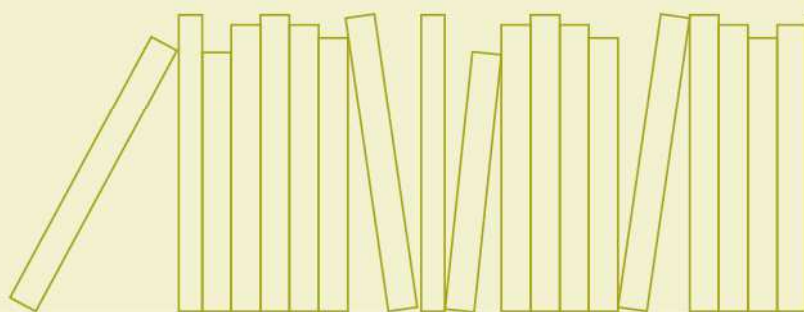


Economic Commission for Latin America and the Caribbean

ECLAC SUBREGIONAL HEADQUARTERS FOR THE CARIBBEAN



Report of the subregional preparatory meeting of the XIV session of the Regional Conference on Women in Latin America and the Caribbean





Subregional preparatory meeting
of the XIV session of the Regional Conference on Women
in Latin America and the Caribbean
18 June 2019
Port of Spain, Trinidad and Tobago

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**REPORT OF THE SUBREGIONAL PREPARATORY MEETING
OF THE XIV SESSION OF THE REGIONAL CONFERENCE ON WOMEN
IN LATIN AMERICA AND THE CARIBBEAN**

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A. CONCLUSIONS AND RECOMMENDATIONS

1. The participants at the subregional preparatory meeting of the XIV session of the Regional Conference on Women in Latin America and the Caribbean reaffirmed multiple points of intersection and synergies between the Montevideo strategy and the Beijing +25 review not only to provide a platform for accelerating gender equality, but also to encourage regional governments to focus on the specificities of the subregion. Each subregion has a different focus and the Caribbean focus is on family violence, including physical, sexual, and emotional abuse, as this is the most prevalent problem in the subregion.
2. As a political-technical tool, the Montevideo Strategy is a Commitment to Action and should be harnessed to accelerate the implementation of the Regional Gender Agenda, the Beijing Platform for Action, the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), and the 2030 Agenda for Sustainable Development in the subregion. The Montevideo Strategy includes specific commitments for the Caribbean on debt, climate change, and migration. It seeks to address the four structural challenges, namely: (i) socioeconomic inequality and poverty in the framework of exclusionary growth; (ii) discriminatory, violent and patriarchal cultural patterns and the predominance of a culture of privilege; (iii) sexual division of labour and unfair social organization of care; (iv) and concentration of power and hierarchical relations in the public sphere.
3. Meeting participants underscored that greater efforts should be devoted to increasing awareness about complex issues surrounding gender inequalities among the Caribbean populations in general and Gender Divisions in particular. Governments were urged to accelerate women and girls' access to and participation in science, technology, engineering and mathematics education and employment. This was regarded as an increasingly important part of the solutions to overcome current challenges of poverty, violence, and unemployment faced by youth in the subregion. Furthermore, Directors of Gender Divisions, programme leaders and public workers were implored to ensure: alignment of programmes for men and boys with human rights and women's rights frameworks; clearly defined terms of reference for organized men's groups who may advance work with boys and men; interrogative normative understanding of manhood in men's groups and meetings; and adequately-trained women and men to develop, monitor and evaluate interventions for boys and men that seek to promote gender equality.
4. The meeting highlighted the importance of Caribbean countries' participation in the upcoming Regional Conference on Women in Latin America and the Caribbean in Santiago, Chile, as one critical way to take advantage of the diversity of the region, is by sharing experiences and good practices.

B. ATTENDANCE AND ORGANIZATION OF WORK

1. Place and date of the meeting

5. The subregional preparatory meeting of the XIV session Regional Conference on Women in Latin America and the Caribbean was held in Port of Spain, Trinidad and Tobago, on 18 June 2019.

2. Attendance

6. The subregional preparatory meeting was attended by representatives of eleven Member States of the Caribbean Development and Cooperation Committee (CDCC) of ECLAC, namely: Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, and Trinidad and Tobago. The following five associate members of the CDCC were also represented: Anguilla, British Virgin Islands, Cayman Islands, Sint Maarten, and Turks and Caicos Islands. In addition, one other Member State of the United Nations, Chile, was represented.

7. The United Nations Secretariat was represented by the Department of Global Communications (DGC) and United Nations Resident Coordinator Office (UNRCO) in Port of Spain, Trinidad and Tobago. The following United Nations programmes and funds, specialized agencies, and other bodies and entities of the United Nations were also represented: United Nations Population Fund (UNFPA), United Nations Children's Fund (UNICEF), Food and Agriculture Organization of the United Nations (FAO), International Labour Organization (ILO), International Maritime Organization (IMO), Pan American Health Organization/World Health Organization (PAHO/WHO), Office of the United Nations High Commissioner for Refugees (UNHCR), Joint United Nations Programme on HIV/AIDS (UNAIDS), United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women).

8. Other intergovernmental organizations represented at the meeting were the Association of Caribbean States (ACS), the Caribbean Community (CARICOM), and the Caribbean Development Bank (CDB).

9. Non-governmental and civil society organizations, and academic institutions were also represented. These included: Caribbean Male Action Network (CariMAN), Coalition Against Domestic Violence, Trinidad and Tobago (CADV), Commonwealth Youth Peace Ambassadors Network (CYPAN), Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Committee of Trinidad and Tobago, Family Planning Association of Trinidad and Tobago (FPATT), Network of non-governmental organizations of Trinidad and Tobago for the advancement of women, Women's Institute for Alternative Development (WINAD), Women in Maritime Association Caribbean (WiMAC), CAISO: Sex and Gender Justice, and the University of the West Indies (UWI).

3. Agenda

10. The agenda of the meeting was as follows:

1. Inauguration of the meeting
2. Celebration of the Caribbean Girls Hack 2019 Hackathon initiative
3. Updates on Caribbean issues
4. Consideration of progress made, and challenges faced in the implementation of the Montevideo Strategy in synergy with the Beijing+25 review
5. Women's autonomy in changing economic scenarios in the Caribbean

6. Preparations for the XIV Regional Conference on Women in Latin America and the Caribbean
7. Closing and conclusions of the preparatory meeting

C. SUMMARY OF PROCEEDINGS

1. Inauguration of the meeting

11. The meeting was chaired by the Minister of National Mobilization, Social Development, the Family, Gender, Persons with Disabilities and Youth Affairs, Saint Vincent and the Grenadines. In her opening remarks, the Senior Legal Adviser, Office of the Prime Minister, Trinidad and Tobago, noted that after four to five decades of international, regional and national efforts to end gender inequality, the structural obstacles to gender equality have remained fairly resistant to change. They also account for the seemingly slow progress made in areas such as sexual division of labour, the persistence of poverty and its disproportionate effect on women and girls, persistence of patriarchal values and belief systems and gender-based violence. She noted that multiple points of intersection and synergy between the Montevideo strategy and the Beijing +25 Review not only provide a platform for accelerating gender equality but also challenge the governments of the subregion to focus on those issues of critical concern to the Caribbean.

