



# Session 11: GENDER EQUALITY IN FTA NEGOTIATIONS

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Partner:



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# Presentation Outline

- Why gender in FTAs
- Key obstacles in women's participation in FTA negotiations
- Examples of gender provisions in FTAs
- Best practices in promoting women's participation in accessing market opportunities from FTAs



# **Why gender in FTAs (Introduction)**

- Societies have different **gender norms** (standards of behavior to which men and women are expected to conform or abide by)
- Gender norms determine **gender roles**: tasks and responsibilities assigned to either males or females and how they are supposed to perform them
- Gender norms influence what gender roles are valued more than others. In most societies, **roles performed by males are valued more than those roles performed by women.**



# **Why gender in FTAs (Introduction)**

**Gender Division of Labor** (the way work is divided between men and women according to their gender roles)

**Reproductive roles:** linked to women's reproductive ability; not just biological but also the maintenance of the family and the home. Work is done within the **private sphere** of the home and is **unpaid**. **Mostly done by women.**

**Productive roles:** work given an economic value (**paid**); usually done outside of the home (**public sphere**). **Mostly done by men.**

**Community work:** usually volunteer, **unpaid** work. E.g., member of business association, co-operative, dharma wanita, teachers' association.



# Reproductive and Productive roles

	Women	Men	Both
Private Domain	<ul style="list-style-type: none"><li>o Child care</li><li>o Domestic tasks</li><li>o Livestock and poultry rearing</li><li>o Homestead gardening</li><li>o Post-harvest tasks</li><li>o Seed preservation</li><li>o Subsistence agricultural tasks</li><li>o Collection of biomass within homestead</li></ul>	<ul style="list-style-type: none"><li>o Building the house</li><li>o Preparation for strengthening the house before the potential rain/cyclone periods</li><li>o Fishing in adjacent ponds</li></ul>	<ul style="list-style-type: none"><li>o Water fetching</li><li>o Weaving</li><li>o Fish processing</li><li>o Domestic management during disasters</li></ul>
Public Domain	<ul style="list-style-type: none"><li>o Collecting cow dung and other biomass</li><li>o Domestic maids</li><li>o School teaching</li><li>o Egg selling by children</li></ul>	<ul style="list-style-type: none"><li>o Farming</li><li>o Fishing</li><li>o Trading</li><li>o Day labor</li><li>o Rickshaw pulling</li></ul>	<ul style="list-style-type: none"><li>o Day labor</li><li>o Industrial labor</li><li>o Agricultural labor</li><li>o Small trading</li><li>o Fish selling at market</li><li>o Commercial vegetable production</li><li>o Milk selling services</li></ul>



I wish for...

no housework,  
no cooking,  
no cleaning ...



POOF



beconfused

# What does gender division of labor show?

- Women's work and contribution to the economy is often **invisible, not valued**.
- Some women are involved in all types of work, thus, have more **time constraints** than men.
- Men and women have **different roles and status** in society, thus, have **different needs and aspirations**.
- **FTAs, therefore, must take into account differences of men and women** in their roles, needs, and aspirations in contributing to the economic development of the country.



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# Why gender in FTAs (Rationale)

- Trade impacts on men and women differently.  
(some empirical evidence)
- In the economic sphere, women are: in sectors that require **lesser skills** (e.g., agriculture), offer little opportunity for career advancement (services), are related to care-giving (e.g., nanny, nursing) often associated with **low-wages**.
- Trade policies and initiatives that do not meet the particular needs of women can **aggravate existing inequalities** and **reverse** previously achieved gains.



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# Why gender in FTAs (Rationale)

- **Discrimination** against female entrepreneurs and producers may **affect their productivity**, slowing economic growth.
- Addressing gender-intensified constraints to trade can have **multiplier effects on economic development**. Women typically devote a larger portion of their incomes than men to the health and education of their families enhancing human capital accumulation.



# Empirical evidence of gender impact of trade

## Positive impacts:

- **Increased employment** for women (more women get employed in farms producing export agricultural products, many earning their own income for the first time)
- **Women's relative wage increased** and many industries prefer female workers
- As women have jobs and earn an income:
  - heightened autonomy,
  - investments in health and education increased (case of Bangladesh)



# Empirical evidence of gender impact of trade

## Negative impacts:

**Gender-based wage gaps in the manufacturing sector:** women earn less than men as women are often hired in low-skilled, low wage jobs while men are hired in lower or middle management levels

**Less access to opportunities in employment in agriculture:** weaker land and other property rights, limited access to productive inputs, information about markets, more efficient technologies (Guatemala: women hold only 3% of contracts for peas and broccoli, two of the most important crops in the country)

