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THE ROLE OF WOMEN IN AGRICULTURE  
IN  
THREE EASTERN CARIBBEAN STATES  
GRENADA, SAINT LUCIA AND ST. VINCENT

FUNDED BY THE VOLUNTARY FUND  
FOR THE  
UNITED NATIONS DECADE FOR WOMEN

Prepared by:  
Basil G. F. Springer  
for  
The United Nations  
Economic Commission for Latin America (ECLA)  
Subregional Office for the Caribbean

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The views expressed in this document are those of the author and do not necessarily reflect those of the ECLA Subregional Office for the Caribbean.



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MANAGED BY THE UNITED NATIONS

1983-02-15

United Nations,  
CEPAL Office in the Caribbean,  
P. O. Box 1113,  
Port of Spain,  
TRINIDAD,  
W. I.

Dear Sirs,

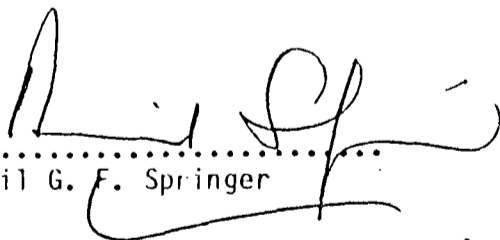
Re: The Role of Women in Agriculture.

On the 11th October, 1982, I accepted the responsibility to undertake the above study in Grenada, St. Lucia and St. Vincent over a three-month period. It has been an extremely interesting study, and I have been ably assisted by Mrs. Gloria Kirton, one of my colleagues. I trust that you will find the recommendations useful, and I shall be only too happy to discuss them with you at a mutually convenient date.

I regret that the report was not submitted within the previously agreed upon deadline, and hope that this will not be inconvenient for you.

With best wishes,

Yours sincerely,

  
.....  
Basil G. F. Springer

BGFS/kh

## CONTENTS

### TERMS OF REFERENCE

### LIST OF TABLES

#### 1.0 INTRODUCTION

1.1 Background to the Project

1.2 Scope and Approach

#### 2.0 COMMON THEMES AND CONDITIONS

2.1 The Data Base

2.2 Demographic Characteristics

2.3 Labour Force and Employment

#### 3.0 NATIONAL POLICIES AND PROGRAMMES

3.1 Grenada

3.2 Saint Lucia

3.3 St. Vincent

#### 4.0 WOMEN IN MAJOR AGRICULTURAL INDUSTRIES

4.1 The Spice Industry in Grenada

4.2 The Banana Industry in Saint Lucia and St. Vincent

#### 5.0 SUMMARY AND RECOMMENDATIONS

5.1 Women and Government Statistics

5.2 National Policies and Programmes

5.3 Enhancing Female Participation in Major Industries

5.4 Areas for Further Research

### APPENDICES

A. TABLES

B. REFERENCES

TERMS OF REFERENCE

The consultant will:

- i) critically examine national policies and programmes for the improvement and enhancement of women's work in agriculture;
- ii) gather and analyse national information on, (but not restricted to) the following insofar as they focus on women's participation and roles -
  - a) agricultural production; population: urban/rural female composition; labour force; urban/rural female composition; urban/rural population by educational status and sex; proportion of women employed in the agricultural sector, and in major agricultural industries; number of female farm operators; agricultural activities in which women are concentrated; wage levels; effects of technological changes within the sector on female participation; health status of rural women.
- iii) to assess the above and other statistics in terms of their coverage of women's productive activities;
- iv) on a major industry basis to examine inter alia -
  - a) proportion of women employed and/or female operators;
  - b) activity concentrations.
  - c) comparative wage levels;
  - d) effects of technological improvements on women's participation;
  - e) social and other facilities provided for women on an industry basis.
- v) to make recommendations as to:
  - a) the type of national data required to record female participation in agricultural activities;
  - b) means of enhancing female participation and improvement in the major industry examined;
  - c) areas for further detailed research to provide micro-data for developing of policies and for planning and executing specific programmes.

LIST OF TABLES

Table	1	-	Demographic Data - Grenada, Saint Lucia, St. Vincent - 1980.
Table	2	-	Population Distribution According to Age and Sex - Grenada, Saint Lucia, St. Vincent - 1970.
Table	3	-	Estimated Population by Age and Sex - Grenada, Saint Lucia, St. Vincent - 1980.
Table	4	-	Expectation of Life at Birth According to Sex - Grenada, Saint Lucia, St. Vincent - 1960 and 1970.
Table	5	-	Population Growth Rate by Age Groups - Grenada, Saint Lucia, St. Vincent - 1960 to 1970.
Table	6	-	Labour Force Participation Rates for Grenada, Saint Lucia, St. Vincent - 1960, 1970, 1980.
Table	7	-	Growth Rate of Labour Force - 1970 to 1980, 1960 to 1970
Table	8	-	Labour Force by Age and Sex - 1970 and 1980, and Growth During 1970 to 1980 - Saint Lucia, Grenada, St. Vincent.
Table	9	-	Estimated population and Labour Force by Age for Grenada - 1980.
Table	10	-	Percentage Distribution of Female Working Population by Occupational Group - Saint Lucia, Grenada, St. Vincent - 1970.
Table	11	-	Percentage Distribution of Female Working Population by Industrial Group - Saint Lucia, Grenada, St. Vincent - 1970.
Table	12	-	Export of Major Commodities - Grenada - 1972 to 1980.
Table	13	-	Export of Major Commodities - Saint Lucia - 1972 to 1980.
Table	14	-	Export of Selected Commodities - St. Vincent - 1976 to 1980.
Table	15	-	Spice Exports from Grenada - 1980, 1981.
Table	16	-	Workers Employed in the Banana Industry in Saint Lucia and Wage Rates - 1982.
Table	17	-	Workers Employed in the Banana Industry in St. Vincent - 1982.
Table	18	-	1982 Wage Rates for Workers in the St. Vincent Banana Industry.
Table	19	-	Registered Farmers in Grenada, Saint Lucia, St. Vincent - 1980.

## 1.0 INTRODUCTION

Ever since the historic conference of 1975 held in Mexico City, when the United Nations Decade for Women was launched, contributions to society, both actual and potential, of women in the Caribbean, have been the focus of much attention. The Decade for Women, 1976-1985, was so designated in order to encourage research and other projects, to raise, examine and clarify issues which would raise the level of consciousness of everyone in the society about the true situation of women, and break down barriers which hinder their full involvement in the process of development.

A number of significant measures have been taken within the region - among them, the establishment of the Women and Development Unit (WAND) of the University of the West Indies in 1979; the appointment of a Women's Affairs Officer in the CARICOM Secretariat, and the establishment of special machinery for the integration of women in development in the Caribbean region. WAND has, since its inception, encouraged and facilitated research and action projects of many kinds, generating constructive concern and action on the part of the region's governments. The Women's Desk in the CARICOM Secretariat has, among other things, facilitated the study and establishment of national machinery for the integration of women in development in participating states, and continues to support and encourage studies and programmes related to the needs and concerns of women.

### 1.1 Background to the Study

In continuance of the policy to stimulate consciousness of women's contribution to development in the region and to leave no stone unturned in an effort to enhance their role until such time as women cease to be an "invisible factor" in the development process, the Women's Desk of the CARICOM Secretariat, on the recommendation of Ministers with responsibility for the Integration of Women in Development, formulated a proposal for a study on the Role of Women in Agriculture. The purpose of the study was to assess the facts about women's work and employment in agriculture and on the basis of this assessment to recommend policies for enhancing women's participation in the development process. It was expected, too, that the study would serve to identify areas for further in-depth research.

The draft proposal was also laid before the Standing Committee of Ministers Responsible for Agriculture in February 1982 and received its full support. The proposal highlighted the importance and problems of the agricultural sector in the region.

*Despite the continuing importance of agriculture in the economics of the region, the sector has performed unsatisfactorily, as manifested by declining production and export level and a rising food import bill. From being a net exporter of food in 1970, the region has become a net importer of food and agricultural products valued at some US\$800 million in 1980. Taking into account only projected population and income growth, it is estimated that the nominal value of food imports will double by 1980 if present trends continue.*

*Though the sector continues to be the largest employer of labour in the economies, the stagnation and decline in production has been accompanied by reduction in agricultural employment and of land under cultivation. By-products of the above situation are increasing balance-of-payment problems, unemployment, urban congestion and malnutrition. In the last regard, it has been estimated that between 44 percent and 50 percent of the regional population do not obtain minimum recommended levels of protein and caloric requirements respectively.*

*Traditional export crops such as sugar, rice, bananas and citrus are highly important and dominate the production and export structure of the agricultural sector. These subsectors, however, have been characterised by sluggish growth due to a combination of declining production and unstable prices. Sugar exports from the Region - reflective of production levels - declined from 824,715 tons in 1975 to 710,016 tons in 1980, while banana exports have fallen by some 22,000 tons between 1977 and 1979. Some of the traditional export crops have become uncompetitive in international markets but steps towards diversification and/or increased efficiency have been slow.*

*Domestic food crop production consisting of livestock, root crops, vegetables, tree crops and fruits, has been unable to impact on regional availability as evidenced by the high and rising levels of food imports. A variety of structural, technical and institutional characteristics contribute to weaknesses*

*in this area. Production has been developed on small farms, generally of a subsistence nature, with weak infrastructure, low productivity, ineffective marketing and low producer prices. Even so, post-harvest losses in this domestic subsector is estimated at some 30 percent of production.*

**Certain general objectives have been specified for regional agriculture:**

- 1) To increase regional food production.*
- 2) To reduce expenditure of foreign exchange on food imports.*
- 3) To increase utilisation of agricultural land.*
- 4) To increase employment in what are basically agricultural economies.*
- 5) To improve the nutritional status of the CARICOM peoples.*

The proposal also sought to justify the focus on women's role in and contribution to the agricultural sector.

