

ENGENDERING TRADE DIAGNOSTICS

Evidence from Diagnostic Trade Integration Studies (DTISs)
and their implementation in the LDCs



Disclaimer

This study was prepared on behalf of the Enhanced Integrated Framework (EIF) by Mr Carmine Soprano, a consultant on gender and trade. The views and opinions expressed in this report are those of the author and do not reflect the official position of any of the entities to which he is or was affiliated.

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List of acronyms

ASEAN	Association of Southeast Asian Nations
COMESA	Common Market of Eastern and Southern Africa
DTIS	Diagnostic Trade Integration Study
DTISU	Diagnostic Trade Integration Study Update
EAC	East African Community
EIF	Enhanced Integrated Framework
EWPT	Empower Women, Power Trade
ICBT	Informal Cross-Border Trade
ITC	International Trade Centre
LDC	Least Developed Countries
NIU	EIF National Implementation Unit
SDG	Sustainable Development Goal
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nation Development Programme
WBG	World Bank Group
WTO	World Trade Organization

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Foreword



From fisherwomen in Senegal to cross-border traders in Rwanda and e-commerce entrepreneurs in Bangladesh to cassava exporters in Solomon Islands, assessing the specific gender dimensions of trade is fundamental to empowering women and fostering inclusive growth. It is also an area close to my heart. This report, which represents a rather comprehensive review of the incorporation (or lack) of gender dimensions in close to 50 Diagnostic Trade Integration Studies (DTISs) supported by the Enhanced Integrated Framework (EIF) rightly emphasizes the imperative to incorporate a gender lens in trade diagnostics.

I am pleased to see that the report recognizes the concrete progress made by the EIF beneficiary countries and partners in the incorporation of gender aspects into DTISs. What is even more important is to consider how countries have swiftly moved into action mode, and the report usefully assesses how countries have followed through in the

implementation of specific trade and gender reforms and investments.

Importantly, the report also calls for increased commitment in the integration of gender into future trade studies. This is particularly important in providing a solid basis to inform policies, strategies, plans and Aid for Trade interventions in beneficiary countries.

The report concludes with a series of 10 pointers drawing on best practices and lessons learnt, which are worth integrating into future trade diagnostics.

I would like to thank the EIF partnership and the participants and panellists at the WTO's Gender and Youth Summit for their review and input into this useful piece of work. As we collectively strive for a more inclusive and equitable global trade landscape, this report serves as a valuable resource and provides a useful reference for policymakers, development practitioners and stakeholders in international trade.

We have come a long way in this area, but there is still also a long way to go. As such, I urge all stakeholders to work diligently towards an increasingly gender-inclusive trade environment.

Dr Ngozi Okonjo-Iweala,
Director-General of the WTO





10 Steps to Integrate Gender in Trade Diagnostics

At least ten steps can be taken to ensure that gender is thoroughly integrated into trade diagnostics and effectively operationalized in the prioritization and implementation process. These steps build on lessons drawn from DTISs undertaken through the EIF, identifying trends, good practices and areas of improvement in integrating gender into the diagnostics and their recommendations. In this context, the following ten points are proposed to harness this learning and maximize the degree of gender sensitiveness in future trade diagnostics:

- #1 Gender should always be reflected in the terms of reference (TOR), budget and team composition of trade diagnostics.** The TOR should clearly indicate that gender is a priority in the trade diagnostic. They should spell out the approach to be used for its integration (vertical vs horizontal), and ideally indicate the sectors for which gender thematic deep-dives should be conducted under the study.
- #2 A gender champion should be identified as part of any trade diagnostic and subsequently involved if available and interested.** As part of the initial mapping of country stakeholders to engage with during the DTIS process (or similar trade diagnostic), a scan for prospective gender champions should also be performed with a view to establishing a shortlist of potential candidates, ideally holding senior roles within the government or in the private sector or civil society.
- #3 The section on the country context in a trade diagnostic should always include some gender analysis, however brief.** Most DTISs reviewed in this report typically include at least one chapter/section that presents the country context, provides a short poverty analysis, and/or investigates other relevant macro-level issues.
- #4 Gender should be integrated both horizontally *and* vertically.** The integration of gender should follow a process of mainstreaming across all chapters/sections of the study, in order to ensure the comprehensiveness of the gender analysis.

- #5 Consideration should be given to conducting ad hoc data collection on gender in a trade diagnostic.** While evidence on trade and gender have become increasingly available over the years, the lack of a reliable base of sex-disaggregated data can still be a major constraint to a thorough gender analysis in a DTIS or similar trade diagnostic, especially in certain LDC contexts that face major data constraints.
- #6 Consultations should always include the government agency in charge of gender issues, along with other relevant stakeholders – gender focal points in line ministries should also be leveraged if possible.** The present assessment has revealed that public agencies in charge of gender (typically ministries of gender, ministries of women’s affairs etc.) were rarely consulted under a DTIS process, while women’s groups and/or associations of female traders/entrepreneurs mostly participated on an ad hoc basis.
- #7 Gender-sensitive channels should be used to gather feedback from gender stakeholders on the final report and subsequently disseminate its findings.** All possible efforts should be made to ensure that not only are gender stakeholders invited to the validation workshop, but also that they then can also provide substantive feedback to be incorporated into the final study.
- #8 Gender recommendations should be concentrated in the Action Matrix, and gender evaporation shall be always checked for.** For certain DTISs reviewed under this assessment, gender-sensitive actions were located in the main body of the report yet not presented in the Action Matrix – this should be avoided to the extent possible, as it can make these actions less prominent to readers and ultimately complicate the process of tracking progress against their implementation.
- #9 Gender policy actions should be clear, pertinent, actionable and measurable, as well as timed and costed – active monitoring and a mid-term assessment of implementation progress should also be envisaged.** Gender-sensitive recommendations presented in a DTIS Action Matrix, or elsewhere in similar documents/tables intended to strategically prioritize policy actions related to trade integration, should be directly linked to issues covered in the gender analysis provided in the main report, as opposed to being presented in isolation.
- #10 Donors and other international stakeholders should be engaged in the diagnostic process, with a view to paving the way for the possible follow-up gender-sensitive projects.** For each country in which a trade diagnostic process is going to take place, bilateral donors, and especially those who are known to have a special interest in gender, as well as international organizations (beyond the entity actually tasked to undertake the diagnostic) and international non-governmental organizations (NGOs) should be mapped, engaged with, and invited to the study validation workshop, and ideally be given the opportunity to provide feedback on the draft report.



1. Introduction

Gender equality is smart economics, and gender-sensitive trade can be an important driver of it. Trade has the potential to significantly improve economic outcomes for women, to drive better financial performance for firms, and, ultimately, to trigger virtuous cycles of gender equality, the empowerment of women and inclusive growth. Thus, trade can play an important role in driving global progress towards reaching Sustainable Development Goal (SDG) 5, i.e., to “achieve gender equality and empower all women and girls”, including in the least developed countries (LDCs) [World Bank and World Trade Organization, 2020; Rocha and Winkler, 2019; United Nations, 2017; UNCTAD, 2015; Brenton, Gamberoni, and Sear, 2013.]. According to some pre-COVID-19 estimates, up to USD 28 trillion could have been added to global GDP if all gender gaps had been closed by 2025 [McKinsey Global Institute, 2015], including those related to trade. The global business case for gender equality is crystal clear.

Trade in general can also generate adverse impacts, and often more disproportionately, on women. Women face an array of specific challenges that might hinder their ability to reap the full benefits of trade. This creates a role for trade policy: over the past years, trade agreements have been increasingly incorporating gender considerations, and tools and frameworks for gender-sensitive analysis of trade liberalization have been developed. Analyzing the gendered implications of trade thus becomes a key element of any country diagnostic on the subject, including for the LDCs.

The EIF has made significant progress towards integrating gender into its strategic, analytical and operational work. Recognizing the untapped potential of gender-sensitive trade, the EIF has recently taken important steps towards gender mainstreaming, starting with its [Strategic Plan 2019-2022](#). The document set a new direction for the work of the EIF, including recognizing that the “*pursuit of impactful and sustainable results [...] [requires]*

particular attention to a number of cross-cutting issues”, among which is the economic empowerment of women. In turn, this is reflected in the identification of the following **strategic priorities**: a) mainstreaming gender into diagnostic studies, trade policies and sector strategies; b) deepening support to women business associations through capacity-building projects; c) supporting global and regional value chains in targeted female-dominated sectors; and d) partnering with institutions and agencies with core competencies in trade and gender [EIF, 2019].

