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www.thebodyshop.com

Appendix I. Internet Resources on Gender and Trade Issues

Bridge www.ids.ac.uk/bridge/dgb8.html

Bridge is a project of the Institute for Development Studies (IDS) at the University of Sussex, UK. Issue 8 of its briefing papers is on trade policy.

British Standards Institution (BSI) www.bsi-global.com/

BSI is a group of complementary businesses working to support business improvement and trade worldwide.

Center for Economic and Policy Research (CEPR) www.cepr.net/

CEPR was established to promote democratic debate on the most important economic and social issues that affect people's lives.

Commonwealth Business Council (CBC) www.cbc.to/

The CBC site provides a wide variety of information, especially its e-business and marketplace network.

Development Alternatives with Women for a New Era (DAWN)

www.dawn.org.fj/

One of the three DAWN research themes is The Political Economy of Globalisation. Mariama Williams' 1999 discussion paper on the WTO, 'Free Trade or Fair Trade' is available on the website as are other resources.

The Development Gap www.developmentgap.org

This site includes links to the Alliance for Responsible Trade, a US based organization (www.art-us.org).

Focus on the Global South www.focusweb.org/

Focus on the Global South is a Bangkok-based organization working against corporate globalisation.

Global Exchange www.globalexchange.org/

Global Exchange is a human rights organisation dedicated to promoting environmental, political and social justice around the world.

Industry Canada www.strategis.gc.ca

The *Strategis* site is useful for people who want to source Canadian products. It has a joint venture list of about 40,000 Canadian companies, with capabilities and opportunities, and contains sector information.

Institute for Agriculture and Trade Policy (IATP) www.iatp.org/
IATP promotes resilient family farms, rural communities and ecosystems around the world through research and education, science and technology, and advocacy.

International Coalition for Development Action (ICDA) www.icda.be
ICDA is a coalition of mainly development NGOs and networks and other civil society organisations in the North and South committed to building a more just and equitable international order, with a specific focus on trade and trade-related issues.

International Forum on Globalization (IFG) www.ifg.org
IFG is an alliance of sixty leading activists, scholars, economists, researchers and writers formed to stimulate new thinking, joint activity, and public education in response to economic globalisation.

International Labour Organization www.ilo.org
This site contains useful information on workers' rights and employment issues. The Strategies and Tools against Social Exclusion (STEP) Programme addresses the needs of the economically vulnerable who have little or no access to basic social protection and services.

International Gender and Trade Network (IGTN) www.genderandtrade.net/
The IGTN is an international network of gender advocates actively working to promote equitable, social, and sustainable trade. It features publications and up-to-date research.

National Foundation for Women Business Owners www.nfwbo.org
This US based organisation has up-to-date research on a range of issues and links to other sites.

Organization of Women in International Trade www.owit.org
This US-based organisation has chapters around the US and in other countries. The web site has numerous links, including to Economics Departments, Institutes and Research Centres (organised by country). It also has a list of multi-national companies that do business with women business owners.

Public Citizen's Global Trade Watch www.tradewatch.org
Public Citizen's Global Trade Watch aims to educate the American public about the enormous impact of international trade and economic

globalisation on jobs, the environment, public health and safety, and democratic accountability.

Self-Employed Women's Association (SEWA) www.sewa.org/
SEWA is a trade union of poor, self-employed women workers which organises workers to achieve their goal of full employment and self-reliance.

Southern African People's Solidarity Network (SAPSN)
www.aidc.org.za/sapsn/index.html
SAPSN is a regional network organised around the issues of debt, structural adjustment and globalisation.

Third World Network (TWN) www.twinside.org.sg
TWN is an independent non-profit international network of organisations and individuals involved in issues relating to development, the Third World and North-South issues. The site features a section on WTO issues and current developments.

Trade and Development Center www.itd.org/
This site is a joint initiative of the World Trade Organization and the Economic Development Institute of the World Bank. It is designed primarily for individuals from developing countries.

Trade Observatory www.tradeobservatory.org/pages/home.cfm
Trade Observatory/WTO Watch is a global information centre on trade and sustainable development.

United Nations Council on Trade and Development (UNCTAD)
www.unctad.org
This site provides an overview of UNCTAD activities and a list of UN trade related publications. It provides links to other sites.

