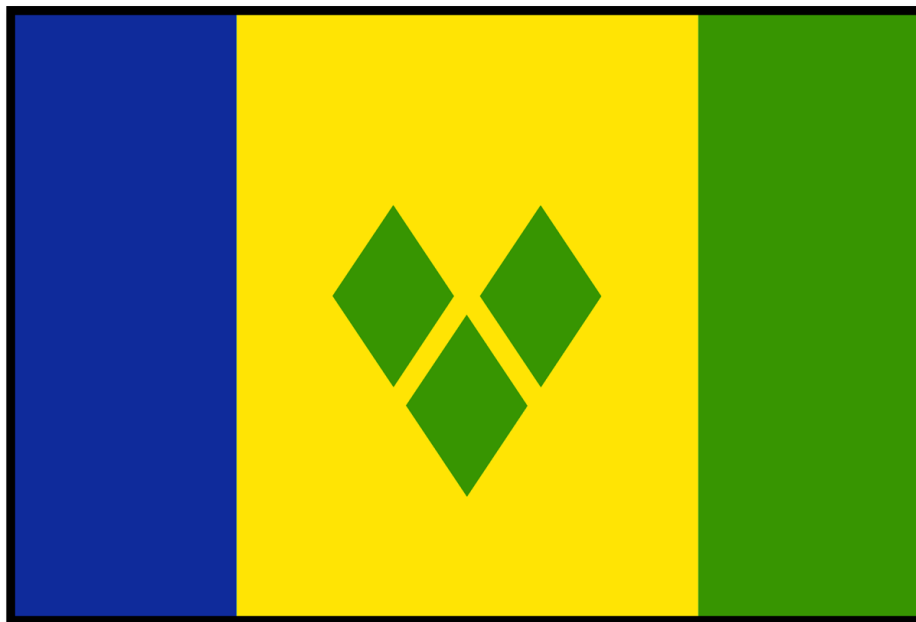


Final Report

COUNTRY GENDER ASSESSMENT (CGA)

ST. VINCENT & THE GRENADINES



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ACRONYMS

BMC	Borrowing Member Country
BNTF	Basic Needs Trust Fund
BRAGSA	Roads, Buildings And General Services Authority
CAPE	Caribbean Advanced Proficiency Examination
CBOs	Community Based Organisations
CDB	Caribbean Development Bank
CEDAW	Convention on the Elimination of all forms Of Discrimination Against Women
CGA	Country Gender Assessment
CIDA	Canadian International Development Agency
CPA	Country Poverty Assessment
CPR	Cardiopulmonary Resuscitation
CROSQ	CARICOM Regional Organisation For Standards and Quality
CSEC	Caribbean Secondary Education Certificate
CSP	Country Strategy Programme
CVQ	Caribbean Vocational Qualification
DARE	Drug Abuse Resource Education Programme
DFID	Department For International Development
DV	Domestic Violence
ECLAC	Economic Commission For Latin America and the Caribbean
EU	European Union
FBO	Faith-based Organisation
GAD	Gender Affairs Division
GBV	Gender-Based Violence
GEM	Gender Equality Mainstreaming
GoSVG	Government of St Vincent And The Grenadines
IFC	International Financial Cooperation
ILO	International Labour Organization
LMIS	Labour Market Information System
MNMSD	Ministry Of National Mobilisation Social Development, the Family, Persons with Disabilities and Youth
MOE	Ministry of Education

MSME	Medium Small And Micro Enterprise
NWC	National Women's Council
NDFSVM	National Development Foundation of St. Vincent and the Grenadines
NEMO	National Emergency Management Office
NESPD	National Economic and Social Development Plan
NGO	Non- Government Organization
NIS	National Insurance Services
OAS	Organization Of American States
OECS	Organization Of Eastern Caribbean States
OECSSEC	Organization of Eastern Caribbean States Secretariat
SDD	Sex disaggregated data
SEN	Special Education Needs
SIDS	Small Island Developing States
SVG	St Vincent and The Grenadines
TVET	Technical Vocational Education and Training
UNDAF	United Nations Development Assistance Framework
UNDP	United Nation Development Agency
UNESCO	United Nations Educational, Scientific And Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UWI	University of the West Indies
UWIOC	University of the West Indies Open Campus

1.0 - EXECUTIVE SUMMARY

1. *The National Economic and Social Development Plan 2013-2025*, (NESDP) the flagship vision and planning document of St. Vincent and the Grenadines (SVG), is designed, in the words of Prime Minister Dr. the Hon. Ralph Gonsalves “to facilitate and guide the optimal improvement of the quality of life of all Vincentians”. The National Development Plan affirms: **“if women are left out of development, half the world is left out”**, and forthrightly points to the fact that women in SVG, remain ,vis a vis men, “amongst the most vulnerable and economically powerless”.¹
2. This situation of ‘vulnerability and powerlessness’ obtains in spite of practical efforts made over the years by the Government of St. Vincent and the Grenadines (GoSVG) to give life and meaning to the SVG Constitution and to regional and international treaty obligations that affirm women’s right to live without discrimination.
3. Gender is a “*system of social relations through which women and men are constituted and through which they gain differential access and are unequally allocated status, power and material resources within a society*”.² In most societies including the SVG, because of gender and other forms of exclusion, women and girls face discrimination in many areas while men and boys have privileges that influence relationships at all levels. Gender socialisation shapes and affects men and women, boys and girls across and throughout the life cycle.
4. SVG has implemented many institutional and policy measures, programmes and projects towards disrupting patterns and manifestations of gender discrimination that are embedded in economic, social and political structures and systems. Reforms are to ensure that fair and impartial treatment (equity) for both sexes is established and gender equality can be realised. Gender equality does not mean that females and males will become the same, it means that rights, responsibilities and opportunities will not depend on whether one is born male or female.
5. This Country Gender Assessment (CGA), commissioned by the Caribbean Development Bank (CDB) is an expression of the Bank’s commitment to be a ‘catalyst for gender equality’ and to partner with the SVG to determine what barriers stand in the way that can be tackled through sound analysis, strategic actions and effective collaboration to advance the gender equality agenda.
6. A major outcome of the CGA and its follow-up is to enable SVG stakeholders from all sectors, overtime, to enhance their capacity to mainstream gender within the institutions, policies as well as in the programmes and /projects that are implemented at all levels. Gender Equality Mainstreaming (GEM) is a process and a strategy designed to ensure that the concerns of women, men, girls and boys are identified and addressed in any plan development action. Requirements for GEM which are to be met in the SVG include (a).having sex disaggregated

¹ .St. Vincent and the Grenadines, *National Economic and Social Development Plan 2013-2025*. p. 45.

² . Barriteau, V.E. (2002). “Women Entrepreneurs and Economic Marginality: Rethinking Caribbean Women’s Economic Relations”. In *Gendered Realities: Essays in Caribbean Feminist Thought*, ed. Patricia Mohammed. UWI Press, Barbados.

data in order to analyse the situation of males and females;(b) raising awareness about the gaps that may be revealed and building capacity and support to address them; (c).financing to do what is agreed; and (e)implementing gender sensitive monitoring and evaluation of the implementation process .

7. This CGA report is based on documentary research, in-depth interviews, focus group discussions and community meetings in St. Vincent and in Bequia in May 2014 and with representatives of these stakeholder groups in March 2015 for discussion of the draft report. This process enabled contact with some 218 persons, 144 women and 74 men. Among participants were Cabinet Ministers, public sector professionals, community members and leaders of civil society groups and private sector entrepreneurs. Unfortunately, time constraints limited the number of meetings that were possible in St. Vincent itself as well as in the Grenadines.

CONTEXT AS SIDS

8. The 2012 Preliminary Census shows a total population of some 109,188 persons with an almost equal proportion of males (51% or 55,551) and females (49% or 53,637). The country has a high human development ranking based on estimated life expectancy of 69.16 years for males and 73.74 years for females, a 96% literacy rate for both women and men and on per capita income estimated at US\$9,367.
9. Peoples' lives are however shaped by certain realities that come with living in a small open dependent economy in a Small Island Developing State (SIDs) which, among other things, exposes the country to environmental hazards and disasters, to external economic shocks and to economic and social dislocations. For example, the changes in external trading arrangements saw banana moving from being 23.3% of exports in 1995 to 4.2% in 2010 and resulted in severe dislocations in the rural economy and in the lives particularly of women, who are sole income earners in over 40% of households.
10. Citizens were still recovering from hurricane Tomas of 2010 when they were hit by the December 2013 floods which led to loss of life and to homelessness for some 500 persons a large number of whom were women and children. Damage to infrastructure, agriculture, utilities, housing, small business was estimated at some EC\$ 251.9 million (US\$93.3 million) or 13% of GDP . This has had deep consequences the overall performance of the economy, and the ability of men and women to sustain their livelihoods.
11. These realities bring particular challenges for reconstruction as do the general economic fallout that the country has faced over these years. For example, one challenge is to ensure that women also, and not only men, benefit from the expenditure of public funds in the reconstruction process . For gender socialisation and the related division of labour in society have, in the main, reserved for men jobs in construction and generally in infrastructural development . Women are in the main marginalised in that sector and consequently there is inequality in the benefits accruing to women from public investments in this sector.

Observations

12. In order to reveal the differential impact of economic and environmental changes on the lives of women and men, gender analysis must become a fundamental requirement in planning. Strengthening capacity in gender analysis, in collection and analysis of sex-disaggregated data, in disaster response preparation, assessment and generally in risk reduction and management from a gender perspective must be systematized and translated into action on the ground.
13. The situation with reconstruction raises questions about the extent to which the ground of opportunity in other sectors of the economy and society is uneven for women as against men.

GENERAL POLICY RESPONSE BY GoSVG

14. Over the years, Governments of St. Vincent and the Grenadines have formulated a number of policies, strategies, plans and programmes to guide medium and long term economic and social reform and development.
15. In terms of Gender Equality Mainstreaming, there has been some recognition that it is gender inequality and not only women's issues that need to be addressed. A name change from the Department of Women's Affairs to the Gender Affairs Division (GAD), effected in 2001 was one signal of this recognition. A Men's Desk was also established and the GAD mandated to be *"focused on establishing equality between women and men, proposing socially responsive legislation and implementing policies that favourably affected women"*.³ A host of legal reforms and programmes have been undertaken, including passage of the Domestic Violence Act, the establishment of Family Court, a Crisis Centre, and a programme to have teen mothers continue their education. Implementation of these measures have been challenging.
16. Despite such initiatives, gender equality priorities are not identified in the NESDP, the country's premier blue print for development. Similarly, other sectorial policies, plans and strategies do not define gender equality objectives indicators and outcomes towards promoting growth with equity. This is one of the key gaps that the CGA will seek to address.

³ Committee on the Elimination of Discrimination against Women Sixteenth session, 13-31 January 1997. Excerpted from Supplement No. 38 (A/52/38/Rev.1) **"Concluding Comments of the Committee on the Elimination of Discrimination against Women: Saint Vincent and the Grenadines Combined initial, second and third periodic report"**. P. 1. Para.126.

Recommendations

17. Integrate gender equality objectives and outcomes into the NESDP across all sectors. Outcomes could include (a) enhanced capacity to promote gender equality and gender mainstreaming across sectors; (b).enhanced policy and implementation framework for reducing domestic and gender based violence and enhancing citizens' security.
18. Strengthen capacity in Ministries and Divisions to undertake gender analysis using sex-disaggregated data to ensure that all policies/strategies/programmes being developed, for example, the poverty eradication/reduction strategy, advance gender equality objectives.
19. Develop a National Gender Policy and Action Plan and ensure capacity for implementation in order to integrate gender into the planning framework of the country.

ECONOMIC SECTORS AND GENDER: RE-ENGINEERING ECONOMIC GROWTH

20. In 2010, real GDP was estimated at US\$1.1 billion- three (3) times the value of 1980. By 2012, the economy was dominated by the services sector- real estate, renting and business; wholesale and retail trade; transport, storage and communications chief among them. According to the 2012 census, males constitute 56% and females 44% of the labour force. The employed labour force was 58% male and 42% female . In terms of the unemployment rate, this was 24.3% among females and 19.4% among males.
21. **Agriculture** and banana production in particular, formerly the backbone of the economy, by 2010 fell to 4.2% of exports ⁴ employing some 68.1% males and 31.9% females. The majority of the estimated 5000 informal workers in the sector are said to be women who also constitute some 37% of the 490 farm operators involved in banana replanting projects.⁵ Stakeholders see an urgent need for reform of the land lease system to strengthen women's base as entrepreneurs in the sector through improved women's access to land and credit and for ICT tools to be introduced to improve farmers' access to marketing support and other services.
22. **Fishing** is strongly dominated by males and there are strong calls from Bequia for problems of financing, training, international marketing, storage and building organisational capacity to be addressed. There was also a call for social programmes to promote behaviour change alongside employment promotion especially for some young men, many of them have dropped out of school and become engaged in drug abuse and are said to be unwilling to work for \$50-60 EC per day.
23. **Agro-processing** is an important area of economic diversification and agricultural based cooperatives are said to have a fairly good level of involvement of women. The Banana

⁴ The Special Studies Unit (SSU), Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), University of the West Indies, Cave Hill Campus, Barbados. *Final Report Compete Caribbean OECS Project, Private Sector Assessment Report for St. Vincent and the Grenadines*, August 2013, p. 27.

⁵ See **Volume 1, 2012, Agric Info-** The Quarterly Agricultural News Letter of St. Vincent and the Grenadines, Ministry of Agriculture, Rural Transformation, Forestry, Fisheries and Industry. P.27.

Accompanying Measures (BAM) project and the Farmers' Support Company (FSC) are two projects run by the Ministry of Agriculture, but only BAM has gender sensitive objective "to empower women to meaningfully participate at all levels of the value chain".⁶ Precise information is not available on how this gender requirement is being met.

24. **The Farmers' Support Programme, started in 2014** is a revolving loan programme. Data though limited, show that for four months (February 10th to May 31st) 205 females received 30.6% of the loans made, while 465 males received 69.4%. The average loan approved for females was less than that approved for males by some XCD1100.
25. Feedback from stakeholders in agriculture reveals several concerns – paucity of credit, poor roads; poor marketing; lower wages paid to women on private farms; more limited options for rural women to secure a livelihood; challenges for women to secure stable farm labour; lack of male support with child care and maintenance.

Recommendations

26. Include the promotion of gender equity in access to goods, resources, services and decision-making in rural development as a strategic objective in agriculture and fisheries in the NESDP in order to secure the "transformation in agriculture" which are among the outcomes anticipated..
27. Implement gender mainstreaming in the BAM and the FSP and in other projects of the Ministry of Agriculture and increase women's access to land and credit.
28. Facilitate the all-round strengthening of the Cooperative Department (staff, training, financing, etc) to facilitate support to agro-processing, especially with packaging and marketing.
29. Implement labour and child care measures to bring more women into agriculture.

TOURISM

30. The majority of service providers in tourism-taxi and tour operators and short term rental operators, tour guides- are males. Females are almost on par with males as tour operators. Women are concentrated in service areas of hotels and restaurants. A fair number of the boutique hotels are owned or operated by women on their own or with family members.
31. The proposed Maritime and Hospitality Institute provides the opportunity to encourage females into non-traditional areas in maritime studies, for example into basic safety, ship repair and maintenance and protected areas management.

⁶ Excerpt from Banana Accompanying Measures (BAM) Program Estimate- Work Programme. From Ministry of Agriculture, June 2014.

Observations

32. Because the reform of tourism is strongly linked to the transformation of the labour market and the education system, it is important that the sector responds to the social factors that shape and influence the participation of males and females in order to address the strategic NESPD objective “ *to develop a more authentic tourism product that utilises local inputs as far as possible*”.⁷

Recommendations

33. Implement specific measures, including community level social services for child care, in order to ameliorate the situation facing female workers in the sector in particular. Address the special needs of the small hotels.

MANUFACTURING TRADE AND THE CSME

34. Some seven (7) large firms are involved in metals, packaging, beverages, milling , half of them foreign owned dominate manufacturing . This sector which contributed some 4.8% to GDP in 2012, does not have significant employment of women.
35. While SVG is not able to develop export capacity in the vast majority of the services falling within the ambit of the Economic Partnership Agreement (EPA), efforts to expand exports in agro-processing, crafts and the creative /cultural industries are being made and need to be targeted and tracked for gender specific outcomes.
36. Since 2008, a total of 522 persons have been granted skills certificates with 411 (291 women and 149 men) receiving them in the 2008 to 2014 period. Patterns of migration of women and men through the CSME need to be researched and special attention paid to existing gaps and challenges.

CONSTRUCTION

37. Data from the 2012 census show that 93% of participants in the construction sector is male with female at 7%. As a consequence, men will continue to monopolise work and benefits in the reconstruction and upgrade of infrastructure that are planned and reflected in the NESDP unless special measures are taken. Women were approximately 70% of the 2500-3000 persons temporarily employed as casual labourers in road cleaning gangs in the immediate post disaster clean-up managed by the Roads, Buildings and General Services Authority (BRAGSA). However there is no evident place for women’s involvement in the continuing infrastructure development programme including the training and registration of artisans , that is envisaged .

⁷ NESDP, p. 96

Recommendations

38. BRAGSA to collaborate with the MNM and BNTF and other agencies to implement training and mentoring programmes in construction skills for women in communities across SVG.
39. BRAGSA in consultation with partners to seek reform of the tendering process for reconstruction and infrastructural projects being financed by CDB:
 - a) Inform on CDB's gender mainstreaming policy commitment – hence the need to open opportunities for women in the sector;
 - b) Allocate special credits for tenders that address the training and employment of women in construction; and
 - c) Include in the social clauses of contracts, discussions with workers on issues of gender and masculinities, domestic violence, social protection etc.
40. Stakeholders propose that to build women's participation in the sector, Technical /Vocational centres should offer training and certification in construction and that low income housing should reflect a greater sensitivity to gender considerations, for example in the use of space.

ENTREPRENEURSHIP AND FINANCIAL SERVICES

41. The 2010 World Bank Enterprises study of 154 firms⁸ in SVG showed that:
 - a) some 76% of firms had female participation in ownership;
 - b) 49.3% of permanent full time staff in the firms were females. They were 52.3% of workers in small firms, 37.7% in medium sized, and 20.2% in large firms.⁹
 - c) 39% of firms had females in top management.
 - d) 32.3% of female managers and 28.4% of male managers saw lack of credit as a major constraint.
42. As regional studies have shown, there are barriers to the development of female entrepreneurs: limited access to credit and land ownership¹⁰; poor business skills: time poverty due to family responsibilities and social prejudice against female entrepreneurs.¹¹
43. Lending/borrowing patterns through the **National Development Foundation** mirror the gender segregation of the labour market. Overall, with a 39% decrease in the value of loans allocated to them, women were at a greater disadvantage than men in the fall-off in loans experienced since 2011.

⁸ . See Enterprise Surveys, St. Vincent and the Grenadines, 2010. Accessed <http://www.enterprisesurvey.org/data/exploreconomies/2010/st-vincent-and-the-grenadines>.

⁹ Ibid. Small firms- 5-19 workers; medium-20 -99 workers; large-100+ workers.

¹⁰ Department for International Development (DFID), 2009. **Scoping Study of Gender and Enterprise Development in the Caribbean: Volume 2** Background Papers and Appendices. 2009, p.ii.

¹¹ Op. Cit, p. iii.

44. **SVG Small Business and Micro-Finance Co-operative Ltd. (COMFI)** has made 126 loans valued at XCD1.3 million dollars to members in various sectors but lack of data makes it impossible to determine precisely where men and women are investing.

Observation

45. Regardless of source of their financing, NDF and COMFI show that there is need for definite policy discussions and agreements in relation to gender on issues such as board composition; priority sectors for investment ; measures to promote gender equity in financing and entrepreneurial training for clients.

Recommendation

46. Address the gender based obstacles to enterprise development in SVG. For example, review and take action on the recommendations and action plan for private sector development emanating from the *Compete Caribbean OECS Project report* from a gender perspective.

‘ENABLING INCREASED HUMAN AND SOCIAL DEVELOPMENT’: ADDRESSING POVERTY AND SOCIAL DEVELOPMENT

47. Data from the 2007/2008 CPA, point to the face of poverty in SVG being female with those who head households being particularly vulnerable because of the number of dependants they have. Other factors at work include women’s concentration in lower paying occupations, unemployment, high levels of teenage pregnancy and gender based violence.
48. The GoSVG has set up an impressive number of programmes to address poverty and unemployment among various groups. However, the 2010 SVG Social Safety Nets Assessment Report of the MNM indicated that YES, a strategic programme initiative with high participation of young women “lacks of on-the-job training effectiveness” .¹² Other weaknesses in the safety nets programme were that “programme monitoring is uneven and evaluations per programme are virtually non –existent”; “inadequate social protection for children and single parents”; and “gender inequalities in access and eligibility to safety net programmes that do not protect women and men equally”.¹³
49. Since June 2014, the MNM has been repositioning the social infrastructure for the more effective delivery of services and for ongoing monitoring and for timely evaluation of all social programmes offered across the various departments.
50. **The Basic Needs Trust Fund (BNTF)** , the long standing anti-poverty grant programme of the CDB is, in its seventh cycle, deepening attention to gender mainstreaming .From examination

¹² See “YES Clients by Sex and Type of Economic Activity by Employer where he/she was placed.” **SVG Labour Market Information System (LMIS), 2011**. Accessed- carilabourstat.org/Reports/EmploymentReport.aspx

¹³ “ Social Development in St. Vincent and the Grenadines: A Case for Strengthening the MONMs Social Safety Net Initiatives through Effective Targeting, Monitoring and Evaluation and Consolidation” (Summary Report), ND. p. 9

of some projects funded under BNTF 6 two lessons emerge: first the need to invest less in infrastructure and more in projects that build capabilities, opportunities and agency for women; and secondly, the need to strengthen within the related ministries and departments, capacity to mainstream gender in the implementation and evaluation of the projects. This way the projects can also become a teaching/learning tool.

Recommendations

51. Implement an integrated holistic gender sensitive programme for employment creation and poverty reduction through (a).education and training of women, especially female heads of households for employment in specific sectors, for example for skilled occupations in construction (for example, carpentry, masonry, tile-laying, plumbing, electrical works , tractor driving, fork-lift operations, etc) and in agriculture; (b). provision of day care support, credit, among other measures; and (c). training and sensitization programmes to encourage and facilitate mind-set change, personal responsibility and agency among women and men, girls and boys.
52. Strengthen the Ministry of National Mobilisation's capacity to deepen and sustain the restructuring of service delivery and in monitoring and evaluation from a gender perspective.
53. Ensure that BNTF 7 (a) models through building capacity among women and men in its programming at the level of ministries and communities, how gender equality can be mainstreamed in project implementation, monitoring and evaluation; (b).collaborates with BRAGSA in investigating opportunities for women in construction and develop a tool kit to conduct discussions on gender related issues with interests in the sector and (c) implements a training programme for women in construction skills.

SOCIAL PROTECTION-INFORMATION FROM NIIS

54. The National Insurance Service through the provision of some sex-disaggregated data, has provided vital information through its focus on social protection, into how the labour market impacts the lives of women and men and consequently aspects of the social protection system itself. Males have a higher registration as against females in the NIS over the period 2011-2013. Further, despite also having new registered employers, employees and self- employed contributors, the period saw an overall reduction in registration , with 2013 showing the sharpest decrease, particularly among males.

Recommendations

55. Implement measures to secure legal compliance to NIS registration and payments as they relate to household workers and workers in the informal sector in particular.
56. Mobilise self-employed persons, both males and females, towards a greater level of registration with the NIS.

EDUCATION TRAINING AND WORK

57. The Education sector continues to show positive developments in areas such as primary and secondary school access; a high proportion of trained teachers in the primary system; policy initiatives being undertaken, for example transforming TVET towards greater market responsiveness. Challenges persist in the level of 'drop-out', of young males in particular and low performance. For example, in Mathematics 2013 CSEC examinations, girls had a 31.8% pass rate and boys 24.3%. Subject selection by students has continued to heavily reflect the pattern of gender stereotyping in society.

Observation

58. The interconnectedness of the education sector requires that the challenges be addressed in a holistic manner. This means that stakeholder participation in decision-making around priorities to be addressed in the sector is critical. The growing understanding that the under-participation of some boys in secondary educations and adult males in tertiary education are linked to a complex of issues, must lead to interventions that are strategic with multi-faceted and interconnected benefits to the whole system.

Recommendations

59. Undertake capacity building and training for teachers at the secondary level in science, technology, English and Mathematics in order to improve students' and especially boys' performance in these foundation subjects and to engender among education management and teachers, a culture of evaluation monitoring and accountability for performance.
60. Implement a comprehensive gender sensitive programme for TVET enhancement, directed among other things, to achieving greater participation of males in secondary and tertiary education and women in technical training and employment. Stakeholders in education and from other ministries, the private sector and civil society should be enabled to participate in implementation and monitoring.
61. Adopt and implement ILO Convention 189 on Decent Work for Domestic Workers; institute wage equality particularly in sectors in which women's labour is undervalued and implement measures to improve the social security of household workers.

CULTURE AND SOCIALISATION

62. The NESDP identifies “Building National Pride, Identity and Culture” and a main pathway -“ to engender a greater sense of community and social responsibility”¹⁴ . However from discussions, there are barriers (‘gender trouble’) to be confronted. These relate mainly to (i) concerns about the under-participation and under-achievement of some boys in education; (ii) some men finding ‘problematic’ women’s proactivity in education and assertiveness in social relations. These issues can be seen as part of the ‘shifting terrain of gender relations’. Further, men are challenged in current economic and social context to fulfil the ‘provider role”, a key aspect of their masculine identity. Because of these and other factors, Linden Lewis, a Caribbean academic whose area of inquiry is masculinities, posits that many men, confronted with this shifting terrain “*throw up their hands in frustration over how to act, how to perform and how to behave under these new and politicized circumstances*”¹⁵.
63. Another aspect of this is the challenge men express of having to navigate sexual relations in the context of HIV and AIDs and what are seen as ‘new’ mores in sexual relations. The continued sexual abuse by men of young girls, teen pregnancy, incest, violence against women, viewed as socially repugnant, especially by women influence male/female relations. Women also express resentment at the continued imbalance in the sharing of responsibility for care of the family and the home with men doing much less even though many women are working outside the home.

Recommendations

64. Enhance capacity to promote gender equality mainstreaming through a).transformative dialogue/awareness raising on masculinities; b). Broad social mobilisation of public interests bodies , for example, faith based and civil society organisations to address issues of equality and equity; c)more dialogue and problem solving among men and women from the household community and national levels ; d)securing male participation in the transformation of gender relations.
65. Strengthen the mechanisms for legal action to stem teen pregnancy and incest.
66. Undertake time- use studies to provide empirical data on the allocation of time and tasks of men and women , the impact of this towards corrective measures.

VIOLENCE CRIME AND CITIZENS’ SECURITY

67. The high level of violence against women in SVG continues to be of concern to all stakeholders, many of whom despair that GBV is becoming ‘accepted’ in the society. Analysis of 241 incidents reported to the police between 2012 and June 2014 has deepened insight on the issues and can facilitate the targeted approach needed for implementation of the *SVG National Action*

¹⁴ NESDP p. 83.

¹⁵ Lewis, Linden (1996), “Caribbean Masculinity at the Fin de Siecle”, in Rhoda Reddock (Editor), *Interrogating Caribbean Masculinities , Theoretical and Empirical Analyses*, University of the West Indies Press, pp.257-258.

Plan to End GBV, 2013-2017. This Action Plan is before the Cabinet and the Reform of the Domestic Violence Bill is currently before a Joint Select Committee of the National Assembly.

Recommendations

68. Under the leadership of the Ministry of National Mobilisation and in collaboration with other agencies and civil society, use the analysis of the current data to inform targeted implementation and monitoring of the National Gender-Based Action Plan on GBV with attention to:

- a) Multi-stakeholder partnerships to drive and monitor implementation;
- b) Identifying the specific roles of Ministries and agencies, Civil society /NGOs/CBOs/FBOs, Police, Members of Parliament, etc.
- c) Reviewing and strengthening existing anti-violence outreach programmes and establishing a minimum two year programme with targets;
- d) Effective operationalization of the Crisis Centre and strengthening systems of support for victims/survivors from community level and up the line, including medical and psychological aid, legal aid and counselling;
- e) Establishing protocols/ procedures aimed at supporting the victim/survivor- outlining steps and processes;
- f) Strengthen collaboration with and support to NGOs which provide legal and other assistance to survivors/victims;
- g) Sustaining community mobilisation through reporting and informal opinion surveys around key issues/questions;
- h) Engaging public education towards behaviour change and with the public support of men.
- i) Engaging the media, for example by producing television short stories changing the image of women and educating about violence;
- j) Designing and implementing measures to keep men and boys out of risk to prevent gender-based violence.

69. Guarantee easy access to justice, strengthen prosecutions, guarantee compensation for health care costs and damage to property.

70. Speed up legal reform to the Domestic Violence (Summary Proceedings) Act (1995) currently before the Joint Select Committee of Parliament.

71. The Department of Gender Affairs is the main arm of the national machinery responsible for spearheading gender equality mainstreaming. (GEM) It currently functions mainly in project implementation and does not have the human and material resources and institutional strength to undertake its core mandate which includes policy development and capacity building for GEM. Through partnerships, the DGA has facilitated improved data collection on domestic violence and towards design of a plan and strategy for the prevention and eradication of domestic violence .¹⁶
72. In some areas of the public service, women have been making strides seen in public sector management, in the judiciary and the diplomatic service. However, absence of initiatives on gender and leadership, low organisational capacity and advocacy by the National Women’s Council and disconnection of civil society more broadly from the GEM agenda, are among the factors that perpetuate low participation of women in leadership and decision-making . There is one elected female- the current Minister of Education. Females comprise 14% of the House of Assembly and 18% of the Cabinet of 12 persons.
73. In terms of women’s participation on public sector boards appointed by government , Table 1 shows there was a 226% increase in the number of boards (from 27 to 88) over the 20 years; women have moved from holding 18.7% of seats (46) in 1994 to 28% of seats (197). This represents a 9.3% percentage point increase over the 20 years; men in 2014, held 72% of seats (505), a reduction of 9.3% percentage points since 1994.

Table 1 - Males and Females Appointed to Boards in 1994 and 2014

Year	No. of Boards	Chairpersons			Board Membership				Total Board Membership
		M	F	N/A	M		F		
					#	%	#	%	
1994	27	-	-	-	200	81.3	46	18.7	246
2014	88	60	12	16	505	72.0	197	28.0	702

Source: Compiled from data provided by the Office of the Prime Minister, May 2014.

CIVIL SOCIETY

74. Civil society, through the National Council for Women (NCW) is seen as part of the national GEM machinery. Civil society bodies are involved in service to the population in various areas- rural development, child care, counselling, training, youth organising, and disaster and general welfare support to vulnerable persons.

¹⁶ Government of St. Vincent and the Grenadines. **Combined Fourth, Fifth, Sixth, Seventh and Eight Periodic Reports to the Committee on the Elimination of Discrimination Against Women and the Implementation of the CEDAW Convention.** (This Unpublished Report presents the situation for the period 1995-2010).

75. The NESDP aims for “an enabling environment for the greater integration of civil society in national development” and towards the “development and empowerment of a non-partisan and autonomous civil society”.¹⁷ These are objectives CSOs say are generally shared.