12. She reported that over the past five years, Trinidad and Tobago had strengthened its legal, policy and programmatic frameworks in its effort to promote gender equality. It has also sought to further initiatives towards dismantling structural barriers that impede gender equality. These include harmonizing the age of marriage across four existing Marriage Acts and setting 18 years as the single minimum age for marriage, thereby abolishing child marriage; current Bills to strengthen the notification requirements of sex offenders and to amend the Domestic Violence Act; a National Policy on Gender Equality and Development in the green paper stage; and the conduct of a Gender-Based Violence (GBV) survey in 2017 with the support of UN-WOMEN, among others.

13. The Director of Gender Relations, Saint Lucia, delivered the welcome statement on behalf of the President of the Regional Conference on Women in Latin America and the Caribbean, the Director of the National Women's Institute, Uruguay. She mentioned that the upcoming Regional Conference on Women has a challenging theme concerning the day-to-day lives of women in the region, the economies and their dynamics, which calls for pro-equality public policies that will generate specific impacts on women's material living conditions and the places they occupy in the world of work, the economy and key definitions for the development of the countries. She highlighted that it is of strategic importance for each subregion to advance with the preparatory discussions, in order to come to the XIV Regional Conference on Women in Latin America and the Caribbean, to be held in Santiago, Chile, with well-founded positions that support progress on a regional platform. These positions must capture the current situation of the economy, the changing world of work and the challenges for women, including developing a set of recommendations that embrace economic policy as well as the spheres of production and work, educational development, access to science and technology, and personal development.

14. She also stated that there is progress in developing the inputs to establish the regional fund in support of women's and feminist organizations and movements. At the past Regional Conferences on Women in Latin America and the Caribbean held in Santo Domingo in 2014 and in Montevideo in 2016, the countries agreed by consensus to establish a regional fund. Since then, progress has been made on the structure of the regional fund and the definition of the mechanisms for its operation.

These should be endorsed before November, so that the first call for projects in the framework of the Regional Conference can be opened. In this regard, the fact that Antigua and Barbuda serves as a Presiding Officer of the Conference will be of benefit for the fund, as it will ensure the representation of the Caribbean subregion.

15. The Deputy Representative, UN-Women Caribbean Multi-Country Office, in her remarks noted that eight Caribbean countries had submitted their Beijing +25 reports by the original deadline. This demonstrated governments' commitment to the accountability process. She underscored that UN-Women continued to support the subregion through its programmes, including CEDAW training support, the Beijing Reporting training, Gender Responsive Budgeting training, support in the development of the Gender Equality Indicators and violence against women prevalence survey, and in the launching of gender protocols to ensure access to justice for all. Further, she stressed that, as women's autonomy in changing economic scenarios will not be realized without lives free from violence, UN-Women would continue to support the subregion in the implementation of actioned plans, training tools and social mobilization programmes to foster change in the perceptions and behaviours of people. She also expressed UN Women's support in promoting greater understanding of how gender should be mainstreamed into adaptation plans.

16. The Director of the UNFPA Regional Office for the Caribbean stated that UNFPA, together with ECLAC and UN-Women, remains committed to pursuit of SDG5. This gender equality goal aims to empower women and girls, ensuring that their fundamental human rights are respected and their access to education, health care, decent work and representation fully facilitated. Women and girls continue to be impacted by many challenges – social and economic inequalities; pressure on human rights; migration and displacement; climate change and much more. To address these challenges, UNFPA has sought to ensure that human rights and social justice for women and girls are firmly placed in the heart of the development agenda.

17. She noted that this year marks the 50th anniversary of UNFPA and the 25th anniversary of the landmark International Conference on Population and Development (ICPD). She highlighted the steady progress that UNFPA has made in these respects. Maternal mortality has dropped by 50 per cent in Latin America and by 36 per cent in the Caribbean since 1990. UNFPA launched a project to reduce adolescent pregnancy in Guyana and the Fund is committed to achieving the three transformative results by 2030, which are referred to as the “three zeros”: zero unmet need for contraception; zero preventable maternal deaths; and zero gender-based violence and harmful practices.

18. The Senior Economic Affairs Officer, ECLAC Division for Gender Affairs, highlighted that at the global level, there has been a deterioration in the quality of employment and an increase in the incidence of poverty, a shift in migration patterns and widespread impact from the effects of climate change. This has implied additional threats to overcome long-term challenges such as gender gaps in labour markets, the overload of women's unpaid work, their limited access to credit and productive assets, and the women's lack of own income. At the same time, the acceleration of technological change and its incorporation into productive processes raise new questions about its disruptive effects on societies and especially on gender equality. He indicated that these were some of the key questions that will be addressed at the upcoming Regional Conference on Women.

19. He mentioned that the office of ECLAC Caribbean subregional headquarters for the Caribbean had been working to strengthen the voices of the Caribbean countries in the work of the Regional Conference on Women. At the 57th Meeting of the Presiding Officers in July, a special session was dedicated to the Caribbean perspectives which aimed at analyzing the challenges for women's autonomy in changing economic scenarios. During the 58th Meeting of the Presiding Officers in

January this year, seven countries of the region actively participated and presented their report regarding country implementation of the Montevideo Strategy.

2. Celebration of the Caribbean Girls Hack 2019 Hackathon Initiative

20. This event was moderated by the Director of ECLAC subregional headquarters for the Caribbean, who stated that ECLAC supported the Caribbean Girls Hack 2019, jointly organized by the Governments of Grenada, Jamaica, Saint Vincent and the Grenadines, and Trinidad and Tobago, and the NGOs SheLeadsIT and Restore a Sense of I Can (RSC) Tech Clubs. The session highlighted the winners of national competitions in which hundreds of girls participated, showcasing their original technological solutions to pressing issues in the Caribbean that included gender-based violence and climate change resilience. Before the competition, termed a Hackathon, a number of participatory online training sessions and activities were organized. Those training sessions also served as an occasion for girls to learn about the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals, as well as the Regional Gender Agenda and the importance of these frameworks for promoting girls' access to information and communication technology (ICT) related fields.

21. The initiative offered an excellent opportunity for governments, the academic community and other stakeholders to ensure that the girls achieve their fullest potential through their education and their acquisition of technical and vocational skills that include ICT, engineering and scientific programmes. The Director underscored that it was important to give greater attention to gender disparities that exist, including those related to the digital revolution. For this reason, the Montevideo Strategy includes a specific pillar that promotes the development, transfer and dissemination of technology, as well as equal access and use for women and girls. Governments should therefore accelerate access to, and the participation of women and girls in science, technology, engineering and mathematics education and employment. This must increasingly become part of the solution to overcome current challenges faced by youth in the subregion, including poverty, violence and youth unemployment.

