This new strategy and training module will support WTO’s main objective on trade and gender to become a gender-responsive Organisation, as described in the new WTO Action Plan on Trade and Gender 2021-2026. It is a core action point in this new Action Plan.

The training module is constructed as a versatile tool.

First, the new training is built as a supporting tool for WTO government officials in their work on trade and gender. It provides concrete solutions and new policy tools to help them integrate gender into their trade policies that benefit women and implement trade rules with a gender lens.

Second, the training will serve as a data collection tool on governments’ trade and gender initiatives, programmes and policies. This information will also be shared during the training within interactive and sharing experience sessions as well as beyond the training programme. It will therefore be used for other WTO work on trade and gender and included in the new WTO gender responsive trade policies database.

Third, it will help drive research by providing information on Members’ priorities and knowledge needs. Links will be established with the work of the WTO Gender Research Hub, created on 31 May 2021.

1. Context and background

a. WTO Technical Assistance is delivered five various formats

- Level 1, 2 and 3 courses (following ITTC Progressive Learning Strategy (PLS)).
  - Geneva week: introductory course
  - Introductory Trade Policy Course for Least Developed Countries: represents a level 1 activity in the WTO's Progressive Learning Strategy. Once completed, it serves as an entry point for more advanced WTO training activities.
  - Regional Trade Policy Course (RTPC): intermediate (Progressive Learning Strategy Level 2) "generalist" training courses specifically designed for government officials from various government ministries/agencies working on trade-related issues who have already undertaken basic WTO training.
  - Advanced Trade Policy Course (ATPC): represents the highest level of training (level 3) in the WTO's progressive learning programme and is targeted at participants who already possess a sound knowledge of the WTO and its agreements.
  - Advanced/Thematic Course: trainings for specialists (level 3), ranging from 1-3 weeks in duration, and addressing topics such as Trade-Related Intellectual Property Rights, Technical Barriers to Trade, Sanitary and Phytosanitary Measures, Dispute Settlement, and Trade and Environment.
**Other courses**

- National activities: training focussing on national needs as defined by WTO Members.
- E-learning and online chats (level 2) are part of the WTO technical assistance and offer a range of courses on trade-related matters in the WTO.
- Trainings and mentoring of ITTC’s interns.

**b. The training module is in line with WTO instruments, core functions, action plan and objectives**

- Preamble of the General Agreement on Tariffs and Trade (GATT 1947)\(^1\)
- Preamble of the Marrakesh Agreement establishing the WTO\(^2\)
- 2 of the WTO’s 4 core functions\(^3\):
  - Building trade capacity through technical assistance
  - Implementation and monitoring of WTO agreements
- Buenos Aires Declaration on Trade and Women’s Economic Empowerment
- Informal Working Group on Trade and Gender (WT/L/1095/Rev.1)\(^4\)
- Biennial Technical Assistance and Training Plan 2018-2019\(^5\)
- Biennial Technical Assistance and Training Plan 2020-2021\(^6\)
- WTO Trade and Gender Action Plan for 2017-2019 (extended to 2020)
- WTO Trade and Gender Action Plan for 2021-2026

**c. The training module is also in line with the objectives of international instruments**

- The **Beijing Declaration and Platform for Action** laid down the path for women’s empowerment globally since 1995, year if the creation of the WTO. In 1995, governments committed to take action to empower women on issues such as poverty reduction, education and training, health, violence, economic growth and decision-making.

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\(^1\) “Recognizing that their relations in the field of trade and economic endeavour should be conducted with a view to raising standards of living, ensuring full employment and a large and steadily growing volume of real income and effective demand, …”

\(^2\) “Recognizing that their relations in the field of trade and economic endeavour should be conducted with a view to raising standards of living, ensuring full employment and a large and steadily growing volume of real income and effective demand, and expanding the production of and trade in goods and services, while allowing for the optimal use of the world's resources in accordance with the objective of sustainable …”

\(^3\) [https://www.wto.org/english/thewto_e/whatis_e/what_we_do_e.htm](https://www.wto.org/english/thewto_e/whatis_e/what_we_do_e.htm)


\(^5\) WT/COMTD/W/227/Rev.1. The Plan provided that “Trade-related Technical Assistance (TRTA) is a core function of the WTO”. It stipulates that the purpose of the WTO trade-related technical assistance is "to enhance human and institutional capacity to take full advantage of the rules-based Multilateral Trading System". It also gives the WTO Secretariat the mandate to set up and conduct a training module on trade and gender (section 3.3.1).

