





**NATIONAL POLICY ON
GENDER AND DEVELOPMENT
OF THE REPUBLIC OF TRINIDAD AND TOBAGO**

DRAFT DOCUMENT

REVISED BY THE GENDER AFFAIRS DIVISION
**MINISTRY OF COMMUNITY DEVELOPMENT, CULTURE AND GENDER
AFFAIRS**

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EXECUTIVE SUMMARY

The National Policy on Gender and Development provides a framework for including gender perspectives in all activities of government and civil society, thereby promoting the full and equal participation of men and women in the development process. Development strategies are clearly more equitable when they consider the different needs, constraints, opportunities and priorities of men and women. Compelling evidence suggests that such inclusive strategies are also far more effective and sustainable.

The Government's current policy agenda for Trinidad and Tobago to attain developed country status by 2020 places human development at the nucleus of national development. The National Policy on Gender and Development provides a timely and comprehensive platform on which to include gender aware approaches in development, thereby enhancing the possibility of successful, effective and sustainable outcomes in that initiative.

The National Policy on Gender and Development is premised on a thorough analysis of the development situation in Trinidad and Tobago (detailed in three part of this report) to ascertain the needs and priorities of men and women, as well as the inequalities they face in opportunities and outcomes. The document is formulated on selected sector strategies, enhanced by gender based analysis, extensive consultation and the establishment of gender equality goals. The sectoral measures outlined are achievable in the short and medium term.

The impact of the Policy would be informed by two main approaches, namely specific sectoral measures, and the inclusion of gender as a cross-cutting theme in all sectors. Mainstreaming will be the process used to identify, take full account of and integrate the needs and interests of women and men into relevant policies, strategies and administrative and financial activities within the sectors

The Draft Policy document comprises the Policy Framework and key sectoral policy measures identified for the Economy, Trade and Labour, Leadership and Governance, Agriculture and Natural Resource Development, Masculinity and Manhood, Education and Human Resource Development, Health and Medicine, Youth, the Elderly, and the Disabled Population, and Coordination and Implementation of the National Policy on Gender and Development. It also sets out strategies for implementation, gender mainstreaming in International Development Organizations, a Gender Management System, and promotion of the Policy. A comprehensive Action Plan and Indicators Matrix, articulating a five-year plan for the implementation of the Policy, supports this document.

Health, education, family, labour, economics, acts of violence, the provision of basic amenities, opportunities for education and training, and fair recourse to justice are some of the key areas which impact differently upon men and women, and in which their roles and expectations are often divergent. Men and women may require different services in these sectors, and the ways in which they make use of them, may differ.

The 105 policy choices and related recommendations advanced in this Policy demonstrate options for a systematized approach to gender-awareness so as to

accommodate and support these differences, on a path to effective and sustainable socio-economic development. The need for these interventions is pervasive. Changes must come from all sectors and levels, across a range of disciplines and interests and must be effected for both sexes in all classes and age groups, both within government and the wider society.

The National Policy for Gender and Development, has at its heart a recognition and appreciation of the differences between men and women; differences that are based on physiological and biological realities, as well as social ones. Bearing in mind these differences, this Policy attempts to identify a range of issues, systems and institutions that must take on board these differences and secure for men and women alike the opportunities to maximize their potential as human beings, and as valuable citizens of Trinidad and Tobago. The need for a Policy of this nature is premised on the realisation worldwide that development strategies are clearly more equitable when they consider the different needs, constraints, opportunities and priorities of men and women, and that such inclusive strategies are also far more effective and sustainable.

The National Policy on Gender and Development does not provide measures dealing with or relating to the issues of termination of pregnancy, same-sex unions, homosexuality or sexual orientation.

INTRODUCTION

Part One

The comprehensive policy framework comprises four (4) parts namely,

- Part 1: The National Policy on Gender and Development,
- Part 2: The National Gender and Development Action Plan,
- Part 3: The Situational Analysis and
- Part 4: The Policy Formulation Process

This document entitled the National Policy on Gender and Development, presents part one of the comprehensive policy framework. This section highlights the overriding philosophy of the Policy is and the key sectoral interventions and proposals identified. It focuses attention on emerging areas of concern based on the analysis of the findings, makes policy recommendations, and identifies strategies for the co-ordination and implementation of policy. The Policy and its recommendations are derived from the previous sections and from the data obtained from the extensive consultations undertaken throughout the policy formulation process. The policy proposals also draw upon data from the six (6) Sector Studies that were commissioned as part of the research on Health, Education, Agriculture and Natural Resources, Social and Community Development, Law and the Judiciary, Trade and the Economy, and Labour.

This section also includes a List of Acronyms, and a Glossary of Terms and Concepts as they are used within this document. It is important that the reader or user of this document be guided strictly by the definitions provided in this Glossary. A list of References used in the formulation of the National Policy on Gender and Development are also provided at the end of Part One.

LIST OF ACRONYMS

- AsDB Asian Development Bank
- BIT Board of Industrial Training
- BpTT British Petroleum of Trinidad and Tobago
- CAFRA Caribbean Association for Feminist Research and Action
- CARICOM Caribbean Community
- CBO Community Based Organization
- CDF Community Development Fund
- CEDAW Convention on the Elimination of Discrimination Against Women
- CEO Chief Executive Officer
- CGDS Centre for Gender and Development Studies
- CIDA Canadian International Development Agency
- CIM Inter-American Commission on Women
- COMSEC Commonwealth Secretariat
- COSS Country Operational Strategy Study
- COSTATT College of Science, Technology and Applied Arts of Trinidad and Tobago
- CSO Central Statistical Office
- DFID Department for International Development
- ECIAF Eastern Caribbean Institute of Agriculture and Forestry
- ECS Early Childhood Services
- EU European Union
- FBEP Fourth Basic Education Programme
- FPATT Family Planning Association of Trinidad and Tobago
- FTAA Free Trade Area of the Americas
- GAD Gender and Development
- GATE Government Assistance for Tertiary Education
- GD Gender Affairs Division
- GFP Gender Focal Points
- GMS Gender Management Systems
- HIV/AIDS Human Immuno-deficiency Virus/Acquired Immune Deficiency Syndrome
- HYPE Helping You Prepare for Employment
- IADB Inter-American Development Bank
- ILO International Labour Organization
- IOB Institute of Business
- ISA Initial Social Assessment
- MFPMR Ministry of Food Production and Marine Resources
- NEDCO Ltd. National Entrepreneurship Development Company
- NESCC/TTIT National Energy Skills Centre/Trinidad and Tobago Institute of Technology
- Network of NGOs Network of Non-Governmental Organisations
- NGO Non Governmental Organization

- NGPP National Policy on gender and development and Plan
- NIHERST National Institute of Higher Education, Research, Science and Technology
- NTA National Training Agency
- NUDE National Union of Domestic Employees
- OAS Organization of American States
- PAHO Pan American Health Organisation
- PBL Problem Based Learning
- PRP Poverty Reduction Programme
- SEMP Secondary Education Modernization Programme
- SGI/PGI Strategic Gender Interests/Practical Gender Interests
- SGN/PGN Strategic Gender Needs/Practical Gender Needs
- SHARE Social Help and Rehabilitative Efforts
- SLC Survey of Living Conditions
- STI Sexually Transmitted Infections
- UN United Nations
- UNDP United Nations Development Programme
- UNECLAC United Nations Economic Commission for Latin America and the Caribbean
- UNIFEM United Nations Development Fund for Women
- USAID United States Agency for International Development
- UWI University of the West Indies
- WB World Bank
- WHO World Health Organisation
- WID Women In Development
- YMCA Young Men's Christian Association
- YTEPP Youth Training and Employment Partnership Programme

GLOSSARY OF GENDER TERMS AND CONCEPTS

Gender refers to the social roles, responsibilities, behaviours, attitudes and identities deemed particular to men and women, and boys and girls, as a consequence of social, cultural and historical factors, as opposed to biological differences which are termed sex. Gender within a development context provides the tools to analyse the situation of men and women (often comparatively), their socio-economic status, needs, and constraints. It allows planners and policy-makers to identify approaches necessary to promote the equitable development of men and women, and boys and girls.

Development: a process by which the members of society increase their personal and institutional capacities to mobilize and manage resources to produce sustainable improvements in their quality of life. It should be borne in mind that, as a process, development can take many paths and that the path(s) to development is often determined by past legacies, the vision of the society, the availability of resources, and the perceived approach for their use.

Empowerment: achieving control over one's life through expanded choices. Empowerment encompasses self-sufficiency and self-confidence and is inherently linked to knowledge and voice. Empowerment is a function of individual initiative, which is facilitated by institutional change.

Gender Analysis: refers to the systematic assessment of policy and practice on women and men respectively and on the social and economic relationships between the two. Gender analysis refers to the application of a gender perspective to the development issue which is being addressed. It requires an analysis of the gender division of labour, the identification of the needs and priorities of women and men, the identification of existing opportunities and constraints to the achievement of development objectives, and the choice of an intervention strategy to address these.

Gender Aware: refers to recognition of the differences in the interests, needs and roles of women and men in society and how this results in differences in power, status and privilege. Gender awareness also signifies the ability to identify problems arising from gender inequity and discrimination.

Gender Aware Policies seek to transform existing gender relations, where necessary, to build a more equitable society. These policies may be redistributive and/ or transformative, and involve altering the balance of power between men and women, and addressing both their practical gender needs and strategic gender interests.

Gender Blindness Or Neutrality: the inability to perceive that there are different gender based expectations and responsibilities and, consequently, the failure to realise that policies, programmes and projects may have different impact on women and men.

Gender Concerns/Issues arise where an instance of gender inequality is recognised as unjust. The fact that women are paid less than men for similar jobs is a gender concern and would need to be taken into account in labour legislation and practice. Other examples of gender-specific issues are violence against women, and discrimination against men in family planning services.

Gender Equality means that women and men enjoy the same status. Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to political, economic, social and cultural development, locally, nationally and internationally, and to benefit from the results. Sameness of treatment and opportunity does not necessarily ensure equality in outcomes. Thus gender equality must be accompanied by equity (fairness).

Gender Mainstreaming may be conceptualized in two different ways: (a) on the one hand it is a strategy for integrating gender issues into the existing development policies, programmes and activities of government. (b) On the other hand, mainstreaming also means agenda setting that implies transformation of the existing development agenda using a gendered perspective. These two concepts are not exclusive and actually work best in combination to ensure equity and equality of outcomes.

Sex Disaggregated Data: the collection, collation and analysis of information on the basis of sex, e.g., data on the status and socio-economic roles of different groups of men and women, including employment status, job classification, income and sectors, and educational attainment of boys and girls.

Gender Sensitivity refers to an awareness of, openness and responsiveness to the issues relating to the (social) relations between women and men, within specific societies and contexts. It also reflects an ability to apply gender analysis to areas of work and life where it is applicable.

Practical Gender Interests/Needs relate to those emanating from the actual condition women and men experience due to differential gender roles and responsibilities ascribed to them by society. Often women's practical gender needs are related to roles as mothers, homemakers, wives, and community managers. The relative position of women to men and in society is not necessarily changed when practical gender needs are met, such as providing more adequate child care opportunities for single female heads of households.

Strategic Gender Needs/Interests consider the measures required to overcome gender inequality in society. Such needs vary according to the economic, political, social and cultural context. The right to vote and to be recognized in public life raised the position of women in the society, relative to men, the right to equal pay for work of equal value will also have similar results.

