



# JAMAICA

NATIONAL POLICY FOR GENDER EQUALITY



# **NATIONAL POLICY FOR GENDER EQUALITY (NPGE)**

## **JAMAICA**



Developed by:

**The Bureau of Women's Affairs (Gender Affairs)  
Kingston, Jamaica  
&  
The Gender Advisory Committee**

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MESSAGE FROM

## MINISTER OF YOUTH, SPORTS AND CULTURE WITH RESPONSIBILITY OF GENDER AFFAIRS



I am pleased to say that the Government of Jamaica remains committed to the principle of gender equality. This obligation demands that policy formulation and implementation is gender-sensitive. Over the years, in keeping with this resolve, several measures have been undertaken to promote gender balance between women and men. This includes the different development approaches, such as; Women in Development, Women and Development, Gender and Development and by extension, the gender mainstreaming process.

One key gender mainstreaming strategy is the development of a National Policy for Gender Equality spearheaded by the Bureau of Women's Affairs, which will allow for gender to be more definitively included in public policies, programmes, plans and projects. The gender mainstreaming strategy is more holistic in scope as it incorporates a human rights approach involving the government, private sector and civil society in order to ensure that women and men have equal access to opportunities, resources, and rewards towards promoting sustainable human and national development.

This Policy has been on the agenda for a long time, but it is now a reality. It outlines implementation strategies for gender mainstreaming as well as addresses several of the concerns of women and men garnered through the various consultations. It also includes emerging issues that have impacted on gender equality over the last few years. It allows for an integrated, multi-sectoral and coordinated gender mainstreaming approach to gender equality.

The NPGE is timely and strategic as it sets out a framework that brings together, concepts, meanings, trends and initiatives to analyse the gender process and to influence development plans and strategies, thus making it more relevant. This Policy addresses the various facets of gender inequality and further builds on the work that is already in progress in order to take into account the varied and different circumstances, experiences, socio-economic realities and concerns of women and men. It seeks to highlight unfair and unequal gender-related outcomes, so that Government can adequately address these in order to achieve equal and equitable sustainable human and national development.

I wish to thank the Canada/CARICOM Gender Equality Programme (CCGEP) funded by the Canadian International Development Agency (CIDA), the United Nations Population Fund (UNFPA) and the United Nations Entity for Gender Equality and the Empowerment of women (UN WOMEN), Fund for Gender Equality (FGE) which have contributed greatly to the development of this Policy. Thanks also to the members of the Gender Advisory Committee who guided the development process. It is my desire as Minister of Youth, Sports and Culture, with responsibility for Gender Affairs, that this Policy will be given the necessary priority, in keeping with the principle of gender equality as well as our local, regional and international commitments.

Olivia Grange, MP  
Minister of Youth, Sports and Culture  
With responsibility for Women/Gender Affairs

# LIST OF ACRONYMS

<b>AWOJA</b>	Association of Women's Organization in Jamaica
<b>BGA</b>	Bureau of Gender Affairs
<b>BWA</b>	Bureau of Women's Affairs ("The Bureau")
<b>CARICOM</b>	Caribbean Community
<b>CBO</b>	Community Based Organization
<b>CDA</b>	Child Development Agency
<b>CDA</b>	Combined Disabilities Association
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination Against Women
<b>CSME</b>	CARICOM/Caribbean Single Market and Economy
<b>ESSJ</b>	Economic and Social Survey of Jamaica
<b>FBOs</b>	Faith-Based Organizations
<b>GAC</b>	Gender Advisory Committee/Gender Advisory Council
<b>GAD</b>	Gender and Development
<b>GDI</b>	Gender Development Index
<b>GEM</b>	Gender Empowerment Measure
<b>GFP</b>	Gender Focal Point
<b>GMS</b>	Gender Management System
<b>GOJ</b>	Government of Jamaica
<b>HDR</b>	Human Development Report
<b>HFLE</b>	Health and Family Life Education
<b>HIV/AIDS</b>	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
<b>IDB</b>	Inter-American Development Bank
<b>IGDS</b>	Institute of Gender and Development Studies
<b>ILO</b>	International Labour Organization
<b>JASPEV</b>	Jamaica Social Policy Evaluation
<b>MAJ</b>	Medical Association of Jamaica
<b>MDAs</b>	Ministries, Departments and Agencies
<b>MDGs</b>	Millennium Development Goals
<b>MOE</b>	Ministry of Education
<b>MOH</b>	Ministry of Health
<b>ML&amp;SS</b>	Ministry of Labour and Social Security
<b>NC</b>	National Consultations
<b>NHT</b>	National Housing Trust
<b>NPGE</b>	National Policy for Gender Equality
<b>NGO</b>	Non-governmental Organization
<b>NIS</b>	National Insurance Scheme
<b>NATFATIP</b>	National Taskforce Against Trafficking In Persons
<b>PAJ</b>	Press Association of Jamaica
<b>PARU</b>	Policy Analysis and Review Unit
<b>PIOJ</b>	Planning Institute of Jamaica
<b>PLWHA</b>	Persons Living With HIV/AIDS
<b>RADA</b>	Rural Agricultural Development Authority
<b>STATIN</b>	Statistical Institute of Jamaica
<b>TSM</b>	Temporary Special Measures
<b>UNDP</b>	United Nations Development Programme
<b>UNFPA</b>	United Nations Population Fund
<b>UNIFEM</b>	United Nations Development Fund for Women
<b>UNECLAC</b>	United Nations Economic Commission for Latin American and Caribbean
<b>UWI</b>	University of the West Indies
<b>WAD</b>	Women and Development
<b>WID</b>	Women in Development
<b>WMW</b>	Women's Media Watch
<b>WROC</b>	Women's Resource Outreach Centre



## EXECUTIVE SUMMARY

At the national level, Jamaica has no gender policy that specifically addresses the needs of both women and men. The current National Policy Statement on Women was effected in 1987 and reviewed in 2001 in order to assess the effectiveness of its strategies in light of the global shift in the discourse from Women in Development towards Gender and Development. Since its inception, the policy statement and its directives have been bolstered through various regional and international agreements, to which Jamaica is a party, aimed towards gender justice and gender equality.

The Vision 2030 Jamaica National Development Plan makes a national commitment to redressing long-term systemic discrimination against women, identifying and overcoming the limitations to the empowerment of women and men and ultimately creating a society that values gender balance, equality and equity.

The Bureau of Women's Affairs (BWA) (to be renamed the Bureau of Gender Affairs (BGA)) is the national machinery and agency for advocating for and supporting the implementation of the National Policy for Gender Equality (NPGE).

Based on the most recent and available gender differentiated data, there are significant inequalities experienced by women and men in Jamaica. However, there is also a significant lack in the availability of sex-disaggregated data across all sectors.

Starting in 2004, the BWA, in conjunction with the Gender Advisory Committee (GAC) conducted consultations, in keeping with the Government of Jamaica (GOJ) Consultation Code, with numerous stakeholders to determine the need for, and inform the eventual parameters of, the NPGE.

The implementation of the NPGE is crucial to the attainment of Jamaica's development goals and maintenance of regional and international commitments towards gender equality and women's empowerment. Chief among them, the third Millennium Development Goal (MDG 3) aims at promoting gender equality and empowering women.

The policy rationale and purpose seek to propel the historical and political movement for gender equality by providing a policy framework of professional analysis, implementation and monitoring.

The vision statement of the policy presents a rights-based approach to achieving gender equality, and promotes programmes which must be developed against an understanding of international commitments.

Gender equality requires equal enjoyment by women and men of all the socially valued goods, opportunities, resources and rewards afforded by one's citizenship. Gender equity strives for the equalization of the life chances of women and men. The NPGE aims to shift national policy-making and implementation from a gender neutral position which presumes gender equality and equity, to a gender aware position which acknowledges that barriers exist which prevent equal access and thus create inequality.



## EXECUTIVE SUMMARY

The NPGE is a cross-cutting policy and is in line with several policy and legislative actions being undertaken by the GOJ.

The NPGE must be informed by the guiding principles of social justice; human rights; equality and equity; good governance; accountability; transparency and participation.

To achieve gender equality the following strategies and tools must be deployed: gender mainstreaming; gender responsive budgeting; gender aware information; gender analysis; cross sectoral partnering; gender training; gender aware monitoring and evaluation, and the legislation of temporary special measures.

All public and private stakeholders are responsible for employing gender mainstreaming strategies with the guidance and support of the BWA.

The NPGE will be monitored and evaluated by a multi-sectoral Gender Advisory Council.

Currently, several MDAs are actively implementing some aspects of gender mainstreaming in their policies, plans and programmes either through their own budgets or with the support of international development partners. The success of the NPGE will require the commitment of resources, financial and otherwise, from all government ministries, departments and agencies (MDAs).

The policy framework suggests that women and men need to have equal opportunities to work together in partnership to achieve gender equality. This translates into gains not only for women but also for men and, necessarily, society as a whole. The cornerstone of Jamaica's development is our people; therefore eliminating barriers to equal participation at all levels of society for women and men will translate into meaningful and sustainable human and national development.



## BACKGROUND

The Government of Jamaica (GOJ) has made a commitment to the principle of gender equality as a part of the initiative to address the unequal arrangements and long term systemic discrimination that has worked against women and men in Jamaican society. Implicit in this commitment is the need to redress the negative imbalances that women have suffered and continue to suffer. This commitment was made evident in 1974 when the Government first established a Women's Desk as part of the National Machinery for Women's Affairs, which was then upgraded to the Bureau of Women's Affairs (BWA) in 1975.

Since 1995, in keeping the global shift from Women and Development (WAD) to Gender and Development (GAD) the Bureau began to adopt a gendered perspective. Since 2007, there has been a greater thrust towards involving men in the gender dialogue. The BWA is the state agency and national machinery for women's empowerment and an advocate for gender issues and was consequently mandated to incorporate a national gender mainstreaming process. As a result, the Bureau began to incorporate gender mainstreaming language into policy documents, gender fora, and inter-sectoral discussions. Upon the approval of the NPGE, the BWA shall be officially recognized and re-branded as the Bureau of Gender Affairs (BGA).

With funding received from the Inter-American Development Bank (IDB), in 1997, the BWA began to specifically put programmes in place to incorporate a gender perspective on violence against women in a series of justice system workshops. The objectives of these workshops were to sensitize justice system personnel on issues of violence against women/gender-based violence.

