



CARIBBEAN DEVELOPMENT BANK

**COUNTRY GENDER ASSESSMENT
ST. KITTS & NEVIS (VOL. 1)**

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JUNE 2014



COUNTRY GENDER ASSESSMENT ST. KITTS & NEVIS (VOL. I)

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PRESENTED TO
CARIBBEAN DEVELOPMENT BANK
WILDEY, ST. MICHAEL, BARBADOS

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ACRONYMS AND ABBREVIATIONS

| | |
|---------|---|
| AIDS | Acquired Immunodeficiency Syndrome |
| BCDD | Broadband Commission for Digital Development |
| BNTF | Basic Needs Trust Fund |
| BMCs | Borrowing Member Countries |
| CAPE | Caribbean Advanced Proficiency Examination |
| CARICOM | Caribbean Community |
| CCM | Concerned Citizen Movement, St. Kitts and Nevis |
| CDB | Caribbean Development Bank |
| CEDAW | Convention on the Elimination of All Forms of Discrimination Against Women |
| CGA | Country Gender Assessment |
| CFBC | Clarence Fitzroy Bryant College, St. Kitts and Nevis |
| CIV | Citizenship by Investment Unit, St. Kitts and Nevis |
| CPA | Country Poverty Assessment |
| CSME | Caribbean Single Market and Economy |
| CSEC | Caribbean Secondary Education Certificate |
| EC | European Commission |
| ECCU | Eastern Caribbean Currency Union |
| ECLAC | Economic Commission for Latin America and the Caribbean |
| EU | European Union |
| EPA | Economic Partnership Agreement |
| FBO | Faith-based Organization |
| GDP | Gross Domestic Product |
| GEPOS | Gender Equality Policy and Operational Strategy, Caribbean Development Bank |
| GOSKN | Government of St. Kitts and Nevis |
| HIV | Human Immunodeficiency Virus |
| ICT | Information and Communications Technology |
| IDP | International Development Partner |
| LGBT | Lesbian, Gay, Bisexual and Transgender |
| ILO | International Labour Organization |
| IMF | International Monetary Fund |
| MDGs | Millennium Development Goals |
| MSM | Men who have sex with men |
| NGO | Non-governmental Organization |

PART I

1.0 EXECUTIVE SUMMARY

1. This *St. Kitts and Nevis Country Gender Assessment* (CGA), commissioned by the Caribbean Development Bank (CDB), provides a gender analysis of the economic, social and governance sectors in St Kitts and Nevis (SKN). The pursuit and achievement of gender equality and women's empowerment is one of the two cross cutting themes in the current results-based management framework of the CDB. The CGA of St. Kitts and Nevis reflects a commitment to a dynamic engagement between the Government of St. Kitts and Nevis (GOSKN) and CDB around how to achieve this goal by deepening and strengthening policies and strategies to transform gender relations in the country.
2. The CGA first examines the policy and institutional framework for the promotion of gender equality in an effort to probe the effect and impact of policy on development in the specific context of SKN. The aim has been to seek an answer to the question of whether good policies are enough to achieve gender equality. The research firmly established that over the years, the country has passed a number of laws and implemented important measures towards advancing the human rights of women and girls alongside those of men and boys. However, despite these measures, the CGA found that the answer is 'no' to the question of whether good policies and strategies were enough to achieve gender equality and equity. This is so for a number of reasons: first, the broad context and specific conditions within which the policies and strategies operate are key determinants of success.
3. The economic realities of SKN as an open small island 'dependent' economy, prone to natural hazards and disasters and in the grips of a Standby Agreement with the International Monetary Fund (IMF), leave very little space for measures to address the harsh conditions facing the majority of the population, and women and children in particular. What space is found comes from returns from public investments, such as the Citizens by Investment Programme through which the People's Employment Programme (PEP) is being funded. However, it is recognized that this cannot continue indefinitely which is why, ensuring that investments in PEP yield sustainable livelihoods especially for women who are among the most vulnerable, is seen as critical.
4. Second, policies that integrate gender equality and equity will not bear fruit if problems are misdiagnosed. In general, the CGA found that there is a strong view in the marketplace that gender equality must be seen less in terms of addressing women's issues and that the focus must now be on men who are said to be the ones who are really marginalized. There is therefore a tendency towards polarization of the core issues where it is not so much a matter of addressing the specific gender needs and interests of men and women, but of setting up a competition between both sexes. Third, good gender equality policies do not yield results without the ability to secure resources for action, monitor and evaluate implementation, and demand accountability.

5. And finally, without clarity around what the practice of gender mainstreaming requires and entails, efforts to address the challenges (for example, employment, poverty and violence) that retard the access to and control of resources faced by the majority of women and girls, in particular, may not yield the best results. Possibilities do exist to analyze some initiatives that are being undertaken from a gender perspective, in order to enlarge the prospects for addressing issues of economic empowerment, particularly of women and youth; deepen actions to stem domestic violence; and promote the increased role of women in leadership and decision-making. Such initiatives, being taken in various sectors, can strengthen the foundation for advancing gender equality and equity. Such initiatives include the following:
 - i. The reform of Technical and Vocational Education and Training (TVET) to meet more directly, the growth needs of the labour market and economy. This reform should enable young women to take advantage of opportunities for economic empowerment in fields traditionally defined as ‘male’ (e.g., construction and engineering), and young men to do the same in fields traditionally defined as ‘female’ (e.g., nursing and teaching), thus challenging traditional gender stereotypes.
 - ii. The Women in Construction Trades (WICT) programme in which women are being trained as masons, carpenters, electricians, tillers, etc. This is equipping them for more lucrative occupations and by combatting traditional gender stereotyping, new development possibilities are being shaped.
 - iii. Through a small project within the primary school system, the Ministry of Education is seeking to understand and respond to the factors that influence the low participation and performance of some boys.
 - iv. Internal reform measures are being undertaken to develop and implement protocols to make the Police and other stakeholders more responsive to gender-based violence.
 - v. In Nevis, the Social Services Department, Gender Affairs Division recently embarked on the “Gender Issues Workplace Programme”, which is designed to promote gender equality by increasing men and women’s knowledge of their rights and benefits in the workplace.
6. In order to maximize the potential of these existing as well as other initiatives as possible game changers to support the gender equality agenda, it is important that their transformative potential be carefully analyzed so that interventions can be deepened and expanded where the findings warrant this. Further, taking this approach can help to revive the institutions and the overall framework responsible for gender mainstreaming.
7. This is the approach that informs proposals, endorsed by SKN stakeholders in January 2014 and validated in March 2014 for discussion between GOSKN and CDB on how to move the agenda forward. Here, it was proposed that alongside the initiatives cited above, priority would be placed on the rebuilding of the National Gender Machinery with focus on the establishment of an Inter-Ministerial Committee and deeper civil society’s involvement with the gender equality agenda. Action to develop a national gender policy which has been pending, was seen as a critical related activity.
8. International Development Partners (IDPs) such as CIDA, the European Community, UNICEF, UNESCO, UNDP, UNWomen and the World Bank make contributions to both regional OECS projects and SKN in areas of policy development, institutional strengthening and programmes development and delivery. In a few cases, these interventions explicitly call for ‘gender mainstreaming’. However, information is not available on the outcomes or how they are monitored and assessed, so it is difficult to comment on gender impacts. Since the CDB partners with these entities on a number of these programmes, the basis for continuing collaboration can be strengthened.

9. Above all else however, focus must be placed on responding to the challenges facing the National Gender Machinery and policy implementation for they have not impacted in any meaningful way on the four pillars that support gender equitable development and social transformation. On the contrary, the system of the National Gender Machinery has broken down except for the existence of the Department of Gender Affairs, which has a number of resource challenges but is now being rebuilt. The National Council of Women is now being reconstituted and recently the Nevis Women's Council was formed in Nevis. Further, while there is interest among professionals at various levels of Ministries, Departments and Agencies (MDAs) in gender issues, and some are taking good initiatives, the skills and competencies to integrate gender considerations into the national planning processes, project implementation and evaluation are underdeveloped. Hence, there are no systems for integrating gender into sector programmes; no coordinated policy dialogue around gender; no routine collection of sex-disaggregated data across the sectors although this is done in the Ministry of Health, for example; and no systems or procedures for gender monitoring. There are also no clear systems for collecting information from MDAs to facilitate reporting to international agencies.
10. These areas need to be strengthened by filling policy gaps, and most notably among these, the absence of a National Gender Policy (NGP). Of equal importance is the need to think through how a NGP will advance the overall gender equality agenda and gender mainstreaming in real terms and what other measures are needed in the context of national, regional and global experience of gender mainstreaming.
11. Gaps in legislation have been identified in a number of areas such as those to address sexual and reproductive rights; the unequal status in law of common-law unions; the non-valuing of care work; spousal rape; sexual harassment; discrimination against single parents, mainly women compared to married women in relation to access to maximum maintenance. However, experience has taught that implementation, monitoring and evaluation are among the critical inputs and this influences the practical proposals that are being made to advance the agenda, as the CDB requires, beyond the writing of the *CGA* report.
12. The *CGA* thus proposes strategic entry points for GOSKN and CDB discussions towards its implementation. As examined in Table 11, the four core priority areas presented are:
 - i. Rebuilding of the National Gender Machinery;
 - ii. Investment in strategic projects for gender responsive outcomes;
 - iii. Collection and dissemination of sex-disaggregated data;
 - iv. Public education and mobilization to promote mindset change and support gender equality and equity.

2.0 INTRODUCTION

13. The CDB has declared its vision to be a “leading catalyst promoting gender equality in the region”, thereby “assisting all women and men to achieve their full potential”. Similarly, the GOSKN, through the Constitution, the ratification of relevant international treaties and by taking action nationally, has affirmed its commitment to equality between men and women.
14. To realize its own declared intention, the CDB has commissioned this St. Kitts and Nevis *CGA* to assess the country’s capacity to institutionalize gender equality and to make recommendations to mainstream the transformation of gender relations into the agenda for sustainable development and economic growth.
15. There has been a certain concern among men in particular, that discussions on gender equality target them for criticism for the discrimination which women face. However, what the *CGA* does is provide data and information that show that it is the patriarchal gender system which perpetuates ideas and practices that ascribe roles, rewards and power on the basis of whether one is born male or female. In addition, gender discrimination which affects the life chances of women (more so than of men), is embedded in the economic, socio-cultural and political systems and practices. The gender system, it is revealed, not only discriminates against women and girls, but also induces some men and boys into displays of masculinities (for example through involvement in perpetuating violence and sexual abuse, drugs and gangs) that in many ways damage them and their relationships within family and the wider society.
16. The *CGA* found that many men and women were also concerned to discuss issues facing men. These are addressed alongside the policy and institutional, economic, and political matters bringing some visibility to the other side of the coin, hopefully serving to demonstrate the shared interest that women and men have in transforming gender relations – the ultimate goal of the *CGA*.
17. The St. Kitts and Nevis *CGA* thus:
 - i. Gathers and systematizes general statistics, critical sector data, and qualitative information on gender equality in St. Kitts and Nevis;
 - ii. Critically analyses the current legal, political and institutional framework for gender equality;
 - iii. Undertakes an assessment of SKN’s national capacity to institutionalize gender equality in public institutions, the private sector and civil society; and
 - iv. Identifies in partnership with the people and government of the St. Kitts and Nevis, opportunities and constraints for the promotion of gender equality in their focus on economic growth and poverty reduction.
18. The direction of the *CGA* is not to make victims of women or to cast men as a group as an oppositional force to women’s empowerment, but to interrogate the realities of the lives of women, men, girls and boys and to reveal, and therefore address, the relations of gender that obstruct national development.

19. The *St. Kitts and Nevis Country Gender Assessment* comprises three main parts:

- Part I** Executive Summary, Introduction and Methodology. See Volume II, Appendix I for a more comprehensive discussion of the analytical and methodological framework of the CGA.
- Part II** Statistical data and context analysis, which provides a gender-based statistical profile and situational analysis of St. Kitts and Nevis.
- Part III** Legal and institutional framework, which undertakes a gender assessment of St. Kitts and Nevis' constitutional and legislative framework, as well as the country's institutional framework and capacity for gender mainstreaming.

3.0 METHODOLOGY

20. The methodology used to conduct the *St. Kitts and Nevis CGA* consisted of:
 - i. Interviews with *CDB* staff;
 - ii. A review of relevant *CDB* documents, including the *St. Kitts and Nevis Country Strategy Paper 2013-2016*, *2007-2008 Country Poverty Assessment (CPA)*, and *CDB* sector policy documents;
 - iii. An extensive review of recent policy documents, reports, policy briefs, statistics and public awareness brochures related to economic planning and growth, poverty reduction, and gender equality issues in *St. Kitts and Nevis* produced by the Government and other institutions;
 - iv. Missions to *St. Kitts and Nevis* to meet with and conduct workshops, focus group discussions and semi-structured interviews with key stakeholders in the Government of *St. Kitts and Nevis*, private sector, civil society organizations, and importantly, practitioners (e.g., farmers, entrepreneurs, etc.). (See Annex II for the list of persons interviewed);
 - v. In March 2014, a four-person delegation led by Permanent Secretary Sharon Rattan, represented the GOSKN at a Validation Roundtable hosted by the *CDB* that included three other OECS countries and representatives of regional and international development agencies, to review the *CGA* and to propose the way forward.
21. With regard to limitations of the *CGA*, the paucity of sex-disaggregated data on current programmes has forced reliance on older studies, and the consultations with civil society were not as wide as planned.

ANALYTICAL FRAMEWORK OF THE CGA

22. The analytical framework of the *CGA* is grounded most fundamentally in the commitment to equality between men and women, which is enshrined in the constitution of SKN and affirmed in international agreements signed by the GOSKN including the Revised Treaty of Basseterre. The *CGA* is therefore anchored in the human rights approach to development and draws on understanding of development as expanding human choices, freedoms and capabilities -the analytical framework popularized by Amartya Sen.¹ The growing acknowledgement of the linkage between gender equality and sustainable human development, reflected for example in the World Bank's 2012 World Development Report – *Gender Equality and Development*, affirming the pursuit of gender equality and equity as “smart economics”, also brings this market-oriented analysis into support of the analytical framework.²
23. In this context it is useful to identify specific ‘capabilities’ that must be accessed in order for some objective measurement of the extent to which the Government as duty bearer is fulfilling its enshrined responsibilities to its citizens, who are rights holders, and seeks to enable their empowerment. The *CGA* brings these issues to the fore at a time when conversations have begun in the CARICOM Caribbean on the Post-2015 Gender Equality and SIDS agenda. In these discourses the platform for transformation in gender relations is being anchored by four pillars for gender equality and the empowerment of women: (i) Economic empowerment; (ii) Accessing socio-cultural

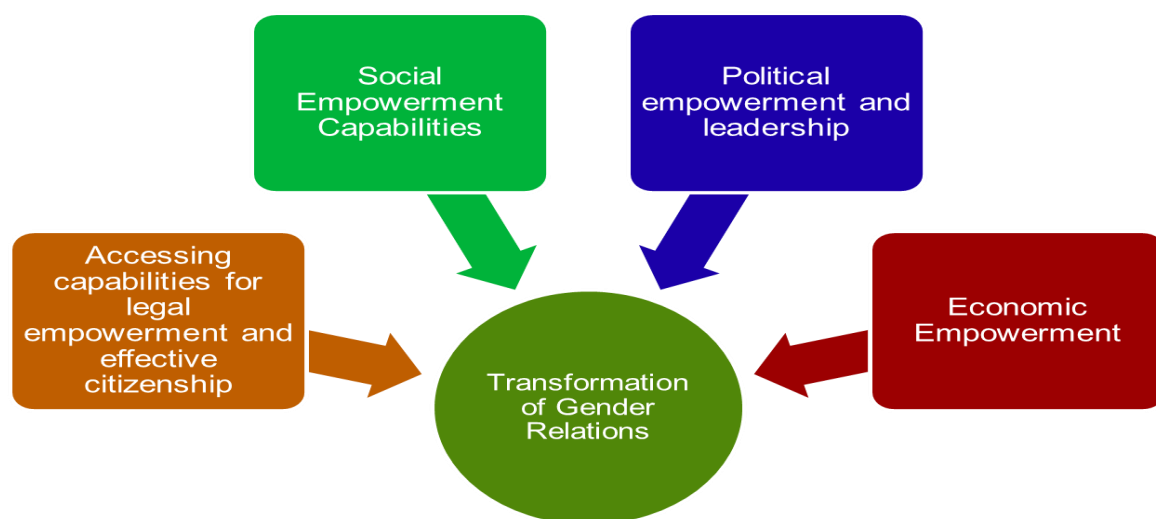
¹ Sen, Amartya (1999), *Development as Freedom*, Oxford University Press.

² World Bank (2012), *Gender Equality and Development*, pp. 6-9.

capabilities; (iii) Freedom from violence and access to justice; and (ix) Political empowerment and leadership.³ The CGA therefore seeks to answer questions such as:

- a. To what extent have policies, strategies and programmes impacted on the pillars necessary to secure the transformation in gender relations which is the goal? Where are the gaps, if any?
- b. To what extent is there potential to transform current strategies and measures or those planned by Government, the private, civil society and development partners towards supporting more directly, the agenda for transformation in SKN?
- c. If there is potential, what are the critical areas for engagement between GOSKN, the CDB and other partners towards building such an agenda?

F1: ANALYTICAL FRAMEWORK FOR ST. KITTS AND NEVIS COUNTRY GENDER ASSESSMENT⁴



³ SKN was represented by the Executive Director of the Gender Affairs Department and a member of the National Council of Women at the “Caribbean Forum on Gender Equality and the Post-2015 Agenda”, convened by UN Women in Barbados on 22-23 August, 2013. A *Caribbean Joint Statement on Gender Equality and the Post-2015 SIDS Agenda* was agreed at the Forum, which is contributing to the process of continuing discussion.

⁴ See St. Kitts and Nevis CGA, Vol. II, Appendix 1 for the full Framework.

PART II

4.0 STATISTICAL GENDER PROFILE

24. The statistical gender profile (see Table 1 below) sets out core sex-disaggregated statistics and indicators in areas including population, income, poverty, social development, sexual and reproductive health, leadership and decision-making, and gender-based violence. The data in Table 1 indicate the following:
- i. The small population of 46,398 citizens is resident on the twin island nation, with St. Kitts having some 34,983 persons and Nevis having 11,415. In both territories, women slightly outnumber men, by 1.4% in St. Kitts and 2% in Nevis and overall there are 96.95 men to every 100 females.⁵ A total of 17,425 households were enumerated in the Federation, with the average household size of 2.7, declining from the 2001 average household size of 3.0.
 - ii. Life expectancy – Males: 72.0 years and Females: 76.8 years (2012).
 - iii. St. Kitts and Nevis has improved its Human Development Index (HDI) ranking from 72 in 2012 to 67 in 2013, and the country had the highest per capita income in the Caribbean of US \$13,330 in 2013.
 - iv. Females are more likely than males to be among the indigent in St. Kitts. However, in Nevis, it was among men that the non-indigent poor and vulnerable were found.
 - v. Women's labour force participation is lower than men's in both St. Kitts and Nevis.
 - vi. With regard to education, the literacy rate is higher among females (97.4%) than males (96.5%) in the 15-24 year old group; females have a higher completion of primary and secondary level education at 32.5% and 52.5% respectively than men at 24.1% and 51.6% respectively, but men have a higher completion rate of university (11.6%) education than women (5.4%). A major issue affecting education is the high rate of teenage pregnancy and the effects on the interruption of girls' education. Another is the dropout rate among girls and the comparative performance of boys and girls at the primary school level.
 - vii. The percentage of women in the Parliament of St. Kitts and Nevis is 6.7% and 20% in the Nevis Assembly (2013).
25. The other key indicators related to gender equality presented in Table 1 below are analysed in Section 5.

⁵ Statistics Department (2012). *Preliminary Report, Population and Housing 2011 Census*, p. 2

T1: SUMMARY OF KEY GENDER EQUALITY INDICATORS⁶

| INDICATORS | MALES | FEMALES | TOTAL | SOURCES ⁷ |
|---|-------------------|----------------|---------------|---|
| Total population (2011) | 22,846 (49.2%) | 23,552 (50.8%) | 46,398 | Preliminary Report Population and Housing 2011 Census, Statistics Department, Ministry of Sustainable Development, February 2012. |
| Numbers/percentages of male and female-headed households (2011) | 9,003 (57.4%) | 6,677 (42.6%) | 15,680 (100%) | Government of St. Kitts and Nevis, 2011 Census |
| Human development index (HDI) (2012) St. Kitts and Nevis is ranked at 67 th globally. | - | - | 0.745 | UNDP |
| Gender inequality index (GII) The GII measures three aspects of gender inequality: reproductive health, empowerment, and economic activity. It indicates the loss in human development due to gender inequalities in the three areas. | - | - | N/A | UNDP |
| Labour force Participation Rate (2009) <i>St. Kitts</i> <i>Nevis</i> | 78% 76.2% | 70.3% 66.3% | | Labour Force Assessment, 2009 |
| Unemployment rates (2009) <i>St. Kitts</i> <i>Nevis</i> | 5.3% 8.1% | 6.6% 8.3% | 6.5% N/A | Labour Force Assessment, 2009 |
| Per capita income | | | US\$13,330 | World Bank |
| Average Wage (Annual) | 30,123EC\$ | 28,079EC\$ | \$29,056EC\$ | Statistics Department, St. Kitts and Nevis, 2012 |

⁶ Please note that N/A = not available.

⁷ See the list of References for the source(s) of the individual indicators.

| INDICATORS | MALES | FEMALES | TOTAL | SOURCES ⁷ |
|--|------------|-------------|----------------------|--|
| Income below the poverty Line (2012) <i>St. Kitts</i> <i>Nevis</i> | | | EC\$2595 EC\$2931 | PAHO |
| Poverty Headcount Index (Poverty Rate) (2007-2008) <i>St. Kitts</i> <i>Nevis</i> | N/A N/A | N/A N/A | 23.7% 15.9% | National Poverty Reduction Strategy, 2011-2015. |
| % of total primary school completion (2012) This indicator is also known as “gross intake rate to the last grade of primary”. | 91% | 94% | | World Bank |
| No. in trade based education | 51 (33.1%) | 103 (66.9%) | 154 (100%) | CFBC First Year Registration, 2013 |
| Life expectancy at birth (2012) Life expectancy at birth indicates the number of years a newborn infant would live if prevailing patterns of mortality at the time of its birth were to stay the same throughout its life. | 72 years | 76.8 years | 74.4 years (avg) | Health in the Americas, 2012 Edition |
| Fertility rate (2013) A rate of two children per woman is considered the replacement rate for a population, resulting in relative stability in terms of total numbers. | - | - | 1.78 | CIA Word Fact Book, St. Kitts and Nevis |
| Maternal mortality rate (2013) Maternal mortality per 100,000 women. | - | 3.14% | - | Government of St Kitts and Nevis, Statistical Department |
| % of 15-24 year olds who had sexual intercourse before age 15 (2010-2011) | 21.2% | 7.2% | 13.9% | OECS/UWI |
| Males/females in Parliament (2013) | 14 (93.3%) | 1 (6.7%) | 15 (100%) | Gender Affairs Bureau, Government of St. Kitts and Nevis |
| Males/females in Nevis Assembly (2013) | 4 (80%) | 1 (20%) | 5(100%) | Gender Affairs Bureau, Government of St. Kitts and Nevis |

| INDICATORS | MALES | FEMALES | TOTAL | SOURCES ⁷ |
|---|------------|---------------------|-------------|---|
| Males/females in Judiciary at all levels (2013) | 73 (54.9%) | 60 (45.1%) | 133 (100 %) | Government of St. Kitts and Nevis |
| No. of presiding judges (2013) | 2 (66.7%) | 1 (33.3%) | 3 (100%) | Government of St. Kitts and Nevis |
| No. of presiding magistrates (2013) | 18 (100%) | 0 | 8 (100%) | Commissioner of Police, St. Kitts and Nevis |
| No. of reported cases of gender-based violence (2008) | | 46 per 10,000 women | | PAHO |
| No. of victims of homicide (2012) | 18 (100%) | 0 | 18 (100%) | Commissioner of Police, St. Kitts and Nevis, 2012. |
| No. of persons in geriatric facilities (2013) | | | | Ministry of Health, Government of St. Kitts and Nevis |
| <i>State</i> | 66 (54%) | 56 (46%) | 122 (100%) | |
| <i>Private</i> | 13 (34.2%) | 25 (65.8%) | 38 (100%) | |

5.0 COUNTRY GENDER PROFILE

5.1 GENDER AND ECONOMIC GROWTH

26. The identity of St. Kitts and Nevis as a Caribbean Small Island Developing State shapes the reality of life of all citizens to a large extent. The small population of 46,398 citizens is resident on the twin island nation, with St. Kitts comprising 34,983 persons and Nevis 11,415 persons. In both islands, women slightly outnumber men – by 1.4% in St. Kitts and 2% in Nevis. Overall, there are 96.95 men to every 100 females.⁸
27. As an open dependent economy with a debt burden which in 2012 stood at EC \$2.7 billion, citizens have faced increasing economic fallout from macro-economic measures such as a 17% increase in value added tax (VAT), increase in electricity rates, reduction in subsidies, and a freeze on borrowing and on wages of civil servants – measures associated with the 2011 Standby Agreement with the International Monetary Fund (IMF). These have come on top of the fallout of the 2008-2009 global financial crisis which, for example, severely affected the situation of women in the light manufacturing sector. The deterioration in working conditions of women is reflected in shortened working hours, reduction of rates of pay and overtime, and the spread of redundancies due to scaling back by multinational corporations. The sector has been hit by layoffs due to external and internal factors, the latter including the sharp hike in the price of electricity.
28. Vulnerability from natural hazards is a persistent reality. Hurricanes such as hurricane Omar in 2008, destroyed the Four Seasons Hotel in Nevis, the largest employer of labour in the island, which was closed for two years. The country is still recovering from the 2005 closure of the sugar industry which adversely affected some 12% of the labour force,⁹ especially women who had less marketable skills than men and therefore continue to face problems of

RECOMMENDATIONS 5.1

- ✓ The CDB's *Country Strategy Paper 2013-2016* for SKN identifies priority areas for collaboration with GOSKN in the areas of:
- Strengthening of public sector management;
 - Tourism development and competitiveness;
 - Agricultural development linked to private sector development;
 - Social safety net reform;
 - Education and training linked to labour market demands; and
 - Water and sanitation infrastructure.

