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ECLAC SUBREGIONAL HEADQUARTERS FOR THE CARIBBEAN



Report of the workshop on gender mainstreaming in national sustainable development planning in the Caribbean





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REPORT OF THE WORKSHOP ON GENDER MAINSTREAMING IN NATIONAL DEVELOPMENT PLANNING IN THE CARIBBEAN

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CONTENTS

A.	CONCLUSIONS AND RECOMMENDATIONS	2
B.	ATTENDANCE AND ORGANIZATION OF WORK	2
	1. Place and date of the meeting	2
	2. Attendance	3
	3. Documentation	3
	4. Agenda	3
C.	SUMMARY OF PROCEEDINGS	4
	1. Opening of Workshop on gender mainstreaming in national sustainable development planning in the Caribbean	4
	2. Gender mainstreaming in national sustainable development planning in the Caribbean	6
	3. Tools, methodologies and strategic approaches for mainstreaming gender in national development planning	9
	4. Caribbean strategies for advancing the Regional Gender Agenda within the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals	13
	5. Closure of meeting	19
Annex I	List of participants	20
Annex II	Programme	25

A. CONCLUSIONS AND RECOMMENDATIONS

1. Recommendations for gender mainstreaming in national development planning should include:
 - Developing, adopting and effectively implementing national gender equality policies and establishing measurable targets that can be verified with available data;
 - Adopting frameworks for gender analysis and gender impact assessments;
 - Developing, adopting and effectively implementing national sustainable development plans which involves the National Mechanisms for the Advancement of Women;
 - Establishing inter-ministerial institutional frameworks for gender equality and mainstreaming to avoid working in silos;
 - Ensuring effective participatory mechanisms for coordination between governmental institutions, the private sector, social partners and civil society;
 - Establishing monitoring and evaluation mechanisms for sound accountability and oversight on gender mainstreaming in national development planning;
 - Strengthening collection, analysis and dissemination of sex-disaggregated data and statistics; integrating gender-responsive budgeting across all sectors;
 - Strengthening institutional development/capacity building, including the designation of gender focal points in ministries and agencies, to encourage a multi stakeholder process;
 - and implementing regular data collection, including time use surveys, on unpaid care work and prevalence of violence against women.

2. ECLAC should examine gender mainstreaming both as a process and a goal delivery that can be augmented to facilitate the harmonization of the reporting strategy. Agencies such as ECLAC should change their reporting structure to allow information to feed into various reports. Facilitation to the change of reporting of ECLAC should not be burdensome.

3. The importance of gender statistics cannot be understated. Workshop participants underscored the importance of gender disaggregated statistics and emphasized that priority should be placed on the existing regional observatories to facilitate access to data and statistics on gender in the region. In addition to strengthening the reporting process on advancement in gender equality, use of the available data and statistics would add credibility to the region in having and maintaining the relevant indicators.

4. Concerns were expressed on the tendency to solely highlight the issues facing girls and women in the subregion in exclusion of the challenges facing boys and men. While acknowledging the historical inequality experienced by girls and women, some of which persist, there are new trends in the Caribbean where boys and young men are disadvantaged, especially in the area of educational attainment and skills acquisition. This requires greater attention by Caribbean countries in implementing timely intervention.

B. ATTENDANCE AND ORGANIZATION OF WORK

1. Place and date of the meeting

5. The workshop on gender mainstreaming in national sustainable development planning in the Caribbean was held in Port of Spain, Trinidad and Tobago on 17 July 2019.

2. Attendance

6. The workshop was attended by representatives of 11 Member States of the Caribbean Development and Cooperation Committee (CDCC), namely: The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, and Trinidad and Tobago. The following five associate members of the CDCC were also represented: Anguilla, the British Virgin Islands, the Cayman Islands, Sint Maarten, and Turks and Caicos Islands. Two other Member States of the United Nations in attendance were Chile and Uruguay.

7. The United Nations Secretariat was represented by the Department of Global Communications (DGC) and the United Nations Resident Coordinator Offices (UNRCO). The following United Nations programmes and funds, and specialized agencies were also represented: United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), United Nations Children's Fund (UNICEF), Food and Agriculture Organization of the United Nations (FAO), International Labour Organization (ILO), International Maritime Organization (IMO) and Pan American Health Organization/World Health Organization (PAHO/WHO).

8. Other bodies and entities of the United Nations present included: Office of the United Nations High Commissioner for Refugees (UNHCR), the Joint United Nations Programme on HIV/AIDS (UNAIDS) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN-WOMEN).

9. The intergovernmental organizations represented at the meeting were the Association of Caribbean States (ACS), the Caribbean Community (CARICOM), the Caribbean Development Bank (CDB), the Inter-American Development Bank (IDB) and the Organization of American States (OAS).

10. Other non-governmental organizations present were the Convention of the Elimination of All Forms of Discrimination against Women (CEDAW) and the Caribbean Male Action Network (CariMAN).

11. The University of the West Indies (UWI) was also represented.

3. Documentation

12. A draft study on "Gender mainstreaming in national sustainable development planning in the Caribbean" prepared by a consultant for ECLAC subregional headquarters for the Caribbean served as the main background document for the meeting.

4. Agenda

13. The agenda of the meeting was as follows:

1. Opening of workshop on gender mainstreaming in national sustainable development planning in the Caribbean.
2. Gender mainstreaming in national sustainable development planning in the Caribbean.
3. Tools, methodologies and strategic approaches for mainstreaming gender in national development planning.

4. Caribbean strategies for advancing the Regional Gender Agenda within the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals.
5. Closure of the meeting.

C. SUMMARY OF PROCEEDINGS

1. Opening of workshop on gender mainstreaming in national sustainable development planning in the Caribbean

14. The opening session was chaired by the Director of UNFPA Regional Office for the Caribbean. The Director of ELAC subregional headquarters for the Caribbean, the Honorable Minister of State in the Office of the Prime Minister of Trinidad and Tobago and the Regional Evaluation Specialist of UN-WOMEN Regional Office for the Americas and the Caribbean delivered remarks. In her remarks, the Director of ECLAC noted that the gender mainstreaming workshop serves as a precursor for the Subregional Preparatory meeting for the XIV session of the Regional Conference on Women in Latin America and the Caribbean taking place the following day. It offers policymakers the opportunity to assess progress on gender issues and to determine ways to better incorporate gender mainstreaming in national policies and programmes. The workshop also serves to equip participants with the necessary tools for implementing Beijing and Montevideo agendas. The outcomes of the workshop would contribute to the XIV session of the Regional Conference on Women in Latin America and the Caribbean to be held in Santiago, Chile, in November 2019.

15. The Director of ECLAC acknowledged the approaching silver anniversary of the adoption of the Beijing Declaration and Platform for Action. The subregion now has a comprehensive global development strategy that embraces integrally the vision and the tenets of the Beijing Platform for Action. Agenda 2030 is in itself a major mark and milestone of the success of Beijing.

16. She noted that ECLAC and the wider United Nations system have all been providing technical assistance in the implementation of the SDGs and have determined that the most effective way to implement the SDGs is by mainstreaming them into national development plans and by aligning these Global Goals with national development priorities. Long-term planning is therefore being repositioned as a critical tool for achieving sustainable development with equality in the subregion.

17. While gender equality is a cross-cutting theme in the 2030 Agenda, most of national development plans in the subregion have not treated gender as such. The majority have not yet mainstreamed gender nor have they adopted a rights-based approach in the drafting or monitoring of these plans.

