

Third Caribbean Ministerial Conference on Women:
Review and Appraisal of the FWCW Platform for Action
Port-of-Spain, Trinidad and Tobago
5-7 October 1999

GENERAL
LC/CAR/G.583
1 November 1999
ORIGINAL: ENGLISH

**THE CARIBBEAN SUBREGIONAL REVIEW AND APPRAISAL REPORT
ON THE IMPLEMENTATION OF THE
BEIJING PLATFORM FOR ACTION**

Table of Contents

International developments	3
Review of activities at the subregional level	4
The socio-economic environment	5
Priority areas for implementation	7
Review of actions taken at the national level.....	8
Poverty	9
Education and training	13
Health	16
General health indicators	16
Reproductive health and rights	17
HIV/AIDS	17
Violence against women	19
Legislative review	23
Women and armed conflict.....	24
Women and the economy.....	25
Domestic employees: A special case	26
Future actions	27
.....	27
Women in power and decision-making	27
Institutional mechanisms for the advancement of women	29
Human rights of women.....	32
Legal literacy	34
Women and the media.....	35
Women and the environment	36
The girl child.....	36
Teenage mothers and access to education.....	37
Child sexual abuse	38
The Way Forward	38
Gender Equity: From poverty reduction to economic empowerment.....	38
Gender Equity: From power and decision-making and the institutional advancement of women to gender mainstreaming	39
From violence to peace	39
The environment	40
Annex	41
Endnotes.....	59

THE CARIBBEAN SUBREGIONAL REVIEW AND APPRAISAL REPORT ON THE IMPLEMENTATION OF THE BEIJING PLATFORM FOR ACTION

Background

By resolution 52/231 the General Assembly decided to convene, from 5-9 June 2000, a special session on "Women 2000: Gender Equality, Development and Peace for the Twenty-first Century". At this special session the General Assembly will undertake an appraisal of the progress made on the implementation of the Nairobi Forward-Looking Strategies and the Beijing Platform for Action. The Assembly will also consider further actions and initiatives during the special session. By the resolution, the General Assembly established the format for the preparatory process and designated the Commission for the Status of Women (CSW) as the preparatory committee for the special session review.

The CSW, which has the primary mandate for monitoring the implementation of the Platform for Action, has requested of the Secretary-General to prepare comprehensive reports on the progress in the implementation of the Beijing Platform for Action, nationally, regionally and internationally, taking into account all relevant information and inputs available to the United Nations system. This review process focuses on:

- (a) Good practices, positive actions, lessons learnt, examples of the use of any qualitative and quantitative indicators for measuring progress, successful strategies and promising initiatives for the implementation of the Platform for Action;
- (b) Obstacles encountered and strategies for overcoming them;
- (c) Further actions and initiatives, within the overall goals of gender equality, development and peace, to accelerate implementation of the 12 critical areas of concern of the Platform for Action beyond the year 2000.

To facilitate the Secretary-General's review, the Division for the Advancement of Women prepared a questionnaire designed to obtain information from governments, bring comparability to the national reporting process and to facilitate national reporting on implementation.

As part of the preparatory process and in providing technical assistance to member countries of the Economic Commission for Latin America/Caribbean Development and Cooperation Committee (ECLAC/CDCC) in the completion of the national reports, the ECLAC Subregional Headquarters for the Caribbean convened two meetings to assist governmental technical personnel in their task of completing the national reports. These technical meetings drew substantially on and tested the gender indicators developed by ECLAC for the follow-up and evaluation of the Regional Programme of Action and the Beijing Platform for Action.

The first of these technical meetings was held in Jamaica on 13-14 May 1999 and representatives from Anguilla, Antigua and Barbuda, British Virgin Islands, Turks and Caicos and Jamaica attended. The second meeting was held on 20-21 May 1999 in Port-of-Spain at the ECLAC Offices. Representatives in attendance came from Grenada, Guyana, Montserrat, St. Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines and Trinidad and Tobago. Financial support for both technical meetings came from the Department for International Development (DFID) and the United Nations Children's Fund (UNICEF).

National reports appraising the implementation of the Beijing Platform for Action have been received from Anguilla, Antigua and Barbuda, the Bahamas, Barbados, Belize, the British Virgin Islands, Cuba, Dominica, Grenada, Guyana, Jamaica, Netherlands Antilles, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago and the Turks and Caicos. It is noteworthy that of the countries which attended the technical meetings all, but Montserrat, have submitted their national reports. There is an obvious relationship between the assistance provided in the completion of the Division for the Advancement of Women (DAW) questionnaire and the quality of the reports received.

Based on the information contained in national reports, this background paper summarizes the implementation of the Beijing Platform for Action in the ECLAC/CDCC member countries. Its purpose is supportive of the region's contribution to the worldwide process of review and appraisal of the Platform for Action. Once the observations and recommendations of the Conference have been included, this document will serve as an input to the meeting of the Eighth Regional Conference on Women and to the meeting of the Commission on the Status of Women to be held in March 2000.

The Beijing Platform for Action emerged only after an inclusive and complex consensus-building process. The Platform for Action, which identifies strategic objectives and actions within 12 critical areas, is defined as "an agenda for women's empowerment". It affirms the Women's Convention and the fundamental principle set forth in the Vienna Declaration and Programme of Action, that the human rights of women and of the girl child are inalienable and are an indivisible part of universal human rights. The Platform for Action, by its prescriptions to governments, international organizations and non-governmental organizations (NGOs), aims to build on and accelerate the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women.

In continuing the commitment to gender equality as a framework for the advancement of women, the Beijing Platform for Action upholds and reinforces the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) - the "Women's Convention". This Convention, adopted 20 years ago on 18 December 1979 is acceded to or ratified by all ECLAC/CDCC member States. The Convention enunciates the international standard for equality between men and women and for defining discrimination against women.

The commitment to the review and appraisal process is motivated by two factors. Firstly, the review and appraisal process encourages and provides the opportunity for governments to assess their policies and programmes and to engage in an evaluation of impact. Secondly, the exercise, which is a public one, strengthens accountability and civil society input into the planning process. The Platform itself at the outset makes clear the need for immediate commitment and concerted action in the implementation of the strategic actions.

The Platform anticipates that successful implementation will require not only financial resources, but perhaps, more fundamentally, a commitment to equal rights, equal responsibilities, equal opportunities and equal participation.

International developments

Development of an optional protocol to the Women's Convention

Within the United Nations system, the definition and enforcement of women's human rights was advanced significantly by the development of an optional protocol to the Women's Convention.

The Women's Convention requires only that governments report periodically on the steps taken to comply with the Convention. Unlike other human rights instruments, the Women's Convention does not allow for the making of individual complaints of violations to the Committee

which monitors implementation of the Women's Convention. In the context of the lobbying done by women's rights, NGOs, the Vienna Declaration (arising out of the World Conference on Human Rights) mandated the CSW and CEDAW to examine the possibility of introducing the right of petition through the preparation of an optional protocol to the Convention on the Elimination of All Forms of Discrimination against Women.

On 12 March 1999, the CSW adopted an optional protocol to the Women's Convention. The purpose of the protocol is to provide a mechanism for complaints to the CEDAW Committee alleging violations of the Convention. The protocol contains two procedures: a communications procedure allowing individual women, or groups of women, to submit claims of violations of rights to the CEDAW Committee; and an inquiry procedure enabling the Committee, upon the receipt of "reliable information", to initiate inquiries into situations of grave and systematic violations of women's rights.

Beijing Platform for Action: Human rights

Actions to be taken by governments:

- Support the process initiated by the Commission on the Status of Women with a view to elaborating a draft optional protocol to the Convention on the Elimination of all Forms of Discrimination against women that could enter into force as soon as possible on a right of petition procedure, taking into consideration the Secretary-General's report on the optional protocol, including those views related to its feasibility.

The optional protocol will be submitted to the General Assembly for adoption this year and should be open for signature, ratification and accession in 2000. The protocol will come into force only after at least 10 countries have ratified or acceded to the protocol.

Review of activities at the subregional level

Arising out the preparation for the Regional Platform for Action, the Caribbean region prioritized the following areas:

- (a) The persistent and increasing burden of poverty on women; inequality in women's access to and participation in the definition of economic structures and policies and the productive process itself;
 - (b) Inequality in health care and related services;
 - (c) All forms of violence against women;
 - (d) Inequality between men and women in the sharing of power and decision-making;
- and
- (e) The girl child.

Following the Fourth World Conference on Women, the CARICOM Secretariat produced a regional plan of action whose key objectives include the support of national plans with actions and activities and the facilitation of the mainstreaming of gender into development planning in the territories of CARICOM.

Post-Beijing, there has been one ministerial conference which was held in Guyana, 6-8 August 1997. The meeting was co-hosted by the Government of Guyana and ECLAC together with CARICOM and the United Nations Development Fund for Women (UNIFEM). At this meeting, in what is known as the Georgetown Consensus, the ministers reaffirmed their governments' commitment to the Beijing Platform for Action, the Regional Plan of Action and the CARICOM Regional Plan of Action. Amongst recommendations made to advance the process towards attainment of gender equality, social justice and development, was the mainstreaming of the gender perspective in policies and programmes through:

- (a) Gender analysis and planning;
- (b) Gender management systems; and
- (c) Gender impact assessments.

The governments also agreed to develop strategies or plans of action to address the implementation of the Platform for Action. Of the 19 recommendations made at that meeting, four were concerned with gender mainstreaming; three on poverty; three were on power sharing and decision-making; two on education; three on violence, one each on health, the environment and human rights.

Between 25 November 1997 and December 1998, UNIFEM coordinated a regional campaign on violence against women. This campaign which included components of education, advocacy and resource production culminated in a regional tribunal on violence against women.

The socio-economic environment

Globalization of the world economy, while creating investment and market opportunities for international capital, has been attended in the Caribbean by unstable labour markets and the erosion of preferential trading arrangements. The implementation of structural adjustment programmes has also reduced levels of income available to governments to devote to the delivery of social services in education, health, housing and social security.

The erosion of preferential trading arrangements has had a significant and negative impact on women in the banana-producing countries of the Organization of Eastern Caribbean States (OECS). A sizeable number of women are involved in banana production in the Windward Islands as own-account farmers and as wage earners providing, it is estimated, roughly 70 per cent of the required labour on harvesting days¹. The decline in the banana industry, with the associated loss of employment opportunities, has impacted not only on women in the agricultural sector but also for large numbers of the population, as women continue to carry the greatest responsibility for care giving and social reproduction.

The region, while rated generally in the medium range of countries by the United Nations Development Programme (UNDP) Human Development Report 1999, is characterized by persistent poverty; relatively high levels of unemployment and underemployment; and increasing levels of crime and violence.

Poverty assessment studies conducted in the region suggest that women and the households that they head are specifically affected by macroeconomic policies. Women, many of whom head and financially maintain their households in the region, experience generally higher levels of unemployment and wage discrimination.

In various ways since 1995, Caribbean governments have sought to achieve higher measures of social stability and integration. Particular commitments have been made to eliminate all forms of discrimination against women and to strengthen the protection of human rights. In this regard, the enactment of domestic violence legislation across the region has had fundamental significance and impact.

It is indisputable that for women, the Caribbean is a significantly changed arena of increasing opportunity and decreasing discrimination. As women move into the public sphere, they demand visibility, opportunity and accountability from governments.

Going into Nairobi in 1985, the majority of women's organizations would not have described themselves as developmental or human rights oriented. National machineries, where they existed, laboured under severe resource limitations (financial and human). These desks functioned very much in isolation from other government departments, thereby limiting their interventions to discrete projects of inadequate scope.

Women's desks are now stronger technically, with improved levels of resources. The machineries also appear to be less isolated from national development planning. Consequent upon the detailed strategic actions outlined in the Beijing Platform for Action, there is a clearer understanding of the need to incorporate or mainstream gender analysis and planning into development planning, generally.

But for all the progress, women in the Caribbean continue to bear the brunt of responsibility for social reproduction, and for caring for all categories of vulnerable within our societies. They carry this burden even while they have fewer opportunities for decent employment and have higher levels of underemployment and unemployment than do their male counterparts. Although increasing State resources are directed at violence against women, the combination of patriarchal gender relations and a pervasive culture of violence (linked to poverty and alienation) has meant that women's personal integrity and security is more threatened now than it has ever been.

Women's participation in the political process as voters and campaigners remains high. Still, this participation has not translated into increased numbers of women in elected office within the parliamentary system. As a result of this and of weak community structures, women remain marginal to and excluded from the process of the identification of economic development priorities.

The information received from the country reports suggest rather strongly that socio-economic factors either extend or limit significantly women's capacities to take advantage of the formal gains made in eliminating all forms of discrimination against women.

Priority areas for implementation

Throughout the region, therefore, the alleviation or eradication of poverty has been identified as a priority area for action in advancing the status of women. The provision of education and training and health services, both of which are strongly correlated to the eradication of poverty, remains the focus of the region's governments in their implementation of the Platform for Action. Like other regions of the world, violence against women plagues the region's women, severely impeding the enjoyment of their fundamental rights and freedoms. In every country which has reported, violence against women emerges as a critical area for action.

