

Country Gender Assessment



Barbados

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Introduction

- CDB mission: Promote economic growth and systematic reduction of poverty through social and economic development
- CDB Gender Equality Policy and Operational Strategy (GEPOS)
- Increasingly accepted that gender inequality contributes to losses in economic efficiency and effectiveness and affects both women and men adversely
 - CDB, CARICOM, Caribbean Export, CIDA, Commonwealth Secretariat, Compete Caribbean, DFID, EU, IADB, ILO, IMF, OAS/CIM, UN agencies, World Bank



Introduction

- Barbadian local conditions:
 - Relatively high per capita income
 - Extensive informal sector
 - Gender norms and production/
reproduction
 - Class issues intersecting with gender



Objectives and areas of focus

Objective 1: Uncover the links between gender equality and the different socio-economic life chances of men and women

- Economic and social conditions
- Education and training
- Culture, socialization and violence

Objective 2: Critically analyze the national capacity for gender mainstreaming

- Institutional context of gender equality
- Capacity for gender mainstreaming

Objective 3: Identify constraints, opportunities and risks for promotion of gender equality and implications for development effectiveness

- Recommendations



Research methodology

Search

Drill down

Expand & Validate



Research methodology

Internet search

Statistical offices

Line ministries

Academic and institutional reports

Key informant interviews:

- 46 men, 63 women (total 109)
- Statisticians, researchers, Ministry officials, NGO and trade union representatives, business support organisations, regional and international organisations, individual entrepreneurs.
- 59 organisations



Limitations

- Limited statistical data, especially sex-disaggregated data
- Wide scope – necessary to be selective; focus on gender and development/ economics

Results



Uncover the links between gender equality and the different socio-economic life chances of men and women



Gender Analysis of Economic and Social Indicators

Human Development and Gender Inequality

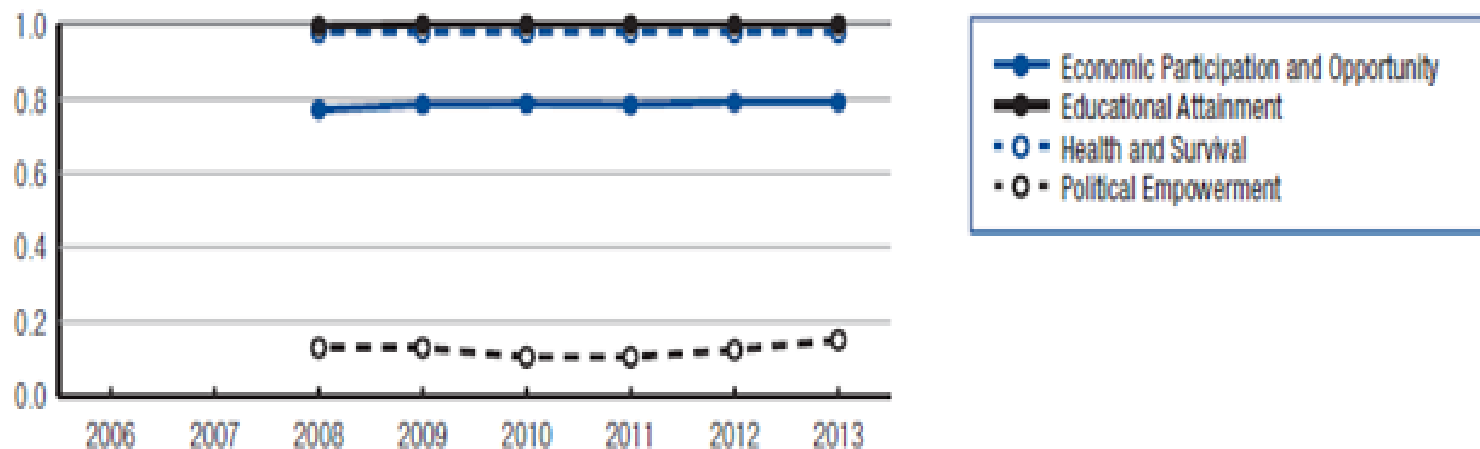
- “Very high” level of human development
 - Ranked 38th of 187 countries on the Human Development Index (HDI)
 - Reflects long life expectancy, excellent school enrolment and length of education and high income per capita
- Average Gender Inequality Index for countries at the “very high human development” level is 0.193 while Barbados’ figure was 0.343 in 2012
 - Achievements of girls with regard to secondary education are offset by low female representation in Parliament, relatively low labour force participation and high rates of maternal mortality and adolescent fertility



Human Development and Gender Inequality

Gender Gaps in Barbados, 2006-2013

Evolution 2006-2013



Source: World Economic Forum (2013) *Global Gender Gap Report 2013. Part 2: Country Profiles*. Geneva: World Economic Forum.