22. She affirmed Youth of the Caribbean as its greatest asset. In fact, while girls are outperforming boys at Caribbean Secondary Education Certificate (CSEC), including in mathematics and science, young women continue to be under-represented in all Science, Technology, Engineering and Mathematics (STEM) related fields. She advocated the need to fully embrace the integral role of women and girls in STEM-related fields. The 2030 Agenda for Sustainable Development in this regard has established a roadmap for governments to foster innovation and improve the use of enabling technology, in particular ICT, to promote women's empowerment and autonomy, and to significantly increase their access to ICT.

23. The Minister of National Mobilization, Social Development, the Family, Gender, Persons with Disabilities and Youth Affairs, Saint Vincent and the Grenadines, reiterated that the Caribbean Girls Hack Hackathon was a competition intended to raise the level of interest in and awareness of girls in ICT, where girls from the Caribbean countries had the opportunity to pitch tech-based solutions to address two pressing issues in the Caribbean, namely gender-based violence and building resilience to climate change. He expressed his distinct pleasure introducing the winners from Jamaica, Saint Vincent and the Grenadines and Trinidad and Tobago and invited them to showcase their tech-solutions.

24. Captains representing the first-place winners of the Hackathon from Jamaica, Saint Vincent and the Grenadines, and Trinidad and Tobago presented their mobile app solutions addressing gender-based violence and climate change resilience.

25. The team from University of Technology, Jamaica made a mobile app to help reduce carbon footprint within households. The app offers many functions and interfaces to monitor energy consumption, analyse utility bill, optimize driving pattern, get personal recommendation on efficient energy use among others.

26. The team from Mountain View Adventist Academy, Saint Vincent and the Grenadines, presented a mobile app to provide information about Gender Based Violence. Users can read stories of victims and call counsellor free of charge through the app.

27. The team from St. Augustine Girls' High School, Trinidad and Tobago, made a mobile game to increase awareness about gender-based violence. The player will choose the most suitable answer from several options based on the situation. The game aims to change conservative perception in the society by appealing to the curiosity of younger generation.

3. Updates on Caribbean issues

28. The Director of UNFPA Regional Office for the Caribbean presented an update on the Spotlight initiative in the Caribbean. She recalled that in September 2017, the European Union (EU) and the United Nations created a trust fund launched at the United Nations Secretariat to address GBV at the global level. Funds amounting to 15 million euros were made available to Latin America and the Caribbean to implement projects over a 2-year period. The initiative focuses on domestic violence, sexual and gender base violence, trafficking in human being and harmful practices. She noted that it is intended to model a new kind of partnerships with donors, government and civil society.

29. The director explained that each region of this global project would have a different focus – the Caribbean's focus is to be family violence: physical, sexual, emotional abuse. It was decided that this is the most prevalent problem in the subregion. There is a high rate of women in the Caribbean who do not seek or receive help because of high prevalence of violence and under reporting. Available figures are considered a significant underrepresentation of reality. Corporal punishment of children below age 15 at home is also a factor in GBV as well as early union and the high adolescent birth rate. The Caribbean context raises concerns about – high risk of physical and sexual partner violence; high rate of abused women not seeking help; early union; high adolescent birth rate and high rate of corporal punishment at home. The Caribbean Investment Plan follows a process: countries were selected following a systematic and consultative process and the country specific programme will include Belize, Grenada, Guyana, Haiti, Jamaica, and Trinidad and Tobago. It is to be a three-year investment programme.

30. The Spotlight uses a results framework intended to ensure that all women and girls live a life free of violence. The target audience is women and girls but there are further breakdowns and categorizations based on socioeconomic status and age groups. Partners include the United Nations country team, civil society organizations, government entities, EU, private sector and research institutions and academia. The project is at an initial stage, still evaluating lessons learned from its first year.

31. The President of the Coalition against Domestic Violence spoke about consolidating the Caribbean message on gender issues. She mentioned that the Beijing Platform for Action is a document which has withstood the test of time in its analysis of the structural contributors to gender inequality and its prescriptions for transformation. It challenges the status quo of intersecting inequalities and the macroeconomic, political and cultural structures and processes that perpetuate, indeed thrive on those inequalities. She affirmed that document is both highly practical and pointedly strategic. It takes on both gender-specific issues as well as whole-of-society issues, recognizing that

there is no business that is not women's business. It recognizes and reaffirms the right of all women to control all aspects of their health, their own fertility is basic to their empowerment. The framers of the Beijing Platform for Action (BPfA) expressed their conviction that economic development, social development and environmental protection were interdependent and mutually reinforcing components of sustainable development, all necessary to achieve a higher quality of life for all people.

32. She highlighted that in the preparation for the Fourth World Conference on Women in 1995, the CARICOM Secretariat provided technical leadership through its engagement of women's rights experts to support Caribbean Governments in their analyses and negotiations. As a result of this structured partnership, governmental representatives assured that the Beijing Platform for Action would address the interdependency of inclusive economic development, peace and security and human rights, including sexual and reproductive rights. She noted, however, the concerns of exclusion by feminist organizations in the negotiations at the Commission on the Status of Women (CSW) and described the position of CARICOM's delegation to the CSW as regressive on issues such as sexual and reproductive rights, including comprehensive sexual education and access to services as well as resistance to recognizing multiple forms of discrimination experienced by women and girls. She called noted ahead of CSW 2020, CSOs are calling for a review of CARICOM processes in support of CSW participation.

33. In her contribution to the discussion of the issues raised, the Director, Department of Gender and Family Affairs, Ministry of Social Services and Urban Development, the Bahamas, suggested that a checklist of laws, regulations, projects were needed, so that countries would know where they stand. For matters of continuity, she suggested that there was a need to inform governments at ministerial level on the current status of countries' progress.

34. The Gender Development Coordinator, Gender Affairs Unit, Ministry of Social Development, Anguilla, informed that they knew about the existence of domestic violence and gender-based violence regional platforms but enquired about what would be considered as good practices in the region and what progress has been made.

35. On the issue of domestic violence, Antigua and Barbuda referral centre was cited as an example of good practice in the region. Also, Trinidad and Tobago has been doing good work – the Foundations Programme tries to prevent GBV working with young people. It was reiterated that initiatives should not be ad hoc but integrated in government policy so if administrations change progress does not stall.

36. The President of the Coalition Against Domestic Violence added that Trinidad and Tobago legislation on domestic violence is a success story. In terms of police enforcement there is a relative success, but it is a constant process of engaging and training the police. Shelters and hotlines are usually managed by NGOs, but more support from government is needed, especially in terms of financing. On prevention, more work needs to be done. School systems and social practices need to be changed but there are projects focusing on that, for example the project with local schools to train teachers in how they interact with children. There is a need to make alliance across all kinds of differences to address the growing trend of polarization in the Caribbean.

37. Labour Law and International Labour Standards Specialist, Decent Work Team and Office for the Caribbean, ILO, informed that the international Labour Conference is meeting in Geneva, which will take a decision on violence and sexual harassment in work place. There will be additional international standards to be adopted. This instrument will be unique as decision makers will include representatives from employment organizations and trade unions.