With regards to point a), specifically, the new Strategic Plan built on the [2016 Guidelines for the Diagnostic Trade Integration Study \(DTIS\) and DTIS Update \(DTISU\) under EIF Phase Two](#), which had clearly identified gender among the cross-cutting areas for additional focus in future studies. As a result of such progress, DTISs concluded since 2018 have incorporated gender analysis [EIF, 2019]. Such work has helped the LDCs incorporate women's economic empowerment

principles into their trade-related policy and regulatory frameworks, while also supporting female producers, cross-border traders and exporters. The EIF also launched a dedicated Empower Women, Power Trade Initiative (EWPT), which envisages the monitoring of DTIS interventions with a gender perspective, among other areas of focus.

The present assessment reviewed gender DTIS progress to date, identified good practices and areas for improvement, and recommended actions for further improvement. Against the above

background, the main purpose of the assignment was threefold, as it: a) reviewed how gender has been addressed in selected EIF DTISs; b) assessed progress made (or not) in the implementation of relevant DTIS gender actions; and c) identified good practices and areas for improvement in both gender mainstreaming and gender operationalization in the DTIS process, based on available evidence and practices as cited in the relevant academic and grey literature. Ultimately, the assessment aimed at recommending targeted actions for the EIF and its partners to further enhance their ability to integrate gender in DTISs.



2. Methodology and limitations



2.1 Methodology overview

The assessment was based on a three-step methodology. The following steps were used in the undertaking of the present assignment:

2.1.1 Gender-sensitive DTIS desk review

A thorough desk-based review of *all* existing DTISs was conducted, with a view to identifying those studies that successfully incorporated gender into the analysis, the Action Matrix or both. The process of identifying those studies that successfully incorporated the gender aspect, and those that did not manage to, was informed by the traffic light approach and assessment criteria presented in Section 2.2 below and targeted both concluded DTISs and one study currently underway. Two separate steps were specifically followed under this stage, as follows:

- a) An initial, rapid and **high-level review of all prior DTISs**, with special focus on the sections regarding the table of contents and Action Matrices. Targeted word searches were performed at this stage, including using relevant keywords such as - among others - “gender”, “women’s economic empowerment”, “women-led MSMEs”, “female enterprises”, “inclusion”, “vulnerable groups”, “cross-cutting”, “SheTrades”, and “EWPT”, as well as “men”. The list of proposed keywords was based on gender-related terminology used in the literature and in key EIF documents (Strategic Plan, annual reports, EIF Phase Two DTIS Guidelines), and attempted to reflect the relevant indicators included in the “Results by indicator” section of recent EIF annual reports. **45 DTISs were reviewed during this stage, of which 23 were included in the “gender long-list”.**
- b) A comprehensive **desk review of the long-listed DTISs** (that is, those that attempted to integrate gender) was undertaken, based on a list provided by the EIF and on the traffic light system presented in Section 2.2. The extent to which gender was integrated into the long-listed DTISs was assessed based on a “gender unequal” to “gender transformative” scale¹. This step entailed a comprehensive review of all relevant DTIS sections covering gender, both vertically (stand-alone DTIS gender chapter or analysis) and horizontally (gender as a cross-cutting topic under other thematic chapters), as well as of each short-listed DTIS’s Action Matrix (with particular attention to Matrix actions that integrated gender, either directly or indirectly). As a result of such a comprehensive desk review, **12 DTISs were selected to form a “gender short-list”.**

¹ For reference, see the WHO Gender Responsive Assessment Scale available here: <https://www.ncbi.nlm.nih.gov/books/NBK559709/table/ch2.t1/>

2.1.2 Interviews with DTIS stakeholders

Following the desk review, key informant interviews (KIIs) were conducted with a subset of stakeholders involved in the preparation and/or implementation of a selection of short-listed DTISs, based on relevance and availability. Interviewed stakeholders mostly included members of the DTIS teams (that is, international and/or local consultants), EIF National Implementation Unit (NIU) representatives, as well as officials from international organizations tasked with undertaking the study. For the purpose of extrapolating lessons, four studies deemed not sensitive to gender were also added to the shortlist. **Ultimately, stakeholders involved in 15 DTISs participated in an interview.** Table 2 summarizes the various steps followed during the assessment, while the full list of DTIS stakeholders interviewed is presented in Annex 2.

2.2 Assessment criteria

A traffic light system was used for the initial high-level desk review.

The Executive Secretariat for the EIF (ES) performed a search through its internal DTIS database, which resulted in a list of prior studies labelled as potentially relevant for this assignment, especially with regards to the (supposedly) gender-sensitive recommendations included in the Action Matrices. Against this, a color-coded traffic light system was used for the review of the DTIS main report and the actions included in the EIF database list [Table 1]. Studies including actions

that were labelled as green, or still deemed relevant despite having been labelled as yellow or red, were included in the long list of those to be assessed in depth.

For the in-depth assessment of the short-listed studies, the assignment focused on the entire DTIS cycle.

DTISs have traditionally followed a standardized process comprising four steps, from preparation to closing [Figure 1]. Depending on the country and study, these steps have often been followed by actions aimed at operationalizing selected DTIS recommendations included in the Action Matrix, in the form of country-level reforms, ad hoc projects (either donor or government-funded) or other operational initiatives. For the sake of the present assignment, the gender assessment looked at all steps of the DTIS process, plus any relevant implementation initiatives and/or follow-ups. Such an approach was aimed not only at assessing the extent to which gender was incorporated into the DTIS analysis, but also at looking at whether any operational progress was made in-country as a result of actions informed by the diagnostic. In this sense, the assessment also checked for the gradual dilution of gender mainstreaming strategies when moving from the policy diagnostic analysis phase to the strategy design phase through to the actual implementation phase, with a view to looking for potential instances of **gender policy evaporation**² [Longwe, 1997].

Three key assessment criteria were used for all studies included in the long list. All **long-listed** DTISs were

assessed against the following three criteria:

Integration. The assessment looked at the extent to which a DTIS had *integrated* gender dimensions into the analysis. Among other aspects, specifically, this criterion substantively focused on whether gender was included in the DTIS's original TOR, and whether it was subsequently featured in the study, either as a cross-cutting theme (horizontal integration) or as the subject of a stand-alone chapter (vertical integration). The composition of both NIU and DTIS teams in each country was also checked to the extent possible, with a view to assessing whether technical expertise on gender was adequately included.

Thoroughness. The assessment evaluated the quality of the gender analysis included in each short-listed DTIS. Among others, this criterion mainly focused on whether gender issues were thoroughly analyzed in the main body of the study, including by assessing the extent to which relevant literature was referenced, sex-disaggregated data was included, proper terminology was used and all the gendered implications of trade were considered.

Operationalization. The assessment looked at the extent to which the findings of the DTIS gender analysis explicitly captured gender aspects and were operationalized, e.g., through dedicated sections, actions and/or language in the DTIS Action Matrix. Specifically, this criterion focused on whether the Matrix included substantive indicators

2 In the case of DTISs, checking for gender policy evaporation could, for instance, involve assessing the extent to which the gender issues identified in the DTIS diagnostic analysis have been addressed in the DTIS strategy design (DTIS Action Matrix) and eventually in the DTIS Action Matrix implementation. According to the scholar who theorized such concept, indeed, the tendency is to analyse gender issues at the diagnostic stage, but when it comes to defining the strategy (DTIS AM), gender is less likely to be addressed, and it is worse during the actual implementation of the Action Matrix [Longwe, 1997].

TABLE 1: Traffic light system for DTIS actions labelled as “gender-relevant” in the EIF’s list*

COLOUR	DESCRIPTION	RECOMMENDED APPROACH
GREEN	The action explicitly mentions gender/women, includes a targeted recommendation and is very relevant to the assignment.	The action should definitely be included in the short-list for in-depth analysis and checked against progress made during the DTIS stakeholder consultations. Findings should be included in the final report.
ORANGE	The action only implicitly/indirectly mentions/covers gender, or its formulation is vague and could only potentially have gendered implications (provided certain assumptions are made).	Further information would need to be gathered on the gender relevance through analysis and consultations. The action (and related progress or lack thereof) may or may not be included in the final report.
RED	The action does not mention gender/women, isn’t directly/indirectly relevant to it, and/or is very vague.	Further context information would be sought as part of a high-level review of the relevant DTIS. The action would not be included in the final report, unless it is deemed still gender-relevant.

Source: Author’s compilation, based on a preliminary review of the EIF’s list.

* Specific analysis of each country was conducted and can be made available upon request.

FIGURE 1: The DTIS process



Source: EIF, 2016.

