

Baseline Research Agenda

UNWTO Taskforce Women Empowerment in Tourism

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A woman is the full circle.
Within her is the power to create, nurture and transform.

~ Diane Mariechild ~

No one can make you feel inferior
without your consent.

~ Eleanor Roosevelt ~

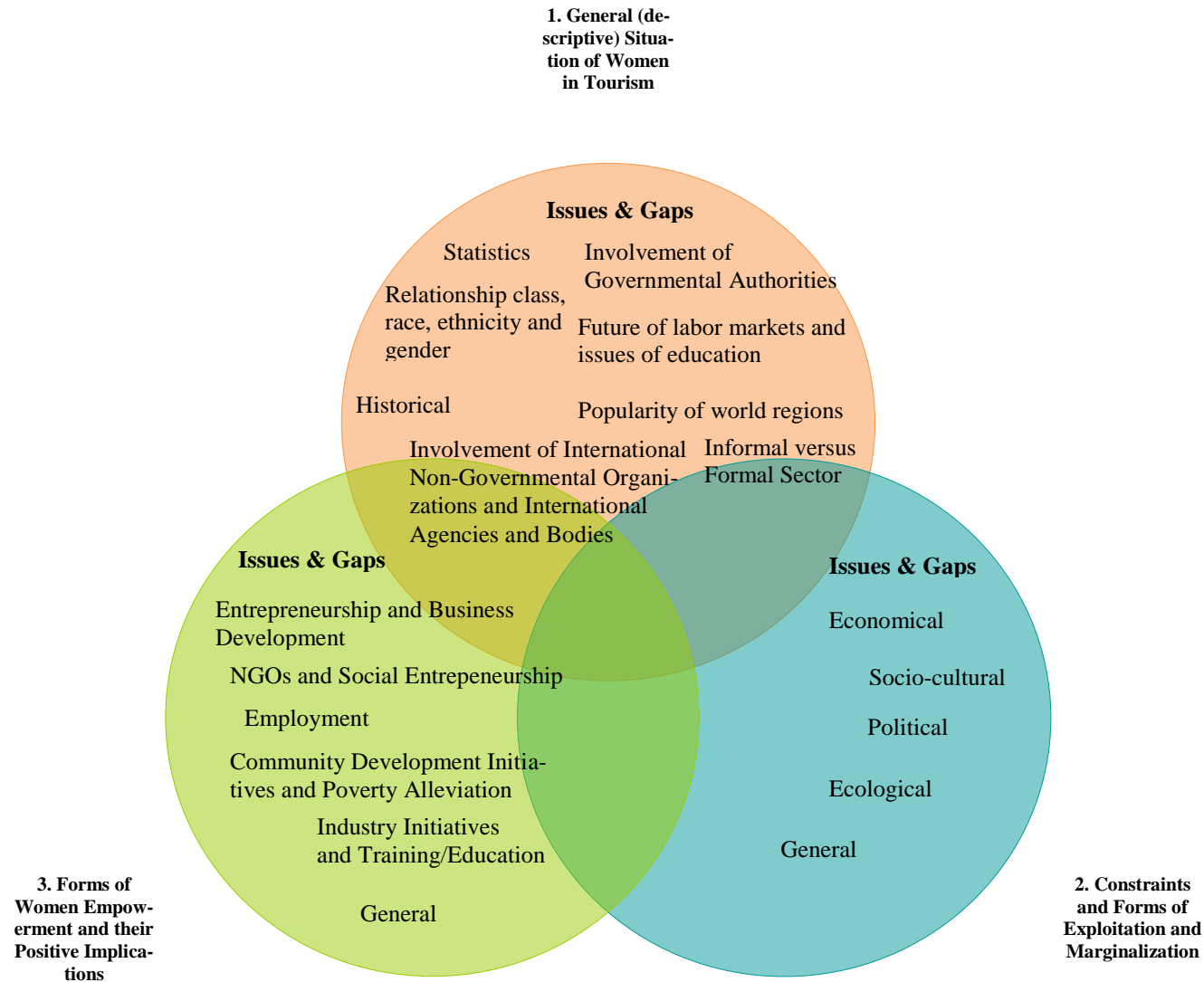
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Executive Summary

The executive summary of this report is presented in a visual form following the structure from this report, with a focus in circle 1 on the gaps and issues with regard to the general (descriptive) situation of women in tourism, in circle 2 on the constraints and forms of exploitation and marginalization, and in circle 3 on the forms of women empowerment and their positive implications.



List of Acronyms

ADB	Asian Development Bank
ADC	Austrian Development Cooperation
AECID	Agencia Española de Cooperación Internacional para el Desarrollo
AFD	French Development Agency
AFDB	African Development Bank
AUSAID	Australian Agency for International Development
BMZ	Federal Ministry for Economic Cooperation and Development of Germany
CIDA	Canadian International Development Agency
DANIDA	Danish Aid Agency
DFID	UK Department for International Development
DGDC	Directorate General for Development Cooperation
DGDR	Directorate General Development and International Relations of the European Commission
GO	Governmental Organization
GTZ	German Development Cooperation
IA	Irish Aid
IADB	Inter American Development Bank
ILO	International Labour Organization
INGO	International Non Governmental Organization
IUCN	World Conservation Union
JICA	Japan International Cooperation Agency
KOICA	Korea International Cooperation Agency
MDG	United Nations Millennium Development Goal
MINBUZA	Dutch Ministry for Foreign Affairs and Development Cooperation
N/A	Not Available
NGO	Non Governmental Organization
NORAD	Norwegian Agency for Development Cooperation
OECD	Organisation for Economic Cooperation and Development
SIDA	Swedish International Development Agency
SNV	Netherlands Development Organization
SWISSAID	Swiss Agency for International Development
TIES	The International Ecotourism Society
UN	United Nations
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
UNWTO	United Nations World Tourism Organization
USAID	United States Agency for International Development
USD	United States Dollar
VSO	Volunteer Services Overseas
WB	World Bank
WWF	World Wildlife Fund
WWSF	Women's World Summit Foundation

1. Background

As part of the UN Millennium Development Goal on gender equality, the UNWTO formed a Taskforce for the Empowerment of Women through Tourism in 2008. On November 11th 2008 a few members of this taskforce met in London for an informal meeting in which they discussed first steps of necessary actions. As a taskforce member Dr Irena Ateljevic agreed to supply the 'state of the art' of research in the area of women empowerment in tourism. This final report presents the 'state of the art' of research in the area of women empowerment in tourism.

2. Problem Statement and Objectives

One of the proposed actions in the draft action plan developed by the taskforce on November 11th is putting in place a "data collection system", including desk research and case studies. However, as pointed out in the taskforce meeting, before any decisions regarding further research can be made, stocktaking of the existing state of affairs in this field of research is necessary. In the field of women empowerment in tourism there is currently no overview of what has been done so far in terms of research. Secondly, current knowledge is fragmented and dispersed across various disciplines and sectors. Therefore, it was complicated to define the white spots in this field and to lay out an agenda for future research in this field. Thus, this research has the following main objective:

To enable the UNWTO Taskforce to make informed decisions with regard to their future research agenda by:

- presenting an overview of the current state of affairs in women empowerment and tourism;
- summarize the major issues and conclusions in this field of research;
- identify the knowledge gaps.

3. Methodology and Structure

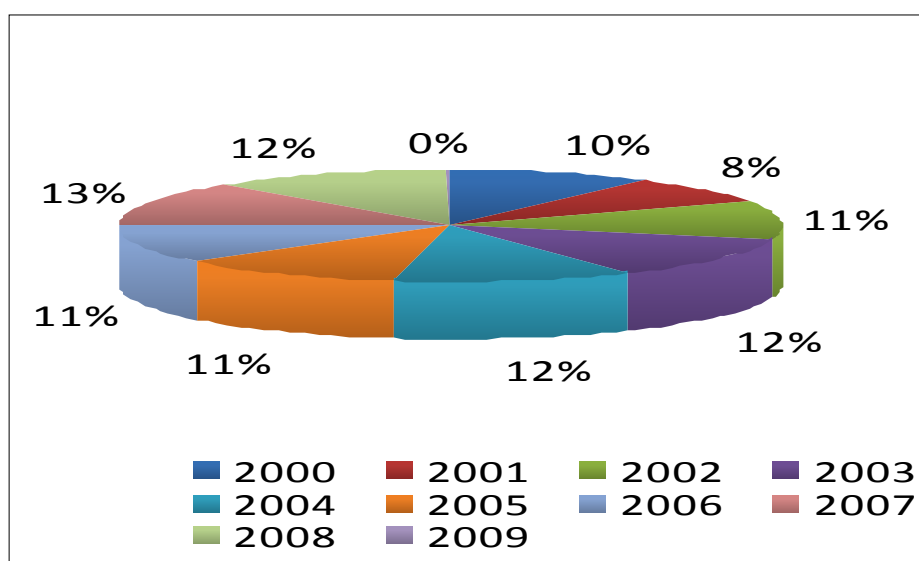
In conducting this desk research the following three major sources of information have been consulted:

- **Academic studies**

The following process was applied:

1. On request, one database concerning the topic was send by CIRET: the International Center for Research and Study on Tourism. Furthermore, the following four academic databases were consulted through the library of Wageningen University:
 - Scopus
 - ISI Web of Knowledge
 - CAB Abstracts
 - Gender Studies
2. The search was limited to literature published between 2000 and 2009
3. The following search terms were used in the Wageningen University database search:
 - Touris* AND wom*n OR
 - Touris* AND gender OR
 - Touris* AND female OR
4. This resulted in a total of 1113 documents (after deleting the duplicates).
5. A second shift, in which the non relevant documents were deleted, resulted in a total of 780 documents.
6. Of these 780 documents, 333 academic documents concerned the theme 'women as producers', the focus of this report.
7. Adding the 15 extra documents on the topic that were found on other locations at Wageningen University, plus 4 important works published before 2000, this resulted in a total of 352 academic documents which have been included in this desk research.

Figure 1 Distribution Year of Publication Academic Literature 2000-2009



The full bibliography is provided in Appendix VI

The title and abstract of each article/book included in this desk research was analyzed and in case this did not provide sufficient information the researcher moved on to the whole article or book, when possible. With regard to edited books, only the relevant chapter(s) was (were) included in the analysis.

The academic literature included in this desk research was also subjected to a basic geographical statistical analysis, which means the focus of these studies on certain countries or regions. The researchers categorized the literature into specific world regions, applying the structure as used by the United Nations.¹

○ **IGO and NGO publications and reports produced by various development agencies and bodies;**

In the developing world, a wide range of national and international, governmental and non governmental organizations, development banks and multilateral and bilateral aid agencies are attempting to bring about various kinds of development, including tourism development. These organizations have a manifold of legal entities, and classifying them based on their legal status (whether they are a NGO, GO, etc) will go beyond the purpose of this paper. For the sake of clarity, in the text these organizations are referred to with the general term “development organizations”.

In order to get a general picture of the involvement of these organizations in gender and tourism, websites, annual reports, and strategy papers of organizations linked to the top 18 donor countries based on their total expenditure on bilateral aid in 2008 (table 2) have been analyzed. The same was done for the world’s development banks (WB, ADB, IADB, etc) and UNDP, as the world’s biggest multi governmental aid agency. This resulted in a total of 45 documents belonging to 35 different organizations which have been included in this desk research. Appendix I provides an overview of these documents and the organizations from which this information originates. Of course many more organizations are working in this field, especially on a local level. Appendix II provides an overview of 71 regional local NGO’s related to the subject and Appendix III provides an overview of women (tourism) networks.

¹ See <http://www.un.org/depts/dhl/maplib/worldregions.htm>

Table 1 Top 18 bilateral donor countries based on aid expenditure in 2008²

Donor	Aid expenditure in 2007 (in million USD)
U.S.	26008
Germany	13910
France	10957
U.K.	11409
Japan	9362
Netherlands	6993
Spain	6686
Sweden	4730
Canada	4725
Italy	4444
Norway	3967
Australia	3166
Denmark	2800
Belgium	2381
Switzerland	2016
Austria	1681
Ireland	1325
Finland	1139

○ **Reports produced by governments world wide.**

The involvement of governmental authorities with gender issues in tourism was also analyzed. As it was impossible to analyze all the countries in the world in the time frame of this desk research a selection was made. This selection was first based on choosing one country from each sub region in the world as classified by the United Nations³ and second on the significance of tourism for a country's economy, by looking at the number of people that find employment in the hotel and restaurant sector⁴ in relation to the annual tourist arrivals⁵. These statistics are not available from all countries. Only countries from which, first, both these statistics were available or, second, one of these statistics was available, had the possibility to be selected. This resulted in a selection of the following 23 countries spread among the 6 world regions (Full details of these governmental authorities are provided in Appendix IV):

- Africa
(There were no employment statistics available for countries in Middle Africa and only from one country international tourist arrivals statistics were available. However from this country (Angola), no governmental tourism website was available (only an embassy website in the United States), so the country in this region was chosen randomly):
 - Mauritius (Eastern Africa)
 - Morocco (Northern Africa)
 - South Africa (Southern Africa)
 - Gabon (Middle Africa)
 - Senegal (Western Africa)
- Asia
 - Hong Kong (Eastern Asia)
 - Thailand (South eastern Asia)
 - Israel (Western Asia)
 - Maldives (South central Asia)
- Europe
 - Poland (Eastern Europe)
 - Spain (Southern Europe)
 - Switzerland (Western Europe)
 - Ireland (Northern Europe)
- Latin America
 - Dominican Republic (Caribbean)

² See <http://www.oecd.org/dataoecd/48/34/42459170.pdf>

³ See <http://www.un.org/Depts/dhl/maplib/maplib.htm>

⁴ See <http://laborsta.ilo.org/STP/do>

⁵ See http://www.unwto.org/facts/eng/pdf/barometer/UNWTO_Barom08_3_en_LR.pdf

- Mexico (Central America)
- Argentina (South America)

- Northern America
(The United Nations does not provide sub regions for this world region and statistics were only available for the United States of America and Canada, thus it was decided to select these two countries in addition to a randomly selected third one)
- United States of America – California (The United States of America only provide information per state separately)
- Canada
- Greenland

- Oceania
- Australia (Australia and New Zealand)
- Fiji (Melanesia)
- Guam (Micronesia)
- French Polynesia (Polynesia)

In accordance with the predetermined themes, all the findings have been limited to the issue of women as producers in tourism (as opposed to women as consumers of tourism or women as a gendered construction). This report will present its key findings through the following three key themes:

- General (descriptive) situation of women in tourism
This sub chapter discusses two themes: statistics and surrounding organizational structures. The second theme includes the involvement of international non governmental organizations & development agencies and bodies as well as a regional analysis.
- Constraints and forms of exploitation and marginalization of women in tourism
In this sub chapter both issues and gaps are presented.
- Forms of women empowerment in tourism and their positive implications
In this sub chapter both issues and gaps are presented.

