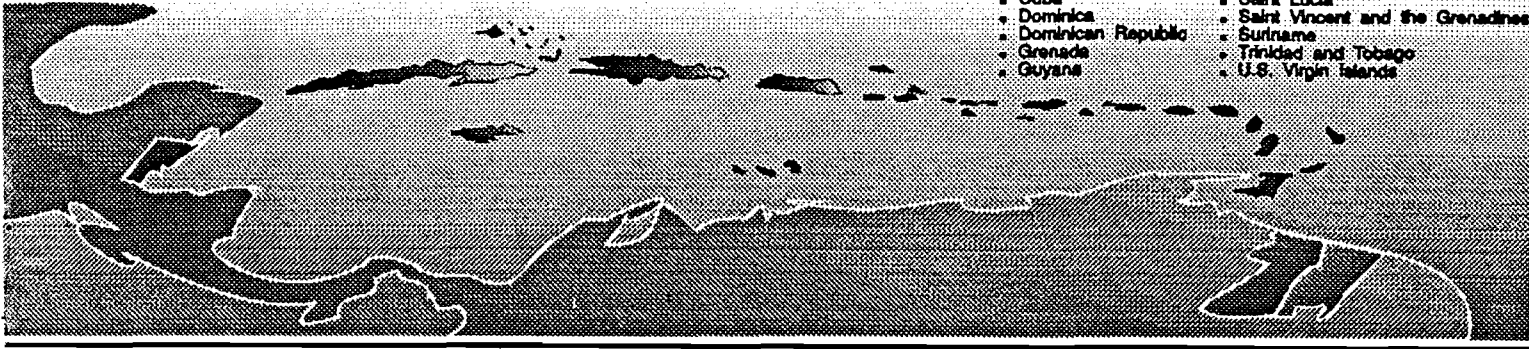




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Expert Group Meeting on  
Gender Planning  
Port-of-Spain, Trinidad and Tobago  
16-17 July 1997

GENERAL  
LC/CAR/G.506  
5 September 1997  
ORIGINAL: ENGLISH

## REPORT OF THE EXPERT GROUP MEETING ON GENDER PLANNING



UNITED NATIONS

ECONOMIC COMMISSION FOR LATIN AMERICA AND THE CARIBBEAN  
Subregional Headquarters for the Caribbean

CARIBBEAN DEVELOPMENT AND COOPERATION COMMITTEE



## **REPORT OF THE EXPERT GROUP MEETING ON GENDER PLANNING**

The Expert Group Meeting on Gender Planning was held on 16-17 July 1997, Port of Spain, Trinidad and Tobago. The United Nations Economic Commission for Latin America and the Caribbean/Caribbean Development and Cooperation Committee (ECLAC/CDCC), in collaboration with the Gender Equity Fund, (which is a gender specific programme of the Canadian International Development Agency (CIDA)), convened the meeting to ensure the successful implementation of the United Nations Fourth World Conference on Women - Platform For Action (FWCW-PFA).

Participants included representatives from governmental, academic and non-governmental sectors in the region. (A List of Participants is attached as Annex 1).

### **Agenda item 1: Opening**

Mr. Lancelot Busby, Officer-in-Charge, ECLAC Subregional Headquarters for the Caribbean, welcomed participants to the meeting and thanked the Canadian High Commissioner for his Government's support in this project. He also expressed appreciation to the Government Ministers in attendance for their inciteful comments and encouragement

He stated that pursuant to the CARICOM post-Beijing Regional Plan of Action which identified gender main streaming as a critical strategic issue, this group of experts had come together to explore and derive guidelines for gender planning which, once implemented, should strengthen the process of gender main streaming in the region. He wished the participants a successful and productive meeting.

His Excellency, Mr. Marc Lemieux, High Commissioner for Canada, expressed his appreciation to the ECLAC/CDCC secretariat for its pioneering work in the area of gender integration in the region. He identified the integration of women as a major programming priority of CIDA, which had updated its policy on Women in Development to include gender equity and women's empowerment in early 1995. He also drew attention to the opportunities through which Canada could share with the region the ways in which gender could be integrated into critical horizontal development concerns.