18. Given ECLAC's work in assessing natural disasters, girls and women are more adversely affected by these events. Therefore, greater consideration should be given to the impact of this issue. Also, more balanced focus should be given to the underachievement of our boys in the education system.

19. The Director of ECLAC highlighted the importance of the role of gender statistics in sustainable development planning as they help to make the case for gender equality in public programmes and budgeting and in monitoring how public expenditures contribute to achieving the goal. ECLAC's Gender Equality Observatory and the CARICOM Gender Equality Indicators (GEI) Model of UN-Women are two regional data platforms which encourage the production of sex disaggregated data for development and can be used in the development of gender policies and in mainstreaming gender in national development plans.

20. The Honourable Minister of State in the office of the Prime Minister, Trinidad and Tobago, stated that Trinidad and Tobago is committed to the goal of gender equality by 2030 through its National Development Strategy and the Gender Policy and has been working to create legal framework. The Office of the Prime Minister serves as the main coordinating agency to execute plans to ensure gender mainstreaming in the country. The Office of the Prime Minister recognizes the importance of fostering gender-balancing to accomplish SDG 5, 10 and the country's long-term development plan "Vision 2030".

21. She further added that Member States are required to implement international measures to incorporate a gender perspective in their planning and budgeting frameworks and fiscal allocations to address gender gaps. To this end, the Government of Trinidad and Tobago is pursuing the following programme of gender mainstreaming:

- (i) Providing focused and targeted training for selected members, who are labelled as Gender Focal Points:
 - The government has already established Gender Focal Points in seventy-eight state organizations and are intensifying efforts to focus on private sector and civil society organizations.
 - The training includes gender policy, gender analysis, gender indicators, gender data gathering and gender responsive budgeting.
- (ii) Continuing to establish gender equality training and raise gender awareness amongst ministries, state agencies, communities and the general public to achieve changed attitudes, behaviours and values on gender stereotypes;
- (iii) Addressing gender issues such as domestic violence, which prevent persons from making their equal contribution to national development;
- (iv) Charted a pathway to ensure the proper legislation and initiatives to support gender mainstreaming including:
 - Act which amended the age of marriage to 18 for children;
 - Sexual Harassment Policy;
 - Parenting Policy;
 - Amendments to the Domestic Violence Act;
 - National Domestic Violence Hotline (800-SAVE);
 - Domestic Violence Registry;
 - State owned Domestic Violence Shelters which will soon be operationalized.

22. The Honourable Minister of State stated that mainstreaming gender ideals, in a traditionally patriarchal society, will have its challenges such as the norms and social behaviours surrounding the role of women and men. Therefore, addressing gender issues and mainstreaming gender require an all of society approach and buy-in from all sectors of society. In this regard, Trinidad and Tobago should communicate to their citizenry the benefits of gender equality and gender mainstreaming. In leading the process, mechanisms should be put in place to capture the views, opinions and voices of the society, especially the vulnerable groups. In the workshop, it is expected that the region synthesizes Caribbean strategies required to advance the Regional Gender Agenda.

23. The Regional Evaluation Specialist, UN-Women Regional Office for the Americas and the Caribbean noted that 2019 marks the fortieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by the General Assembly of

the United Nations. Further, year 2020 is the twenty-fifth anniversary of the adoption of the Beijing Declaration and Platform for Action and five years of implementation of the 2030 Agenda for Sustainable Development. These instruments represent a commitment to make further progress on gender equality and empowerment of women and girls.

24. She noted that the XIV Regional Conference on Women in Latin America and the Caribbean is an opportunity to once again endow the region with solid instruments to frame national public policies. The Regional Conference represents an essential political space, allowing us to make full use of the opportunity presented by the Beijing +25 revision in 2020. UN-Women is working intensively to prepare for the Beijing +25 meeting and supporting governments in reviewing their progress in the 12 areas of the Beijing Platform for Action.

25. She also noted that the Preparation of the Beijing reports is seen as an opportunity to provide content for the voluntary national reviews (VNRs) to be presented at the United Nations High-level Political Forum in July, in the framework of which UN-Women is working to strengthen the implementation and reporting process from the perspective of gender equality and women empowerment.

26. She affirmed UN-Women's commitment to addressing the region's need for support and technical assistance both in the design, implementation and evaluation of equality policies, gender mainstreaming in national development and sectoral plans, as well as in strengthening national statistical systems to produce information and gender indicators with an intercultural perspective, to have comparable data to measure progress.

27. Inclusion of a gender approach in national and local budgeting was identified as yet another key area requiring attention. The strongly held view is that gender gaps will not be closed without budgetary efforts and specific investments in critical areas.

28. The UN-Women representative also identified national development plans as another key tool in which the gender approach can make a difference in favour of the advancement of women and girls. Currently, there are eighteen plans in Latin America and the Caribbean that include a gender focus, nine of which received support from UN-Women. Inclusion of this approach is oriented towards non-discrimination and equal opportunities, from the perspective of a gender mainstreaming that ensures the achievement of national goals, to prioritizing the reduction of gender gaps.

29. She noted that UN-Women works closely with planning entities to improve monitoring and evaluation mechanisms. In this regard, they have supported countries such as Colombia, Costa Rica and the Dominican Republic in the evaluation of their national gender equality policies and plans, as well as in the preparation of methodological guides for the inclusion of a gender approach in their evaluation systems.

2. Gender mainstreaming in national sustainable development planning in the Caribbean

30. The Head, Institute for Gender and Development Studies, The University of the West Indies (UWI) St. Augustine Campus, presented on a study¹ commissioned by ECLAC to assess how Caribbean countries mainstream gender in national development planning.

¹ The study on gender mainstreaming in national development planning covered twenty-nine CDCC Member States and associate members, namely: Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Cayman Island, Cuba, Curacao, Dominica, Dominican Republic, Grenada, Guadeloupe, Guyana, Haiti, Jamaica, Montserrat, Martinique, Puerto Rico, Saint Kitts and Nevis, Saint Lucia, Sint Maarten, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Turks and Caicos Islands, and the United States Virgin Islands.

31. The Head of the Institute for Gender and Development Studies introduced gender mainstreaming as the the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. Gender mainstreaming is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally, so as to ensure that inequality is not perpetuated. The ultimate goal is to achieve gender equality.
32. She described gender analysis as the tool that brings to the forefront gender disparities of a core problem. It reveals the connections between gender relations and the development challenge to be solved; it indicates exactly what the impact is likely to be and promotes alternative courses of action.
33. She recalled that at the regional level, governments agreed to mainstream gender equality and women's human rights perspective into all development policies. This commitment is at the core of the Regional Gender Agenda adopted during the sessions of the Regional Conference on Women in Latin America and the Caribbean over the last 40 years. At the XIII session of the Regional Conference, in 2016, governments of Latin America and the Caribbean adopted the Montevideo Strategy for implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030, which includes a specific measure on "establishing permanent government mechanisms, with specific mandates, division of duties, resource allocations and work plans, for intersectoral and inter-institutional coordination, especially between machineries for the advancement of women and central planning and budgeting units, to participate in the preparation and implementation of development plans and public budgets, mainstreaming the gender perspective in planning and budgeting at the national, subnational and local levels".
34. The Head of the Institute for Gender and Development Studies stressed that gender mainstreaming is important in development planning. It puts people at the center of policymaking, leads to better informed policies and, therefore, better governance. It involves both women and men and makes full use of human resources and established that governments must leave no one behind. It makes gender inequalities visible in society in order to tackle them. Gender mainstreaming places crucial facets to women's and men's lives on the agenda, facets that have not been items of attention in the past. Mainstreaming gender equality in national development plans is a step to more humane economic approach to development.
35. She stated that necessary prerequisites for gender mainstreaming in development planning include political will to create consensus on the need to question current gender relations in public and private spheres, and to create a culture of gender equality. It also includes adoption of gender equality policy, plan and programmes. A specific gender equality policy that includes legislative protections, institutional oversight and accountability, a strategically placed national gender machinery, focal points within ministries, awareness-raising and capacity-building is also needed. There should also be research including sex-disaggregated data, forecasts, cost-benefit analyses, gender impact assessments, and gender responsive budgets to address the needs of the population. The following must also be noted: comprehensive knowledge of gender relations and an integration of gender in development studies; knowledge of the administrative rules, processes, authorities and networks; checklists, guidelines, targets and terms of reference that supporting monitoring and evaluation; necessary funds and human resources to ensure long-term achievement of gender equality and its benefits for development; greater participation of women in political and public life and in decision-making processes as transformational leaders empowered and encouraged to advance gender equality; and accountability of national machineries to international commitment.