⁸ Statistics Department (2012). *Preliminary Report, Population and Housing 2011 Census*, p. 2.

⁹ Government of St. Kitts and Nevis (2009), *Social Safety Net Assessment*. Prepared for the Government of St. Kitts and Nevis with support from United Nations Children Fund, World Bank and the United Nations Development Fund for Women, p. 4.

adjustment. So although the per capita income was estimated at \$13,350 in 2013,¹⁰ the livelihoods and pathways to economic empowerment of the majority of men and women have remained precarious.

29. This is not to deny that there are sections of the population, including women, who are benefiting from the liberalization of the economy. Through the Citizenship by Investment programme, for example, funding is being made available to small business investors through the Small Enterprise Assistance Fund (SEAF). Women are among the forty-five (45) service providers, all lawyers, who represent applicants to the Citizenship by Investment Programme. Some 50% of lawyers registered with the SKN Bar Association are females,¹¹ according to 2012 figures, and so the opportunities are equally open to either sex. Men however dominate the real estate sector as developers.

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¹⁰ Government of St. Kitts and Nevis (2011), *National Poverty Reduction Strategy, Draft Report*, p.121.

¹¹ In the absence of sex-disaggregated data, a count was done by name. The sex of seven persons could not be determined by name.

5.2 GENDER AND PRIVATE SECTOR DEVELOPMENT

5.2.1 GENDER, AGRICULTURE AND AGRI-BUSINESS

30. The *Country Strategy Paper (2013-2015)* for St. Kitts and Nevis projects increased output in agriculture on the basis of the provision of irrigation, mechanization of services and increase in facilities for product handling and storage. These are very important and from a gender perspective have to go hand in hand with addressing other issues such as:

- i. Increasing land ownership for women. It is estimated that some 80% males and 20% females occupy farm holdings and that there is a 70:30 ratio of males to females in actual production;
- ii. Expanding opportunities in agro-processing where women dominate and but face challenges in production and marketing;
- iii. Opening opportunities for the increased presence of women in protected agriculture;
- iv. Addressing work-life balancing issues for women – the absence of child care facilities is cited as a major barrier to women expanding their involvement in agriculture;
- v. Promoting enterprise development through Cooperatives. Data on seven (7) Cooperatives (see Table 2) showed female membership of 24%. The all-female Fahies Agriculture Women Cooperative Society has turned to processing a variety of products: sorrel, guavas, aloe-vera and fruits and can provide insights into the challenges of women in agriculture and how to begin to address them.

RECOMMENDATIONS 5.2.1

- ✓ Revisit existing projects in agriculture in order to incorporate a gender focus.
- ✓ Produce a road map to develop the agro-processing sector and address constraints such as :
 - Women's responsibility for caregiving and the impact on productivity. Because many women head single parent families, home and family care responsibilities make it difficult for them to develop their businesses;
 - Financing and training needs for business development including greater facilitation for the development of business plans;
 - Lack of water for irrigation. Slowness in technological adaptation, for example, in greenhouse agriculture. This is now being addressed with plans to allocate green houses to more women, especially single mothers;
 - Establish a special line of credit for women in business. It is also important to review existing loan criteria to ensure that they do not present barriers to women;
 - Target women for agriculture – they are more educated and better placed to support agricultural expansion in key areas;
 - Implement the proposal of the Adaptation Strategy which calls for “introducing incentives to encourage youth, disabled, elderly and women in entrepreneurship involvement” as part of the ‘agriculture food safety security and nutrition’ focus;

T2: REPORTED MEMBERSHIP OF SELECTED COOPERATIVE GROUPS (2013)

| NAME OF COOPERATIVE | MEMBERSHIP | | % | |
|---|------------|-----------|------------|------------|
| | Male | Female | Male | Female |
| Taxi Cooperative | 32 | 4 | 89% | 11% |
| Sandy Point Agricultural Cooperative | 9 | 2 | 82% | 18% |
| St. Kitts Farmer's Cooperative | 40 | 10 | 80% | 20% |
| Fahies Female Cooperative | - | 15 | - | 100% |
| Gideon Force Agricultural Coop | 13 | 3 | 81% | 19% |
| St. Kitts Agro Processors | 13 | 2 | 87 % | 13% |
| Lia Migua Agricultural Society | 17 | 4 | 81% | 19% |
| Total | 124 | 40 | 76% | 24% |
| <i>Source: Leaders of Cooperatives who attended meeting held on September 24, 2013.</i> | | | | |

5.2.2 TOURISM

31. The construction of new high end hotels was expected to create many new jobs and a high demand for high paying occupations. The sector presently has a high concentration of women mainly in housekeeping, reception, and food and restaurant services. Although men are said to be needed as waiters, they are not attracted to this occupation. The St. Kitts Tourism Authority provides training for service providers – mainly men – as taxi and tour operators. Training for women is targeted in areas such as massage therapy and hair braiding. The new Tourism Policy and Strategy was not accessed but it is important to investigate this policy from a gender perspective and to promote the principle that competitiveness can be linked to a more transformational image of the sector.

RECOMMENDATIONS 5.2.1

- Address cultural biases and the host of consequences that shape experiences of women and men in agriculture and enterprise development in order to encourage men, and women more so, into assets building and protection through agriculture;
 - Pay attention to 'Europe in the Caribbean', by targeting sales of agro-processed jams and foods to Martinique and Guadeloupe.
- ✓ Provide attachments to countries such as to Venezuela and Colombia to expose agro-processors to the wide scope of the sector and how small producers organize themselves.
 - ✓ Establish public/ private partnership for investment and promotion in agro-processing by provision of lands, irrigation and storage /refrigeration by GOSKN.
 - ✓ Expand training and promote agriculture as a business.
 - ✓ Reclassify skills in agriculture to remove lower wages paid to women.

RECOMMENDATIONS 5.2.2

- ✓ The Tourism Sector Strategy and Action Plan be should analyzed to ensure that critical issues are addressed such as:
 - The differential access of men and women to opportunities to benefit from tourism development, for example to become entrepreneurs (tour bus operators for example);
 - Ensure that conditions for investment in the sector are equally enabling for women as for men;

5.2.3 GENDER, ACCESS TO PROPERTY, ASSETS AND PRODUCTIVE RESOURCES

32. Initiatives are being taken by GOSKN through programmes supported by multilateral partners, for example under the Economic Partnership Agreement, which opens the way for encouraging more women into entrepreneurship. This potential also exists in public sector investment in housing and infrastructure. The People's Employment Programme (PEP), a poverty reduction programme, has also opened some space for entrepreneurship and asset-building among men and women. These are explored in this section.

MEDIUM SMALL AND MICRO ENTERPRISES (MSME)

33. The 2010 business profile for SKN indicates that 57.8% of the 150 firms surveyed have female participation in ownership; 21.1% have a female top manager; 43.3% of permanent full-time workers are females; and across all firms, access to finance, tax rates and electricity charges are the main barriers in the business environment.¹² There are, however, many other gender-based obstacles facing women, including those related to the nature of the labour market, such as: "occupational and industrial segregation, time, poverty and skills"; and strong socio-cultural factors, including the "current mind-set" of both women and men ... "that women can only 'handle' certain areas, closely associated with the household and devalued in terms of power".¹³ Sex-disaggregated data are not available that would indicate whether female-owned businesses in SKN have moved beyond the 2005 estimate of 25%.¹⁴ The St. Kitts Small Enterprise Assistance Fund (SEAF) managed by the St. Kitts Investment Promotions Agency, started to provide loans, maximum of EC \$50,000 at 1% interest to small businesses in June 2013. Operators and interested persons in tourism transport (buses, taxis, open-bed trucks), retail trading, landscaping, fisheries and beauty care are among the areas to which financing has been made. There has been no system of collecting and analysing sex-disaggregated data, and it is said that this is to be addressed.

RECOMMENDATIONS 5.2.2

- Labour market reform measures to halt the concentration of females in the less stable and lower-skilled 'domestic' sector of the service, and promote and facilitate women's entry into the anticipated higher paying areas that are said will open up, such as landscape architecture, chefs (pastry and sushi), engineering, design and production of furniture;
 - Opportunities for male and female farmers and entrepreneurs to establish and maintain linkages with the hotels, for example, to supply agricultural goods;
 - Put in place measures to fulfil the requirements of the Decent Work Conventions promoted by the International Labour Organisation (ILO) within the tourism sector
- ✓ Training should be offered in the tourism sector to enable women and men to access different options outside of the traditional sexual division of labour that persists.

RECOMMENDATIONS 5.2.3

- ✓ Collection of sex-disaggregated data must become embedded in the modus operandi of State Ministries, Departments and Agencies and the respective programmes.
- ✓ The challenges of finance for women in the MSME sector should be investigated and addressed by reform of lending policies.

¹² International Finance Corporation (IFC), World Bank (2010), *Enterprise Surveys – St. Kitts and Nevis Country Profile 2010*.

¹³ DFID (2009). *Scoping Study of Gender and Enterprise Development in the Caribbean: Vol. 1 Research Findings*, March 2009, pp. 15-18.

¹⁴ *Ibid*, p. 14.

34. The National Entrepreneurial Development Division (NEDD) of the Ministry of International Trade, Industry, Commerce and Consumer Affairs, was established in 2008 to “provide targeted, high level support to micro, small and medium enterprises”. Table 3 represents a breakdown of the assistance provided by sex. There is need for data and information beyond numbers to identify what sectors are being impacted, the scale of operations, etc.

T3: ASSISTANCE PROVIDED BY NEDD BY SEX (2013)

| TYPE OF ASSISTANCE | MEN | | WOMEN | | TOTAL NO. |
|---------------------------|-----|------|-------|------|-----------|
| | No. | % | No. | % | |
| Business Plan Development | 36 | 61.0 | 23 | 39.0 | 59 |
| Duty Free Concessions | 85 | 56.3 | 66 | 43.7 | 151 |
| Business Consultations | 26 | 59.1 | 18 | 40.9 | 44 |

Source: NEDD, 4 October 2013.

5.2.4 POTENTIAL FOR FEMALE ENTREPRENEURSHIP IN THE HOUSING SECTOR

35. The Country Poverty Assessment (CPA) data shows that males have a much higher level of housing assets than females, although there is a higher proportion of female headed households and with larger family sizes compared to male headed households.¹⁵ The National Housing Corporation (NHC) receives Government or ‘crown lands’ for housing and therefore is able to construct at lower costs. Under the H500 housing programme, of three hundred and fifty-one (351) units built, two hundred and fifty-eight (258) or 73.5% were allocated to female heads, seventy four (74) or 21.1 % to male household heads and nineteen (19) or 5.4% to joint male and female owners.¹⁶ Currently the NHC is building 500 homes. However, information is not recorded on the sex of applicants, but it is estimated that women comprise a high proportion.

RECOMMENDATIONS 5.2.3

- ✓ Training, including technical and business courses, should be provided for male and female entrepreneurs. Confidence-building and self-empowerment should become an integral part of the training/sensitization programme for female entrepreneurs.
- ✓ A programme of advocacy using female entrepreneurs as role models and advocacy agents should be implemented to encourage more women into the MSME sector.
- ✓ Technical Assistance – in areas including physical facilities, records management, market research and product design, and networking via the internet (including website development) should be provided for female entrepreneurs.
- ✓ Detailed economic and social analysis from a gender perspective of projects that support MSME expansion (e.g. the work of NEDD and the SEAF) could yield valuable lessons on the direction of entrepreneurship development and the issues facing men and women. From this, practical problem-solving measures can be undertaken to take advantage of the interest that some international development partners (IDPs) have in expanding women’s role in entrepreneurship. What is also evident is the need for a proactive approach to training for women in technical areas and for encouraging entrepreneurial activities in non-traditional fields.

¹⁵ See the CPA.

¹⁶ Information received from National Housing Corporation – General Manager’s Office, 7 November 2013. Re. *Consideration #12 - GOSKN Adaptation Strategy in Response to the New EU Sugar Regime, 2006-2013*, p.121.

36. In the process of construction, the NHC has enabled some fifty (50) masons and carpenters, all males, to transition into being contractors. They are on an active list and used in the housing programme. This path could potentially be open to women but cultural barriers persist. The Women in Construction Trades (WICT) project points to ways in which a new direction can be charted for female entrepreneurs in construction. Under the WICT, some thirty six (36) women are being trained at construction sites in related trades – tiling, plumbing, roofing, carpentry, and electrical works. It is an anti-poverty response programme within the People's Empowerment Programme (PEP), which started in November 2012.
37. Sex-disaggregated data has not been collected, nor has any written formal assessment been received, so it is not possible to say to what extent gender issues are being addressed in PEP as a whole, or gender-responsive measures in WICT itself. However, in different discussions held, stakeholders from different sectors know about and express positive views about WICT and the training and earning opportunities it opens for women. The programme is seen as also providing a positive message that there is really nothing that women cannot do if given the opportunity. It also confronts very directly the persistent gender stereotyping in the labour market.

5.2.5 INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT) AND GENDER

38. In the area of Information and Communications Technology (ICT), much preparatory work is being done. An ICT policy is to be developed. The present ICT sector is mainly comprised of males developing websites and selling equipment. However, much more potential is said to exist under the Economic Partnership Agreement (EPA). Training has been taking place under the European Union-funded "Information Communication Technology for Improving Education, Diversification and Competitiveness" (ICT4EDC) initiative managed by the Ministry of Sustainable Development. As the table of participants in the 2013 ICT4EDC Training Programme shows, both females and males are participating. However, it is not clear where this training is expected to lead and the impact of what is being done. See table - Participants in the

RECOMMENDATIONS 5.2.4

- ✓ The GOSKN should put in place systems and mechanisms for the collection of sex-disaggregated data in all sectors, programmes and projects in the public, and encourage the same in the private sector, to ensure effect planning and evaluation.
- ✓ Undertake an assessment of the WICT project, examining whether and if so how, the project has engendered changes in knowledge, skills and attitudes; enhanced livelihoods for women and their families; and how family life, including work life balancing issues, have been affected.
- ✓ Undertake a gender analysis of the People's Employment Programme which, it is reported, has over 2,000 participants in the six (6) sub-projects: (1) Skills Training and Enterprise Development; (2) National Infrastructure Project; (3) EQUIP, (4) Agricultural Training Management Project; (5) Women in Small Enterprise Project; and (6) Women in Construction Trades. Recommendations should be implemented to enhancing their potential to respond to strategic gender needs and to support transformation in gender relations as well as to build sustainable livelihoods and reduce poverty.
- ✓ Building on existing initiatives, design and implement a programme to facilitate females to become small contractors/entrepreneurs in the housing sector, through collaboration among relevant MDAs and private sector partners.

5.2.6 THE ECONOMIC PARTNERSHIP AGREEMENT (EPA) AND GENDER

39. Understanding and applying solutions to address current challenges is critical in moving forward. For example, the concept of gender and trade, which is not yet fully understood, is not only a matter for the Ministries of Trade or Sustainable Development or the Department of Gender Affairs. Little or no reflection is taking place on what it takes to enable women and men to access provisions under the Caribbean Single Market and Economy (CSME) or the Economic Partnership Agreement (EPA), or how trade policy impacts on the lives of women and men. The “Caribbean Aid for Trade and Regional Integration Project” is being implemented to enable the Ministry of International Trade to build capacity in the business sector to take advantage of opportunities under the CSME and the EPA. Embedded in the capacity building programme are two components that have implications for gender-responsive implementation of economic agreements and policies nationally and regionally. The first is the responsibility to prepare an EPA roadmap, and the second involves “creating a population of nationals that are highly knowledgeable about the CSME, EPA and gender and trade issues”.¹⁸
40. While quantitative data are not available, within the current economic framework, some women particularly in the business sector (broadly defined), have been enabled to advance their participation in the formal sector, as suggested by data from *NEDD* for example and *SKIPA*, while poor and working women have been enabled to address livelihoods issues under *PEP*. In either case, it is not clear what the broad impact has been – whether, for example, there have been shifts in the economic system towards greater enabling of women’s economic empowerment and therefore personal autonomy. The view is that a definite shift has not taken place, although small indications of possibilities exist.

RECOMMENDATIONS 5.2.5

- ✓ Undertake training on gender issues in ICTs, involving both gender and ICT advocates.
- ✓ The proposed ICT policy should be informed by analysis of gender issues in ICT.

RECOMMENDATIONS 5.2.6

- ✓ Mainstream gender into trade capacity building programmes such as the “Caribbean Aid for Trade and Regional Integration Project”.
- ✓ Implement training/sensitization programmes to build understanding and capacity on gender and trade issues, with a primary focus on MDAs dealing with trade and related areas and special areas such as regional trade organs such as under the Caribbean Single Market and Economy (CSME) and personnel involved in Economic Partnership Agreement negotiations.
- ✓ Undertake gender analysis and integrate a gender perspective into national, regional and multilateral trade negotiations.
- ✓ Collect and analyse sex-disaggregated data using agreed gender indicators, which is vital if there is to be a decisive advancement of the gender mainstreaming agenda.

¹⁷ Accessed from EPA Office, September 2013.

¹⁸ Caribbean Aid for Trade and Regional Integration Trust Fund – Eighth Meeting of the Steering Committee held in Guyana, 5 April 2011, p. 8.

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5.3 GENDER AND POVERTY REDUCTION

41. SKN has improved its Human Development Index (HDI) ranking from 72nd in 2012 to 67th in 2013, and the country has the highest per capita income in the Caribbean. However, this data masks the reality that poor income distribution and poverty may well have increased beyond the rate recorded in 2007/2008, when the overall poverty rate stood at 21.8%. The 2009 data showed that females in St. Kitts were more likely than males to be among the indigent. However, in Nevis, it was among men that the non-indigent poor and vulnerable were found.

T4: PERCENTAGE OF POOR/NON-POOR HOUSEHOLDS, BY AGE AND SEX OF HEAD OF HOUSEHOLD

| AGE GROUPS | POOR | | NON-POOR | | TOTAL |
|------------|-------|--------|----------|--------|--------|
| | Male | Female | Male | Female | |
| 0-21 | 0.0% | 1.4% | 1.4% | 1.3% | 205 |
| 22-29 | 1.6% | 4.4% | 8.4% | 8.5% | 1240 |
| 30-39 | 20.6% | 37.8% | 21.9% | 16.4% | 3316 |
| 40-49 | 38.6% | 26.5% | 22.0% | 24.5% | 3895 |
| 50-59 | 17.8% | 14.7% | 22.0% | 17.6% | 3090 |
| 60-64 | 1.8% | 1.1% | 3.7% | 8.6% | 877 |
| 65+ | 19.5% | 14.1% | 20.2% | 22.7% | 3317 |
| Total No. | 925 | 1,226 | 7,077 | 6,760 | 15,988 |
| Total % | 43.0% | 57.0% | 51.1% | 48.9% | |

Source: Gender and Child Analysis of OECS CPAs, November 2012, p. 119.

42. A recent analysis of the CPAs done in OECS countries has enabled gender-sensitive assessments to be presented and the data has revealed that 57% of all poor households were female headed while 43% were headed by males.
43. Younger females (30 to 34 years old) showed the highest incidence (21.2%) of heads of poor households while older males (40-44 years old) showed the highest incidence (22.6%) of heads of poor households. The CPA showed that children were under pressure, with 31% of under 19 olds on the poverty headcount index.

THE NATIONAL POVERTY REDUCTION STRATEGY (NPRS)

44. The St. Kitts and Nevis *National Poverty Reduction Strategy (NPRS)* shows an awareness of the impacts of poverty on women, men, girls and boys, but its prescriptions and strategies are not rooted in an analysis of the power relations of gender, and the systemic nature of gender discrimination. Hence they fall short of strengthening the pillars for transforming gender relations. For example, the *NPRS* makes reference to “the gendered nature of the labour market”; the impact of unemployment on females who are dominant as heads of poor households which also comprise the higher percentage of children. It refers to the challenges of youth and young men, the latter seen as the “group most at risk”,¹⁹ and proposes some important measures that respond to conditions faced by women and young girls as well as by young men in particular. These include training; entrepreneurship promotion; mandatory prosecution of males who get teenage girls pregnant; family friendly policies and legislation; new and improved day care centres and improved care facilities for the elderly.
45. Regarding more strategic interventions, reference is made in the *NPRS* to a gender policy and action plan which was to be developed and to a multi-sectoral action plan on sexual and gender-based violence that it reported had been developed in 2010 and was to be adopted and implemented to enhance coordination. The attention to these more strategic issues might have been prompted by the requirement in the terms of reference for the provision of sex-disaggregated data and “a rights based approach” in addressing the needs of vulnerable groups including of male and female households, the promotion of gender equality and the empowerment of women (MDG3). However, gender mainstreaming is not reflected either in the working principles or in the objectives of the *NPRS*; the systemic nature of gender inequality is not analyzed; or gender equality is not identified as a cross-cutting issue. Why is this the case? One factor is the weak capacity for gender analysis in the ministries, department and agencies which coordinate policy development – a situation pervasive throughout the bureaucracy and widely acknowledged in discussions with public sector personnel at all levels. Another factor is that policy and strategies are responsive to what one could call an ‘incomplete gender analyses. This in turn further weakens the institutional framework that should drive policy and strategies.

¹⁹ *NPRS*, p.69.

RECOMMENDATIONS 5.3

- ✓ Ensure that poverty reduction programmes are evidence-based, promote gender equity, and respond to the specific needs of poor men, women, youth, elderly and disabled.
- ✓ Strengthen the linkages between poverty reduction and economic growth, e.g., engaging women in sustainable livelihood initiatives to both meet their household needs and develop/grow enterprises.
- ✓ Through the BNTF, promote growth in micro-enterprise development, for example in agriculture enterprises and, in the housing and construction sectors. In this way, poverty reduction is designed and envisioned as a pathway to growth.