http://www3.weforum.org/docs/GGGR13/GGGR_CountryProfiles_2013.pdf

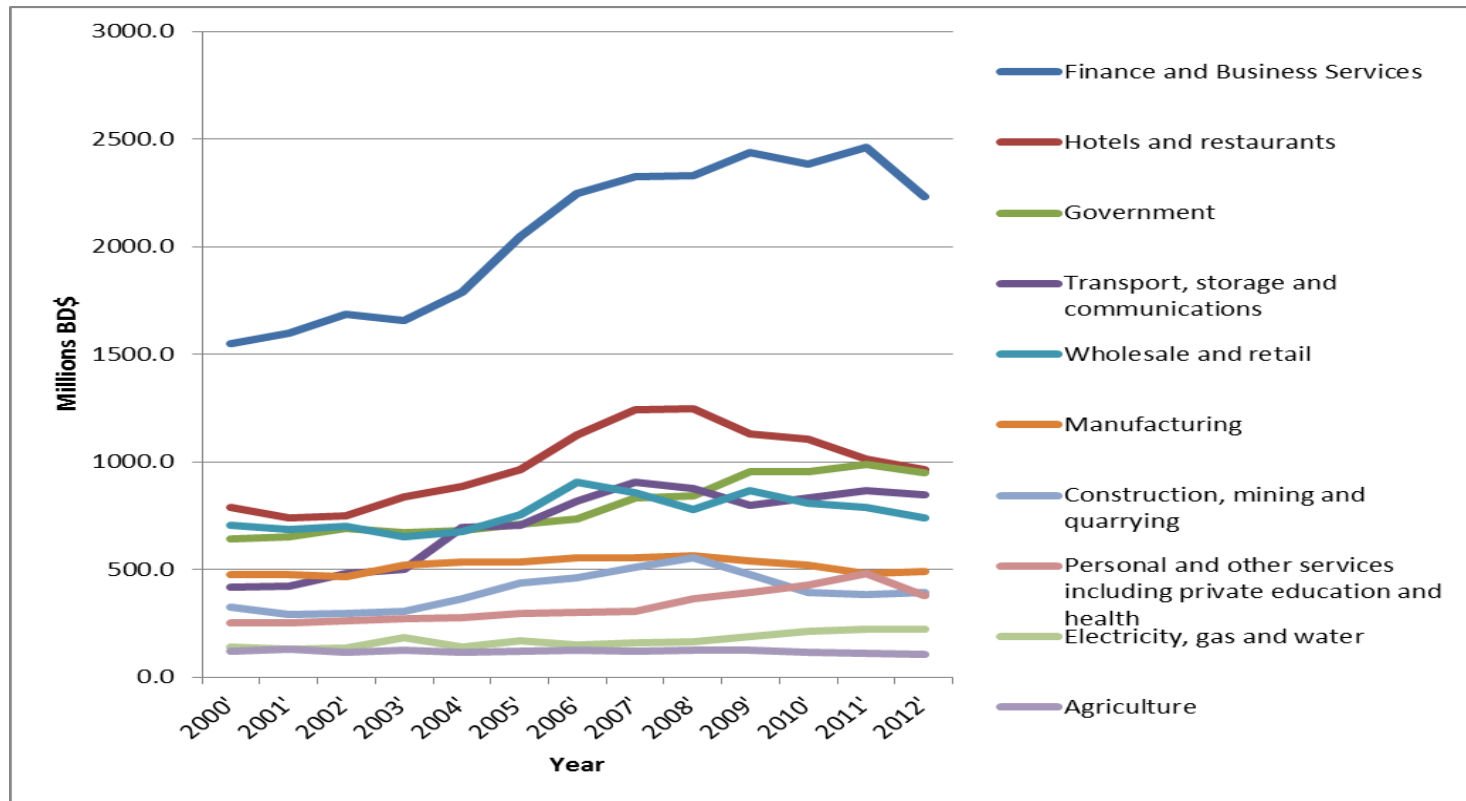


*There is evidence that in Barbados
the considerable advances in human
development have not translated into
a concomitant high level of gender
equality, except in education and
health*



GDP and Employment by Sector of the Economy

Trends in Gross Domestic Product by Sector, 2000-2012

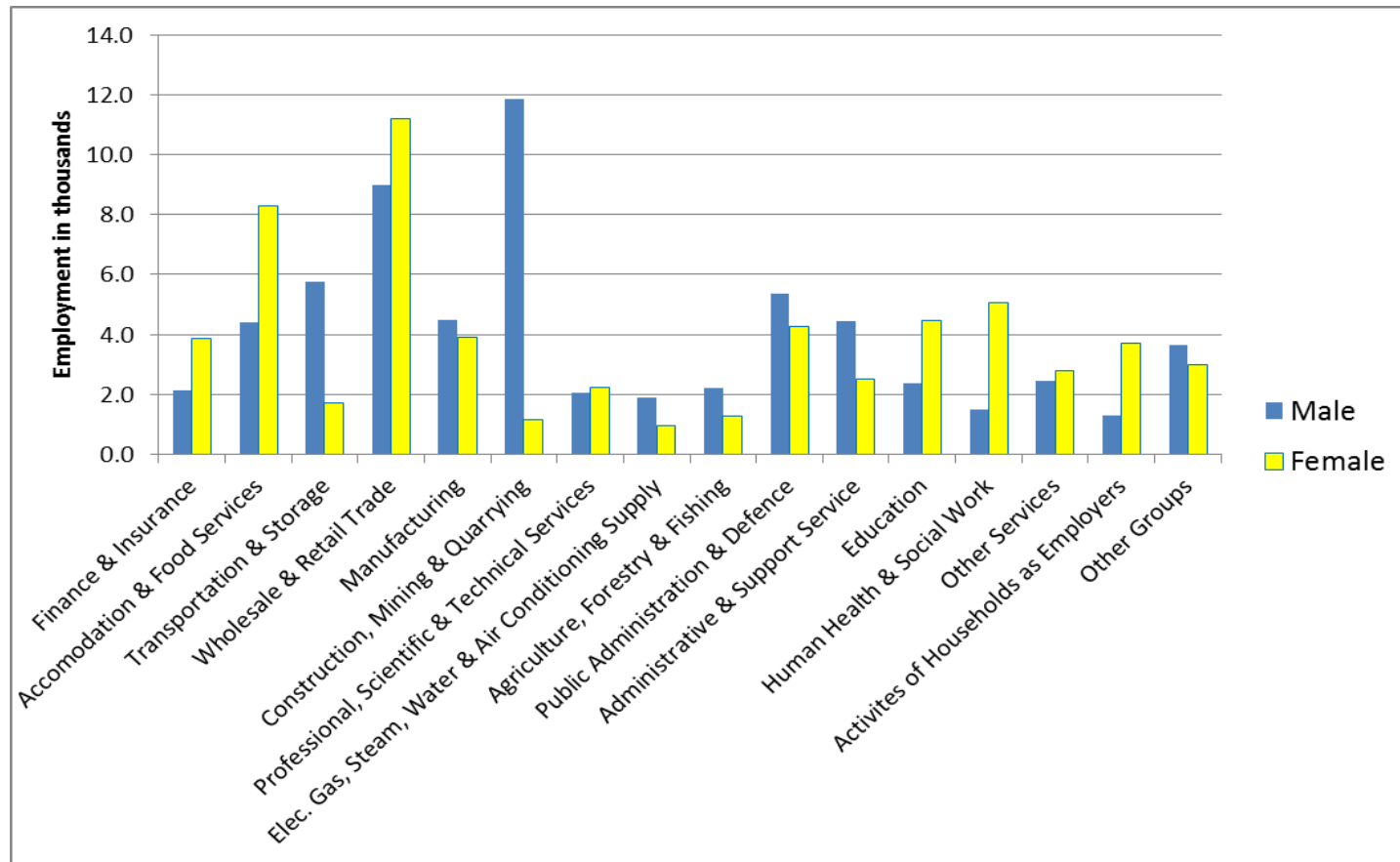


Source: Barbados Statistical Service



GDP and Employment by Sector of the Economy

Male and Female Employment by Sector, 2012



Source: Barbados Statistical Service Labour Force Survey



GDP and Employment by Sector of the Economy

- Little relationship between the contribution of a sector to GDP and its share of employment.
- Leading male employers:
 - Construction, mining and quarrying; wholesale and retail; transportation and storage, and public administration and defence.
- Leading female employers:
 - Wholesale and retail; accommodation and food services (tourism); health and social work; education, and public administration and defence.
- Major gender differentials in each, except public administration and defence
- Economic declines in all, except government, which is subject to cuts