36. The Head of the Institute for Gender and Development Studies described the case of Dominica as follows: “Dominica is one of the few countries in the region to integrate and combine its gender policy commitments with national development planning. Gender is mainstreamed using several strategies throughout their National Resilience Development Strategy (NRDS). This accounts for and reinforces the improvement of social status, protection of women and girls’ rights and promotion of opportunities to improve their health and eliminate the feminization of poverty. Examples of the strategies used in the development plan for mainstreaming gender that can be used as good practices and measures for countries in the region to model after include: Acceleration of the approval of the National Policy and Action Plan for Gender Equity and Equality which makes special consideration for emerging and relevant gendered issues specific to the national context; strengthened capacity building opportunities for women, girls, and vulnerable groups to scale up their participation in decision-making and in the labour market; design of gender-specific programs for men while ensuring these do not put women at a disadvantage; ensuring sustainability of efforts by promoting gender sensitivity education and training to build a society that champions gender issues; reinforcing priorities around poverty reduction, promotion of justice, and economic and social empowerment of women and girls in informal sector work, and contraceptive use to ensure sustainable development; strengthened mechanisms to improve the management of gender issues; support for gender sensitive research, analysis and development of a highly disaggregated statistical base and information for implementation strategies; enhancement of capacity to monitor and assess progress in meeting gender equality commitments specified in international and regional treaties and conventions, as well as in the implementation of the recovery program”.
37. She identified the main challenges in gender mainstreaming in national development planning as follows:
- (i) Lack of awareness of the challenges for a better development of policies and priorities. This is reinforced by:
 - Absence or outdated normative and policy frameworks on gender equality;
 - Limited human resources at the government level and frequent rotation of personnel;
 - Limited human and financial resources, particularly when discussions about women’s issues are now being debated against the perception of men at risk or marginalized.
 - (ii) Cessation of operation by many agencies and NGOs due to a shift in priorities by funding agencies as well as the lack of mechanisms to ensure sustainability.
 - (iii) Lack of internal political will needed to drive policy formulation, the deployment of resources and a commitment to implement policies.
 - (iv) Limited monitoring and evaluation mechanisms and the lack of data disaggregated by sex and the analysis of such. The establishment of the Social Indicators Committee can facilitate this component in the very near future.
 - (v) Persistence of traditional stereotypes, attitudes, and cultural expectations of society. Until we are able to change the way we raise our boys and girls, we will continue to experience gender inequalities.

3. Tools, methodologies and strategic approaches for mainstreaming gender in national development planning

38. The Associate Economic Affairs Officer in ECLAC Division for Gender Affairs made a presentation on “Gender data for evidence-based planning.” She noted that Gender Equality Plans are roadmaps for States towards the achievement of gender equality and the guarantee of women’s rights. Therefore, linking them with national development plans is critical for making progress on the SDGs. Nine Caribbean countries had or currently have a gender equality plan (Cayman Islands, Dominica, Trinidad and Tobago, British Virgin Islands, Jamaica, Belize, Suriname, Grenada and Haiti). These

plans show how States project their efforts to overcome the structural challenges to the achievement of gender equality.

39. She recalled that the Montevideo strategy identified the four structural challenges to women's autonomy, which include socioeconomic inequality persistence of poverty, concentration of power in the public sphere, discriminatory violent and patriarchal cultural patterns, and sexual division of labour and unfair organization of care.

40. She noted that progress has been made in linking Gender Equality Plans with development planning tools, but more is needed. Currently, 10 out of 13 CDCC Member States have Gender Equality Plans, and 9 of these have at least one objective of their National Development Plans classified with the SDG 5 Goal 5. The other three countries have their National Development Plans in development.

41. She also emphasized that developing evidence through gender data is the cornerstone for planning and policy that advances women's autonomy and rights. It is also fundamental to make visible trends impacting women in the region.

42. She highlighted ECLAC's Gender Equality Observatory as a tool for advancing the development of gender data in the region. It is a tool that was created through the Regional Conference on Women in Latin America and the Caribbean to provide technical assistance to countries. It is structured around critical indicators for the advancement of women's autonomy in three key areas: economic autonomy, autonomy in decision-making, and physical autonomy.

43. She noted that one of the key indicators developed through the Observatory in regard to physical autonomy is that of femicide. The data show that at least 208 women from 13 Caribbean countries were killed by their intimate partners or former intimate partners. The femicide has been an issue of renewed attention in the last few years due to its increasing incidence. In 2009, only 9 countries developed the indicator, 4 countries had laws on femicide. Additionally, 25 countries reported data and 18 countries have laws to sanction femicide. However, the English-speaking Caribbean does not have any femicide laws. Although the femicide indicator is not part of the Global SDG Indicators Framework, its measurement is extremely important for the achievement of SDGs 5 and 16. Therefore, femicide rate is included in the list of 154 priority indicators in Latin America and the Caribbean

44. Another indicator in the Observatory is the number of women in ministerial cabinet positions. Data on this indicator show that for the Caribbean, important gender gaps persist in ministerial cabinet posts and that gender parity is not yet a reality.

45. The Regional Evaluation Specialist, UN-Women Regional Office for the Americas and the Caribbean presented on Gender-Responsive Budgeting (GRB). GRB is an approach that seeks to mainstream gender in government planning, budgeting and performance monitoring with a view to ensure that governments' budgets adequately address gender equality priorities and contribute to women's empowerment.

46. She specified that a gender responsive budget recognizes the different needs, interests, and realities of women and men in society and the underlying inequities and provides resources to address them. It also recognizes that men and women differentially contribute in the production of goods and services, as well as in work, and takes this into account in mobilizing and distributing resources.

47. She explained that budgets are not typically disaggregated by gender, but consideration should be made of how each gender is affected. GRB does not imply an increase in public spending but rather

a more efficient allocation of the current budget. We must identify gender gaps and design mechanisms to address it, identify resources to fund the gap, and allocate the resources. This is applicable for cases such as in Anguilla where budgets are being cut and limited resources exist. GRB seeks to encourage the cross-cutting inclusion of a gender perspective in policies and national programs. It also translates commitments from governments for gender equity into monetary commitments.

48. She noted that in the first survey on Gender-Responsive Budgeting which took place in 2018, it was found that countries are committed to gender equality, but these strategies are not resourced; intentions to address gender-equality goals are not yet matched with systems to track gender-related budget allocation data and make the data publicly available; and countries are seeking to build capacity for sex-disaggregated statistics. More than half of countries reported that they were already using sex-disaggregated statistics to inform budget-related decisions, although this often occurs in sectors seen as more clearly linked to gender issues (e.g. health) and is not always mainstreamed for all policies and/or programmes; in countries that are performing well in areas related to gender equality, gender responsiveness is mainstreamed within the Public Financial Management system. Gender is mainstreamed in each step of their budget planning, execution and reporting processes.

