



# Briefing Paper

## Transforming Gender Roles in Value Chains: Towards More Sustainable Growth

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### Summary

Increasingly, businesses and governments are recognising the huge potential of integrating women traders into global value chains. Investing in women traders can unlock new market opportunities, create powerful consumer demographics and business opportunities. This briefing paper examines the roles and challenges of women from developing countries in agro-processing and textiles value chains, and provides recommendations to overcome some of these challenges.

## Background

The integration of Global Value Chains (GVCs) across borders generates employment and drives economic development. While in simple terms, a 'value chain' could entail the range of activities incorporated in a product or service from its conception to its end use, the term "GVC" stands out due to its fragmentation across borders, thereby, driving mini models of economic growth.

Globally, women account for only 38% of human capital wealth versus 62% for men and this is also demonstrated by the 'productivity trap', which is circled by low pay and low job satisfaction. However, now, more businesses and governments are recognizing the huge potential of increasing incomes by integrating women traders into GVCs, as investing in women traders unlocks new market opportunities by creating powerful consumer demographics as well as an investor group.

By using applicable case studies, this briefing paper will, therefore, examine the agro/food and textile sectors from the developing world, identifying the roles and challenges of women across these value chains and lastly, present some recommendations to overcome such challenges.

## Women in GVCs: Their current roles in developing and least developed countries

Recently, with increasing trends in trade, more jobs have been created, and consequently, the share of women in the global labour force has also improved. GVCs do not only serve as a linkage between workers, businesses and consumers but also

provides an opportunity for women from the global south to integrate into the global economy. Hence, this section of the paper focuses on the current role of women as physical workers, commodity producers and small-scale traders in the agro/food GVCs.

## Women as physical workers

In developing countries, women are the foundation of the rural economy as they make up around half of the agricultural labour force. However, their outputs are constrained due to a lack of access to finances, technology, land, climate change resistant crops etc. Nonetheless, if women farmers had the same rights and resources as male farmers, the number of people affected by hunger (815 million) would decrease significantly.<sup>1</sup>

In Kenya, female farmers of manioc or cassava were negatively affected by the outbreak of the mosaic virus, which is transmitted onto leaves by insects and cannot be treated.<sup>2</sup> As the mosaic virus often affects cassava leaves, leaving them with spots ranging from light green to yellow, the massive destruction of crops was carried out, which led to decreased yields for these female farmers.<sup>3</sup> However, with the aid of Farm Africa, a charity working with farming communities in Eastern Africa, farmers such as Celine Adhiambo from Western Kenya have benefited from the education given on the importance of growing new types of cassava that aren't vulnerable to climate change or to the mosaic virus and also grow faster. In her words, she said "this new cassava from Farm Africa is a godsend. I shall bid poverty farewell if I continue to produce

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<sup>1</sup> The World Bank - Breaking the 'Grass Ceiling': Empowering Women Farmers  
<http://www.worldbank.org/en/news/feature/2018/03/06/breaking-the-grass-ceiling-empowering-women-farmers>

<sup>2</sup> Whitefly <https://www.agric.wa.gov.au/pest-insects/whitefly>

<sup>3</sup> Cassava Mosaic Virus  
<https://www.accessagriculture.org/cassava-mosaic-virus>

it”.<sup>4</sup>

In Mali, the government became dedicated to encouraging inclusive growth, which is greatly depicted in their Growth and Poverty Reduction Strategy (2012-2017) and the Strategic Framework for Economic Recovery and Sustainable Development (2016-2018), which gives priority to the poorest people, especially women in rural areas. The Enhanced Integrated Framework (EIF), consequently, supported these initiatives by assisting in and increasing the involvement of women in the shea butter, gum arabic, mango etc., value chains. Through this collaboration, 465 women from Yanfolila, a region where over 50% were stuck in poverty are now able to earn an increased pay from mango farming and jam-making.<sup>5</sup>

## Women as commodity producers

Women play crucial roles as commodity producers by accounting for over 40% of the agricultural workforce in developing countries<sup>6</sup>, yet their role is often overlooked. Historically, women worked as farmers on both family-owned and commercial farms hence, making significant contributions to nutrition and food security.<sup>7</sup> However, their capacity to move up the agro value chain has been constrained by factors including low education and training, constraints on land ownership, limited technical and as well as financial assistance. Coupled

with the challenges mentioned above, women are mostly engaged in small-scale production and are usually at the bottom of the value chain.