GDP and Employment by Sector of the Economy

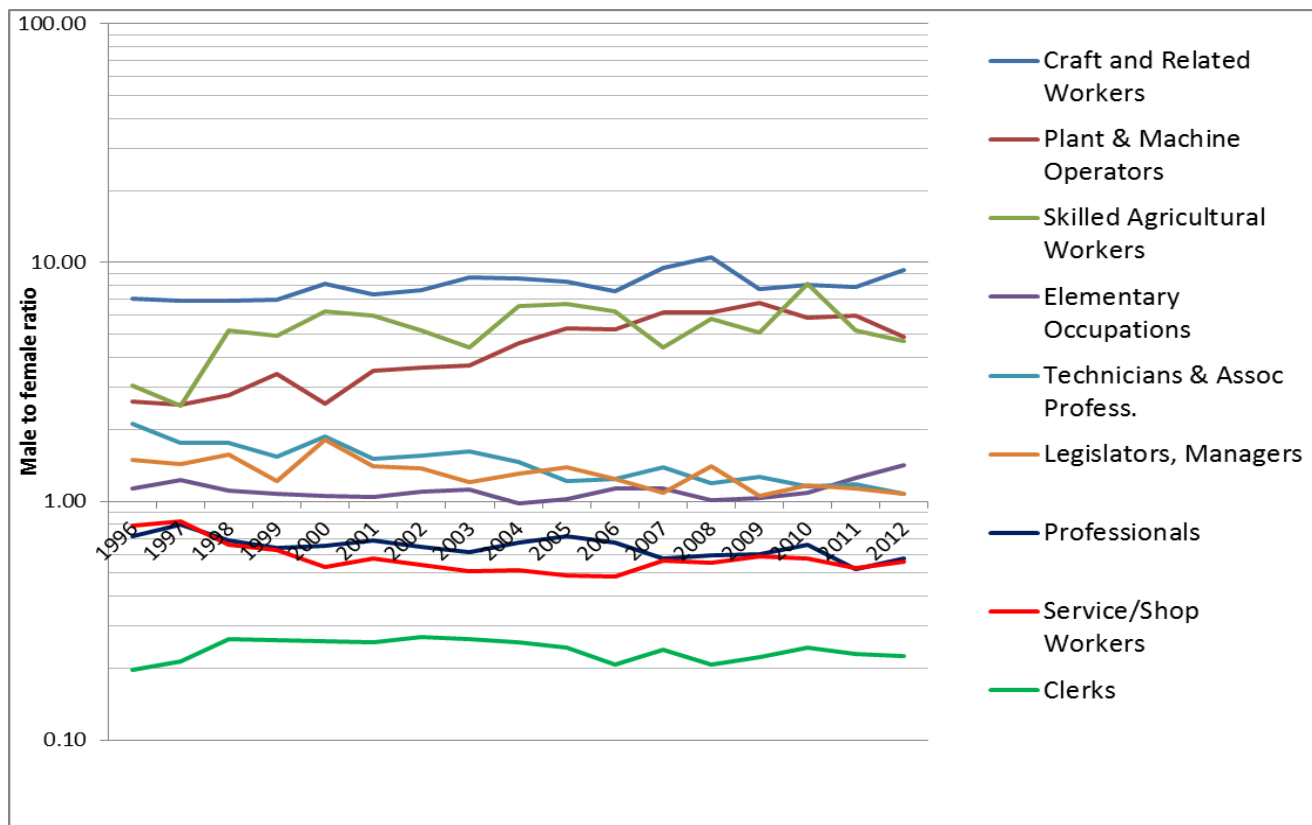
Action points:

- *Need for foreign exchange to support highly import-dependent wholesale and retail sector*
- *Policies to stimulate demand for Barbados tourism products may assist with regard to male employment indirectly and female employment directly.*
- *It is important to diversify employment given the vulnerability of labour-intensive sectors to external economic shocks.*



Occupational Roles in the Employed Labour Force

Male/Female Ratio in Employment by Occupation, 1996-2012



Source: Barbados Statistical Service Labour Force Survey



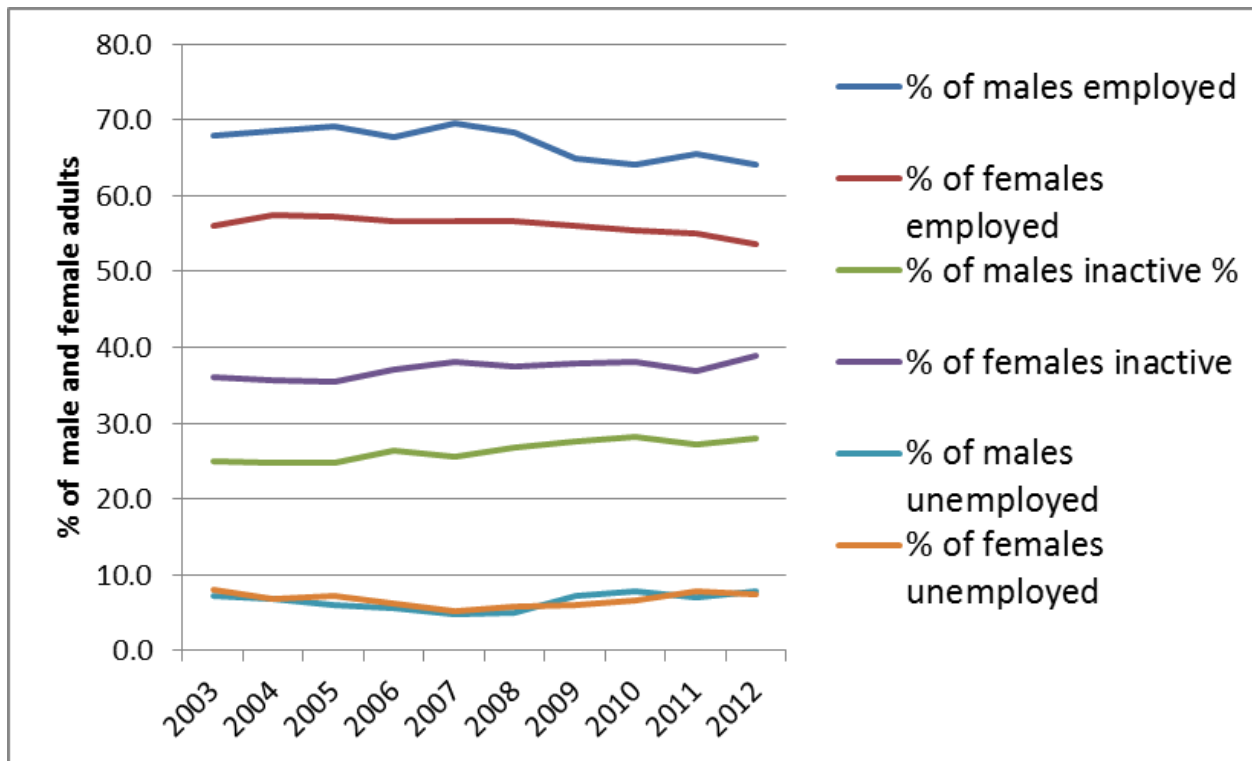
Occupational Roles in the Employed Labour Force

- There are 4.5 or more times as many men as women employed as craft and related workers, plant and machine operators and skilled agricultural workers, emphasizing the role of men in manual labour.
- Increasingly wide margin between male and female employment in these occupations.
- There are more male than female technicians and associated professionals, legislators and managers, though not by a wide margin and women have made inroads as technicians and associated professionals.
- Among professionals as a whole there are more women than men.
- Women are more plentiful among service and shop workers and clerks, and along with professionals, these account for 60% of the female workforce. The predominance of women in these occupations has not changed.