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5.4 GENDER, EDUCATION AND LABOUR

5.4.1 GENDER, EDUCATION AND TRAINING

46. The country has made commendable achievements in education; for 52% of households, secondary education is the highest level achieved. Further, there are high rates of participation of boys and girls in early childhood education. It is said that such data informs the assumption that gender equity has been achieved, but there are still outstanding critical developmental issues that need to be tackled. Information on entries and passes by males and females in 2012 Caribbean Secondary Education Certificate (CSEC) examinations (see Volume II), shows the subject choices of males and females and how these reinforce sex-stereotyping and occupational segregation. There were nearly three times the number of female compared to male candidates sitting the Caribbean Advanced Proficiency Examination (CAPE) in 2012: (418 girls (71%) to 167 boys (29%) and at the CSEC level, 807 females (64%) to 455 males (36%).
47. The literacy rate is higher among females (97.4%) than males (96.5%) in the 15-24 year old group; females have a higher completion of primary and secondary level education at 32.5% and 52.5% respectively than men at 24.1% and 51.6% respectively, but men have a higher completion rate of university education (11.6%) than women (5.4%). Major gender issues affecting education are the high rate of teenage pregnancy and the effects on the interruption of girls' education.

5.4.2 GENDER TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) AND THE LABOUR MARKET

48. The *Country Strategy Paper 2013-2016* for SKN identifies two critical issues which relate especially to technical vocational education and training: "inadequate demand-driven education programmes" and "gender disparity in the provision not adequately addressed".²⁰ The White Paper on Education Development and Policy 2009-2019 "acknowledges that there are gender issues in training and

RECOMMENDATIONS 5.4.1

- ✓ A host of gender issues in education need to be acknowledged and addressed. These include:
 - Differential performance of boys and girls, with girls almost consistently performing at a higher level than boys in primary and secondary education, and men having greater access than women to university education;¹
 - Choice of subjects reinforcing sex-stereotyping and occupational segregation;
 - Violence in schools – perpetrated especially by boys;
 - Text books and language reinforcing gender stereotyping;
 - Higher levels of male school drop-outs, with girls dropping out due to teenage pregnancy;
 - Lack of responsiveness of the education system to the different learning and teaching requirements of boys and girls;
 - Disproportionate number of female teachers in education.
- ✓ The small project by the Ministry of Education addressing the poor performance of some boys in the lower grades of primary schools should be constructed into a pilot study with the necessary resource inputs provided so that lessons can be drawn for wider application. This project could become part of the pool of initiatives/projects, for consideration in continuing GOSKN/CDB collaboration.

²⁰ Country Strategy Paper 2013-2016: St. Kitts and Nevis, paper BD 122/12, p. vii.

that too many people perceive there to be separate training courses for men and women”.²¹ The related strategic plan is cited as an opportunity to “improve gender equity”, but no specific objectives, strategies or activities are stated.²² However, with support from the United Nations Educational, Scientific and Cultural Organisation (UNESCO), a TVET policy review is being done through the Ministry of Education. The policy is expected to address gender equality as a fundamental issue.

49. A second initiative is underway towards strengthening, redesigning and expanding the technical and vocational education and management services programmes and facilities in order for the Clarence Fitzroy Bryant College (CFBC) to foster “a culture of lifelong learning, self-empowerment, entrepreneurship, professional services and a professional attitude to training and work”.²³ There is therefore consensus that transformation of TVET is critical and the CSP envisages that “A TVET Enhancement Project” will be started by June 2014. This requires consideration of the recommendations made below.

T5: EMPLOYMENT IN SKN BY SEX AND SECTOR (2012)

| SECTOR | MALES | FEMALES | TOTAL |
|---|-------|---------|-------|
| Agriculture, Hunting, Fishing, Forestry | 282 | 79 | 361 |
| Manufacturing (including Mining and Quarrying) | 865 | 1304 | 2169 |
| Electricity, Gas and Water Supply | 223 | 92 | 315 |
| Construction | 2497 | 257 | 2754 |
| Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles, Personal and Household Goods | 1519 | 1977 | 3496 |
| Hotel and Restaurant | 1381 | 2229 | 3610 |
| Transport, Storage and Communications | 812 | 768 | 1580 |
| Financial Intermediation | 371 | 873 | 1244 |
| Real Estate, Renting and Business Activities | 797 | 786 | 1583 |

RECOMMENDATIONS 5.4.2

- ✓ Ensure that the development of the TVET Enhancement Project is explicitly committed to supporting the agenda to transform gender relations as part of the overall programme and process to link training to labour market reform, for propelling development and growth. Hence, TVET Enhancement, geared towards strengthening the labour market and generating employment must employ measures to address gender issues such as:
 - Sex-stereotyping and occupational segregation in the labour market;
 - How choice of subjects in technical and vocational education and training at the post-secondary level reinforces and consequently influences the livelihoods potential of males and females;
 - The disconnection between training and labour market needs in relation to the country's growth agenda. Women more so than men, because of their place in the training scheme, would continue to be alienated from the growth agenda unless reform is implemented;
 - Inequality in the division of labour at the level of the household where women have the major responsibility for the care of the family and the undervaluing of this and the resultant lower participation of women in the formal labour force;

²¹ OECS Education Development Management Unit, UNICEF, *Review of Education Plans and Policies in the Eastern Caribbean Area*, August 2013, p.12.

²² GOSKN, Ministry of Education, *White Paper on Education Development and Policy, 2009- 2019*. March 2009, p. 86.

²³ Government of St. Kitts and Nevis (No date). Proposal for “Redesigning and Expansion of Technical and Vocational Education and Management Services Programmes and Facilities for Clarence Fitzroy Bryant College”.

| SECTOR | MALES | FEMALES | TOTAL |
|---|-------|---------|-------|
| Public Administration and Defense; Compulsory Social Security | 2846 | 4015 | 6861 |
| Education, Health and Social Work | 421 | 696 | 1117 |
| Other Community, Social and Personal Service Activities | 770 | 699 | 1469 |
| Private Household with Employed Persons | 176 | 282 | 458 |
| Extra-Territorial Organisation and Bodies | 1 | 3 | 4 |

Source: Ministry of Sustainable Development, 2013.

RECOMMENDATIONS 5.4.2

- The concentration of women in the lower paying sectors of the economy and the persistent gender gap in income where it is said women make an annual wage of EC\$ 2,700 less than men.
- ✓ A proposal made in the 2009 Labour Market Assessment that a Gender Committee be set up under the TVET Council¹ should be implemented.
- ✓ Measures to promote the sharing of care work as a critical measure to enable women to access opportunities and benefits must be developed. The conduct of time-use studies is recommended as an important mechanism to investigate women's and men's contribution in labour time in the household and public sectors.

RECOMMENDATIONS 5.4.3

- ✓ Undertake gender training as part of overall capacity building to support the MEND and RISE companion programmes in St. Kitts and Nevis, strengthening collaboration between the two initiatives as a basis for relevant lessons to be drawn from both islands.
- ✓ Ensure that the Social Assistance machineries both St. Kitts and Nevis are supported to build their capacity and deepen collaboration for optimal use of resources and to transform welfare into avenues towards sustainable livelihoods and empowerment.

5.4.3 NATIONAL SOCIAL PROTECTION STRATEGY AND GENDER

50. The National Social Protection Strategy (2012-2017) includes as one of its guiding principles “respect for human dignity, equality and human rights”,²⁴ and a core objective of moving from welfare to sustainable livelihoods.
51. The report from Nevis on the implementation of the first phase of the National Social Protection Strategy (2012-2015) is that much is being done on raising awareness and to encourage women in particular to use the court system for child maintenance and not to rely only on the social safety net system which provides EC \$100 per child per month and a food voucher of EC \$200 monthly. The programme, called RISE (Restore, Inspire, Serve, Empower), is still being implemented for recipients to do parenting training – including training in life skills, budgeting and money management as part of conditionalities.
52. MEND, the equivalent programme in St. Kitts, will support the monitoring and evaluation of the reformed social safety net system. However, it is noticeable that the documentation on the programme on the Inter-American Social Protection Network's website, for example, does not mention gender responsiveness as being a feature of the programme.²⁵

²⁴ *Ibid*, p. 57.

²⁵ MEND Families in SKN Programme. Accessed at: <http://socialprotectionet.org/portfolio/mend-families-st-kitts-and-nevis-programme>

5.4.4 BASIC NEEDS TRUST FUND (BNTF) AND GENDER

53. The CDB-funded Basic Needs Trust Fund (BNTF) is an important mechanism that can build bridges towards livelihoods development and empowerment of women and men while providing vital services to the community, which might otherwise not be provided by the Government. The question of the gender sensitivity of the BNTF has been raised from one funding cycle to another. For example, the 2008 BNTF evaluation noted that “while the BNTF office staff mentioned effort to bring wider participation of men and women in community meetings, there were no specific measures to address men’s low involvement in the project” and no particular attention to gender dimension in the project cycle.²⁶

RECOMMENDATIONS 5.4.3

- ✓ Develop a monitoring and evaluation plan and train personnel at all levels in monitoring and evaluation.
- ✓ Remove disparities in the social assistance programme from all sources including legal constraints whereby “unmarried mothers and their children face differential treatment with regard to child maintenance rights, with married mothers being able to petition at the High Court, rather than the Magistrates Court, where unmarried mothers must petition and where the awards are smaller.”¹

RECOMMENDATIONS 5.4.4

- ✓ Develop and implement a gender-responsive capacity building programme for the BNTF Steering Committee, staff and key community stakeholders to ensure that BNTF implementation registers a qualitative change with regard to attention to gender-sensitive indicators that are monitored throughout the project cycle.
- ✓ In order to maximise the employment and livelihoods creation potential of BNTF, the CDB and GOSKN should ensure that contracting under water infrastructure, identifies the jobs and positions generally assumed for men that can be performed by women after basic training. These include operating the back-hoe, installing service saddles on the pipes, laying bedding material for laying of pipelines and chlorination of water.¹

²⁶ Caribbean Development Bank (2008). Mid-Term Evaluation of the Basic Needs Trust Fund 5. Final Report, March 2008, p. 39.

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UNICEF (2013). *Review of Education Plans and Policies in the Eastern Caribbean Area*, August 2013. OECS Education Development Management Unit, UNICEF.

5.5 VIOLENCE, INSECURITY AND GENDER

54. The involvement of young men in crime and violence, in gangs and the drug trade, and their perpetuation of violence against women in its various forms is of great concern in St. Kitts and Nevis. In the case of Nevis, the reporting of domestic violence is said to be almost non-existent because there is no opportunity for confidential reporting and the Gender Affairs Department does not have the capacity to address this deficiency. There are no shelters for survivors of violence in either St. Kitts or Nevis. Penalties for conviction for domestic violence go up to EC\$13,500 or six months in prison for the guilty party.

T6: STRENGTH OF THE SKN POLICE FORCE AS AT SEPTEMBER 2013

| RANKS | MALES | | FEMALES | | TOTAL |
|--------------------|------------|-----------|------------|-----------|------------|
| | # | % | # | % | |
| Commissioners | 5 | 100 | 0 | 0 | 5 |
| Superintendents | 6 | 86 | 1 | 14 | 7 |
| Inspectors | 18 | 86 | 3 | 14 | 21 |
| Sergeants | 31 | 72 | 12 | 28 | 43 |
| Corporals | 14 | 70 | 6 | 30 | 20 |
| Special Constables | 9 | 37 | 15 | 63 | 24 |
| Constables | 218 | 75 | 74 | 25 | 292 |
| Total | 301 | 73 | 111 | 27 | 412 |

Source: Office of the Commissioner of Police, St. Kitts and Nevis, October 2013.

RECOMMENDATIONS 5.5

- ✓ A timetable for the implementation of agreed measures must be established. These include:
 - Amending the legislation to make the State the victim in cases of domestic violence (as in all other forms of violence, e.g., assault, murder, etc.), to ensure that victims are provided with the full support of the legal system and do not drop cases after initial complaints are made to the police and;
 - Implementation of the protocol related to the handling of domestic violence that involves the church, guidance counsellors, police, Ministry of Health and the Courts.
- ✓ Undertake an evaluation of the impact of the establishment of the Domestic Violence Response Unit within the Police Force to guide the upscaling of this initiative.
- ✓ Integrate training on the protocols and procedures regarding the use of the Domestic Violence Statement and the Domestic Violence Work Sheet into the basic training course for new police recruits.
- ✓ Government should accept and implement the proposal that the “establishment of a safe house should be a priority issue for the Department of Gender Affairs in particular and the Government in general given the increase in domestic violence cases”.

5.5.1 SECURITY FOR ADOLESCENT GIRLS – ADDRESSING TEENAGE PREGNANCY AND INCEST

55. According to the 2013 report on adolescent pregnancy by the United Nations Population Fund (UNFPA), approx. 19% of young women in developing countries become pregnant before age 19. Further studies conducted from 1990-2008 and 1997-2011 showed that “Latin America and the Caribbean is the only region where births to girls under 15 rose” and it is said that this trend is expected to continue to 2030.²⁷ Data for SKN reflected in the table below, indicates that a reduction has been taking place, including a dramatic 4.5% decrease from 2010 to 2011.

T7: SKN TEEN PREGNANCIES AS A PERCENTAGE OF TOTAL BIRTHS BY YEAR

| Year | Births to teens (15-19 years) a % of Total Births |
|--|---|
| 2011 | 14.5 |
| 2010 | 19.0 |
| | |
| 2009 | 19.1 |
| 2008 | 15.1 |
| 2007 | 15.2 |
| 2006 | 20.4 |
| Source: <i>Health in the Americas, 2012, p. 553.</i> | |

5.5.2 GENDER ISSUES FACING MALES

56. The BNTF’s annual work plan and budget indicates that “the issues facing males need urgent attention”,²⁸ but there is no mention of what these issues are. The broad portfolio of the Ministry of Health, Social Services, Community Development, Culture and Gender Affairs and the Male Desk attached to the Department of Gender Affairs have identified among such male issues, the following:

RECOMMENDATIONS 5.5

- ✓ The promotion of women in leadership within the Royal St. Christopher and Nevis Police Force which for the first time in its fifty two (52) years history, saw a female being promoted to the rank of Superintendent in 2013, should be accelerated (See Table 6 above).
- ✓ Accelerate gender-responsive internal reform that includes: (a) a non-discrimination policy that addresses employment issues; (b) higher levels of female recruitment into training; (c) anti-sexual harassment measures; and (d) engendering greater respect among women and men and higher levels of confidence among women through partnerships, for example, with the Department of Gender Affairs and civil society organizations.
- ✓ Develop and implement an information programme to support a change of mind-set towards violence and to inform the public on the assistance that domestic violence survivors can receive from the police, for example, with taking photographs of injuries and with obtaining Domestic Violence Injunctions.

RECOMMENDATIONS 5.5.1

- ✓ Research and analyse the current level of teenage pregnancy to understand the factors at work and take appropriate steps taken to reduce this violation of children.

²⁷ UNFPA (2013). “Motherhood in Childhood – Facing the Challenge of Adolescent Pregnancy”, In *State of the World Population 2013*, pp. 3-5.

²⁸ *Ibid*, p. 5.

- i. Men's insecurity linked to issues of accepting women's leadership in the home and society, linked to an erosion of confidence in the male breadwinner concept.
- ii. Men's fear of and related to low sexual performance, and hence a drift into risky behaviours such as alcohol and drug abuse that further threaten their health and that of their families.
- iii. Stress from seeing themselves and being seen as 'the provider' or 'the pay cheque'.
- iv. The involvement of many men in crime and violence – dropping out of school and being drawn into the gang culture.
- v. The reluctance of young men to enter the labour market "at a certain level" leading to economic deprivation and risky sexual behaviours in their relationships.
- vi. Men's absence from many homes and the void this leaves that cannot be filled by single mothers in particular. In many cases mothers are hard pressed to control the boys after they turn 14 years old.
- vii. Apathy among men and boys around such issues such as their low academic performance; the view that "men have become second-class citizens in their heads" even while living and operating in a context where boys and men are still "in control".
- viii. Loneliness among many older men because of the disconnection from their family.

RECOMMENDATIONS 5.5.2

- ✓ Take measures to give visibility to the psycho-social and other issues facing men, including sexual abuse of boys and men as victims.
- ✓ Make counselling more accessible to families and integrate it into the legal justice and social safety net systems.
- ✓ Deepen and broaden through public channels, discussions on the gender equality agenda and the imperative to transform existing gender relations.
- ✓ Promote the gender equality agenda widely, including showing how men and not only women are harmed by the gender system and its perpetuation of negative masculinities.
- ✓ Encourage and give visibility to males in co-parenting.

RECOMMENDATIONS 5.5.1

- ✓ Research and analyse the current level of teenage pregnancy to understand the factors at work and take appropriate steps taken to reduce this violation of children.
- ✓ Review the status of implementation of the proposal under the *NPRS* for the "mandatory prosecution of males who get teenage girls pregnant", and take steps to ensure adherence to the rule of law.
- ✓ Encourage a national conversation among key stakeholders, including parents, on long-standing issues of adolescents' access to comprehensive sexuality education and services.
- ✓ Continue initiatives such the Teddy Bear Campaign launched in SKN as part of the USAID and UNICEF project in the OECS to raise public awareness and reporting of incest, and sustain active collaboration with NGOs on this issue.
- ✓ Undertake the evaluation of Project Viola, established in 2001 to enable teenage mothers to return to the regular school system, to inform its integration into the services offered under the reformed Social Assistance programme.

REFERENCES

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5.6 GENDER, EMPOWERMENT AND LEADERSHIP

5.6.1 WOMEN IN DECISION MAKING

55. The issue of the low level of representation of women in leadership in politics, is one of the issues of deep concern among a wide range of stakeholders. SKN has a single National Assembly of fifteen (15) members, eleven (11) of whom are elected and three (3) appointed (two on the advice of the Prime Minister and the third on the advice of the Leader of the Opposition), and one (1) *Ex officio*. As compared to women in decision-making in other sectors however, women's leadership in the political arena has remained dismally low over the years. Since Universal Adult Suffrage was secured in 1955, some fifty nine (59) years ago, only three (3) females have been elected to political office,²⁹ the first in 1984 after political independence was achieved in 1983. In addition, currently, of the eleven (11) elected parliamentarians, eight (8) represent constituencies in St. Kitts and three represent seats for Nevis. One female is among the eight (8) persons elected to seats for St. Kitts, while in Nevis one of the Ministries is held by a female. Interestingly, the Chairpersons of the governing St. Kitts and Nevis Labour Party (SKNLP) and the Opposition party, the People's Action Movement (PAM) are held by women. Recently PAM, the People's Labour Party (PLP) and the Concerned Citizens' Movement (CCM) have come together as the Opposition body called 'Team Unity'.
56. A major factor in moving the discussion forward on practical measures to strengthen women's leadership and decision-making at all levels is the need for women's organizations and civil society more broadly to pursue advocacy with the GOSKN and political parties. The capacity of women's organizations to address this issue and the factors that will help and hinder any efforts they may make to advance the gender equality agenda are issues for specific examination within a broad cross section of these groups.

RECOMMENDATIONS 5.6.1

- ✓ Political parties should be encouraged and challenged to address the persistent marginalization of women in the political process and its impact on gender relations and sustainable development process. Specific attention in inner party discussions should include examination of the barriers that are faced by women (See SKN CGA, Vol. II).
- ✓ Quotas should be considered as a temporary measure to increase women's participation in political leadership within political party structures.
- ✓ Strengthen partnerships with and among women's organizations, including NGOs and community-based organizations to address their critical issues, including leadership, and encourage women to reach out to support other women.
- ✓ Implement confidence-building measures and targeted training, mentorship and sponsoring of women for leadership.
- ✓ Increase coordination between St. Kitts and Nevis on the gender equality agenda.
- ✓ Develop a National Gender Policy and strengthen the Gender Affairs Department to coordinate implementation of the policy.

²⁹ Inter-American Commission on Women, Thirty-Fifth Assembly of Delegates. *National Report: St. Kitts and Nevis*. Accessed at: <http://www.oas.org/es/cim/docs/stkitts%26Nevis2010.pdf>.

57. SKN's judicial system is administered through the Eastern Caribbean Supreme Court, which is headquartered in St. Lucia. At the highest level, it comprises the High Court of Justice and the Court of Appeal. At the local level it is led by High Court judges who sit on the Court of Summary Jurisdiction, Magistrates Courts, and the Office of the Attorney-General. SKN has shown signs of progress towards a representative judicial system. As at 2013, 133 persons, 73 (55%) males and 60 (45%) females, formed part of SKN's judiciary at all levels. These include five presiding Magistrates, one (20%) male and four (80%) females, and three presiding Judges, two (67%) males and one (33%) female.

5.6.2 GENDER IN PUBLIC SECTOR MANAGEMENT

58. In terms of public sector management, in St. Kitts, there are signs of progress towards a balanced participation of males and females at the level of Permanent Secretaries with females holding a slight majority (53.3%) and males 46.7%. However, in the position of Heads of Departments, males dominate 65.7% of positions while women are 34.3% of the leaders at this level. In Nevis, males dominate positions both as Permanent Secretaries (80%) and as Heads of Departments (71.4%).

T8: LEADERSHIP IN THE PUBLIC ADMINISTRATION BY SEX (2013)

| | TITLE | MALE | | FEMALE | |
|---|-----------------------|------|----|--------|----|
| | | % | # | % | # |
| St. Kitts | Permanent Secretaries | 46.7 | 7 | 53.3 | 8 |
| | Heads of Departments | 65.7 | 23 | 34.3 | 12 |
| Nevis | Permanent Secretaries | 80 | 8 | 20 | 2 |
| | Heads of Departments | 71.4 | 20 | 28.6 | 8 |
| Source: Human Resource Department, October 2013; Nevis Gender Affairs, 2014 | | | | | |

RECOMMENDATIONS 5.6.2

- ✓ Establish a quota to ensure that Statutory Boards should have an agreed proportion of male and female members. The data above would suggest that a ratio of 60:40 in favour of either sex could be agreed, that is, no Board should have more than 60% or less than 40% of either sex.¹
- ✓ Integrate gender and corporate governance issues into training programmes on public sector management and modernization. Points of entry for interventions to address gender equality and equity are drawn from the recommendations arising throughout this CGA and are presented in the summary of the report. A number of possible interventions are cited but are by no means exhaustive. From those presented in Table 10, areas for priority action have been identified by the GOSKN Team which deliberated at the recent CDB-sponsored CGA Validation Roundtable.
- ✓ Further, the areas identified as 'entry points' for strengthening the gender equality agenda in St. Kitts and in Nevis are not necessarily directed solely to the CDB but represent opportunities for wider collaboration among International Development Partners and other agencies.

59. With regard to public sector management in St. Kitts, there are signs of progress towards a balanced participation of males and females at the level of Permanent Secretaries, with females holding a slight majority (53.3%) and males 46.7%. However, with regard to Heads of Departments, males dominate, holding 65.7% of positions while women hold 34.3% of positions the leaders. In Nevis, males dominate the positions of both Permanent Secretaries (80%) and Heads of Departments (71.4%).

T9: LEADERSHIP OF STATUTORY BOARDS IN SKN BY SEX (2013)

| STATUTORY BOARDS | MALE | | FEMALE | | TOTAL |
|---|-------------|-----------|-------------|-----------|-----------|
| | % | No. | % | No. | |
| Clarence Fitzroy Bryant College | 66.7 | 4 | 33.3 | 8 | 12 |
| Development Bank of St. Kitts & Nevis | 71.4 | 5 | 28.6 | 2 | 7 |
| National Housing Corporation, St. Kitts | 57.1 | 4 | 42.9 | 3 | 7 |
| St. Christopher Air & Sea Port Authority | 66.7 | 6 | 33.3 | 3 | 9 |
| St. Christopher & Nevis Social Security Board | 61.5 | 8 | 38.5 | 5 | 13 |
| St. Kitts & Nevis Accreditation Board | 40.0 | 6 | 60.0 | 4 | 10 |
| St. Kitts Electricity Company | 87.5 | 7 | 12.5 | 1 | 8 |
| St. Kitts-Nevis-Anguilla National Bank | 55.6 | 5 | 44.4 | 4 | 9 |
| St. Kitts Tourism Authority | 77.8 | 7 | 22.2 | 2 | 9 |
| Total | 61.9 | 52 | 38.1 | 32 | 84 |

Source: Statistics collected by SKN CGA Research Assistant, November 2013.