4. Consideration of progress made, and challenges faced in the implementation of the Montevideo Strategy in synergy with the Beijing+25 review

38. The Social Affairs Officer, ECLAC Division for Gender Affairs, talked about the main features of the Montevideo Strategy and its relevance for the Caribbean context. She highlighted that Montevideo Strategy paves the road from Commitments to Action. Montevideo Strategy is a political/technical tool to accelerate the implementation of the Regional Gender Agenda; Beijing Platform for Action and CEDAW; and the 2030 Agenda for Sustainable Development. It includes specific commitments for the Caribbean on debt, climate change, and migration. The Montevideo Strategy further seeks to dismantle the four structural challenges, avoid setbacks and make progress towards substantive equality: socioeconomic inequality and poverty in the framework of exclusionary growth; discriminatory, violent and patriarchal cultural patterns and the predominance of a culture of privilege; sexual division of labour and unfair social organization of care; concentration of power and hierarchical relations in the public sphere. There are very real obstacles that women and girls confront: only 19.5 per cent of seats in Parliament are held by women; at least 208 women were killed in the last 5 years by their intimate partner in the Caribbean; women's labour force participation stagnates, and their unemployment rate continues to be higher than men; young women face unemployment rates of over 30 per cent; women are concentrated in the services sector and are underrepresented as graduates from STEM programmes in tertiary education in the Caribbean. She also noted that the Caribbean has an aging population and women will face an overburden of the unpaid work of caring for older people.

39. She then recalled the 10 implementation pillars to achieve the Regional Gender Agenda (RGA), BPfA and the 2030 Agenda for Sustainable Development: (i) normative framework; (ii) institutional architecture; (iii) participation; (iv) capacity-building and strengthening; (v) financing; (vi) communication; (vii) technology; (viii) cooperation; (ix) information systems; (x) and monitoring, evaluation and accountability.

40. She also reported on follow up of Montevideo Strategy towards 2030 noting that some countries are reporting this year on their implementation of the strategy and countries are able to report on the progress in the implementation of the Strategy in one of the two annual meetings of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean.

41. The Associate Social Affairs Officer, ECLAC subregional headquarters for the Caribbean provided participants with information on the reports received from eight countries on Beijing +25 and four countries on the Montevideo strategy. She mentioned main areas of progress in the Caribbean that include: enhanced legal and policy frameworks and institutional architecture to tackle all forms of violence against women; significant improvement in access to education and increased educational achievements; increased level of political participation and representation in decision-making processes; incipient initiatives to include women in climate and disaster risk management; development and strengthening of social protection schemes; promotion of the rights and well-being of persons with disabilities and older persons; improved access to sexual and reproductive health and rights, with particular focus on HIV/AIDS; and established and fruitful collaboration with civil society organizations.

42. She also highlighted main challenges in the Caribbean. These include: implementation gaps in existing legal and policy frameworks and limited monitoring and evaluation systems to identify gaps; absence of national gender equality policy to provide roadmap in the country to achieve gender equality; persistent limited financial and human resources of gender machineries, including a lack of resource mobilization strategies, for instance with the private sector; misconceptions about gender and the work being conducted by gender machineries; limited collection, analysis and dissemination

of data disaggregated by sex for evidence-based policy decision-making processes; lack of proper e-government portal services on gender matters for accountability and transparency; limited linkages/synergies with other regional and international frameworks, including the 2030 Agenda for Sustainable Development; persistence of the feminization of poverty; inefficiencies of public health delivery; entrenched gender stereotypes in the education and employment sectors; and limited information about certain groups, in particular the situation of LGBTI, migrants and refugees.

43. The representative of the Network of NGOs of Trinidad and Tobago for the Advancement of Women talked about the Caribbean, 25 years after Beijing. She recalled that Beijing was the culmination of two years of intense and rewarding work by regional governments and the subregion's women collaborating and supporting each other. For Beijing, following up on Nairobi, they were building and learning in a quest for equality and justice, creating a momentum for change in gender perspectives in the subregion. They contributed and benefited as Caribbean delegates to the Cairo conference in 1994. The preparation was facilitated by United Nations agencies and propelled by some powerful Caribbean women. The preparatory events were inspirational. Getting to Beijing was itself a task, but they were able to get there. They established a Caribbean tent and delivered a series of workshops and actions. They were able to focus on the task ahead and soon after the return they created a Post Beijing Regional Plan of Action, lead a Commonwealth Plan of Action and were part of a Commonwealth monitoring group. However, they encountered some challenges in the process. These included: limited resources; lack of women in decision-making spaces; limited negotiating skills; limited strong roles for young women defined in caucus. The 25th anniversary of the Beijing Declaration and Platform for Action in 2020 is a unique time in history to rally around, finally realizing the human rights of all women and girls and will be organized as a global mobilization. She recommended that a calendar of events from July 2019 to December 2020 be developed.

44. The Senior Programme Officer, Gender and Family Affairs, Grenada, talked about women's participation in public life and decision-making and women's economic empowerment. She mentioned that Women in political leadership and leadership/management of the Central Government has reached gender parity in her country. There is a widely-held view that women are doing better than men economically, but indicators show otherwise. Shining a light on the reality is necessary for the appropriate actions to be taken. In regard to the women's participation in public life and decision-making she mentioned that there is a progress in having women in highest levels of decision-making: Governor General, first woman to be Head of State since independence (appointed 2013); Lower House of Parliament: 47 per cent are women; Upper House of Parliament: 31 per cent are women; Cabinet has 7 females and 8 males. In Administration: Senior Managers Board (February 2019) has 20 females and 14 males. However, the situation in the Private Sector, Trades Unions, etc, needs assessment.

45. Grenada faced the following challenges: keeping the gains of having women in critical mass and gender parity in high office; helping women in public life cope with the challenges and addressing the unequal level of social pressure imposed on women in public life; establishing programmes for ensuring that the presence of women in leadership is not treated as the end of efforts to address women's autonomy nationwide, and ensuring that both women and men are held accountable for gender equality, women's empowerment and social justice at all levels of society.

46. Regarding economic empowerment, she mentioned that women remain underrepresented in the labour force; youth unemployment is high for both men and women, but significantly higher for young women; strong education rates for women in the tertiary sector do not seem to translate into strong labour force participation rates; a larger share of women wage earners earn in the lower wage classes, the reverse is true in the upper wage distributions; the proportion of part-time work is the

same for men and women; the workforce in Grenada is structured by sex stereotyping and gendered labour segregation.

47. The Labour Code prohibits discrimination, but barriers exist. Reasons for women's lower economic empowerment include stereotypes; discrimination; employers' reluctance to make adequate provisions for male and female employees; lack of public transportation throughout the country during the night, given the ever-present threat of sexual abuse and other forms of violence against women and girls; the potential for sexual harassment, with a higher risk in male dominated workplaces. Recent/Current Initiatives: Women in Skills and Empowerment (WISE) Programme which trained unemployed and under-employed women; initiatives led by various entities; focus for International Women's Day 2019; and the ratification of ILO Convention on Domestic Workers (No. 189).

48. She also highlighted that there is little evidence that the statistics were used to guide design and implementation of projects and programmes; in the patriarchal context, statistics are often interpreted, or selectively applied, to minimize the problems facing women and amplify those facing men. She concluded that women in Grenada have taken their place at the decision-making table in State leadership; despite perceptions, women are not doing well economically; therefore, economic empowerment of women is gaining a spot as a national priority.