The last chapter will present the conclusions and recommendations.

4. Key Findings

4.1. General (descriptive) Situation of Women in Tourism

This section describes gaps and issues with regard to statistical information regarding women in tourism as well as the organizational structures surrounding women in tourism.

4.1.1. Statistics

Not only is the empirical academic literature on the situation of women in tourism predominantly focused on qualitative methodologies, there is also a lack of tourism and gender related employment statistics specified per country. Second, these statistics are not consistent, which makes comparisons unreliable. This not only concerns the number of women employed in certain sectors or occupations of the industry, but also aspects such as training, education, wages, working hours, contracts and positioning in the hierarchy. Furthermore, although labor market statistics regarding the breakdown of employers, self employed people, and employees exist, these are not specified for the tourism sector. Thus, an important gap exists with regard to statistics concerning women entrepreneurs and owners of particular small businesses, which dominate the tourism sector. Statistics related to the tourism sector that do exist only include the hotel & restaurant business. Other sectors as well as the importance of the informal sector, which is not reflected by the existing statistics, are overlooked.

ILO provides statistics per country featuring the number of people employed in each economic sector, among which the hotel & restaurant sector is one. Several limitations with regard to these statistics can be observed:

- This list is not complete as ILO does not have complete data from all countries;
- Second, measurement is not standardized: some countries include wholesale and retail as well in the hotel and restaurant sector and others do not. Other differences in methodologies applied, such as the inclusion of only certain regions within a country and differences in age limits, have also been noted;
- Third, and as mentioned before, tourism related employment is spread over various economic sectors, thus not only the hotel and restaurant business and includes the informal economy of a country which is not reflected in these statistics.

Table 2 is a compilation of these statistics from the ILO website⁶⁷ and presents the gender breakdown per country and world region with regard to the hotel and restaurant business and illustrates the size and significance of a country's tourism sector, looking at the international tourist arrivals and the percentage of the total workforce employed in the hotel & restaurant sector. This table is rather simplistic, including just hotel and restaurant employment, and wholesale when marked * (thus not always comparable). However this table, although basic, gives an indication of the (gender specified) significance of the tourism sector for a country's economy. Table 3 provides a separate overview of the EU 27 countries.

⁶ Constructed by copy pasting and calculating data (total employment (male and female), male employment, and female employment in the hotel & restaurant business) into one table.

⁷ It has to be mentioned that these statistics in itself are not always consistent. In some cases the total sum of women and men employment statistics provided by ILO do not match the total employment statistics provided by ILO. ILO does not give an explanation for this inconsistency.

Table 2 Gender Breakdown and Size and Significance Tourism (Hotel & Restaurant) Sector in 2006⁸⁹¹⁰¹¹

Region	Gender Breakdown Total Employment						Gender Breakdown Employment Hotel & Restaurant Sector						Size and Significance Tourism (Hotel & Restaurant) Sector			
	Total Employment Men and Women (x1000)***	%	Men (x1000)	%	Women (x1000)	%	Hotel & Restaurant Employment Men and Women (x1000)***	%	Men (x1000)	%	Women (x1000)	%	Hotel & Restaurant Employment as % of Total Employment	Hotel & Restaurant Employment Men as % of Total Employment Men	Hotel & Restaurant Employment Women as % of Total Employment Women	International Tourist Arrivals 2006 – (2007****) (x1000)
AFRICA																
Egypt	20444	100	16559	81	3884	19	411	100	395	96	17	4	2	2	<1	8646 (10610)
Ethiopia	3837	100	1913	50	1924	50	369	100	74	20	296	80	10	4	15	290 (303)
Mauritius	499	100	333	67	167	33	35	100	23	67	12	33	7	7	7	788 (907)
Morocco (*)	9928	100	7233	73	2694	27	1602	100	1462	91	141	9	16	20	5	6558 (7408)
Senegal	3153	100	2048	65	1105	35	29	100	12	435	16	57	1	1	1	866
South Africa (*)	12800	100	7320	57	5480	43	3055	100	1581	52	1474	48	24	22	27	8396 (9090)
United Rep. of Tanzania	17944	100	8780	49	9165	51	378	100	99	26	279	74	2	1	3	628 (692)
TOTAL	68605	100	44186	64	24418	36	5879	100	3645	62	2235	38	9	8	9	26172
AMERICA																
Argentina	10041	100	5787	58	4254	42	381	100	214	56	167	44	4	2	4	4173 (4562)
Bahamas	166	100	86	52	81	48	27	100	11	41	16	59	16	13	20	1601 (1528)
Brazil	89318	100	51400	58	37918	42	3395	100	1644	48	1751	52	4	3	5	5017 (5026)
Canada	16484	100	8727	53	7757	47	1015	100	402	40	613	60	6	5	8	18265 (17931)
Cayman Islands	35	100	18	53	17	47	4	100	2	42	2	58	11	9	13	267

⁸ Sources: <http://laborsta.ilo.org/STP/do> and http://www.unwto.org/facts/eng/pdf/barometer/UNWTO_Barom08_3_en_LR.pdf and UNWTO Tourism Highlights 2008 Edition

⁹ Definition of employment in this table: <http://laborsta.ilo.org/applv8/data/c2e.html>

¹⁰ The year 2006 was chosen instead of 2007 because 2006 provided more statistics from more countries

¹¹ This table only includes countries from which gender-segregated statistics were available

Chile (*)	6411	100	4130	64	2281	36	1266	100	642	51	625	49	20	16	27	2253 (2507)
Colombia (*)	17609	100	10382	59	7227	41	4421	100	2283	52	2138	48	25	22	30	1053 (1193)
Costa Rica	1830	100	1173	64	657	36	98	100	42	43	56	57	5	4	9	1725 (1973)
Cuba (*)	4755	100	2986	63	1769	37	603	100	353	59	250	41	13	12	14	2150 (2119)
Dom. Republic	3470	100	2272	65	1198	35	213	100	100	47	113	53	6	4	9	3965 (3980)
Ecuador	4032	100	2417	60	1615	40	225	100	85	38	140	62	6	4	9	841 (953)
El Salvador (*)	2686	100	1542	57	1144	43	803	100	314	39	489	61	30	20	43	1279 (1339)
Guatemala (*)	5391	100	3339	62	2052	38	1227	100	522	43	705	57	23	16	34	1482 (1448)
Jamaica (*)	1130	100	650	58	480	42	272	100	97	36	175	64	24	15	36	1679 (1704)
Mexico	42198	100	26598	63	15600	37	2515	100	1042	41	1473	59	6	4	9	21353 (21424)
Nicaragua	2090	100	1304	62	786	38	72	100	18	25	54	75	3	1	7	749 (800)
Panama	1211	100	778	64	433	36	64	100	25	39	39	61	5	3	9	843 (1103)
Peru	8694	100	4822	55	3872	45	751	100	670	89	81	11	9	14	2	1635 (1812)
Puerto Rico (**)	1253	100	695	55	558	45	907	100	450	50	457	50	72	65	82	3722 (3687)
United States	144427	100	77502	54	66925	46	9474	100	4452	47	5023	53	7	6	8	50977 (55986)
Uruguay (*)	1414	100	822	58	591	42	308	100	184	60	124	40	22	22	21	1749 (1752)
Bolivarian Rep. of Venezuela (*)	11225	100	6973	62	4253	38	2620	100	1290	49	1330	51	23	18	31	748 (771)
TOTAL	375866	100	214401	57	161467	43	30662	100	14842	48	15820	52	8	7	10	127526
ASIA																
Armenia	1092	100	593	54	499	46	8	100	4	49	4	51	1	1	1	
Azerbaijan	3986	100	2106	53	1880	47	49	100	33	68	16	32	1	2	1	

China	117132	100	72675	62	44457	38	1839	100	844	46	995	54	2	1	2	49913 (54720)
Georgia	1747	100	921	53	827	47	17	100	5	28	12	72	1	1	1	
Hong Kong, China (*)	3410	100	1843	54	1567	46	1108	100	547	49	561	51	32	30	36	15822 (17154)
Indonesia	95457	100	61977	65	33480	35	1832	100	914	50	918	50	2	1	3	4871 (5506)
Israel	2574	100	1384	54	1190	46	122	100	72	59	50	41	5	5	4	1825 (2068)
Japan	63820	100	37300	58	26520	42	3370	100	1360	40	2010	60	5	4	8	7334 (8347)
Rep. of Korea	23151	100	13444	58	9706	42	2049	100	635	31	1415	69	9	5	15	6155 (6448)
Kyrgyzstan	2096	100	1214	58	882	42	49	100	15	30	34	70	2	1	4	
Macao, China	265	100	142	53	124	47	30	100	15	49	15	51	11	10	12	10683 (12945)
Malaysia	10275	100	6619	64	3657	36	721	100	386	53	336	47	7	6	9	17547 (20973)
Maldives	110	100	70	63	41	37	12	100	11	87	2	13	11	15	4	602 (676)
Mongolia	1010	100	492	49	518	51	31	100	10	33	21	67	3	2	4	
Pakistan (*)	46952	100	37808	81	9144	19	6886	100	6694	97	192	3	15	18	2	
Philippines	32886	100	20289	62	12596	38	907	100	419	46	487	54	3	2	4	2843 (3092)
Qatar	529	100	453	86	77	14	15	100	14	92	1	8	3	3	1	946 (964)
Saudi Ara- bia	7523	100	6461	86	1061	14	241	100	240	99	2	1	3	4	<1	8620 (11531)
Singapore	1797	100	1037	58	760	42	129	100	62	48	67	52	7	6	9	7588 (7957)
Sri Lanka	7105	100	4611	65	2495	35	129	100	94	72	36	28	2	2	1	560 (494)
Thailand	36345	100	19638	54	16706	46	2215	100	777	35	1438	65	6	4	9	13822 (14464)
West Bank & Gaza strip	666	100	546	82	120	18	13	100	13	97	<1	3	2	2	<1	
TOTAL	459929	100	291621	63	168306	37	21773	100	13163	60	8610	40	5	5	5	
EUROPE																
Austria	3928	100	2148	55	1781	45	243	100	86	35	157	65	6	4	9	20269 (20766)

Belgium	4263	100	2391	56	1872	44	140	100	72	51	68	49	3	3	4	6995 (7045)
Bulgaria	3110	100	1653	53	1457	47	156	100	59	37	98	63	5	4	7	5158 (5151)
Croatia	1586	100	868	55	718	45	90	100	40	44	50	56	6	5	7	8659 (9307)
Cyprus	357	100	200	56	157	44	24	100	11	46	13	54	7	5	8	2401 (2416)
Czech Re- public	4828	100	2742	57	2086	43	187	100	85	45	102	55	4	3	5	6435 (6680)
Denmark	2787	100	1482	53	1304	47	77	100	33	44	43	56	3	2	3	4716
Estonia	646	100	323	50	323	50	22	100	4	19	18	81	3	1	6	1940 (1900)
Finland	2466	100	1288	52	1178	48	78	100	21	27	57	73	3	2	5	3375 (3519)
France	25174	100	13467	53	11707	47	909	100	465	51	445	49	4	3	4	78900 (81900)
Germany	37322	100	20462	55	16860	45	1381	100	584	42	796	58	4	3	5	23498 (24420)
Greece	4453	100	2726	61	1727	39	301	100	169	56	132	44	7	6	8	16039 (17518)
Hungary	3930	100	2137	54	1793	46	157	100	69	44	88	56	4	3	5	9260 (8638)
Iceland	170	100	92	54	78	46	6	100	3	52	3	48	4	3	4	971 (1054)
Ireland	2021	100	1167	58	855	42	123	100	53	43	69	57	6	5	8	8001 (8332)
Isle of Man	41	100	22	54	19	46	2	100	1	49	1	51	4	3	4	
Italy	22988	100	13939	61	9049	39	1114	100	567	51	547	49	5	4	6	41058 (43654)
Latvia	1088	100	559	51	529	49	29	100	5	17	24	83	3	1	5	1535 (1653)
Lithuania	1499	100	756	50	743	50	39	100	8	19	32	81	3	1	4	2180
Former Yugoslav Rep. of Macedonia	570	100	352	62	218	38	19	100	13	68	6	32	3	4	3	202 (230)
Malta	153	100	104	68	48	32	12	100	8	69	4	31	8	8	7	1124 (1244)
Rep. of Moldova	1257	100	629	50	629	50	22	100	6	27	16	73	2	1	3	173