TABLE 2: DTIS Gender Assessment – Methodology overview

HIGH-LEVEL REVIEW (All DTISs)	LONG LIST (DTISs that attempted gender integration)	SHORT LIST (Gender-sensitive DTISs whose stakeholders were contacted for an interview)
Afghanistan	Bhutan	Bangladesh*
Bangladesh	Burkina Faso	Bhutan
Bhutan	Cambodia	Burkina Faso*
Burkina Faso	Chad	Equatorial Guinea
Burundi	Comoros	Lao PDR
Cambodia	Equatorial Guinea	Malawi
Cabo Verde	Guinea-Bissau	Maldives
Central African Republic	Lao PDR	Mauritania
Chad	Lesotho	Samoa*
Comoros	Malawi	Senegal
Democratic Republic of the Congo	Maldives	Solomon Islands
Equatorial Guinea	Mauritania	Tanzania
Ethiopia	Myanmar	The Gambia
Guinea	Samoa	Yemen
Guinea-Bissau	Senegal	Vanuatu*
Haiti	Solomon Islands	
Kiribati	South Sudan	
Lao PDR	Tanzania	
Lesotho	The Gambia	
Liberia	Timor-Leste	
Madagascar	Tuvalu	
Malawi	Vanuatu	
Maldives	Yemen	
Mali	Zambia	
Mauritania		
Mozambique		
Myanmar		
Nepal		
Niger		
Rwanda		
Samoa		
Senegal		
Sierra Leone		
Solomon Islands		
South Sudan		
Sudan		
Tanzania		
The Gambia		
Timor-Leste		
Togo		
Tuvalu		
Uganda		
Vanuatu		
Yemen		
Zambia		
TOTAL	45	15**

* Non-gender sensitive DTIS – added for the purpose of extrapolating lessons.

** An agreement was reached with the EIF whereby, due to capacity constraints, stakeholders for up to 15 DTISs would be contacted by the author of this report. The EIF team reserved the right to contact stakeholders from the remainder of the long-listed studies in order to complete the round of consultations.

COLOR EXPLANATION	
Blue	Long-listed
Green	Short-listed, gender-sensitive
Yellow	Long-listed, reserve list
Red	Short-listed, not categorized as gender-sensitive (added to the list for the purpose of extrapolating lessons)



specific to the gender issues analyzed in the main body of the diagnostic (including targets, means of verification and responsible stakeholders) and whether gender language was mainstreamed into other indicators/sections of the Matrix. Particular attention was paid to assessing whether relevant monitoring indicators were disaggregated by sex, and whether the Action Matrix included any gendered recommendations relevant to fragile and conflict-affected environments or addressed to regional stakeholders.

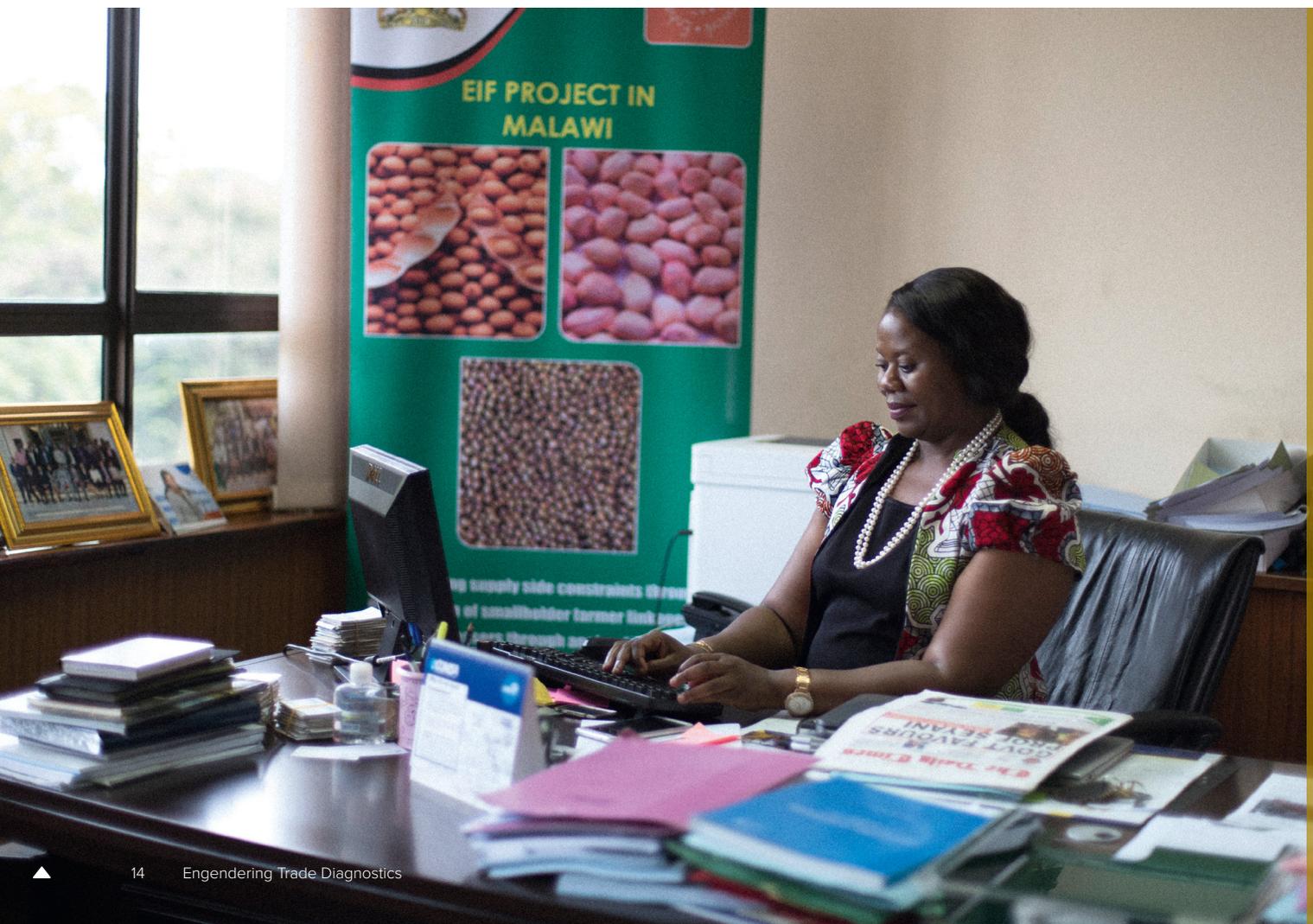
The short-listed DTISs deemed gender-sensitive were also assessed against two additional criteria. The assessment of certain additional aspects of the studies demanded consultations with DTIS stakeholders, which were only held for the short-listed diagnostics (they could thus *not* be applied to the long-listed ones). Specifically, two

additional criteria were used for those gender-sensitive short-listed DTISs, as described below. Finally, for the non-gender-sensitive studies for which stakeholders were consulted (that is, those that were added to the shortlist), a separate set of questions was used during the interview. Both questionnaires are presented in Annex 1.

Stakeholder engagement. The assessment reviewed the extent to which relevant gender stakeholders were successfully engaged throughout the various steps of the DTIS process. Among others, this criterion mainly focused on aspects such as whether selected gender actors (e.g., ministries responsible for gender, associations of women traders/entrepreneurs, chambers of commerce's ladies wings, etc.) were represented in the EIF National Steering Committee, consulted during DTIS preparation, asked to submit feedback on

the draft final reports (including by means of gender-sensitive channels), and/or invited to the DTIS validation workshops. Attention was also paid to the extent to which relevant international actors (e.g., UNCTAD Trade and Gender Unit, UN WOMEN, WTO's trade and gender experts, etc.) were involved in the consultations.

Implementation and follow-up. The assessment attempted to gather information on the extent to which any progress was made in implementing or following up on the DTIS recommendations relevant to gender, especially via follow-up initiatives. Based on the available evidence, the criterion tried to assess whether any national reform was passed, an operational project was implemented or other action was taken in response to the gendered recommendations formulated in a DTIS, subject to the limitations presented in Section 2.3 below.



Among other follow-up initiatives, the criterion specifically checked for projects or other operational efforts supported by the EIF, e.g., in the context of a Institutional support or productive capacity-building project.

2.3 Limitations

The assessment methodology suffered from three main limitations. First, in light of stakeholders' limited availability and bandwidth constraints, the assessment aimed at interviewing at least one (if not two) stakeholder(s) for each of the 15 short-listed DTISs, based on contact information provided by the ES. Ultimately, DTIS stakeholders from **14 of the 15 countries** responded, indicating their availability for an interview. In most cases, at least one person between the DTIS lead author and/or a NIU senior representative agreed to be interviewed. While this may not necessarily account for a statistically representative country sample, it did generally allow for retrieving highly relevant and valuable information.

Second, for each short-listed country, the present assessment attempted to take stock of progress made against gender-sensitive DTIS recommendations based on information shared by interviewed stakeholders or available online. In many cases in which progress was made, supporting documentation (e.g., in the form of reports, technical notes, etc.) was also shared by those stakeholders. When this was not the case, the author triangulated the information gathered through interviews with views shared by the DTIS lead author and internet searches, as well as ad hoc checks with other counterparts (e.g., personal connections within international organizations or other entities tasked to undertake the study).