49. The presentation of the Director of Gender Relations, Saint Lucia, was focused on the girl child; women's quality education, training and lifelong learning; and situation of older women. Saint Lucia's strides are modernization of Child Justice; paradigm shift in discipline in schools; full implementation of rights-based Effective Schools Framework; announcement by the Ministry of Education for exclusive, mandatory use of positive discipline in schools; adoption of the Mandatory Reporting Protocol for suspected cases of abuse alongside a public sensitization campaign on child abuse; approving the administering of the Human Papilloma virus (HPV) vaccine (Gardasil) as part of its immunization schedule at schools for boys and girls of ages 11 and 12 years. The main challenge is that girls in conflict with the law who require residential care do not have access to the services for the girl child.

50. Regarding women's education and employment, training and lifelong learning, she added that there is an increasing trend of a slightly higher percentage of the labour force with post-secondary and tertiary education in Saint Lucia being women; although 48 per cent of the labour force in the last quarter of 2014 was female, 15 per cent possessed post-secondary and tertiary education compared to 14.3 per cent of males; in the last quarter of 2018 whereas 52 per cent of the labour force was female, 16 per cent possessed post-secondary and tertiary education compared to 13 per cent for males. The Single Mothers in Life Enhancement Skills (SMILES) offered young unemployed women the opportunity to learn employability skills at little or no cost to them. Saint Lucia is also benefitting from a subregional youth development programme, introduced in 2018, which gives disadvantaged youth an opportunity to learn skills that will improve their employment prospects. Saint Lucia established the International Hospitality Training Institute in partnership with Monroe College in 2018.

51. She also talked about the situation of older women in Saint Lucia. She said that there is a Home Help program which provides services to elderly members of various communities who would have otherwise been caring for themselves. There is a higher prevalence of diabetes in women. Cancers are particularly common with breast and cervical cancers among the most common. The strides are: the introduction of the HPV vaccine will reduce the prevalence of cervical cancer in women in the medium term; the revamping of the National Non-Communicable Disease Commission (NNCDC), it is hoped, will positively impact public education and result in behaviour modification.

52. The presentation of the Deputy Director of Social Services, Guyana, focused on National Frameworks and efforts related to gender-based violence and trafficking in persons prevention and responses in Guyana. The Government continues its multisectoral approach to addressing violence against women and girls and numerous initiatives continue to be undertaken and implemented. The National Domestic Violence Policy forms the framework for the reduction of all forms of violence and abuse against women and children, and provides protection for the victims. In 2016, a specialized unit to address violence, particularly against women and children in Guyana, was established within the Ministry of Social Protection.

53. The key achievements are: adoption of the National Gender Equality and Social Inclusion Policy and Implementation Plan; reaching Tier 1 in Trafficking in Persons (TIPs); special training of legal experts and social workers in Forensic Psychology and Sexual Offences at the University of Guyana in collaboration with UNICEF, aimed at increased application of natural science techniques in securing convictions for sexual offences and violence against children; establishment of a Domestic Violence unit at the Guyana Police Force to address violence against women; increase in women going to court to pursue prosecution related to sexual offences & TIPs. Efforts made by the Government of Guyana to investigate, prosecute, and convict traffickers have been steady and improving; Significant legislative and policy advances such as Sexual Offences Act and Domestic Violence Act; teenage mothers reintegrated into school systems; and increased advocacy and public awareness regarding gender equality and acts of violence against women.

54. The challenges are as follows: there is a wide perception that the legal system is minimally effective in protecting the rights of the population in general, and specifically in protecting women's and girls' rights against discrimination and violence; women and girls still report that they encounter problems with the professionalism of frontline workers when reporting issues of violence; even with progressive legislation one of the main challenges remains the application of the Sexual Offenders Act at the level of the police; successful prosecution of perpetrators has been less than desirable due to challenges with proper investigations of sexual offences cases and the Courts' access to forensic and DNA evidence; women are still portrayed negatively in the media; officials tend to base their judgments on their own gender-biased beliefs and not on the existing legal provisions; the challenges of data availability, and quality and timeliness remain a major hurdle in programme targeting and policy formulation.

55. She concluded that Guyana continues to take steps to integrate new forms of action to eradicate GBV & TIPs. Addressing GBV & TIPs requires a multiplicity of approaches at the individual, family and community levels.

56. The Gender Affairs Coordinator, British Virgin Islands, presented on the Women and Environment. She described the British Virgin Islands at a glance and mentioned that its natural hazards consist of hurricanes and tropical storms. The "twin pillars" of the economy are tourism and financial services. The tourism industry is linked heavily to the environment and majority of the persons employed in Tourism Industry are women. She mentioned that in September 2017, the country was hit by two Category 5 hurricanes, which damaged all major marinas and hotels. The storms also destroyed 70 percent of homes on the islands, which have a population of about 30,000. Majority of the women were without jobs coming out of the storms and men were mainly in the construction field so had jobs or could find jobs coming out of the hurricanes easily. Cabinet approved the implementation of a Household Assistance Programme in 2017 to support the basic needs of the most vulnerable households affected by hurricanes. Joint Cash Platform (JCP), a financial assistance programme was established with the British Virgin Islands Red Cross, Caritas Antilles and the Adventist Disaster Relief Agency (ADRA) to provide financial assistance to 1,050 vulnerable

households. The Social Development Department was responsible for registration while the British Virgin Islands Red Cross was responsible for delivery of cash. A total of 1,776 households registered during 18–28 October 2017 and the programme directly benefitted a total of 3,274 persons.

57. The Research Programme Officer, Department of Gender Affairs, Turks and Caicos Islands, talked about vulnerable groups of women: women in prison; women with disabilities; women migrants; women living with HIV/AIDS. She mentioned that for women in prison the challenge remains with the long-term cost effectiveness of educational, vocational, and drug treatment programs provided to inmates. She also noted that agencies must focus on building collaborative partnerships to meet needs.

58. For women with disabilities she lamented that the focus tends to remain on the disability rather than the individual; persons are offered sympathy rather than celebrated for their abilities and achievements. She also reported that according to the last census, there are some 10,000 Haitians in the Turks and Caicos Islands. As such, there is a need for a multi-agency approach to managing the migrant flow in a humanitarian way. She also highlighted the importance of sexual and reproductive health services for migrant population.

59. During the discussion, country representatives highlighted the following: there is a need for a regional inventory of all CARICOM countries and the international and regional treaties or frameworks that they have signed on to; reporting requirements must be synchronized as Caribbean Governments have limited capacities to do all the reporting that is required; the international organizations should be responsible for monitoring the governments and to hold them accountable for the mainstreaming of gender in national plans and policies; in the present context of regional migration and refugee situation, countries need to know how they should address the situation of children and women. The CARICOM representative stated that the Community runs a very successful women in politics programme to encourage women to run for Parliament, although it was very expensive to run.

