



WORLD CUSTOMS ORGANIZATION
ORGANISATION MONDIALE DES DOUANES

WOMEN IN CUSTOMS, TRADE AND LEADERSHIP CONFERENCE

*“Opening up opportunities for women through Customs reform and
modernization”*

JULY 1, 2013

BRUSSELS, BELGIUM



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WOMEN IN CUSTOMS, TRADE AND LEADERSHIP CONFERENCE

JULY 01, 2013

OFFICIAL AGENDA

09:00 – 09:30

INTRODUCTORY REMARKS

Mr Kunio Mikuriya, Secretary General, World Customs Organization

KEYNOTE ADDRESS

Ms Amanda Ellis, Head of Mission and Permanent Representative of New Zealand to the United Nations

09:30 – 10:45

SESSION I

External Perspectives: Women's Economic Empowerment and Trade Facilitation

Women in the developing world are becoming increasingly engaged in international trade. Women's economic empowerment, supported by trade, can support positive social, economic and national revenue outcomes. This session will explore the specific challenges of women traders in the developing world.

Moderator: Mr Erich Kieck, Director Capacity Building, World Customs Organization

Panelists:

- *Ms Rukhsana Shah, Chairperson, National Council of Social Welfare, Government of Pakistan (TBC)*
- *Ms Margaret Saner, Vice President of the United Nations Committee of Experts on Public Administration*
- *Ms Anne Miroux, Director, Division of Technology and Logistics, United Nations Conference on Trade and Development (UNCTAD) (TBC)*

Questions and Answers, Discussion

10:45 – 11:15

COFFEE AND NETWORKING BREAK

11:15 – 12:30

SESSION II

External Perspectives: How Customs Can Support Women's Economic Empowerment

Customs administrations play a key role in supporting trade facilitation and economic development in developing countries. This session will explore the specific needs of women as economic actors and how Customs Administrations and other stakeholders in trade can support women's economic empowerment within the context of the 21st century Customs agenda.

Moderator: Ms. Elfriede Fritz, Head of Unit “Trade Policy Instruments” and Chairperson of the Working Group on Equal Treatment, Ministry of Finance, Austria

Panelists:

- *Mr Alan Hall, Senior Border Management Specialist, World Bank*
- *Ms Carol West, Chair, WCO Private Sector Consultative Group*
- *Ms Gertrude Nimako-Boateng, Executive Director, International Trade Institute for West Africa*
- *Ms Claudia Maria Gaviria, Customs Director General, Republic of Columbia (TBC)*

Question and Answers, Discussion

12:30 – 14:00

LUNCH

14:00 – 14:20

KEYNOTE ADDRESS

Ms Allen Kagina, Commissioner General, Uganda Revenue Authority

14:20 – 15:45

SESSION III

Internal Perspectives: Equality as a Driving Force for Improved Organizational Performance

Inclusive organizations that make the best possible use of all the organization’s diverse talent, including women, tend to perform better. Using examples from within and outside of Customs, this session will explore how organizations that have assimilated the full talents of women have succeeded.

Moderator: Ms. Birgit Hahn, Human Capacity Development Programmes Africa, GIZ (TBC)

Panelists:

- *Dr. Gudrun Vande Walle, Post Doctoral Researcher, University College, Gent*
- *Ms Christina Horchmans, Director, Indirect Tax, Customs and International Trade, Ernst & Young*
- *Ms Petra Hoogendoorn, Director, Diversity and Inclusion, Dutch Tax and Customs Administration*

Question and Answers, Discussion

15:45 – 16:15

COFFEE AND NETWORKING BREAK

16:15 – 17:30

SESSION IV

Practical Considerations: Helping Women to Work Effectively in Male Dominated Organizations

While largely male-dominated, women leaders have made a significant mark on Customs Administrations throughout the world. Using examples from within and outside Customs, this session will explore how women leaders have succeeded and thrived in male-dominated organizations.