Netherlands	8061	100	4443	55	3618	45	332	100	157	47	175	53	4	4	5	10739 (11008)
Norway	2362	100	1251	53	1111	47	68	100	25	37	43	63	3	2	4	4070 (4290)
Poland	14594	100	8081	55	6513	45	272	100	87	32	185	68	2	1	3	15670 (14975)
Portugal	5160	100	2790	54	2370	46	280	100	108	39	172	61	5	4	7	11282 (12321)
Romania	9313	100	5074	54	4239	46	143	100	53	37	90	63	2	1	2	1380 (1551)
Russian Federation	68855	100	34695	50	34160	50	1392	100	292	21	1100	79	2	1	3	20199
San Marino	21	100	12	59	8	41	<1	100	<1	31	<1	69	1	<1	1	50 (69)
Serbia	2631	100	1555	59	1076	41	85	100	43	51	41	49	3	3	4	469 (696)
Slovakia	2301	100	1291	56	1010	44	102	100	36	35	66	65	4	3	7	1612 (1685)
Slovenia	969	100	521	54	448	46	38	100	12	32	26	68	4	2	6	1617 (1751)
Spain	19748	100	11743	59	8005	41	1403	100	640	46	763	54	7	5	10	58190 (59193)
Sweden	4341	100	2273	52	2067	48	128	100	58	46	69	54	3	3	3	4729 (5224)
Switzerland	4051	100	2214	55	1837	45	160	100	65	41	95	59	4	3	5	7863 (8448)
Turkey	22330	100	16520	74	5810	26	1001	100	885	88	115	12	4	5	2	18916 (22248)
United Kingdom	28926	100	15578	54	13348	46	1270	100	567	45	703	55	4	4	5	30654 (30677)
TOTAL	318300	100	177547	56	140751	44	11804	100	5388	46	6412	54	4	3	5	
OCEANIA																
Australia	10151	100	5583	55	4568	45	477	100	200	42	276	58	5	4	6	
New Zealand	2117	100	1143	54	974	46	97	100	34	35	63	65	5	3	6	2422 (2466)
TOTAL	12268	100	6726	55	5542	45	573	100	234	41	340	59	5	3	6	7486
TOTAL REGIONS	1234967	100	734481	59	500484	41	70690	100	37272	53	33417	47	6	5	7	

* includes wholesale and retail as well
** includes wholesale and retail, and community, social and personal services as well
*** for an overview of other differences in methodologies applied per country see Appendix V
**** Provisional data for 2007

Table 3 EU 27 Countries Gender Breakdown and Size and Significance Tourism (Hotel & Restaurant) Sector in 2006¹²¹³

	Gender Breakdown Total Employment						Gender Breakdown Employment Hotel & Restaurant Sector						Size and Significance Tourism (Hotel & Restaurant) Sector			
Region	Total Employment Men and Women (x1000)***	%	Men (x1000)	%	Women (x1000)	%	Hotel & Restaurant Employment Men and Women (x1000)***	%	Men (x1000)	%	Women (x1000)	%	Hotel & Restaurant Employment as % of Total Employment	Hotel & Restaurant Employment Men as % of Total Employment Men	Hotel & Restaurant Employment Women as % of Total Employment Women	International Tourist Arrivals 2006 – 2007** (x1000)
Austria	3928	100	2148	55	1781	45	243	100	86	35	157	65	6	4	9	20269 (20766)
Belgium	4263	100	2391	56	1872	44	140	100	72	51	68	49	3	3	4	6995 (7045)
Bulgaria	3110	100	1653	53	1457	47	156	100	59	37	98	63	5	4	7	5158 (5151)
Cyprus	357	100	200	56	157	44	24	100	11	46	13	54	7	5	8	2401 (2416)
Czech Republic	4828	100	2742	57	2086	43	187	100	85	45	102	55	4	3	5	6435 (6680)
Denmark	2787	100	1482	53	1304	47	77	100	33	44	43	56	3	2	3	4716
Estonia	646	100	323	50	323	50	22	100	4	19	18	81	3	1	6	1940 (1900)
Finland	2466	100	1288	52	1178	48	78	100	21	27	57	73	3	2	5	3375 (3519)
France	25174	100	13467	53	11707	47	909	100	465	51	445	49	4	3	4	78900 (81900)
Germany	37322	100	20462	55	16860	45	1381	100	584	42	796	58	4	3	5	23498 (24420)
Greece	4453	100	2726	61	1727	39	301	100	169	56	132	44	7	6	8	16039 (17518)
Hungary	3930	100	2137	54	1793	46	157	100	69	44	88	56	4	3	5	9260 (8638)
Ireland	2021	100	1167	58	855	42	123	100	53	43	69	57	6	5	8	8001 (8332)
Italy	22988	100	13939	61	9049	39	1114	100	567	51	547	49	5	4	6	41058 (43654)
Latvia	1088	100	559	51	529	49	29	100	5	17	24	83	3	1	5	1535

¹² Sources: <http://laborsta.ilo.org/STP/do> and http://www.unwto.org/facts/eng/pdf/barometer/UNWTO_Barom08_3_en_LR.pdf and UNWTO Tourism Highlights 2008 Edition

¹³ Definition of employment in this table: <http://laborsta.ilo.org/applv8/data/c2e.html>

																(1653)
Lithuania	1499	100	756	50	743	50	39	100	8	19	32	81	3	1	4	2180
(Luxembourg)*	319	100	N/A	N/A	N/A	N/A	15	100	N/A	N/A	N/A	N/A	5	N/A	N/A	908 (917)
Malta	153	100	104	68	48	32	12	100	8	69	4	31	8	8	7	1124 (1244)
Netherlands	8061	100	4443	55	3618	45	332	100	157	47	175	53	4	4	5	10739 (11008)
Poland	14594	100	8081	55	6513	45	272	100	87	32	185	68	2	1	3	15670 (14975)
Portugal	5160	100	2790	54	2370	46	280	100	108	39	172	61	5	4	7	11282 (12321)
Romania	9313	100	5074	54	4239	46	143	100	53	37	90	63	2	1	2	1380 (1551)
Slovakia	2301	100	1291	56	1010	44	102	100	36	35	66	65	4	3	7	1612 (1685)
Slovenia	969	100	521	54	448	46	38	100	12	32	26	68	4	2	6	1617 (1751)
Spain	19748	100	11743	59	8005	41	1403	100	640	46	763	54	7	5	10	58190 (59193)
Sweden	4341	100	2273	52	2067	48	128	100	58	46	69	54	3	3	3	4729 (5224)
United King- dom	28926	100	15578	54	13348	46	1270	100	567	45	703	55	4	4	5	30654 (30677)
TOTAL (excl. Luxembourg)*	214426	100	119338	56	95087	44	8960	100	4015	45	4943	55	4	3	5	368757

* ILO does not provide gender segregated data for Luxembourg

** Provisional data for 2007

*** for an overview of differences in methodologies applied per country see Appendix V

Another issue discussed in the literature, although scarcely, with regard to the general situation of women in tourism is the difference in attitudes, perceptions and behavior between female and male tourism and hospitality students, the future tourism industry labor market (for example attitude towards people with disabilities, perception of the vocation, transition and worker mobility: enter, stay and/or exit the tourism industry). This points to a gap with regard to this same knowledge about women already working in the tourism industry as compared to men. Other knowledge gaps with regard to statistics that have been identified are:

- Historical developments of women's role in tourism
- The interrelationship between class, race, ethnicity and gender

4.1.2. Surrounding Organizational Structures

4.1.2.1. International Non Governmental Organizations & Development Agencies and Bodies

"Tourism first appeared on the stage of international development in the 1960s and 1970s, when particularly development banks like IADB and WB started to invest in tourism infrastructure. The involvement of development organizations in tourism is not surprising; tourism is an important foreign exchange earner for the majority of developing countries (83%) and the main export product for one third of the world's poorest countries (TIES, 2006). It is also a sector that seems to have the ability to guide developing countries to higher levels of prosperity. This is backed by favorable market trends: tourism to developing countries has an annual growth prediction of 9.5% compared to a worldwide increase in tourism of 4.5% per year (TIES, 2006). Second, with the onset of the sustainability debate in the early 1990s, came an explosion in alternative tourisms that reflected globalization trends (living in a compressed world) and responsible consumerism (take for example a portal like www.responsibletravel.com). As a result, tourism started to enter the space of development, and on such scale it was no longer incidental." ¹⁴

In this desk research roughly three levels of involvement in tourism development have been identified. Low involvement occurs when tourism is a (often unintended) consequence of a development intervention. For example, tourism often starts to develop after an infrastructural project has been completed (airports, highways, etc). Medium involvement is seen in interventions in which tourism is applied as a tool to achieve something else. In the mid 1990s for instance, USAID had approximately 105 projects with ecotourism components, applied as a means to support biodiversity conservation (Kiss, 2004). Environmental conservation is just one example; tourism has as well been applied as a tool for community development and income diversification (Community Based Tourism, Agrotourism), and income substitution (Agrotourism). These projects often failed miserably, particularly because conservationists and social workers often operate in supply focused ways and fail to take into account the reality of the market. A high level of involvement is required when tourism has become a project purpose on its own. A number of projects for example work from within countries' tourism industries to improve the performance and sustainability of the sector.

Only few development organizations run specified tourism programs and projects. Hence, organizations rarely address gender issues in or through tourism.

Secondly, the involvement in activities related to MDG3 differs substantially between the development organizations. This desk research indicates five strategies towards gender equity (table 4), that can be applied simultaneously. Like with tourism, these strategies ask different levels of involvement.

- A mainstreaming gender
- B gender empowerment as (secondary) outcome or spin off of program / project
- C incorporation of gender specified indicators in monitoring and evaluation
- D gender empowerment in own organization
- E specifically designed projects and programs with a main focus on gender empowerment

¹⁴ Section taken from MSc thesis Harald Buijtendijk, Wageningen University, forthcoming

A fundamental strategic decision here is whether an organization and its donors opt for a direct or indirect approach towards gender empowerment. A second choice relates to the societal level and scale of one's activities, which ranges from support to local grass root level initiatives to national, institutional development initiatives.

Table 4 Activities of International Non Governmental Organizations & Development Agencies and Bodies in Tourism and Gender

RELATION TO GENDER	RELATION TO TOURISM			
	Tourism as outcome	Tourism as tool	Tourism as purpose	Not mentioned
Not mentioned	JICA, KOICA, IADB	JICA		DGDC
Mainstreaming gender Gender is incorporated in the overall strategy and comes back as a crosscutting theme in all the program areas of the organization. How much actually goes into tangible activities is not specified, but all program staff is expected to work towards gender equity in their respective fields.	UNDP, WB, ADB, AUSAID, DFID, VSO, CIDA	UNDP, GTZ, IUCN, ADB, AUSAID, DFID, VSO, WWF	SNV, DANIDA, ADC	BMZ, DGDR, SIDA
Gender empowerment as secondary outcome of program Program activities focus on achieving economic development. Tourism is regarded as a business opportunity for entrepreneurs and governments, and gender empowerment as an outcome or spin off of the program	UNDP, WB, ADB, AFDB, AUSAID, DFID, VSO, SWISSAID, AFD, BMZ	UNDP, GTZ, IUCN, ADB, AUSAID, DFID, VSO, WWF, SWISSAID	SNV, DANIDA, ADC, IA, UN, MasterCard U21Global	ILO, OXFAM UK, BMZ, USAID
Monitoring & Evaluation Along with strategy and programs comes the incorporation of gender specified indicators. This allows monitoring and evaluation activities that can capture progress in the field of gender empowerment	WB, DFID, CIDA	GTZ, DFID	SNV, DANIDA	ILO, OXFAM UK, BMZ
Building the capacity of own organization The organization has recognized the importance of gender empowerment and trains its staff to be aware of gender issues with the aim of actively targeting them in day to day operations and during interaction with project stakeholders	WB, AFDB, AUSAID, DFID, VSO, SWISSAID	AUSAID, DFID, VSO, SWISSAID	SNV	
Gender empowerment as specified and / or main program activity Gender equity is not a logical result of economic development; it is a human right. The organization addresses gender issues through specific advocacy activities, capacity building, awareness raising, education, and training. The purpose is empowerment, and activities often take place at grass root level, aiming for a bottom up approach.	UNIFEM, DFID, VSO, SWISSAID	UNIFEM, DFID, VSO, SWISSAID	DANIDA	OXFAM UK, MIN-BUZA, NORAD, Ministry for Foreign Affairs of Finland, WWSF

Full details of these organizations are provided in Appendix I

4.1.2.2. Regional Analysis

In this part of the chapter the regional attention for women in tourism has been analyzed. The following Figures 2 and 3 present an analysis of the popularity (coverage) of world regions and sub regions¹⁵ within the academic literature with respect to this subject.

