



SYMPOSIUM ON RESEARCH ENTERPRISE & IMPACT

Profiling the Gender Sensitivity of Nations

Panel 2: Facilitating Evidence-based policy making

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Outline of Presentation

- This presentation draws on the insights of over two decades of gender and development policy making and intervention work in the Caribbean. It asks the following:
 1. How and when did gender equality emerge as an indicator of development of a society?
 2. What distinguishes the process of research for a gender policy?
 3. What are the benefits to nations as a result of addressing gender inequities?



Markers of female gender inequality

What do

- Suttee and Bride burning in India, (historical and current) *Laws of Manu in Hinduism*
- Footbinding in China, (historical)
- Female infanticide in China and India, (current although outlawed)
- Female genital mutilation in the Sudan and Ethiopia, (current)
- Stoning to death for adultery in Greece, Iran and Nigeria, (*Islamic Sharia law* }
- Execution of women as witches in Europe and America, (no longer practiced)
- Restrictions on women from inheriting or owning property, (has changed)
- Prohibiting women from the vote in the United Kingdom until 1918, and the
- Exclusion or prohibitions of women from access to formal education or to the workplace as still occurs in Afghanistan and some parts of Pakistan (current)

....With

Markers of male gender inequality in society?

- Men were/are expected to be defenders of nation and country and fight wars, be brave in the face of death, the expendable sex in human society.
- The expectation and burden on masculinity as primary breadwinner and providers
- Young black males make up the majority of prison populations in the US and in Trinidad and Tobago
- Men are in general viewed as the violent sex, as abusers of children and women

- The problem of gender is not a 20th and 21st century one created by women. It has existed for millennia.
- A major difference of gender policies from other policies is that GENDER unites public and private spheres, brings together issues which connect the home and the workplace, mind and body.
- Gender examines and acknowledges that the sexual division of labour is not fixed and that changes in technology have brought considerable change to institutions like the family, education and health care.
- Gender policies contend with religious beliefs and cultural myths about the role of women and men in society that are deemed unchanging, natural and “God given”.

- The idea of gender equality and equity as achievable through policy came on the heels of an indicator that measured Human Development. The HDI was published in the first UNDP *Human Development Report* in 1990
- The HDI assessed the status of a country's development by comparing life expectancy rates, educational attainment levels, gross domestic product per capita, carbon dioxide emissions per capita, expenditure on public health, and so on.
- By 1995, the UNDP Human Development Report further disaggregated the HDI with **two Gender Indicators**, the Gender Development Indicator (**GDI**) and the Gender Empowerment Measure (GEM)

- This opened the door to the measurement of gender inequality and to the social and economic engineering of gender equity.
- By the late twentieth century, to qualify for international loans and treaties, several Caribbean governments, committed to formulating, *if not actually implementing* national policies for gender equity and equality.
- Policies drafted by Teams from the Institute for Gender and Development Studies
 - **Cayman Islands 1999-2001**
 - **Trinidad and Tobago 2003-2005 & 2011- 2012,**
 - **Dominica, 2005-2006**
 - **British Virgin Islands 2010-2011**

Evidence based and people-centered research

Conceptual

Informed by Human Rights Declaration (1948), Gender Mainstreaming
definitions of sex and gender
The Constitution of the Country

approaches and approved

Research Driven and Evidence based

Review of all documents and reports produced by Gender Affairs and other relevant Ministries
Sociological and historical understanding of gender and gender relations
Legislation

Statistical data collection of population demographics disaggregated by sex
Sectoral performance - particularly, Economy, Health, Education, Governance,
Immigration, Judiciary disaggregated by sex

Participatory and Consultative

Ethnographic and participatory methods of data gathering of communities
Support of Non-governmental institutions and Civil Society