Third, for at least a share of the reviewed studies, this assessment came several years (sometimes 10+) after a DTIS/DTISU had been undertaken. During interviews with stakeholders, therefore, it was at times difficult to gather detailed information against each of the assessment criteria presented in Section 2.2. To mitigate such limitation, additional efforts were made to research information online for those older studies reviewed

under this assessment, and information was triangulated with multiple parties (NIU representatives and the lead author and/or officials from entities responsible for undertaking the DTIS), to the extent possible. On a more positive note, however, consultations held were still sufficient to extrapolate trends, identify lessons learned and formulate recommendations, as presented in Chapters 3 and 4 of this report.



3. Gender assessment findings



3.1 DTIS gender mainstreaming: Approaches and trends

Gender was covered in about one quarter of all existing DTISs, with the overall trend improving over time. Out of the 45 studies reviewed as part of the initial stage of this assessment, about 15 i.e., one third, showed some signs of gender integration and were thus retained for in-depth review. Of these, in turn, 11 were subsequently deemed gender-sensitive and further assessed via consultations with DTIS stakeholders. Thus, just below one quarter of all existing DTISs proved to have somewhat incorporated the issue into the main analysis and/or related recommendations, with variable degrees of integration. The trend seems to have been increasing over time, with so-called “second-generation” DTISs and DTISUs (that is, those conducted in or after 2016, when the EIF Phase Two DTIS/DTISU Guidelines were introduced), exhibiting generally more extensive efforts of integrating and analyzing gender.

However, some notable exceptions also exist among pre-2016 studies, which, for the purpose of this report, will be referred to as “first-generation” DTISs/DTISUs.

On average, the approach to integrating gender seems more systematic and comprehensive in newer studies and mostly ad hoc in older ones, with the latter often also featuring sectoral analysis that pulled the gender aspect (“sectoral pull” gender factor). Second-generation DTISs and DTISUs, such as those conducted in Bhutan, Equatorial Guinea, South Sudan and Tanzania, appear to be more likely to follow a “horizontal” approach to gender integration, whereby the issue is mainstreamed across multiple chapters or sections as opposed to being treated in isolation. For such studies, gender as a topic was typically covered in the study TOR, and a gender expert was often found on the DTIS/DTISU team. Occasionally, such as in the Tanzania DTISU, both horizontal *and* vertical integration of gender was used: in this case, the topic was covered across virtually all sections of the study, yet it was also the subject

of thematic gendered deep-dives on certain topics or sub-sectors (i.e., women in, respectively, Tanzania’s artisanal mining and in small-scale tourism sectors).

Conversely, first-generation DTISs/DTISUs seemed generally more prone to integrate gender on an ad hoc basis, i.e., via vertical integration that often resulted in localized analysis. For many such studies, a “sector pull” factor appeared to have often driven integration: in other words, gender analysis *per se* may not have been contemplated in principle, yet ended up being driven by broader analysis focused on sectors that were known (or eventually proved) to be dominated by women, such as informal cross-border trade (ICBT) in Malawi, fisheries in The Gambia, artisanal fishing in Senegal, and forestry in the Solomon Islands. For such studies, gender was not originally included in the DTIS/DTISU TOR, and gender expertise was typically not available on the study team. Instead, a decision was made during the DTIS process (sometimes by the study lead author, some other times by the

BOX 1: DTIS gender integration and the “sector pull” factor

For pre-2016 DTISs, the integration of gender into trade diagnostics was generally not systematic and appeared to have instead been performed on a mostly ad hoc basis. This was also the result of DTIS TOR typically not mentioning gender as a priority, and of DTIS teams generally not including gender expertise. The ad hoc approach to integration was driven by different factors, among which a “**sector**” pull seems to have been quite common, as found in DTISs/DTISUs conducted in Malawi, Senegal, Solomon Islands and The Gambia:

- **Malawi DTISU (2013).** The diagnostic was set to conduct sectoral analysis on, among other sectors, ICBT, an area on which limited evidence existed at that time. DTIS consultations thus included a field workshop held in Chipata (near the Malawi/Zambia border) with the participation of ICBT actors, including an association of cross-border traders, whose members turned out to be mostly women (indeed, available literature suggests that, depending on the location, females can represent up to 80-90% of total cross-border traders in Southern Africa, as noted in Brenton *et al.*, 2014). Workshop discussions were instrumental to uncover specific gendered challenges faced by women traders and ultimately led the DTIS team to both integrate gender into the ICBT chapter of the study and to have it reflected in some relevant Action Matrix recommendations.
- **Senegal DTISU (2014).** The section on artisanal fishing under the Senegal DTISU fisheries chapter provides a very comprehensive analysis of women’s role in that sector in Senegal, including based on the use of some sex-disaggregated data, and a brief mention of specific gendered challenges faced by women, as well as anecdotal findings from field visits. Stakeholders consulted on this aspect highlighted that at the time of the DTIS formation, gender may not have been considered important, thus making the concept unfamiliar. They also highlighted that at the time, there was no dedicated agency, unit or expert for gender to drive the gender dimension – this may have led to a passive incorporation of gender as only a cross-cutting concept in some chapters, such as the one on agriculture or fishing.
- **Solomon Islands DTIS (2009).** The overall level of integration of gender in the Solomon Islands DTIS appears to be moderate, with the notable exception of the forestry and logging chapter. This chapter includes a relatively extensive gender analysis, mostly based on a principle of vertical integration and including the use of sources from international gender literature, along with the occasional mentioning of sex-disaggregated statistics. The DTIS also exhibits signs of awareness with regards to the use of certain gender terminology, especially in the area of socio-cultural norms. Stakeholder interviews revealed that the study team’s lead consultant had a strong personal interest in gender and that the important role played by women in the country’s forestry and logging sector was common knowledge at the time of the study. The combination of such factors likely drove the process of gender integration into the main report, also reflected in some relevant gender-sensitive Action Matrix recommendations.
- **The Gambia DTIS (2013).** The overall level of integration of gender into The Gambia’s DTIS fluctuates from study sections where gender is entirely absent or only marginally mainstreamed, to an entire chapter dedicated to gender in fisheries (vertical integration). The latter truly stands out as a best practice of gender-sensitive sectoral analysis, as also reflected in the use of sex-disaggregated figures and of gender technical terminology. Stakeholder interviews held as part of this assessment subsequently revealed that gender was not meant to be an explicit priority of the DTIS, which would have instead simply included sectoral analysis on selected export-oriented sectors (including fisheries). As the latter was known to employ large numbers of women (mainly in fish processing and small-scale vending), the DTIS team decided to involve a local expert on fisheries and gender, whose role was key to ensure a thorough analysis from a gender standpoint. UNCTAD’s Trade and Gender team also played a role in providing technical overview of the gender and fisheries analysis.

Source: Author’s elaboration based on DTIS desk review and on interviews with DTIS stakeholders.

NIU) to include it in the analysis, as gender aspects were very prominent in those sectors and consequently arose in the assessments [Box 1].

Thoroughness of the gender analysis appears limited across DTISs/DTISUs, yet it tends to improve over time – the availability of gender technical expertise seems key. Overall, the use of gendered terminology, the referencing of international trade and gender literature and/or the inclusion of sex-disaggregated data tend to be generally scarce in the reviewed studies and their updates, with only a few notable exceptions. Confusion about basic gender concepts (e.g., sex vs gender, equality vs equity, etc.) seems to exist, and the habit of systematically disaggregating figures by sex in the main text and/or tables and figures is typically rare, suggesting a low degree of gender awareness across teams in charge of the various DTISs/DTISUs. Such trend tends to improve over time, with second-generation studies performing better than older ones, yet even the former often present room for improvement. Overall, the degree of thoroughness of DTIS/DTISU gender analysis appears highest when technical expertise was either available or made available: this was the case of the Tanzania DTISU (whose team included an international trade and gender expert), and of The Gambia DTIS and Yemen DTISU, where the gender analysis was supported by experts from, respectively, UNCTAD's Trade and Gender team and the UNDP Yemen country team.

For gender-sensitive DTISs/DTISUs, the operationalization of gender analysis into the Action Matrix seems quite systematic and often of relatively good quality, with some room for improvement – gender evaporation can occasionally be found. 8 out of the 11 studies that did integrate

gender into the analysis had it also reflected into gender-sensitive Action Matrix recommendations. Such actions were typically pertinent (that is, directly linked to the gender analysis presented in the relevant sections of the main report), quite well-formulated and, occasionally, also included mentions of specific gender entities (such as gender ministry and/or women's groups or associations) among stakeholders expected to play a role in implementation. This is somewhat remarkable for pre-2016 studies, such as those for Chad, Maldives, Senegal, Solomon Islands, The Gambia and Yemen. On the other end, DTIS/DTISU Action Matrices almost never included gender targets and/or sex-disaggregated indicators to measure progress, with the only notable exception being gender-sensitive recommendations included in the Tanzania DTISU.

