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STUDIES AND PERSPECTIVES

ECLAC SUBREGIONAL HEADQUARTERS FOR **THE CARIBBEAN**

Caribbean synthesis review and appraisal report on the implementation of the Beijing Declaration and Platform for Action

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UNITED NATIONS

ECLAC

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Abstract

The Caribbean sub-regional synthesis report, covering 12 countries, assesses progress towards the gender equality goals articulated in the 1995 World Conference on Women, which produced the Beijing Platform for Action (BPfA). The process leading to the preparation of the report has involved a series of national, regional and global consultations that will culminate in the Beijing + 20 Review. The process has also led to the formulation of the Caribbean Joint Statement on Gender Equality and the Post-2015, as well as the SIDS Agenda, both of which express Caribbean perspectives and expectations regarding gender equality.

The present report provides evidence that while some progress has been made in the form of new legislation, and in increased representation of women in government leadership, gender equality in governance remains tilted in favour of male leadership. There are continuing challenges to women's full participation in productive, paid activities. Wage discrimination persists, and Gender-Based Violence (GBV) continues with an intensity that leaves women in pain and families in a dysfunctional state. The report also draws attention to poverty affecting youth in the region, insofar as they are among those most prone to income deprivation, as reported in several recent country poverty assessments. Poverty among young people is often associated with unsustainably high levels of unemployment, and can lead to criminal behaviour, especially among male youth facing poverty, as well as to susceptibility to sexual violations, especially among female youth. Human trafficking and drug-related crimes are persistent manifestations of social destabilization in a sub-region still recovering from the effects of the recent global financial crisis.

Women and Poverty: While the general trend reported in the National Reviews associates poverty with female headship of households and unemployment, there are divergences from this trend that warrant a closer examination of the causes of the elevated levels of male poverty in some households. Quantitative data obtained from Country Poverty Assessments (CPA) reveal patterns in which more women can be susceptible to poverty as heads of households, although in some countries poverty levels are comparable for male and female heads of households, and income poverty levels do not by themselves express vulnerabilities women face as primary care givers in households. The poverty analysis reveals that children and youth are the group that is most affected by poverty. This trend will have a bearing on the future social stability in many countries, including since it increases the likelihood of crime among youth perpetrators desperate for income and recognition. Current patterns suggest that

male youth will be more prone to criminal activity, and this imposes an additional strain on already fragile households where females are sole providers.

Education and Training of Women: The findings reported in National Reviews conform to expected trends of gender in education and training. The enduring disparity between educational attainment and employment as it affects the female labour force has been exhaustively documented. Despite their predominance as participants in higher education in the formal education system, women continue to face more severe unemployment, lower wages, higher levels of poverty and lower representation in decision-making positions. The most consistent observation is the pronounced gender differentials in participation at the secondary and tertiary levels, which favours females. There is misalignment of an enduring disparity between educational attainment and employment, evidenced by higher unemployment levels for women despite their educational achievement. This points to a need to break the cycle of study choices that lead to stereotypical occupational destinations and possibly lower wages for women in certain occupations. *Career counselling is required on a more extensive basis to draw males and females away from gender stereotypes, and to pursue careers defined by industry needs rather than by gender. As well, the promotion of successful women in non-traditional areas is a key measure to counter the established gender occupational stereotypes.*

Violence Against Women: The increasing numbers of cases reported suggest higher levels of consciousness about the criminal nature of Gender Based Violence (GBV), and the empowerment of women who understand the importance of taking action. There have been significant investments in legislation to protect survivors of GBV, and in several countries the police have augmented their efforts in data collection. Programmes to assist with the transition of victims of domestic violence appear to be on the increase. As important as these remedial efforts are, there are strong indications that controlling violence requires actions to increase the economic independence of women caught in the cycle of abuse by male partners on whom they depend for livelihood needs. Poverty reduction is therefore a crucial element of all efforts to eliminate GBV.

As the occurrences of domestic violence have risen in the majority of countries, attention is drawn to the underlying causes that include weak legislation; inadequate measures for enforcement and a culture of impunity. *Empowering survivors, police training, review of legislation; increasing the punitive measures for perpetrators, and above all addressing the systemic poverty and deprivation are critical interventions to address GBV.*

Institutional Mechanisms for the Advancement of Women: National machineries have remained a critical mechanism for normative policy and programming support to women's empowerment. A 2014 survey of National Gender/Women's Machineries (NWMs) confirmed that the majority of countries covered in the survey[1] lacked a National Gender Policy, while in several countries the policy was under review.

From the 2014 NWM survey results and the 2010 assessment of progress on the BPfA, one of the most outstanding accomplishments of the NWMs has been the drafting of and lobbying for legislation to address gender inequality based on the CARICOM model legislation. Legislative reforms in property and inheritance; maternity leave; rights of children born out of wedlock; domestic violence and sexual offences have been adopted in the majority of countries. In some countries, legislation has been introduced on sexual harassment, minimum wages, paternity leave, and rape as an offence within marriage. However, in some other countries, gaps persist in legislation on the rights to inheritance, the entitlement of women in common law unions, sexual harassment, family maintenance, sexual offenses, and equal pay.

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[1] The survey covered Antigua and Barbuda, St. Kitts Nevis, St. Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, St. Lucia, Jamaica, Suriname and Belize.

The consensus emerging at the 6-7 May 2014 meeting of directors of Gender/Women's Bureaus was the *need for NWMs to be independent bodies, unencumbered by a ministerial affiliation*. The independence was necessary both for the purposes using time efficiently as well as to provide latitude for the Machinery to intervene in any ministry, as required of a gender mainstreaming strategy.

Women and Health: Health care can be considered an area in which the delivery of services is stable or has improved in some countries. At least one country has initiated plans for a Gender Management System in the health sector. Although there is greater awareness of some disease conditions such as HIV/AIDS in almost all the countries, there are lingering concerns that some people living with AIDS are not aware of their illness. Reports of maternal mortality in some of the countries are alarmingly high, raising questions about the capacity of health systems in some countries to address this critical issue. *Among the obstacles to be overcome is the need to empower women who are drawn into risky sexual relationships, the augmentation of data gathering efforts to disaggregate the occurrence of HIV/AIDS, and recognition of sexual diversity as a fundamental right that should not hinder access to health care services*.

Women and the Economy: There has been an increase in the labour force participation rates of women in some countries, although the regional average continues to show sharp gender differentials in favour of males. Unemployment of males has risen in some countries, while labour force participation rates have increased for females as shown in the regional average. Several country reports note women's involvement in small business enterprises that are often under-capitalised, and challenges in access to credit by women. *Measures required to change the status quo include extending credit to women entrepreneurs who may lack the asset base to qualify for loans; and more outreach to industry that might lead to improving employment opportunities for women and addressing wage inequality.*

Women, Power and Decision-Making: Although the improved representation of women in public leadership is considered a significant achievement in a number of the countries that prepared 2014 Beijing + 20 National Reviews, the regional average is not expected to reach the 30 percent commitment required by Millenniun Development Goal 3 to meet Target 3 A by 2015. Overall, the percentage of female ministers has declined in eight of 11 countries between the two most recent government terms, as reported by the Economic Commission and Latin America and the Caribbean using 2011 data. The percentage of female judges in the Supreme Court has increased for the region as a whole since 1995. It is inevitable that more women will become politically involved in national political parties. *What appears to be a critical need is for support systems to encourage women to participate in politics, and for their access to influential figures that can be role models as well as open doors to economic resources and provide strategic guidance.*

Women and Human rights: There is convincing evidence in the country reports of advances in legislation, despite observed shortcomings in the CARICOM model legislation that now needs to be revised. Notwithstanding the forward steps taken in introducing legislation, its impact needs to be properly assessed and emerging gaps need to be identified and corrected. Much of the new legislation is not well known in the public domain and requires a communication strategy that encompassing public education and awareness building at all levels. Only two countries reported on specific national legislation to prevent gender-based discrimination. Another area in which countries have progressed slowly is in the laws on nationality that prevent women from passing on nationality to their spouses and children. *To implement legislation, countries require a policy framework that directs planners and policy makers to measures that give effect to gender equality. This policy process is at varying stages in countries reviewed.*

Women and the Environment: Efforts to integrate gender into environmental management are negatively affected by the lack of legislative frameworks to promote gender planning, by gender stereotypes in the institutional frameworks with males at the leadership core and females in support roles, by the lack of engagement of national gender machineries, and by the lack of sex-disaggregated data collection and use.

Women and Armed Conflict: Armed conflict is not an issue of concern for Caribbean countries, except for Jamaica which has deployed female combatants in certain war-torn zones as part of UN peace keeping operations.

Women and the Media: The indications are that while progress has been made by some women's/gender machineries in the use of mainstream media to promote gender equality, much more can be done. In terms of social media, there appears to be very little use to date of this mechanism for advocacy, dialogue and policy influence. Country reports focused on the sexual objectification of women, through mainstream media, cultural performances and gender stereotyping where women are used as the subject of lurid and derogatory images.

The Girl Child: Dramatic statistics from National Reviews and other sources paint a picture of a highly volatile environment for girl children in the region. The evidence points to increasing vulnerability of girl children as victims of sexual abuse and violence, human trafficking, economic insecurity, life threatening illnesses including HIV/AIDS, high levels of fertility and interruptions in their education due to pregnancy. A joint country and inter-agency strategy conference is necessary to address this potentially explosive situation that threatens rights and inflicts personal infringements of the youth. *A joint country and inter-agency strategy conference is necessary to address this potentially explosive situation that threatens rights and inflicts personal infringements of the youth*.

Introduction

A. Background

The 20th Anniversary of the Beijing Platform of Action represents a milestone in the global movement towards gender equality. Since the Mexico Conference of 1975, and well before the Beijing Platform of Action was developed, Caribbean countries and countries all over the world had pressed for legislative, policy, and programmatic changes to reverse the trends of gender inequality that have constrained social and economic development, and restricted women's participation in society.

It is against this background that countries of the Caribbean are evaluating progress achieved since the 1995 Beijing Platform for Action (BPfA). The exercise leading to the preparation of the sub-regional synthesis report is framed by a series of national, regional and global consultations that will culminate with the Beijing + 20 Review. The Caribbean Joint Statement on Gender Equality and the Post-2015 and Small Islands Developing States (SIDS) Agenda express Caribbean perspectives and expectations for gender equality.[2] The Joint Statement will advocate for Gender Equality in the Post-2015 and SIDS Agenda as a stand-alone goal.

During the proceedings of the Commission on the Status of Women in March 2014, it was noted that global "*review and appraisal of the implementation of the Beijing Declaration and Platform for Action will be undertaken by the United Nations. The United Nations Economic Commission for Latin America and the Caribbean (ECLAC) is mandated by the Economic and Social Council (ECOSOC), in Resolution E/RES/2013/18[3] to provide support in the follow up process to the Fourth World Conference on Women and the outcomes of the twenty-third special session of the General Assembly.[4]*" To this end, this report is in direct response to the mandate.

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[2]   Caribbean Joint Statement on Gender Equality and the Post 2015 and SIDS Agenda (UN Women, http://www.unifemcar.org/ma_.cfm? ID=193&link_=12&pagetitle=Materials).

[3]   ECOSOC 2013. Resolution adopted by the Economic and Social Council on 24 July 2013, 2013/18. Future organization and methods of work of the Commission on the Status of Women on the Status of Women http://www.un.org/ga/search/view_doc.asp? symbol=E/RES/2013/18&Lang=E.

[4]   Terms of Reference, page 2.

The ECLAC Sub-regional Headquarters for the Caribbean has led the preparation of a Caribbean Synthesis Review and Appraisal Report, to assess the progress of the Member States of the sub-region in implementing the Beijing Declaration and Platform for Action twenty years following its adoption. This review process has involved the preparation of National Reports, and a meeting of the Sixth Session of Gender/Women's National Machineries of the CARICOM region convened in Barbados in May 2014 by the CARICOM Secretariat with the support of UN Women.[5] Leading up to the meeting, the CARICOM Secretariat in collaboration with UN Women commissioned a survey of National Women's Machineries, which was reviewed by the meeting.

This Caribbean sub-regional synthesis report examines progress made by Caribbean states at the national level, and analyses the achievements and continuing challenges faced by the sub-region in implementation of the Beijing Platform for Action.

B. Methodology

The first step if the methodology was the review of twelve (12) Beijing + 20 National Reviews documenting changes since 1995. Reports were submitted by Antigua and Barbuda, the Bahamas, Barbados, the Cayman Islands, Dominica, Grenada, Guyana, Jamaica, St Vincent and the Grenadines, Suriname, Trinidad and Tobago, and Turks and Caicos Islands (TCI). In addition to the twelve countries that submitted reports, data are included for two countries (Belize and St. Lucia) that did not submit national reports. Therefore, in all, fourteen (14) countries are covered in this review. Annex Table 1 outlines the key approaches and activities carried out as part of the methodology. In general the statistical data available in the national reviews were limited, and additional sources of information were procured to inform gender the analysis presented in this report.

C. Structure of the report

The Report is divided into three main sections. Following the Introduction, Section I reports on progress achieved at the country and regional levels under the 12 themes designated for the Beijing + 20 progress review, as follows:

- Women and Poverty
- Education and Training of Women
- Women and Health
- Violence against Women
- Women and Armed Conflict
- Women and the Economy
- Women in Power and Decision Making
- Institutional Mechanisms for the advancement of Women
- Women and Human Rights
- Women and the Media
- Women and the Environment
- The Girl Child

In Section II the report examines the achievements and challenges experienced by the reporting countries, noting the commonalities and differences in these experiences. Section III reflects on the way forward, noting gaps, issues of concern, and future strategic pathways to engender equality, underscoring the primacy of rights as a fundamental platform to secure women's empowerment.

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[5]   The Sixth Meeting of the Directors/Coordinators of Women's/Gender Bureaux in the CARICOM region held at the Accra Beach Hotel and Spa, Barbados 6-7 May 2014.