60. In Nevis, men hold two-thirds and women one third of posts of Permanent Secretary, while men hold 51.7% and women 48.3% of positions as Heads of Departments in the Public Service. With regard to Statutory Boards in St. Kitts, males hold 62% of seats compared to women who hold 38%. Public sector leadership at all levels is therefore dominated by males.
61. It is only on the Accreditation Board, responsible for monitoring standards of educational institutions, that females hold a majority of seats (60%). As can be seen, women have low representation in the key economic sectors of tourism, electricity, and development banking (although they hold 44.4% positions on the board of the SKN-Anguilla National Bank. It would be useful to see whether any females hold the position of Board Chairperson.

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PART III

6.0 INTERNATIONAL, LEGAL AND POLICY FRAMEWORK FOR ADVANCING GENDER EQUALITY

6.1 INTERNATIONAL AND REGIONAL COMMITMENTS

62. The policy and institutional framework for the promotion of gender equality and the empowerment of women are anchored in the nation's independence Constitution of September 1983 as well as in international treaties and related protocols to which the country is signatory. GOSKN's constitutional guarantee of fundamental rights and freedoms regardless of sex was affirmed by the ratification in 1985 of the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). SKN's subsequently signed the Optional Protocol to CEDAW in 2006, a key indication of the State's commitment to recognize and allow the CEDAW Committee to "receive and consider complaints from individuals or groups within its jurisdiction".³⁰ However, the Protocol has never been used by organizations or individuals in St. Kitts and Nevis.
63. SKN submitted its combined "Initial, Second, Third and Fourth report" to the CEDAW Committee in 2002, following which no further report has been submitted.³¹ This means that accountability under CEDAW has been weak. The same is the case with the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (the "Belem Do Para" Convention) which SKN signed in 1995. An assessment in April 2011 through the fourth conference of States Parties on performance under the Convention concluded that, "St. Kitts and Nevis unequivocally does not have an action plan and/or strategy for the prevention, punishment and eradication of violence against women within the state No indication has been given as to whether a national action plan is in conception stages and/or if steps are being taken to formulate one".³²
64. Non-compliance to reporting requirements, while they do not bring sanctions, deprives the country of performance assessments to guide further action. This deficiency is linked to the weak institutional capacity of both Government agencies as well as civil society organisations – issues to be explored in greater depth in this chapter and for which specific measures are proposed.
65. With regard to the Beijing Platform for Action and the Millennium Development Goals (MDGs), which were agreed by SKN in 1995 and in 2000 respectively, the Organisation of Eastern Caribbean

³⁰ United Nations, *Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women*, last modified on 21 December 2000. Accessed at: http://www.iwraw-ap.org/protocol/list_signatories.htm.

³¹ Committee on the Elimination of Discrimination Against Women, Twenty-seventh Session. Press Release WOM/1340, "Women's Anti-Discrimination Committee Takes up St. Kitts and Nevis: Praises National Machinery Established to Protect Women's Rights". Accessed at: www.un.org/News/Press/docs/wom1340.doc.htm.

³² Mechanism of the Follow-up Convention Belem Do Para (MESECVI), Fourth Conference of States Parties: 16 April 2011. *Saint Kitts and Nevis Country Report*, March 2012, p.4.

States has “localized” their implementation in the context of an MDG review conducted in 2006.³³ The MDG targets were used as reference points to inform action planning for the various sectors, for example, the priority of poverty reduction and MDG 3 for addressing gender equality and the empowerment of women. Thinking around these international agreements and targets is therefore reflected in national policy instruments such as the GOSKN’s 2005 *Adaptation Strategy in Response to the New EU Sugar Regime 2006-2013*, and its *National Poverty Reduction Strategy (NPRS) 2011-2015*. It also needs to be noted that the articulation of MDG3 in these key policy instruments was also shaped by the Government’s wider national, regional and international commitments on gender equality.

³³ Hensley Daniel (2006). *UNDP - A Plan of Action for Localising and Achieving the Millennium Development Goals*, OECS.

6.2 CONSTITUTIONAL AND LEGISLATIVE FRAMEWORK FOR PROMOTING GENDER EQUALITY

66. The Constitution of the SKN is the supreme law of the land, and according to an ECLAC analysis, this implies that “all laws or actions whether or not referable to the rights and freedoms under the Constitution are reviewable for consistency with sex equality”.³⁴ This provides an important legal covering for the promotion of gender equality and the empowerment of women.
67. The following is a summary of key pieces of legislation and regulations which have advanced gender equality and women’s rights:
 - i. The *Domestic Violence Act (2000)* which went into effect in 2004 has a number of commendable features such as: (a) the absence of gender bias in that both males and females can obtain protection under any of the orders under the Act; and (b) imposing an obligation on the Police, where injuries have been suffered, to accompany a survivor of domestic violence to his/her home and for medical treatment if required.³⁵
 - ii. The *Education Act (2005)* and *Education (Amendment) Act (No. 17 of 2007)* confirm that the goals and objectives of the education system, include developing “an understanding of the principle of gender equality and other forms of equality as defined in the Constitution”.³⁶
 - iii. Accessing continuing education: In order to reduce the negative impact of teenage pregnancy, a Cabinet policy decision established the right of teenage mothers to complete their education, was enforced in 1997 in St. Kitts and 2007 in Nevis, based on advocacy by the Gender Affairs Division. The country’s Constitution as well as international legal

RECOMMENDATIONS 6.2.1

- ✓ Secure the recognition of common-law unions, to provide all persons involved in these unions with rights to property and maintenance.
- ✓ Amend the legislation in which property settlement, still guided by common law principles, is based on the financial contribution of the parties, and trust principles relate to whether it can be proven that the parties intended to share the property when they were acquired. These considerations leave room for the unfair treatment of women in particular, whose family care work undertaken within the gender division of labour, as previously discussed, is not valued.
- ✓ Close legislative gaps by addressing forced prostitution, sexual harassment in the workplace, and sexual violence within marriage or common-law unions.¹
- ✓ Settle the matter of how abortions are to be handled. Currently, the *Offences Against the Person Act (Rev. 2002)* prohibits abortions (whether in collaboration with another person or self-inflicted), the *Infant Life (Preservation) Act* allows for an abortion in cases where it will save the woman’s life, and the *1938 Rex vs. Bourne* common law decision is referenced in cases that involve abortions in order to preserve the woman’s mental or physical health.

³⁴ *Advancing Gender Equality in the Caribbean: Legislative Approaches to Sex Discrimination*. Accessed at: <http://www.eclac.org/publicaciones/xml/8/9898/carg0670.pdf>

³⁵ Richard Williams (2010). *A Gender Analysis of the Domestic Violence Act of St. Christopher and Nevis (St. Kitts and Nevis)*. University of the West Indies Open Campus, Barbados, June 2010, Accessed at: <http://www.open.uwi.edu/sites/default/files/wanddomestic5.pdf>, 5

³⁶ Government of St. Kitts and Nevis (2009). *Ministry of Education White Paper on Education Development and Policy 2009-2019*. Ministry of Education, St. Kitts and Nevis, March 2009. Accessed at: <http://www.gov.kn/sites/default/files/docs/Education%20White%20Paper.pdf>, 2.

- commitments were used to advance advocacy for the measure”,³⁷ now regarded as ‘best practice’ by the international donor community.
- iv. Equal status and protection of children: Although common-law unions are not legally recognized in SKN, the *Status of Children Act (1983)* “legitimizes” children born outside of wedlock, awarding them equal rights to children born within a marital relationship. Further, under the *Maintenance of Children Act (2012)* and the *Guardian, Custody and Access to Children Act (2012)*, “each parent of a child has an obligation to provide reasonably for the child’s maintenance, whether or not the child is in that parent’s custody”.³⁸ In addition, maintenance should be continued for children over the age of 18 who are enrolled in a tertiary institution, until s/he completes his/her course of study.
 - v. Provisions under Labour Laws include: Maternity benefits for women aged 16-62 years; Survivors’ benefit payable to the widow, widower, child or dependent parent of a deceased insured person; and an Age Pension or Age Grant is payable to both contributors and non-contributors, regardless of sex, who are over 62 years.
 - vi. Provisions related to inheritance and intestate status are addressed equitably in the law. There is no discrimination with regard to the benefits awarded to either male or female spouses or children.

6.2.1 AREAS REQUIRING LEGISLATIVE REFORM

64. In summary, the legislative framework for the promotion of gender equality is quite enabling and in advance of the overall policy context. However, there is a huge gap between the legal framework that supports gender equality, the implementation of the law, and the monitoring of its implementation.

RECOMMENDATIONS 6.2.1

- ✓ Align St Kitts and Nevis’s labour laws with the norms and ideals of the International Labour Organisation (ILO)”.¹
- ✓ Follow up on the implementation of the *Education Act (2005)* and the *Education (Amendment) Act (No. 17 of 2007)* with regard to developing “an understanding of the principle of gender equality and other forms of equality as defined in the Constitution”¹.
- ✓ Develop a National Gender Policy (NGP). Include considerations of how a NGP will advance the gender equality agenda in SKN in light of wider regional and global trends.
- ✓ Convene public consultations and a Parliamentary debate on laws related to abortion. These should inform whether reforms to the current law should be made.
- ✓ Review and address the status of common-law unions under the law in SKN. The Government may wish to refer to the examples of Barbados, Jamaica, and Trinidad and Tobago.
- ✓ Monitor and evaluate the implementation of the Labour Code and the Workplace Policy on HIV/AIDS, ensuring that sensitivity to gender issues is included.
- ✓ Monitor and evaluate the implementation of the recommendation of the NPRS with regard to the “mandatory prosecution of males who get teenage girls pregnant”.

³⁷ *Antigua Observer* (2009). “*Antiguan Benefits from St. Kitts & Nevis Programme for Pregnant Teens*”, 17 September 2009. Accessed at: <http://www.antiguaobserver.com/antiguan-benefits-from-st-kitts-nevis-programme-for-pregnant-teens>

³⁸ *Maintenance of Children Act*, Section 4(1).

65. With regard to Legal Aid, SKN established a Legal Aid and Advice Clinic in 2005, which “targets mostly women, the elderly and juveniles who are often declared as having the modest financial means”.³⁹ Divorce, rent disputes, debt, adoption, civil matters, personal injury, child maintenance and access, custody, and succession are some of the matters that are handled. Juvenile criminal and domestic violence cases receive special attention and are expedited, as far as possible.
66. The following recommendations are focused on addressing deficiencies and advancing gender equality in the law.

RECOMMENDATIONS 6.2.1

- ✓ Improve the implementation of the *Domestic Violence Act (2004)* by, for example, expanding the types of persons who can be prosecuted for committing an act of domestic violence (such as cousin, aunt and stepfather), and giving the Court the power to order that the perpetrator “compensates the victim for any loss or expenses incurred as a result of the domestic violence such as medical fees, fees incurred for counselling sessions, loss of income, accommodation expenses and relocation expenses”.¹
- ✓ Amend the legislation that governs the treatment of sexual offenses to include issues related to forced prostitution, sexual harassment and sexual violence within a marriage or common law union,¹ and sexual harassment in the workplace, educational institutions, etc.
- ✓ Address the finding that “St. Kitts and Nevis has no legislation to deal with equitable distribution of property and financial matters either for women who are married or unmarried”.¹
- ✓ Undertake an evaluation of the Legal Aid system.
- ✓ Remove legal constraints and disparities with regard to child maintenance, whereby unmarried mothers and their children face differential treatment and benefits compared to married mothers. Married mothers are able to petition the High Court where the awards for child maintenance are larger, while unmarried mothers must petition the Magistrates Court where the awards are smaller.

³⁹ *Legal Aid Centre now operational*. See <http://www.thestkittsnevisobserver.com/2005/11/04/news6a.htm>

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7.0 INSTITUTIONAL FRAMEWORK AND CAPACITY FOR GENDER MAINSTREAMING

67. Reference has been made earlier in the *CGA* to “an incomplete gender analysis”, which emerges from the examination of policies and strategies put forward to address gender issues in development. The dominant theme is to polarize “men/boys at risk”, on the one hand, with women’s struggle for equality and the advances that women are making in education, for example, on the other hand. The argument is presented as though the challenges that men/boys are facing are ‘caused by’ or ‘result from’ the advances being made by women. This conclusion is not based on an examination of the systemic nature of gender discrimination rooted in patriarchy, and it has consequently fed into the polarization of the society arising from addressing the gender justice issues raised by women. This phenomenon, which has been taking place across the Anglophone Caribbean, is a feature of the ‘back-lash’ against women’s human rights advocacy and the struggle for gender equality and equity, which is expressed in terms of men/boys being ‘marginalized’.⁴⁰ This line of thinking is expressed in the current context in *SKN* in relation to MDG3, where it is argued that while women are still grossly under-represented in politics and decision-making and this needs to be addressed, “the focus needs to be shifted to deal with male literacy and the under-achievement of boys at primary and secondary school”.⁴¹ However, this *CGA* is of the view that both are gender equality issues which demand attention. The approach of not investigating the root causes of the underperformance of some (and not all) boys in education, or why some men/boys (and not all) are at risk, or why there are “still too many men who are threatened by the upward mobility of women”, means that the analysis of patriarchy and therefore of the construction of masculinities and its pervasive influence in the country have not been explored beyond the assertion of the need to “overcome ingrained male chauvinism that informs relationships between males and females”.⁴²
68. The analysis of gender issues that leads to the conclusion that “youth and young men are the group most at risk” is perhaps reflected in the need to pursue “the pacification of the youth”,⁴³ instead of a more holistic approach that would embrace understandings of how existing gender relations harm both men and women, and therefore the need for men to take up the challenge in the partnership for transformation. This societal unclarity around gender equality issues has meant that the Department of Gender Affairs in *SKN* is operating within a most difficult environment, and is perceived by a large number of men as “being concerned exclusively with women’s issues”.⁴⁴ The Department therefore faces high (and often contradictory) expectations from both women and men.
69. The institutional framework to advance gender equality is therefore not buttressed by a clarity and broad consensus around the fundamentals of the gender empowerment and transformation agenda. This is one aspect of the larger problem of low capacity within the institutional framework. This showed itself in the Adaptation Strategy, which is gender blind both in its analysis and prescriptions. The Strategy thus alludes only to specific vulnerabilities of women in agriculture and proposes to

⁴⁰ This position is based on a misreading of Errol Miller’s *Men at Risk* (1991), which traced the historical changes that posed challenges to men functioning within the norms of ‘manhood’ as required by patriarchy.

⁴¹ Daniel, *Op. Cit.*, p. 7. See also *NPRS*, pp. 69 and 117.

⁴² Daniel, *Ibid*, p. 30.

⁴³ *NPRS*, *Op. Cit.*, p. 69.

⁴⁴ Daniel, *Op. Cit.*, p. 30.

“introduce incentives to encourage youth disabled, elderly and women in entrepreneurial involvement”.⁴⁵

7.1 STATUS AND CAPACITY OF THE NATIONAL GENDER MACHINERY

70. The government’s *Medium Term Economic Strategy Paper 2005-2007*, reported that the National Women’s Machinery (NWM) had been put in place “as the control policy coordinating unit inside the government and has the major responsibility for monitoring and improving the status of women and girls in the country”.⁴⁶ The Machinery then included: (i) the Department of Gender Affairs (DGA), which had been established in 1984 as the Bureau of Women’s Affairs; (ii) a National Advisory Council on Gender Equity and Equality; (iii) an Inter-Ministerial Committee on Gender; and (iv) Gender Focal Points. Over the years the Machinery as a whole has lost capacity. The Department of Gender Affairs, currently located within the Ministry of Social and Community Development, Culture and Gender Affairs, and headed by a Permanent Secretary, the most active and visible arm of the Machinery. However, the DGA in St. Kitts has a very small staff of two persons and it was only in September 2013 that an Executive Director was appointed; and the Gender Machinery in Nevis is being reshaped.
71. The National Women’s Council, the civil society ‘arm’ of the gender machinery, is being revived. The Inter-Ministerial Committee and Gender Focal Points have evaporated. The Bureau of Women’s Affairs in collaboration with the Inter-Ministerial Committee on Gender, undertook an initiative in the late 1990s, with support of the Commonwealth Secretariat to pilot Gender-responsive Budgeting (GRB) through the Ministries of Finance and Agriculture. The GRB training itself did not “take off”, because as one public official explained, “people felt that the existing budget framework was [already] impacting on women disproportionately”, meaning more favourably. Other factors affecting the gender machinery include:
- i. Overload of responsibility of the DGA, without adequate human and budgetary resources;
 - ii. Uncertainty around the central role of the DGA – is it to focus on policy development and mainstreaming, or project implementation on the ground?
 - iii. Lack of capacity and competence to implement gender mainstreaming among professionals at various levels of MDAs, despite their interest.

⁴⁵ *Adaptation Strategy*, p. 121.

⁴⁶ See OECS (2006). *A Plan of Action for Localising and Achieving the Millennium Development Goals (MDGs)*, http://www.undp.org/content/dam/undp/library/MDG/english/MDG%20Country%20Reports/Saint%20Kitts%20and%20Nevis/St%20Kitts%20and%20Nevis_MDGReport_2006.pdf, 29.

7.2 CIVIL SOCIETY BODIES AND GENDER EQUALITY

74. Civil society organizations are active in gender-responsive service delivery in various areas, including HIV/AIDS. However, they are not active in advocacy around gender equality and women's empowerment issues. The faith-based organizations are regarded as having a critical role to play, from a policy perspective, with regard to gender and reproductive health issues including the rights of adolescents to sexuality education. The National Women's Council suggests the need for advocacy on issues of gender and leadership, but is still in the process of regrouping.
75. In general, the NGO sector is highly dependent on external funding and this is increasingly posing a challenge to the continued viability of many organizations.

7.3 FILLING THE POLICY AND INSTITUTIONAL GAPS: CONTRIBUTION OF DEVELOPMENT PARTNERS

76. The role of regional and international development partners in the strengthening of the gender mainstreaming agenda in SKN is elucidated somewhat by the journey of the CDB in preparing to play the role of "catalyst", which it has defined for itself. It points to the importance of getting the policy and institutional framework 'right', as a necessary first step. CDB's *Gender Equality Policy and Operational Strategy (GEPOS)*, adopted in 2008, affirmed the organization's goal of being a "leading catalyst" for promoting in the region and among its BMCs, "gender equality as a means to support sustainable development, and to reduce poverty and vulnerability".⁴⁷

RECOMMENDATIONS 7.3

- ✓ Give priority attention to the systematic rebuilding of the National Machinery for the promotion of the gender equality agenda through appropriate resource allocation and budget, in order to enable and make practical the embedding and implementation of gender as a cross cutting theme in all policies, development frameworks, and strategies of the State.
- ✓ Establish and sustain an Inter-Ministerial Collaborative Framework, supported by partners in civil society, private sector and development agencies for learning and doing gender mainstreaming through agreed priorities such as: (i) Institutional strengthening/capacity building and training; (ii) Research, policy development and deployment; (iii) Collection and management of sex-disaggregated data; (iv) Economic empowerment/wealth creation among women and young men; (v) Education and advocacy.
- ✓ Undertake, as a priority, the development of the National Gender Policy that draws on national/regional/global experiences best practices for advancing gender equality, and is also responsive to the global and regional imperatives of the emerging post-2015 sustainable development agenda.

⁴⁷ Caribbean Development Bank (2008). *Draft Gender Equality Policy and Operational Strategy*, July 2008, p. vi.

77. The 2012 assessment of the implementation of *GEPOS* points to insufficient recognition “that women are disproportionately affected by discriminatory practices and social, economic and political structures”.⁴⁸ This conclusion is reflected in CDB’s current *Country Strategy Paper (CSP) 2013-2016* for SKN. Finalized in 2012, the *CSP* does not include a gender analysis to guide policy-making and programming around the following priority areas identified for collaboration with the GOSKN: (a) strengthening of public sector management; (b) tourism development and competitiveness; (c) agricultural development; (d) social safety net reform (linked to poverty reduction); (e) education and training (linking education and training needs to labour market demands); and (f) water and sanitation infrastructure.
78. The Strategic Plan 2010-2014 and operational strategies⁴⁹ addressed this previous weakness, and include the following explicit measures towards securing gender equality outcomes:
- i. Building commitment and support for gender;
 - ii. Allocating resources to achieve related results;
 - iii. Building staff and other stakeholders’ capacity; and
 - iv. Monitoring the implementation of the operational strategy.

CONTRIBUTION OF OTHER DEVELOPMENT PARTNERS

79. To varying degrees, international development partners (IDPs) are pursuing one or more objectives/strategies and providing multi-faceted support towards addressing the mandate on gender equality and women’s empowerment. Their contributions to the policy and institutional framework on gender fall into four (4) main areas: institutional strengthening; policy development; data collection and management, and targeted programmes to support employment and enterprise development among women and children. These align closely with CDBs own stated strategies and consequently there is a strong foundation for continued synergy among all the partners.
80. Some of the IDPs have had their own challenges with gender mainstreaming. For example, with regard to its 2005 to 2011 programme, the UNDP Office for Barbados and the OECS assessed that “neither gender nor HIV/AIDS has

RECOMMENDATIONS 7.3

- ✓ Foster closer collaboration/coordination among development partners around priorities for CGA implementation. Attention should also be paid to collaborating with them to build capacity for gender mainstreaming among the respective partners with whom they collaborate.
- ✓ Initiate discussions with civil society organizations, especially those active in communities, towards deepening their links with the CDB and building their capacity to address the gender equality agenda through their various programmes, active sectoral collaboration and increased advocacy on gender equality issues.
- ✓ Facilitate the involvement of the Nevis Gender Machinery as a separate but collaborating entity, in all decision-making and implementation of decisions relating to the CGA.
- ✓ Strengthen the policy and institutional framework at the country and regional levels in order to influence the international policy agenda and ensure that economic, social and political policies maximise possibilities for addressing and transforming gender relations.

⁴⁸ Assessment of the Implementation Effectiveness of the Gender Equality Policy and Operational Strategy of the Caribbean Development Bank, p. i-ii.

⁴⁹ Caribbean Development Bank Strategic Plan, 2010-2014, p. 31.

been sufficiently mainstreamed across programme areas”.⁵⁰ Coordination among the partners in their interface with the small nation states of the Caribbean has also been a challenge.

T10: CURRENT AREAS OF SUPPORT TO GENDER MAINSTREAMING BY DEVELOPMENT PARTNERS

| AREA OF CONTRIBUTION | DEVELOPMENT PARTNER | SPECIFIC COMPONENT (S) | COMMENT |
|---|---|--|---|
| Institutional Strengthening | Canadian International Development Agency (CIDA) | Labour Market Information System: Training on gender, entrepreneurship and environment | Coordinated by CARICOM |
| | Canadian International Development Agency (CIDA) | Institutional capacity building and training on gender | OECS Secretariat target group – potential to impact SKN within OECS partnership. |
| | European Community (EC) | Mainstreaming gender and environment; Reform public sector, tighten expenditure controls, etc... EC 2008-2013 programme. | “Equal opportunities for women will be guaranteed”. |
| Policy Development | UNESCO | TVET Policy – linked to labour market reform. | Being done with Ministry of Education; gender component is integrated. |
| | UN Women | National Gender Policy | Funding provided to SKN in 2010 – policy pending |
| Data collection and management | UNICEF, UN Women, CDB, World Bank, European Union | Twelve (12) country national gender disaggregated programmes to produce equity sensitive policy and programmes. 2012-2016. | Linked to programme for child-friendly budget allocations and child – sensitive social protection. |
| | UNDP | Develop gender-sensitive data sets to capture differential impacts of natural disasters and towards gender-sensitive adaption strategies, 2012-2016 | Gender responsiveness around governance a cross cutting issue. |
| Gender-responsive programmes targeted to women | Department for International Development (DFID) CARICOM and CDB are major implementing partners. | DFID’s Operational Plan for the Caribbean, 2011-2015: Wealth creation, governance, security and climate change. Wealth creation component will support women entrepreneurs with 15 business environment reforms targeted to women. | Estimate that this will produce 5,000 jobs for women by 2015. Linked to DFID’s 2009 study and private sector development. |

⁵⁰ UNDP Draft sub-regional programme document for Barbados and the Organisation of Eastern Caribbean States, 2012-2016, p. 4.