IDENTIFICATION OF PRIORITY AREAS AT NATIONAL LEVEL

Country	Critical Areas of Concern											
	Women & Poverty	Education & training	Health	Violence	Armed conflict	Economy	Power & decision-making	Institutional mechanisms	Human rights	The media	The environment	The girl child
Anguilla				Y								
Antigua & Barbuda	Y	Y		Y			Y					
Bahamas	Y	Y		Y		Y		Y				
Barbados	Y			Y			Y	Y				
Belize	Y			Y		Y	Y					
British Virgin Islands				Y								
Cuba						Y	Y					
Dominica	Y			Y				Y				
Dominican Republic	Y	Y		Y			Y	Y				
Grenada	Y	Y		Y		Y		Y				
Guyana	Y			Y			Y					
Haiti	Y	Y		Y			Y					
Jamaica	Y	Y		Y				Y				
Netherlands Antilles	Y	Y		Y		Y	Y	Y				
St Kitts/Nevis	Y			Y			Y	Y				
Saint Lucia	Y			Y			Y					
St Vincent & the Grenadines	Y	Y		Y			Y					
Suriname	Y			Y								
Trinidad & Tobago	Y	Y		Y		Y						Y
Turks & Caicos Islands				Y				Y				

Poverty

Poverty in the Caribbean has received sustained attention since the World Summit for Social Development in Copenhagen, at which governments committed themselves to the eradication of poverty and to full social integration.

Poverty has been defined generally as a state of insufficiency of resources for an adequate standard of living. There is, of course, a certain subjectivity and country specificity involved in determining what constitutes "an adequate standard of living". The 1999 UNDP Human Development Report estimates human poverty for developing countries based on measures of longevity (percentage of people not expected to live to 40), knowledge (as established by adult literacy rates) and a decent standard of living. Indicators of decent standard of living are: (a) the percentage of people without access to safe water; (b) percentage of people without access to health services; and (c) percentage of underweight children under five.

According to the UNDP Human Development Report, in the Caribbean region Barbados has the lowest levels of human poverty and Haiti the highest.

Other poverty assessment studies show that in many countries over one quarter of the population is classified as poor, with poverty being greater in rural areas and among indigenous populations as in the cases of in Guyana and Belize.²

Since the path-breaking Women in the Caribbean Project³, there is a recognition that poverty impacts differently, more severely even, on women than it does on men. In making the case that women bore the brunt of economic deprivation, detailed analyses were done on the female-headed households in the region. What the data revealed was that in most countries female-headed households accounted for over one third of all households; that the heads of these households had lower educational and income levels than their male counterparts and that the households were larger; and the physical infrastructure correspondingly more overcrowded. In essence then, women were forced to make ends meet, on fewer resources, and for a greater number of household dependants, which dependants included not only offspring, but also siblings and parents.

Beijing strategic objectives:

- The achievement of macroeconomic policies and development strategies which address the needs and efforts of women in poverty; women's unequal rights and access to economic resources.
- Women's access to savings and credit mechanisms and institutions.
- The development of methodologies/research to investigate the feminization of poverty.

Percentage of population classified as poor

Antigua/ Barbuda	12
Barbados	8
Dominica	33
Grenada	21.5
Guyana	43
Jamaica	34
St. Kitts	15
St. Lucia	25
St. Vincent	39
Suriname	47
Trinidad	21

Source: World Bank 1996

More recent studies have reinforced these early findings. So, for example, Le Franc and Lee (1999)⁴ argue that female-headed households are more likely than male-headed households to fall below the poverty line. In this regard, 30.5 per cent of female-headed households were defined as poor in Belize as opposed to 23.6 per cent of male-headed households.⁵ A Trinidad and Tobago study on poverty, prepared by the World Bank, indicates that the incidence of poverty is higher among female-headed households largely because there is a lower labour participation and low wages in this group⁶. A 1996 Inter-American Development Bank (IDB) study on Poverty and Income Distribution in Barbados revealed that 12.7 per cent of all households lived below the poverty line, and 60 per cent of these poor households were headed by women. In Jamaica, 47 per cent of urban households are headed by single women and of these 30 per cent live below the poverty line.⁷

Households headed by women typically have a higher dependency ratio, since there is a greater proportion of persons who are not working (children and the elderly). Female heads, because of wage discrimination and lower levels of marketable skills, have a lower average revenue than that of men, with less access to employment and to productive resources such as land, credit, technology and training, and access to services.

Still, it has been argued that household headship is not necessarily a predictor of poverty and, again, the recent studies have drawn a distinction between identifying causes or predictors of poverty, on the one hand, and impact, on the other. In this vein, Le Franc and Lee⁸ argue that in the context of the high and generalized character of poverty in the region, the gender of the household head is less significant as an independent predictor of poverty, particularly where poverty is defined in relation to the food basket. Of greater significance are the variables of years of schooling, areas of residence and household size.

Beyond household headship analysis, the CARICOM Regional Post-Beijing Plan of Action suggests that the majority of people who fall below the poverty line are women. In this regard, a Poverty Assessment Study conducted in Belize in 1996 indicated that one third of the female population in that country lived in poverty.⁹ Women's ownership of and access to productive resources remain limited; women suffer higher rates of unemployment and chronic unemployment in the formal sector than men; they are more likely to be working part-time for both voluntary and involuntary reasons and their ages are lower than men's.

In addition to the financial stress women experience as the main providers of their household, Andaiye¹⁰ makes the point eloquently that the obligation of care-taking and care-giving, which stereotypically is in the female realm of responsibility, also creates poverty in terms of disposable time. The absence of disposable time works in two ways, both negative against women. The dual responsibilities of home and work leave women exhausted, without time for themselves, for self-development activities. The obligation of care-taking also can force women to elect employment which is poorly recompensed but which offers conditions more compatible with child care and household obligations.

The reality is that poverty levels show no signs of decreasing and are, in fact, increasing in some parts of the region. For women who carry not only the financial burden, but also the emotional and psychological burden consequent to their being the safety net for their children and/or their households, the experience of poverty may be more persistent and intractable.

While the chronic poor in the Caribbean is not confined to women and includes groups not active in the labour market, (the elderly, children, individuals with disabilities, unskilled workers, small scale farmers), there are issues related to gender which are linked structurally with poverty¹¹:

- (a) Wages among women are lower than male counterparts;
- (b) Employers in some countries are reluctant to hire women of childbearing age;
- (c) Low participation in the formal labour force and higher rates of unemployment and under-employment for women;
- (d) Disproportionate responsibilities for unwaged work (e.g. in domestic duties and in the agricultural sector); and
- (e) Limited ownership and/or control over economic assets such as land.

The national reports also identified aspects of the socio-economic environment which presented constraints to poverty eradication among women. These include:

- (a) Large families;
- (b) Lack of skills and skills-training programmes;
- (c) Loss of employment in female dominated areas of the labour market;
- (d) Removal of governmental subsidies on food staples;
- (e) Lack of access to capital and credit; and
- (f) Limited legal title to land on the part of women.

The country reports reveal that the region's governmental activities are both reactive and proactive in scope:

- (a) Data collection in the form of poverty assessments, or surveys on selected groups; (Belize, British Virgin Islands, Grenada, Jamaica and Netherlands Antilles);
- (b) Micro-enterprise support through:
 - (i) The provision of credit, (Barbados, Belize, Netherlands Antilles, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos);
 - (ii) Training or marketing support; (Belize, the Bahamas, Dominica, Guyana, Jamaica, Trinidad and Tobago);
- (c) Provision of subsidies, public assistance and public employment schemes (Saint Vincent and the Grenadines, Trinidad and Tobago);
- (d) Structural economic empowerment measures such as increases in the minimum wage (for example, the Netherlands Antilles, Trinidad and Tobago) and land reform (Saint Vincent and the Grenadines).

In Barbados, Belize and Saint Lucia, a fund for the reduction or alleviation of poverty has been established. While the country report for Saint Lucia expresses concern that the fund has no specific gender focus, it is reported that for Barbados the fund has targeted women as the major beneficiaries and is being used specifically for house repairs, subsistence allowances and to facilitate female entrepreneurs.¹² For Belize, it is reported that the Social Investment Fund was established to assist women and youth in poverty. Since the Fund's establishment, the majority of projects funded have been in the area of community improvement, namely, rural water and sanitation systems, construction or improvement of health and community centres.

In addition, governments in the region have placed emphasis on micro-enterprise development based on the assumption that access to skills training, technology, services and micro loans can raise and stabilize the income of the female poor. In Grenada for example, it is reported that 75 per cent of the loans for micro-enterprises were disbursed to women¹³. For Trinidad and Tobago, the figure is reported to be 65 per cent. In Belize, the Small Farmers and Business Bank established a special window for women designated for women interested in obtaining loans. During a four month period (December 1998-April 1999), 29 per cent of the funds was disbursed to women for the establishment of small businesses.

There have been no reports of impact assessment studies of the micro-enterprise initiatives

even while such programming appears to be given preference in the region as a poverty reduction strategy. In this regard, an International Labour Organisation (ILO) study on Women Entrepreneurs in Micro and Small Businesses in Trinidad and Tobago¹⁴ is instructive in its conclusion that women tend to start businesses on a smaller scale than men and that size has an influence on the performance of the businesses: the smaller, the less profitable. The study offers four gender-related reasons that can explain why women start smaller:

- (a) Traditional activities need little investment as women often already possess part of the necessary equipment in the household;
- (b) Women are more afraid of taking risks;
- (c) Men have better access to loans than women, because they possess more collateral and a longer work history; and
- (d) Family members are not always supportive and are unwilling to assist in household responsibilities.

The emphasis being placed on micro-enterprise initiatives in solving poverty requires clear objectives, targeting and adequate support to women entrepreneurs. Whether or not the initiatives, as formulated, are resulting in economic empowerment, needs to be assessed. In this regard, the reports identified the obstacles to successful planning and policy formulation as including:

- (a) Absence of gender focus in poverty reduction programmes;¹⁵
- (b) Absence of data on women in agriculture;
- (c) Limited disaggregation of data.

For Cuba, the blockade continues to present enormous challenges for the economy and is seen as the greatest contributor to the depression of the economy.

Education and training

In the post-independence period, Caribbean governments emphasized universal access to education. In most countries legislation mandates a compulsory age for attendance at school, guaranteeing that girls and boys have access at least to primary school education. This emphasis on universal access to education has meant that since the 1960s there is parity in the attendance of girls at educational institutions right up to the tertiary levels.

Despite stated commitments to the provision for universal education, in a number of countries a significant percentage of boys and girls continue to have access to the formal education sector only up to the primary school stage. So, for example, in Belize it is estimated that 46 per cent of all children either do not complete primary school or have access to secondary school education. In that country it is reported that some children, especially girls, are forced to drop out of school due to financial reasons, being unable to meet school fees, the cost of uniforms and books.

Beijing strategic objectives:

- Ensure equal access to education.
- Eradicate illiteracy among women.
- Improve women's access to vocational training, science and technology and continuing education.
- Develop non-discriminatory education and training.
- Allocate sufficient resources for and monitor the implementation of educational reforms.
- Promote lifelong education and training for girls and women.

Access to education is less determined by gender variables in the Caribbean than by class or economic inequities. Provision of quality education also continues to be a challenge in the region. In relation to primary school education, a Commonwealth Youth Programme study¹⁶ details that in the region there is a large proportion of untrained teachers, a paucity of textbooks and teaching materials, inadequacies in the curriculum, weak school management and deterioration of physical infrastructure of school facilities.

Whatever the extent of these inadequacies, in relation to gender equity, the Caribbean region has met the quantitative goals set out not only in the Beijing Platform for Action, but also in the Convention on the Rights of the Child in relation to non-discriminatory access to education. More problematic, however, has been measuring or evaluating the qualitative dimensions of the educational experience. What is the nature and content of the education which is provided to girls; is it free from gender bias; is it sensitive to the specific needs of girls and women?

In review of the education of women in the Caribbean between 1835 and 1945, Cole¹⁷ argued that the education of women was predicated on the ideological assumption that women's place was in the home and that their true vocation was that of wife and mother. While girls were not barred from access to schools, educational expansion produced sex segregation and curricular differences leading to a relatively inferior education for girls as against boys. This inequality resulted in limited employment, career and occupational opportunities. Cole also points, for the period under review, to the fact that women's relatively subordinate status in the economic order effectively removed them from the centres of power and decision-making within the educational system itself.

More recent work¹⁸ suggests that while girls have attained real equality in access to educational institutions, even to the extent of surpassing boys in enrolment, disparities based on

gender ideology continue to occur to the disadvantage of girls in the school systems in the region. These disadvantages are linked most centrally to segregation of the curriculum along traditionally accepted gender boundaries at the secondary and then tertiary levels. For instance, studies show still that girls dominate the arts and soft sciences, whilst boys dominate the hard sciences.

Bailey¹⁹ notes in this context that:

"this pattern of segregation of the curriculum at the secondary and tertiary levels not only has the effect of reproducing and reinforcing the division of labour in the home and workplace but also prepares girls for work in the less technical, lower skilled, lower status and lower paying sectors of the economy. The gendered divisions in the school curriculum therefore correspond to similar gendered divisions in the labour force."

Whatever the gains made in educational opportunities, these gains have not been easily translated into employment marketability. Women continue to be at a greater disadvantage in the market place and in the home. They are generally paid less even when they have the same education and length of working experience.²⁰ Further, an ECLAC study in 1995 found that women need to have four more years of schooling in order to compete for salaries similar to those of men²¹.

A number of studies done in the 1990s on the content of curriculum materials confirm the existence of gender stereotyping in the curriculum; that women are invisible or girls are underrepresented in pictorial and word content of the books and sexism appears through the use of language.²²

Consistent with these findings of gender bias in the school curriculum, a number of countries have commenced textbook reviews. These include Guyana, Jamaica, Saint Lucia, Saint Vincent and the Grenadines and Trinidad and Tobago. Complementary to this textbook review process, in Saint Vincent and the Grenadines training in gender-based teaching strategies and the placement of gender sensitive guidance counselors in schools has been implemented. That country has since witnessed an increased number of girls doing non-traditional subjects at secondary school level.