76. However they cite obstacles:

- a. low organisational capacity of the civil society/non-governmental sector. This is seen as linked mainly to their dependence on external project funding;
- b. Government/ Civil society collaboration has become more limited in scope and depth. This is also linked to ‘lack of trust and a culture of strong political partisanship’ among many stakeholders;
- c. Uncertainty about how civil society’s viability/sustainability is to be approached; and
- d. Failure of civil society as a whole to promote the gender equality agenda. There are as well issues of how the non-governmental sector operates in the context of a small national community in which the government is the major employer. These obstacles, among others that may be cited, all have to be put on the table towards the objective expressed in the NESDP.

Recommendations

77. Integrate gender equality objectives into the NESDP and identify outcomes such as:

- a. enhanced capacity to promote gender equality and implement gender mainstreaming:
 - i. Gender analysis and sex disaggregated data in planning, implementation, monitoring and evaluation of all projects and programmes.
 - ii. Allocations from the central budget process for financing of GEM processes, projects and programmes;
 - iii. Evidence of risk analysis and measures to address the possible negative impact of projects on the safety and security of participants.

78. Focus the National Gender Machinery towards policy dialogue and development and support of Ministries, Department and Agencies around gender mainstreaming. This will require:

- a. Strengthening the GAD within the public sector, for example hiring more trained and senior personnel, providing appropriate funding for programmes, equipment, etc;
- b. Recruitment of a gender specialist within the Planning Division of the Ministry of Finance and Economic Planning;
- c. Increased budgeted resources to the GEM agenda.

79. Develop a National Policy for Gender Equality and Equity based on wide participation of citizens.

80. Implement temporary special measures (quotas) to promote women’s participation in

¹⁷ NESDP, p. 107

leadership at all levels, including Boards and Commissions and within political parties. Stakeholders stress the need for women to hold a minimum of 30% of seats in all decision-making positions and for this to be increased to 50% by 2025; and for female candidates to be identified and trained.

81. Implement a programme of capacity building on GEM across the public sector and a programme of public education and engagement to support behaviour change.
82. Partner with the Open Campus to institute a programme of training in gender and development to build a new cadre of persons with awareness and skills in gender.
83. Strengthen existing initiatives for sex-disaggregated data collection and dissemination.
84. Engage a process to grow a deep social partnership among all the parties – government, the private sector and civil society from CBOs to FBOs and , NGOs to how the strategic objectives in the NESDP can be pursued. NGOs, stakeholders suggest should take the initiative to approach Government to promote inclusion and non-duplication of effort.
85. Integrate the gender empowerment agenda into the wider civil society engagement agenda through renewed energy by the National Women’s Council and other civil society bodies.
86. In collaboration with the National Council of Women and other bodies, engage dialogue between the Development Partners, the public and private sectors and how civil society sustainability can be enhanced and measures for transparency and accountability implemented and monitored.

LEGAL AND INSTITUTIONAL FRAMEWORK FOR GENDER EQUALITY

87. Much progress has been made, in law, to advance women’s rights, for example, through the revision of some laws such as the Domestic Violence Summaries Act and the Criminal Code Cap 124 of the 1990 Revised Laws of SVG. This latter revision addresses sexual offenses , abduction and kidnapping. However, the legislative framework needs to be strengthened in targeted ways to address deficiencies which remain.

Recommendations

88. Accelerate legal reform with a specific timetable regarding
 - a. the revision of the Domestic Violence (Summaries) Act in accordance with the proposed model bill by having it placed on the 2015 Parliamentary review agenda.
 - b. the recognition of common-law unions, using the experiences of other jurisdictions within the Caribbean, for example, Jamaica.
 - c. the discrimination that divorced women experience in terms of the division of property
 - d. passing a sexual harassment bill.
89. Accelerate policy changes regarding:
 - a. the removal of the requirement for husbands to give approval for tubal ligations
 - b. the removal of the requirement for fathers to give consent to mothers or guardians for their application for children under age 16 years;
90. Reform the electoral law to provide for quotas.
91. Facilitate country reports to CEDAW and the Human Rights Council, etc. by supporting the research that needs to be done to complete them.

EXISTING GENDER AND DEVELOPMENT COOPERATION IN SVG

92. A number of agencies which work in SVG have established ways of formally coordinating their development assistance to SVG. The country also benefits from development partnerships through its membership in the OECS, for example, through the 2013 Compete Caribbean Private Sector Assessment Project.

Recommendations

92. Leverage the CDB's increasing emphasis and expertise on mainstreaming gender in its projects to build support for the implementation of a wider range of initiatives in SVG.
93. Take steps to strengthen the gender focus into work through the Private Sector Donor Group and the CROSQ.

PROPOSED STRATEGIC ENTRY POINTS FOR CDB/GoSVG COLLABORATION ON THE GENDER EQUALITY AGENDA

Towards Support of Gender Equality Mainstreaming (GEM) at the Institutional, Policy and Programmes/Projects Levels

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
INSTITUTIONAL and Policy Actions			
<p>Ministry of Finance and Economic Planning</p> <p>to become a key partner and driving force for Gender Equality Mainstreaming (GEM) throughout the system through its role in the planning, budget and finance process and its overall role in policy development and monitoring of the NESDP.</p> <p>The Central Planning Department and the Department of Gender Affairs collaborate to address GEM across the public service and community.</p>	<ol style="list-style-type: none"> 1) Integrate Gender Equality Objectives and Outcomes into the NESDP 2013-2025. Outcomes to include: <ol style="list-style-type: none"> a. enhanced capacity to promote gender equality mainstreaming across sectors; b. enhanced policy and implementation framework for reducing domestic and gender based violence and enhancing citizens' security. 2) Strengthen capacity (skills, competencies, partnerships, training) to <ol style="list-style-type: none"> a). ensure GEM into the planning and budget process of the Ministry of Finance and Economic Planning; b). support and undertake gender analysis within and to guide/spearhead GEM across Ministries and Departments ; and c).ensure in collaboration with the DGA that all policies, strategies and programmes /policies advance gender equality objectives and outcomes. 3) Ensure in collaboration with the DGA, the 	<ol style="list-style-type: none"> 1) Rationalising/re-orienting of existing human and material resources in the Central Planning Department of the Ministry of Finance and Economic Planning towards GEM. 2) Building capacity in Central Planning Department by recruiting (a) recruiting a Gender Specialist to spearhead gender analysis, and (b). build GEM capacities of staff in Central Planning . 3) Commitment of budget with resources to support GEM including personnel for policy ; meeting gender analysis requirements -situation analyses, appraisals, development of indicators, sex-disaggregated data; 4) Identification of and establishing mechanisms and protocols for active collaboration between Ministries, Divisions; with other entities-eg, with Open Campus, Community College and civil society for gender training etc. 	<p>Support for:</p> <ol style="list-style-type: none"> i. Strengthening of the Central Planning Division of the Ministry of Finance and Economic Planning through recruitment of Gender Specialist and capacity building in the Division; ii. building competencies and capacities through trained and senior staff, realistic budgets, equipment, etc. <p>2. Development of a National Gender Policy and Action Plan.</p>

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
	<p>development of a National Gender Policy and Action Plan and ensure capacity for implementation in order to integrate gender into the sustainable development framework of the country.</p> <p>4) Ensure that commitments to gender mainstreaming embodied in projects and agreed with development partners are fulfilled.</p> <p>5) Ensure coordination for collection and management of sex-disaggregated data.</p> <p>6) Establish and implement framework for monitoring and evaluation of GEM.</p> <p>7) Promote/coordinate the re-establishment of Gender Focal Points within Ministries and Departments.</p>		
<p>Ministry of National Mobilisation, Social Development, The Family, Persons with Disabilities and Youth</p>	<p>Support for capacity development in GEM in the Ministry, its Departments and programmes.</p> <p>Focus on the Gender Affairs Division in terms of qualified staff, budget, equipment and partnerships at all levels.</p>	<p>It is vital to the GEM effort to build on initiatives started by the MNM to evaluate social safety net programmes . There is great potential to integrate gender analysis more fully in these programmes, but the MNM needs to be enabled to continue its own internal organisational strengthening.</p>	<p>Support the MNM to (a)complete its strategic organisational review; (b).build capacity needs to complete the work of improving targeting, monitoring , evaluation and consolidation of Safety Net Programmes; and (c). strengthening of the Gender Affairs Division.</p>
POLICY			
	<p>1) Development of <i>National Gender Policy, Strategy and Action Plan.</i></p>	<p>1) Strengthening partnerships; building on support from the CDB through the CGA with UN Women. Civil society , is</p>	<p>Give support to the development of a National Gender Policy and investigate support from UN Women and other</p>

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
	2) Review/revisit some current policies/strategies to ensure that gender equality objectives, outcomes and indicators are established. These include: <ul style="list-style-type: none"> a. <i>National Poverty Reduction Strategy</i>: Ministry of Finance and Economic Planning and the Ministry of National Mobilisation b. <i>Technical and Vocational Education and Training Policy</i> (Draft) by Ministry of Education. c. Education Sector Plan 2013-2018 	a strategic partnership that needs to be facilitated to give life to the Gender Policy in its development and deployment. 2) Encouraging Ministries to examine their current active policies in order to strengthen gender equality objectives, outcomes and indicators within them. This could be an important aspect of policy review and planning for various ministries coordinated through a strengthened CPD.	partners. Stakeholders propose that support of the Planning Division is critical to these actions.
PROGRAMMES/PROJECTS: BUILDING SOCIAL EMPOWERMENT CAPABILITIES			
EDUCATION	Building Social Empowerment Capabilities		
	1) Capacity building and training for teachers at the secondary level in science, technology, English and Mathematics.	1. Multi-stakeholder partnership- Ministry of Education, other government entities, civil society, and private /business sector is critical. 2. Integrating gender equality objectives in the plan for the development of education an urgent task. 3. Improving students' performance in STEM subjects (the gateway to tertiary education) and to engender among education management and teachers, a culture of evaluation, monitoring and	Capacity Building for Secondary Level Teachers in STEM. i. Setting up of system for early identification/screening and support to students at risk. ii. Training of teachers in content and methods for the teaching of science, technology, English and Mathematics to boys and girls; iii. Establishment of supporting management, appraisal and

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
		<p>accountability for performance are key requirements to deepen education transformation.</p>	<p>monitoring systems; These are strategic interventions to improve students', especially boys' academic performance at secondary level and their readiness for tertiary education.</p>
	<p>2) TVET enhancement through a comprehensive gender sensitive programme directed among other things to:</p> <ul style="list-style-type: none"> a. achieving greater participation of males in secondary and tertiary education; b. facilitate women in technical/non-traditional skills training for employment; c. engender labour market reform; d. achieve certification of skilled workers. 	<p>Need for strengthening of the existing Monitoring Framework to address recommendations for integration and monitoring of gender sensitive objectives and outcomes.</p>	<p>Support to priority areas:</p> <ul style="list-style-type: none"> i.Fill the existing gender gaps in the TVET policy. This is to include a gender sensitive monitoring framework; ii.Design and implement system for the screening of teachers; iii.Reform TVET Teacher training, with special attention to addressing gender issues and how to respond to the needs of women, many of whom are single parents; iv.Design of marketing programmes targeted to males and females; v.Outreach to employers;

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
			vi. Research to update information on labour market needs.
	<p>3) Social Mobilisation to promote gender equality mainstreaming through:</p> <ul style="list-style-type: none"> a. Transformative dialogue/awareness raising on masculinities through civil society partners; b. More dialogue and problem solving among men and women from the household, community and national levels; c. Securing male participation in the transformation of gender relations. 	<p>Building strong and wide partnerships with civil society, media, community members, families, workers in enterprises etc.</p> <p>Dialoguing with and strengthening of civil society organisations at all levels to mobilise male support.</p> <p>Initiating partnerships between CSIs, NESDEC, the GAD and other entities.</p>	<ul style="list-style-type: none"> i. Promote collaboration with and support for civil society. ii. Support public education and mobilisation around gender, masculinities and building partnerships between males and females for development.
	<p>4) Undertake time use studies to provide empirical data on the allocation of time and tasks of men</p>		Support for Time use Study will deepen understanding of the Care Economy and make broad

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
	and women and the related social and economic costs.		contribution to Caribbean gender equality agenda. This should be an OECS wide study through collaboration with other development partners.
	5) Strengthen the mechanisms for legal action to stem teen pregnancy and incest.	Implement programme of legal reform with specific timetable. This is to include mandatory reporting of incest and statutory rape.	
Economic Empowerment: Agriculture, Construction and the Basic Needs Trust Fund.			
	Implement measures to mainstream gender in the Banana Accompanying Measures Project and in the Farmers' Support Programme and in other projects of the Ministry of Agriculture.	<p>Providing labour support to bring more women into agriculture and attention to child care needs of women in the rural areas in particular are vital.</p> <p>Increasing women's access to resources through (a)land reform with attention to land lease system (for example at Richmond, Orange Hill and san Souci); (b).support of agro-processing with attention to the strengthening of the Cooperatives Department; (c).ICT applications in agriculture (for example, through the CTA project); (d) improved financing.</p>	<p>Encourage and support measures to expand women in agriculture, for example, link requirement for financing for arrowroot expansion to increased women access to resources for production.</p> <p>Address labour and child care issues.</p>

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
	Economic Empowerment :Construction		
	<p>1) BRAGSA to promote and collaborate with the other agencies, training programmes in construction skills for women in communities across SVG with certification.</p> <p>2) BRAGSA in consultation with partners to secure reform of the tendering process for reconstruction and new infrastructural projects being financed by CDB, by including in the process and agreements:</p> <p>a. CDB’s gender mainstreaming policy commitment and</p> <p>b. allocating special credits for tenders that address the training and employment of women in construction.</p>	<p>1) Use of Technical /Vocational . Centres for training and certification of women.</p> <p>2) Need for attention to gender sensitive design of low income housing</p> <p>3) Promoting mind-set change in (a)the ways that construction projects are usually implemented; (b). among women and men regarding women in construction.</p> <p>4) Social support for women, especially young single mothers who are heads of households will also be critical to bringing women into the trades and professions in construction.</p> <p>5) (Until a Gender Policy is in place) communication from the relevant authorities is required to the board of BRAGSA and all other public entities to restate government’s commitment to gender equality and women’s empowerment and urging actions to support this direction. required.</p>	<p>Initiate affirmative action for promoting women in construction and infrastructural development through:</p> <p>1) Reform of the tendering process to reflect its commitment to gender equality;</p> <p>2) Encouraging the acceptance by contractors of women into training, certification and mentoring for employment by offering incentives to such contractors;</p> <p>3) Reform of social clauses in infrastructural contracts to address issues of gender and masculinities, domestic violence, among others;</p>
	<p>3) BNTF 7 to model gender equality mainstreaming and build capacity among women and men at the level of ministries, departments and communities in the</p>		<p>Consideration of BNTF 7 project as follows:</p> <p>1) Research on potential areas for</p>

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
	<p>course of implementation of its projects.</p>		<p>women in infrastructural development /construction; and</p> <p>2) Developing a tool box for sensitization of workers in construction on social issues (domestic violence, gender and masculinities, social protection etc).</p> <p>3) Training, certification and mentorship programme for women in construction;</p>
Political Empowerment and Leadership			
	<p>1) Implement temporary special measures to promote women’s participation in leadership at all levels, including Public Boards and Commissions and within the political system.</p> <p>A minimum level of appointments of women to Boards should be agreed and implemented .</p> <p>Some stakeholders propose (i). 50% female participation on boards; (b). internal political party quotas of 30% females; (c).re-establishment of the Gender Equality Commission to advocate for political reforms; (d). increased public information on the NESDP.</p>	<p>By taking the initiative for increasing women’s participation in leadership and decision-making, the government can strengthen the foundation for realising the objective of enhancing the role of civil society in governance as set out in the NESDP.</p>	<p>Establish process towards meaningful engagement with civil society . This can proceed with an online survey in the OECS followed by face to face dialogue with representatives. A critical issue at this juncture is the sustainability of civil society, relations with governments and transparency and accountability of both governments and civil society .</p> <p>The CDB is a good position to broker open discussions between the parties, beginning with civil society.</p>

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
	<p>2) Engage a process to nurture a social partnership among all the parties – government, the private sector and civil society from CBOs to FBOs and , NGOs to how the strategic objectives in the NESDP can be pursued.</p> <p>3) In collaboration with the National Council of Women and /or other bodies, engage dialogue between the Development Partners, the public and private sectors and how civil society sustainability can be enhanced and measures for transparency and accountability implemented and monitored.</p> <p>4) Encourage political party internal reform.</p>		
	Legal Empowerment and Effective Citizenship: Reduce Violence Against Women		
	<p>Complete and implement the National Action Plan on GBV.</p>	<ol style="list-style-type: none"> 1. Under the leadership of the DGA, agencies and civil society, use available data analysis to inform targeted implementation and monitoring of the Action Plan on reducing gender based violence. 2. Strong partnerships among agencies and with civil society and communities. 3. Monitoring and Evaluation Training. Building capacity of key stakeholders 	<ol style="list-style-type: none"> 1. Support the implementation of the National Strategy and Action Plan on Domestic Violence with the following components: <ol style="list-style-type: none"> a) establishing a multi-stakeholder partnership to drive and monitor implementation; b) expanding/upgrading the operations of the Crisis Centre; c) identifying the specific roles of actors, eg, Ministries, civil society /NGOs/CBOs/FBOs, police, Members of Parliament, media; d) reviewing and strengthening

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
		<p>on results based monitoring could be effective in galvanizing actions. This is an initiative that could be implemented through partnerships nationally or regionally with civil society among participants.</p>	<p>existing initiatives</p> <ul style="list-style-type: none"> e) establishing a minimum two-three year programme with targets; f) building structures of support for victims/survivors from community level and up the line, including legal aid and counselling; g) establishing protocols/ procedures aimed at supporting the victim/survivor- outlining steps and processes; h) making regular reports to the nation monitoring committee; i) sustaining community mobilisation through reporting and informal opinion surveys around key issues/questions; j) engaging public education towards behaviour change and with the public support of men against violence against women and girls. <ol style="list-style-type: none"> 2. Guarantee easy access to justice, strengthen prosecutions, guarantee compensation for health care costs and damage to property 3. Speed up reform of the Domestic

Level of Engagement	Proposed Scope of Actions	Key Requirements & Comments	Proposed CDB Entry Actions
			Violence (Summaries) Act 4. Facilitate the strengthening the relationship between the Statistics Office, the Police and the Gender Affairs Division to upgrade the collection, analysis and dissemination of sex-disaggregated data.

2.0 INTRODUCTION

94. *The National Economic and Social Development Plan 2013-2025*, (NESDP) the flagship vision and planning document of St. Vincent and the Grenadines (SVG), is designed, in the words of Prime Minister Dr. Ralph Gonsalves “to facilitate and guide the optimal improvement of the quality of life of all Vincentians”.¹⁸ Unveiled in January 2013, the Plan prefaces the discussion on Gender and Development by affirming the time honoured statement of truth that “**if women are left out of development, half the world is left out**” (author’s emphasis). It continues...

*“Whilst significant strides have been made in terms of women’s participation in development in St. Vincent and the Grenadines, they remain amongst the most vulnerable and economically powerless. Indeed, 53 percent of the unemployed are young females. Interestingly, most senior public servants in St. Vincent and the Grenadines are females”.*¹⁹

95. This statement raises many issues about women and development in SVG: where and how they participate in development; the nature and source of their vulnerability and economic powerlessness ; the extent to which the condition and position of women so described exist also in the social and political spheres; the extent to which their positions as senior public officers enable them to alter in a positive manner the life chances of poor women and men in SVG. The fact is public officers do not determine policy and women are marginal to the decision-making processes that drive and determine policies for development. The question therefore arises as to what can be done to ensure that women as a group fully contribute to benefit from the development and growth vision that are outlined in the NESDP?

96. Gender equality aims at reaching an equal status between males and females so questions should be raised not only about women and by implications girls as a group and in their respective positions (for example, unemployed, young, senior public servants), but also about men and boys as a group and where they too stand in the economic and social structure vis a vis women and girls. These issues are explored in the Country Gender Assessment , a study about gender- meaning a “ *system of social relations through which women and men are constituted and through which they gain differential access and are unequally allocated status, power and material resources within a society*”.²⁰ Gender denotes the socially constructed meanings given to the sexual difference between female and male. These meanings influence and determine what is expected, allowed and valued in either sex in a given context. It is true to say that in most societies there are inequalities between men and women in the responsibilities assigned, activities undertaken, access and control of resources and in terms of decision-making power with women facing discrimination and men being in superordinate positions. Further, gender inequality is systematised not only within economic and social sectors and structures, but also within the psyche and behaviours of women and men, girls and boys and are reflected

¹⁸ Dr. The Hon. Ralph E. Gonsalves, Prime Minister, St. Vincent and the Grenadines, **Foreword**, *National Economic and Social Development Plan 2013-2025*, p. 3.

¹⁹ cit. p. 45.

²⁰ Barriteau, V.E. (2002). “Women Entrepreneurs and Economic Marginality: Rethinking Caribbean Women’s Economic Relations”. In **Gendered Realities: Essays in Caribbean Feminist Thought**, ed. Patricia Mohammed. UWI Press, Barbados.

in relationships at all levels in society. Gender equality does not mean that females and males will become the same; it means that rights, responsibilities and opportunities will not depend on whether one is born male or female.

97. This is why, like most countries in the world, SVG, has, in the words of the NESPD, signed a “myriad of international treaties and conventions for the protection and empowerment of women”, and has been undertaking national initiatives to advance these commitments. These initiatives circle around the question first, of how fair and impartial treatment (equity) of both sexes can be attained and gender equality realised. A second and related question of utmost importance is why gender inequality still persists.
98. This Country Gender Assessment (CGA) which the Caribbean Development Bank (CDB), in partnership with the Government of St. Vincent and the Grenadines (GOSVG) has undertaken, is directed towards realising the vision stated in the NESD, namely, **improving the quality of life for all Vincentians.**²¹ It is directed at unravelling some of the gender issues that present in the SVG and block the realisation on the vision. From a shared understanding between SVG and the CDB, it is expected that there will emerge a framework with practical measures to advance the gender equity and equality agenda. This is an imperative for balanced growth which is sustainable and “reduces inequality and creates long term development” another important objective defined by SVG.²²
99. The CGA contributes to this process by:
- a. Gathering, systematizing and presenting general statistics, critical sector data, and qualitative information on gender equality in St. Vincent and the Grenadines;
 - b. Presenting critical analyses of the current legal, political and institutional framework for gender equality;
 - c. Assessing the national capacity of SVG to institutionalize gender equality in public institutions, the private sector and civil society; and
 - d. Identifying in partnership with SVG stakeholders, opportunities and constraints for the promotion of gender equality in their focus on economic growth and poverty reduction.
100. The Country Gender Assessment (CGA) is being done because the CDB has defined as the goal of its gender equality policy and strategy, a commitment *“to be a leading catalyst promoting gender equality in the Region by working with borrowing members and other development partners in a responsive and collaborative manner to analyse and address the economic and social causes of gender inequality in order to reduce poverty and vulnerability and to assist all women and men to achieve their potential”.*²³ In other words, promoting gender equality is seen by CDB as an instrument furthering growth and development. From this perspective, the CGA will become an active tool for planning, implementation and monitoring

²¹ NESDP, p. 18

²² **National Report of St. Vincent and the Grenadines. Third International Conference on Small Islands Developing States**, July 2013, p. 20. www.sids2014.org/content/documents/247svg%20R10+20%20Report PDF

²³ Caribbean Development Bank, **Draft Gender Equality Policy and Operational Strategy**, July 2008, p. 8

the gender mainstreaming project to support the Country Strategy Programme (CSP)2013-2018. This includes “enhanced capacity for the promotion of gender equality ; implementation of gender mainstreaming and a reduction in GBV”.²⁴

101. For its part, the Constitution of St. Vincent and the Grenadines affirms the entitlement of every person to fundamental rights and freedoms “regardless of race, place of origin, political opinion, colour, creed **or sex**” (writer’s emphasis).The country ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1981 and in 1994 the Inter American Convention on the Prevention, Punishment and Eradication of Violence against Women(Convention of Belem do Para). Alongside many other international instruments, SVG has signed the regional Revised Treaty of Basseterre and has committed itself to “strive to achieve and surpass the international goals of -promoting gender equality and empowering women”- and to “pay priority attention to cross cutting social policy concerns... gender, ageing, disability, human rights, empowerment.”²⁵

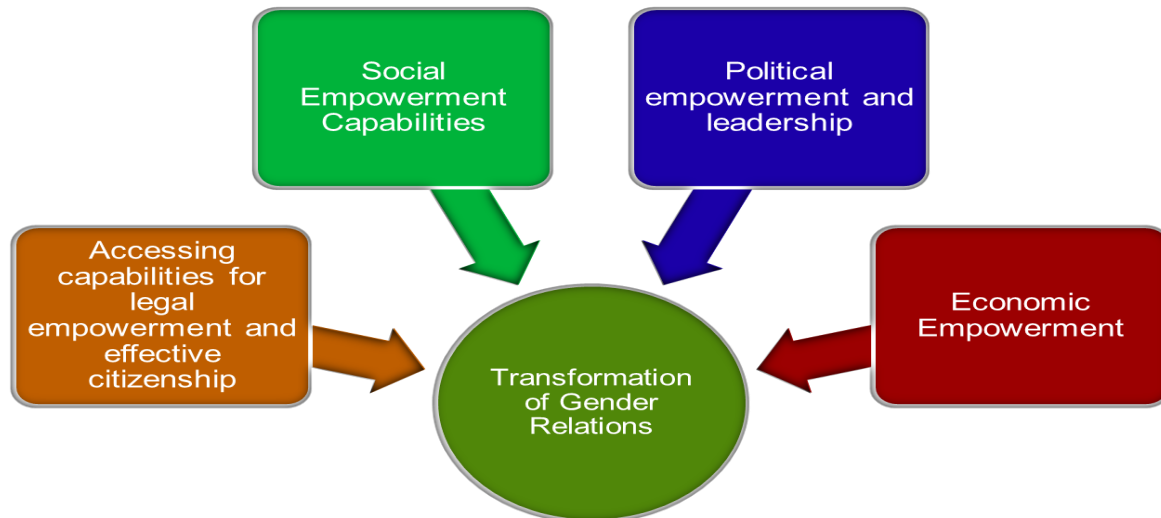
102. This is essentially a commitment to people-centred development, reflective of the human rights approach which draws on understanding of development in terms of expanding human choices, freedoms and capabilities. This analysis is increasingly relevant as the post 2015 Sustainable Development Agenda is debated in the Caribbean as in the global environment. In these discourses the platform for transformation in gender relations in the Caribbean context is anchored in economic empowerment, accessing socio-cultural capabilities, freedom from violence and access to justice and political empowerment and leadership as reflected in the diagram below. This is all within the overarching context of advancing the interests of Small Island Developing States (SIDS).²⁶

²⁴ Caribbean Development Bank , **Country Strategy Paper St. Vincent and the Grenadines**. March 2014, p. 18.

²⁵ See Revised Treaty of Basseterre, 2011, Article 23, a, e..

²⁶ St. Vincent and the Grenadines was represented by the Executive Director of the Gender Affairs Department at the “Caribbean Forum on Gender Equality and the Post-2015 Agenda”, convened by UN Women in Barbados on 22-23 August, 2013. A *Caribbean Joint Statement on Gender Equality and the Post-2015 SIDS Agenda* was agreed at the Forum, which is contributing to the process of continuing discussion.

ANALYTICAL FRAMEWORK FOR ST. VINCENT AND THE GRENADINES COUNTRY GENDER ASSESSMENT



103. The agenda for women to secure capabilities, opportunities and agency affirms women’s rights as human rights and is consistent with the growing acknowledgement of the linkage between gender equality and sustainable human development. This is reflected for example in the World Bank’s 2012 World Development Report-*Gender Equality and Development*, which characterized gender equality and equity as “smart economics”, thereby bringing a market-oriented analysis into support of the women’s human rights agenda.²⁷

104. The Country Gender Assessment report is presented in three parts:

- a. The Executive Summary, Introduction and Methodology;
- b. Discussion on the statistical profile and the situational analysis of key aspects of the economic and social situation in St. Vincent & the Grenadines;
- c. Discussion on the legal and institutional framework and capacity for gender mainstreaming.²⁸ This section includes proposals on specific points of entry for partnership engagement between the Government of St. Vincent and the Grenadines (GoSVG) and the CDB. It is from negotiation and agreement around these specifics that

²⁷ World Bank (2012), *Gender Equality and Development*, pp. 6-9.

²⁸ Gender Mainstreaming is a process and a strategy towards making visible and addressing the concerns of women, men, girls and boys in any planned action. It involves identifying gaps in gender equality through analysis of sex disaggregated data, raising awareness about the gaps and building support to address those gaps and financing agreed measures. Monitoring and evaluation of the implementation process is ongoing.

a work plan will agreed to advance the gender equality and women's empowerment agenda.

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3.0 METHODOLOGY

105. The CGA was conducted through documentary research, focus and large group discussions and in-depth interviews. A field visit was made to St. Vincent and the Grenadines from May 18 to 30, 2014 during which time some 151 persons were either interviewed individually or as part of a focus group (See Appendix 1 and 2 for details). Discussions were held with government, public sector, private sector and civil society representatives in St. Vincent and on a one day visit to Bequia. Telephone interviews were done subsequent to this field visit with some key civil society representatives who were not available in May.
106. A second visit for discussion of the draft report took place in March 2015 when a presentation of findings was made to Prime Minister Gonsalves and Cabinet members by a CDB team and a workshop held with a cross-section of stakeholders. Overall, some 218 persons (151 females and 67 males) participated in the research process. The March discussions were focused on consensus building on the priorities of the follow-up agenda for GoSVG and the CDB.