I.   Review of progress

A.   Regional overview

1.   Demographic trends

Among the countries reporting on the Beijing +20 Review, Jamaica is the most populated with over 2.6 million inhabitants, while the least populated is the Turks and Caicos Islands with a population of 31, 854 inhabitants (see table 1). The sex ratio, a measure of the number of males per females in the population, shows that the population of males exceeds that of females in five of the 12 countries covered in the report (Dominica, St. Vincent & the Grenadines, Suriname, Trinidad & Tobago, and Turks & Caicos Islands). In the other countries, the male population falls below the female, with Antigua and Barbuda having the lowest ratio of males to females (see table 1). The sex ratios reported in several countries in 2010 signal a shift in the distribution of males and females from the pattern reported in the previous Census Round, and the causes of the shift would need to be further explored. In all countries, the life expectancy is higher for females, a trend typical of most countries that is accounted for by lifestyle and use of health and medical facilities, as well as the physical risks associated with certain occupations to which males are predisposed.

Table 1
Caribbean countries vital statistics

Country	Population		Life expectancy (years)		Sex ratio	Maternal mortality/ 100,000
	Male	Female	Male	Female		
Antigua and Barbuda	42 642	48 159	74.0	79.8	88.5	0.81
Bahamas	170 257	181 204	n.a	n.a	94.0	n.a
Barbados	131 211	140 901	n.a	n.a	93.1	n.a
Cayman Islands	27 219	27 817	n.a	n.a	101.6[a]	n.a
Dominica	37 019	35 710	71.4	77.1	103.7	214.4
Grenada	54 493	55 060	67.0	73.0	99.0	n.a
Guyana[b]	366 408	396 914	62.8	68.6	92.3	n.a
Jamaica	1 324 100	1 378 200	69.8	79.0	96.1	93.7
Saint Lucia	76 112	76 683	n.a	n.a	101.5	34.0
Saint Vincent and Grenadines	55 835	53 353	n.a	n.a	105.0	114.48
Suriname	268 250	262 920	68.7	73.7	102.0	79.2
Trinidad and Tobago	666 305	661 714	n.a	n.a	100.7	n.a
Turks and Caicos Islands	16 037	15 421	76.5	82.0[c]	104.0	0

Source: CARICOM Statistics Database, 2014; TCI Country Poverty Assessment, 2013; TCIG. TCI 2012 Census of Population and Housing Tables, December 2013; MMR figure from TCIG, 2012, Development Strategy 2013-2017; Cayman Islands Population and Housing Census Report 2011; Bahamas 2010 Census of Population and Housing Report; St. Lucia 2010 Population and Housing Census Preliminary Report; St Vincent & Grenadines National Review Beijing Plus 20; St. Vincent & the Grenadines 2012 Population and Housing Census Preliminary Report; Trinidad & Tobago 2011 Population and Housing Census Demographic Report; World Bank (2014) Gender Equality Data and Statistics, St. Lucia.

[a] PAHO (2013).
[b] Guyana Beijing +20 National Review Report states a male/female population distribution of 50.1% male and 49.9% female.
[c] CPA (2013). Citing data from CIA Fact Book.

a) Women-headed households

The trend of household headship shows increasing percentages of women-headed households over the intercensal periods in all countries for which data were available (Table 2). The degree to which households headed by women has increased varies across countries, with a high of eight percentage points in Antigua and Barbuda, followed by seven percentage points in Barbados, between 1995 and 2010. It was reported that the regional average percentage of male-headed household had decreased from 65.1 percent to 63.2 percent since the 2000 Census Round, while the regional average percentage of female-headed households had increased from 34.9 percent to 36.8 percent.[6] The trend of increasing female headship has continued into the 2010 Census. While the dependency ratio in 2000 was higher for the majority of countries, the ratios had decreased by 2010, with male heads having a slightly greater decrease than female heads.[7]

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[6]   Dunn and Mondesire, 2009.
[7]   Ibid.

Table 2
Women-headed households in selected Caribbean countries
(Percentages)

Country	1995	2000-2005	2010
Antigua and Barbuda	41.5	43.5	48.7 (2007)[a]
Barbados	43.5	44.5	50.7 (2010)[b]
Dominica	36.9	36.8 (2001)	39.2 (2011)[c]
Grenada	42.7	40.9	41.0 (2011)[d]
Guyana	28.3	29.1	n.a
Jamaica	38.0	41.3	47.0 (2009)[e]
Suriname	n.a	31.0 (2004)	33.0 (2010)[f]
Turks and Caicos Island	n.a	30.8 (2001)	36.3 (2012)[g]

Source: CDB CGA 2014; Dunn and Mondesire, 2009, Country Beijing +20 National Reviews.

[a]   Antigua and Barbuda Country Poverty Assessment, 2007.
[b]   Barbados Country Poverty Assessment, 2010.
[c]   34% in 2008/09 was reported in Beijing + 20 National Review.
[d]   Grenada Country Poverty Assessment, 2007-2008.
[e]   Dunn *et al*, 2009.
[f]   Suriname Beijing + 20 National Review, 2014.
[g]   TCI Beijing + 20 National Review.

b) Migration

Both intraregional and extra regional migration has been pursued by males and females searching for economic opportunities. The Caribbean continues to be a region having one of the highest rates of migration in the world.[8] Linked to the migration flows is the mobility afforded under the CARICOM Single Market and Economy (CSME) in which there is freer movement of labour for certain categories of workers. A recent report by the CARICOM Secretariat provides a gender analysis of the impact of the CSME on workers in the region.[9] For qualified skilled professionals and other categories of workers including artists and artisans this has meant a relief on restrictions to enter and work in CARICOM countries, while for unskilled workers the access has been less enabling. Alongside the higher levels of intraregional migration realised under the CSME, the movement of professionals to destinations outside of the region has continued and even increased, notably for women professionals in the fields of health and education. The majority of emigrants possess tertiary education, and account for up to 75 percent of total migration in seven countries.[10] Women who have professional qualifications in fields such as health care are more likely to migrate than men.[11] The intra-regional movement of workers has not always been embraced by the receiving countries, where it has sometimes been perceived that the swelling ranks of labourers impose demands on social services (as in TCI and in Antigua and Barbuda). There are also cases of workers migrating as sexual labourers, in an industry that has grown especially in tourism dependent countries. The difficulties faced by the female migrant population in Cayman Islands, Antigua and Barbuda and Turks and Caicos Islands who encounter challenges in unemployment, and access to health services, have been noted in these National Reviews.

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[8]   Reported in Mondesire and Dunn,1995.
[9]   Huggins & Nana Oye Hesse Bayne, 2015.
[10]   ECLAC, 2013.
[11]   Ibid.

B.   Review of the 12 critical areas of the Beijing Platform for Action (BPfA)

1.   Women and poverty

Poverty is a multi-layered expression of social and economic deprivation, characterized by the inability to enjoy a decent livelihood.[12] There is a clear association between the lack of access to material resources and the experience of poverty. Manifestations of the social dimensions related to poverty include criminal activity and drug-related infractions, sex work, gender-based violence, hazardous enterprises that threaten survival, unemployment and under-employment. [13]

a)   Gender dimensions of poverty

Quantitative data obtained from Country Poverty Assessments reveal patterns in which more women can be susceptible to poverty as heads of households, although patterns vary from country to country. In some cases poverty levels are comparable for male and female heads of households, as has been reported in Dominica,[14] or may be lower for female-headed households as has been reported in TCI and Antigua and Barbuda.[15] In St Kitts and Nevis, the gender gap in poverty among households heads is noticeable, at 29 percent for males and 32 percent for females; while in St. Vincent and the Grenadines, the percentage of female heads exceeds that of males in the lowest tier of poverty.[16] Similar patterns were found in Belize, where poverty afflicted female headed households to a greater degree than male-headed households;[17] and in the Cayman Islands, which reported poverty levels of 46.2 percent for males and 53.8 percent for females.[18] Reported trends indicate that female-headed households face additional burdens, where there are more occupants and higher dependency ratios.[19] Gender influences on poverty are further reflected in economic participation, evidenced by the higher levels of female unemployment in some countries, the tendency for females to be more concentrated in menial low paying jobs, and to predominate as providers of unpaid labour associated with domestic and caring roles.

Occupational stereotypes continue to restrict the range of jobs that women have access to. The limited income from some of these jobs might lead women to secure other jobs to supplement their income. The holding of multiple jobs can detract from child caring duties, and generate high stress levels among women.[20] The Country Poverty Assessment (CPA) analyses of several countries have drawn attention to coping measures used by poor women, including entering into multiple relationships in the hope of earning a livelihood through paternal support for the offspring of these tenuous relationships. Failure to secure such support inevitably leaves women in precarious circumstances, where they must meet the needs of the offspring of these the relationships, while being exposed to the abuse and retaliation by the men involved.

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[12]   See 2014 Caribbean Development Bank Poverty Reduction Action Plans for full discussion.
[13]   Ibid.
[14]   Government of Dominica (2014). Beijing + 20 National Review, 2014.
[15]   See 2014 National Reports for Beijing + 20.
[16]   Ibid.
[17]   Trotz, 2004.
[18]   Cayman Islands Beijing+20 National Review, 2014.
[19]   As reported in Country Poverty Assessments undertaken by the Caribbean Development Bank.
[20]   UN Women (2014) Report on Institutional Strengthening of National Gender/Women's Machineries.

Table 3
Poverty measures in select Caribbean countries
(Percentages)

Country (year of data)	Household poverty	Individual poverty	Poverty gap	Poverty severity	Gini
Barbados (2010)	15.0	19.3	6.0	3.2	0.47
Dominica (2010)	22.8	28.8	8.9	4.0	0.44
Saint Lucia (2007)	21.4	28.8	9.0	4.1	0.42
Belize (2009)	31.0	42.0	11.4	5.0	0.42
Grenada (2008)	n.a	37.7	10.1	4.0	0.37
Guyana (2006)	n.a	18.6[a]	n.a	n.a	n.a
Antigua and Barbuda (2007)	13.4	18.3	6.6	3.8	0.48
Saint Vincent and the Grenadines (2008)	n.a	33.1	7.5	3.0	0.40
Saint Kitts and Nevis (2009)	n.a	21.8	n.a	n.a	0.40
-Saint Kitts	n.a	23.7	6.4	2.6	n.a
-Nevis	n.a	15.9	2.7	0.8	n.a
Suriname	65[b]	n.a	n.a	n.a	n.a

Source: Barbados CPA, 2010, p 27; Beijing+20 2014 National Reviews.

[a] Guyana Beijing + 20 National Review 2014.
[b] Suriname Beijing + 20 National Review 2014.

b) Country experiences

The eradication of poverty is stated as the first Goal of the Millennium Development Goals which requires countries to "eradicate extreme poverty and hunger". Target 1.A calls on countries to reduce by half the proportion of people earning less than $1.25 a day in the 15-year period, 1990 to 2015.[21] Accordingly, all reporting countries are taking measures to achieve this target. The region, however, continues to experience poverty levels of about 26 percent,[22] according to the Caribbean Development Bank which conducts poverty assessments for Borrowing Member Countries.

Reporting countries approached the issue of gender and poverty by reflecting on the multiple roles of women in households, unremunerated work, low wages, high unemployment levels and income insecurity. The Suriname National Review expressed concern over the vulnerability of older women to poverty, on account of having worked in the informal sector and lacking entitlement to a work pension.[23] Women in common law relationships in Suriname are also identified as a vulnerable group, as the law restricts their rights of access to the pension of their common law spouse.

Poverty in Antigua and Barbuda is characterized by household size and overcrowding, the inflow of economic migrants, and level of education, and is more prevalent in certain geographical locations.[24] It is also associated with unemployment, as indicated in both the Antigua and Barbuda National Review Antigua and the Country Poverty Assessment. In the CPA, women's labour force participation was aligned to their socioeconomic status, with the labour force participation rate standing at 40.5 percent for those in the poorest quintile, compared to 62.7 percent in the higher quintiles where persons had attained education and training.

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[21] UN. End Poverty Millennium Development Goals. https://www.un.org/millenniumgoals/poverty.shtml.
[22] CDB, 2008, Special Development Fund, Poverty Reduction and Human Development in the Caribbean: Addressing the Millennium Development Goals. http://www.caribank.org/uploads/projects-programmes/special-development-fund/sdf-meetings/negotiation-meetings/Poverty_Reduction_%20Human_Development.pdf.
[23] Government of Suriname (2014) National Report for Beijing Plus 20.
[24] Government of Antigua and Barbuda (2014). National Review for Beijing Plus 20.

In Barbados, where 62.2 percent of poor households are headed by women compared to 47 percent of non-poor households with women heads, contributing factors are identified as the increase in child-bearing resulting in large family size without paternal support, unemployment and low wages, lack of education, and disability.[25] The distribution of poverty in households indicates that female heads experience higher poverty levels than male heads: 19% of female heads compared to 12% of male heads.

The 2008 Grenada CPA reported that 39.5 percent of all males and 36.2 percent of all females were living in poverty, with females having an unemployment rate of 31.8 percent compared to 17.9 percent for males.[26] This finding implies that poverty and unemployment may not be correlated in the Grenada context, and that females may be supplementing their income through means other than formal employment.

In Dominica, the 2010 CPA report revealed that almost equal percentages of males and females live in poverty (28.8 percent of males against 28.9 percent of females).[27] A similar finding was reported in the Bahamas, where female-headed households made up 47 percent of all poor households and experienced a higher rate of poverty than male-headed households (9.7 percent compared to 7.9 percent). As a group, males in the population faced slightly higher rates of poverty than females (13.2 percent compared to 12.4 percent).

Country experiences of gender and poverty do not necessarily conform to a regional trend, and variations in the gender patterns warrant a closer examination. The measurement methods reported in the Beijing +20 National Reviews also vary: in some cases the reference is to poverty among household heads, others refer to the general population, and others express it as a percentage of the occurrence in the sex grouping. *A regional exercise to review gender in poverty measurement and to standardise the reporting protocols would address the observed variations in the national reports reviewed*.

2.   Education and training of women

a)   Gender patterns in education in the sub-region

In most Caribbean countries, there are established gender patterns in enrollment, completion rates and performance at the primary, secondary and tertiary levels. While many countries demonstrate gender parity in enrollment at the primary level the pattern changes at the secondary level where the tendency is for fewer males to complete the education cycle. Although the trend indicates that the number of males graduating declines as the academic level increases, this is not always the case, as countries such as Antigua and Barbuda, Dominica and Grenada have recorded near parity in secondary enrollment for males and females.[28] This gender parity is not evident at the tertiary level, where the gender gap widens, reaching to two thirds of tertiary enrollment in favour of females[29] (See Table 5). The lower grade survival for males in the secondary system creates obstacles to their further participation in tertiary education.