5. Women's autonomy in changing economic scenarios in the Caribbean

60. The moderator of this panel discussion was the Founder and Convener of the NGO, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee of Trinidad and Tobago. The Expert of the United Nations CEDAW Committee gave a presentation on identifying new priorities to achieve gender equality by 2030 in the Caribbean. She mentioned that gender inequalities and oppressive gender ideologies are often so normalized that they are not questioned. These inequalities are embedded within global and local economic, judicial and political systems in ways which facilitate their continuation. With this in mind, regional governments must take a more critical approach in relation to global economic prescriptions. Greater efforts should be made to increase awareness among Caribbean populations and gender divisions of new understandings in research on the complex issues surrounding gender inequalities.

61. Despite the successes of Caribbean women in accessing formal education systems, many challenges continue, including integration of age-appropriate gender and sexuality education at all levels of the education system and gender sensitive parenting education in schools and community-based organizations. The Montevideo Strategy, if implemented, could be a bold step towards transforming gender inequalities. This cannot only be done by the state but requires the activism of women's and social justice movements, who have done much to challenge established systems. However, many civil society organizations became dependent on the state for funding which is precarious and often inadequate as sources of independent funds had dried up especially for women's and gender-focused organizations.

62. The Instructor from the University of the West Indies talked about engaging Caribbean men and boys in promoting women's autonomy and gender equality. He highlighted that the Beijing Declaration and Platform for Action saw men as critical agents of advancing social change to promote women's autonomy and gender equality. In addition, the Montevideo Strategy acknowledges the structural challenges to the achievement of gender equality by 2030. The document notes that "discriminatory, violent and patriarchal cultural patterns and the predominance of a culture of privilege" hinder the scope of policies on gender equality and women's autonomy.

63. The term 'engaging men' is popular in development planning and public discourse. Yet, "these efforts have generally been in the form of short-term projects, often only reaching relatively small numbers of men at a time, and often in contexts where social norms, policies, and other structural factors continue to limit the potential for broader transformations" (Men Engage 2015, 7). Engaging men requires continued focus on gendered analyses of social relations, the meanings of masculinities and the distribution of power, because lack of a conceptual understanding of masculinities limits the political potential of projects aiming to achieve gender equality, women's autonomy and empowerment.

64. In anti-GBV campaigns, usually "high status" men speak out against domestic violence. This "good man" approach assumes a binary of men who are good and bad and men who do not hit women and men who do. This fails to address how violence comes to shape ideals of manhood and its normalization in boys' early childhood socialization. The spectrum of self-esteem with high self-worth and control on one end and low self-worth and a lack of control on the other end have proven to produce violence when men desired control and power over women, especially when they felt this as part of their entitlement.

65. Directors of Gender, programme leaders and public workers should consider the following: alignment of men and boys programmes with human rights and women's rights frameworks; clearly defined working terms of reference with organized men's groups who may advance work with boys and men; interrogate normative understandings of manhood in men's groups and meetings; train women and men to develop, monitor and evaluate interventions for boys and men that seek to promote gender equality.

66. The representative of the Commonwealth Youth Peace Ambassadors Network advocated for including Caribbean youth in the global and regional gender agenda for greater impact on future generations. She reported that in a survey of 52 young persons from 14 countries across the Caribbean region, less than 25% knew about the Gender agenda but were interested in obtaining more information. This reinforces the need for increased engagement through sensitization workshops, capacity building workshops to educate the youth, and identifying ways to empower young people in roles such as SDG ambassadors and gender focal points.

67. For including youth in the global and regional gender agenda, it is recommended to provide education to youth and provide leadership training and self-esteem workshops to young women and girls. Further, awareness needs to be raised around LGBTI issues and work also needs to be done with young men to promote positive concepts of masculinity and to reduce violence against women.

68. In order to promote participation of youth, stakeholders should lobby governments to include youth in decision-making processes; build capacity of youth to enhance political participation; get political will to follow through beyond tokenistic engagement; and consider partnering with intra-governmental agencies and UN agencies.

69. Associate Social Affairs Officer, ECLAC Subregional headquarters for the Caribbean, talked on impacts of climate change and extreme weather events on the autonomy of women in the Caribbean. The Caribbean has specific vulnerabilities characterized by: geo-ecological situation of SIDS and low-lying coastal States; estimation that annual temperatures in the region will increase by between 1°C and 5°C by 2080; economic development mainly derived from tourism and industry; the second most hazard-prone region in the world. Caribbean women's vulnerability -- including under-employment & unemployment, violence and domestic work and unpaid care- is exacerbated by extreme weather events due to damages to tourism sector and loss of houses.

70. ECLAC assessed how Caribbean countries have been applying a gender perspective in addressing Climate Resilience and Mitigation and Disaster Risk Reduction (DRR), by reviewing national policies, plans and strategies of 13 member states and 13 international and regional frameworks. The study identified main challenges in the region, including lack of sex-disaggregated data (to show how women are impacted by hurricanes), national studies about impacts of extreme weather events, and financial, technical and human capacity.

71. Recommendations from the study are: promote integrated and coherent institutional frameworks, as there are scarce communications between climate and disaster ministry and gender ministry; appoint gender focal points in climate and disaster institutions that have specific gender training and are tasked with gender mainstreaming; adopt/review current policies/plans and strategies to ensure linkages between gender and climate/disaster policies and strategies; promote community involvement and establish a network of public and private entities, including indigenous group and women group for resilience, and define roles and responsibilities in case of a disaster to strengthen coordination among the different entities involved in disaster management; conduct capacity building/training for Gender Machineries on climate change/disaster risk management; promote training courses to respond to the needs of the community after disaster; create awareness raising campaigns in order to sensitize communities; collect, analysis and disseminate disaggregated data.

72. The Gender Development Coordinator, Anguilla, talked on financing gender equality through partnerships. She noted that Anguilla is a small island economy and has limited resources, cooperation is key for big changes using few resources. Partners are not donors nor sponsors, but collaborative partners toward a common social responsibility goal. However, government buy-in is still required as a lead organization of gender with private sector support.

73. She reported that Anguilla had conducted three initiatives which brought notable impacts: (i) FLOW "Young Girls Chat," which aims to educate youth about the dangers of using the Internet, through enhancing technological responsibility, self-love and leadership; (ii) Anguilla National Council of Women, which serves as the umbrella organization for all women's groups and helps economic independence of women, through expressing their needs and concerns to government; (iii) Women in Construction Programme, which was initiated as a response to September 2017 Hurricane Irma by the Minister of Gender and Labour.

74. During the discussion, participants acknowledged the importance of creating a space for youth involvement. In light of this, the representative from Jamaica invited the representative of the Commonwealth Youth Peace Ambassadors Network to partner with the Government of Jamaica as part of the Gender Ambassador Programme.

75. Engaging men and boys in Rotary Clubs was difficult as they weren't interested. Men do not speak on behalf of women in public space, but we should break this silence. To engage men, we need communities of practice for men who see themselves as champions of gender. We must also empower men to engage in activities that are typically considered female oriented. There is an isolated group

of male feminists that need to be harnessed and targeted. Dominant male personalities are needed to speak out against rape culture. Despite resistance to the establishment of gender bureaus, consideration should be given to setting up such agencies.