4.0 - STATISTICAL PROFILE SUMMARY

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Population				
Total population (2012)	55,551	53,637	109,188	SVG 2012 Population & Housing Census, Preliminary Report
Total population under 16 years (0-14 years, 2015 est.)	13,711	13,306	27,017 (24.74%)	Statistical Office, Central Planning Division, SVG.
Total population over 64 years (65 years and over, 2015 est.)	4861	5162	10,023 (9.2%)	Statistical Office, Central Planning Division, SVG.
Number of male or female-headed households (2007/08)	47.9%	52.1%	-	Country Poverty Assessment 2007-2008: St. Vincent and the Grenadines
Human Development Indicators				
GNI per capita (PPP US\$) (2013)	-	-	9,367	UNDP Human Development Report 2013 – St. Vincent and the Grenadines
Human development index (HDI) 2013	-	-	0.733	UNDP Human Development Report 2013 – St. Vincent and the Grenadines
Gini coefficient (2007/08)	-	-	0.402	Country Poverty Assessment 2007-2008: St. Vincent and the Grenadines

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Health				
Life expectancy at birth (2012 actual))	69.16years	73.74years	71.3 years	Statistical Office, Central Planning Division
Pre-natal mortality rate (2012)			22.05 per 1,000	Caribbean 360, March 12, 2013
Neo-natal mortality rate (2013) 0-27 days of life per 1000 live births	15.9	9.3	12.7	Statistical Office, Central Planning Division
Fertility rates 2013	-		2.1	Statistical Office, Central Planning Division
Adolescent fertility rate (teen pregnancies as per 1,000 females ages 15-19 years) 2013	n/a	19% of all births	61.7	Statistical Office, Central Planning Division.
Teenage Births as a (%) of Total Live Births (2013)		18.4		Statistical Office, Central Planning Division
HIV prevalence (2006-2010)			approx. 1% of the population	Health in the Americas, 2012: St. Vincent & The Grenadines
% of 15-24 year olds who had sexual intercourse before age 15	29% (15-19 year olds) 33% (20-24 year olds)	17% (15-19 year olds) 10% (20-24 year olds)	23% (15-19 year olds) 20.4% (15-19 year olds)	Ministry of Health and the Environment, OECS, BSS, 2005. SVG UNGASS Report 2008

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Maternal mortality rate per 1000 (2010)	n/a	1.1	n/a	SVG National Economic and Social Development Plan 2013-2025
% of population aged 15–49 who have had sexual intercourse with more than one partner in the last 12 months	16% (15-19 year olds) 52% (20-24 year olds) 13% (25-49 year olds)	10% (15-19 year olds) 15% (20-24 year olds) 5% (25-49 year olds)	13% (15-19 year olds) 32% (20-24 year olds) 9% (25-49 year olds)	Ministry of Health and the Environment, OECS, BSS, 2005. SVG UNGASS Report 2008
Age-mixing in sexual relationship (i.e. number or percent of persons who have had sex with a non-marital, non-cohabiting partner who was more than 10 years older than themselves)			1%	SVG UNGASS Report 2008
% of population aged 15–49 who had more than one partner in the past 12 months who used a condom during their last sexual intercourse	62% (15-19 year olds) 62% (20-24 year olds)	55% (15-19 year olds) 50% (20-24 year olds)	59% (15-19 year olds) 59% (20-24 year olds)	Ministry of Health and the Environment, OECS, BSS, 2005. SVG UNGASS Report 2008 Note! Data on 25-49 year olds is not available.
Education				
Literacy rates (2014 est.)	96%	96%	96%	The World Factbook – St. Vincent & The Grenadines

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Mean years of schooling (2013)	-	-	8.6	UNDP Human Development Report 2013 – St. Vincent and the Grenadines
Primary school enrollment (2012/13)	7058 (52%)	6551 (48%)	13,609	SVG Educational Statistical Digest (2013)
Primary school completion (2010)	97%	92%	-	FHI360 St. Vincent and the Grenadines National Education Profile
Secondary school enrollment (2012/13)	5375	5019	10,394	SVG Educational Statistical Digest (2013)
Secondary school completion -% (lower secondary, 2009)	67	80	-	FHI360 St. Vincent and the Grenadines National Education Profile
Tertiary-level enrollment (2011/12)	588 (Com. College) 167 (UWI)	1079 (Com. College) 335 (UWI)	1,667 (Com. College) 502 (UWI)	SVG Education Statistical Digest (2013)
Number that have acquired CSME skills certification (2008-2014)	149	291	440	Ministry of National Security, SVG.
Labour & Employment				
Employed labour force (2012)	23,690	17,131	40,821	Statistical Office, Central Planning Division
Unemployment rate (2012)	19.4	23.4	21.5	Statistical Office, Central Planning Division

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Poverty Line (2007/08)			5,523 (annual in EC\$)	Country Poverty Assessment 2007-2008: St. Vincent and the Grenadines
Indigence Line (2007/08)			2,448 (annual in EC\$)	Country Poverty Assessment 2007-2008: St. Vincent and the Grenadines
Vulnerability Line (2007/08)			6,904 (annual in EC\$)	Country Poverty Assessment 2007-2008: St. Vincent and the Grenadines
Political Representation				
Number of people in House of Assembly	18	3	21	SVG Cabinet Office
Number in Cabinet	10	2	12	SVG Cabinet Office
Number in Senate	5	1	6	SVG Cabinet Office
Leadership & Decision-making				
Percentage of men and women on public sector boards (2014)	505 (73%)	197(27%)	702 (100%)	Office of the Prime Minister, May 2014
Number of men and women in decision-making positions in the public administration (Permanent Secretaries 2014)	6	7	13	
Judiciary System				

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Number of men and women in the Judiciary at all levels				
Number of presiding judges (2012-2013, SVG High Court Judges)	2	1	3	Eastern Caribbean Supreme Court Annual Report 2012-2013
Number of presiding magistrates (2014)	2	2	4	http://www.oecsbar.org/magistracy.html Gender Affairs Department
Number of cases of gender-based violence (2012-June 2014)	61 (victims) 217 (perps.)	176 (victims) 12 (perps.)	237 (victims) 229 (perpetrators)	Royal SVG Police Statistics
Industry & Commerce				
Remittance to SVG (2004)			EC\$2,059,000	SVG Digest of Statistics No. 54, 2004
Crime & Violence				
Number of persons incarcerated (2013)	629	28	657	Prisons Department
Number of sexual offenses reported by victims (2012- June 2014)	0	54	54	Royal SVG Police Statistics 2012 – June 2014
Number of victims of femicide (2009)	-	3	3	SVG Response to the Questionnaire re Mechanism of the follow-up Convention Belem do Para 4 th Conference of States Parties 2012

Indicator	Male	Female	Total	Source/ web address (URL) and date of search (indicate sources searched if the statistic is not available)
Number of convictions for femicide (as compared to the total number of cases recorded) (2008)	-	2	2	SVG Response to the Questionnaire re Mechanism of the follow-up Convention Belem do Para 4 th Conference of States Parties 2012

5.0 - COUNTRY GENDER PROFILE AND 'RE-ENGINEERING' ECONOMIC GROWTH

1. THE ECONOMY

107. SVG, positioned at 87 out of 187 countries, is placed in a high development category by the United Nations 2012 Human Development Report. This is based on the average life expectancy at birth of 72.5 years; a mean and expected years of schooling of 8.6 years and 13.3 years respectively and Gross National Income (GNI) per capita of \$9367.²⁹
108. An almost equal number of males and females, according to the 2012 Preliminary Census³⁰, make up the population of some 109,188 persons (55,551 males (51 %) and 53,637 females (49 %) on the main island of St. Vincent and on six inhabited chain of islands- Bequia, Mustique, Canouan, Mayreau, Union Island, Petit St. Vincent and Palm Island. Data from the current census of St. Vincent and the Grenadines on the age composition of the population show that 24.65 of the population was under 15 years of age while the 65 years and over age cohort comprised 9% of the population, with women outnumbering men.

CHALLENGING REALITIES AS SIDS

109. Meeting the development needs of the population is particularly challenging because of realities that attend being a Small Island Developing States,(SIDS) a status shared by most Caribbean countries, including SVG. In the case of SVG, the realities are sharp and can be devastating in their impact. For example, SIDS' susceptibility to natural hazards and disasters, in a context of growing impact of climate change, is evidenced by the December 24 to 25, 2013 floods. This impacted an estimated 13,000 persons- 11.9 % of the entire population. Deaths; persons missing; injury; homelessness for some 500 persons, mainly women and children; temporary loss of employment and destruction of micro businesses (many operated by women from their homes); destruction of crops and livelihoods in agriculture; problems with access to water and sanitation were among the immediate consequences. Still, many persons had not 'got back on their feet' since Hurricane Tomas which in 2010 destroyed some 98% of bananas and the livelihoods of many. Some 44% of those affected by the floods were classified as living in poverty.³¹ It has also been found that older men, living alone face particular vulnerabilities because of absence of a family support network.
110. Damage to infrastructure, agriculture, utilities, housing has been estimated at some EC\$ 251.9 million (US\$93.3 million) or 13% of GDP with deep consequences for reconstruction and overall performance of the economy.

²⁹ United Nations Development Programme, *Human Development Report 2013, The Rise of the South: Human Progress in a Diverse World*, p.145. Note that the World Factbook for 2014 estimates male life expectancy at 72.9 and females at 76.88 years. The 2012 SVG census records the actual life expectancy at 69.16 years for males and 73.14 years for females.

³⁰ Preliminary Census Report, 2012.

³¹ **Rapid Damage and Loss Assessment (DaLA)**, December 24-25, 2013 Floods. A report by the Government of St. Vincent and the Grenadines, January 16, 2014.

Table 2 – Top 20 Exports for SVG for 1995 and 2010

1995 Top 20 Exports	Share	2010 Top 20 Exports	Share
Bananas and Plantains	23.30%	Yachts	55.32%
Tugs and pusher craft	11.57%	Wheat or meslin	6.13%
Cruise ships and similar vessels for the transport of persons	11.04%	Tugs and pusher craft	6.11%
Frozen fish, excluding fillets	10.88%	Bananas and plantains	4.20%
Wheat or meslin flour	7.73%	Manioc (cassava)	2.82%
Rice	5.84%	Rice	2.70%
Fish fillet or meat	3.41%	Waters flavoured or sweetened	1.58%
Women' suits, not knit	2.68%	Cartons, boxes, cases, bags and other packing containers of paper	1.33%
Manioc (cassava)	2.15%	Flat rolled iron or non-alloy steel, coated with tin, w>600mm, t<0.5m	1.27%
Fishing vessels	1.89%	Preparations of a kind used in animal feeding	1.24%
Men;s shirts	1.40%	Floating or submersible drilling platforms	1.12%
Preparations of a kind used in animal feeding	1.28%	Antiques older than one hundred years	0.87%
Fish, excluding fillets	1.24%	Forklift trucks	0.76%
Flat rolled iron or non-alloy steel Coated with tin, w>600mm	1.17%	Aluminum structures (bridges, towers etc)	0.61%
Yachts	1.02%	Packing of goods	0.42%
Jewelry of precious metal	0.86%	Scrap of precious metals	0.41%
Cartons, boxes, cases bags and other Packing containers of paper	0.65%	Automatic data processing machines	0.41%
Crustaceans	0.51%	Ferrous waste and scrap	0.38%
Packing of goods	0.49%	Cruise ships and similar vessels for the transport of persons	0.36%
Waters flavoured or sweetened	0.49%	Crustaceans	0.30%

Source: The Observatory of Economic Complexity taken from *Compete Caribbean, Private Sector Assessment Report for St. Vincent and the Grenadines* 2013, p. 27

111. In addition to environmental vulnerability, SVG as a small open dependent economy is subject to external shocks and has been hit by the 2008 global financial crisis; continuing high energy costs; trade liberalisation seen for example in the removal of preferential terms for bananas; among other factors.

112. Some of these changes are reflected in Table 2, which shows shifts in exports that have taken place over the past 20 years. In the main, the shifts have been away from activities that engaged large numbers of men and women in production into activities which would employ smaller numbers and mainly males. The data show for example banana export falling from first place at 23.3% of exports in 1995 to 4.2% in 2010 and leisure activities denoted by yachting, which involves much smaller numbers, being the main export in 2010 at 55.3% up from 1.02% in 1995. Cruise shipping related activities fell from 11% of exports in 1995 to 0.36% in 2010, while fish production activities fell from 10.88% to 0.30% in the same period.
113. Loss of personal income for many, reduction in government revenue and increase in the public debt which climbed from 57.2% of GDP in 2008 to 72.1 % of GDP in 2012, are among the cumulative effects of the overall shifts and economic downturn that influenced the protracted negative growth within the economy.³² In relation to environmental vulnerability as demonstrated by the frequent disaster events, the negative social impacts have been seen in fallout in employment, education, health and diet, finances, household expenditure and overall trading and business activities. These have had sharp negative effects especially on female headed households.³³
114. It is largely such households that present the face of poverty in the country, because of their higher levels of unemployment and a context of gender relations that place sole responsibility for children mainly on women and within which many men feel free from family support and care obligations. Because of this systemic inequality, women are most vulnerable in situations where natural hazards and disasters occur. In discussions with a largely female group of farmers, housewives, health workers, students and unemployed young women from a community of some 2400 residents, citizens and the women in particular, stressed how the December flooding aggravated pre-existing harsh economic and social conditions. Many persons expressed fear of being caught in a cycle of disaster and of never being able to recover. Yet the women were in the forefront of community organising and supporting each other through a committee of 11 women and 5 men which had been in place before. Their work involved undertaking and coordinating training in disaster preparedness activities including cardiopulmonary resuscitation (CPR), first aid, etc; collecting data and liaising with the authorities and civil society bodies such as the Red Cross in terms of providing information and coordinating relief response. This evidence of community mobilisation and women's leadership, should, many proposed, lead to women having a strong part in the planned reconstruction and an end to the situation where only men, being the ones mainly with skills benefit from jobs in planned community rehabilitation programmes and projects.

³² See Caribbean Development Bank, **Country Strategy Paper St. Vincent and the Grenadines**, March 13, 2014, p.2.

³³ **Social Implications of the Global Economic Crisis: 2008-2009. St. Vincent and the Grenadines Country Report. Final Draft**, February 27, 2010, pp.30-31.

Observations

The reality of SVG as a SIDS should influence all aspects of economic and social development planning. Gender analysis addressing the differential impact of economic and environmental changes on the lives of women and men is an imperative.

Recommendations

115. There is need to respond to the issues of gender and climate change.
116. Gender sensitive community capacity for local leadership should be strengthened. This is critical to support ongoing disaster risk management and reconstruction 'on the ground' and to achieve outcomes that can be sustained.
117. The voice and role of civil society's in service delivery to the community in immediate disaster response and rehabilitation must be strengthened. This should include enhanced capacity in collection and analysis of sex-disaggregated data, in disaster response preparation and in risk assessment reduction and management .
118. The effective involvement of the Gender Affairs Division in influencing the content of community capacity building interventions and in rehabilitation and reconstruction planning must be ensured.

GENERAL POLICY RESPONSE BY GOSVG

119. Over the years, GoSVG has formulated a number of policies, strategies, plans and programmes and has used fiscal measures to respond to the multi-faceted challenges encountered. There have been policies , plans or strategies towards medium and long term economic reform; for private sector development ; for agricultural diversification, social sector development including social protection expansion; for poverty reduction; for educational reform to name a few areas. Regarding the promotion of gender equality, the government, as is stated in the NESDP, has "signed a myriad of international treaties and conventions for the protection and empowerment of women"³⁴. The name change from the Department of Women's Affairs to the Gender Affairs Division (GAD) was effected to reflect a focus "*on establishing equality between women and men, proposing socially responsive legislation and implementing policies that favourably affected women*".³⁵ A host of legal reforms have been undertaken which are detailed later in this report; the establishment of the Family Court and a Crisis Centre, the setting up of a programme to have teen mothers continue their education are among measures undertaken to address particular vulnerabilities facing the family and women in particular.
120. The National Economic and Social Development Plan-2013-2025 as the country's premier long term development plan, outlines the main areas of focus in the various sectors -economic, social, governance and physical infrastructure and the environment with related objectives and strategic

³⁴ NESDP, p. 45.

³⁵ Committee on the Elimination of Discrimination against Women Sixteenth session, 13-31 January 1997. **Concluding comments of the Committee on the Elimination of Discrimination against Women: Saint Vincent and the Grenadines Combined initial, second and third periodic report.** P. 1. Para.126.

interventions. However, as is true for the many policy documents that have been produced to deal with the challenges, information on gender is not included in situation analyses. Consequently although a strategic intervention to “increase the number of males who attain higher education” is proposed³⁶ broader gender equality objectives and outcomes are not identified in the NESDP .

121. Promoting the educational advancement for males in particular and also for females is a very important strategic objective which rests on a number of inter-related interventions. Also critical is the matter of addressing the findings of data from the 2007-2008 Country Poverty Assessment (CPA) which had established a poverty rate of 30.2 % and suggested that “female headed households (were) likely to be poorer”³⁷. This assessment and others, had no doubt influenced the understanding of women being most vulnerable and economically powerless. However this is not addressed although poverty eradication/reduction is a central outcome identified in the NESPD
122. A poverty eradication /reduction policy and strategy needs to ask and answer to specific issues; examining the “impact of gendered roles” in the perpetuation of poverty and directing the building of “capabilities, opportunities and agency” in women and men. Key questions need to be asked and addressed or the policy and programmatic responses can be ineffective. The same goes for policies dealing with any and all aspects of development. However, understanding the role and place of females and males within the various sub-sectors economy is a first critical step.

Recommendations

123. Integrate gender equality objectives and outcomes into the NESDP. Outcomes should include (a) enhanced capacity to promote gender equality and gender mainstreaming across sectors; (b) enhanced policy and implementation framework for reducing domestic and gender based violence and enhancing citizens’ security.
124. Strengthen capacity to undertake gender analysis across Ministries and Departments and ensure that all policies/strategies/programmes being developed, for example, the poverty eradication/reduction strategy, advance gender equality objectives.
125. Develop a National Gender Policy and Action Plan and ensure capacity for implementation in order to integrate gender into the sustainable development framework of the country.
126. Ensure measures to systematize the collection and dissemination of sex-disaggregated data to support the ongoing planning, implementation, monitoring and evaluation of gender equality mainstreaming from the institutional and policy to the sectoral/ programme/projects levels .³⁸

³⁶ NESDP, p. 101.

³⁷ **Final Report. St. Vincent and the Grenadines Country Poverty Assessment 2007/2008. Vol. 1- Living Conditions in St. Vincent and the Grenadines.** pp. xxi, xxvi. See also NESDP, p. 45.

³⁸ Specific budget requirements, for example, to finance situation analyses, appraisals, project reports, targets and developing indicators are gender responsive will be fleshed out as the CGA as a whole is examined towards implementation..

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OVERVIEW OF ECONOMIC SECTORS

127. In 2010, real GDP was estimated at US\$1.1 billion- three (3) times the value of 1980. There was an average of 5% growth between 2002 to 2007; a contraction by 2.4% in 2008 and additional 1.8 % in 2009. Decline in agriculture has seen services emerging as the main sector.

Table 3 – Contribution to GDP by Sector in St. Vincent and the Grenadines (2012)

Sector	Share (%)
Real Estate, Renting and Business Activities	16.55
Wholesale & Retail Trade	16.25
Transport, Storage and Communications	15.28
Public Administration, Defense & Compulsory Social Security	10.54
Construction	8.34
Financial Intermediation	6.37
Agriculture, Livestock and Forestry	5.86
Manufacturing	4.88
Education	4.57
Electricity & Water	4.13
Health and Social Work	3.07
Other Community, Social & Personal Services	2.45
Hotels & Restaurants	2.23
Fishing	0.33
Mining & Quarrying	0.22

Source: ECCB (2013). Quoted in Compete Caribbean OECS Project, 2013. P. 31.

128. Data for 2012 in Table 3 show that in 2012, the economy was dominated by the services sector- real estate, renting and business; wholesale and retail trade; transport, storage and communications chief among them. This was followed by contribution from construction (8.34%) and agriculture, livestock and forestry (6.37%).

2. AGRICULTURE

129. As indicated earlier, SVG has traditionally depended on banana export as a major foreign exchange earner. In 1995 the crop generated 23.3% of export earnings, but the loss of preferential markets, natural disaster and disease reduced this share to 4.2% of exports in 2010.³⁹ This contraction has affected rural life and incomes and led to an increase in the food import bill by 18% between 2009 and 2011.⁴⁰ Agriculture has a large informal sub-sector estimated at 5000 persons, the majority women. Banana remains an important crop for small farmers and a major source of livelihood for women. Data for 2012 shows that there were major activities in the industry including ‘operations plant back’ involving some 89 farmers on 146 acres; ‘operation cut back’ on 360 farms of 599 acres. However, figures on some 1234 acres under production with 490 farms in operations registered some 474 farmers, 300 of whom (63%) were males and 174 (37%) females.⁴¹ This indicates that women are still lagging in terms of access to the formal banana rehabilitation programme as in other areas in agriculture.

130. Agro-processing is an important space for diversification in agriculture. For example, linked to the Ministry of National Mobilisation, Social Development, The Family, Persons with Disabilities and Youth (MNMSD), the Cooperative Department has been charged to establish agricultural cooperatives as a major strategy to reduce poverty, transform rural community and generate employment. Working in collaboration with the Ministry of Agriculture, Rural Transformation, Forestry, Fisheries and Industry, agricultural based cooperatives have been established, most of them with a fairly good level of involvement of women. Despite challenges they are seen as vital for the promotion of entrepreneurship and for developing a new cadre of players in diversifying the sector, as was planned.

Table 4 – Membership in Agricultural Cooperatives 2014

Name of Cooperative	Membership	Comment
Women in Agriculture- Langley Park Coop.	21 women	Started under the Basic Needs Trust Fund. Produces broilers and layers
North Union Adelphi Chapman Adult Literacy Group	25 women; 5 men	Started with action to promote literacy; moved into agro-processing-jams, jellies and into garments, making school uniforms
Pineapple Growers Coop.	16 women, 4 men.	Produce pineapples, peppers and tomato.
Southern Grenadines- Ashton Multi-purpose Coop	13 women, 2 men.	Based in Union Island, the cooperative processes sea moss. It also has a day care nursery.

³⁹ *Compete Caribbean* p. 27

⁴⁰ Ref. (Excerpt from Banana Accompanying Measures (BAM) Program Estimate). Ministry of Agriculture, May 2014.

⁴¹ See **Volume 1, 2012, Agric Info-** The Quarterly Agricultural News Letter of St. Vincent and the Grenadines, Ministry of Agriculture, Rural Transformation, Forestry, Fisheries and Industry. P.27.

Fancy Farmers Unit Coop.	25 persons- good balance between men and women	Produces cassava and sweet potato products and links with tourism and cultural observances for sales.
Fishers' Coop.	20 to 25 members, mainly men.	The few women involved do the administrative work.

Source: Dept. of Cooperatives, 2014.

131. Data was not available to support assessment of the performance of the cooperatives, including the experiences of the women and men involved. The view was however expressed that the Pineapple Growers Coop. was very successful and had a lot of potential for increased production.

132. Fishing is seen by many stakeholders as a gold mine, because of the vast marine resources of SVG. This is an area of male concentration, with women in the main providing administrative and marketing functions. Stakeholders in discussion however spoke mainly about the challenges than the opportunities and made proposals to address them:

- a. Problems of securing airlift adversely affecting the access to international markets;
- b. Need for training to modernise their operations and to upgrade standards in order to sell on the international market;
- c. Storage facilities are inadequate;
- d. Need for support with financing to secure bigger boats, engines, fishing gears. Challenges were cited with the Fleet Advancement Programme ;
- e. There is need for training in organisation building and lack of cooperation , especially among 'some older men'.
- f. Counselling and training to combat negative habits of some young men in particular (for example, not saving from their earnings, dropping out of school to do fishing, engaging in drug abuse and not willing to work for \$50-60 EC per day).

NEW PROJECTS IN AGRICULTURE

133. Under the Ministry of Agriculture, two new projects are being implemented namely, the **Banana Accompanying Measures (BAM); the Farmers' Support Company (FSC)**.

134. BAM which started in March 2013, is financed by the European Union and will focus on increasing production of bananas, livestock, fruits and vegetables through support for infrastructure, establishing marketing standards, support for financing, for research and addressing climate change issues. The programme design includes gender as a cross-cutting theme and states inter alia, that "investment under BAM will empower women to meaningfully participate at all levels of the value

chain”.⁴² Precise data are not available on how this gender requirement is being met, since “gender issues have not been emphasized” in the project. However, it is estimated that some 40% of members of the Banana Growers Association are women and as they are seen as “mainly the business persons”, it is anticipated that they will assert their interests under the programme.

135. **The Farmers’ Support Company** is a statutory body within the Ministry of Agriculture began operations in February of 2014 with a six million dollar grant to the GoSVG from the Petro Caribe fund provided by the government of Venezuela. The aim is to support established and potential farmers in attaining inputs and covering cost for labour. This facility is a revolving programme where two percent interest, is charged on loans. The company does not require any collateral from applicants, but necessary documents must be produced in order to attain a loan. For the period February 10th to May 31st 2014 the following is the performance indicated from data (approximate) available through the Ministry of Agriculture:

Loan Applicants	1360
Loan Approvals:	670 (49.26% of total applicants)
Females	205 (30.6% of loans approved)
Males	465 (69.4% of loans approved)
Total Value of Approved Loans	XCD 3,673,727.51
Females	XCD 893,170.93 (24%)
Males	XCD 2,780,556.58 (76%)
Average of Approved Loans	5,484.00
Females	4,356.93
Males	5,979.69

136. The provision under the FSC for loans for labour support is commendable since it responds to one of the main gender issues that affect women in agriculture. Further, the FSC does have some sex-disaggregated data that facilitate an insight, though limited, of gender issues in the area of production and finance in agriculture. The data do not reveal how many applications had been received from males and females, nor what the average loan request and targeted areas of production of either sex were. These gaps limit the ability to full analyse the project, hence it is not possible to assess what accounts

⁴² Excerpt from Banana Accompanying Measures (BAM) Program Estimate- Work Programme. From Ministry of Agriculture), June 2014.

for the fact that the average loan approved for females was less than that approved for males by some XCD1100, for example.

137. Information is that loans for start up and for established farmers have been approved for livestock (pig, poultry); root crops (arrowroot, dasheen etc.); bananas/plantains; tree crops (cocoa); fruits and vegetables and to an extent to agro-processing. The FSC does not deliver cash to farmers; vouchers are given for them to receive inputs at the Agriculture Input Warehouse, one of the main sources of agricultural inputs within SVG.

COMMUNITY EXPERIENCES

138. Discussions at the community level, revealed involvement and strong interest in what is being done in agriculture, especially in relation to root crops development and financing through the FSC. Of the persons present, 13 women and 3 men reported that they had applied for support and nine (9) had received funding under the programme. There were however a number of concerns, consistent with those emerging from other information sources:
- a. Funding for agriculture. The collapse of bananas has dried up loans from the banks. The FSC is a short term 'drop in the bucket' response to what is needed to meet farmers' investment needs. Concern was also expressed about the programme's sustainability.
 - b. Poor roads in rural areas hamper farming and drive up costs of labour and transport.
 - c. Problems of marketing of produce; with an unreliable local market, developing agro-processing is difficult. The view was expressed that the individual approach in banana production had left a legacy of low cooperation and trust among rural community members and this made cooperatives very unstable.
 - d. The practice of paying women less than men persists; unlike government which pays men and women XCD38 per day, on private farms, male workers will receive XCD40-45 per day, while women are paid XCD30-40 as the daily rate.
 - e. The decline of bananas has created a vacuum in the rural areas, pushing persons into the urban centres. Men have wider options for employment in construction and as security guards, but women, most of whom are single parents, are hard-pressed to find jobs and feed their families.
 - f. Many women have difficulty finding labour in agriculture; many young people not willing to dig arrowroot; men do not want to provide farm labour when they can earn XCD150 per day for work in ganga cultivation. The problem of jealousy between men and women also affect access to male labour on female farms.
 - g. Lack of support with child care and domestic tasks has negative effects on women in rural areas and prevents many from pursuing options for self-employment. The poor communication with men in the family is of concern.

Observations

139. The provision of funding towards payment for labour is a strategic gender sensitive intervention which should be considered as part of responses to bring more women into agriculture.
140. Conditions for grants for projects, such as BAM, often include commitment to the donor by the recipient to pursue strategies to advance to gender equality and women's empowerment in project implementation. However, oftentimes these are not fulfilled for a number of reasons.

Recommendations

141. Increase investment among women in the root crops sub-sector as well as in agro-processing and target female entrepreneurs to penetrate the export market, including through Guadeloupe and Martinique-Europe in the Caribbean.
142. Include the promotion of gender equity in access to goods, resources, services and decision-making in rural development as a strategic objective in agriculture and fisheries in the NESDP in order to secure the "transformation in agriculture" which are among the outcomes anticipated..
143. Implement gender mainstreaming in the BAM project and other projects of the Ministry of Agriculture. This should include building on the start that is reflected in the FSC.
144. Facilitate the strengthening of fisher-folk cooperatives.
145. Implement labour support and child care measures to bring more women into agriculture..

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3. TOURISM

146. Table 16 records that in the 'accommodation and food service activities' some 1788 females (59%) and 1234 males (41%) were employed as evidenced by the 2012 census. Information specifically

on the hotel sector from the SVG Tourism Authority in March 2015 indicated that 52 properties (of a total of 65), report the current employment of some 922 females and 580 males- that is 61.4% females and 38.6% males. This included properties in Mustique and Canoaun which employ the highest number of workers in the sector.⁴³ According to World Travel and Tourism Council, the SVG tourism sector generated some 2500 jobs directly in 2013 and made a 5.8% contribution to GDP. Areas of employment were in hotels, travel agents, airlines and passenger services (except commuter travel) and the leisure industries.⁴⁴ Lending to the sector saw a 7.3% increase in 2013 over 2012; visitor arrival saw a 2.5% increase- mainly in yacht and cruise, the latter doubling visitors to Bequia.⁴⁵

147. The new Argyle International Airport ,the largest public investment in the history of SVG is said to hold good prospects for expansion in the economy as a whole and is seen by small and larger hoteliers as a strategic investment which will bring benefits to their sector, in particular.

148. The Tourism Authority completed registration of some industry service providers indicating the following:

Table 5 - Selected Service Providers in Tourism by Sex

Service Category	Male	Female	Total	Comment
Taxi Operators	101	4	105	
Tour Guides	69	64	133	
Tour Operators	8	3		The three females are joint operators with their spouses
Short term vehicle rental operators	23	-	23	

Source: Tourism Authority, St. Vincent and the Grenadines. November 3, 2014.

149. Males dominate the transport sub-sector as owners and operators of both land and marine tour services. They are the vast majority of taxi operators. Males and females are basically balanced as tour guides. In the accommodation sub-sector, Boutique Hotels are mainly owned by women or jointly with spouses. In terms of employment, women dominate in front-line services and in housekeeping. The large expatriate population that resides many in luxury homes in the Grenadines, also employ many housekeepers, mainly females.

150. In bartending there is a higher ratio of males to females, while females are in the majority in restaurants. Men dominate water sports; for example in sailing and yachting seven (7) companies operate with 100 employees- 70 males, 30 females; while in diving, six (6) companies employ 25 males, 3 females.⁴⁶

⁴³ Correspondence from SVG Tourism Authority, March 2015.

⁴⁴ www.wttc.org/media/files/stvincentandthegrenadines2014

⁴⁵ St. Vincent and the Grenadines *Economic and Social Review*. Ministry of Finance and Economic Planning, September 2013, p. 12.

⁴⁶ Tourism Authority-May 27, 2014.

151. The NESDP plan for growth in the sector, through wider linkages across many other areas, holds potential for increasing the participation of females and building on existing patterns. For example, laundry in many boutique hotels is contracted off-site; food, including baked goods and condiments are bought from small operators, many females. Yachting, which is dominant in Bequia, also facilitates provisioning (food, fuel, ice, laundry etc), and of the two provisioning companies operating on Bequia and Union one is owned by a woman, employing many workers, majority women.⁴⁷
152. Training is ongoing by the Tourism Authority and this is expected to address a host of issues including those of cultural and gender identity. For example, it is said that there is strong view that tourism is a female sector because of the focus on hospitality. This perhaps influences the fact that the Tourism Authority itself has among its staff of 30 persons, 25 females and 5 males. Issues of educational levels and related competencies and social skills are to be given some priority attention. The expectation is that the proposed Hospitality and Maritime Training Institute which is to be set up and operated by the Ministry of Education in partnership with the Ministry of Tourism, will help to transform the gender stereotyping within the sector and the labour market itself. It is the hope of stakeholders in Bequia that appropriate steps will be taken to accommodate students since potential participants cannot afford the related transportation cost of some \$400 per month.

Observations

153. Building the image of the tourism sector and promoting the dignity of Caribbean/ VINCY hospitality as the NESDP proposes, will require an enhancing of the role, position and image of male and female workers in the sector. This will rest, among other things on:
- a. a re-orientation of men and women from the traditional gender division of labour;
 - b. reforms that emphasize training for quality in terms of competencies and remuneration;
 - c. mindset change about tourism; and
 - d. enhancing language and communications skills, particularly among males, to meet the varied markets of visitors.
154. The reform of tourism is therefore strongly linked to the transformation of the labour market and the education system.