81. A larger challenge rests with SKN's capacity to absorb and to provide the level of resources, human and material for tapping into regional opportunities and or making effective use of specific national programme opportunities. The delay in the work towards the national gender policy is one concrete example. Challenges are also faced by ministries, departments and agencies, other than the DGA, in addressing gender issues in funded programmes.
82. Another challenge is the uncertainty relating to development assistance to the region and especially to the civil society sector, in light of increasing poverty among the majority of men and of women in particular and the fragility of the small island economies. The conversation on the post-2015 sustainable development agenda and how to make gender equality and women's empowerment a more central global policy is one in which St. Kitts and Nevis like other OECS and CARICOM Caribbean counties need to be engaged.
83. International, regional and national commitments made by the GOSKN to gender equality and equity are not matched by a strong policy and institutional framework to drive and live up to the commitments made. Measures, processes and organizations to hold the Government accountable do not currently exist and alongside the strengthening of the entire gender equality architecture, have to be built if the commitments are to be realized. The IDPs play an important role in supporting awareness and action around gender mainstreaming.

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8.0 STRATEGIC ENTRY POINTS FOR GOSKN AND CDB TOWARDS CGA IMPLEMENTATION

84. As presented in Table 11, the *CGA* proposes the following among the entry points for the *GOSKN* and *CDB* towards its implementation.

Overall the collaboration between the *GOSKN* and *CDB* should be towards the transformation of gender relations through awareness building and practical steps. Measures should include:

- i. Rebuilding of the National Gender Machinery:
 - a. Undertake preparation of National Gender Policy, Strategy and Action Plan and budget, in collaboration with UN Women.
 - b. Establish an Inter-Ministerial Committee coordinated at the level of Permanent Secretaries, with Directors having reporting responsibility for the coordinating of gender mainstreaming in selected projects.
 - c. Establish a Committee to coordinate actions in Nevis and to link with the developments in St. Kitts.
- ii. Focus on initiatives to increase productive resources development from gender perspective
 - a. Undertake gender analysis of existing PEP Programmes- focus on WICT, EQUIP, WISE
 - b. Develop strategy for training and expansion based on findings of gender analysis.
 - c. Involve public, private and civil society in project development initiatives
- iii. Investment in Strategic Projects for gender-responsive outcomes:
 - a. TVET Reform linked with Labour Market reform;
 - b. Gender and Child-sensitive Safety Net implementation
 - c. Deepening of internal gender-responsive reform in the Police Force and strengthening the Domestic Violence response of the Police Force;
 - d. Support a Pilot Project addressing issues related to boys and education;
 - e. Strengthening of Project Viola;
 - f. Address Roadmap for EPA Implementation through Caribbean Aid for Trade Project.
 - g. Collect, analyze and disseminate sex-disaggregated data.
- iv. Undertake public education and mobilization to promote mindset change and support to gender equality and equity.

T11: ST. KITTS AND NEVIS: ENTRY POINTS FOR CDB SUPPORT ON GENDER EQUALITY, 2014 – 2017

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|--|---|---|---|--|--|---------|
| 1. Re-build the National Gender Machinery⁵¹ <ol style="list-style-type: none"> Development of a strategic National Policy on Gender Equality: (NPGE). Establish an Inter-Ministerial Commission on Gender Equality and Equity (Human Equality) to address practical and strategic gender issues in selected existing projects. Establish Committee in Nevis | National Policy of Gender Equality <ul style="list-style-type: none"> - Expand TORs to examine - Caribbean experience with gender policies- what difference have they made; - Context of discussion to include the Post 2015 Agenda and Sustainable Development Goals. Purpose: <ol style="list-style-type: none"> to transform gender relations through awareness building and implementing practical collaborative actions; promote and ensure coordination of | Grant from UN Women has been received. <p>Strategic Plan will include outline scope of work and related costs in SK & N. Note aspects of this project can be financed through the BNTF and existing SKN channels.</p> <p>Technical Assistance (to support project design and development of strategic plan).</p> | Ministry responsible for Social Development and Gender Affairs ⁵³ through the Dept. of Gender Affairs. <p>In SK- Ministry responsible for Social Development and Gender Affairs</p> <p>In Nevis-Ministry of Social Development</p> | CDB as aspect of operationalising the findings of the CGA. <p>Strategic plan to clearly identify existing potential ‘external’ partners, but these should include, the Chamber of Industry, civil society/ NGOs.</p> <p>Explore support from DFID/CARICO/ CDB programme.</p> | <i>Links with CDB’s Strategic Objective of “Promoting good governance by building commitment and support for gender equality.”⁵⁴</i> <p>Funding in place since 2010. Selection of Consultant identified as immediate task by SKN delegates to CDB sponsored Validation Roundtable on March 24, 2014. Agreed Action steps include:</p> <ol style="list-style-type: none"> Cabinet Submission in St. Kitts; Establishment of Inter-Ministerial Commission in Nevis; Gender analysis of targeted programmes in SKN; | Part I |

⁵¹ The specifics of (i) and (ii) were identified as the key priorities by the delegation that represented SKN at the CDB’s Validation Workshop in March 2014.

⁵³ Ministry of Health, Cultural Affairs, Gender Affairs, Social and Community Development.

⁵⁴ Discussion around this strategic objective opens the way to “initiate discussion at different levels of the Bank and BMC’s about the feasibility of contribution to increased equality for women and men being added as a funding criterion”. See **Draft Gender Equality Policy and Operational Strategy**, July 2008, p. 5.

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|---------------------------|--|-----------|-------------|-----------------------------|--|---------|
| | training, capacity building and enhanced employment of women and men in non-traditional employment through selected Peoples Employment Project (PEP) projects- EQUIP, WICT, WISE, and through SEAF ⁵² | | | | iv. Development of strategic plan for the I-MC to include support for enhancing livelihoods, capacity building and training, social support systems , a multi-media platform for public education and outreach and a framework for collaboration and shared learning between the processes in St. Kitts and Nevis. | |

⁵² The Peoples Employment Project, launched December 2012, includes **EQUIP- Engaging Qualified Interns Project; WICT- Women in Construction Trades; WISE-Women in Small Enterprise**. The **Small Enterprise Assistance Fund (SEAF)**-is financed by the Sugar Industry Diversification Foundation (SIDF) which receives contributions from a category of applicants under the Citizenship by Investment Programme.

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|--|--|--|---|---|--|---------|
| 2. Expanding training for employment of women, youth and men in WICT, WISE, EQUIP, WISE, SEA. | Need for gender analysis of existing programmes | BNTF | | Public, private and civil society | Need to build on lessons of experience of PEP and focus on expanding training for women in non-traditional areas, in particular construction through WICT. | 5.4.2 |
| | Develop strategy and training based on findings of gender analysis | | | | | 5.5 |
| | | | | | | 5.4 |
| 3. Investment in Strategic National Projects for Gender-Responsive Outcomes | TVET/Labour Market Reform - Linking the TVET Road Map with labour market reform | CDB/MOF negotiations around TVET Enhancement Project. | Ministry of Education | Strengthen participation in and support for the OECS' Social Safety Net and Social Protection Framework. | This supports CDB's strategic objective of ' <i>promoting broad based economic growth and inclusive social development</i> '. | 5.2.7 |
| Projects: | | | | | | |
| a. The Reform of Technical and Vocational Education and Training and the Strengthening of the Labour Market. | - Encouraging women and men to participate in non-traditional programmes - Implement support programmes for women | CDB /GOSKN negotiated financing for areas such as training of curriculum specialists and verifiers; re-organising and development of learning spaces; and the provision of support programmes. | Track implementation of UNESCO sponsored Technical and Vocational Education and Training (TVET) Policy Review, 2013 | Training and systematization of use of Domestic Violence Statement and Work Sheet, etc. Collection and sharing of sex-disaggregated data. | Support programmes could include: Child care for evening classes; attention to non-traditional sectors; advertising and marketing to challenge stereotypes and encourage participation of women & men in non-traditional areas; scholarships, etc. | |
| b. Gender and Child Sensitive Safety Net Implementation. | - Undertaking gender analysis of new 2013 TVET Policy and Action Plan. | | | Potential to link to wider OECS/CARICOM project to be assessed. | Note that the CSP for SKN 2013-2016 envisaged a TVET Enhancement Project to start by June 2014 (CSP, p. vii). | |
| c. Gender Sensitive Reform in the Police Force and related areas | | | | | | |

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|---|---|--|--|---|---|---------|
| d. Pilot project to improve participation and performance of some boys in Primary Level Education | Gender and Child Sensitive Safety Net - Focus on programmes (not buildings): MEND, school support | Seek support through UNICEF, UNWomen, CDB, World Bank & EU continuing collaboration. | Ministry for Social Development; Focal point- Department of Social & Community Development. | Ministry of Social & Community Development & Gender Affairs. OECS Framework for Regional Integration and trade | Proposed legal reform to make the State the victim of gender-based violence is a critical companion measure which should be implemented. | |
| e. Project Viola- Education and Training for Teen Mothers | programmes, awareness raising, mentorship, early childhood development. | DFID/ CARICOM CDB Project | Ministry of Homeland Security through Police Force. | | Lessons learned shared towards wider application. | |
| f. Economic Partnership Agreement implementation to support national growth agenda | - Strengthen Domestic Violence Response Unit (DVRU) and its - Promotion of women in the Force continued. Increase in intake of women in the Police Force Gender-sensitive training programme in the Police Force Factors impacting boys 'underperformance in selected schools identified and addressed. | Technical Assistance to design scope of pilot and costs. Technical assistance for full assessment of programme and needs. Technical Assistance and project financing | Ministry of Education Ministry of International Trade | | Programme to be assessed and financing incorporated into national budget for sustainability. Could be approached in context of OECS Growth and Development Strategy. | |

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|--|---|--|-------------------------------------|-----------------------------|---|---------|
| | <p>Project Viola to be Programme, made sustainable and streamlined and responsive to education, training and family needs of teenage mothers.</p> <p>EPA Roadmap preparation</p> <p>Capacity building on CSME. EPA, Gender & Trade</p> | | | | | |
| 4. Sex Disaggregated Data Collection, Analysis and Utilization at national and regional levels. | <p>Policy and regulation to systematize the collection and use of sex-disaggregated data in SKN in public and private sector.</p> <p>Software and computers for data collection and for training acquired.</p> <p>Training in Monitoring and Evaluation for relevant public sector personnel.</p> | <p>GOSKN/CDB negotiation</p> <p>CDB Technical Assistance</p> | Ministry of Sustainable Development | OECS Secretariat | <p>Stakeholders proposed that:</p> <ul style="list-style-type: none"> i. Data collection be done as part of a regional programme through the Eastern Caribbean Statistical Institute; ii. Education of partners to provide information on standardized arrangements; ii. Regular publication on gender-sensitive data. | |

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|---|---|-----------|--|-----------------------------|---|---------|
| | Gender- sensitive Country Poverty Assessment (CPA) for SKN completed | | | | | |
| 5. Values and Attitudes Programme to Promote Partnership for Equality and Equity | <p>To engage the public in discussion of gender equality/ masculinities issues through the preparation of National Gender Policy.</p> <p>Need for investment in a multi-modal public education programme designed by behaviour change.</p> <p>Protocols for collaboration signed with civil society organisations (NGOs, CBOs, FBOs) for support of their work on behaviour change modification around gender equality and human rights issues.</p> | | Project of the Inter-Ministerial Commission on Gender <i>Equality</i> and Equity (Human Equality). | | <p>Stakeholders recommend that :</p> <ul style="list-style-type: none"> i. The programme is to be seen as part of policy and practical measure supporting transformative goals ii. Step by step approach and collaboration at all levels is key principle. iii. Involve schools and workplaces. iv. Secure Champions at all levels, including from the Cabinet v. Multi-faceted components – using various media vi. Gradual inclusion into government activities and projects vii. Use attitudinal change model | |

| ENTRY POINT/AREA OF FOCUS | CORE ISSUES/MAIN ACTIONS | FINANCING | LEAD AGENCY | PARTNERSHIPS CONSIDERATIONS | COMMENTS | SECTION |
|---------------------------|--|-----------|-------------|-----------------------------|----------|---------|
| | Champions and Facilitators identified and engage national conversations on partnership between men and women, girls and boys in problem solving for personal and sustainable national development. | | | | | |

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CARIBBEAN DEVELOPMENT BANK

**COUNTRY GENDER ASSESSMENT
ST. KITTS & NEVIS (VOL. II)**

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COUNTRY GENDER ASSESSMENT ST. KITTS & NEVIS (VOL. II)

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PRESENTED TO
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APPENDIX I

ANALYTICAL AND METHODOLOGICAL FRAMEWORK

ANALYTICAL FRAMEWORK

1. The CGA examines gender relations at the individual, household and national levels and identifies a range of institutions and thematic areas that must take on board gender differences to advance gender equality in the society. Therefore, the CGA is underpinned by a need for gender justice and rights-based development approaches and frameworks which seek to deepen understandings of gender equality and poverty reduction in St. Kitts and Nevis.

WHY THE NEED FOR GENDER JUSTICE?

2. The pursuit of gender justice is anchored in international and regional commitments and instruments such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), the Convention on the Rights of the Child (CRC, 1989), the Beijing Platform for Action (BPfA, 1995), the Millennium Development Goals (MDGs, 2000), the Inter-American Convention on Human Rights (1969), the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém do Pará, 1994), and specifically for this CGA, the Constitution of St. Kitts and Nevis.
3. The ‘gender agenda’ promotes the view that equality between men/boys and women/girls has positive long-term socio-economic and developmental consequences, and is essential in the fight against poverty, and the achievement of economic growth and sustainable development. Another approach is to examine the cost to a society’s economic, social and governance development of *not* promoting gender equality.¹ Ensuring that gender equality issues are fully considered in development policy-making, planning and programming thus requires a clear understanding of why they are important and how women/girls and men/boys, by virtue of their gender-based social roles and responsibilities, participate in and experience society differently. The focus on gender equality must therefore address the different ways in which political, economic and social issues affect men and women, and ensure that the situations and needs of both are considered and addressed.

GENDER INEQUALITY AND POVERTY

4. Amartya Sen’s *entitlements and capabilities’ approaches* have been instrumental in broadening and deepening mainstream economic understandings of poverty and inequality. Sen (1993; 1999) contends that poverty reflects deprivation not only in income and consumption, but importantly also in entitlements and capabilities such as health, education and civil liberties. These and other entitlements/capabilities allow individuals to convert their incomes into well-being, i.e., to establish personal goals and have realistic means of attaining them.
5. The *social exclusion approach* analyzes how and why particular groups are systematically denied rights, livelihoods, and sources of well-being which they should properly enjoy. This approach also includes considerations of exclusion from security, justice, representation and citizenship. Poverty is

¹ Please note that this approach of quantifying the cost to a society’s economic, social and governance development of *not* promoting gender equality is an emerging one, which is beyond the scope of the St. Kitts and Nevis CGA.

thus regarded as multidimensional – incorporating political and social realities. Importantly, social exclusion is concerned with agency and thus “goes beyond entitlement analysis by looking more deeply at the processes behind entitlement failure.”

6. **Rights-based approaches** contend that certain aspects of deprivation result from the lack of rights and/or the failure or inability to claim rights, rooted in unequal power relations. The core principles underlying the human rights framework are universality and indivisibility, equality and non-discrimination, participation and inclusion, and accountability and the rule of law. They recognize that power relations are key to securing rights and that access to and participation in the political process are prerequisites for making claims and ensuring that these are heard and understood.
7. Recent rights-based development approaches and frameworks (e.g. Human Rights, Social Exclusion and Capabilities) all justify and support the imperative to promote equality between men and women at all levels in the society, underpinned by the international, regional and national commitments that Caribbean governments have made to reduce poverty, and achieve economic growth and sustainable development.

GENDER EQUALITY AND POVERTY REDUCTION, SUSTAINABLE LIVELIHOODS AND ECONOMIC GROWTH

8. The four main dimensions of poverty encapsulated by the World Bank (2001) – **opportunities**, **capabilities**, **security** and **empowerment** – provide a useful framework for this study, as they incorporate the ‘entitlements/capabilities’, ‘social exclusion’, and ‘rights-based’ approaches discussed above. The CGA adds to these the understanding that in the Caribbean males and females are not homogeneous groups, and other factors such as race/ethnicity/colour, socio-economic status, age, urban/rural location, (dis)ability, etc. deeply affect gendered experiences and outcomes.
9. **Opportunities:** To what extent do women and men have access to labour markets, employment opportunities and productive resources, and with what consequences for gender equality, poverty reduction, sustainable livelihoods and economic growth? What are the constraints for women and men due to the fragility of the labour market in the context of the collapse of the sugar and banana industries, the impact on tourism resulting from the 2008 global economic crisis, and the uncertainties of the CARICOM Single Market and Economy (CSME) regional economic cooperation mechanism and the external Economic Partnership Agreement (EPA)? And what are the opportunities for women and men in the emerging niche markets such as eco-tourism and other economic diversification initiatives, and their impact on sustainable livelihoods and economic growth?
10. **Capabilities:** To what extent do women and men have access to core functional entitlements/capabilities such as health, education and training, basic amenities and services (such as water and sanitation), and civil liberties, and are able to convert their entitlements/capabilities into sustainable livelihoods? In the current Caribbean and global context, this includes girls/women and boys/men’s access to ICTs including mobile phone technology, and its potential for social well-being as well as economic activity (e.g., setting up of internet-based businesses, linking of innovative Caribbean products to global value chains, etc.).
11. **Security:** What differential risks (to economic downturns, domestic and civil violence, natural disasters and climate change) do women/girls and men/boys encounter? This moves the discussion beyond the focus on state security to include the impact of high male dropout rates and under-performance at all levels of the education system (Caribbean Human Development Report, 2012), and human security, including the increasing incidence of gender-based violence as well as gang violence and criminal activity related to trafficking in drugs, arms, humans, etc.

12. **Empowerment:** To what extent and through what processes do women/girls and men/boys have a voice in decision-making at the household, community and national levels? How do power relations (*overt, covert* and *ingrained* – see above) influence their participation in decision-making? To what extent are women and men able to access quality services and hold service providers accountable? To what extent do girls and boys subscribe to traditional or changing gendered identities in their relationships (e.g., at school, in organizations, etc.)?
13. The *CGA* also uses an **Assets Model** which looks at five categories of ‘assets’ which an individual man or woman requires in order to be a fulfilled, productive and self-supporting member of society: personal, social, physical, financial and human assets. In addition, the **Economic Systems Framework** analyzes the interplay between economic development and gender equality at the levels of households (including intra-household decision-making, and access to resources), formal institutions (e.g., legal, education, banking/credit systems and informal institutions (which include gendered belief systems, values and attitudes), and markets.
14. Utilizing this analytical framework allows for a larger understanding of inequality and poverty in the Caribbean and supports the formulation and promotion of key recommendations and policy documents to address such.

METHODOLOGY

15. The methodology for the collection of primary data to fill information gaps and enhance the *St. Kitts and Nevis CGA*, included the following:
 - i. Thirty-five (35) individual interviews were held with 18 males and 17 females on five (5) themes (see below) which reflect areas aligned with CDB’s strategic interest in economic growth, poverty reduction, and environmental sustainability and climate change. (See Appendix 2 for details)
 - ii. Five focus group discussions were held with the following:
 - a. Brotherhood of St. Andrew – all-male group of twenty (20) men affiliated with the Anglican Church, the majority mature persons, but with a core of younger men.
 - b. National Women’s Council, comprising nine (9) professional women who are also active as leaders in other organisations.
 - c. Leaders of Cooperatives – 20 males, 10 females.
 - d. Directors and Officers of Social Development – 1 male, 4 females.
 - e. Curriculum Development Unit – 3 males, 5 females.
 - iii. A national consultation on the *CGA* was also held with stakeholders on January 23, 2014 (see Appendix 3 for the full report).
16. The following five themes selected are ‘drivers’ or ‘disablers’ of economic growth, poverty reduction and sustainable development in St. Kitts and Nevis:
 - i. Gender, agriculture, rural development and agri-business;
 - ii. Gender, tourism and eco-tourism;
 - iii. Gender, education/training and labour/employment;
 - iv. Gender, unemployment, poverty and social safety nets; and
 - v. Gender, violence, crime and security.

