342 35 73

Mr. Kiyoyuki Sugahara, Second Secretary, Embassy, Pretoria, South Africa  
Tel: + 27.12-342 21 00

Ms. Yasuko Muramatsu, Professor of Economics, Tokyo Women's Christian University, Tokyo  
Tel: +81-3-422-465677, Fax: +81-3-422-465677, Email: yasukom@parkcity.ne.jp

## **LESOTHO**

Ms. Matau Futho-Letsatsi, Director Gender, Ministry of Gender, Youth and Environment, Gender and Youth  
Affairs, Maseru  
Tel: +266-314763, 311767, 326465 Fax: +266-310506

Ms. Mokhantso Makoae, Lecturer, National University of Lesotho  
Tel: +266-340601, 885 9698, Fax: +266-340000, Email: [mg.makoae@nul.ls](mailto:mg.makoae@nul.ls)

## **MADAGASCAR**

Ms. Jeanne Dina, Directeur Général du Ministère de la Population, de la Condition Féminine et de l'Enfance  
Tel: +261.20-2221848, Fax: +261.20-2223897/2222920

## **MALAWI**

Ms. Fanny Bibi Kandaya, Senior Industrial Development Officer, Ministry of Commerce and Industry,  
Malawi  
Tel: + 265-770244, Fax: +265-770680, E.mail: [bibikandaya@yahoo.co.uk](mailto:bibikandaya@yahoo.co.uk) - [minci@malawi.net](mailto:minci@malawi.net)

Dr. Naomi Ngwira, Lecturer, University of Malawi, Malawi  
Tel: 265.524 085 / 839 057, Fax:(265)525-021, Email: [naomingwira@yahoo.com](mailto:naomingwira@yahoo.com)

## **MALDIVES**

Ms. Maana Raafiu, Director, Ministry of Women's Affairs and Social Security, Malé.  
Tel: +960-317759 Fax: +960-316 237, Mobile: 960 778 8717, Email: [Kamana@dhivehinet.net.mv](mailto:Kamana@dhivehinet.net.mv)

Ms. Huda Ali Shareef, Assistant Undersecretary, Ministry of Planning and National Development, Malé.  
Tel: + 960-32.29.65, 334714, Fax:+960-317582, Email: [res@planning.gov.mv](mailto:res@planning.gov.mv)

## **MAURITANIA**

Mr. Sidi Baba Ould Oumar, Inspecteur au Cabinet du Ministre, Ministère du Commerce de l'Artisanat et du  
Tourisme  
Tel: +222-251057, Fax: +222-281057, E.mail: [comext@mauritania.mr](mailto:comext@mauritania.mr)

Mr. Idrissa Oumar Kane, Premier conseiller, Mission permanente, Geneva  
Tel:+41.22-9061840,Fax:+41.22-9061841, E.mail:[mission.mauritania@ties.itu.int](mailto:mission.mauritania@ties.itu.int)



## **MOZAMBIQUE**

Dr. Alvaro Zimba, Senior Social Welfare Officer, Ministry for Women and Coordination of Social Action,  
Maputo

Tel: + 2581-491729, 490921, 497903, 493843 Fax: + 2581-492757, 493 843

Ms. Zuraida Mahomed Khan, Technician, Instituto Nacional de Estatistica, Maputo

Tel: 258-1-492 114, Fax: 258-1-492 114, Email: [destina@ine.gov.mz](mailto:destina@ine.gov.mz)

Ms. Alcinda Antonio de Abreu, Consultant, Forum Mulher, Maputo

Tel: 258-823 022 57, Fax: 258-1-496 370, Email: [cinda@zebra.ven.ruz](mailto:cinda@zebra.ven.ruz)

Ms. Gunvor Iversen, Technical Advisor, Instituto Nacional de Estatistica (INE), Maputo

Tel: 258-1-492 114, Email: [gunvor@virconn.com](mailto:gunvor@virconn.com)

Ms. Destina Eduarda Vinge, Director, National Statistics Institute, Maputo

Tel: +258-1-492114, Fax: +258-1-49 21 14, Email: [destina@ine.gov.mz](mailto:destina@ine.gov.mz)

## **NEPAL**

Ms. Urmila Shrestha, State Secretary, Ministry of Women, Children and Social Welfare, Kathmandu

Tel: + 977.1-240408, Fax: + 977.1-241816, 241 516, Email: [mwscsw@ntc.net.np](mailto:mwscsw@ntc.net.np)