⁴⁷ A profile of wages/salaries **paid monthly in hospitality in EC\$ in Bequia** according to a hotelier is as follows: Average \$650/month; gardener-\$600; dishwasher-\$550; general maids-\$650-\$700; receptionist-\$1000-\$1200; Mid-level manager-\$2500; top manager-\$3500; supervisors/housekeepers in villas- \$4000-\$5000; hotel-\$1500. Tips are pooled and shared. According to a public servant, speaking to low wages in tourism, said that restaurant servers and cooks earn \$450-\$500/month; housekeeper (general maid)-\$540/month (after 30 years) and men who do labouring work earn \$50-\$65 per day.

Recommendations

155. Respond to the social factors that shape and influence the participation of males and females in the tourism sector as part of addressing the strategic intervention of the NESPD: *“ to develop a more authentic tourism product that utilises local inputs as far as possible”*.⁴⁸
156. Implement specific measures, including community level social services for child care to ameliorate the situation facing female workers in the sector in particular.
157. Provide investment capital to meet the needs of hoteliers, especially for small property owners and operators.
158. Pay special attention to the social problems of workers in the industry:
 - a. domestic and gender based violence
 - b. the long hours that women have to work, leaving children without adequate care and supervision.
159. Ensure that gender analysis and planning informs the development and work of the Maritime and Hospitality Training Institute .

4. MANUFACTURING, TRADE AND THE CSME

160. Some 1446 males (70%) and 615 females (30%) were employed in the sector according to 2012 census data. Some seven (7) large firms involved in metals, packaging, beverages, milling , half of them foreign owned dominate manufacturing dominate the sector which contributed some 4.8% to GDP in 2012, it was estimated. Activities related to flour and animal feed production dominate manufacturing .
161. Efforts to expand exports in agro-processing, crafts and the creative /cultural industries are being made in context also of taking advantage of provisions under the Economic Partnership Agreement (EPA). However, it is recognised that the country is not able to develop export capacity in the vast majority of the services falling within the ambit of the EPA. Effort should therefore be made, it has been proposed by consultants on EPA, to develop the policy and regulations, finance and incentives, infrastructure and investment in training and standards in order to explore opportunities in a limited number of service areas. It is proposed that training be done to track the EPA for gender outcomes as is required under the agreement .
162. Enhancing opportunities for economic empowerment of women through the CSME is also vital. Through CARTFUND, administered by the Caribbean Development Bank, support was received for the establishment of the EPA Unit and to fast-track trade under EPA. This support facilitated a review leading, among other things, to a decision to link efforts with CSME implementation which itself was

⁴⁸ NESDP, p. 96

developing a mandate to accelerate attention to gender requirements and outcomes. The status of action on this proposal is unclear.

163. In other areas, CARTFUND has worked with six (6) businesses in three (3) clusters- agro-processing, entertainment and wellness/spas and this included visits to Martinique and Guadeloupe to explore market potential. The possibilities are said to be favourable although issues of standards and sustainability of supply remain. The Centre for Enterprise Development is charged, it is said to address these issues.

164. In terms of the activities under the Caribbean Single Market and Economy (CSME) around free movement of labour in particular, data show that nurses have been among the most category of workers receiving skills certificates. The SVG Government facilitates the training of nurses by incentives and a good number are trained annually. In 2008 the first batch of nurses took up jobs principally in Barbados and Trinidad and Tobago, but also in other countries. From February 2004 to July 2014 a total of 522 persons have been granted skills certificates with 411 receiving them since 2008.

165. In terms of other areas such as Rights of Establishment, the Movement of Factors Act has existed since 2004, but has not been promulgated. Work is being done towards harmonisation of labour laws.

Table 6 - CARICOM Skilled Nationals Certificate issued 2008-2014

Year	No. Issued	Males	Females	Total
2008	130	34	96	130
2009	62	19	43	62
2010	66	24	42	66
2011	44	19	25	44
2012	57	21	36	57
2013	66	25	41	66
2014	15	7	8	15
Total	440	149	291	440

Recommendations

166. A process and mechanism for building coordination and collaboration should be initiated within the Ministry of Finance and Planning to strengthen gender mainstreaming capacity in the implementation of programmes and projects.
167. Specific attention should be given to addressing proposals made on CSME and EPA coordination in aspects of implementation.
168. The Ministry of Finance and Economic Planning should identify and address the key challenges that it faces in fulfilling gender equality mainstreaming requirements in its various projects. Lessons can be documented and applied as an approach towards gender mainstreaming for policy coherence from that Ministry and within the public sector as a whole.

5. CONSTRUCTION

169. In 2012, in the context of continuing downturn in some other sectors of the economy, construction contributed some 8.34% to GDP⁴⁹ and in January to September 2013 registered a 16.3 % increase in performance over 2012. This was due mainly to public sector investments as well as private building activities. Credit to home construction for example, increased by 9.7%.⁵⁰ Public sector works, including the construction of the Argyle International Airport and planned investments in seaports and roads, had sustained and were expected to expand construction activities.
170. Census data published 2012, showed 4443 males (93%) and 317 females (7%) in construction and as a consequence, men will continue to monopolise work in the reconstruction and upgrade of infrastructure that is planned and reflected in the NESDP unless special measures are taken. For example, there is construction of houses planned for the victims of the December 2013 floods. According to the National Emergency Management Organisation (NEMO), some 45 houses were under construction in early 2014 and another 60 to 70 will be done by 2015. There are no female contractors in place and no more than 15 to 20 females were involved in the housing reconstruction to that stage in mid 2014.
171. Women were reportedly heavily involved in the immediate post disaster clean-up road work, which was managed by the Roads, Buildings and General Services Authority (BRAGSA). Approximately 70% of the estimated 2500-3000 persons temporarily employed as casual labourers in the traditional road cleaning gangs were women. Some 90% to 95% of the team leaders were women -paid ECD40/day; 75% of the timekeepers were also women- paid ECD35 to 40 for 6 hour days. The general workers were

⁴⁹ *Final Report. Compete Caribbean*. P. 31

⁵⁰ . *Economic and Social Review*, 2013.

paid ECD35 to 40 per day, a wage for which many men refused to work, it was reported, although that wage is in line with the daily rate, which general construction workers would receive.

172. In terms of the reconstruction work for building and road repairs under BRAGSA, opportunities are emerging for jobs. Seventy (70) persons with skills in carpentry, plumbing, masonry, electrical works, plumbing have been recruited for doing building repairs, among them one (1) female plumber. Rates range from ECD50 to 150/day.

173. Probing the absence of women in the sector, responses were:

- a. Males are who the labour market 'throws up'.
- b. The force of tradition influencing the gender division of labour has meant that even where women are trained in so-called 'non-traditional' occupations such as engineering, many times they end up in administrative roles. Yet, experience is showing that in general, the females in technical areas of infrastructural development "are very careful in planning", as one stakeholder said.
- c. Project sponsors do not explicitly call for women's involvement. Many reconstruction jobs (eg, for clean-up, rehabilitation and for entrepreneurship development) are being funded by international agencies with contracts issued by the Ministry. Of all the sponsoring agencies, the International Labour Organisation (ILO) was the only organisation which established that the involvement of women was a requirement. In a previous case, a Basic Needs Trust Fund (BNTF) project of the CDB did also require the involvement of women, namely the Top Hill project (ECD1m) under the BNTF.
- d. There is no policy that directs BRAGSA through its Ministry or Board to give attention to gender equity issues in the management and work of the organisation. For such a direction to be taken and accepted would depend on having attention to gender issues mandated by policy and sanctioned by the Ministry and the Board of Directors of the organisation.

Observation

174. Males will remain the main beneficiaries of public sector investment in the infrastructure and construction industries and gender inequality will be perpetuated unless current practices in the sector are transformed.

Recommendations

175. The Cabinet of SVG to mandate that a gender policy be fast-tracked and issue an advisory to the Ministry of Transport and Works re-affirming that the promotion and securing of equal opportunities for women and men in employment is a fundamental principle and practice that is to be pursued, especially in the context of the reconstruction programme.
176. BRAGSA to institute practical measures to ensure that more professional women are utilized in the technical areas of the construction industry.
177. BRAGSA to Partner with the school system and encourage girls to enter into training in the construction trades.
178. BRAGSA to collaborate with BNTF and the GAD and other agencies to implement training programmes in construction skills for women in communities.
179. BRAGSA in consultation with partners to seek reform the tendering process for reconstruction and new infrastructural projects by including (a)CDB's gender mainstreaming policy requirement and (b).allocating special credits for tenders that address the training and employment of women in construction; and c). identify with contractors, areas for the integration of women in the sector.

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Caribbean Development Bank. (2014). **Country Strategy Paper St. Vincent and the Grenadines**. Kingstown..

6. ENTREPRENEURSHIP AND FINANCIAL SERVICES

180. "Almost every single business in Bequia is run by women", one stakeholder advised. Many are said to be family businesses, which women have taken the responsibility to run.
181. The 2010 World Bank Enterprises study of 154 firms⁵¹ in SVG showed that:
- some 76% of firms had female participation in ownership;
 - 49.3% of permanent full time staff in the firms were females. They were 52.3% of workers in small firms, 37.7% in medium sized, and 20.2% in large firms.⁵²
 - 39% of firms had females in top management.
 - 32.3% of female managers and 28.4% of male managers saw lack of credit as a major constraint.
 - 63% of male run businesses contracted loans and lines of credit as against 46% of female run businesses.
 - 72% of loans of male run businesses as against 54.4% of female run business were accessed with collateral.
 - 11.1 % of total sales of male and 2.4% of total sales of female run businesses were exported;
 - 21.9% of male run businesses, as against 8.4% of female run businesses, directly export at least 1% of their sales;
 - 27% of male run as against 11% female run businesses receive quality certification;
 - 1.8% of female managed and 7.1% of male managed business identified labour regulations as a major constraint.
182. The foregoing shows that women are fairly active in the business environment though in smaller enterprises. Differences in experiences of males and females, as cited in the data, might reflect the realities of the sectors in which, respectively, they operate, including size of enterprises. Females are concentrated mainly in the services sector, which has a high membership in the St. Vincent and Grenadines Chamber of Industry and Commerce. On the other hand, males are in manufacturing and export oriented enterprises.
183. As regional studies have shown, there are barriers to the development of female entrepreneurs, including financial obstacles. For example, the commercial banking sector is seen as being very conservative and unfriendly to the micro-enterprise sector. A Department for International Development (DFID) 2009 study on gender and enterprise development, found that risk aversion was high ..."especially in agriculture, where in St. Vincent, it has been noted that women in rural areas had limited access to credit and land ownership".⁵³ Other barriers include lack of business skills to deal with financial institutions and the bureaucracies; time poverty due to family responsibilities; the attitude

⁵¹ . See Enterprise Surveys, St. Vincent and the Grenadines, 2010. <http://www.enterprisesurvey.org/data/exploreconomies/2010/st-vincent-and-the-grenadines>

⁵² Note -small firms- 5-19 workers; medium-20 -99 workers; large-100+ workers.

⁵³ .DFID Scoping Stud of *Gender and Enterprise Development in the Caribbean: Volume 2* Background Papers and Appendices. 2009, p.ii.

that women's businesses are too 'small scale'; and that women are not 'entrepreneurial'⁵⁴. These assertions reinforce the view that "the main obstacle to enterprise development in the Caribbean is socio-cultural", affecting both men and women, with the constraints being greater for women than for men. "The current mindset suggests that women can only 'handle' certain areas, closely associated with the household and devalued in terms of power".⁵⁵ These ideological constraints combine with the material to limit the participation of women in enterprise development.

184. Yet, potential to expand enterprises is seen, for example, in services related to the building of the new airport, in manufacturing, especially of food and beverage, and in the cultural and fashion industries. In this latter area, as pointed out before, some entities have been supported to explore opportunities under the Economic Partnership Agreement (EPA). However, moving into new areas for businesses is also challenging for the private sector as a whole, which, it is assessed, "*is relatively under-developed and limited in its ability to cope with current neo-liberal developments given a long period of protection through such mechanism as preferred trade agreements have recently been removed*".⁵⁶ Further, as stakeholders observed, females are not as linked as men into the dominant networks of support and influence in business in the economy and there is little consciousness of issues of gender within the private sector.

FINANCIAL SERVICES - EXPERIENCES IN MICRO-FINANCING

185. In terms of financing to the medium small and micro enterprise (msme) component of the private sector, the experience with the National Development Foundation (NDF) and with St. Vincent and the Grenadines Micro-finance Services can provide some information, though limited.

National Development Foundation (NDF)

186. The NDF, formed in 1983, has provided financing for various sectors. In the early period, many loans were made in the retail trades, but this has extended into financing for agro-processing; skilled trades, such as carpentry and welding; small manufacturing, such as the production of furniture, block making; small construction; and the service sector, for example hair, nail care and massaging. Loans are made mainly for short term at 9% interest.
187. Led by a Board of Directors of nine persons, seven males and three females, the lending/borrowing pattern of the organisation mirrors the gender segregation of the labour market. Generally, males borrow for the trades, block making, agriculture and fishing and females borrow for agro-processing, craft making and beauty care. There are mixed male/female groups into block-making, information and communications technology (ICT) and the carnival craft sector.

⁵⁴ Op. Cit, p. iii.

⁵⁵ .DFID Scoping Study of *Gender and Enterprise Development in the Caribbean: Volume 1- Research Findings*, p. 15

⁵⁶ Final Report, *Compete Caribbean*, p. xi.

Table 7 - National Development Foundation Total Loans as at Dec. 2012

Sex	2011		2010	
	No.	Value	No.	Value
Male	58	901,648	53	1,043,503
Female	18	223,104	22	367,879
Mixed Group	7	64,684	7	87,700
Total	83	1,189,436	82	1,499,082

Source: NDFSJV, 27th Annual Report, 2012. P. 9.

188. The data in Table 7 shows that there was a 18% decrease in the demand for loans from women in 2011 as against 2010 and a 39% decrease in the value of loans granted to them. For men, there was a 9% increase in the number of loans and a 14% decrease in the value allocated in 2011 as against 2010. Average loan size to women fell from ECD16,722 in 2010 to ECD12,395 in 2011 (a 25.9% decrease) and for men from ECD19,689 in 2010 to ECD15,546 in 2011 (a 21.0% decrease). Overall, with a 39% decrease in the value of loans allocated to them, women were at a greater disadvantage than men in the fall-off experienced since 2011.

189. In the early period of its operations, the NDF focussed more on ‘hand-holding’ of clients than on requiring collateral. That has changed as a result of all round hardships, including decrease in the grants and other funding on which the organisation has relied over the years. There has been a growth in arrears – some 30% of loans are in arrears among both men and women. These small operations are affected by a number of factors: imports, which have thrown women who made uniforms out of business; illiteracy, especially among men, means that many cannot handle their investments as a business; poor coordination and collaboration in agro-processing, for example, between WINFRESH and suppliers.

190. Small improvements in livelihoods are being made in some areas. For example, it is said that there are men and women being financed in mixed groups planting arrowroot, who can make up to XCD8000 per year from investing in half an acre; spas are being opened in Mustique and Canouan and women are said to be ‘making good money.’ The strengthening of training in business, in skills such as leather craft and among women in construction and mechanical skills and the strengthening of the ICT sector are seen as key interventions to bring buoyancy to the MSME sector.

SVG Small Business and Micro-Finance Co-operative Ltd. (COMFI)

191. COMFI, a financing house, was launched by the SVG Credit Union Movement in 2013 and has a seven-member Board, six males and one female. It has made 126 loans valued at XCD1.3 million dollars

to members in retail (32%), services (23%), agriculture (18%), manufacturing (12%), professional services (12%), tourism (4%), and light manufacturing (1%).

Table 8 - COMFI Loans Granted by Sector (2013)

Sector	No. of Loans	Value	Percentage	Comment ⁵⁷
Manufacturing	13	XCD 140,175	7%	Average loan size of XCD10, 783. One borrower (male) in arrears .
Professional Services	8	XCD 162,800	11%	Average loan size-XCD20,350. Five (5) loans (females) in delinquency and 48% of total delinquency.
Tourism	2	XCD 58,665	4%	1 loan delinquent (male), 17.9% of total delinquency.
Retail	34	XCD 513,523	35%	Average loan of XCD15,104. Six (6) females in delinquency- 6% of total delinquency.
Agriculture	46	XCD 318,900	22%	Average loan size - XCD6933. Nine (9) are delinquent,(male & female) 14.7% of overall delinquency.
Other Services	23	XCD 311,735	21%	Average loan size-XCD13,554. Four (4) (males and females) are delinquent, 10.8% of total delinquency.

Source: SVG Small Business & Micro-Finance Cooperative Limited, COMFI, 2nd Annual General Meeting Report, held 5th April 2014. pp.21 and 22.

192. While exact figures are not available on the sex composition of borrowers, it is suggested that agriculture and retail might be 75% male and female respectively and the company has a 50:50 male/female ratio of borrowers. Table 8 provides a profile on performance in 2013.

193. Without more detailed information it is difficult to comment fully on sub-sectors' performance except to say that the retail trade seemed to have responded well to COMFI. Understanding delinquency in the entity is also important as is the matter of evaluating the impact of the required two day of business training that is a condition for accessing a loan. In light of experience of delinquency to date, this is seen as an area of focus for the organisation since its aim is to build a sustainable model for small profit making entities . A demand from male clients to go into areas such as energy, baked good and teas is said to be encouraging and COMFI itself is committed to bringing more women in areas such as ICT. These directions, it is suggested, require soft loans and this is being sought by COMFI.

⁵⁷ Comment on sex of client provided during interview.

Observations

194. The negative 'silo-mindset' towards business, which is said to be dominant in public sector entities, seems to go hand in hand with the 'socio-cultural mindset', shared by many men but also by women, which devalues women's potential as entrepreneurs. These are major constraints to the development of business and female entrepreneurship in particular.
195. Although women are active in the business environment, they are small players within the economy as a whole. Hence, without special incentives and proactive facilitation, they might not have the opportunity to participate in any significant way in the large scale investments, which the airport and other development projects will open.
196. In relation to the two financial entities discussed, one private sector (COMFI) and the other cooperative (NDF), both have challenges with financing even as they face increasing demand from their clientele. The call for a special window of short term credit is justifiable but the source of such financing remains uncertain. It is this uncertainty that contributes to the fragility of the MSME sub-sector.
197. Their experiences also show that there is need for definite policy discussions and agreements in relation to issues such as:
- k. Board composition and leadership
 - l. Priority sectors for investment
 - m. Measures to promote gender equity in financing
 - n. Entrepreneurial Training for Clients.

Recommendations

198. Address the gender based obstacles to enterprise development in SVG. Review, from a gender perspective, the recommendations and action plan for private sector development emanating from the *Compete Caribbean OECS Project report*.⁵⁸
199. Take a more strategic approach to business development training by considering partnership with the Open Campus in SVG in order to build on the commendable initiative .
200. Use the experiences of COMFI, NDF and of other financing entities to the MSME sector to elaborate basic best practices and key requirements for providing finances for the MSME sector.
201. Increase the participation of women on boards. This should be discussed with stakeholders and the public sector should take the lead in ensuring that at least 30%-40% of boards members are female.

⁵⁸. Recommendations include i. rationalisation and streamlining of the framework for public sector support to business; ii. mainstreaming private sector development through a national strategic plan; and iii. increasing the capacity of business to access finance. See *Compete Caribbean*, p. xii.

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7. 'ENABLING INCREASED HUMAN AND SOCIAL DEVELOPMENT'- ADDRESSING POVERTY AND SOCIAL PROTECTION

202. The *second NESDP goal 'enabling increased human and social development'* has among the strategic objectives, to reduce poverty; create jobs and reduce unemployment; to empower youth for their meaningful involvement in development and "to facilitate the protection and inclusion of vulnerable and marginalised groups".⁵⁹ Examining and addressing the condition and position of females and males across their life span is critical to successful achievement of the social development agenda of the country. Integral to success also is the need to '*re-engineering economic growth*' the first goal of the *National Economic and Social Development Plan 2013-2015*. It is in this context of the search for growth that the GoSVG has been implementing a whole host of development projects many of which specifically mandate attention to gender sensitive outcomes.

203. In the conversations with the many professionals across the public sector involved in various ways with many of these projects and the broader development agenda, it is clear that there is, in the main, deep interest in how more effective project implementation can be secured. Consequently, there is openness by the majority of stakeholders to understand what gender analysis and mainstreaming mean and the process towards building capacities in these areas.

204. For others who have had some exposure to gender mainstreaming, conceptually and practically, the main interest is in learning how to do GEM at the institutional, policy and programmes levels. Some professionals are operating with some attention to gender issues and readily see the relevance in relation to education and health, for example, but they cannot see the connection of gender to trade, construction, ICT or climate change, to cite a few areas.

205. While it did not engage a rigorous gender analysis, the 2007/2008 Country Poverty Assessment for St. Vincent and the Grenadines provided some facts relative to the condition of men and women in the country in some areas which permit some gender analysis.

⁵⁹ NESDP, p. 12.

- a. Data for 1995/1996 showed that 56% of household heads were males and 44% were females; by 2007/2008 female headship had moved to 52% (males 48%), with male/female headship being almost even in the poorest quintile (50.6% male, 49.4% female).⁶⁰
 - b. Over the period of 1995 to 2007/2008, average household size fell from 4.1 to 3.5, but remained almost constant within the poorest quintile at 5.1 persons.
 - c. 30.2% of the population was in 2007/2008 classified as poor; 2.9% indigent and 18% at risk of falling into poverty. Female headed households were “likely to be poorer”.
 - d. The national unemployment rate was 18.8% but for the poor was 25.3% according to 2007/2008 data. The 2012 rate was recorded in the census at 21.5%
 - e. 49.3% of women had their first pregnancy between ages 15 to 19 and 2.5% of these had a first child before age 15 according to 2007/2008 data. Data from the 2012 census show that some 16.9 of births were to teen mothers.
206. These data point to the reality that the face of poverty in SVG has remained s female and those women who head households, are particularly vulnerable because of the number of dependants they have. Other factors at work - including women’s concentration in lower paying occupations, unemployment, high levels of teenage pregnancy and adolescent fertility- provide evidence to validate the statement made in the NESDP on the vulnerability of poor women in particular.
207. The participatory aspect of the 2007/2008 poverty assessment had enabled men and women to reflect on and express their feelings on their experiences of poverty. Men for example expressed their sense of powerlessness at not being able to provide for their families. Poverty eroded their self-esteem and sense of identity: *“I can’t take care of my responsibilities”... “I want to hide, I don’t want to go home”*.
208. Inability to care for their children was also of great concern to women, some of whom admitted to ‘doing anything’, example, *“running from man to man to maintain your family”*, with grave consequences. At the same time, the burden of child care and home responsibilities was seen as limiting efforts to improve the situation:
- “You want a job and somebody might give you work, but no one there to hold the child and the money not enough to pay for day care, so you can’t go to work”*.
209. In the current context, with the economy contracting since 2008, poverty might well have increased despite the fact that social welfare spending has moved from 10 million dollars in 2001 to a projected 25 million in 2014. Discussions with citizens elicited the cry about unemployment especially of young men and women. Young women complained that they have secondary level certification and are not comfortable to take what they see as menial road work. In Bequia some young men see fishing as an alternative and the push for money induces many to drop out of school. The view was expressed that the family will even pressure young men to leave school and seek their own living.

⁶⁰ Kairi Consultants (ND) Final Report, St. Vincent and the Grenadines Country Poverty Assessment 2007/2008, p.xviii

210. Girls and young women see few employment options because of job scarcity and also because many refuse to take up the available openings, for example in the Adult and Continuing Education Programme which has opportunities for training in mechanics and plumbing. These factors combine with others to influence the high level of teenage pregnancy, many times among underage girls. The situation in 2012 shocked the nation when it was reported that the teenage pregnancy rate stood at 17.9% and that eight (8) girls between ages 11 and 14 years of age, had given birth in that year. The high fertility rate and sexual abuse of girls, brings added burden on the family, many already in poverty. The family often in such situations itself becomes a place and space that does not encourage the youth into positive living and this in turn often fosters inter-generational poverty. Other groups also face pressures; NEMO for example drew attention to the dire situation facing many elderly men who live in isolation and deprivation. It must also be noted that the homeless is almost 100% male- 84 men and 1 women, according to the 2012 preliminary census.

POVERTY REDUCTION INITIATIVES

211. The Ministry of National Mobilisation, Social Development and Youth has the mandate to reduce poverty and promote access to opportunities for social development. An impressive number of programmes which are implemented to address poverty, including the Youth Empowerment Service (YES); the National 4 H Movement; the Homework Help Programme; the Poultry Production Programme; the Home Help for the Elderly Programme; the Engaging Men Programme; the Family Empowerment; and the Re-entry of Teen Parents Programme; Nutrition support to pregnant and lactating mothers; Free water services for the elderly, the day care programme, the Agricultural Diversification Programme to name a few.

212. It has been gathering data and information on the various programmes towards an overall assessment of programmes. The Youth Empowerment Service (YES) for example is regarded as a 'flag-ship' programme. It started in 2001 to provide training for 16 and 30 year old males and females who were not in school and involves job experience placements with the private sector. A monthly stipend of ECD450 is paid to each programme participant from government's capital budget. In 2011 the Republic of China on Taiwan gave some financial support for the programme. Areas of training have expanded over the years and in 2011 entrepreneurship came into focus.

Table 9 - Registered YES Clients by Sex and Educational Attainment

Educational Attainment	2010	2009	2008	2007
Female (Total)	486	625	781	525
Less than Primary (Inc None)	0	0	0	0
Primary	52	70	93	74
Secondary	287	415	482	302
Post Secondary	83	82	106	89

Educational Attainment	2010	2009	2008	2007
University	3	3	4	1
Technical/Vocational	12	1	4	1
Other (Secondary Incomplete)	30	46	92	58
Not Stated	19	8	0	0
Male (Total)	124	156	163	121
Less than Primary (Inc None)	0	0	0	0
Primary	12	22	22	9
Secondary	76	93	96	82
Post Secondary	21	21	24	20
University	0	0	0	1
Technical/Vocational	2	1	4	0
Other (Secondary incomplete)	13	15	17	9
Not stated	0	4	0	0
GRAND TOTAL	610	781	944	646

Source: Source: SVG Labour Market Information System (LMIS), 2011. carilabourstat.org/Reports/EmploymentReport.aspx

213. Table 9 provides information on aspects of YES between 2007 and 2010 and shows, inter alia, that in each of the four years covered, female applicants have outnumbered male applicants by four to one. Most applicants had attained secondary level certification. Registration had been fallen among females from 525 applicants in 2007 to 486 in 2010. Among males, the pattern had been even across the four years.

214. The 2010 SVG Social Safety Nets Assessment Report indicated that YES “lacks on-the-job training effectiveness”. This would be a major disincentive to participation in the programme. Examination of data showed poor uptake by private sector interests in areas such as construction and manufacturing.⁶¹ Other weaknesses in the safety nets programme were that “programme monitoring is uneven and evaluations per programme are virtually non-existent”; reported “inadequate social protection for children and single parents”; and “gender inequalities in access and eligibility to safety net programmes that do not protect women and men equally”.⁶² It is not clear from this latter comment whether males or females were most disadvantaged. However, single mothers while they have access to programmes, experienced challenges with inadequacy of child care support. Overall, the Social Safety

⁶¹ See YES Clients by Sex and Type of Economic Activity by Employer where he/she was placed. SVG Labour Market Information System (LMIS), 2011. carilabourstat.org/Reports/EmploymentReport.aspx

⁶² Social Development in St. Vincent and the Grenadines (2010): **A Case for Strengthening the MONMs Social Safety Net Initiatives through Effective Targeting, Monitoring and Evaluation and Consolidation** (Summary Report), p. 9

Nets Assessment Report of 2010 revealed that “fewer than 35% of the programmes have monitoring instruments and accompanying databases to assist in measuring objectives and outcomes”.⁶³

215. The MNM, it is reported,⁶⁴ embarked in June 2014 on a reform strategy which has identified a systems approach to achieving victims support, family cohesion, perpetrator rehabilitation and behavior modification and incorporates as well, the targeting of the socially excluded populations. The Social Protection Agenda is also being reformed to strengthen the families in need as they transition out of poverty. This includes a reformed conditional cash transfer system that focuses on education, skills development, therapeutic interventions and employment

216. **The Basic Needs Trust Fund (BNTF)**, the long standing anti-poverty grant programme of the CDB is, in its seventh cycle, committing to deepening attention to gender mainstreaming. While the current menu of BNTF projects for BNTF 7 is not known, from examination of some projects funded under BNTF 6, two lessons related to this objective emerge: first is the need to provide more opportunities to build capabilities, opportunities and agency among women; and secondly the need to strengthen within the related ministries and departments, capacity to mainstream gender in the implementation and evaluation of the projects. This way the projects can become also a learning tool.

217. Reducing poverty also involves facilitating attitude and mind-set change and promoting individual and collective agency so that individually and collectively, women and men, girls and boys come to a place of taking greater responsibility for their lives. Stakeholders affirm the potential for BNTF 7, through specific programme interventions, to model gender mainstreaming to challenge and reduce the impact of gender stereotyping and ideologies. Because responsibility for these outcomes rests with the local BNTF Steering Committee, a broader base of support for the gender equality mainstreaming agenda would also be built.

Observations

218. The MONM’s work towards establishing a framework for data collection, monitoring and evaluation of anti-poverty programmes, provides opportunity for integrating gender analysis into key aspects of the social protection process and the strengthening of the MNM ‘s is a critical success factor.

219. The discourse on teenage pregnancy does not sufficiently locate this persistent abuse of children’s and especially young girls’ rights as a gender issue, linked as it is to, among other factors, to (a) mothers’ economic and social vulnerabilities; and (b). the persistence and strength of patriarchal attitudes of the assumed rights of males to control over children, women and the family.

220. It is particularly difficult to address sexual deviance and abuse in small closed communities and

⁶³. ibid

⁶⁴ Address of Hon. Frederick Stephenson, Minister of National Mobilisation, Social Development, The Family, Gender Affairs, Persons with Disabilities and Youth at the National Stakeholder Workshop, St. Vincent and the Grenadines Country Gender Assessment (CGA), Methodist Church Hall, Kingstown, Thursday March 12, 2015.

this is perhaps the critical issue to be addressed in continuing conversations. However, reducing dependency and enlarging options for women and girls in particular is perhaps the most effective solution to the problem.

Recommendations

221. Implement an integrated holistic gender sensitive programme for employment creation and poverty reduction through :
 - f. education and training of women, especially female heads of households for employment in specific sectors, for example in construction and agriculture;
 - g. provision of day care and credit, among other support;
 - h. encouraging and facilitating mind-set change, personal responsibility and agency among young men and women in particular.
222. Use the current BNTF cycle to model gender mainstreaming and build capacity among women and men at the level of communities and institutions using creative projects such as training of women in construction and piloting their integration into the construction sector.
223. Ensure that the poverty reduction strategy is centred around addressing in theory and practice the condition and position of women and of female headed households in particular; policies and programmes to retain boys in schools; and the multiple dimensions of poverty -including attitude and mindset change.
224. Enhance the capacity of the Ministry of National Mobilisation , Social Development, The Family, Persons with Disabilities and Youth to effectively implement the strategic plan and direction for consolidation, monitoring and evaluation of safety nets programmes and to mainstream gender in this process.