The Bureau requested assistance from the Commonwealth Secretariat as a follow-up to the regional workshop to assess and carry out awareness sessions on incorporating a Gender Management System (GMS) with public and private sector entities, NGOs and the media. The Commonwealth Secretariat team also met specifically with Ministers from the Ministries of Health, Education, Finance, and Transport to sensitize them on the importance of incorporating gender as a core aspect of a development policy tool towards the achievement of gender equality.

The GOJ established the Gender Advisory Committee (GAC) to develop the framework for the establishment of the NPGE. The main objective of the GAC was to, in conjunction with the Bureau, advise the Government on the strategic policy direction for the gender portfolio (See Appendix 4, for a list of the members of the GAC). The GAC was also mandated, through a consultative process, to identify a strategy consistent with CARICOM's gender mainstreaming strategy and other relevant international commitments, for addressing obstacles to gender equality and the empowerment of women in key sectors of the society.



# SITUATIONAL ANALYSIS

## Understanding the Jamaican Context

Jamaica was the first English speaking country in the Caribbean to achieve universal adult suffrage and grant women the right to be elected to Parliament. It was a process that many thought would bring an enlightened approach to democracy and governance, as well as a robust starting point for gender equality. However, in contemporary Jamaican society, gender remains an indicator of inequality and inequity. In March 2011 the Charter of Fundamental Rights of Freedoms was passed; the legislation prohibits discrimination on the basis of being male or female but the effectiveness of this legislation is yet to be determined.

The country's efforts towards achieving equality for all citizens, has only recently become marginally informed through gender analysis and thus many national policies and laws aimed at redressing inequality and achieving social justice have been gender-blind. This has been to the detriment of both women and men—relationships, families and communities are better served when women and men feel equally empowered and are encouraged to access socially valued goods. Several key national sectors such as education, labour, manufacturing, trade, health and security are distorted because of such disproportionate gender distributions and this hampers the country's development.

The 2009 Economic and Social Survey of Jamaica (ESSJ), states that women make up 50.7% of the population, however, they are woefully under-represented in the public and private decision-making spheres of the country. Although Jamaica has made an international commitment by way of the Millennium Development Goals (MDG) to have at least 30% of women in parliament by 2015, the figure currently stands at 14%. Furthermore, a 2008 study found that women only constituted 16% of places on the boards of publicly listed companies and that 42.3% of these women reported being on multiple boards. The 2009 ESSJ further notes that although current enrolment rate of women (40.7) in tertiary institutions is roughly twice that of men (20.3); females outperform males at all levels of the educational system and the job seeking rate of women (9.0) is greater than that of men (5.8)—the female unemployment rate stands at 14.8 compared to the male unemployment rate of 8.6. Therefore, despite demonstrable numerical and skill advantages, women are unable to command a fair and equitable position in the labour market. Health-wise, maternal mortality rates have failed to significantly improve, women and girls have higher rates of depression and women and girls between ages of 10 and 29 are more likely than their male counterparts to contract HIV/AIDS.

Similarly, despite the lack of overt institutional barriers to access to education, men are increasingly under-represented and under-performing in the national educational system. Although the 2009 male enrolment rates are more or less even with the female enrolment rates at the infant, primary and secondary levels, there is a dramatic decline in male enrolment rates at the tertiary level as indicated above. Furthermore, the majority of people in conflict with the justice system in Jamaica are male; in 2009, 98.2% of the persons arrested and charged for major crimes were male and 90.6% of the persons admitted to adult correctional institutions were male.



## SITUATIONAL ANALYSIS

Meanwhile, 60.8% of the reported victims of major crimes were male, the majority of missing adults (68.5%) were male and 92.6% of suicides were committed by men. Men are unable to access paternity leave; fail to report sickness and illness in early stages and are more susceptible, overall, to HIV/AIDS. This statistical sample is telling of the disproportionate levels of risk, mortality and social disadvantage faced by men and boys on a daily basis in spite of (and ultimately because of) the persistence of a patriarchal status quo. Appendix 5 offers a more detailed gender analysis of the various sectors.

In the face of these everyday realities, there is resistance to considering gender as a national development indicator and many Jamaicans still believe that gender singularly refers to women and 'gender empowerment' results in the marginalization of men in society. It is this belief that fuels skepticism around a gendered development approach and the failure to recognize that when men remain in key positions of power in every strata of society gender inequality is reproduced even to the detriment of other men. Furthermore, there is a deficit in the sex-disaggregated data that is available nationally to support policy and law making and implementation to achieve gender equality. In order to understand how gender influences the lives of citizens; this information must be regularly collected and analysed.

In 2004, the Bureau, in conjunction with the GAC conducted a series of national consultations in accordance with the National Consultation Code, to assess the national context for the development of a National Policy for Gender Equality. Six (6) consultations were held with women's organizations, the public and private sector, the general public, as well as a consultation with special interest groups representing the Uniformed Groups, the Press Association of Jamaica (PAJ), the Medical Association of Jamaica (MAJ), faith based organizations (FBOs), men's groups, youth groups and the Combined Disabilities Association (CDA). During these consultations the following issues were raised:

- Attempts to mainstream gender in economic systems and structures and ensure more equal opportunities and benefits for both sexes is constrained by entrenched ideologies, practices and role socialization resulting in a sexual division of labour which underpins capitalist economic systems and the dichotomy between gendered private and public domains;
- In keeping with prevailing notions of gender roles, in relation to work, the most important issue for men was remuneration and level of income while for women it was access to maternity leave. These issues were also seen as important in relation to the increasing phenomenon of female headed households;
- Factors militating against the young (particularly boys) obtaining an education were seen as lack of financial resources and the immaturity of parents who did not value education both as a means to an end and an end in itself and who could not assist with homework etc. and thereby contributing to intergenerational illiteracy and delinquency;



## SITUATIONAL ANALYSIS

- Males are represented in administrative positions in the education system but not in classrooms. Males should therefore be provided with incentives to enter the teaching profession;
- Rural women do the same kinds of work as men, especially in agriculture, but because women do not own their land, their efforts are often unrecognized;
- Male involvement in domestic violence as perpetrators is linked to “macho” definitions of men as unemotional beings who do not talk through issues but act out feelings of discontent and frustration in violent aggressive ways. To act otherwise is to be effeminate and not meet up to the heterosexual male norm;
- Women are in leadership positions in the household; women have skills and experiences that are critical to decision making. These skills and roles must be carried forward at the community level;
- Little political will exists for enforcing gender-balanced legislation and gender-specific policies in particular;
- The most sustainable measure for channelling legislation on sexual harassment at the workplace is to create a partnership with trade unions;
- Police reluctant to investigate violence between heterosexual couples – they do so more readily in cases of violence between two men if they are in a homosexual relationship;
- Female generated domestic abuse goes unreported because the men are embarrassed to make reports and if they do the police are contemptuous.

A more comprehensive list of the findings from the national consultations can be found in Appendix 6.



# SITUATIONAL ANALYSIS

## Regional Context

A study on gender mainstreaming initiatives in the region commissioned by the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC) uncovered serious weaknesses in the region's approach to gender mainstreaming and found a general lack of understanding of the meaning and implications of a Gender and Development (GAD) approach.

In 2000, the Beijing +5 Follow-Up meeting was convened by the CARICOM Secretariat to consider how member states could more effectively mainstream gender into governance. An agreement was subsequently reached to focus on three (3) strategic areas: Education with a focus on building human capital; Health with a focus on HIV/AIDS; Poverty and the Economy with a focus on the gender dimensions of the implementation of the CARICOM Single Market and Economy (CSME). An agreement was also reached on the establishment of a Task Force on Gender Mainstreaming. The main objective of the Task Force was to identify gender mainstreaming strategies for the three areas of focus. The mandate, as part of the strategies, was to: agree on definitions (gender, gender equality, gender equity, gender mainstreaming); agree on steps to be taken to mainstream gender in the areas of focus; present recommendations.

Although the gender mainstreaming process was prioritised for three (3) focus areas, it was agreed that the process should begin with Education (Heads of CARICOM Women's /Gender Bureau Meeting in September 2002). This was agreed to since there was already a developed three-year implementation work plan for Education, a number of the recommended programme options were already being implemented, and the effectiveness of the approach would be demonstrated based on what was accomplished. At a more structural level it was also proposed that the regional Gender and Development Unit be relocated to the Programme on Human Resource Development in the Directorate of Human and Social Development. This would be consistent with the overall thrust of the Directorate which already included education and labour as sub-programmes.

Although all CARICOM states have ratified CEDAW, only Guyana, Trinidad and Tobago and St. Lucia have legislation that prohibits discrimination on the basis of sex with regards to employment and the provision of goods and services. In Guyana and St. Lucia the legislation applies to the state and civil society. Guyana has the widest gender gap in the region with respect to its labour indicators but, through the legislation of gender quotas, it has achieved 30% of women in parliament. In a 2010 study, commissioned by the IDB, comparing Jamaica and Barbados, it was found that males' earnings surpassed that of females' by between 14% and 27% of average females' wages in Barbados and between 8% and 17% of average females' wages in Jamaica. Overall, the region has made strides in achieving gender equality but there is still significant work to be done leading up to the 2015 deadline of the MDGs.



# SITUATIONAL ANALYSIS

## International Context

Globally, efforts to promote gender equality have shifted focus over the years from Women in Development (WID) to Women and Development (WAD) to Gender and Development (GAD). Each term has been associated with a varied set of underlying assumptions, which led to the formation of different strategies for the participation of women in development processes.

As a result of the United Nations Decade for Women (1975-1985), WID recognised that women's experience of development and societal change differed from that of men. The idea of addressing women's practical needs as opposed to their strategic needs was central to this approach. The WAD approach focused on the relationship between women and development processes rather than primarily on strategies for the integration of women in development. The GAD approach examines the social construction and assignment of specific roles, responsibilities, and expectations of women and men. This approach, unlike WID and WAD, welcomes the potential contributions of women and men towards equity and social justice.

The gender-related development index (GDI) which was introduced in the Human Development Report (HDR) 1995 is designed to capture how the Human Development Index (HDI) is gendered. The greater the gender disparity in basic human development, the lower is a country's GDI relative to its HDI. In 2009, Jamaica's GDI value was 0.762 compared to its HDI value of 0.766; therefore its GDI is 99.5% of its HDI value. Out of the 155 countries, which were measured for the HDR, 48 countries have a better ratio than Jamaica.