Moderator: Ms Heike Barczyk, Deputy Director Capacity Building, World Customs Organization

Panelists:

- *Ms Agnes Katsonga, Commissioner of Customs and Excise, Malawi Revenue Authority*
- *Advocate Thoko Majokweni, Special Director for Sexual Offences and Community Affairs, National Prosecuting Authority of South Africa (TBC)*
- *Ms Maria Oliveri, Customs Officer, United States Customs and Border Protection*

Question and Answers, Discussion

Outlook on Women in Leadership Workshop 02-05 July: *Mr Nathan Taylor, Project Manager, World Customs Organization*

Closing

18:00 – 20:00

RECEPTION

hosted by the World Customs Organization

USEFUL SOURCES OF LITERATURE / BACKGROUND READING

WCO document from the 4th Capacity Building Committee Meeting in February 2013: [HC0049E1.doc](#)

SESSION I

Why create more jobs, promote decent work and women's economic empowerment?

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/genericdocument/wcms_184878.pdf

Gender equality has been recognized as a human right since the establishment of the United Nations. The 1948 Universal Declaration of Human Rights (UDHR) and the 1976 international covenants on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights (ICESCR) all contain clear statements on the right of women to be free from discrimination. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the General Assembly in 1979, obliges signatories to undertake actions to ensure gender equality in both the private and public spheres and to eliminate traditional stereotyped ideas on the roles of the sexes. <http://www.unifem.org/attachments/stories/WomensEmpowermentPrinciples.pdf>

Women's economic empowerment is a prerequisite for sustainable development and pro-poor growth. Achieving women's economic empowerment requires sound public policies, a holistic approach and long-term commitment and gender-specific perspectives must be integrated at the design stage of policy and programming. Women must have more equitable access to assets and services; infrastructure programmes should be designed to benefit the poor, both men and women, and employment opportunities must be improved while increasing recognition of women's vast unpaid work. Innovative approaches and partnerships include increased dialogue among development actors, improved co-ordination amongst donors and support for women organizing at the national and global level.

<http://www.oecd.org/dac/povertyreduction/50157530.pdf>

Women's economic empowerment – and its importance for economic growth and gender equality – is attracting much attention in international and domestic policy circles. The 2012 World Development Report, *Gender Equality and Development*, signaled the World Bank's commitment to making gender equality a real priority in World Bank policy and lending operations (World Bank, 2011). <http://www.nsi-ins.ca/wp-content/uploads/2012/10/2012-Supporting-Trade-and-Gender-Equality.pdf>

SESSION II

“Women's Economic Empowerment — Trends & Good Practices on Women's Entrepreneurship in the OSCE Region” presents key data and trends on women's entrepreneurship from OSCE participating States and highlights global strategies that have been successful in overcoming barriers to women's economic participation, including relevant legislation and policy-based initiatives. The publication also sets out OSCE-specific recommendations to expand further the Organization's efforts to strengthen women's entrepreneurial skills and opportunities.

<http://www.osce.org/gender/75553>

SESSION III

Corporations will take concrete steps to attain gender equality by adopting and implementing employment policies and practices that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion.

<http://www.calvert.com/nrc/literature/documents/8753.pdf?litID=8753>

Gender equality is key to a country's economic, social and democratic development as it generates higher growth outcomes and lower poverty. Despite strong evidence of the vast benefits of women's empowerment, in many parts

of the world women remain poorer and lack access to the same opportunities as men. While the issue of gender equality has formed an integral part of the international development agenda for a long time, the area has gained renewed attention as companies and investors start to realize the business benefits of women's empowerment.
http://www.corporate-citizenship.com/wp-content/uploads/Women-Mean-Business_0312.pdf

SESSION IV

An example of female empowerment in Customs is shown in the Sustainability reports of Dubai Customs in 2010 and 2011.

2010 <http://www.dubaicustoms.gov.ae/en/SocialResponsibility/Sustainability/SustainabilityReport2010.pdf>

2011 <http://www.dubaicustoms.gov.ae/en/SocialResponsibility/Sustainability/SustainabilityReport2011.pdf>