Employment, Unemployment and Inactivity

Trends in Employment, Unemployment and “Economic Inactivity” among Male and Female Adults, 2003-2012



Source: Barbados Statistical Service Labour Force Survey



Employment, Unemployment and Inactivity

- Throughout the whole period, considerably more men than women were employed, considerably more of the women than the men were “economically inactive” and the percentages of men and women who are classified as unemployed were very similar over time. Suggests entrenched roles.
- “Economically inactive” includes domestic labour and informal occupations. Unpaid/ untaxed.



Economic Roles of Men and Women

- Entrenched division of labour as regards occupations and distribution of employed/unemployed/ “inactive” population
- Gaps are generally not decreasing and in some areas are widening (manual labour)



Economic Roles of Men and Women

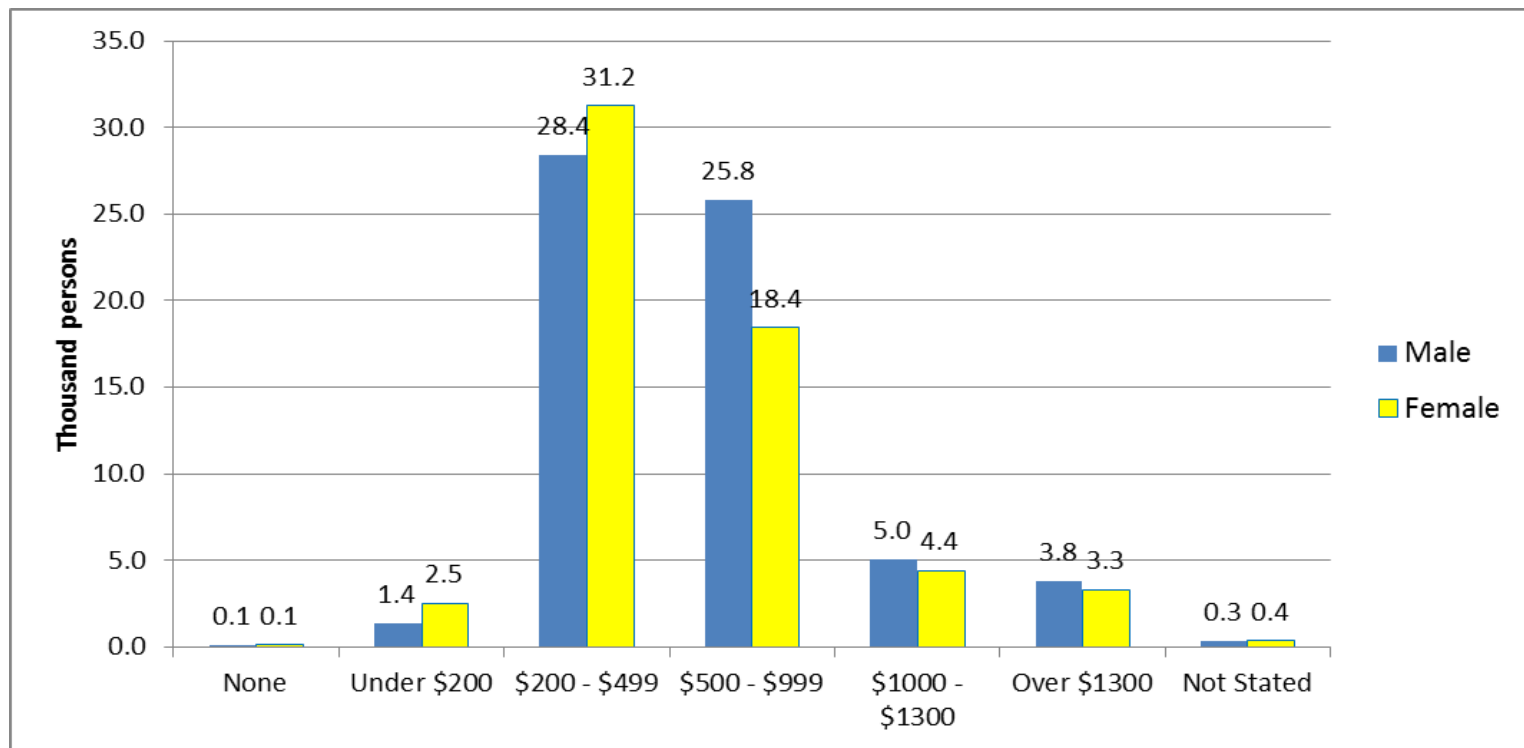
Action points:

- *Need to shift the entrenched gender division of labour*
 - *Occupational segregation*
 - *Balance between formal employment and the “economically inactive” segment of the population*
- *Extend focus beyond on the unemployed who declare they are looking for work.*
- *Need time-use studies of female activity showing distribution of time between unpaid domestic work and income earning. “Time poverty” among women.*



Inequality in Earnings

Earnings over the Past Week by Sex, 2012



Source: Barbados Statistical Service Labour Force Survey



Poverty

- Poverty is concentrated among households headed by women, which account for 47.5% of all households.
- The rate of poverty in female-headed households is 19.4%, compared with 11.5% in male-headed households and 15% in all households.
 - Source: Country Assessment of Living Conditions



Poverty

- Poor female-households have the highest dependency ratio: 74.8% non-earners per household, compared with 68.6% in poor male-headed households and 49.9% in the total population.
- Social isolation of men (homelessness)
- Lack of NIS contributions by homemakers