*The achievement of these objectives call for new policy directions at both national and regional levels towards more efficient use of resources and farm production. One of these policy directions aims towards the greater integration of women in the development process both as individuals and as a resource factor.*

*It is generally agreed that, apart from the very important function of home management, women in their own right play a crucial role in food production either as employees, own account producers, or as marketeers. It is also accepted that within the context of home management, women contribute significantly to small farm production and post-harvest preparation of commodities for the market.*

*These roles, however, have not in the past been specifically recognised and embraced as a strategic focus in development planning in the region. Some evidence of this lies in the non-reporting of women's work in national statistics and in the general dearth of research on economic roles performed by women, especially rural women.*

*In recent years there has been, at regional and national levels,*



increasing concern over the legal, social and economic status of women, and the need for their greater integration in the development process. National and regional machinery has been or is now being established within the region towards developing policies and action programmes to identify and meet the needs of women. Especially within the agricultural sector, one aim is to remove the "invisibility of the female factor", and to treat it as a basic source in its own right. This direction will clearly have implications for ongoing national agricultural programmes especially in terms of their human focus.

In order to develop meaningful and broad-based programmes, however, it is necessary to examine the existing data base, as well as to collect specific information on activities performed by women in the agricultural sector. Essentially this means developing an adequate data base which would inform the development of policies and programmes both at the national and regional levels. Studies are required which will assess the facts about women's work and employment in agriculture, and recommend policies and programmes for enhancing their participation in food production, in particular, and in the development process in general. Such studies are necessary both at the macro- and micro-levels. It is expected that this preliminary study will serve to identify more specifically the areas for investigation in a more comprehensive study of role of women in agriculture in all Member States.

The CARICOM Secretariat requested funding from the United Nations Economic Commission for Latin America (ECLA) for implementation of the study. Dr. Basil Springer, a Senior Consultant of the SYSTEMS Group of Companies in Barbados, was consequently engaged by ECLA, Subregional Office for the Caribbean and he, along with his assistant, Mrs. Gloria Kirton, have, over a three-month period, been involved with collecting the data, conducting interviews, and preparing this report, along with its recommendations, for presentation to the ECLA Subregional Office for the Caribbean.

#### 1.2 Scope and Approach

The purpose of this study is to analyse women's role and participation in agriculture at the national level and in one major agricultural industry in particular. The study is essentially based on macro-data aimed at identifying

policies, programmes and levels of participation of women in agricultural programmes intended to enhance women's involvement in economic activity. National and major industry levels have been selected on the assumption that information from these sources is more readily available, and would point to directions for later and more detailed investigation.

The main sources of data were the statistical departments, Planning Units and the Ministries of Agriculture, Community Development, Labour and Health in each of the three islands.

Reference has already been made to the fact that a number of studies and action projects have been conducted since the launching of the U.N. Decade for Women. A review of these studies and projects and, in particular, those that are related to women in agriculture, has been carried out in order to identify sources and to ascertain what information already exists concerning female agricultural workers and farmers. In particular, the studies and projects carried out by WAND or with their collaboration, have proved to be an invaluable resource.

Focused interviews were conducted with resource personnel in each of the three islands under study. The interview strategies for these resource persons were designed, based on previous research and the issues highlighted in the terms of reference, to elicit comments and views on national policy towards women and their role in development, and specifically in agriculture. Comments were sought concerning programmes for women generally, and specifically for women involved in agriculture; the functionality of such programmes; how they might be improved or modified; the effects of any recent technological developments on rural women;

The recommendations made have been influenced by the comments of resource persons interviewed, and by those of several WAND studies recently conducted on Women in Agriculture in Saint Lucia and St. Vincent.

## 2.0 COMMON THEMES AND CONDITIONS

National policies and programmes related to women, the level of women's participation in agricultural development and the concessions and demands of the women themselves vary from country to country. Certain unmet needs, as perceived by individuals and organisations in the three islands of this study, revealed a remarkable degree of common problems and conditions. However in this section attention is drawn to these common problems and needs, and it is hoped that this will facilitate policy formulation for the Eastern Caribbean as a group.

### 2.1 The Data Base

In spite of the extensive participation of women in agricultural production and marketing, much of their contribution is "invisible", e.g., the food they grow for family consumption, the unpaid labour which they do on family land. These are not recorded or reflected in national income statistics. Traditionally, women have not been recognised as contributors to the economic and development process, and development planners for the Caribbean have not felt constrained, until recently, to consider planning for women as a specific category with particular needs. At least two of the Permanent Secretaries interviewed insisted that they saw no need for, or benefit in, obtaining gender disaggregated data. They felt that by so doing they may be introducing sexual bias where, in their view, none now exists.

In recent years, with the advocacy of women's basic human rights, and the focus on particular health, education and economic needs of women, as well as the increase in women's organisations and women's programmes, a clearer conception of women's situation has emerged. There still remains, however, need for a systematic data collection followed by in-depth analyses about the real status and role of women in the region. In none of the three islands under consideration in this study, were figures from the 1980 Population Census available. It may be that when these are published, they may reveal more efficient treatment of women in statistics on agriculture, work in general, health and education.

It is interesting to note that this lack of recognition of women in government statistics is not confined to developing countries only. This was one of the main themes contained in a submission to the Head of the Government Statistical

Service in Britain made recently by the Equal Opportunities Commission there.

The data base upon which researchers on women currently work, is therefore very thin, and because of the variability in the islands, is often incomparable between sources.

Recent activities being undertaken throughout the Caribbean designed to provide data on, and promote better understanding of, the situation of women may serve to improve the data base position. Among these are:

- 1) A regional research project on Women in the Caribbean being carried out by ISER (EC) of the U.W. I.,
- 2) A number of research and action projects being implemented by WAND in several of the islands; in particular, a recent study on the Economic Role of Women in Small Scale Agriculture in the Eastern Caribbean, the Saint Lucia situation being very admirably and thoroughly examined;
- 3) Studies on Women in Agriculture to be prepared in connection with a regional project for strengthening agricultural extension services in the Windwards and Leewards being carried out by the Faculty of Agriculture, U.W. I.;
- 4) Work being undertaken by an expert attached to the Economic Commission for Latin America, Subregional Office for the Caribbean in relation to the preparation of statistics in the Eastern Caribbean, which will, hopefully, produce more specific data on women;
- 5) The 1980 Population Census of the Commonwealth Caribbean, when that is finally published.

The need for greater documentation on women and their work and contribution to development has been expressed in all three islands under study. All those involved in women's programmes are aware of

the need for basic statistics, since they realise the importance of formulating their programmes on the basis of expressed and demonstrable needs of the women with whom they work. One of the strong recommendations of the WAND study on "The Economic Role of Women in Small Scale Agriculture in the Eastern Caribbean - Saint Lucia" was that the agricultural statistic division should "establish regular procedures to obtain gender disaggregated data as the basis for policy planning" and that micro-level studies of women and agriculture be encouraged.

"An adequate data base is essential if women's actual rather than stereotyped economic roles and work loads are to be recognised.....without a continuing source of baseline data, it is difficult to engage in any kind of meaningful evaluative process".<sup>1/</sup>

A recent study on the huckster trade in the Eastern Caribbean, done by the SYSTEMS Group of Companies, Barbados, highlighted the considerable economic contribution this group of vendors were making to their respective countries. Mention was made of the fact that the greater part of the hucksters interviewed were women. Detailed data on the women's actual participation were not included, however, and this reinforces the need for women to be included as a distinct category in micro-studies such as this.

Improved documentation of women may be achieved in a number of ways:

1. Taking necessary action to persuade policy-makers to include women as a distinct category in all national statistical systems. In particular, the three islands in this study, from time to time engage in an agricultural census. The agricultural statistical section should be persuaded to take this step as they prepare the census.
2. Sponsoring micro-studies of specific groups of women, e.g., women in the spice industry of Grenada or women in the huckster trade,

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<sup>1/</sup> WAND "The Economic Role of Women in Small Scale Agriculture in the Eastern Caribbean - Saint Lucia". Barbara Knudson and Barbara A. Yates, The Women and Development Unit, Extra-Mural Department, University of the West Indies, June 1981, p.66.

and the conditions which advance or retard their integration into the development process of their country.