49. She further noted that GRB is not only about budgets – it should be rooted in broad economic policies, political, economic and social contexts and understanding of national development priorities. GRB is a comprehensive approach that works in unison with other efforts to address gender gaps. Further, strong tracking systems are critical for strengthening the link between policy and implementation. Therefore, gender responsive plans and budgets require long term process with an integrated approach and engagement of multiple stakeholders.

Country presentations

Grenada

50. The representative of Grenada began with describing gender equality in Grenada as being used sometimes for justification of projects that do not have any real impact. It was suggested that the region should break this trend.

51. She noted that gender equity was a priority area within the Growth and Poverty Reduction Strategy 2014–2018 (GPRS), as part of the thematic focus on Developing Competitiveness with Equity. The strategic objectives included mainstreaming gender and policy intervention to support gender equality. Grenada has already completed gender analyses for major projects.

52. Currently, Grenada has the following national planning instruments for gender mainstreaming: National Gender Equality Policy and Action Plan (GEPAP) approved in 2014 for implementation from 2014 to 2024; Medium-Term Agenda (2019–2021), in which gender equality is a cross-cutting theme and domestic violence and child abuse are priorities; and the National Sustainable Development Plan (2020–2035) currently being drafted. Gender equality is one of the themes and is being integrated as a cross-cutting theme.

53. Grenada has established the following structures and conducted a number of workshops and meetings for capacity building: Gender Focal Points (GFPs) were identified and involved in Beijing +25 Report and Montevideo Strategy Report through national consultation, desk research and validation meetings; Interministerial Council of GFPs was established in 2017, and expanded and launched in 2019; two-day workshop for GFPs “Introduction to Gender Mainstreaming”; and two-day workshop for Climate Change Focal Points on Mainstreaming Gender in Projects for Climate Resilience.

54. She explained that the country employed the following strategies to achieve gender equality: consistently clarifying gender issues, desired outcomes, etc, within team and among others; broadening discussion on women's rights and autonomy, including educational outcomes, economic indicators, health, violence against women, development, etc; developing depth in the dialogue, not just about perceptions and beliefs, but also about facts, the quality of experience, and equality of outcomes; drawing on local, national commitments through speeches, constitution, manifestos, national plans, policies, etc.; remaining grounded in normative framework such as CEDAW, Beijing Platform for Action, Belém do Pará, SDGs, Montevideo Strategy; and leveraging support from development partners.

55. She further explained the following actions have been employed to achieve gender equality: gender analysis, through questioning assumptions, beliefs and generalisations and undertaking desk reviews, collating gender statistics based on indicators that are nationally important. e.g. unemployment, poverty; attending consultations and meetings and sharing findings, even if they do not match perceptions; preparing bite-sized messages to share with a wide range of persons in formal and informal situations; addressing misperceptions and misrepresentations as applicable; and challenging everyone to take responsibility for gender equality and women's empowerment.

56. She emphasized that Grenada has strong political support for gender mainstreaming. In the 2019 budget speech, the Prime Minister expressed "that Grenada remains firmly committed to gender mainstreaming in our decision-making and development planning". The Prime Minister has also signed on to the HeForShe campaign, the United Nations Global Solidarity Movement for Gender Equality. Further, the Minister for Social Development stated that the presence of significant numbers of women in Parliament and Cabinet must result in improvements in the lives of all women and girls in Grenada, Carriacou and Petite Martinique.

Jamaica

57. The representative of Jamaica specified the following top five priorities Jamaica is using to accelerate progress in gender equality: (i) institutional mechanisms for the advancement of gender equality; (ii) equality and non-discrimination under the law and access to justice; (iii) women in power and decision-making; (iv) eliminating violence against women and girls; (v) and women's entrepreneurship and enterprises.

58. She also noted that the country has made significant progress in the following areas: establishment of Gender Advisory Council as an intersectoral body and the introduction of the Gender Equality Seal Programme; operationalization of 13 Night Courts and installation of digital recording equipment in 19 Parish Courts; appointment of first female Prime Minister in March 2006 and female Permanent Secretaries in 40 per cent of Ministries; establishment of the Office of the National Rapporteur on Human Trafficking and finalization and adoption in Parliament of the Draft Sexual Harassment Bill and the Occupational Safety and Health Act (OSHA); signing of a Memorandum of Understanding (MOU) with the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAFA) to engage and support women in business and to provide technical and capacity building support to groups representing rural women.

59. Other priorities for Jamaica include: Unpaid care and domestic work/work-family conciliation; digital and financial inclusion for women; and gender-responsive disaster risk prevention, reduction and resilience Building.

Trinidad and Tobago

60. The representative of Trinidad and Tobago stated that the long-term development plan of Trinidad and Tobago, “Vision 2030”, incorporated gender equality under two of the five development themes: “Putting People First: Nurturing Our Greatest Asset” and “Delivering Good Governance and Service Excellence”. Governance was noted as fundamental in ensuring effective delivery of government services to citizen.

61. She mentioned that the government linked mainstreaming gender to the policy cycle framework. Trinidad and Tobago has not adopted all the tools, but these skills are in the pipeline.

62. She noted that Trinidad and Tobago’s achievement of gender mainstreaming includes: developing policy involving the establishment of the National Policy on Gender and Development; establishing gender focal points for mainstreaming gender in the public sector, and empowering and developing their capacity; establishing hotlines and safe spaces for men and women; building gender awareness and consciousness; and compiling gender statistics.

63. Global Gender Gap Index shows that Trinidad and Tobago recorded success in child mortality and participation in the political arena. In the gender scale, Trinidad and Tobago has not reached transformative level overall, but is still working towards a transformative level.

64. She emphasized that Trinidad and Tobago’s challenges include its culture. The nation is not homogeneous but has several cultural values. Therefore, it is difficult to put overarching frameworks to cover all people, but work is being done to integrate national values. There is also gender identity with the issue of legal status for boys and girls. Crime, including domestic violence is rampant. And lastly there is limited capacity in the public sector to effectively develop policies.

65. Lastly, she noted that as the next step, the government will build the capacity across the public service in preparing sector plans that include mainstreaming as cross-cutting issues, including gender; expand gender focal points in ministries and agencies to infuse tools and strategies for mainstreaming gender in policies, projects and budgeting; and develop a communication strategy to sensitise communities in gender equality issues.

Discussion

66. The representative of Grenada noted that data is very important for producing reports. Survey is expensive, but it is not the only way to collect data. It is also important to access existing data for analysis. Data are available on economic outcomes, labor force, educational outcomes, etc. These statistics are sometimes not disaggregated, but it is possible to ask for disaggregated data. A lot of indicators were identified in the SDGs and CARICOM selected a set of relevant indicators for the subregion. Data for these indicators, or their proxy data, are available in National Statistical Offices in varying degrees. It is important to ensure that consultants that prepared studies not only deliver reports but also data and information collected in the process, including previous studies and anecdotal evidence.

67. The Head of the Institute for Gender and Development Studies emphasized the importance of gender mainstreaming to ensure that the right people are in the policymaking mechanism. Useful information can be gleaned from such individuals which can include beneficiaries, data collectors and others. This ensures that policies are targeted, and the most useful information is collected. Consideration should also be given to improving upon data that are already being collected.