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SOCIAL PROTECTION- WORK OF THE NIS⁶⁵

225. The National Insurance Services (NIS) which came into operation in in 1987 replacing the more limited National Provident Fund, is the major social protection mechanism. Under the Service, persons working for pay between the ages of 16 and 60 contribute 4.5% of their earnings and the employer pays 5.5% on behalf of the employees, to the NIS. Benefits related to maternity, sickness, invalidity, age, employment injury are provided as are survivors benefit, funeral grants and elderly assistance. Self-employed persons are eligible to contribute and benefit from the Scheme.

226. The law puts the onus on the employer to register employees, but difficulties are experienced with domestic workers, mainly women, since householders, also mainly women, do not live up to this responsibility. Often the NIS only becomes involved in employment issues at the household level when there is a dispute. There is also a challenge within the agricultural sector with its high level of informality and therefore many persons working by themselves. Many workers in agriculture earn up to XCD 520 per month in which case they would be required to pay a minimum of XCD 49.40 per month. Many persons however do not contribute which means that those most economically vulnerable are often not contributors. In terms of the body of contributors, data in Table 10 shows that most male and female contributors are employed in public administration and defence or directly with the government, the largest employer of labour in SVG. Workers in wholesale and retail, followed by hotel and restaurant are among the other main female contributors, while among males, workers in construction, manufacturing and hotels and restaurant contribute.

Table 10 - No. of Persons Contributing to Insurance Scheme by Employment Status and Industry Activity 2009-2011⁶⁶

Economic activity	2009		2010		2011	
	Females	Males	Females	Males	Females	Males
Agriculture/ hunting and forestry	130	282	116	250	103	203
Fishing	22	14	15	18	15	19
Mining and Quarrying	15	99	10	58	8	41
Manufacturing	716	1499	679	1469	661	1451
Electricity gas and water	159	869	159	838	161	832
Construction	1066	5138	1471	4234	1177	4029
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods.	2491	1970	2448	2028	2506	2006

⁶⁵ Data on the NIS are drawn from two sources; from the NIS itself as well as from the Labour Market Information System (LMIS) which is a pilot project of the OECS being implemented in collaboration with that body, the International Labour Organisation and the Department of Labour of SVG. See carilabourstat.org/Reports/SocialProtectionReport.aspx

⁶⁶ Data is provided for 2000 to 2011, but only three years are reflected in this table.

Economic activity	2009		2010		2011	
	Females	Males	Females	Males	Females	Males
Hotel and restaurants	1457	1086	1545	1206	1516	1438
Transport, storage & communications	619	791	638	806	702	866
Financial Intermediation	756	436	726	368	759	372
Real estate, renting and business activities	1048	919	1020	990	940	854
Public administration and defence; compulsory social security	7618	5506	7368	5494	7410	5323
Education	495	109	740	164	757	170
Health and social work	240	47	237	47	242	56
Other community, social and personal services activities	592	692	639	698	608	688
Private household with employed persons	516	143	509	145	496	138
Extra-territorial organisations and bodies	7	4	13	11	13	10
TOTAL	17,947	19,604	18,333	18,824	18,074	18,496

Source: SVG Labour Market Information System (LMIS), 2011. carilabourstat.org/Reports/SocialProtectionReport.aspx

227. It must be noted that over the three year period, there was a net increase of 127 female contributors and a net decrease of over 1000 male contributors, even as more males than females were contributors in each of the three years. The NIS has stressed the need to expand coverage among potential contributors.

Table 11 - Active Insured Population in SVG by Gender

YEAR	Male	Female	Total
2011	18,772	18,065	36,837
2012	18,376	17,505	35,881
2013	16,997	16,385	33,382

Source: NIS– May 24, 2014 (Table 7)

228. Data in Table 11 shows that, reflecting their more stable position in the labour force, males have a higher registration than females in the NIS over the period 2011-2013. A total of 36,837 workers (18,772 males and 18, 065 females), were registered NIS contributors in 2011, moving down to 33, 382 in 2013. Despite also having new registered employers, employees and self employed contributors, the

period saw an overall reduction in registration , with 2013 showing the sharpest decrease, particularly among males.

Table 12 - Number of beneficiaries of the National Insurance System by Sex. 2007 to 2009⁶⁷

Beneficiary	2007	2008	2009
FEMALE- TOTAL	2241	2338	2552
Old Age Pensioners	1020	1109	1227
Persons receiving a survivors benefit/pension from the National Insurance System	485	526	545
Other persons receiving benefits/pensions from the National Insurance System	736	703	780
All persons receiving benefits/pensions from the National Insurance System	2241	2338	2552
MALE-TOTAL	2182	2251	2526
Old age Pensioners	1371	1472	1623
Persons receiving a survivors benefits/pension	254	276	296
Other persons receiving benefits/pensions from the National Insurance System	557	503	607
All persons receiving benefits/pensions from the National Insurance System	2182	2251	2526
TOTAL- FEMALES and MALES	4423	4589	5078

Source: SVG Labour Market Information System (LMIS), 2011. carilabourstat.org/Reports/SocialProtectionReport.aspx

229. NIS data also show that there were some 787 new **self-employed** persons registering with the scheme over the 2011-2013 period, the majority,411, were males. The majority of males were in elementary occupations, plant assembly and craft, while new female self-employed contributors were mainly in service, elementary occupations and craft as well as in the legal services.

230. In terms of examining beneficiaries (Table 12) 2009 is the only year for which available data enable comparison between contributors and beneficiaries using the LMIS source. (See **-Table 10 - Number of Persons Contributing to Insurance Scheme by Employment Status and Industry Activity 2009-2011 and compare with data in Table 12).**

231. This indicated that female beneficiaries in 2009 (2552), represented 14% of female contributors (17,947) and male beneficiaries were 12.9% of male contributors (19,604). Reflecting their more stable position within the labour force, there were more male old age pensioners (1623) than females (1227);

⁶⁷ It seems that the LMIS information might have double counted the number of beneficiaries by adding to the category "All persons receiving benefits/pensions from the National Insurance System", the total figures for the previous categories, namely, 'Old age Pensioners', 'Persons receiving a survivors benefits/pensions from the National Insurance System' and 'Other persons receiving benefits /pensions from the National Insurance System'.

while more females received survivors' benefits -545 to 296 males. Over the three years, female beneficiaries had a slight edge over their male counterparts-7131 females to 6959 males.

Observations

232. The National Insurance Service through the provision of sex-disaggregated data, is providing a key tool for gender mainstreaming. In the absence of a recent labour force survey, the NIS has provided vital information through its focus on social protection, into how the labour market reflects and impacts the lives of women and men and consequently aspects of the social protection system itself.
233. The fact that the 2011 to 2013 period saw an overall reduction in registration with the NIS, with 2013 showing the sharpest decrease, particularly among males, points to the fact that growth in the economy is vital for an effective social protection system. Mobilising workers in the informal sector and household sectors, among other vital measures for strengthening the basic social protection foundations of the country.

Recommendations

234. Implement measures to secure legal compliance to NIS registration and payments as they relate to household workers and workers in the informal sector in particular.
235. Mobilise self-employed persons, males in particular, towards a greater level of registration with the NIS.
236. Build on the existing initiatives to strengthen collaboration among agencies to enhance the production and dissemination and usage of sex disaggregated data.

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6.0 EDUCATION, TRAINING AND LABOUR

EDUCATION AND TRAINING

EARLY CHILDHOOD, PRIMARY AND SECONDARY EDUCATION & TEACHER TRAINING

237. St. Vincent and the Grenadines is seen as making important strides in education such as:
- Universal Access to Primary and Secondary Education by 2005. In 2003, 60% of students registered at the Grade six (6) level in primary schools gained places at secondary schools. This registration level increased to 98% in 2005
 - Highest level of trained teachers in the OECS. Some 84 % of teachers at primary level are trained; comparable figures for OECS is 74%. At the secondary level 58% of teachers are trained, compared to 50% in OECS. (See Figures 1 and 2)

Figure 1 - Primary Level Teachers' Professional Qualifications

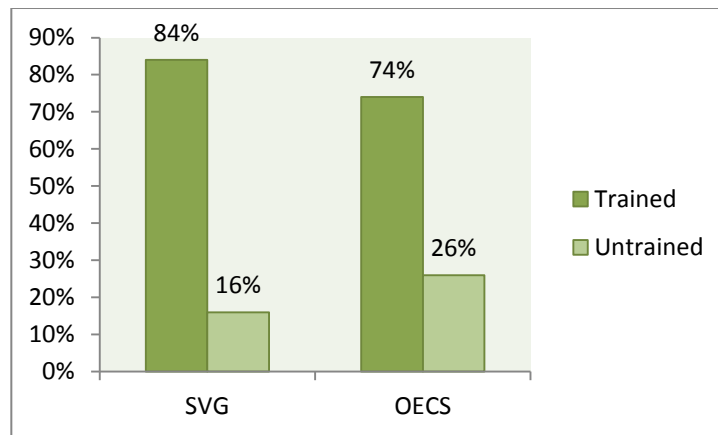
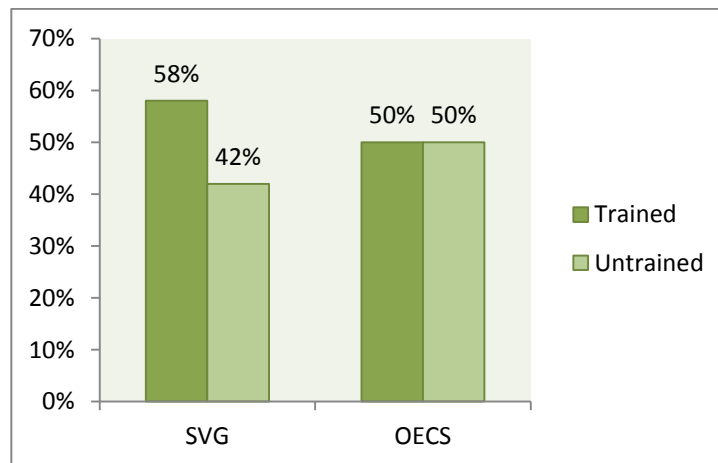


Figure 2 - Secondary Level Teachers' Professional Qualifications



Source – Adapted from OECS Digest 2012-13 – Figures 2.3 and 2.4 (pp. 25 and pp. 26)

238. There is a total of 1,890 teachers in the system at different levels of training. The highest concentration resides among the graduate trained and non-graduate trained teachers. Females comprise 73.2% of graduate trained compared with 26.8% males.
- Consistent contribution of up to 18-20% of the national budgetary allocations to education, with the larger share going to primary education.⁶⁸
 - Technical and Vocational Education and Training (TVET), charting a path towards a more regional and market responsive approach. A policy is being finalised. The vision of the draft policy is for “ *A Technical and Vocational Education and Training (TVET) system that is fully integrated into national educational and training provisions; adequately resourced and recognized for its contribution to productivity and personal and national development*” .⁶⁹
239. Within these and other areas of achievement there are significant gaps . Among these are the following:
240. **Development Gaps in Early Childhood Education** - According to 2013 data, there were one hundred and twenty five (125) early childhood centres for three (3) to five (5) year olds in the country- 116 privately operated and 9 (nine) public institutions . Total enrolment in 2013 was 4,263- 49.9 % girls and boys 50.1%, but this does not cover the entire cohort eligible for entry. There is no standard curriculum guiding work with the children and many of the teachers are untrained. Children are being exposed far too early to the practice of ‘chalk and talk’ as the best means of learning, it was assessed, and attention to other interactive methods is weak. The Ministry of Education is said to be moving to upgrade the present curriculum grounded on the principles of participatory learning.
241. **Challenges in Primary and Secondary Education** - Some 84.2% eligible males and 79.5 % eligible females enrolled at primary led in 2012. But as the Table 13 shows, although reducing, both boys and girls are having consistent repetitions with the boys experiencing a higher rate and in the case of the secondary level at significantly higher rates that for girls, for example in 2011/2012, there was a 14.9% rate of repetition for boys and 9.2% for girls at the secondary level.

Table 13 - Trends in repetition rates at the primary and secondary levels-2009-2012 by Sex

YEAR	Primary			Secondary		
	Male	Female	Overall	Male	Female	Overall
2009/2010	5.5	3.2	4.4	17.0	8.8	12.9
2010/2011	6.3	3.8	5.1	14.9	9.4	12.2
2011/2012	5.2	3.5	4.4	14.9	9.2	12.2

Source- Data extracted from OECs Educational Statistical Digest 2012-2013-Tables 4.7(pp.85) Table 4.8 (pp.86)

242. In terms of performance, only 53 % of students sitting the Common Entrance at primary level in 2012 showed the required competency to move to the secondary level. Further, less than 40 % of students graduated from secondary schools with 5 CXC passes including English and Mathematics. Passes in

⁶⁸ St. Vincent and the Grenadines Educational Statistical Digest, 2012, p.7

⁶⁹ .Draft Policy, Technical and Vocational Education and Training, Ministry of Education St. Vincent and the Grenadines, Feb. 2011, p.8.

Mathematics in 2013 CSEC examinations were low with girls scoring a 31.8% pass rate and boys 24.3%. Students continued to reflect the pattern of gender stereotyping in their selection of subjects. For example, TVET and the Performing Arts recorded the lowest entries. In this cluster, the highest subject entries for males were in technical drawing (129) and food and nutrition (110) and for females were food and nutrition (211) and home economics management. It is to be noted that while males are taking the subjects dominated by female entries, for example food and nutrition, very few females (5 in 2013) are taking technical drawing for example. It could be that males see prospects for further training and employment in the hospitality industry whereas females might not see prospects in the construction trades.

TERTIARY EDUCATION CHALLENGES

243. The UWI Open Campus and SVG Community College are the main tertiary level education institutions in SVG and both offer a fairly wide range of subjects.

St. Vincent and the Grenadines Community College

244. Wide curricula offerings are available from the Community College- in Teacher Education; Nursing Education; Technical Education and Arts and General Studies . There are some 60% to 70% of females registered in the courses with the usual strong gender conformity in subject selection.

Table 14 – Enrollment in Tertiary Education by Sex

	Arts, Sciences, General studies	Technical Vocational	Teacher education	Nursing	Total
Male					
2010/2011	321	203	33	5	562
2011/2012	359	213	10	6	588
2012/2013	353	n/a	12	6	371
Female					
2010/2011	602	194	164	115	1075
2011/2012	633	269	56	121	1079
2012/2013	663	N/A	40	95	798

Source- Compiled from St Vincent and the Grenadines Educational Statistical Digest, 2013 Tables 8 .0 and 8.1, page 117

245. Table 14 demonstrates that compared to female, males registration continues to lag and showed a sharp decline from 588 to 371 from 2011/2012 to 2012/2013. Overall , female registration was almost twice that of males (2952 females, 1521 males). It was suggested that part of the reason for this is that coming out of the secondary level, males are not as qualified as females for entry. However,

it was also said that many males students are very effective and unlike many females tend to adapt well to the requirements of operating at the tertiary level.

246. In terms of responding to the issue of male under-participation, a Pre-College Programme was set up in 2013 which had over 160 males participating from a total of 180 applicants. The programme has seen a constant attendance of males, but due to resource constraints, there is no certainty it will be offered for 2014-2015. There are possibilities being explored through a CDB TVET programme that it is hoped, will bring wider support for establishing facilities for skills training for example in electronics, small engine repairs and hospitality.

UWI Open Campus

247. UWI Open Campus offers a suite of degreed and diploma courses - Bachelor of Science (BSC)Part 1; BSC Management; MSC Counselling, Diploma in General and Development Studies, Paralegal Studies, Diploma in Social Work , Certificate in Tourism Management and in Community Policing, to name a few. Initiatives are also being taken to attract more men into courses and these are bearing fruit.

Table 15 - Registration in UWI Open Campus Face-to-Face Courses by Sex

Course	Registration – Males	Registration-Females
Supervisory Management	20	21
Project Management for Success	14	16
Advanced Counselling	6	21
Total	40	58

Source- Open Campus, 2014.

248. The collaboration with the CDB under the Open Campus Development Project also has potential for increased outreach and for offering a strong market-driven curricula. Under the project, there will be physical expansion of the plant to enlarge ICT offerings in course delivery as well as video-conferencing facilities which have implications for wider reach of the Open Campus. The time is also ripe it is said, for building out a teaching programme on gender and development across the subject offerings. While gender might currently be taught in social work, it is not necessarily infused as content in most other subject areas.

Technical and Vocational Education and Training- (TVET)

249. The main thrust in TVET policy reform in SVG is to fully equip the country to improve and expand the training and certification of men and women to enable them to achieve the standards to take advantage of opportunities in the labour market. This direction is consistent with regional commitment made in 1990 to “provide a framework to identify processes and to promote systems for developing and

improving TVET within each member state”.⁷⁰ The main aim is to enable skilled workers to be certified, for example, those in the construction and hospitality industries, and to prepare instructors and assessors to carry out this certification. This will enable skilled workers to take up opportunities through the CSME and even in a wider context. TVET reform is also directed, it was stated, to growing this sub-sector of the educational system so that it would have wider appeal among young people and enlarge their perspectives on possibilities for their own advancement.

250. The 2011 draft policy identified that “stigma attached to TVET “ and “gender stereotyping in the selection of skill areas” were barriers to be addressed by quality training, policies “to enable more people to participate in TVET , as well as a marketing programme”.⁷¹ However, the statement of principles around which the draft policy was based, did not address the gender issue, hence gaps remain that need to be filled. There is a perspective that while some changes are taking place in subject selection, for example, that “ a few females are looking into electrical and refrigeration” there is need for specific gender responsive measures to encourage both sexes cross the gender divide in TVET education.

ADDRESSING GENDER IN EDUCATION

251. The issue of poor performance, drop –out and repetition rates come together to inform the discussion on how to address what is called “boys at risk” . The *Caribbean Gender Differentials Framework*, developed in 2010 for the Caribbean Development Bank was designed to “establish an integrated platform for action” at the level of the school, the home and community, the state and government and the economy.⁷² However focussed attention to enhance male performance has not yet evolved and that response, it was said, must take into account the interrelated factors at work that impact the problem identified. These include:

- a. the gendered nature of the curriculum
- b. the teaching profession itself and the female/male composition
- c. the influence of ‘machoism’/masculinities which induce some male teens to feel they are “too big” for school which is itself seen as ‘the Babylon system”
- d. teenage pregnancy and how this is being addressed
- e. child sexual abuse
- f. the strong influence of societal gender norms

252. Taking all these into account ,and despite barriers being scaled, especially by girls, the entire education system is itself perpetuating gender stereotyping . The occupational segregation evident in the labour market, characterised also by female concentration in lower paying occupations and men reluctant to enter areas such as nursing, are directly linked to the education system.

⁷⁰ .Draft Policy Technical and Vocational Education and Training. Ministry of Education, St. Vincent and the Grenadines, February 2011.

⁷¹ Ibid, p. 4.

⁷²Caribbean Development Bank,(2010). **Caribbean Gender Differentials Framework/**

Recommendations

253. Articulate in the NESPD that education must promote gender equity and equality as an integral aspect of fulfilling the vision of development for the individual, the community and the nation.
254. Transform teacher training to equip Teachers and Guidance Counsellors to the mandate and vision of transforming gender relations in and through education. Attention should be paid to pre-service and in-service teacher training.
255. Undertake targeted and gender sensitive training of teachers to enhance students' performance in English, Mathematics and Science and TVET;
256. Design and implement a pilot programme drawing on principles of the Caribbean Gender Differentials Framework to address the complex issues related to achieving positive outcomes for boys' and girls'.
257. Create special opportunities for women to enter into TVET education and to benefit from investments in reconstruction by building their capacities in the construction trades.
258. Build capacity of teachers in the Early Childhood sector to lay the foundation for transforming gender relations in the centres as well as the home.
259. Focus on TVET Enhancement to lay foundation for transformation in the labour market.
260. Implement a programme of public education to support educational transformation.
261. The TVET Policy must reflect an explicit commitment to addressing gender stereotyping in training and to contribute to transforming gender segregation in the labour market. It must seek to influence the choice of subjects in technical and vocational education and training at the post-secondary level to reinforce and, consequently, influence the livelihood potential of males and females.
262. Establish a TVET Monitoring Council to ensure that the gender considerations in curriculum development and reform, are at the heart of the programmes for TVET Training.
263. Put in place programmes to support women accessing support such as child care facilities so that young women with children can work and study.
264. Partner with the UWI Open Campus and the SVG Community College to design and implement programmes to enhance male participation in higher education and to design and conduct training in gender and development.

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LABOUR

Table 16 - No. of Employed Males and Females by Economic Sector (2012)

Industry/Economic Sector	Male	Female	Total
Agriculture, Forestry and Fishing	3903	905	4,808
Mining and quarrying	34	7	41
Manufacturing	1446	615	2,061
Electricity, gas, steam and air conditioning supply	276	60	336
Water supply; sewerage, waste management and remediation activities	270	54	324
Construction	4433	317	4,750
Wholesale and retail trade; repair of motor vehicles and motorcycles	3370	3512	6,882
Transportation and storage	2571	525	3,096
Accommodation and food service activities	1234	1788	3,022
Information and communication	304	228	532
Financial and insurance activities	240	552	792
Real estate activities	29	19	48
Professional, scientific and technical activities	221	375	596
Administrative and support service activities	765	416	1,181
Public administration and defence; compulsory social security	2125	1851	3,976
Education	840	2328	3,168
Human health and social work activities	262	1136	1,398
Arts, entertainment and recreation	150	208	358
Other service activities	433	449	882
Activities of households as employers	470	1494	1,964
Activities of extraterritorial organizations and bodies	14	17	31
Not Stated	300	275	575
TOTAL	23690	17131	40,821

Source: Statistics Department- Central Planning Division, March 2015.

265. The gender segmentation, reflected in the choice of subjects by males and females in secondary and tertiary education is strongly reflected in the labour force as reflected in the table above. The 2012 census revealed that there were more males than females in the labour force of 52, 014

persons- 29,383 males or 56% and 22,631 females or 44%. As table XXX4 shows, some 40,821 persons, 23690 males , comprising 58% and 17, 131 females, comprising 42%, were employed. Insight into a key feature of the labour force, namely occupational sex segregation, is gleaned by examination of the areas of concentration of females and males. For example, males dominate and women are marginal in construction (4433 males to 317 females), in agriculture, forestry and fishing (3903 males to 905 females) and in transportation and storage (2571 males to 571 females). Women predominate in education (2328 females to 840 males), in household activities as employers (1494 females to 470 males) and in public administration and defense (2125 females to 1851 males.). The proportion of males and females in the various sector is shown in Appendix 3.

266. It must also be noted that according to the 2012 census, females had a higher unemployment rate at 24.3% than males at 19.4%. This was a reversal of the situation revealed in the 2001 census when the unemployment rate among males stood at 22.5% as against for females which was then 18.3%.

267. In terms of wage differentials, data provided by the NIS in 2014 showed that the average insurable wage was 7.6%, 8.7% and 5.5% less for women than for men in 2011, 2012 and 2013 consecutively as shown in Table 17.

Table 17 - Average Insurable Wages by Gender 2011-2013

Year	Male	Female	% difference
2011	16,193.65	15,042.77	7.6
2012	16,966.30	15,601.60	8.7
2013	13,597.14	12,882.03	5.5

Source: Table 8-SVG National Insurance Services Database, May 2014.

268. Data from the 2012 census has shown that females comprised some 44% and males 56% of the labour force. However from information on registration by employed persons provided by the National Insurance Services (NIS), registration of actively ensured females was 49.2% in 2013, approaching that of actively insured males which was at 50.9% .

Table 18 - Active Insured Population by Gender-2011-2013

YEAR	Male	%	Female	%	Total	%
2011	18,772	50.8	18,065	49.2	36,837	100
2012	18,376	51.2	17,505	48.8	35,881	100
2013	16997	50.9	16385	49.1	33382	100

Source: Table 7- SVG National Insurance Database, May 2014.

269. Over the three years (2011-2013), there were 9,013 new registered employees- 50.7% females and 49.3% males. Much of the increase in registered females came from transport, financial services and education sectors, while for men, contraction in registration took place in real estate, manufacture and construction.

270. There were also some 787 self- employed persons-411 males and 376 females- who registered with NIS in the 2011-2013 period . The areas of male self- employment were mainly elementary occupations (101), plant assembly (100),crafts (81) and as technicians (4). Self-employed females were mainly in services (201), elementary occupations (73), craft (23) and as technicians (19).⁷³

271. SVG has not signed the ILO Convention189 of 2011 on Decent Work for Domestic Workers . The country has instituted a regime of minimum wage for various category of weekly and monthly paid workers. The highest level for minimum wages is observed in the hospitality trade. A chef, mostly males has the highest rate at XCD \$1100 monthly. The lowest minimum wage is allocated to living-in household workers who are mainly females, followed by dishwashers/kitchen helpers in the hospitality sector. In terms of minimum wages for daily paid workers, it is the case that wages for areas of female concentration, for example, cleaners, household workers and launderers range from XCD\$25 to\$30 whereas male concentrated occupations- gardeners, unskilled industrial workers are set at XCD\$30- \$36 per day.

Table 19 – SVG Monthly Workers with pay ranging from XCD 700 - 1100

Occupation	Sector	Branch	Minimum Wage Rate	Time unit
Accounts Clerk/Office Clerks	Commercial	Hotels	900.00	Month
Accounts Clerks	Commercial	Offices of Professionals	700.00	Month
Cashier	Commercial	Shops	700.00	Month
Chef	Commercial	Hotels	1,100.00	Month
Clerks	Commercial	Offices of Professionals	700.00	Month
Dish washer/Kitchen helper	Commercial	Hotels	450.00	Month
Domestic Worker - Living In	Household	Domestic	400.00	Month
Food and Beverage Supervisors	Commercial	Hotels	775.00	Month
Guards	Commercial	Security	720.00	Month
Guest Services	Commercial	Hotels	900.00	Month
Accounts Clerk/Office Clerks	Commercial	Hotels	900.00	Month

⁷³ Information from Table 5- SVG National Insurance Database, May 2014

Accounts Clerks	Commercial	Offices of Professionals	700.00	Month
Adult care-giver	Household	Domestic	500.00	Month

Source: Department of Labour (2014). Ministry of National Reconciliation, the Public Service, Labour, Information and Ecclesiastical Affairs.

272. During the period 2012-2013 there were 511 complaints to the Labour Department, most relating to wages, bonuses and other compensation with slightly more complaints from males.

Recommendations

- 273. Adopt and implement ILO Convention 189 on Decent Work for Domestic Workers.
- 274. Institute wage equality particularly in sectors in which women's labour is undervalued.
- 275. Institute measures to improve the social security of household workers.
- 276. Promote the adoption of a workplace policy on HIV and AIDS.⁷⁴
- 277. Strengthen coordination among the responsible parties for the collection and dissemination of accurate sex-disaggregated labour statistics.
- 278. Investigate through a time use survey, the level of involvement of women and men in the care economy and the consequences for development.

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⁷⁴ Note the National Insurance Services has adopted an HIV Workplace Policy.

7.0 VIOLENCE, CRIME AND CITIZENS' SECURITY

THE SITUATION OF CRIME AND CITIZEN SECURITY

279. Like many of its Caribbean neighbours, SVG has seen an increase in violent crime over time⁷⁵. Homicides, for example, grew to 25.6 per 100,000 in 2012 as compared to 11.1 per 100,000 in 2001.⁷⁶ Gangs are also increasingly prevalent and constitute all-male, mixed-sex or all-female (2) members. Conflict between gangs is commonplace resulting in many violent attacks, killings, shootings and stabbings, which has also had a spillover effect in schools. Despite these trends, violent crime is perceived as being generally low as compared to other countries in the region and there is said to be more concern with the prevalence of petty crimes such as theft (2114.2 incidents per 100,000 persons in 2011⁷⁷) and burglary (1074.5 incidents per 100,000 persons in 2011⁷⁸) and with domestic violence..
280. Within the eastern Caribbean, SVG is one of several transshipment points for drug trafficking, particular of marijuana. The country's geographic location coupled with the lack of resources to adequately police coastlines and territorial waters, make drug trafficking an attractive option for earning an income for many, especially the poor, in spite of the risks.⁷⁹ In addition, marijuana is grown for both local consumption and the illegal drug trade.. In 2011, 10.2 tons of cannabis (as compared to 39kg of cocaine) were seized and 70 acres of marijuana plantations destroyed.⁸⁰
281. Many SVG citizens feel the impact of these issues. When asked about the changes they had seen in their communities in the past ten years, persons who responded to the 2007/08 SVG Country Poverty Assessment reported that the crime was one of the two areas (the other being social relationships) in which they had seen the "most dramatic and negative changes"⁸¹. In 2014, six years later, community members still express deep concern about crime and, in particular, domestic violence and abuse of children. UNDP's Citizen Security Survey (2010)⁸², conducted in seven Caribbean countries, showed that many citizens had deep concerns about their security. Almost half (48%) worried about becoming a victim of crime at some time. Women reported higher levels of fear of sexual assault (30.4% compared with 11.1% of men); of being killed (35.4% to 32.8%); and of being beaten by a spouse or partner (11.5% to 8.6%).

⁷⁵ Hill, S. (2012). Gang Homicide in the Caribbean.

⁷⁶ Igarapé Institute and International Security Sector Advisory Team. (2012). *St. Vincent & The Grenadines Country Profile*.

⁷⁷ UNODC (2014). Crime and Criminal Justice Statistics - Theft.

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GENDER-BASED VIOLENCE⁸³

282. Gender-based violence (GBV) is as prevalent in the Caribbean as it is in other regions of the world.⁸⁴ Among conventional⁸⁵ crimes, violence against women affects a significant number of women and girls in SVG and manifests itself in intimate relationships between adults, between adults and youth and, increasingly, among youth⁸⁶. When compared to other Eastern Caribbean states, SVG has been found to record the highest number of acts of violence against women as revealed at the 2011 Caribbean Regional Colloquium of Women Leaders as Agents of Change held in Port-of-Spain, Trinidad & Tobago⁸⁷. In terms of rape, data showed that when the number of rapes was analyzed as compared to the population, results showed that SVG had 71 rapes per 100,000 people as compared to 54 per 100,000 for Antigua & Barbuda (using only the disaggregated figures from 2004-2010); 46 per 100,000 for St. Kitts & Nevis; 40 per 100,000 for St. Lucia; and 34 per 100,000 for Dominica.⁸⁸ In addition, the country has the record of having the most incidents of female homicides among the group.⁸⁹ Between 2000 and 2011, 45 female homicides were recorded and 17 of these classified as domestic violence (DV)⁹⁰.

THE RESPONSE TO GBV

283. SVG committed to addressing GBV through a number of international conventions that the country has either acceded to or ratified. These include the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, (Belem do Para) ratified in 1996 and the Convention on the Rights of the Child, ratified in 2003. While not legally binding, these Agreements have served to challenge the country to ensure that the DV is addressed.

284. Positive response to domestic violence has come from a number of initiatives. The passing of the Domestic Violence (Summary Proceedings) Act (1995) brought this 'flagship' legislation⁹¹ to govern how domestic violence is handled. The Act allows the Court to grant a number of Orders that protect victims/survivors. Domestic violence matters are heard in the Family Court, which is responsible for conducting preliminary investigations of the cases. Where there is sufficient evidence for trial, the matter is referred to the High Court. The Court may also refer victims to the shelter or for counseling at Marion House.

⁸³ Gender-based violence (sometimes referred to as 'violence against women' because most acts of violence are inflicted on women and girls by men) refers to all acts that "result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." (Source – <http://eige.europa.eu/content/what-is-gender-based-violence>). Domestic violence is a form of gender-based violence that occurs within a domestic context such as in marriage or cohabitation. It also used interchangeably with 'intimate partner violence', which is defined as violence that occurs against a spouse or other intimate partner.