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[25]   SALISES. (2012). Barbados Country Assessment of Living Conditions 2010 Volume 1: Human Development Challenges in a Global Crisis: Addressing Growth and Social Inclusion.

[26]   Kairi Consultants. (2008) Country Poverty Assessment, Grenada. Carriacou and Petit Martinique 2007/2008.

[27]   Kairi Consultants. (2010) Country Poverty Assessment Dominica – Reducing Poverty in the Face of Vulnerability, Final Report, Volume 1 Main Report, December 2010.

[28]   OECS/EDMU. (2014) Education Statistical Digest.

[29]   Bailey, 2010; Gumbs and Stuart, 2011; Dunn and Mondesire, 2009; others.

Table 4
Tertiary enrollment select countries, 2012-2014
(Percentages)

Countries	M	F
Dominica	40	60
Grenada	38	62
Montserrat	29	71
Saint Lucia	33	67
Saint Kitts and Nevis	38	62
Saint Vincent and the Grenadines	34	66

Source: National ESDPs, National and OECS Education Statistical Digests.

Box 1
As was observed in a report on the challenges and achievements in the MDGs

In 2009, girls outperformed boys in the Caribbean Secondary Education Certificate examinations, with 30% of girls passing five or more subjects compared with only 16% of boys. Four key factors limiting boys' education include: "low self-esteem among young boys, violence and a lack of discipline, masculine identities that drive boys and young men away from better academic performance, and limited opportunities for jobs after graduation."

The difference in female to male enrollment widens for secondary enrollment, with all ratios indicating higher female than male enrollment, ranging from 1.01 in Aruba (the most equal enrollment ratio) to 1.131 in Cayman Islands.

The trend of higher female enrollment continues and increases for tertiary enrollment in all countries, with a tertiary enrollment ratio of 1.279 in Trinidad and Tobago (in 2005) to 2.523 in Guyana, revealing that more than two women are present in tertiary education for every man.

At the University of the West Indies (UWI), nearly twice as many females are enrolled compared to males, in a trend that has seen an increasing gap in female to male enrollment since the 1940s (Charles & Stuart, 2011)."

Source: CARICOM (2014). Briefing Notes on Review of Draft Agreed Conclusions Challenges and Achievements in the MDG's for Women and Girls Commission on the Status of Women 58th Session 10–21 March 2014.

In addition to the gender factor, the performance of students in the school system has been found to vary in the national context by geographical region, ethnicity and class. Schools in less prosperous communities have been found to produce fewer graduates.[30] These intersecting factors draw attention to the importance of socio economic status as a predictor of performance outcomes, as the higher up the social stratum the less pronounced are the gender differences with some schools having low performance outcomes irrespective of gender.[31] It has also been reported that in the Mathematics and Science subjects, which are traditionally the subjects pursued by males, the performance of males is above that of females.[32] This observation needs further examination, since it has been found that although enrollment figures for females at tertiary levels are higher than for males, when further analysed by subject enrollment the pattern changes in favour of males who are more predisposed to science and technology courses that require maths and related science subjects.[33] It might also shed light on why females, despite their better performance in education, are still lagging behind males in their wage earnings.

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[30] Bailey (2010). Op. cit.
[31] Ibid.
[32] Ibid.
[33] Ibid.

Table 5
Tertiary enrollment by gender, select CARICOM countries, 2002-2009
(Percentages)

Country	Year	Male	Female
Antigua and Barbuda	2009	29	71
Barbados	2009	31	69
Belize	2009	36	64
Bermuda	2009	28	72
Dominica	2008	24	76
Grenada	2009	43	57
Guyana	2009	51	49
Jamaica	2008	31	69
Montserrat	2008	20	80
Saint Kitts and Nevis	2008	33	67
Saint Lucia	2009	28	72
Suriname	2002	38	62
Trinidad and Tobago	2005	43	56

Source: UN Department of Social and Economic Affairs, 2011. Available from http://unstats.un.org/unsd/demographic/products/indwm/tab4d.htm.

One of the critical gender issues in education in the CARICOM region is the under-achievement of males in the education system. Researchers investigating this issue have made a distinction between male under-participation and male under-achievement;[34] and attention has been drawn to causal factors that divert males from schooling. Male youth are more prone to engage in marginal and sometimes illegal economic activities, and may find these alternatives to be more expedient than pursuing educational opportunities.

Country experiences in gender and education do reveal commonalities. At the primary level, Jamaica reported slightly higher attendance for girls (85.4 percent) compared to boys (83.4 percent).[35] At the secondary level, the net enrollment rate was 83.4 per cent for females compared to 73.3 per cent males. Similar trends were reported for Barbados, Suriname, Guyana, and the TCI. As mentioned previously, Antigua and Barbuda, Dominica and Grenada had near gender parity in secondary level enrollment.

Tertiary enrollment increased by two (2) percent in all three campuses of the University of the West Indies, with 71.4 per cent females at the Mona Campus, 53.4 per cent at the St. Augustine campus (engineering) and 75.1 per cent at the Cave Hill campus (Law). In training institutions in Jamaica, 71.6 percent of the trainees were female in the Professional, Senior Officials and Technicians category, while 58.9 per cent were trained as "skilled and semi-skilled personnel".[36] The Antigua and Barbuda National Review reported that despite noticeable movements of women into traditionally male subjects in Technical and Vocational Education and Training, the gender gap had widened in the pursuit by males of traditionally female professions such as teaching in 1994 to 2005.[37]

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[34]   Ibid.
[35]   Jamaica Beijing +20 National Review, 2014.
[36]   Ibid.
[37]   Antigua and Barbuda Beijing + 20 National Review, 2014.

Table 6
Tertiary enrollment by gender, selected countries 2005-2009

Country	Year	Male	Female
Antigua and Barbuda	2009	29	71
Barbados	2009	31	69
Belize	2009	36	64
Bermuda	2009	28	72
Dominica	2008	24	76
Grenada	2009	43	57
Guyana	2009	51	49
Jamaica	2008	31	69
Montserrat	2008	20	80
Saint Kitts and Nevis	2008	33	67
Saint Lucia	2009	28	72
Suriname	2002	38	62
Trinidad and Tobago	2005	43	56

Source: ACCC (2012).

Similar reflections were aired in the Barbados National Review, where it was stated that "the division by sex shows that past the secondary school level, males were more likely to enter a technical/vocational college and females more likely to enter tertiary institutions, although the differential is small. This result is reflected in the general trend observed over the 1995 to 2010 period. The majority of males are undertaking training in the skilled trades, such as plumbing, electrical work, mechanics, etc. (69%), while females are mostly participating in training in business studies, upholstery/garments, hospitality and the caring vocations (teaching, nursing, child care) (67%).[38]

Table 7
UWI enrollment by gender, 2000-2010
(Percentages)

Year	Male	Female
2000-2001	33.90	66.10
2001-2002	32.90	67.10
2002-2003	32.90	67.10
2003-2004	32.40	67.60
2004-2005	32.40	67.60
2005-2006	31.40	68.60
2006-2007	32.70	69.20
2007-2008	32.20	69.60
2008-2009	32.10	67.90
2009-2010	32.20	67.80

Source: UWI Statistical Review Academic Year 2009/2010
http://www.mona.uwi.edu/opair/statistics/2009-2010/UWI+
Statistical+Review+2009-10.pdf.

3.   Women and health

Challenges of health care and health management systems have been associated with inequalities of access to health services, poverty, low education levels, and geographical remoteness, as well as ethnicity in countries where indigenous communities inhabit isolated environments. Despite the challenges, health care can be considered an area in which services and their use have improved in some countries. In 2010,UNDP reported on progress against the MDG Goal for Health in the region, and

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[38]   Barbados Beijing + 20 National Review, 2014.

noted that "in relation to the right to health, expressed in MDGs 4,5 and 6, the health conditions of the population have no doubt improved, but progress is very unequal and heterogeneous, and with regard to some indicators, insufficient. For example, only a third of countries may be able to meet the goal of reducing infant mortality by 50% in 2015, given that regional progress in 2009 was 79%." [39]

a) Institutional arrangements

With regard to institutional arrangements for health care management, at least one country, Barbados, is currently in the process of implementing a Gender Management System in the health sector, although its progress has been hindered by the inadequacy of the data base to inform the status and progress of health-related concerns. For the critical health issue of HIV/AIDS, National Commissions are operational in some countries, with budgets allocated for HIV prevention and control; and awareness training programmes that recognize the vulnerabilities of the female population. In addition, remedial measures such as the use of anti-retroviral drugs are among the responsive steps taken by governments and NGOs in the region. The Pan Caribbean Partnership against HIV/AIDS (PANCAP), created by Caribbean Heads of Government in 2001, has mounted a successful programme to reduce the incidence of HIV infections, achieving a dramatic reduction in HIV incidence said to be the most pronounced decline of all regions. Mother to child transmission has also declined from 18.6 percent in 2010 to 14.2 percent in 2011. In 2012, UNAIDS projected that regional initiatives being implemented would result in the elimination of this form of transmission by 2015. [40]

Table 8
Annual deaths from HIV/AIDS per 100,000, by sex, 2005-2009

Country	Women	Men	Female/Male ratio
Aruba	0.3	1.7	0.2
Barbados	5.7	14.7	0.4
Cayman Islands	n.a	n.a	n.a
Guyana	112.3	163	0.7
Jamaica	156	235	0.7
Saint Vincent and the Grenadines	6.7	12.7	0.5
Trinidad and Tobago	104.3	183.3	0.6

Source: PAHO Gender Report, 2013.

Changes affecting women's health have also occurred on the legislative front. Among the measures in Antigua and Barbuda has been the removal of spousal consent for contraceptive measures, including tubal ligation, although abortion remains illegal in the country. Another notable change reported in 1997 was the reduction in maternal mortality rate to zero in 1992, from 9.49 per 1,000 live births in 1991. [41] A concern reported in the Antigua and Barbuda National Review is the access of immigrant women to health care services, as fees and identification requirements have restricted their ability to receive health care.

b) Gender-related patterns in health

It is well-established that gender influences access to and use of health services, the patterns of diseases experienced, and the composition of the work force in the health sector. [42] The leading Non-communicable diseases (NCDs)-cardiovascular diseases, cancer, cerebrovascular diseases, diabetes and chronic respiratory diseases-are experienced differently by males and females, with cancers, diabetes and hypertension being the most prevalent of the contributors to mortality and morbidity in the

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[39] UNDP, 2010.

[40] UNAIDS,2012.

[41] Antigua and Barbuda Beijing+20 National Review, citing UN Division for the Advancement of Women (DAW) Antigua and Barbuda CEDAW Report, 1997.

[42] PAHO Gender Report, 2013.

Caribbean.[43] While in general men experience higher rates of death due to NCDs (with the exception of St Vincent and the Grenadines and Trinidad and Tobago), women are more predisposed to diabetes than men (exception being in Trinidad and Tobago).[44]

The Beijing+20 National Reviews reported generally higher levels of Non-Communicable Diseases (NCDs) among women. Hypertension, diabetes, obesity and cancers were the main chronic illnesses reported by 12.2 percent of men and 19.6 percent of women in the Caribbean.[45] Whereas the relationship of hypertension to gender has not been established, it is believed that the more common occurrence of diabetes among females is associated with gender-related lifestyle to a greater extent than with biological causes.[46]

Obesity has been identified as a health-related condition associated with diabetes and high blood pressure, arthritis, cancer and other ailments. In the Caribbean, obesity in the female population doubles that of the male population.[47] Mental health issues are another gender-associated ailment, which affects women to a greater degree than men. It is thought that both stress-related experiences inflicted by gender inequality, and the inclination of women to seek help through screening and care programmes to a greater extent than men, account for the gender differentials in the reported occurrences. Also, gender-specific mental disorders affect women who experience post-partum depression after giving birth.[48]

In most countries, abortion is permitted if justified as a life-saving measure to avert a medical trauma (PAHO, 2013), although there is little known about its actual prevalence, and the complications that may arise from this largely unregulated procedure.

Another gender-related trend is infant mortality rate (IMR), which is higher for male infants in some countries, with a regional average of 31.9 for females and 37.0 for males per 1,000 live births.[49] At a country level, it ranges for females from a low of 9.2 in Barbados to a high of 35.3 in Guyana; while for males, the low is 11.1 in Barbados and a high of 49.1 in Guyana, according to PAHO data.[50]

Injuries due to physical accidents and purposefully inflicted causes are predominant among males, who are more prone to be in situations of violent confrontation and more exposed to risks.

c) Maternal mortality

As shown in table 9, the levels of maternal mortality rates (MMR) vary considerably among the countries reviewed, with the lowest at zero reported in the TCI and the highest in Guyana, followed by Dominica.

The Suriname Beijing +20 National Review[51] reported that the maternal mortality rate had nearly halved from 153/100,000 in 2000 to 82.5/100,000 in 2011, with a further reduction in 2012 to 48.9/100,000. Guyana reported a decline in maternal deaths from 170 in 2000 to 112.5 in 2007.[52]

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[43] Ibid.
[44] Ibid.
[45] Ibid.
[46] Ibid.
[47] UNICEF, 2011.
[48] Ibid.
[49] Ibid.
[50] PAHO reported data for each 5-year period from 2005 to 2015 indicate a trend of lower female IMR.
[51] Government of Suriname. (2014) National Review Beijing+20.
[52] Government of Guyana. (2014) National Review Beijing+20.

Table 9
Maternal Mortality rate per 100,000, 2008-2012

Country	Mmr
Antigua and Barbuda	0.81
Barbados	51
Dominica	214.4
Grenada	24
Guyana[a]	280
Jamaica	110
Suriname	79.2[b]
Turks and Caicos Islands	0[c]

Source: PAHO, CDB, UNICEF, National Reviews.

[a] Guyana Beijing +20 National Review Report states a male/female population distribution of 50.1% male and 49.9% female.
[b] 2008.
[c] 2012.