# LEGISLATIVE AND POLICY FRAMEWORK

## Current Legislation



The law and the legal environment in the Jamaican judicial system is itself characterised by gender inequality. This inequality exists as a result of the unequal gender dynamics, rules, norms, values, and the prevalence of patriarchy that govern the broader social and institutional context within which the justice system operates. All these work together to influence how women and men are treated under the law. As a result, some legal issues are viewed only from the male perspective (for example, only females can be victims of some types sexual assault); the problems of women are trivialised or over-simplified (for example, domestic violence cases); and women are not given the same credibility as men (for example, rape cases). Similarly domestic violence and sexual harassment against men by women is often trivialised; alimony for men is still disparaged and there are no legal provisions for paternity leave. Furthermore, same sex partners in Jamaica cannot appeal to the Domestic Violence Act for recourse or remedy in violent domestic disputes but are able utilize the Offences Against the Person Act or Common law for offenses such as assault of unlawful wounding.

Jamaica's progress in law reform remains slow as it is directly related to changing the legal status of women compared to men and vice versa. Century-old statutes tainted by traditional concepts of the place, abilities, and potential of women and men remain in the law. The intention is to bring gender neutrality to the laws, regarding legal protection from sexual violence and exploitation, and to remove from the law the perpetuation of gender stereotypes and discrimination.

The CEDAW recognises the important role of law reform in achieving gender equality. Also, the Commonwealth Secretariat has since developed Model Legislation for the Caribbean region that the GOJ's Legal Reform Unit has used to assist in the development of domestic legislation to address women's legal status and rights issues as well as gender inequality. Gender sensitive analysis on the part of the Bureau has been useful in this reform process.

Recently, the legal environment has been undergoing a process of slow change especially for women against whom the majority of laws discriminate. The Bureau had mandated a legal team to do a revision of the legal status of women to ensure that they have full and equal rights and protection of the law on par with men. This mandate was in keeping with the Bureau's role to advocate for speedy amendments of shortcomings in the laws that sanction gender-based discrimination, gender-based violence, and sexual offences and those which continued to perpetuate gender stereotypes and discrimination against female and male victims. This effort is in keeping with international and regional trends to ensure that all the laws would now be gender transformative so that the legal concept that women and men are equal before the law could now be more of a reality.



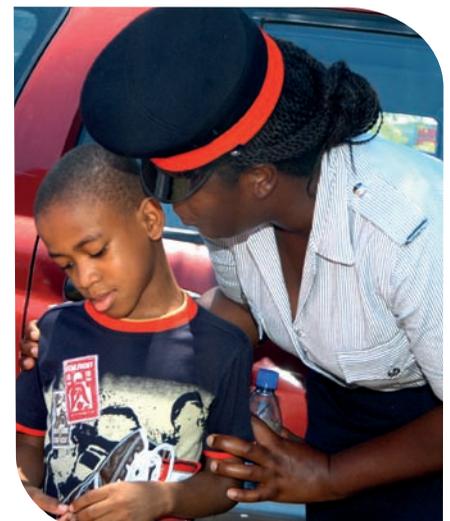
## LEGISLATIVE AND POLICY FRAMEWORK

Since then, recent amendments were made to the **Domestic Violence Act**, which now provides redress and protection to women affected by domestic violence. The **Property Rights of Spouses Act, 2004** introduced new statutory rules to provide for the equitable division of assets between spouses upon marriage or common-law relationship breakdown. This Act, although gender neutral in its provisions should be beneficial to women in its practical application, as the deficiencies under the old law have been removed which formerly placed women at a disadvantage in proving entitlement to property. **The Maintenance Act, 2005** replaces the old Act and makes comprehensive provisions for maintenance within the family. It confers equal rights and obligations on spouses with respect to the support of each other and their children. Accordingly “spouse” is similarly defined to include a de facto spouse. The Sexual Offences Bill, was passed by Parliament in September 2009 which covered amendments to the Incest Punishment Act and the Offences against the Person Act. **The Sexual Offences Act** when fully adopted will also establish the offence of marital rape, make new provisions for the prosecution of rape and other sexual offences and remove age limitations on incest.



**The Child Pornography Prevention Bill** to criminalize the production, possession and distribution of child pornography was passed in July 2009. This legislation made it a criminal act to view or download child pornography from the Internet and is expected to reduce the incidence of child abuse and sexual violence against children. The Bureau, in making its written submission to the reform process to enact legislation on this issue highlighted the need to integrate a gender perspective to allow for an analysis of the differential impact on girls as well as boys.

Finally, parliament unanimously passed the Jamaican **Charter of Fundamental Rights and Freedoms** in March 2011 which bars discrimination on the basis of being a male or female.



However, it must be noted that legislative reform by itself will not achieve gender equality especially where gendered roles (and interpretation of law) tend to be rooted in and built on custom, tradition, religion, and deeply held ideology and beliefs about what constitutes “proper” social ordering.



# LEGISLATIVE AND POLICY FRAMEWORK

## National Policy Linkages

The current national policy framework is such that there are policies in existence, in draft or being contemplated which have implications for the equal and equitable distribution of socially valued resources among the women and men of Jamaica. Chief among them is the Gender Sector Plan of the Vision 2030 Jamaica National Development Plan of 2010 which acknowledges gender as a cross-cutting issue for all national development initiatives.

Further to that, the following policies provide measures of equal access to government services and resources and the affirmation of the rights of all citizens which should have direct implications for gender equality and equity:

- Draft National Housing Policy
- Education: The Way Upward
- Jamaica Justice System Reform Policy Agenda Framework
- Jamaica's Revised Trade Policy
- Justice Sector Transformation
- National HIV/AIDS Policy
- National Policy for Person with Disabilities
- National Policy for Senior Citizens
- National Policy for Children
- National Population Policy
- National Road Safety Policy
- National Youth Policy: Jamaican Youth in Shaping the World
- Reform of Social Safety Net
- Sports Policy



This list is by no means exhaustive, as gender has implications for all government actions and initiatives; thus, though not stated in the language of all policies, there should be a generic intent to ensure equal outcomes for all Jamaican citizens regardless of sex.



# LEGISLATIVE AND POLICY FRAMEWORK

## Regional and International Agreements

The GOJ is a signatory to the following regional and international agreements which make commitments to gender equality:

The United Nations Decade for Women (1975-1985)

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW 1981)

The Nairobi World Conference on the Forward Looking Strategies for the Advancement of Women (1985)

The Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women (Belem do Para Convention) (1994)

The Cairo Programme of Action (ICPA) (1994)

The Beijing Platform for Action (1995)

The Millennium Development Goals (MDGs) (2000-2015)

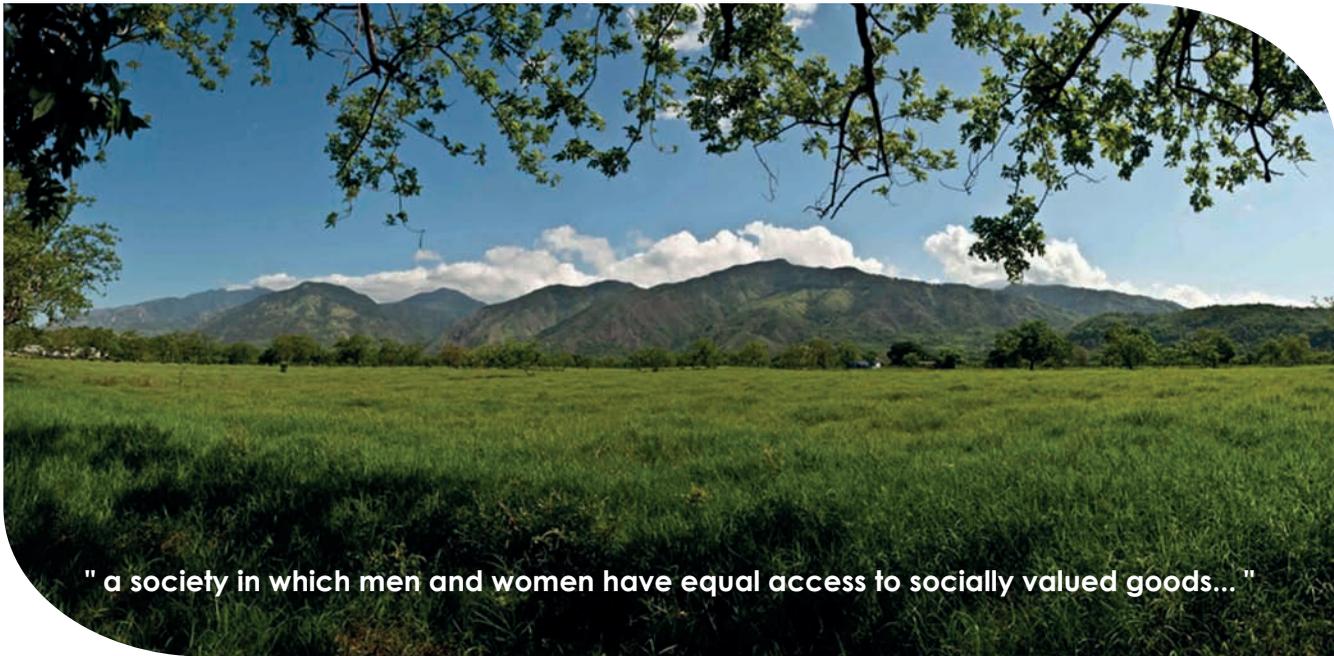
Ten Year Review of the Beijing Platform for Action (Beijing+10)

The CARICOM Plan of Action (2005)

The Commonwealth Plan of Action for Gender Equality (2005-2015)



# NATIONAL POLICY FOR GENDER EQUALITY 2011



" a society in which men and women have equal access to socially valued goods... "

## RATIONALE

The NPGE outlines Jamaica's commitment towards gender equality. It encapsulates the different outcomes expected in order to achieve gender equality. A national policy on gender would encourage the Jamaican community to recognize that development, as a multidimensional process, must involve the reduction of gender inequalities as an integral element of achieving broadbased equitable growth. This would contribute to good governance by highlighting and integrating the concerns of women and men in all of the Government's development policies, plans and programmes. In this respect, a national policy on gender would provide an enabling environment for achieving the goals of fairness and socio-economic justice for women and men in keeping with the objectives of Vision 2030.

## VISION

***A society in which women and men have equal access to socially valued goods and are able to contribute to national development.***

## PURPOSE STATEMENT

To mainstream gender, within a human rights based framework, in all state institutions and their apparatuses, in partnership with private sector, non-governmental and civil society organizations, to ensure that females and males have equal access to opportunities, resources, and rewards in order to eliminate discrimination based on gender and to promote sustainable human development.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## GOALS

1. To use the policy document as a strategic tool to guide a multi-faceted and multi-sectoral approach to gender equality.
2. To transform prevailing gender ideologies, inequitable gender relations and gendered governance practices at all levels of public sector organizations.
3. To create a socio-economic, political and legal environment free of discrimination on the basis of sex; where females and males, at all stages of the life-cycle, can enjoy their full human rights and develop their full potential as citizens.