The major impediment to the implementation of the Platform for Action in this critical area is the absence of sex disaggregated data on functional literacy, school attendance and subject selection.

Future actions identified include:

- (a) Development of a gender sensitive primary school curriculum; and

- (b) Gender training for teachers.

Health

Generally, within the region, public health services are provided free of cost by ministries of health and there is no discrimination against women in relation to their access to health care. Still, the crisis in financing the health services impacts more negatively on women than it does on men. Not only do women have a greater need for health services throughout the life cycle but, in addition, women bear the major responsibility for the care of others.

General health indicators

Fertility rates continue to decline throughout the Caribbean and this decline has been associated with family planning programmes undertaken in the region largely by non-governmental family planning associations.

Average life expectancy for women in the Caribbean is 72.3. Life expectancy for women is highest in Barbados, being 78.7 and lowest in Haiti at 56.2.

With the exception of external causes (accidents and violence), most of the leading causes of death in Latin America and the Caribbean are exacting a heavier toll on women than on men. The mortality attributable to some diseases of the circulatory system, diabetes mellitus and malignant tumors is consistently higher in females than in males.²³

Cancers of the breast and cervix cause the greatest percentage of female cancer deaths in the Caribbean²⁴. Death rates from breast cancer are reported to be highest in Barbados and lowest in Guyana among the English-speaking Caribbean²⁵.

Two issues emerged most clearly from the country reports: the advancement of women's reproductive health and rights and the prevention of HIV/AIDS.

Beijing strategic objectives:

- Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.
- Strengthen preventive programmes that promote women's health.
- Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.
- Promote research and disseminate information on women's health.
- Increase resources and monitor follow-up for women's health

Reproductive health and rights

The Beijing Platform for Action affirms that "the human rights of women include their right to have control over and decide freely and responsibly on matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence".

With regard to fertility regulation (the traditional focus of the work of family planning programmes in the region), incidence of contraceptive use in the Caribbean is generally high, with the exception of Haiti. Despite the availability of contraceptive methods, abortion is the second leading cause of maternal mortality in Trinidad and Tobago and one of the leading causes in Jamaica.²⁶ In a study on abortion in Guyana, which post-dated their legislation decriminalizing abortion, it was found that 51 per cent of women seeking abortions were married; 52 per cent had secondary school education; 74 per cent were between 20-34 years old and only 22 per cent were not using any form of contraception when they became pregnant. The study revealed, therefore, that induced abortion is not restricted to unmarried adolescents, that it is prevalent even where family planning services are available and most importantly that the motivation to limit family size is high and women will use any option if contraception fails or an unwanted pregnancy occurs²⁷.

As a response to this reality, Guyana (like Barbados) enacted legislation in 1996 to facilitate the medical termination of pregnancy under specific conditions.

In the other English-speaking territories, the common law provides that an abortion would not be unlawful when the operation was performed in good faith for the purpose of preserving the life of the mother. The "preservation of life" criterion is not limited to saving the mother from death but includes cases where the continuation of the pregnancy would cause physical and emotional harm.

The national machineries in a number of countries report close collaboration between governmental agencies and family planning associations. Focus has also been directed at adolescent reproductive care and family life education in schools.

HIV/AIDS

With respect to sexually transmitted diseases, increasingly, the HIV/AIDS disease is one which affects poor women. Regional HIV/AIDS statistics provided by the World Health Organization (WHO), as of December 1997, show that the Caribbean as a region has the second highest adult prevalence rate, second only to Sub-Saharan Africa. In addition this report reveals that an alarming 33 per cent of HIV positive adults are women and that the main mode of transmission for adults living with HIV/AIDS is that of heterosexual activity. For Trinidad, statistics for 1996 show that there is a significantly higher prevalence of new HIV infection reports for women than for men in the age group 15-29. In The Bahamas, it is reported that AIDS accounts for 41.1 per cent of deaths for women in the 15-44 age group.

Apart from the greater biological vulnerability of women to infection, from the social standpoint it has been argued that the primary factor influencing a women's risk of contracting AIDS is the imbalance of power between the genders, modified by social class and age²⁸.

The work in the Caribbean around women's health has been most sustained in the area of health education, particularly around the issue of HIV/AIDS and sexual and reproductive health. UNIFEM in collaboration with the Bureau of Women's affairs, is conducting a project on "Gender Focused

Interventions to Address the Challenges of the HIV/AIDS Epidemic". The project has three components: sensitization workshops, community-based research on the socio-economic factors that make women more susceptible to contracting HIV/AIDS and advocacy workshops.

Initiatives undertaken

- Jamaica: The Bureau of Women's Affairs holds Community Health Fair projects in rural and inner city neighbourhoods. The focus is on cervical cancer, blood pressure treatment and HIV/AIDS.
- St. Kitts and Nevis: The Women's Affairs Division conducts outreach health education programmes to women working in the offshore enclave. The programme includes screening for breast cancer.
- Saint Lucia: Production of booklets on sexually transmitted diseases for women. This booklet was reproduced in braille for the visually impaired.
- Turks and Caicos: The establishment of a women's health maintenance clinic

"Adopting a gender perspective in the analysis of health implies, examining the different roles females and males perform in a group, the varying worth society attaches to those roles, and the patterns of needs, risks and power over one's health that appear linked to such roles".

The reports do not detail to what extent the national machineries participate in health sector planning. However, this was one area which received focused attention as the subregion's governments sought to implement the gender-mainstreaming mandate from the Platform for Action. The Commonwealth Secretariat hosted two workshops in the region, one in Trinidad and Tobago in March 1998 and the other in St. Kitts and Nevis in March 1999. The purpose of these workshops was to develop national action plans for instituting gender management systems in the health sector.

The extent to which these workshop goals have been attained remains to be assessed. For some countries the limited action reported since Beijing suggests that the national machineries have not been able to make significant impact in mainstreaming gender analysis within the health sector. Indeed, in one country, it was reported that the Ministry of Health personnel are not aware of the Beijing Platform for Action.

Impediments to sustained

Beijing strategic objectives:

- Take integrated measures to prevent and eliminate violence against women.
- Study the causes and consequences of violence against women and the effectiveness of preventive measures.
- Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking

implementation of the Platform for Action are those which generally present obstacles to the national machineries - limited funding and human resources.

Apart from the continuation of health education programmes, future planned actions included data collection on the health situation of women; and policy-oriented research in the area of reproductive health.

Violence against women

In all countries, violence against women has been identified as a priority area for action. Indeed throughout the 1990s, this issue has galvanized governmental and non-governmental action like no other gender issue in the Caribbean.

It is worth noting here that as recently as 1985, the international community in Nairobi had not identified violence against women as the fundamental problem that it is for women. The Forward-Looking Strategies contain very little by way of programme planning or even analysis of this issue. Indeed, the Women's Convention makes no reference to violence against women, except in relation to trafficking and prostitution. In 1992, the Committee on the Elimination of all Forms of Discrimination against Women, which monitors the implementation of the Women's Convention, formally defined gender-based violence as a manifestation of gender-based discrimination.

While the national reports generally focused almost exclusively on domestic violence, sexual harassment and sexual assaults are of great concern. Specific legislation extending protection and redress to women harassed at the workplace obtains in the Bahamas and Belize. The Belize sexual harassment legislation was enacted in 1996.

The first country in the subregion to address violence against women legislatively was Puerto Rico which enacted domestic violence legislation in 1989. In the rest of the region for much of the following decade, government initiatives focused on extending the legal remedies available to women in situations of domestic violence. Prior to the 1995 Fourth World Conference on Women, legislation, all of a similar nature, was enacted in Trinidad and Tobago, Barbados, Belize, Saint Vincent and the Grenadines and Saint Lucia, based on the CARICOM model legislation.

Post-Beijing, legislation has been enacted in the British Virgin Islands, Guyana, Jamaica and Antigua and Barbuda. Dominica and Grenada are still without specific legislation on domestic violence. The new legislation places priority on threatened or actual abuse by extending a range of injunctive orders for the protection of a victim. The Bahamian legislation is not as far-reaching as the legislation in other CARICOM countries, as the protective relief is accessible only by parties to a marriage.

The legislative response, while a necessary pre-condition to eradicating violence against women, by itself, is not a sufficient policy response to violence. The incidence of violence appears to be increasing even while governmental and non-governmental action on this issue is at a higher level than it has ever been.

There is no adequate statistical database which provides a picture of the variation in incidence in the region nor of the impact of legislative and other initiatives. However, a small, but growing body of sociological research on the causes and consequences of violence against women exists. Most of this research, however, is related to spousal domestic violence as opposed to sexual harassment or sexual violence or violence against children, including incest.

A 1990 Guyana²⁹ study of domestic violence between spouses suggests certain correlations between poverty and violence; experience of childhood violence and tendency to engage in spousal abuse; and substance abuse and domestic violence.

A 1997 study conducted in the British Virgin Islands³⁰ revealed that more than a quarter of women interviewed experienced some form of abuse, though more than half of these women had never reported the abuse to the police.

Suzanne La Font in her study of the Kingston Family Courts concluded that physical abuse in intimate relationships was almost institutionalized in Jamaica, to the extent that some women took it for granted.³¹ The women she interviewed in a Kingston community and at the Kingston Family Court thought that approximately 71 per cent of Jamaican men beat their partners; the men said that they thought 56 per cent of men beat their partners.

Resulting from qualitative research on girls and boys between the ages of 8-20 in Dominica, Jamaica and Barbados³², the researchers concluded that although the cycle of inter-generational violence could be broken by good role models, more often than not, violence is transmitted from one generation to the next. The research also suggests an uncompromising gender ideology of "a boy is boy and girl is girl" and that the socialization of boys reproduces at a very early age an identification of maleness with strength and aggressive behaviour. Boys were combative in their expectations of the course of inter-personal relationships and had expectations that the course of male/female relationships would be fraught with difficulty. Female interviewees in a complementary manner felt that the use of physical violence by men against their partners, while regrettable, was inevitable.

This research suggests that male insecurity forms the basis for violent behaviour in men, insecurity arising out of difficulties in fulfilling prescribed gender roles. Money has a practical importance in the establishment of "maleness" and the male gender role. In this context the researchers posit that males resort to violence to maintain their position by way of "compensatory" violence: violence is perpetrated by males who are or feel financially insecure and thus feel challenged in their maleness.

Secondly, the researchers identify male violence as being motivated by the belief that gender identity is defined by physical power that demands that certain challenges to the male power be met by violence. Displays of perceived disrespect must be dealt with firmly. Partners are to be ruled, punished for disobedience or just nagging. A third reason for the perpetration of male violence is related to concerns of female infidelity and the male need to control females as necessary for male self-esteem.

This study suggests the emotional catalysts for male violence, but is silent on the other catalysts of violence such as socio-economic status and childhood experiences of violence.

Murders in Trinidad & Tobago resulting from domestic violence				
Year	No. of victims	Percent female	Percent of females killed who were spouses	Percent of perpetrators male
1996	16	75	50	87.5
1997	12	83.3	50	83.3
1998	23	60.8	39.1	82.6

A study on urban poverty and violence in Jamaica reflected a relationship between economic dependence and violence. Female participants in this study from five communities perceived that high unemployment led to a greater dependency on a man for income which, in turn, led to an increase in domestic violence.³³

As cautioned in the Platform for Action, the absence of data and statistics on the incidence and causes of violence against women makes the elaboration of programmes and the monitoring of changes difficult and this absence impedes efforts to design specific intervention strategies.

Among the countries which have enacted domestic violence legislation prior to 1995, certain emphasis has been given to the development of programmes aimed at increasing community knowledge of the content of the law and on understanding domestic violence.

Throughout the region emphasis is being given to the development of training programmes for the police; the establishment of community policing schemes; sensitization of the judicial officers.

In St. Kitts and Nevis, the Women's Desk participates in the training of police recruits around violence against women's issues. Modules on domestic violence have now become an integral feature of the curriculum of police training.

In the British Virgin Islands, a protocol has been developed to be utilized by all agencies which interface with victims of domestic violence.

By and large, throughout the region, shelter and hotline services are provided by non-governmental organizations, which are in some cases assisted by governments through annual subventions or provision of accommodation (e.g. the Bahamas and Trinidad and Tobago). However, in Grenada and Trinidad and Tobago hotlines were initiated in the post-Beijing era.

Within the Platform for Action, governments are also called upon to periodically review and analyze legislation to ensure its effectiveness in eliminating violence, emphasizing the prevention of violence and prosecution of offenders. This review process has taken place in Trinidad and Tobago, resulting in new legislation being enacted. A review process undertaken in Jamaica has also pointed to certain shortcomings, some of which are structural and others based on an inadequate implementation of the existing law. Following the Fourth World Conference on Women, studies were undertaken in two regions in Belize to assess the effectiveness of the 1992 Domestic Violence Act. The data indicated that the law had been poorly implemented and, as a result a taskforce was established to develop a national plan of action to address family violence.

Legislative review

In Trinidad and Tobago an Ad Hoc Committee for the Reform of the Domestic Violence Act was constituted in 1997 to undertake a section by section review.

As a result of this review and appraisal of the Domestic Violence Act 1991, certain legislative initiatives have been taken which have:

- (a) Increased the power and jurisdiction of the Court;
- (b) Enlarged the scope and ambit of the protection order;
- (c) Provided harsher penalties; and
- (d) Given to the police greater powers in respect of their ability to intervene in domestic violence situations.

The Domestic Violence Act 1999 increases the categories of persons for whose protection a protection order may be granted. Apart from spouses, children of spouses and dependants, any member of the household of the spouse may apply for a protection order, either on their own behalf or on behalf of any other member of the household. A parent or sibling of either spouse in a household, not themselves being a member of the household, may also apply for a protection order.