68. She further noted that developing smaller pilot projects and interventions increases the political buy-in to implement similar strategies in other areas and more importantly, it can influence political will to have larger successful projects. A team for the Institute for Gender and Development Studies

at UWI developed a toolkit that undertakes a gender responsive approach to housing. The team plans to develop a scorecard that assesses achievements in various areas in collaboration with civil society.

69. The Head of the Institute for Gender and Development Studies explained that with regarding the difficulty in measuring the impact of GRB, it is also noteworthy that the contribution of women in agriculture is not measured even in official census data.

4. Caribbean strategies for advancing the Regional Gender Agenda within the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals

70. The Associate Social Affairs Officer, ECLAC Subregional headquarters for the Caribbean presented on the Caribbean strategies for advancing the Regional Gender Agenda within the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals in which she gave an account of the strategies that the Member States were implementing in achieving the Gender Agenda.

71. She added that the region has been active in addressing both the global and regional frameworks to achieve gender equality. At the regional level there has been forty years of implementing the gender agenda and every three years there is a series of elements to achieve gender equality.

72. She noted that Gender Equality is a cross-cutting issue in different global and regional frameworks. It is at the core of these agendas: 2030 Agenda for Sustainable Development, Montevideo Strategy, SAMOA Pathway, Beijing Platform for Action, CEDAW and the Universal Periodic Review. Gender Equality is mainstreamed in major development and human rights platforms. As documented in ECLAC's proposal for gender mainstreaming in targets, "Advancing Gender Equality in the SDGs," there are 40.8 per cent explicit and implicit targets on gender equality or women's rights included the SDGs.

73. She emphasized that identifying synergies between frameworks and their reporting mechanisms is crucial for effective mainstreaming. With so many documents, Member States have to find synergies to enable them to report more effectively on the various agendas, including the SDGs, the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, CEDAW, Beijing Regional and global reviews, and SAMOA Pathway high-level midterm review.

74. In the Caribbean landscape there are many agencies that are working in the area and achieving gender equality as a shared responsibility. Synergies have been identified with the SDGs and women's rights. Therefore, there is collective responsibility in advocating for the gender agenda.

75. She noted that the role of ECLAC has been to offer convening intergovernmental platform, deliver integrated policy advice, research and analysis. It has also undertaken to build technical capacity, provide technical assistance and enhance policy and analytical capacities of Regional Coordinators/United Nations Country Teams.

76. She further noted that for ECLAC's convening role, examples of intergovernmental and multi-stakeholder platforms include: Forum of the Countries of Latin America and the Caribbean on Sustainable Development; Statistical Conference of the Americas – Working Group on Gender Statistics; CDCC and Caribbean Development Roundtable; and the Regional Conference on Women in Latin America and the Caribbean and its subregional preparatory meetings. The Forum of the Countries of Latin America and the Caribbean on Sustainable Development is an example of

multilateralism and regional collaboration to follow-up, review and implementation of the 2030 Agenda.

77. She explained that the role of the CDCC has been in pursuant to resolution 358(XVI) of 1975, the CDCC was created as a permanent subsidiary body of the ECLAC to promote development cooperation among Caribbean countries. The objectives of the CDCC are to promote and strengthen economic and social cooperation and integration among the countries of the Caribbean and with Latin America, including on gender issues; to promote the sharing of information and experiences among its membership; and to promote common positions and strategies on economic and social issues among Caribbean nations, and on their relations with third countries, and to present those positions to international forums and agencies, including on gender matters.

78. The Associate Social Affairs Officer stated that ECLAC's technical assistance and capacity building activities on the SDGs that include a gender perspective include the following: MAPS mission participation and contribution to SDG roadmaps; establishment of institutional framework for SDG implementation; SDG mainstreaming in existing NDPs; drafting of new NDPs aligned with the SDGs; drafting national gender equality policies aligned with the SDGs; assessment of national capacity to produce SDG indicators, including those with gender component; statistical capacity building, including gender data management; and technical assistance in the preparation of VNRs.

79. The Deputy Programme Manager, Gender and Development, CARICOM Secretariat spoke on the draft CARICOM Gender Equality Strategy and emphasized the need to accelerate the effective implementation of priority areas through a regional coordinated approach to achieve gender equality and empower all women and girls. The six priority areas are: (i) equality and social inclusion; (ii) freedom from violence; (iii) economic empowerment; (iv) good governance; (v) access to health services; (vi) and inclusive quality education.

80. She highlighted a gender analysis of the Caribbean which showed important findings in the following areas:

- Gender-based violence: health Survey data for Jamaica indicated that 28.8 per cent of women experience intimate partner physical and/or sexual violence in their lifetime, while in Trinidad and Tobago the figure is 35 per cent.
- Labour force: data from Barbados, Grenada, Guyana, Saint Lucia, Jamaica and Trinidad and Tobago showed that the unemployment rate for women is higher than for men, while men are more likely than women to be part of the labour force across all the countries.
- Governance: there are more women in senior positions in the public service, however, in the political sphere, the top positions remain heavily dominated by men.
- Sexual and reproductive rights: Belize, Dominican Republic, Guyana, and Suriname have the highest teenage pregnancy rates, and the age of consent is often lower than the age for accessing reproductive health care.

81. She noted that some of the major issues were addressed in six policy areas. The countries that CARICOM worked with identified their top priorities, which varied by country. The areas prioritized were guided by Beijing to ensure women equality. This regional gender strategy is geared towards all citizens of the region and revealed the following issues: equality and social inclusion, freedom from violence, economic empowerment, good governance, access to health services, inclusive quality education.

82. The Deputy Programme Manager explained that in the realm of equality and social inclusion there is a need to strengthen institutional mechanisms to focus on equality and social inclusion. Therefore, with regards to the implementation of the Beijing Platform for Action it is important to

monitor and report on actions to advance gender equality and eliminate all forms of discrimination against women under CEDAW along with the Montevideo Strategy as a pathway to achieve the SDGs. All Member States except Montserrat have signed and ratified CEDAW.

83. However, regarding the optional Protocol only three countries have signed and ratified: Antigua and Barbuda, Belize and Saint Kitts and Nevis. There is an opportunity to make a complaint to the CEDAW Committee and action is taken on that complaint.

84. She explained that with respect to freedom from violence, prevalence data from the Jamaica Women's Health Survey 2016 showed more than one in every four Jamaican women between the ages of 15 and 64 years will, over their lifetime, experience intimate partner physical and/or sexual violence. Also 25.2 per cent have experienced physical violence by a male partner; 27.8 per cent experienced intimate partner physical and/or sexual violence; 28.8 per cent suffered emotional abuse; and 8.5 per cent experienced economic abuse. The most vulnerable consisting of women with either no or low education, women who have been pregnant and women who began cohabiting with a male partner when they were minors, were those who have mostly experienced lifetime or current physical, sexual and emotional abuse. The freedom from violence Trinidad's Prevalence Survey statistics show similarities with the findings from Jamaica. The Trinidad survey revealed that 30 per cent of ever-partnered women experienced lifetime physical and/or sexual partner violence; with emotional violence representing the most common type among (35 per cent of women over their lifetime compared to 28.8 per cent in Jamaica).

85. There was evidence to show that men and women experience violence differently. Men are more likely to die because of violence from other men, interpersonal and strangers; and from suicide. However, women are more likely to die at the hands of someone close to them, including husbands and other intimate partners whom they are often emotionally involved with, and economically dependent upon.

86. Much of the youth violence is associated with high youth unemployment, violence in the home, school drop-out, crime and drug abuse. Youth violence is also prevalent due to punitive rather than rehabilitative response, with the lack of a proper juvenile justice system in the region.