Finally, a few studies, including Lao PDR, Mauritania and South Sudan, exhibited varying degrees of **gender evaporation**, whereby the topic was covered in the analysis presented in the main report yet subsequently *not* operationalized into Action Matrix recommendations. For Lao PDR, specifically, stakeholder consultations conducted with the NIU as part of the present assessment revealed that evaporation was likely driven by limited gender awareness and lack of gender expertise on the DTIS team. While interviews were held with the stakeholders in Mauritania, no information was retrieved on the issue of evaporation. For South Sudan, stakeholder interviews revealed that the priority at the formation of the DTIS was on human development (considering South Sudan was a young country in conflict), which was a competing priority with gender. The DTIS ultimately focused more on capacity development for trade, which might have contributed to gender evaporation in the final report.

The engagement process was mostly inclusive in the case of gender-sensitive studies, yet integration of feedback from gender stakeholders into final DTISs/DTISUs is unclear.

For most diagnostics deemed gender-sensitive, consultations conducted as part of this assessment revealed that the DTIS/DTISU engagement process did involve gender stakeholders, with women's groups and/or sectoral associations of female traders/entrepreneurs most frequently targeted (less so for the ministry in charge of gender or women's affairs). In some cases, such discussions also saw the participation of grassroot-level gender stakeholders, such as entities representing women in The Gambia's fisheries and in Tanzania's artisanal mining sector. In other instances, field consultations proved revealing in terms of shedding light on gendered dynamics previously unknown to the study team – this was, for instance, the case of the above-mentioned workshop held with Malawian (and Zambian) informal cross-border traders as part of the Malawi DTIS process, which was mostly attended by women and ultimately helped inform the gender analysis in the DTIS ICBT chapter. Finally, stakeholders interviewed for this assessment indicated that, on average, gender stakeholders were generally invited to take part in the DTIS/DTISU validation workshop. However, the extent to which any feedback might have been provided by them and subsequently incorporated into the study remains unclear.

3.2 Implementation of gender DTIS actions: Highlights from selected studies

Information gathered from available stakeholders suggests that some positive progress was

made in the implementation of gender-sensitive DTIS/DTISU actions, including with support from the EIF. Stakeholders who agreed to be consulted for an interview indicated that, depending on the country, important steps forward have been made on gender since the DTIS/DTISU was undertaken. In Equatorial Guinea, for instance, two follow-up studies on trade and gender were conducted in the context of an EIF institutional support project. In Lao PDR, similarly, an export competitiveness project with an emphasis on gender was implemented, and two relevant analytical efforts have also been undertaken separately since the DTIS was completed, i.e., a gender-sensitive assessment of the country's manufacturing and services sector and an analysis of selected value chains, including some known to be popular among women. As a follow-up to the Malawi DTIS, the World Bank Group produced a policy note and then supported an operational pilot on informal cross-border trade facilitation, which largely benefitted women, while UNCTAD subsequently implemented a separate project on the same topic in the country. Further details on progress made against each DTIS/DTISU reviewed under the present assessment, when available, are captured in a separate volume.

In some instances, progress was made despite the lack of DTIS gender analysis, or else DTIS gender analysis spearheaded further gender awareness despite the lack of progress, both of which again account for positive steps forwards. DTISs conducted in Bangladesh and Burkina Faso did not integrate gender, for instance, yet were still reviewed for the purpose of extrapolating lessons from their experience. In this sense, consultations held with NIU stakeholders in each country revealed that, despite the

lack of gender analysis, relevant initiatives with a gender focus were still undertaken with support from the EIF.

In Bangladesh, specifically, EIF institutional support activities supporting training on entrepreneurship (e-commerce) and trade negotiation skills (for trade officials) did reflect gender as a priority, with targets set for female participants, etc. In addition, a productive capacity-building project in-country then focused on training entrepreneurs involved in processed food, ready-made garments (which employ large numbers of women) and pharmaceuticals. Women were again included among participants, and some ad hoc support was also provided to their associations.

In Burkina Faso, similarly, the EIF supported initiatives to promote the development of the shea butter value chain, in which women are known to play a major role. Conversely, in the case of

Tanzania, interviews conducted with stakeholders suggested that the Ministry of Industry and Trade had good intentions with regards to the operationalization of Action Matrix recommendations, including those sensitive to gender. However, operational progress was limited due to broader factors (it would appear that the World Bank Group might have also had plans to potentially support the implementation of selected DTISU recommendations, which, however, did not materialize due to broader issues regarding its engagement in the country). However, stakeholder consultations also suggested that the study might have contributed to creating (or at least reinforcing) sort of a "gender momentum" within the institution and thus inspired further analytical work on trade and gender, albeit not linked to the Tanzania DTISU Action Matrix recommendations. Again, further details on such experiences are presented in the accompanying volume of country assessments.



3.3 DOs and DON'Ts: Selected good practices and lessons learned

A number of good DTIS gender practices were identified across studies reviewed under this assessment. Among others, such practices include the ones listed below. As most of them – and a few others – were followed in the Tanzania DTISU, the latter study is then also presented in Box 2 as a possible model for future gender-sensitive trade diagnostics.

DOs



Vertical gender integration is good, and horizontal is better – both are best. Pre-2016 gender-sensitive DTISs/DTISUs mostly showed a tendency to integrate gender as part of broader sectoral analysis (the so-called “gender to pull factor”), resulting in often quite detailed analysis of the subject in the context of that specific sector. This is understandable, considering the low gender awareness that generally existed at the time, and it can still serve as good practice for thematic gender deep-dives for future diagnostics – however, mainstreaming gender across ideally *all* DTIS/DTISU sections/chapters (such as in the case of the Tanzania DTISU) should lead to a more comprehensive analysis.



Gender boxes can help better visualize the issue. A few recent DTISs, such as those conducted in Equatorial Guinea and Myanmar, included comprehensive yet succinct

boxes dedicated to trade and gender analysis. This can be helpful in attracting readers’ attention (as opposed to simply mainstreaming gender into the main text of the report), especially considering that a typical DTIS target audience can include stakeholders who may not necessarily see gender as a key priority.



Involving representatives of women-dominated industries as DTIS experts can be instrumental to both gender analysis and engagements. Some LDCs may not offer a large pool of local trade and gender experts, and yet such expertise can be key to ensuring an adequate integration of the topic into a DTIS. In such cases, it might be relevant to consider including in the study team selected representatives of local sectors/industries that are known to be dominated by (or at least of particular importance to) women – these could be used as both local

consultants and linkages to relevant gender entities (e.g., women’s associations/groups) in those very sectors, as done under the Lao PDR DTIS. In parallel with this, avenues should always be explored for involving female representatives in male-dominated sectors (transport, logistics, construction, etc.), where a number of specific benefits exist for female entrepreneurs based on recent evidence³.



Engaging with women at grassroots level is important to grasp the reality of gendered trade issues. While DTISs/DTISUs typically take a mostly macro-level view in analyzing key trade-related constraints in a given country, the future of their Action Matrices (in terms of implementation prospects) can depend – among other factors – on how relevant, policy-oriented *and* actionable the recommendations are. This, in turn, may require a more granular analysis,

3 A recent World Bank report investigated female micro-entrepreneurship in a number of male-dominated sectors, building on studies from ten countries across three regions as well as a global survey of entrepreneurs in 97 countries. Among others, the report found that: a) female entrepreneurs who operate in male-dominated sectors outperform female entrepreneurs who operate in female-concentrated sectors in all countries studied (except Cambodia, where the opposite is true); and b) crossing over to male-dominated sectors in many countries could help women entrepreneurs become as profitable (on average) as male entrepreneurs operating in those same sectors [World Bank, 2022].



especially for issues for which evidence is traditionally scarce (as it is the case of gender). In this sense, as part of a DTIS process, it can be helpful to hold consultations not just with larger actors based in capital cities, but also with smaller entities located in grassroots areas, which are sometimes at the frontlines of the very issues the DTIS is looking to investigate and address. The field workshop held at the Malawi/Zambia border with small-scale, informal cross-border traders (including many women) under the Malawi DTIS was one example of such grassroots consultations and proved key to inform gender-sensitive analysis of ICBT included in the study.

Tapping into institutional gender expertise can help strengthen the DTIS gender analysis. In some pre-2016 gender-sensitive DTISs, such as those conducted in The Gambia and Yemen, the lack of gender technical experts on the DTIS team was compensated by leveraging expertise available elsewhere within the institution responsible for the study, i.e., respectively, within UNCTAD's Trade and Gender team and within the UNDP Yemen local office. Such expertise gaps have been less frequent since the introduction of the EIF's 2016 DTIS Guidelines, yet it may still be a good practice for

an entity in charge of a DTIS to also resort to its own institutional gender experts (e.g., as peer reviewers, ad hoc advisors, etc.) for the purpose of further strengthening gender analysis conducted by gender consultants who are part of the actual study team.