United Nations Development Fund for Women (UNIFEM)
www.unifem.undp.org/ec_trad.htm
UNIFEM aims to help women understand trade-agreements and works to incorporate a gender perspective in trade policies. The Fund is also supporting initiatives that help women forge new economic opportunities. The publication, *Progress of the World's Women 2000*, coordinated by Diane Elson, is available on the site.

US Departments of Commerce and Agriculture www.fas.usda.gov

This Foreign Affairs Service site provides analysis of export opportunities for US companies for agricultural commodities by country and commodity.

US Network for Global Economic Justice: 50 Years is Enough
www.50years.org

The Network is a coalition of over 200 U.S. grassroots, women's, solidarity, faith-based, policy, social and economic justice, youth, labor and development organisations dedicated to the transformation of the World Bank and the IMF. It works in solidarity with over 185 international partner organisations in more than 65 countries.

Women in Informal Employment: Globalising and Organising (WIEGO)
www.wiego.org/

WIEGO is a worldwide coalition of institutions and individuals concerned with improving the status of women in the economy's informal sector through better statistics, research, advocacy and organising. This site contains a number recent research reports relating to the informal sector globally

Women's Environment and Development Organization (WEDO)
www.wedo.org

Social and economic justice is one of WEDO's programme areas. A primer on women and trade can be found at
www.igc.org/wedo/global/wedo_primer.htm

World Bank Gender Net www.worldbank.org/gender

This site describes how the Bank tries to reduce gender disparities and enhance women's participation in economic development through its programmes and projects.

The World Development Movement (WDM) www.wdm.org.uk/

WDM is campaigning to tackle the underlying causes of poverty. It lobbies decision makers to change the policies that keep people poor; researches and promotes positive alternatives; and works alongside people in the developing world who are standing up to injustice.

World Trade Organization (WTO) www.wto.org

This site provides a broad range of up-to-date information on trade disputes, recent rulings, initiatives and meetings. A full text of WTO Agreements can be found on the Trade Topics page.

Appendix II. The Commonwealth Businesswomen Network

This publication (*Commonwealth Businesswomen: Trade Matters, Best Practices and Success Stories*) is one of the outcomes of the Commonwealth Businesswomen's Network (CBWN) programme. The CBWN developed out of nine regional dialogues, organised by local 'focal points' in key locations between 20 March and 24 July 2001 to determine the level of interest and support for the Network. The meetings were also intended to deliver technical training with respect to current issues in world trading and to look at how international trade policy affects women in business.

More than 200 leading businesswomen attended these meetings, which were by invitation only and purposely limited in attendance so that a fruitful roundtable dialogue could be held. Many more women entrepreneurs pledged support. Each intensive, one-day meeting featured an open exchange of ideas and the distribution of materials and a resource guide. A portion of the day was devoted to technical training about the world trade order, the Commonwealth and the Commonwealth Secretariat, the World Trade Organization (WTO), the Commonwealth Parliamentary Association, the Commonwealth Business Council, the Organisation for Economic Cooperation and Development (OECD), existing networks, and models and prototypes for a CBWN. The rest of the day was devoted to the 'local' experience, the effect of trade on businesswomen, the role of businesswomen in the local or regional economy, the issues, challenges and opportunities that businesswomen face, a discussion on the potential of a CBWN and support for the development of such a Network.

Overall, the reception and support for the idea of a CBWN was overwhelming. There was agreement that the Network should be inclusive and that women need to reach out to other women, especially those in less developed countries. There was a lot of interest in learning more about globalisation and the unique role that women can play as well as the challenges that women-owned businesses face. Many women entrepreneurs identify with the Commonwealth much more than they do with other trading groups. Also, many women in the less developed countries feel isolated or left out of the main events of the developed world and welcomed a Network, virtual or otherwise, that could connect women. They saw it as enhancing trade and business networking, building up a database of

women participants and offering them the opportunity to have a voice in how trade policy effects their businesses. The interest in 'connecting' Commonwealth women was unanimous, with most women eager to continue with the idea. However, in many instances, resources to support women are limited and need to be placed where returns will be the greatest.