SECTION 6: NATIONAL POLICY ON GENDER AND DEVELOPMENT OF THE REPUBLIC OF TRINIDAD AND TOBAGO

PREAMBLE

This policy, in accordance with the Trinidad and Tobago Republican Constitution of 1976, acknowledges the “equal and inalienable rights” of all citizens, and the “recognition and protection of their fundamental human rights and freedoms... without discrimination by reason of race, origin, colour, religion or sex.” Consequently, women and men must participate equitably in national development for any adequate measure of sustainability to be realized. A national policy on gender and development must ensure that the men and women of Trinidad and Tobago are granted the best conditions under which they may develop their potential as human beings and citizens, and under no circumstances should they suffer discrimination or be disadvantaged as a result of their biological sex or socially defined roles and responsibilities (gender).

Gender equality and equity must be central to all development models. Gender equality speaks both to substantive equality and equality of agency. To achieve substantive equality, it is important that men and women are not discriminated against because of social norms and expectations. For example, both men and women may be qualified for a job but a man may be more likely to secure the job because he does not have childcare responsibilities. Substantive equality redresses macro-related policies and laws that can produce discriminatory gender related outcomes. With the necessary social infrastructure in place, equality of agency ensures that women and men can make individual life choices which allow them to secure improved life chances (Kabeer, 2003:2)¹.

The core role of governments and development actors is to endow citizens with the required conditions for actualizing human functioning, in other words, to provide them with necessary capacities and opportunities, what Martha Nussbaum, building on Amartya Sen refers to as ‘central human capabilities’². Economic, political, legal, and other social arrangements should be evaluated according to how they expand people’s capabilities or valuable freedoms. It must also envisage an overlapping consensus among people from all sectors of society. A policy on gender and development must be informed by a theory of social justice and respect for human rights, but it must be underpinned by a shared commitment to arriving at the basis for a good quality of life and well being for all, and the most effective and sustainable development outcomes.

There is the persistent tendency to view gender as synonymous with the condition of women in society. However, gender empowerment measures and consciousness raising around women’s rights have also led to an obvious corollary – a closer scrutiny of the

¹ Naila Kabeer, *Gender Mainstreaming in Poverty Eradication and the Millennium Development Goals: A Handbook for policy-makers and other stakeholders*, New Gender Mainstreaming Series on Development Issues, Commonwealth Secretariat, International Development Research Centre and Canadian International Development Agency, London and Canada, 2003.

parallel situation of men and masculinity in the society. Men's gender concerns and their capacity to function effectively, in society were repeatedly voiced in the national and regional consultations held throughout the country for the preparation of this document. Among the recurrent themes were those pertaining to an overemphasis on fathers as primarily economic provider and/or protector, high levels of incarceration of men in prisons, and the underperformance of males in general in the education system. It is worth emphasizing that gender equality strives for a balance between both sexes. This policy is committed to ensuring that the concerns of both sexes are examined and addressed in the areas which have been deemed most important to the population and to socio-economic planners.

The concerns which gender has raised for the society have in general been perceived as nurturant and belonging to the private sphere of life. In reality, what a policy on gender and development serves to do is to bring into sharper focus the ongoing interactions between the public and private spheres to ensure that each individual is best prepared to fulfil aspirations in both spheres. The priority areas addressed by the present policy contain great potential for gender-based transformations by targeting the limits to development if these priority areas remain unaddressed in a society. They also represent strategic choices which channel resources effectively for gaining the requisite impact on the ground, in the short, medium and long terms.

POLICY GOAL, OBJECTIVES AND STRATEGIES

The overall goal of this policy is to promote gender equity, equality, social justice and sustainable development in Trinidad and Tobago. It aims:

- To improve the quality of life of men and women and boys and girls, at all levels of society through the promotion of gender equity and equality.
- To reinforce the inextricable links between gender equality and sustainable development goals in national development.
- To promote active and visible gender mainstreaming in all sectors and within civil society to ensure agency for gender equity and equality in all spheres of national life.

It aims to support efforts to improve awareness among policy makers, planners, implementers and the general public of the provisions of the Constitution and Legislation with a view to strengthening the capacity of these instruments to guarantee equality of status of women and men. It also provides a written commitment by government through which the population can monitor and evaluate this commitment.

The National Policy on gender and development will seek to transform inequitable gender relations in order to improve women's status relative to that of men; to influence state policy on all areas and to identify strategies to facilitate new and inequitable relations between women and men.

Strategic Objectives

Specifically, the policy on gender and development aims:

- To incorporate a gender perspective in all development planning as the strategy for promoting gender equity and 'fairness' so that development planning itself becomes fundamentally gendered
- To integrate women's and men's concerns and experiences into the design, implementation, monitoring and evaluation of all political, economic and social policies and programmes
- To establish a system of gender mainstreaming which incorporates all sectors of government, community based organizations, women's and men's organizations
- To provide policy makers and other key actors involved with human and social development, with reference guidelines for identifying and addressing gender concerns which will inform public policy
- To identify and establish an institutional framework with the mandate to initiate, coordinate, implement, monitor and evaluate national gender responsive development plans
- To promote recognition and valuing of women's contributions as agents of change and beneficiaries of the development process

- To promote where necessary, evaluation of the sexual division of labour and women's and men's contributions as agents of change and beneficiaries of the development process
- To transform material conditions to achieve economic, social and physical security of men and women
- To facilitate legislative change and public awareness of relevant legislation and their implications
- To empower both women and men by ensuring new and equitable relations between the sexes

Strategies to Achieve Policy Objectives

The strategies involved are:

- Sensitization and training on gender issues at all levels
- Promoting an approach that is grounded in research, gender analysis of roles and social relations of women and men as well as power relations between women and men
- Putting in place mechanisms to enable policy dissemination, communication and implementation by all sections of the society
- Ensuring ownership of the policy by promoting public education and creating awareness of the responsibility of all stakeholders to address the specific gender concerns within their sector or jurisdiction. This should entail consultation with both men and women in recognition that neither gender concerns nor sector issues are static therefore preparation to take action should always include assessment, consultation and public awareness
- Establishing a system of gender-based and disaggregated data collection and analysis in relation to all sectors
- Promoting women's economic empowerment as key to sustainable development
- Establishing gender responsive implementation, monitoring and evaluation mechanisms for development within government and other agencies
- Advocating for gender equity at all levels
- Promoting the use of gender-sensitive and gender-inclusive language in legislation, government documents and educational material.

THE POLICY FRAMEWORK

This section presents the proposals which constitute the central focus of this policy. The proposals presented are designed to achieve advances in gender and development in Trinidad and Tobago. They are consistent with relevant Government's policy commitments and obligations under a number of international conventions. The preparation of these policy responses was cognizant of Vision 2020 and the Government of Trinidad and Tobago's declaration for Trinidad and Tobago to attain developed country status by the year 2020 as expressed in the Social and Economic Policy to Framework 2003 – 2005.

The policy on gender and development has been developed through intensive research and consultation. Each selected issue and policy choice is supported by data and analyses of national and regional consultations, sector studies, interviews and existing documents. The research and consultation focus revealed regional and community differences, which are largely addressed by specific policy recommendations.

Gender issues are by definition cross-sectoral and cross-cutting. They challenge the private, and personal lives of individuals, however, they are also public policy issues. The critical sectors of the economy: industry, agriculture, labour and trade, as well as the society, judiciary and polity will now be expected to establish frameworks through which gender and development initiatives can be realized. This policy, although driven by the Gender Affairs Division of the Ministry of Community Development, Culture and Gender Affairs, must be one which recognizes the responsibility of all sectors of government, the private sector and civil society for its implementation and continuous monitoring.

This policy therefore seeks to introduce a nationally relevant, culturally specific working system of gender mainstreaming which is inclusive, and empowering to all ministries, divisions and related institutions. The policy seeks further to introduce new methodologies, approaches and initiatives as well as to rationalize and streamline processes which already exist. Women's and men's NGOs and other community based organizations must be vigilant and seize opportunities which may arise to act as catalysts to this process. Building gender awareness and fostering ongoing partnerships with civil society, and the private sector, especially the mass media are fundamental to the co-ordination and implementation of the policy on gender and development.

Although certain sectors have been identified for detailed consideration, the process identified important crosscutting themes, which must be read alongside the discussions that take place below. These are the centrality of culture, media and the arts; the democratization of governance and decision-making, and the need for the relevant physical and communications infrastructure.

The last section of this document re-energises the vision of the national machinery, which will optimize the process of policy implementation. It reinforces and redirects its strategic responsibility for gender-analysis and gender-sensitive policy dialogue and advocacy within the public and private sectors and civil society. This approach is cognizant of the fact that effective policy development and implementation must integrate the needs and concerns of multiple actors within a society.

1.1 THE MACRO-ECONOMY AND TRADE

The current global approach to economic planning is framed by the neo-classical, market oriented economic schools of thought. Neo-classical thought assumes economics is a value-neutral, objective science, where society exists outside of the economy and the economy is a self-equilibrating entity. This value neutral approach to economic development produces a gender neutral policy framework which is indifferent to the situation and position of men and women within the society. It however, influences the economic space they occupy; how they participate in the economy; and their ability to create sustainable livelihood strategies. Economic concepts such as market equilibrium, efficiency² and utility maximization, although important, do not in themselves secure equitable development. There are clear benefits to society if macro-economic policies are designed in ways that reduce inherent gender inequality, and promote fairness of outcomes in the life experiences of men and women. These benefits have both an equality and efficiency dimension. Development strategies should be aimed at improving human well-being and agency, and men and women must form the ‘ends’ of economic activity, rather than its means.

The Government recognises macroeconomic policies not only as tools for investment and development, but also for setting the climate and direction for public policy. The National Policy on Gender and Development therefore aims to deepen the understanding of the link between gender equality and economic growth, and applies this understanding to all levels of macroeconomic policy development – from goal development to impact assessment. This is integral to the creation of a macroeconomic policy framework that is consistent with accelerated growth and with equity.

To reinforce Government’s commitment to ensuring that the growth of the economy is consistent with concerns for equity and quality of life, the focus on the non-economic objectives of macroeconomic policies recognises social justice criteria, and integrates these within indicators of economic performance. Further, the emphasis on export-led growth and the liberalization of services requires attention to the gender implications of differentials in market access, market structure and market failures, and their specific impact on women and men. Recognition of the different perspectives of women and men both as producers and consumers of services, will enable better understanding of the socio-economic impact of investments, and infrastructure development on people and the environment.

Pursuing gender sensitive economic strategies requires acceptance of new understandings of the concept of development, which are not limited to economic growth, but sees the process of development as a multi-faceted concern with economic, social, cultural and political dimensions through which gender operates as a fundamental determining factor.

² Maxine Molyneux and Shahra Razavi, “Gender Justice, Development and Rights, Democracy, Governance and Human Rights”, Programme Paper No. 10, United Nations Research Institute for Social Development, January 2003.

It requires data and analysis on where women and men are positioned in the formal and informal economy, the segregated nature of their work, and recognition of the economic value of their unpaid social reproductive tasks. The development of gender indicators is therefore integral to estimates of the performance of the economy.

The National Policy on Gender and Development will therefore complement and seek to transform current economic policies in addressing a number of gender based inequalities, in mitigating gendered social, household and environmental impacts, and increasing the participation of women and men in the productive processes of the economy.

EMERGING AREAS OF CONCERN

- Economic planning does not include sufficient gender planning in order to transform the goals of macro-economic policies to include dimensions of social justice and equality, and to allow for more equitable inclusion of men and women in development.
- Trade negotiations that are gender insensitive both in their formulation and implementation may have unintended outcomes that adversely impact on men and women.
- Gender analysis must become an integral part of economic policy planning to ensure that resulting policies do not impact negatively on men or women e.g. males in a harsher manner than females, or that, female single headed households would be made worse off than those headed by males, and include measures that mitigate against unintended gender inequity outcomes in development.
- The rebuilding of sectors in which several groups of the population have been disadvantaged and more vulnerable (Forde, 2004) must take place. This may have resulted from structural adjustment policies commencing in 1994, which fell heavily in the area of capital expenditure in areas related to health, education and social services with numerous gendered implications.