3. Getting the co-operation of regional and international organisations who sponsor different types of studies, to include in terms of reference, a clause requiring gender disaggregated data from the researchers.
4. Persuading farmers' associations and agricultural industry organisations to maintain data on the men and women in their groups as distinct categories.

## 2.2 Demographic Characteristics

The population estimates for 1980 range from 111,450 in Grenada to 123,758 in St. Vincent, now the most populous of the Windward Islands. The annual growth rate in Saint Lucia (1.6 percent) is noticeably lower than the 2.6 percent rate in St. Vincent. Both St. Vincent and Grenada now have population densities of over 300 per square kilometre.

The population of the three islands is predominantly rural in character and for 1980 the female population is estimated to be just over 50 percent in each island. Although the socio-economic literature reflects increasing concern about the drift of the population to the urban areas, the actual degree of urbanisation in these islands is felt to be relatively low compared to world average, and even lower compared to Latin America.<sup>2/</sup>

In general, demographic characteristics and health indices such as crude birth rate, life expectancy and infant mortality shown in Tables 1 - 4, seem to compare quite favourably with the rest of the developing world. We need to pay attention to the age structure of the population, which shows large numbers of women in the 15 - 19 and 20 - 24 age groups. In Saint Lucia, for example, the number of women

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<sup>2/</sup> IBRD/IDA Caribbean Regional Study Vol. VII: Population and Employment, 1975.

in the 15 - 19 age group increased by nearly 70 percent between 1970 and 1980. The recent regional expressions of concern about teenage pregnancies and the high fertility rate which is being remarked on in the adolescents and young women of these islands, indicate that for now and in the future, we can expect an increasing number of young women of school-age bearing children. Specific programmes for these women are needed, and these should be:

- (a) preventative,
- (b) re-integrative, and
- (c) economic, i.e. generating occupations and income.

### 2.3. Labour Force and Employment

No recent statistics on employment in the three islands are available, data from the 1970 census being the most recently published. It is hoped that the 1980 census figures will be made available in the near future. In a 1975 study on Population and Employment done by IBRD/IDA, estimates of the regional population in 1980 were projected, and we have referred to those estimates. Recent estimates of the labour force in Grenada put the present work force at about 37,930 - 34 percent of the total population, or 53.9 percent of the economically active population, (i.e. 15+ years). The unemployed are estimated at 10,460, about 27.6 percent of the labour force - see Table 9.

Perhaps the most notable feature of the demographic structure of these islands, for the purposes of this study, is the high proportion and rapid growth rate of the population of working age (see Tables 5 - 8). When the rate of growth of employment opportunities is not keeping pace with the growth rate of the labour force, it must be a source of concern to planners and policy-makers.

In these islands, where there are no mineral resources, and with the instability of tourism, top priority has to be given to agriculture, by instituting comprehensive programmes to promote rapid rural development. If the trend of stagnation in agriculture and rural development is allowed to continue, the under-employment and unemployment of human resources will be exacerbated.

Whenever employment opportunities are scarce, women as a group are

usually hardest hit. Table 8 shows that females comprise about 36 percent of the labour force in the three islands. The large number between 14 - 29 years is demonstrated in that table and is no less significant for females than males. Rates for female unemployment may understate the case, however. The official labour force size may under-estimate the number of women requiring and desirous of employment outside the home, because they may not be expressing their need in a conscious effort to find jobs for several reasons; among these being such cultural parameters as the belief that their role is in the home, or that they should not compete with men for scarce jobs.

Governments are struggling with the monster of unemployment generally, but conditions of female employment may be addressed in a number of ways:

- (a) Employment opportunities should be increased in the areas where women currently have skills. At the same time, there is need for more training programmes to increase and widen the extent of skills among women, especially among those with a low educational base.
- (b) There is need for more programmes, such as those being piloted by WAND in Saint Lucia and St. Vincent, aimed at up-grading working conditions for women, stimulating their awareness, promoting leadership and management skills, undertaking practical research and planning for their needs and aspirations, and offering training in the techniques of mobilisation and organisation.



### 3.0 NATIONAL POLICIES AND PROGRAMMES

National policies and programmes related to women, and the machinery for integrating them into the process of development vary perceptibly between the three islands. All three governments have confirmed their support for the goals of the Decade for Women, and in St. Vincent and Saint Lucia, through their party manifestos, and policy statements, they have declared their intention to establish a Bureau for Women's Affairs. This has already been done in Grenada. Levels of consciousness, actual programmes and plans for implementing policy are at different stages in the three islands.

Interviews with top-level government officials in the appropriate ministries - planning, agriculture, community development, education - with leaders of women's organisation and persons involved in projects and programmes related to women, have provided the background and information for this section.

#### 3.1 Grenada

National machinery for mobilising, and organising women and for administering women's programmes seems fairly well established in Grenada. There is a Ministry of Women's Affairs presently led by an able and forceful woman. There seems to be strong collaboration with the National Women's Organisation which claims a membership of 6,500 women organised in 170 groups.

The NWO has identified the major problem facing women in Grenada as the high rate of unemployment. A 1981 employment census showed the national unemployment rate at just over 18 percent, while the rate for women is 25 percent. The census identified 6,000 unemployed women to 2,500 unemployed men.

The National Development Plan for the period 1983-1985, at the time of writing, still being discussed by community groups, has estimated the following numbers of new jobs which need to be created during the next three years<sup>3/</sup>:

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<sup>3/</sup> Source: Discussion paper on "The Part the NWO must play in the Development of Women in Grenada, from 1983-1989" presented at the Fifth Anniversary Celebrations of the National Women's Organisation. December 1982.

Agriculture:	3,000
Construction (electricians, masons, carpenters, painters, architects, surveyors, engineers, drivers, mechanics etc.):	2,000
Tourism (including hotels, international airport, restaurants, taxis. etc.):	500
Agro-industries:	100
Fishing:	100 (mainly through fishing Co-operatives)
Other industries (garments, plastics, etc.):	100
Civil Service:	0
Crafts:	100
Commercial:	30
Health:	50
Day-care and pre-school	20
Essential services (electricity, telephone, water, sewerage):	20

The NWO has therefore recognised the need to collaborate with the Ministry of Education in establishing programmes of training and in ensuring that women are among the agricultural workers, mechanics, drivers, construction workers, factory workers etc., who will be trained. The organisation has set as an important goal, the mobilization of its women to seek training in agriculture, construction, and co-operatives.

About 38 percent of the registered farmers in Grenada are women (see Table 19). This figure probably understates the number of female farmers, as in households where the women farm alongside their men folk, the man, as head of the household, is likely to be the one registered. We know that about 40 percent of those employed in the spice industry are women.

Of the 38 agricultural extension officers, 11 are female. According to the head of the extension division, there has been a marked increase in the number of professional women in agriculture over the last seven or so years. Since 1976, 42 Grenadians have been granted overseas Training Awards in Agriculture. Of these, only seven have been women, three of them graduating in 1982; the other four are still in training. Meanwhile,

at the Mirabeau Farm School in Grenada, which offers a one or two-year training programme, the female graduates have been increasing steadily.

Table 3.1

Number of Graduates from Mirabeau Farm School

	1977	1980	1981	1982
Graduates	24	50	45	44
Female	6	13	14	14

With the encouragement being given to young trainees to operate through co-operatives, a number of the graduates of the Mirabeau Farm School have formed co-operatives and reports are that the women are giving pleasing leadership in this area. It is interesting to note also that one of the more successful woodwork co-operatives formed by recent graduates of the Grenada Vocational and Technical Institute is led by a young woman.

Of the 50 students at the Fishing school, only 2 have been women. They are being trained in fishing methods and techniques, and since traditionally, women have been involved in the fishing industry, in the marketing rather than in the production aspect, this may be a significant breakthrough in terms of changing attitudes to what is "woman's work". There are still no records of women masons, electricians, or mechanics.

The Centre for Popular Education (CPE) has been established to provide primary education, as well as political and economic education for adults, many of whom have been illiterate or semi-illiterate. The Agency for Rural Transformation (ART) has also been set up to assist mass organisations such as the NWO, National Youth Organisation (NYO), the Farmers Union, the National Co-operatives Development Agency (NACDA), to co-ordinate their educational and other programmes.

The Grenada Farms Corporation and the Productive Farmers Union, about fifty percent of whose membership is female (the leadership is still all male, however), have listed among their areas of concern for which programmes are to be developed:

1. Education - farming techniques, farm management training and basic courses in the CPE.
2. Marketing - develop closer ties with Agro-Industries and the Marketing Board.
3. Credits - a target of 300 farmers has been set to receive credit in the next year.
4. Fertiliser - Co-operative effort needed to organise a purchasing and distribution scheme.
5. Farm supplies services.

Generally, there seems to be a firm recognition of the involvement of women in development in Grenada, and a strong commitment to ensuring that they are afforded every opportunity to participate fully in the strenuous tasks of development, and especially as it relates to agriculture which is to receive the greatest thrust, as it represents the base of the country's economy.

### 3.2 Saint Lucia

Although a Women's Desk has not yet been formally established in Saint Lucia, in fulfilment of the government's mandate to set one up as soon as possible, a Task Force, including officers from the Central Planning Unit and the Ministry of Community Development, is presently actively involved in studying the issues and formulating plans and structures.