BOX 2:

The ultimate gender-sensitive trade diagnostic – Tanzania DTISU

By the time an update of the Tanzania DTIS was conducted in 2017, the EIF Phase Two DTIS/DTISU Guidelines had been introduced and presumably digested by at least some of its partners and stakeholders. More broadly, a deeper sense of gender awareness had likely been developed within the international trade community: as a reference, the Buenos Aires Declaration on Trade and Women's Economic Empowerment, WTO's first on the subject, was also adopted in 2017. Thus, it is not surprising that so-called second-generation trade diagnostics generally exhibit a quite more systematic and comprehensive approach to mainstreaming gender, when compared to pre-2016 ones. Across them, specifically, the **Tanzania DTISU** appears to bring together several good practices, including the following, among others:

- **Integration.** Gender was explicitly mentioned in DTISU TOR, and an international trade and gender expert was included in the study team. Integration followed a mixed horizontal/vertical approach, whereby gender was both mainstreamed across most chapters as well as tackled in the context of thematic deep-dives, focusing on women's role in selected sub-sectors, such as agricultural small-scale cross-border trade, artisanal mining and small-scale tourism.
- **Thoroughness.** Interviews conducted with Tanzania DTISU stakeholders suggest that the gender analysis in the study was generally perceived as thorough, including as a result of the systematic reliance on sex-disaggregated data (when available), the appropriate use of gender-related terminology, and the referencing of relevant trade and gender literature, when possible.
- **Engagement.** Consultations held under the Tanzania DTISU process were generally inclusive and targeted gender stakeholders at both central and grassroots level, such as associations representing women in cross-border trade, artisanal mining and small-scale tourism. Such entities were then also involved in dissemination efforts, including videos recorded during the process, and subsequently invited to the DTISU validation workshop.
- **Operationalization.** Gender analysis in the Tanzania DTISU was translated into various recommendations in the study Action Matrix – these were generally pertinent, quite clear and accompanied by sex-disaggregated indicators to measure progress against implementation.
- **Implementation and follow-ups.** Consultations held with the country stakeholders highlighted some initiatives in agribusiness, mining and tourism that were focused on enhancing women and youth capacities, a recommendation emerging from the DTISU. Consultations with counterparts from the World Bank (the entity in charge of the DTISU) revealed that a Development Policy Operation informed by the DTISU was being prepared after the study was completed. The initiative was then cancelled due to broader issues concerning the World Bank's engagement in Tanzania, yet it would appear that the DTISU's gender analysis helped raise internal awareness on the issue and may have inspired further trade and gender analytical efforts (albeit not necessarily focused on Tanzania) conducted after its completion.

Source: Author's elaboration based on the DTIS desk-review and on interviews with DTIS stakeholders.

3.4 DOs and DON'Ts: Other lessons learned

In parallel, the review of DTISs that did *not* integrate gender helped distill some important lessons. As mentioned under Chapter 2 on “Methodology”, the DTIS shortlist for this assessment included four studies that were deemed *not* sensitive to gender. For three of these, i.e., Bangladesh, Burkina Faso and Samoa, in-depth stakeholder consultations were also conducted, with a view to extrapolate lessons and identify practices that, to the extent possible, should be avoided or could at least be improved. Among others, such practices include the following:

DON'Ts



Low institutional gender awareness: consultations held with stakeholders involved in the three above-mentioned gender-insensitive DTISs revealed that, for all of them, the technical team and/or the NIU exhibited a very low degree of institutional awareness on gender. This, in turn, was often linked to the fact that the topic was *not* a national priority in their country. While gender awareness levels have generally increased among both trade policymakers and technical experts over the years, including in many LDCs, stressing the importance of gender at the beginning of the DTIS process remains key to ensuring that all subsequent steps related to the production of the study would prove to be gender-sensitive.



Absence of gender in the DTIS TOR, budget and/or technical team: stakeholder consultations suggest that all three gender-insensitive DTISs shared TOR that did *not* mention gender as a priority. In addition, the study budget typically did not include resources allocated to the hiring of international/local gender expert(s), resulting in a lack of technical expertise within the team. While such issues have proven to be less common with second-generation DTISs, it remains important that gender be always

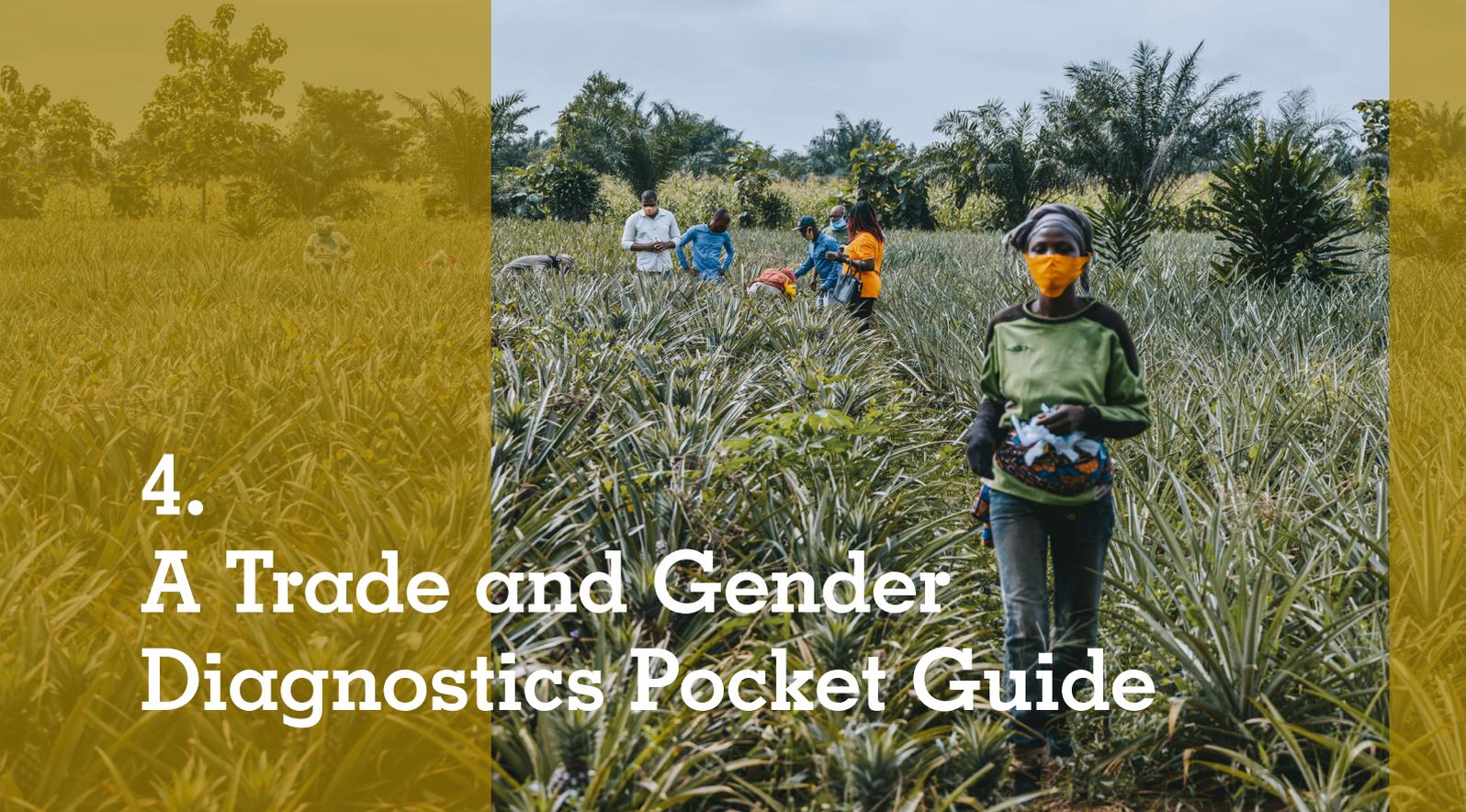
covered in TOR, that adequate resources be allocated to the subject, and that ideally, one gender local expert and one international gender advisor be part of a DTIS/DTISU team.



Lack of a DTIS national gender champion: stakeholders involved in gender-insensitive DTISs indicated that, despite the lack of prioritization of, budget for, and/or expertise on gender, more attention could have been paid to the topic in their studies, provided that a high-profile national champion had emerged. In the case of Lao PDR, for instance, such role was played by the EIF National Steering Committee Chair, a woman who, at the time of the study, was the Deputy Minister for Trade (she would have then gone on to be appointed Trade Minister), and it proved quite important to raise the profile of gender as part of the DTIS analysis. The Mauritania DTIS gender analysis also benefitted from the push it received from the country's Trade Minister. While such coincidences obviously go beyond the control of the EIF or of a DTIS/DTISU team, it would seem worth to always attempt identifying suitable candidates who might play the role of DTIS gender champion in-country, ideally within the government or from the private sector or the civil society.