Key sectors that women felt were the most important to them included:

Trade and prosperity – small business in the new economy

- Transforming to meet the needs of the new economy – travel and tourism
- Food, beverages and consumer products
- Technology revolution – education primacy
- E-commerce and digital marketplaces
- Investing in the new economy – new opportunities towards privatisation

Regional focal points agreed to continue to work with the Commonwealth Secretariat, distribute information and assist in whatever way they realistically could in order to support the Network. Those who organised the meetings were:

- Singapore – Dr. Anamah Tan
- Kuala Lumpur, Malaysia – Bien Mei Nien
- Bangalore, India – Uma Reddy
- New Delhi, India – Rajni Aggrawal
- Pretoria, South Africa – Tembeka Nkambi-Van Wyk
- Accra, Ghana – Grace Otoo-Kwadey
- Kingston, Jamaica – Dr. Glenda Sims
- Toronto, Canada – Dana Peebles
- London, England – Arline Wouterz

Appendix III. The Commonwealth Secretariat – An Overview

Brief history and objectives

The Commonwealth is an association of 54 developed and developing nations around the world. The Commonwealth Secretariat is its principle organisation headed by the Commonwealth Secretary-General. The Commonwealth Secretariat works to advance democracy, human rights, and sustainable economic and social development within its member countries. Gender equality is a fundamental value of the Commonwealth.

The Trade, Enterprise and Agriculture Department

The Trade, Enterprise and Agriculture Department, Special Advisory Services Division, operates within the framework of the Commonwealth Fund for Technical Co-operation (CFTC). It has a mandate to help developing member countries formulate and implement trade and economic reform programmes. The department's assistance includes: technical advice to establish and/or strengthen export market development and promotion programmes; developing policies to increase market access; developing the institutional framework to implement these initiatives and, generally, helping countries to address export, investment and trade issues which impact their ability to become competitive.

The department also plays a lead role in providing assistance to help countries understand and benefit from international trade agreements, for example those administered by the World Trade Organization (WTO). To this end, it has developed technical assistance programmes specifically designed to assist developing countries prepare for, and participate effectively in, the multilateral trading system. These have included technical workshops and training programmes on specific WTO Agreements, production of trade publications, provision of trade experts to countries, and its flagship trade programme: a trade advisory service offered to Commonwealth missions based in Geneva.

The Gender Affairs Department

The Gender Affairs Department, Social Transformation Programmes Division, is responsible for developing and implementing the Common-

wealth Secretariat's gender equality programme. It plays a critical role in advising governments, assisting in gender policy formulation, supporting capacity building and acting as a network for the exchange of ideas and good practices.

The work of the Commonwealth in advancing gender equality rests on its policy framework and strategy as laid out in the 1995 Commonwealth Plan of Action (PoA) on Gender and Development and its Update (2000–2005). The PoA is based on the Commonwealth's vision for women and men and its fundamental values of democracy and good governance, human rights, the rule of law, and people-centred sustainable development. Gender equality benefits men as well as women.

To turn the vision into reality, the Commonwealth has adopted a programme approach to mainstream gender issues into the development process in four main areas: Women's Empowerment in Political Decision-making, Peace and Conflict Resolution, Macroeconomics and Globalisation, and Human Rights, including Combating Violence Against Women. Other emerging issues are Poverty Alleviation and HIV/AIDS. The Secretariat has developed the Gender Management System (GMS) in order to make gender concerns an integral part of policy formulation and programme implementation at all levels. Gender-responsive budgets, gender-sensitive model laws and an integrated approach to combating violence against women are a few of the activities being undertaken.

Appendix IV. About the Contributors

Dr Marilyn Carr

Marilyn Carr is a development economist with over twenty years experience in the fields of international trade, small enterprise development and technology choice and transfer. She has an MSc in Economics from the London School of Economics and a DPhil in Development Economics from the University of Sussex. She has written and/or edited ten books as well as several articles on the subjects of small enterprise development, rural industrialisation, technology choice and women's economic empowerment, and has undertaken numerous consultancies for a variety of international agencies including the World Bank, ILO, FAO and UNDP. Currently, Dr Carr is on leave from the United Nations Development Fund for Women (UNIFEM), where she has been Senior Economic Adviser since 1990, and is Director of the Global Markets Programme of the International Network WIEGO (Women in Informal Employment: Globalising and Organising).