Mr. Nabin Bahadur Shrestha, Minister Counsellor, Permanent Mission, Geneva

Tel:+41.22-7332600, Fax: +41.22-7332722, Email: [mission.nepal@ties.itu.int](mailto:mission.nepal@ties.itu.int)

## **NETHERLANDS**

Ms. Zini Goddeni, Programme Officer, Netherlands Embassy, South Africa

Tel: +27.12-3443910, Fax: +27.12-344 07 81, Email: [zini.godden@minbuza.nl](mailto:zini.godden@minbuza.nl)

## **NORWAY**

Ms. Unni Ramboll, Ministry of Foreign Affairs, Oslo

Tel: + 47-22243984, Fax: + 47-22249580, Email: [unni.ramboll@mfa.no](mailto:unni.ramboll@mfa.no)

## **RWANDA**

Mr. John Mutamba, Director, Gender and Development, Ministry of Gender and Women in Development,  
Kigali,

Tel: +250-77543

## **SAMOA**

Ms. Palanitina Toelupe, Assistant Secretary, Programmes, Training and Community Development Services,  
Ministry of Women Affairs

Tel: +685-22421, Fax: +685-22539, E.mail: [ptoelupe@lesamoa.net](mailto:ptoelupe@lesamoa.net)

## **SAO TOME AND PRINCIPE**

Mr. Manuel Filipe Ferreira Afonso Moniz, Technicien de la Direction de la Planification Economique du  
Ministère de Plan et Finances

Tel: + 23912-21014, Fax: + 23912-21122, E.mail: [popgender@cstome.net](mailto:popgender@cstome.net)

## **SIERRA LEONE**

Dr. Fode S. Kamara, First Secretary, Permanent Mission, New York  
Tel: + 1 212-6881656, Fax: +1 212-6884924

Mr. Osman Kamara

## **SOLOMON ISLANDS**

Mr. Jeremiah Manele, Counsellor, Permanent Mission, New York  
Tel: + 1 212-5996192/3, Fax: +1 212-6618925, E.mail: [simny@solomons.com](mailto:simny@solomons.com)

## **SOMALIA**

Ms. Ruquio Muse Hassan, Member, Somalia Intellectual Society  
Tel: +25259-35405

## **SOUTH AFRICA**

Mr. Alec Erwin, Minister of Trade and Industry

Ms. L. Hendricks, Deputy Minister of Trade and Industry

Ms. Mmabatho Matiwane, Gender Officer, Department of Trade and Industry, Private Bag X274, Pretoria 0001

Ms. Stella Matsepe, Personal Assistant to the Deputy Minister of Trade and Industry, Department of Trade and Industry, Private Bag X274, Pretoria 0001

Tel: 012 310 10 47, Fax: 27 12 322 78 51, Email: [smatsepe@dti.pwv.gov.za](mailto:smatsepe@dti.pwv.gov.za)

Ms. Patricia Van Stavel, Secretary to the Deputy Minister of Trade and Industry, Department of Trade and Industry, Private Bag X274, Pretoria 0001

Tel: 012 310 15 20

Mweti Maluleke, Department of Trade and Industry

Tel: 012 310 93 15, Fax: 012 322 2672, Email: [hngubane@yebo.co.za](mailto:hngubane@yebo.co.za)

Ms. Nuxeke Mandy, Volunteer, Department of Trade and Industry

Tel: 012 310 15 50, Fax: 012 322 27 01

Ms. Nomagugu Ndlovu, Office Assistant, Department of Trade and Industry

Tel: 012-310 15 50, Fax: 012 322 27 01

Ms. Saroj Naidoo, Parliamentary Officer, Department of Trade and Industry

Tel: (021) 465 7430, Fax: (021) 465 12 91, Email: [saroj@dti.pwu.gov.za](mailto:saroj@dti.pwu.gov.za)

Ms. Nojozi Nogolide, Director, Foreign Affairs, Pretoria

Tel: 012 351 04 85 Fax: 012 325 8449

Ms. Bafedile Margaret Ramatlhape, Foreign Service Officer, Department of Foreign Affairs

Tel: (012) 351-1427, Fax: (012) 351 1651, Email: [economic@foreign.gov.za](mailto:economic@foreign.gov.za)

Ms. Lebogang Giwangwa, Deputy Director, Gender Focal Point, Department of Labour, Pretoria