Very importantly, the Act also makes it clear that a person not in a residential union, but having a child with the abuser may also seek the protective relief of the Court. These provisions are based on the reality that domestic violence affects not only an abused spouse but, in the Trinidadian context, family members whether residing in the household of the abused spouse or not.

The power of the Court in granting a protection order has also been increased. Apart from the prevailing provisions, the Act gives to the Court the power to ensure that a victim is not financially disadvantaged as a result of the making of a protection order. The Court has broad powers to direct the payment of compensation for monetary loss incurred by an applicant as a direct result of conduct that amounted to domestic violence, including, medical expenses, loss of earnings, moving and accommodation expenses and reasonable legal costs.

The Court may also order the Respondent to pay interim monetary relief for the benefit of the applicant or any child where there is no existing maintenance order in place. The court may also direct the abuser to make or continue to make payments in respect of rent or mortgage payments for the premises occupied by the applicant.

The Court is empowered to direct the seizure of firearms and other weapons.

Under the 1991 Domestic Violence Act, the Court was empowered to make protection orders for a duration of one year. This has been extended to three years.

The Act significantly increases police duties and powers. Significantly enhancing police accountability and the collection of data, police will have a statutory obligation to respond to every complaint or report alleging domestic violence and to thereafter complete a domestic violence report which shall form part of a National Domestic Violence Register to be maintained by the Commissioner of Police.

Unlike the Domestic Violence Act 1991, the 1999 Act includes provisions for mandatory charging of a criminal offence where persons have been arrested as a result of the exercise of the above mentioned police powers for committing or threatening to engage in conduct which amounts to domestic violence. Under the new scheme, the Court will be able to consider the evidence of the police record as a statement made to the police would be deemed a statutory declaration under the Statutory Declarations Act. In essence then, this provision caters for the situation where the complainant is unwilling to give evidence in Court.

It would appear that efforts at the elimination of violence against women have been hampered by insufficiently integrated planning. While most countries have stressed increasing women's protective options, the enactment of legislation has not been preceded or accompanied by intensive training programmes for all the actors within the legal system who have responsibility for implementation. Throughout the region, police and judicial insensitivity or culturally biased attitudes are cited as an obstacle.

Women's access to protection is hampered not only by inappropriate police response, but by: (a) a lack of awareness of rights and the content of the law; (b) the absence of alternative housing during times of crisis; and (c) a lack of finances to litigate in the absence of legal aid schemes.

With respect to the funding of domestic violence litigation, with the exception of Trinidad and Tobago which amended its legislation in 1999, there is no provision made for legal aid by the State for victims of domestic violence in the English-speaking Caribbean. However, informal or quasi-formal legal aid initiatives have been a

feature of the service which some of the national machineries offer in collaboration with members of the private bar. Antigua and Barbuda is one such case.

Training of the police and judiciary remains a high priority in the region as does the provision of shelter and legal aid.

Proposals for regional action

- Creation of a Caribbean Rapporteur to highlight perspectives on Domestic Violence
- Creation of a Caribbean Taskforce/Committee to highlight a regional perspective of Domestic Violence

Women and armed conflict

None of the reporting countries have reported the implementation of any of the strategic actions under this critical area for the obvious reason that armed conflict is not a feature of Caribbean life. Suriname is the exception to this, having gone through an internal war from 1986-1992. As a result of this armed conflict, families were displaced in refugee camps in French Guiana. Others (largely women and children) fled to urban centres which were unprepared to provide adequate housing.

Beijing strategic objectives

- Increase the participation of women in conflict resolution at decision-making levels.
- Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.
- Promote women's contribution to fostering a culture of peace.
- Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women.

There are countries in the region experiencing growing levels of societal conflict which can be catalyzed into violent confrontations. In Jamaica, it is reported that Kingston has the highest murder rate per capita in the world: 109 per 100,000. Women represent 10 per cent of such deaths annually.

The strategic actions which revolve around the promotion of alternative methods of conflict resolution become relevant. The Beijing Platform for Action affirms in this regard that education to foster a culture of peace is essential to attaining lasting peace and should be introduced at an early age. Such educational programmes should include elements of conflict resolution, mediation, reduction of prejudice and respect for diversity.

Women and the economy

Female participation rates in the labour market, while they continue to be lower than for males, have increased steadily throughout the 1990s. Indeed female rates almost equaled those of men in the Bahamas, Barbados, Jamaica and Saint Lucia. The female participation rate in the Bahamas was as high as 73 per cent in 1998. Despite lower participation rates in the labour market, in many countries in the subregion, women still have higher rates of unemployment than do men. Further, it would appear that in some countries, while the numbers of men employed has increased in the last half of the 1990s, there has been a decrease in female employment in areas of agriculture, manufacturing and unskilled work. For Saint Lucia, the decrease in female employment has been attributed to the closure of some garment and electronic factories. Further the decline of the banana industry has had a significant impact on rural women.³⁴

There continues to be strong evidence of gender skewing in occupational participation. Women are mainly concentrated in clerical, service and sales jobs. These occupations have been characterized as "low wage, dead-end or auxiliary types" which clearly reduce wage and occupational mobility. Compared to men, women still face unequal hiring practices, unequal opportunities for training, unequal pay for work of equal value and unequal promotion prospects. They also face a greater likelihood of experiencing unemployment and poverty.

Domestic employees: A special case

The household worker or domestic employee continues to receive special focus on the part of the NGOs in the region. There is a lack of data on the numbers of domestic employees in the labour force and this has been attributed to the non-inclusion in official labour statistics and the absence of research on such employees³⁵. Still it would appear that significant numbers of women are domestic employees. It is reported that in 1991, 15.3 per cent of women working in Jamaica worked as household workers³⁶.

This category of worker, typically, is the lowest paid, suffers from employment insecurity, harsh conditions of work and can be excluded from the legal definition of "worker" for the purposes of accessing the industrial tribunals, as is the case in Trinidad and Tobago.

Beijing strategic objectives

- Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.
- Facilitate women's equal access to resources, employment, markets and trade.
- Provide business services, training and access to markets, information, technology, particularly to low-income women.
- Strengthen women's economic capacity and commercial networks.
- Eliminate occupational segregation and all forms of employment discrimination.
- Promote harmonization of work and family responsibilities for women and men.

The vulnerability of such employees to exploitative labour practices is, therefore, a focus of the work of the women's bureaux. One of the basic strategies being pursued and encouraged within the region is the formation of organizations of domestic employees. In addition, proposals have been made and/or implemented to establish or increase minimum wage levels. In a number of countries, minimum wage legislation exists which addresses sectors of workers. One feature of this legislation is that in certain countries domestic employees who are, by and large, female are accorded the lowest level of minimum wage; in one case even lower than the minimum wage established for juvenile employees. So, for example, in Belize, the general rate for manual work is \$2.25 per hour. Export and agricultural workers get at least \$2.00 per hour and domestic workers and shop assistants, who are mostly female, have a minimum of \$1.75 per hour.

In 1998 Trinidad and Tobago passed a Minimum Wage Act which provides a minimum wage of universal application thereby eliminating the inherent discrimination in the old legislative order under which household assistants were granted the lowest minimum wage.

Another aspect of the conditions of work addressed since Beijing is the regularization of a 40-hour workweek in the Netherlands Antilles and in Anguilla.

With regard to conditions of work, throughout the region there exists legislation extending maternity protection, the right to maternity leave with pay. Most of the territories have had such legislation on the statute books since the 1980s. Trinidad and Tobago enacted the maternity protection legislation in 1998. Notably, maternity leave provisions appear not to apply to domestic workers in Barbados, Jamaica and Belize³⁷.

Length of maternity leave	
Less than 12 weeks	Bahamas
12 weeks	Barbados, Belize, Dominica, Dominican Republic, Haiti, Jamaica
13 weeks	Antigua and Barbuda, Grenada, Guyana, Saint Lucia, Trinidad and Tobago
17 weeks or more	Cuba
Source: ILO Maternity Protection at Work International Labour Conference 87th Session 1999 Report V(1)	

Future actions

By and large, the actions identified for implementing the Beijing Platform for Action in the area of women and the economy revolve around the creation of greater employment opportunity for women. Specifically, a number of countries seek to encourage women into micro-enterprises through the provision of training in financial management and credit facilities.

In so far as training is concerned, Belize, Jamaica, Guyana and Trinidad and Tobago have planned a three-year regional programme in non-traditional training for women.

Women in power and decision-making

The Beijing Platform for Action calls for increased and equal participation in decision-making, since such participation accurately reflects the composition of society and is conducive to the achievement of a transparent and accountable government and administration. Increased numbers of female decision makers should result in the development of policies and programmes which are more aware and responsive to women's interests and concerns.

Beijing strategic objectives

- Take measures to ensure women's equal access to and full participation in power structures and decision-making.
- Increase women's capacity to participate in decision-making and leadership.

While women are active participants in the political process as supporters, campaigners and voters, yet still women continue to be relatively invisible or absent from centres of power and decision-making. No trend towards increasing female participation at the highest levels of political decision-making is discernable. While Barbados attained the critical mass of 30 per cent of women at ministerial level, in most countries the percentage of ministers who are women remain under 15 per cent. Women ministers tend to be concentrated in social areas as compared to legal and economic.

Female representation on boards and commissions also continue to be very limited. In Barbados, for example, it is reported that there are less than 25 per cent female representation on all public boards and that in fact 25 per cent of such boards had no female representation whatsoever.³⁸

Despite the efforts of the NGO sector at encouraging women candidates in local and national elections, relatively few women face the electorate. In Antigua and Barbuda, for example, no woman has ever been elected to the Parliament, even though the speakers of the Lower House and the senate are women. The Jamaica report isolates a number of explanatory factors for this which apply equally throughout the Caribbean:

- (a) Structure of political parties where men dominate and control patronage;
- (b) Women are usually given constituencies where they are unlikely to be successful;
- (c) Financial constraints for female candidates; and

(d) Competing claims on time in the situation where the woman is the primary nurturer in her household.

If women's participation in the political process as candidates is not increasing, the reverse is the case for women's presence in public administration as senior managers. In Trinidad and Tobago, 45.5 per cent of all permanent secretaries are female; 27 per cent in Dominica; 50 per cent in Jamaica; and 54 per cent in Grenada. In Guyana, however the proportion of female permanent secretaries fell from 33.3 per cent in 1993 to 14.3 per cent in 1998.

Achievements:	Cuba
Women comprise:	
(a)	60 per cent of the lawyers;
(b)	45 per cent of judges; and
(c)	65 per cent of prosecutors

Few reports speak to the development of a plan to encourage women's participation in power and decision-making.

The Dominican Republic is an exception, however. There, a law was approved which established the requirement that 25 per cent of all candidates for congressional and municipal elections presented to the Central Electoral Board be women.

In some territories, leadership training for women has been given some priority. In Cuba, apart from such training programmes, priority has been given to the provision of day-care centres at which the children of women leaders can be accommodated. Further, in encouraging greater female participation in the political processes, workshops with women leaders are held where issues of interest to women are reflected on and evaluated.

The Cuban approach appears to be based on an integrated understanding of the factors which inhibit women's participation.

Institutional mechanisms for the advancement of women

"Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action... It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres."

Gender Mainstreaming. A Background Note: Division for the Advancement of Women, July 1997

The strategic objectives contained in the Beijing Platform for Action are, to a great extent, focused on the objective of what has become known as "gender mainstreaming". In this scenario, the national machineries are conceived less as agents of discrete project implementation than as "the central policy-coordinating unit inside government".

Beijing strategic objectives

Successful gender planning and gender mainstreaming is predicated to a large extent on the existence of strong institutional leadership by the national machineries for women.

- Create or strengthen national machineries and other governmental bodies;
- Integrate gender perspectives in legislation, public policies, programmes and projects;
- Generate and disseminate gender-disaggregated data and information for planning and evaluation.

National machineries, adequately staffed and funded, with a clear mandate and focus provide the enabling environment necessary for the articulation of gender analysis and planning within the national development planning processes.

Reviews of the national machineries for women in the region since the 1980s all reiterate that the machineries were inadequately funded by governments, lacked legitimate power and had limited capacity to implement policy objectives.

Since Beijing, there has been some improvement in resource allocation to the national machinery in the region, though this varies considerably and developments are uneven. Still, throughout the region, the allocation to the national machineries remain miniscule, resulting inevitably in limited programme impact. A number of the divisions rely heavily on external funding sources for implementation of their activities, but external funding is generally targeted at specific projects rather than at the more general need for institutional strengthening.

Percent of National Budget allocated to the national machinery

Antigua and Barbuda	1.23
Belize	
British Virgin Islands	0.014
Dominica	0.091
Guyana	0.0065
Jamaica	0.63
St Kitts/Nevis	0.0014
St Vincent and the Grenadines	0.5
Trinidad and Tobago	0.0089
Turks and Caicos	0.0002

Source: National Reports

There has been a nomenclature change to the machineries in a few countries, from women's affairs to gender affairs³⁹. Whether this reflects a paradigm shift is not clear from the reports, though it is likely that this name change is reflective of the move away from the "women in development approach" critiqued as focusing on women in isolation. The "gender and development" approach by contrast emphasizes a focus on gender relations and provides an analytical framework for assessing the impact of government policy.

In some countries concerted efforts were made to identify and strengthen gender focal points within sectoral ministries and planning departments. Alternatively, in other countries inter-ministerial committees were established for the purpose of integrating the gender perspective in the planning processes. In Guyana and Saint Vincent and the Grenadines, national commissions on

women were established. Yet, still, in other countries there was no implementation of the Platform for Action in the area of institutional mechanisms⁴⁰.