4. Violence against women

Violence against Women continues to be one of the major threats to the social and economic security of the Caribbean region. Three Caribbean countries are placed among the top 10 countries with reported cases of rape[53] and all Caribbean countries supplying data are ranked above the global average for rape. Domestic Violence affects on average one in three women in the Caribbean.[54] According to the 2013 UNDP Caribbean Human Development Report, *Gender-based violence has been reinforced by and in social, cultural, economic and historical values, beliefs, norms and institutions. Different forms of gender-based violence may be experienced at different phases of the life cycle. Thus, the protection of women's rights within the region is predicated on the existence of legal, cultural and social frameworks to empower and protect women.*[55]

The backdrop to the rising reports of Gender Based Violence (GBV) is the ascendancy of violent crime in the region. The region is reported to rank among the highest in the world in the record of violent crime, much of which is tied to the trafficking of narcotics.[56] In the report 'Crime, Violence and Development: Trends, Costs and Policy Options in the Caribbean', the murder rates reported for the Caribbean surpass those of other regions of the world, and assault rates exceed the global average.[57] With an annual murder rate of 30 per 100,000 people, the region stands out for homicidal excesses that are unparalleled. The same report has found that women in the Caribbean experience some of the highest levels of gender-based violence.[58]

Across the region, there are reports of increasing incidents of violence against women drawn from research and NGO surveys.[59] In Guyana alone, the Statistical Bulletin reported that there were 7,521 domestic violence offences in 2011, an increase from 2009.[60] The disposition of the cases reported resulted in 10 percent of the offenders being warned, 27 percent charged, and four percent referred to the Probation and Welfare Services. In the TCI there was an increase in the number of cases of Domestic Violence in the Assault Occasioning Actual Bodily Harm (AOABH) category, from 20

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[53]   UNIFEM, 2013.

[54]   Ibid.

[55]   UNDP. 2013, p 30.

[56]   World Bank, 2007.

[57]   Ibid.

[58]   Ibid.

[59]   UNDP. 2013, p 31.

[60]   Guyana Beijing +20 National Review.

reported cases in 2005, to 118 reported cases in 2012.[61] The rate of death by intimate partners is disturbingly high in the countries for which data are available (See Table 10).[62]

In addition to the personal, emotional and social havoc wrought by domestic violence, the toll on country resources is economic and institutional, as reports of violence are a deterrent to tourism activity and investments, and the diversion of judiciary processes to contend with a large number of cases imposes a strain on the legal system. As the Grenada National Review explained, *since 2011, it has been reported by representatives of the Director of Public Prosecution (DPP) Chambers, that reported cases of sexual offences heard by the of High Court's takes up at least one third of judicial time during repeated Criminal Assizes is spent addressing the hearing of cases of alleged sexual crimes committed by sex offenders. At a 2011 sitting of the Criminal Assizes, of 115 cases were listed for hearing by the Criminal Assizes, 32 of which were matters concerning sexual offences. It has been reported by the Chambers that the January 2014 term of the Criminal Assizes, the court heard approximately 100 cases, thirty eight (38) of which of being sexual offences. Of these, four (4) were rape cases for which the courts reportedly meted out stiff sentences 7 and a half years, 12 years and 10 years for rape offences- significant. More than one thirds of the cases concluded are sexual offences.*[63]

Table 10
Rate of death by intimate partners, 2009-2010
(Percentages)

Country	Rate of death
Grenada	0.95
Saint Vincent and Grenadines	1.83
Suriname	0.76
Trinidad and Tobago	0.52

Source: ECLAC. (2013) Gender Equality Observatory for Latin America and the Caribbean, on the basis of official data as of December 2011.

The practice of Trafficking in Persons, which ensnares women and young girls into sex work under coercive conditions, is another dimension of GBV. Several of the reporting countries have taken legislative and programming actions to address this practice, and partnerships have been initiated between governments and non government Organizations in some cases. Antigua and Barbuda, Barbados, Guyana, Suriname, Jamaica, TCI and Trinidad and Tobago have enacted measures to address trafficking in persons through legislation and in some cases national structures dedicated to eradicating this practice.

All countries covered in this report are pursuing measures to control and eradicate gender-based violence, ranging from legislation to improvements in data management systems, and the establishment of operating mechanisms such as national committees. It is evident that the scale of the response to violence against women has expanded during the 20-year period, and that the responses are more systemic. In Trinidad and Tobago for example, the police service has introduced data processing system to analyse domestic violence using information from crime reports; and is training police in data collection methods. Mechanisms such as the Coalition Against Domestic Violence (CADV) in Trinidad and Tobago, a Cabinet-appointed Task Force to end Gender Based Violence in the Bahamas and the National Committee on Gender and Family Violence (NCGFV) in the Cayman Islands reflect the determination of countries to combat the

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[61]   TCI Beijing + 20 National Review.
[62]   ECLAC. (2013) Gender Equality Observatory for Latin America and the Caribbean, on the basis of official data as of December 2011.
[63]   Grenada Beijing+20 National Review, p.32.

menace of GBV. Yet the progress is not uniform across the countries, and the tasks as basic as data collection are considered to be a challenge in St. Vincent and the Grenadines and other countries. Additional support will be required to reduce and overcome such constraints.

5. Women and armed conflict

Armed conflict is not an area of concern for most of the countries reviewed. Jamaica is the only country to report participation in military action under its obligations to UN peacekeeping Missions which, according to the National Review, involves a small number of women in active duty.

6. Women and the economy

According to 2000 Census data for the CARICOM region, 59.71 per cent of the Economically Active Population of 14 years and over were males and 40.29 per cent were females, with more male heads of households participating in the labour force.[64] Only two countries had higher rates of female heads participating in the labour force: the Bahamas which had a gender differential (GD) of 99.26 and Antigua and Barbuda with a GD of 84.97 per cent.[65] The results may be related to in-migration of females to work in the hospitality industry which is female-dominated at the lower ranks. The census analysis also showed that three quarters of employed household heads were males, suggesting that employment security favours the male labour force. In a complementary pattern, women were the dominant providers of unpaid domestic work, accounting for 92 percent of such labour.[66]

While no formal barriers to women's participation in education and the labour force exist, there are entrenched gender stereotypes that lead women and men into socially condoned educational areas and consequent occupational destinations.[67] Moreover, as a result of gender biases in the labour market, the labour provided by women tends to have a lower status and remuneration level. An observation in this regard is that males are able to access wage employment at a younger age and with lower levels of certification compared to females.[68]

The CARICOM Single Market and Economy (CSME) introduced measures that could stimulate regional economic cooperation, by the Free Movement of Labour and Skills; free movement of goods and services; the Right to Establishment; and the Free Movement of Capital. In a gender analysis of the impact of the CSME, a number of issues affecting women were revealed.[69] At the core, the economic sectors that are identified are largely male-oriented, and women's superior levels of education and certification have not proven to be advantageous in realizing benefits of free movement. Work permit privileges have therefore largely favoured males. Moreover, inequality in rights to own property restricts women's access to capital to expand their income earning opportunities. There are also concerns about incoherent social security/child protection/spousal support systems. Continued discrimination based on gender imposes limits on access to material resources including land, property and credit.

a) Wage levels

Despite equal pay legislation that has been passed in several countries, there are continuing practices of wage discrimination that result in a gender wage gap in favour of males. While there are other contributing factors, the wage gap is pronounced where women are in some cases earning less than half of what men make for similar levels of qualification and experience.[70] This is partly due to labour force

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[64] Dunn and Mondesire, 2009.

[65] Ibid.

[66] Ibid.

[67] Ibid.

[68] Gayle, H. & Levy, H. 2007, cited by Bailey, 2010.

[69] Huggins andOye Hesse-Bayne, 2014.

[70] Mondesire, 2012.

occupational segmentation by gender: for women who are concentrated in administrative and clerical fields, wage levels are generally lower than in some technical and financial fields where males tend to predominate. It is recognized that minimum wage legislation is required in some countries to close the earnings gaps that put women at a disadvantage. Many Caribbean countries are signatories to international Conventions including ILO Conventions which promote decent work, equal wages and other labour rights.

b) Employment and unemployment

In the region as a whole, labour force participation rates tend to favour males although there are differences in countries given variations in economic conditions and opportunities.[71] [72] Although more women are entering the labour market, their labour force participation rates remain below those of men. In the Eastern Caribbean, the average unemployment for women stands at 16 per cent, while for men it is 12 per cent.[73] In several countries of the CARICOM region, unemployment levels are twice as high for females compared to males (as shown in Table 11).

Table 11
Women and the economy: unemployment select countries
(Percentages)

Country	2005-2008		2010 or latest year	
	Male	Female	Male	Female
Antigua and Barbuda	n.a	n.a	n.a	n/a
Barbados	n.a	n.a	10.7	11.5
Dominica	12.3	9.9	11.1	17.6
Grenada	n.a	n.a	n.a	17.9
Guyana	14.2	22.4	n.a	13.9
Jamaica	6.2[a]	14.5	10.5	18.0
Suriname	13.8	30.4	8.0	20.0
Turks and Caicos Islands	n.a	n.a	16.0	13.0

Source: Jamaica data from STATIN, http://statinja.gov.jm/LabourForce/LabourForce MainIndicators.asp Dominica National Review Table 1 (2008 figures); TCI National Review (2012 figures); Suriname National Review (2010 figures).

[a] 2007.

The recent economic crises have also affected women's employment, in areas such as the hospitality industry that is important to many Caribbean economies. Several Caribbean countries are reporting increases in the number of female-headed households, and there are concerns that poverty associated with unemployment can pose a threat to these households and to the social and economic stability of countries as a whole. Tables 11 and 12 present unemployment data for selected CARICOM countries.

Table 12
Unemployment by gender, selected countries, 2002-2011

Country	Year	Female	Male
Bahamas	2004	4.7	6.1
Barbados	2011	5.8	4.8
Belize	2002	26.2	10.8
Guyana	2002	22.4	14.2
Jamaica	2011	36.8	21.4
Saint Lucia	2004	37.1	28.0
Suriname	2004	30.4	13.8
Trinidad and Tobago	2006	10.0	6.0

Source: ACCC (2012).

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[71] In the Bahamas and in Trinidad and Tobago for example, labour force participation rates have declined for males in recent years.
[72] Statistics Report Government of the Bahamas. Available from: http://statistics.bahamas.gov.bs/download/076881800.pdf.
[73] UNICEF, 2009.

The Antigua and Barbuda National Review reported that women predominated as private sector workers, with a low percentage employed in the public sector. High levels of employment were found for household heads, with only 2.2 percent of male heads and 3.3 percent of female heads of households unemployed. Overall, household heads had an unemployment rate of 2.7 percent.[74]

c) Business ownership and access to credit

For many countries of the region the informal economy is a major contributor to employment. Informal sector activities are said to account for as much as 51 percent of non-agricultural employment in Latin America and the Caribbean.[75] It is where many women are found as sole proprietors, although with limited access to capital the size and reach of their operations tend to be below that of male-owned businesses. In Barbados, there were more male self-employed persons (58.5 percent of the self-employed) with the data showing more profitable businesses run by males.[76] The same pattern was found in Suriname, where the business income was aligned to gender with males prevailing in the higher brackets of revenue from business enterprises. In the TCI, registered sole trader businesses were owned mainly by males (46 percent) compared to females (14 percent) with 40 percent jointly owned.[77] Credit for business ventures was accessed mainly by females in the TCI (61 percent of total applicants). Data from Dominica indicate that in 2011-2012, 90 percent of agricultural loans were approved for males, and 10 percent for females.[78] Males also received twice as many loans for service enterprises (54.55 percent of men compared, 22.73 percent of women); and in transportation males also dominated as loan recipients (86.67 percent of men, compared to 6.67 percent of women).[79]

7. Women in power and decision-making

Women's position in power and decision-making has undergone significant changes since the 1990s. In the public sphere, there are noticeable changes in the involvement of women as public officials, and in their participation in political leadership. In the private sector, the progress has been less evident, although increasing numbers of women in management roles have been reported for some countries.

a) Public leadership

As political leaders, women are represented in both the lower house (parliament) and the upper house (the senate).[80] Up to 2010, CARICOM data indicated that only in the countries of Antigua and Barbuda, Dominica, Guyana, Suriname and Trinidad and Tobago had the proportion of women in national parliament increased over a 10-year period, 2000 to 2010.[81] The proportion of women holding parliamentary positions remained stable in Barbados, Jamaica and Saint Lucia, and it decreased in the Bahamas, Belize and Grenada.[82] In St. Vincent and the Grenadines only two women parliamentarians out of a total of 15 currently sit as members of the Cabinet, and four were appointed as Senators, while the position of Clerk of the House is held by a woman.[83] Percentages reported ranked Guyana the highest with 30 percent of women in national parliament, followed by Suriname with 25 percent, Antigua and Barbuda with 19 percent and Dominica with 18 percent. Guyana's adoption of a quota system is undoubtedly the reason for the increase in the levels of women in its parliament: both

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[74] Country Poverty Assessment, Antigua and Barbuda, 2014.

[75] UN Development Account,(2013.

[76] Barbados Beijing +20 National Review, 2014.

[77] TCI Beijing +20 National Review 2014.

[78] Country Gender Assessment, Dominica, 2014.

[79] Country Gender Assessment Dominica, 2014.

[80] IPU, 2008.

[81] CARICOM (b) page 13.

[82] CARICOM (2012). Report on MDG Indicators. [Online]. Available from: http://www.caricomstats.org/Files/Databases/MDG/DraftMDGsIndicators.pdf.