Poverty

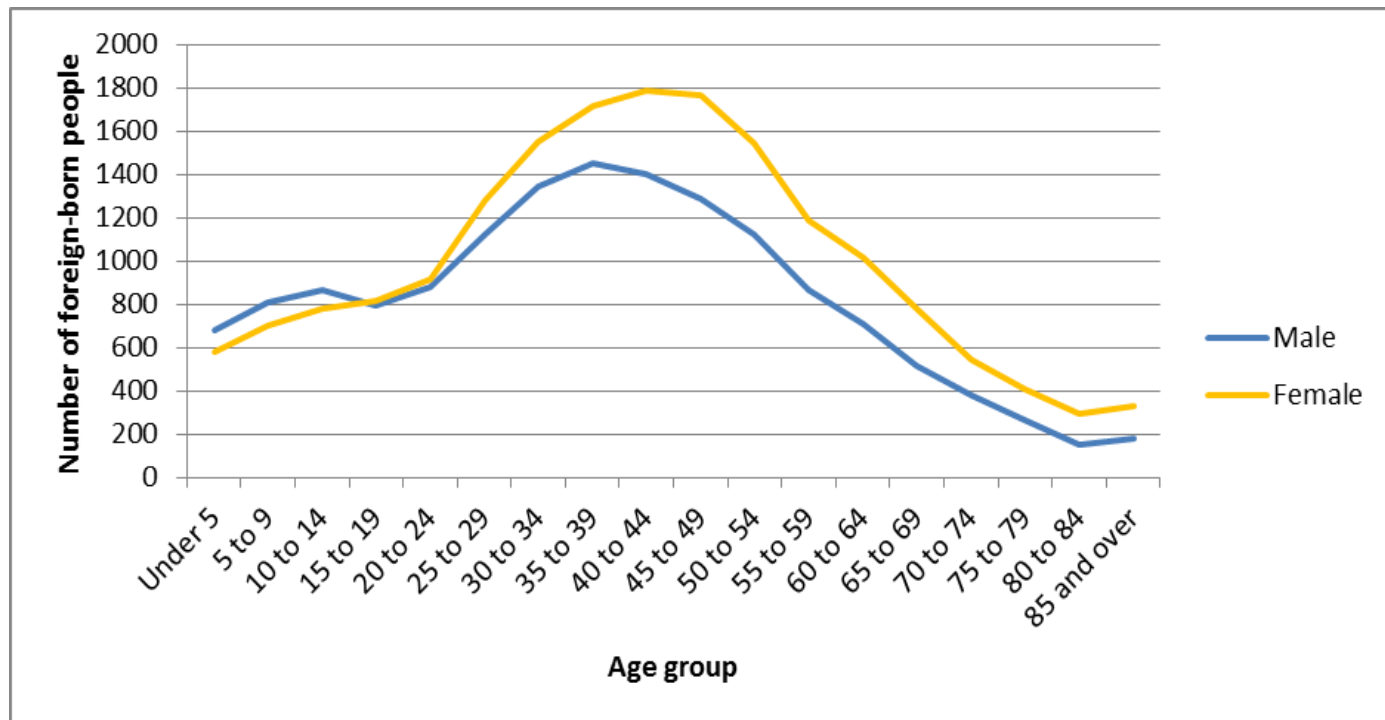
Action points:

- *Poverty strategies should focus particularly on :
 - single women who are heads of households
 - poorer men who are socially isolated*
- *The higher dependency ratio in poor households, keeps many trapped in the “economically inactive” segment of the population*
- *Need to reduce dependency in the whole household (I-SEE Bridge approach)*



Migration

Foreign-Born Population by Age Group and Sex, 2010



Source: Barbados 2010 census



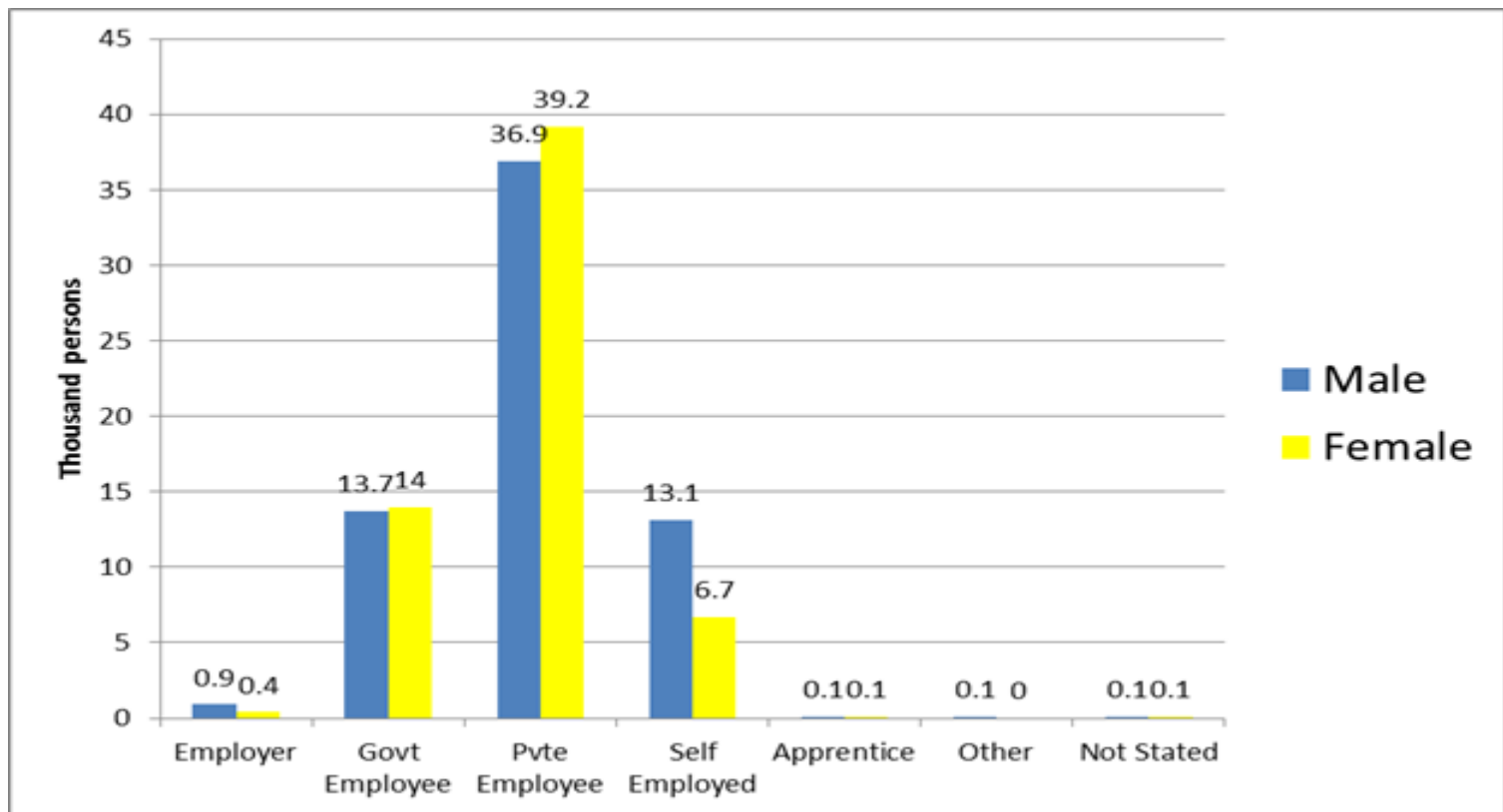
Migration

- There are slightly more emigrants from Barbados than immigrants to Barbados. Lack of sex-disaggregated data on emigrants.
- 45.1% of immigrants are from CARICOM
- Leading countries of origin: Guyana, St Vincent and the Grenadines, UK, St Lucia. More females than males from each of these countries
- Documented immigrants can access NIS insurance, but not social safety nets
- Very low access to services among undocumented immigrants