He was pleased to support the meeting through the Gender Equity Fund, whose purpose was to strengthen the key organizations of government, civil society and stakeholders in their ability to address gender issues. In this regard, he felt that gender planning was critical to the process of gender main streaming, the major benefit of which was to increase economic efficiency.

Senator the Hon. Daphne Phillips, Minister of Community Development, Culture and Women's Affairs, stated that since the Beijing conference in 1995 as well as the last Commonwealth Meeting of Ministers, the Division of Women Affairs of her Ministry, in collaboration with the wider network of women's organizations, had been concentrating on gender main streaming.

The process, she noted, involved the need for gender planning which itself necessitated gender analysis and participative research in the immediate indicators of gender equity. She cited some of the latest indicators for Trinidad and Tobago which showed that only 30 per cent of women participated in the labour force; and that income inequality between male and female in the private sector was as much as 50 per cent. As such, it was in this sector that the process must begin.

She wished the Expert Group success in their deliberations and anticipated that the outcomes of their meeting would influence and direct the input into the Caribbean Meeting of Ministers responsible for gender issues.

The Hon. Trevor Sudama, Minister of Planning and Development, Trinidad and Tobago, commended the ECLAC/CDCC secretariat for convening this expert group meeting to devise methodologies for gender planning.

He identified the urgent need for the continued collection of disaggregated national statistical data in economic and social sectors to identify the specific effects of changes in policies and programmes on men and women. It was, therefore, the first step of gender planning to accumulate gender sensitive data on the basis of which to plan.

The Ministry of Planning and Development of Trinidad and Tobago was in the process of developing a National Strategic Development Planning Framework for the period 1998-2004 which was to give broad direction to the development policies and programmes for the nation. He acknowledged that it was an opportune time to discuss the issue of gender planning methodologies as they would provide the analytical tools which would effectively impact on this undertaking.

### **Agenda item 2: Adoption of agenda**

The agenda, as adopted, was as follows:

1. Opening
2. Adoption of agenda
3. Presentation of background paper and discussion
4. Provision of guidelines for gender planning that would be applicable at the national level and acceptable to governments
5. Adoption of a methodology for the integration of a gender framework in the planning process and/or the use of gender planning in an agenda setting approach at the national and sectoral level
6. Closing.

### **Agenda item 3: Presentation of background paper and discussion**

In her presentation, *Integrating Gender Planning into National Development Plans*, Ms. Sonja T. Harris, Development Planner, stated that the discourse on gender analysis and planning begged the question of how to apply corrective measures to the inequities operative within the management of existing social institutions, whether public or private.

She identified three pillars of inequity on which the region's economic and social development systems were built, namely, race, class and gender. The focus of her paper was gender, specifically how the planning process could be improved with the integration of gender analysis and planning. (See paper by Ms. Harris attached.)

### **Agenda items 4 and 5:**

**Provision of guidelines for gender planning that would be applicable at the national level and acceptable to governments; and  
Adoption of a methodology for the integration of a gender framework in the planning process and/or the use of gender planning in an agenda setting approach at the national and sectoral level**

The objective of the meeting was to discern how to integrate the gender planning process within the national planning process. It was determined that certain core issues had to be addressed. These were:

- (a) The contextual issues facing planners in the Caribbean;
- (b) The indicators required for successful gender planning;
- (c) Development of functional linkages between the macro and micro level issues;
- (d) The role of the Strategic Gender Planner; interaction between the other players;
- (e) Information dissemination and training for gender planning;
- (f) The impact of gender planning on the private sector; the actual process of gender planning taking into account the Caribbean reality;
- (g) The issue of resource allocation and distribution given the current Caribbean economic reality.