APPENDIX 2

LIST OF PERSONS INTERVIEWED

INDIVIDUAL INTERVIEWS

MINISTRIES

| SEX | NAME | ORGANISATION | EMAIL | CONTACT NO. |
|--------|------------------------|---|--|----------------|
| Female | Sharron Rattan | Permanent Secretary Ministry Of Social Development | Srmoya88@gmail.com | (869) 467-1020 |
| Female | Beverly Harris | Permanent Secretary Sustainable Development | direptan@sisterisles.kn | (869) 467-1066 |
| Female | Hon Marcella Liburd | Minister of Gender Affairs | marcellaliburd@hotmail.com | (869) 467-1085 |
| Female | Halla Sately | Assistant Water Engineer, Ministry of Housing, Public Works, Energy and Public Utilities | | |
| Male | Lenrick Lake | Permanent Secretary, Ministry of Housing, Public Works, Energy and Public Utilities | | |
| Male | Conrad Kelly | ARM Project, Ministry of Agriculture | | |

DEPARTMENTS

| SEX | NAME | ORGANISATION | EMAIL | CONTACT NO. |
|--------|-------------------|---|--|----------------|
| Female | Celia Christopher | Former Director of Gender Affairs | Celia202@yahoo.com | (869) 466-0143 |
| Female | Azilla Clarke | Director of Community and Social Development | Azilla_c@hotmail.com | (869) 467-1315 |
| Female | Lavern Queenly | Director of Economic Affairs | | |
| Female | Osslyn Ward | Social Development Officer | | |
| Male | Carlton Phillips | Stats Department | stats@sisterisles.kn | (869) 467-1063 |

| SEX | NAME | ORGANISATION | EMAIL | CONTACT NO. |
|------|----------------|--|--|----------------|
| Male | Spencer Amory | Labour Commissioner, Department of Labour | lsamory@hotmail.com | (869) 467-1144 |
| Male | Calvin Edwards | Deputy Financial Secretary | | |

AGENCIES

| SEX | NAME | ORGANISATION | EMAIL | CONTACT NO. |
|--------|---------------------------|---|--|------------------|
| Female | June James | Director- National Skills Training Program | junegj@hotmail.com | (869) 465-2855 |
| Female | Roslyn Hazelle | Director of SKIPA (Gender Specialist) | rhazelle@yahoo.com | (869) 466-8504 |
| Female | Miselle O'brien | Lawyer, National Council of Women | miselleo@hotmail.com | (869) 466-2275/6 |
| Female | Caroline James | Director of St. Kitts Tourism Authority | carolyn.james@stkittstourism.kn | (869) 465-4040 |
| Female | Clarice Cotton | Chief Education Officer | claricecotton@hotmail.com | (869) 467-1515 |
| Female | Cherylanne Pemberton | Citizenship by Investment Unit | cherylove85@hotmail.com | (869) 467-1474 |
| Female | Shelly Ross Chadderton | International Trade | srosschad@gmail.com | (869) 467-1232 |
| Female | Judith Rawlins | GM, National Housing Corp | | |
| Male | Canon Isaiah Phillip | Basic Needs Trust Fund | | |
| Male | Celvin Walwyn | Commissioner of Police | cgwalywn@gmail.com | (869) 465-2045 |
| Male | Charles Williams | Housing Projects Coordinator | | |
| Male | Fitzroy Wilkin | Principal TVET Officer | | |
| Male | Carl Herbert | National Disaster Coordinator | | |
| Male | Clyde Thompson | Registrar of Cooperatives | | |
| Male | | Nevis Tourism Authority | | |
| Male | Jervan Swanston | Manager, HR, NevLec | | |

CIVIL SOCIETY

| SEX | NAME | ORGANISATION | EMAIL | CONTACT NO. |
|--------|---------------|----------------------|--|----------------|
| Female | Cindy Demming | Political Specialist | cdemming@rossvet.edu.kn | (869)-465-4161 |

PRIVATE SECTOR

| SEX | NAME | ORGANISATION | EMAIL | CONTACT NO. |
|------|----------------|--|-------|----------------|
| Male | Dwight Venor | Governor of Eastern Caribbean Central Bank | | (869) 465-2537 |
| Male | Andrew Abraham | Dean, CFBC | | |
| Male | Carol Evelyn | Plant Manager, Donaber Motion | | |
| Male | Calvin Cable | Chamber of Commerce | | |

FOCUS GROUP DISCUSSIONS

THE BROTHERHOOD OF ST. ANDREW - OCTOBER 2, 2013 (ALL MALE)

| NAME | OCCUPATION | EMAIL | CONTACT NO. |
|------------------|--------------------|--|-------------|
| Zenhastel Hector | Law Enforcement | zenhector@msn.com | 663-2788 |
| Alfred Blake | Retired | | 764-3108 |
| T Drew | M.D | mr_tdrew@yahoo.com | 660-8899 |
| Leroy Henry | Machine Operator | | |
| Julian Morton | Sales | Julyunmorton@hotmail.com | 662-7734 |
| Rev. Edmeade | | edmeadet@gmail.com | 766-3847 |
| Clarence Bass | Builder | | 466-9901 |
| Kenneth Rawlins | Air-condition Tech | Coolrunners2@gmail.com | 665-9103 |
| L Brown | | | 663- 8880 |
| Stedroy A Brown | Construction | | 667-7946 |
| John Blackman | | | |
| Doval Welsh | Security Officer | | 665-9821 |
| Conrad Harris | Retired | | 669-5070 |
| John Bass | | | 466-6932 |

| NAME | OCCUPATION | EMAIL | CONTACT NO. |
|------------------|----------------------|--|-------------|
| Leonard Morton | Retired | | |
| Bernard Williams | Retired | | 660-8996 |
| Juslyn A. Daniel | Sales Representative | Juslyn.daniel@gmail.com | 668-6262 |
| Josh Desuza | Advertising | Joshuadesuza@gmail.com | 763-4455 |
| Evron Warner | Managing Director | dew4849@live.com | 665-7639 |
| Vernon Elliot | Manager | velliott@portservicesltd.com | 762-1766 |

FOCUS GROUP WITH PROFESSIONAL WOMEN SEPTEMBER 26, 2013 (ALL FEMALE)

| NAME | OCCUPATION | ORGANIZATION | EMAIL | CONTACT NO. |
|---------------------------|--------------------------|---|--|----------------|
| Miselle O' Brien - Morton | Lawyer | National Council of Women | miselleo@hotmail.com | (869)-664-7020 |
| Hermia Morton Anthony | President | Methodist Women | hmortonanthony@gmail.com | (869)-765-3853 |
| Shelly Ross - Chaderton | | EPA Unit | srosschad@gmail.com | (869)-467-1632 |
| Dawne Williams | CEO SKNA National Bank | Business and Professional Women | williams.dawne@gmail.com | (869)-465-2204 |
| Leonora Walwyn | Attorney | Walwyn Law | walwynllaw@gmail.com | (869)-469-1402 |
| Etsu Bradshaw - Caines | Director | Gender Affairs | ebadshawcaines@gmail.com | (869)-668-6465 |
| Johan Kelly | Public Relations Officer | Kittitian Hill/ Business and Professional Women | johankelly21@hotmail.com | (869)-466-1712 |
| Thelma Richard | Human Resource Manager | Government of St. Kitts and Nevis | thelmarichard@hotmail.com | (869)-467-1041 |
| Bernice Grant Kelly | Senior Bank Manager | SKNA National Bank Card Division | grantkelly@yahoo.com | (869)-465-2204 |

ST. KITTS CO-OPERATIVE COMPLIANCE MEETING, NEMA – SEPTEMBER 24, 2013

| NAME | CO-OPERATIVE SOCIETY | EMAIL | CONTACT NO. |
|------------------|---------------------------------|-------|--------------|
| Arabella Nisbett | St. Kitts Farmers' Co-operative | | 869 669 4025 |
| Anthony Evelyn | St. Kitts Farmers' Co-operative | | 869 668 6799 |

| NAME | CO-OPERATIVE SOCIETY | EMAIL | CONTACT NO. |
|---------------------|---|--|--------------|
| Otis Jeffers | St. Kitts Farmers' Co-operative | | 869 665 9634 |
| Luther Clarke | St. Kitts Farmers' Co-operative | | 869 6623224 |
| Samuel Simon | St. Kitts Farmers' Co-operative | | 869 663 3381 |
| Sankofa Maccabie | Gideon Force Agricultural Co-operative | sankofalion@yahoo.com | 869 668 8393 |
| Ira Peets | Gideon Force Agricultural Co-operative | | 869 669 9290 |
| T-Sean Flemming | Gideon Force Agricultural Co-operative | | 869 664 4770 |
| Clifton Sweeney | Gideon Force Agricultural Co-operative | | |
| Evadney Liburd | Liamuiga Agricultural Co-operative | maylib@hotmail.com | 869 663 6248 |
| Derrick Huggins | Liamuiga Agricultural Co-operative | | 869 664 5920 |
| Stanley Baptiste | Liamuiga Agricultural Co-operative | | 869 660 4918 |
| Natasha Leader | Fahies Agriculture Women Co-operative | prodestiny81@gmail.com | 869 662 2793 |
| Jennifer Williams | Fahies Agriculture Women Co-operative | | 869 667 5525 |
| Anderson Williams | Capisterre Fishermen's Co-operative | andersontifwilliams@gmail.com | 869 760 4277 |
| Lorna Warner | Capisterre Fishermen's Co-operative | | 869 664 3324 |
| Tiffany Warner | Capisterre Fishermen's Co-operative | | 869 668 4830 |
| Foster Fough | Capisterre Fishermen's Co-operative | | 869 665 5962 |
| Derrick Huggins | Capisterre Fishermen's Co-operative | | |
| Lionl Stevens | Sandy Point Agricultural Co-operative | | 869 664 2732 |
| Kurt Richards | Sandy Point Agricultural Co-operative | | 869 667 5399 |
| Kareem Warner | Sandy Point Agricultural Co-operative | | 869 760 7074 |
| Rick Lennon | Sandy Point Agricultural Co-operative | | 869 760 7074 |
| Ira Liburd | St.Kitts Agro-Processors Co-operative | | 869 665 9390 |
| Sheila Harris | St. Kitts Agro- Processors Co-operative | shlhr@yahoo.com | 869 668 5046 |
| Teressa Connor | St. Kitts Agro- Processors Co-operative | | 869 669 7308 |
| Catherine Pemberton | St. Kitts Agro- Processors Co-operative | | 869 665 1081 |
| Leonard Herbert | St. Kitts Taxi Co-operative | | 869 765 0278 |
| Elsworth Warner | St. Kitts Taxi Co-operative | elsworth.warner@scaspa.com | 869 664 0607 |
| Francil Morris | St. Kitts Schools Apex Co-operative | caziahskb@yahoo.com | 869 663 4944 |

OTHER INTERVIEWEES

Curriculum Development Unit – 3 men, 5 women

Social Development Group – 1 man, 4 women

APPENDIX 3

REPORT OF THE CGA NATIONAL CONSULTATION

The Ministry of Community Development, Culture, and Gender Affairs in collaboration with the
Caribbean Development Bank (CDB).

NATIONAL CONSULTATION

To receive feedback from national stakeholders on the findings and recommendations of the Country
Gender Assessment (CGA).

Thursday 23rd January 2014 8:15 a.m. – 3:30 p.m.

St. Kitts Marriott Resorts and Royal Beach Casino Frigate Bay, St. Kitts

Opening Prayer - Father Christopher Archibald

National Anthem – Karissa Willett

Chairperson's Opening Remarks – Mrs. Etsu Bradshaw-Caines, Director, Gender Affairs

I am honoured today to be able to chair this special occasion. In September when I assumed my position as Director of Gender, my Permanent Secretary – Ms. Sharon Rattan asked me to accompany a consultant who was coming here to work on our country Gender Assessment.

This turned out to be an effective and fruitful orientation for me. I learned about my job quickly and gathered so much information that I was able to hit the ground running. Thanks to CDB, Mrs. Linnette Vassell, interviewed a great number of persons of all walks of life here in St. Kitts and Nevis. You will have no doubt that she dug deeply as she is here today to over 180 pages of a report based on her findings. You won't be sitting here today just listening, you will be actively involved in working sessions as groups and you too will have a voice that the report, when finished will have your solid.

Today we will be entertained by persons from our Department of Culture, we will interact and we will also be filled with some delicious foods, provided by the kitchen and banquet staff of Marriott.

To you, I say welcome.

Greetings – Dr. M. Carolina Ferracini, Operations Officer, Gender and Development Social Sector Division CDB

Good morning. Being new to the region, I am honoured and grateful for the opportunity to learn more about gender relations in Saint Kitts and Nevis, and to deepen the conversation about how we can work together to advance the ideal of gender justice.

What I have realized so far is that the Caribbean men and women are making concrete efforts to find their way back to each other. They have acknowledged that equality is beneficial to all people, and needs to be pursued as part of our legacy to the future generations. It is a privilege to be a witness of the courageous step that the people of Saint Kitts and Nevis are taking to unfold and re-think traditional gender roles, aiming at expanding human freedom.

I am here today representing CDB, the Caribbean Development Bank. The Bank has worked for over 40 years with the Caribbean governments and people to build a modern and just society for all, men and women, boys, girls, no matter what is their socio-economic status, or their physical ability. Poverty reduction is the central mandate of CDB. The Bank has provided a significant amount of resources to enhance the lives of poor people in areas such as education, basic social services, housing and citizen security to break the inter-generational cycle of poverty and powerlessness. This is where gender justice becomes more and more relevant. In fact, one of the objectives of our gender policy is to empower women and men to build a sustainable and equitable society: together, respecting each other's individual strengths and encouraging each other's talents and dreams.

In order to get the work done we must encourage and empower the youth. There is nothing more inspiring than watching strong young men and women use their energy to change the world for the better. So let us invest in the future with our gender goggles on.

Gender justice means much more than "we must have the same opportunities". It means we, all humans, should liberate ourselves from harmful stereotypes imposed on us, and use our freedom to be and to do what we so decide. Gender justice means that power is truly shared, in a way that the power structures become a platform for the democratic principle of equality to thrive. It is the democratic principle that sees the Government of Saint Kitts and Nevis taking time today to discuss what are the gender inequalities still persisting. We are here to discuss the data, consolidate the evidence and further inform our future planning and programming. Congratulations for such a bold step!

We at CDB are proud to be able to offer our contribution to research, because we are committed to make sure our policy and programme choices are entirely founded in robust evidence. The Saint Kitts and Nevis Gender Assessment that we are discussing here today is one of many pieces of evidence we will need to address gender inequalities. And we are aware that we will only be able to make a difference when the data is disaggregated by sex, when gender analysis is an integral part of the development processes, and when we don't stop at the analysis, but we respond with concrete and well informed actions.

Our work during this workshop is to identify the priorities and entry points for CDB and the government of Saint Kitts and Nevis to collaborate and deliver concrete results on gender equality. Let us get concrete, specific and shed light on where this partnership can be more fruitful. I look forward to joining the conversation, and to explore opportunities for future collaboration.

Hon. Hazel Brandy-Williams, Ministry of Social Development, Youth, Sports and Community Development

I wish to adopt the protocol that was already established, but I must acknowledge Mrs. Etsu Bradshaw-Caines to thanks her for the invitation to this event and trust that this is an indication of the improved relationship between our ministries.

Now for my Comments on Document, I do acknowledge that this is a draft in progress, and I am satisfied at this point with Nevis' involvement, so I will make a commitment to work with the team to be able to ascertain what obtain in Nevis, so that the final report will be a comprehensive and true document to cover all areas and to develop a more robust legal frame work that supports and police gender equality.

In our local context, Women's transition into Politics has been extremely slow. Only Four women have been elected to office in over 50 years. I fully support the implementation of a quota system or proportional representation as it pertains in politics as I feel that this is the only way for women to get a fair chance of being elected. While I agree that there are challenges with Human Resources and getting women to come forward, we must set up New Gender Conditions in order to move forward.

I look forward to getting the Outcome of this exercise as I know that it would have an impact on a more robust legal framework that supports Gender equality. Just yesterday, in Nevis at the launch of Gender Issues in the Workplace, the participants were asked to formulate a white paper and present to cabinet on the gender policy that they will like to see put in place to move forward. I thank you.

Poem "I Can't Make It Without You" – Ras Dabo Penny, Assistant Research and Documentation Specialist, Department of Culture

Keynote Address – Hon. Marcella Liburd, Minister of Health, Community Development, Culture and Gender Affairs

A pleasant good morning to all. I am delighted to be part of this pioneering exercise today. Thanks to the organizers: the Caribbean Development Bank, the Ministry of Health, Gender Affairs, Cultural Affairs, Social and Community Development and particularly the Department of Gender, Mrs. Linnette Vassell, the consultant and Dr. Christine Walwyn, the logistic support and contact to Mrs. Vassell, who planned and coordinated this event. The research and consultation activities leading up to this presentation started a very important and interesting conversation about gender in St. Kitts and Nevis. I am certain that a wide range of issues about men and women were revealed for our further attention and action. And so, this morning we have a gathering of our policy makers, financial experts, civil society and regional experts to focus our energies on the critical work to be done.

In doing so, I wish to share my perspective with you. First and foremost, there is a need to have a clear understanding of the issues confronting us today.

Here are some examples:

1. Women are bearing the burden of raising families single-handedly. In St. Kitts-Nevis, 51% of single families are female headed.
2. Women and children can easily slip into poverty mainly for health and economic reasons.
3. Women and children are victims of many kinds of abuses (physical, sexual, emotional and financial). Very often, they experience these violent acts for long periods of time. They endure them mainly for economic and emotional reasons.
4. Many of our women are at the lowest end of the income ladder so there is income disparity between men and women.
5. More women are graduating from schools, colleges and universities but this is still not adequately reflected in leadership at various levels.
6. However women are gradually ascending to leadership positions in different spheres. In the public sector, there are more women in leadership positions in contrast to the private sector where there are fewer women in those positions. We have four female ambassadors. Over 50% of our permanent secretaries are female and in areas traditionally held by men. There is still much more work to be done to break down barriers – religious, social and economic.

7. Men and young boys commit violent crimes against each other and against women and children.
8. More men and boys are incarcerated and this impacts the family and family support especially support for children.

These examples highlight 3 recurring risk factors: **poverty, violence and economic empowerment**. These risk factors impact families which are the cornerstone of our society. I believe that critical interventions and responses must be tailored to improve the lives of men, women and children in a family environment. Ladies and gentlemen, we have to believe that families do best when they live in communities that support their ability to raise their children in a safe environment, access education, health services and economic opportunities leading to a better quality of life. Indeed, it is our desire to improve outcomes for families hence the pilot project with *MEND* as part of our Social Safety Nets approach away from the individual and towards the family. We believe therefore that consideration of the family must be at the epicenter of the strategic way forward.

Secondly, the collection and analysis of data is a key activity to effect change. Why do I stress data? Data inform and guide decision-making. Decision-making must be evidence-based. In order to fully appreciate the issues affecting men and women, we must have data which tell us what are the challenges of women and men of different age ranges. I should caution that conviction-based and emotional positions create a grey area which very often result in implementing one project and moving to another without thorough and proper analysis of the impact on people's lives. It is therefore incumbent upon us to ensure that projects are driven by data and evidence and not merely by convictions and emotions.

Thirdly, I assure you that gender is and remains a prioritized core component of our government's agenda. We here in St. Kitts-Nevis are very well aware of its international weight on the global agenda. We are aware that gender equality and societal development go hand in hand. Great strides have been made the world over but we still have a way to go.

In St. Kitts-Nevis, we are proud of our accomplishments but recognize that much more has to be done:

1. Equal access to education up to secondary and tertiary levels for boys and girls.
2. Access to health services for all boys and girls up to 18 years and to all elderly over the age of 62.
3. Low maternal deaths.
4. Sexual and reproductive rights.
5. Domestic Violence Act 2000 even though there is need for revisiting the legislation at the moment.
6. The establishment of the Special Victims Unit. This unit responds to violence against men, women and children.
7. Equal Pay Act passed.
8. Gratuity pay for workers in the manufacturing industry - the employees are 99% female.
9. Implementation of the Women in Construction Technologies Programme. Women are learning skills to enter the construction industry which is an area of employment that does not traditionally engage women.
10. Implementation of Women in Small Enterprises (WISE) Program. This programme was designed as an economic stimulus for women who sell trays, hairdressers, women who operate small shops and small clothing stores and women in micro businesses in general.
11. A registered non-government organization, the National Council of Women, was established to mobilize, inspire and prepare women to ascend to leadership positions and

to address issues and concerns pertaining to women. Thanks to Ms. Miselle O'Brian, the coordinator and the other members of the Council.

12. The launching of the pioneering women's project to acknowledge the contribution of pioneering women to our development and to inspire and give hope to young girls.
13. Housing has been targeted to single mothers as invariably children reside with their mothers.
14. Emphasis on men's health as we continue to encourage our men to take care of themselves. This is also viewed as a poverty reduction mechanism as men dying at a young age or being disabled very often means that a family is left without financial support.
15. Legislative changes giving men and women equal access to children. In some situations women can now be asked to pay maintenance.
16. Legislative changes to ensure that boys and girls are treated equally under the law for sexual offences against children.
17. Small Enterprise Assistance Fund (SEAF) – many young business women and men benefitted under this program.
18. Implementation of People's Empowerment Programme (PEP) where many young men and women are employed or receive skills training. Under the PEP the ratio of women to men is about 75% to 25%.

Today, we would have the opportunity to draw attention to identified gaps and drivers as well as recommendations for the future. As participants, you are strategically positioned to identify critical issues and intersections to help set our future developmental agenda.

As I understand it, this Country Gender Assessment is designed to:

1. Raise awareness about gender context in St. Kitts and Nevis.
2. Determine whether it reflects our current context and future aspirations.
3. Recommend a focus and a strategic way forward.

At the Ministry, this report will form the basis for the development of a National Gender Policy. This is a critical exercise and one which is pioneering and to which I give my unwavering support. In turn, I humbly ask the same of you.

Finally, and above all, I want to acknowledge the commitment, courage, perseverance, vision and hard work of the Ministry's Management Team, the Department of Gender, Caribbean Development Bank and its team of consultants, and all our stakeholders. Together, we will lead St. Kitts-Nevis toward a fresh and creative Gender Agenda.

I wish you a productive day and God's richest blessing.

Presentation of Country Gender Assessment by Linnette Vassell

Ms. Vassell began her presentation by giving a brief outline on the process undertaken to inform the report. This included providing background information on the Caribbean Development Bank and their interest in being a leading catalyst in the region with regards to gender relations.

Ms. Vassell introduced the assessment through a human rights lens and defined the concept of gender equality. She effectively, through the example of addressing the systemic barrier of men being considered as strong and not accessing health care, showed how gender equality if realized can have benefits for both men and women.

As context is important when assessing gender, Ms. Vassell highlighted several peculiar aspects of the St. Kitts-Nevis context. These included;

- Physical context i.e. St. Kitts and Nevis is a small island developing state and vulnerable to natural disasters and man-made disasters
- The economy in St. Kitts and Nevis is currently in transition following the closure of the Sugar Industry
- St. Kitts and Nevis is currently in an IMF agreement in an attempt to address high debt burden
- The cultural roles of men and women

Ms. Vassell explained that it was not uncommon for men, women, boys and girls to be affected differently by various aspects in the society. One such example she noted was the fallout from natural disasters where older women fared better than older men who very often were living alone. This example was further reinforced by statistics of the most recent Poverty Assessment which revealed that while more women were poor, in the age category of sixty five and older, there were more poor men than women. This Ms. Vassell explained stemmed from men having more than one household (family) in their youth and being unable to form solid ties with these households.

Ms. Vassell noted that several initiatives had already been taken to address gender equalities and she highlighted the proposed gender responsive measures in the National Poverty Reduction Strategy (NPRS). She however remarked that glaringly missing were measures to address equality in the area of decision making. The need for measures in this area were evident in the statistics presented. While in St Kitts there was an equitable ratio of male to female Permanent Secretaries, there were still a small number of women Heads of Departments. The situation in Nevis as reported by Hon. Hazel Brandy-Williams, the Minister of Social Development, Youth Sports and Community Development was even more dire where there were only two female Permanent Secretaries out of a total of thirteen. At the department head level, out of a total of twenty eight Heads, only eight were female. While figures were not available at the time for the private sector, a look at the figures of leadership in Statutory Boards for 2013 showed that men were still the majority of Board Members with the exception of the Board for the Clarence Fitzroy Bryant College where eight out of the twelve members were female. It was suggested by a participant that Boards with fees were predominantly filled with male members. The consultant, Ms. Vassell indicated that this would need to be validated. In acknowledging the absence of data from Nevis and the private sector. The following suggestions were made;

- Follow up visit to Nevis was needed;
- Contact the St. Christopher and Nevis Social Security Board
- Follow up contact with the National Statistics Department

Gender Issues in the following areas were then highlighted and reviewed; education, social issues, and agriculture.

Gender Issues in Education – It was noted by a participant that there existed a lack of role models for boys particularly since there are not many male teachers. One male participant noted that often in the classroom females were favoured by teachers. The Director of Gender Affairs noted that in an effort to support the single-sex in the classroom initiative, her Department was offering training on procedures of classroom management. The Consultant also informed participants that the Caribbean Aid for Trade and Regional Integration Project also provides training.

It was noted that subject selection in schools was still done along traditional gender ideologies. While opportunities existed for men and women to enter non-traditional careers (through the People's Empowerment Programme) for example, very few were choosing to do so.

Gender Issue in Agriculture – It was noted by participants that although a growing number of females were studying Agricultural Science in school, the number of women in agriculture was still low due to a number of barriers. These included women's obligations as caregivers which often take precedence over their business responsibilities and; the reluctance of credit institutions to provide finance to women. It was further noted that while women in agriculture were primarily concerned about seed money and equipment, men in agriculture were concerned about expanding their markets via linkages with tourism and export.

It was suggested by one participant that women may choose to teach agriculture rather than become a practitioner. A recommendation was made that women and men be encouraged to become technicians in agriculture.

Social Issues – It was highlighted that sexual abuse of boys was a critical issue but rarely spoken about because of the gender system. While it was noted that there was a Special Victims Unit, the need for its effectiveness to be reviewed was highlighted.

Issues arising from gender roles assigned by society was discussed in detail. It was reported that the stress of having to undertake the male breadwinner role leads to prostitution of young boys particularly at Christmas and the back – to – school period as men often seek financial means to provide funds for male partners. Several male participants expressed the view that as men they faced tremendous fear of losing their partners if they could not provide for them financially. One female participant suggested that men use money as a sign of power and a bargaining tool in relationships. It was noted by another participant that these roles were often reinforced by religion. Another participant further noted that many of these assumed roles are legacies of slavery that have not been addressed. In response to this, it was noted that the time has come to stop making excuses and to start addressing the issues.