Dr Lorraine Corner

Since 1994, Lorraine Corner has been the Regional Programme Advisor for the East and Southeast Asia Regional Office (Bangkok) of the United Nations Development Fund for Women (UNIFEM). Prior to joining UNIFEM, Dr. Corner taught in the Graduate Programme in Demography, National Centre for Development Studies at the Australian National University. Before that she worked at the Centre for Population and Manpower Studies in the Indonesian Institute of Science, and has taught economics at Universiti Sains Malaysia (Penang) and at the Faculty of Economics at Monash University (Melbourne). In addition to her work for UNIFEM, Dr. Corner worked with the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) preparing the Jakarta Plan of Action on Human Resources Development (1988, 1994) and was a member of the Human Resources Development Working Group of the Commonwealth Secretariat that drafted Foundation for the Future, Report of the Commonwealth Working Group on Human Resources Development Strategies (June 1993). Dr. Corner has extensive experience working in many countries in Africa, East and Southeast Asia and the Pacific.

Sandra Glasgow

Sandra Glasgow has served as the Senior Director of the Entrepreneurial Centre at the University of Technology in Jamaica since 1987. She is in the process of transforming the centre into a Technology Innovation Centre that will then act as an incubator for technology-based businesses in the region. Ms Glasgow also works as a lecturer in the New Ventures and Entrepreneurship course of the University of the West Indies and sits on several boards, including the Natural History Division of the Institute of Jamaica and the Creative Productions and Training Centre Ltd. Her professional training includes an MBA from the University of the West Indies, where she majored in technology management. She also has a BSc in Marine Zoology and Applied Botany. In 2000, she was selected as the 2000 Eisenhower Fellow for Jamaica. Ms. Glasgow is also the Vice-President of the World Association for Co-operative Education.

Dr Maggie Kigozi

Maggie Kigozi began her professional life training as a medical doctor and practised medicine for several years. She then moved into the private sector and, since 1999, has served as the Director of the Uganda Investment Authority. She is a board member of Crown Beverages, Equator Tourist City and the Uganda Export Promotion, and is the Vice-Chair of the World Association of Investment Promotion Agencies. In addition to her active professional life, Dr Kigozi also serves on the boards of several community-based non-profit organisations and is currently the Chair of both the Uganda Scouts Association and the Uganda Women's Efforts to Save Orphans. Dr Kigozi is a patron for the Uganda Change Agent Association, and serves as a board member for the Private Sector Foundation and as the Director of Uganda Manufacturers Association.

Andrina Lever

Andrina Lever is the founder and President of Lever Enterprises, which is a consulting firm specialising in international trade and commercial development. She is a Barrister in England and a Barrister and Solicitor in Victoria, Australia. She has worked in more than 40 different countries and acts as an advisor to major financial institutions and governments with respect to small business. Ms. Lever was instrumental in developing the first all-

women trade missions to the U.S and was the Executive Director of the first Canada/USA Businesswomen's Trade Summit. A founding member of the Women Leader's Network of APEC and the Pan Commonwealth Co-ordinator for the Commonwealth Businesswomen Leader's Network, Ms. Lever is the 1999 recipient of the Artemis Award in Greece for Leadership and Vision, the 1999 Ontario Women's Directorate Partners for Change Award, the 1999 CWIBI International Award and the 2000 Canadian International Cooperation Award. In 1998 she was appointed by the Prime Minister of Canada to the APEC Business Advisory Council where she chairs the SME Task Force. Ms. Lever has presented papers and recommendations to every APEC SME Ministerial since 1995 and at the OECD. Recently she was appointed to the Department of Foreign Affairs Advisory Board on SMEs.

Dr. Elizabeth J. Muir

After a career in pharmaceuticals and food product management, Elizabeth set up her own marketing consultancy in 1982 which grew into a European management and research consultancy with bases in Athens, Brussels, and Cardiff. During this time she worked for a number of blue chip companies, SMEs and the European Commission, particularly on issues affecting women in the labour market and as entrepreneurs. Following her success, Elizabeth decided to sell her business interests and return to academia and since 1998, has been a Director at the Welsh Enterprise Institute, University of Glamorgan, UK. She has recently completed a study of the personal, professional and business support needs of women entrepreneurs and is currently focusing upon enterprise education with particular interest to female entrepreneurial development. However, a full-time academic career does not obliterate the entrepreneurial spirit, Elizabeth is currently setting up her own part-time business selling pin jewellery. Elizabeth's post-graduate studies concentrated on women in the labour market; her doctoral thesis was on European women entrepreneurs. She is also a member of the Canadian Institute of Marketing and a member of the Institute of Sales and Marketing Management.