Brazil is one of the world’s largest producers of cocoa, with the south of Bahia being the major producing region. In Bahia, women are involved in the process of cocoa production by working in the fields, planting of seedlings, taking care of them etc.<sup>8</sup> In 2016, research by Tatiana Gumucio et al also acknowledged this point as it indicated that whereas men tend to be involved in upstream value chains, such as negotiating sales and marketing, women are more involved in the lower stream, and participate in labour-intensive activities by harvesting, picking, drying etc. Also, although processing cocoa offers opportunities for women empowerment and financial gain, women tend to spend their income on household welfare, in contrast to their male counterparts, who use their income on their personal welfare.<sup>9</sup>

### MONDELEZ CASE STUDY

Mondelez International, one of the biggest manufacturers of chocolate has invested around \$400 million into the Cocoa Life program, where they educate women about business management and financial services; promote women’s leadership in cocoa cooperatives; establish savings/loan groups to ensure the access of women to funds and increase women’s access to inputs, land ownership and their participation in unions.<sup>10</sup> In 2018, the program was thus launched in Brazil, with the aim to continue empowering women, to help mitigate climate change, and to ensure the sustainable supply of cocoa.<sup>11</sup>

<sup>4</sup> Celine’s Cassava Business Takes Root <https://www.farmafrica.org/kenya/celines-cassava-business-takes-root>

<sup>5</sup> Delivering Change in Mali: Investing in Women and Beyond <https://www.enhancedif.org/en/publication/2016-10/delivering-change-mali-investing-women-and-beyond>

<sup>6</sup> FAO. Women and Decent work <http://www.fao.org/rural-employment/work-areas/women-and-decent-work/en/>

<sup>7</sup> World Bank. Gender in Crop Agriculture <http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module12.pdf>

<sup>8</sup> OXFAM Canada. Behind the Brands, Cocoa Case Studies <https://www.oxfam.ca/sites/default/files/imce/btb-oxfam-cocoa-case-studies.pdf>

<sup>9</sup> Gumucio, T., Yore, H., Mello, D., & Loucel, C. (2016). Coffee and Cocoa Value Chains: Gender Dynamics in Peru and Nicaragua.

<sup>10</sup> International Finance Corporation: World Bank Group [https://www.ifc.org/wps/wcm/connect/d19235d7-2ba7-4f7b-b0c6-5198fe9e4d30/Women+in+Agri+VC\\_Report\\_FINAL.pdf?MOD=ajpg](https://www.ifc.org/wps/wcm/connect/d19235d7-2ba7-4f7b-b0c6-5198fe9e4d30/Women+in+Agri+VC_Report_FINAL.pdf?MOD=ajpg)

<sup>11</sup> Mondelēz International Launches Cocoa Life in Brazil to Help Combat Climate Change and Ensure Sustainable Cocoa Supply <https://ir.mondelezinternational.com/news-releases/news-release-details/mondelez-international-launches-cocoa-life-brazil-help-combat>

Uganda is one of the world's major coffee producers<sup>12</sup>, and although women play an active role in coffee production by planting, harvesting and upkeep, their participation in marketing is rather limited.<sup>13</sup> Men dominate the marketing process i.e. the upper end of the value chain; leaving women at the bottom, with very limited financial benefits.<sup>14</sup> However, women are now recognized as having the potential to boost coffee production in Uganda, and with the creation of the National Coffee Strategy 2040 Plan for 2015/16 - 2019/20,<sup>15</sup> emphasis has now been put on the need to empower women by creating policies that will allow them to engage in the commercial aspects of coffee production in Uganda.

### **Women as small-scale traders**

Small-scale trading, especially in the agri-food sector is a major source of income for rural women in developing countries and women who engage in such small-scale trade are usually self-employed and do not only contribute to their own empowerment but also help supply agricultural commodities to domestic and international markets. In Rwanda, small-scale female traders contribute significantly to the country's overall trade by accounting for about 20% of total trade. These women do not only generate income from small-scale trade, which they use for household expenditure, but they also make substantial contributions towards nutrition, food security and poverty reduction.<sup>16</sup>