The Task Force has already identified the role of the Desk as being the agency through which a strong and efficient national machinery for the advancement of women would operate. Their main goals are to:

1. Initiate and co-ordinate programmes to integrate women in the development process.
2. Integrate the efforts of other ministries and organisations to this end.

3. Raise women's consciousness concerning important national and regional issues.
4. Raise the status of women by encouraging their participation at all levels of national life.

Efforts towards upgrading social and labour legislation so as to ensure a more just position on wage rates and job restrictions for women have been set as priorities.

The National Council for Women, embracing seven women's organisations, feel that the Women's Desk should work closely with and through their organisation. They identify training as a priority need for women. They would like to see women on the Board of Directors of the Banana Growers' Association and other agricultural associations. Marketing and management skills need to be developed.

As regards the structure of the Women's Bureau, although this has not yet been agreed on, the Task Force hopes that the Director will be on par with a Permanent Secretary, and will be a mature, highly qualified and experienced public figure who will be able to command the attention and respect of all, and give status to the Desk.

Although all the government officials interviewed paid lip-service to the stated government policy to promote the interests of women, several were dubious about the need for any special programmes which focused on women and their role in, and contribution to development. Much still needs to be done to sensitise the policy-makers towards the legitimacy for women's work.

Agriculture in Saint Lucia is, as in the other two islands under study, the primary source of income, employment and foreign exchange. In 1980, it accounted for 65 percent of domestic exports (see Table 13). Women constitute 25 percent of the registered small-farmers, and, as this is defined as "the persons directing the day-to-day operations of the farm", it does not include the woman who farms jointly with her husband, and whose husband is listed as the farm holder.

The Ministry of Agriculture has no specific policy with respect to

women in agriculture. Although it has initiated no special programmes to enhance women's participation in agriculture, it has not erected any barriers, and it has supported the programmes undertaken by organisations like WAND, to which credit was given for opening their eyes to the need for agricultural statistics disaggregated by sex. Of the 40 agricultural extension officers in the field, three are female, and they receive the same salaries as their male counterparts. In recent years, young women have been encouraged to enter the field of agriculture professionally. Since 1977, five of the nine Saint Lucia graduates of the U.W.I. Faculty of Agriculture, have been women, and three more are expected to graduate by 1985.

The recently concluded study on the economic role of women in small scale farming in Saint Lucia<sup>4/</sup> has provided a valuable portrait of the Saint Lucia farm woman.

*The Saint Lucian farm woman has had six children, one of whom she lost in its early infancy from a respiratory disease. Much of her everyday life revolves around the care and feeding of her children, including a year of breast feeding each one of them.*

*Her work day is a long one. She rises very early, feeds her children and husband, then completes a portion of the work in her house, before going to the field, frequently weeding for some four hours on their land, which lies a thirty minute walk away. She returns to the house in the late afternoon and begins the evening household work, dinner and clean up. On Friday, she will often spend a half day or more in the market at Castries, selling extra vegetables which have been harvested during the week. Her husband/partner will likely have taken charge of the harvesting and sale of bananas. An older child*

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<sup>4/</sup> WAND: "The Economic Role of Women in Small Scale Agriculture in the Eastern Caribbean - St. Lucia"; 1981.

takes care of the grandchild and assists with the housework. Finances of the Saint Lucian small-scale farmwoman are a topic of great concern, for rising prices mean even food is hard to purchase in quantity and variety enough to be satisfactory. Almost 75 percent of total income is spent for foodstuffs. Clothing and school uniforms are also expense items, but necessary, for education of the children is highly valued by parents.

Agricultural patterns employed on the farm have not changed much in her lifetime. In fact, she learned most of what she knows about farming from her own parents. Periodically, she has had some farm animals, but currently has none. She does not know much about their husbandry. She participates with her husband/partner in many of the decisions made on the farm, but there are not really many decisions made, for in general they farm much as their parents did before them. Persistent problems for them are obtaining enough fertiliser and having means to transport their crops to the various marketing places, many of which are at a considerable distance from their home. She has had relatively little contact with the agricultural extension agent, though she knows he has been on the farm occasionally consulting on problems.

The Saint Lucian small-scale farm woman does not belong to any organisations except for her church. She, however, is aware of political events on the island, and knows her political representatives well. She is somewhat sceptical about leadership in general and trusts mainly people she knows. Her principal contact with the larger world outside the immediate community is the radio.

A pilot project being undertaken at Morne Panache had as its original aim the resettling of farmers and the regulation of land titles. Under the direction of WAND, it is now evolving into an integrated rural development project, with strong focus on, and involvement of the women.

The women's participation in the Fisheries Division is mainly in the

marketing aspect. The 28 stalls at the Municipal Fish Market are all rented and run by women. In Choiseul, where flying fish is usually landed, a team of women are responsible for the cleaning and salting of the fish.

There has been a strong and concentrated effort to ensure that Primary Health Care is available for all, and that all persons are within three miles of a Health Centre. Perhaps one of the most positive developments in health in Saint Lucia, is the Community Health Aides programme. One hundred aides - all women - are trained in basic health care, including rudiments of nutrition, and are involved in extension work in the rural areas.

In summary then, although the Women's Desk is not yet established in Saint Lucia, efforts are well underway towards this. A number of young female graduates in Agriculture are giving leadership in the field. A pilot project on integrated rural development, with strong focus on women is being implemented with the collaboration of WAND. There is still much to be done towards sensitising policy-makers to the value and importance of a conscious and deliberate programme to involve women fully in the development process. Training in marketing and management skills is needed if the role of women in development is to be enhanced.

### 3.3 St. Vincent

The St. Vincent Government in its 1979 Party Manifesto, reaffirmed its commitment to the enhancement of women's participation in the productive, as well as the decision-making process of the nation's life. It declared its intention to create a Bureau for Women's Affairs within an appropriate Ministry. This has not yet been done, and there were no indications that machinery had been set up towards achieving this objective.

The Minister of Finance, Planning and External Affairs, under whose portfolio Women's Affairs also fall, has pointed out, however, that although no firm policy has been established, they have taken a pragmatic approach to ensuring the removal of inequities between the sexes as it relates to jobs, salaries and promotions, at least within the Civil Service. A number of top executive positions in the service are held by women, among them



the posts of Director of Audit, Chief Personnel Officer, Postmaster General and an acting Permanent Secretary.

Because there is no firm legislation, however, the inequities in wages still maintain, particularly at lower levels. Agricultural daily wages for men are at present an average of \$12.00 while for women it is \$10.00 (minimum - \$10.40 for men, and \$7.80 for women); industrial worker rates are \$15.01 for men and \$12.73 for women.

The National Council of Women (NCW), a non-government organisation which is the umbrella organ for eight women's groups in St. Vincent, has had a fluctuating history. The NCW sees its role as:

1. Providing the women of the country with a national organisation under whose banner we can eventually develop unity and strength for action.
2. Making women aware of responsibilities to family, society and nation - responsibilities which it is impossible to fulfil if there is discrimination against opportunity for education, just wages, citizenship and decision-making.
3. Helping, where possible, to launch income-generating projects for women, providing training and spearheading such support services as day care centres for children, so as to lift anxiety from the minds of working women.

The Council admits that it does not have the kind of national status and support it needs for optimum effectiveness. It identifies its major problem as lack of funds to initiate programmes to meet objectives listed in role 3. above, and feels that "basic to obtaining those funds are an aware and sympathetic government and an understanding and progressive community"<sup>5/</sup>.

Agriculture continues to be the mainstay of the economy of St. Vincent and the Grenadines, and the country depends heavily on the export of primary agricultural products (see Table 14). The Ministry of Agriculture has recently embarked on a new production and diversification thrust, but the Chief Agricultural Officer, in his message to the annual National Agricultural and

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<sup>5/</sup> NCW: Woman's Voice, Vol. 1, No. 1, "Focusing on Women". March 1982.

Industrial Exhibition, August 1982, pointed out that:

*"It cannot be over-emphasised that one of our greatest needs to be fulfilled in order to boost production, is improved marketing. We witness annually much of our production going to waste because of lack of the necessary marketing outlets".*

About 36 percent of the registered farmers and some 74 percent of the employees of the St. Vincent Banana Growers' Association - banana is the major agricultural industry of the country - are female. Yet no specific programmes for women in agriculture have been deemed necessary.

The Officer-in-Charge of the Agro-Lab, which is responsible for the development of Agro-Industries, is a woman, who also happens to be president of the NCW. The Agro-Lab and the NCW have expressed strong interest in appropriate technology, particularly where it might serve to reduce the tedious chores of rural women. There is great scope for the development of agro-industries in St. Vincent. The market has been identified but a marketing strategy needs to be systematically developed and implemented. In addition, the Agro-Lab in Kingstown is in need of equipment. It still uses the pilot and experimental equipment with which it started some 12 years ago, even though production has increased considerably. The centre processes, under suitable conditions, such products as: soursop, mango and sorrel drinks, dried sorrel, guava and mango jelly, ginger and golden apple jams, Gravy Browning and Piña Colada. In 1980, a net profit of \$12,948 was realised from sales and in 1981, this figure rose to \$16,790.