POLICY OBJECTIVE:

To promote the equitable sustainable socio-economic development of men and women, forging links between economic policy planning and gender planning so as to transform the goals of macro-economic policies to include dimensions of social justice and equality.

POLICY MEASURES TO BE INSTITUTED:

1. Integration of gender equity and social justice criteria into policy development and implementation at the macro-level, as well as into trade negotiations and bi-lateral, multilateral and technical co-operation agreements.

2. Inclusion gender as an integral tool of analysis in national budgetary and planning processes, and as a means of integrating economic planning and gender planning.
3. Introduction of Gender Responsive Budgeting³, and gender audits in the planning, implementation, evaluation and monitoring of the national budgetary process.
4. Revision of national data collection and collation systems related to the economy to ensure disaggregation of data by sex and the inclusion of gender perspectives to inform all economic policy decisions.
5. Creation and utilization of gender sensitive indicators in the economic planning processes to monitor the attainment of gender strategic goals.
6. Examination of the potential differential impacts of trade and industrial development strategies, on men and women's accessibility and participation in sustainable secure employment, and wage equity. For instance, implications of the establishment of the CARICOM Single Market and Economy (CSME) and other regional and international multilateral and bilateral free-trade arrangements may be critically evaluated to ascertain their impact on employment, social equity, crime, gender relations and potential for social dislocation.
7. Promotion of gender sensitive approaches to development among economists, planners and analysts in the economy and trade sectors through formal training, workshops, scholarships, specialized short courses, and the creation of analytical tools and frameworks.
8. Reinforcement of the Social Service Delivery Sector, especially where weakened during the period of structural adjustment, particularly to improve the situation affected vulnerable groups of men and women in the society.
9. Utilization of gender aware and inclusive language in national economic planning and public budgetary documents.
10. Establishment, and where necessary deepening of sustained dialogue among Ministries with responsibility for Trade, Finance, Manufacturing, Tourism and Agriculture, Labour, Gender Affairs, Regional Authorities, the Private Sector, and gender based NGOs, to create a core understanding of the requirements of integrating gender into the development, to set standards for actors involved in the development process and

³ Gender Responsive Budgeting refers to fiscal measures which, when designed and implemented, will assess both the quantity and impact (quality) that financial and budgetary allocations hold for those who have been designated as disadvantaged in a given society. Gender Responsive Budgeting allows women's NGOs and other members of civil society to hold governments accountable for their fiscal expenditure of issues that are pivotal to questions of equity. It is a procedure that can be implemented nationally, as well as internal to departments.

to provide general information on gender and the macro economy to the widest possible audience.

1.2 LABOUR AND EMPLOYMENT

Productive, available and trained labour is a key resource in the new knowledge based economy. Government recognises that the ability to benefit from new opportunities in the economy is related to assets such as education, skills, property and credit. Distortions in the labour market are leading to inefficiencies in investments in education and the loss of the potential contributions from women to economic growth. Workplace issues such as sexual harassment, discrimination, unequal opportunities for mobility, unfavourable labour conditions and pay inequity, and the particular vulnerabilities of part time, contract and temporary workers, and domestic workers are in need of redress.

The National Policy on Gender and Development recognises the critical role of Government in protecting the rights of workers. It provides the gendered framework for strengthening existing institutional, regional and international arrangement responsible for enforcement of measures designed for the protection and security of workers, particularly low-income female and domestic workers. These measures also include the protection of workers living with HIV/AIDS against stigma, abuse and discrimination, and recognise the gendered nature of such discrimination.

The Policy recognises women's and men's different capabilities, but challenges the gender stereotyping in occupations and training which results in female labour being clustered in the services sector, and limit women's access to opportunities for mobility in employment. It further identifies special mechanisms to monitor the gender gaps in Government's economic policies and plans, recognizing the specific needs of female workers in the emerging sectors of the economy, and to support women and men with work-life issues.

In seeking to strengthen and establish fair and transparent policy frameworks for the conduct of business and entrepreneurship development, the National Policy on Gender and Development directs attention to the enforcement of labour standards, the integration of gender and development concerns into entrepreneurial development initiatives, strengthening monitoring of employment practices, pay equity and security, and the sustainability of jobs for both women and men, as desirable outcomes.

In strengthening the social dialogue on the participation of women in the productive labour force, labour unions will be encouraged to engage in discussions on issues related to social reproduction and family friendly policies, and in the determination of expanded remedies for anti-discriminatory labour legislation.

Overall, the National Policy shall guide and consolidate gender responsive policy development in labour and employment, and increase equity in access to social provisions for women and men.

EMERGING AREAS OF CONCERN

- Gender differences are significant determining factors in men's and women's access to and control over productive resources, e.g. in rural areas it affects women ability to gain credit for farming.
- Real or perceived differences in women's and men's capabilities and possibilities for gaining livelihoods result in differential treatment in labour markets.
- The gender division of labour in the market and the resulting returns of labour for women and men inform consumption patterns and incomes.
- Segregation of the market and cultural stereotypes regarding gender roles keep women in specific low paying jobs, and in the service and care related sectors.
- Insufficient formal labour/employment strategies exist to increase women's participation in the productive process, with adequate security and sustainability.
- Women's greater participation in the informal sector of the economy raises concerns of security, protection, and sustainability of employment

POLICY OBJECTIVE:

To foster equitable participation of men and women in income generation and sustainable livelihood strategies, including to removal of obstacles and the provision of adequate structures for their effective involvement, while increasing the recognition of unwaged and reproductive work to national development.

POLICY MEASURES TO BE INSTITUTED:

11. Evaluation of the existing labour laws of Trinidad & Tobago to ensure they promote gender equity and remove barriers to the equitable participation of men and women, giving consideration to the CARICOM Harmonization of Labour Laws.

12 Creation and revision where necessary, of legislation mandating gender equity in hiring, promotion, salaries, separation and other conditions of work. This will require specific attention to the following:

- The Widow's and Orphans' Pension Act, Chap. 25:54
- The National Insurance Act Chap 32:01
- The Industrial Relations Act Chap 30:01 (regarding domestic workers)

- The Maternity Protection Act (consistent with ILO Convention 183) and provision of Paternity Protection pursuant to the promotion of shared family responsibility and the nurturing of children.
- Equal pay for work of equal value (including classification)
- Sexual harassment in the work place (prevention, protection, and punishment). (Possible guidance from the existing CARICOM model framework on Sexual Harassment)

13. Establishment of institutional mechanisms to effectively monitor and promote equal employment opportunities of men and women in the public and private sectors and the conduct of gender audits at all levels re: hiring, promotion, separation, conditions of work, salary, minimum wage, and gender equity issues.

14. Collection, collation and analysis of sex disaggregated data specific to representation in positions of power and decision-making.

15. Promotion of the increased representation of women with relevant skills and expertise at all levels of power and decision making, including throughout State and Para Statal bodies.

16. Promotion of strategies addressing issues of and related to HIV/AIDS in the workplace, including the removal of any lingering traces or potential for gender discriminatory practices as they relate to men and women, infected or affected by HIV/AIDS, ensuring all existing standards and protocols are in keeping with gender sensitive International Labour Organization (ILO) standards of HIV/AIDS in the workplace

17. Evaluation of existing labour policies and establishment of new ones which promote women's economic empowerment, including reducing the need for women to transact sex for money, thereby increasing their exposure to the transmission of HIV and other STI's.

18. Promotion of gender equality at all worksites, mandating gender awareness in the provision of adequate occupational health and safety, sanitary, and changing room facilities for both men and women to ensure that they are protected and not excluded from possible employment opportunities due to the inadequate provision of such facilities, especially in areas that may be non-traditional to them.

19. The advancement of wider workforce participation by men and women through the promotion of gender sensitive institutional arrangements which facilitates the balancing of men and women's private and public gender roles and responsibilities; such as increased access to quality child care facilities, including work-based models where suitable; homework centres, after school clubs, recreation and ex-curricular training facilities for children, on a cost sharing basis, and subsidized for lower-income families.

1.3 LEADERSHIP AND GOVERNANCE

Transparent and accountable governance are dependant on the equal participation of men and women in power and decision-making (Beijing Platform for Action, 1995). Democracy is strengthened when the participation women and men in leadership more accurately reflect the composition of society. Achieving greater equity in the participation of women and men in decision-making also provides a more realistic basis for the realisation of national development goals related to equality, and social justice.

Women's involvement in leadership and decision-making at the highest level of governance and other areas of national life have proven to be vital to redefining priorities, placing new items on the development agenda that reflect and address gender specific concerns, values and experiences, and providing new perspectives and approaches to mainstream issues. It also performs a leverage function in the integration of equality dimensions at the level of leadership and governance.

Women have demonstrated considerable leadership in community and informal level organizations. However, socialization and negative stereotyping reinforce the tendency for leadership and decision-making, including political leadership to largely remain the domain of men. Despite the significant impacts that women have made on many key institutions in the areas of business, finance, sports, industry, the media, religion, law and politics, their under representation in decision-making positions has prevented them from realizing their full potential, and reduced the likelihood for the best outcomes to be realised from the decision-making process.

Women make up at least half of the electorate, and have attained the right to vote and to hold public office, however, they continue to be seriously underrepresented in political decision-making. The traditional working patterns of political parties and government structures, women's own perceptions of political power, as well as discriminatory attitudes and practices may present barriers to their participation in public life.

The high cost of seeking and holding public office and their child care and family responsibilities, and may also discourage many women from actively pursuing leadership positions at the highest level. It is necessary to promote women's empowerment, autonomy and the improvement of their social, economic and political status in all areas of national life, based on the recognition that the power relations that often prevent women from leading fulfilling lives operate at many levels of society, from the most personal to the highly public.

The National Policy on Gender and Development will therefore seek to address the inequality between men and women in the sharing of power and decision-making at all levels. It will provide a framework for the implementation of active and visible measures to significantly increase the number of women in power and decision-making, utilizing their talents as politicians, top-level managers, policy-makers, diplomats and leaders in all areas of political, economic and social life.

EMERGING AREAS OF CONCERN

- The need to increase women's participation in power and decision-making as a means of promoting equitable, transparent and accountable governance, and sustainable development.
- Insufficient knowledge and information is available on the barriers to women wider involvement in power and decision-making at all levels.
- Measures are necessary to remove the barriers to women's full participation in power and decision-making, including the nature of existing power structures, discriminatory and stereotypical attitudes and practices.
- Women's roles in family and child care must be more adequately supported to enable women to participate in power and decision-making.

POLICY OBJECTIVE:

To take measures to ensure women's and men's equal access and full participation in power and decision-making as a means of enhancing leadership and governance at all levels.

POLICY MEASURES TO BE TAKEN:

20. Commitment to promoting greater levels of gender balance in power and decision-making positions at all levels and sectors, including governmental bodies, the judiciary, trade unions, the private sector, political parties, employer's organizations, research and academic institutions, and national corporations, to enhance women's increase participation in leadership and the efficacy of governance in the nation.

21. Evaluation and monitoring of the progress toward greater levels of equality in the representation of women and men through collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions, with a view to promoting their increased access to the full range of appointments in positions of power and decision-making.

22. Promotion of gender aware measures where appropriate that encourage recruiting bodies, including political parties, to ensure that women participate on an equal basis with men, and encourage the examination of structures and procedures to remove all barriers that directly and indirectly discriminate against the full participation of women.