Tel: 012 309 4218, Fax: 012 309 4237, Email : [lebogang.gwangwa@labour.gov.za](mailto:lebogang.gwangwa@labour.gov.za)

Mrs. Manton Mokhobo, Director Gender Equity, Department of Education

Tel: (012) 312 54 20, Fax: (012) 312 5218

Geca Melba, Information Manager, Public Enterprises, Department of Public Enterprises  
Tel: (012) 342 2786, Fax: (012) 342 7135, Email: [gecam@ope.pwv.gov.za](mailto:gecam@ope.pwv.gov.za)

Ms. Mpho Litha, Director, Organizational Transformation, Department of  
Public Works, Pretoria  
Tel: 012-337 2502/2636, Fax: 012-323 4284

Ms. L. Moahloli, Director, Business and Institutional Development, National, Department of Agriculture,  
Pretoria  
Tel: (012) 319 7331, Fax: (012) 319 7254, Email: [DBID@nda.agric.za](mailto:DBID@nda.agric.za)

Ms. Ntombi Hadebe, Director, Ministry for Intelligence Services, Cape Town  
Tel: 012 338 1851, Fax: 012 323 0718

Mr P. Lehohla, Chief Statistician, National Statistics Institute of South Africa

Ms. Pregs Govender, Member of Parliament and Chair of the Joint Committee of the Quality of Life and  
Status of Women, South Africa

Ms. Harriet Ngubane, Member of Parliament  
Tel: 021-685 5701, Fax: 021-685 37 91 Email: [hngubane@yebo.co.za](mailto:hngubane@yebo.co.za)

Ms. Farida Mahomed, Member of Parliament, ANC  
Tel: (021) 403 2532 (0834419111), Fax: (021) 403 20 73, Email: [fmahomed@anc.org.za](mailto:fmahomed@anc.org.za)

Mr. Raj Nelson Raju, Member of Parliament (NCOP)  
Tel: 021-403 28 97, Fax: 032-533 3960 / 021-461 00 92

Prof. Ben Turok, Member of Parliament  
Tel: 021-403 25 93, Fax: 021 461 93 90, Email: [bturok@anc.org.za](mailto:bturok@anc.org.za)

Ms. Mamathe Phiri, Senior Analyst, Development Bank of South Africa  
Tel: 27.11.313 3262, Fax: 27.11.3133086, Email: [mamathek@dbsa.org](mailto:mamathek@dbsa.org)

Ms. Fetunia Seedat, Deputy Director, Commission on Gender Equality  
Tel: 021-426 4080, Fax: 021-424 0549, Email: [fseedat@sn.apc.org](mailto:fseedat@sn.apc.org)

Ms. Joyce N. Seroke, Chairperson, Commission on Gender Equality  
Tel: 27.11.3121873, Fax: 27.11.4032931, Email: [eua@cge.org.za](mailto:eua@cge.org.za)

Ms. Denise Reddy, Industrial Development Corporation (IDC)  
Tel: 011 269 3000, Fax: 011 269 3119, Email: [denser@idc.co.za](mailto:denser@idc.co.za)

Ms. Judy Abrahams, Government Liaison Officer, Industrial Development Corporation (IDC)  
Tel: 021-421 47 94, Fax: 021-419 3570, Email: [judya@idc.co.za](mailto:judya@idc.co.za)

Dr. Patricia Gorvalla, Co-Director  
Tel: 021-97 666 33, Fax: 021-951 4691

Ms. Nomhi Mtweecu, Managing Director  
Tel: 021-426 4642, Fax: 021-426 0664, Email: [smako@mneb.co.za](mailto:smako@mneb.co.za)

Ms. Nomhle Ketelo  
Tel: (021) 426 4642, Fax: 426 0664, Email: [sinako@mweb.co.za](mailto:sinako@mweb.co.za)

Ms. Itumeleng Maake  
Tel: 012.337 52 04, Fax: 012.337 5159, Email: [itumeleng@po.gov.za](mailto:itumeleng@po.gov.za)

Ms. Marina Jadwiga Mayer, Director  
Tel: 012.342 7111, Fax: 012.342 7224, Email: [mayerma@ope.pwv.gov.za](mailto:mayerma@ope.pwv.gov.za)