Despite this, women are still faced with several challenges including inadequate capital, limited profits and harassment issues at borders. However, in February 2018, through a collaboration with TradeMark East Africa, the Kenyan and Ugandan governments set up a One Stop Border Post (OSBP) at Busia, which is one of the busiest border crossings in East Africa, where about 5,000 traders cross every day, 3,500 of which are women.<sup>17</sup> The OSBP consequently aims to bring all government agencies performing cross border controls all under one roof, thus, simplifying and improving the process of cross border trade, especially for women.<sup>18</sup>

Moreover, in 2010, Bangladesh and India signed a memorandum of understanding to establish Border Haats<sup>19</sup>, which are marketplaces that have been established between the border of the two countries where commodities ranging from foodstuff, agriculture inputs, and garments are sold. Border Haat, therefore, allows for trade to take place once a week between these two countries, whilst avoiding customs and taxes. The participation of women in this Border Haat is however quite limited due to several factors such as the lack of transparency in the selection process of license granting, infrastructure deficit and the predominance of male supervision officials.

Nonetheless, women are engaged in informal small-scale trade outside of legal requirements by conducting business in unguarded points along the

<sup>12</sup> Verter, N., Bamwesigye, D., & Darkwah, S. A. (2015). Analysis of Coffee Production and Exports in Uganda.

<sup>13</sup> Uganda Coffee Development Authority. (2015). Uganda National Coffee Strategy 2040 Plan for 2015/16 - 2019/20. [https://ugandacoffee.go.ug/sites/default/files/Resource\\_center/National%20Coffee%20Strategy%20Design.pdf](https://ugandacoffee.go.ug/sites/default/files/Resource_center/National%20Coffee%20Strategy%20Design.pdf)

<sup>14</sup> Kasente, D. (2012). Fair trade and Organic Certification in Value Chains: Lessons from a Gender Analysis from Coffee Exporting in Uganda. *Gender & Development*, 20(1), 111-127.

<sup>15</sup> Uganda Coffee Development Authority. (2015)

<sup>16</sup> Laub R., Tartanac F. & Scarpocch C. Crossing Borders: Challenges of African Women Involved in Informal Cross-Border Trade. <https://agrigenderjournal.com/2016/12/30/crossing-borders->

[challenges-of-african-women-involved-in-informal-cross-border-trade/](#)

<sup>17</sup> Global Value Chain Policy Series: Gender <https://www.weforum.org/whitepapers/global-value-chain-policy-series-gender>

<sup>18</sup> Efficient Border Crossing to Boost Trade Between Kenya and Uganda with Launch of Busia One Stop Border Post <https://www.eac.int/press-releases/1002-efficient-border-crossing-to-boost-trade-between-kenya-and-uganda-with-launch-of-busia-one-stop-border-post>

<sup>19</sup> Memorandum of Understanding Between India and Bangladesh Establishing Border Haats [http://commerce.nic.in/trade/MOU\\_Border\\_Haats\\_across\\_Border\\_India\\_and\\_Bangladesh2010.pdf](http://commerce.nic.in/trade/MOU_Border_Haats_across_Border_India_and_Bangladesh2010.pdf)

border. Along these unguarded/informal border market points, women, therefore, engage in carrier services, the transportation of goods for recognized traders, the selling of products as well as 'suitcase trade' (where they illegally transport goods in their suitcases as travellers, in order to avoid bureaucratic procedures). At the Mizoram (India)-Bangladesh border, there are now about 16 of these informal border Haats and an estimated 80 to 90% of women resident in this area are said to have been involved in informal cross border trade.<sup>20</sup>

## Emerging roles of women in GVCs: a snapshot of new opportunities

In developing countries, the accepted narrative of women involved in agricultural and textile GVCs are those of family-owned businesses and the struggle to trade on bigger scales. However, the role of women in these GVCs are becoming increasingly significant and this section of the paper will depict how women no longer exist as just smallholder farmers but are emerging as commercial producers, entrepreneurs, processors and consumers.<sup>21</sup>

### Illustrations of women as business owners

Across the Global South, women tend to own businesses which generate profits thus, benefiting global, regional and local economies. One such example is the enterprise Zikora, which is a shea nut processing company located in northern Benin. Ms Memounatou Zikorais, the head of the business and her company transforms shea nuts into shea butter,

soaps and ointments. It is also considered a Micro, Small, and Medium Enterprise (MSME) as it only has four full-time employees, three of whom are women.<sup>22</sup> With exports mostly to West Africa, France, Spain and the US, the company has been highly successful since it processed 7.25 tons of shea nuts in 2017, which was an increase from 5.75 tons in 2016.