23. Development of gender aware career enhancement and personal development programmes for women and men that include career planning, tracking, mentoring, coaching, training and retraining to equip them to achieve greater levels of equity in access to top managerial, entrepreneurial, technical and leadership positions.

24. Recognition and promotion of the shared work and parental responsibilities between women and men in familial and child care activities to promote women's increased participation in public life and positions of power, and implementation of appropriate measures and structures to advance this, including mechanisms that reconcile family and public life.

6.4 POVERTY ALLEVIATION

The Government of the Republic of Trinidad and Tobago has established poverty reduction as one of its development priorities, and a prerequisite for economic and sustainable development. Poverty is a multi-faceted³ phenomenon located at the nexus of other critical development challenges, such as unemployment, violence, and HIV/AIDS and which, as evidenced by data, has significant gender dimensions. Gender as a determinant of how men and women participate in the economy, and have access to and control over resources is central in assessing poverty as a development challenge. Gender equality is therefore intimately connected to poverty and is integral to the conceptualisation and formulation of successful approaches to poverty reduction.

Poverty among women can be linked to their multiple responsibilities, to their roles in family care and to the undervaluing of jobs within the domestic sphere such as domestic work, low-level service and care sector jobs, and subsistence and unpaid agricultural production. Many single female headed households are among the Country's poorest and most vulnerable. Poverty has also been linked to school drop out rates, and the lack of care and protection of children. The Government recognises the issue of maintenance for children as related to the care and protection of children, and also as a larger issue related to poverty.

EMERGING AREAS OF CONCERN

- Poverty varies according to the experience of vulnerability, and by variations in income and employment, and may be manifested differently for women, men, and girls and boys.
- Men and women, including older men and women, have different coping strategies to poverty that are often bound to cultural expectations.
- Gender poverty indicators need to be developed to systematically monitor poverty and gender inequity and identify strategies to address them in order to achieve greater levels of sustainability in development, including concerns about health, education and re-education, and the micro-economy.
- Community mechanisms need to be strengthened for implementing and monitoring poverty programmes.

³ Poverty's dimension include; deprivation in survival, deprivation in knowledge, deprivation in economic provisioning and social exclusion (pg 27 UNDP 2003)

POLICY OBJECTIVE:

To remove gender inequalities and improve the efficiency and productive capacity of women and men living in poverty, to enable them to enjoy an improved quality of life and to contribute to economic growth and social cohesion.

POLICY MEASURES BE INSTITUTED:

25. Integration of gender analysis in National Poverty Reduction Strategies, and Social Sector Investment Programming, including utilization of sex disaggregated data, and gender aware approaches to promote gender equity in the distribution of resources and poverty alleviation.

26. Expansion of current social statistical data sets to include the collection, collation and analysis of relevant demographic and socio-economic data on male and female single headed households, including poverty levels and the welfare of children of such households.

27. Enhancement of monitoring and evaluation mechanisms of existing poverty alleviation initiatives to ensure equity and gender balance in distribution of resources to all vulnerable groups, including the elderly, single female and male headed households, youth and the disabled.

28. Development of multifaceted, proactive gender aware measures and interventions which will serve to permanently interrupt the cycle of poverty by targeting causal factors such as nutrition, literacy and access levels of persons in vulnerable circumstances e.g. widows, orphans, older persons, and inclusion of strategies aimed at income generation and sustainable employment initiatives.

29. Creation and or strengthening of mechanisms to increase consultation with and participation of communities in the identification, coordination, implementation, monitoring and evaluation of poverty reduction initiatives, from a gendered perspective.

1.5 AGRICULTURE AND NATURAL RESOURCE DEVELOPMENT

The National Policy on Gender and Development recognises Trinidad and Tobago's concerns expressed in its wider development framework to build greater levels of food security, pursue rural development and engage in environmentally sensitive industrial and physical development. The Policy will support initiatives aimed at removing the obstacles to women's and men's equal and active participation in, and enjoyment of the benefits from agriculture and natural resource development. It emphasizes that a transformed partnership based on equality between women and men is essential condition for people-centred sustainable agriculture and rural development.

The lack of gender specific information of the role people play in achieving food security and rural development has led to the "human factor" often being overlooked by development planners and policy-makers. Development policy-making processes must promote greater participation of stakeholders in planning and decision-making at all levels. Empowerment is needed for rural women and men to take development into their hands and build capacity to provide the fundamental basis for their full participation at all levels.

Although men and women often have different and complementary roles in food production at household and community levels, women often have a greater role to play in ensuring nutrition, food safety and quality, and are generally responsible for processing and preparing food for their households, and thus for the nutritional well being of the household members. Men and women, especially in rural communities require increased access to agricultural support systems, including credit, rural organization, technology, education, extension and marketing services in order to improve agricultural productivity, and access to food and nutrition.

Sustainable development will be an elusive goal unless men's and women's contribution to environmental protection, preservation and management are recognized and supported. The policy recognizes the need for holistic, multidisciplinary and inter-sectoral approaches to conserving, managing and developing natural resources and safeguarding the environment.

EMERGING AREAS OF CONCERN

- The need for gender equality in policy-making processes at all levels in the agriculture and rural development sectors, including strategies to increase the participation of men and women at all levels.
- Gender equality must be promoted in the access of men and women to sufficient, safe and nutritionally adequate food, recognising their different and complementary roles in food production.

- Gender equality must be promoted in the access by men and women to control over and management of natural resources, the factors of production, and agricultural support services.
- The roles of men and women must be recognized and fostered in the development of approaches that emphasize environmental protection, conservation and preservation, and sustainable utilization of natural resources for socio-economic development, including food and agriculture.

POLICY OBJECTIVE:

To integrate gender equality goals into strategies aimed at increased food security and natural resource exploitation, as a means of ensuring the wellbeing of women and men, their sustainable livelihoods and equitable access to productive resources, based on increased recognition and understanding of the relationship between their roles and responsibilities in agriculture and rural development, and realisation of the nation's sustainable development goals.

POLICY MEASURES TO BE INSTITUTED

30. Investigation of national agricultural data, disaggregated by sex, to identify the gender differentials with regards to ownership, earnings, crop selection, marketing and other aspects of agriculture, to inform gender aware initiatives required to enhance the Agricultural sector.
31. Promotion of equitable access by men and women to the factors of agricultural production, paying particular attention to the gender differences in access to and repayment of credit, beneficiaries of land purchase, land titling, amenities, extension services and technology, taking into consideration the disadvantaged position of the most vulnerable men and women in rural areas.
32. Promotion of gender equity in agricultural, horticultural and fisheries activities in rural communities through increased gender training and the strengthening of gender studies in the curriculum and training programmes for Agricultural Extension Officers, ECIAF, UTT and UWI to facilitate this process.
33. Promotion of gender aware and sensitive policies, plans and approaches that foster gender equality in the agriculture and rural development sectors, including strategies to increase the participation of men and women in decision-making at all levels.
34. Advancement of mechanisms that support increased production, and a better quality of life for men and women in agriculture and rural areas based on research of employment trends, land ownership, earnings, payment and wages, access to credit, investment, and other related variables, giving recognition to the different and complementary roles men and women pay in agricultural production.

35. Promotion of increased regard for environmental sensitivity and the role of men and women at all levels in facilitating the harmonious and sustainable use of the country's limited natural resources, and the utilization of gender impact assessments, gender analysis and gender aware approaches in assessing Agricultural and Environmental Issues and on the utilization, exploitation and preservation of natural resources in Trinidad and Tobago.

1.6 UNWAGED ECONOMIC ACTIVITIES, DOMESTIC AND FAMILY LIFE

Mainstream neo-classical economic theory, based on the experience of fully industrialized economies assumes all economies to be fully monetized, market oriented societies. Within such societies labour is only considered to be of economic value if it attracts a wage on the market, all other labour is outside of, and of no significance to the operation of the economy. Such work does not form a part of conventional growth centred economic development policy⁴. Gender analysis of mainstream economics has brought to the fore the value of unwaged invisible work in the operation of the economy and the ways in which the productive waged economy is facilitated by the reproductive unwaged economy. The advancement of such work has prioritized an understanding of the concept of unwaged work as being fundamental to people centred, holistic, gender sensitive development policy.

Historic gender roles and responsibilities in many societies have seen the creation of a gendered division of labour between those activities which generate income and are subject to market forces (productive activities) and reproductive activities which relate to unwaged work in the home, such as caring for the young and elderly, housework and subsistence agriculture. It is in fact women's and to a lesser extent men's management of reproductive work that makes productive work possible. Although reproductive activities have been traditionally associated with 'women's work, with time women's responsibility outside of the home have grown. Development has seen shifting gender roles, and women are becoming more visible in the productive spheres of the economy.

The importance of the domestic environment in establishing values of productivity, discipline in the workplace and harmony within society underpins the country's economic strategies. Increased options for women to enter the education system and life and work options available to women outside the home have accompanied a shift in ideology on what constitutes gender roles within the family. There continues to be a distinctive shift in the perception of male roles in parenting over the last decade, and an emphasis on the role of men in the child rearing process. This is to be encouraged.

However, there are many complex gender issues in domestic and family life in relation to the way time is used, savings are accumulated, the distribution of food, access and control over the use of money and other resources, and the violence perpetrated on those who are most vulnerable. In setting the tone for the conditions under which both sexes participate in households and how they are enabled to enjoy social and familial life, social and economic policies must be informed by gender sensitive intra-household data, including information on the unwaged work of women and men in child care, health care and elderly care, and unpaid in agriculture and other sectors.

⁴ The impact of this neo-classical economics specific to the productive and reproductive spheres were most visible in the implementation of structural adjustment policies where governments sought increased efficiency in services like the health sector. Increased efficiency meant within the hospital system meant shorter patient time in the institutions. The result was a shift from the paid economy to the unpaid. Money cost per patient fell, but unpaid work of women in the household increased (pg 16 Sparr et al)

This policy recognizes the family as an important institution of socialization representing the smallest unit of affinity and security in the society. It endorses the development of the family as an institution of equality by advocating that men and women share the responsibilities of care-taking family members, and experience more equitable access and control over resources within the family.

EMERGING AREAS OF CONCERN

The lack of recognition for unwaged reproductive activities carried out by women, including unpaid agricultural work as family workers on farms and within family businesses.

Unwaged work in the home affects the time which women have to effectively participate in the labour market and places limits on their personal and life choices.

The need to transform the internal dynamics of families to be more equitable, recognizing women and men as leaders and decision-makers within households, with shared responsibilities for the care and nurturing of children.

POLICY OBJECTIVE:

To promote recognition of unwaged and reproductive work, and unpaid labour, and domestic and family life arrangements, based on their immense contribution to social protection and national development, and to ensure that increased value and resources are ascribed to the improvement of this sector.

POLICY MEASURES TO BE INSTITUTED:

36. Collation, analysis and publication of findings from Census data on unremunerated household work, consistent with the requirements of the Counting of Unremunerated work Act of 1996, to provide statistical fact on the contribution of unwaged household work to national development.

37. Examination of sex disaggregated data and increased research on unpaid work in various sectors, including agriculture and family businesses, within the formal and informal contexts, as a basis for the allocation of resources for the training and development of unpaid workers.

38. Development of programmes aimed at increasing understanding of the value and visibility of housework and other forms of unremunerated work, including mechanisms to encourage increased male participation in housework, childcare and other areas deemed to be 'women's work' and which are normally unremunerated.

39. Provision of increased innovative opportunities for women and men engaged in unwaged housework to access information communications technology, lifelong learning, and opportunities for part-time, short and long-term income earning possibilities. Such opportunities will include contemporary employment strategies that allow persons to work from home, or take extended work leave to care for young children and the elderly, and return to the job market without penalty and loss of opportunities.