Several female participants were dismayed by male participant's points of view that women 'went with the best bidder'. As noted by a former Director of Gender Affairs, Rosalyn Hazelle, in spite of forty plus years of a level playing field in the area of education women are still selling themselves to the highest bidder or engaging in prostitution.

Participants felt that there was a need to review what men and women value in a relationship. It was suggested that women value security. However, many men are not willing to marry and instead have several relationships. In reviewing the institutional framework for gender equality it was felt that St. Kitts and Nevis had the necessary framework. However, a number of gaps or weaknesses needed to be addressed.

National Machinery – It was noted by the Honourable Hazel Brandy Williams, that plans were in place to strengthen the Gender Unit in the Nevis Island Administration through the employment of additional staff. Director of Gender Affairs in St. Kitts, Mrs. Etsu Bradshaw-Caines also indicated that her Department would be working collaboratively with Nevis.

The consultant lamented the lack of relevant data. The participant from the National Statistical Office however informed her that the Statistical Act gave the Statistics Office authority to access any data needed. It was noted by other participants that often Departments are unclear as to what data needs to be collected, and how to collect it. It was also noted that often it is unclear where to locate certain data that is collected. The CDB representative further stated that there is also a level of data that is not collected such as the amount of time men and women spend caring for others.

Group Assignment

The following assignment was assigned to various groups

- Provide an outline of working procedures in specific an area;
- Provide supplementary information – sources
- Review economic, social and political components;
- Outline strategic entry points for Caribbean Development Bank (CDB)

Group 1 – Enhancing Gender and Governance: Support and Review of the National Gender Machinery

The group agreed that there should be collaboration with other agencies, especially UNWOMEN. The group felt they lacked adequate information to provide an outline of the working procedure. Information which they felt would be useful included a Terms of Reference, Objectives and Outcomes. It was suggested that collaboration with UNWOMEN would be useful in expanding the gender mandate and national machinery.

The group expressed that an inter-ministerial working group should be established. However as this has been attempted unsuccessfully in the past, the group warned that the new working group should fit into the existing Permanent Secretaries Committee. It was further suggested that each Ministry should have a gender committee.

Comments on presentation

It was suggested that Permanent Secretaries may be unable to manage the additional responsibility and Directors should instead be selected for the Inter-ministerial Committee.

Group 2 – Invest in the Reform of Technical and Vocational Education and Training (TVET) and Strengthening of the Labour Market

It was noted by this group that a roadmap which is linked to the labour market has already been developed. There was however some uncertainty about the meaning of gender analysis for programmes and the need for curriculum specialists. The group felt that is women were not given alternatives they would continue to be marginalized. Recommendations from this group included;

- Child care for persons partaking in evening classes.
- Emphasis on the more non – traditional subjects.
- Use of data showing benefits of non-traditional careers in order to promote available programmes.
- Increase the number of scholarships, grants and funding for women.
- Technical assistance should be provided by the Clarence Fitzroy Bryant College on more wage specific categories for work
- Tax concessions for private sectors needed to encourage increased number of women in leadership positions.
- Labour laws should be strengthened as to address gender equity issues.
- There should be more data available to inform where training is needed.
- Traditional training should be tied to ICT

Comments on presentation

It was suggested that in addition to evening classes, classes should also be held in the day to accommodate persons who work at nights. Paternity leave was also suggested. The participant from the Human Resource Management Department informed the meeting that there was a national training list.

Group 3 – Support Gender and Child Sensitive Implementation of Social Safety Net within a Regional OECS Framework

The group ranked this area as second in importance as they felt a change in society's mindset as it pertains to gender issues needed to be top priority. While the CDB has not been a leader in this area, the group suggested that the Bank's intervention could be seen as a continuation of the Child Development Project. The group felt that this would allow CDB to make a real difference by delving into more meaningful interventions. Areas of entry included after school programmes and the training of teachers and mentors. It was noted that volunteerism needed to be encouraged. The Group suggested that for this to be successful there needed to be a proper plan in place. Work must be done across and between ministries and should include work with parents and other social partners. Monitoring and Evaluation of the programmes implemented must also be given importance.

Group 4 – Support the Provision of Sex – Disaggregated Data

The group felt that as CDB already sponsors the Country Poverty Assessment, a gender poverty analysis would be a great entry point for the bank. Other recommendations included MIS' standardized sharing agreements and training for staff on what data should be collected and how it should be collected. Feedback should also be provided periodically to the community on the data collected and also how it has been used to benefit communities.

Group 5 – Promote Mindset Change

The group noted that buy-in was important if a National Gender Policy is to make a difference. The group suggested increased awareness using various platforms including calypso, soca, social media, cartoons etc. Awareness campaigns should also target sports groups, PTAs, schools and workplaces. In addition to the above recommendations, a social value should be given to behavioural change.

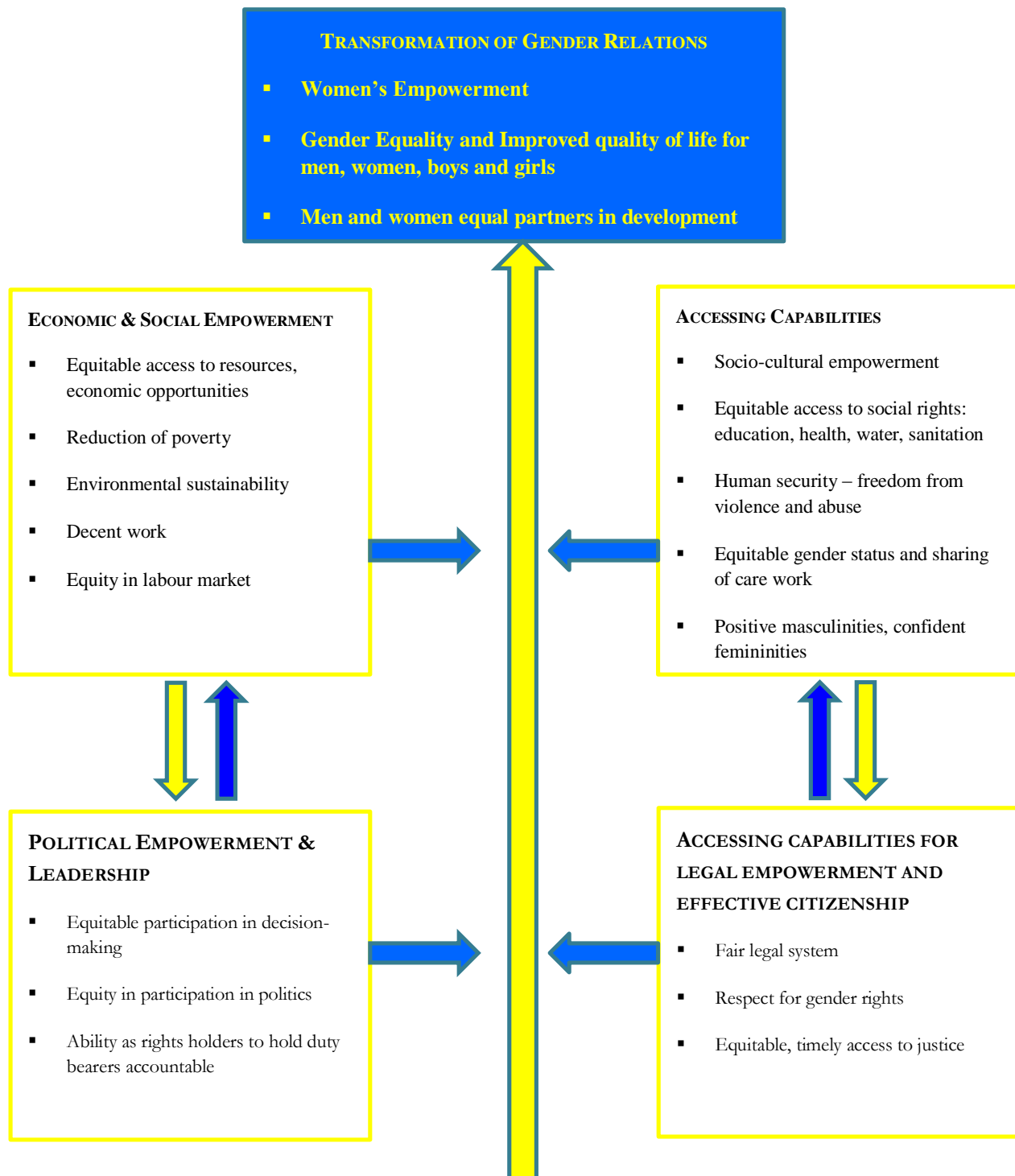
PARTICIPANTS - NATIONAL CONSULTATION ON THE COUNTRY GENDER ASSESSMENT, JANUARY 23, 2014

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APPENDIX 4

CONCEPTUAL FRAMEWORK



APPENDIX 5

ST. KITTS AND NEVIS CSEC ENTRIES AND PASSES 2012 BY SEX AND SUBJECT

| MALE | | | | FEMALE | | | |
|--|---------|--------|-----|--|---------|--------|-----|
| Subject | Entries | Passes | % | Subject | Entries | Passes | % |
| English A General | 254 | 102 | 40% | English A General | 426 | 221 | 52% |
| Mathematics General | 201 | 74 | 37% | Mathematics General | 320 | 120 | 38% |
| Social Studies General | 119 | 76 | 64% | Social Studies General | 242 | 182 | 75% |
| Caribbean History General | 112 | 80 | 71% | Caribbean History General | 219 | 164 | 75% |
| Information Technology General | 102 | 63 | 62% | Electronic Document Preparation and Management General | 215 | 192 | 89% |
| Integrated Science General | 83 | 66 | 80% | Human & Social Biology General | 200 | 139 | 70% |
| Geography General | 79 | 42 | 53% | Principles of Business General | 190 | 149 | 78% |
| Principles of Business General | 76 | 66 | 87% | Principles of Accounts General | 141 | 68 | 48% |
| Electronic Document Preparation and Management General | 75 | 61 | 81% | Office Administration General | 134 | 119 | 89% |
| Human & Social Biology General | 74 | 55 | 74% | Integrated Science General | 126 | 97 | 77% |
| Building Technology: (Woods) Technical | 63 | 36 | 57% | Information Technology General | 124 | 98 | 79% |
| Principles of Accounts General | 62 | 36 | 58% | Home Economic Management General | 89 | 82 | 92% |
| Physical Education & Sport General | 61 | 60 | 98% | Food & Nutrition General | 88 | 81 | 92% |
| Technical Drawing General | 58 | 48 | 83% | Geography General | 74 | 50 | 68% |
| Office Administration General | 47 | 42 | 89% | Spanish General | 68 | 47 | 69% |
| Agricultural Science SA as General | 40 | 36 | 90% | Biology General | 66 | 61 | 92% |
| Physics General | 35 | 29 | 83% | Agricultural Science SA as General | 64 | 55 | 86% |

| MALE | | | | FEMALE | | | |
|--|---------|--------|------|--|---------|--------|------|
| Subject | Entries | Passes | % | Subject | Entries | Passes | % |
| Biology General | 28 | 25 | 89% | Physical Education & Sport General | 60 | 59 | 98% |
| Electrical & Electronic Technology Technical | 26 | 13 | 50% | Chemistry General | 53 | 44 | 83% |
| Spanish General | 25 | 16 | 64% | English B General | 48 | 36 | 75% |
| Agricultural Science DA General | 22 | 17 | 77% | French General | 44 | 41 | 93% |
| Chemistry General | 21 | 17 | 81% | Physics General | 43 | 38 | 88% |
| Food & Nutrition General | 21 | 19 | 90% | Technical Drawing General | 31 | 26 | 84% |
| English B General | 20 | 18 | 90% | Clothing and Textiles General | 29 | 25 | 86% |
| Economics General | 19 | 18 | 95% | Visual Arts General | 21 | 16 | 76% |
| Home Economic Management General | 19 | 19 | 100% | Agricultural Science DA General | 19 | 16 | 84% |
| French General | 18 | 15 | 83% | Economics General | 18 | 12 | 67% |
| Music General | 14 | 9 | 64% | Music General | 5 | 3 | 60% |
| Visual Arts General | 11 | 4 | 36% | Electrical & Electronic Technology Technical | 2 | 1 | 50% |
| Building Technology: (Const) Technical | 8 | 8 | 100% | Building Technology: (Const) Technical | 1 | 1 | 100% |
| Mechanical Engineering Technology Technical | 3 | 1 | 33% | Theatre Arts General | 1 | 0 | 0% |
| Clothing and Textiles General | 2 | 2 | 0% | Building Technology: (Woods) Technical | 0 | 0 | 0% |
| Theatre Arts General | 0 | 0 | 0% | Mechanical Engineering Technology Technical | 0 | 0 | 0% |

APPENDIX 6

GENDER AND INFRASTRUCTURE: STRATEGIES FOR NEW OPPORTUNITIES

17. The *CDB* and *GOSKN* have had shared interest in investment in solid waste management and water supplies. In the context of the sharp economic realities, the potential investment portfolios seem to be subject to rethinking. For example, there appears to be interest more in joint public/private partnership for water sector development than previously as opposed to the *GOSKN* borrowing directly to invest in water. This public/private partnership modality is one in which the private company would explore for underground water and then develop and sell the water to the government. A somewhat similar approach seems to be directed at solid waste management. It has been reported that a new land fill is needed, but instead of borrowing for investment in the new facility, *GOSKN* has bought a baler to extract the waste from the dump (hence saving investment in a new land fill) and is in discussion with a private investor about turning that waste to energy.
18. There are however opportunities to promote gender equality principles and practice into the *CDB*-funded XCD30 million (USD 11 million) water enhancement project being implemented by the Nevis Investment Authority.² The project involves the construction of six (6) new reservoirs, larger pipelines, two (2) new pumping stations and disinfection capacity.
19. At present, women have limited involvement in the water infrastructure project, only in store keeping functions and as four (4) of six (6) meter readers in the Authority. However, management at the Authority sees possibilities for greater female involvement. This pertains for the entire project process, from construction to the delivery of water, to payment for the water. These opportunities arise in areas of ‘non-traditional’ occupations for women and therefore have the bonus of higher income jobs for women and for challenging occupational stereotyping. This would require taking a ‘non-traditional’ approach and winning the support of partners, not least of all, the contractors.
20. Task for which females could be utilized for are:
 - i. Installing PVC pipes. This requires lubrication of the pipes. This is done by a berth-fusion technology which is a mechanical operating system requiring precision in lining up the pipes;
 - ii. Operating the ‘back-hoe’;
 - iii. Installing service saddles on the pipes;
 - iv. Laying bedding material for laying of pipelines;
 - v. Undertaking the chlorination of water.
21. These tasks require training for anyone, male or female but women are ‘automatically’ not considered for these positions because they are considered ‘men’s jobs.’
22. Taking a proactive approach to the employment of women in the construction trades would support the goal of economic empowerment, serve to encourage the training initiatives such as WICT and TVET and, help to engender the mindset change required among women and girls as well as men and boys around issues of gender equity and equality. It could also raise social performance around the decent work agenda for the benefit of all workers by raising the standard of working conditions at the workplace.

² Caribbean News Now, 10 September 2013. “Water Expansion Project Gearing Up In Nevis”. See www.caribank.org/news-page. . Accessed October 19, 2013.

APPENDIX 7

VIOLENCE AND INSECURITY

T1: TYPE OF CRIME BY SEX (TOTAL FOR SKN) ³

| NATURE OF MAIN CRIME | MALE | | FEMALE | | TOTAL | |
|--------------------------------|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | N | % | N | % | N | % |
| Actual Bodily Harm | 0 | 0.0 | 33 | 3.3 | 33 | 1.7 |
| Assault | 79 | 8.7 | 16 | 1.6 | 95 | 5.0 |
| Battery | 0 | 0.0 | 14 | 1.4 | 14 | 0.8 |
| Breaking & Entering | 234 | 25.8 | 301 | 29.8 | 535 | 27.9 |
| Burglary | 0 | 0.0 | 42 | 4.1 | 42 | 2.2 |
| Burglary & House & Store Break | 101 | 11.2 | 86 | 8.6 | 188 | 9.8 |
| Gang Fight | 16 | 1.8 | 16 | 1.6 | 32 | 1.7 |
| Incident with Prisoners | 17 | 1.9 | 0 | 0.0 | 17 | 0.9 |
| Malicious Damage to Property | 15 | 1.7 | 0 | 0.0 | 15 | 0.8 |
| Rape | 0 | 0.0 | 33 | 3.3 | 33 | 1.7 |
| Robbery | 15 | 1.7 | 15 | 1.5 | 31 | 1.6 |
| Robbery & Extortion | 94 | 10.4 | 86 | 8.6 | 181 | 9.4 |
| Sexual Harassment | 0 | 0.0 | 16 | 1.6 | 16 | 0.9 |
| Theft | 200 | 22.1 | 160 | 15.9 | 360 | 18.8 |
| Throwing of Missiles | 0 | 0.0 | 16 | 1.6 | 16 | 0.9 |
| Trespassing | 103 | 11.3 | 149 | 14.7 | 251 | 13.1 |
| Not Stated | 31 | 3.5 | 23 | 2.3 | 54 | 2.8 |
| <i>TOTAL</i> | <i>906</i> | <i>100.0</i> | <i>1,009</i> | <i>100.0</i> | <i>1,915</i> | <i>100.0</i> |

³ Country Poverty Assessment SKN 2007-2008. Living Conditions in Caribbean Small Island Developing States, Vol. 1, p.129

APPENDIX 8

GENDER, JUVENILE CARE AND PROTECTION

23. The newly constructed New Horizons Rehabilitation Centre (NHRC) houses juvenile males and females and represents an attempt to improve care and protection of young people who come in conflict with the law. A Child Justice Bill is pending that will establish the framework and process for management. The establishment and management of the NHRC point to critical gender related issues that will have to be addressed and could have lessons not only for SKN but for the OECS and the wider Caribbean. These include the following:
- i. The nature of the offense leading to incarceration may require different treatment for the male or female offender housed in the single institution. Has the juvenile committed a serious criminal offence, or run away from home and needing care and protection? What are the implications for treatment?
 - ii. Being in one building can mean mixing of males and females for meals, but separation for recreation. What are the implications?
 - iii. Management guidelines correctly speak to the protection of juveniles from deaths, for example, by suicides. There are however added challenges with regard to possible pregnancies and homosexual relationships. How are sexual and reproductive health and rights issues to be addressed? Is there a need for special measures to protect the girls?
 - iv. How can young males and females in this critical developmental stage be best supported to manage emotional needs?
24. Many of the issues raised also revolve around sensitive and professional staff being open to and engaged in ongoing and intensive training on a wide variety of issues including ethics, gender relations, children's rights, human rights, sex and sexuality etc. We are reminded however that there are no easy answers.

APPENDIX 9

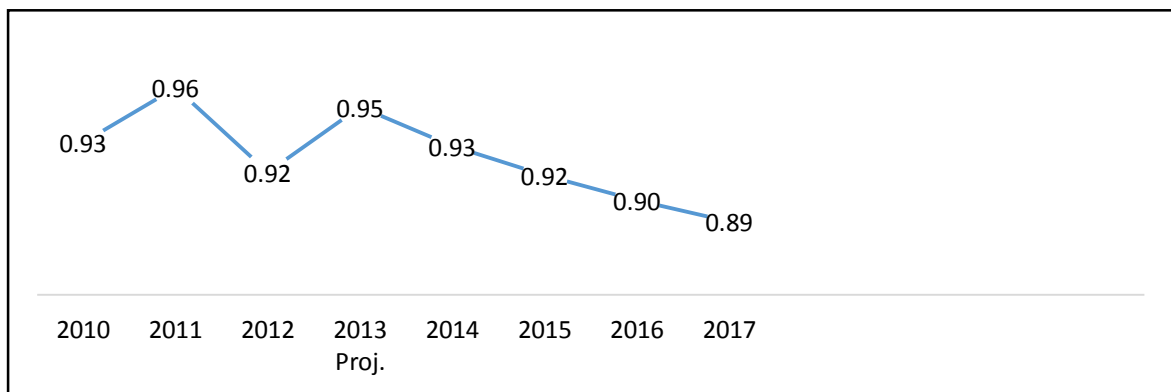
CONTRIBUTION OF KEY SECTORS TO GDP (2010-2017)⁴

25. Looking at performance and projection to 2017 sector by sector based on data received from the Department of Statistics, contributions to GDP of key sectors are projected as follows:

AGRICULTURE

26. This sector contributes a small amount to the economy relative to service based sectors. In 2012, agriculture generated about 0.92% of the total GDP for the country. It is projected that this contribution will peak at about 0.95% in 2013 and decline steadily to 0.89% of GDP by 2017.

F1: CONTRIBUTION OF AGRICULTURE TO SKN GDP (%)

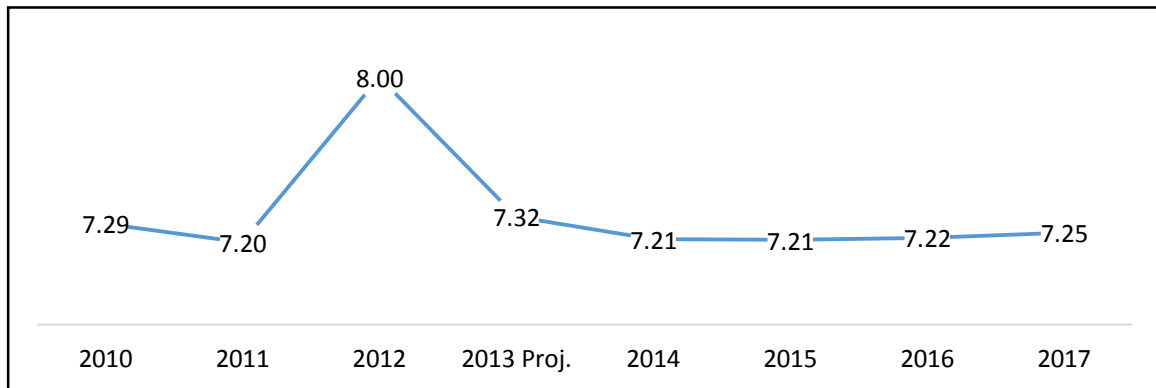


MANUFACTURING

27. In 2012, manufacturing accounted for about 8% of GDP, an increase in the contribution of this sector to the GDP of SKN over the previous two years. However, this contribution is expected to revert to roughly 7.2% of GDP in the years up to 2017.

⁴ Information and graphs were prepared from data received from the Statistics Department, Ministry of Sustainable Development, December 4, 2013.

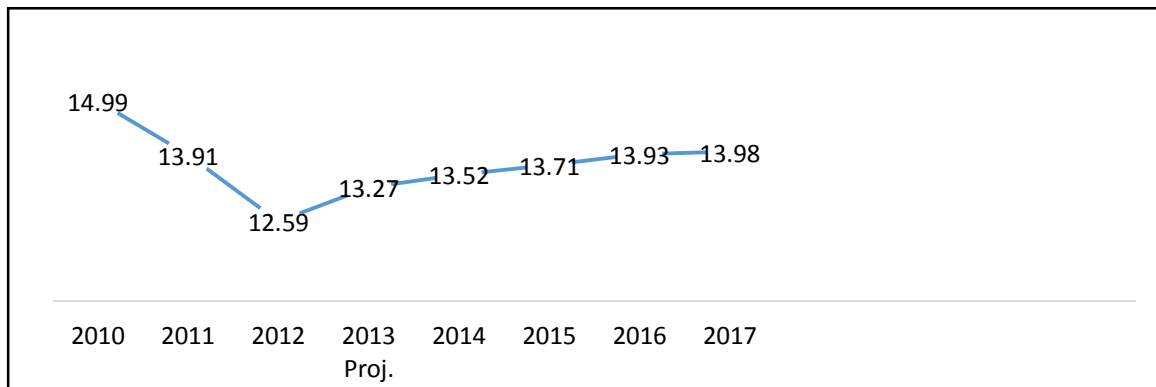
F2: CONTRIBUTION OF MANUFACTURING TO SKN GDP (%)



CONSTRUCTION

28. Construction is the third largest sector when ranked by contribution to GDP. In 2012, this contribution was estimated to be 12.59% of GDP. The importance of construction to the SKN economy is projected to steadily increase to around 14% by 2017.