Access to and Ownership of Productive Resources and Entrepreneurship

Employment Category by Sex, 2012

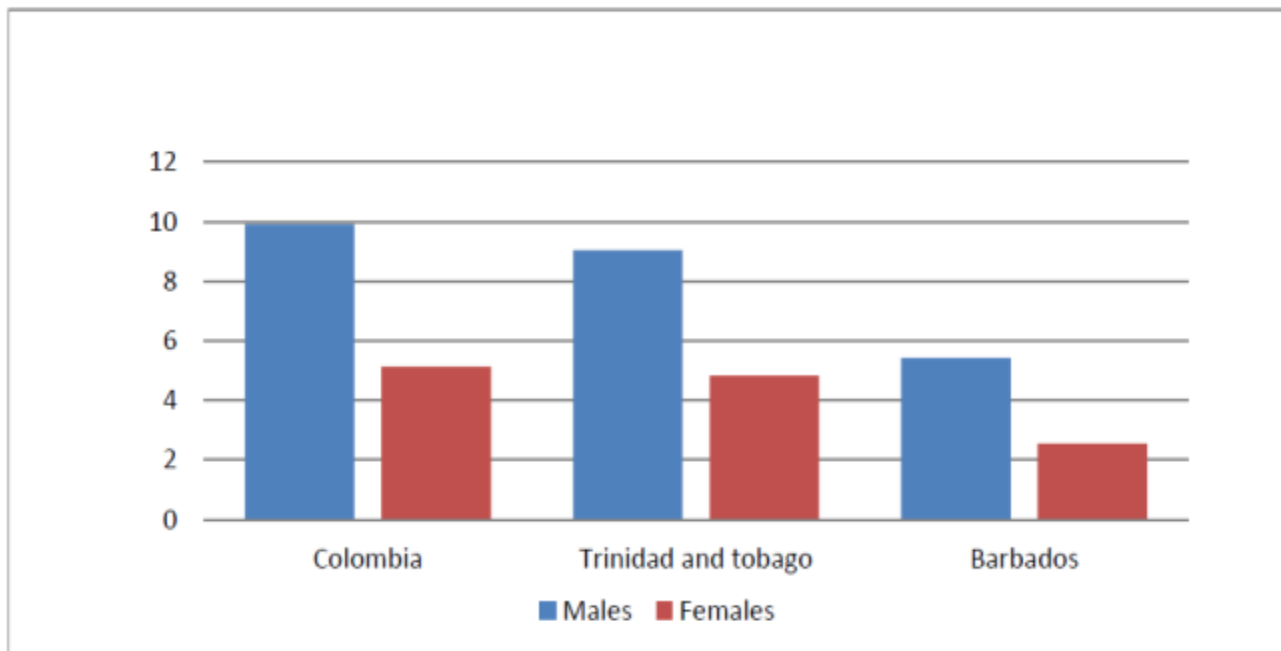


Source: Barbados Statistical Service Labour Force Survey



Access to and Ownership of Productive Resources and Entrepreneurship

Percentage of Men and Women who are Owners/ Managers of Businesses in Barbados, Trinidad and Tobago and Colombia, 2011



Source: Carrington, D and Wharton, M (2012)
Global Entrepreneurship Monitor: 2011 Barbados Report.
Canada: International Development Research Centre



Access to and Ownership of Productive Resources and Entrepreneurship

- Research in Barbados (UWI and CGA) reveals barriers to women's entrepreneurship and ownership:
 - Risk-averse local banks for both sexes but especially women. Lack of land and other collateral to secure loans.
 - Lack of knowledge about procedures for incorporation, registration and the fiscal system given lack of professional networks relative to those of men
 - Many women set up businesses informally because of such barriers and in order to balance caring responsibilities with income-earning possibilities



Access to and Ownership of Productive Resources and Entrepreneurship

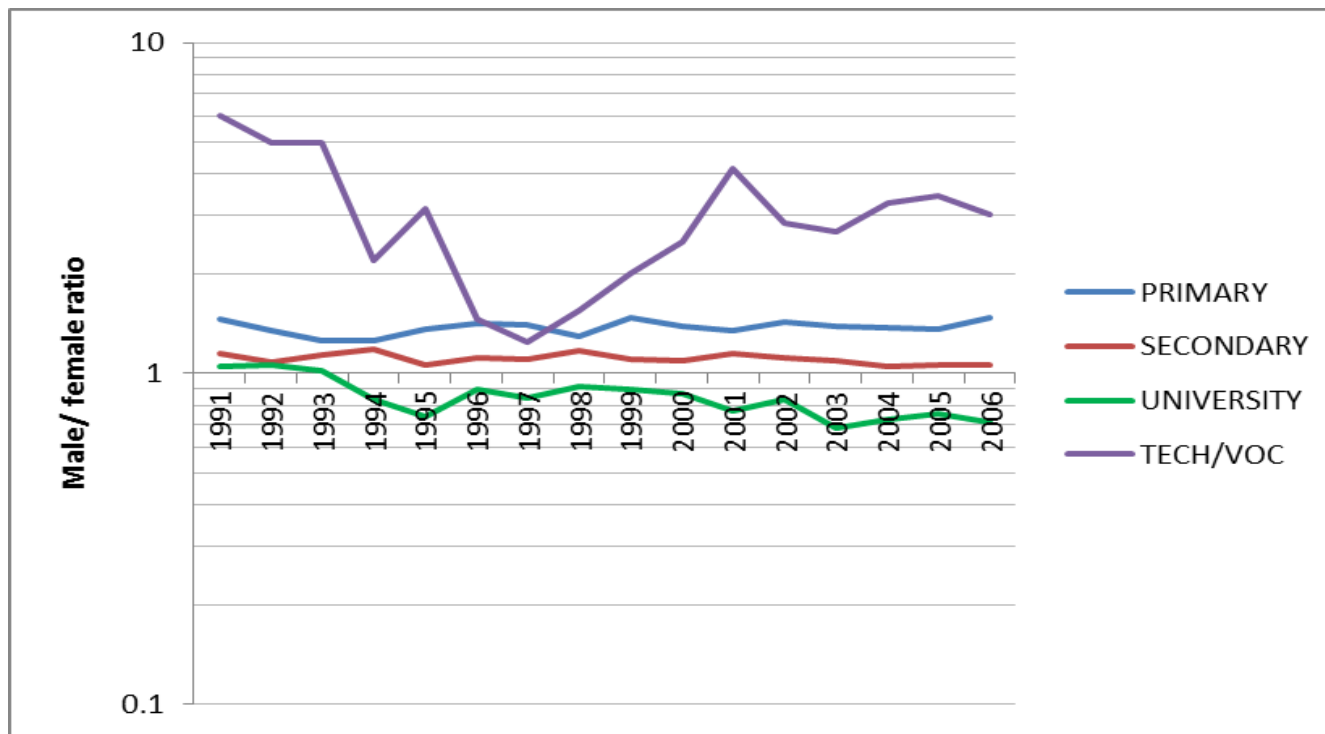
Action points:

- *Gender equity requires increases in the percentages of women in leadership and entrepreneurial positions as employers and self-employed persons*