Figure 2 Geographical Coverage Academic Literature: World Macro Regions

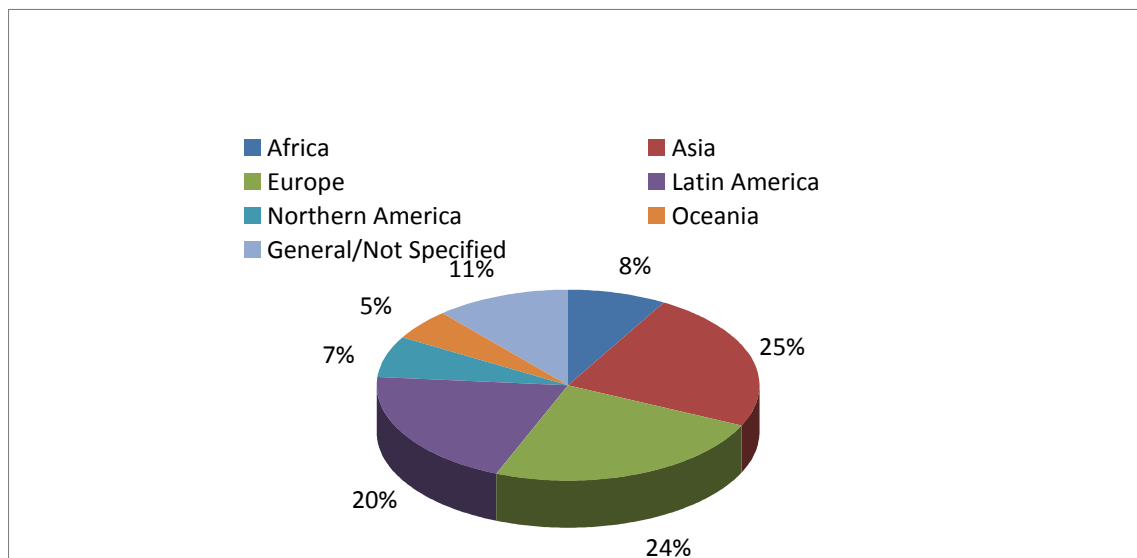
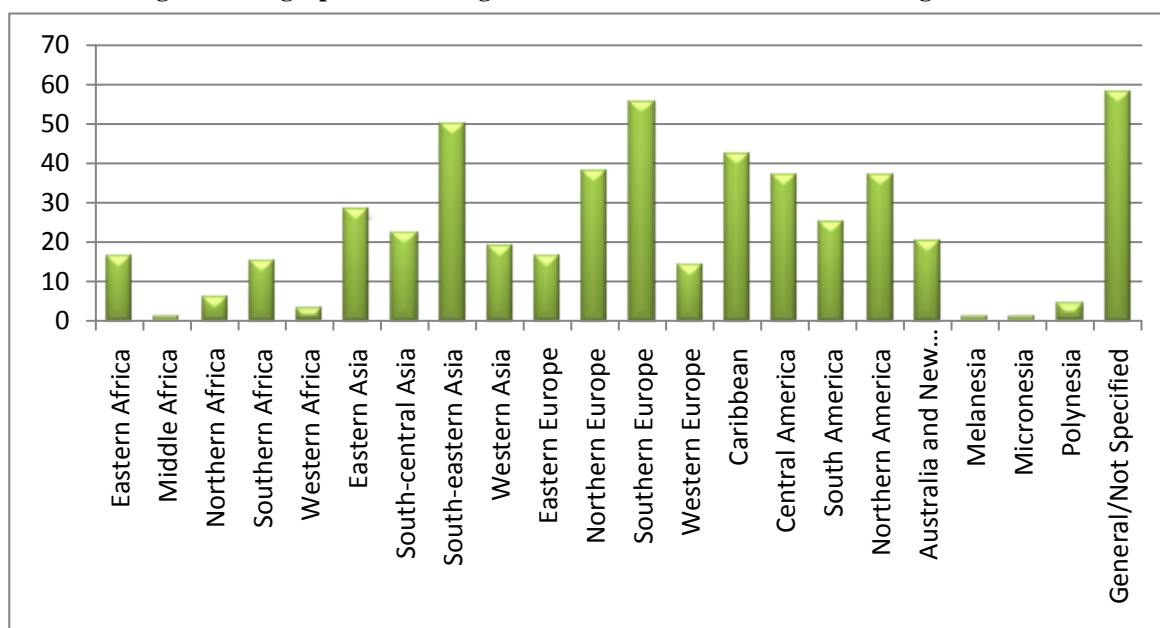


Figure 3 Geographical Coverage Academic Literature: World Sub regions



Apart from looking at the world distribution of academic literature, the involvement of governmental authorities with gender issues in tourism has also been analyzed. Governmental authorities often have overlapping tasks and responsibilities, as the task division between tourist office, ministry and tourism associations (if all three are present) is not always clear. This study showed that the vast majority of governmental authorities analyzed is not involved in addressing gender issues in or through tourism (see table 5), nor does the bulk of these authorities acknowledge tourism as a tool for sustainable development. Instead, the predominant focus is on destination marketing. Only very few governmental tourism authorities ad-

¹⁵ As classified by the United Nations: <http://www.un.org/Depts/dhl/maplib/maplib.htm>

dress gender related issues in their activities. These issues mostly concern statistics, providing gender segregated employment data, and are always placed within the context of sustainable tourism development and destination management, and do not concern providing information to tourists regarding gender issues and the status quo regarding gender empowerment in the destination area.

Those governmental tourism authorities that do have a gender component usually have a high international donor involvement in their activities which shows that, to a degree, gender empowerment is still a theme and process that is “imposed” by external parties.

Table 5 Activities of Governmental Authorities in Tourism and Gender

RELATION TO GENDER	RELATION TO TOURISM	
	Tourism Promotion & Statistics	(Sustainable) Tourism Development
Not mentioned	Thailand, Australia, South Africa, Dominican Republic, Spain, Hong Kong SAR, Israel, Poland, Morocco, Argentina, California United States of America, Canada, Gabon, Senegal, Greenland, Fiji, Guam, French Polynesia	Australia, Canada, Spain, Dominican Republic, Mexico, California United States of America, Mauritius, Morocco, Gabon, Senegal, Guam
Mainstreaming gender Gender is incorporated in the overall strategy and comes back as a crosscutting theme in all the program areas of the organization. How much actually goes into tangible activities is not specified, but all program staff is expected to work towards gender equity in their respective fields.		Fiji
Gender empowerment as secondary outcome of program Program activities focus on achieving economic development. Tourism is regarded as a business opportunity for entrepreneurs and governments, and gender empowerment as an outcome or spin off of the program		South Africa
Monitoring & Evaluation Along with strategy and programs comes the incorporation of gender specified indicators. This allows monitoring and evaluation activities that can capture progress in the field of gender empowerment	Switzerland, Mexico, Maldives, Ireland	Maldives, Ireland
Building the capacity of own organization The organization has recognized the importance of gender empowerment and trains its staff to be aware of gender issues with the aim of actively targeting them in day to day operations and during interaction with project stakeholders		
Gender empowerment as specified and main program activity Gender equity is not a logical result of economic development; it is a human right. The organization addresses gender issues through specific advocacy activities, capacity building, awareness raising, education, and training. The purpose is empowerment, and activities often take place at grass root level, aiming for a bottom up approach.	Mauritius	

Full details of these governmental authorities are provided in Appendix IV

4.2. Constraints and Forms of Exploitation and Marginalization of Women in Tourism

In this desk research five main forms of constraints, exploitation and marginalization of women in tourism have been identified which below each present their own main issues and gaps. There is a general tendency in the literature to focus on these constraints and forms of exploitation and marginalization of women in tourism instead of looking at the potential positive role of women in tourism.

1. Economical

- Main Issues
 - The involvement of women in the informal sector;
 - Wage differentials between male and female employees.
- Main Gaps
 - The implications of women's role in the informal tourism sector, which is not reflected in existing statistics, versus the formal tourism sector.

2. Socio cultural

- Main Issues
 - Women's positioning in terms of hierarchical level: horizontal and vertical gender segregation of the labor market: type of jobs generally in lower level, extending stereotypical caring role. Often pushed in casual labor, seasonal and part time employment through such factors as: gender stereotyping, traditional gender roles, gender identity;
 - Lack of necessary skills, training and education;
 - Facing general discrimination;
 - Tourism developments impact women in communities in general in various ways (both positive and negative, for example changing gender roles).
- Main Gaps
 - Identification of specific conditions inherent to tourism that causes negative (social) impacts related to the (cultural) context of the society in which these impacts exist.

3. Political

- Main Issues
 - The level of participation of women in the design of development projects that are concerned with gender empowerment. Often these projects aim to involve women as employees or as self employed entrepreneurs in a predefined economic initiative. Projects often pose targets of female participation in development projects; while little is known about the level of female participation in project design or the existing socio cultural conditions under which participation in a designed activity should take place.
- Main Gaps
 - Identification of participation levels of women in projects that concern their empowerment.

4. Ecological

- Main Gaps
 - There is a general lack of literature on the role of ecological factors with respect to women's role in tourism.

5. General Issues & Gaps

➤ Main Issues

- The introduction of tourism causes personal life and community changes as a result of political, economical and socio cultural changes. Tourism developments and the growth of the tourism sector can improve the economic position of inhabitants, but at the same time it can also result in negative impacts for these inhabitants and others related to sexual activity, drugs and alcohol abuse:
 - Sexual exploitation and trafficking;
 - The threat of HIV/AIDS and other sexually transmitted diseases in the sex tourism industry, for both the tourism industry itself and the female 'prostitutes'/sex workers' and society in large. This also includes the constraints these women meet in negotiating safer sex;
 - Sexual exploitation of children in tourism related to female sex tourism;
 - The different forms and expressions of sex tourism involving women hosts (both positive and negative) and the contexts in which it occurs;
 - The threat of HIV/AIDS in African countries for both the tourism industry itself and the female population (thus also hosts).

➤ Main Gaps

- The impact of tourism developments on the women in a community in general and women's participation in and views of those tourism developments;
- Identification of aspects that improve and enable the improvement of employment conditions of women in the tourism sector;
- Effectiveness of strategies to diminish certain forms of marginalization and constraints (such as sexual exploitation);
- The role of lesbian and gay tourism destinations are discussed extensively in the literature, but do not include the role of the women hosts within these destinations with regard to constraints or marginalization;
- The role of politics and policy and the whole variety of contextual factors (economical, social, political, cultural and including the family circumstances) as well as the link between these contextual factors.

4.3. Forms of Women Empowerment in Tourism and their Positive Implications

In this desk research six main forms of women empowerment in tourism and their positive implications have been identified which below each present their own main issues and gaps. In comparison with the former sub chapter on constraints and forms of exploitation and marginalization there is far less attention in the literature for the several forms of positive implications of women's role in tourism.

1. *Entrepreneurship and business development*

➤ Main Issues

- Microfinance schemes often operate in rural settings, enabling women to set up businesses, including tourism enterprises. Here women and entrepreneurs are presumed to be and are portrayed as rational economic actors, and little or no attention goes to socio cultural and historical aspects that influence decision making and behavioral change;
- Most development organizations focus on poverty alleviation through economic development, which includes business development and the creation of enabling legal and institutional environments for entrepreneurs, including women. The dominant notion here is that economic development will ultimately result in or contribute to women empowerment. Hence, gender empowerment is made synonymous with providing women access to credit,

land, knowledge, and facilities; and incorporated as such in development programs and strategies;

- Women's cooperatives, the degree of success and their positive consequences;
- Two forms of female tourism entrepreneurship that have been discussed most in the literature concern the commercial home enterprises and agrotourism businesses.

➤ Main Gaps

- Literature on tourism women employment has mainly been concerned with the positions that women take as employees in the tourism sector, predominantly describing constraints, inhibiting factors and marginalization, from the female point of view. The role of female entrepreneurs is rather neglected in tourism entrepreneurship research. When the topic is discussed at all, it rarely is the focus of the study concerned. When looking at the few studies that focus more or less specifically on women entrepreneurship in tourism, it is interesting to notice that most of these studies concern positions of women entrepreneurs in the tourism sector that could also be regarded as an extension of traditional domestic roles;
- Relation between socio cultural and historical aspects, decision making in rural settings, and women entrepreneurship;
- Public sector initiatives in gender mainstreaming as well as providing women access to education in order to enable them to find employment in tourism as well as other economic sectors are lacking. There is no information about the role of the public sector in this process and why it has often failed to fulfill its responsibilities;
- The extensive literature on lesbian and gay tourism destinations is mostly focused on general issues and lesbian and gay tourists, but what is the role of women hosts in lesbian and gay tourism destinations in the context of empowerment?
- The link between micro credit programs, women and tourism development.