WAND has been instrumental in organising Pilot Projects for the integration of women in rural development in two rural communities in St. Vincent - Rosehall and Dicksons. The objectives of the Projects have been listed as:

A. General

1. *To develop a Pilot Project which may influence the policy of Government Ministries on Women and Development Issues*

*and towards the Integration of Women in the process of rural development;*

- 2. To develop and test a participatory training methodology which could be used to influence the training of Agricultural Extension, Community Development and other field workers in Government as well as non-governmental agencies which work in rural communities;*
- 3. To develop a model of a process for the integration of women in rural development which may be used by Government and development agencies in the region.*

*B. Specific*

- 1. To examine and enhance the quality of life of women and of their communities;*
- 2. To examine and influence the economic aspects of women's contribution to the development of their communities;*
- 3. To develop in women, self esteem, self confidence and an ability to accept leadership and decision-making roles in their community;*
- 4. To prepare communications material (i.e., films, slides, audio tapes, case studies, training manuals, etc.) which can be used in training programmes in the region.*

Reports indicate that the Rosehall Project is meeting with overwhelming success and has been able to mobilise the community into taking responsibility for planning and organising programmes for its own development. The Dicksons Project has apparently some problems through lack of community cohesion and poor relations with the facilitator. There is need for appropriate communications strategy to support such projects and bring them to the attention of policy-makers so that they can impact on national policies and programmes which will ensure the enhancement of women's involvement in development.

What of the training opportunities afforded to women in agriculture? The 31 persons trained in agriculture since 1978 includes a single female

graduate of the Guyana School of Agriculture. There are 14 presently in training, of which one is female. Some specific programme is needed to sensitise and encourage women to seek training in agriculture so that they can move up to management positions where they can exercise greater influence. That 74 percent of the agricultural work force in its major industry is female, and that there are so few women in leadership positions in the sector, should be a point of interest for planners and policy-makers who are intent on raising production levels and increasing the economic performance of the agricultural sector.

#### 4.0 WOMEN IN MAJOR AGRICULTURAL INDUSTRIES

The role of women and their contribution to national and major agricultural industries were selected for special focus because it was felt that data from these sources would be more readily available and might suggest directions for later and more detailed investigation.

The managers of these industries readily acknowledge the contribution of women in their area. The banana industry in Saint Lucia and Grenada certainly had available records and data concerning the women involved, their rates of payment and the kinds of jobs they performed. This information was less readily available from the spice industry in Grenada.

##### 4.1 The Spice Industry in Grenada

The winning advertisement which designates Grenada as the "Isle of Spice" highlights the contribution of spice to the island's economy. In 1980, (see Table 12) the industry contributed approximately 23.8 percent of the value of all domestic exports. This compares well with the figures for other principal domestic exports: Cocoa - 40.3 percent and bananas - 23.6 percent.

The dominant spices are nutmeg and mace which together, in 1980, accounted for over 97 percent of the revenue realised from spice exports and over 93 percent in 1981. (See Table 15). The Grenada Co-operative Nutmeg Association which was founded in 1947 is the older of the two spice producers' associations. Of the 7,000 farmers registered in this association, about 50 percent are women; 450 of the 1,125 operators (40 percent) employed in the industry, are women. Of the 2,673 registered producers of the Minor Spices Co-operative Marketing Society, just under 50 percent are women.

The women are usually employed to pick up nuts, extract the case, crack the nuts and sew the bags in which the nuts are packed. For this they earn a daily rate of \$7.85. The men are employed in rodding the nuts from the trees, or climbing the trees to pick the nuts, feeding the machines, loading the trucks, bagging up the nuts and weighing the bags - all of which tasks are associated with the greater physical strength

which the men are alleged to have. For these tasks they are paid \$8.50 per day.

The policy-makers, for the most part men, are careful to explain that if women did the tasks listed above as male-dominated jobs, they would be paid at the same rate as the men, for the national policy is that there should be no discrimination against women and that equal pay must be given to men and women doing the same job. Some more detailed examination needs to be done, however, to verify the extent to which the value of a particular agricultural task should be related to the amount of physical effort involved in it. What should the dominant variable(s) be in assessing its value? Should it be the amount of time required to accomplish the task, the physical effort involved, the level of skill demanded, the availability of labour force to do that particular task? These are some questions which might be considered in micro-studies of the contribution being made by women to different agricultural industries.

It should be noted that a woman holds one of the top executive positions in the Grenada Nutmeg Growers Association as general secretary. She has been involved with the association since its inception and is considered a tremendous resource with respect to the history of the spice industry in Grenada.

She points out that apart from the introduction of cracking machines at most stations, (the nuts used to be cracked manually), there has been no notable technological improvements in the industry since its earliest days. An attempt has been made to introduce solar drying at one point - the Beaulieu Receiving Station. This could be a useful technological breakthrough since proper drying of nuts is vital for the industry. The Nutmeg Growers Association provides no particular social or educational facilities for its members. It is a marketing co-operative which provides advances to the producers and then later distributes surplus earnings to them.

#### 4.2 The Banana Industry in Saint Lucia and St. Vincent

Bananas are the most important agricultural product of these two

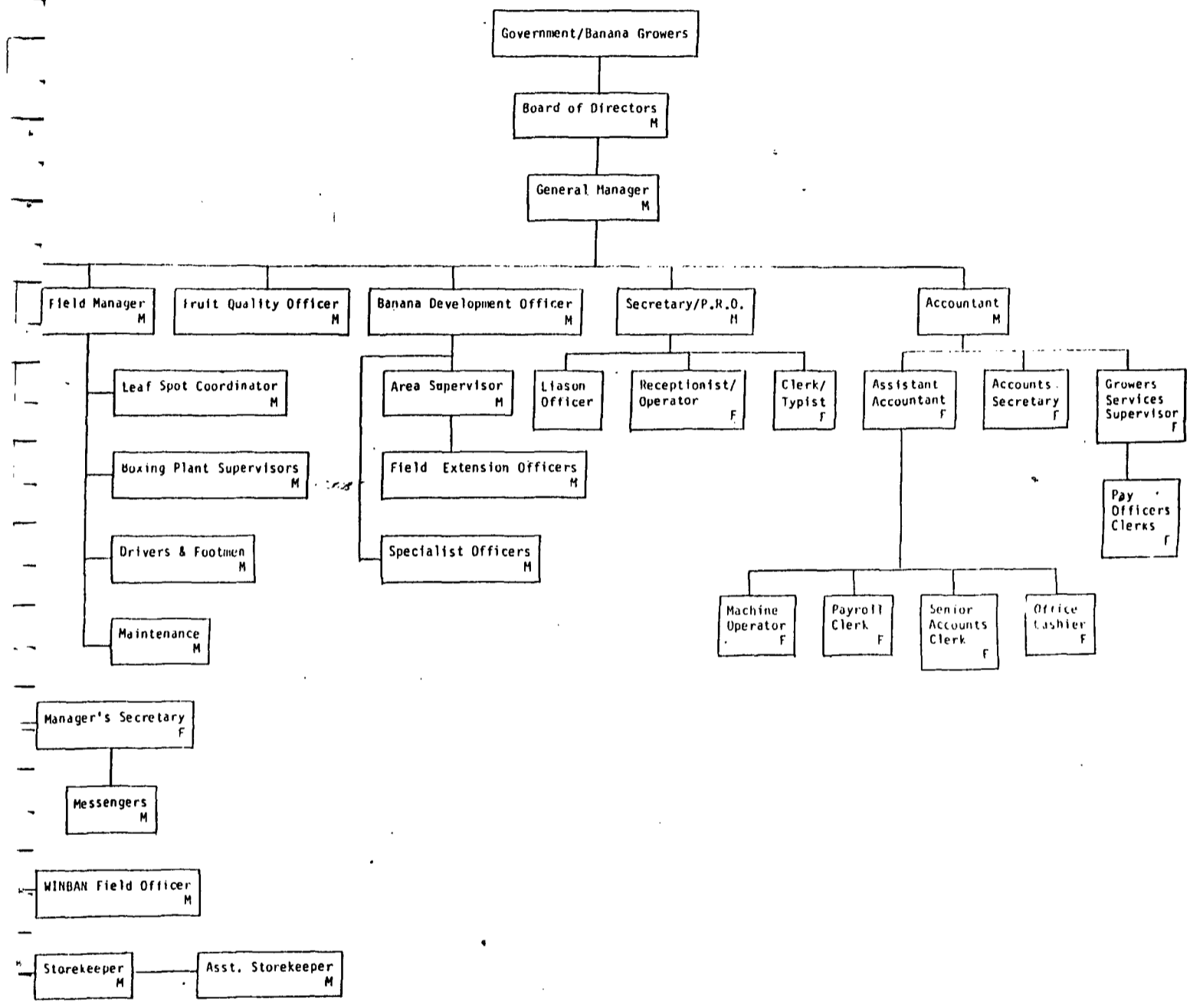
islands. Up to 1979 in Saint Lucia, agriculture provided for over 70 percent of the economy of the state; and in St. Vincent, over 85 percent. In addition to this, in that same year, bananas provided 41.5 percent of St. Vincent's exports, and about 57 percent of the total exports for Saint Lucia. It is because of the importance of the banana industry to these two islands and because both the Saint Lucia and St. Vincent Banana Growers' Associations have been long established, that it was felt that data concerning the contribution of women in this area would be more readily available.