\(^6\) WT/COMTD/W/248/Rev.1. The Plan confirmed the integration of gender in the WTO training programmes.
• The **2030 Agenda for Sustainable Development** emphasises gender equality as essential to build a better future. It rightly recognises that so long as inequalities persist between men and women, boys and girls, we cannot hope to eradicate poverty or achieve equitable growth. Sustainable Development Goal 5 concerns achieving gender equality and empower all women and girls.

• The **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** The Convention provides that women should enjoy equal rights and non-discrimination with regards to their participation in the economy, their employment, vocational training and education.

d. Integration of gender in the WTO Technical Assistance since 2018

<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 2017</td>
<td>The WTO launched its first Action Plan on Trade and Gender. WTO Members adopt the Biennial Technical Assistance and Training Plan giving the WTO Secretariat the mandate to set up and conduct a training module on trade and gender (WT/COMTD/W/227/Rev.1 - section 3.3.1).</td>
</tr>
<tr>
<td>2018</td>
<td>The course was developed in 9 months during 2018 and different parts of it were tested in five trainings dispensed in 2018:</td>
</tr>
<tr>
<td></td>
<td>• The RTPC for CEECAC Members and Observers of the WTO in Kazakhstan (June 2018) included a 1-hour session in the development training.</td>
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<td></td>
<td>• Two LDC courses (French and English) in Geneva were held on Aid for Trade and women's empowerment.</td>
</tr>
<tr>
<td></td>
<td>• The Advanced Course on Trade and Environment included a ½ hour presentation on trade and gender. The presentation included a gender and environment angle.</td>
</tr>
<tr>
<td></td>
<td>• An online chat was held in December 2018 on Aid for Trade included a Q/A session on trade and gender.</td>
</tr>
<tr>
<td>8 March 2019</td>
<td>Official launch of the 1st WTO Training course on trade and gender</td>
</tr>
</tbody>
</table>
## Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
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<tbody>
<tr>
<td>March-December 2019</td>
<td>13 courses conducted&lt;br&gt;   - 3 Advanced Trade Policy Courses (ATPC) (March, July and November).&lt;br&gt;   - 2 Geneva Week events (May and October).&lt;br&gt;   - 3 Regional Trade Policy Courses (RTPC) (Caribbean, Latin America and Eastern and Central Europe).&lt;br&gt;   - 2 Introductory Trade Policy Courses for Least Developed Countries (May and October).&lt;br&gt;   - 3 online e-chats (March and November) were organized on the topic.&lt;br&gt;   - <strong>Trainings were also conducted outside ITTC's activities:</strong> the WTO contributed to the Capacity Building Workshop on Women and Trade organized by APEC Committee for Trade and Investment (CTI) – First Senior Officials’ Meeting (SOM1) on 5 March 2019.</td>
</tr>
<tr>
<td>August 2019</td>
<td>First national activity request from St Kitts and Nevis. The training was planned on 24-25 March 2020 (postponed due to COVID-19).</td>
</tr>
<tr>
<td>February 2020</td>
<td>Second national activity request from Nigeria – multi-stakeholders (postponed due to COVID-19)</td>
</tr>
<tr>
<td>May 2020</td>
<td>A Webinar on “Applying Gender Lens to WTO” was jointly organised with WTO, UNCTAD and ITC for WTO members and Observers only.&lt;br&gt;More than 100 participants (delegates from Geneva and Capital)&lt;br&gt;First collaboration between WTO, ITC and UNCTAD.&lt;br&gt;This training was conducted outside the ITTC programme and has proven efficient.</td>
</tr>
<tr>
<td>March-December 2020</td>
<td>Three online chats were organised with e-learning participants.</td>
</tr>
<tr>
<td>January-July 2021</td>
<td>Content revision and update of the current training module.</td>
</tr>
<tr>
<td>August 2021</td>
<td>National request from St Kitts and Nevis</td>
</tr>
</tbody>
</table>
b. Current training objectives