2. *NGOs and social entrepreneurship*

➤ Main Gaps

- Gender is regarded as a main aspect in poverty reduction. Tourism is a sector in which a large number of women find formal and informal employment. Still the attention for tourism as a vehicle for development is very limited in this respect. Social entrepreneurship is a concept applicable in this context. There is however a lack of (information on) such initiatives available from all sources reviewed;
- NGOs often aim to 'mainstream' gender in all their activities including tourism development. How to incorporate gender in all aspects of development organizations activities is ill defined;
- There is a general lack of literature on social entrepreneurship related to women empowerment and tourism. Currently, literature on community development and women empowerment in tourism is divorced from the entrepreneurship literature. Many development examples in community development and empowerment are not seen as entrepreneurship, and because of that are overlooked by entrepreneurship research, which focuses on profit making enterprises. Social entrepreneurship is one of the most neglected areas that are able to connect tourism, empowerment and entrepreneurship in the important area of civil society action.

3. *Employment*

➤ Main Issues

- Tourism related employment is often regulated in specifically designed tourism legislation. However, as often the case with legislation in developing

countries, the implementation of the law as well as promotion of the rights of the people lacks behind;

- 'Tourism opens doors for women.' Tourism offers opportunities for women: for example generating income (a very important motive for women), generally well remunerated especially compared to traditional options and a relatively high status;
- Although being a horizontal and vertical gender segregated sector, women can feel confident in these roles. Research demonstrates that women experience progress in their psychological, social and cultural empowerment.

➤ Main Gaps

- The positive implications of being employed in the tourism sector as a woman;
- Identification of implementation, enforcement, and promotion of tourism related legislation that deals with women rights related to employment.

4. Community development initiatives and poverty alleviation

➤ Main Issues

- Tourism developments impact women in communities in general in various ways (both positive and negative, for example changing gender roles);
- Gender specified, local, monitoring of community development initiatives, as well as introducing and applying gender specified indicators.

➤ Main Gaps

- An overview of grass root level, gender specified, monitoring and evaluation exercises of community development initiatives;
- Relationship between lack of education, illiteracy and employment in tourism;
- How do women perceive particular community development initiatives often imposed by other stakeholders (government and non governmental actors)?
- Currently, literature on community development and women empowerment in tourism is divorced from the entrepreneurship literature;
- Within tourism community development, gender is rarely part of the discussion;
- The impact of tourism developments on the women in a community in general and women's participation in those tourism developments.

5. Industry initiatives and training/education

➤ Main Gaps

- Lack of necessary skills, training and education;
- A general lack of information within this subtheme within the reviewed sources.

6. General Gaps

- Cooperation and linkages between the different actors in striving for women empowerment (NGO's/government/academics/international agencies and bodies);
- The differences between the several world regions with regard to the role of women in the tourism industry and the level of women empowerment in the tourism industry;
- The role of politics and policy and other contextual factors as well as the link between these contextual factors;
- The role of lesbian and gay tourism destinations are discussed extensively in the literature, but do not include the role of the women hosts within these destinations;

- The implications of women's role in the informal tourism sector versus the formal tourism sector;
- Issues of work life balances in several contexts (as employees, as employers, as entrepreneurs, etc.) could be explored more;
- Mostly focused on economic empowerment, but what about other forms of empowerment (psychological, social, cultural, and political)? This comes back in all the formerly mentioned forms of women empowerment and their positive implications.

5. Conclusions & Recommendations

This final chapter aims to give some main recommendations, indications and directions for possible future research as follows:

- There is no coherence in geographical classification of world regions and countries among different United Nations Agencies. It would improve comparisons and cooperation between the different United Nations Agencies if the United Nations and all her Agencies used the same classification;
- There is a lack of, and consistency among, tourism and gender related quantitative research, including employment statistics. It is recommended to develop a set of indicators, an evaluation method, to assess the involvement of women in tourism (and not just the hotel & restaurant sector), possibly together with the International Labour Organization. This needs to go much further than the number of women which are employed in a certain tourism related sector. It also needs to include a division between employers, employees and self employed and factors such as industry initiatives, micro credit programs, training, education, wages, working hours, contracts and positioning in the hierarchy. It is also very important in future research and projects to incorporate the informal sector, which is not reflected in existing statistics, but which plays a very important role in women's role and opportunities in the tourism sector;
- Statistics only are not enough: it is important to know what are women's perceptions of and experiences with empowerment in terms of their abilities and capacities; and their choices and opportunities in the global political economy of tourism and social innovation? In this view it is also important to incorporate issues of work life balance and to include the whole family;
- Following from the former two comments, an interesting study subject would be the role of the informal sector in women's lives and opportunities in the tourism sector versus the formal sector;
- The dominant tendency in the literature is to describe constraints, inhibiting factors and marginalization, mostly in the area of women as employees. There is a general lack of literature on (social) entrepreneurship related to women empowerment and tourism and currently, literature on community development and women empowerment in tourism is divorced from the entrepreneurship literature. Many development examples in community development and empowerment are not seen as entrepreneurship, and because of that are overlooked by entrepreneurship research, which focuses on profit making enterprises. Social entrepreneurship is one of the most neglected areas that are able to connect tourism, empowerment and entrepreneurship in the important area of civil society action and in current times research could very well link these aspects to the economic crisis;
- Resulting from the former comment, an interesting study subject would be the level of success of women empowerment projects (including investigating the link between micro credit programs, women and tourism development). An evaluation method for this should be developed. For purposes of inspiration it is then recommended to develop a best practices 'book', for which it is first necessary to define a 'best practice': When is a case a best practice case, what are the requirements? Thus, develop certain indicators, so projects can be classified according to their level of success and accordingly be awarded a label;
- An interesting study subject would be the involvement of development organizations in gender empowerment. More specifically, the extent to which the discourse is being put into action and how this currently is related and in the future possibly can be related and linked to tourism (including how this can and should be stimulated). Thus, develop certain indicators, so development organizations can be classified according to their level of involvement and accordingly be awarded a label;
- An interesting study subject would be the involvement of governmental authorities and the public sector (and certain regions) in gender empowerment. More specifically, the extent to which the discourse is being put into action and how this cur-

rently is related and in the future possibly can be related and linked to tourism (including how this can and should be stimulated). Thus, develop certain indicators, so government authorities can be classified according to their level of involvement and accordingly be awarded a label;

- The linkages between the different actors (NGO's, governments, academics, development organizations) in striving for women empowerment should be investigated and their cooperation stimulated;
- With respect to women empowerment in tourism, the predominant focus in the world has been and still is on economic empowerment. However, empowerment entails much more than just economic empowerment. To be able to assess the level and degree of women empowerment in a region, country, sector, project, organization or company, future research should incorporate all forms of empowerment: psychological, social, cultural, political and economical. Within these studies the role of politics, legislation and policy and the whole variety of contextual factors (economical, social, cultural, ecological and including the family circumstances) as well as the interrelationship between these and between class, race, ethnicity and class should be investigated;
- Develop and maintain a database divided in world regions of all relevant international and regional organizations, government authorities and projects and their level of involvement with the subject.

Appendix I

International Non Governmental Organizations & Development Agencies and Bodies

Organization	Source	Focus	Scope	Website	Year of Publication
ADB	Annual report 2007	Infrastructure, multi level economic development	Asia	http://www.adb.org/Documents/Reports/Annual_Report/2007/Annual-Report-2007-Vol01.pdf	2008
	Website	Sustainable tourism development	Mekong Sub region	Mekongtourism.org/site/fileadmin/documents/strategy/strategy.pdf	2009
ADC	Plan 2007 - 2009	Tourism and gender is crosscutting theme	Nepal, Bhutan, Montenegro	http://www.entwicklung.at/uploads/media/Three-Year-Programme07-09_02.pdf	2007
AECID	-	-	-	http://www.aecid.es/web/es	-
AFD	Annual Report 2007	Economic and social development	Global, mostly (former) overseas French territories	http://www.afd.fr/jahia/webdav/site/afd/users/administrateur/public/Rapports_Annuels/AFD-Rapport%20annuel-Anglais%202007.pdf	2008
AFDB	Annual Report 2007	Multi level economic development	Africa	http://www.afdb.org/pls/portal/docs/PAGE/ADB_ADMIN_PG/DOCUMENTS/NEWS/2007_ANNUAL_REPORT_ITEMS/ANNUALREPORTFILES/ENGLISH%20ANNUAL%20REPORT%202007.PDF	2007
AUSAID	Report 2007 - 2008	Multi level economic development	Mainly Pacific	http://www.ausaid.gov.au/anrep/rep08/pdf/anrep07_08.pdf	2008

BMZ	Progress report MDGs	Poverty alleviation, education, legislation	Global	http://www.bmz.de/en/service/infothek/fach/materialien/materialie141.pdf	2005
CIDA	Plan 2008 - 2009	Gender mainstreaming and Economic Development	Global	http://www.tbs-sct.gc.ca/rpp/2008-2009/inst/ida/ida-eng.pdf	2008
DANIDA	Annual Report 2007	Tourism development, gender mainstreaming	Global	http://www.netpublikationer.dk/um/9115/pdf/danidas_annual_report_2007.pdf	2008
DFID	Annual Report 2008	Multi level economic development with gender mainstreaming	Global	http://www.dfid.gov.uk/Pubs/files/departmental-report/2008/Chapter1.pdf	2008
DGDC	Annual Report 2007	General, in line with MDGs	Global	http://www.dgcd.be/documents/en/annual_report/2007/dgcd_annual_report_2007.pdf	2008
DGDR	Website	Strategy in line with MDs focus on gender as a Human Rights Issues	Global	http://ec.europa.eu/development/about/mission_en.cfm	Accessed on 23-03-2009

GTZ	Specific tourism study report	Nature Conservation	Global	http://www.gtz.de/de/dokumente/en-tourism-tc-guide.pdf	1999
	Specific tourism study report	General	Global	http://www.gtz.de/de/dokumente/en-tourism-field-of-activity.pdf	2007
IA	Annual report 2007	Tourism as part of community capacity building, Gender empowerment through education and awareness raising	Africa, Vietnam, East Timor	http://www.irishaid.gov.ie/uploads/IA_annual_report_2007.pdf	2008
IADB	Annual Report 2007	Multi level economic development	America	http://idbdocs.iadb.org/wsdocs/getdocument.aspx?docnum=1369896	2007
ILO	Annual evaluation 2006	Organization performance	Global	http://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_087337.pdf	2007
	Issues brief	Tourism and gender	Global	http://www.ilo.org/public/english/dialogue/sector/papers/tourism/gender.pdf	N/A
IUCN	Case study	Education, Public Private Partnership, Awareness raising	Pakistan	http://cmsdata.iucn.org/downloads/abbottabad_soed.pdf	2004
	Vision on regional strategy	Education, Training, Gender mainstreaming	Pakistan	http://cmsdata.iucn.org/downloads/pk_gwadar_idv.pdf	2007

JICA	Impact Assessment study	Environmental and social impacts of tourism	Laos	http://www.jica.go.jp/english/operations/social_environmental/archive/reviews/pro_asia/pdf/laos01_01.pdf	2007
	Annual report 2007	Infrastructure, multi level economic development	Global	http://www.jica.go.jp/english/publications/reports/annual/2007/summary.html	2008
KOICA	Annual report 2008	Infrastructure, multi level economic development	Global	http://www.koica.go.kr/img/pdf/2008annual_e.pdf	2008
Master-Card-U21Global	Website	Scholarship program for women in travel and tourism	Asia/Pacific, South Africa, South Asia, Saudi Arabia, United Arab Emirates	http://www.u21global.edu.sg/c/journal/u21cms_view_forms?article_id=MASTERCARD_FORM_08&FormName=MASTERCARD	2008
MIN-BUZA	Strategic Plan 2007 – 2012	Gender mainstreaming and gender empowerment through health care and human rights related interventions	Global	http://www.minbuza.nl/binaries/en-pdf/080027_our-common-concern.pdf	2007

Ministry for Foreign Affairs of Finland	Development Policy Program 2007	In line with MDGs, focus on gender in all activities	Mainly Africa and least developed countries	http://formin.finland.fi/public/download.aspx?ID=24014&GUID={41C62727-0F60-4794-B744-F40E9460D79F}	2007
NORAD	Annual report 2007	Economic Development, capacity building, natural resource conservation	Global	http://www.norad.no/items/14119/38/9722470888/Annual%20Report%20on%20Norwegian%20Bilateral%20Development%20Cooperation%202007.pdf	2008
Oxfam UK	Report 2007 - 2008	Awareness raising, advocacy, Human Rights	Global	http://www.oxfam.org.uk/resources/downloads/reports/report_accounts07_08.pdf	2008
SIDA	Annual report 2007	Gender mainstreaming	Global	http://www.sida.se/sida/jsp/sida.jsp?d=118&a=40342&language=en_US&searchWords=utv%20annual%20report	2008