## OBJECTIVES

1. To reduce all forms of gendered discrimination and promote greater gender equality and social justice.
2. To strengthen institutional mechanisms and develop the skills and tools required to mainstream gender in cultural, social, economic, and political institutions, structures, and systems.
3. To promote sustainable behaviour change and improve organizational effectiveness and the capacity of public sector entities to develop, implement and monitor gender responsive plans, projects, programmes, and policies.

## GUIDING PRINCIPLES



### **Gender Equality and Social Justice**

The NPGE is grounded in the belief that Jamaica is an egalitarian society, which values equality and dignity of each citizen by affording and facilitating their human rights. Gender equality is a human right and a just society recognizes and pursues this principle. In particular, the most vulnerable groups in society must be able to utilize the NPGE to improve their conditions.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## **Political Leadership and Commitment**

In order to counter the most entrenched gendered inequalities, significant and consistent leadership is required to raise and address gendered issues that are often hidden within the very structures which support hierarchy and leadership. Therefore, political, business, religious and community leaders must model the principles of the NPGE for it to be successful.

## **Multi-sectoral Approach and Partnerships**

Gender is a crosscutting issue and therefore, the success of the NPGE relies on the strategic and balanced partnerships across all sectors with emphasis on bridging the public/private divide that has allowed the entrenchment of negative gendered power relationships.

## **Participatory Approach**

A participatory approach is necessary to enable all stakeholders to offer meaningful contribution to this national engagement with gender equality and therefore the design, implementation, monitoring and evaluation must have built-in mechanisms to invite and welcome participation from all.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## POLICY STRATEGIES AND TOOLS

### Gender Mainstreaming

The GOJ shall adopt a gender perspective in all national policies and programmes. The Beijing Platform for Action specifically promotes “an active and visible policy of mainstreaming a gender perspective in all policies and programmes, so that before decisions are taken, an analysis is made of their respective effects on women and men” (1995). Gender mainstreaming is the most vital and difficult aspect of the strategic implementation of the NPGE as it requires all stakeholders to re-evaluate how they engage in their daily lives and it demands that a gender perspective be fully and effectively integrated into the operation of government and its partners.

### Gender Focal Points (GFPs)

The GOJ shall establish Gender Focal Points (GFPs) in all ministries, departments and agencies (MDAs). Gender Focal Points shall act as responsibility centres in order to improve organizational effectiveness and capacity within the public sector. They shall develop, implement and monitor gender-sensitive policies, plans, programming and projects within their respective MDAs and contribute to the coordination of critical information needed to fulfil local, regional and international requirements. GFPs shall be of high enough rank to be able to be effective in their roles and for them to have consistent influence on their organizations. Each GFP shall be responsible for reporting their progress to the Permanent Secretary or Executive Officer of his/her MDA while also reporting on a quarterly basis to the Executive Director of the BWA.

### Gender Indicators

The GOJ, through the Statistical Institute of Jamaica (STATIN), the Planning Institute of Jamaica (PIOJ), and statistical and planning units within MDAs shall promote and develop the use of sex-disaggregated data and gender-sensitive indicators for gender impact analysis, policy appraisal, monitoring and evaluation. This shall be the chief mechanism for gathering the data necessary for gender analysis, sharing, and communicating the findings of the analysis having used sex disaggregated data and gender-sensitive indicators. International development partners shall be engaged to provide technical assistance and support to strengthen the GOJ's capacity to develop gender indicators.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## **Gender Analysis**

The GOJ shall employ Gender Analysis to guide the gender mainstreaming process. Gender analysis uses sex and gender as a way of conceptualising information and as such provides a framework for analysing and developing policies, and for conducting research and data collection. It is a systematic process that takes place throughout the course of a given activity and therefore involves development, implementation, monitoring, and evaluation. (See definition of key concepts and terms). Where there is bias or discrimination, gender analysis can point the way to more equitable and inclusive options. It also involves the collection and use of sex-disaggregated data and therefore can provide useful information about the roles, behaviour, and responsibilities of women and men within the organization.

Gender analysis can go as far as assessing how gender roles and gender-inequitable power relations may affect how and why individuals are resistant to change and how this in turn may affect the achievement of gender mainstreaming initiatives within an agency or ministry. The outcome of this ongoing analysis will form the basis to promote behaviour change at the individual and organizational levels to create an environment in which women and men can function based on the goal of greater gender equality and equity.

## **Gender Training**

The GOJ shall include gender awareness training as a part of the training offered to public service employees and elected officials. This training will be necessary to raise gender awareness, and to increase gender sensitivity to not only raise gender concerns within agencies and ministries but in order to build capacity in gender analysis and gender planning. Among the various types of training offered to public service employees by the Public Service Commission or central personnel office, gender awareness training should be included as a matter of course. It will therefore be necessary, as a high priority, to provide gender awareness training to GFPs so they can effectively fulfil their leadership role in the gender mainstreaming process.

## **Strategic Partnerships and Multi-Stakeholder Outreach**

The GOJ shall prioritize partnerships with the non-public sector actors and entities in order to pursue the national gender equality agenda. Gender equality cannot be achieved simply through the efforts of the GOJ; partnerships must be forged with civil society and the for-profit and not-for-profit sectors. In order to effect a culture of change in society with respect to gender and development, the GOJ shall take the lead in promulgating the principles of gender equality and equity.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## Gender Responsive Costing and Budgeting

The GOJ shall implement gender-responsive budgeting at the national and departmental levels. Gender-responsive budgeting contributes to gender equality by paying attention to gender gaps in costing and allocates resources to support the accountability of programmes aimed at achieving gender equality. The traditional accounting for public expenditure is blind to the gendered differentiations that are created through the existence of (mostly) female unpaid labour in the household and voluntary services and how it enables and supports the consistency and efficiency of paid labour. Therefore, costing and budgeting at micro and macro levels, which fail to capture this facet of the marketplace, disregard the subsidies that unpaid labour offers to the economy.

## Gender-Aware Monitoring and Evaluation

The GOJ shall develop and employ gender-aware monitoring and evaluation systems. Based on the outcome of the gender analysis, a gender-aware performance monitoring and evaluation system should appear as one of the critical mechanism through which organizational change can be achieved. This shall not be separate from the system that is currently in place but rather the current system should be consistently reviewed to ensure that there is a more gender-aware performance appraisal system that advances gender equality and equity.

The Public Services Commission shall play a key role in ensuring that the performance appraisal systems in use in the public sector are gender-sensitive. The system(s) should be able to measure: changes in individual and organizational standards of achievement, the extent to which individual staff members have acquired gender awareness (e.g. through gender training), and if they have applied that awareness in their work (e.g. through the achievement of gender goals or through the institution of gender-specific work programmes).

## Temporary Special Measures (TSM)



According to CEDAW, the adoption of Temporary Special Measures (TSMs) to accelerate de facto equality between women and men is not and shall not be considered discriminatory. Therefore, in order to close seemingly insurmountable gaps, the GOJ shall adopt TSMs, such as legislated gender quotas, to address the lack of proportional representation of women in parliament. Such a measure could require a thirty percent (30%) minimum distribution of women among persons appointed to the Senate and the board of public bodies. Further, TSMs can be used to direct resources to help improve the matriculation and retention rates of men and boys in the educational system and social programming for men at risk of being in conflict with the justice system.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## Gender Advisory Council

The GOJ shall establish a Gender Advisory Council (GAC) as a multi-sectoral body charged with guiding the implementation, monitoring and evaluation of the National Policy for Gender Equality in conjunction with the Bureau of Women's/Gender Affairs. This will contribute to fulfilling the mandate of mainstreaming gender considerations in consultation with the various stakeholders across the island. The terms of reference of the GAC shall also include designing strategies aimed at strengthening and supporting the GOJ's gender mainstreaming efforts. The GAC shall be composed of representatives of various national sectors appointed for a term no more than three years; the functioning and effectiveness of the GAC and the implementation of the NPGE shall be subject to review after each term.

## STAKEHOLDERS

The stakeholders for the NPGE are the GOJ and its MDAs; private sector organizations including for profit and not-for-profits; faith-based and community based organizations; labour unions; service organizations; media and citizens.

## TARGETS AND INDICATORS

It is the responsibility of each Ministry and its respective departments and agencies to utilize the strategies and tools above to develop gender responsive strategic plans (and to incorporate gender responsive components to the existing strategic plans) with the support of the BWA. By way of targets, at the very minimum, each ministry is expected to:

1. Make mandatory the collection of sex-disaggregated data related to the operations of each MDA;
2. Allocate budget resources towards gender mainstreaming and associated plans, projects and programmes;
3. Appoint a GFP to provide leadership (along with Permanent Secretaries and Executive Officers) to the development and implementation of gender responsive plans, projects and programmes.



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Based on the national consultations and research conducted during the development of the NPGE, some targets and indicators have been identified for the following Ministries:

**Office of the Prime Minister:** Provide executive leadership to the policy, including encouraging the private sector to adopt gender mainstreaming strategies and promoting gender equality as a key indicator for national development.

**Office of the Cabinet:** Facilitate gender mainstreaming in the policy development across government as well as in the public sector modernization process.



**Ministry of Foreign Affairs and Trade:** Ensure that international agreements and trade policies facilitate gender equality. In accordance with Article 8 of CEDAW, ensure that women, on equal terms with men and without any discrimination, have the opportunity to represent the GOJ at the international level and to participate in the work of international organizations.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

**Ministry of Finance and Public Service:** Ensure that there are adequate budget allocations to facilitate gender equality and incorporate gender responsive budgeting practices into the creation of the national budget. Institute measures to ensure the social protection of persons engaged in social reproduction and the unpaid care economy by collecting data in the national accounts on the monetary value of unpaid work.

**Ministry of Justice:** Eliminate discrimination against women by updating existing legislation affecting women to ensure consistency with CEDAW. Enhance women's awareness of their legal rights through legal literacy programmes for women. Ensure the administration of justice is equitable and does not disproportionately affect women or men. Finalise and enact the National Anti-Sexual Harassment Policy and legislation. Harmonize the age of consent for boys and girls.