- Objectives are based on the initial mandate of the Biennial Technical Assistance Plan 2018-2019

"The focus will be on trade policy with the aim to raise awareness and enhance the aptitude of policy makers to incorporate gender considerations in their analysis and trade policy development or negotiations." (Article 36 of WT/COMTD/W/227/Rev.1)

- Current objectives

  o Helping Members understand why trade rules are not gender neutral and giving them a new perspective on how trade can impact women's economic empowerment.

  o Providing Members a new approach with regards to WTO agreements and how they can be implemented with gender lens.

  o Helping members understand how they can integrate gender into their trade policies that impact women positively on the ground giving concrete examples of best practices implemented by members.

  o Assist WTO Members' officials in their work on trade and gender.

2. Assessment of how the training was integrated into ITTC's programmes since 2019

a. Gradual and partial integration in ITTC's programmes

The current training module runs over 2 days and is structured around 7 sessions.

However, and due to various constraints faced and raised by ITTC (see section below), it has not been integrated in its entirety in ITTC’s programmes.

A one-hour introductory presentation held in March 2019 as part of the ATPC was the first official training solely dedicated to trade and gender. It followed the official launch of the module during International Women's Day 2019.

A 2-hour training course, derived from the 2-day training module, has subsequently been introduced in ATPCs, RTPCs, Geneva week course and LDC introduction course.

The training was integrated as a stand-alone feature in ATPCs, while it has been a part of other training modules (development and/or Aid for Trade) in RTPCs and LDC trainings.

Early 2020, ITTC decided to unilaterally extend the course to a ½ day in RTPCs. But this decision has been trumped by the COVID-19 pandemic.

Also, 3 online chats are annually organised with the e-learning participants since 2018.

There is no online training as part of the e-learning courses yet.
b. Constraints in integrating the full 2-day training module, as raised by ITTC

ITTC has collaborated fully and committedly with the WTO Trade and Gender Focal Point to find space and solutions in order to deliver the training adequately and integrate the entire module into its programme.

However, as raised by ITTC, systemic constraints related to budget, time allocation and ITTC’s mandate have limited and prevented a full inclusion of the module in ITTC’s programme.

- **Constraint 1: ITTC’s mandate and related issues**

  As a priority, ITTC’s mandate focuses on training officials on existing WTO agreement as well as other multilateral issues discussed and negotiated in the WTO. Hence, most of the training weeks are devoted for these issues, leaving little space for other topics.

- **Constraint 2: Time allocation issues**

  This is linked to constraint 1. The structure of the courses only allow for a certain number of weeks per training. Adding a few days has proven to be extremely difficult. This is also due to the time availability of officials, following 8-week courses, away from their offices and families.

- **Constraint 3: Budgetary issues**

  Prior to 2020, ITTC’s courses were done in physical presence, face-to-face, which had budgetary implications. Therefore, adding a few days has proven to be difficult. With the new way of delivering trainings, due to the COVID-19 pandemic, this issue may no longer be completely valid, but this is most probably temporary.

One proposal to remedy all these constraints was to replace the development course by the one on trade and gender but it was never implemented.

3. Summary of participants’ evaluation

Formal evaluation was conducted only since the official launch of the training in March 2019.

The issue of Trade and Gender has gathered a strong interest (mostly positive) from trainees, especially from LDCs. Many expressed strong interest in the training indicating it is a new area that needs more awareness and specifying it would have been better to give it more time.

As a conclusion, the training’s impact is positive, but it remains minimal, while there is appetite for more and room for action. On the basis of this assessment, the new training strategy will establish a new calendar and approach that will support the full delivery of the training while also better targeting participants and widening the training offer. The purpose is to maximise impact.