SNV	Specific tourism study report	Sustainable tourism development	Himalaya region	http://www.snvworld.org/en/Documents/Knowledge%20Publications/Asia-TOURISM-Facilitating_Sustainable_Mountain_Tourism-Vol2-2007.pdf	2007
	Country annual report	Awareness raising, gender mainstreaming	Ghana	http://www.snvworld.org/en/Documents/Strategy%20and%20Support%20Documents/SNV%20Ghana%20Annual%20Report%202005.pdf	2005
	Folder	Women participation in CBT	Bhutan	http://www.snvworld.org/en/Documents/AR%2018-21%20Bhutan%20Tourism.pdf	2006
	Specific tourism study report	Tourism legislation	Global	http://www.snvworld.org/en/Documents/Knowledge%20Publications/SNV-TOURISM-MDG-2006_FINAL.pdf	2006
	Organization strategy paper	Sustainable economic development, Governance, Gender, Water & Sanitation	Global	http://www.snvworld.org/en/Documents/Strategy%20and%20Support%20Documents/Birds%20eye%20view.pdf	2007
	Case study	Gender, Governance	Laos	http://www.snv.org.la/Documents/Gender.pdf	2006
SWISSAID	Annual Report 2007	Tourism development, advocacy, training, education, empowerment, grass root action	Global	http://www.swissaid.ch/global/PDF/English/annual_report_2007_en.pdf	2008
UN	Progress report MDGs	Overview	Global	http://www.un.org/millenniumgoals/2008highlevel/pdf/newsroom/mdg%20reports/MDG_Report_2008_ENGLISH.pdf	2008
UNDP	Annual	Microfinance,	Global	http://www.undp.org/publications/annualreport2008/pdf/ENG_IARforweb_Ch3a_Poverty%20Reduction0608.pdf	2008

	Report 2008	education			
UNIFEM	Report	Economic assessment gender empowerment	Global	http://www.unifem.org/attachments/products/GenderEqualityNow.pdf	N/A
USAID	Specific tourism study report	Business development	Global	http://pdf.usaid.gov/pdf_docs/PNADE710.pdf	2005
	USAID Strategic Plan 07 - 12	Business development	Global	http://www.usaid.gov/policy/coordination/stratplan_fy07-12.pdf	2007
VSO	Pro-gramme Report 2007 - 2008	Gender mainstreaming in health, education, secure livelihoods	Africa, Asia, Europe, Pacific	http://www.vso.org.uk/Images/VSO_Annual_Programme_Review_tcm8-11679.pdf	2008
WB	Annual report 2008	Multi level economic development	Global	http://siteresources.worldbank.org/EXTANNREP2K8/Resources/YR00_Year_in_Review_English.pdf	2008
	Strategy document	Gender mainstreaming	Global	http://siteresources.worldbank.org/INTGENDER/Resources/strategypaper.pdf	2002
WWF	Strategy Paper	Sustainable development	Global	assets.panda.org/downloads/wwf_better_futures_sign_off.pdf	2008
WWSF	Website	Women and children empowerment	Global	http://www.woman.ch/home.php	2008

Appendix II

Regional Non Governmental Organizations (Ampumuza et al., 2008)

NGO's Africa

No.	Organization	Area *	Core topics	Projects**	Contact	E-mail	Website
1	GTA (Gauteng Tourism Authority)	Johannesburg, South Africa SA	Economic development	Better representation of women in tourism through training	Cawe Mahlati	lungi@gauteng.net tourism@gauteng.net cawe@gauteng.net	www.gaute ng.net
2	COBATI (Community Based Tourism Initiatives)	Kampala, Uganda CA	Community Based Tourism	Women training & employment in tourism & craft making	N.A. *** Mrs. Maria Baryamujura	community@cobati.or.ug info@cobaticommunity.org mbjura@hotmail.com	www.cobati.or.ug
3	South African Women For Women	Toronto, Ontario SA	Empowerment of women	Sharing, participation & influence in the live of women	N.A.	saw@interlog.com	http://pages.interlog.com/~saww/SAWW.html
4	Women's Net	Johannesburg, South Africa SA	Empowerment of women	To enable women to use the Internet to find people, issues, resources and tools they need for women's social activism	N.A.	women@womensnet.org.za	www.womensnet.org.za
5	WOUGNET (Women of Uganda Network)	Kampala, Uganda CA	Empowerment of Women	Develop the use of ICT among women as tools to share information and address issues collectively	N.A.	info@wougnet.org	www.wougnet.org
6	TWN Africa	Accra-North, Ghana WA	Empowerment of women	To influence economic policies and decision-making processes from a	N.A.	webjournalist@twnafrica.org	http://twnafrica.org/

				gender perspective			
7	Flame – African sisters online	N.A.	Empowerment of women	To strengthening the capacity of women through the use of ICTs to lobby, advocate and participate in the Beijing +5 process regionally and globally	N.A.	flamme@sn.apc.org	www.flamme.org/
8	FEMNET The African Women's Development and Communication Network	Nairobi, Kenya EA	Empowerment of women	Facilitate and coordinate the sharing of experiences, ideas, information, and strategies for human rights promotion among African women's organizations through networking, communication, capacity-building and advocacy at the regional and international levels	N.A.	admin@femnet.or.ke	www.femnet.or.ke
9	APC Africa-Women Association for Progressive Communications	Melville, South Africa SA	Empowerment of women	To empower African women's organizations to access and use ICTs for equity and development	N.A.	Africa@apcwomen.org	www.apc.africanwomen.org
10	Christian Volunteer Workers of Ghana	Greater Accra, Ghana WA	Empowerment of women	Empowerment of women through for example tourism	Mr. Israel Hatse	jackmawutor@yahoo.com	www.idealists.org/af/idea/av/Org/125655-100
11	Universal Edu-Cultural Exchange Network	Accra, Ghana WA	Empowerment of women	Empowering women towards alleviating poverty through training programs in batik	Mr. Lotsu Saviour	savedela@yahoo.com	www.idealists.org/af/idea/av/Org/12

				making, soap making, sewing and handicrafts			2742-270
12	Arusha Project, Inc.	Arusha, Tanzania EA	Empowerment of women	To build capacity for income-generating programs (anything from mango sales to tourism) with the broad goal of supporting women's empowerment	N.A.	info@arushaproject.org	www.idealists.org/if/i/en/av/Org/161459-86
13	PFPF (Partners For Productivity Foundation)	South West Province, Cameroon CA	Sustainability	Promotion of women's empowerment through eco-tourism programs	Nzene Sylvester Enongene	Pfpf_ngo@yahoo.com	www.idealists.org/if/i/en/av/Org/118656-263
14	WomenCraft	Ngara, Tanzania EA	Empowerment of women	To enable rural women to become contributing members of a successful fair-trade craft enterprise	N.A.	womencraftinfotz@gmail.com	www.idealists.org/if/i/en/av/Org/167790-300
15	UCOTA (Uganda Community Tourism Association)	Kampala, Uganda EA	Economic development	Empower local communities in sustainable development through small-scale tourism and handcraft enterprises	N.A.	ucota@africaonline.co.ug	www.ucota.or.ug
16	Umoja Uaso Women Group	Isiolo, Kenya EA	Women empowerment leading to Cultural tourism and community development	Ua - Women initiated and owned project that provides employment for women at the Uaso Cultural Centre - Support to pre-school. - Revitalisation of the	Rebecca Lolosoli	N/A	C/o www.ecotourismkenya.org

				Samburu traditions and culture offered to tourism			
17	Il Motiok Women's Group,	Laikipia district Kenya, EA	Economic empowerment of women	<ul style="list-style-type: none"> - Create employment for women by establishing a community lodge for tourists. - partnership-building - honey commercialization - Improved bead production - Range rehabilitation 	N.A.	rva@africaonline.co.ke	C/o www.ecotourismkenya.org
18	UN-Habitat East African Women	Small Enterprises in Arts and Crafts	Economic empowerment of women	Handicraft making	N.A.	lucia.kiwala@unhabitat.org sarah.gitau@unhabitat.org	http://ww2.unhabitat.org/wuf/2004/documents/flyer.pdf
19	Old Vines Wines	Cape Town, South Africa SA	Economic empowerment of women	Wine farm completely run by women and they might facilitate some wine tourism activities there.		fran@oldvines.co.za	http://www.oldvines.co.za/index.html
20	AMAGARA (Bwindi Advanced Market Gardeners' Association	Mukono Parish, Uganda EA	Economic empowerment of local communities	Local farmers are helped to produce and market foods for the tourism industry	Chris Sandbrook	csandbrook@yahoo.co.uk	http://www.ruffordsmallgrants.org/rsg/projects/chris_sandbrook
21	The Sanctuary at Ol Lentille	Nanyuki, Kenya EA	Economic empowerment of local communities	Many women from the Maasai community have developed small craft businesses, obtain job training and build a Maasai cultural village	N.A.	info@ol-lentille.com	www.ol-lentille.com

22	Esilalei Women's Cultural Boma	Esilalei, Tanzania EA	Economic empowerment of women	Creating a small enterprise that combines conservation-based tourism with opportunities for disadvantaged women	N.A.	N.A.	http://www.awf.org/content/solution/detail/3503
23	NACOBATA	Namibia	Economic empowerment of women	Creating enterprises for the sale of craft products such as clay, baskets and pottery	Olga Katjiuongue	olga@nacobta.com.na	www.nacobta.com.na

NGO's Asia

No.	Organization	Area	Core topics*	Projects**	Contact	E-mail	Website
1	AFESIP (Acting for Women in Distressing Situations)	Cambodia	<ul style="list-style-type: none"> - Education - Health - Youth and Women Issues 	Education, rehabilitation, and reintegration former sex workers in the sex tourism industry	Mam Somaly	somaly.mam@afesip.org	http://www.afesip.org/index.php http://www.somaly.org/
2	Association of Bhutanese Tour Operators (ABTO)	Bhutan	Representative of tourism industry in Bhutan	Assist in establishing community based tourism e.g. Nabji trail	Mr. Tek Bdr. Khatiwara or Ms. Nanda Ritsma	N.A.	www.abto.org.bt
3	China Association for NGO Cooperation (CANGO)	China	Poverty alleviation, Environmental protection and Social development	Education and training, Legal assistant, Women participation in Community Development, Leadership development	N.A.	info@cango.org	http://www.cango.org/english/index.htm
4	Development of Humane Development (DHAN Foundation)	India	<ul style="list-style-type: none"> - Mothering of Development Innovations - Promoting Institutions to reach scale - Human Resource 	Rural tourism	Palaniappan Bharathi	tourism.madurai@gmail.com	http://www.dhan.org

			Development				
5	Ecotourism Conservation Society of Sikkim (ECOSS)	Sikkim, India	<ul style="list-style-type: none"> - Ecotourism - Conservation - Primary organizer of South Asia Regional Conference on Ecotourism, 2002 	Rural home stay	Mr. R. P. Gurung, CEO	ecoss@sikkiminfo.net	http://www.sikkiminfo.net/ecoss/index.html
6	Empowering Women of Nepal	Nepal	<ul style="list-style-type: none"> - Women's trekking guide training - Women advanced training - Child labour rescue - Mobile training 	<ul style="list-style-type: none"> - Women's trekking guide training - Women advanced training 	Ms Lucky Chhetri, Co-founder	ewn@3sistersadventure.com	http://www.3sistersadventure.com/EWN/
7	The International Centre for Integrated Mountain Development (ICIMOD)	Kathmandu, Nepal	<ul style="list-style-type: none"> - To help promote the development of an economically and environmentally sound mountain ecosystem - To improve the living standards of mountain populations in 8 member countries 	Work area in gender concerns in mountain area (equality of access and participation)	N.A.	webmaster@icimod.org	http://www.icimod.org

			of Hindu Kush-Himalayas (HKH)				
8	Mongolian Women Farmers' Association	Mongolia	<ul style="list-style-type: none"> - Small business - Job opportunity 	- Eco-tourism	N.A.	mwfa@magicnet.mn	http://www.mongolianwomfarmers.org/2000/01/tourism.html
9	RDRS Bangladesh	Bangladesh	Rural poor empowerment through micro finance and skill training	Women right programmes	N.A.	rdrs@bangla.net	www.rdrsbangla.net
10	Self Employed Women's Association (SEWA)	Gujarat, India	Organize the women workers for full employment and self-reliance.	<ul style="list-style-type: none"> - Women tree grower cooperative and ecotourism - Salt worker and ecotourism 	Reemaben Nanavaty, invitee	mail@sewa.org	http://www.sewa.org
11	Semelai Association for Boating and Tourism (SABOT)	Tasik Bera, Malaysia	Association for Indigenous people in tourism	Community-based ecotourism	Hashim Inolan	N.A.	N.A.
12	Sewalanka Foundation	Sri Lanka	<ul style="list-style-type: none"> - Education - Community-based and ecotourism - 	-Training on arts, sewing, and craft	N.A.	headquarters@sewalanka.org	http://www.sewalanka.org/tourism.htm
13	Social & Economic	Laos	- Education	Assist low-income, single	N.A.	info@seda-laos.org	http://seda-laos.org/vision.htm

	Developers Association (SEDA-Laos)		<ul style="list-style-type: none"> - Health - Agriculture - Youth and Women Issues 	women through microfinance			
14	The Society for Health Environment and Women's Development (SHEWD)	Lalitpur, Nepal	<ul style="list-style-type: none"> - Healthcare provision - Sustainable environment management - Increasing employability of young people - Micro-credit programme for women e.g. Hipknit 	Micro-credit programme for women - such as knitting	Shree Krishna Maharjan, President	shewd2001@yahoo.com ; order@hipknit.com	http://www.hipknit.com/