Rosemary Mutyabule

Rosemary Mutyabule started her career as a Research Officer for the Uganda Manufacturers Association. Since 1995, she has served as the

Assistant Director of the Investment Facilitation Division where she coordinated the Uganda Investor Survey 2000, among many other duties. Ms. Mutyabule's professional training includes an MBA from the Masstricht School of Management in the Netherlands and a BA in Economics and Social Administration from Makerere University in Kampala. She has served as a member of the taskforce on the Social Aspects of the Clean Development Mechanism and as the co-ordinator of a taskforce designed to streamline government machinery. Ms. Mutyabule also served as the co-ordinator and National Focal Point of the Africa-Asia Business Forum II.

Tembeka Nkamba-Van Wyk

Tembeka Nkamba-Van Wyk is the founder of the Talking Beads Academy. She is also a managing member of African Technologies, an IT company that demystifies computers for rural women and youth. Ms Nkamba-Van Wyk earned her BA, MA and MBA, from various institutions in the United States and is currently working on a Masters degree in Poetry from UNISA. She has multiple publications to her name, as well as writing credits for 104 episodes of radio scripts on literacy themes. In addition to the various awards, that she has won through the Talking Beads Academy, Ms Nkamba-Van Wyk was also the recipient of the 1993 Women Achiever Blasé award and the 1993 South African Achiever award.. She was a finalist in the Sowetan Sanlam Entrepreneur of the Year Award for 1997 and 1998, and the 2000 Businesswomen of the Year Award. Her community service work includes four years with the Life Line Counselling Service, service with the lobby group Women for Women in Government, work as a board member of Women Against Domestic Violence and her role as jury member for several film festivals.

Grace Otoo-Kwadey

Grace Otoo-Kwadey is currently the Technical Adviser for the Garments, Textiles and Handicrafts Section Programme for the Trade and Investment Reform Programme (TIRP) and Improved Private Enterprise Performance (IPEP) Project, funded by USAID and implemented by Amex International Inc. (a Washington DC based consulting firm). As such, she liaises between Amex client companies, other donors, the Government of Ghana and external partner organisations, monitoring the activities of Amex client firms

and providing technical assistance while working with potential investors to establish linkages and business connections. She also provides counselling for potential and existing exporters of non-traditional exports. Ms Otoo-Kwadey further assists in garment design and styling adaptation, and with the selection of fabrics for the production of samples in accordance with seasonal trends of the US clothing market. She is also responsible for sales and marketing presentations of Ghanaian Afro-centric clothing to various segments of the US market, including retail chains and catalogues, as well as exhibitions at trade shows in the US, Europe and southern Africa. Ms. Otoo-Kwadey has an MA in Information Studies from Syracuse University.

Dana Peebles

Dana Peebles is currently the Principal of Kartini International Consulting Inc., the company she established in 1996. Ms. Peebles' international project work includes her role as the Project Manager of the CIDA-funded Women's Support Project in Indonesia and as Strategic Planner for Women and Vulnerable Groups for the Asian Development Bank in Cambodia. She has also worked as a Women's Programme Officer for UNDP in Bolivia and Peru, and served as the Chief Technical Adviser for the inception period of the CIDA-funded Policy Leadership and Advocacy for Gender Equality Project in Bangladesh. Ms Peebles has travelled extensively throughout West Africa and has done a considerable amount of adult education work with the Ethiopian and Eritrean communities in Canada. Her work as the Technical Manager for the Women Leaders Network, on behalf of CIDA and the Conference Board of Canada, was recognised with the receipt of the 2000 International Co-operation Award in Gender Equality Achievement. Ms. Peebles has an MA in International Development from the Institute of Social Studies in The Hague, where she specialised in International Labour Studies and Women in Development.