4. New programming and planning

a. Concept of the new training programme

The new training is built as a supporting tool for WTO government officials in their work on trade and gender.
• **Building on current module**

The training will continue to raise awareness on the links between trade and gender and give a new perspective on how trade can impact women's economic empowerment.

Using concrete examples, it will keep on helping officials understand why trade rules are not gender neutral and how WTO trade agreements can be implemented with gender lens for a positive impact on women.

• **Concrete solutions for members**

The training will innovate by providing governments’ new policy tools\(^7\) to help them integrate gender into their trade policies. These tools include:

- A questionnaire and checklist for governments to examine/investigate where they stand in terms of gender integration into their trade policies, strategies, programmes and action plans.
- A trade and gender policy guidebook
- Concrete indicators for implementing trade rules with gender lens.
- A map of all types of trade measures taken by members for women’s economic empowerment.

• **A multi-purpose training module: fostering data collection and research**

- The training will also serve as a data collection tool on governments’ trade and gender initiatives, programmes and policies.
- Prior to the course, a small questionnaire will be shared for the data and information collection exercise\(^8\). Participants will be invited to collect and present one or two policies, initiatives, programmes set by their governments or national agencies on trade and gender and/or women’s economic empowerment. Each participant will receive a detailed briefing note giving them guidance on the type of information needed and the objective pursued.
- The information collected will be shared with the two WTO networks (WTO Gender Research Hub and We-Win: Women entrepreneurs-WTO International Network\(^9\)), the Informal Working Group on Trade and Gender\(^10\), as well as with WTO members and Observers at large.
- It will be added into the new WTO gender responsive trade policy database.
- Also, Members will be asked to provide key issues of interest related to trade and gender. This will inform the WTO work on trade and gender and its focus, to be as close as possible to Members needs.

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\(^7\) See Objective 1, Action 1 of new WTO Trade and Gender Action Plan 2021-2026, page 6.
\(^8\) Based on tool 1.1 – see Objective 1, Action 1 of new WTO Action Plan on Trade and Gender 2021-2026, page 6
\(^9\) See Objective 3, Action 1 of new WTO Action Plan on Trade and Gender 2021-2026, page 11
\(^10\) See Objective 4, Action 1 of new WTO Action Plan on Trade and Gender 2021-2026, page 12
The exchanges with trainees and the data collected will help drive research by providing information on members’ priorities and knowledge needs.

b. New and revised objectives

- Giving a new perspective on how trade can impact women’s economic empowerment (new data).
- Helping understand why trade rules are not gender neutral.
- Helping understand how WTO trade agreements can be implemented with gender lens.
- Delivering concrete solutions on how to integrate gender into trade policies.
- Providing concrete policy tools to help members develop trade policies that benefit women.
- Assisting WTO Members’ officials in their work on trade and gender.
- Collecting data and information on gender related trade policies initiatives, programmes and statistics from members. A process described below (see Section 5 below) will be set up as part of the trainings to facilitate the collection and exchange of the information.
- Sharing beyond the training: To maximize the impact of the WTO work on trade and gender, the information presented during the trainings will be used for other purposes (see Section a. above and Section 4, “Guiding principles”, of the new WTO Action Plan on Trade and Gender 2021-2026).
- Helping drive research by providing information on members’ priorities and knowledge needs.
- Remaining as concrete as possible and as close as possible to the knowledge needs of governments which will be assessed prior to the trainings.

c. The new training programme will be delivered in 4 units

- Unit 1: WTO Trade and gender course.
  - The course will be dispensed 4 times a year with seasonal sessions (Winter session in February; Spring session in May; Summer session in July and Fall session in October).
  - November and December will be used for evaluation.