NGO's Eastern Europe

No.	Organization	Area *	Core topics**	Projects***	Contact	E-mail	Website
1	SNV Netherlands Development Organisation	Balkans	Capacity builder for local organizations	Pro-poor sustainable tourism	NA for this region	info@snvworld.org	http://www.snvworld.org
2	Women's World Summit Foundation (WWSF) UN organization	Geneva Switzerland	Empowering women, rural development, improve livelihoods	- Prize for women's creativity in rural life - World Rural Women's Day	NA	wwsf@wwsf.ch (Women's section)	http://www.woman.ch/home. php
3	ProPoor tourism	Czech republic	Propoor paradigm for tourism development	Developing rural areas in the Czech republic through tourism	International Centre for Responsible Tourism (ICRT) Harold Goodwin	harold@haroldgoodwin.info	www.propoortourism.org.uk
4	King Baudouin Foundation	CEE	Community development and heritage projects	Community development through cultural resources	NA	proj@kbs-frb.be	http://boudewijnstichting.net /index.aspx?LangType=1033

5	USAID	CEE	Economic and humanitarian assistance all over the world	Small loans, tourism project, empowerment projects	NA	tosinquiries@usaid.gov	www.usaid.gov
6	UNCRD	Bulgaria	Research and training in developing countries	Rural development through tourism	NA	rep@uncrd.or.jp	http://www.uncrd.or.jp/tr/bulgaria1.htm
7	ECEAT partnering with Civil Link Slovakia	Slovakia	Nature protection, development and empowerment	Empowerment through tourism	K. Kuitert	k.kuitert@eceat-projects.org	http://www.eceat-projects.org/html/strategies.html
8	ECEAT	Poland	Nature protection, development and empowerment	Rural tourism development for polish female farmers	K. Kuitert	k.kuitert@eceat-projects.org	http://www.eceat-projects.org/html/strategies.html

NGO's Latin America

	Organization	Area *	Core topics**	Projects***	Contact	E-mail	Website
1	Travel Foundation UK	LA + CAR	Tourism Development	Afro Brazilian Women Empowerment	Rachel James	rachel.james@thetravelfoundation.org.uk	www.thetravelfoundation.org.uk
2	ProMujer	LA + CAR	Women Rights and Participation	N.A.	N.A.	guadalupeislas@promujer.org.mx	www.promujer.org
3	CEPAL/ECLAC	LA + CAR	Economic Development	Women Employment in Tourism. Santa Elena, Ecuador	María Nieves Rico	nieves.rico@cepal.org flaviamarco@gmail.com	http://www.eclac.cl/mujer/proyectos/gtz/paises/ecuador.htm
4	Comisión Inter Americana de Mujeres	LA + CAR	Women and human rights	N.A.	N.A.	spcim@oas.org	http://portal.oas.org/Default.aspx?tabid=621&language=es-CO
5	International Gender and Trade Network	LA + CAR	Gender equality in business and trade	N.A.	N.A.	enlace@generoycomercio.org	http://www.generoycomercio.org
6	REMTE	LA + CAR	Women, economy and transformation	N.A.	N.A.	remtecoordinacion@sof.org.br	http://www.movimientos.org/remte/
7	Red de Mujeres Afrolatinoamericanas y Afrocaribeñas	LA + CAR	Participation and rights of Afro-american women	N.A.	N.A.	mujerdp@racsa.co.cr	http://www.movimientos.org/mujerafro/
8	Consejo Nacional de la Mujer (Argentina)	AR	Equal social, economic, political participation	N.A.	N.A.	cnm@cnm.gov.ar	http://www.cnm.gov.ar/

			of women				
9	ISPM (Argentina)	AR	Women and human rights	N.A.	N.A.	ispm@ispm.org.ar	www.ispm.org.ar
10	Red Mujer y Habitat de Latina America	AR	Women and employment opportunities	Manual "Turismo en Igualdad de oportunidades sin explotación sexual"	Clara Guillo	claraguillo@yahoo.org	www.cicsa.org.ar
11	Subsecretario de Mujer (Argentina)	AR	Government dept for women rights and opportunities	N.A.	N.A.	mujer@mrecic.gov.ar	www.mujer.gov.ar
12	CIDEM (Bolivia)	BOL	Women participation and rights	N.A.	N.A.	cidem@mail.megalink.com	www.cidem.or.bo
13	CEM (Chile)	CHI	Women studies and formation	N.A.	N.A.	cem@cem.cl	www.cem.cl
14	Fundación instituto de la Mujer	CHI	Women interests and equality	N.A.	N.A.	insmujer@insmujer.cl	www.insmujer.cl
15	SERNAM (Chile)	CHI	Participation, legal reformation, labor rights, violence	Reserva Costera Valdiviana; Indigenous women participation	Griselda Ilabel	Griselda.ilabel@gmail.com	www.sernam.cl http://www.reservacosteravaldiviana.cl/
16	Consería de equidad de la mujer (Colombia)	COL	Government dept for equal women rights	N.A.	N.A.	equidadmujer@presidencia.gov.co	www.presidencia.gov.co/equidad
17	Inamu (Costa Rica)	CR	Women rights	N.A.	N.A.	delegacion@inamu.go.cr	www.inamu.go.cr
18	Isdemu (El)	EL	Participation	N.A.	N.A.	isdemu@isdemu.gob.sv	www.isdemu.gob.sv

	Salvador)		and Development				
19	Fundación para la Equidad (Mexico)	MEX	Equality	N.A.	N.A.	apis@laneta.apc.org	www.ongsite.com/novedades/apis.htm
20	INMUJER (Mexico)	MEX	Government dept for equal women rights	N.A.	N.A.	inmujeres@df.gob.mx	www.inmujeres.gob.mx
21	Secretaria de la Mujer (Paraguay)	PAR	Government dept for equal women rights	N.A.	N.A.	inter@mujer.gov.py	www.mujer.gov.py
22	Flora Tristan (Peru)	PE	Women participation	N.A.	N.A.	postmaster@flora.org.pe	www.flora.org.pe
23	Cendoc Mujer (Peru)	PE	Women Documentatio n	N.A.	N.A.	cendocmujer@cendoc- mujer.org.pe	www.cendoc-mujer.org.pe
24	OPMT (Puerto Rico)	PRC	Labor participation	N.A.	N.A.	opmt25@yahoo.com	http://members.tripod.com/~opmt/

NGO's Middle East

No.	Organization	Area*	Core topics**	Projects	Contact	Email	Website
1	CAWTAR	ME (Tunis)	Women's Rights and empowerment	<ul style="list-style-type: none"> - Women entrepreneurs in MENA - Women in ICT and engineering - Entrepreneurship development program 	N.A.	info@cawtar.org	http://www.cawtar.org/
2	The National Council for Women	ME (Egypt)	Economic, awareness of the legal rights, cultural, gender, capacity building, political development of women empowerment	<ul style="list-style-type: none"> - Female Heads of Households Project - Multifaceted Development Project in Minia - Small Grants Project - Egyptian Women's Legal Rights Project (in electronic form) - Programs and Projects for the Cultural Development of Women - Gender Sensitive Budgeting Project - Gender Sensitive Economic Policies Project - Results Based Management Project (RBM) - NCW Institutional Capacity Building Project - The Electronic Portal Project - The Internship Project 	N.A.	ncw@ncwegypt.com	http://www.ncwegypt.com

Appendix III

Women (Tourism) Networks

Women Tourism Networks	Name Network	Contact Details
1	MSWIT (Mid South Women In Tourism)	http://www.mswit.com/contact.html
2	WIN (Women into the Network) (with a subpage on travel, tourism and hospitality)	info@womenintothetnetwork.co.uk
3	WITIA (Women in Tourism International Alliance Ltd)	president@womenintourism.org
4	gendercc – women for climate justice (with a subpage on gender, climate change and tourism)	http://www.gendercc.net/metanavigation/contact.html
5	Womentravel.co.nz	rosemary@womentravel.co.nz
6	WIT (Women in Tourism) (initiative of the Binational Tourism Alliance)	Buffalo: 70 W. Chippewa St., Suite 607 Tel 716-849-5834 Fax 716-849-5836 Niagara Falls: 5400 Robinson St., 2 nd Floor Tel 905-354-5100 Fax 905-354-5200
7	FIASEET (Federación Internacional de asociaciones de Ejecutivas de Empresas Turísticas)	presidencia@fiaseet.org
Women Networks	Name Network	Contact Details
8	WEN (Women's Environmental Network)	info@wen.org.uk
8	Women in Progression	info@womeninprogression.nl
9	FCEM (The Worldwide Network of Women Business Owners)	worldpresident@fcem.ws or aminata.kasse@fcem.ws
10	Rural Women's Network	rural.women@dpi.nsw.gov.au
11	GWIIIN (Global Women Inventors & Innovators Network)	office@gwiin.com
12	The Women's Action Network (Equality Now)	info@equalitynow.org
13	Network on Women's Right to Livelihoods	livelihood@pwescr.org
14	European Women's Lobby	ewl@womenlobby.org
15	Association Femmes d'Entreprises	contact@femmes-et-entreprises.com

	d'Europe et d'Avenir	
16	Federatie Zakenvrouwen	info@federatiezakenvrouwen.nl
17	WEFCOS Women's Forum for the Economy and Society	contact@womens-forum.com
18	Enterprising Women, the magazine for women business owners	info@enterprisingwomen.com
20	Expertise Centrum GEM [Gender, Etniciteit en Multiculturaliteit]	gem@let.uu.nl
21	BPW International, International Federation of Business and Professional Women	member.services@bpw-international.org
22	The International Alliance for Women	info@TIAW.org
23	2BalanceU	info@2balanceu.com
24	OECD gender network: GENDER-NET (Network on Gender Equality)	dac.contact@oecd.org
25	WIDE Network	info@wide-network.org
26	IGTN (International Gender and Trade Network)	secretariat@igtn.org
27	AWID: Association for Women's Rights in Development	contact@awid.org
28	UK Gender and Development Network	gadnetwork@womankind.org.uk
29	WO=MEN: Dutch Gender Platform	info@wo-men.nl
30	EOS Consult	info@eosconsult.nl
31	YENTE	info@yente.org
32	Gender at Work	http://www.genderatwork.org/contact.html
33	WEDO (Women's Environment and Development Organization)	http://www.wedo.org/about/contact-us
34	ATHENA (Advanced thematic network in European Women's Studies)	assistant.athena@uu.nl
35	AOIFE (Association of Institutions for Feminist Education and Research in Europe) & Gender Research in Europe	aoife@let.uu.nl
36	INWF (International Network of Women's Funds)	tina@inwf.org

Appendix IV

Governmental Authorities

Government Authority	Source	Scope	Website	Retrieved on
Ministry of Tourism and Cottage Industries of Gabon	Website	Gabon	http://www.legabon.org/uk/home.php	March 2009
Ministry of Tourism, Leisure, and External Communications of the Republic of Mauritius	Website	Mauritius	http://www.gov.mu/portal/site/tourist	March 2009
Tourism's Ministry of Morocco - Moroccan National Tourist Office	Website	Morocco	http://www.tourisme.gov.ma/index_en.htm → http://www.visitmorocco.com	March 2009
Ministry of Tourism Senegal	Website	Senegal	http://www.ministeretourisme.sn/	March 2009
Department Environmental Affairs and Tourism of the Republic of South Africa	Website	South Africa	www.environment.gov.za	January 2009
Government of the Hong Kong Special Administrative Region, Commerce and Economic Development Bureau, Tourism Commission - Hong Kong Tourism Board	Website	Hong Kong	http://www.tourism.gov.hk/english/welcome/welcome.html → http://www.discoverhongkong.com/eng/about-hktb/annual-report-2007-2008.html	March 2009
Israel Ministry of Tourism	Website	Israel	http://www.gov.il/firstgov/english → http://www.goisrael.nl/tourism_dnl	March 2009
Ministry of Tourism Arts and Culture of the Republic of Maldives	Website	Maldives	http://www.tourism.gov.mv/	March 2009

Ministry of Tourism and Sports Thailand - Tourism Authority of Thailand	Website	Thailand	http://www.thaigov.go.th/eng/index.aspx?parent=467&pageid=467&directory=2022&pagename=content2 → http://www.tourism.go.th/ → www.tourismthailand.org	January 2009
The Department of Arts, Sport and Tourism of Ireland	Website	Ireland	http://www.arts-sport-tourism.gov.ie/	March 2009
Polish Ministry of Foreign Affairs: Tourism - Polish National Tourist Office	Website	Poland	http://www.poland.gov.pl/Guide_for_Tourists.401.html → http://www.poland.travel/en-us/pot_search_results	March 2009
Ministry of Industry, Tourism and Commerce of Spain - TURESPANA	Website	Spain	http://www.mityc.es/turismo/es-ES/Paginas/index.aspx → www.tourspain.es	January 2009
Swiss State Secretariat for Economic Affairs: Tourism	Website	Switzerland	http://www.seco.admin.ch/themen/00476/00508/index.html?lang=en	March 2009
Secretariat of Tourism Argentina	Website	Argentina	http://www.argentina.gov.ar/argentina/portal/paginas.dhtml?pagina=3876	March 2009
Ministry of Tourism Dominican Republic	Website	Dominican Republic	http://sectur.gob.do/ → www.godominicanrepublic.com	January 2009
Ministry of Tourism Mexico	Website	Mexico	www.sectur.gob.mx	January 2009
Government of Canada - Canadian Tourism Commission	Website	Canada	http://www.gc.ca/home.html → http://www.canada.travel/splash.en-ca.html → http://www.corporate.canada.travel/docs/about_ctc/2007_Annual_Report_en.pdf	March 2009
Greenland Home Rule Government - Greenland Tourism & Business Council	Website	Greenland	http://uk.nanog.gl/ → http://www.greenland.com/media(1513,1033)/aarsrapport-2006-uk.pdf	March 2009
California Travel & Tourism Commission	Website	United States of America - California	http://www.usa.gov/ → http://tourism.visitcalifornia.com/B2B/default.aspx	March 2009