Limited “encouragement” to pursue gender as part of the DTIS/DTISU, especially for older studies: some NIU stakeholders interviewed for this assessment flagged that, in addition to the gender-related challenges mentioned above, they also did not perceive a strong external incentive to integrate gender into the DTIS/DTISU analysis, especially for studies undertaken before 2016. Such an issue would seem less problematic in the light of the much higher profile now assigned to gender in the 2016 DTIS Guidelines. It is also worth noting that, especially since 2019, substantial emphasis has been placed on gender by the EIF, both through the only thematically focused call for projects issued under the framework (on Empower Women, Power Trade), as well as through awareness-raising and reporting (in the results framework and focus on gender in reporting, including on gender actions in the DTIS). That said, it might still be helpful — especially in country contexts that are known for being somewhat conservative and/or for enforcing discriminatory socio-cultural norms — to consider explicitly mentioning the importance of covering gender in a DTIS/DTISU as part of initial discussions held with NIU counterparts and/or the study technical team.



4. A Trade and Gender Diagnostics Pocket Guide

At least ten steps can be taken to ensure that gender is thoroughly integrated into trade diagnostics and effectively operationalized in the prioritization and implementation process. These steps build on lessons drawn from DTISs undertaken through the EIF, identifying trends, good practices and areas of improvement in integrating gender into the diagnostics and their recommendations. In this context, the following ten points for a **“Trade and Gender Diagnostics Pocket Guide”** are proposed to harness this learning and maximize the degree of gender sensitiveness in future trade diagnostics:

#1

Gender should always be reflected in the TORs, budget and team composition of trade diagnostics. The TORs should clearly indicate that gender is a priority in the trade diagnostic. They should spell out the approach to be used for its integration (vertical vs horizontal), and ideally indicate the sectors for which gender thematic deep-dives should be conducted under the study. The TORs should then

explicitly require gender experts on the study team (ideally two, of whom one international and one local), and adequate resources should be allocated for that purpose in the budget. Where feasible/pertinent, consideration should also be given to offering rapid technical training on gender to selected members of the team, chosen both from the NIU and from the pool of international/local experts tasked to undertake the study.

#2

A gender champion should at least be identified as part of any trade diagnostic and subsequently involved if available and interested. As part of the initial mapping of country stakeholders to engage with during the DTIS process (or similar trade diagnostic), a scan for prospective gender champions should also be performed with a view to establishing a shortlist of potential candidates, ideally holding senior roles within the government or (as a second-best option) in the private sector or civil society. Out of those short-listed candidates, if available, a rapid political economy analysis

(PEA) could be undertaken to map their interest and incentives in playing a champion role, as well as to identify potential risks for the DTIS process and envisage mitigation strategies. If one or more suitable candidates can in the end be identified, they should be proactively approached by the diagnostic team and ideally also “encouraged to engage” by the EIF, as/if appropriate.

#3

The section on the country context in a trade diagnostic should always include some gender analysis, however brief. In the initial part, most DTIS reviews in this report typically include at least one chapter/section that presents the country context, provides a short poverty analysis, and/or investigates other relevant macro-level issues. Such a chapter should always look to integrate gender with a view to e.g., briefly analysing the role of women in the economy, their participation in the labor market, etc., as well as to identifying sectors that are known to be particularly relevant from a gender and trade and/or female entrepreneurship standpoint,

based on sex-disaggregated statistics (to the extent available). The chapter could also briefly analyse broader gender issues that might affect women's role in trade, such as socio-cultural norms, intra-household dynamics, voice and agency, etc. Ideally, a short review of relevant national (and also regional, if applicable) policy and strategic frameworks should also be conducted, e.g., to identify potential entry points for the DTIS/DTISU gender analysis under the country's development strategy, gender policy, related action plans, and/or other relevant policy documentation.

#4

Gender should be integrated both horizontally and vertically.

The integration of gender should follow a process of mainstreaming across all chapters/sections of the study, in order to ensure the comprehensiveness of the gender analysis. In parallel, vertical integration in the form of sectoral or thematic gender deep-dives should also be used for industries/ (sub-)sectors that are known to be of particular relevance to women – the Tanzania DTISU can be used as a reference in this sense. When pursuing both approaches to integration is not feasible, e.g., due to capacity, resource or other constraints, gender should be at least integrated horizontally – such recommendation can be extended to any DTIS-like trade diagnostic.

#5

Consideration should be given to conducting ad hoc data collection on gender under a trade diagnostic.

While evidence on trade and gender has become increasingly available over the years, the lack of a reliable base of sex-disaggregated data can still be a major constraint to thorough gender analysis in a DTIS or similar trade diagnostic, especially in certain LDC contexts that face major data

constraints. Where such challenges exist, the study team should consider launching data collection efforts to inform certain sections of the study, for instance in the form of ad hoc surveys (e.g., on informal cross-border trade if covered by the DTIS, as this is a sector often dominated by women and yet for which data is generally very limited), or focus group discussions with women-led MSMEs.

#6

Consultations should always include the government agency in charge of gender issues, along with other relevant stakeholders – gender focal points in line ministries should also be leveraged, if possible.

The present assessment has revealed that public agencies in charge of gender (typically ministries of gender, ministries of women's affairs etc.) were rarely consulted under a DTIS process, while women's groups and/or associations of female traders/entrepreneurs mostly participated on an ad-hoc basis. Instead, the team in charge of any trade diagnostic should always aim to consult with these entities among other government agencies, and then systematically engage with those other gender stakeholders, both in the capital and at the grassroots level, especially for grassroots associations representing women in female-dominated industries, female chambers of commerce, etc. Similarly, it is relatively common for countries (including the LDCs) to have networks of gender focal points established within line ministries that typically participate in the DTIS/DTISU process (e.g., ministries in charge of trade, transport, agriculture, planning, etc.). While such networks may face specific capacity, financial or other constraints, avenues should always be explored to engage with focal points to the extent possible.

#7

Gender-sensitive channels should be used to gather feedback from gender stakeholders on the final report and subsequently disseminate its findings.

All possible efforts should be made to ensure that not only are gender stakeholders invited to the validation workshop, but also that they then can provide substantive feedback to be incorporated into the final study. In this sense, and considering the literacy issues that may be faced, e.g., by certain entities such as associations representing women at the grassroots level, consideration should be given to, e.g., offering them an opportunity to provide feedback in local languages. Similarly, the dissemination of the diagnostic findings should occur via communications channels, messages and visuals that respect gender sensitiveness and reflect women's preferences, including by, e.g., ensuring gender balance in images used on DTIS infographics, leaflets and similar materials, as well as resorting to non-written communications tools (radio jingles, music videos, etc.) to reach illiterate women at the grassroots level. Videos produced in the context of the Tanzania DTISU can offer some reference in this sense.

#8

Gender recommendations should be concentrated in the Action Matrix, and gender evaporation shall always be checked for.

For certain DTISs reviewed under this assessment, gender-sensitive actions were located in the main body of the report yet not presented in the Action Matrix – this should be avoided to the extent possible, as it can make these actions less prominent to readers and ultimately complicate the process of tracking progress against their implementation. Instead, all gender-sensitive recommendations should be presented in the Action Matrix,





with a view to ensuring that, ideally, each of its sections includes at least one recommendation (to the extent that gender analysis was included in the corresponding DTIS chapter). Also, attention should always be taken to ensure that no evaporation occurs throughout the study, so as to avoid that certain issues are analyzed from a gender standpoint in the main report yet then not reflected in any Action Matrix recommendation.

#9

Gender policy actions should be clear, pertinent, actionable and

measurable, as well as timed and costed – active monitoring and a mid-term assessment of implementation progress should also be envisaged.

Gender-sensitive recommendations presented in a DTIS Action Matrix, or else in similar documents/tables intended to strategically prioritize policy actions related to trade integration, should be directly linked to issues covered in the gender analysis provided in the main report, as opposed to being presented in isolation. They should also be clear in their formulation, include realistic

targets (preferably disaggregated by sex) and identify stakeholders to be involved in their implementation, including one entity that would take the lead (priority should be given to gender stakeholders, such as gender ministries, women traders' associations, etc., for such role, where/if possible). Each action should be accompanied by a sex-disaggregated indicator, and a tentative timeline, cost estimate and perceived level of difficulty (the latter could, e.g., be measured on a three-point scale, from low to medium to high). Finally, and to the



projects. For each country in which a trade diagnostic process is going to take place, bilateral donors, and especially those who are known to have a special interest in gender, as well as international organizations (beyond the entity actually tasked to undertake the diagnostic) and international non-governmental organizations (NGOs) should be mapped, engaged with and invited to the study validation workshop, and ideally be given the opportunity to provide feedback on the draft report. Such approach may help to build buy-in on the proposed gender-sensitive actions among some such entities, with a view to then paving the way for the country to approach them to explore the avenues for securing support towards the implementation of these recommendations (e.g., via follow-up projects).