## **SPAIN**

Mr. Nabor Garcia, Consul General, Consulate General of Spain,  
Cape Town, South Africa  
Tel: +27.4-222 415, Fax: +27.4-222 328, Email: [conscabo@yebo.co.za](mailto:conscabo@yebo.co.za)

## **SUDAN**

Ms. Leila Mohamed Ahmed ElBedawi, Deputy Undersecretary for Finance, Director of ITC, Ministry of Finance and Economy, Khartoum

Tel: + 249.11-775630, 773272 Fax: + 249.11-771758, 775630, E.mail: [mofitc@sudanmail.net](mailto:mofitc@sudanmail.net)

Kaltoum Abu Elgasim Hag Hamed, President Advisor Assistant, Presidential Advisory  
Tel: +249 11 774101, Fax: +249 11 781170, Mobile: +249 12308803

## **SWAZILAND**

Ms. Nomusa Tibane, Principal Economist, Ministry of Economic Planning  
Tel: + 268-4043765/8, Fax: + 4042157, E.mail: [tibanenom@yahoo.com](mailto:tibanenom@yahoo.com)

Ms. Nonhlanhla Thwala, Principal Planning Officer, Economist, Ministry of Economic Planning  
Tel: + 09268-4043766, Fax: + 09268-4042157

Mr. Gideon S. Gwebu, Senior Gender Analyst, Gender Unit, Mbabane  
Tel: 404 29 41, Fax: 404 43 03

## **SWEDEN**

H.E. Ms. Helena Nilsson, Ambassador Permanent Representative, South Africa  
Tel: +27.12 460 33 21, Fax: + 27.12-4266464,  
Email: [Helena.nilsson@slda.se](mailto:Helena.nilsson@slda.se)

Ms. Birgitta Hedman, Gender Statistics Expert, Central Bureau of Statistics, Stockholm, Sweden  
Box 24300, SE-10451 Stockholm  
Tel: 46-8-5069 4330, Fax: 46-8-5069 4005, Email: [birgitta.hedman@scb.se](mailto:birgitta.hedman@scb.se)

## **TOGO**

Ms. Aminata Ayeva-Traore, Conseiller Technique Chargé de la Promotion de la Femme au Ministère des Affaires Sociales, de la Promotion de la Femme et de la Protection de l'Enfance  
Tel: + 228-22.14.09/220609, Fax: +228-222575

## **TONGA**

Maliu Mafi, Ministry of Labour, Commerce and Industries, Nukuialofa  
Tel: + 676-23688, Fax: + 676-23365, Email: [malium@mlci.gov.to](mailto:malium@mlci.gov.to)

## UGANDA

Ms. Janat Bazunzi Mukwaya, Minister of Gender, Labour and Social Development  
Tel: +256.41.341034 Fax: 256-41.256374 Email: [PS-mgisd@swiftuganda.com](mailto:PS-mgisd@swiftuganda.com)

Ms. Jane Mpagi Sanyu, Director of Gender, Ministry of Gender, Labour and Social Development, Kampala  
Tel: +256.41-251401, 347 85415 Fax: +256.41-256374, 267809 E.mail:[mglsd@swiftuganda.com](mailto:mglsd@swiftuganda.com)  
[ps-mglsd@swiftug.com](mailto:ps-mglsd@swiftug.com)

## UNITED REPUBLIC OF TANZANIA

Ms. Nyasugara P. Kadege, Minister Plenipotentiary, Permanent Mission, Geneva  
Tel. + 41.22-7318920, Fax: + 41.22-7328255, Email: [mission.tanzania@ties.itu.int](mailto:mission.tanzania@ties.itu.int)

Ms. Fatima Kiongosya, Senior Economist, Planning Commission, Dar-es-Salaam  
Tel: + 25522 2112681, 213 0314 Fax: + 741-115519, Email: [fskdosi@yahoo.com](mailto:fskdosi@yahoo.com)

Prof. Rosalia Sam Katapa, Associate Professor, University of Dar-es-Salaam  
Tel: 255 22 2410500/8 ext. 2044, Fax: 255 22 241 00 78, Email: [rskatapa@udsm.ac.tz](mailto:rskatapa@udsm.ac.tz)

## UNITED STATES OF AMERICA

Ms. Elizabeth Hogan, Team Leader, Democracy and Governance, USAID  
Tel: 012-323 8869, Email: [ehogan@usaid.gov](mailto:ehogan@usaid.gov)