**Lower capacity to export:** most women-owned enterprises are micro and small, less competitive

**Double burden:** women continue to bear domestic responsibilities often with no or limited support from men



# Evidence of differences in men and women's conditions in Indonesia

## Estimated gross national income per capita (2011)

female: US \$ 6,484.90 < Male: 13,051 US \$

## Labor force participation rate (% ages 15 and older)

female: 51.4 < male: 84.2

## Population with at least some secondary education (% 25 years and older)

female: 39.9 < male: 49.2

Source: Badan Pusat Statistik, *Trend of Selected Socio-Economic Indicators*, August 2014, Jakarta.



# Why gender in FTAs (Goal)

- The goal is for FTAs to contribute to gender equality
- **Gender equality** is the state of having the same rights, status, and opportunities and to benefit from them, regardless of gender.
- Means to achieve the goal:
  - i) Integrate a **gender perspective** in FTA negotiations and in the FTAs themselves;
  - ii) **Equal participation** of men and women in FTA negotiations;
  - iii) Provisions in FTAs to **avoid gender-based discrimination and impacts**; to **enhance** equal opportunities for men and women to **benefit** from market opportunities in FTAs.



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# Key obstacles for women to participate in FTA negotiations

- Women are **not in positions of influence** in the public and private sectors.
- Women have smaller businesses and their voices are **often not heard in business associations** dominated by men who own or represent large businesses.
- Women have **limited access to information and business networks**.
- **Lack of knowledge** of FTA negotiators of the **gendered impact of trade liberalization**.



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# Examples of gender provisions in FTAs (Canada-Chile)

- **Article N bis-03: Cooperation Activities**

2. ... the Parties shall carry out cooperation activities designed to improve the capacity and conditions for women, including workers, businesswomen and entrepreneurs, to access and fully benefit from the opportunities created by this Agreement. These activities shall be carried out with inclusive participation of women.

4. Areas of cooperation may include (refer to hand-out)

- **Article N bis-04: Trade and Gender Committee**

- 1. The Parties hereby establish a Trade and Gender Committee composed of representatives from each Party's government institutions responsible for trade and gender.

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# Examples of gender provisions in FTAs (Chile-Uruguay)

## Chapter 14: Trade and Gender

- Article 14.1: General Provisions

The Parties acknowledge the importance of incorporating the gender perspective into the promotion of inclusive economic growth...

- Article 14.3 Cooperation Activities

Areas of cooperation may include but are not limited to:

- Programs designed to foster **capacity-building and skills enhancement** of women in the **labour, business** and social spheres;
- Improving women's **access to science, technology and innovation**;
- Promoting **financial inclusion** and **education**;



# Common elements in the two FTAs

- General provisions
  - International agreements
  - Cooperation activities
  - Trade and Gender Committee
  - Consultations
- 
- Non-application of Dispute Resolution
  - Resolution to the Agreement on Labour Cooperation
  - Definitions



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# General provisions

## Statement of principles:

- importance of gender perspective in promoting inclusive economic growth
- contribution of trade to economic growth

## Statement of commitment:

- gender equality laws (establish, amend, implement)
- promote public awareness of such laws



# International agreements

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979)
- All other international agreements addressing gender equality and women's right:
  - Beijing Declaration and Platform for Action
  - Sustainable Development Goals (#5 – Gender Equality)



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# Cooperation activities

- Statement of **commitment to cooperate** on activities for the purpose of improving the capacity and conditions of women: workers, entrepreneurs
- Areas of cooperation
- Capacity building and skills enhancement
- Advancing women's leadership, participation in decision-making
- Women's access to and participation in STI and STEM
- Promoting financial inclusion and education
- Promoting female entrepreneurship
- Strengthening businesswomen's networks
- **Occupational health and safety**
- **Gender-focused statistical indicators, methods and procedures**



# Trade and Gender Committee

- **Composition:** representatives of government institutions responsible for gender and trade
- **Tasks:**
  - facilitate implementation of cooperation activities,
  - facilitate flow of information with respect to implementation,
  - undertake joint proposals to support policies on trade and gender
- **Frequency of meetings:** once a year
- **Reports to:** Trade Agreements Secretariat Foreign Affairs Ministry or Department



# Consultations

The Parties shall make all possible efforts, through dialogue, consultations and cooperation, to resolve any matter that may arise in regard to **interpretation** and **application** of this Chapter.