⁸⁴ UNODC and World Bank (2007). *Crime, Violence, and Development: Trends, Costs, and Policy Options in the Caribbean*.

⁸⁵ "traditional, illegal behaviors that most people think of as crime". Source – Psychology Glossary (2014). *Conventional Crime*.

⁸⁶ Allen, S. (2011). Youth on the Bloc Survey in St. Vincent and the Grenadines.

⁸⁷ Chance, K. (2011). St. Vincent has most female deaths, rapes cases in OECS. *Caribbean News Now! you*

⁸⁸ 'The Time To Act Is Now!' St. Lucia Star (July 27, 2011).

⁸⁹ Ibid.

⁹⁰ Ibid

⁹¹ There are a number of amendments that are proposed to strengthen the application of the Act. These are addressed in another section of this report.

285. Other interventions related to addressing gender-based violence are led by the Gender Affairs Division of the Ministry of National Mobilization in collaboration with other public, private sector and non-government agencies. A critical aspect of the Division's mandate is to *"implement an action plan that will ensure gender integration into all policies, procedures and programmes, prevention and eradication of domestic violence and educational, social, cultural and economic growth of the marginalized"*⁹².
286. Building the relationship between the GAD and the Police has been a significant strategy which has yielded a number of good outcomes. These include:
- a. training (of both new recruits and existing officers) in handling cases of domestic violence and human trafficking as part of the curriculum of the Police Training School;
 - b. the creation of a two-person (female) Unit at the Questelles Police Station dedicated to domestic violence and human trafficking since 2012;
 - c. the establishment of a Domestic Violence Crisis Centre that provides short-term accommodation for victims of domestic violence and trafficking since 2012;⁹³
 - d. Teaching an anti-violence module in schools
 - e. the creation of the Victims of Crime form allows for data collection on domestic violence. Staff from the Division has been assigned to work with the police.

Other strategies have included outreach to young people. Gender based violence mitigation techniques are reportedly being taught in 2015 thus far in minimum eight (8) schools as a consistent programme and a victims support group established for incidences of abuse. This is achieved through an integrative response by major stakeholders across agencies . The 'Pan Against Crime Programme', is said to have involved over 3000 youth⁹⁴; the Drug Abuse Resistance Education Programme (DARE) that focuses on engaging youth 10-12 year old on issues related to drugs and violence and activities to raise awareness of GBV have been initiated by Leave Out Violence in SVG (LOVNSVG), an NGO.

CONTINUING CHALLENGES

287. Despite these initiatives, a number of challenges remain. One is said to be the attitude and behaviour of police officers, particularly towards victims/survivors of domestic violence. In a report on domestic violence in SVG by the Immigration and Refugee Board of Canada (2013), the police are said to be "reluctant to follow up on domestic violence cases; often give excuses for not responding in cases of domestic violence; women are actively discouraged from pursuing their complaints or treated with

⁹² Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth (2014). *Gender Affairs: General Information*.

⁹³ It can house seven (7) families, including children up to 18 years old. It also features a 24-hour crisis hotline, in-house counseling, referrals, court advocacy services and support during the judicial process. Though the country is small, the location has remained a secret, with access being granted through the Permanent Secretary of the Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth. One critique of this provision has been that since access can only be granted through a court order, it cannot serve the needs of families in immediate crisis. Source - Canada: Immigration and Refugee Board of Canada (2013). *Saint Vincent and the Grenadines: Domestic violence, including legislation, availability of state protection and services (2010-2013)*

⁹⁴ Royal St. Vincent and the Grenadines Police Public Relations Dept. (2014). Pan Against Crime celebrates 6th anniversary with grand concert. *I-Witness News*.

contempt and hostility; and violence against women is often committed with impunity”⁹⁵. In contrast, the police report that a significant challenge in responding to domestic violence is “getting victims to follow through on their cases and to testify in court”⁹⁶. A respondent of the Country Poverty Assessment 2007/08, confirmed this view:

*“He take advantage of me, he mark my face and sometime the police involved, but because of my condition I don’t make a case.”“Sometimes I want to leave but I can’t do better so I have to stay.”*⁹⁷

288. For those who don’t report, fear of retaliation by the perpetrator is a major factor.⁹⁸ . A solution to this was proposed, that the state becomes the victim⁹⁹. The Police High Command agree that this is a path that could be pursued.

289. There are in addition, administrative, staff and resource challenges including space to keep the victims/survivors, providing 24-hour protection and transportation . Some other challenges are said to be the low priority shown “ to implement meaningful and lasting reforms”¹⁰⁰ compared to efforts to improve infrastructure, educational opportunities and health services. In addition, it has been difficult to provide evidence of the impact of the various measures. According to the SVG National Plan to end gender based violence, “current data practices in SVG are inconsistent, which presents particular difficulties for making claims about GBV trends and what responses should entail based on these trends.”¹⁰¹

290. The SVG National Action Plan to End GBV, 2013-2017 represents a significant input into the measures to address GBV in the country.

*“This multi-sectorial plan of action to eliminate GBV proposes the establishment of coherent, collaborative, time bound framework to be adopted by various stakeholders of the Vincentian Government and civil society, in which mechanisms for preventing, responding to, eliminating and monitoring GBV will be enhanced or established.”*¹⁰²

⁹⁵ Canada: Immigration and Refugee Board of Canada (2013). *Saint Vincent and the Grenadines: Domestic violence, including legislation, availability of state protection and services (2010-2013)*.

⁹⁶ Ibid.

⁹⁷ Kairi Consultants (n.d.). *St. Vincent & the Grenadines Country Poverty Assessment 2007/08*, Vol.2, p.82

⁹⁸ Kairi Consultants (n.d.). *St. Vincent & the Grenadines Country Poverty Assessment 2007/08*, Vol.1, p.121

⁹⁹ The state as victim “removes the sentence for payback from the individual or clan, reducing the probability of retribution against the alleged offender. As the victim of a crime, the state represents not only the interests of victimized individual or group but of the whole of society...If an event or behavior has been ‘criminalized’ then there is a victim, even if an individual or group cannot be identified.” Source - Akers, T., et al. (2013). *Epidemiological Criminology: A Public Health Approach to Crime and Violence*. San Francisco, CA: Joessy-Bass. p.256

¹⁰⁰ Edmonds, K. (2012). *The other crime epidemic: Domestic violence in the Caribbean*.

¹⁰¹ Gender Affairs Division, Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth. (2013). *St. Vincent & The Grenadines National Gender-Based Violence Action Plan 2013-2017*, p.15

¹⁰² Gender Affairs Division, Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth. (2013). *St. Vincent and the Grenadines National Gender-Based Violence Action Plan 2013-2017.*, p.18

291. These actions are assigned to four overarching targets:
- a. Eliminating gendered inequalities and attitudes which support GBV; empowering women and children
 - b. Elimination of all forms of GBV in SVG through the adoption of a zero-tolerance approach
 - c. Men’s responsibility for reducing and eliminating GBV
 - d. Improved mechanisms measuring GBV and monitoring the National Action Plan (NAP)
292. Related actions will include behavior change interventions, public education, training, projects for strengthening of the economic and social position of women, strengthening coordination between the medical/social/legal framework of response, strengthening of women’s organisations and other civil society partners, continued training of police officers, engaging men, including perpetrators and the design and sharing data collection information among partners.
293. Currently, the draft plan is said to be awaiting review by the Inter-Ministerial Committee and approval at the “highest government level”¹⁰³.

ANALYSIS OF SVG DOMESTIC VIOLENCE CRIME DATA 2012-JUNE 2014

294. The analysis of incidents of DV based on 241 police reports collected from January 2012 to June 2014 under the project of collaboration between the Police and the GAD has improved the readiness towards effective implementation of the Strategy and Action Plan. The analysis shows that:
- a. Women are predominantly the victims/survivors (74% or 176 persons) and men are predominantly perpetrators (95% or 217 persons) of domestic abuse.
 - b. Physical abuse is the most prevalent form of abuse (67% or 162 cases), with most cases being categorized as ‘assault and bodily harm’.
 - c. Among the cases of sexual abuse, most incidents (40% or 25 cases) were characterized as ‘underage sexual intercourse’.
 - d. Violations occur almost equally at home (51%) as in the public domain (44%) mainly between 12 noon and 9pm (46%);
 - e. Most do not involve the use of a weapon (56%); and are first offenses (46%).
295. As Table 20 shows, most victims/survivors are young and have no or little income as compared to the perpetrators who are older and have income, albeit, low income. Both groups of persons are of low-education, a factor that has been shown to be highly characteristic of persons involved in domestic violence.¹⁰⁴ Though both groups report being ‘single’, some may in fact, be in common-law or visiting relationships.

¹⁰³ Gender Affairs Division, Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth. (2013). *St. Vincent & The Grenadines National Gender-Based Violence Action Plan 2013-2017*, p.9

¹⁰⁴ Unite for Sight (n.d.). Module 3: Violence and Domestic Violence in Developing Countries. In *Gender, Power, and Health*.

Table 20 - Profile of Victim and Perpetrator of GBV in SVG (as at June 2014)

Characteristic	Victim	Perpetrator
No. of Persons involved	Female – 176 (74%) Male – 61 (26%)	Female – 12 (5%) Male – 217 (95%)
Age	Young. 44% were less than 25 years old, with almost half (24% or 57 persons) aged 15 years or below.	Middle-aged. 51.4% or 124 persons were between 25-44 years old.
Marital Status	Single (47% or 114 persons)	Single (44% or 107 persons)
Employment Status/Occupation	Either unemployed, students, or retired (46% or 111 persons)	Employed in elementary occupations (e.g. block maker, fisherman/sailor, seaman)
Education	Primary (38% or 92 persons)	Primary (47% or 112 persons)

Source: Royal St. Vincent Police Force GBV data 2012-June2014, analyzed by Consultant.

296. When analyzed by sex, the findings reveal additional details:

a. Regarding victims/survivors:

- i. Most female victims (31% or 54 persons) were 15 years and younger while most male victims (28% or 17 persons) were 45-59 years old.
- ii. Female victims were likely to be abused by an intimate partner while male victims were likely to be abused by a stranger. Most female victims (38% or 57 persons) report abuse by their married/common-law husbands or boyfriends while most male victims (39% or 15 persons) report abuse by strangers.
- iii. Most victims (44% or 21 persons) below the age of consent (16 years) were abused by someone who was unrelated to them, while those 16 years and above were abused by their married/common-law partners. The oldest victims (60+ years) tended to be abused by their children.

i. Regarding perpetrators:

- i. Males were the main perpetrators of abuse, this holds true regardless of the sex of the victim with 96% (165) of female victims and 91% (49) of male victims being abused by a male perpetrator.
- ii. Nine percent (5 persons) of male victims and 4% (7 persons) of female victims were abused by female perpetrators.

- iii. Most female perpetrators (58% or 7 persons) were between 25-34 years while male perpetrators were almost equally spread across three age groups: 16-24 years (22%); 25-34 years (25%); and 35-44 years (28%).
 - iv. Female perpetrators only engaged in physical abuse while male perpetrators engaged in all forms of abuse: physical (70% or 152 persons); sexual (28% or 53 persons); and verbal (3% or 6 persons).
 - v. Most female perpetrators (55% or 6 persons) used some type of weapon. In contrast, most male perpetrators (62% or 132 persons) did not use a weapon.
297. Divisionally, the Grenadines recorded the most incidents of abuse over the period (38% or 91 persons) followed by the Eastern (27% or 65 persons) and Central (16% or 38 persons) as shown in Table 21.

Table 21 - No. of Cases of GBV Abuse by Police Division (2012 - June 2014)

Police Division	Number of Persons	%
Central	38	16
Eastern	65	27
Grenadines	91	38
North Western	5	2
South Central	28	12
South Western	14	6
Total	241	100

Source: Royal St. Vincent Police Force GBV data 2012-June2014, analyzed by Consultant

298. In addition:
- a. In all divisions except the Grenadines the victims were mostly females. In the Grenadines there were approximately equal numbers of male and female victims.
 - b. Central, South Central and the Grenadines had the highest level of bodily harm These areas also reported much lower incidence of sexual abuse – none in Central and only one in South Central.
 - c. Sexual abuse was highest in South Western (over 85% of all cases in that area) followed by Eastern, approximately 59%.

Observation

299. Much has been done towards preparing the ground for action; information to design and implement a targeted campaign is available; and partners, principally the Caribbean Development Bank is committed to mobilizing other partners, including UNWomen to support the implementation of the plan.

Recommendations

300. Include, in the NESDP, the outcome of an enhanced policy framework for citizens' security and reducing GBV.
301. Set a timetable for the review and approval of the draft plan by the Inter-Ministerial Committee and Cabinet and for the start of implementation of the *National Gender Based Violence Action Plan, 2013-2017*.
302. Strengthen the mechanisms of collaboration between the Statistics Office, the Police and the Gender Affairs Division and other entities as necessary to upgrade the collection, analysis and dissemination of data.
303. Mobilise civil society interests to seek their input into and support for the implementation of the *National Gender Based Violence Action Plan, 2013- 2017*.
304. Advocate for parliamentary and debate on the adoption a policy for the "state as victim" as a component of strategy to address gender based violence.

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8.0 CULTURE AND SOCIALISATION

305. The fifth goal articulated in the NESDP is “Building National Pride, Identity and Culture” and a main pathway identified to achieve this is “to engender a greater sense of community and social responsibility”.¹⁰⁵ Moving firmly on this path will involve dealing with issues that have emerged during the course of the Country Gender Assessment discussions as matters of deep concern. Basically the issues all converge around one core theme: “gender trouble and confusion” .
306. The first aspect is the recurrent conversations about boys and education. From discussions, stakeholders identify that a host of factors affect the situation of under participation in education of some boys. Among these are poverty, the nature of the school system, the social values and gender norms promoted in society and in schools and family relationships which many identify as ‘poor parenting’. Persons want to see the issue solved, but are not clear what paths to take.

MEN AND EDUCATION

307. The linking of the under-participation and under-achievement of some males with broader social phenomenon represents a movement in the conversation on this persistent problem. This was not the case when in the late 1980s and 1990s, the issue of underperformance of some boys emerged in public discourse . Writing on the findings of research done in the early 1990s in Jamaica, Barbados and St. Vincent and the Grenadines, Odette Parry noted that females as both teachers and students, were seen then to be partially responsible for the under-achievement of males...in other words, ‘men fail because women do well’ . This was, she said, based on two strongly held positions among “heads, teachers and guidance counsellors”: first “that females are sexually reprehensible” and secondly that female teachers were over-represented in schools.¹⁰⁶ This early analysis of male underachievement was, Parry noted, influenced by the larger ideological debate on the ‘male marginalisation’ thesis . At the popular level, this communicated that men in the Caribbean were being side-lined by women as a consequence of activism by the women’s rights / feminist movement .
308. The suggestion was that the structure of opportunity for men’s access to resources, broadly conceived, had altered ,resulting in the pushing of men to the margins of society. Boys’ underachievement in education was presented as evidence of this phenomenon. However, Parry has emphasised that in the school as in the broader society, masculinity defined in terms of being “macho” has affected the academic performance and general behaviour of boys since for many of them being masculine and getting good grades did not fit. She quoted a teacher of English in St. Vincent who commented: “*It’s like reading is the worst thing you can do. It’s sissy and nerdish.*”.¹⁰⁷
309. Other Caribbean scholars, among them Barbara Bailey, also strongly combatted the male marginalisation thesis pointing to the fact that the debate around boys’ education had been informed by incomplete analysis. Commenting on research that had been done in the 1990s on male

¹⁰⁵ NESDP p. 83.

¹⁰⁶ Parry, Odette (1996) “Masculinities, Myths and Educational Underachievement-Jamaica, Barbados, St. Vincent and the Grenadines. In Rhoda Reddock (Editor), *Interrogating Caribbean Masculinities. Theoretical and Empirical Analyses*’, University of the West Indies Press, pp. 167-184.

¹⁰⁷ Parry, *ibid.* p. 177.

underachievement, she asserted that over the years, little attention had been given to” *the impact of culture and belief systems or to the range of personal, social and economic factors which, both independently and in combination, can account for not only in-between sex but also within-sex differences*” .¹⁰⁸ She pointed to the fact that beyond school, the indicators of where men were as against women in terms of work, politics and society more broadly, did not support the male marginalisation thesis. She concluded that research pointed to the “ *importance of a range of factors in determining educational output for both sexes, but with socio-economic status being the main axis of differentiation*” .¹⁰⁹

310. The effects of poverty and unemployment and how this affected men was raised in the 2007/2008, the Country Poverty Assessment in comments such as :

“ I can’t take care of my responsibilities”

“Can’t meet the expenses of children education in high school”

“Poverty has rocked me. I feel vulnerable”.

“I want to hide, don’t want to go home”

“It affect me when it come to pleasing the ladies...if I had my own place she wouldn’t have leave me” .¹¹⁰

311. These comments by men point to frustration and erosion of self-esteem and a consciousness of their vulnerability in what was a very challenging time then as in the present. As a result and despite ameliorative measures, economic pressures have mounted and fuel what persons call the “rush for quick money” that young males in particular are accused of pursuing through the drug trade or dropping out of school in greater number than girls to earn in order to feel and operate as men and providers.

‘GENDER CONFUSION’

312. However, unlike what emerged from 2007/2008 sources, the concern that men in the current discussion express is with what they see as men losing ground to women. In a discussion on what was happening to men, one gentleman explained that men are depressed... “ *because is like is women control in everything...because we don’t have any say in everything we do*”.

Another joined in: “ *Women want to rule...sometime men don’t leave anything on the table...and women want to get something*”

“ *For me*” , another speaker said... “ *(the) first person God create is man...no women not supposed to be head, but side by side...men say dem take over...me not leaving anyone to take me over...side by side*”.

Another man expressed what seemed like a less anxious position:

“ *At PTA meetings, women dominate...women are trying to edify themselves, men laying back; wise women seeking Jesus, women gathering knowledge; men staying uneducated...men not standing up to*

¹⁰⁸ Barbara Bailey (2008). *Four country survey Report on Gender Differentials in the Caribbean*. Caribbean Union of Teachers’ Educational Conference 2008 in collaboration with the Barbados Union of Teachers and the UNICEF office for Barbados and the Eastern Caribbean. p. 1.

¹⁰⁹ Ibid , p. 17.

¹¹⁰ Kairi SVG CPA Vol. 1, p. 117.

responsibility; women playing mother and father...men not edifying themselves. This leads to confusion".¹¹¹ Gender confusion!

313. In these comments, changes in attitudes and behaviour of women and issues of male identity, among others, are raised. This brings into focus the analysis of Linden Lewis a Caribbean academic who has done extensive research and writing on masculinities. Lewis defines masculinity as *"a socially constructed set of gendered behaviours and practices of men, which are not frozen in time or culture and which are mediated by notions of race, class, ethnicity, religion, age and sexual orientation, among others"*.¹¹² Masculinity as a construct of the gender system rooted in patriarchy, clearly privileges men over women in economic, social and political terms and at all levels as demonstrated in the information and data presented so far in the CGA. At the same time, it places a cultural pressure on men and also privileges some men above others for as Lewis explains, *"masculinity is not merely about how men relate to women, but about how men relate to other men, how they seek the approval, honour and respect of other men, and how they weigh and ponder the sanctions of other men"*.¹¹³
314. The men's comments also conveyed the same concern in the 2007/2008 with their breadwinner role- of being able to "put something on the table". For although for the most part, Caribbean women have historically been active in looking after their families, many without male support, men's contribution to the economic wellbeing of the family cannot be denied. The culture has reinforced the male breadwinner role and this positioning has reinforced the social and political power of males in society. For many men, being seen as the male breadwinner was/is at the core of the construction of their masculinity. Lewis asserts that *"defining men as principal wage earners asserts and maintains male control over women and their reproduction. This control is in turn tied to men's ability to appropriate the domestic labour of women in the household, as well as their capacity, depending on the relationship in which they stand to the means of production, to exploit women's labour power outside the home"*.¹¹⁴
315. The one female in the group who commented in the same discussion cited above, was forthright in pointing to changes among women: *"women becoming pilot, prime minister, president and playing high role in civil service...there is a shift...we have to work with it and accept it"*.¹¹⁵ Put in other words she was saying that as confusing as it may seem to men, **"we"** (meaning both men and women she perhaps diplomatically said) have to recognise and accept' the 'shift'. Some women were not quite as conciliatory and much impatience was expressed towards men. The comment "men are lazy" was frequently made. It is as though, as one participant said, that "men have given up on themselves".
316. Lewis denotes as 'gender trouble' the 'shifting terrain of gender relations'. He posits that many men., confronted with this shifting terrain *"throw up their hands in frustration over how to act,*

¹¹¹ Participants in rural focus group discussion, May 2014.

¹¹² Linden Lewis (1996), "Caribbean Masculinity at the Fin de Siecle" in Rhoda Reddock (Editor), *Interrogating Caribbean Masculinities. Theoretical and Empirical Analyses*, University of the West Indies Press, p. 254.

Lewis defines masculinity as "a socially constructed set of gendered behaviours and practices of men, which are not frozen in time or culture and which are mediated by notions of race, class, ethnicity, religion, age and sexual orientation, among others". (p. 245).

¹¹³ Ibid, p. 262.

¹¹⁴ Ibid p. 254.

¹¹⁵ .Participants in focus group discussion.

*how to perform and how to behave under these new and politicized circumstances*¹¹⁶. This is the 'confusion' one Speaker, quoted above, mentioned.

NEGOTIATING SEXUAL RELATIONS

317. The wider career choices and leadership position that women are seen as accessing and to which the female speaker referred, might be easier to accept than situations where the shifting relations enter into more intimate terrain. Another group exchange brought out frank comments on issues of sexuality and some of what was being experienced in this area. Men spoke openly, and supported each other, in presenting information on situations in which women would refuse to engage in sexual intimacy. This is/was clearly a source of anger and pain to them and damaging to relationships in the home and family. In responses, evoking much laughter in one discussion, women 'explained' that in many instances men would come home drunk on alcohol or high on drugs and 'demanding' sexual intimacy in that context and condition. But their abuse of their bodies the women said, affected the whole situation for both men and women.

318. The Gender Affairs Division conducts programmes among men through the Male Desk. Through 'Men on the Block' and 'Fathers versus Sons in Sports' some engagement has been reported. The Fathers versus Sons in Sports for example in 2013 worked with some 75 men in two communities. From this experience, the GAD confirmed that men are very concerned about issues related to sex; for example, with navigating sexual relations in the context of HIV and AIDs and what are seen as 'new' demands by women. Fear of infidelity, that "women will move to other men who do those things"; fear of prostate cancer and that the practice of multiple partners is under some threat, are also among the issues men raise through the interaction, the GAD reported. Men were also suffering violence and abuse by women, but from shame, have been reluctant to speak of this. Men in the rural areas in particular, are said to be facing 'big financial struggles'. The view was expressed that because these issues were not being discussed broadly in the public domain nor in the home, this served to influence abuse of women and girls and was part of what is seen in teen pregnancy and incest.

WOMEN AND THE BURDEN OF RESPONSIBILITY FOR CARE

319. An important issue for women which was shared across their differences of education, occupation or social position, was what they described as their overwhelming responsibility for home and child care. Women it was stated, are tired and frustrated with sharing the breadwinner role along with the full care-giving role without seeing men sharing domestic responsibilities to a greater degree. There was also the view that having the full responsibility for care, restricted the ability of many women to seek opportunities for self-development outside the home. Mothers employed outside of the home and especially in the tourism sector had long hours and no structured opportunity for care of their children, who many times were left on their own. Provision of day care as well as consistent support by fathers in parenting were needed, it was proposed. In that way, women would be enabled to pursue and to undertake work outside the home and to balance this with their other responsibilities and for broad family and national benefit.

¹¹⁶ Lewis, cit. pp.257-258.

Recommendations

320. Enhance capacity to promote gender equality mainstreaming through:
 - a. Transformative dialogue/awareness raising on masculinities
 - b. Broad social mobilisation of public interests bodies , for example, faith based and civil society organisations to address issues of equality and equity
 - c. More dialogue and problem solving among men and women from the household ,community and national levels
 - d. Securing active male participation in the transformation of gender relations.
321. Strengthen the mechanisms for legal action to stem teen pregnancy and incest.
322. Develop a Policy on Gender Equality and Equity with a central objective being the promotion of understanding around issues of masculinities and to build the commitment and participation of men in the struggle for gender equality and equity.
323. Engage actively with civil society organisations to address issues of masculinities , for example, with CARIMAN.

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9.0 LEGAL & INSTITUTIONAL FRAMEWORK ON GENDER EQUALITY

324. Under Articles 1 and 13 of the SVG Constitution, women are entitled to ‘fundamental rights and freedoms’ including freedom from discrimination on the basis of sex. In the context of constitutional reform proposals, it was suggested that this provision be expanded to specifically refer to the equality of women and men as the 1997 Concluding Comments of the Committee on the Elimination of Discrimination against Women to SVG, had proposed.¹¹⁷ The move to constitutional reform was defeated in a 2010 referendum, hence the current provision remains.
325. SVG is signatory to key international treaties that address the protection of women and girls. These include the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), acceded to in 1981; the Convention on the Rights of the Child (CRC), ratified in 1993¹¹⁸; and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women or Convention Belém Do Pará, ratified in 1996. However, while there is agreement that the state has enacted a formidable body of laws to meet these commitments, there is much concern about the extent to which the principles have influenced legal and programmatic reform. For example, a 2010 UNICEF report stated that the country “had begun a slow harmonizing process but had not carried out any general and significant review of its legislation directly relevant to children since its ratification of the CRC”¹¹⁹. In addition, the government has reported that the Convention of Belém Do Pará has not been incorporated into SVG legislation.¹²⁰
326. Revisions to a number of key laws and orders have been made to address the employment-related concerns of women and children. The Equal Pay Act (No. 3) of 1994 sets out equal remuneration for all workers, including industrial and agricultural workers and allows for maternity leave to be granted to women; the Employment of Women, Young Persons and Children Act (No.53) of 1992 addresses the employment of women, young persons and children in industrial work and on ships; and the Wages Regulations Orders (2003) establishes minimum payment and maternity benefits for particular categories of workers (domestic workers, hotel workers and shop assistants), most of whom are women.¹²¹ The Wages Regulations, the National Insurance (Benefits) Regulations and agreements negotiated with Trade Unions, grant to women maternity leave entitlements¹²².
327. Violence against women and girls is addressed primarily through the Domestic Violence (Summary Proceedings) Act (1995). Under the Act, victims of abuse, married or within common-law unions, can obtain a Protection, Occupation or Tenancy Order against perpetrators, issued by the Family Court. However, a number of legal shortcomings exist in the Act. Among them, (1) that the rights of person in visiting and same-sex relationships to protection are not covered¹²³; (2) that domestic violence

¹¹⁷ Committee on the Elimination of Discrimination against Women (1997). **Concluding comments of the Committee on the Elimination of Discrimination against Women: St. Vincent and the Grenadines combined initial, second and third periodic report.**

¹¹⁸ The CRC’s Optional Protocols on the involvement of children in armed conflict and (acceded to in 2011) and the sale of children, child prostitution and child pornography were also acceded to in 2011 and 2005 respectively.

¹¹⁹ Child Rights References Periodic Review, p.8

¹²⁰ Response to the Questionnaire of the 2nd Multilateral Evaluation Round of the MESECVI (SVG),ND

¹²¹ http://www.ilocarib.org.tt/cariblex/stv_act7.shtml

¹²² Response to the Questionnaire of the 2nd Multilateral Evaluation Round of the MESECVI (SVG)

¹²³ Ministry of NMSDFGAPDY (2013). *St. Vincent and the Grenadines National Action Plan on GBV 2013-2017.*

is not criminalized¹²⁴; and (3) that the Act itself does not include a comprehensive definition of domestic violence.¹²⁵ Work had started on the revision of the Act through the implementation of the OECS Family Law and Domestic Violence Reform Project and the current Act has been revised in accordance with a model Domestic Violence Bill, and island-wide consultations held. However, debates in the National Assembly about this amendment have not commenced. Before the passage of the Domestic Violence (Summary Proceedings) Act (1995), redress for victims could only be sought under the Domestic Violence and Matrimonial Proceedings Act (1984), which granted injunctions through the High Court and only to partners who were legally married. Extrajudicial settlements (e.g. mediation) for violence against women, while not banned, has been discouraged and may be prosecuted under Chapter VI of the Criminal Code Cap 124 that addresses matters regarding the administration of justice.¹²⁶

328. Legislation pertaining to physical, sexual, and other forms of abuse is also addressed under the Criminal Code Cap 124 of the 1990 Revised Laws of SVG, where sexual offenses (Chapter VIII); offenses against the person, including femicide ; and abduction and kidnapping attract various penalties.¹²⁷ However, there is no protection for sexual harassment under this or any other law. Human trafficking is addressed under the Prevention of Trafficking in Persons Act (2011) and the Criminal Code Cap 124, Section 201 and while it does not address forced prostitution, the Code includes penalties for encouraging prostitution and detention in a brothel.¹²⁸ The special needs of abused children are addressed through a Child Abuse Protocol (2006) set up to manage the reporting of and response to child abuse.

329. Regarding sexual and reproductive health, the government has made provision for access to a variety of modern contraceptive methods through the public health system without discrimination on the basis of sex. The age of consent is 16 years and a person who has sex with a girl under 16 can be charged for one or several crimes, depending on the offense. Abortion is prohibited, generally. However, under the Section 149 of the Criminal Code Cap 124, a pregnancy may be lawfully terminated in order to save the mother's life or preserve the mother's physical or mental health; in cases of rape, incest, or foetal impairment; or for economic or social reasons if the medical practitioners attending to the woman/girl agree "in good faith" that circumstances warrant such an action¹²⁹ If a girl decides to continue the pregnancy, there is policy support, for example, to ensure that she is able to continue her education through reintegration into secondary school. There is however no law that mandates emergency prophylactic care and treatment, especially in cases of sexual violence, for victims who have sexually transmitted infections (STIs) including HIV. SVG also continues to require that married women

¹²⁴ US Dept. of State (2014). St. Vincent and the Grenadines 2013 Human Rights Report.

¹²⁵ ECLAC (n.d.). An Evaluative Study of the implementation of Domestic Violence legislation: Antigua & Barbuda, St. Kitts/Nevis, St. Lucia and St. Vincent & the Grenadines.

¹²⁶ OAS (2012). Response to the Questionnaire of the 2nd Multilateral Evaluation Round of the MESECVI (SVG), p.12.

¹²⁷ Ibid.

¹²⁸ Ibid.

¹²⁹ UN Population Division (2002). St. Vincent and the Grenadines. In *Abortion Policies: A Global Review.*, p.68. See also UN Population Division (2013). World Abortion Policies.

get permission from their spouse for a tubal ligation, in contravention of Article 12 and 15 of CEDAW.¹³⁰

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330. Legal marriage is the only recognized union in SVG and, according to the Marriage Act (Cap.173), girls as young as 15 and 16-years old boys may marry. In 2002 the CRC recommended that the ages for both sexes be equalized. However, eight years later, a UNICEF report showed that the disparity remained.¹³² Common-law unions are only recognized under the Domestic Violence (Summary Proceedings) Act 1995 where reference to a “common law spouse” means a person of the opposite sex who lives with a person as a husband/wife without being married. As such, women in common law relationships do have access to certain entitlements, under the law. Married women continue to experience discrimination also in relation to property rights..