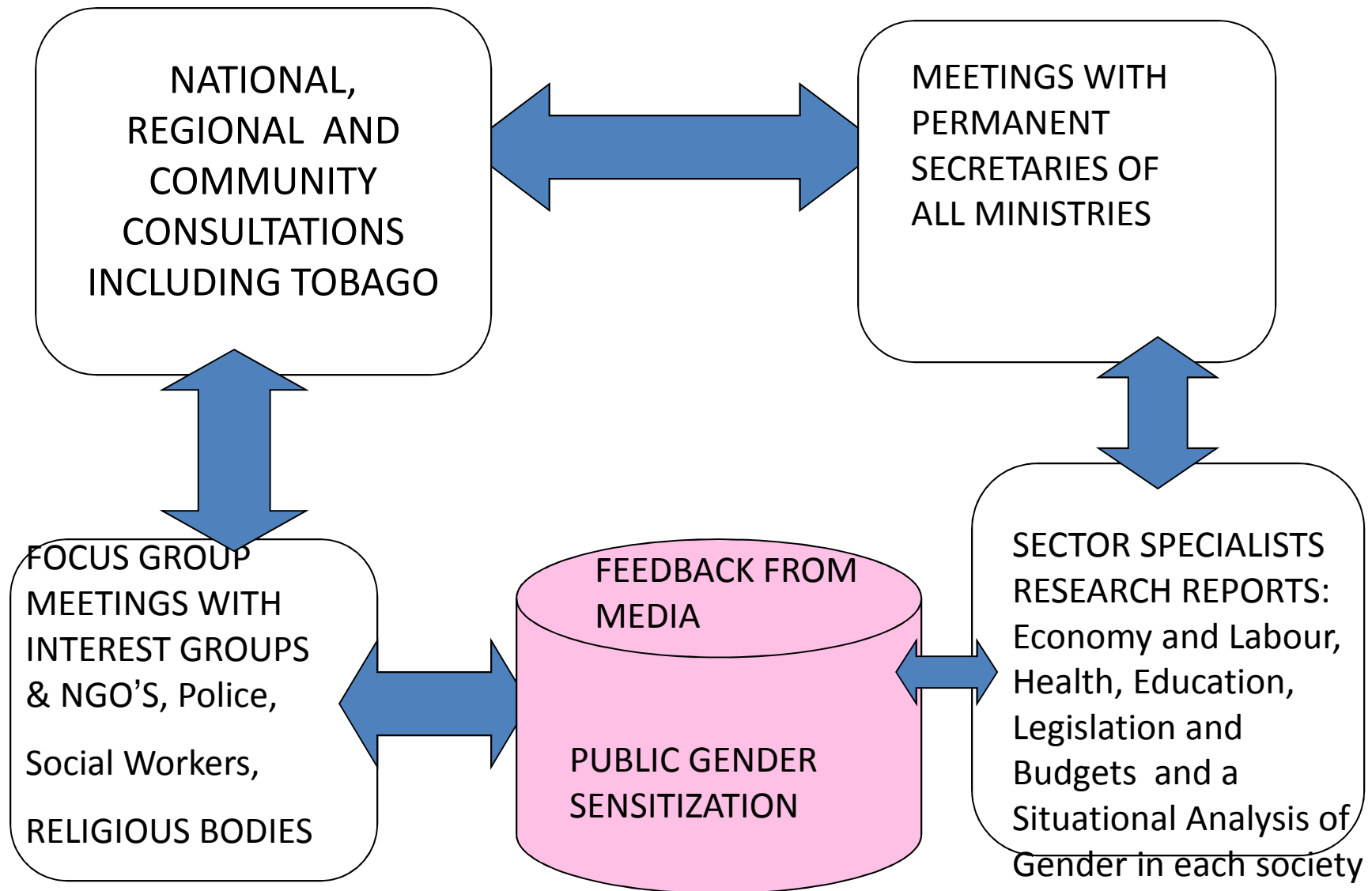
Public Education and media sensitization on gender