- **Non-application of Dispute Resolution**

**Resolution:** to any matter arising under the Trade and Gender chapter

- **Relation to the Agreement on Labour**

**Cooperation:** this Agreement prevails in case of inconsistency between this Agreement and the Trade and Gender chapter.



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# Best practices in promoting women's participation in accessing market opportunities from FTAs

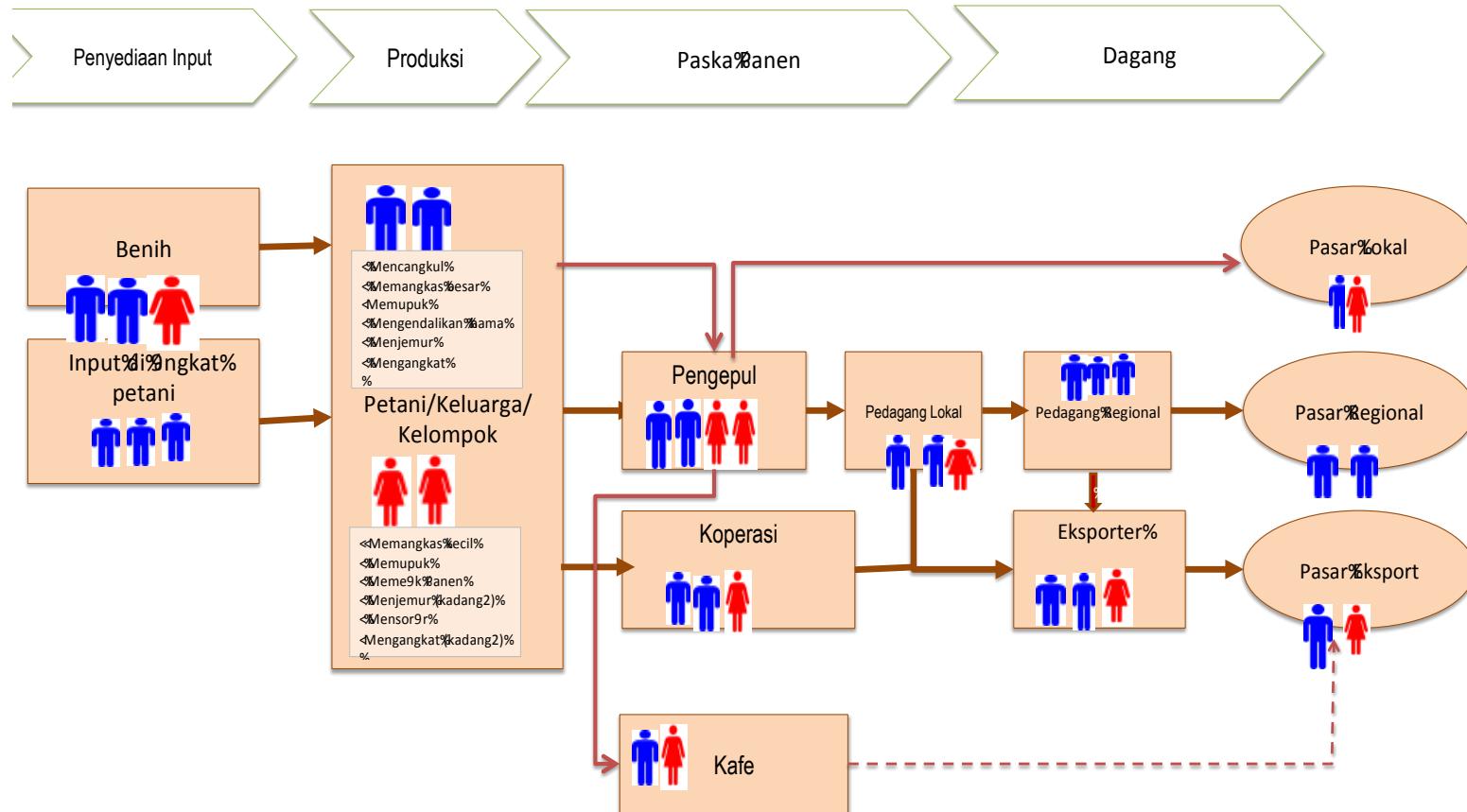
- Conducting **gender-sensitive value chain analysis**
- Supporting **women's networks**, associations and **access to information**
- Facilitate **access to credit**
- Supporting women entrepreneurs through **trade and export authorities and missions**
- Building capacity through **skills development and training**
- Leveraging **supplier diversity** initiatives



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# Coffee value chain in Gayo, Aceh



## Q&A and Discussion

Thank you!!! Terima kasih!!!



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