It was suggested that these core issues should inform the guidelines for the design of the gender plan. The working groups identified five questions for exploration to arrive at these guidelines. These were :

- (a) How should the process be operationalized - should it be sectoral or integrated;
- (b) How could the use and value of social data be increased and where was that data to be found;
- (c) Identifying who should be involved in the process, should it begin in Women Affairs or in Planning;
- (d) What was the desired output; and
- (e) Resource allocation.

Contextual issues - Principles

The meeting agreed that the following principles should dictate the outcomes of the process. These were equity, justice and sustainable development, which when further expanded included:

- (a) Human rights;
- (b) Efficiency - in production and in use of resources;
- (c) Representation - all citizens having a voice and being listened to;
- (d) Democracy - equal access to the national development process;
- (e) Participation - involvement of all groups of civil society in opportunities and decision making;
- (f) Equitable resource distribution.

It was agreed that these principles were not new to the region as they were elaborated at United Nations world conferences, such as the Fourth World Conference on Women, the World Summit for Social Development and the World Conference on Small Island Developing States, and could be found in conventions agreed to by governments in the region such as the CEDAW, the Convention on the Rights of the Child and the ILO conventions, etc.

Indicators

It was agreed that the existing database for the purpose of gender planning in the Caribbean was found to be inadequate, especially with regard to disaggregating the contribution of males and females to the economy. This necessitated specifying the appropriate data to evaluate the areas of deficiency within the existing national development plan. This type of data would include, not only looking at numbers of males and females in a particular sector, but identifying which sector was providing opportunities for women, the types of activities in which they were involved and analyzing the gender divide in the export and domestic markets. These indicators were to complement the standard economic indicators to provide a gender profile of the various sectors within the economy and to provide direction.

Where should the gender planning process be based?

The working groups discussed two views as to where the gender planning function should be placed; whether within the planning agencies or within the Women's Affairs Division. This issue generated much discussion, as some planners felt it should lie with the planning agency, with Women's Affairs taking a monitoring and national coordinating role, however, the final consensus was that responsibility for the success of the gender planning process must rest with the Women's Affairs Ministry, working in very close collaboration with the planning agencies where the actual planning process would be generated. In addition, it was felt important to reiterate that all line ministries would have to be involved in the implementation of such gender planning. It was felt that the planning process had to be both sectoral and integrated.

Other players in the planning process would include international and regional agencies, the NGO community, research and academic institutions and consulting agencies. (See Figure 1)

Defining the desired output

The desired output was defined as the achievement of gender balance in the economic growth process with equity by countries. The development process might entail applying fiscal policies to improve gender equity while at the same time examining legislation and other interventions.

Resource allocation

It was agreed that the financial resources of the individual countries of the subregion did not necessarily have to be increased to incorporate gender planning, but instead might require more effective and efficient distribution. Engendering the database was necessary to inform the investment allocation process and to improve the choices to be made in project implementation.

□ Recommendations

The recommendations of the meeting were as follows:

1. A sound database is critical to the successful planning process and to facilitate that process the meeting recommended that a review should be undertaken of existing/recommended indicators, such as those generated through the preparatory process for the United Nations Fourth World Conference on Women; those generated by other international conferences and regional and international agencies. Out of such a process a body of indicators could be produced, which possessed the relevant specificity and be thus applicable to the Caribbean;
2. Within the context of the social policies agreed to by governments of the region, a gender profile of one or more countries, presenting different scenarios and including gender forecasting, as a tool to enhance the gender planning process should be produced;
3. A small number of countries as a pilot Caribbean project should be selected and those countries should engage in the gender planning process so as to enable countries to determine the needs of the process;
4. Governments should undertake gender planning, using the framework as suggested in Diagram 1, as quickly as possible.

□ Strategic actions

In order to see the recommendations through to fruition, a number of strategic actions were required. While it was agreed that legislation might be necessary to achieve the desired results of gender equity in development planning, it was not necessary that gender planning be mandated by law since it had no implication for taxation.