In addition, further analytical efforts paired with ad hoc capacity-building and operational interventions would seem to be natural complements to the ten steps above. On the one hand, and while recognizing that major research efforts have been undertaken on trade and gender over the past few years, much remains to be done in this area, both in terms of continuing to expand the available base of sex-disaggregated trade data, and in relation to the importance of tracking progress and impacts of gender-sensitive policy actions recommended by trade diagnostics. With regards to the latter, specifically, the present report aspires to be a first step in the direction of comprehensively reviewing those actions and of mapping relevant interventions that might have accounted for progress against their implementation – going forward, a more rigorous **analytical framework** might be required to systematically take stock of those interventions and attempt some impact measurements.

In parallel, this report has shed light on the critical role that both **technical expertise and institutional awareness-raising** on gender can play in ensuring that trade diagnostics are conceptualized, conducted, and operationalized in a gender-sensitive manner. In this sense, targeted efforts to build and regularly expand that capacity would seem to be a natural complement to the diagnostics themselves – they could for instance take the form of online gender clinics for NIUs and other relevant DTIS counterparts at country level, targeted technical assistance delivered on site (e.g., via international consultants); and/or gender peer reviews performed on draft final studies by recognized experts.

Finally, there remains both new dimensions of trade and gender and as complementary topics related to the subject that it would seem pertinent to explore in future generations of gender-sensitive trade diagnostics. The role of **gender sensitivity in public procurement**, for instance, is one aspect that might be worth exploring further with a view to understanding how procurement design, implementation, and monitoring can be conducted in a way that specifically aims at benefitting women, alongside other vulnerable groups, such as youth, indigenous minorities, and people living with disabilities. In a similar vein, it would seem pertinent to continue expanding the concept of inclusiveness in trade diagnostics, in order for the latter to more systematically integrate gender, climate, youth-related, disabilities, and other key cross-cutting considerations.

extent possible, active monitoring of progress made should ideally be conducted, e.g., by the NIU (in coordination with the entities responsible for implementation, as outlined in the Matrix itself), and a mid-term assessment should also be envisaged for the purpose of course correction, where feasible.

#10

Donors and other international stakeholders should be engaged in the diagnostic process, with a view to paving the way for possible follow-up of gender-sensitive



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Annex I

Gender assessment questionnaires

A1.1 : Questionnaire for gender-sensitive DTISs

1. Integration

- Was gender language included in DTIS TORs? If so, how exactly?
- Did DTIS and NIU teams include a gender expert?
- What do you think was the driving force behind gender integration? (probe for donor priority, government will, external pressure e.g. from civil society, replication of DTIS example from other country etc.). In your opinion, where there any external (e.g. socio-cultural) factors that may have positively/negatively affected the integration process?

2. Thoroughness

- Do you feel that the DTIS gender analysis is in line with relevant regional and/or national policy frameworks?
- Overall, how would you assess the quality of the gender analysis in the DTIS? Where there any external (e.g. socio-cultural) factors that may have positively/negatively affected the integration process, in your opinion?

3. Operationalization

- If could go back in time and change any DTIS gender actions, what would you change and why?
- Where there any external (e.g. socio-cultural) factors that may have positively/negatively affected the operationalization process, in your opinion?

4. Engagement

- Were gender actors (e.g. gender ministries, associations of women traders/entrepreneurs, chambers of commerce's ladies wings etc.) represented on the EIF National Steering Committee? If so, which ones?
- To what extent were they consulted during DTIS process, and invited to submit feedback on the final draft report?
- Did gender stakeholders attend the DTIS validation workshop? If so, which ones?
- Were international actors working on trade & gender (e.g. UNCTAD trade & gender unit, UNWOMEN, WTO's trade & gender experts etc.) involved in the DTIS process? If so, which ones?
- Overall, how would you assess the involvement *and* participation of gender stakeholders in the DTIS? What could have been done differently to engage them more or better? Where there any external (e.g. socio-cultural) factors that may have positively/negatively affected the engagement process, in your opinion?

5. Implementation and follow-up

- What progress was made specifically in implementing DTIS gender recommendations? If e.g. policy reforms or procedural changes were envisaged, were those reforms passed or changes made? If yes, how did that happen and what driving forces were behind it? If not, why not?
- What progress was made in following up on DTIS gender recommendations? If e.g. a project was launched as follow-up, was it successful? If not, why not?



- What implementation progress was made *beyond* DTIS recommendations, e.g. in terms of DTIS stakeholders taking gender action at their own initiative based on gender analysis included in the DTIS?
- Who was the lead agency for implementing or following-up on those actions? Did it succeed? If yes, why? If not, why not? What about institutional coordination and the role of NIU?
- How exactly is progress against DTIS gender actions being measured? Is e.g. the lead agency collecting sex-disaggregated data on a regular basis?
- In your opinion, what is the *perception* of gender stakeholders with regards with the status of implementation of DTIS gender actions?
- Overall, what would you say was the main reason of success/failure in implementing/following-up on DTIS gender actions? What could be done differently? Where there any external (e.g. socio-cultural) factors that may have positively/negatively affected implementation, in your opinion? If so, in your opinion, has going through the DTIS process altered the way gender is considered within trade – if so, how?”
- Overall, under implementation of DTIS gender actions (or lack thereof), would you say that there was there any practice you'd consider good and/or any area for improvement?

A1.2 : Questionnaire for gender-insensitive DTISs

6. Integration (or lack thereof)

Why do you think gender was *not* integrated into your country's DTIS? (if 2nd generation DTIS, probe for that)

Was gender language included in DTIS ToRs? If so, how exactly?

Did DTIS and NIU teams include a gender expert?

What do you think was the major obstacle behind lack of gender integration? (probe for not a donor priority, lack of government will, limited external pressure e.g. from civil society, lack of technical expertise on DTIS team etc..). In your opinion, where there any external (e.g. socio-cultural) factors that may have negatively affected the integration process?

7. Engagement (or lack thereof)

Were gender actors (e.g. gender ministries, associations of women traders/entrepreneurs, chambers of commerce's ladies wings etc.) represented on the EIF National Steering Committee? If so, which ones? Did they attend DTIS validation workshop?

Where there any external (e.g. socio-cultural) factors that may have negatively affected the involvement of gender stakeholders in the DTIS engagement process, in your opinion?

Annex 2

List of DTIS stakeholders interviewed

COUNTRY	NAME	ORGANIZATION (at the time of DTIS)	DTIS ROLE
Bangladesh	Mohammad Hafizur	NIU	NIU Coordinator
Bhutan	Pema Thinley	NIU	NIU Coordinator
Burkina Faso	Soulemane Sodre	NIU	NIU Coordinator
	Philip English	Independent expert	Lead international consultant
Equatorial Guinea	Expedito Genaro	NIU	NIU Member
Chad	Louisa Bernal	UNDP	DTIS team
Comoros	Zahlata Dahalani	NIU	NIU Coordinator
Guinea-Bissau	Lassana Fati	Ministry of Trade	Director-General for Trade/ EIF Focal Point
	Louisa Bernal	UNDP	DTIS team
Lao PDR	Nitnida Phongsavath	NIU	NIU Deputy Director / Aid for Trade gender focal point
	Sengxay Phousinghoa	NIU	NIU Task Team Lead
	Daniel Gay	Independent expert	Lead international consultant
Lesotho	Phera Lepati	NIU	NIU Coordinator
Malawi	Mombert Hoppe	World Bank Group	Task Team Lead
Mauritania	Mohamed Ould Hitt	NIU	NIU Coordinator
Myanmar	Zarni Myintswe	NIU	NIU
	Sjamsu Rahardja	World Bank Group	DTIS team
Samoa	Muliufi Nickel	NIU	NIU Coordinator
	Hermine Raeli McCarthy	NIU	NIU member
Solomon Islands	Daniel Gay	Independent expert	Lead international consultant
South Sudan	Augustin Kenyi	Ministry of Trade and Industry	Director for External Trade
	Samson Awinoh	UNDP	Trade Advisor
Senegal	Ousmane Ka	NIU	NIU Coordinator
Tanzania	Maryla Maliszewska	World Bank Group	Task Team Lead
	Ritta N. Magere	Ministry of Investment, Industry and Trade	Programmes and Projects Coordination Unit
Tuvalu	Louisa Bernal	UNDP	DTIS Team
The Gambia	Craig VanGrasstek	Independent Expert	Lead international consultant
	Simonetta Zarrilli	UNCTAD's Trade & Gender Chief	Contributing author for gender & fisheries analysis
Yemen	Daniel Gay	Independent expert	Lead international consultant
Zambia	Griffin Nyirongo	Ministry of Commerce, Trade, and Industry	EIF Project Coordinator



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