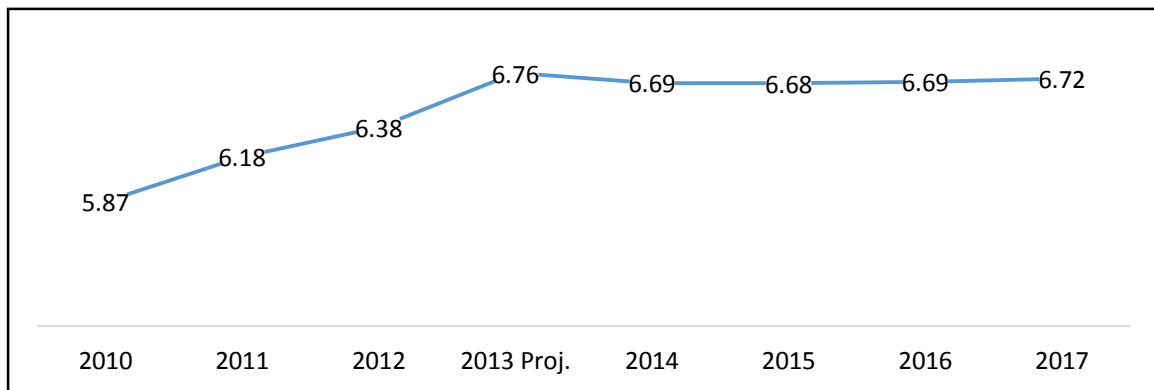
F3: CONTRIBUTION OF CONSTRUCTION TO SKN GDP (%)



HOTELS & RESTAURANTS

29. One of the many service based sectors that SKN is most reliant on, tourism is projected to generate 6.72% of GDP by 2017 having remained consistently around this mark since 2013. The sector has seen year on year increases in its relative contribution to GDP between 2010 and 2012 and could exceed projections if the current upward trajectory continues.

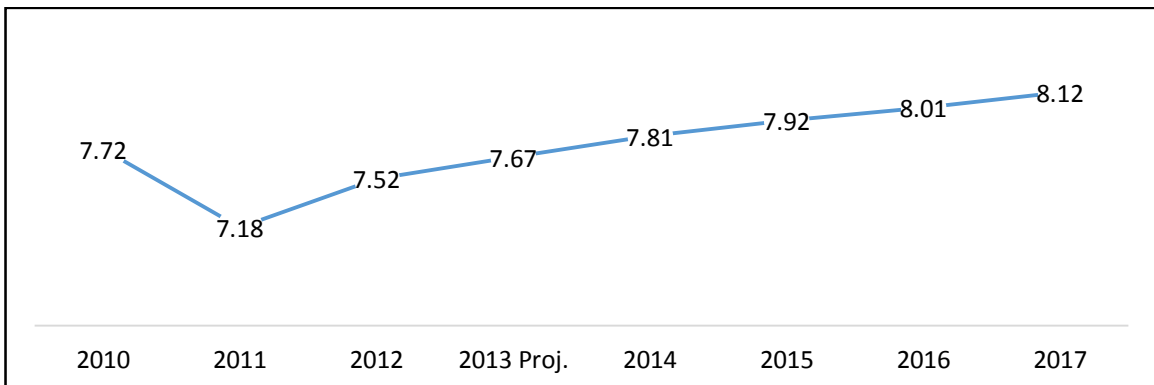
F4: CONTRIBUTION OF TOURISM TO SKN GDP (%)



WHOLESALE & RETAIL TRADE

30. In 2012, the contribution of this sector to SKN's GDP was an estimated 7.52%. It is projected that this will increase every year up to 2017 to 8.12% of GDP.

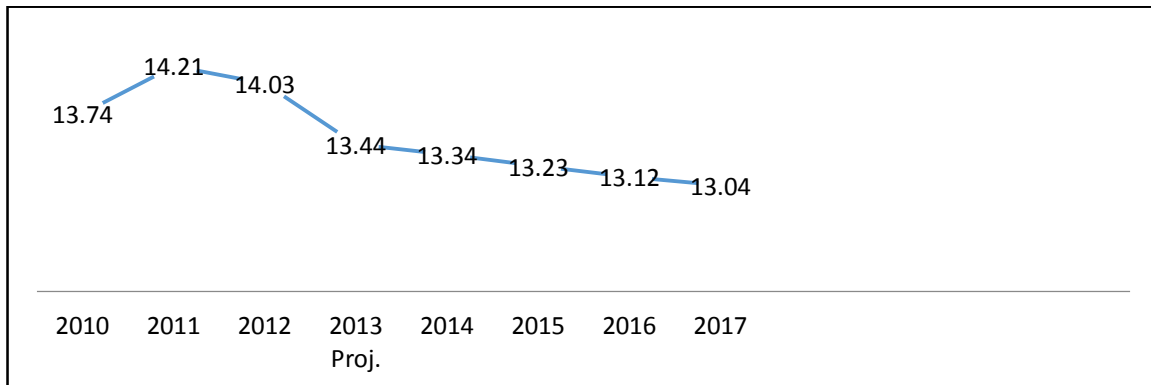
F5: CONTRIBUTION OF WHOLESALE AND RETAIL TRADE TO SKN GDP (%)



TRANSPORT, STORAGE AND COMMUNICATIONS

31. This sector contributed roughly 14% of SKN GDP in 2012. Currently the sector is generating the second highest income for the country and is expected to contribute around 13% over the next five years reaching an eight year low by 2017 of an estimated 13.04%.

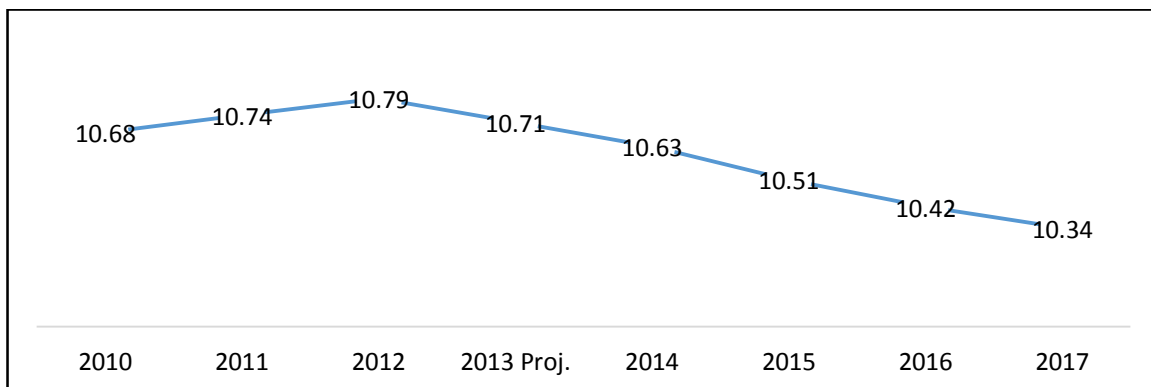
F6: CONTRIBUTION OF TRANSPORT, STORAGE AND COMMUNICATIONS TO SKN GDP (%)



FINANCIAL INTERMEDIATION

32. Currently contributing 10.79% of the total GDP for the country, the relative contribution of financial intermediation is expected to decrease every year leading up to 2017, but will still have a projected yield of 10.34% of the GDP for that year.

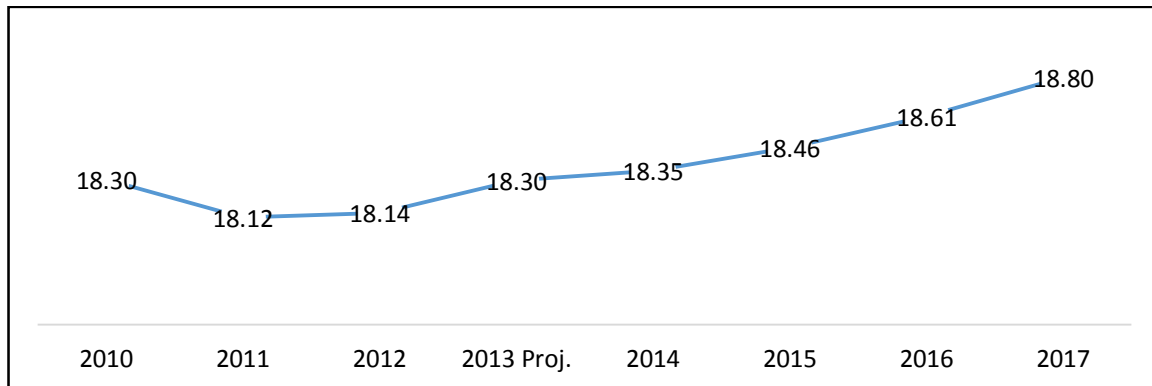
F7: CONTRIBUTION OF FINANCIAL INTERMEDIATION TO SKN GDP (%)



REAL ESTATE, RENTING AND BUSINESS ACTIVITIES

33. This backbone of the SKN economy is projected to remain so in the next five years. In fact, as at 2012 the sector contributed 18.14% and this percentage expected to increase progressively to 18.8% by 2017.

F8: CONTRIBUTION OF REAL ESTATE, RENTING AND BUSINESS ACTIVITIES TO SKN GDP (%)



PUBLIC ADMINISTRATION, DEFENCE & COMPULSORY SOCIAL SECURITY

34. This sector generated 10.33% of SKN's GDP in 2012 and is expected to remain one of the five leading sectors for the island in the next five years. However, the relative contribution of this sector is expected to decline slightly to just over 10% by 2017.
35. The final economic outturn for 2012, from SKN's own data, is pending and should be instructive. Another critical issue is to ensure that women like men, are positioned within the sectors which contribute to and benefit from the projected growth.

APPENDIX 10

INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

T2: PARTICIPANTS IN THE 2013 ICT4DC TRAINING PROGRAMME BY SEX

| TRAINING INITIATIVES AND CONFERENCES ATTENDED | MALE PARTICIPANTS | FEMALE PARTICIPANTS | TOTAL |
|---|----------------------|------------------------|------------|
| Business Reengineering and Change Management Training | 57.9% | 42.1% | 19 |
| Digital Media Training | 53.7% | 46.3% | 41 |
| Computer Forensics Boot Camp | 80.0% | 20.0% | 10 |
| IT (CIW and COMPTia) Training | 56.8% | 43.2% | 44 |
| Training in Entrepreneurial and Business Management with a focus on ICTs | 46.2% | 53.9% | 13 |
| QuickBooks Training | 30.8% | 69.2% | 13 |
| Caribbean Telecommunications Union (CTU) Information and Communications Technology (ICT) Week | 40.0% | 60.0% | 5 |
| Mobile World Congress | 100.0% | 0 | 3 |
| CeBIT Trade Fair | 100.0% | 0 | 2 |
| IADIS International Conference E-Society 2011 | 66.7% | 33.3% | 3 |
| Marketing 2.0 Conference (M2C) | 50.0% | 50.0% | 2 |
| South School Internet Governance | 50.0% | 50.0% | 2 |
| InfoDEV Global Forum on Innovation and Entrepreneurship | 50.0% | 50.0% | 2 |
| Total | 55.3% | 44.7% | 159 |

APPENDIX 11

GENDER ISSUES IN EDUCATION

T3: ST. KITTS & NEVIS GRADE AVERAGES IN SELECT SUBJECTS BY GRADE, SUBJECT AREA AND SEX (2013)

| GRADE | NO. OF STUDENTS | SEX | AVERAGES | | | | |
|----------------|-----------------|-----|---------------|---------------|---------------|----------------|-----------------|
| | | | Math | Language | Science | Social Studies | Overall Average |
| 3 | 272 | F | 62.49% | 60.05% | 55.18% | 60.23% | 59.49% |
| | 285 | M | 57.93% | 53.93% | 51.46% | 54.11% | 54.36% |
| Overall | 557 | | 60.15% | 56.92% | 53.28% | 57.10% | 56.86% |
| 4 | 305 | F | 55.05% | 54.32% | 50.53% | 51.60% | 52.88% |
| | 286 | M | 49.19% | 46.62% | 46.30% | 44.80% | 46.73% |
| Overall | 591 | | 52.21% | 50.60% | 48.49% | 48.31% | 49.90% |
| 5 | 306 | F | 52.43% | 46.87% | 55.71% | 47.20% | 50.55% |
| | 296 | M | 46.75% | 38.91% | 50.55% | 40.49% | 44.17% |
| Overall | 602 | | 49.64% | 42.95% | 53.17% | 43.90% | 47.41% |
| 6 | 336 | F | 60.01% | 50.13% | 66.34% | 59.40% | 58.97% |
| | 321 | M | 54.37% | 41.39% | 61.15% | 52.19% | 52.28% |
| Overall | 657 | | 57.25% | 45.86% | 63.81% | 55.88% | 55.70% |

36. The Test of Standards results for 2013⁵ show that:
- Girls continue to perform better than boys in grades 3 to 6 and on all 4 subjects tested;
 - Grade 3 results show that both boys and girls achieved an average of more than 50% on all subjects;
 - In Grade 4, girls had an average of more than 50% on all subjects, but boys did not achieve an average of 50% on any subject;
 - In Grade 5, boys achieved an average of 50% in Science and Technology and less than 50% in the other subjects while girls had an average of more than 50% in Mathematics and Science and Technology;
 - In Grade 6, the girls had an average of 50% or more on all subjects, whereas the boys had an average of more than 50% on all subjects except Language Arts.

⁵ Source: St. Kitts-Nevis Ministry of Education Curriculum Development Unit. Interim Report, Test of Standards 2013. Prepared by Winsford King, Measurement and Testing Coordinator, Curriculum Development Unit, July 26, 2013, p. 4

T4: TOP FIVE SUBJECT AREAS OF OPTIONAL ENTRY IN CSEC BY SEX (2012)

| OPTIONAL SUBJECTS ENTERED (MALES) | COMMENTS | OPTIONAL SUBJECTS ENTERED (FEMALES) | COMMENTS |
|---|--|---|--|
| #1 - Building Technology: (Construction - 8 entries, 100% passes #1 - Home Ec. Management General: 19 entries, 100% passes | One (1) female entered for Bldg. Technology 89 females entered for Home Ec. Management | #1 - Physical Education & Sports | 60 females entered and scored a 98% pass rate. |
| # 2-Physical Education and Sport | 61 males entered, 98% passed | #2 - French General | 44 females and 18 males entered for French general |
| #3 - Economics General | 18 females entered for Economics General | #3 - Home Economic Mgmt General; Food and Nutrition General | 89 females entered for Home Ec; 88 for F&N. |
| #4 - Agricultural Science General | 40 males and 64 females entered Agriculture Science | #4 - Electronic document prep. & Mgmt. General; Office Admin. general | 215 females and 75 males entered for Elec. Document prep. 134 females and 47 males entered for office admin. |

APPENDIX 12

NATIONAL PRIORITY AREAS FOR EDUCATION AND TRAINING

| | |
|---|---|
| 1. AGRICULTURE <ul style="list-style-type: none"> a. Crop/Production b. Natural/Environmental Management c. Livestock Production d. Water Management e. Fisheries Development f. Internal/External Marketing g. Aquaculture h. Food Security | 2. HOSPITALITY & TOURISM <ul style="list-style-type: none"> a. Human Resource Development b. Marketing & Promotion c. Development of natural assets d. Environmental Assessment e. Policy Formulation f. Strategic Planning g. Culinary Arts h. Tourism Management i. Hospitality j. Tourism Planning k. Event Management |
| 3. PURE & APPLIED SCIENCES <ul style="list-style-type: none"> a. Chemistry-Chemist, Chemical Engineering b. Biology c. Mathematics d. Physics e. Engineering f. Electrical <ul style="list-style-type: none"> - Bio-Systems - Water - Environmental Engineering & Management - Marine - Urban Planners g. Entrepreneurship h. Plumbing i. Architecture j. Air Conditioning & Refrigeration k. Electricians l. Masons | 4. INFORMATION & COMMUNICATION TECHNOLOGY (ICT) <ul style="list-style-type: none"> a. Networking b. Programming c. Software & Computer Engineering d. Computer Maintenance e. Information Technology/WEBCT f. New & Emerging Technology g. ICT for Development h. Media Skills i. Journalism j. Technology Policy & Management |
| 5. SOCIAL DEVELOPMENT ISSUES <ul style="list-style-type: none"> a. Social Work <ul style="list-style-type: none"> i. Medication & Conflict Resolution ii. Training in Counselling-Pastoral- Family, marriage, school, child, etc. b. Human Services Agency Mgt c. Disaster Management (NEMA, Red Cross, etc.) d. Social Planning | 6. CRIMINOLOGY <ul style="list-style-type: none"> a. Forensic Pathology b. Criminal Justice c. Policing |

| | |
|--|--|
| 7. INSTITUTIONAL STRENGTHENING <ul style="list-style-type: none"> a. Management Training b. Human Resource Management c. Office Management Administration d. Management Studies e. Management f. Business Management g. Public Administration h. Disaster Management i. Public & Private Sector Training j. Project Management k. Medication | 8. TEACHER TRAINING <ul style="list-style-type: none"> a. Mathematics b. Science c. Special Education d. Hospitality e. Visual & Creative Arts (Dancing, Drama, etc.) f. Nursing |
| 9. HEALTH SCIENCES <ul style="list-style-type: none"> a. Psychiatry b. Nursing Education (midwifery, clinical skills) c. Gerontology (elder care & facility Management) d. Public Health e. Pharmaceutical Sciences f. Paediatrician g. Lab Technicians h. Medical Technology i. Dietician | 10. HUMANITIES <ul style="list-style-type: none"> a. Foreign Languages (French & Spanish) b. Education/Teacher Training (Curriculum Development, Research Methods) c. Educational Administration d. Post Grad Studies for Staff e. Special Education Training f. Assessment Learning g. Multi-media Skills & E-Learning via open & distance learning h. Entrepreneurship (short course) i. Small & medium business development |
| 11. ECONOMIC & FISCAL MANAGEMENT <ul style="list-style-type: none"> a. Risk Management & Negotiation b. Fiscal Management c. Economics d. Financial Investigation e. Post Auditing/Auditing f. Fiscal Surveying g. International Trade h. Accounting (CPA, Auditing, Insurance, Banking, Forensic, Management) i. Chartered Secretary j. Professional Secretary k. Physical development l. Small Business Development | *Training, Testing & Certification for Engineers & Architects |

Source: Ministry of Human Resources, St. Kitts and Nevis

APPENDIX 13

FEATURES OF THE LABOUR MARKET AND GENDER

T5: SKN LABOUR FORCE PARTICIPATION AND EMPLOYMENT STATUS BY ISLAND (2009)

| ISLAND | SEX | EMPLOYMENT STATUS | | | LFPR* % | UNEMPLOYMENT RATE % |
|-------------|--------|-------------------|------------|----------------------------|------------|------------------------|
| | | Employed | Unemployed | Out of the Labour Force | | |
| Saint Kitts | Male | 9,266 | 520 | 2,765 | 78 | 5.3 |
| | Female | 9,917 | 702 | 4,495 | 70.3 | 6.6 |
| | Total | 19,182 | 1,222 | 7,260 | 73.8 | 6.0 |
| Nevis | Male | 2,850 | 250 | 970 | 76.2 | 8.1 |
| | Female | 2,926 | 263 | 1,619 | 66.3 | 8.3 |
| | Total | 5,776 | 514 | 2,589 | 70.8 | 8.2 |
| Total | Male | 12,116 | 771 | 3,735 | 77.5 | 6.0 |
| | Female | 12,843 | 965 | 6,114 | 69.3 | 7.0 |
| | Total | 24,958 | 1,736 | 9,849 | 73.0 | 6.5 |

Source: Labour Force Survey 2009 – Final Report (June 2009) as cited in National Poverty Reduction Strategy for the Federation of Saint Kitts and Nevis 2011-2015, p.23.

T6: INDUSTRY BY SEX (NEVIS)

| INDUSTRY | MALE | FEMALE | TOTAL N |
|--|--------|--------|---------|
| Agriculture & Fishery | 85.8% | 14.2% | 155 |
| Mining & Quarrying | 100.0% | 0.0% | 11 |
| Manufacturing | 64.7% | 35.3% | 156 |
| Gas, Water, Electricity | 45.4% | 54.6% | 97 |
| Construction | 96.5% | 3.5% | 907 |
| Wholesale & Retail | 50.9% | 49.1% | 766 |
| Hotels & Restaurants | 42.2% | 57.8% | 835 |
| Transport & Communications | 57.5% | 42.5% | 280 |
| Banking, Insurance | 10.3% | 89.7% | 329 |
| Real Estate, Renting and Business Services | 50.0% | 50.0% | 158 |
| Public Administration | 50.0% | 50.0% | 1,008 |
| Education | 5.3% | 94.7% | 414 |

| INDUSTRY | MALE | FEMALE | TOTAL N |
|---|-------|--------|---------|
| Health & Social Work | 4.0% | 96.0% | 275 |
| Other community, social and personal activities | 45.7% | 54.3% | 245 |
| Private Households | 15.0% | 85.0% | 140 |
| Total | 49.3% | 50.7% | 5,776 |

EXAMPLE OF THE NATIONAL SKILLS TRAINING PROGRAMME (NSTP)

37. Among the criteria for assessment of education and training systems at all levels, should be the extent to which they feed the gender inequities within the labour market or seek to transform them. The National Skills Training Programme (NSTP), a post-secondary institution whose mission is to create job opportunities through skills training and personal development opens itself to this assessment. The NSTP evolved from the Non-Formal Youth Skills Training Project which provided training among ex-sugar workers.
38. Table 7 shows that the choice of subjects by females and males conform to the occupational segregation of the market, for example, males dominate in industrial maintenance and electricity and females dominate the cosmetology and food and beverage sectors. This reinforces the pattern seen throughout SKN's system of education and training, as in other countries of the Caribbean and beyond. These features, among others, support the conclusion of the NPRS that "the country does not have a labour force that is well equipped to participate in the knowledge economy of the 21st century".⁶
39. Interestingly however, there are within these dominant tendencies, indication of changes which are taking place and need to be nurtured as a part of the gender equality reform process. Within the NSTP, the registration and completion in Basic Electricity by trainees, 20% of whom were females, is an important signal of that change as Table 7 shows.⁷

T7: NATIONAL SKILLS TRAINING PROGRAMME: COURSE ENROLLMENT AND COMPLETION BY VOCATIONAL AREA AND SEX (2012)

| VOCATIONAL AREA | ENROLLED | | | COMPLETED | | |
|-------------------------------------|----------|--------|---------|-----------------------------|--------|---------|
| | Male | Female | Total N | Male | Female | Total N |
| Food & Beverage | 10.5% | 89.5% | 38 | 6.7% | 93.3% | 30 |
| Basic Electricity | 85.7% | 14.3% | 7 | 80.0% | 20.0% | 5 |
| Air-Conditioning & Refrigeration | 100.0% | 0.0% | 1 | 100.0% | 0.0% | 1 |
| *A Ganar/Secondary School Programme | 60.8% | 39.2% | 120 | 53.2% | 46.8% | 79 |
| Cosmetology | 0.0% | 100.0% | 10 | <i>Continuing into 2013</i> | | |
| Secretarial Skills | 7.1% | 92.9% | 14 | | | |
| Industrial Maintenance | 100.0% | 0.0% | 14 | | | |

⁶ Federation of Saint Kitts and Nevis, National Poverty Reduction Strategy, 2012 - 2016, p45.

⁷ See "Overview and History of NSTP" document provided by the NSTP Office, September 2013.

| VOCATIONAL AREA | ENROLLED | | | COMPLETED | | |
|---|--------------|--------------|------------|--------------|--------------|------------|
| | Male | Female | Total N | Male | Female | Total N |
| Total | 48.5% | 51.5% | 204 | 42.6% | 57.4% | 115 |
| <i>*These students participated in training at NTSP for 2 days and regular school for other 3 days.</i> | | | | | | |