Consistent with the commitment to integrate the gender perspective in national development planning, some of the machineries have advanced the process of formulating national action plans or national policies on women⁴¹. These plans have been developed with some collaboration from the NGO sector and other sectoral ministries and are designed to ensure that specific measures are taken to achieve the goals set out in the policy development process.

Achievements:	Jamaica
	<ul style="list-style-type: none"> • Women's Affairs Bureau staff expanded to 18, with staff training programmes being implemented. • Improved coordination between the Bureau and the Planning Institute and the Office of the Prime Minister • Social Planning Unit renamed to Social and Gender Planning Unit
Achievements:	Netherlands Antilles
	<ul style="list-style-type: none"> • Gender sensitivity workshops for policy makers
Achievements:	Guyana
	<ul style="list-style-type: none"> • Establishment of National Commission on Women • Interministerial committee
Achievements:	Saint Vincent and the Grenadines
	<ul style="list-style-type: none"> • National Commission on Gender
Achievements:	Turks and Caicos
	<ul style="list-style-type: none"> • Establishment of the Women's Desk and inclusion of the Desk in the national budget

Some training on incorporating the gender perspective into the national and sectoral planning process has been conducted by the Commonwealth Secretariat in the Caribbean since 1998. In 1998 there were two workshops held on gender mainstreaming in the health sector. In addition the Commonwealth Secretariat, in collaboration with the Ministry of Finance and Economic Affairs of the Government of Barbados, held a three-day workshop on gender integration into the budgetary process. The extent to which these training programmes have, in fact, facilitated the gender mainstreaming initiative has yet to be assessed.

The obstacles to gender mainstreaming identified in the national reports are predictably:

(a) The lack of strong support by senior policy framers resulting in only ad hoc collaborations between the machineries and key ministries;

- (b) Financial constraints; and
- (c) Inadequate provision for staff training and training of personnel in key ministries.

As the machineries continue the gender mainstreaming thrust, future actions planned include, for those who have not gone through the process, the development of national action plans; the establishment of Interministerial committees and gender training for focal points in sectoral ministries.

Human rights of women

While regionally the discussion around women's rights has focused on the Women's Convention, State obligations to prohibit all forms of discrimination on the basis of sex exist in the Universal Declaration on Human Rights as it does in the International Covenant for Civil and Political Rights (ICCPR) and the International Covenant for Economic, Social and Cultural Rights (the Economic Covenant).

Strategic objectives

- Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination Against Women.
- Ensure equality and non-discrimination under the law and in practice.
- Achieve legal literacy.

Article 2 of the ICCPR states that the rights in the Treaty apply to individuals without distinction on the basis of sex and other grounds. Article 26 guarantees all persons equality before the law and equal protection of the law, without distinction on the basis of sex and other grounds. Articles 4, 6, 23 and 24 also contain specific references to women or sex-based non-discrimination.

The Economic Covenant not only contains prohibitions on discrimination on the basis of sex, but also contains obligations on the part of the State to implement, in a progressive manner and to the extent of national resources, programmes which will ensure certain basic entitlements in the realms of education, health, employment and shelter. Article 2 of the Covenant provides that the rights recognized in the Treaty apply to individuals without discrimination on the basis of sex and other grounds. This is reiterated in Article 3 which establishes States parties' obligation to ensure the equal right of women and men to the enjoyment of the rights contained in the Covenant. Article 7 guarantees equal conditions of work for women, including equal pay for equal work. Article 10 includes protection for working mothers, including paid maternity leave. Article 12 on the right to health addresses the reduction of stillbirth rate and infant mortality.

While all countries in the region have ratified the CEDAW, only eight have ratified the

Economic Covenant and nine have ratified the ICCPR.

Within the Organization of American States (OAS) system, the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence (the Belem do Para Convention) was adopted by the General Assembly of the OAS in June 1994. The Convention not only recognizes that violence against women constitutes a violation of human rights, but it defines violence in both the public and private spheres. The Convention, which makes provision for the right of individual complaint or petition, has been ratified and acceded to by 12 CDCC countries.

A number of important legislative initiatives towards the elimination of discrimination have been taken since Beijing. Domestic violence legislation heads the list of initiatives. Apart from this type of legislation in Trinidad and Tobago, based on a recognition of the social realities, cohabitational relationships were conferred legal recognition along the lines of similar legislation in Barbados and Guyana. Again in Trinidad and Tobago maternity protection legislation was enacted protecting the employment status of pregnant women and conferring on them monetary benefits during maternity leave.

Notwithstanding the steps taken to eliminate the most overt forms of gender discrimination, it indeed continues to be a feature of the legal system, both in the substance and administration of the legal systems.

In Jamaica and Barbados, female nationals may not confer citizenship status on their children or spouse. Legislation giving women protection and redress from discriminatory acts on the part of non-State actors, such as employers, obtains only in Guyana.

In some countries a husband is not generally legally capable of committing rape. In those countries, a husband will lose his immunity from prosecution only if he falls into one of the categories, for example, where:

Women's convention: Article 2 (f)

State parties condemn discrimination against women in all its forms and undertake to take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women.

- (a) There is a decree nisi of divorce;
- (b) There is a decree of judicial separation or other separation order;
- (c) There is a separation agreement; or
- (d) There exists an order for the husband not to molest his wife or have sexual intercourse with her;

(e) The husband has notice that a petition for divorce or separation or nullity of marriage has been filed or where the parties to the marriage are living apart in separate households.⁴²

In countries where the English common law applies, by case law development in England as opposed to legislative reform, husbands have lost their immunity for rape within marriage.

The country reports also suggest areas of discrimination which are not grounded in legal provisions, but rather in discriminatory administrative or bureaucratic practice. Anguilla, Antigua and Barbuda and St. Kitts and Nevis all report that women seeking hysterectomies or tubal ligations are forced to obtain the consent of their spouses and that no similar consents are required where men wish to obtain vasectomies. These practices are not only directly discriminatory but also appear to be infringements of the right to privacy, personal autonomy and liberty.

Similarly, in some countries throughout the region, teenage mothers face tremendous pressures in continuing their education while pregnant and after the delivery of their babies. Teenage boys who have fathered children face no such exclusion from attendance at educational institutions. This discriminatory exclusion of teenage mothers from access to continued education is an issue which cross-cuts a number of the critical areas of concern in the Beijing Platform for Action. Indeed under the critical areas of education and training and the girl child, States commit themselves to promoting an educational setting that eliminates all barriers that impede the schooling of pregnant adolescents and young mothers.

The exclusion of teenage mothers from access to education is not only a civil rights issue of discrimination based on sex, but also has negative consequences with regard to economic advancement of the teenage mothers as well as for their children.

In this regard, St. Kitts and Nevis has developed a policy statement outlining the right of the teenage mother to return to school after the delivery of her baby. The Women's Affairs Division in collaboration with the Ministry of Education prepared this policy statement which was advanced after the Beijing Conference.

Legal literacy

Within the framework of law and development, the legal system is comprised of three components: the substantive (the content of the law); the structural (the courts, administration and law enforcement agencies) and the cultural (shared attitudes and behaviors about the law). The Beijing Platform of Action recognizes that changes in substantive law will by themselves be insufficient to end discriminatory practices and promote the advancement of women. Not only should laws be reformed and legislative initiative taken but, equally importantly, the persons who administer the legal system (police, judiciary and magistracy) should be informed by the gender perspective which would allow them to confront the gender stereotypes which are inimical to the advancement of women's human rights.

The Beijing Platform for Action, therefore, recognizes that "overly complex administrative procedures, lack of awareness within the judicial process and inadequate monitoring of the violation of human rights of all women, coupled with the under-representation of women in the justice system, insufficient information on existing rights and persistent attitudes and practices perpetuate women's de facto inequality".

The country reports do not reflect generally whether the judiciary and magistracy have undergone any gender training since Beijing except in the area of the implementation of domestic violence legislation. Similarly, throughout the region, ad hoc training of police officers around domestic violence issues seems to be the developing norm. One approach which institutionalizes gender issues within training for police is to be found in St. Kitts and Nevis. In that country, all new police recruits, as part of their basic training, are instructed in human rights, violence against women, rape trauma and domestic abuse syndrome.

Novel practice
 St. Vincent and the Grenadines
 Media representation on the National
 Commission for Women

Legal literacy programmes in the region are more often than not the result of NGO initiatives. However, in Dominica, the Desk has been instrumental in a Women and the Law education programme aimed at increasing women's awareness of their rights and the content of the law. In Saint Vincent and the Grenadines, the Women's Affairs Department has produced a book entitled "Vincentian Women and the Law".

Women and the media

In no country was this area identified as a priority for action. In those countries which reported implementation of the strategic actions, two complementary approaches have been taken: monitoring and training of media personnel.

A number of countries, including Cuba and Jamaica, have continued the work of monitoring the media's treatment and portrayal of women. In Jamaica this has been largely an exercise performed by an NGO, the Women's Media Watch.

The other approach taken was in the provision of gender sensitivity training for media workers⁴³.

The Jamaican NGO Women's Media Watch has pioneered much of the work on the issue of women and the media. The Women's Bureau in Jamaica has, therefore, collaborated with the Media Watch in its implementation of an integrated campaign emphasizing the exploitative portrayals of women in the media and violence against women. The Jamaican organization has collaborated with women's organizations in Saint Lucia, Barbados and Trinidad and Tobago in creating media watches in those countries.

Beijing strategic objectives

- Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.
- Promote a balanced and non-stereotyped portrayal of women in the media.

In reflecting on the intransigence of stereotypical and degrading portrayals of women in the media, the Cuban report draws attention to the fact that in Cuba more women have assumed decision-making positions in this field even while stereotypical presentations of women remain problematic. The same is true throughout the region. Eradicating negative images of women in the media, therefore, requires more than the equal participation of women in the media's management.

Women and the environment

The area of women and the environment was addressed by only four countries⁴⁴ in the national reports. The British Virgin Islands undertook a survey of women farmers for the purpose of recovering traditional herbal healing information. In Jamaica, the emphasis has been on a reforestation programme in rural communities with many female-headed households.

Strategic objectives

- Involve women actively in environmental decision-making at all levels.
- Integrate gender concerns and perspectives in policies and programmes for sustainable development.
- Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women.

In Cuba, the use of natural and local resources for food in rural areas has been promoted through training programmes. Having regard to the new information technologies, the Federation of Cuban Women, in collaboration with the Instituto de

Women make up more than 40 per cent of scientists and technicians in Cuba.

Medicina del Trabajo, has undertaken research on the effect of non-ionisable radiation on women.

The girl child

Beijing strategic objectives

- Eliminate all forms of discrimination against the girl child;
- Eliminate negative cultural attitudes and practices against girls;
- Promote and protect the rights of the girl-child and increase awareness of her needs and potential;
- Eliminate discrimination against girls in education, skills development and training;
- Eliminate discrimination against girls in health and nutrition;
- Eliminate the economic exploitation of child labour and protect young girls at work;
- Eradicate violence against the girl child;
- Promote the girl-child's awareness of and participation in social, economic and political life; and
- Strengthen the role of the family in improving the status of the girl child.

In all of the Constitutions in the region (with the exception of Jamaica), discrimination on the basis of sex is prohibited. The effect of this is that there remains little direct discrimination in the laws. The discrimination that exists does so at the level of practice born out of cultural biases and attitudes about the role and place of the female in society. Two issues emerged from the national reports in this regard.

Teenage mothers and access to education

While the incidence of teenage pregnancies has decreased in the region⁴⁵, the rate is still significant. It has been suggested that consideration should be given not only to individual choices of young girls in determining factors involved in teenage pregnancy, but policy makers should also take account of socio-economic factors which:

(a) Restrict opportunities for young women, leaving maternity as a sole avenue for social status and self-fulfillment;

(b) Discourage access of both sexes to sex education; and contraceptive services; and

(c) Foster or condone masculine dominance and female submission⁴⁶.

Births to mothers under 20 years old	
Country	Around 1994
Anguilla	1.0
Antigua & Barbuda	5.8
Bahamas	3.8
Barbados	1.4
Belize	7.7
British Virgin Islands	6.7
Cayman Islands	3.3
Cuba	5.4
Dominica	2.9
Grenada	6.6
Guyana	0.7
Jamaica	4.6
Montserrat	0.9
St. Kitts/Nevis	6.7
St. Vincent & the Grenadines	0.5
Suriname	6.6
Trinidad & Tobago	13.7

Source: PAHO Report and UNDP 1999 Human Development Report

For a number of countries the reintegration of teenage mothers into the education system remains a challenge⁴⁷. Apart from the cultural prejudices against teenage mothers resulting from their forced exclusion from schools, the economic circumstances of such mothers present an effective obstacle to the continuation of their education within the formal school sector. Young mothers are faced with financial resource which prevent them from putting into place support systems. The government provides, in very few countries, day care for babies and small children. There are no recent studies revealing the return rates of teenage mothers to school, however a 1987 study from Jamaica found that 81 per cent of mothers under the age of 20 do not go back to school after giving birth⁴⁸.

In response to the administrative discrimination against teenage mothers, specific policies were formulated in Anguilla and Grenada with the result that such mothers are now allowed back into the school system. In other countries, there is a recognition that some teenage mothers feel self-conscious, even ashamed, and voluntarily discontinue their education rather than face their peers. In the Turks and Caicos Islands, for example, a special educational institution for teenage mothers has been established.