- Unit 2: Training for Geneva delegates.
  - A dedicated training will be organised only for Geneva delegates.
  - It will respond to Geneva delegates specific needs and work at WTO.
  - The objective is to ensure the integration of gender lens in the WTO regular work.
  - To be implemented from 2022 onwards.
• **Unit 3: E-learning training.**

  o It will include online chats (which will continue under the same format) and a full-fledged e-learning programme.

  o Building on the new training module, it will be developed in 2022 (a separate concept note will be developed in 2022) and implemented in 2023. In the meantime, online chats will continue to be conducted.

  o The e-learning training will be two-fold: an introductory pre-Unit 1 course (it will be a prerequisite to enter Unit 1 sessions) and a specialised course looking more in depth at thematic trade topics i.e. climate change, standards, IP, etc.

• **Unit 4: National activities**

  o Upon national activity requests, specific programmes will be designed on the basis of Unit 1 and 3 (thematic sessions).

  d. **Revised selection process of participants**

    • **Widening and targeting participants' selection**

      o Government officials are the sole targets of the training. Those working on trade and gender issues will be prioritised, but the course will remain open to all interested representatives.

      o So far, the training only selects participants from WTO developing and least developed Members.

      o The new training will also include Observers and developed Members.

      o A selection process will be set up in collaboration with Geneva missions for Unit 1 courses and Unit 3 introductory course, to gather interest from capital-based representatives. For Unit 2, an open call will be launched to Geneva missions.

    • **Assessing interest and knowledge before delivery**

      For a more impactful delivery, the levels of interest and knowledge of selected trainees will be assessed prior to the trainings.

 5. **Detailed structures of each training unit**

  a. **Unit 1: WTO Trade and gender course.**

    • **Prior to the course**

      o Technical material will be shared with participants summarising some date and key messages.

      o Participants will be invited to collect and present one policy, initiative or programme set by their government or national agencies on trade and gender or women’s economic empowerment; governments’ priorities on trade and gender and data collection methods (if any).
For this purpose, each participant will receive a detailed briefing note giving them guidance on the type of information needed and the objective pursued. A small questionnaire will also be shared for the data and information collection exercise.

This information will help fuel research conducted at the WTO and as well as the WTO Gender Research Hub to be created in May 2021.

- The course will be divided into 2 segments
  - Technical segment
    - Explaining the work of the WTO on trade and gender
    - Providing some data on the impact of trade on women
    - Giving 1 example of how trade rules are not gender neutral
  - Information sharing segment
    - Conducting a conversation with participants on their countries best practices on trade and gender, or gender or women's economic empowerment: each participants will share with the class
    - The information collected during the course will be recorded into the new WTO gender responsive trade policies database and shared with the members of the Informal Working Group on Trade and Gender.

- The new 2-day training will be organised along 8 sessions
  - Session 1: Setting the scene.
    - General introductions on women's empowerment topics and setting objectives of the training.
  - Session 2: Concepts of gender lens and their relevance for trade.
    - The session focussed on key terminologies and concepts and looked at how to conduct gender analysis.
  - Session 3: Introduction to trade and gender.
    - This session consists in an introduction making the link between the economic and legal aspect of women's empowerment. It establishes the links between trade and gender in general terms.
  - Session 4: How trade rules impact women's empowerment
    - It focuses on trade rules and agreements. This session looks at how some trade rules in the GATT, GATS and various WTO agreements have a specific impact on women.
  - Session 5: How to design gender related trade policy.
The session focuses on trade policies and how to translate trade rules identified in session 4 into Members trade policies. Concrete policy tools and indicators will be used as a basis for this session.

- **Session 6. Women entrepreneurs and trade**
  - Reasons why they are underrepresented in international trade, testimonies of women entrepreneurs and WTO BRIDGE programme.\footnote{Bringing the Rules of International trade to businesswomen and Delivering Gender Equality. WTO Programme dedicated to women entrepreneurs – see Objective 2 of the new WTO Trade and Gender Action Plan 2021-2026.}

- **Session 7: Impact of COVID-19 on women and pathways for recovery.**
  - Examples from various countries and concrete experiences from women entrepreneurs.

- **Session 8: Looking at other issues related to trade**
  - Among them climate change and standards.

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### After the course: following-up with trainees

- Regular follow-ups will be conducted with trainees to assess their progress in integrating trade and gender issues in their work.