87. The Deputy Programme Manager also noted that women and girls were the most vulnerable. While both women and men can be sexually harassed; women and girls suffer disproportionately. Many young women are exploited and forced into sexual liaisons with their male employers to obtain or retain employment. Sexual favours are the "quid pro quo" for permanent job security or advancement. This type of harassment in the workplace frequently destroys a productive working environment and the self-esteem of those who experience it. A key factor is "the authority/power which the harasser wields over the victim who is usually at a disadvantage owing to her fragile economic position."

88. Regarding economic empowerment, occupational stereotyping has persisted for both sexes highlighting the need for more proactive policies and programmes to fulfil commitments to CEDAW and the SDGs to achieve gender equality and the empowerment of women. Although more women are entering the paid work force, the region must raise the labour force participation rate of women (CEDAW's recommendation).

89. She further noted that a gender analysis of the labour force in six CARICOM countries; namely Barbados, Grenada, Guyana, Saint Lucia, Jamaica, and Trinidad and Tobago demonstrates that the unemployment rate for women is higher than the rate for men across all focus countries. Conversely, men are more likely than women to be part of the labour force across all the countries. This is expected

given women's disproportionate responsibility for unpaid care work as well as their greater longevity (UN-Women draft).

90. The proportion of the employed male working-age population ranges from 57 per cent in Grenada to 67 per cent in Jamaica, and Trinidad and Tobago, while for women, the range is from 35 per cent in Guyana to 55 per cent in Barbados. In all countries, the employment rate is lower for women than for men. The gender gap is especially large in Guyana, and smallest in Barbados.

91. She explained how a form of social protection for women could mean educating their children and feeding the family. Good governance highlights leadership and decision-making that is participatory, accountable, transparent, effective, equitable and inclusive and follows the rule of law. It assures that corruption is minimized and the views of the most vulnerable are considered in decision-making.

92. The Deputy Programme Manager stated that more women in senior positions are in the public service. Several gains in political participation have slipped from two female Prime Ministers in CARICOM in 2015 to only one newly elected in 2019. Governance remains tilted in favour of male leadership in the public and private sectors.

93. Analysis of health services showed an increase in sexual and reproductive rights (taking a life cycle approach and not discriminating against any sexually diverse populations) and an STI/HIV reduction (seeing this in a holistic manner and not with HIV as a stand alone issue) which includes prevention of mother to child transmission. Overall access to quality healthcare services in both urban and rural locations has increased. However, maternal mortality remains an issue in the region with ratios more than 100 per 100,000 persons reported in Jamaica, Guyana, and Suriname and around 46–43 per 100,000 persons in Trinidad and Tobago, Barbados, Belize, Saint Vincent and the Grenadines and the Bahamas. Teenage pregnancy is also rampant in Belize, Guyana, Dominican Republic and Suriname.

94. Regarding inclusive quality education, she noted that Caribbean countries have made great strides in achieving near universal enrolment at the primary and secondary levels. However, low completion rates at the secondary level remain a concern. It is considered an area of success for women in the region as their achievement of higher levels of secondary and tertiary certification in most countries continues to surpass that of males. However, top jobs are still dominated by men, owing to structural/systemic barriers.

95. CARICOM's Regional Education and Human Resource Development 2030 Strategy aims to look at a 'whole systems' approach to educational transformation including the architecture and governance of the education system in addition to curriculum content to better prepare our youth to compete regionally and globally.

96. The vision of the draft CARICOM Gender Equality Strategy is guided by the Vision of the Caribbean Community articulated in the CARICOM Strategic Plan: A Caribbean Community that is integrated, inclusive and resilient; driven by knowledge, excellence, innovation and productivity; a Community where every citizen is secure and has the opportunity to realize his or her potential with guaranteed human rights and social justice; and contributes to, and shares in, its economic, social and cultural prosperity; a Community which is a unified and competitive force in the global arena. The guiding principles of the strategy include: rights-based, good governance, harmonization, transformative, partnership of women and men and systematic mainstreaming.

97. A regional strategy is necessary for the following reasons: it protects the human rights of women and men, boys and girls as enshrined in national constitutions and in relevant international

conventions; it ensures regional accountability for commitments made to national policies and programmes as well as relevant international conventions like CEDAW; it provides national policymakers, civil society organizations and international development agencies with a reference point for recognizing and addressing gender issues and making gender responsive, human rights-oriented policy decisions; it will also address the fundamental causes of gender inequality and other inequities and place the family and the community at the centre of this process of change; acts as a basis for transforming gender relations regionally, within the family and the community, and across all levels of public and private institutions; provides an impetus and framework for national policy development.

98. Finally, she noted that the overall goal of the CARICOM Gender Equality Strategy is to accelerate the effective implementation of priority actions through a regional coordinated approach to achieve gender equality and empower all women and girls.

Discussion

99. The representative of Grenada noted that she is pleased with the state of statistics in the subregion, but she would like to see the other aspects addressed. She addressed the issue of generalization relating to gender and health, noting that generally men were not accessing care as frequently as women. She wondered whether women were accessing this care for pregnancy, or for their own health? She also wondered what were the main reasons why the life expectancy for women was higher than for men?

100. The representative of the British Virgin Islands enquired about the status of associate members, whether they were considered in this strategy or if not whether CARICOM was willing to “pitch” it to them. She expressed concern on the reporting burden placed on their focal points due to requests from different organizations, many of which asked for similar information. She proposed a new system where preceding documents could be available to inform subsequent documents in order to continue to address relevant issues. In response, the CARICOM representative stated that the Caribbean Community wanted feedback from Member States on this policy to ensure the gender policy was aligned with their national policies so the countries will not have to report. She urged the meeting participants that the indicators were there for their use.

101. The representative of from the Bahamas drawing on her experience at a Caribbean Development Bank meeting, stated there were Gender Ministers and Directors invited with the purpose of reviewing and updating the gender policy. She hoped for forums where the Ministers and gender Directors could work together in the Caribbean region in a concentrated manner leading to an outcome in a timely manner.

102. The representative of Saint Vincent and the Grenadines acknowledged the challenges with the process, stating that they would like to target certain aspects of the gender issue. At the United Nations Commission for the Status of Women (CSW) in March 2019 there were some areas of contention with respect to sexual reproductive rights. She explained in Saint Vincent and the Grenadines sex was still a taboo, however, they were considering incorporating it into their curriculum in a more comprehensive way. One of the contradictions in their society was the legal age of consent being fifteen, however girls could not access condoms (contraceptives) without parental guidance until they were eighteen years old. She indicated that with reforms these measures could assist in reducing HIV infection and pregnancy. She shared another issue related to women in their society where women were reluctant to put themselves forward as candidates. She informed the meeting that they could start a training programme to encourage women’s participation in the political forum. The goal will

be to train and guide a cadre of women in Saint Vincent and the Grenadines to take up the political mandate. They were hoping for an intervention from CARICOM in this regard.

103. The CARICOM representative noted that across nine countries involved in the study, the age of consent is fifteen while the age to access contraception is eighteen. This raised the issues: how can persons of this age group be legally allowed to have sex, while being prevented from accessing contraception?

104. The representative of UN-WOMEN referred to the Planning Observatory and enquired whether gender mainstreaming may be applied in that situation. She also referenced the gender strategy for CARICOM Central American Integration System - Sistema de la Integración Centroamericana (SICA) in South America and asked whether there was an evaluation and monitoring system to track that progress. The Associate Social Affairs Officer responded stating that the observatory for planning and development houses all development plans.