[83] St. Vincent and the Grenadines Beijing Plus 20 National Review, 2014.

overning and opposition parties are required by law to have a minimum of 30 percent of candidates fielded in elections.[84] Currently one third of the cabinet members in Guyana are women.[85]

TCI stands out as perhaps the most dramatic example of the reversal of gender participation in parliament with a total of four of eight positions held by women.[86] In contrast, the Cayman Islands reported a decline in the number of women in the Legislative Assembly between 1997 and 2009.[87]

Although the improved representation of women in public leadership is considered a significant achievement in a number of the countries that prepared National Reviews, the region is not expected to reach the 30 percent commitment required of MDG Goal 3, Target 3 A by 2015.[88] It is notable that at least two countries have surpassed this target: Grenada reaching 33 percent and Guyana 31 percent of parliamentary seats held by women (See Table 13). There are outstanding examples of women assuming the leadership of Government in Guyana, Dominica, Jamaica and Trinidad and Tobago, and being appointed to head the state in Grenada, Saint Lucia and Antigua and Barbuda. In Jamaica, a female Prime Minister was elected for the second time in 2012, and women form 25 percent of cabinet ministers and senators, with 67 percent appointed as heads of missions and in other senior positions in the Jamaica Foreign Service. Trinidad and Tobago elected its first female Prime Minister in 2010, and in 2014, women comprised 29 percent of the House of Representatives, six of the 31 senators were women, and the position of President of the Senate was held by a woman.[89] A similar pattern is evident in Barbados with women in top positions as president of the senate, leader of the Opposition and in the past as Governor of the Central Bank. Antigua and Barbuda, which up to the 2014 election had only one woman in parliament, has managed to elect a second woman to political office in 2014, having now a woman in both the recently elected government and in the opposition. In the Bahamas, a remarkable shift in the 2012 election saw 18,574 more women than men registered to vote, and increasing numbers of women being selected as candidates to contest the general election[90]. Overall, however, the percentage of female ministers has declined in eight of 11 countries between the two most recent government terms, according to 2011 data reported by ECLAC.[91]

At the level of local government, the participation of women is growing in some countries but remains male-dominated. It is a noticeable trend that women are active in local government to a greater degree than men in some countries of the region. In Dominica, 41 percent of the local councillors are women and increasing numbers are chairing councils.[92] In the 2013 Local Government Election in Trinidad and Tobago, women secured 65 of 191 or 34 percent of the seats, a slight increase from the 2010 election where women won 33.3 percent of the seats.[93] While the MDG Goal Number 3 emphasizes women's participation in national level leadership by the number of seats held in parliament, there are uncounted benefits to having more women involved at the local community level, where they can have stronger interactions and potentially influence attitudes and behaviours. PAHO reports that 18 percent of councillors in the English Speaking Caribbean, and 12 percent of mayors, were women.[94] In Jamaica in 2010, 83 percent of elected city councillors were male.[95]

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[84]   Guyana National Review, 2014.
[85]   Caribbean Journal. (2011) Guyana's Ramotar Names New Cabinet, December 5, 2011. [Online]. Available from: http://caribjournal.com/2011/12/05/guyanas-ramotar-names-new-cabinet/
[86]   TCI Beijing Plus20 National Review, 2014.
[87]   Cayman Islands Beijing Plus 20 National Review.
[88]   ECLAC, 2010.
[89]   Trinidad and Tobago Beijing Plus 20 National Review.
[90]   Bahamas Presentation to Caribbean Technical Meeting, Santiago November 2014.
[91]   ECLAC. (2013) Economic Commission for Latin America and the Caribbean (ECLAC), Gender Equality Observatory for Latin America and the Caribbean http://www.cepal.org/publicaciones/xml/5/50235/GenderEqualityObservatory.pdf
[92]   Dominica CGA, 2014.
[93]   Trinidad and Tobago Beijing +20 National Review.
[94]   http://webarchive.ssrc.org/pdfs/Mala_Htun_and_Jennifer_M._Piscopo-Presence_without_Empowerment_CPPF_Briefing_Paper_Dec_2010_f.pdf
[95]   PAHO, 2013.

Table 13
Women in national parliament, select Caribbean countries, 2011[a]
(Percentages)

Country	Women
Grenada	33.30
Guyana	31.30
Trinidad and Tobago	28.60
Barbados	16.70
Saint Lucia	16.70
Saint Vincent and the Grenadines	13.00
Jamaica	12.70
Dominica	12.50
Suriname	11.80
Antigua and Barbuda	10.50
Saint Kitts and Nevis	6.70
Belize	3.10
Bahamas	23

Source: ECLAC. (2013) Economic Commission for Latin America and the Caribbean (ECLAC), Gender Equality Observatory for Latin America and the Caribbean.

[a] ECLAC Observatory, 2012.

A noteworthy development in the Caribbean since the 1995 BPfA is the increases in the percentages of female judges in the Supreme Court, accounting for 30 to 60 percent of appointees in the countries of the region.[96] Women have also made inroads in trade union leadership (Grenada), and in high level public service positions in the countries.

Table 14
Women in ministerial cabinets
(Percentages)

Country	Year	Female	Male
Bahamas	2004	4.7	6.1
Barbados	2011	5.8	4.8
Belize	2002	26.2	10.8
Guyana	2002	22.4	14.2
Jamaica	2011	36.8	21.4
Saint Lucia	2004	37.1	28.0
Suriname	2004	30.4	13.8
Trinidad and Tobago	2006	10.0	6.0

Source: ECLAC. (2012) Economic Commission for Latin America and the Caribbean (ECLAC), Gender Equality Observatory for Latin America and the Caribbean.

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[96] ECLAC. (2013) Op Cit.

a) Non-Governmental organizations

Organizations such as The Caribbean Institute for Women in Leadership (CIWiL), a networking Institute that produces research, documentation, analysis, and training to support women leaders, are making inroads into an area in which gender inequality remains deeply entrenched. There are however indications that more women are seeking political office, and overcoming the hurdles to survive in a male oriented environment. Country reports drew attention to examples of government and NGO collaboration in areas such as advocacy to address GBV, establishing crisis centres, responding to HIV/AIDS through training and capacity-building, supporting sexual and reproductive health, and promoting youth involvement in gender equality initiatives.

In the private sector, the upward movement of women has been slow. While most countries did not report on trends in leadership in the corporate environment, Jamaica did provide such data. A recent study of the situation in Jamaica quantified the under-representation of women in decision-making in public and private sector organizations and on corporate Boards and Commissions. It was reported that women's representation stood at 24 per cent in public and 16 per cent private organizations.[97]

8.   Institutional mechanisms for the advancement of women

National Machineries for the advancement of Women to achieve a systematic approach to planning for gender equality were instituted in government infrastructure in the period following the first world conference on women. These mechanisms were established before gender mainstreaming was adopted at the 1995 Beijing Conference, and they have evolved in tandem with priorities and resources of the governments they serve. In Guyana, in addition to the Bureau of Gender Affairs, there are supporting organizations, including the Commission on Women, and a Male Gender Desk attached to the Gender Bureau.

With the decline in resources for civil society organizations concerned with gender equality and women's empowerment, the task of addressing gender inequality in the Caribbean has fallen largely to NWMs that continue to operate with limited resources and often unclear or unrealistic mandates. A review of the remit, status and authority of the Women's/Gender Bureaux, commissioned by UN Women and the CARICOM Secretariat in April 2014, has documented the operating environment of the NWMs, their capacities and constraints. Among the findings were that "the majority of the machineries lack a clear mandate; have too few staff members; have too few who are adequately trained; lack finances; lack support from seniors; and lack access to effective networks and need more sex-disaggregated data to inform policies and programmes."[98]

The majority of countries covered in the survey[99] lacked a National Gender Policy, while in several countries the policy was being formulated or was under review. There was no evidence that countries that had gender policies, and indeed more established planning infrastructure, had achieved more gender equality.

In some countries (Bahamas, Cayman Islands, and Trinidad and Tobago) funds for gender related programming have increased. In St Vincent and the Grenadines, efforts are underway to institute gender budgeting as part of macro-economic planning, and measures in place to formulate a gender-sensitive national budget. Similarly in Trinidad and Tobago a gender responsive budgeting (GRB) has been launched, and is expected to be institutionalised in the national budget during the coming period.

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[97]   Vassal, 2009.

[98]   Report on Institutional Strengthening of NWMs, 2014.

[99]   The survey covered Antigua and Barbuda, St Kitts Nevis, St Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, St Lucia, Jamaica, Suriname and Belize.

9.   Human rights of women

a)   The context of human rights

Since the 1980s, Caribbean countries have devoted considerable attention to the legislative environment in which gender equality is to be realized. Global conventions and agreements have been the backdrop against which countries have modeled national legislation, introducing measures to secure the rights of women and children in the societies. These measures have in some cases become enshrined in national laws, while in other cases the process of alignment is still to be achieved. All the countries reporting on progress since Beijing 1995 have signed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Of the group reporting in National Reviews, only Antigua and Barbuda has ratified the Optional Protocol[100] that provides a legal pathway that an individual can pursue through the CEDAW Committee in the event of gender discrimination when the country's legal processes have failed to offer redress. The other two Caribbean countries that have ratified the Optional Protocol are Belize and St. Kitts and Nevis. At the regional level, the binding measure enshrined in the Caribbean Charter on Civil Society stipulates that States must promote policies and measures aimed at strengthening gender equality, that all women have equal rights with men and that they shall not be discriminated against on the basis of pregnancy.[101]

In developing their gender equality legislation, the countries benefitted from a CARICOM Model Legislation project initiated in 1995, which provided templates for drafting national legislation. In a recent study of the National Gender/Women's Machineries (NWMs), countries ranked legislation as one of the most important areas in which they had acquired technical expertise.[102] There have also been concerns, however, that the Model Legislation, in borrowing from international examples, included some practices that have been discarded elsewhere.[103]

Of the countries covered by the current review, all have enacted legislation on Domestic Violence, with the exception of the TCI which is now in the process of drafting such legislation. Antigua and Barbuda, Dominica, Guyana, Jamaica and Suriname have introduced or amended legislation on Sexual Offences. Antigua and Barbuda, Guyana and Jamaica have passed legislation on trafficking in persons, and such legislation is in the process of being introduced in the TCI. Guyana, Jamaica and Suriname have legislated against Sexual Harassment. Maternity Leave With Pay is now the law in Dominica, Grenada and Guyana. Equal Pay legislation is still to be enacted in most of the countries[104] with only Dominica among the group reporting the existence of such legislation. Other gaps are in Sexual Harassment, which only three countries have adopted; and Minimum Wages, on which only Grenada reporte.

b)   Gaps in legislation

Guyana and Jamaica were the only ones in the group reporting on specific national legislation to prevent gender-based discrimination. Another area in which countries have progressed slowly is in the laws on nationality, which prevent women from passing on nationality to their spouses and children. In 2014, Suriname took a historic step forward when its National Assembly amended the 1975 Law on Nationality and Residence to ensure gender equality.[105]

To implement legislation, countries require a policy framework that directs planners and policy makers to measures that give effect to gender equality. This policy process is at varying stages in countries reviewed. A recent survey of NWMs found that 36 percent of the countries lacked a national gender policy.[106] As for mechanisms to enforce the laws, the situation varies from country to country. In the Domestic Violence area, it has been noted that in the region, the tendency is for domestic violence

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[100]   PAHO Regional Gender Review, 2013.
[101]   PAHO Regional Gender Review, 2013.
[102]   UN Women/CARICOM. 2014.
[103]   CARICOM. (2013). Review of CARICOM Model Legislation.
[104]   Huggins, 2014.
[105]   Reported by UNHCR, July 2014.
[106]   UN Women/CARICOM. (2014).

cases to be addressed in family courts, where the concern focuses more on reconciliation than on the victim's rights and penalizing the perpetrator."[107] It has also been observed that most of the advocacy work—raising awareness about domestic violence and providing victim services—is undertaken by external organizations (donor governments and the United Nations) and grassroots groups rather than by governments.[108] A notable shortcoming is the absence of Human Rights commissions, with the existence of such commissions reported only by TCI[109] and Guyana.

10. Women and the media

Country reports focused on the sexual objectification of women, through mainstream media, cultural performances and gender stereotyping where women are used as the subject of lurid and derogatory images. In Antigua and Barbuda, the observation was made that this "normalization of abuse" has prompted women's rights advocates to escalate the monitoring of the mainstream and social media to respond to and arrest the trends. Jamaica has for years benefitted from the Women's Media Watch organization dedicated to countering the negative effects of the use of women in media advertising. PAHO and UNFPA have initiated programmes to award excellence in reporting in the media on issues such as women's health and related issues. Guyana conducted reporting workshops for journalists, media owners and operators; and noted that through advocacy from government and civil society and with technical support from UNICEF, all media houses have subscribed to a code of conduct for reporting on children. In the TCI efforts have included the Human Rights Commission, Public Service Announcements (PSAs) on Domestic Violence, Anti-Discrimination and 16 days of Activism. The TCI Gender Unit hosts a radio Programme (Genco) that addresses reproductive health, domestic violence and single parenting.

The trend in countries reporting on women in the media shows greater participation of women in positions as reporters in Caribbean media houses, and to a far lesser degree in senior leadership positions, although there were notable examples. Grenada pointed to the presence of women in leadership roles in media organizations as executives, and in one case, a co-owner. In Trinidad and Tobago women dominate as CEOs in the major news organisations[110], setting a trend that marks a shift from the 1990s.

11. Women and the environment

Gender in environmental security is considered from the standpoint of women as custodians of the environment, on which they rely for livelihood needs; and the economically fragile status that render women more susceptible to the traumas of environmental phenomena, including natural disasters and climate change. Aligned with the poverty and vulnerabilities that women face as sole providers for dependency prone households, they are confronted with a more limited range of survival options, and less resources when disaster strikes. They also have fewer job opportunities offering reasonable wages when reconstruction projects are implemented.

There is considerable global support for improving measures to ensure environmental sustainability with attention focused on disaster management and climate change. Caribbean Small Island Developing States (SIDS) face precarious conditions with unpredictable weather patterns, and increasingly the threat of climate change and global warming. Assessing the differences in the impact of risks faced by vulnerable populations including poor women and men, persons with disabilities and the elderly is a critical planning responsibility shouldered by disaster and risk management organizations, nationally and regionally.

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[107] UNICEF, 2011 citing Lazarus Black 2008.
[108] Muturi and Donald 2006, cited by UNICEF, 2011.
[109] TCI Beijing +20 National Review, p 28.
[110] Trinidad and Tobago Beijing+ 20 National Review.

Since 2005, the Caribbean Desaster Emergencies Reponde Agency (CDERA) (now CDEMA) has recognized the significance of gender planning in disaster risk management and has adopted an action plan to mainstream gender in risk reduction. The action plan is lodged within a human rights framework underpinned by the CEDAW, the CRC and the targets set by the MDGs. The Caribbean Risk Management Initiative (CRMI), a program of UNDP, aims to integrate gender awareness in risk management and has assembled a number of country assessments on gender, disaster risk management and climate change. The research project, *Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean,* aims to highlight the differences between men and women in their ways of experiencing, managing and adapting to risk in the region, and to promote more effective national and regional risk management policies and practices recognizing the importance of gender. Country studies have been undertaken for Belize, Dominica, the Dominican Republic, Guyana and Jamaica. In the wake of Hurricane Ivan in Grenada, a study of gender in disaster management was also undertaken by ECLAC and UNIFEM.