Child sexual abuse

With respect to violence against girls, there is a significant underreporting of incidents of incest and other forms of sexual abuse against girl children. Still, the little that is documented presents a picture of female vulnerability to violence. A 1994 research study done in Jamaica revealed that 17 per cent of a random sample of 452 primary school girls, ages 13-14, had experienced attempted or completed rape, half before the age of 12⁴⁹. Reports of child abuse grew quite dramatically in Dominica, from 239 in 1996 to 267 in 1997 and 303 in 1998. Of the cases of child abuse reported in 1997, 83 per cent were against girls.

The problem of protecting children within the legal system is hampered severely by the absence of reporting of such abuse. In addition, in some countries the law still has not been reformed to ease the child victim's trauma of a criminal trial by, for example, guaranteeing anonymity; restricted media reporting; evidence by video tape; and in camera trial proceedings. In Jamaica, incest is defined as having sexual intercourse with a female known to be a blood relative of certain affinity. Therefore, sexual intercourse by a stepfather does not fall within the definition of incest.

Protocols for the identification and protection of abused girls must be developed which specifies the responsibilities of social workers, teachers and health sector workers who have evidence or grounds for believing that sexual molestation has occurred.

THE WAY FORWARD

Gender equity: From poverty reduction to economic empowerment

A recurring theme in poverty studies is the need to enhance or deepen knowledge of who the poor are and what are the causes and consequences of poverty. Data collection in this regard is essential to direct policy and programme interventions.

Strategies aimed at poverty alleviation, while they must be reactive and ameliorative in the short term, must also include dimensions or components which focus on economic empowerment of women. The Caribbean region has tried a number of strategies aimed at poverty eradication, most notably, the promotion of micro-enterprises. These initiatives must be assessed. Do they reach the poorest of the poor; are the enterprises supported to the stage of viability; do these programmes improve the economic well-being of the participants? Beyond an analysis of the impact on individual women, the assessment of poverty reduction strategies should inform on whether the structure of income inequalities has been altered or reinforced; whether women's access to and use of resources (land ownership, credit, technology) has increased.

At the macroeconomic planning level, the Beijing Platform for Action calls on governments to: (a) restructure and target the allocation of public expenditures to promote women's economic opportunities and equal access to productive resources; (b) to facilitate a more transparent budget

process; and (c) to review, adopt and maintain macroeconomic strategies that address the needs and efforts of women in poverty.

The integration of the gender perspective in the national budget process is, therefore, key to gender mainstreaming within the governmental development policy. It is at the stage of budgetary preparation that gender equity priorities are determined. Women's participation in the articulation of not only gender action plans, but of national development planning is essential.

Gender equity: From power and decision-making and the institutional advancement of women to gender mainstreaming

The national reports all reveal that the national machineries for women continue to be hampered by inadequate resource allocation in staffing and in funding. While there is growing coordination between the national machineries and sectoral ministries, the integration of the gender perspective in all government policies is impeded by an insufficient implementation or understanding of the imperatives of gender mainstreaming.

National machineries must, therefore, be provided adequate resources not for the purpose of project implementation, but for the purpose of strengthening their capacities to participate in the identification of gender equity priorities in the budgetary process and in the implementation of policies.

There is an organic or dialectical relationship between the strengthening of institutional mechanisms for the advancement of women and increasing women's participation in decision-making at both the political and administrative levels. In this regard, mechanisms for attaining adequate representation of women in elected positions and on government boards must be identified and implemented.

From violence to peace

Throughout the Caribbean the need has been identified for a more integrated and comprehensive response to violence against women. The strategies to combat violence must be addressed at two levels: provisions of services for the victim, and victims and offenders and societal change, namely, the eradication of inequality between men and women.

While the work on legislative reform is well under way, the approach towards providing the enabling environment for the proper implementation of the new legislation is less than systematic. In this regard, the Beijing Platform for Action includes an extensive range of recommendations to governments in the areas of research, education, shelter provision, legal reform and the administration of justice. These should be reviewed by the governments of the region with a view to establishing a time-frame for implementation.

Like in all other policy areas, an effective response to violence against women demands an understanding of the dynamics of violence, consistent response at all levels within the legal system, appropriate treatment of offenders and provision of services to the victims and their families. Policy development must be informed by reliable data on the causes (both fundamental and catalytic) and incidence of all forms of violence against women.

Data collection, therefore, must become a priority. Areas of data collection include:

- (a) National data from police and court statistics in relation to violence against women;
- (b) Comparative data on the forms and incidence of violence against women; and
- (c) Statistical data, disaggregated by sex, with regard to the incidence of violence against women; the nature of the intervention by the police and the courts; and socio-demographic information about victims and offenders.

The centrality of gender to the understanding of violence necessitates an examination of the ways in which societies socialize (in the family and within the educational system) and reproduce behaviours and norms which conduce to violence. Such research should lead to the development of curricula for primary and secondary schools which emphasize the elimination of negative sex role stereotyping and the promotion of peaceful methods of conflict resolution.

The environment

The national machineries for women need to pay greater attention to the Small Island Developing States Programme of Action (SIDS POA), which addresses environment issues and, in particular, disaster management and preparedness. From the perspective of health, studies should be encouraged which assess the degradation of the environment and the impact of this on women's health.

Indicators of Legal Status of Women

Legal Status of Women	Countries																	
	ANG	ANT	BAH	BAR	BEZ	BVI	CAY	CUB	DOM	GRE	GUY	JAM	NA	SKN	STL	SVG	SUR	T&T
Constitutional prohibitions against discrimination on basis of sex	YES	YES	YES	YES	YES	NO	N/A	YES	YES	YES	YES	NO	YES	YES	YES	YES	YES	YES
Women have equal rights with men to confer citizenship on husband and children	YES	YES	NO	NO	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Consensual divorce	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES	NO	YES	YES	YES	YES
Wife entitled to share in matrimonial property on divorce	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Attachment of earnings available for maintenance orders	YES		YES	NO	YES	NO	YES	YES	NO	YES	YES	YES	YES	NO		NO	YES	YES
Common law unions recognized	NO	YES	NO	YES	NO	NO	NO	YES	NO	NO	YES	YES	NO	NO	NO	YES	NO	YES
Status of illegitimacy abolished	YES	YES	NO	YES	YES	NO	NO	YES	YES	YES	YES	YES	NO	YES	NO	YES	NO	YES
Women granted equal custody rights	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES		YES	YES	YES	YES	YES	YES	YES
Domestic violence legislation	NO	YES	YES	YES	YES	YES		YES	NO	NO	YES	YES	NO	NO	YES	YES	NO	YES
Rape within marriage criminalised under all circumstances	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO
Rape within marriage criminalised under certain circumstances of separation	YES	YES	YES	YES	YES	YES	YES	N/A	YES	YES	NO	N/A	NO	YES		NO	NO	YES

ANG	-	Anguilla	BVI	-	British Virgin Islands	GUY	-	Guyana
ANT	-	Antigua & Barbuda	CAY	-	Cayman Islands	JAM	-	Jamaica
BAH	-	Bahamas	CUB	-	Cuba	NA	-	Netherlands Antilles
BAR	-	Barbados	DOM	-	Dominica	SKN	-	St Kitts/Nevis
BEZ	-	Belize	GRE	-	Grenada	STL	-	Saint Lucia
SVG	-	St Vincent and the Grenadines	SUR	-	Suriname	T&T	-	Trinidad and Tobago

Indicators of Legal Status of Women.... Cont'd

Legal Status of Women	Countries																	
	ANG	ANT	BAH	BAR	BEZ	BVI	CAY	CUB	DOM	GRE	GUY	JAM	NA	SKN	STL	SVG	SUR	T&T
Sexual offences legislation amending or abolishing recent complaint and corroboration rule	NO	NO	NO	YES	NO	NO	NO		NO	NO	NO	NO		NO	NO	YES		YES
Legal barriers to working women (nightwork legislation)	NO		NO		YES	NO	NO	NO	NO	NO	NO		NO	NO		YES	YES	YES
Maternity protection	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	YES	YES	NO	YES
Sexual harassment	NO	NO	YES	NO	YES	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Sex discrimination legislation prohibiting discrimination by non-state actors	NO	NO	NO	NO	NO	NO	YES	YES	NO	NO	YES	NO	YES	YES	NO	YES	NO	NO
Equal pay for equal work	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	NO	NO		YES	YES	NO
State legal aid for domestic violence victims	NO	NO	YES	NO	YES	NO	NO		NO	YES	NO		YES	NO	NO	YES	YES	YES
Special family court	NO	NO	YES	NO	YES	NO	NO		NO	NO	NO	YES	NO	NO	YES	YES	NO	NO
Abortion law reformed to confer choice on women	NO	NO	NO	YES	NO	NO	NO	YES	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO
Legal barriers to land ownership	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO

ANG - Anguilla BVI - British Virgin Islands GUY - Guyana
 ANT - Antigua & Barbuda CAY - Cayman Islands JAM - Jamaica
 BAH - Bahamas CUB - Cuba NA - Netherlands Antilles
 BAR - Barbados DOM - Dominica SKN - St Kitts/Nevis
 BEZ - Belize GRE - Grenada STL - Saint Lucia
 SVG - St Vincent a the Grenadines SUR - Suriname T&T - Trinidad and Tobago

Human development indices and rankings for

selected countries in the Caribbean

Human development index (HDI) rank	Name of Country	Human development index (HDI) value	Gender-related development index (GDI) value 1997	Gender-related development index (GDI) rank	Gender empowerment measure (GEM) value	Gender empowerment measure (GEM) rank
29	Barbados	0.857	0.854	27	-	-
31	Bahamas	0.851	0.849	29	0.658	13
46	Trinidad and Tobago	0.792	0.790	44	0.540	24
38	Antigua and Barbuda	0.828	-	-	-	-
51	Saint Kitts and Nevis	0.781	-	-	-	-
53	Dominica	0.776	-	-	-	-
83	Belize	0.732	-	-	0.492	39
75	Saint Vincent	0.744	-	-	-	-
64	Suriname	0.757	-	-	0.428	60
81	Saint Lucia	0.737	-	-	-	-
52	Grenada	0.777	-	-	-	-
58	Cuba	0.765	0.762	53	0.556	21
82	Jamaica	0.734	0.731	69	-	-
88	Dominican Republic	0.726	0.716	75	0.528	25
99	Guyana	0.701	0.691	83	0.434	57
152	Haiti	0.430	0.426	124	-	-

Source: UNDP Human Development Report 1999

Female enrolment at primary and secondary

levels

Country	Year	Percent of Female enrolment at Primary level	Percent of Female enrolment at Secondary schools
Antigua & Barbuda	1991/92	49	50
Bahamas	1992/93	50	50
Barbados	1991/92	49	47
Belize	1994/95	48	52
Br. Virgin Islands	1994/95	48	51
Dominica	1994/95	50	54
Grenada	1992/93	49	54
Jamaica	1992/93	49	51
Montserrat	1993/94	46	49
St. Kitts & Nevis	1992/93	49	51
St. Lucia	1992/93	48	63
St. Vincent & the Grenadines	1993/94	49	55
Trinidad & Tobago	1993/94	49	50
Turks & Caicos Islands	1993/94	50	50

Source: Bailey, B.

Female enrolment at tertiary level

Country	Year	Total	Female	% F
Bahamas	1987/88	5,305	3,625	68
Barbados	1991/92	6,888	3,797	55
Dominica	1992/93	484	207	43
Jamaica	1991/92	6,284	3,958	63
St. Kitts & Nevis	1992/93	394	215	55
St. Lucia	1992/93	870	529	61
St. Vincent & the Grenadines	1989/9	677	458	68
Trinidad & Tobago	1992/93	8,170	3,360	41

Source: Bailey, B.

Enrolment in 1994/95 University of the West Indies

by faculty and sex

UNDERGRADUATE			
FACULTY	FEMALE	MALE	F:M RATIO
AGRICULTURE	147	140	1:1
ARTS & GENERAL STUDIES	2054	554	3.7:1
EDUCATION	273	62	4.4:1
ENGINEERING	152	622	1:4
LAW	287	122	2.4:1
MEDICAL SCIENCE	589	583	1:1
NATURAL SCIENCES	1255	1287	1:1
SOCIAL SCIENCES	2706	1351	2:1
TOTAL	7463 (61.3%)	4721 (38.7/5)	1.6:1
GRADUATE			
AGRICULTURE	51	56	1:1
ARTS & GENERAL STUDIES	228	77	3:1
EDUCATION	204	60	3.4:1
ENGINEERING	63	190	1:3
LAW	16	14	1:1
MEDICAL SCIENCE	112	108	1:1
NATURAL SCIENCES	173	166	1:1
SOCIAL SCIENCES	419	365	1.1:1
TOTAL	1266 (54.9%)	1036 (46.1%)	1.2:1

Source: Bailey, B.