After the agricultural sector, the textile industry becomes the largest employer of women from developing countries. As of April 2014, there were more than 53,000 Palestinian refugees from Syria, amongst them women who were seeking safety. Due to this, there now exist female-founded fashion brands that are dedicated to empowering and also impacting positive change on them. One such is Palestyle, a fashion brand founded by Zeina Abou Chaaban, which is providing jobs and proceeds to female refugees who are stationed at camps in Lebanon and Jordan. At first, Palestyle commenced with only 20 women but now works with around 100 women.<sup>23</sup>

### Women consumers as a driving force in food and textile GVCs

The income of women is on the rise thanks to increased/better access to education and their enhanced contribution to various labour forces. Between 2009 – 2014, the average salary of women from Brazil, Russia, India, China and South Africa, (BRICS) countries increased by 37.8% and by 1.1% in developed countries. With this, women are becoming increasingly influential and continue to hold the purchasing power in various homes. In that

<sup>20</sup> Taneja, N., Joshi, S., Prakash, S., & Bimal, S. (2018). Trade Facilitation Measures to Enhance Participation of Women in Cross-border Trade in BBIN [http://icrier.org/pdf/Cross-border\\_Trade\\_in\\_BBIN-Jan-2018.pdf](http://icrier.org/pdf/Cross-border_Trade_in_BBIN-Jan-2018.pdf)

<sup>21</sup> The Crucial Role of Women in African Agriculture <https://www.farmersweekly.co.za/opinion/by-invitation/the-crucial-role-of-women-in-african-agriculture/>

<sup>22</sup> EIF Annual Report 2017: Inclusive Trade for Sustainable Development in the World's Poorest Countries.

<sup>23</sup> The fashion Brands Empowering Women in Developing Countries <https://www.theguardian.com/sustainable-business/sustainable-fashion-blog/fashion-brands-empowering-women-developing-countries>

way, women are driving consumer trends and significantly impacting how food, beverage and textile industries develop and sell products.<sup>24</sup>

From the textile/fashion industry, female consumers are now demanding sustainability and at the 2018 fashion week, Studio 189, an African fashion brand, which was co-founded by Abrima Erwiah showed that young designers across the continent are progressively integrating locally sourced materials, in order to produce products that are green and fair – qualities that are becoming increasingly demanded by consumers.<sup>25</sup>

In addition, other female-owned sustainable fashion brands with the same vision for female consumers include Soko from Kenya, which uses locally-sourced and eco-friendly materials, such as recycled brass, reclaimed cow horn and bone to make jewellery,<sup>26</sup> KikiKamu from Nigeria, who is recognised as being highly forthcoming around discussions on Fairtrade and sustainable fashion<sup>27</sup>; and Osei-Duro, an environmentally responsible brand that produces clothes in Ghana, India and Peru, by utilising traditional practices such as the West African batik, botanical dyeing, block printing, hand painting, wood carving etc.<sup>28</sup>

## Gendered challenges of women in GVCs: A closer look at the agro-processing case

However, although women play essential roles in agro-food GVCs as the evidence above shows, they continue to face numerous barriers, which inhibits them from reaching their full potential. The overall effect of this is the impairment to the growth of economies, businesses, overall communities etc., and with this, some of these challenges are discussed in more depth below.<sup>29</sup>

### Lack of access to land

In the developing world, land is the most critical economic resource for the agriculture sector as it employs the highest number of people, including women who depend on it for their livelihood. In 2016, in Sub Saharan Africa, women made up around 48.7% of the agricultural labour force but only owned 15% of the land. In Asia (excluding Japan), they made up 42% of the agricultural labour force, but only owned 11% of the land. Whilst in Latin America, they comprised 20% of the same labour force, but only owned 18% of the land and in the Middle East and North Africa, they comprised 40% of the same labour force, but here again, only owned 5% land.<sup>30</sup>

Women generally acquire land through marriage, which means that the man holds the uppermost

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<sup>24</sup> Top 3 Drivers of Consumer Expenditure in Emerging and Developing Economies <https://blog.euromonitor.com/top-3-drivers-of-consumer-expenditure-in-emerging-and-developing-economies/>