“The situation relating to marital property and the division of such property after divorce gives rise to discrimination against women in Saint Vincent and the Grenadines. Women who have worked within the home or have contributed less financially but who have contributed in raising children and discharging household duties often receive a smaller share of the proceeds of the marriage.”¹³³

331. Regardless of their parents’ marital status, children benefit from equity under the law, generally. Under the Maintenance Act (1989), children born within and out of wedlock are entitled to provision up to the age of 16, regardless of sex. Maintenance for children over 16 years is only mandated if the child is unable to maintain him/herself because of a mental or physical disability. Additionally, there is also no discrimination against a child based on the child's or his or her parent's or legal guardian's disability. Under the Education Act (2005) and the Education Policy (1995), there is universal access to primary and secondary education however, only primary education is compulsory and free. Regarding inheritance, “the Status of Children Act, Cap.180 of the 1990 Revised Laws removed discrimination against children born out of wedlock regarding succession to property on intestacy or which emerges of out the construction of a will. The law allows for a child born out of wedlock to have equal status with his or her siblings born in wedlock, once the paternity has been established prima facie”¹³⁴.

332. Discrimination is known to occur in terms of applying a passport for a child under 16 years. Currently, it is mandated that a passport application for children under 16 years, whether for a stand-alone passport or as part of the passport of another person, must be accompanied by written consent of the child’s father. In lieu of this, once the father is alive, the child’s mother or another person, claiming legal custody, must produce a court order that states that the child has been committed to that person’s custody.¹³⁵

¹³⁰ Committee on the Elimination of Discrimination against Women (1997). **Concluding comments of the Committee on the Elimination of Discrimination against Women: St. Vincent and the Grenadines combined initial, second and third periodic report.**

¹³¹ OAS (2012). Response to the Questionnaire of the 2nd Multilateral Evaluation Round of the MESECVI (SVG), p.12.

¹³² Child Rights International Network (n.d.) Child Rights References in the Universal Periodic Review, 2011.

¹³³ OAS (2012). Response to the Questionnaire of the 2nd Multilateral Evaluation Round of the MESECVI (SVG), p.12.

¹³⁴ UN (2011). SVG National Report submitted to the Human Rights Council.

¹³⁵ Ministry of National Security. (n.d.). *Application for a St. Vincent and the Grenadines Passport.*

333. At the highest level, justice is administered through a unified Supreme Court and Court of Appeal, which members of the OECS co-share and, at the local level through Courts headed by Magistrates, where civil and criminal matters are heard. The Family Court, which became operational in 1995, has sole responsibility for hearing matters related to specific laws including The Employment of Women, Young Persons and Children Act, The Maintenance Act, the Domestic Violence (Summary Proceedings) Act and Sexual offences under Cap. VII of the Criminal Code. Within the judicial system, females have a good level of participation as discussed in a later section.

Observation

334. Good progress has been made in law to advance women's rights. A critical requirement is the full implementation of these laws and in ways that facilitate effective access to justice. As such, the legislative framework needs to be strengthened both in terms of revision of statutes as well as in the administration of law.

Recommendations

335. Accelerate legal reform measures regarding:
- a. the revision of the Domestic Violence (Summaries) Act in accordance with the proposed model bill
 - b. the recognition of common-law unions, using the experiences of other jurisdictions within the Caribbean, for example, Jamaica.
 - c. the recognition of sexual harassment as a crime
 - d. the discrimination that divorced women experience in terms of the division of property
 - e. removal of the requirement that husbands give approval for tubal ligations
 - f. removal of requirement that fathers have to give consent for applications to be made for passport applications for their children under 16 years.
336. Facilitate country reports to CEDAW, the Human Rights Council, etc. by supporting the research that needs to be done to complete them.
337. Discuss, with the relevant decision-makers, a timetable for the abovementioned actions to be taken.
338. Strengthen the legal aid system to facilitate access to justice by women and their families.

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10.0 NATIONAL CAPACITY FOR GENDER MAINSTREAMING

339. In this section we examine the extent to which the SVG has capacity to mainstream gender in its development framework for planning and for implementation. By capacity one is examining whether there is an ongoing process which builds the competence, skills, systems, resources and relationships at institutional, policy and programmes/projects levels in gender equality mainstreaming. Gender mainstreaming we may recall, is defined as a “*process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in all areas and at all levels*”. The principal goal of gender mainstreaming is to ensure that both women and men, girls and boys, benefit from development interventions and that neither sex is negatively affected. The key entry points for gender mainstreaming are at the institutional, policy or programmes/projects levels and gender analysis and sex disaggregated data are key instrument in the process.
340. There have been some important actions taken towards the gender equality agenda which have been discussed in previous sections. Against this background, a central issue is first, to assess the state of the National Machinery which is in place to further advance the agenda; secondly to identify what are some of the results being seen consistent with the state of the national machinery; and thirdly, to discuss what measures may be necessary at this stage to enhance the capacity of the National Machinery (NM).

STATE OF THE GENDER AFFAIRS DIVISION - HUB OF THE NATIONAL MACHINERY

341. The Gender Affairs Division of the Ministry of National Mobilisation is the main entity charged with the task of gender mainstreaming. Conceptually however, the GAD is only one component of the National Machinery. Other Ministries and Departments, Civil Society, and women’s organisations through the National Council of Women (NCW) in particular, are seen as composing a network which is to fulfil a mandate to which the state has committed. The private sector is seen as a key collaborator as are international development agencies whose financial and technical support have been critical over the years.
342. The GAD sees its mandate as i. research and analysis for gender policy development and deployment within the bureaucracy; ii. encouraging/facilitating the collection of sex disaggregated data by agencies; iii. introducing and supporting gender mainstreaming in policies and key sectors; iv. strengthening partnerships towards the development of a gender policy; and v. addressing the prevention and eradication of domestic violence.¹³⁶
343. In relation to **competencies and skills**, the DGA has a complement of seven staff members but has over the years, experienced a high staff turnover so that only two (2) members have significant institutional experience. In the main, the staff is said “not able to see through gender lens” and therefore not fitted to the core tasks outlined in its mandate. The Department is under-resourced in other aspects; for example in terms of budget, it receives about 2% of the budget of the Ministry and has not been able to procure much needed equipment. It however collaborates with entities within its

¹³⁶ Government of St. Vincent and the Grenadines. *Combined Fourth, Fifth, Sixth, Seventh and Eight Periodic Reports to the Committee on the Elimination of Discrimination Against Women and the Implementation of the CEDAW Convention*. (This Unpublished Report represents the situation for the period 1995-2010).

parent Ministry and other Ministries and agencies to address important gender issues. For example, the Department with the Ministry of Education and the Family Services Division of the MNM, designed and implemented a Support for Teen Mothers programme. Under this, the government supports the payment of fees, purchase of books, provision of transportation and day care services to ensure that young women are able to continue their education. The GAD also conducts and participates in public education programmes around domestic violence, HIV and AIDS and other social issues. Since October 2013, in partnership with the Police and Statistics Departments, the collection of data on domestic violence is being systematised. As discussed on other sections of this report, the information will support the implementation of the strategy and action plan to reduce gender based violence which the Department has been able to have drafted.

344. Its limitation in fulfilling its mandate for gender analysis, gender sensitive policy development and programmes monitoring and evaluation affects the gender equality mainstreaming in the public sector more broadly. For the Inter-Ministerial Committee system established between 2002 and 2005, and coordinated by the GAD, sought to connect each Ministry through identified Gender Focal Points towards developing and implementing a coordinated agenda. It was expected that this would feed into an established framework to promote the integration of gender analysis from the institutional to the policy and into the programmes/projects level. However, the system broke down, it is said “as the right people stopped coming” to meetings. Many of the inhibiting factors then at work are still operating as well as other. These include:

- a. the continued lack of financial resources and skills to put the work on a proper footing.
- b. the need for training in GEM to build skills and competences on a wider and deeper basis.
- c. the absence of systematic monitoring and evaluation of work- “no one wants to offend the other”, according to one stakeholder interviewed.
- d. a view that gender is a ‘female thing’ ...dealing with women’s business and that ‘the system’ and laws are “skewed to women”.
- e. a perspective that gender mainstreaming was/is a foreign agenda being ‘pushed’ by external interests.

345. So although there are individuals in other Ministries- Health, Education, Agriculture and in an area such as Central Planning Division who have received sensitization and training in gender and have an interest in responding to the national agenda, there is the strong view that the GAD has to take the lead and become a more influential body within the public sector itself. However related to this expectation the GAD in its 2010 report to the Inter-American Commission on Women observed that *“the NWM (national women’s machinery however is seen as a welfare department and does not have the respect of other agencies as a policy coordinating department. It would need greater contact with the budget process and MoF officials to have any impact on gender mainstreaming in economic policy formulation”*.¹³⁷

¹³⁷ Inter_American Commission on Women, Thirty Fifth Assembly of Delegates (November 3-5, 2010) **National Report: St. Vincent and the Grenadines** . p. 4.

SOME RESULTS OF WEAK CAPACITY

346. A number of consequences flow from weak capacity (competencies, skills, systems, resources and relationships) especially in relation to gender analysis and planning that, despite the best efforts of the GAD and accomplishments for women's since Beijing in 1995, create barriers to SVG's development efforts. To cite three areas:
- a. There is little or no attention at the macro-institutional level to gender and development analysis and gender sensitive objectives in the policy and programmatic development framework of SVG. Citing again the NESDP as an example, gender equality outcomes are not factored into plans, strategies and budgets and there is weak coordination around the collection, dissemination and use of sex-disaggregated data.
 - b. Despite gains in some areas, particularly in the legislative framework, there has been slow progress in meeting regional/OECS and international treaty commitments on gender in critical areas such as leadership of women in politics and management.
 - c. The underutilization of the best resources of women in decision-making and management of the economy persists. This is sharply illustrated in the under-representation of women on public boards.

WOMEN IN POLITICS AND PUBLIC SECTOR MANAGEMENT

347. A July 2014 report commissioned by Economic Commission for Latin America and the Caribbean (ECLAC), identified "increased support for women as leaders in the public and private sector" as one of the main accomplishments in the promotion of gender equality and the empowerment of women since Beijing.¹³⁸ This conclusion requires much qualification for while there are areas of advance, there are persistent and glaring gaps still to be filled. The public service and the diplomatic field are areas in which advances can be seen. For example, 7 of the 13 permanent secretaries are females;¹³⁹ within the Judiciary, one of the two High Court Judges is female; the Registrar of the Supreme Court is a female as are two of four Magistrates. In the diplomatic service, the country's Ambassadors to the United Nations and to the United States are females.
348. As observed in the NESDP, many positions in the bureaucracy are headed by women, however, in terms of political participation and decision-making influence, little progress has been made. Although females are the majority of voters, workers and community mobilisers and organisers in party politics, they are invisible in leadership. In the unicameral House of Assembly, there are 21 members altogether, 15 elected representatives and 6 appointed Senators - 4 on the Government side and 2 on the Opposition side. Currently, there are three (3) females in the House, one (1) elected member and two (2) appointed. The Cabinet is made up of twelve persons (10) males and two (2) Females - the Attorney General, while being a Public Servant is required to attend Cabinet Meetings. The other female is the Deputy Prime Minister and Minister of Education.

¹³⁸ , Ellis and Associates Inc, (July 2014). *On the Way to Beijing +20. National Review, St. Vincent and the Grenadines*. Division for Gender Affairs of the Economic Commission for Latin America and the Caribbean . p.9. See www.cepal.org/...St.Vincent and the Grenadines National Review of the Beijing Platform for Action +20

¹³⁹ Sex disaggregated data are not presently available on the leadership of departments in the public sector.

349. From 1997, the presentation of the SVG to the Committee on the Elimination of Discrimination Against Women and that committee's Concluding Comments, recorded on the one part of SVG, the gender gap in political life which persisted. The CEDAW committee expressed that "the low participation of women in the political parties and as candidates for election was of great concern to the Committee".¹⁴⁰ The failure to move forward this aspect of the gender equality agenda remains a matter of deep concern and although not widely discussed in public, there is no shortage of analysis by both women and men of some of the main reasons for the situation :

- "Too much mud-slinging in politics"
- "Women used to the safety net...to have a man to protect you, so you feel better to have a man in politics"
- "Women have grown up to believe and accept that their position should be lower than that of men ..in the home, the school, even in sports. In the classroom, the class with the male teacher is more respectful"
- "There is no security in politics....women pull back into their shell"...
- "Child-bearing responsibilities is a big barrier".
- "Women not supported by other women".
- "Women are not prepared for leadership...if they were, they would be strong enough to demand it".

350. These statements resonated with sentiments expressed at the First National Congress of Women of SVG ,convened by the National Women's Council in March 2012. The final Statement while lauding the gains made by and for women in the country, posited that the low participation of women at the political and policy levels, "hinders their concerns from being fully addressed ". It spoke of the impact of "deepening political division....leading to creeping bitterness and dissatisfaction" ¹⁴¹ and made specific proposals to advance women's political engagement at the highest levels. These included the adoption of quotas by political parties for the slate of candidates for elections; training of women in all sectors to stimulate interest in leadership; encouragement of women in the country and the diaspora towards support of women in politics; and the "development of a political culture that allows women to work across party lines to develop issues wherein they find common ground". ¹⁴²As laudable as these proposals remain, the National Women's Council itself , has not been able to build on the support marshalled at that first congress to carry these forward . It sees itself plagued with the challenges of mere survival organisationally even as its members individually represent the organisation in various areas such as on the Board of the BNTP. It also retains its link within the Caribbean Women's Association (CARIWA).

¹⁴⁰ www.un.org/womenwatch/daw/cedaw/cedaw25years/content/english/Concluding_Comments_/Saint_Vincent_and_the_Grenadines

¹⁴¹ First National Congress of Women of St. Vincent and the Grenadines, March 21-22, 2012, p.1

¹⁴² Ibid. p. 4.

LEADERSHIP ON BOARDS 1994 – 2014

Table 22 - Participation on Statutory Boards, Public Corporations and Other Government Bodies by Sex (1994 and 2014)

Organisation	1994		2014		Chairperson (2014)
	Male	Female	Male	Female	
Air Transport Licensing Authority	3	2	4	1	M
Arrowroot Industry Association	9	2	2	1	M
Carnival Development Committee	15	4	13	2	M
Central Supplies Tenders Board	6	1	6	1	M
Central Water and Sewerage Authority	7	1	7	1	M
Development Corporation	10	-			
General Equipment & Services Corporation	7	-			
General Nursing Council	3	7			
Housing and Land Development Corporation	8	1	10	1	M
Income Tax Appeal Commission	2	1	4	1	M
Lewis Punnett Home Board of Trustees	4	2	2	6	F
Liquor Licensing Board	13	3	16	2	M
National Broadcasting Corporation	5	2	4	4	M
National Insurance Scheme	9	-			
National Lotteries Board	3	-	6	2	M
National Sports Council	11	1	11	1	M
Nurses Selection Committee	2	7	2	6	F
Pesticides Control Board	6	-	6	1	M
Physical Planning and Development Board	14	-	15	1	M
Prisons Visiting Justices	11	2	9	5	M
Public Assistance Board	11	5	5	12	M
St. Vincent & the Grenadines Trust Authority	7	-			
St. Vincent Banana Growers Association	11	1			

Organisation	1994		2014		Chairperson (2014)
	Male	Female	Male	Female	
St. Vincent Marketing Corporation	7	2			
St. Vincent Port Authority Council	7	2	9	1	M
Transport Board	6	-	4	-	M
Valuations Appeal Board	3	-	2	1	-
Boards- 27	200	46		137	50

351. The inertia around advancing women's leadership and decision-making potential is perhaps most evident in their under-representation on public boards. These are entities that are charged with decision-making involving the use of public resources in critical areas of the economy and to secure vital interests of and for the state.

352. Data in Table 22 above, compares women's participation in 1994 and in 2014 on the same boards. In 1994 there were 27 boards with 246 members. In 2014 some of the boards no longer exist and so the total comparable figure is 187 members. Comparing membership of the same boards in place from 1994 and in those 2014, there was, over the 20 years a slight 8% increase in the female composition from 18.7% to 27.0%. The limited increase in women's board membership was in the welfare management sector. For example, the Lewis Punnett Home Board of Trustees in 2014 showed a 50% reduction in males appointed and a 100% increase in female appointments; and at the Public Assistance Board female participation saw a 100% increase. Males have retained overwhelming control of the economy with 73.3% on Boards in 2014 down from 81.3% of positions in 1994.

353. In 2014, a total of 88 boards were in place with a total membership of 702 persons, 505 males (73%) and 197 females (27%). See Appendix for a full listing of the 2014 boards.

The movement over the 20 years is reflected in Table 23.

The data and that in the other related tables show that :

- a. there was a 226% increase in the number of boards (from 27 to 88) over the 20 years;
- b. women in 2014 chaired 12 or 13.6% of all boards, males chaired 60 or 68% of all boards;¹⁴³
- c. women have moved from holding 18.7% of seats (46) in 1994 to 27% of seats (197). This represents a 8.3% increase over the 20 years;
- d. men in 2014, held 83% of seats (505) a reduction of 8.3% from 1994 and have reduced participation on entities to do with social welfare.

¹⁴³ On the remaining boards, the position of chair is held by another entity or in a few cases, the chairperson is not named.

Table 23 - Males and Females Appointed to Boards in 1994 and 2014

Year	No. of Boards	Chairpersons			Board Membership				Total Board Membership
		M	F	N/A	M		F		
					#	%	#	%	
1994	27	-	-	-	200	81.3	46	18.7	246
2014	88	60	12	16	505	73.0	197	27.0	702

Source: Compiled from data provided by the Office of the Prime Minister, May 2014.

354. Of significance to the discussion of gender power and decision-making on Boards, is the fact that women have marginal presence and influence in the economy. The critical levers of production and resources (land, maritime assets), management of infrastructure and utilities, banking and finance, public sector investments, eg, of the international airport and tourism, of information and communications technology, aviation, of supervision /oversight to the organs of law and order and security, continue to be firmly under male control.¹⁴⁴ On the other hand, gender segregation continues to show its force with women appointed mainly to boards dealing with welfare (public assistance) and education – the SVG Community College, the Education Advisory Board, the National accreditation Board and Nurses Selection Board, for example. In a few instances women have not been appointed at all, for example on the National Properties Limited, the National Investment Services Committee, the National Centre for Technological Innovation, the National Quarry Board and the Police Oversight Committee, to name some bodies.¹⁴⁵

355. Women, as the NESDP states, are visible as public sector leaders and may represent their ministries or departments on some Boards. However, it has also been noted that “their positions entitle them to implement rather than influence directly the formulation of policies and decisions”¹⁴⁶ so that these women in leadership cannot uniformly influence policy to address the vulnerability of female headed households or any other development imperative. Their primary role is to execute decisions that are taken.

356. There is need to understand more fully, the relationship between masculinity and the state in the Caribbean and institutions that are important sites for power for men, had been proposed by Linden Lewis in his paper which was introduced earlier in this report. In his view, which the data presented on boards elucidate, *“it is not merely a question of the numbers of men in this or that institution or arena but, more importantly how this institutional presence of men is finessed,*

¹⁴⁴ There is a growing body of literature, also reflected in advocacy and action globally to increase the membership of women on Boards to increase transparency, accountability, and financial returns in corporate entities. See for example www.catalyst.org/issues-board-diversity

¹⁴⁵ See Appendix 3

¹⁴⁶ See Country Reports- SVG-International Women’s Rights Action Watch, 2003).

*manipulated and used to consolidate themselves within the apparatuses of power in Caribbean society”.*¹⁴⁷

357. What is also needed is action to strengthen the structure of opportunity for women, across generations and social positions. Also needed are measures to support women to deal with the institutional force of male dominance as well as support men to move beyond the current experiences onto another platform for social transformation. Women with experience in business spoke of the exhaustion of having to battle ‘the old boys’ network’, not so much with bitterness or hostility to men as a group, but from a sense of frustration that the exclusion of women from leadership and decision-making meant that the playing field is not level, for example in business; some of the best skills were being bypassed and the returns on investment in education and training were not being optimised for the nation’s benefit.
358. Regardless of location within the social structure, the same factor, namely, the force of the gender system, is at work as a debilitating force to females, an enabling force to males in some ways, but destructive of the larger development agenda as the aphorism quoted in the NESDP asserts.

CIVIL SOCIETY AND THE NATIONAL MACHINERY

359. Many Civil Society Organisations (CSOs) comprised of - Non Governmental Organisations (NGOs) and Community Based Organisations (CBOs) are reportedly still carrying out important activities in areas such as rural development, child care, counselling, training, youth organising, and disaster and general welfare support to vulnerable persons. These include more long standing organisations such as the Red Cross, Faith based organisations linked to the main churches, Salvation Army, among others. Marion House facilitated by the Roman Catholic Church also offers a wide variety of services, including counselling, training particularly of youth and parenting support and is active in the human rights lobby. The National Women’s Council already mentioned seeks to represent women’s interests on public matters and partners with the GAD.
360. In terms of civil society, the NESDP 2013-2025 has set out among strategic interventions the deepening of relations through creation of *“an enabling environment for the greater integration of civil society in national development”* and towards the *“development and empowerment of a non-partisan and autonomous civil society”*.¹⁴⁸ Although specific actions are not indicated, these are goals for good governance to which CSOs agree. They however they also cite constraints such as:

LOW ORGANISATIONAL CAPACITY OF THE CIVIL SOCIETY/NON-GOVERNMENTAL SECTOR. THIS IS SEEN AS LINKED MAINLY TO THEIR DEPENDENCE ON EXTERNAL PROJECT FUNDING.

361. Responding to a question on civil society by the Organisation of American States (OAS) relating to follow-up done on the Convention Belem do Para, the Gender Affairs Division reported that *“many civil society organisations experienced problems with sourcing funding for the continuing of their work and as a result many of them became dormant or reduced the scope of their activities”*.¹⁴⁹ Among

¹⁴⁷ Lewis, L. .Cit. p. 262-263

¹⁴⁸ NESDP, p. 107

¹⁴⁹ Organisation of American States, Saint Vincent and the Grenadines Response to the Questionnaire, 26 March 2012. MESECVI-IV/doc.90/12, p. 11

those deeply affected are umbrella groups such as the Windward Islands Farmers Association (WINFA) and the National Council of Women. Recognised as the representative civil society body on the National Gender Machinery, the NCW has, over the years, been a close partner of the GAD and had been receiving a subvention from the state to assist in its work. It had been seen as a body to advocate for women's gender interest within the state, representing as it did, many women's organisations in the wider community. As discussed, the organisation is facing resource challenges which limit its organisational functioning.

362. WINFA, set up in 1982 as an informal association of farmer groups to support small-scale farmers, expanded in 1987 into an umbrella organization representing those farmer associations in all four Windward Islands. This organisation worked to support sustainable livelihoods among thousands of small farmers. It also faces challenges.

GOVERNMENT/ CIVIL SOCIETY COLLABORATION OVER TIME HAS BECOME MORE LIMITED IN SCOPE AND DEPTH

363. In a context where much development assistance has been going directly to public sector entities, projects for example around trade and the Economic Partnership Agreement, for example, that would attract some involvement of civil society are being implemented by the state it is said. In this context, it is asserted, civil society is only being asked to send representatives to consultations but are not active in ongoing decision-making. A narrowing of space for dialogue is also linked to lack of trust and a culture of strong political partisanship among many stakeholders. It is said that there is the historic and continuing suspicion of NGOs. They have been accused in the past as in the present of unfair criticism of government, of being 'troublemakers' and seen as spokespersons for political opposition and not civil society. For their part, some NGOs see government as crowding out spaces that formerly NGOs operated in with the result that this is seen as weakening democracy.

UNCERTAINTY ABOUT HOW CIVIL SOCIETY'S VIABILITY/SUSTAINABILITY IS TO BE APPROACHED

364. Related to the issue above, the observation was made that, in the main, activities among Non-Government (NGOs) and Community Based Organisations (CBOs), have revolved around discrete projects developed from time to time by external bodies. In this context, a Non-State Actors Board had existed, sponsored by the European Union (EU) to monitor certain projects funded by the EU under its Banana Adjustment Measures project. That board went out of operation in 2013 and with that the dispersion of the organisations that had come together. Issues of sustainability were also challenging because of dependence of some bodies on government subvention, which if not received, are said to foster ill-will, suspicion and bring organisations almost to a halt. Because of the competitive environment for funds, a positive framework for discussing these issues collectively as civil society does not currently exist, it is said. At the same time the drastic contraction in funding has raised questions about whether civil society was really seen as an important development partner and if so, how the integrity of civil society is to be secured.

FAILURE OF CIVIL SOCIETY AS A WHOLE TO PROMOTE THE GENDER EQUALITY AGENDA

365. As is the case in the public sector, the general pattern has been to see certain women's organisations as having responsibility for the gender equality agenda. Indeed it has been said that even within the women's sector, there is no common understanding or agreement on what the agenda

should be. This is why there was some hope that the momentum of the 2012 women's congress would have been maintained, but instead, seems to have dissipated.

366. These challenges show that bringing civil society into the development dialogue and action as the NESDP envisages will be a formidable, but not insurmountable task. Effective implementation of the NESDP on this aspect, rests among other things, on the fulfilment of another stated objective, namely "to improve transparency and accountability in the public sector, civil society and the business sector". The private sector which is said to be silent on the gender equality agenda, must be brought into the conversation and the matter of how to promote sustainability of civil society as a valued development partner.

367. There is need for commitment and action towards a radical restructuring of the National Machinery in all its components and to build capacity in the process.

Recommendations

368. Integrate GEM objectives into the Government's Medium Term Development Strategy of the NESDP and identify an outcome such as **enhanced capacity to promote gender equality and to implement gender mainstreaming**. This would be denoted by

- a. Gender analysis and sex disaggregated data in planning, implementation, monitoring and evaluation of all projects and programmes. This would be monitored in the conduct and content of needs/situation analyses, development of indicators, appraisal reports, and evaluations;
- b. Allocations from the central budget process for financing of GEM processes, projects and programmes;
- c. Evidence of risk analysis and measures to address the possible negative impact of projects on the safety and security of participants.

369. Adopt a strategic approach to the reform of the National Machinery in all its component parts (a) at the level of the Planning Division (b), the Gender Affairs Division ,(c) the inter-ministerial level and (d) the civil society component. This will require, among other things

- a. Building capacity within the Planning Division of the Ministry of Finance and Economic Planning with the recruitment of a gender specialist among other measures
- b. Strengthening and re-orienting the GAD towards its core mandate
- c. Increased budgetary allocations to the GEM agenda
- d. Developing a National Policy for Gender Equality and Equity based on wide participation of citizens.
- e. Reviving the Gender Focal Point system through Ministries and Divisions by piloting implementation of a programme/project that also facilitates training in Gender Equality

- Mainstreaming. The implementation of the GBV Strategy and Action Plan lends itself to such an approach.
- f. Enhancing capacity for addressing gender issues in the Grenadines.
 - g. Implementing temporary special measures to promote women’s participation in leadership at all levels, including Boards and Commissions and establishing minimum targets as proposed.
 - h. Initiate dialogue with political parties towards their adoption of temporary special measures for selection of women as electoral candidates (internal party reform)..
 - i. Implementing a programme of capacity building on GEM across the public sector and a programme of public education and engagement to support behaviour change.
 - j. Partnering with the Open Campus to institute a programme of training in gender and development to build a new cadre of persons with awareness and skills in gender.
 - k. Strengthening existing initiatives for sex-disaggregated data collection and dissemination.
 - l. Engaging a process to grow a deep social partnership among all the parties – government, the private sector and civil society from CBOs to FBOs and , NGOs to how the strategic objectives in the NESDP can be pursued.
 - m. Integrating the gender empowerment agenda into the wider civil society engagement agenda through renewed energy by the National Women’s Council and other civil society bodies.
 - n. Engaging dialogue between the Development Partners, the public and private sectors and how civil society sustainability can be enhanced and measures for transparency and accountability implemented and monitored.
 - o. Undertaking research on gender and decision-making with reference to public and private sector Boards.

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11.0 EXISTING GENDER AND DEVELOPMENT COOPERATION IN THE SVG

370. Like most Caribbean countries, SVG relies on technical and financial assistance from Development Partners for many of its programmes. These partners include the European Union (currently the largest donor) with \$95 million euros in grants; the Department for International Development (DFID), with an allocation of \$75 million pounds for the 2011-2015 period and; Canada's Department of Foreign Affairs, Trade and Development, which funds regional projects from which SVG benefits.¹⁵⁰
371. The family of United Nations agencies, coordinated through the United Nations Development Assistance Framework (UNDAF) for Barbados and the OECS, "will see UN organisations implement programmes jointly, drawing on the breadth and depth of agency expertise and experience, across six development priorities at the sub-regional level."¹⁵¹ The plan does not delineate, country by country, how agencies will work together. Rather, it highlights how each agency will contribute to the achievement of the planned outcomes. For example:
372. *Output 6.1 - A regional framework of harmonized data definitions, concepts and indicators is developed and technical assistance is provided for socio-economic and environmental data collection and analysis, which is a sub-action of Priority 6 - Capacity Building and Institutional Strengthening . This will require a combined budgetary allocation of US\$845,000 from six implementing partners: UNESCO, ILO, UNDP, UNICEF, UN WOMEN and UNFPA.*¹⁵² Each UN agency "will continue to address development challenges at the national level, based on national needs and their specific agency mandates."¹⁵³ SVG, for example, has benefitted from the work of UNICEF through projects on juvenile justice (a value of approximately. US\$7.4million across the six OECS countries¹⁵⁴) and the establishment of child-friendly schools; from UNFPA, in terms of conducting the census; from UNDP, in collaboration with NEMO, regarding disaster risk reduction; and from UN WOMEN, which works closely with the Gender Affairs Division.
373. UNICEF's Eastern Caribbean Multi-country programme 2012-2016 is also focussing on building capacity in the sub-region "to gather, disseminate and use social data for national policy decision-making". Focus will be placed in gathering sex-disaggregated data. Major partnerships it was said would involve regional partners, other UN agencies as well as government entities towards child-friendly budget allocations and child sensitive social protection .¹⁵⁵

INTER-AGENCY DONOR COLLABORATION

374. As part of a strategy to maximize results from limited resources, donors are increasingly finding ways of collaborating. Despite differences in their priorities, eight donors who work in SVG have established ways of formally coordinating their efforts. In addition to reports of working with specific

¹⁵⁰ CDB Country Strategy Paper SVG, p.19

¹⁵¹ UNDAF (2011). **United Nations Development Assistance Framework for Barbados and the Organisation of Eastern Caribbean States 2012 to 2016.**, p.20.

¹⁵² Ibid.

¹⁵³ Ibid.,

¹⁵⁴ OECS (n.d.). Juvenile Justice Reform Project.

¹⁵⁵ Eastern Caribbean multi-country programme. Country Programme Document 2012-2016.

organisations, some agencies report that they are members of a Private Sector Donor Working Group, and that collaboration through this group helped to manage some of the challenges of donor duplication.¹⁵⁶

375. The country also benefits from donor input through its membership in the Organisation of Eastern Caribbean States (OECS). For example, the 2013 Compete Caribbean Private Sector Assessment report shows that SVG directly received US\$122,561,000 in donor support for private sector development and was also likely to benefit from an allocation of US\$49,330,000 given to the OECS for the same purpose.¹⁵⁷

INCLUDING GENDER CONSIDERATIONS

376. Most development partners oftentimes strongly encourage the inclusion of gender considerations within the areas identified for funding in recipient countries.¹⁵⁸ However, there is much variation in the extent to which gender is prioritized in the work on the ground. According to Compete Caribbean's Private Sector Assessment Report for SVG (2013) of eight donor agencies assessed, (including the CDB), only one had no gender considerations built into its projects. Of those who did, there were varying degrees of emphasis. The CDB and DFID seemed most sensitive to the importance of gender and (a) either mandated that it be included in projects; (b) ensured that it is a cross-cutting theme of all projects; or (c) developed institutional policies and strategies that described how gender was to be mainstreamed into projects. Gender is said to be "implicitly" part of the programmes of three donors (IFC, EU, DFID), which suggests that it is acknowledged as an important issue but there are no explicitly stated requirements laid out to ensure that gender analysis informs project design, implementation and/or monitoring and evaluation. In the work of the CARICOM Regional Organisation for Standards and Quality (CROSQ) it was assessed that "gender still needs to be defined for CROSQ projects"¹⁵⁹.