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**Ministry of National Security:** Design and implement a comprehensive crime plan which includes strategies to address gender-based violence and other forms of violence against women. Establish a safe house and 24-hour hotline to temporarily assist persons who are the victims of human trafficking. Employ temporary special measures to increase the representation of women in the Jamaica Constabulary Force.

**Ministry of Education:** Address structural barriers that reinforce sex segregation in education by removing sex segregation in curricula, particularly in technical-vocational areas. Transform prevailing ideologies that perpetuate a sexual division of labour and reproduces a gender hierarchy in educational institutions by addressing gender bias in the curricula and supporting texts and materials. Research and address the contributing factors for male attrition at all levels of the school system.



**Ministry of Industry, Investment and Commerce:** Ensure the provision of support services to women in small, micro and medium enterprise by lobbying the financial sector for the increase in the share of capital available to women for enterprise and for collateral requirements for women to be more reflective of the actual assets women have access to.





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**Ministry of Energy and Mining:** Conduct gender analyses of environmental impact assessments to evaluate the extent to which women and men are affected by the extractive industries. Ensure hiring practices in the extractive industries are equitable.



**Ministry of Tourism:** Ensure equal employment opportunities for women and men in the tourism sector. Consistently enable equal access to male and female nationals to the country's natural resources.

**Ministry of Agriculture and Fisheries:** Develop and implement strategies to alleviate poverty and other vulnerabilities among female farmers by establishing cooperatives to reduce costs and increase production options specifically for women engaged in agriculture. Address the sexual division of labour in the agricultural industry by training women in jobs that were previously designated for men, and men for jobs previously designated for women.



**Ministry of Water and Housing:** Ensure that women and girls have access to sanitation and potable water. Ensure that housing solutions are equitably distributed. Conduct gender analysis to evaluate accessibility of NHT loans and continue to facilitate single parents, especially women, with lending instruments.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## **Ministry of Labour and Social Security:**

Eliminate gender disparity in wages by reviewing legislation on equal pay for equal work and ensuring that the provisions are enforced. Improve the working conditions of women and men in low paying sectors by establishing working conditions and social security benefits in keeping with ILO Decent Work Agenda for workers in lowest paying sectors including contract workers. Upon the finalization of the National Anti-Sexual Harassment Policy, create mechanisms for persons to report and have redress for labour issues involving sexual harassment. In addition, addressing HIV/AIDS in the workplace will be crucial.



**Ministry of Health:** Target men with regards to their health-seeking behaviours to encourage ongoing healthcare and to prevent the high rate of late diagnosis of illnesses in men. Conduct research on the higher male suicide rate to design and implement programming to redress the problem. Ensure that the country remains on target for achieving the MDG goals with respect to reducing maternal mortality rates and improving reproductive health indicators. Once there is a final and agreed upon national position on abortions, ensure that women have access to safe and affordable procedures.



**Ministry of Youth, Sports and Culture:** As the ministry with the chief responsibility for gender affairs, provide budgetary support to the BWA and forge strategic partnerships with other ministries and private sector organizations to promote gender equality as a transformative cultural good. Take greater measures to monitor and regulate cultural products (especially in the music industry), which proliferate messages celebrating the exploitation and abuse of women and girls. Increase access to funding for female and male athletes competing in sports and athletics events, which are traditionally dominated by the opposite sex. Ensure that all youth outreach initiatives are designed to consider the differentiated needs of girls and boys in society.



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**Ministry of Transport and Works:** To increase road safety awareness among men and boys in order to reduce the number of accidents through a public education campaign targeting boys and men. Conduct research on access to public and private transportation and the extent to which men or women rely more on publicly funded transportation options. Contribute to safer cities for women and girls by implementing mechanisms to monitor and evaluate gender-based violence on public transportation and in public spaces.



A more comprehensive account of targets and indicators can be found in Appendix 4.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## PROPOSED LEGISLATIVE AGENDA

The NPGE will have implications for all current and future GOJ policies, programmes and legislation. In the interest of equality and equity, the language, implementation and effect of these must be analysed and weighed in accordance with the NPGE.

Legislation will be reviewed for amendments and changes which will bring them in line with the NPGE. Some of the key pieces of legislation which will have to be reviewed include but will not be limited to:

- Employment (Equal Pay for Men and Women) Act**
- Fundamental Rights (Additional Provisions) (Interim) Act**
- Housing Act**
- Human Employment and Resource Training Act**
- Jamaica Social Welfare Commission Act**
- Labour Relations and Industrial Disputes Act**
- Land Development and Utilization Act**
- Maintenance Act**
- Marriage Act**
- Married Women's Property Act**
- Maternity Leave Act**
- Matrimonial Causes Act**
- Pensions Act**
- Poor Relief Act**
- Representation of the People Act**
- Registration (of Births and Deaths) Act**
- Status of Children Act**
- Women (Employment of) Act**



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## IMPLEMENTATION

The Policy will be implemented through a multi-sectoral approach. Permanent Secretaries and Chief Executive Officers in all MDAs will be ultimately responsible for the implementation of the principles and goals of the NPGE as they relate to their own entities. The BWA will consult and collaborate with all MDAs to assist with the implementation process that shall be monitored by the Gender Advisory Council. (See Appendix 3). The gender mainstreaming process will be facilitated by Gender Focal Points (GFPs) established within each MDA. GFPs are the responsibility centre, which coordinates the gender activities within each MDA. GFP mechanisms are located in different sectoral ministries to ensure incorporation of gender concerns and needs in policies, plans and programmes.

## MONITORING AND EVALUATION

In order to ensure regular review of the NPGE, the GAC in conjunction with the Bureau shall oversee the successful implementation, timelines and targets of the NPGE. The focus of this reporting mechanism will be to assess progress based on the indicators described and developed as well as based on guidelines for the way forward.

It is recommended that the BWA and the GAC collaboratively organize the review process and provide the monitoring guidelines to be used to collect information from government ministries and agencies, private sector organizations, and non-governmental organizations. The BWA will take responsibility for ensuring that the monitoring guidelines are distributed to all stakeholders and for collecting and disseminating the information to be presented at the monitoring meetings.

## RESOURCE REQUIREMENTS

In the public sector, the NPGE shall be funded through the existing budgets of the MDAs under the directive of the Ministry of Finance and Public Service. In addition, resources shall be required for the establishment and maintenance of the Gender Advisory Council. Historically, the BWA has received extra-budgetary funding from international development partners to support various gender equality initiatives. Gender responsive budgeting will be key to facilitating resources for the success of the NPGE. This process entails evaluating the distribution of existing human and financial resources at the micro and macro levels to analyse how these can be revised to address the most urgent and / or systemic gender inequalities in the public sector. Therefore, the resources of the BWA will be strengthened and supported by existing and new resources as determined in the national budgeting process. The success of this policy requires commitment in financial and human resources and gender responsive budgeting will enable an efficient and cost-effective determination of these resources.



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## CONCLUSION

The NPGE is the result of a process, which began six years ago with the establishment of the Gender Advisory Committee. It is also the logical end of the country's commitment to addressing gender discrimination that began in 1974 with the establishment of the Women's Desk.

The policy provides a generic and comprehensive framework for furthering the GOJ's national development through the promotion of gender equality and women's empowerment. It incorporates all of the principles and tenets affirmed by the country through international and regional agreements which recognize the equal role that women and men must play in a country's development. It offers a road map for future legislation to further entrench gender equality as a national value and constitutive element of how Jamaicans reflect upon themselves as a citizenry. The policy provides the nation with tools to disavow and dismantle debilitating gender stereotypes, discrimination, patriarchy and its operatives.

Jamaica has been and, with the passage of the NPGE, will remain a regional stalwart with respect to advancing the rights of women, men, boys and girls.





# APPENDICES



# APPENDIX 1



# APPENDIX 1

## Definition of Key Terms

- Human Development: The Human Development Report (HDR) published in 1995 by the United Nations Development Programme (UNDP) offered a much more expansive definition of “development” in general and “human development” in particular with more of a focus on equality of treatment for both women and men. The purpose of the development of the HDR stated was to ‘enlarge all human choices, not just income’. In this respect it changed the conventional thinking around the development debate from a focus on strictly economic concerns to viewing development as more personal, human, and therefore more sustainable.
- Human development was also now defined with four essential components: productivity, equity, empowerment, and sustainability. More significantly the HDR incorporated a gender equal and rights-based approach to development that put men and women at the centre of the development process. It is best remembered and often quoted that “Human development, if not engendered, is endangered.”
- Sex is the biological and physical features of being male or female.
- Gender refers to roles and responsibilities that have been socially constructed and imposed on women and men as a result of the biological differences between them as females and males. Gender relations refer to the way women and men relate to each other based on their position in society as a result of division of resources, responsibilities, benefits, rights, power, and privilege. When both men’s and women’s positions and life experiences are examined, policy makers will be better able to analyse behavioural patterns based on who has more social, economic, and political power and authority and based on the amount of value or worth given to women’s positions and experiences as opposed to men’s.
- Gender analysis refers to the use of sex and gender as quantitative and qualitative ways of information. Quantitative gender analysis is the collection and analysis of sexdisaggregated data which reveals the differential impact of development activities on women and men and the effect gender roles and responsibilities have on development efforts and processes. Qualitative gender analysis is the tracing of historical, political, economic, social and cultural forces in order to clarify how and why these differential impacts, roles and responsibilities have come about.
- Sex-disaggregated Data is information collected quantitatively and qualitatively (via questionnaires, observation and other techniques) to assess the impact of policies, plans, and projects on women separately from men.
- Gender Perspective is a form of analysis or point of view that takes into consideration how women and men are affected differently by development (economic, political, social, legal, cultural, and environmental) processes.