105. The ACS representative noted that a regional organization like ECLAC could examine gender both as a process and a goal. In this way the issue can be addressed from the perspective of process and results. She noted that agencies like that the ACS could augment their delivery to facilitate the harmonization of the reporting strategy. She explained that the ACS mainstreamed gender and migration across all areas. She was convinced that agencies needed to change the reporting structure to allow for information to feed into various reports. The reporting landscape was quite demanding as Member States are committed to report to many platforms which they could not manage on their own. Agencies must leverage their knowledge to bring it to the policy level.

5. Closure of the meeting

106. The Coordinator, Statistics and Social Development Unit, ECLAC thanked all participants for their contribution. He noted that the workshop was successful and, if anticipated, could have been made a two-day event with more technical content on gender mainstreaming. He noted the importance of gender statistics and observed that, in the case of Saint Lucia, gender data were successfully used to produce key gender statistics.

107. He emphasized the passionate nature of gender and highlighted some key issues requiring further dialogue: identifying the entry points of influence for policy and programmes in our respective areas; gender equality and empowerment of girls and women in the 2030 Agenda and SDGs; measuring the implementation of gender equality; and access to reproductive care for women.

108. He also highlighted the Working Group on Gender Statistics of the Statistical Conference of the Americas for which ECLAC's Division of Gender Affairs serves as the Secretariat. The Working Group and the CARICOM Gender Equality Index (GEI) model of UN-Women are dedicated to the production and dissemination of disaggregated data on gender. The Regional Gender Observatory is another initiative working to promote gender statistics in the region. He reiterated the availability of data and encouraged countries to utilize these data resources. He noted that ECLAC was supporting Saint Lucia in the area of gender statistics developments. He emphasized the necessity of establishing baselines for gender indicators as they help highlight data gaps, in which case appropriate strategies could be designed to address them.

109. The burden of report was a major issue among Member States. ECLAC wants the reporting process to be useful but not burdensome and therefore would facilitate necessary change, after an assessment of the situation, to ensure a more effective reporting process.

110. He cautioned against using the gender platform to solely highlight the issues facing girls and women in the region and called for equal recognition of the region's boys and men. It is easy to overlook reverse discrimination and gave an example to reinforce this point. He suggested that the situation facing boys in the subregion may pose future development challenges and needs to be investigated and addressed. He cited examples of students' performance in examinations in select countries. In Jamaica, results of the Grade Six Achievement Test (GSAT) revealed the top students were three boys and three girls. In Trinidad and Tobago, the top student was usually a girl but in 2017 it was a boy. From the study in 2010 it was highlighted that girls outperformed boys overall, but boys outperformed girls in mathematics. In Grenada, there was no clear evidence that boys were underperforming but the statistics demonstrate that boys were three times more likely to repeat examinations as compared to the girls. He cautioned that given the unequal educational performance and outcomes, there was danger in applying gender equality policies in job placement where officials may be forced or pressured to ensure it adheres to equal representation of genders, resulting in the selection of a candidates that may not be the best suited for a position.

111. He highlighted data showing that gender-based violence is mostly perpetrated by intimate partners. Strategies are, therefore, needed to address this issue to assist girls and women and also to assist boys and men in reducing these statistics.

112. The Coordinator underscored that gender mainstreaming work is in its infancy but that it is critical in advancing the gender agenda and in supporting the Member States as they develop their strategies and policies.

Annex I

LIST OF PARTICIPANTS

A. Member States

BAHAMAS

Delegation member:

- Jacinta Higgs, Director, Department of Gender and Family Affairs, Ministry of Social Services and Urban Development

BARBADOS

Delegation member:

- Lynn Armstrong, Director (Ag.), National HIV/AIDS Commission

BELIZE

Delegation member:

- Anna Williams, Director, Women's Department, Ministry of Human Development, Social Transformation and Poverty Alleviation

CHILE

Delegation member:

- Stefanía Doebbel, International Affairs Adviser, Ministry of Women and Gender Equality

DOMINICA

Delegation member:

- Joyette Fabien, Assistant Secretary, Ministry of Ecclesiastical Affairs, Family and Gender Affairs

GRENADA

Delegation member:

- Elaine Henry-McQueen, Senior Programme Officer for Gender and Family Affairs, Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment

GUYANA

Delegation member:

- Abike Benjamin-Samuels, Deputy Director of Social Services, Ministry of Social Protection

JAMAICA

Delegation member:

- Sharon Coburn Robinson, Director (Ag.), Bureau of Gender Affairs

SAINT KITTS AND NEVIS

Delegation member:

- Ceilia Christopher, Director of Gender Affairs, Ministry of Community Development Gender Affairs and Social Services

SAINT LUCIA

Delegation member:

- Janey Joseph, Director, Gender Relations, Ministry of Education, Innovation, Gender Relations and Sustainable Development

SAINT VINCENT AND THE GRENADINESRepresentative:

- Hon. Frederick Stephenson, Minister of National Mobilization, Social Development, the Family, Gender, Persons with Disabilities and Youth Affairs

Delegation member:

- La Fleur Quammie, Coordinator (Ag.), Gender Affairs Division

TRINIDAD AND TOBAGORepresentative :

- Hon. Ayanna Webster-Roy, Minister of State, Office of the Prime Minister

Delegation members:

- Joanne Deoraj , Permanent Secretary, Ministry of Planning and Development
- Jacqueline Johnson, Permanent Secretary, Gender and Child Affairs, Office of the Prime Minister
- Gaietry Pargass, Senior Legal Adviser, Office of the Prime Minister
- Antoinette Jack-Martin, Director of Gender, Gender and Child Affairs, Office of the Prime Minister
- Meera Ramesar, Director (Ag.) Socioeconomic Policy Planning, Ministry of Planning and Development
- Shelley-Ann Hart, Project Execution Officer, Gender and Child Affairs, Office of the Prime Minister
- Patricia Hackett, Gender Training Officer, Gender and Child Affairs, Office of the Prime Minister
- Keilona St John, International Cooperation Desk Assistant, Office of the Prime Minister
- Jemmimah Wilson, Senior Policy Specialist, Office of the Prime Minister
- Camille Gaghadar, International Relations Officer, Ministry of Foreign and CARICOM Affairs
- Kemba Dillon, Corporate Communications Officer, Gender and Child Affairs, Office of the Prime Minister
- Londa Paul, Senior Secretary, Gender and Child Affairs, Office of the Prime Minister

B. Associate members**ANGUILLA**Delegation member:

- Ronya Foy Connor, Gender Development Coordinator, Gender Affairs Unit, Ministry of Social Development

BRITISH VIRGIN ISLANDSDelegation member:

- Tara Sue-Morgan, Gender Affairs Coordinator, Office of Gender Affairs, Ministry of Health and Social Development

CAYMAN ISLANDSDelegation member:

- Karlene Bramwell, Senior Policy Analyst, Gender Diversity and Equality, Gender Affairs Unit, Ministry of Community Affairs

SINT MAARTENDelegation members:

- Elenia Baptiste-Boasman, Coordinator and Social Worker, Women's Desk, Department of Community Development, Family, and Humanitarian Affairs, Ministry of Public Health, Social Development, and Labour
- Malayka Marlin, Policy Support Worker, Department of Community Development, Family, and Humanitarian Affairs, Ministry of Public Health, Social Development, and Labour

TURKS AND CAICOS ISLANDSDelegation member:

- Tinavia Arthur, Research Programme Officer, Department of Gender Affairs, Ministry of Education, Youth, Culture, Social and Library Services

C. United Nations Secretariat**Department of Global Communications (DGC)**

- Amanda Laurence, National Information Officer, United Nations Information Centre for the Caribbean Area