At the national level, offices of disaster management (ODMs) or national risk and disaster management agencies are active in all countries; and at the regional level, the Caribbean Disaster and Emergency Management Agency (CDEMA) plays a coordinating role in ensuring adequate planning and response mechanisms are in place in the event of natural disasters. It is worth noting that while the regional agency has addressed gender mainstreaming in its operating framework, the majority of national agencies have not.[111]

A fundamental element of the gender analysis in disaster risk reduction relates to the gender roles and that define the way in which women and men are affected by environmental change (Dunn, 2008). The Dominica assessment pointed to the particular fragility of women in a post-disaster recovery situation.

The institutional capacity to integrate gender considerations into environmental management varies across countries. Critical requirements are the awareness of issues, a data base to support gender analysis, and the availability of personnel to advise on appropriate measures and implement the necessary actions. The Dominica National Review reflected on the lack of data and mechanisms to effect gender analysis in environmental management. The Grenada National Review similarly lamented that women's voices were hardly heard in policies and action to promote environmental security after Hurricanes Ivan in 2004 and Hurricane Emily in 2005.[112] By contrast, in Jamaica, there are Gender Focal Points (GFPs) placed in the Office of Disaster Preparedness and Emergency Management (ODPEM) and the National and Environment Planning Agency (NEPA), and these specialists contribute to gender analysis and action planning.[113] The Gender Bureau participates in Technical Committees for environmental programmes.

In Guyana, environmental defences have targeted the Amerindian community, where as many as 187 Amerindian Villages and Communities have developed economic projects for funding through the Guyana REDD[114]+Investment Fund (GRIF).

In sum, the efforts to integrate gender into environmental management are affected by the lack of legislative framework to promote gender planning, gender stereotypes in the institutional frameworks with males at the leadership core and females in support roles, the lack of engagement of national gender machineries, and the lack of a sound basis for sex-disaggregated data collection and use.[115]

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[111]   UNDP. (2009).

[112]   Grenada Beijing + 20 National Review, 2014.

[113]   Jamaica Beijing + 20 National Review, 2014.

[114]   Reduced emissions from deforestation and forest degradation.

[115]   http://crmi-undp.org/en/genderstudy/docs/crmi-gttfstudyoverview-bp-2009-en.pdf.

12. The girl child

Vulnerabilities affecting girl children in the Caribbean have been identified in the areas of fertility patterns, threats from HIV/AIDS, sexual abuse and violence, human trafficking, educational obstructions and economic insecurity. Dramatic statistics from country reports paint a picture of a highly volatile environment for girl children in the region.

- In Grenada and Dominica, 40.3 percent of mothers had their first child between the ages of 15 and 19.[116] In Guyana, the average age of first sex for in-school youths, both boys and girls is 13 and half years, while the age of consent is 16 years; as many as 34 percent of the teenaged girls 15-19 year sold were pregnant.[117]

- In TCI, the incidence of teenage pregnancy has increased; so has the rate of poverty among teenage mothers. The reintegration of teenage mothers into the education system remains a challenge; many of the teenage mothers do not go back to school after giving birth due to an unwritten policy of discriminatory administrative or bureaucratic practices. In Antigua and Barbuda girls who become pregnant while at school still face difficulty in continuing their education, although there is no legal restriction on their return to school.[118]

a) Teen fertility

Data reported by UNICEF show that while there has been a general decline in fertility associated with more consistent family planning practices, the reduction in fertility rates among teens have lagged behind the other age cohorts.[119] Pregnancy rates among teens in the 15-19 age-group were as high as 40 percent in Grenada in 2007/2008[120]; and 34.8 percent in Antigua and Barbuda in 2007.[121] Given these levels of child-bearing by teenaged girls, is it not surprising to find poverty more prevalent in households where teenagers have had one or more children. Data reported by UNICEF indicate a higher prevalence of teen pregnancy in poorer families (in BVI), and that the occurrence is more common in rural than in urban areas in some countries (Dominica).[122] According to UNICEF, households headed by adolescents are a small but significant development in several countries, and its occurrence may be under-reported.[123]

PAHO advocates that the threats surrounding teen pregnancy are a fundamental violation of the rights of the young parents. The concerns relate to:

- "Violation of the right to youth friendly health care for pregnant and parenting adolescents under the age of 18;

- Violation of the right to education for many young mothers;

- Violation of protection rights, particularly protection from sexual abuse, parental abandonment, legal protections, and the right to social protection; and

- Violation of the right of the adolescent parent to participate in decision making for themselves and for her/his children."

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[116] Kairi, 2009: xxix); Dominica CGA, 2014.
[117] Antigua and Barbuda Country Poverty Assessment, 2007.
[118] Ibid.
[119] UNICEF, 2009.
[120] Kairi, 2007/2008.
[121] Kairi. 2007.
[122] UNICEF, 2009.
[123] Ibid.

b) Violence

In some cases teenagers become pregnant because of forced sexual encounters, with more girls (26 percent) reporting such encounters than boys (21 percent). It had been reported previously that 48 per cent of girls and 32 per cent of boys experienced forced or somewhat forced sex in their first sexual encounter, while 11 per cent of girls and 9 per cent of boys reported that they had been sexually abused.[124]

c) HIV/AIDS

UNICEF (2009) reports reveal that approximately half of all new cases of HIV infections occur in young people between 15-24 years, and women are more susceptible than men are. Despite these high prevalence rates, estimates place the number of AIDS orphans at less than 1,000 across the English speaking Caribbean.[125] The link between non-consensual sexual intercourse experienced by girls and infection with HIV/AIDS has also been discussed as an area of concern, as well as the exposure of girls to the disease as a result of having several partners, lack of condom use, and transactional sex.[126]

d) Economic threats and poverty

A review of four studies in the region reported that adolescent motherhood is associated with adverse socioeconomic conditions and poor earning potential for young mothers, especially for those who are poor. Research in Jamaica confirms that adolescent childbearing is associated with poverty.[127] Averting the deleterious consequences of adolescent childbearing on the parents and their offspring requires significant investments in prevention and corrective actions aimed at young teenagers, particularly the poorest.[128]

According to UNICEF, young women in the 15-19 age group face health risks and even death due to difficulties in pregnancy and childbirth, with maternal mortality rates five times higher than women in the 20 to 25 age group.[129] While these trends are found in many developing countries, the eastern Caribbean is reported to have unusually high maternal death rates among the teen age population.[130]

Teenage pregnancy often means an end to formal education. In Jamaica, 50 per cent of teen girls who had dropped out of secondary school gave pregnancy as their reason for dropping out, and were unable to attend school consistently after the pregnancy. Some young mothers succumb to psychological problems, caused by parental absence due to migration, or due to difficult family situations, and face the challenges of parenting with little knowledge of what to do, nor emotional support.

e) Responsive measures

In an effort to combat adolescent pregnancy and the high levels of early initiation in sexual intercourse, sexual abuse and coercion, CARICOM and UNFPA launched an Integrated Regional Strategy for the Prevention of Adolescent Pregnancy in 2013. Several countries reported on measures to assist teens whose schooling was interrupted or terminated due to pregnancy. Programmes such as the "*Reintegration of School-Aged Mothers into the Formal School System*" in Jamaica involved the formulation of a policy document with the help of the United Nations Population Fund (UNFPA), in collaboration with stakeholders, including the Jamaica Teachers' Association; the Jamaica Association of Guidance Counsellors in Education and the Association of Principals and Vice Principals.[131]

f) Civil society organizations

Many of the policy and programming interventions described in National Reviews were the result of collaboration between government and civil society organizations. Women's advocacy organizations, Faith-Based Organizations (FBOs), community based organizations (CBOs), women's, youth and children's organizations and trade unions have been partners who added research, advocacy, training, remedial and developmental support to major undertakings.

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[124] Ibid.
[125] UNICEF, 2009.
[126] UNDP, 2013.
[127] UNICEF, 2009.
[128] Ibid.
[129] UNDP, 2013.
[130] UNICEF, 2009.
[131] Jamaica Beijing + 20 National Review.

These networking opportunities have yielded policy change, media awareness, and practical support areas such as literacy, credit to establish small businesses, vocational training, political training, and media campaigns. NGOs are also providing services in the supporting victims of violence against women, women with HIV, sexual abuse of girls, and support to teen mothers. However, in several countries, declining resources have curtailed the operations of civil society organizations, and hindered their ability to contribute consistently to efforts to reduce gender equality. Nevertheless a number of NWMs have reported successful collaboration with civil society organizations, including national women's organizations, on issues such as GBV and thesexual abuse of children and young girls.

II. Analysis of achievements and challenges

A. Achievements and challenges in implementing the Beijing Platform for Action: view from Beijing+20 National Reviews

1. Achievements

Addressing gender disparities has involved building the institutional infrastructure to plan, implement, monitor and evaluate actions taken to eliminate gender inequality. In assessing their country's achievements, National Reviews have drawn attention to outcomes linked to the BPfA and MDGs and the methods used (establishment of committee structures, networking, and gender mainstreaming). Legislative changes, the development of national gender policies, women's political participation, women's economic empowerment, sensitization on HIV/AIDS, and developing partnerships are some of the outcomes realized. Gender mainstreaming through gender focal points and advisory committees, multi-sectoral dialogue, the use of gender audits, gender training and support services for GBV are among the methods used.

Table 15
Major achievements

Country	Major achievements
Antigua and Barbuda	**Women's empowerment** • Women's political participation and leadership. • Education and training for women's economic empowerment. • Antigua is the secretariat for the Caribbean Institute of Women in Politics since 2008. Social protection programmes for the poor and under privileged including women and children. **Gender mainstreaming** • Establishment of the Directorate of Gender Affairs. • Legislation, support services, structures, and awareness-raising on violence against women. • National and international partnerships for policy development, technical support and advocacy towards gender equality. **MDG** Achievement of universal primary and secondary education.
Barbados	**Gender mainstreaming**: • Draft National Policy on Gender being reviewed for approval. • Establishment of gender focal points and training of personnel in these areas. • Beginning of a gender audit in the country. **Domestic violence**: • Establishment of a committee to review and amend the domestic violence legislation. • Education, training and sensitization on domestic violence intervention for police officers. • Development of a domestic violence data collection protocol. • Establishment of services and structures to address violence against women, and to support victims of violence. **Human trafficking** • Establishment of National Task Force on human trafficking. **Gender and poverty** • Establishment of mechanisms to tackle poverty. • Self-development training programmes for young women living in poor circumstances. **Women in health** • Integration of gender sensitive policies and programmes in the health sector. • Implementation of policy to prevent mother-to-child transmission of HIV.
Cayman Islands	**Women's Resource Centre** Establishment of Women's Resource Centre (WRC) (1997), now the Family Resource Centre (FRC). **Shelter for abused women** Establishment of first shelter for abused women, Crisis Centre (CICC) in 2003. **National Policy on Gender Equality** National Policy on Gender Equity and Equality accepted by Government in July 2004. Passage of the Gender Equality Law, 2011.
Dominica	**Gender mainstreaming** • Development of the National Gender Policy through a process of national consultations with stakeholders. • Establishment of Gender Focal Points in all government ministries aimed at eliminating gender disparities in the public sector. **Domestic violence** • Establishment of support services and structures for victims of domestic violence. **Women's empowerment** • Training programmes for women in non-traditional areas of employment.
Grenada	**Gender mainstreaming** • Ratification of international treaties and conventions including CEDAW, the rights of the child and persons with disabilities. • Establishment of a Women's Parliamentary Caucus and other initiatives to support women's participation in governance and public administration. • Structures and systems to ensure gender mainstreaming. • Partnership with NGOs to promote issues on gender equality and human rights and raise awareness on gender issues and the rights of women. **Domestic violence** • Structures, support services and administrative systems to reduce gender based violence. • Enforcement of the use of protocols and other administrative systems on domestic and child abuse. **MDGs** Achievement of universal access to primary health care and primary education.

Table 15 (continued)

Grenada	**Women's empowerment** Legislative and constitutional review processes.
Guyana	**Gender mainstreaming** • Ratification of international instruments and conventions. • Appointment of a Gender Equality Commission, a Men's Affair Bureau and the development of strategies for gender mainstreaming. • Partnerships with the private sector on issues pertaining to gender equality and the economic empowerment of women. **Gender based violence** • Training and sensitization on gender based violence and human rights for law enforcement officers including police officers. **Women's empowerment** • Human rights education for rural women and who live in hinterland communities. • Legislation for the protection of workers. **MDGs** Government is on track to achieving universal access to primary education
Jamaica	**Gender mainstreaming** • Establishment of a Gender Advisory Committee, Gender Focal points and other mechanisms and systems for gender mainstreaming in all plans, policies and operations. • Development of a National Policy for Gender Equality (NPGE) • Establishment of administrative systems to address trafficking in persons and to eliminate gender based violence. **Domestic violence** • Education, training and sensitisation on domestic violence and sexual offences intervention for police officers. • Achievement of universal access to primary education. **Women's empowerment** • Introduction of gender sensitive curricula in educational institutions. • Social protection projects and other strategies for the promotion of women's economic empowerment.
Saint Vincent and the Grenadines	**Legislation** Improvement in the Legislative and Regulatory Framework for the protection of the Rights of Women. **Education** Improvement in Women's Achievements in Education. **Health** Improvements in the area of Women's Health. **Gender-Based Violence** Provision of Support to Women affected by Gender based Violence. **Women in Leadership** Increased Support for Women as Leaders in the Public and Private Sector.
Suriname	**Gender mainstreaming** • Ratification of international agreements, protocols and conventions. • Building gender management systems (including gender focal points) and strengthening the legal and policy framework for gender mainstreaming. • Availability of gender data/statistics. • Partnerships with civil society on programmes for the advancement of women. **Domestic violence** • Legislation, structures, support systems to address gender based violence. • Training and sensitisation of law enforcement officials (including the police), and service providers to respond to issues of domestic violence. **Human trafficking** • Sensitisation, structures and systems to deal with human trafficking. **MDGs** • Achievement of some MDGs including education, maternal mortality and HIV and AIDS. **Women's empowerment** • Social protection systems for poor households, women and children. • Implementation of plans on a range of sexual reproductive health issues, including HIV; reduction in mother to child transmission of HIV.
Trinidad and Tobago	**National Gender Policy** June 2012, the Draft Policy on Gender and Development for the Republic of Trinidad and Tobago was submitted to the Cabinet. **CEDAW** Finalising its Fourth, Fifth and Sixth Periodic Reports on the implementation of the provisions of the CEDAW for the period 2002-2009.