<sup>25</sup> African Fashion Brands Bring Sustainability to the Runway, but Can They Scale Up and Stay Green? <https://qz.com/africa/1377528/african-fashion-brands-bring-sustainability-to-the-runway-but-can-they-scale-up-and-stay-green/>

<sup>26</sup> 3 Eco-Fashion Brands Supporting African Women and its Culture <https://zoede.com/3-eco-fashion-brands-african-women/>

<sup>27</sup> Made in Africa: The Stylish African Ethical Fashion Brands Making Waves in the Industry <https://ecowarriorprincess.net/2018/02/made-in-africa-stylish-african-ethical-fashion-brands-making-waves-industry/>

<sup>28</sup> 14 Africa-Inspired Designers Who Shake Up The Sustainable Fashion World <https://www.mochni.com/14-africa-inspired-designers-who-shake-up-sustainable-fashion-world/>

<sup>29</sup> Women's Empowerment in Global Value Chains <https://www.bsr.org/reports/BSR-Report-Womens-Empowerment-Supply-Chains.pdf>

<sup>30</sup> Fact Sheet: Land Tenure and Women's Empowerment <https://www.land-links.org/issue-brief/fact-sheet-land-tenure-womens-empowerment/>

right in the cultivation and usage of the land. In sub-Saharan Africa, land rights are grounded on patrilineal systems, which again completely eliminates female ownership. Marital rules across most African countries also uphold the separation of property, which fundamentally means that property is held separately and upon a breakdown of a marriage, each person leaves with what is theirs. However, this means that after a divorce, any land, which was obtained through the man, remains his and the woman ceases to have access to it. In addition, as land rights are mostly patrilineal, a widow also ceases to have any rights to her late husband's land as he, the male and authorised owner is no longer alive.<sup>31</sup>

### **Lack of access to funding**

In developing countries, female agro-processors find it very difficult to access credit from financial institutions as rural financial programmes have been established with males as intended clients and not female farmers, who might also have financing constraints of their own. In addition, and as noted above, legal and traditional laws often restrict the access of women to assets such as land or livestock, which can be used as collateral when seeking credit/loans from financial institutions. Furthermore, these financial institutions also view women to be less experienced in the business environment, therefore, seeing them as less appealing clients. Even in situations where a woman becomes successful in procuring a loan/credit from financial institutions, their amounts are often smaller when compared to those granted to men.<sup>32</sup>

The financial needs of women farmers are also not

being reflected in donor budgets or in the resource distribution of governments. According to a 2017 analysis by Oxfam, "Financing Women Farmers", in Ghana for example, one of the Ministry of Agriculture's directorates is committed to women, and has been entrusted with developing policies and programmes; improving extension services to support women farmers; and in undertaking research and training in response to women's challenges. However, the directorate continues to be heavily underfunded as it was only allocated an average of around 0.5% of the agricultural budget from 2010-15. Due to this, Ghana's national strategy on gender and agriculture has not been implemented since its formation in the late 1990s.

Another example is the case of Pakistan, where the government recognises the importance of women's roles in the economy, but there still exists a massive gap in their budget, staff etc., to effectively implement such priorities. Hence, 75 budget and planning documents do not portray any investments directly supporting small-scale women producers, and although, the country's draft agriculture and food security policy underlines the role of women, small-scale producers and landless agricultural workers by improving their access to financing, it still remains in a draft format.<sup>33</sup>

### **Limited knowledge**

According to the United Nations Educational, Scientific and Cultural Organization (UNESCO), in 2016, two-thirds of the world's uneducated were women, and this negatively affected their success in several areas, including in agriculture.<sup>34</sup> For instance, in East/South Asia and the Pacific, due to their rain-

<sup>31</sup> Agriculture, Diversification, and Gender in Rural Africa <http://www.oxfordscholarship.com/view/10.1093/oso/9780198799283.001.0001/oso-9780198799283>

<sup>32</sup> Rural Women's Access to Financial Services, Credit, Savings and Insurance <https://www.empowerwomen.org/en/resources/documents/2014>

[/5/rural-womens-access-to-financial-services-credit-savings-and-insurance?lang=en](#)