United Nations Resident Coordinator Offices (UNRCO)

- Marina Walter, United Nations Resident Coordinator, Trinidad and Tobago, Suriname, Aruba, Curaçao and Sint Maarten

D. United Nations Funds and Programmes**United Nations Development Programme (UNDP)**

- Isele Robinson-Cooper, Programme Officer, Poverty and Social Policy, UNDP Trinidad and Tobago, Suriname, Aruba, Curacao and Sint Maarten

United Nations Population Fund (UNFPA)

- Alison Drayton, Director and Representative, UNFPA Caribbean

United Nations Children's Fund (UNICEF)

- Candice Wallace, Child Protection Officer, UNICEF Office for the Eastern Caribbean Area

E. Specialized agencies**Food and Agriculture Organization of the United Nations (FAO)**

- Marissa Sheppard, Programme Assistant

International Maritime Organization (IMO)

- Shanna Mohammed, Administrative Assistant/Office Manager, Office of the Regional Maritime Adviser

Pan American Health Organization/World Health Organization (PAHO/WHO)

- Dr. Erica Wheeler, PAHO/WHO Representative, Trinidad and Tobago Office
- Izola Garcia, Consultant, Family Health and Disease Management, Trinidad and Tobago Office

- Nicola Taylor, Programme Management Specialist for the Dutch Island Territories, Trinidad and Tobago Office
- Safiya Clarke-Mendes, Intern, Trinidad and Tobago Office

F. Other Bodies and Entities of the United Nations

Office of the United Nations High Commissioner for Refugees (UNHCR)

- Maria Eleanora Benini, Protection Officer, Trinidad and Tobago Office
- Sommer Hunte, Senior Protection Assistant, Trinidad and Tobago Office

Joint United Nations Programme on HIV/AIDS (UNAIDS)

- Otilia St. Charles, PANCAP Global Fund Adviser, UNAIDS Caribbean Sub-Regional Team

United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)

- Laura González, Regional Evaluation Specialist, UN-Women Office Americas and the Caribbean

G. Other intergovernmental organizations

Association of Caribbean States (ACS)

- Tricia Barrow, Political Adviser
- Melissa Francois, Research Assistant

Caribbean Community (CARICOM)

- Ann-Marie Williams, Deputy Programme Manager, Gender and Development, Directorate of Human and Social Development

Caribbean Development Bank (CDB)

- Marlene Johnson, Operations Officer, Gender and Development Social Sector Division

Inter-American Development Bank (IDB)

- Neece Brathwaite, Operations Senior Associate, IDB Office in Trinidad and Tobago

Organization of American States (OAS)

- Marina Piper, Officer-in-Charge, OAS Office in Trinidad and Tobago

H. Other non-governmental organizations

Caribbean Male Action Network (CariMAN)

- Peter Douglas Weller, Community Clinical Psychologist

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Committee of Trinidad and Tobago

- Terry Ince, Founder/Convener

I. Academic institutions

University of the West Indies (UWI)

- Gabrielle Hosein, Head, Institute for Gender and Development Studies, St. Augustine Campus
- Tricia Basdeo-Gobin, Outreach and Research Assistant, Institute for Gender and Development Studies, St. Augustine Campus

J. Other participants

- Dwina Hiqq, Director of Women Enterprises, Bahamas Ying N Yang Solution
- Nela Khan, Former Member of Parliament

K. Secretariat

Economic Commission for Latin America and the Caribbean (ECLAC)

- Mario Castillo, Senior Economic Affairs Officer, Division of Gender Affairs
- Jimena Arias Feijoó, Social Affairs Officer, Office of the Secretary of the Commission
- Nicole Bidegain, Social Affairs Officer, Division of Gender Affairs
- Diana Rodríguez, Associate Economic Affairs Officer, Division of Gender Affairs

ECLAC subregional headquarters for the Caribbean

- Diane Quarless, Director
- Abdullahi Abdulkadri, Coordinator, Statistics and Social Development Unit
- Catarina Camarinhas, Social Affairs Officer, Statistics and Social Development Unit
- Francis Jones, Population Affairs Officer, Statistics and Social Development Unit
- Alexander Voccia, Coordinator, Strategic Planning and Outreach Unit
- Amelia Bleeker, Associate Programme Management Officer, Caribbean Knowledge Management Centre
- Lydia Rosa Gény, Associate Social Affairs Officer, Statistics and Social Development Unit
- Hidenobu Tokuda, Associate Economic Affairs Officer, Economic Development Unit
- Tricia Blackman, Library Assistant, Caribbean Knowledge Management Centre
- Denise Balgobin, Public Information Assistant, Strategic Planning and Outreach Unit
- Candice Gonzales, Research Assistant, Statistics and Social Development Unit
- Blaine Marcano, Public Information Assistant, Strategic Planning and Outreach Unit
- Aurélie Quiatol, Meetings Services Assistant, Programme Support Unit
- Elizabeth Thorne, Research Assistant, Sustainable Development and Disaster Unit
- Nyasha Skerrette, Economic Affairs Assistant, Economic Development Unit
- Rossano Thompson, Computer Information Assistant, Caribbean Knowledge Management Centre
- Veera Deokiesingh-Fraser, Public Information Assistant, Strategic Planning and Outreach Unit
- Gina Marajh, Research Assistant, Statistics and Social Development Unit
- Jeniffer Sankar-Sooknarine, Team Assistant, Programme Support Unit
- Arianna Ottley, Computer Information Assistant (on-the-job training (OJT))
- Deion Smith, Computer Information Assistant (on-the-job training (OJT))

Annex II**PROGRAMME**

- 09:15 - 09:30 **Registration of participants**
- 09:30 - 09:35 **Security briefing**
- 09:35 - 10:00 **Opening of Workshop on Gender Mainstreaming in National Sustainable Development Planning in the Caribbean**
 Chair: Alison Drayton, Director, UNFPA Regional Office for the Caribbean
- Hon. Ayanna Webster-Roy, Minister of State in the Office of the Prime Minister, Trinidad and Tobago
 - Diane Quarless, Director, ECLAC Subregional headquarters for the Caribbean
- 10:00 - 10:45 **Gender mainstreaming in national sustainable development planning in the Caribbean**
- Dr. Gabrielle Hosein, ECLAC Consultant
 - Discussion
- 10:45 - 11:15 *Group Photo and Coffee Break*
- 11:15 - 13:00 **Tools, methodologies and strategic approaches for mainstreaming gender in national development planning**
- Diana Rodríguez, Associate Economic Affairs Officer, ECLAC Division for Gender Affairs
 - Laura González Garcés, Regional Evaluation Specialist, UN Women Regional Office for the Americas and the Caribbean
 - Country presentations:
 - Elaine Henry-McQueen, Senior Programme Officer, Gender and Family Affairs, Grenada
 - Sharon Coburn Robinson, Senior Director (Actg.) Bureau of Gender Affairs, Jamaica
 - Joanne Deoraj, Permanent Secretary, Ministry of Planning and Development, Trinidad and Tobago
 - Discussion
- 13:00 - 14:30 *Lunch Break*
- 14:30 - 16:00 **Caribbean strategies for advancing the Regional Gender Agenda within the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals**

- Lydia Rosa Gény, Associate Social Affairs Officer, ECLAC Subregional headquarters for the Caribbean
- Ann-Marie Williams, Deputy Programme Manager, Gender and Development, CARICOM Secretariat
- Discussion

16:00 - 16:30

Conclusions

- Abdullahi Abdulkadri, Coordinator, Statistics and Social Development Unit, ECLAC Subregional headquarters for the Caribbean



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