76. Member States such as Jamaica and Saint Vincent and the Grenadines would like to collaborate on developing cross border shelters, but such shelters first require Member States to address relevant immigration issues. The subregion must use the spotlight initiative to get the governments mobilized to address many of the gender issues.

77. A lot discussion prior to this conference have dealt extensively on gender inequality. Now, it is paramount for gender action to be the central focus. We need to move beyond gender inequality to gender action. National development in turn requires using all resources and must build upon the fundamentals that already exist.

78. There is a need for greater access to education programmes in gender studies. The University of the West Indies attempted to develop certificate programs in this area, however, there was minimal uptake and the program was discontinued. However, participants agreed that given the increased interest in gender issues, a renewed consideration should be given to offering such a program in the future.

6. Preparations for the XIV Regional Conference on Women in Latin America and the Caribbean

79. The Social Affairs Officer, ECLAC Division for Gender Affairs, presented the Roadmap towards the XIV Regional Conference on Women in Latin America and the Caribbean. She highlighted the challenges for women's autonomy in changing economic scenarios: socioeconomic inequality and poverty in the framework of exclusionary growth; discriminatory, violent and patriarchal cultural patterns and the predominance of a culture of privilege; sexual division of labour and unfair social organization of care; concentration of power and hierarchical relations in the public sphere. She concluded by describing the organization of work of the conference.

80. The International Affairs Adviser, Ministry of Women and Gender Equity, Chile, delivered special greetings from the President and the Minister of Women and Gender Equality of Chile. She mentioned that the empowerment of women is at the heart of the work of the government, so they have a robust agenda at the national and international level. In the three years of its existence, the Ministry of Women and Gender Equality has achieved some remarkable accomplishments. In terms of institutionalization and gender mainstreaming, Chile has a comprehensive National Equality Plan inspired by the Montevideo Strategy; gender focal points in all ministries and public institutions; a system of gender indicators for public institutional management, and an interministerial network, at the national and local level, to ensure coordinated intersectoral action on gender issues. And since 2018, Chile has also been pushing forward on a constitutional reform that explicitly establishes the duty of the State in promoting equal rights of men and women. All these instruments aim to ensure the implementation of the international commitments of Chile, embodied in the Montevideo Strategy, the Beijing Platform, CEDAW and the 2030 Agenda. Since 2014, Chile has established a six-month parental leave and the government has presented the Universal Nursery Reform to Congress, proving the benefit of a nursery for children under two years to all dependent and independent workers.

81. She also informed that this year, Chile has approved a Bill against sexual harassment in public spaces, which punishes any sexual abuse in public places, and work is ongoing to pass a Bill against cyber harassment, aiming to punish abuse on the Internet, in addition to the creation of a single

registry for victims of violence. To increase the participation of women in decision-making spaces in Chile, the country has instituted a quota system for the lists of candidates to Congress.

82. The International Affairs Adviser highlighted the importance of the participation of the countries in the upcoming conference in Chile, noting that the only way to take advantage of the diversity of the region is by sharing the experiences and good practices.

7. Closing and conclusions of the preparatory meeting

83. In closing, the Minister of National Mobilization, Social Development, The Family, Persons with Disabilities and Youth, Saint Vincent and the Grenadines, said that he looks forward to hearing the Caribbean perspectives and best practices in Chile.

84. The Director of ECLAC Subregional headquarters for the Caribbean concluded by highlighting the continuity of work on gender issues in the Caribbean and underscored the need to engage the young people in order to ensure that the legacy is not lost. She also highlighted that there are still frontiers for woman to cross. She emphasized the need for accountability and responsibility and noted that the subregional preparatory meeting provides an opportunity to address those areas in which the Caribbean has not recorded much progress. There are new and emerging challenges including migration, trafficking in persons, climate change, ageing populations, and social protection. The lack of disaggregated data is still prominent and the challenges of communication and the use of social media for strengthening advocacy remain. She raised the importance of working to ensure that the young people are provided with opportunities.

Annex I

LIST OF PARTICIPANTS

A. Member States

BAHAMAS

Delegation member:

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

BARBADOS

Delegation member:

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

BELIZE

Delegation member:

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

CHILE

Delegation member:

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

DOMINICA

Delegation member:

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

GRENADA

Delegation member:

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

GUYANA

Delegation member:

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

JAMAICA

Delegation member:

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

SAINT KITTS AND NEVIS

Delegation member:

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

SAINT LUCIA

Delegation member:

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

SAINT VINCENT AND THE GRENADINES

Representative:

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

Delegation member:

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

TRINIDAD AND TOBAGO

Delegation members:

- Jacqueline Johnson, Permanent Secretary, Gender and Child Affairs, Office of the Prime Minister
- Gaietry Pargass, Senior Legal Adviser, Office of the Prime Minister
- Antoinette Jack-Martin, Director of Gender, Gender and Child Affairs, Office of the Prime Minister
- Meera Ramesar, Director (Ag.) Socioeconomic Policy Planning, Ministry of Planning and Development
- Shelley-Ann Hart, Project Execution Officer, Gender and Child Affairs, Office of the Prime Minister
- Kwasi Cudjoe, Coordinator of Male Programmes, Gender and Child Affairs, Office of the Prime Minister
- Jemmimah Wilson, Senior Policy Specialist, Office of the Prime Minister
- Karissa Hackett, Project Officer, Ministry of Planning and Development
- Camille Gaghadar, International Relations Officer, Ministry of Foreign and CARICOM Affairs

B. Associate members

ANGUILLA

Delegation member:

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

BRITISH VIRGIN ISLANDS

Delegation member:

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

CAYMAN ISLANDS

Delegation member:

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

SINT MAARTEN

Delegation members:

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

TURKS AND CAICOS ISLANDS

Delegation member:

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

C. United Nations Secretariat

Department of Global Communications (DGC)

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

United Nations Resident Coordinator Offices (UNRCO)

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

D. United Nations Funds and Programmes

United Nations Population Fund (UNFPA)

- Alison Drayton, Director and Representative, UNFPA Caribbean

United Nations Children's Fund (UNICEF)

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

E. Specialized agencies

Food and Agriculture Organization of the United Nations (FAO)

- Marissa Sheppard, Programme Assistant

International Labour Organization (ILO)

- Shingo Miyake, Labour Law and International Labour Standards Specialist, Decent Work Team and Office for the Caribbean

International Maritime Organization (IMO)

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

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

- Izola Garcia, Consultant, Family Health and Disease Management, Trinidad and Tobago Office
- Nicola Taylor, Programme Management Specialist for the Dutch Island Territories, Trinidad and Tobago Office

- Safiya Clarke-Mendes, Intern, Trinidad and Tobago Office

F. Other Bodies and Entities of the United Nations

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

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

Joint United Nations Programme on HIV/AIDS (UNAIDS)

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

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

- Tonni-Ann Brodber, Deputy Representative, UN-Women Multi-Country Office Caribbean
- Laura González, Regional Evaluation Specialist, UN-Women Office Americas and the Caribbean

G. Other intergovernmental organizations

Association of Caribbean States (ACS)

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

Caribbean Community (CARICOM)

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

Caribbean Development Bank (CDB)