The consensus of the meeting was that six strategic actions should be presented to the Ministerial Meeting. These were:

- (a) A Strategic Gender Planner (SGP) should be contracted for a short-term period since it was envisioned that gender planning would be integrated into the national planning process;
- (b) Critical points of entry into the political system need to be established (see Table 1);
- (c) Central statistical offices in each country shared the relevant data to be used in the formulation of gender specific indicators;



(d) That in order to broaden the base of ownership of the gender planning process, information regarding the gender policy process, should be disseminated through public education processes, e.g. media, public lectures, etc. in order to broaden the base of ownership;

(e) The gender planning function shall be based in the economic arena but serve to bridge the gap between the social and the economic functions within the national planning processes;

(f) A pilot programme should be designed using a thematic entry to test the gender planning process. A suggested theme was poverty eradication, as it required a multi-sectoral approach for solution and thus relevant to the multi-sectoral nature of gender equity. It would also enhance the measurement of success of gender planning.

□ Role of the strategic gender planner

The meeting went on to outline the role of the strategic gender planner as it was viewed as a critical component of the process:

- (a) To liaise between planning agents and women's affairs.
- (b) To be responsible for the successful training of sectoral planners.
- (c) To be responsible to the Ministry of Women's Affairs.
- (d) To be an adviser on the monitoring and evaluating functions of the Ministry of Women's Affairs which would also be linked to sectoral functions.
- (e) To liaise with key stakeholders, including at points of entry.

**Agenda item 6: Closing**

The meeting hoped that their deliberations would be useful to governments in the region which were embarking on the engendering of their national planning framework and expressed a strong desire in seeing the implementation of the recommendations. The meeting closed with the usual exchange of courtesies.