40. Provision of gender aware facilities within public and private buildings, through defined specifications, equipped for the changing of babies, providing areas where nursing mothers can feed babies, safely extract and store breast milk, and attend to the needs of very young children.

41. Institutionalization of parenting support programmes, which include gender sensitive approaches and increased support to parents in more effective ways of child rearing, fostering gender equity in upbringing boys and girls, and promoting non-violent ways of discipline and child development.

42. Promotion of initiatives that foster gender equality and social justice principles among young children with a view to advancing mutual respect and partnership between boys and girls in their childhood, youth and eventual adult relationships, including training for Early Childhood Educators in gender socialization.

43. Promotion of initiatives that support and strengthen domestic and family life, and increase the participation of men and women in shared family responsibilities, including the ratification of the ILO Convention on Shared Family Responsibilities.

1.7 GENDER BASED VIOLENCE

Gender based violence is an obstacle to national development. The physical, psychological and sexual abuse inflicted against women and girls, and also men and boys, cuts across income, age, class and cultural divides, impinging on and compromising their fundamental rights and freedoms. The fear and insecurity promulgated by gender violence, is a constraint to mobility, limits access to resources, and participation in activities. The social stigma and consequences to those who experience gender violence remain one of the most persistent problems in the society. Gender based violence comes with a high social, health and economic costs to the individual, the workplace and society.

Gender based violence emerges from the unequal power relations between women and men and finds its most fundamental causal factor in the nature of gender relations. Notwithstanding the government's commitments under CEDAW and the Convention on the Rights of the Child, reducing the incidence of domestic and other gender based violence presents a challenge. Reports of domestic violence continue to increase despite legislative measures, social service responses, and advocacy. Other acts of gender based violence such as rape, sexual harassment, forced prostitution, incest and child sexual abuse present similar challenges to development and continue to be under-reported. Adequate disaggregated data are not available by sex to demonstrate the true extent to which gender based violence or the threat of such violence is a problem which affects the population.

Mechanisms are required promote increased reporting of gender based violence and strategies to assist victims to pursue their applications for matters which require interventions by the judiciary and court. The nature of the courtroom, prompt hearing of the matter, and the attitudes of lawyers, the police and court clerks must all be conducive to assisting victims to receive protection and prompt judicial review.

Accordingly, the National Policy on Gender and Development will seek to have an expanded, coordinated national approach to gender based violence with emphasis on greater understanding of the relations between men and women, standardised data collection, greater effectiveness and efficiency of the Courts, the police service and social service agencies, the establishment of inter-sectoral mechanisms to reduce gender based violence, and expansion, support and monitoring of shelters for victims, their children and perpetrators.

EMERGING AREAS OF CONCERN

- Measures are needed to modify deeply entrenched cultural notions and gender stereotyping manifested from the historically unequal power relations between men and women, and which lead to inferiority or superiority ideas and practices, including gender based violence.
- Public education is necessary to increase understanding in the society of the nature, incidence and impact of gender based violence, legal rights and remedies, and how to secure them, and available support mechanisms.
- Fragmented data and the lack of co-ordination and evaluation of programmes on gender based violence result in lack of understanding of its true extent, its causes, consequences, and mechanisms necessary to reduce the incidence of it.
- The effective functioning of relevant legislation, the Courts, the Police, the social service agencies, and shelters are critical to just and effective remedies, the indemnification and healing of victims, and the rehabilitation of perpetrators.

POLICY OBJECTIVE:

To develop and implement integrated measures to alleviate, prevent and treat with the issue of gender based violence, increasing women's and men's understanding of their legal rights and responsibilities, and improving remedies for redress.

POLICY MEASURES TO BE INSTITUTED:

44. Institutionalization of measures to promote gender equality and mutual respect between men and women and boys and girls within private and public spheres, as a means of curbing gender based violence, including gender sensitivity and awareness training for key personnel in relevant agencies, such as the media, Courts, the Police, social services, schools, and Institutions for children, the disabled, the elderly, and the poor.

45. Public education to improve critical understanding of gender based violence, including domestic violence, sexual harassment, forced prostitution, rape, child sexual abuse, buggery, and incest, including the legal rights and implications, and access to redress and support services.

46. Creation of legislation for sexual harassment in keeping with, inter alia, the existent CARICOM Model Legislation on Sexual harassment

47. Revision of existing legislation and or their supporting mechanisms, necessary to improve legal remedies for all forms of gender based violence, including the Domestic Violence Act 1999, Sexual Offences Act 2000, and the Children's Authority Act. This includes research and monitoring of the efficacy of these laws and the structures supporting them e.g. Protection Orders, counselling services, and temporary shelters.

48. Establishment of functional collaborating protocols among social service agencies dealing with persons affected by gender based violence, and strengthening of their response capacity; ability to collect and analyze data, and facilitate research and develop policy. This includes the creation of a centralized system for data collection on domestic violence, incest and child abuse, and collation and analysis of relevant data for the purposes of defining clear intervention strategies and policies.

49. Institutionalization of guidelines for the effective functioning of Shelters, crisis centres, and temporary safe houses for victims of abuse, including strategies to ensure the provision of care for young men over twelve, whose mothers are victims of domestic violence, and who are often unable to be accommodated in most shelters.

50. Establishment of a Victims Advocacy Programme and institutional arrangements between Social Sector, Law Enforcement and Judicial Agencies, which empowers victims to strategically negotiate all stages of the judicial process, with a view to promoting access to and securing effective remedy.

51. Establishment of specialized Rape and Sexual Offences Units, operated by trained gender aware officers at police stations, to increase the level and quality of reporting of sexual offences, and to ensure that victims are appropriately assisted.

52. Incorporation of gender based violence issues sensitively and appropriately into HFLE programmes in primary and secondary schools, including the strengthening of School Child Support Services and the training of school social workers and selected teachers in each school to deal with such cases, to reduce and treat effectively with the incidence of gender based violence among minors.

1.8 EDUCATION AND HUMAN CAPITAL DEVELOPMENT

The aim of education is to develop the full potential of all individuals in a society, regardless of differences due to sex, ethnicity, class, creed, disability or geographical dispersion. At any point of its history and development, the population is a society's most valuable resource. The capacity of a society to compete globally for skills and to devise innovative ways to meet challenges in a rapidly changing technological environment is dependent on how it educates and trains its population, both young and old.

The policy on gender and development views education as fundamental in realizing the potential of an individual not only during childhood to early adulthood, but as a continuous process over an individual's lifetime. It is the conviction of the Government that the development of the capabilities of girls and boys and women and men through high quality, affordable education and training opportunities in a wide range of fields, is central to the focus of human capital development in Trinidad and Tobago.

A major challenge is to influence wider acceptance of the necessity for gender equity in access to education within the society and the importance of narrowing the gender gaps in educational outcomes. The ways in which gender inequality inhibits access, involvement, choices and retention of females and males participating in formal and non-formal education is of particular importance.

The National Policy on Gender and Development recognizes the growing drop out rates of boys and girls, especially boys, from the secondary school level based on differential gender concerns. This phenomenon has wide implications for the protection and rights of children, and the security of the society. The Policy will seek to provide the framework for proactive as well as restorative approaches to these issues. Collaboration with communities, youth organizations, and institutions responsible for the socialization of children from early childhood to the adolescent years is critical in formulating solutions to this situation.

Reforms in the education sector provide entry points for addressing gender biases in the curriculum, and for setting gender sensitive goals in relation to quality and efficiency within the sector. In this regard, curriculum development, pedagogy and teacher training stand out as appropriate areas for receiving attention. The policy is committed to redressing all imbalances that impact on the development of human resource potential and the attendant social relations, which result from such imbalances.

Gender is viewed as one of the important issues that the plan for educational development must incorporate. The school is an important agent of socialization. Together with the family, it shapes the kinds of relations which young boys and girls have with each other and it influences their career paths. Recognition of this requires changes in curriculum content to infuse gender sensitive materials taught by gender-sensitized teachers. The policy advocates for close monitoring and instruments for attaining gender equity in

educational access and opportunity as fundamental to the process of transformation and strengthening of the educational levels and of gender relations in the society. The policy stresses the centrality of education as formal and informal sites of gender socialization.

The Government is committed to universal education at the tertiary level. Facilities for tertiary level training already exist and there will be further expansion of these facilities to enable greater participation by women and men. Notwithstanding, the country's focus on industrial development, girls and women demonstrate low participation rates in technical and training and occupations within this sector. The National Policy on Gender and Development recognizes the need for strategies to increase opportunities for training of girls and women for insertion into the industrial sector through curriculum reform, and investments directed at technical and vocational education, the university and distance education programming. Moreover, to address the training needs for women and men in technology related skills, the Policy supports the expansion of secondary and post secondary education in Science and Technology, including Agricultural technology, as well as ICT development within rural communities. The latter will reduce the disadvantage faced by rural women, and will enable them to use modern technologies without having to leave their communities and their domestic responsibilities.

In addition, collaboration among relevant public and private training institutions will be encouraged to foster innovativeness in design and marketing within training and education institutions, so as to increase the relevance of the curricula to industry and economic activity, integrating gender concerns to increase the sustainability of such programme areas.

The Policy aims to set gender equality objectives and indicators for the performance of the sector, and will also seek to influence relevant legislative and policy reforms in this regard. Further, the Policy will complement ongoing inter-ministerial collaboration on human capital needs, ensuring gender sensitivity in the design of training, asset building, and access to the use of ICTs or other initiatives to meet the skill and information needs of women and men and boys and girls. It is envisaged that, while addressing the gender gaps in employment, collectively these strategies will also redound to more appropriately trained and skilled persons, especially women, who will be available for more equitable absorption into the productive sectors of the economy.

EMERGING AREAS OF CONCERN

- Equal access to education and training programmes, including non-traditional fields of study, based on gender and other cross-cutting themes such as geography (urban/rural), age and class, in order to achieve a fully functional human resource
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- capital with the capacity to think analytically, be innovative, become creative problem solvers, and acquire marketable skills.
-
- Gender differentials impacting the attendance and completion rates of boys and girls, especially boys, and the effects on their achievements and the possible resulting economic and social impacts on national development in the future.
- Gender bias and stereotypical perspectives in policy, standards, planning and delivery of education and training services, as evidenced in curricula, textbooks, and methodologies, and their impact on gender equity among boys and girls and men and women, and the attainment of their fullest potential.
- The gendered distribution of teachers by subject and qualification, which is leading to under-representation of males and female teachers in certain areas and levels of education and training, which are reinforcing and reflecting gender stereotypes of the wider society, and may be affecting the mentoring of boys and girls.
- The high incidence of teenage pregnancy, which leads many young girls to interrupt their schooling and the completion their education and training and which reduces their ability to attain sustainable livelihood strategies.

POLICY OBJECTIVE:

To promote gender equality in education and training, through equitable access to lifelong learning, and the use of gender sensitive materials and approaches to achieve a fully functional human resource capital in which men and women and boys and girls can attain their fullest potential.

POLICY MEASURES TO BE INSTITUTED:

53. Institutionalization of comprehensive gender mainstreaming in the education sector impacting all levels from early childhood to tertiary level education, mandating compulsory components on gender sensitization in education and training, and capacity building in gender analysis and research for educational planners and policy makers to identify and resolve emerging gender issues in education such as enrolment, education performance and outcomes, behaviours and attitudes, and in curriculum development and teacher education.

54. Development of indicators and set standards for attaining gender equity in educational access, opportunity and outcomes, based on gender audits of the operations and management systems in education and training, from early childhood to tertiary, and continuing and informal education, to transform education as an instrument of gender equality in the society.