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

The Commonwealth

Commonwealth Youth Peace Ambassadors Network (CYPAN)

- Kurba-Marie Questelles, Regional Training and Development Coordinator – Caribbean and the Americas

H. Non-governmental organizations

Caribbean Male Action Network (CariMAN)

- Peter Douglas Weller, Community Clinical Psychologist

Coalition Against Domestic Violence, Trinidad and Tobago (CADV)

- Roberta Clarke, President

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

- Terry Ince, Founder/Convener

Family Planning Association of Trinidad and Tobago (FPATT)

- Stacey Rocke Manick, Programme Manager
- Dr. Jacqueline Sharpe, Consultant Child and Adolescent Psychiatrist

Network of non-governmental organizations of Trinidad and Tobago for the advancement of women

- Hazel Brown
- Jacqueline Burgess, Coordinator
- Grace Talma, Consultant/Trainer

Women's Institute for Alternative Development (WINAD)

- Deborah McFee, Outreach and Research Officer, Institute for Gender and Development Studies, University of the West Indies, St. Augustine Campus

Women in Maritime Association Caribbean (WiMAC)

- Sarita Mahabir-Lee, Vice-President, Research and Development

I. Civil society organizations

CAISO sex and gender justice, Trinidad and Tobago

- Angelique Nixon, Board Director

J. Academic institutions

University of the West Indies (UWI)

- Rhoda Reddock, Professor Emerita, Gender, Social Change and Development, Institute for Gender and Development Studies, St. Augustine Campus
- Amílcar Sanatan, Instructor, St. Augustine Campus
- Tricia Basdeo-Gobin, Outreach and Research Assistant, Institute for Gender and Development Studies, St. Augustine Campus

K. Other participants

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

Winners Caribbean Girls Hack 2019

- Shaiyan Bowman, Student, Mountain View Adventist Academy, Saint Vincent and the Grenadines
- Juleen Gentles, Computing Student, University of Technology, Jamaica
- Maali Rose, Student, St. Augustine Girls' High School, Trinidad and Tobago

L. Secretariat

Economic Commission for Latin America and the Caribbean (ECLAC)

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

ECLAC subregional headquarters for the Caribbean

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

Annex II**PROGRAMME**

18 June 2019

09:00 - 09:30

Inauguration of the Subregional preparatory meeting of the XIV session of the Regional Conference on Women in Latin America and the Caribbean

Chair: Hon. Frederick Stephenson, Minister of National Mobilization, Social Development, the Family, Gender, Persons with Disabilities and Youth Affairs, Saint Vincent and the Grenadines

- Gaietry Pargass, Senior Legal Adviser, Office of the Prime Minister, Trinidad and Tobago
- Janey Joseph, Director of Gender Relations, Saint Lucia, delivering the welcome statement of the President of the Regional Conference on Women in Latin America and the Caribbean, Mariella Mazzotti, Director of the National Women's Institute, Uruguay
- Tonni Ann Brodber, Deputy Representative, UN Women Caribbean Multi-Country Office
- Alison Drayton, Director, UNFPA Regional Office for the Caribbean
- Mario Castillo, Senior Economic Affairs Officer, ECLAC Division for Gender Affairs

09:30 - 10:15

Celebration of the Caribbean Girls Hack 2019 Hackathon initiative

- Diane Quarless, Director, ECLAC Subregional headquarters for the Caribbean
- Hon. Frederick Stephenson, Minister of National Mobilization, Social Development, the Family, Gender, Persons with Disabilities and Youth Affairs, Saint Vincent and the Grenadines
- Winners:
 - Juleen Gentles, University of Technology, Jamaica
 - Shaiyan Bowman, Mountain View Adventist Academy, Saint Vincent and the Grenadines
 - Maali Rose, St. Augustine Girls' High School

10:15 - 10:30

Coffee Break and Group Photo

10:30 - 11:15

Updates on Caribbean issues

- Alison Drayton, Director, UNFPA Regional Office for the Caribbean, 'Update on Spotlight initiative in the Caribbean'
- Roberta Clarke, President, Coalition against Domestic Violence 'Consolidating the Caribbean message on gender issues'

11:15 - 13:30

Consideration of progress made, and challenges faced in the implementation of the Montevideo Strategy in synergy with the Beijing+25 review

- Nicole Bidegain, Social Affairs Officer, ECLAC Division for Gender Affairs
- Lydia Rosa Gény, Associate Social Affairs Officer, ECLAC Subregional headquarters for the Caribbean
- Hazel Brown, Network of NGOs of Trinidad and Tobago for the Advancement of Women, 'The Caribbean, 25 years after Beijing'
- Country contributions:
 - Elaine Henry-McQueen, Senior Programme Officer, Gender and Family Affairs, Grenada, 'Women's participation in public life and decision-making and women's economic empowerment'
 - Janey Joseph, Director of Gender Relations, Saint Lucia, 'Women's education, training and lifelong learning'
 - Abike Benjamin-Samuels, Deputy Director of Social Services, Guyana, 'Ending violence against women and girls'
 - Tara-Sue Morgan, Gender Affairs Coordinator, British Virgin Islands, 'Women and Environment'
 - Tinavia Arthur, Research Programme Officer, Department of Gender Affairs, Turks and Caicos Islands, 'Vulnerable groups of women in focus'
- Discussion

13:30 - 14:30

Lunch Break

14:30 - 16:00

Women's autonomy in changing economic scenarios in the Caribbean

Moderator: Terry Ince, Founder and Convener of the NGO, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee of Trinidad and Tobago

- Panelists:
 - Prof. Rhoda Reddock, Expert of the United Nations CEDAW Committee, 'Identifying new priorities to achieve gender equality by 2030 in the Caribbean'
 - Amílcar Sanatan, Instructor, University of the West Indies, 'Engaging Caribbean men and boys in promoting women's autonomy and gender equality'
 - Kurba-Marie Questelles, Commonwealth Youth Peace Ambassadors Network, 'Including Caribbean youth in the global and regional gender agenda for greater impact on future generations'
 - Lydia Rosa Gény, Associate Social Affairs Officer, ECLAC Subregional headquarters for the Caribbean, 'Impacts of climate change and extreme weather events on the autonomy of women in the Caribbean'
 - Dr. Ronya Foy Connor, Gender Development Coordinator, Anguilla, 'Financing gender equality through partnerships'
- Discussion

16:00 - 16:15	<i>Coffee Break</i>
16:15 - 17:00	Preparations for the XIV session of the Regional Conference on Women in Latin America and the Caribbean <ul style="list-style-type: none"> • Nicole Bidegain, Social Affairs Officer, ECLAC Division for Gender Affairs • Stefanía Doebbel, International Affairs Adviser, Ministry of Women and Gender Equity, Chile
17:00 - 17:15	Other matters
17:15 - 17:30	Closing and conclusions of the preparatory meeting <ul style="list-style-type: none"> • Hon. Frederick Stephenson, Minister of National Mobilization, Social Development, The Family, Persons with Disabilities and Youth, Saint Vincent and the Grenadines • Diane Quarless, Director, ECLAC Subregional headquarters for the Caribbean



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