## YEMEN

Mr. Ahmed Mohamed Salem Haidarah, Director of UN programmes international organization, Ministry of Foreign Affairs, Sana'a  
Tel: +967.1-415505, Fax: +967.1-41.25.41

## ZAMBIA

Ms. Ebwidge Kashiba Mwamba Mutale, Chief Gender Analyst, Cabinet Office, Gender in Development Division, Lusaka  
Tel: + 260.1-251858, 254249, 260-096-703032 Fax: +260.1-253493, Email: [gidd@zamnet.zm](mailto:gidd@zamnet.zm)

## ZIMBABWE

Ms. Stella Nyagweta, Ministry of Industry and International Trade, Harare,  
Tel: +263.4-791823, Fax: +263.4-704116

\* \* \*

## CHAIRMAN OF THE IPC-LDC-III

H.E. Ambassador Jacques Scavée, Chairman of the Intergovernmental Preparatory Committee for the Third United Nations Conference on the LDCs, Ministry of Foreign Affairs, Brussels, Belgium

## INTERGOVERNMENTAL ORGANIZATIONS

### COMMUNITY OF PORTUGUESE-SPEAKING COUNTRIES (CPLP)

Ms. Dulce Maria Pereira, Lisbon, Portugal  
Fax: +351 213928588, Email: [dmp@cplp.org](mailto:dmp@cplp.org)

### ORGANIZATION OF AMERICAN STATES (OAS)

S.E. Ms. Rina de Villeda Bermúdez, Representante Permanente, Comisión Interamericana de Mujeres, CIM/OEA, Tegucigalpa, Honduras  
Tel: + 504-211 8501, Fax: + 504-2118863, E.mail: [rvilleda@david.intertel.hn](mailto:rvilleda@david.intertel.hn)

### SOUTHERN AFRICAN DEVELOPMENT COMMUNITY (SADC)

Dr. A. Molokomme, Senior Programme Officer (Gender), Private Bag 0095, Gaborone, Botswana  
Tel. +267 351863, Fax: +267 372848/581070, E-mail: [Molokom@sadc.int](mailto:Molokom@sadc.int)

## UNITED NATIONS

### UNITED NATIONS

Ms. Angela E. V. King, Assistant Secretary-General, Special Adviser on Gender Issues and Advancement of Women, United Nations, New York  
Tel: + 212-9635086, Fax: + 212-9633463, 963 51 38 E.mail: [king@un.org](mailto:king@un.org)

### UNITED NATIONS CENTRE FOR HUMAN SETTLEMENTS (HABITAT)(UNCHS)

Ms. Anna Kajumulo Tibaijuka, Executive Director, Habitat, Nairobi, Kenya  
Tel: + 254.2-625001, Fax:+ 254.2-623919/624325, E.mail: [ExecDir.Habitat@unchs.org](mailto:ExecDir.Habitat@unchs.org)

Ms. Susanne Wadstein, Gender Advisor, Human Settlements Officer in Habitat's Gender Unit, Nairobi  
Tel: 254-2-62 45 50, Email [susanne.wadstein@unchs.org](mailto:susanne.wadstein@unchs.org)

### UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT (UNCTAD)

Mr. Iftekhar Chowdhury, Special Advisor to the Secretary-General of LDC-III, Geneva

Ms. Masoumeh Sahami-Malmberg, LDC-III Gender Coordinator, Geneva

Ms. Anna Fälth, LDC-III Gender Officer, Geneva

Ms. Marliatou Barry, Secretary of the meeting, Geneva

Mr. Sandagdorj Erdenebileg, Office of the Special Coordinator for Least Developed, Land-locked and Island Developing Countries, Geneva

Mr. Günter Fischer, Office of the Special Coordinator for Least Developed, Land-locked and Island Developing Countries, Geneva

Ms. Faustina Attobra-Wilson, Office of the Special Coordinator for Least Developed, Land-locked and Island Developing Countries, Geneva

Ms. Minda Carl, Office of the Special Coordinator for Least Developed, Land-locked and Island Developing Countries, Geneva

Ms. Aradhna Duggal, Office of the Special Coordinator for Least Developed, Land-locked and Island Developing Countries, Geneva

Mr. Frédéric Maio, Office of the Special Coordinator for Least Developed, Land-locked and Island Developing Countries , Geneva

Ms. Josie Maximo, Division on International Trade in Goods and services, and Commodities, Geneva