55. Development of gender aware teaching methods throughout the education system, engaging in gendered content analysis of all curricula, textbooks, educational resources, teaching attitudes and classroom interaction with a view to eliminating gender bias and establishing content which contributes to the realization of gender equity, and establishing societal values of equality and justice.
56. Identification of the differential gender issues affecting boys and girls within the education system, with particular emphasis on the dropout and performance rates of boys, and the creation of mechanisms to redress these issues, including more equitable exposure to male/female teaching and mentorship from early childhood to secondary level education.
57. Promotion of mechanisms to equitably educate and train men and women, and boys and girls in rural and underprivileged communities, utilising distance learning as a mechanism for increasing access to quality education and promoting access to information and communication technologies.
58. Identification and analysis of factors promoting gender differentials in rates of re-entry into the educational system, which includes pre-tertiary qualification and matriculation requirements, and gendered attitudes to and factors which hinder and or facilitate continuing education including data based analysis of relationships between education as attainment and employment patterns of men and women.
59. Expansion and upgrade of current technical/vocational education and training offerings to counter sex-stereotyping in technical/mechanical/IT education and to develop a more knowledge based, innovative and entrepreneurial society.
60. Promotion and enhancement of mechanisms that host students who become pregnant, who may not have the support of parents or to provide ongoing education, and training in child care and parenting, to ensure that such girls complete their schooling and attain sustainable livelihoods for themselves and their dependants
61. Development of innovative and effective modules and methodologies for teaching health and family life education in schools, which are responsive and respectful to different institutions and student levels, with a view to promoting positive life choices, reducing teenage pregnancy, the incidence of HIV/AIDS and STIs.

1.9 HEALTH AND WELL BEING

Good health⁵ is a pre-condition for nation's socio-economic development, which is basic to citizens' ability to realize their potential. It is a critical development input as it raises the productivity of the work force, and increases the attractiveness of a country to investors. Good health is therefore, a cornerstone in Trinidad and Tobago's quest to attain developed country status by 2020.

Consistent with Government's ratification of international agreements on health, increased focus will be given to gender as a determinant of health conditions, health status, health care, and delivery of care. Gender differences in health outcomes are evident. Men and women often access health care and are impacted by health concerns different ways. They may also differ in their access to health care information, the incidence of different diseases and other health issues, including HIV/AIDS. Gender and development approaches acknowledge these differences at every level and will seek to contribute to better health and wellness for women and men across their life cycles.

Despite reforms and increased expenditure in the health sector, there is continuing evidence that poor families are having difficulty accessing quality health services. Continued efforts by Government to strengthen the primary health care services will focus on the users of the health services and their needs, particularly those associated with gender roles and responsibilities, and how these affect health outcomes. This requires that health promotion strategies take a broad view of social and gender factors, as well as biological factors contributing to these trends.

To contribute to better health and wellness for women and men across the life cycle, strategies for community health participation shall be complemented by approaches and programmes targeted to both women and men. As such the policies of the Regional Health Authorities will embrace more gender responsive approaches including gender health budgeting, and gender sensitive programmes in all areas of health and well being.

Primary health care facilities will be continuously upgraded to increase the range, quantity, and quality of services offered, and to improve access especially for men and women in the rural areas. Training and retraining of Health Professionals for gender analysis and awareness, particularly in areas of reproductive and sexual health, breast and cervical cancer, prostate cancer, male reproductive health and sexually transmitted diseases will strengthen the delivery of care.

⁵Good Health defined as a state of complete physical, mental and social well being and not merely the absence of infirmity or disease (WHO)

This policy seeks to expand notions of women's health beyond the narrow focus on Obstetrics and Gynaecology to encompass the effects of demographic and socio-cultural changes, and to address the impact of change on the health system and on women's health.

The area of sexual and reproductive health requires special attention to significantly reduce the incidence of maternal morbidity, and the high HIV/AIDS and STI prevalence rates, especially among young women 15- 24 years. Specific initiatives are necessary to foster greater involvement of fathers during pre-natal, birthing, and post-natal stages to include men in nurturing roles and to encourage closer bonding with their children.

This policy recognizes HIV/AIDS as a critical development problem, with the potential to reverse developmental gains. It is a quality of life and labour issue that greatly affects economies, businesses, employees and their families. It also has the potential to negatively impact population growth, and in turn the future accumulation of human capital. Therefore, both men and women have a critical role in the prevention, protection and retardation of the HIV/AIDS pandemic. In addressing the gender dimensions of HIV/AIDS, the power relations between women and men, and women's, especially adolescent girls, unique vulnerability in sex relations, and greater their likelihood of being infected with HIV, must be understood. For this reason it is crucial that a gender perspective is used when dealing with all aspects of HIV/AIDS, including issues such as stigma, cultural practices and attitudes, care and support, access to information and participation in decision-making.

The affirmation of illnesses among males is often viewed as a sign of weakness and in many areas such as reproductive and sexual health men are reluctant to seek preventative testing or monitoring of health conditions, particularly in areas related to male reproductive organs. Male resistance to prostate cancer screening is one of the serious issues of male health seeking behaviour that needs to be addressed. The high incidence of male mortality due to motor vehicle accidents, drowning and homicide establishes this area as another health risk for men.

The National Policy on Gender and Development seeks to provide a framework for gender sensitive approaches to improve health and wellbeing. It seeks to enhance men's and women's access to care across their life cycle, improve reproductive and sexual health strategies, and complement the implementation of national strategic plans on HIV/AIDS. Gender reforms therefore, will promote improvements in the services related to primary, secondary and tertiary levels of health care, ensuring increased equity in availability and accessibility.

EMERGING AREAS OF CONCERN:

- Men and women often suffer the effects of debilitation due to ill health, as a result of their inability to access cost effective, quality health care and information across their life cycle.

- Increasing costs are associated with the loss of human capital, working days, reduced productivity, loss of income and increased poverty in families due to ill health.
- Although, women and men often interface with health problems, opportunities for health services, and health hazards differently based on gender, health promotion strategies, research, and budgeting do not sufficiently include gender considerations.
- Reference is not often made to gender as a variable in “access and equity” in health sector reform programmes and this has adverse effects on its impact on the lives of poor women and men.
- Information used for health promotion and for communicating health information is often not disaggregated by sex, and is not well targeted to reach the needs of women and men in preventative and curative health services.
- Costly market driven privatised health services, including insurance, are beyond the reach of poor men and women.
- Inter-related gender factors are fuelling the HIV/AIDS epidemic and other STIs, including poverty, extra-spousal sex, inadequate of sex education, transactional sex, unequal gender relations in sex, and women’s lack of power to demand male condom use, and the high cost, limited access and difficulty associated with female condom use.
- The increasing numbers women infected and caring for persons infected with HIV/AIDS, and the need to focus social and labour policies and services to meet their need for care, and their role in providing care for others.

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POLICY OBJECTIVE:

To foster equitable access for men and women to gender aware, appropriate, affordable and quality health care, information and related services throughout their life cycle, advancing their potential toward enhanced personal, social and productive lives.

POLICY MEASURES TO BE INSTITUTED:

62. Institutionalization of gender mainstreaming in the health sector through:

- Establishment of gender aware management systems within the decentralized model of health services provision and on the regionalized health structure.
- Disaggregation of health statistics by sex, identifying the full effects of gender difference on the status of health to identify policies and programmes that will improve the health and well being of both men and women.

- Utilization of gender analysis of health information supported by further research, to develop gender sensitive health policy and programmes, and promotion e.g. in the areas of mortality and morbidity, to develop programmes for disease prevention that meet the specific needs of both men and women.
- Promotion of greater equity in the numbers, titles, training, classification and remuneration of care professionals at all levels in the health service as long as the tasks can be performed by both sexes.

63. Promotion of gender budgeting in the health sector to promote equity in the utility of resources.

64. Promotion of men's and women's equal access throughout their life cycle to appropriate, affordable and quality health care, information and related services, ensuring that health facilities are fully equipped to educate and treat the leading causes of death for men and women, especially for persons in the rural areas.

65. Promotion of gender equity in health insurance coverage, which at present is seen to have a gender bias towards men, and a comprehensive assessment of the gender impact of an increasingly privatized health system.

66. Promotion of gender sensitivity particularly in areas of reproductive and sexual health, breast and cervical cancer, prostate cancer, male reproductive health, and sexually transmitted diseases, through ongoing training and retraining of all categories of Health Professionals, including curricula review and development in Medical Education.

67. Establishment of increased community participation in health within the framework of gender and family, by improved coordination of health education and promotion programmes particularly that of preventative and primary health care and accommodation of new methods that facilitate family involvement and support in health care.

68. Introduction of more women and family friendly hospital practices e.g. fathers' involvement in pre-natal, birthing, and post-natal activities, female friendly birthing procedures, and parents' ability to stay overnight with children who are ill.

69. Promotion of improved male health seeking behaviour, including increased numbers of Men's Clinics to decrease the impact of debilitating diseases on men and their families.

70. Institutionalization of measures that encourage fewer risk-taking behaviours among men, such as increased public education, media exposure, public health forums, and men's health promotions.

- 71. Utilization of gender aware approaches in promoting societal understanding, acceptance, and comprehensive attention to the gender issues associated with HIV transmission and AIDS.

72. Inclusion of in-depth gender analysis of national level policies and plans, including the National Strategic Plan on HIV/AIDS, to comprehensively inform the national response to the gender dimensions of the pandemic.
73. Promotion of respect for the rights of women and men living with HIV/AIDS, and strategies to increase opportunity for both women and men to take responsibility for prevention and protection.
74. Promotion of initiatives which will enable women, including young women, to successfully negotiate sexual relations; asserting their right to refrain from sexual activity or to engage in safe sex, and educate men and boys to respect the rights of women and girls, minimizing the impact of date rape, forced sex, and gender based violence, and the spread of HIV/AIDS and other STIs.
75. Promotion of gender sensitive institutional and other care and support services for women and men living with HIV/AIDS.
76. Introduction and/ or expansion of current measures, including gendered approaches, aimed at reducing alcoholism and other forms of drug abuse, viewing them as critical health issues with serious adverse effects for men, women, and children, and promotion of controls in alcohol and tobacco advertising, especially targeted marketing towards minors and young persons, with a view toward the reduction of domestic violence, road deaths and disabilities.
77. Enhancement and provision of increased numbers of substance abuse treatment facilities for men and the introduction of facilities for women, which are cognizant of their existing primary gender roles and responsibilities as care givers, and nurturers of children.
78. Provision of increased access to subsidized or low-cost psychological counselling, and preventative psychiatric health care for both men and women throughout the country, in keeping with the ideal of providing holistic health care.

1.10 MASCULINITY AND MANHOOD

Gender is often considered a women's issue. However, evidence from data on the situation of men and women in the society, indicates that men also have critical gender concerns. Gender roles and relations are dynamic, context specific, and are influenced by changing social and economic processes within the given circumstance.

These changes often challenge the dominant notions of male privilege, including the traditional socially and culturally defined roles of men as the breadwinners and protectors of women and children within families. The dominant notion also permeates inaccurate perceptions of men as perpetrators of violence, comprising the criminal element in society, and without the potential to make good nurturers or caregivers.

The correlation between gender, criminality and socio-economic status, for example reinforces the idea that while masculinity may be an ideologically more privileged space in society, there are real differences of access and power between and among men, based on age, ethnicity, class and income, and by individual psychological characteristics.

The burdensome aspects of these prevailing views on masculinity also impacts on the different choices which young and older men may wish to make in terms of their lifestyle, health seeking behaviour, choices in public occupations, and in private nurturing roles within the family. This has implications for youth delinquency and poor educational performance, and may be a serious contributor to young male criminality (World Bank, 1995:11).