Australian Government Department of Resources, Energy and Tourism – Tourism Australia	Website	Australia	http://www.ret.gov.au/tourism/Pages/Tourism.aspx → www.tra.australia.com/content/documents/TourismWhitePaper20050209174539.pdf	January 2009
Ministry of Tourism of The Government of the Republic of the Fiji Islands	Website	Fiji	http://www.tourism.gov.fj/general/files/onthiswebsite.htm	March 2009
Guam – Guam Visitors Bureau	Website	Guam	http://www.guam.gov/ → http://www.visitguam.org/Pages/Default.aspx	March 2009
French Polynesia - Tahiti Tourism	Website	French Polynesia	http://www.polynesie-francaise.pref.gouv.fr/ → http://www.tahiti-tourisme.com/	March 2009

Appendix V

Differences in Methodology Employment Statistics and International Tourist Arrivals

Region	Notes on Methodology Employment Statistics	Notes on Methodology International Tourist Arrivals***
AFRICA		
Egypt	<ul style="list-style-type: none"> Persons aged 15 to 64 years Excl. armed forces May and Nov. 	<ul style="list-style-type: none"> TF
Ethiopia	<ul style="list-style-type: none"> Persons aged 10 years and over Excl. armed forces Urban areas July 	<ul style="list-style-type: none"> TF
Mauritius	<ul style="list-style-type: none"> Persons aged 16 years and over Excl. armed forces 	<ul style="list-style-type: none"> TF
Morocco (*)	<ul style="list-style-type: none"> Persons aged 15 years and over 	<ul style="list-style-type: none"> TF
Senegal	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> TF
South Africa (*)	<ul style="list-style-type: none"> Persons aged 15 years and over Sep. of each year 	<ul style="list-style-type: none"> TF
United Rep. of Tanzania	<ul style="list-style-type: none"> Persons aged 15 years and over 	<ul style="list-style-type: none"> TF
AMERICA		
Argentina	<ul style="list-style-type: none"> Persons aged 10 years and over 31 Urban agglomerations Second semester 	<ul style="list-style-type: none"> TF
Bahamas	<ul style="list-style-type: none"> May Excl. armed forces Persons aged 15 years and over 	<ul style="list-style-type: none"> TF
Brazil	<ul style="list-style-type: none"> Persons aged 10 years and over Sep. of each year 	<ul style="list-style-type: none"> TF
Canada	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. full time members of the armed forces Excl. residents of the Territories and indigenous persons living on reserves 	<ul style="list-style-type: none"> TF
Cayman Islands	<ul style="list-style-type: none"> April Persons aged 15 years and over Excl. armed forces and conscripts 	<ul style="list-style-type: none"> TF
Chile (*)	<ul style="list-style-type: none"> Persons aged 15 years and over Fourth quarter of each year 	<ul style="list-style-type: none"> TF
Colombia (*)	<ul style="list-style-type: none"> Excl. armed forces Persons aged 10 years and over 	<ul style="list-style-type: none"> VF

	<ul style="list-style-type: none"> • Third quarter 	
Costa Rica	<ul style="list-style-type: none"> • Persons aged 12 years and over • July of each year 	<ul style="list-style-type: none"> • TF
Cuba (*)	<ul style="list-style-type: none"> • Men aged 17 to 60 years; Women aged 17 to 55 years • Dec. 	<ul style="list-style-type: none"> • TF
Dom. Republic	<ul style="list-style-type: none"> • Persons aged 10 years and over 	<ul style="list-style-type: none"> • TF
Ecuador	<ul style="list-style-type: none"> • Urban areas • Persons aged 10 years and over • Nov. of each year 	<ul style="list-style-type: none"> • VF
El Salvador (*)	<ul style="list-style-type: none"> • Persons aged 10 years and over • Dec. 	<ul style="list-style-type: none"> • TF
Guatemala (*)	<ul style="list-style-type: none"> • Persons aged 10 years and over • Excl. armed forces 	<ul style="list-style-type: none"> • TF
Jamaica (*)	<ul style="list-style-type: none"> • Persons aged 14 years and over 	<ul style="list-style-type: none"> • TF
Mexico	<ul style="list-style-type: none"> • Persons aged 14 years and over • Second quarter of each year 	<ul style="list-style-type: none"> • TF
Nicaragua	<ul style="list-style-type: none"> • Persons aged 10 years and over 	<ul style="list-style-type: none"> • TF
Panama	<ul style="list-style-type: none"> • Persons aged 15 years and over • Aug. of each year 	<ul style="list-style-type: none"> • TF
Peru	<ul style="list-style-type: none"> • Persons aged 14 years and over • Urban areas • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Puerto Rico (**)	<ul style="list-style-type: none"> • Persons aged 16 years and over • Excl. armed forces 	<ul style="list-style-type: none"> • TF
United States	<ul style="list-style-type: none"> • Persons aged 16 years and over • Excl. armed forces 	<ul style="list-style-type: none"> • TF
Uruguay (*)	<ul style="list-style-type: none"> • Excl. conscripts • Persons aged 14 years and over 	<ul style="list-style-type: none"> • TF
Bolivarian Rep. of Venezuela (*)	<ul style="list-style-type: none"> • Persons aged 15 years and over • Excl. armed forces • Second semester 	<ul style="list-style-type: none"> • TF
ASIA		
Armenia	<ul style="list-style-type: none"> • Excl. armed forces 	<ul style="list-style-type: none"> • N/A
Azerbaijan	<ul style="list-style-type: none"> • Men aged 15 to 61 years; women aged 15 to 56 years • Excl. armed forces and conscripts 	<ul style="list-style-type: none"> • N/A
China	<ul style="list-style-type: none"> • State owned units, urban collective owned units and other ownership units • Dec. of each year 	<ul style="list-style-type: none"> • TF
Georgia	<ul style="list-style-type: none"> • Persons aged 15 years and over • Excl. armed forces 	<ul style="list-style-type: none"> • N/A
Hong Kong, China (*)	<ul style="list-style-type: none"> • Persons aged 15 years and over • Excl. marine, military and institutional populations 	<ul style="list-style-type: none"> • TF

Indonesia	<ul style="list-style-type: none"> Persons aged 15 years and over Aug. 	<ul style="list-style-type: none"> TF
Israel	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. armed forces 	<ul style="list-style-type: none"> TF
Japan	<ul style="list-style-type: none"> Persons aged 15 years and over 	<ul style="list-style-type: none"> VF
Rep. of Korea	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. armed forces 	<ul style="list-style-type: none"> VF
Kyrgyzstan	<ul style="list-style-type: none"> Persons aged 15 years and over Nov. of each year 	<ul style="list-style-type: none"> N/A
Macau, China	<ul style="list-style-type: none"> Persons aged 14 years and over Excl. armed forces and conscripts 	<ul style="list-style-type: none"> TF
Malaysia	<ul style="list-style-type: none"> Persons aged 15 to 64 years Excl. armed forces 	<ul style="list-style-type: none"> TF
Maldives	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. conscripts 	<ul style="list-style-type: none"> TF
Mongolia	<ul style="list-style-type: none"> Persons aged 16 years and over Dec. of each year 	<ul style="list-style-type: none"> N/A
Pakistan (*)	<ul style="list-style-type: none"> Persons aged 10 years and over Excl. armed forces Jan. 	<ul style="list-style-type: none"> N/A
Philippines	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. regular military living in barracks Oct. of each year 	<ul style="list-style-type: none"> TF
Qatar	<ul style="list-style-type: none"> Persons aged 15 years and over March of each year 	<ul style="list-style-type: none"> TF
Saudi Arabia	<ul style="list-style-type: none"> Persons aged 15 years and over April 	<ul style="list-style-type: none"> TF
Singapore	<ul style="list-style-type: none"> The data refer to the residents (Singapore citizens and permanent residents) aged 15 years and over June 	<ul style="list-style-type: none"> TF
Sri Lanka	<ul style="list-style-type: none"> Persons aged 10 years and over Excl. Northern and Eastern provinces 	<ul style="list-style-type: none"> TF
Thailand	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. armed forces Third quarter 	<ul style="list-style-type: none"> TF
West Bank & Gaza strip	<ul style="list-style-type: none"> Persons aged 15 years and over 	<ul style="list-style-type: none"> N/A
EUROPE		
Austria	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. conscripts on compulsory military service 	<ul style="list-style-type: none"> TCE
Belgium	<ul style="list-style-type: none"> Persons aged 15 years and over Incl. professional army 	<ul style="list-style-type: none"> TCE

Bulgaria	<ul style="list-style-type: none"> • Persons aged 15 years and over • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Croatia	<ul style="list-style-type: none"> • Excl. conscripts • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TCE
Cyprus	<ul style="list-style-type: none"> • Persons aged 15 years and over • Government controlled area • Incl. armed forces, excl. conscripts 	<ul style="list-style-type: none"> • TF
Czech Republic	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TCE
Denmark	<ul style="list-style-type: none"> • Included armed forces and conscripts • Persons aged 15 to 66 years 	<ul style="list-style-type: none"> • TCE
Estonia	<ul style="list-style-type: none"> • Persons aged 15 to 74 years • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Finland	<ul style="list-style-type: none"> • Persons aged 15 to 74 years • Incl. armed forces and conscripts 	<ul style="list-style-type: none"> • TF
France	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TF
Germany	<ul style="list-style-type: none"> • Persons aged 15 years and over • March 	<ul style="list-style-type: none"> • TCE
Greece	<ul style="list-style-type: none"> • Persons aged 15 years and over • Second quarter of each year • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Hungary	<ul style="list-style-type: none"> • Persons aged 15 to 74 years • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Iceland	<ul style="list-style-type: none"> • Persons aged 16 to 74 years • Excl. armed forces and conscripts 	<ul style="list-style-type: none"> • TCE
Ireland	<ul style="list-style-type: none"> • Persons aged 15 years and over • Second quarter of each year 	<ul style="list-style-type: none"> • TF
Isle of Man	<ul style="list-style-type: none"> • Persons aged 15 years and over • April 	<ul style="list-style-type: none"> • N/A
Italy	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TF
Latvia	<ul style="list-style-type: none"> • Persons aged 15 to 74 years • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Lithuania	<ul style="list-style-type: none"> • Persons aged 15 years and over • Excl. conscripts 	<ul style="list-style-type: none"> • TF
Former Yugoslav Rep. of Macedonia	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TCE
Malta	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TF
Rep. of Moldova	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • N/A
Netherlands	<ul style="list-style-type: none"> • Persons aged 15 years and over 	<ul style="list-style-type: none"> • TCE
Norway	<ul style="list-style-type: none"> • Persons aged 15 to 74 years 	<ul style="list-style-type: none"> • TF
Poland	<ul style="list-style-type: none"> • Persons aged 15 years and over • Excl. regular military living in barracks and conscripts 	<ul style="list-style-type: none"> • TF

Portugal	<ul style="list-style-type: none"> Persons aged 15 years and over 	<ul style="list-style-type: none"> TF
Romania	<ul style="list-style-type: none"> Persons aged 15 years and over 	<ul style="list-style-type: none"> TCE
Russian Federation	<ul style="list-style-type: none"> Persons aged 15 to 72 years 	<ul style="list-style-type: none"> TF
San Marino	<ul style="list-style-type: none"> Persons aged 15 years and over Dec. 	<ul style="list-style-type: none"> THS
Serbia	<ul style="list-style-type: none"> Persons aged 15 years and over Oct. 	<ul style="list-style-type: none"> TCE
Slovakia	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. conscripts Excl. persons on child care leave 	<ul style="list-style-type: none"> TCE
Slovenia	<ul style="list-style-type: none"> Persons aged 15 years and over Second quarter of each year 	<ul style="list-style-type: none"> TCE
Spain	<ul style="list-style-type: none"> Persons aged 16 years and over Excl. compulsory military service 	<ul style="list-style-type: none"> TF
Sweden	<ul style="list-style-type: none"> Persons aged 16 to 64 years 	<ul style="list-style-type: none"> TCE
Switzerland	<ul style="list-style-type: none"> Persons aged 15 years and over Excluding armed forces and seasonal/border workers Second quarter of each year 	<ul style="list-style-type: none"> THS
Turkey	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. armed forces 	<ul style="list-style-type: none"> TF
United Kingdom	<ul style="list-style-type: none"> Persons aged 16 years and over March-May 	<ul style="list-style-type: none"> TF
OCEANIA		
Australia	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. armed forces Feb., May, Aug. and Nov. 	<ul style="list-style-type: none"> TF
New Zealand	<ul style="list-style-type: none"> Persons aged 15 years and over Excl. armed forces 	<ul style="list-style-type: none"> VF

Source: <http://laborsta.ilo.org/STP/do> and http://www.unwto.org/facts/eng/pdf/barometer/UNWTO_Barom08_3_en_LR.pdf and UNWTO Tourism Highlights 2008 Edition

* includes wholesale and retail as well

** includes wholesale and retail, and community, social and personal services as well

*** TF = at frontiers (excluding same day visitors); VF = at frontiers (tourists and same day visitors); THS = at hotels and similar establishments; TCE: at collective tourism establishments

Appendix VI

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