In Saint Lucia there are 10,624 registered banana growers, of which about 25 percent are women. In St. Vincent, the number of registered growers is approximately 9,000, of which half are active, and, based on the figures for registered farmers in that country, about 37 percent of them could be female. Tables 16, 17, and 18 indicate the types and numbers of workers employed in the banana industry, and average wages paid to them. The tables reveal that there are certain jobs which are predominantly male, and others that are predominantly female. The women are usually involved in washing, spraying and packing the bananas. Apart from weeding and cleaning out in the fields, they are also the ones who deflower the plant. The men, on the other hand, are involved with cutting and selecting the appropriate fruit, as well as transporting the boxes of fruit.

The organisational chart for the St. Vincent Banana Growers' Association (see Figure 1) reveals that the executive and managerial positions within the organisation are held exclusively by men, whereas the women occupy the traditional positions of secretaries, typists, clerks, etc. It is interesting to note that of the total number of employees of the banana industry in St. Vincent, 350 (about 74 percent that is) are women, while in Saint Lucia, 62 percent of the employees of the Association are female. The significant involvement and contribution of women to the banana industry in these two islands is, therefore, undeniable.

Careful examination of the salary scales and the types of jobs that the women are doing, however, indicate that they are receiving lower remuneration for the work that they do. Again, the tasks are defined and the wages fixed for a particular task. Some analysis of why these tasks are considered less valuable than others might be in order. There also seems to be some need

FIGURE 1  
St. Vincent Banana Growers' Association  
Organisation Chart





for additional training programmes which might enhance and develop the skills of women in management so that there might be greater mobility towards the top levels and the higher paying jobs within the industry.

The Banana Growers' Associations in these two islands offer certain social and training facilities for their members.

- 1) Scholarships to secondary schools are sometimes given to children of banana growers.
- 2) An annual University Scholarship for Agriculture is offered though not always taken up.
- 3) Co-operatives are encouraged, and the Association provides advisory and training facilities in these areas.
- 4) The usual credit facilities are afforded for the members for things like fertilisers.
- 5) The research and development unit of the Banana Growers' Association is particularly active through the Windward Islands Banana Growers' Association.
- 6) Efforts are now underway to reorganise and reinstate the Banana Insurance Scheme for the Windward Islands to once more offer this facility to the banana producers.

## 5.0 SUMMARY AND RECOMMENDATIONS

The WAND report on the economic role of women in small-scale agriculture in the Eastern Caribbean - Saint Lucia, pointed out that any definition of development is incomplete if it fails to comprehend the contribution of women to development and the consequences of development for the lives of women. Every development plan, policy or project, has an impact on women and cannot succeed without the work of women. In this study, we have looked at the national policies and programmes for women and their development in the three islands: Grenada, Saint Lucia and St. Vincent. We have examined the data available on the role and contribution of women to one major agricultural industry and we have established that the data base for women and the contribution they are making is very thin, variable and often incomparable between sources in all three territories. There is a need for systematic data collection, and in-depth analysis of the real status of women in agriculture in these islands.

Each of the territories claims to have as a national policy, the day-to-day development of women; some have instituted programmes and established a women's desk or women's bureau, but we have seen that although some effort is being made, especially in Grenada, generally there is need for a more deliberate and common effort to release women from the stereotyped roles in which they have been placed, and to encourage an opening-up of opportunities for them.

An examination of the spice industry in Grenada and of the banana industry in Saint Lucia and St. Vincent reveals that women form from about 40 percent (in Grenada) to about 70 percent in St. Vincent of the work force in these industries, and we are informed that despite the inadequate data base about the levels of their participation, the leaders and managers of associations related to these industries, generally agree that women are making a vital and notable contribution.

There is evidence that a more equitable approach to wages is needed. There are still different daily wage rates for men and women in St. Vincent, and even in Saint Lucia and Grenada where they claim to have abolished this

practice, different rates are paid for certain jobs, with the male-dominated jobs receiving the advantages.

Marketing has been identified as an area where much assistance is needed. Women have traditionally been very involved in this aspect of agriculture. The hucksters who ply inter-island trade, which contributes significantly to the economies of the three islands, are mainly women. The fish vendors, the produce sellers are for the most part women. Until there is a major national effort to develop a marketing strategy, and improve the infrastructure which will facilitate marketing efforts, the contribution of these women will continue to be minimised. Programmes aimed at understanding marketing strategy and developing marketing skills should be considered a priority.

In Barbados recently, a programme to market fresh green peppers to Europe has demonstrated that for marketing ten tonnes of the produce per week, 20 women are needed full time. In the post-harvesting process, the women have been found to be more patient and skilled in the gentle handling of the peppers necessary to ensure the delivery of acceptable produce to the clients. The possibility for increased employment and greater production is evident if an aggressive marketing thrust could be made.

There is a definite need for programmes to encourage women into non-traditional work. The Grenadian NWO have pointed out that if the unemployment rate for women is to change, women will need to seek training in areas identified as priority areas in their recent manpower needs survey. These include agricultural skills, including fishing, and construction skills. We emphasise once more, the importance of training in marketing and management, so as to ensure that women do not remain on the lower levels of the employment scale.

The few efforts to introduce appropriate technology into rural communities have not been carefully monitored and reported. Perhaps this is an area for further study so as to identify the feasibility and the possible impact on agriculture and on rural development.

The lack of awareness of certain programmes and projects, even among the women themselves, whose advancement the programmes seek to promote, emphasises the need to develop an appropriate communication strategy to support such programmes.

There is need to train development support communicators and analysts who can combine the skills of a change agent and those of a mass communicator. They will need the ability to understand the process of development project planning, and the ability to foresee communication barriers, based on an understanding of the social and cultural characteristics of communities involved, and the operations of government bureaucracy. A number of very worthwhile projects are presently in progress in these islands, but for lack of such a strategy, there is not enough awareness of them.

#### 5.1 Women and Government Statistics

The following suggestions have been made with regard to improvement of documentation of women:

1. Action should be taken to persuade the policy-makers (e.g. Ministers of Government, Permanent Secretaries) to include women as a distinct category in all national statistics. The agricultural statistical section should be persuaded to take this step as they prepare their regular agricultural consensus.
2. Micro-studies on specific groups of women should be encouraged and sponsored.
3. The co-operation of regional and international organisations who sponsor different types of studies, should be sought in this matter of sex disaggregated data. Terms of Reference, could require gender disaggregated data from researchers.
4. Farmers' associations and agricultural industrial organisation should be encouraged to maintain their data on the men and women in their groups as distinct categories.

#### 5.2 National Policies and Programmes

1. At the national level, steps should be taken to establish, or strengthen where the machinery already exists, special mechanisms

to serve as a focal point for the acceleration of programmes which will increase the involvement of women in development, both as contributors and beneficiaries.

2. The administrators in several departments of government need to be sensitised and persuaded that this approach is necessary. If development is to take place, the development of women will need to be seen as a priority.
3. It is suggested that collaboration at a regional level in developing and implementing such programmes could be sought, and the existence of regional and subregional institutions and agencies, such as the CARICOM Secretariat, the Institute for Social and Economic Research and the Women and Development Unit of the University of the West Indies, the Caribbean Development Bank, etc., should be taken into account and every effort should be made to seek to work in closest collaboration and co-operation with them.
4. Education is clearly an important tool for increasing the participation of women in the economic development of our countries. Our priorities in education should be focused not only on literacy programmes, but also on the development of new training programmes which would provide women with a consciousness of their role in society and their potential to contribute more fully to their own development and to the development of their countries. In order to do this, certain programmes should be implemented:
  - consciousness-raising programmes to mobilise women for national reconstruction;
  - educational programmes to encourage and increase the participation of women in Trade Unions, especially at the decision-making levels;
  - programmes to train women in management, including the management of agricultural co-operatives.
  - programmes for the removal of stereotypes in school curricula;

- more opportunities for technical education for women;
- in the health sector, the services and facilities for working women, including day care services, medical and maternity benefits, should be improved;
- family life education programmes geared to the improvement of male/female relationships;
- more nutrition education programmes aimed at helping women to better use local foods and promote kitchen gardens to raise the nutritional level of the family;
- more collaboration programmed to integrate the work of the extension officers in community development, in health, in education and in agriculture, so as to improve the general development of the rural community in these areas.

### 5.3 Enhancing Female Participation in Major Industries

One clear priority with regard to enhancing women's participation in agriculture must be to create more employment opportunities for the women. There are a number of related areas which need to be focused on, however.