Education

Male/Female Ratio in Highest Level of Education, 1991-2006

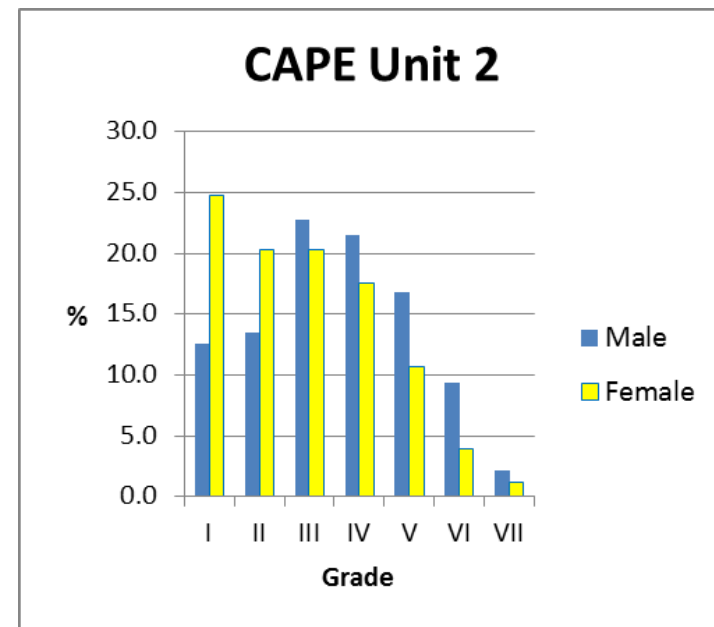
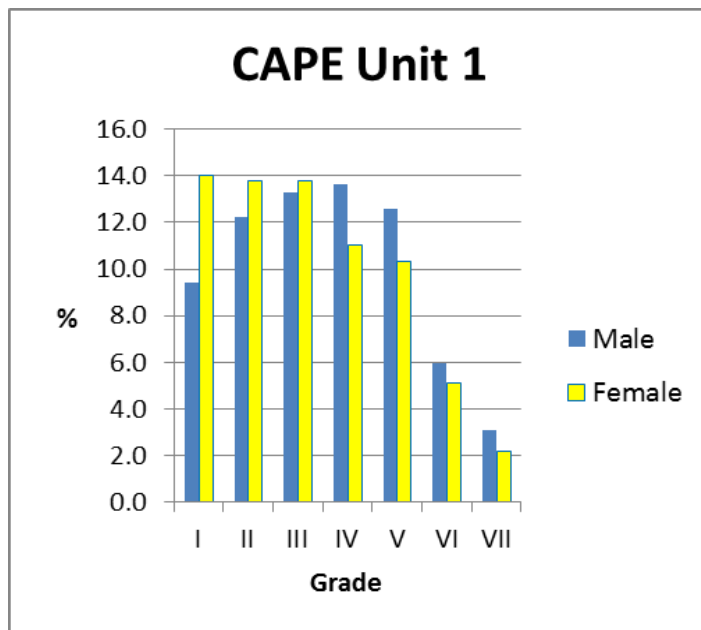


Source: Barbados Statistical Service Labor Force Surveys



Examination grades

Distribution of CAPE Scores by Sex, 2012





Teachers and Lecturers

- Male to female ratios:
 - 0.25 teachers in primary schools
 - 0.30 among Principals of primary schools
 - 0.61 in secondary schools
 - 3.4 among Principals of secondary schools
 - 1.30 among academic staff at UWI
 - 1.60 among academic staff at UWI with doctorates
 - 4.0 among Deans at UWI



Education

- Girls taking advantage of formal educational opportunities
- Yet women are paid less, occupy fewer of the senior positions, participate less in the labour force and occupational segregation by sex persists – lower returns on education
- Predominance of female teachers seems a weak explanation for patterns – it does not persist at UWI
- Boys/ young men subscribe more than girls/ young women to technical/ vocational education



Education

Action points

- *Educational strategies to attract boys: adaptation in teaching styles and greater emphasis on technical/ vocational education in school*
- *Action beyond the formal education system is needed to effect major changes in the economic position of women*



Culture and socialisation

Gender norms and economic roles

- Gender “binaries” affect the economic options and behaviour of men and women: outside/ inside; public/ private, and professional/ domestic.
- A “binary construction of gender that casts women and femininity as essentially different from and inferior to men and masculinity.”

(Petersen, 2003, quoted by Eudine Barriteau, in [Love and Power: Caribbean Discourses on Gender](#). E. Barriteau, ed. Mona, Jamaica, University of the West Indies Press: 20.)



Gender Norms and Economic Roles

- “Productive” and “reproductive” roles associated with men and women respectively

Reproductive activities refer to the domestic duties as well as all those activities associated with the care, maintenance and social reproduction of the family. They include caring for children and other members of the family, cooking, cleaning, washing, ironing etc. and participating in community and social activities

(Cummins, D. and E. C. Harvey (1996). Women Food Producers in Barbados: National Summary. San Jose, US, Inter-American Institute for Cooperation on Agriculture and Inter-American Development Bank, p4)



Gender Norms and Economic Roles

- Caribbean women have “always worked” in the sense of being breadwinners
- “Double shift” / “Double presence”:

Double presence, understood as the need to respond simultaneously to the demands of paid and domestic-family work, mostly affects women and may negatively affect their health.

(Moreno N, Moncada S, Llorens C, Carraquer P (2010) Double presence, paid work, and domestic-family work. *New Solutions*, 2010;20(4):511-26.)



Gender Norms and Economic Roles

Risk Factors for Chronic, Non-Communicable Diseases by Sex

	Male %	Female %
Median time spent in physical activity per day (minutes)	34	9
Percentage who are obese (BMI \geq 30 kg/m ²)	20	36
Raised blood pressure (SBP \geq 140 and/or DBP \geq 90 mmHg or currently on medication for raised BP)	26	15
Drank alcohol in the past 30 days	42	17

Source: Barbados STEPS Survey Fact Sheet

(http://www.who.int/chp/steps/Barbados_2007_STEPS_FactSheet.pdf)



Gender Norms and Economic Roles

Action points

- *Educational strategies showing the value of both production and reproduction to human development and challenging the gender associations of the two concepts.*
- *More support from men and the State to ease the burden of women's "double presence"*
- *Conduct studies of the care economy, time use and household production with a view to recommendations regarding social and economic policy*



Security and Violence

- Around 27% of adult women per year experience domestic violence
- Gender binaries are often used to justify violence against women who do not “know their place” with regard to remaining within the private, domestic sphere
- The norms also support male control over the bodies of women and girls and entitlement to sexual pleasure, justifying sexual violence

(Bureau of Gender Affairs (2009) Report on a national study to determine the prevalence and characteristics of domestic violence in Barbados. Bridgetown, Barbados: Caribbean Development Research Services)

- Figures from the Child Care Board for 2012 show 164 cases of child sexual abuse against girls and 25 against boys



Security and Violence

- “The myth of the male breadwinner”- gender norm through which men are expected to provide and women expected to receive material resources.
- Transactional and Intergenerational Sex Survey (TIGSEX) found that 29% of 15-19 year old sexually experienced girls/ young women had intergenerational sex in the past year. Those who had received money or gifts from their partner were 3 times more likely to have had intergenerational sex.
- Risk factor for HIV/ STI

Drakes, N., Perks, C. et al. (2013). "Prevalence and risk factors for inter-generational sex: a cross-sectional cluster survey of Barbadian females aged 15-19." *BMC Women's Health* 13(1): 53.