## APPENDIX 1

- Gender Mainstreaming refers to the consistent use of a gender perspective to assess the implications for women and men of any policies, plans, programmes, and projects in any area and at all levels so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality.
- Gender Awareness is having an understanding of the unequal socio-economic, political, and cultural factors underlying sex-based discrimination and analysing programmes, policies, and projects as a result of that understanding for the differential impact they will have on women and men.
- Gender Equality is the equal valuing of the similarities of and differences between women and men so that they have equal conditions for contributing to and benefiting from economic, social, cultural and political resources and institutions based on an exact same measure and quantity to affect all (women, men, girls, and boys) in the same way. The different behaviour, aspirations, and needs of all would be considered, valued, and favoured equally.
- Gender Equity is the fair and impartial socio-economic compensation or material outcome as a result of equal access to and sharing of all resources and institutions without regard to sex or gender; To ensure fairness, measures must often be put in place to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field.
- Gender Bias is to have a preconceived prejudiced or discriminatory action, thought, or treatment towards one sex over another (female or male) based on an inability or failure to recognize the differences between women's and men's needs, benefits, access to resources, access to power or socio-political status and this bias helps to perpetuate gender-based discrimination.
- Gender Neutral originally, the reference focused on the use of language (lexicon) which challenged the assumption/tradition that masculine nouns, pronouns and adjectives include both male and female. This tradition was considered gender-exclusive by subsuming the female in the male terms which served as both a cause and an effect of the invisibility of women's contribution. Examples of gender-inclusive language are 'chairperson' rather than 'chairman' and 'he or she' rather than 'he'. In recent times the term 'gender neutral' is also used to mean taking an approach that has no significant differential impact whether positive or negative for women and men. However policies seldom if ever have the same effect on women as they do on men.
- Empowerment is the process of gaining access to develop capacities or capabilities with a view to participating actively in shaping one's own life or community in economic, social, and political terms.



## APPENDIX 1

- Empowerment of Women is the social, economic, political, and legal enabling of women by granting or reinforcing rights, abilities, and access to resources and institutions and allows equal participation previously denied or restricted.
- Patriarchy originally referred to a social system (anthropologically) in which authority was vested in the male head of a household i.e. the “patriarch” who was socially sanctioned to exercise authority over all members of a household including both women and men. The term has since been used to refer to the social, economic, and institutional arrangements of a society where there is a predominance of males in positions of power and authority.

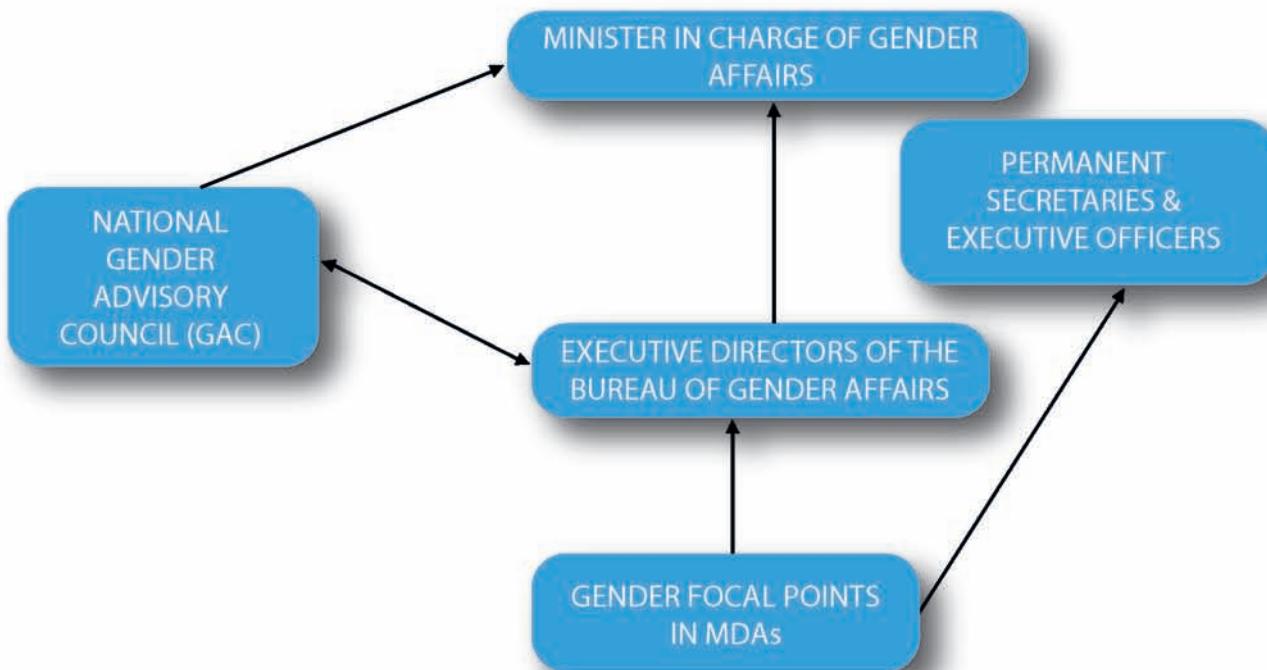


# APPENDIX 2



## APPENDIX 2

### STRUCTURES for IMPLEMENTATION, MONITORING, EVALUATION and COMMUNICATION of the NATIONAL POLICY FOR GENDER EQUALITY





# APPENDIX 3



## APPENDIX 3

### Terms of Reference for the Gender Advisory Council (GAC)

#### Objective

The Gender Advisory Council is established as a stakeholder monitoring body. Its main objective is to give oversight to the implementation of the National Policy For Gender Equality (NPGE). This will contribute to fulfilling the mandate of mainstreaming gender considerations as a means to gender equality within a framework for sustainable socio-economic and human development.

#### Institutional Framework

The BWA, the government's machinery on gender affairs, is guided by the government's commitment to gender equality. As such, the Gender Advisory Council will be called upon to guide the implementation of the National Policy for Gender Equality in accordance with the Bureau's mandate.

#### Purpose of the Council

The Gender Advisory Council will:

- Oversee and give advice regarding the implementation of the National Policy for Gender Equality and its attendant gender mainstreaming initiatives.
- Develop on going strategy consistent with the CARICOM gender mainstreaming strategy and relevant international commitments.
- Recommend specific strategies and activities to ensure gender mainstreaming.
- Contribute effectively to the BWA efforts in promoting, encouraging and facilitating gender equality nationally.
- Make quarterly reports to the Minister with the portfolio responsibility for Gender Affairs.

#### Composition of the Gender Advisory Council

Membership of the Council is broad-based and will represent stakeholders from the public and private sector, academia, the legal profession, and non-government organizations (including male organizations) and should strive for gender balance and have representation from youth, rural and urban areas, and vulnerable groups.

#### Frequency of Meetings

The Gender Advisory Council will meet quarterly. However, subcommittees that may be appointed by the Council can meet on an ad hoc basis.



## APPENDIX 3

The membership of the Gender Advisory Council will be drawn from:

Bureau of Gender Affairs

Attorney Generals' Department

AWOJA

Jamaica Employers Federation

Fathers' Inc.

Jamaica Labour Party Women's Group

People National Party Women's Movement

National Democratic Movement

New Nation Coalition

Rural Women

PIOJ – 20/30 Vision

Faith-Based Organizations

Community-Based Organizations

Youth/NCYD

Private Sector

Institute for Gender and Development Studies, UWI, Mona

STATIN

Ministry of Foreign Affairs

Social Development Commission



# APPENDIX 4

## LEGISLATION AND HUMAN RIGHTS

TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME
To eliminate all forms of discrimination against women	Existing legislation affecting women updated to ensure consistency with CEDAW. Grid developed to facilitate updating, monitoring and timeline for legal reform process Optional Protocol to CEDAW signed and ratified. Recommendations made by the CEDAW Committee implemented in a timely manner	BWA, Attorney General's Office, Legal Reform Unit, Office of Chief Parliamentary Council, Parliament BWA in collaboration with NGOs BWA, Ministry of Foreign Affairs, Attorney General's Office, HRC & Cabinet BWA & CEDAW Technical Working Group	Budgetary allocation to establish post of Legal Officer in the BWA Funds to support a one day workshop and semi- annual review session Funds to support a one day workshop and semi- annual review session Funds to support meetings of the CEDAW Technical Working group	2012-2015 2012 2012-2015 2012-2015
To enhance women's awareness of their legal rights through legal literacy programmes	Legal literacy programmes designed, developed and implemented	BWA and Legal Education Unit, Ministry of Justice	Support of persons from identified agencies to design and deliver programme	2011 -2013
To increase access to legal aid for economically vulnerable women in matters of discrimination	Additional legal aid clinic established outside of Kingston Metropolitan Area.	Collaboration between public, private, non-governmental organizations, academia e.g. law faculties	Public/private sector/academia partnership in support of legal aid services	2012-2015
To enact legislation to ensure social entitlements and right to work for PLWHAs	Legislation enacted and workplace practices compliant with the legal framework	BWA, NGOs and Human Rights Committee, MLSS, MOH, National HIV/STI Programme	No additional resources required	2012-2015
To promote a human rights approach to issues of sexuality	Human and Social Development Committee of Parliament to include discussions of sexuality on its agenda Public education programme executed in respect of human rights	Houses of Parliament BWA, Legal Reform Unit, Office of Chief Parliamentary Council, Parliament	No additional resources required Funds to support design and delivery of public education programme and integration in existing programmes on human rights	2012-2015 2012-2015
To reduce the maternal mortality rate by eliminating the need for unsafe abortions	Public consultations on Abortion Policy carried out and agreed position determined Based on agreed position on Abortion Policy, draft and enact legislation	MOH Advisory Committee on Abortion, Medical Association of Jamaica, NGOs BWA & Minister with responsibility for Gender Affairs	Funds to support public consultations No additional resources required	2011 -2013 2012-2015

LEGISLATION AND HUMAN RIGHTS					
TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME	
To reduce the maternal mortality rate by eliminating the need for unsafe abortions	Public consultations on Abortion Policy carried out and agreed position determined	MOH Advisory Committee on Abortion, Medical Association of Jamaica, NGOs	Funds to support public consultations	2011-2013	
To pursue the enactment of sexual harassment legislation	Based on agreed position on Abortion Policy, draft and enact legislation Sexual Harassment Policy piloted through HRC of Cabinet	BWA & Minister with responsibility for Gender Affairs Legal Reform Unit, Office of Chief Parliamentary Counsel, Parliament, MLSS	No additional resources required No additional resources required	2012-2015 2011-2015	
To harmonise age of consent (for boys and girls) in all legislation, instruments and policies relating to children and youth	Policy used as the basis for drafting and enacting Sexual Harassment legislation Public education and workplace sensitization programmes on Sexual Harassment and legislation planned, developed and implemented National consultations held with stakeholders	BWA, NGOs and workplace Human Resource Departments BWA, Child Development Agency Office of the Children's Advocate, UNICEF	No additional resources required Resources to support public education initiatives	2011-2015 2013-2015	
To ensure that definition of discrimination on the basis of sex as stipulated in the CEDAW is incorporated in amendments to the Constitution as set out in the Charter of Rights	Age of Consent agreed on and relevant documents amended Definition of discrimination on the basis of sex in the Charter of Rights is in keeping with the CEDAW definition Charter of Rights adopted	BWA, Child Development Agency, Children's Advocate, NGOs BWA, Legal Reform Unit, Office of Chief Parliamentary Counsel, Parliament	Funds to support public consultations No additional resources required	2013-2015 2011-2013	
LABOUR AND ECONOMIC EMPOWERMENT					
To eliminate gender disparity in wages and labour laws	Provisions in legislation that require amendments identified through a process of consultation	BWA, NGOs, Stakeholders	Funding to support consultative process	2012-2015	
To improve conditions of work for women and men in low paying sectors in keeping with the ILO Decent Work Agenda	Legislation on equal pay for equal work amended to reflect the current monetary value as well same title for similar work being performed by males and females and provisions enforced Working conditions and social security benefits established in keeping with ILO Decent Work Agenda for workers in lowest paying sectors including contract workers	BWA, Ministry of Labour & Social Security, Legal Reform Unit, Office of Chief Parliamentary Counsel, Parliament MLSS, Trade Unions, Jamaica Household Workers Association, BWA	No additional resources required Funding to support consultations with workers in those sectors	2012-2015 2012-2015	