Table 15 (concluded)

Trinidad and Tobago	**Gender in the Work Place** Comprehensive legal framework for gender and workplace issues. **Gender Based Violence** Criminal, civil and administrative provisions in the laws of Trinidad and Tobago for the prevention, punishment and eradication of violence against women and children. **Gender and Budgets** Substantial increases in the budgetary allocations for gender and development in Trinidad and Tobago. **Multilateral collaboration** Ministry of Gender, Youth and Child Development (MGYCD) collaborates with regional and multi-lateral agencies to promote gender equity. **Masculinities** Defining Masculine Excellence Programme. 432 men have benefitted from the programme.
Turks and Caicos Islands	**Gender mainstreaming** • Establishment of the Gender Affairs Unit. • Legislative review and subsequent legislation on issues related to women and children. • Institutional strengthening programmes on gender analysis and governance. **Domestic violence** • Education, sensitisation of law enforcement officers (police) on domestic violence and other forms of abuse. • Law reform to ensure protection of victims **Women's empowerment** • Strategies, education, skills training and support services to enhance women's economic empowerment. • Availability of social and health services for vulnerable persons. • Increase in the number of women in decision and policy making. **Women and human rights** Establishment of the Human Rights Commission (2008)

Source: Beijing+20 National Reviews.

2. Major challenges

Several National Reviews considered challenges and setbacks at the macro, meso and micro levels. In the macro dimension, societal structures, norms and values continue to restrict the pace of forward movement to eliminate gender inequality. Poverty is a cross-cutting condition undermining remedial programs, and requires action at all three levels. Manifestations of gender inequality in areas such as domestic and sexual violence, human trafficking and unsafe sexual practices, exposure to HIV/AIDS underscore the need for multidimensional approaches that build on creating new knowledge and influential networks to expand the impact of macro level interventions.

Institutionally, at the meso level, the lack of capacity of NWMs, and the failure to implement new legislation and to enforce enacted legislation remain serious obstacles to furthering the gains made over the past 19 years. Capacity is linked to the availability of data, technical resources and financial support for the operations of NWMs. Inter-agency collaboration, and structures to facilitate multi sectoral planning for gender equality, are considered as major challenges. It is notable that the introduction of legislation which was an achievement for most countries is also cited as a challenge. Future efforts are needed to convert legislation to policies and operating systems to effect their realization.

At the micro level, programmes aimed at combating GBV, promoting women's participation in power and decision-making, ensuring access to social services and income support to poor women will remain high on the agenda for change.

Table 16
Major challenges

Country	Major challenges
Antigua and Barbuda	**Poverty** Women living in poverty **Societal structures** • Patriarchal society • Culture of abuse towards women and girls • Negative portrayal of women in the media • Women not supporting one another **Data availability** Limited capacity for data collection
Barbados	**Women in decision making** • Under-representation of women in the public service and in political decision making. • Small number of women seeking political office. **Human trafficking** Especially women and children. **Gender mainstreaming** • Sex-disaggregated data collection on gender issues. • Data collection instruments/protocol not used. **Poverty** Lack of access to opportunities for education and training for women in poverty.
Cayman Islands	**Gender roles** Cultural/Gender Socialisation socialization of boys and girls in traditional gender roles. **Policy influence** Lack of understanding and 'buy-in' from policy and decision makers. **Data gaps** Low levels of sex-disaggregated data to conduct gender analysis.
Dominica	**Gender mainstreaming** • Inadequate technical staff to integrate gender in all sectors • The understanding of roles in the government structure to achieve gender equality. • Collection and availability of disaggregated data. **Women's empowerment** • Under-representation of women at leadership and decision making levels. • Effects of the external environment on the lives of women, especially for employment.
Grenada	**Gender mainstreaming** The Gender Equality Plan has not been ratified **Legislation** • Non-implementation of laws in the areas of gender equality, and of national policies. • Lack of political will to meet reporting obligations and honour its commitments to international treaties and conventions. • Need for a legislative audit to fill the gaps that would realise the protection of women's rights, and the protection of vulnerable groups from discrimination. **Data availability** Absence of data and monitoring and evaluation mechanisms hinder the effective identification of gender planning issues. **Technical support** Lack of adequately trained personnel in gender and child protection **Women in decision making** Attaining a critical mass of women in leadership. **Domestic violence** Lack of sensitisation to issues of gender based violence result in inadequate response to the needs of victims. **Attitudes** Breakdown in behavioural norms and practices, especially among young girls.
Guyana	**Gender mainstreaming** • Ineffective implementation of laws. • Unavailability of gender disaggregated data. **Domestic violence** • Interpersonal violence • Limited access to law enforcement services and to the justice system, especially for women who live

Table 16 (concluded)

Guyana	in hinterland communities. • Role of the media in the portrayal of negative images of women. **Trafficking in persons** Especially of girls and young women.
Jamaica	**Gender mainstreaming** • Lack of adequate sex-disaggregated data. • The need for more technical/professional personnel, capacity building and institutional strengthening of the national gender machinery • Effects of the external environment on the implementation of policies to advance the rights of women. **Domestic violence** • High incidents of gender-based violence. • Cultural practices and gender stereotyping. **Women in decision making** • Under-representation of women in the political and decision making in the public and private sectors.
Saint Vincent and the Grenadines	**Teen pregnancy** Reducing teenage pregnancy **Gender Based Violence** Improving responses to Gender Based Violence **Labour market** Eliminating gender segmentation in the Labour Market **Poverty** Reducing gendered poverty causing associated with poorer female headed households
Suriname	**Gender mainstreaming** • Weak management, lack of qualified human resources, structures for monitoring and evaluation and adequate resources hinder effective and efficient policy development and implementation. • Lack of implementation of legislation. **Women in decision making** • Lack of structural support to enable women's participation in decision making. • Cultural barriers and traditional norms restrict women's personal development. **Women's empowerment** Little access to public services and income sources for women and children who live in rural and remote areas.
Trinidad and Tobago	**Violence Against Women and Girls** • Legislative Review and Reform • Strengthening data collection and analysis mechanisms • Strengthening Institutional Capacity of Government and Civil Society to treat with VAW/G **National Policy** Finalization of the National Policy on Gender and Development **Resource limitations** Improvement in human and financial resources. **Gender mainstreaming** Implementation of a comprehensive plan and programme of gender mainstreaming in governmental agencies that has been initiated and will continue through the strengthening of Focal Points. **Public education** Engage in rigorous public education and sensitization programmes **Legislation** Advance the legislative agenda in partnership with the relevant government agency, including Sexual Harassment, Equal Pay for Work of Equal Value, and Paternity Leave **Networking** Increased outreach, collaboration and partnership with NGOs, CBOs
Turks and Caicos Islands	**Gender mainstreaming** • The lack of adequate financial/manpower resources. • The need for more sustained technical/professional capacity building and institutional strengthening of national machineries. **Coordination** The lack of coordination of the relevant agencies in reporting procedures. **Legislation** Delay in enacting/revising the appropriate laws/legislation. **Political will** The lack of strong political will.

Source: As described in National Review Reports for Beijing +20.

III. Vision, conclusion and recommendations

A. Conclusion: significance of gender trends

The reports reviewed provide evidence of critical interventions that have led to progress over the past 19 years, i.e. since the BPfA introduced countries to measures aimed at achieving gender equality. Building on the achievements now requires a regional strategy to glue together the various country strengths and achieve the critical mass required for a more sustainable impact. It is important for a regional strategic planning exercise to be convened in order to solidify a regional strategy. With regard to the 12 themes, a number of observations can be made.

Poverty: The analysis of all country poverty assessments reviewed reveals that the group that is most affected by poverty and most vulnerable is children and youth. This trend will have a bearing on the future social stability of the countries, and poses the likelihood of increasing crime among youth perpetrators desperate for income and recognition. Current patterns suggest that male youth will be more prone to criminal activity, and this could imperil households, especially where women are sole providers.

Violence Against Women: Increasing numbers of cases reported suggest higher levels of consciousness about the criminal nature of gender based violence (GBV), and the empowerment of women who see the importance of taking action. There have been significant investments in legislation to protect survivors of GBV, and in several countries the police have refined their data collection systems. Programmes to assist with the transition of victims of domestic violence appear to be on the increase. As important as these remedial efforts are, there are strong indications that controlling violence requires actions to increase the economic independence of women caught in the cycle of abuse by male partners on whom they depend on for their livelihood needs. Poverty reduction is therefore a crucial element of all efforts to eliminate GBV.

Health: Health care can be considered an area in which there has been improvement in service delivery and access in some countries. At least one country, Barbados, has initiated plans to introduce a Gender Management System in the health sector, although its operations have been hindered by the inadequacy of the data base to inform the status and progress of health-related concerns. Although there is greater awareness of some disease conditions such as HIV/AIDS in almost all the countries, there are lingering concerns that some people living with AIDS are not aware of their illness. Reports of maternal

mortality in some of the countries are alarmingly high, raising questions about the capacity of health systems in some countries to address this critical issue. Among the obstacles to be overcome is the need to empower women who are drawn into risky sexual relationships, the augmentation of data gathering efforts to disaggregate the occurrence of HIV/AIDS, and recognition of sexual diversity as a fundamental right that should not hinder access to health care services.

Education: The most consistent observation is the pronounced gender differentials in student participation at the secondary and tertiary levels. There are persistent concerns that higher education levels of women are not aligned to access to employment opportunities. This necessitates a reconsideration of study choices that lead to stereotypical occupational destinations and possibly lower wages for women in certain occupations. More attention and resources dedicated to career planning and counselling are required to break through the gender stereotypes.

Economy: There has been an increase in the labour force participation rates of women in some countries, although the regional average continues to show sharp gender differentials in favour of males. Unemployment of males has risen in some countries, while labour force participation rates have increased for women as shown in the regional average. Several country reports note women's involvement in small business enterprises that are often under-capitalised, and challenges in access to credit by women. Measures required to change the status quo include extending credit to women entrepreneurs who may lack the asset base to qualify for loans; and more outreach to industry that might lead to improving employment opportunities for women and addressing wage inequality.

Power and Political Leadership: It is inevitable that more women will become politically involved in national political parties. What appears to be a critical need is for support systems to encourage women to participate in politics, and for their access to influential figures that can be role models as well as open doors to economic resources and provide strategic guidance.

Human rights: There is convincing evidence in the country reports of advances in legislation despite observed shortcomings in the CARICOM model legislation that now needs to be revised. Notwithstanding the steps forward taken in introducing legislation, its impact needs to be properly assessed and emerging gaps need to be identified and corrected. Much of the new legislation is not well known in the public domain and requires a communication strategy that includes public education and awareness building at all levels.

National Machineries: National machineries have remained a critical mechanism for normative policy and programming support to women's empowerment. From the 2014 NWM survey results and the 2010 assessment of progress on the BPfA, one of the most outstanding accomplishments of the NWMs has been the drafting of and lobbying for legislation to address gender inequality based on the CARICOM model legislation. However, in some countries, gaps persist in legislation on the rights to inheritance, the entitlement of women in common law unions, sexual harassment, family maintenance, sexual offenses, and equal pay. It is necessary to build strong networks and influential partnerships to advance the work in which the NWMs are engaged. One are of concern is that several countries do not have a National Gender Policy in place.

Environment: Efforts to integrate gender into environmental management are affected by a lack of legislative frameworks to promote gender planning, as well as by gender stereotypes in the institutional frameworks with males at the leadership core and females in support roles, by the lack of engagement of national gender machineries, and by the lack of a sound basis for sex-disaggregated data collection and use.

Armed Conflict: Armed conflict is not an issue of concern for Caribbean countries, except for Jamaica which has deployed female combatants in certain war-torn zones as part of UN peace keeping operations.

Media: Media channels are vital to the success of gender awareness raising and influencing behaviours and attitudes. They can be harnessed by public and private organizations to alter perceptions, build self-esteem, and generate positive messaging, especially for young and adult males. The indications are that while some progress has been made in the use of mainstream media, much more can be done. In terms of social media, there appears to be very little done to date to utilize this mechanism for advocacy and influence.

The Girl Child: Dramatic statistics from National Reviews and other sources paint a picture of a highly volatile environment for girl children in the region. The evidence points to increasing vulnerability of girl children as victims of sexual abuse and violence, human trafficking, economic insecurity, life threatening illnesses including HIV/AIDS, high levels of fertility and interruptions in their education due to pregnancy. A joint country and inter-agency strategy conference is necessary to address this potentially explosive situation that threatens rights and inflicts personal infringements of the youth.

B.   Recommendations

The following recommendations are reproduced from the Caribbean statement to be presented to the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean at their fifty-first meeting.