Security and Violence

Action points

- *Legal and institutional actions against gender-based violence and in support of victims should include values-based educational work to dismantle discriminatory gender norms*

Results



*Critically analyze the
national capacity for
gender mainstreaming*



Institutional context of gender equality

- Examination of structures and actions associated with the gender inequalities identified.
 - Laws and policies
 - Social policy: policy and programmes in social protection
 - Education and human resource development initiatives
 - Entrepreneurship and business development initiatives



Legal Framework

- Gender-based violence

Under Bureau of Gender Affairs leadership

- Revision of sexual offences legislation (The Sexual Offences Amendment Act, CAP 154 (2002))
- National Task Force for the Prevention of Trafficking in Persons
- Development of Sexual Harassment Bill (not yet passed)
- Consultative process to revise the Domestic Violence Act
 - Specification of the duties and powers of the Police
 - Extension of the range of persons that can apply for a protection order



Legal Framework

- Employment

- Re. the ILO Conventions on Equal Remuneration and Discrimination, the International Trade Union Confederation (ITUC) commented that Barbados' efforts to address gender discrimination in employment and remuneration need to be strengthened.
- ITUC: Reliable sex-disaggregated data on wages lacking, discrimination against migrant workers in need of attention.
- Government now working on a strategy to ensure implementation of ILO Convention 189 Concerning Decent Work for Domestic Workers



Employment

- National Employment Policy of Barbados:
 - *Formulate legislation to deal with gender discrimination*
 - *Encourage work initiatives such as flexitime and day care nurseries*
 - *Promote gender sensitization to the public*
- Ministry of Labour and Human Resource Development gender mainstreaming project requires implementation
- Issues to address:
 - Paternity leave
 - Flexitime, flex-place, temporary part-time options
 - Child care facilities. There are 3.2 times as many people on waiting lists for government day care facilities as there are places.



Social Policy

- Social Safety Net Assessment 2010
 - Need for rationalisation and centralisation as multiple schemes and programmes exist in multiple Ministries and Departments, resulting in unnecessary costs and difficulty for clients to navigate the system
 - Child maintenance payments should be integrated with assistance grants to ensure adequate income for women with children
- Three legal reviews of family law (Sealy-Burke, Marshall-Harris, Robinson) have noted the Maintenance Act it leads to differential treatment on two fronts:
 - High Court vs Magistrate's Court for married and unmarried mothers
 - Mothers but not fathers can apply for maintenance under the Act



Education Reform

- *Human Resource Development Strategy:* partnership between the Ministry of Education and Human Resource Development and the Ministry of Labour
- “Gender” only mentioned with regard to “*a growing gender imbalance within the Barbados education system, reflected in a declining level of participation of males at higher educational levels*”



Education Reform

- *“Technical, vocational and academic programmes; opportunities for mentorship and entrepreneurship; and provision of grants, loans, and technical support for development of entrepreneurial ventures.”*
- NVQs, CVQs. Increased inclusion of persons from backgrounds of social disadvantage, especially boys/ men. May encourage some movement of boys and girls into skills areas traditionally associated with the other sex.
- Erdiston Teacher’s College: trainees being taught about different teaching styles in response to different learning styles among children. May help with boys’ education.
- M&E necessary



Labour Market and Entrepreneurship Initiatives

- Numerous schemes and organisations in public and private sector and among regional/ international organisations
- Sex-disaggregated data on clientele, output and impact lacking for most of these organisations
- Formal educational system does not integrate entrepreneurship and business development across the curriculum; opportunity for mass coverage (and early engagement of entrepreneurial youth) lost



Labour Market and Entrepreneurship Initiatives

- Coalition-building important for women given lower involvement in business networking
 - Women Entrepreneurs of Barbados
 - Specialty Food Alliance of Barbados
 - Association of Women in Agriculture
 - Local and international trade fairs and competitions



National Capacity for Gender Mainstreaming

- At the Fourth World Conference on Women, as part of the Beijing Declaration and Platform for Action, Barbados identified 5 priority areas for achieving gender equality:
 1. Strengthening institutional capacity to mainstream gender;
 2. Alleviating poverty amongst women;
 3. Addressing violence against women;
 4. Increasing the presence of women in decision-making positions, and
 5. Health.
- These priority areas continue to guide the work of the Bureau of Gender Affairs, along with other frameworks, including the Commonwealth Plan of Action for Gender Equality (2005-2015)



Bureau of Gender Affairs

- Involvement in economic development
 - Strategic objective F of the Beijing Platform, “Women and the Economy” provides strategic action points that could inform future initiatives
 - Commonwealth Plan of Action for Gender Equality 2005-2014 has a section on “Gender, poverty eradication and economic empowerment”



Bureau of Gender Affairs

Limitations to gender mainstreaming

- Ministries often send junior staff to attend training
- Job changes among persons trained cause lack of continuity
- Gender focal points do not have gender mainstreaming in their job descriptions. Appear to be appointed according to expediency rather than interest and skill.
- Gender budgeting workshops with the Ministry of Finance and Economic Affairs in 1999 (supported by Commonwealth Secretariat) and around 2012 (supported by IMF) have not translated into actions



Bureau of Gender Affairs

Funding for Gender Mainstreaming

- The 2013/ 14 BBD\$1,004,788 budget was available in the MoSC only, whereas HIV funding is available in most line Ministries under the National HIV/AIDS Commission mainstreaming initiative (with World Bank financing)



National Capacity for Gender Mainstreaming: Discussion

- Gender and development have long been recognised as interdependent in the Caribbean
- Partnerships between government Gender Bureau, NGOs, researchers and international agencies concerned with gender have been consolidated
- Generally other agencies concerned with development have not collaborated with these agencies on gender
 - Business support organisations, government Ministries concerned with economics, finance and trade, and the private sector
- Some gender issues, especially regarding economic development (beyond poverty alleviation), may have received insufficient attention



Conclusion: Main Areas for Development of Recommendations

Barbados' advances in human development have not translated into a concomitant high level of gender equality, except in education and (some areas of) health. Need to improve

- Economic participation and opportunity
- Political representation
- GBV
- Sexual and reproductive health
- Need for strategic collaborations to supplement the work of the BGA



Conclusion: Main Areas for Development of Recommendations

- Economic participation and opportunity
 - Poverty. Single female heads of household. Isolated men.
 - Share the Care
 - Self-employment
 - Ownership and control of resources
 - Infuse entrepreneurship education in the national curriculum
 - Challenge gender stereotyping

Acknowledgements

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Research participants



Thank you