Ms. Yvette Fernández, Assistant of the Secretary of the Meeting, Geneva

#### **UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)**

Ms. Aster Zaoude, Senior Advisor on Gender in Development, Headquarters, New York  
Tel: +212-9065082, Fax: + 212-9065857, E.mail: [aster.zaoude@undp.org](mailto:aster.zaoude@undp.org)

Ms. Melissa Roche, Gender Specialist, South Africa  
Tel: +27.12 3385086, Fax: +27.12-3204353, E.mail: [Melissa.roche@undp.org](mailto:Melissa.roche@undp.org)

Ms Delphine Ouandaogo, Focal Point, gender and promotion of women, UNDP, Burkina Faso  
Tel: +226 306762/306764, Fax: 226-310470, E.mail: [delphine.ouandaogo@undp.org](mailto:delphine.ouandaogo@undp.org)

#### **UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA (UNECA)**

Ms. Elizabeth Woldemariam, Economic Affairs Officer, Addis Ababa, Ethiopia  
Tel: + 251.1-511056, 443384 Fax: + 251.1-510389, Email: [elizabethwm@uneca.org](mailto:elizabethwm@uneca.org)

#### **UNITED NATIONS POPULATION FUND (UNFPA)**

Ms. Wariara Mbugua, Chief, Gender Issues Branch, Technical Support Division (TSO)  
Tel: 212 297 5141/2, Fax: 212 297 5145, E.mail [mbugua@unfpa.org](mailto:mbugua@unfpa.org)

#### **UNITED NATIONS OFFICE FOR PROTECT SERVICES (UNOPS-SEHD)**

Ms. Ursula Titus, Area Coordinator, UNOPS-SEHD, South Africa  
Tel: 054-3322822, Fax: 054-3322835, Email: [ursulat@unops-sehd.org.za](mailto:ursulat@unops-sehd.org.za)

Mr. Christopher Gilmore, Chief Technical Adviser, Small Enterprise and Human Development Program, United Nations Office for Protect Services (UNOPS), Pretoria, South Africa  
Tel: 012-341 45 94, Fax: 012-341 00 95, Email: [cj.Gilmore@unops-sehd.org.za](mailto:cj.Gilmore@unops-sehd.org.za)

### **SPECIALIZED AGENCIES AND RELATED ORGANIZATION**

#### **FOOD AND AGRICULTURAL ORGANIZATION (FAO)**

Ms. Susan Minae, Farming Systems Development Officer, FAO, Harare, Zimbabwe  
Tel: 263.4.791 407, 253 655 Fax: 263.4.703 497, 700 724, Email: [susan.minae@fao.org](mailto:susan.minae@fao.org)

Dr. Chenoweth Florence, FAO Representative, UN/FAO, South Africa  
Tel: (012) 338 5335, Fax: 012 320 7606, Email: [fao-zaf@fao.org](mailto:fao-zaf@fao.org)

## **INTERNATIONAL LABOUR ORGANISATION (ILO)**

Ms. Marie Helena Lavinias, Senior Economist, ILO-IFP/SES, Geneva  
Tel: 41.22.799 7835 Fax: 41.22-7997123, E.mail: [lavinias@ilo.org](mailto:lavinias@ilo.org)

Ms. Cynthia Yinusa, Gender Focal Point, ILO Area Office, Pretoria  
Tel: +12 341 21 70, Fax: +12 341 21 59, E.mail: [yinusac@ilo.org](mailto:yinusac@ilo.org)

## **INTERNATIONAL MONETARY FUND (IMF)**

Ms. Ritha Khemani, Senior Economist, International Monetary Fund Office in Europe, Paris, France  
Tel: + 33.1-40693083, Fax: + 33.1-47234089, E.mail: [rkhemani@imf.org](mailto:rkhemani@imf.org)

## **WORLD BANK (WB)**

Mr. John Page, Director, Poverty Reduction Strategies, World Bank, Washington, D.C  
Tel: + 202-4737461, Fax: + 202-5227496, E mail: [jpage@worldbank.org](mailto:jpage@worldbank.org)

## **WORLD INTELLECTUAL PROPERTY ORGANIZATION (WIPO)**

Ms. Helen Lom, Director-Advisor, Sector of Global Protection Systems and Services (PCT, Madrid and the Hague)  
Tel: +41.22-3389124, Fax: +41.22-7335371, E.mail: [helen.lom@wipo.int](mailto:helen.lom@wipo.int)