There has been a distinctive shift in the perception of male roles in family relations and parenting over the last decade, and increased emphasis on the roles which men play in the child rearing process and in sharing family responsibilities. This policy therefore provides a framework for advancing men's increased positive participation in all aspects of family life. For instance, the provision of paternity leave along with maternity leave will be proposed to increase the value of unpaid reproductive labour (family labour) and men's roles in it, and to complement the mother-child benefits of maternity leave with father-child care and bonding in the earliest stages of child development.

The policy recognises the implications of men's failure to pay maintenance that is awarded by a Magistrate's Court that may result in a term of imprisonment. Consideration is also given to the perception voiced by many men that they are often denied child custody due to gender bias, and the lack of support for men who are victims of abuse, and male perpetrators of domestic violence.

The National Policy on Gender and Development therefore provides the framework to highlight and support initiatives aimed at strengthening positive notions of men and masculinity, and take active measures to deal with men's specific gender concerns. The society must be prepared to accept the fact that gender roles and responsibilities, have

themselves been culturally and socially constructed, and that these same rules, including those related to masculinity, have had to be adjusted to changes in socio-economic demands over time.

EMERGING AREAS OF CONCERN

- The negative stereotypes of masculinity that predisposes many men to avoid health seeking behaviours, even in the face of illness, which impact negatively on the health and well being men and their families.
- Involvement of many men, especially vulnerable young men in informal illegal activities that are risk taking to themselves first and foremost, but ultimately also to their families and to the security of the population as a whole are closely linked to men fulfilling conventional role of the male breadwinner.
- The high incidence of male on male violence, and its link to negative stereotypes of masculinity, which are imbedded and reinforced by gender, and particularly evident in youth male peer pressure.
- Adverse gender concerns also negatively impact on men such as perceptions of criminality, and inability to nurture children, and lack of provisions for paternity leave, and lack of support structures for men affected by domestic violence.
- Men and boys need specific attention to ensure that they are not adversely affected by the rapid shifts in gender roles and expectations.

POLICY OBJECTIVE:

To develop gender aware measures relating to men's critical gender concerns which support their wider participation in familial arrangements, and promote positive notions of masculinity, cognizant of the shifting demands on men and masculinity within the society.

POLICY MEASURES TO BE INSTITUTED:

79. Facilitation of in-depth research drawing on the existing data sets but producing new frameworks to generate studies on the comparative situation of women and men in Trinidad and Tobago in all spheres of life.

80. Development of legislation to provide Paternity Leave with safeguards to prevent misuse and abuse, consistent with the minimum ILO recommended leave with benefits.

81. Provision of support for the building of familial relationships through male care-giving, involvement as fathers, paternity provisions, participation in the pre-natal and birthing and post-natal activities, child maintenance, and improved parenting skills by both women and men.

82. Promotion of increased gender sensitivity and awareness of men's gender concerns, as well as the new challenges, roles and responsibilities, and demands of fatherhood, by policymakers, planners and implementers e.g. family court, social service delivery, school social workers, and teachers.

83 Promotion of new and creative remedies to deal with recalcitrant parents who fail to pay maintenance under the Attachment of Earnings Act, including mediation, sharing in childcare responsibilities and review of the process of determining the quantum of maintenance payments.

84. Promotion of improved technologies and mechanisms for determining paternity and the admissibility of such tests as courtroom evidence for maintenance claims.

85. Introduction and /or expansion of male support initiatives including and especially those which support parenting training and favourable recasting of men's roles in society, including provision of male friendly spaces that provide men and boys with opportunities to develop networks of support and communication, which are community and workplace based.

86. Promotion of increased numbers of men trained in non-traditional fields, including gender studies, social work, nursing, teaching and other care professions, to address false stereotypes about masculinity and to provide effective role models that demonstrate men's capacity to care and nurture in society.

87. Promotion of gender aware initiatives to reduce the incidence of male on male violence, including the reduction in the availability, distribution and use of illegal small arms, and promotion of specific interventions targeting young men at risk, to avoid drug addiction and participation in illicit informal sector activities, including prison reform, especially targeting young first time offenders, and restorative justice mechanisms.

1.11 GENDER AND SPECIAL INTEREST GROUPS

1.11.1 YOUTH

The Government of Trinidad and Tobago recognizes youth as a period of intense creativity, aspirations for mobility and momentum for productivity. It is also a time of value setting about behaviours and attitudes on manhood and womanhood gained from competing social norms of what is acceptable. Young women and men are also heavily influenced by media portrayals, peer group influences, and the inherent gender stereotyping within social relations. This gender stereotyping influences young men and women differently in career choices, in personal relationships, and in relationships of power.

In enabling the environment for youth development, attention will be paid to the differential needs, experiences and interests of males and females and addressing the specific ways in which young men and young women are differently socialized. Young men and women require special focus, particularly those who are orphans, and homeless and do not have the benefit of positive role models or authority figures to guide their actions and belief system about gender relations, their attitudes to each other, and to their work and future responsible roles in society.

This policy will focus on specific interventions and targets to meet the needs and interests of young men and women, and boys and girls in building a cohesive and productive society, devoid of barriers to their equitable participation. Specific focus will be given to promoting gender equity within Youth initiatives such as on-the-job training opportunities, youth internship, entrepreneurship and apprenticeship programmes.

The National Policy on Gender and Development espouses the use of gender sensitive approaches in the development and execution of the National Youth Policy and other plans for youth development. It will seek to promote strategies that counteract gender bias in curricula, course content and delivery of youth-oriented continuing education and skills training programmes. It advocates gender equity in fulfilling the needs of large numbers of male and female youth, especially in rural areas, who require incentive programmes, co-curricular activities, sports facilities, career guidance, and peer support and recognition. It promotes gender sensitivity in the design of community and sports facilities, and in the allocation of resources in support of greater participation of young women in sports in rural and urban communities.

EMERGING AREAS OF CONCERN:

- Gender stereotyping often influences young men and women differently in choices leading to career development, in personal relationships, and in relationships of power, including unequal access for young women to opportunities in technical and vocational education.

- The gender differential impacts of risk taking on young men and women, and the society as a whole that promotes young men to be more exposed to criminality, gang violence and illicit drugs, and young women to forced prostitution and transactional sex.
- Inadequate opportunities for young women in sport.
- The need for gender aware policies and plans for youth development that acknowledge the specific needs of male and female youth who require incentive programmes, co-curricular activities, sports facilities, career guidance, and peer support and recognition.
- The need for increased private sector partnerships to facilitate on the job training and employment opportunities for youth, ensuring the removal of barriers to participation of young men and women in non traditional areas in particular.
- The impact of gender based violence on young men and women, including male on male violence, rape including date rape, coercive or forced sex, and domestic violence.

POLICYOBJECTIVE:

To promote the equitable development of young men and women, embracing gender sensitive approaches that are in keeping with their needs and interests, cognizant of their rights and responsibilities, and which maximizes their full potential in building a cohesive and productive society.

POLICY MEASURES TO BE INSTITUTED:

88. Inclusion of gender mainstreaming in youth development initiatives through relevant gender audits, and capacity building for planners and implementers to identify and address gender disparities in the development and implementation of youth policies, plans and programmes.

89. Disaggregation of youth data by sex along with other parameters to be used to inform decision-making for the nation's youth population.

90. Establishment of performance indicators on gender equality in decision-making, distribution of public funds and investments in programming for youth.

91. Promotion of increased youth internship, entrepreneurship and apprenticeship initiatives, in collaboration with the private sector, with gender specific interventions and targets to meet the needs and interests of males and females in building a cohesive, productive society.

92. Development of gender sensitive approaches to address the situation of young males and females at risk through early identification and social intervention, and intensive capacity building in gender awareness of the staff and volunteers in all children's homes and youth related institutions.

93. Promotion of gender sensitivity in the design of community and sports facilities to facilitate gender equity and increased participation of young women in rural and urban communities.

94. Promotion of equitable access to ICTs and other community resources that are youth friendly and gender-sensitive, that empower young men and young women to achieve their full potential, and to shape productive communities.

95. Promotion of collaboration among the media, artistes, community development and culture initiatives such as the Best Village Programme to break gender stereotypes which hinder the achievement of positive and productive aspirations of youth.

96. Promotion of gender sensitivity in the development and implementation of youth-oriented continuing education and skills training programmes to counteract gender bias in curricula, course content and access.

1.11.2 ELDERLY PERSONS

Women are much more likely than men to live alone in old age. Declining fertility rates, unprecedented geographical mobility of grown children, and the massive decline in intergenerational co-residence has produced a larger number of elderly (especially widows) living alone. General declining fertility rates, and the smaller size of the modern family, indicate that increasingly larger numbers of the elderly will be cared for by fewer offsprings and adult children. Increased costs will have to be borne in the care of older persons, in the face of fewer contributions from the working age population to the national purse. This has the potential to increase dependency and to fuel cycles of poverty.

The National Policy on Gender and Development seeks to incorporate gender analysis into reforms of social protection measures for the elderly. Social protection measures will be more efficient if the differences in risks experienced by women and men are accurately understood. Reforms have to consider these gender based differences to ensure effective coverage to all citizens in the long term.

The experience of growing old differs for men and women in our society in many ways. There is a distinct double standard in growing older because physical signs of aging have more severe consequences for women than for men. Media images celebrate youth and sexuality in younger women, casting older women as virtually invisible in society other than as caregivers. Women's family care-giving roles often has the consequence of removing them from the paid labour force so that they are dependent on the incomes of others, especially in old age, particularly if they have low accumulated pension benefits.

The general goal of this policy is to promote the equitable and sustainable well-being of older men and women. It supports the initiatives of the Division of Aging, and the National Policy on Ageing, which also seeks to promote the sustainable well being of the elderly, as well as their social integration into the mainstream of society. This policy addresses gender considerations within pertinent issues, such as social security, income security, participation, social inclusion, standards for care facilities, health services, housing, education and training, support networks and legislation.

EMERGING AREAS OF CONCERN

- The differential gender impact of ageing on men and women and the emerging physical, psychological and economic implications affecting them.
- Many women leave the paid labour force to perform care giving and other reproductive roles, which result in low accumulated pension benefits, leading to their consequent dependency on incomes of others especially in old age, and more poverty than older men.

- Women often outlive men, and widowhood generally means a drop in income (Rouse 2004).
- Many grandmothers and some grandfathers are called upon to care for young children, and are virtually invisible to policymakers and in need of support.
- A large number of older persons are living alone due to the decline in intergenerational co-residence, international and local migration of adult children, preference for nuclear family arrangements, and women's increased participation in the labour force. This is likely to alter the time available for kin-keeping and is producing value dissimilarities between generations.

POLICY OBJECTIVE:

To promote gender equity in the situation of older men and women and in the provision of measures, which meet their current and evolving needs, while simultaneously facilitating their continued contribution to national development

POLICY MEASURES TO BE INSTITUTED:

97. Promotion of increased gender responsiveness in the implementation of ageing policies and programmes, based on research which investigates the gendered impacts of ageing on men and women, relating to their varying roles and responsibilities, using sex data disaggregated, and gender analysis of the data to inform implementation strategies.

98. Revision of social protection measures and policies that impact older persons for improved responsiveness to the differential experiences and needs of women and men, with provisions not only determined by contributions made in the productive sector, but also determined by the burden of care and reproductive work provided by women throughout their lives.

99. Promotion of gender sensitivity in the care and treatment of aged men and women, through training of personnel of institutions, care-givers and other support systems.