## LABOUR AND ECONOMIC EMPOWERMENT

TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME
	Provisions made for workers with family responsibilities including child care facilities in places of employment, particularly in the public sector	MDAs in collaboration with CDA	Relevant MDAs to include provisions in capital expenditure of their respective budgets	2012-2015
To develop and enforce sexual harassment workplace policies in the private and public sectors	Sexual Harassment workplace policies developed and enforced in all places of work	Public and Private sector entities	Assign responsibility to HR Departments	2011-2012
To address structural barriers that create and reinforce sex segregation of the labour market	Independent body (Tribunal) established to monitor implementation of policies as well as receive and respond to complaints	BWA, MLSS, Trade Unions	Funding to offset administrative costs of this body	2012-2014
	Structural barriers that reinforce sex segregation of the school's curriculum particularly in technical-vocational areas, removed.	BWA, MOE, HEART/Trust NTA	Funding to conduct research, appointment of Statistician at the BWA; Gender Focal Point at STATIN to liaise with BWA	2013-2015
	Barriers that prevent either sex from moving into non-traditional areas of training and work identified and addressed.	STATIN, Ministry of Labour and Social Security, BWA, PIOJ	Funding to conduct research, appointment of Statistician at the BWA; Gender Focal Point at STATIN to liaise with BWA	2013-2015
	Sex-disaggregated data on sub-categories of the main occupational groups of the labour market routinely collected and reported BWA and MLSS	STATIN, Ministry of Labour and Social Security, BWA, PIOJ	Funding to conduct research, appointment of Statistician at the BWA; Gender Focal Point at STATIN to liaise with BWA	2013-2015
To increase employment opportunities for women in the formal sector increased	Research carried out to identify factors that account for the discrepancy between male/female educational attainment and labour force participation	BWA, IGDS, Dept. of Sociology, Ministries of Education and Labour & Social Security	Funding to support all stages of a research project – design, implementation, analysis and report, dissemination	2011-2013
	Findings from research used to inform educational and hiring policies and practices.	BWA, Ministries of Education and Labour & Social Security, Trade Unions	Funding to support roundtable discussions and policy reform	2013-2015
To institute measures to ensure social protection of persons, mainly women, engaged in social reproduction and the unpaid 'care' economy	Special measures, based on merit, introduced to increase employment opportunities for women in areas where they are under-represented	Ministry of Labour and Social Security, Trade Unions	Statistician appointed at the BWA and Focal Point at STATIN	2013-2015
	Data collected and reported in national accounts on the monetary value of unpaid work to the national economy and system of National Accounts put in place	BWA, STATIN, PIOJ	Statistician appointed at the BWA and Focal Point at STATIN	2013-2015
	Above data used as the basis for determining benefits for such persons under national social security schemes	BWA, STATIN, PIOJ	Budgetary allocation to cover cost of social security coverage of such persons	2013-2015
To remove vulnerabilities associated with the commercial sex industry	Legislation enacted and programmes developed to protect commercial sex workers from threats such as STIs, violence and harassment	BWA, ML&SS, Legal Reform Unit, Parliament; Ministry of Health, BWA and NGOs	Funding to support education programmes for that sector on risks and rights	2013-2015

## EMPOWERMENT OF VULNERABLE WOMEN

TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME	
<p>To establish a lobby group and ensure provision of support services to women in micro, small and medium sized enterprises</p> <p>To develop and implement strategies to alleviate poverty and other vulnerabilities among rural women</p>	<p>Share of capital available to women in micro-enterprise increased</p>	<p>BWA, Ministry of Industry &amp; Commerce, Jamaica Business Development Centre, CGDS/UWI</p>	<p>Funded through Public/ private partnership</p>	<p>2011-2015</p>	
	<p>Collateral requirements for loans to women in micro-enterprise brought in line with assets to which women have access</p>	<p>BWA, Business Dev. Centre, CGDS/UWI</p>	<p>Funded through Public/ private partnership</p>	<p>2011-2013</p>	
	<p>Gender sensitive training provided for women in micro-enterprises on all dimensions of starting and operating a business from a gender perspective</p>	<p>BWA, Business Dev. Centre, CGDS/UWI</p>	<p>Funding to support training of women in micro-enterprises</p>	<p>2011-2013</p>	
	<p>Impact of trade liberalization policies and poverty reduction programmes on rural women analysed and data used to inform initiatives to improve their economic situation</p>	<p>BWA, PIOJ, OPM Poverty Eradication Unit, CGDS/UWI</p>	<p>Funding to support research initiative</p>	<p>2013-2015</p>	
	<p>Based on outcomes of the above analysis, training programmes in development of agricultural and other enterprises designed and implemented in response to the economic needs of rural women</p>	<p>BWA, Business Dev. Centre, Ministry of Agriculture, RADA, IICA, SCR, Food Technology Institute</p>	<p>Funding to support training programmes</p>	<p>2013-2015</p>	
	<p>Cooperatives established to reduce costs, increase production and improve options for rural women engaged in agricultural and other enterprises</p>	<p>Ministries of Industry and Technology, Ministry of agriculture, IICA</p>	<p>Funding to establish co-operatives</p>	<p>2013-2015</p>	
	<p>To develop and implement strategies to alleviate poverty and other vulnerabilities among rural women</p>	<p>Legal and financial aid programmes implemented through appropriate agencies to assist rural women to own land on which they live and work</p>	<p>National land Agency, LAM Programme, Ministry of Agriculture</p>	<p>Existing resources redistributed.</p>	<p>2013-2015</p>
		<p>Occupational health and safety needs of rural women engaged in agricultural activities addressed through improving access to protective clothing and equipment.</p>	<p>Ministry of Agriculture, RADA, Bureau of Standards, MOH</p>	<p>No additional resources required</p>	<p>2013-2015</p>
		<p>Social sector national statistics disaggregated on the basis of urban/rural location and sex to ensure that specific health and social needs of men/women (e.g. access to safe water and sanitation) identified and met.</p>	<p>STATIN, PIOJ, Ministries of Health, Water, Education etc.</p>	<p>Statistician appointed at BWA and Focal Point at STATIN</p>	<p>2013-2015</p>

## EMPOWERMENT OF VULNERABLE WOMEN

TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME
	Members of the judiciary, law enforcement, prosecutors and medical and media personnel trained in understandings of gender issues, the dynamics of sexual and other forms of violence, obligations under relevant international conventions and other gender issues relevant to each target audience	BWA, Ministries of Justice, Security, Health; Media Houses, CDA, Office of the Child Advocate	Funding to support training programme	2011-2013
To design and implement a comprehensive plan to eliminate sexual and other forms of violence against women, punish offenders and provide services for victims and children, in keeping with the principles of the Belem do Para Convention and CEDAW	Victim Support Unit in the Ministry of Justice strengthened by increasing the staff complement and providing training as above. Directory of available support services for victims of sexual and other forms of violence established and incorporated as a section of the yearly telephone directory published by Lime	Ministry of Justice	To include costs for additional staff in next budget submission	2011-2012
	Twenty-four hour national telephone hotline established and operational for advising and counseling in cases of sexual and other forms of violence	BWA, AWOJA, Woman's Inc, Lime	Seek sponsorship from telecommunication sector	2011-2013
	Campaign mounted to build awareness among media workers, musicians & public of the impact of negative portrayals of women in electronic media	BWA, Woman's Inc.	Funding to offset costs of the 24hr service	2011-2012
To provide women's crisis shelters for victims of sexual and domestic violence	A minimum of two Government shelters established at central points to serve the urban and rural areas	BWA, WMW, Media Houses, Broadcasting Commission	Funding to support campaign and public education programme	2011-2012
	Public education campaign on the dangers and consequences of trafficking in persons, especially women and children, mounted	BWA, NGOs, Private and Public Sector partners	Funding to establish Centres	
To introduce measures to address trafficking in women and children implemented and enforced	Design and introduce module of Trafficking of persons for trainees at Police Training Academy	BWA, Ministry of Foreign Affairs, Ministry of National Security	Funding to support public education programme	2014-2018
	Obligations under the Convention Against Transnational Organised Crime and the Supplementing Protocol to Prevent, Suppress and Punish Trafficking in Persons enforced and monitored.	BWA, NATFATIP, Police Training Academy, Organised Crime Unit; National Task Force Against trafficking of persons (NATFATIP), Ministry of National Security, Organised Crime Unit	Funding to be identified	2012- 2015
To integrate a gender perspective in analyses of crime and violence perpetrated by males.	Safe House and 24 hour hotline established to temporarily affected persons	BWA, Private Sector, NGOs	No additional resources required	2011-2015
To integrate a gender perspective in mandatory anger management and conflict resolution sessions designed for male perpetrators of violence	Data on crime and violence collected and analysed from a gender perspective on a regular basis. Mandatory training designed for male perpetrators of gender-based violence developed from a gender perspective and offered in penal institutions and other relevant locations.	BWA, Jamaica Constabulary Force, Ministry of National Security BWA, Jamaica Constabulary Force, Ministry of National Security	Funding to be identified	2013-2016
		BWA, Dept of Correctional Services, UN Women and Pathways to Peace Programme	Technical assistance for establishment of an Electronic Database	2011-2015
			Funding to support development, delivery and evaluation of Programme	2013-2015