Uma Reddy

Uma Reddy is an electrical engineer and runs a small-scale enterprise, M/S Hitech Magnetics, that manufactures electronic transformers. She began her entrepreneurial career while still at college, designing PCBs. As Vice-President of the Association of Women Entrepreneurs in Karnataka

(AWAKE) and member of the Asian Centre for Entrepreneurial Initiatives (ASCENT), Ms Reddy is actively involved in entrepreneurship development, specifically among women. She is an executive committee member of the Consortium of Electronic Industries of Karnataka (CLIK) and has participated in the regional meeting of the Women's World Banking in Tokyo. She has also participated in the Export Promotion programme of CBI Netherlands and the OECD programme on women entrepreneurs, as well as programmes organised by CIPE, USA. In addition to these public and private sector roles, Ms Reddy has served as a member of evaluation missions of the UNDP, Facet BV, NOVIB and other agencies, and has organised workshops and seminars on the subject of trade, development and women issues.

Shelley Siu

Shelley Siu is the Founder and Managing Director of Shelley Siu International Pte Limited, a human resource consultancy that provides personally designed in-house training programmes. She is also the Founder and President of femmE-net.com Pte Ltd, and the Co-Founder/Director of Corporate Charisma International Pte Ltd. Ms. Siu began her professional life as a teacher but, following a serious illness when she was forty, she decided to start her own business. A year and a half ago she extended her services to include corporate branding and, with a new business partner, now serves government and multinational corporations. Ms. Siu was the first Singaporean woman to address an American Society for Training and Development (ASTD) conference and is currently involved in organising programmes with the society. She has also been recognised as Singapore's first e-author for her compilation of success stories of women who have broken down barriers in business and redefined the meaning of success in a materialistic society.

Dr Mariama Williams

Mariama Williams is the Visiting Research Associate at the Centre of Concern (COC). A citizen of Jamaica as well as the U.S., she studied economics and her Ph.D. focused on money and banking and international trade. She has worked for Women in Development-Europe (WIDE), focusing on economic and trade policy, is a member of DAWN-Caribbean, and is

an active leader in the international women's movement. Dr. Williams sits on the Board of the American Friends Service Committee's Caribbean/Latin American Program. She is also affiliated with the Institute for Law and Economics and Women Working for Transformation, both based in Kingston, Jamaica. In addition, Dr. Williams is the Research Co-ordinator for the COC International Gender and Trade Network and advises the Commonwealth Secretariat on its gender and trade programme.

Karolee Wolcott

Karolee Wolcott was the initiator and founding Chairman for a small rural telecentre in southern Australia and is a board member of the International Association of Community Tele-Service Centres (CTSC International). She has owned and operated mixed farming properties with her husband in various parts of Australia. Her work on behalf of the Australian farming community includes: being the New South Wales representative for Australian Women in Agriculture (AWiA); participation in the Australian National Farmers Federation and the International Federation of Agricultural Producers; and acting as Liaison Director for the 'Wool Link Australia' Trade Mission. Ms. Wolcott acted as the Australian Rural Representative at the APEC Women Leaders' Network Meetings in New Zealand in 1999 and in Brunei Darussalam in 2000, where she spoke on the importance of volunteers to the rural community. Ms. Wolcott was partially funded by the Commonwealth Office of the Status of Women (OSW) to attend the UN General Assembly Special Session on Women (better known as Beijing +5) as the rural representative. She is particularly interested in bringing the benefits of ICTs and e-commerce to the remoter parts of Australia as well as other rural communities across the Commonwealth.

Dr Lorna Wright

Dr Lorna Wright is the Director of the International MBA Programme and Associate Professor of International Business at the Schulich School of Business, York University. She was the Founding Director (1992–2000) of the Centre for Canada-Asia Business Relations at Queen's University, as well as Co-founder (1997) of the Asian Business Consortium (which included Queen's University, York University, the University of Toronto and the Ivey School of Business). She has been active in international and cross-

cultural consulting for over 25 years, offering country briefings, organisational development and strategy formulation and training in cross-cultural management and negotiations. Dr Wright is a member of the editorial board of the *Journal of Asian Business* (University of Michigan) and the Canada-Japan Business Committee, and is also an honorary patron of the Asia Pacific Management Co-operative Programme of Capilano College Vancouver. She is the Canadian Academe Focal Point for the APEC Women Leaders Network. Dr. Wright has a BA in psychology, an MA in applied linguistics, a PGCE (education in developing countries) and a PhD in business administration. Her research interests are in the area of international negotiations, strategic alliances and the conditions for Canadian success internationally.