# Figure 1 Gender Planning Process

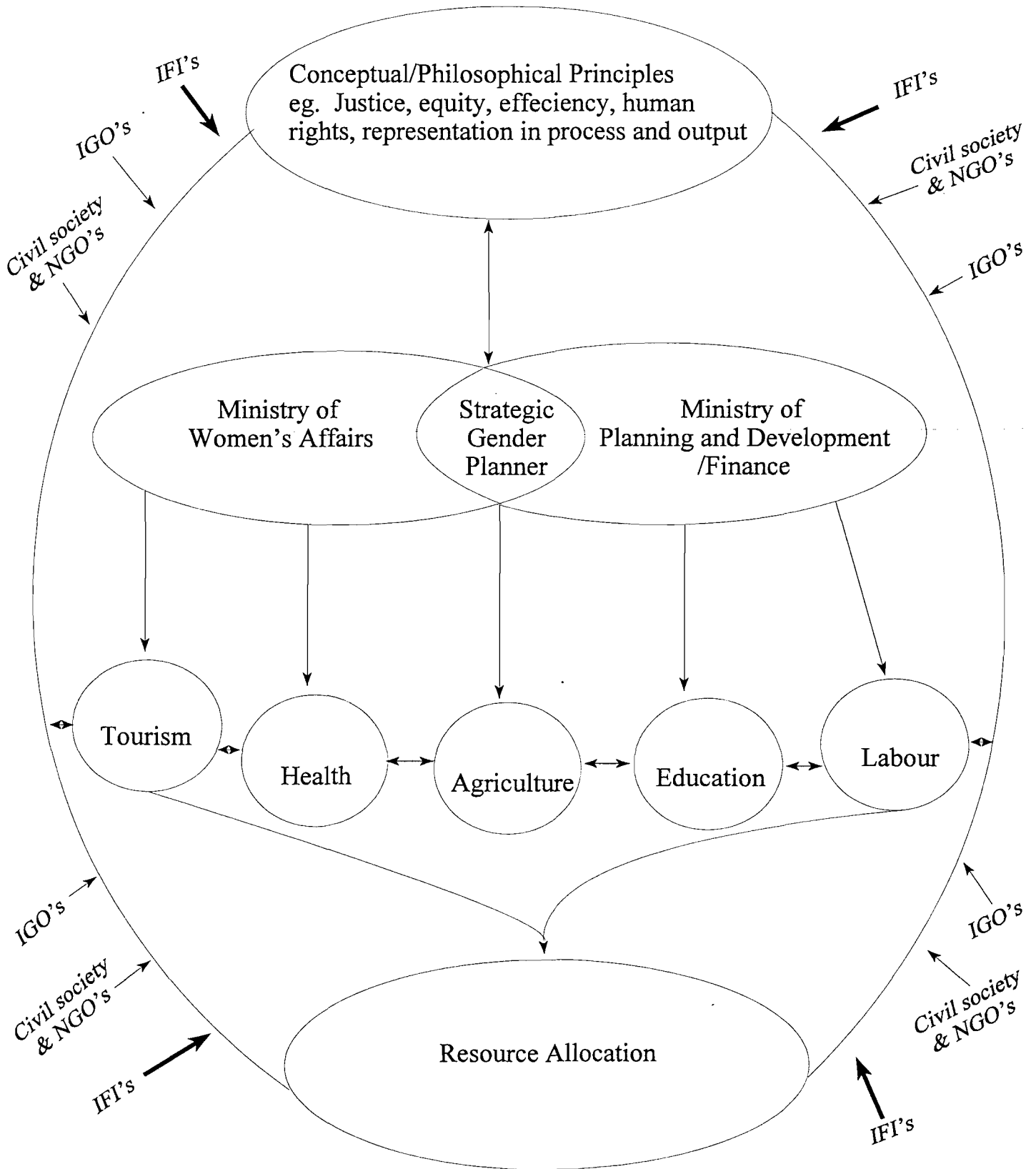


Table 1  
**CRITICAL ENTRY POINTS**

<b>Where</b>	<b>Who</b>	<b>How</b>
Cabinet		Ministry of Women's Affairs via Cabinet Note
Ministry of Planning and Development	Director of Planning	Training and Orientation of Directors and Senior Technicians
Ministry of Women's Affairs	Director of Women's Affairs	
Line Ministries/Sectoral Level	Focal points- Social and Economic Planners	Training/Orientation for focal points

Table 2  
**Roles and Responsibilities of Key Actors  
 in the Gender Planning Process**

Mediating Body/Key Actors	Role	Responsibility
<b>Strategic Gender Planner</b>	To engender the national planning process; to liaise with key actors i.e the Ministry of Planning and Development/Finance and the line ministries; to advise on training needs of technical staff; to provide orientation for directors of line ministries; etc.	Responsible to the Minister with responsibility for Women's Affairs; responsible for effective linkages of the macro and micro level planning process ; responsible for the monitoring and evaluation of the implementation of the engendered plans.
<b>Ministry of Women' Affairs</b>	The establishment of indicators for gender planning in conjunction with line Ministries; Monitoring of the gender planning process; evaluation of the gender planning process.	Responsible: for ensuring that the conceptual/philosophical principles of social justice, equity, efficiency, human rights, and sustainable human development are taken on board in the planning process as they impact on gender equity; for engendering the planning process; for the final analysis of the status of women in the country.
<b>Ministry of Planning and Development/ Ministries of Finance</b>	Direct the gender planning process between line ministries and planners.	Responsible for effective gender planning.
<b>Line Ministries</b>	Engage target group in the planning process; collect data for the indicators; conduct analysis of data; ensure planning addresses the practical and strategic needs of women; provide the output of the gender planning process which will be forwarded to the Ministry of Planning and Development/ Finance and Ministry of Women's Affairs.	The soundness of the data collected; for the implementation of the engendered plans.

<b>Mediating Body/Key Actors</b>	<b>Role</b>	<b>Responsibility</b>
<b>IFIs/IGOs and International Agencies</b>	Support the engendering process through financial assistance or through the provision of technical assistance.	
<b>Civil Society/NGOs</b>	Lend their expertise regarding knowledge of the target group in the planning process.	Assist in the implementation of the engendered plan and in its monitoring and evaluation.



Annex**LIST OF PARTICIPANTS**

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Her Excellency  
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