We, the Ministers and high-level authorities of the Caribbean member States and associate members of the Economic Commission for Latin America and the Caribbean (ECLAC), gathered together in Santiago from 14 to 15 November 2014, at the invitation of ECLAC and with the support of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the sub-regional office for the Caribbean of the United Nations Population Fund (UNFPA), in a Caribbean technical meeting on the Beijing+20 review and appraisal for the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, preparatory to the fifty-first meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean,

Agree to the following recommendations as part of the vision of the Caribbean and the promotion of the human rights of women and girls and the achievement of gender equality:

- *Emphasize* the need for States to strengthen the accelerated implementation of the Beijing Platform for Action and the Programme of Action of the International Conference on Population and Development and related outcome documents, ensuring that the requisite resources, technical support and assistance are provided to Governments, including national machineries for gender equality and women's empowerment, through gender-responsive budgeting; and that these agreements guide the further strengthening, adoption and monitored implementation of the post-2015 development agenda, including sustainable human development;

- *Call upon* States to ensure the right to decent work as defined by the International Labour Organization for all women, especially young, rural and indigenous women and domestic workers, and in so doing, to uphold the rights of young women and men at work, including the right to fair hiring, and to join and organize labour unions, consistent with international conventions, with a view to ensuring higher levels of social, economic and human development;

- *Ensure* the fulfilment of women's inalienable rights to participation and voice at all levels of decision-making, given that the Caribbean has one of the lowest rates of women in politics and, recalling global commitments to this end, call upon States Members of the United Nations to encourage and enable a critical mass of gender-sensitive transformational leaders and youth leaders in all aspects of decision-making, addressing in the process persistent cultural, social, economic and politically entrenched barriers to women's leadership;

- *Ensure also* that States have the necessary nationally-owned sex and age-disaggregated data to monitor the implementation of the Beijing Platform for Action, the Programme of Action of the International Conference on Population and Development and the emerging post-2015 development agenda, given the need for timely, good-quality data that is integrated with related national and regional data collection entities, emphasizing, as a matter of priority for the Caribbean, the systemic generation of administrative and prevalence data on gender-based violence, which must be disaggregated by sex, age and relationship to perpetrator;

- *Encourage* and facilitate dialogue and measures between Government and the private sector for food production and quality assurance and the widespread distribution of locally produced agricultural and agro-processed goods; and for assurance of food security;

- *Commit* to review the impact of strategies aimed at ending gender-based violence, recognizing the culture of impunity around acts of gender-based violence, and to take all necessary measures to put an end to gender-based violence;

- *Design*, as a matter of urgency, strategies to ensure that girls' and adolescent girls' rights are promoted, respected, protected and fulfilled, including comprehensive, age-sensitive, context-specific sexual and reproductive health information, and strategies to empower girls, prevent adolescent pregnancy, ensure that pregnant adolescent girls and mothers remain in school, fight all types of gender inequalities, including harmful practices, incest, violence at school, in the community, and sexual violence and abuse;

- *Agree* to implement the integrated strategic framework for the reduction of adolescent pregnancy in the region, which was adopted by the by Council for Human and Social Development (COHSOD) of the Caribbean Community in June 2014;

- *Ensure* that national programmes and policies, including gender management systems geared towards strengthening health systems for the achievement of universal health-care coverage, are developed and implemented, particularly in relation to communicable and non-communicable diseases, maternal and child health, HIV/AIDS, and sexual and reproductive health;

- *Ensure* full implementation of the Montevideo Consensus on Population and Development adopted in 2013 at the first session of the Regional Conference on Population and Development in Latin America and the Caribbean, including the provision of safe, good-quality abortion services for women with unwanted and unacceptable pregnancies in those cases where abortion is legal or decriminalized under the relevant national legislation; urge States to consider amending their laws, regulations, strategies and public policies relating to the voluntary termination of pregnancy in order to protect the lives and health of women and adolescent girls, to improve their quality of life and to reduce the number of abortions; ensure that all women have effective access to comprehensive health care during the reproductive process and specifically to skilled, institutional, compassionate obstetric care and to the best possible maternal health services during pregnancy, childbirth and the puerperium, as well as to services that include the termination of pregnancy in those cases where the law provides for such services, and guarantee universal access to assisted fertility treatments;

- *Promote* the full and gender-responsive implementation of the Small Island Developing States Accelerated Modalities of Action (Samoa Pathway) and the post-2015 development agenda in support of sustainable development and, in particular, provide for gender-sensitive public education and action on food and nutrition, with a view to transforming consumption practices and addressing increasing challenges;

- *Create* access to financing and investment opportunities to improve women's resilience to economic challenges, natural hazards and climate change;

- *Support* gender-responsive and equitable trade policies which address the inequalities between developed and developing countries, having at their core sustainable development principles and the challenges and rights of women;

- *Ensure* that highly-indebted, middle-income States have access to a non-restrictive aid framework, recognizing that women are particularly vulnerable to negative impacts on development outcomes as a result of the global recession, a high debt-service burden, the tight fiscal space of several Governments in the region, and structural adjustment programmes;

- *Ensure also* that policy responses to the economic crisis include eco-friendly recovery packages that will promote sustainable growth, with significant and equitable environmental benefits for both women and men;

- *Support* the preservation and valuation of traditional knowledge and technologies, ownership of lands and cultural assets, and the protection of intellectual property rights of indigenous peoples, especially women.

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Beijing + 20 National Reviews:
Antigua Barbuda
The Bahamas (Overview)
Barbados
The Cayman Islands
Dominica
Grenada
Guyana
Jamaica
Saint Vincent and the Grenadines
Suriname
Trinidad and Tobago
The Turks and Caicos Islands

Annexes

Annex 1

Methodology

Key approaches and activities

Data collection: A Desk Review of secondary sources of information was undertaken. Documents examined included the National Country Reviews prepared for Beijing + 20 from 12countries covering the 12 thematic areas, and a wide and varied assortment of complementary studies and national and regional reports related to gender patterns in the thematic areas

Data analysis: For each thematic area, tabulations of available data, drawn from National Country Reviews and a diverse set of secondary sources, allowed for a comparative analysis of trends across countries and across the gender divide. Charts were prepared to facilitate a visual depiction of these trends. The reasons for observed gender-influenced patterns, and their implications, were documented and explored.

Draft report preparation: The first draft of the Synthesis Report brings together the national country reviews with a critical perspective on achievements, shortcomings or gaps, and future potential.

Scope and limitations

The report focuses on the 12 themes required of the Beijing + 20 review of progress towards gender equality, and is limited to primarily the 12 countries that submitted national review reports. Other supplementary sources of information were drawn from national country gender assessments (CGAs) undertaken by the Caribbean Development Bank (CDB), country poverty reports (CPAs), regional agency documentation and global reports.

While the synthesis report focuses on the twelve (12) countries for which National Reviews were submitted, there are several insertions of CARICOM countries where secondary source data were available to compile tables, including data from countries that did not submit National Reviews. In general the statistical data sets available in the national reviews were limited, and it was necessary to procure additional source information to inform the analysis.

Another important limitation is the range of information supplied in the reports, and the variability in the scope and depth of coverage under each thematic area. In some cases the reports focused only on programming interventions without providing details of the analysis that led to those interventions, thus limiting the range of the discussion on certain points of concern.

Table A.1
Legislation addressing Women and Human Rights

Country	Legislation	Year enacted or status
Antigua and Barbuda	- The Sexual Offences Act	1995
	- The Offences against the persons Act	n.d.
	- Domestic Violence Proceedings Act	1997
	- The Infant Life (Preservation) Act	n.d.
	- Child Care Protection Act	2003
	- Trafficking in Persons (Prevention) Act	2010
	- Maintenance of Children's Act	n.d.
	- Ratification of international conventions that protect the rights of women, including the optional protocol of CEDAW in 2006	
Barbados	The Transnational Crime Bill	February 2011
	- Family Law Act[a]	1982
	- Medical Termination of a Pregnancy Act[b]	1983
	- Maintenance Act[c]	1984
	- Maintenance Orders (Reciprocal Enforcement) Act[d]	
	- Offences Against the Person Act[e]	
	- Domestic Violence (Protection Orders) Act 1992[f]	1975
	- Sexual Offences Act 1992 (which was amended by the Evidence Act 1994)[g]	1994
	- Domestic Violence (Protection Orders) Act[h]	1992
	- Anti-Trafficking legislation embodied in the Trans Organised Crime Act 2011[i]	2011
Cayman Islands	-Cayman Islands Constitution Order prohibits discrimination on the grounds of sex	2009
	- Protection from Domestic Violence Law.	
	- Gender Equality Law, 2011 prohibits direct and indirect discrimination against any person in employment and related matters on the basis of sex, marital status, pregnancy or gender; provides for equal pay for work of equal value; prohibits sexual harassment in the workplace. A Gender Equality - Tribunal determines discrimination complaints.	2010 2011
	- Paid paternity leave.	
	- Penal Code - age of consent is now 16 years old for both boys and girls.	2005
	- Draft Sexual Harassment Bill	
Dominica	- Ratification of a number of international conventions including:	
	Equal Remuneration Convention	
	Convention of the Rights of the Child	1983
	Discrimination (Employment Occupation)	1990
	CEDAW	1983
	- The Protection against Domestic Violence Act No. 22	1982
	- Amendment of the Sexual Offences Act	2001
	- The Education Act	
	- The Labour Contracts Act was amended in 1990 to include maternity leave with pay entitlements; no differentiation of wages on the basis of sex; and the provision of a labour contract.	1998 1997 n.d. 1990
Grenada	- Domestic Violence Act	2010
	- The Labour Code that provides for maternity leave with pay	1999
	- National Insurance Scheme and Minimum Wage Order (as part of the Employment Act of 2010)	n.d.
Guyana	- Domestic Violence Act, No. 18 of 1996	1997
	- Prevention of Discrimination Act, No. 26	1997
	- Termination of Employment and Severance Pay Act, No. 19 (includes provision for maternity leave with pay)	
	- Combating Trafficking in Persons Act	1997
	- Representation of People's Act (Section 11B, Articles 5-7) (1/3 quotas)	
	- Age of Consent Act	2005
	- Sexual Offences Act	
	- Persons With Disability Act	n.d.
	- Rights of Persons in Common Law Union (Amendment) Act	2006 2010 2010 2010

Table A.1 (concluded)

Country	Legislation	Year enacted or status
Jamaica	- Legislative review and subsequent legislation measures aimed at the elimination of discrimination against women	1995
	- A Cybercrimes Bill to complement legislation on child pornography as well as protect women and girls from cybercrimes.	
	- Evidence Act (for the protection and security for women and girls who are victims of crimes)	2010
	- Draft Anti-sexual harassment policy	
	- Property rights of spouses Act	
	- Trafficking in persons Act	Being finalized
	- Public Health (Notifiable Diseases) Order and the Occupational Safety and Health Bill	
Saint Vincent and the Grenadines	- Equal Pay Act prohibits employers from discriminating against women & provides equal pay for comparable work.	1994
	- Maternity Leave	
	- Protection of Employment Act, (2003) supports improved conditions of employment for women	n.d
	- Protection of Employment Act	2004
	- Minimum Wage laws with set remuneration and benefits for women at parity with men	n.d
Suriname	-Ratification of conventions on:	
	- Human trafficking	2006
	- Rights of the child	2011
	- Domestic Violence Act	2009
	- Stalking and harassment Act	2012
	- Legislation on sexual harassment	Being drafted
	- Legislation on a national minimum wage	Being drafted
Trinidad and Tobago	-Domestic Violence Act	1999
	- Sexual Offences Act	1986/Amended 2000
	- Legal Aid and Advice Act	
	- Maternity Protection Act	1999
	- Cohabitational Relationships Act	1998
	- Attachment of Earnings (Maintenance) Act	1998
	- Administration of Justice (Miscellaneous Provisions) Act	
	- Counting Unremunerated Work Act	1995/Amended 1998
	- Minimum Wage (No.2) Order	
	- Equal Opportunity Act, No. 69	
	- Occupational Safety and Health Act,	1996
	- Matrimonial Proceedings and Property Act	1996
	- Married Persons Act	1998
	- Offences against the Person Act and Summary Offences Act	2000
		2004
	-Trafficking in Persons Act, 2011; Counter-Trafficking Unit (CTU) established	2011
Turks and Caicos Islands	Status of Children Bill	Awaiting passage into law.
	Custody of Children Child Care and Adoption	
	Child Maintenance	
	Domestic Violence Bill	
	Child Justice	Not yet enacted
	Anti-trafficking	Being drafted

Source: Compiled from Beijing +20 National Reviews, 2014.

[a] UWI (2015) UNICEF Children's Law Data Base. Cavehill: UNICEF Eastern Caribbean. [Online]. Available from: http://www.cavehill.uwi.edu/lawlibrary/unicef-database/countries.aspx.

[b] Organisation of American States (OAS) (2012) Final Report on Barbados.

[c] UWI (2015) Op Cit.

[d] Ibid.

[e] Ibid.

[f] UN Women Caribbean Office (n.d) Caribbean GBV Law Portal. [Online]. Available from: http://caribbean.unwomen.org/en/caribbean-gbv-law-portal/country-resources/barbados.

[g] Ibid.

[h] Ibid.

[i] OAS (2011) Op Cit.

Table A.2
Access to Education Indicators for select CARICOM countries, 2013
(Percentages)

Indicator	Male/Female	Anguilla	ATG	DMA	GRD	MSR	KNA	LCA	SCT	VIR
Net enrollment Rate - Primary	M	n.a	93.2	94.5	99.4	76.8	n.a	96.2	75.3	n.a
	F	n.a	91.1	94.4	93.1	72.9	n.a	94.3	72.5	n.a
	G.D	n.a	2.1	0.1	6.3	3.9	n.a	1.9	2.8	n.a
Net Enrollment Rate- Secondary	M	n.a	72.2	81.2	112.5	78.4	n.a	86.4	75.4	78.4
	F	n.a	87.8	86.2	113.0	86.7	n.a	89.2	73.6	86.7
	G.D	n.a	-15.6	-5.0	-0.5	-8.3	n.a	-2.8	1.8	-8.3
Drop Out Rate – Primary	M	n.a	0.40	0.50	0.00	n.a	0.60	0.03	0.50	n.a
	F	n.a	0.30	0.60	0.00	n.a	0.90	0.01	0.40	n.a
	G.D		0.10	-0.10	0.00	n.a	0.30	2.60	0.10	n.a
Drop Out Rate – Secondary	M	n.a	1.80	2.60	0.90	n.a	1.60	1.20	2.90	n.a
	F	n.a	0.70	2.20	0.80	n.a	0.60	0.40	2.60	n.a
	G.D	n.a	1.10	0.40	0.10	n.a	1.00	0.80	0.30	n.a

Source: Caribbean Development Bank (2014) Gender Implementation Guidelines (GIG) for the OESS.

Annex 2

Regional Migration

Table A.3
Female migrants of all international migrants
(Percentages)

Country	Females
Antigua and Barbuda	55.1
Barbados	60.1
British Virgin Islands	48.6
Dominica	46.2
Grenada	53.3
Montserrat	46.4
Saint Kitts and Nevis	49.7
Saint Lucia	51.7
Saint Vincent and the Grenadines	51.7
Turks and Caicos Islands	47.5

Source: PAHO 2008.

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