\* \* \*

## **WORLD TRADE ORGANIZATION (WTO)**

Mr. Jean-Maurice Léger, Director, Technical Cooperation Division, Geneva  
Tel: + 41.22-7395193, Fax: + 41.22-7395764, E.mail: [jean-maurice.leger@wto.org](mailto:jean-maurice.leger@wto.org)

Ms. Zainab Mchumo, Legal Affairs Officer, Secretariat Working Group on the Integrated Framework and LDC Issues, Geneva  
Tel: + 41.22-7395094, Fax: + 41.22-7395690, E.mail: [zainab.mchumo@wto.org](mailto:zainab.mchumo@wto.org)

## **NON-GOVERNMENTAL ORGANIZATIONS**

### **ASSOCIATION OF PROFESSIONAL AFRICAN WOMEN IN COMMUNICATION (APAC)**

Ms. Anne Guedheu Youmbi, Consultant, Cameroon  
Fax: 237-215612, E.mail: [guedheu@syfeed.cm.refer.org](mailto:guedheu@syfeed.cm.refer.org)

### **ASSOCIATION FOR PROTECTING CHILD'S RIGHTS (APCR)**

Ms. Paula Kanerva, Helsinki, Finland  
Tel: +358.41-5189241, Fax: +358 93404304, E.mail: [apcrfinland@yahoo.com](mailto:apcrfinland@yahoo.com)

Mr. Fasua Victor Olarewaju, Helsinki, Finland  
Tel: + 358.41-5185241, Fax: 358.93404304, e.mail: [apcrfinland@yahoo.com](mailto:apcrfinland@yahoo.com)

Mr. Segun Joshua Atewologun, Helsinki, Finland  
Tel: + 358.41-5189241, Fax: +35893404304, e.mail: [apcrfinland@yahoo.com](mailto:apcrfinland@yahoo.com)

Mr. Busuyi



Fax: +35893404304

## **IL CENACOLO**

Ms. Loretta Lorenzini, Rome, Italy

Tel: +39-348-3728341, Fax: +39-637-352660, E.mail: [ilcenacolo@yahoo.com](mailto:ilcenacolo@yahoo.com)

Ms. Natalia Encorpio, Rome, Italy

Tel: +39-348-3728341, Fax: +39-637-352660, E.mail: [ilcenacolo@yahoo.com](mailto:ilcenacolo@yahoo.com)

## **INTERNATIONAL FOOD POLICY RESEARCH INSTITUTE**

Ms. Marzia Fontana, Researcher, IDS-Sussex/IFPRI-Washington D.C.

E.mail: [m.fontana@cgiar.org](mailto:m.fontana@cgiar.org)

## **OTHER ORGANIZATIONS**

### **AFRICAN PRIDE**

Ms. Nocwaka Cynthia Mazaleni, Cape Town, South Africa

Tel: 021-683 10 22, Fax: (021) 683 18 35

### **ARISE GROUP**

Ms. Karin Joubert, CEO

Tel: 27 21 903 1007 / 083 258 6541, Fax: 27 21 903 1007, Email: [kjoubert@intekom.co.za](mailto:kjoubert@intekom.co.za)

### **AFRICAN PROJECT DEVELOPMENT FACILITY (APDF)**

Ms. Khetsiwe Dlamini, Swaziland

Tel: +268.11 349057, Fax: +268.11-3250729, E.mail: [kdlamini@ifc.org](mailto:kdlamini@ifc.org)

### **CISCO SYSTEM**

Mr. Carl Hendricks, Academy Area Manager

Tel: 27.11.267 10 55, Fax: 27.11.267 11 00, Email: [chendric@cisco.com](mailto:chendric@cisco.com)

### **COMMUNITY AGENCY FOR SOCIAL ENQUIRY**

Ms. Debbie Budlender, Researcher

Tel: (021) 447 98 52, Fax: (021) 448 61 85, Email: [debbieb@wn.apc.org](mailto:debbieb@wn.apc.org)

### **FORUM FOR WOMEN IN DEMOCRACY**

Ms. Beatrice Mugambe, Kampala, Uganda

Tel: + 256.41-342130, Fax: + 256.41-342123, E.mail: [fowode@starcom.co.ug](mailto:fowode@starcom.co.ug) -[fowode@rtarcom.co.ug](mailto:fowode@rtarcom.co.ug)