1. The skills of women in these traditional fields need to be up-graded, particularly in management and marketing, so as to increase their productivity and promote their economic mobility.
2. New areas for employment and the training of women to participate in these areas should be identified.
3. The value of a particular task should not be related to purely physical strength. Often, as we have seen, jobs are remunerated at a rate related to the amount of strength that is involved, rather than to the value of the job to the overall process, be it production, marketing, or whatever.

### 5.4 Areas for Further Research and Action

We have already referred to the need for micro studies to be done on particular groups of women. A number of other areas for study include the following:

1. Appropriate agricultural and household technology should be monitored and tested to ascertain their feasibility and practicality.
2. Marketing problems facing rural communities and possible strategies to solve these problems should be investigated.
3. International and regional agencies should be prevailed upon to work through existing national machinery, where possible, in their studies and projects involving women, so as to strengthen such machinery and increase their overall impact on women's work.
4. An examination of the requirements for and the value of certain tasks to agricultural production and marketing processes could be revealing, as very often, women have been paid at lower rates for the jobs they do, which, on careful examination, might prove to be just as essential or even more valuable to the total process as those done by the men.

1. Appropriate agricultural and household technology should be monitored and tested to ascertain their feasibility and practicality.
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3. International and regional agencies should be prevailed upon to work through existing national machinery, where possible, in their studies and projects involving women, so as to strengthen such machinery and increase their overall impact on women's work.
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APPENDIX A.

TABLE 1

Demographic Data - Grenada, St. Lucia, St. Vincent - 1980

Area and Population	Grenada	St. Lucia	St. Vincent
Area (km <sup>2</sup> )	344	616	388
Population estimate for 1980	<sup>1</sup> 111 450	<sup>2</sup> 120 300	<sup>3</sup> 123 758
Rural Population (%)	n.a.	n.a.	73.6
Female Population	57 060 (51.2%)	63 482 (52.8%)	65 592 (53%)
Annual Growth rate	2.0	1.6	2.6
Density (per km <sup>2</sup> )	324	** 219	313
<u>Population Characteristics</u>			
Crude Birth rate (per 1000)	* 24.5	28.2	24.8
Crude Death rate (per 1000)	* 6.8	6.7	6.1
Infant mortality (per 1000 live births)	* 15.4	30.0	60.1

Source: <sup>1</sup>Grenada. Government Statistical Office. Statistical Report of a Survey on Population, Labour Force and Housing Condition in Grenada and the Grenadines. October 1980.

<sup>2</sup>St. Lucia. Government Statistical Office. Annual Statistical Digest, 1980.

<sup>3</sup>St. Vincent Government Statistical Unit. Digest of Statistics for the Year 1980.

\* 1979 figures

\*\* The Central Forest Reserve of 66km<sup>2</sup> was excluded in calculating this density.

TABLE 2

Population Distribution According to Age and Sex  
Grenada, St. Lucia, St. Vincent - 1970

Ages	Grenada		St. Lucia		St. Vincent	
	Males	Females	Males	Females	Males	Females
0 - 14	21 934	21 787	24 989	24 538	22 390	21 813
15 - 19	5 131	5 287	4 634	4 960	4 424	4 677
20 - 24	3 212	3 543	2 935	3 839	2 727	3 239
25 - 34	3 482	4 277	3 794	4 929	2 984	3 990
35 - 44	3 114	4 102	3 259	4 487	2 600	3 644
45 - 54	2 639	3 498	3 238	3 752	2 256	3 046
55 - 64	2 287	3 049	2 339	2 840	1 938	2 396
65+	1 893	3 540	1 949	3 324	1 473	2 717
14 +	23 094	28 672	23 334	29 346	19 600	24 896
All Ages	43 692	49 083	47 137	52 669	40 792	45 522

Source: IBRD/IDA. Caribbean Regional Study. Vol.VII: Population and Employment, 1975.

TABLE 3

Estimated Population by Age and Sex -  
Grenada, St. Lucia, St. Vincent - 1980

Ages	Grenada		St. Lucia		St. Vincent	
	Males	Females	Males	Females	Males	Females
0 - 14	21 933	21 569	27 546	26 869	23 662	22 639
15 - 19	8 088	7 791	8 705	8 371	8 003	7 821
20 - 24	7 081	7 161	6 331	6 353	6 470	6 196
25 - 34	6 356	6 686	5 294	6 765	5 051	5 813
35 - 44	1 919	2 646	1 994	3 385	1 331	2 404
45 - 54	2 249	3 221	2 243	3 585	1 709	2 763
55 - 64	2 130	2 998	2 557	3 152	1 763	2 519
65+	2 327	3 825	2 261	3 292	1 904	2 800
14+	31 640	35 751	31 252	36 696	27 816	31 871
All Ages	52 084	55 897	56 931	61 770	49 893	52 954

Source: Grenada - Government Statistical Office  
St. Lucia - Government Statistical Office  
St. Vincent - Government Statistical Unit

TABLE 4

Expectation of Life at Birth According to Sex -  
Grenada, St. Lucia, St. Vincent - 1960 and 1970.

Country	Life Expectancy			
	Males		Females	
	1960	1970	1960	1970
Grenada	60.1	64.2	65.6	69.6
St. Lucia	55.1	58.7	58.5	61.9
St. Vincent	58.5	62.4	59.7	63.2

TABLE 5

Population Growth Rate by Age Groups  
Grenada, St.Lucia, St.Vincent, 1960-1970

Country	0-14	15-24	25-54	55+	All ages
Grenada	+0.3	+2.0	-0.9	+1.5	+0.4
St.Lucia	+2.6	+0.8	-0.4	+2.2	+1.5
St.Vincent	+1.2	+1.3	-0.9	+2.0	+0.8

Source: IBRD/IDA Caribbean Regional Study, Vol. VII:  
Population and Employment, 1975.

TABLE 6.

Labour Force Participation Rates for  
Grenada, St. Lucia, St. Vincent - 1960<sup>1/</sup>, 1970<sup>1/</sup>, 1980<sup>2/</sup>

Countries	1960			1970			1980		
	Population 15+ ( '000)	Labour Force ( '000)	Participation Rate	Population 15+ ( '000)	Labour Force ( '000)	Participation Rate	Population 15+ ( '000)	Labour Force ( '000)	Participation Rate
Grenada	46.4	27.3	58.8	49.1	28.4	57.8	64.5	38.6	59.8
St. Lucia	48.0	31.4	65.4	50.3	28.6	56.9	64.3	36.4	56.7
St. Vincent	40.6	24.9	61.3	42.1	23.2	55.1	56.5	32.6	57.7

Source: 1/ ISER: *The Labour Force in the Commonwealth Caribbean: A Statistical Analysis, June 1977*  
2/ IBRD/IDA: *Caribbean Regional Study, Vol. VII: Population and Employment, 1975.*

TABLE 7

Growth Rate of Labour Force 1970-1980\*, 1960-1970

Country	Rate of Growth	
	1970-80	1960-70
Grenada	34.6	5.0
St. Lucia	25.7	-7.6
St. Vincent	37.4	-4.5

\* Based on estimates.



TABLE 8

Labour Force by Age and Sex, 1970 and 1980  
and Growth During 1970-1980, St. Lucia, Grenada, St. Vincent

Age	St. Lucia			Grenada			St. Vincent		
	1970	1980	1970-80	1970	1980	1970-80	1970	1980	1970-80
					M A L E S				
14 - 19	3 339	5 989	2 650	2 699	4 209	1 510	3 034	5 429	2 395
20 - 24	2 754	5 525	2 772	3 039	6 699	3 660	2 518	5 974	3 456
25 - 29	2 023	3 084	1 061	1 841	4 091	2 250	1 555	3 307	1 752
30 - 34	1 584	1 516	68	1 518	2 045	527	1 297	1 516	219
35 - 39	1 562	1 069	493	1 449	969	480	1 307	646	661
40 - 44	1 543	904	639	1 543	875	668	1 161	617	544
45 - 49	1 623	1 046	577	1 280	945	335	1 077	801	276
50 - 54	1 347	1 134	213	1 155	1 124	31	998	770	228
55 - 59	1 131	1 208	77	1 002	962	40	880	752	128
60 - 64	791	896	105	909	821	88	673	654	19
65 +	955	1 088	133	1 047	1 287	240	703	909	206
All Ages	18 652	23 460	4 808	17 482	24 027	6 545	15 203	21 375	6 172
				F E M A L E S					
14 - 19	2 087	3 396	1 309	1 791	2 620	829	1 788	2 967	1 179
20 - 24	1 936	3 011	1 075	2 089	4 222	2 133	1 472	2 816	1 344
25 - 29	1 129	1 559	430	1 191	2 221	1 030	888	1 581	693
30 - 34	856	1 032	176	970	1 176	206	785	870	85
35 - 39	844	664	180	1 027	666	361	813	501	312
40 - 44	800	582	218	948	608	340	696	491	205
50 - 54	572	618	46	715	701	14	531	480	51
55 - 59	507	583	76	568	594	26	378	375	3
60 - 64	377	388	11	479	442	37	283	316	33
65 +	458	452	6	546	590	44	270	272	8
All Ages	10 336	12 975	2 649	11 200	14 559	3 399	8 528	11 242	2 714

Source: IBRD/IDA, Caribbean Regional Study, Vol. VII: Population and Employment, 1975.