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¹⁵⁶ Compete Caribbean Private Sector Assessment Report for SVG, 2013, p.38

¹⁵⁷ Compete Caribbean Private Sector Assessment Report for SVG, 2013, p.38

¹⁵⁸ Ibid.

¹⁵⁹ Ibid. p.46

12.0 STRATEGIC ENTRY POINTS FOR CDB

CONSIDERATIONS

380. The approach to the identification of 'entry points' rests on a few considerations, namely:
- a. It responds to the core components of the development strategy for St. Vincent and the Grenadines as embodied in the National Economic and Social Development Plan 2013-2025 and reflected in discussion, agreement and commitments of the Caribbean Development Bank and its partners. These discussions have confirmed support and collaboration through a variety of strategies to a). accelerate and sustain inclusive economic growth; b). promote social development; and focus on environmental protection and disaster risk reduction to enhance sustainable development.
 - b. The approach focuses on advancing the Gender Equality Mainstreaming (GEM) strategy at the institutional, policy, programmes/projects levels. These are the main entry points for gender mainstreaming.
 - c. The approach builds on existing initiatives and will enable SVG to more effectively implement gender mainstreaming requirements which are set out in some project agreements with its partners. Response to further requests for support could be positively influenced by effective project implementation.

KEY REQUIREMENTS FOR GEM

381. GEM is a process requiring actions in a holistic and integrated manner; hence while identifying specific sites of intervention, what is important is to bear in mind the inter-relationships and synergies between the institutional and other levels but most of all, the overarching goal of promoting growth with equity in fulfilling the vision of the NESDP.
382. To bear good fruit, GEM rests on key requirements, among them the following.
- a. Statement of Policy and commitment to gender equality and the empowerment of women. The SVG does not currently have a gender policy, hence this is a matter of priority. The absence of a policy is not a deterrent if there is a clear expression of commitment to gender equality and equity.
 - b. Demonstrated commitment of leadership and in financing are important markers .
 - c. Strong influential focal point for promoting GEM. The proposal to strengthen gender expertise within the Planning Division of the Ministry of Finance and Economic Planning is to help to centre the GEM agenda at the heart of planning and budgeting. The Planning Division it is envisioned will work in close collaboration with the reformed GAD focussed on its core mission.
 - d. Strong partnerships including sectors, institutions and civil society. There is already strong demonstration of this in the work and contribution of several development partners including the CDB. Some partners, such as civil society need to be actively engaged to the mandate.

- e. Sex disaggregated data (SDD). Small initiatives of collecting and disseminating such data are taking place, but a broad coordinated thrust is required. This will have the added benefit of 'joining-up' government.
 - f. Gender sensitive personnel and work policies. A key question is the extent to which workplace policies support and advance gender equity.
383. Monitoring and Evaluation. At all levels of GEM-institutional, policy, programmes or projects, gender sensitive monitoring and evaluation are key requirements at all stages of the cycle of the specific intervention.
384. Gender sensitive evaluation is also critical, for example to measure the extent to which, for example:
- a. the intervention reduced gender disparities
 - b. the intervention increased the participation of women in the project/programme
 - c. the intervention influenced institutional changes to support women's empowerment.
385. Capacity building and training of key actors in gender-sensitive monitoring and evaluation is an important aspect of all the interventions.
386. The CGA shows that SVG is not unaware of these requirements, but that in most areas, for a number of reasons, they are not being adequately met. The CGA presents an important opportunity to strengthen and advance these aspects and the gender equality agenda to result in enhancing the country's possibilities for achieving its development goals.
387. A number of possible interventions proposed were discussed at the stakeholder workshop with strong endorsement as well as new proposals coming from participants. The proposals centred around the pillars of the conceptual framework, viz: (a) building social empowerment capabilities; (b) Economic empowerment; (c). political empowerment and leadership; and (d).legal empowerment and effective citizens (addressing citizens' security in particular are subject to further negotiation with the GoSVG and the CDB.).
388. The table in the Executive Summary presents these proposals which are by no means exhaustive but they represent actions that vital and urgent to strengthen strategies that will lead to "balanced, comprehensive and sustainable development" as the NESPD envisions.

13.0 APPENDICES

APPENDIX 1 – NATIONAL STAKEHOLDER WORKSHOP – MARCH 12, 2015

MINISTRY OF NATIONAL MOBILISATION, SOCIAL DEVELOPMENT, YOUTH, FAMILY AFFAIRS, ETC.

AWARENESS CAMPAIGN REGISTRATION SHEET

WORKSHOP/MEETING: National stakeholder workshop (CGA) Gender Affairs DATE: 12 March

INSTITUENCY: CR COMMUNITY: kingstown VENUE: Methodist Church H.

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15.					

MINISTRY OF NATIONAL MOBILISATION, SOCIAL DEVELOPMENT, YOUTH, FAMILY AFFAIRS, ETC.

AWARENESS CAMPAIGN REGISTRATION SHEET

WORKSHOP/MEETING:

DATE: 12 March

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MINISTRY OF NATIONAL MOBILISATION, SOCIAL DEVELOPMENT, YOUTH, FAMILY AFFAIRS, ETC.

AWARENESS CAMPAIGN REGISTRATION SHEET

HOP/MEETING:

DATE: 12 March

TUENCY:

COMMUNITY:

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MINISTRY OF NATIONAL MOBILISATION, SOCIAL DEVELOPMENT, YOUTH, FAMILY AFFAIRS, ETC.

AWARENESS CAMPAIGN REGISTRATION SHEET

WORKSHOP/MEETING:

DATE: 12 March

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APPENDIX 2 - LIST OF INTERVIEWEES FOR THE COUNTRY GENDER ASSESSMENT-SVG – MAY 19-30, 2014

	Ministry/Department/Agency/Org.	Interviewee Name	Position/Title
1	Ministry of Finance & Economic Planning	Mrs. Laura Anthony- Browne	Director of Planning
2	Central Planning Division	Mr. Richard MacLeish	Project Coordinator – World Bank’s Regional Disaster Vulnerability Reduction Project
3	Central Planning Division	Mrs. Marcelle Edwards-John	Senior Project Officer
4	Central Planning Division	Ms. De-Anna Ralph	Social Policy Analyst
5	Central Planning Division	Ms. Decima Corea	Head, National Authorising Unit
6	Ministry of Finance	Ms. Deidre Anthony	Senior Economist
7	Ministry of Finance	Ms. Gayle Friday	Establishment Officer
8	Statistical Office	Ms. Gatlin Roberts	Chief Statistician
9	Ministry of National Mobilisation, Social Dev., Family, Gender etc.	Hon. Frederick Stephenson	Minister
10	Ministry of National Mobilisation, Social Dev., Family, Gender etc.	Ms. Jasmine Hull	Permanent Secretary
11	Ministry of National Mobilisation, Social Dev., Family, Gender etc.	Mrs. Merissa Finch-Burke	Head, Monitoring & Evaluation Unit
12	Ministry of National Mobilisation, Social Development, Family, Gender etc.	Ms. Polly Oliver	Coordinator of Gender Affairs Department
13	Ministry of National Mobilisation, Social Development, Family, Gender etc.	Mr. Anton Caesar	Deputy Coordinator of Gender Affairs Department
14	Co-operative Division	Mr. Cecil Jackson	Registrar of Co-operative Society
15	Office of the Prime Minister	Dr. Hon Ralph E. Gonsalves	Prime Minister
16	Democratic Republican Party	Mrs. Anesia Baptiste	Leader
17	National Council of Women (NCW)	Ms. Anesta Rodney	President
18	Chamber of Industry & Commerce	Mrs. Christine Da Silva	President
19	Ministry of Education	Ms. Lou-Anne Gilchrist	Chief Education Officer
20	Ministry of Education	Mr. Keith Thomas	Education Planner
21	Ministry of Education	Mr. Dixon Findlay	Senior Education Officer Research & Development
22	Ministry of Education/National Qualification Department	Mr. Dwight Lewis	Director
23	Ministry of Education/TVET	Mr. Endall Johnson	Senior Education Officer
24	Ministry of Health & the Environment	Dr. Jennifer George	Epidemiologist
25	Ministry of Tourism, Sports & Culture	Mrs. Lavern Grant	Permanent Secretary

26	SVG Tourism Authority	Mr. Glen Beache	CEO
27	SVG Tourism Authority	Mrs. Faylene Scrubb-King	Chief Operating Officer
28	Ministry of Foreign Affairs, Foreign Trade & Consumer Affairs	Mr. Cuthbert Knights	Director of Trade
29	Ministry of Foreign Affairs, Foreign Trade & Consumer Affairs	Ms. Sylvonne Jack	Trade Officer 2
30	Ministry of Foreign Affairs, Foreign Trade & Consumer Affairs	Ms. Kathy John	Trade Facilitation Officer
32	SVG EPA Implementation Unit	Mrs. Okolo John-Patrick	Trade Officer 1
33	Ministry of Education	Mrs. Nicole Bonadie-Baker	Permanent Secretary
34	Head of UWI Open Campus	Mrs. Deborah Dalrymple	Head, Open campus SVG
35	UWI Open Campus	Ms. Monica Brown	Programme Officer
35	SVG Community College	Mrs. Laura Browne	Director (Ag.)
36	Ministry of Agriculture	Mr. Leslie Grant	Chief Agriculture Officer
37	Ministry of Agriculture- Farmers Support Company	Ms. Jeshanah Davis	Accounting Officer
38	Ministry of Agriculture-Rural Transformation Unit	Ms. Currel Thompson	Senior Technical Officer
39	Ministry of Agriculture	Mr. Patrick Martin	Coordinator, Banana Accompanying Measures (BAM)
40	Labour Department	Mr. Fitz Jones	Labour Commissioner
41	Ministry of Transport & Works	Hon. Julian Francis	Minister
42	Ministry of Transport & Works	Mr. Hudson Nedd	Permanent Secretary
43	Ministry of Transport & Works	Mr. Alistair Campbell	Deputy Chief Engineer
44	Buildings, Roads & General Services Authority (BRAGSA)	Mr. Kenyatta Alleyne	Manager of Infrastructure Services
45	National insurance Services	Dr. Mineva Glasgow	Deputy Executive Director
46	National Development Foundation (NDF)	Mrs. Hermia Neehall	Executive Director
47	Marion House	Ms. Jeanie Ollivierre	Director
48	Civil Society-Independent	Ms. Nelcia Robinson	Women's Rights Advocate
49	St. Vincent and the Grenadines Small Business & Micro-Finance Co-operative Limited (COMFI)	Mrs. Simone Murray	General Manager
50	Basic Needs Trust Fund	Mr. Kendal Sampson	Community Liaison Officer
51	Bequia Tourism Authority/Entrepreneur	Ms. Sabrina Mitchell	Member/Frangipani Hotel
52	Bequia Tourism Authority	Mrs. Antoinette Crozier-Simmons	Chairperson
53	Grenadines Affairs	Mr. Herman Belmar	Deputy Director of Grenadines Affairs
54	Bequia District Council	Mr. Ranny Gregg	Clerk
55	BRAGSA – Bequia Office	Ms. Shanica James	Clerk
56	BRAGSA – Bequia Office	Ms. Shevon Bynoe	Clerk

57	National Emergency Management Organisation (NEMO)	Mr. Howie Prince	Director
58	Cobblestone Inn	Ms. Ann Joshua	Manager

THE DISTRICT COUNCIL AND BRAGSA BEQUIA FOCUS GROUP - MAY 28, 2014

#	Name	Area	Occupation	Telephone	Email
1	Shevon Bynoe	BRAGSA	Office Clerk	527 6997 593 0572	shevonbynoe_38@hotmail.com
2	Shanica James	BRAGSA	Office Clerk	528 1135	
3	Avelyn Compton	District Council	Asst. Clerk	497 1808	avecompton@hotmail.com
4	Rannie Gregg	District Council	Clerk	533 1844	ranniegregg@hotmail.com

PAGET FARM, BEQUIA FOCUS GROUP (YOUTH) - MAY 28, 2014

#	Name	Telephone	Email
1	Latoya Ollviene Gregg	495 1473	Ollviene 29 @ Hotmail.com
2	Sharonique Ollivierre	433 5155	Sharonique @ Hotmail.com
3	Hozena McLniss Stowe	533 6599	Hoziemcl @ Hotmail.com
4	Clerise Derrick	532 5987 457 3057	Dimplesda @ Hotmail.com
5	Alicia Kydd-Lewis	432 6858	aliciakydd@hotmail.com
6	Rashaada Oliviere	532 8811	
7	Tonisha Marshall	531 3846	Lover.girl.love@hotmail.com

PAGET FARM FISHERIES CENTRE FOCUS GROUP, BEQUIA - MAY 28, 2014

#	Name	Organization	Occupation	Telephone no.	Email
1	Sylvester Hazeel	Fisheries	Officer	433-0665	
2	Elrick Ragguette				
3	Cynthia Williams			526-5755	
4	Sabrina Miller			531-0539/457-3012	
5	Colin Davis			529-1717	

#	Name	Organization	Occupation	Telephone no.	Email
6	Gaston Best			529-5355	
7	Bradley Simmons			526-4246	
8	Charlie Ollivierre			530-7228	
9	Javan Ellis			529-9294	

POLICE HIGH COMMAND FOCUS GROUP, OFFICE OF THE COMMISSIONER OF POLICE – MAY 29, 2014

1. Mr. Michael Charles
 Commissioner of Police
 Central Police Station, Bay Street
 Kingstown
 Tel: 784 456-1102
Email-cro39cus@yahoo.com

2. Mr. Frankie D.F. Joseph
 Assistant Commissioner of Police
 Central Police Station, Bay Street
 Kingstown
 Tel: 784 456-1339
Email-frankiejoseph@gmail.com

3. Mr. Renold Hadaway
 Deputy Commissioner of Police
 Central Police Station, Bay Street
 Kingstown
 Tel: 784 532-8505
Email-reyhad310@hotmail.co.uk

4. Mr. Carlos C. Sampson
 Assistant Commissioner of Police
 Central Police Station, Bay Street
 Kingstown
 Tel: 784-492 3404
Email:sopsampson@hotmail.com

NATIONAL COUNCIL OF WOMEN COMMUNITY FORUM – MAY 24, 2014

#	Name	Organization	Occupation	Telephone No.	Email
1	Anesta Rodney	National Council of Women	Retired	454-4575	leanna Mcguire@hotmail.com
2	Norma Williams	National Council of Women	Retired	458 2279	williamsnorma@yahoo.com
3	Brenda Olliver	National Council of Women	Civil Servant	529 6766	Olive-Oil2008@hotmail.com
4	Deanah Haywood	P.F.A Women's Group	Principal	458 2053	Deanah 61@hotmail.com
5	Arlene Williams	Rose Hall Working Group	Librarian	498 1235	ArleneWilliams1975@hotmail.com
6	Dixie Ann Bracking	Rose Hall Working Group	Teacher	433 9256	
7	Grace Stapleton	Rose Hall Working Group	Domestic	526 6200	
8	Silma McLean	National Workers Move'nt National Council of Women	Clerk/Typist 1 st Vice Pres.	491 2102	Silma_mclean@yahoo.com
9	Beverly Richards	N.C.U.	Pro-Admin Sect	4540866	Beverlyrichards102@hotmail.com
10	Kurvette Franklyn	Pre-School Teacher Campden Park	Director	530 6771	Bluebaby.girl@hotmail.com
11	Ann Ashton	Rose Hall Working Group	Shopkeeper/	491- 7126	
12	Kaskie Miguel	N.C.W/N.Y.C	Counselor	532-2251	kaskiemiguel@yahoo.com
13	Oteva Olivier	New working Group	Store Clerk	533 6751	Oteva_Olliver@hotmail.com
14	Jennis Cyrus	Rose Hall Working Group	Principal	433 3119	jnnscyrus@yahoo.com

SANDY BAY DISASTER MANAGEMENT COMMUNITY FORUM - MAY 27, 2014

#	Name	Occupation	Telephone
1	Patricia Fraser	Social Worker	457 6493
2	Helen Young	Farmer	458 9015
3	Hazel-Ann Lavia		498-7300
4	Ronelle Ballantyne	Hair Dressing	433 3774
5	Roxam Baptise	Pre School Teacher	495 8238
6	Drucilla Edwards		433 1694

#	Name	Occupation	Telephone
7	Eudeen Yorke		430 9559
8	Shounid Baptise		432 9462
9	Jonica Lavia		528 1184
10	Jean Nanton		433 0304
11	Alison Cordice		454 0285
12	Shavon Dcment		430 0195
13	Manette Lavia		433 5862
14	Suzanne Peters		430 4616
15	Winston Lavia		532 6895
16	Relusyn Lavia		432 7816
17	Kamal Tempo		434 7745
18	Dennis Williams		457 6713
19	Denise Francois	Vendor	526 6138
20	Monica Nanton		458 9776; 495 1416
21	Laura K Alfred	Nurse	458 0991; 495 8616
22	Alvda Cadice		491 9493; 528 1330
23	Keith Baptise		593 3561
24	Josiane Cordice	Librarian	531 1409
25	Janette Francois		5324663
26	Davidson Baptise		432 0902
27	Tot Hoyte		
28	Owen Baptise		434 8033

WOMEN IN AGRICULTURE AND RURAL DEVELOPMENT COMMUNITY FORUM - MAY 27, 2014

#	Name	Telephone	Email Address
1	Kenroy Dasent (Mr)	492 3549	
2	Pasanty Butler	495 2348	
3	Mary Jackson	431 6053	
4	Rosemary Peters	526 4765	
5	Mahalia Lupid-Toney	458 9802	

6	Sandra Sampson	492 9577	faithnow@Hotmail.com
7	Elroy Jackson (Mr)	529 7144	
8	Soneth John	4915117	sonj2205@hotmail.com
9	Ashalyn Young	533 9084	sweetheaven@hotmail.com
10	Suenen John	529 9919	
11	Lyliette Lathan	457 6941; 431 2851	
12	Bernadette Commissiong	4914123	
13	Ruthlyn Alves	531 9384	ruthlynalves@hotail.com
14	Annie Joyles	455 9324	
15	Deborah Wilson	497 7075	
16	Leson xxxpson	526 4399	
17	Marilyn Charles	4341995	
18	Sylvis Olivierre	528 9518	
19	Noris Walters	454 5552	Norisawalters @hotmail.com
20	Madeline S. Allen	433 2349	
21	Ruth James	496 8107	
22	Norman Peters (Mr.)	593 7250	
23	Busta Thomas (Mr.)	498 8857	
24	Elisah Thompson (Mr.)	498 8857	
25	Cathalina Thomas	455 5933	
26	Nattash A. Harry	432 8883	
27	Audrey Walters- Butler	526 7000	Cocoaus @hotmail.com
28	Joseph Browne (Mr.)		
29	James Sam		

APPENDIX 3 – PROPORTION OF EMPLOYED MALES AND FEMALES BY ECONOMIC SECTOR – 2012

Industry/Economic Sector	Male	Female	Total
Agriculture, Forestry and Fishing	16.5	5.3	11.8
Mining and quarrying	0.1	0.0	0.1
Manufacturing	6.1	3.6	5.0
Electricity, gas, steam and air conditioning supply	1.2	0.4	0.8
Water supply; sewerage, waste management and remediation activities	1.1	0.3	0.8
Construction	18.7	1.9	11.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	14.2	20.5	16.9
Transportation and storage	10.9	3.1	7.6
Accommodation and food service activities	5.2	10.4	7.4
Information and communication	1.3	1.3	1.3
Financial and insurance activities	1.0	3.2	1.9
Real estate activities	0.1	0.1	0.1
Professional, scientific and technical activities	0.9	2.2	1.5
Administrative and support service activities	3.2	2.4	2.9
Public administration and defence; compulsory social security	9.0	10.8	9.7
Education	3.5	13.6	7.8
Human health and social work activities	1.1	6.6	3.4
Arts, entertainment and recreation	0.6	1.2	0.9
Other service activities	1.8	2.6	2.2
Activities of households as employers	2.0	8.7	4.8
Activities of extraterritorial organizations and bodies	0.1	0.1	0.1
Not Stated	1.3	1.6	1.4
TOTAL	100	100	100

Source: Statistics Department, Central Planning Division, March 2015.

APPENDIX 4 – LIST OF STATUTORY BOARDS/BODIES BY SEX¹⁶⁰

#	Names Of Boards/Bodies	Chairperson	Male	Female
1	Adoption Board	F	1	4
2.	Appeal Tribunal for Protection of Employment	M	3	-
3.	Bank of SVG	-	1	1
4.	BNTF Committee	F	5	3
5.	Board of Governors- SVG Community College	F	6	10
6	Cadet Force Advisory Committee	M	7	4
7	Caribbean Development Bank	-	3	-
8	Customs Appeals Commissioners	F	1	3
9	East Caribbean Central Bank	-	2	-
10.	East Caribbean Group of Companies	-	1	-
11.	East Caribbean Telecom Board	-	2	-
12.	Education Advisory Board	-	8	8
13	Energy Committee	M	9	2
14.	Financial Services Authority	M	4	3
15.	Firearms License Board	M	5	2
16.	Gaming Authority	M	4	-
17.	Input Warehouse Com.	M	7	-
18.	International Airport Development Co.	M	15	3
19.	International Monetary Fund	-	2	-
20.	International Gaming Committee	M	4	3
21	Invest SVG	M	4	4
22.	Land Surveyors Licensing Board	M	2	2
23.	Liat Board	-	2	-
24	Marine Parks Board	M	10	1
25	Maritime Commission	M	10	1
26	Maritime Security Advisory Committee	-	5	1
27.	Medical Accreditation Committee	M	3	2
28	Medical Board	M	2	1

#	Names Of Boards/Bodies	Chairperson	Male	Female
29	Memorial Hall	M	2	5
30.	Multi-Lateral Investment Guarantee Agency	-	2	-
31	National Accreditation Board	F	9	11
32	National Aviation Security Programme	-	9	11
33	National Centre for Technological Innovation	M	7	-
34	National Commission on Crime Prevention	M	but composed of reps. Of various	Not gender specific
35	National Cultural Foundation	M	8	2
36	National Economic & Social Dev. Council	M	16	13
37	National Fisheries Company	M	7	-
38	National Insurance Services	M	7	2
39	National Investment Services Committee	M	5	-
40	National Partks, Rivers & Beaches Auth.	M	12	1
41	National Properties Limited	M	12	-
42	National Quarry Board	M	4	-
43	National Security Advisory Board	M	8	3
44	National Stadium Board of Management	M	10	2
45	National Standards Council	F	11	2
46	National Telecommunications Regulatory Commission	M	4	1
47	National Tripartite Committee on the Economy	M	7	2
48	National Trust Board	F	6	2
49	National Youth Commission		Rep. of various orgs	Not gender specific
50	Ottley Hall Marina Company	M	6	2
51	Petro Caribe SVG	M	6	2
52	Pharmacy Council	F	3	2
53	Police Chaplain Board	M	2	-
54.	Police Oversight Committee	M	4	-
55	Port Oversight Security Committee	M	7	1
56	Postal Corporation	M	9	1
57	Private Investigators & Security Guards Licensing & Advisory Board	M	6	4
58	PSC Board of Appeal	M	3	2

#	Names Of Boards/Bodies	Chairperson	Male	Female
59	Public and Police Services Commission	M	2	1
60	Roads, Buildings and General Services Authority	M	8	3
61	Sector Skills Development Agency	M	7	5
62	Social Investment Fund	M	5	5
63	St. Vincent Electricity Services Ltd.	F	8	1
64	Tamarind Beach Hotel Board	-	3	-
65	Tourism Authority	F	9	1
66	Union Island Board of Tourism	M	4	1
67	WINERA Board	-	1	-
68	World Bank	-	1	1
	TOTAL- 68 Boards¹⁶¹	M=43; F=10; NA-15		

Source: Office of the Prime Minister, SVG, May 2014.

¹⁶¹ Note this is only a partial list. The additional 20 boards are listed on Table 22 which compares composition of the same boards which existed 20 years ago with the present situation. See page .

APPENDIX 5 - INSTITUTIONAL ANALYSIS: DONORS AND INTERNATIONAL ORGANISATIONS (2013)

Institution	Budget	Priorities	Gender and PSD Integration	Formal Coordination	Projects under consideration	Views of Donor Duplication
DFID	75m pounds allotted to the Caribbean	Identifies problems e.g. development issues, regional integration and then bids for funds from government for a 4-year cycle	Gender involved in projects implicitly	Part of a Private Sector Donor Working group, which CIDA heads	Strengthening financial sector regulation and competitiveness	Duplication is moderate and varies somewhat by sector. There are not many donors in the Caribbean and, where there are, there is a coordination structure in place.
CDB	US\$22.5m to 11 financial intermediaries in 2012	<p>Include:</p> <ul style="list-style-type: none"> Economic Growth, Inclusive Social Development Support for Education and Training Improving the environment for private sector development Improving Productivity and Competitiveness in Agriculture 	Gender Equality Policy adopted in 2009 and related Operational Strategy seeks to ensure that policies, programmes (including PSD) are responsive to gender issues	All bilateral and multilateral partners in the region	-	-
Compete Caribbean Programme	US\$40 million for the Caribbean	Uses background reports and analysis to determine demand and	All projects must include gender considerations . However,	With most donors.	Antigua Customs Reform & Investment Attraction	Donor coordination group and the outcome of donor

Institution	Budget	Priorities	Gender and PSD Integration	Formal Coordination	Projects under consideration	Views of Donor Duplication
		meets the demand	some gender-specific indices are difficult to obtain from OECS.			matrix helps to minimize duplication.
CROSQ	Two sources of funds: (1) Governments of 15 states (2) Donors who support CROSQ programmes.. Budget is regional and determined based on a formula	Trade issues	Most projects under the CARTfund (CDB) maintains that gender be included, however most efforts are in building up standard bureaus and gender still needs to be properly defined for CROSQ projects.	CDB CART Fund; Germany and IDB funds; PAHO, CDC, UNDP	Accreditation and Metrology.	There are areas for better synergy and this is improving. Need to cooperate more within the CARICOM Secretariat.
Caribbean Export	Through EU with DFID, German Development Agency, CIDA	Sectors with opportunities for growth including professional services, investment in distributive services, creative industries, agro-processing, energy, specialist tourism.	-	Governments , Business Support Organisations , CARICOM, OECS, EU, DFID	All projects that meet remit	-
CIDA	CIDA handles approx.. 80%	Determined by the Canadian	Gender is a core/cross-	Formal coordination is	Eastern Caribbean	Can be reduced

Institution	Budget	Priorities	Gender and PSD Integration	Formal Coordination	Projects under consideration	Views of Donor Duplication
	of financial assistance from the Government of Canada. Funds are provided by grants or contributions.	Government. Currently focuses on Sustainable Economic Growth; and Entrepreneurship and Connecting Markets.	cutting element of all CIDA's projects.	seen with the Compete Caribbean Program which involves IDB, and DFID.	Leadership Program; Entrepreneurship for Innovation; Canada-Caribbean Leadership; Regional Integration and Trade; and Caribbean Local Economic Development.	through better planning and coordination and through better reporting on project results to inform the development of future projects.
EU Delegation to Barbados and the Eastern Caribbean	Funds delegated both regionally and nationally. National allocation is determined in the country strategy paper (CSP)	Joint process between country development priorities & E.U. It has to be linked globally & with national initiatives.	The Country Strategy Paper identifies allocation, and each project has a Financial Agreement. This implicitly targets women through development of Micro and Small Businesses	Donor groups meet each other at Donor presentation level. There are framework agreements with UNDP, World Bank, FAO.	Integration & Trade in OECS Harmonisation, Tourism sector, agriculture & health food safety systems, export capacity development,	Some challenges, e.g. Compete Caribbean is conducting national initiatives and ITC conducting export interventions and results are almost the same. Plus, some projects need to be run sequentially. Private Sector Donor Group coordination helps.

Institution	Budget	Priorities	Gender and PSD Integration	Formal Coordination	Projects under consideration	Views of Donor Duplication
IFC	<p>No budget for OECS, but have strategic priorities and needs to address, and modify approach and find money to meet those needs.</p> <p>Most services in OECS are Advisory Services and Trade Facilitation, Logistics, Credit Bureaus</p>	<p>Since most projects in the OECS are Advisory services, work with clients (government institutions, financial institutions) to provide services that are needed e.g. Trade Logistics, Credit Portfolio Management</p>	<p>No specific outline for explicit gender efforts in projects, however gender is implied in projects and gender impact and outcome.</p>	<p>Most donors</p>	<p>Trade logistics and Tax implementation</p>	<p>It is important to fill the gaps where no one else is providing assistance. IFC looks at the gaps and tries to fill them.</p>

Source – Adapted from p.40 “Table 8: Business Support Institutions in St. Vincent and the Grenadines” in *Compete Caribbean OECS Project Private Sector Assessment and Donor Matrix Report for St. Vincent and the Grenadines*.

APPENDIX 6 – ENTRIES AND PASSES CSEC - SVG-2013

MALES			Females	
Subject	# sittings	Passe-1-111 %	# sittings	Passes 1-111- %
Literacy and Numeracy				
English A	660	50	808	66.2
English B	103	74.8	255	76.5
Mathematics	584	24.3	717	31.8
Additional Mathematics	N/A	N/A	N/A	
Sciences				
Agricultural Science SA	140	90	105	93
Agricultural Science DA	4	100	9	100
Integrated Science	379	84.7	405	83
Human and Social Biology	71	60.6	112	55.4
Biology	124	79	185	73.5
Chemistry	80	67.5	98	74.5
Physics	59	67.8	64	79.7
Humanities/ Social Sciences /and Modern Foreign Languages				
Caribbean History	98	60.2	200	61
Geography	236	77.5	192	76.6
Social Studies	475	73.3	560	70.9
Physical Education	219	97.3	180	92.2
Religious Education	0	0	5	80
French	38	78.9	98	83.7
Spanish	106	45.3	205	52.7
Business Studies				
Economics	44	79.5	82	92.7
EDPM	325	77.8	366	77.8
Information Technology	241	85.5	315	85.7
Office Administration	117	73.5	305	81
Principles of Accounts	109	77.1	228	80.3
Principles of Business	351	80.9	419	79.5
TVET and The Performing Arts				
BT CONSTRUCTION	11	90.9	0	0

MALES			Females	
Subject	# sittings	Passe-1-111 %	# sittings	Passes 1-111- %
BT Woods	105	80	2	50
Electrical /Electronic Technology	22	59.1	2	50
Mechanical Engineering	0	0	0	0
Technical Drawing	129	54.3	5	40
Clothing and Textiles	2	100	33	66.7
Food and Nutrition	110	80.9	211	83.4
Home Economics management	106	78.3	200	76.5
Visual Arts	48	60.4	26	76.9
Music	5	20	12	83.3
Theatre Arts	0	0	12	100

Source- OECS Education Statistical Digest -2012-13