### **GENDER AND TRADE NETWORK IN AFRICA (GENTA)**

Ms. Winnie Sibonsile Madonsela, Research Focal Point for Genta, Mbabane

Global Professional Services, P.O. Box 4936

Tel:(268)-404 9978/9, 422 1120, Fax: (268) 404 99 80, Email: [wmadonsela@excite.com](mailto:wmadonsela@excite.com)

## **GRAMEEN TRUST**

Prof. S.M. Huzzatul Islam Latifee, Managing Director, Grameen Trust, Dhaka, Bangladesh  
Tel: + 88.2-8016314, Fax: + 88.2-8016319, E.mail: [gt\\_repli@grameen.com](mailto:gt_repli@grameen.com)

## **KHULA**

Ms. Victoria Mwemba, Senior Project Analyst  
Fax: 011 807 84 57, Email: [mwemba@khula.org.za](mailto:mwemba@khula.org.za)

## **NALEDI**

Ms. Liesl Orr, Researcher, Johannesburg  
Tel: 011 403 21 22, Fax: 011-403 19 48, Email: [liesl@naledi.org.za](mailto:liesl@naledi.org.za)

Ms. Claire Horton, Research Coordinator, NALEDI  
Tel: (011) 403 21 22, Fax: (011) 403 19 48, Email: [Claire@naledi.org.za](mailto:Claire@naledi.org.za)

## **NATIONAL UNION OF ERITREAN WOMEN (NEUW)**

Ms. Tsegga Gaim Misgun, Social Service Head, National Union of Eritrean Women, Asmara, Eritrea  
Tel: 291-1-119 304, Fax: 291-1-120628, Email: [saster@eol.com.er](mailto:saster@eol.com.er)

## **PETROWAS**

Mr. George Paul, Malaysia

## **PHUHLISA RESEARCHERS AND DEVELOPMENT FACILITATORS**

Dr. Evelyn Rabagi, President  
Tel: (021) 448 79 32, Fax: (021) 448 39 57, Email: [rabajie@telkomsa.com](mailto:rabajie@telkomsa.com)

Ms. Muriel Botshe Rabaji, National Director  
Tel: (021) 448 79 32, Fax: (021) 448 39 57, Email: [botshe@hotmail.com](mailto:botshe@hotmail.com)

## **RECIF**

Ms. Clémentine Ouoba, Secrétaire Générale de Réseau Communication  
D'Information et Formation des Femmes dans les ONG/Associations  
Tel: +226 312225, Fax: +226 312225, E.mail: [recif@fasonet.bf](mailto:recif@fasonet.bf)

## **SMALL ENTERPRISE FOUNDATION**

Mr. John De Wit, South Africa  
Tel: 27.15.307 58 37, Fax: 27.15.307 29 77, Email: [sef@pixie.co.za](mailto:sef@pixie.co.za)

## **UNION NATIONALE DES FEMMES**

Ms. Esmahan Mohamed Hadi, Djibouti  
Tel: +253-350421, Fax: +253-350352, 350659, Email: [Presidente.cab@intnet.dj](mailto:Presidente.cab@intnet.dj)

## **WOMEN DEVELOPMENT BUSINESSES**

Ms. Molobela Meriam Bontleng, Development Assistant  
Tel: (013) 799 02 59, Fax: (013) 799 05 52

Steyn Ableack Mashabane, Development Assistant  
Tel: (013) 737 66 60

## **WOMEN IN INFORMAL EMPLOYMENT: GLOBALIZING AND ORGANIZING (WIEGO)**

Dr. Martha Chen, Harvard University, Cambridge  
Tel: + 617-4957639, Fax: +617-4950996, E-mails: [Martha\\_Chen@harvard.edu](mailto:Martha_Chen@harvard.edu) - [wiego@ksg.harvard.edu](mailto:wiego@ksg.harvard.edu)

## **WOMEN'S DEVELOPMENT BANK**

Ms. Zanele Mbeki, Director

Ms. Mengie Hlatshwayo, Women's Development Bank  
Tel: (011) 726 42 30, Fax: (011) 726 1938, Email: [mengieh@wdb.co.za](mailto:mengieh@wdb.co.za)

Ms. Meriam Molobela

Mr. Steyn Mashabane

## **WOMEN'S NET**

Ms. Sally Shacklelan  
Tel: (011) 838 69 43, Fax: 492 10 58, Email: [sallys@womensnet.org.za](mailto:sallys@womensnet.org.za)