Gender Sensitization, Gender training and integral support of the Public

Sector

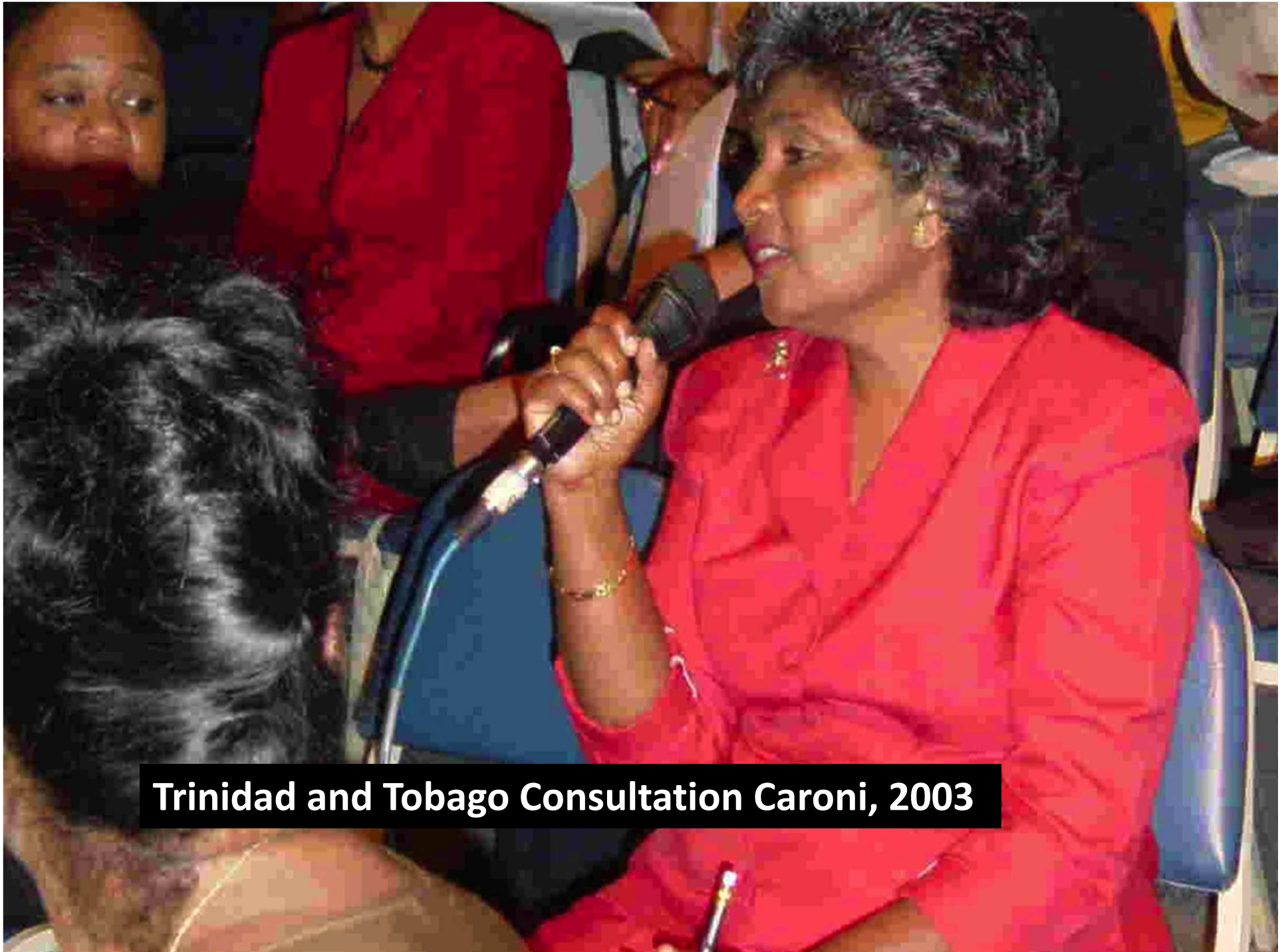


The Consultation and Research Process Trinidad and Tobago





Trinidad and Tobago Consultation Toco, 2003



Trinidad and Tobago Consultation Caroni, 2003

British Virgin Islands 2010



In Cayman Islands and BVI, Consultations are carried out in all the major island territories



**Trinidad and Tobago Youth
consultation 2011**

MENTOURING

M **A** **L** **E**

MODEST **ASSERTIVE** **LOVING** **EMPATHETIC**

Be man about it.