**Functional illiteracy in the Commonwealth Caribbean by sex
(Percent)**

Country	1970			1980		
	Male	Female	Total	Male	Female	Total
Barbados	12.75	15.78	14.41	7.75	8.77	8.29
Dominica	20.81	18.39	19.48	15.61	10.76	12.82
Grenada	15.45	16.37	15.96	13.57	12.90	13.21
Guyana	22.40	27.02	24.75	20.32	25.35	22.62
Jamaica	26.28	21.82	23.91	24.31	20.40	22.24
Montserrat	16.87	18.27	17.64	13.31	11.75	12.49
St. Kitts/Nevis	12.05	11.83	11.93	9.27	8.55	8.88
St. Lucia	65.72	62.70	64.03	63.37	58.26	60.55
St. Vincent/Grenadines	20.97	20.38	20.65	18.38	16.62	17.41

Source: Bailey, B

General Health Indicators

Country	Life expectancy		Total fertility rate		Prevalence of use of Contraceptives 1990-1998	Maternal mortality ^b
	Female	Male	1975	1997		
Anguilla	77.0	1.0				
Antigua and Barbuda	75.0	1.0		1.7 ^a	53	-
Bahamas	77.9	68.7	3.3	2.6	62	21
Barbados	77.9	72.9	204	105	55	20
Belize	75.0	72.4	6.3	3.7	47	147
British Virgin Island	75.0	71.0				
Cayman Islands	79.0	75.0				8
Cuba	78.0	74.2	2.6	1.6	82	27
Dominica	80.0	74.0		2.0 ^a	50	-
Dominican Republic	69.0	73.1	5.1	2.8	64	180
Grenada	73.0	68.0	3.4	3.9 ^a	54	-
Guyana	68.0	62.4	4.3	2.3		180
Haiti	56.2	51.4	5.8	4.4	18	456
Jamaica	75.8	71.4	4.4	2.5	66 ^c	115
Montserrat	78.0	74.0				
Netherlands Antilles	75.6	70.6				
St Kitts/Nevis	69.0	63.0		2.6 ^a	41	-
Saint Lucia	67.0	72.0	4.0 ^d	2.4	47	-
St Vincent and the Grenadines	71.0	74.0		2.0 ^a	58	6
Suriname	67.8	72.6	4.6	2.2	-	13
Trinidad and Tobago	69.3	74.0	3.4	1.7	53	76
Turks and Caicos	77.0	73.0				

Source: UNDP 1999 Human Development Report

Pate: Maternal and Child Health, in Health Conditions in the Caribbean, PAHO, 1997

^a Refers to 1990-1995

^b Latest year available between 1987 and 1995 (PAHO)

^c From national reports

^d Latest year available between 1987 and 1995 (PAHO)

**Crude mortality rates by sex (per 100,000) and
mortality rate sex ratios for selected leading causes of death,
CAREC member countries,^a 1980-1990**

Cause	Rates and ratios	Year		
		1980	1985	1990
Ischaemic heart disease	Male	112.2	65.0	101.1
	Female	81.8	52.3	79.6
	M/F	1.37	1.24	1.27
Cerebrovascular disease	Male	80.9	80.9	87.2
	Female	101.3	94.9	90.1
	M/F	.78	.85	.97
Hypertensive disease	Male	47.0	28.7	28.2
	Female	49.3	38.3	33.9
	M/F	.95	.75	.83
Other heart disease	Male	65.7	46.8	44.8
	Female	66.9	47.1	43.1
	M/F	.98	.99	1.04
Diabetes	Male	23.7	33.0	54.3
	Female	42.2	48.2	64.4
	M/F	.56	.68	.82

^a Reports received from Anguilla, Antigua and Barbuda, Bahamas, Barbados, Belize, British Virgin Islands, Cayman Islands, Dominica, Grenada, Guyana, Jamaica, St Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, and Turks and Caicos Islands. Since not all countries are included every year, the reader is cautioned against drawing conclusions about trends.

Source: Caribbean Epidemiology Centre

**Reported cases of AIDS by gender
CAREC member countries**

Year	Male	Female
1990	424	208
1991	558	279
1992	649	308
1993	772	361
1994	836	486
1995	1033	541
1996	1100	646

Source: CAREC

Employment by occupation and sex

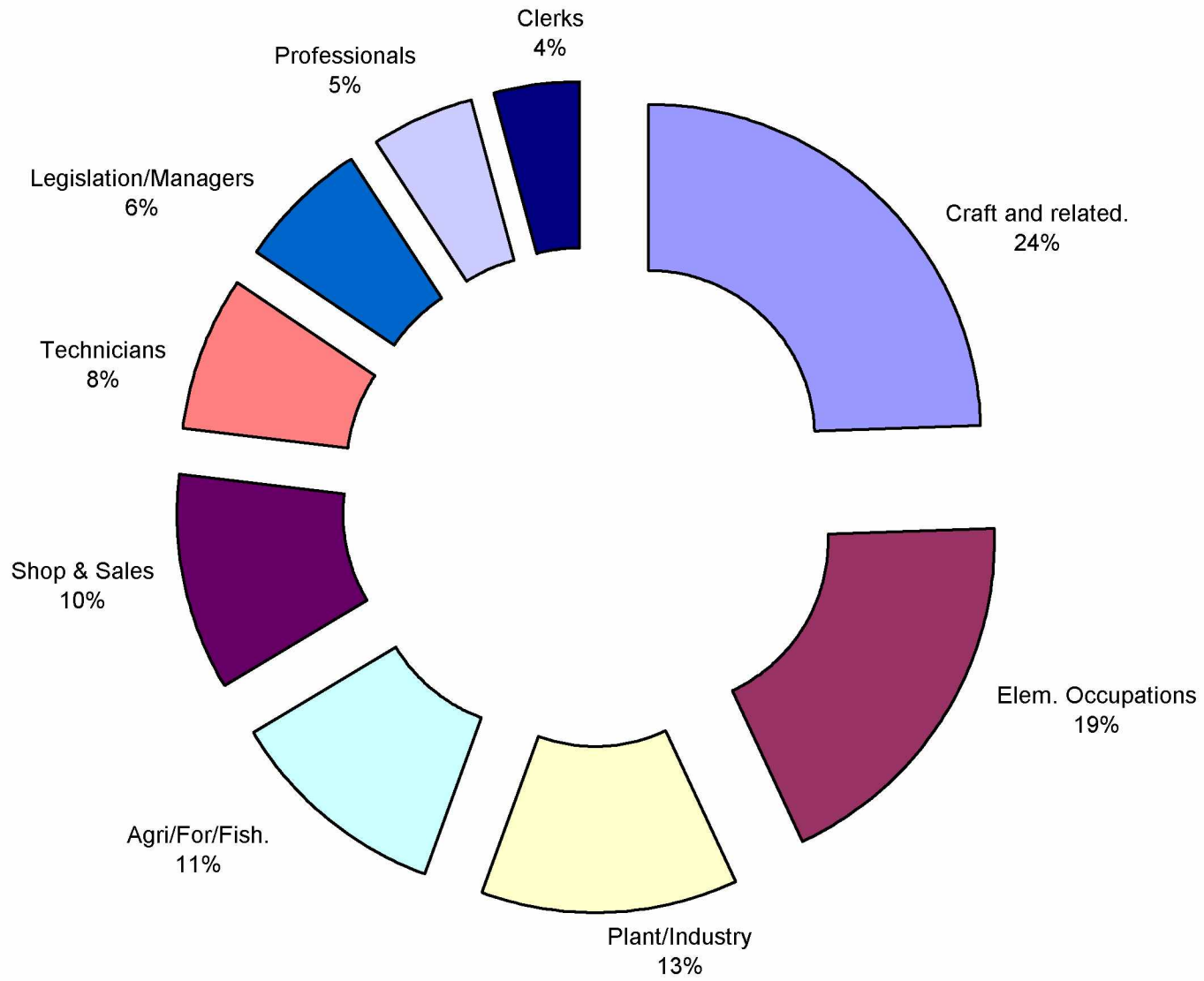
	Antigua 1991		Bahamas 1996		Barbados 1996		Belize 1996		BVI 1991		Dominica 1991		Grenada 1991	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Legislation/ Managers	5.9	4.1	8.9	4.5	7.1	5.1	7.4	9.1	9.8	8.9	4.2	9.3	4.0	2.5
Professionals	5.2	4.9	11.5	16.0	7.6	12.2	1.6	2.2	6.4	7.2	2.2	2.3	2.0	2.0
Technicians	9.7	10.4	11.5	-	7.9	4.8	6.2	19.5	9.5	11.0	6.6	15.3	9.8	18.4
Clerks	5.2	22.9	4.8	28.1	4.9	24.1	2.4	16.3	3.9	21.8	2.6	18.3	3.5	17.8
Source & Shop & Sales	14.4	24.8	15.3	24.7	13.9	20.8	6.9	19.0	9.8	28.3	5.2	13.6	13.5	18.1
Agriculture, Forestry/fishin g	2.8	0.5	9.2	0.8	3.6	0.9	21.0	1.3	5.3	0.3	31.8	8.5	10.3	0.2
Craft & Related	27.7	3.4	31.4	5.3	21.0	3.7	15.2	4.5	34.0	3.0	21.9	6.7	24.7	4.6
Plant/Industry	9.5	1.6	31.4	-	10.2	4.1	9.0	2.3	8.8	0.5	6.2	0.5	7.0	2.0
Elementary Occupations	1.7	24.3	18.1	20.1	22.7	23.6	29.9	25.6	12.3	19.1	16.9	21.8	21.8	30.4

Employment by occupation and sexcont'd

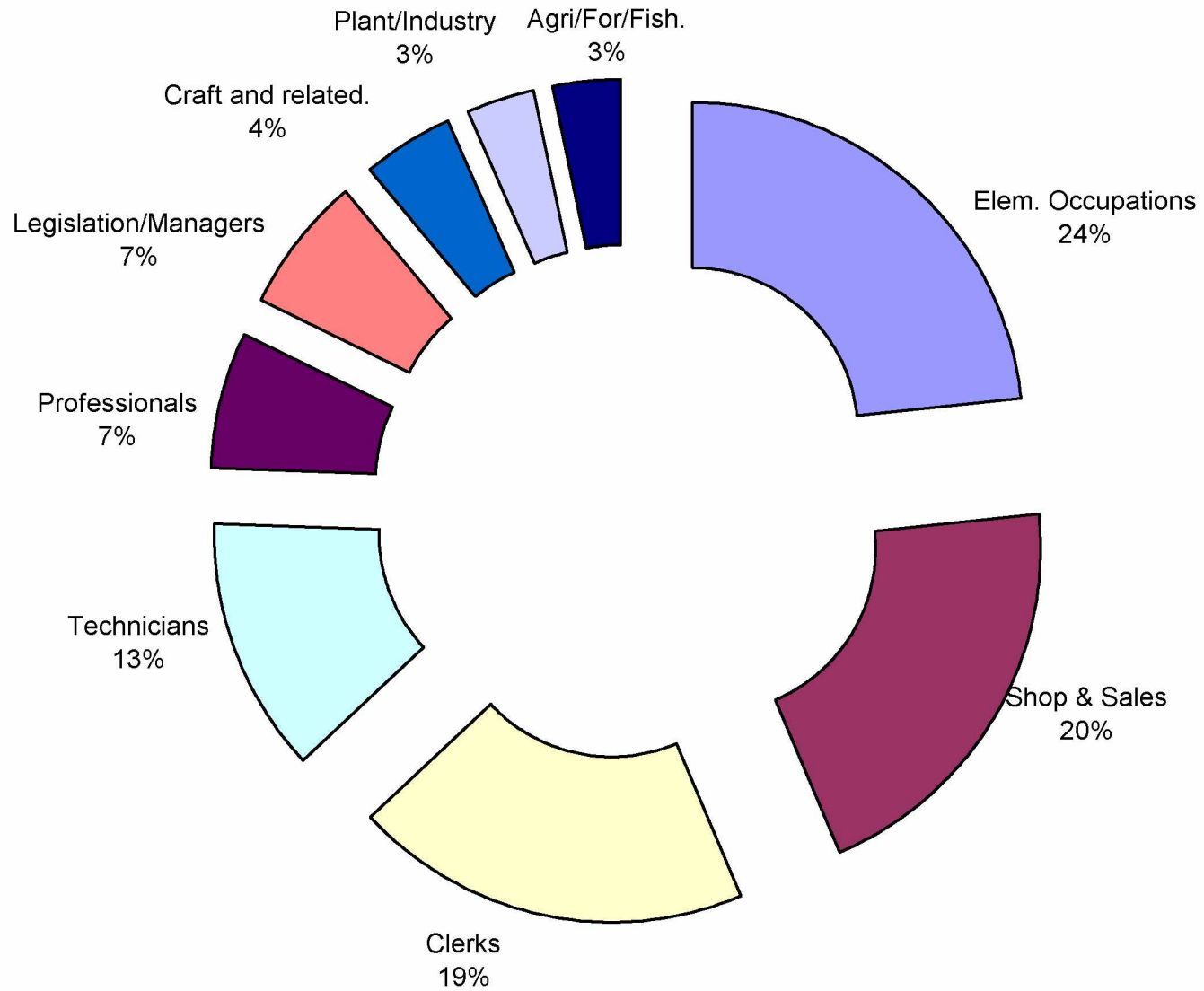
	Guyana 1992		Jamaica 1996		Montserrat 1991		Netherlands Antilles 1996		St Kitts & Nevis 1991		St Vincent & the Grenadines 1991		Suriname 1991		Trinidad & Tobago 1996	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Legislation/ Managers	2.5	2.2	9.5	17.3	10.6	8.9	9.5	5.3	7.0	6.0	4.9	6.4	5.4	8.9	6.0	7.6
Professionals	5.4	5.0			4.6	8.4	8.5	8.9	4.5	3.7	3.7	3.0			2.9	3.4
Technicians					6.5	10.0	17.2	15.7	6.5	10.9	5.9	15.4			2.9	13.2
Clerks	2.8	11.2	3.2	14.2	3.0	23.6	6.4	26.5	5.7	18.4	3.2	15.7	10.9	27.5	4.7	21.8
Services & Shop & Sales	8.9	11.4	10.7	21.1	7.6	18.4	9.7	20.6	8.8	17.9	8.3	16.0	18.7	42.2	11.7	18.4
Agriculture, Forestry/Fishing	16.5	11.9	27.3	8.5	7.2	2.6	1.5	0.07	4.0	0.7	17.6	6.3	8.7	5.4	5.9	1.4
Craft & Related		-	26.4	6.8	37.0	3.6	24.9	2.0	26.5	5.1	21.5	6.0	50.6	5.4	22.9	5.8
Plant/Industry	27.5	9.5	8.3	5.8	7.6	1.5	9.5	1.8	10.2	11.2	8.7	1.3			12.0	3.1
Elementary Occupations	33.6	34.2	14.4	26.0	16.0	21.5	11.3	18.3	24.5	23.9	26.6	29.7			25.6	22.0