<sup>33</sup> Financing Women Farmers

<https://www.oxfam.org/en/research/financing-women-farmers>

<sup>34</sup> Literacy Rates Continue to Rise from One Generation to the Next <https://unesdoc.unesco.org/ark:/48223/pf0000258942>

fed, mountainous and coastal ecosystem, the farming and processing of many different crops are achievable. However, most of the countries here still suffer from poor market distribution due to the low levels of education and entrepreneurial skills of their female farmers.<sup>35</sup> Also, according to a World Bank report, women farmers continue to have limited knowledge of new farming techniques as they receive second-hand information through, the head of the household, the husband.<sup>36</sup>

Education is the key to increasing women's role in agriculture, primarily, through increasing their income, productivity and market opportunities. In terms of income, education also has additional positive effects on female farmers as they have "improved decision making and managerial skills, increased access to market information, reduced risk aversion and increased adoption of newer technologies". Also, every year of education, which is added to the life of a female farmer increases their agricultural yields from 2 – 15%, as they are likely to adopt new technologies and adhere more to Sanitary and Phytosanitary (SPS) measures.<sup>37</sup>

### **Limited technological capacities**

In developing countries, most female farmers also continue to engage in farming through the use of outdated tools and their limited access to suitable processing technology has affected both their product quality and outputs. Consequently, this is the case in the Lao People's Democratic Republic, where a mere 5% of women-owned businesses use

any electrical or motorized equipment compared to 48% of male-owned businesses.<sup>38</sup>

## **Recommendations for gender equality in GVCs**

GVCs present an empowerment opportunity for women however, this would require governments and non-state actors, including the private sector, to identify the needs of women in the workplace, and develop strategies and structures, which can support them by:

### **Increasing access to training and capacity building for women**

Training courses, some which cover basic numeracy/economics should be provided. However, such courses/education should be provided with multiple time schedules, to ensure that the work/life balance of women are not hindered. Equally important is capacity development and introductory courses on international standard practices, which will improve the efficiency of women workers. In addition, education should not only include local contexts but should also include skill acquisition courses on the designing of clothes, the knowledge of fabrics etc., as these can facilitate the better access of women into larger and more profitable markets.<sup>39</sup>

### **Improving the access to social networks for women**

Securing the social/labour rights of women and their inclusion into labour/trade unions, and farmers

<sup>35</sup> Gender and Agricultural Markets <http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module5.pdf>

<sup>36</sup> Levelling the Field, Improving Opportunities for Women Farmers in Africa <http://documents.worldbank.org/curated/en/579161468007198488/Levelling-the-field-improving-opportunities-for-women-farmers-in-Africa>

<sup>37</sup> Women and Girls' Education: The Overlooked Link for Achieving SDG 2 <http://sdq.iisd.org/commentary/generation->

[2030/women-and-girls-education-the-overlooked-link-for-achieving-sdg-2/](http://sdq.iisd.org/commentary/generation-2030/women-and-girls-education-the-overlooked-link-for-achieving-sdg-2/)

<sup>38</sup> Country Gender Assessment for LAO PDR <https://www.adb.org/documents/country-gender-assessment-lao-peoples-democratic-republic>

<sup>39</sup> Gender and Agricultural Markets <http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module5.pdf>



associations in stated GVCs will allow female entrepreneurs and workers to have a voice in the policymaking process. Such networks will also allow their access to information on standards, knowledge on suitable technology, consumer needs and wants.

## Increasing access to financial services

Female workers and entrepreneurs need institutional strengthening, which is supported through financial assistance and capacity building in networking and leadership. Funding from governments and other non-state actors will be highly important as it is needed to support policies of change. Financial literacy trainings/programs will also be useful to enable women to better manage

their resources and understand lending opportunities, which can increase their access to land ownership.

## Making economic policies more gender sensitive

There is a need for gender-based analysis and the collection of data regarding the employment, activities, constraints etc, of women in GVCs, as these can address their issues and aid in the creation of appropriate policies. For instance, the promotion of regulations and policies, which takes into consideration women's right to paid/unpaid work, maternity leave and childcare etc., will hence go a long way in improving women's role in GVCs.



### CUTS International, Geneva

CUTS International, Geneva is a non-profit NGO that catalyses the pro-trade, pro-equity voices of the Global South in international trade and development debates in Geneva. We and our sister CUTS organizations in India, Kenya, Zambia, Vietnam, and Ghana have made our footprints in the realm of economic governance across the developing world.

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The PACT EAC2 project is undertaken with funding support from the Swedish International Development Cooperation Agency (Sida).