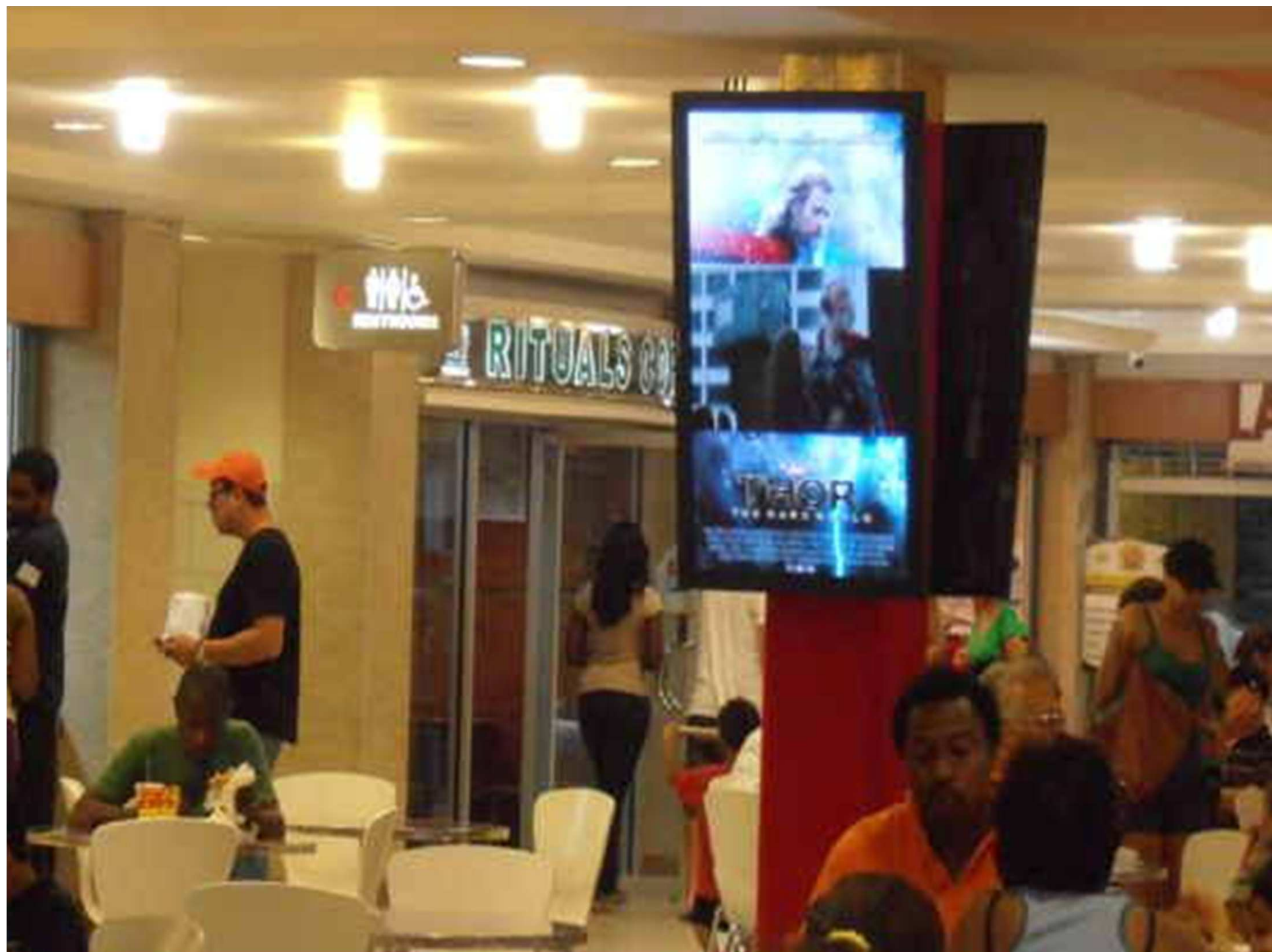


Trinidad and Tobago Youth
consultation 2011

AYSHR
Advocates For Youth Sexual
& Reproductive Health Rights
Know your rights. It's your right to know!!

Benefits gained by the generation of national gender policies

- Research driven documentation that allows reporting to UN on status of men and women eg CEDAW Report
- Public debates and sensitization of society on issues pertaining to gender eg: Rights of persons of all sexual orientations, sexual and reproductive rights of men and women
- Changes in legislation that affect the status of men, women and children eg removal of label of bastardization in legal documents, domestic violence protection
- Contribution of expertise on specific areas of gender eg: Youth at Risk Committee to Cabinet 2012/13 Masculinity and Crime, Trinidad (known as Ryan Report)
- Signals of gender equity and acknowledgement of nurturing roles of both parents, supporting fatherhood, motherhood and family values



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MALE

The sign features a yellow male figure icon, a white wheelchair accessibility icon, and two red chevrons pointing downwards. The word 'MALE' is printed in large, bold, white capital letters below the icons.





FEMALE



MALE

ATTENTION

Please Follow
Our Appearance
We Are Recruiting
For Your Future



FAMILY

University research and teaching outcomes

- Participation in Building Global Democracy Project of Warwick University on lessons from the Caribbean presented in Egypt (2010), Montreal (2011), UK (2012) (Patricia Mohammed)
- Major Research Project - Politics, Power and Gender Justice in the Anglophone Caribbean Led by Dr Gabrielle Hosein, Caribbean wide project funded by IDRC
- Various academic and popular and UN publications eg: The Construction of Gender indicators for Jamaica (UNDP, 1999, Mohammed)
- Ongoing Teaching at Graduate and Undergraduate levels using Gender Policy documents in the classroom, eg Gender and Development Studies and Women and Work – Dr Piya Pangsapa
- Training of Graduate Professional Masters for work in public and private sectors
- Gender Advocacy work in Trinidad and Tobago; Eg *Breaking the Silence* – Gender and Sexual Abuse - Res and Outreach led by Prof Rhoda Reddock
- Expertise of IGDS in policy making in gender and related areas, eg child, youth, gender and water policies.

Still a lot to be done

- How to resolve the growing chasm between changing ideas of gender in development and steadfast religious and cultural belief systems.
- How to make the project of gender equality one shared equally by both men and women

End of Presentation