Source: ILO Digest of Caribbean Labour Statistics 1997

Percentage Male in various occupations (data taken between the years 1991 - 1996)



Percentage Female in various occupations (data taken between the years 1991 - 1996)



Reported cases of HIV/AIDS

Year	Trinidad & Tobago			Barbados		
	% of Males	% of Females	Total	% of Males	% of Females	Total
1985	86.6	13.3	45	88.8	11.1	9
1990	65.8	34.1	173	83.6	16.4	61
1995	67.0	33.0	340	80	20	95
1997	63.5	36.5	118 ^a	71.7	28.3	113

Source: Caribbean Epidemiology Centre (CAREC)

^a Reports received from 1st quarter 1997

Unemployed persons by sex

Country	Male	Female	Total
Anguilla (1992)	50.6	49.4	336
Antigua & Barbuda	56.7	43.2	1,780
Aruba	48.0	52.0	2,480
Bahamas (1996)	39.2	60.8	16,870
Barbados (1996)	40.7	59.2	21,100
Belize (1996)	58.5	41.5	10,425
British Virgin Islands (1991)	59.3	40.7	130
Grenada (1991)	65.6	34.4	3,840
Guyana (1992)	47.3	52.7	32,590
Jamaica (1996)	33.5	66.5	183,000
Netherlands Antilles (1996)	39.7	60.3	9,250
Saint Lucia (1996)	46.0	54.0	11,065
St Vincent and the Grenadines (1991)	59.8	40.2	8,240
Suriname (1996)	46.2	53.8	10,700
Trinidad & Tobago	50.1	49.9	86,100

Source: ILO Digest of Caribbean Labour Statistics, 1997

Political participation

Country	Year	Seats in Parliament held by women as % of total
Anguilla	1999	0
Antigua & Barbuda	1999	0
Bahamas	1999	19.6
Belize	1999	13.5
Cuba	1999	27.6
Dominica	1999	9.4
Dominican Republic	1999	14.5
Grenada	1999	26.6
Guyana	1999	15.6
Jamaica	1999	16.3
St Kitts/Nevis	1999	13.3
Saint Lucia	1999	14.3
St Vincent and the Grenadines	1999	4.8
Suriname	1999	15.7
Trinidad & Tobago	1999	19.4

Source: Country reports and UNDP1999 Human Development Report

Matrix on implementation of strategies on violence against women

Country	Successful Policy	Obstacles	New Initiatives
Anguilla	Domestic Violence law reform 1996 Workshop for team players on domestic violence	Increasing levels of violence against and no shelter for battered women	Legislature review
Antigua & Barbuda	Domestic Violence legislature	Absence of data on causes and consequences of Domestic Violence	Legislation on sexual harassment Shelter provision
BVI	Domestic Violence Act 1995; Survey of domestic violence; Development of protocol on domestic violence; For all responding agencies	Act under-utilised because of lack of knowledge; Lack of police cooperation	Legal education programmes
Cuba	Establishment of Working Group for prevention and attention to Domestic Violence	Economic blockade, stereotypes of gender roles	Evaluation of intra-family violence; National policy against intra-family violence
Dominica	Community education on women and the law ; Popular education; Campaign on violence against women (Nov 1997-Nov 1998)	No access to counselling services	Employment of a full time trained counselor
Grenada	Establishment of a hotline for abused women and children Planning for a counselling hotline Establishment of inter-ministerial Committee to review legislation	Insufficient institutional and Structural support for families in crisis Insufficient budgetary allocation and trained staff to address crisis situations	Establishment of shelter, domestic violence legislation National policy statement Increased collaboration with NGOs for efficient implementation of programmes
Guyana	Legislative reform 1996 Public education programmes Training of counsellors and police officers; Production and distribution of household guide to domestic violence	Absences of mechanism for reporting Insensitive judiciary Cultural attitudes of police and public authorities	Shelters; legal aid, unified data collection; Training of judiciary and police; family court Support services for victims
Jamaica	Domestic Violence Act 1996 Training of judiciary and magistracy Training of police and social workers Disaggregated data collection	Legislative limitations Long delays in the arrest and trials of perpetrators of violence against women Insufficient shelter for battered women	Judicial training Legislature reform

Matrix on implementation of strategies on violence against womencont'd

Country	Successful Policy	Obstacles	New Initiatives
Netherlands Antilles	Appointment of Ombudsman to deal with instances of sexual harassment Investigation into the occurrence of sexual harassment in the public service Establishment of a shelter Survey in St. Maarten on incidence of violence against women Proposed legislative reform to increase penalties for sexual offenders	Lack of human and financial resources	Revision of penal code to include harsher sentences for sex offenders Criminalisation of marital rape Integrated support services for victims of gender violence
St Kitts/Nevis	Draft domestic violence legislation Establishment of National Committee for the eradication of violence against women and children Police training and counselling services	Resource limitation	Public awareness campaign Evaluation of programmes review/need for Family Court
Saint Lucia	Mass media campaigns Preparation of training for police Establishment of family court Development of standard forms for data collection	Cultural attitudes (victims, police) Financial difficulties and no legal aid	Shelter for victims Training of police, judges and lawyers Public awareness programmes Legal aid Data collection
St Vincent & the Grenadines	Encourage data collection Data collection, research and Research and production of law Production of educational materials on violence Legal literacy Production of popular education materials	Limited funding for data collection Greater need for educational materials	Data collection Specialized gender training for police officers Increasing court capacity
Suriname	Research on violence against women Training of police on dealing with victims of domestic violence	Lack of data; impossible to track trends Lack of expertise No policy on violence against women Absence of effective all encompassing legislation	Training of judiciary, lawyers and police

Matrix on implementation of strategies on violence against womencont'd

Country	Successful Policy	Obstacles	New Initiatives
Trinidad & Tobago	Establishment of Hot-line Standardization of data collection Community Police Units on domestic violence and drop-in counselling Development of central registry and information centres Revised Domestic Violence Act Policy Roundtable on data collection Establishment of a national task force National task force established to centralize data	Limited financial and human resources	Standardization of data collection on domestic violence Central Registry for collection of data on domestic violence Institutional strengthening of NGOs
Turks & Caicos	Ratification of Convention of Rights of the Child and CEDAW	Police attitudes, lack of training Rape cases heard in open court	Legal reform Formulation of a women's centre

Ratification of Human Rights

Conventions

Country	ICCPR	ICESCR	CEDAW	CRC	Belem do Para/OAS
Antigua & Barbuda			R	R	R
Bahamas			R	R	R
Barbados	R	R	R	R	R
Belize	R		R	R	R
Cuba			R	R	
Dominica	R	R	R	R	R
Dominican Republic	R	R	R	R	R
Grenada	R	R	R	R	R
Guyana	R	R	R	R	R
Haiti	R		R	R	R
Jamaica	R	R	R	R	
St Kitts/Nevis			R	R	R
Saint Lucia			R	R	R
St Vincent & the Grenadines	R	R	R	R	R
Suriname	R	R	R	R	
Trinidad & Tobago	R	R	R	R	R

R - Ratified or Acceded

ICCPR: International Covenant on Culture and Political Rights

ICESCR: International Covenant on Economic, Social and Cultural Rights

CEDAW: Convention on the Elimination of All Forms of Discrimination Against Women

CRC: Convention on the Rights of the Child

Belem do Pare: Inter-American Convention on the Prevention, Punishment and Eradication of Violence against women

ENDNOTES

1. Babb, C.: Situational Analysis. Gender, Women and Poverty in the Windward Islands. Paper commissioned by UNIFEM (Caribbean Office) and UNDP (Barbados) March, 1998
2. A Living Standards Measurement Survey conducted in Guyana in collaboration with the World Bank revealed that of the sample, 33.7% of Indo-Guyanese, 43.0% of Afro-Guyanese, 87.5% of Amerindians and 44% of mixed Guyanese fall below the poverty line. In the case of geographic location, 23.1% of the urban population in Guyana fell below the poverty line as opposed to 78.6% for the rural interior. This is quoted in Donna Danns: Poverty and Women in Guyana. An Issues Paper prepared for the National Commission on Women. November 1997. Similarly, for Belize, 20.6% of the urban residents were classified as poor as opposed to 42.5% of the rural population.
3. The Women in the Caribbean Project (WICP) was implemented by the Institute of Economic and Social Research, Cave Hill Campus, UWI, 1979-1984
4. Le Franc, E, and Lee, A: Poverty and Gender in the Caribbean, CDB/ISER, Symposium on Poverty in the Caribbean, February 1999
5. The National Committee for Families and Children and UNICEF Belize: The Right to a Future. A Situational Analysis of Children in Belize. 1997
6. UNICEF: The State of Eastern Caribbean Children 1998, UNICEF Caribbean Area Office, 1998
7. This information is based on National Report submitted to ECLAC Subregional Headquarters for the Caribbean
8. Le Franc and Lee: op cit
9. As reported in the Belize Response to the Questionnaire to Governments on Implementation of the Beijing Platform for Action for Belize.
10. Andaiye: The Caribbean Community. Poverty and Women. Draft Paper presented at the CARICOM/ECLAC/UNIFEM/GOG Post-Beijing Encounter August 6-7, 1997.
11. ILO: Globalization and Employment in the Caribbean. A review of labour market policies and development in the nineties in light of the commitments of the World Summit for Social Development, August 1999
12. This information taken from the country reports presented to the Second Ministerial Meeting on Women held Georgetown, Guyana, 1997
13. This is reported in the Grenada National Report
14. ILO: Women Entrepreneurs in Micro and Small Businesses in Trinidad and Tobago, ILO, Port of Spain, 1997

-
15. The Guyana Report, in this regard, highlights that only 2.8% of the national programme funds for poverty alleviation were allocated to the Women's Affairs Bureaux.
 16. Danns, G., Henry, I. And Lafleur, P.: Tomorrow's Adults: A Situational Analysis of Youth in the Commonwealth Caribbean Commonwealth Secretariat 1997.
 17. Cole, Joyce: Official Ideology and the Education of Women in the English-speaking Caribbean, 1835-1945 in Women and Education, Institute of Social and Economic Research, University of the West Indies
 18. Bailey, B Barbara: Women's Education: The Caribbean Experience. Paper presented at the CARICOM/UNIFEM/ECLAC Caribbean Subregional Ministerial Conference, Georgetown, Guyana. August 6-8, 1997
 19. Bailey,B: ibid
 20. Bailey, B: ibid
 21. Bailey, B: ibid
 22. Cited in bailey, B: op cit
 23. Gomez and Sealey, K: Women, Health and Development in Health Conditions in the Caribbean, PAHO, Washington D.C. 1997
 24. Gomez and Sealey: ibid, p.141
 25. Gomez and Sealey; Op cit
 26. Pate, Ernest: Maternal and Child health in Health Conditions in the Caribbean, PAHO 1997 p. 171 at 179
 27. Pate, E: ibid, p.179
 28. Gomez and Sealey: Op cit
 29. Danns, G and Parsad, B: Domestic Violence and Marital Relationships in the Caribbean. A Guyanese case study. Women's Study Unit, University of Guyana, 1989
 30. Reported in Country Report
 31. LaFont, The Emergence of an Afro-Caribbean Legal Tradition: Gender Relations and Family Courts in Kingston, Jamaica (1996) at 74, 114.
 32. Bailey, W., Le Franc, E. and Branche, C.: Partnering and Violence in Caribbean Dialogue Vol.5 No. 2 April/June, 1998

-
33. Moser, C and Holland, J: Urban Poverty and Violence in Jamaica. World Bank Latin American and Caribbean Studies. The World Bank, Washington D.C. 1997
 34. This is reported in the St. Lucia National report on the Implementation of the Beijing Platform for Action.
 35. ILO: Domestic Workers in the Caribbean. A Reference Handbook. ILO, Port of Spain. 1998
 36. This is reported in Domestic Workers in the Caribbean. A Reference Handbook. ILO, Port of Spain. 1998
 37. This is reported in an ILO Study on Domestic Workers in the Caribbean. ILO. Port of Spain. 1998
 38. Reported in the Barbados National Report: "Overview of trends in Achieving Gender Equality and Women's Advancement".
 39. For example, Antigua and Barbuda, Trinidad and Tobago, Saint Lucia
 40. This was reported for Belize, Guyana, Grenada, Dominica and Saint Lucia
 41. This was reported for Guyana (whose policy was approved by Parliament); Trinidad and Tobago; Anguilla, and Cuba.
 42. This exception applies to Trinidad and Tobago (see Trinidad and Tobago Sexual Offences Act, 1986).
 43. St. Vincent and the Grenadines, Jamaica, Suriname, the Netherlands Antilles, Cuba, Trinidad and Tobago
 44. British Virgin Islands, Cuba, Jamaica, and Trinidad and Tobago
 45. For example, it is reported that between 1976 and 1981, 30% of all births in Jamaica were to mothers under the age of 19. See Leo-Rynnie, E.: gender in Education: Labour Force Implications in Women and the Sexual Division of Labour in the Caribbean, ed. K. Hart. Consortium Graduate School of Social Sciences, Mona, Jamaica. 1989
 46. Gomez and Sealey: op cit
 47. The issue of the re-introduction of teenage mothers into the school system was raised in the country reports of St. Vincent and the Grenadines; Turks and Caicos, Suriname and Antigua
 48. Pate, E. Op cit;