100. Promotion of initiatives that foster the inclusion, and the active and equitable participation of older men and women in all aspects of national life, recreation, ICTs, life-long learning opportunities, and decision-making and leadership activities.

101. Promoting housing policies that accommodate older men and women, and which appropriate portions of developments, with suitable design and facilities to support quality living for elderly persons.

1.11.3 DISABLED PERSONS

The National Policy on Gender and Development seeks to enhance the productive functioning of men and women with disability, addressing their priority gender needs in education, employment, security and social adjustment. Its primary goal is to promote the specific needs of disabled women and men as the society considers their requirements and makes special provisions to better enable them to make their contributions to national development.

Disabled men and women experience many of the challenges of their disability, differently. For instance, women may be more susceptible to sexual abuse, while men with disability may be immediately perceived as unable to perform roles of provider or to have full sexual and reproductive lives. While addressing disability as a cross cutting issue, the National Policy on Gender and Development recognises that there are special gender needs of persons with disability in relation to education, employment, security and social adjustment, which should be taken into account to enhance their productive and social functioning.

The policy emphasizes the preponderance of induced disabilities resulting from acts of domestic violence. This places peculiar demands on the rehabilitation and counselling needs not only of all related units, but also those which deal with disabled populations. The vulnerabilities of the disabled in terms of gender violence and sexual abuse has not usually been considered and should be factored as a critical area of future work.

The policy supports the efforts of the Disability Affairs Unit, and the National Policy on Disability, in coordinating, developing and implementing comprehensive programmes to assist the disabled citizens of Trinidad and Tobago. It will seek to ensure that these provisions are gender sensitive to ensure that disabled men and women are equitably served and enabled to contribute to the development process.

EMERGING AREAS OF CONCERN

- There is a dearth of gender specific information on the situation and condition of disabled men and women that could readily inform practice and provisions.
- The current mechanisms treating with disabled persons are largely gender-neutral, and should rather be gender specific to ensure equitable access by disabled men and women to support services, participation and information.
- The preponderance of induced disabilities resulting from acts of domestic violence, which places peculiar demands on the rehabilitation and counselling facilities.

- The need for increased consideration for the vulnerabilities of the disabled in terms of gender violence and sexual abuse.

POLICY OBJECTIVE:

To promote gender equity in the provision of responses and structures to meet the needs and aspirations of men and women and girls and boys with disabilities, and position them to be strategic and relevant contributors to national development

POLICY MEASURES TO BE INSTITUTED:

102. Collection, collation and dissemination of information and research at the national level on the situation and condition of disabled persons using sex disaggregated data and gender analysis to identify the interventions necessary to adequately support men and women with disabilities.

103. Promotion of gender sensitivity in the enhancement of public facilities, which will make all aspects of national life more accessible to disabled men, women and boys and girls, such as education or work, e.g. mandatory building of ramps in all public spaces, lifts and wheel chair friendly pavements, sanitary and transportation requirements for disabled persons.

104. Establishment of measures to prevent gender discrimination and promote equitable access by disabled men and women to services, including transport, education, health and employment, that are sensitive to the needs and rights of the disabled men and women.

105. Promotion of the equitable development of men and women, and boys and girls with disabilities, including their protection from gender violence and sexual abuse, and the provision of training to relevant personnel, and public education to ensure their equitable participation in all areas of national life.

1.12 CO-ORDINATION AND IMPLEMENTATION OF THE POLICY

The policy on gender and development framework incorporates detailed mechanisms for ensuring that the policy measures are actively followed. This requires strategic, focused and transparent institutional structures and arrangements by which the proposals for gender transformation may be achieved in this society. Gender Mainstreaming may be seen as the most enabling aspect of a policy on gender and development. It addresses the extent to which a holistic approach is taken towards the integration of gender concerns in all policies, programmes and activities. Gender mainstreaming has also increasingly been recognized as an essential element of good governance. In order for gender mainstreaming processes and activities to be effective, a comprehensive, crosscutting and gender-aware approach is vital.

National Focal Point for Gender and Development

The Ministry of Community Development, Culture and Gender Affairs as the central government body responsible for incorporation of gender as a basic development theme will drive the process of implementation and monitor the approved gender responsive policy in all government agencies. The Ministry will report as required to Cabinet on progress made in the implementation strategy of the Policy.

This Ministry will work in tandem with relevant government ministries and agencies in respect of the initiatives outlined in the National Policy on gender and Development. For instance, the MCDCGA will collaborate with the Ministry of Planning in respect of the goals and strategies for gender equality in the Vision 2020 Strategic Plan, with the Ministry of Finance in relation to the national budget and gender aware investment strategies and distribution of public expenditure, and with the Gender Affairs Secretariat, Department of Social Services of the THA to ensure a national response to the co-ordination and implementation of the Policy.

The Gender Affairs Division will address critical gender equality issues through targeted research, recommendations on policy and legislation in support of gender equality, monitoring and evaluating sectoral efforts and provide overall technical support for all mainstreaming initiatives. It will maintain a pivotal function in:

- Guiding and supporting the gender mainstreaming process.
- Facilitating partnerships between government departments and regional municipalities, nongovernmental organisations and community based organisations.
- Collaborating with other ministries in implementing commitments on gender-based methodologies and addressing conceptual issues and developing sector specific approaches.

- Maintaining a resource centre and national clearing house on gender and development and facilitate the production and dissemination of publications on gender issues.
- Liaising with women's and men's organisations, nongovernmental organisations, community based organisations, professional associations, academia, and members of the public in building awareness and implementing the policy.
- Developing relationships with the media to promote public education and build awareness of the National Policy on Gender and Development, and the execution of a communications plan on activities related to the Policy.

Gender Mainstreaming and a Gender Management System and Inter-ministerial and Focal Point Mechanisms

A **Gender Management System (GMS)** will be established as an integrated network of Ministries and agencies to guide, plan, monitor and evaluate the process of mainstreaming gender and to ensure collaboration and policy coherence on gender in Government's work.

A Cabinet appointed Inter-ministerial Committee on gender and development will be reconstituted, to ensure incorporation of all aspects of the policy into the work of Government. Gender focal points will be identified at senior levels in each major division, with a supporting management team comprising representatives from each department, building on links that already exist to include gender perspectives and transform the nature of government institutions to provide greater agency to gender and development approaches.

National Gender Equality Council

It is envisaged that an independent body be established to provide oversight in implementing and monitoring the National Policy on Gender and Development. With membership drawn from women and men of professional and technical bodies and civil society, it serves to safeguard the Policy by having oversight over the mainstreaming process and to ensure its alignment with national development planning processes.

In collaboration with other Ministries, the Council will ensure that the essential steps in the mainstreaming process are carried out within ready sectors, as well as critical activities in relation to data production, the creation of gender indicators and monitoring of reporting on gender equality in compliance with government's ratification of International Conventions.

The Council shall be provided with the necessary funding to execute its function and shall report to the Minister responsible for Gender Equality on a biannual or as needs basis.

Obligations to International Conventions and Agreements and Relations with International Development Agencies

The Policy will be co-ordinated and implemented in tandem with other international obligations on gender and development. These include the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW), the Belém do Para Convention, the Beijing Declaration and Platform for Action, the Commonwealth Plan of Action, the CIM Plan of Action, CARICOM Plan of Action on Gender and Development, and the United Nations Millennium Development Goals.

Relations will be strengthened with relevant International Development Agencies, including the United Nations Development Fund (UNDP), the United Nations Fund for Women (UNIFEM), the United Nations Economic Commission for Latin America and the Caribbean, the United Nations Fund for Children (UNICEF), the International Labour Organization (ILO), the Commonwealth Secretariat, the Inter-American Commission for Women of the Organization of American States (CIM/OAS). The role of international development agencies shall be to provide guidance, technical assistance, collaboration and support for the institutionalisation of gender activities in Trinidad and Tobago.

The Tobago House of Assembly Gender Secretariat

The Gender Department of the Health and Social Services Division is responsible for the execution of gender and development activities in the island of Tobago. Active and on-going partnership and collaboration will be fostered with the THA to promote the co-ordination and implementation of the National Policy on gender and development. The Gender Department of the THA will be represented on all inter-agency, inter-ministerial, and national instruments formulated to co-ordinate, implement and monitor the Policy.

Nongovernmental Organizations, Academia and Civil Society

Ongoing public awareness, education, involvement and commitment to the process are central to the successful implementation of the Policy and supporting measures. An active partnership with women's and men's organisations, nongovernmental organisations, community based organisations, academia, professional associations and other members of civil society generally, is imperative to ensure overall success of this policy and implementation strategy.

There shall be a facilitative partnership for these bodies in promoting gender equality and equity through dialogue, buy-in, advocacy, critical intervention and promotion of the Policy. It is envisaged that these agencies shall form a major 'catalyst' for implementation, and take active responsibility for monitoring the implementation of the Policy. Mechanisms for continuous consultation and feedback to community based organizations will be established across the country, including especially in rural areas.

The mobilisation of communications and information systems will create social awareness of gender issues and social, economic and legal rights. In this, the media is a key promotional partner and every effort shall be made to inform and develop sensitivity and knowledge of gender issues. The media will also be utilised in the public education and sensitisation on policy issues relating to gender relations in the community as a mechanism also to keep the policy process alive.

Legislative Review and Reform

Several of the recommendations outlined within the Policy requires legislative review and reform and in some instances creation of new laws. The effective co-ordination and implementation of the policy is dependant on a close workings relationship with the Ministry of the Attorney General and the Law Reform Commission.

Statistical Data collection, analysis and monitoring of policy implementation on a Sectoral basis

Gender disaggregated information will play a critical cornerstone in the execution of the National Policy on Gender and Development. Government recognises that this is crucial, especially when the needs of, and impacts on women and men have to be carefully understood in order to identify and justify the policy responses capable of delivering desired outcomes. The National Policy on Gender and Development will support statistical data collection and analysis of the data on a consistent basis to support initiatives that will guide gender and development in Trinidad and Tobago.

1.13 CONCLUSION

The National Policy on Gender and Development provides a framework for the strategic and effective integration of a gender perspective in all activities of government and civil society, thereby promoting the full and equal participation of men and women in the development process. The Policy outlines 105 policy measures relating to the economy, labour, leadership, poverty, agriculture and natural resource development, education, health, gender based violence, masculinity, youth, the elderly, and disabled persons, as well as strategies for policy co-ordination and implementation. This will be pursued by an active process of gender mainstreaming and other gender specific initiatives within the work of government. At the same time, the Government recognizes the importance of civil society, the community and the private sector in this agenda, and is committed to working jointly in this regard.

The successful implementation of the National Policy on Gender and Development requires challenging the status quo at all levels of national life, and calls for a change in how many aspects of national life are organised, what is rewarded and recognised, how persons think, work, relate to and support each other. While this shift may be exciting for some persons, it may be challenging for others, giving rise to sustained resistance. Therefore, the success of the change effort requires strong and deep commitment to ensure that gender equality issues are at the forefront of all development efforts, and that initiatives are executed to promote understanding and acceptance of these new approaches. It also requires initiatives to create an environment which recognises that realisation of the policy involves sustained commitment to learning and growth, the utilisation of new skills, and preparing institutions to have the capacity and capability to manage change.

Recognizing the value of the contribution of men and women, individually and collectively to the achievement of this transformative agenda, it is important to provide them with appropriate skills and knowledge. As such, the Government will engage in strategic and coherent approaches to facilitating gender mainstreaming and other gender specific initiatives. Consistent and committed action will be pursued to build an enabling environment for the execution of the National Policy on Gender and Development based on a solemn recognition of the importance of gender equality and equity to national life in Trinidad and Tobago and the realization of greater levels of sustainable development in the broadest terms.

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