- One year after the training, trainees will be invited to present their work and share their experience with other trainees, thus creating a loop of knowledge beneficial to all.

- All participants will be added on the mailing list of the Informal Working Group on Trade and Gender to receive all information related to the work of the group as well as invitations to webinars organised by the WTO Secretariat on trade and gender and possibly other IGOs.

### Number of participants per training

Classroom of 20 trainees maximum.

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### b. Unit 2: Training for Geneva delegates

- The course will follow most of the Unit 1 content and will add specific sessions on applying gender to WTO regular work of delegates.

- The content will be developed further in 2022.

### c. Unit 3: E-learning training

- 3 online chats are organised per year with the e-learning participants. Because they are very focussed on substantive and specific topics, these chats are very valuable and effective for trainees and the trainer. These sessions will be continued under the same framework and using the same format. Learning through e-chats will continue in the long term, even after the creation of the new e-learning training module. In this regard, e-chats will serve as a learning tool as part of the new e-learning training module.
• The introductory and thematic sessions (see above) will complement Unit 1 and 2.
• The content will be developed further in 2022.

d. Unit 4: National activity

Unit 4 will be built on the content of Unit 1 and 3.

e. Formats of trainings

All trainings will be conducted online to maximise participation and limit constraints described above.

6. Evaluation

Specific evaluation tools and technics will be developed to assess the impact of the training, short, medium and long term. Evaluations will be conducted on an annual basis and a full midterm review will be completed in October-December 2024.

7. Next steps and implementation timeline

a. Assess, update and revise the current training content

The revision of the current training content has started in March 2021 and will be conducted until August 2021. In August 2021, the new training course will be piloted during the national activity requested by St Kitts and Nevis. The course will be revised following the delivery and evaluation of this National activity.

The training course will therefore not be available before December 2021. Also, during the last quarter of 2021, WTO members will focus mostly on MC12. Therefore, the new programme will be implemented from January 2022 onwards.

b. Building an eLearning programme on trade and Gender for 2022-2023

An e-learning training module will be created and launched in 2023. It will be based on new content currently being integrated in all the units of the new training module. Specific material and content for online delivery will also be developed. The new e-learning module will be launched in 2023.

c. The new training programme will be implemented in 6 phases from January 2022 to December 2026

<table>
<thead>
<tr>
<th>Phase</th>
<th>Time</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase 1</td>
<td>April to August 2021</td>
<td>Revision of training content and adaptation of the training material to each unit’s purpose and concept. Designing schedule of trainings per year and unit</td>
</tr>
<tr>
<td>Phase 2</td>
<td>9-12-13 August 2021</td>
<td>National Activity on trade and gender: St Kitts and Nevis – piloting new training</td>
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<tr>
<td>Phase</td>
<td>Time</td>
<td>Action</td>
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<tr>
<td>Phase 3</td>
<td>January 2022 to October 2024</td>
<td>Implementation of all Units.</td>
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<tr>
<td></td>
<td>January to December 2022</td>
<td>Development of Unit 2 (Geneva delegates training) and e-learning programme (Unit 3).</td>
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<tr>
<td></td>
<td>January 2022 onwards</td>
<td>Implementation of Unit 2</td>
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<tr>
<td></td>
<td>January 2023 onwards</td>
<td>Implementation of Unit 3</td>
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<tr>
<td>Phase 4</td>
<td>October 2024</td>
<td>Midterm review</td>
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<tr>
<td>Phase 5</td>
<td>October to December 2024</td>
<td>Update of training content based on the midterm review in all units.</td>
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<tr>
<td>Phase 6</td>
<td>January 2024 to December 2026</td>
<td>Implementation of all Units (revised based on evaluation)</td>
</tr>
</tbody>
</table>

d. **Number of trainings per year and unit and annual schedule**

An annual schedule of trainings will be determined and communicated to members in October 2021 and calls for participation will be launched around the same time.

- Unit 1: 4 courses a year
- Unit 2: 2 courses a year
- Unit 3: on-going and in line with Units 1 and 2 schedules
- Unit 4: upon requests