TABLE 9

Estimated Population and Labour Force by Age  
for Grenada, 1980

Age Cohort	Estimated Population	Nos. Employed	Nos. Unemployed	Labour Force	Labour Force as a % of Population
0 - 4	13 155				
5 - 9	14 935				
10 - 14	12 925				
15 - 19	16 275	2 750	3 365	6 115	37.5
20 - 24	14 265	6 180	3 280	9 460	66.3
25 - 29	6 685	3 055	1 375	4 430	66.3
30 - 34	4 455	2 205	695	2 900	65.1
35 - 39	2 790	1 530	305	1 835	65.8
40 - 49	7 580	4 505	455	4 960	65.4
50 - 54	4 570	2 365	455	2 820	61.7
55 - 59	3 340	1 905	150	2 055	61.5
60 +	10 475	2 520	380	2 900	27.7
Not stated	-	455	-	455	-
Total	111 450	27 470	10 460	37 930	34.0

Labour Force as a % of economically active population (i.e. Population 15+ = 53.9%).

Source: Grenada Statistical Office:

A Statistical Report of a Survey on Population, Labour Force and Housing Conditions in Grenada and the Grenadines. October 1980.

1970

TABLE 10

Percentage Distribution of Female Working Population  
by Occupational Group

St. Lucia, Grenada, St. Vincent, 1970

Country	Total Working Population	Prof. & Technical	Admin. & Managerial	Clerical & Related	Trans. & Comm.	Sales Worker	Service Worker	Farm Managers Supervisors and Farmers	Other Agric. Workers	Production & Related Workers	Not Elsewhere Classified
St. Lucia	100	12.3	0.5	9.8	0.3	13.8	18.4	8.0	20.8	12.5	3.
Grenada	100	10.3	0.3	8.4	0.4	8.9	23.0	4.7	26.8	12.6	3.
St. Vincent	100	12.4	0.2	8.9	0.5	8.9	24.1	2.1	17.8	12.4	13.

Source: Population Census of the Commonwealth Caribbean, 1970.



TABLE 12

Export of Major Commodities - Grenada: 1972 - 1980  
(Value in Thousands of EC\$)

Commodity	1972	1974	1976	1978	1979	1980
Cocoa	1 498	5 428	8 577	19 574	27 078	12 194
Bananas	1 558	3 467	7 665	9 314	10 460	9 134
Nutmeg	4 305	6 120	12 482	10 739	12 414	8 543
Peace	918	1 606	2 766	1 741	2 314	1 772
Cinnamon	-	61	80	44	37	74
Cloves	-	231	153	521	751	194
Other Spices/						
Cocoa Waste	104	-	-	29	53	n.a.
Fresh Fruit	59	31	85	569	1 071	n.a.
Juices and Concentrates	35	68	177	12	10	n.a.
Preserved Vegetables	-	-	23	-	-	n.a.
Nutmeg Oil	-	-	9	-	-	n.a.
Sauces and Dressings	338	140	58	30	40	n.a.
Other	-	-	13	-	-	n.a.
Goat and Sheep	38	-	32	76	121	n.a.
Fish (fresh and chilled)	-	-	-	-	-	n.a.
Clothing	-	384	340	1 012	962	n.a.
Furniture	-	-	125	716	366	n.a.
All Other	1 134	116	327	-	194	n.a.
Total	9 927	17 652	32 912	44 377	55 871	

n.a. not available

Source: Grenada - Government Statistical Office

TABLE 13

Exports of Major Commodities - St. Lucia: 1972 - 1980  
(Value in Thousands of EC\$)

Commodity	1972	1974	1976	1978	1979	1980
<u>Agriculture</u>						
Bananas	8 313	21 219	21 072	32 705	36 503	28 381
Coconut Oil	2 086	3 217	4 768	5 409	7 211	7 949
Coconut Meal	150	235	200	344	510	399
Fruits & Vegetables	92	451	642	1 188	1 723	1 136
Cocoa	176	421	388	974	1 020	884
Spices	103	198	200	213	325	338
Butter	-	-	443	217	408	178
Sub-Total %	100%	87%	66%	70%	74%	65%
<u>Industry</u>						
Paper & Cardboard	-	3 420	8 563	7 782	5 192	7 009
Clothing	-	304	3 308	5 969	4 775	7 656
Beer & Ale	-	-	1 623	3 054	4 292	3 291
Non-Alcoholic Drinks	-	-	570	1 954	2 037	2 986
Sub-Total%	-	13%	34%	30%	26%	35%

Source: St. Lucia Statistical Digest 1980

TABLE 14  
Exports of Selected Commodities - St. Vincent  
1976 - 1980  
(Value in thousands of E.C.\$)

Commodity	1976	1978	1979	1980
Bananas	14 632	19 933	15 884	16 891
Arrowroot	1 145	1 833	1 786	2 290
Coconuts	651	1 621	1 427	1 500
Peanuts	152	157	1	86
Sweet Potatoes	1 292	970	919	1 321
Nutmegs	353	266	351	394
Mace	110	97	115	106
Carrots	725	326	179	171
Plantains	147	374	518	615
Ginger	821	439	831	-
Eddies & Dasheen	861	1 832	1 856	-
Yams	406	578	418	-
Tobacco	27	274	533	-
Flour	-	7 468	5 994	-

Source: Government Statistical Department

TABLE 15

Spice Exports from Grenada, 1980, 1981

	1980		1981	
	Volume (lbs.)	Value E.C.\$	Volume (lbs.)	Value E.C.\$
Nutmeg	3 340 537	8 543 164	3 761 853	7 639 100
Pepper	532 674	1 772 086	462 167	1 587 137
Cinnamon	4 760	74 541	17 484	112 247
Cloves & Stems	12 885	194 480	52 081	539 976
Other spices	247	4 500	2 488	16 843
Total	3 891 109	10 588 771	4 296 073	9 995 303



TABLE 16

Workers Employed in the Banana Industry  
in St. Lucia and Wage Rates, 1982

Position	Male	Female	Wage Rate
District Managers	6	-	
Supervisors	22	24	\$200 f/nightly
Recorders	3	42	\$2.09/hr
Cutters	63	7	\$1.76/hr
Packers	2	74	\$1.51/hr
Deflowerers	6	73	\$1.51/hr
Dippers	10	52	\$1.51/hr
Stackers	30	4	\$1.65/hr
Helpers	51	67	\$1.48
Cleaners	25	46	\$1.48
Box Staplers	23	36	\$3.75/100
Watchmen	18	-	
Total	259	425	

Source: The St. Lucia Banana Growers Association

TABLE 17

Workers Employed in the Banana Industry in St. Vincent, 1982

Position	Male	Female
General Manager	1	-
Senior Managers	4	-
Accountant	1	-
Assistant Accountant	-	1
Area Supervisors	2	-
District Managers	4	-
Selectors	39	1
Field Officers	17	1
Supervisors	17	6
Weigh Clerks	-	43
Pay Officers	2	11
Truck Checkers	-	29
General Workers	49	240
Clerks	6	10
Secretaries	-	3
Accounting Clerks	-	4
Receptionist	-	1
Total	142	350

Source: The St. Vincent Banana Growers Association

TABLE 18

1982 Wage Rates for Workers in the St. Vincent Banana Industry  
Rates per Shipment (E.C.\$)

Position	Week day	Saturday	Sunday	Friday/Saturday	Saturday/Sunday	Sunday/Monday
Area Supervisors	94.20	141.30	188.40	176.62	247.27	211.95
Supervisors	74.77	112.15	149.54	140.19	196.26	168.22
Asst. Supervisors	63.67	95.50	127.34	119.37	167.12	143.25
Selectors	41.46	62.19	82.92	77.85	108.99	93.42
Male Cutters	26.24	39.36	52.48	46.65	65.31	55.98
Male Stackers	19.92	29.88	39.84	41.45	58.03	49.74
Male Helpers	19.92	29.88	39.84	37.32	52.25	44.79
Female Packers	20.72	31.08	41.44	51.82	72.55	62.19
Female Cleaners, etc.	19.72	29.58	39.44	41.45	58.03	49.74
Female Helpers	16.55	24.82	33.10	36.25	50.76	43.51
Weigh Clerks	26.54	39.81	53.08	49.77	69.68	59.73
Station Clerks	53.49	80.24	106.98	112.79	140.40	120.34
Asst. Station Clerks	32.09	48.14	64.18	60.16	84.23	72.19

Source: The St. Vincent Banana Growers' Association.

TABLE 19

Registered Farmers in Grenada, St.Lucia, St.Vincent, 1980

Country	Registered Farmers				
	Male	%	Female	%	Total
Grenada	5 069	61.8	3 133	38.2	8 202
St.Lucia*	5 142	75.0	1 749	25.0	6 991
St.Vincent	4 142	63.4	2 391	36.6	6 533

\*15 acres or less

Sources: Grenada Agricultural Census, 1981  
St.Lucia Ministry of Agriculture  
St. Vincent Agricultural Statistical Unit

APPENDIX B.

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