## EDUCATION AND CULTURE

TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME
To transform prevailing gender ideologies that under-gird a sexual division of labour and reproduces a male/female hierarchy in educational institutions and ultimately the wider society	Module on 'Gender in Caribbean Education' introduced as a mandatory component of the training programme for teachers at all levels	BWA, CGDS, Joint Board of Teacher Education	No additional resources required	2012-2015
	Teacher behaviours changed in relation to issues of gender in the school/classroom	BWA, CGDS, Joint Board of Teacher Education	Funding to undertake an evaluation study of the impact and effectiveness of the programme	2012-2015
	Parenting education programme that addresses gender socialization and issues of sexuality introduced in educational institutions from the early childhood level	BWA, CDA, National PTA, ECD Commission, Gender Specialist	Funding to support development, delivery and evaluation of the programme	2012-2015
	Gender biases in curricula, curricula support materials and textbooks identified and Addressed.	MOE Textbook Unit, JBTE, Publishers	No additional resources required	2012-2015
	Barriers that prevent either sex access to sex-linked curriculum areas, particularly in the technical -vocational areas, identified and removed.	As Above	No additional resources required	2012-2015
To re-socialise adolescent males and females away from entrenched stereotypical views on expressions and performance of masculinity and femininity towards an understanding of the importance of shared roles.	Initiatives designed implemented and evaluated in terms of attitude and behaviour change and expected outcomes achieved	MOE, PTAs, Association of Principals	Funding to develop interventions and measure impact	2012-2015
To promote equality in male/female participation in higher levels of education system increased	Legal framework and institutional policies reviewed and revised to guarantee right to continued access to formal education by teenage mothers and boys who have dropped out of the formal system	MOE, Guidance Counsellors, Parents, NGOs that cater to this target audience	No additional resources required	2012-2015
To create an environment in educational institutions that fosters mutual respect and in which there is no tolerance for sexual harassment and abuse	Policy that addresses sexual harassment and sexual abuse between and among teachers and students introduced in all educational institutions	MOE, MOE Guidance Counselling Unit, School Boards, JTA, Association of Principals, National Student Council		2012-2013
	Incidence of sexual harassment and abuse among male female staff and students reduced and eventually eliminate	MOE, MOE Guidance Counselling Unit, School Boards, JTA, Association of Principals, National Student Council	Resources to support establishment of a monitoring mechanism	2013-201

<b>GOVERNANCE AND DECISION-MAKING</b>				
<b>TARGET/OBJECTIVE</b>	<b>STRATEGY/INDICATOR</b>	<b>RESPONSIBLE INSTITUTION</b>	<b>RESOURCES</b>	<b>TIMEFRAME</b>
To ensure women are equipped with requisite skills to assume positions of leadership	Training programmes developed to meet the needs of females interested in holding positions of political leadership; Programmes implemented and evaluated in terms of impact and effectiveness	BWA, Women's Political Caucus, CGDS & Dept of Government, UWI BWA, Jamaica Women's Political Caucus	Funding to support further design of political leadership programme and to support delivery an evaluation of effectiveness of programmes	2011-2013
To institute special measures to increase women's level of representation in decision-making to 30% in local and central government and all of State owned enterprises	Collection of trend data on female participation in all areas of political decision making – beginning with the Senate – and on Public Boards increased to 30%	EOJ, Ministry of Justice	No additional resources required	2012-2015
	Introduce law to mandate gender-based quotas as a temporary special measure to increase the percentage of women in beginning with the Senate – and on Public Boards increased to 30 %	EOJ, Ministry of Justice	Funding from the regular MOJ budget.	2012- 2015
<b>GENDER MAINSTREAMING</b>				
<b>TARGET/OBJECTIVE</b>	<b>STRATEGY/INDICATOR</b>	<b>RESPONSIBLE INSTITUTION</b>	<b>RESOURCES</b>	<b>TIMEFRAME</b>
To make the collection of data disaggregated by sex and location mandatory by all public and private agencies in the social, economic and political sectors on a regular and timely basis	Annual data sets produced on indicators relevant to the mandate and work of the particular agency	BWA, STATIN, PIOJ Electoral Office of Jamaica. All government agencies statistical departments All private sector bodies	Statistician at the BWA and Focal Point at STATIN	2011-2015
To set up systems to facilitate ready retrieval of these data as required by researchers, planners and policy-makers	Data used by relevant stakeholders and as the basis for gender responsive planning and policy formulation by the respective agencies	BWA/STATIN and partnership with IDPs	Funds to conduct training in gender analysis and policy formulation	2011-2015
To equip all persons involved in planning and policy formulation with the tools for conducting gender analyses and the skills to use the information produced to develop, monitor and evaluate projects, programmes and policies	Training programme developed and offered to relevant stakeholders.	BWA, CGDS/UWI, PIOJ	Funding to support delivery and evaluation of impact of training	2012-2015

## GENDER MAINSTREAMING

TARGET/OBJECTIVE	STRATEGY/INDICATOR	RESPONSIBLE INSTITUTION	RESOURCES	TIMEFRAME
	Training programme assessed in terms of its impact and effectiveness			2012-2015
To produce a comprehensive manual of gender indicators related to all major sectors which can be used to inform design of plans, projects and programmes and for monitoring their impact	Gender Indicators Manual developed by reviewing indicators produced by BWA, CARICOM, ECLAC, JASPEV, PJOI, & OPM checklists and Gender Indicators produced by UN (GEM and GDI) in order to compile a composite checklist for monitoring impact of programmes in all sectors	BWA, STATIN, PJOI, CGDS/UWI and IDP Partnership	Funds to acquire relevant software and programming and Technical Assistance from regional and international bodies/IDP Partnership	2011-2012
	Gender Audit Tool developed for use by all major institutions to conduct gender audits and identify gaps to be addressed to promote gender equality	BWA, GAC, CEDAW Technical Working	Technical assistance for development of Audit Tool	2011- 2013
	Inter-sectoral Committee established and TORs developed to guide its function as an implementation and monitoring group for an inter-sectoral Gender Mainstreaming Strategy	BWA	No additional resources required	2011-2013
To appoint Gender Focal Points in all line ministries, critical statutory organisations and executive agencies and to establish an inter-sectoral Committee to oversee implementation of the NPGE and to mainstream gender in plans, programmes and policies of their respective organisations.	Capacity of Gender Focal Points increased through exposure to training in relevant issues	BWA, IGDS/UWI	Funding to design, deliver and evaluate training programme	2012-2015



# APPENDIX 5



## APPENDIX 5

### 1. Summary of Desk review Findings

Discussion Area	2 Main Gender Issues
<p>1. Gender And Poverty</p>	<ul style="list-style-type: none"> <li>■ The percentage of female- headed households in poverty was higher in the rural areas than in the other towns and the KMA.</li> <li>■ Female-headed household consumption plummeted by as much as 14 per cent in contrast to male-headed households, whose consumption fell by 1.7 per cent in 2004</li> <li>■ In 2002, the parishes with the highest levels of poverty were St. Ann, Portland and Trelawny</li> <li>■ Given the triple role that women face- childbearing, employment and managing households- they lack the time and resources needed for them to escape poverty and improve their employability.</li> <li>■ Poverty increases migration rates and this has a negative impact on the families left behind.</li> <li>■ Poverty in the inner city needs policy attention and the role of women in the criminal activities is disturbing.</li> </ul>
<p>2. Gender And Education</p>	<ul style="list-style-type: none"> <li>■ There is little conscious effort being made to re-construct education to meet the demands of globalization.</li> <li>■ Females out-performed males at all three levels of the education system.</li> <li>■ Daily attendance rates were better for girls throughout the three levels of the education system.</li> <li>■ The girls are over-represented in the humanities and arts. Women practise "self exclusion" and gravitate to "soft subjects" at the higher levels of education. Gender socialization in the schools facilitates this phenomenon.</li> <li>■ The survival rates to Grade 5 for the girls have been consistently higher than those for the boys.</li> <li>■ The literacy level is higher among females.</li> <li>■ The literacy rates show that for the 75-and-over age group, while only five of ten Jamaican women were functionally literate; this still represented a higher ratio than the four in ten for their male counterparts.</li> <li>■ Despite the numerical advantage in the education system, women are poorly positioned to command a strong position in the labour market</li> </ul>



## APPENDIX 5

### 3. Gender And Labour

- The ILO issues of “decent work” and “decent pay” are concerns for both sexes.
- There are no flexible work agreements and no paternity leave. The female participation rate has been consistently lower than that of males.
- Males, continued to represent the majority of the employed labour force at 57.9 per cent in 2004.
- Gender differentials in unemployment were evident with the female unemployment rate, more than twice that of men. The male unemployment rate was 7.9 while the female unemployment rate was 16.4 in 2004.
- Although, women are accessing education more and performing better in the education system, their access to employment is lower than that of men.
- Youth unemployment is a major concern.
- Occupational Sex segregation is high at 35.8 (Ricketts, 2003) and on the increase. This means that 35.8 per cent of the each gender group would have to change their occupation in order to achieve gender equality.
- Women tend to be employed in the low wage occupations in the service sector.
- At the highest level of decision making the males outnumber the females. While women participate in the parliamentary process on equal terms with men, their participation has not translated in significant number at the highest level of governance.
- Gender norms and stereotypes can result in women acquiring different levels of education.
- Women tend to be employed in low-wage occupation in the service sectors.
- There are wage differentials associated with the glass ceiling and the glass escalator phenomena.
- The occupations in which women dominate are not unionized.
- There is no recognition of sexual harassment in our laws. The treatment of HIV/AIDS patients in the workplace.
- There are more males working in the overseas government facilitated programmes but females dominate in the hotel industry.

### 4. Gender And Health

- Based on international guidelines, the improvement in the infant mortality rate is not sufficiently rapid.
- Maternal Mortality rates have not significantly improved through the years.
- The problem of “botched” pregnancies still persists.
- There was an increase in pregnancies among adolescents who are still at school, particularly secondary (42.2 per cent in 1997 to 48.3 per cent in 2002) and post secondary (from 6.5 per cent to 11.1 per cent).



## APPENDIX 5

	<ul style="list-style-type: none"> <li>■ The proportion of unplanned pregnancies among younger adolescents increased to 97.4 per cent in 2002, up from 90.9 per cent in 1997.</li> <li>■ Data from the Ministry of Health show that females access the public health centres more than the males.</li> <li>■ This is a cultural phenomenon as men report illness at a more advanced stage than women, resulting in higher morbidity rates for women and higher mortality rates for men.</li> <li>■ For injuries (intentional and unintentional) the males are accessing the services much more</li> <li>■ Males are particularly vulnerable to death by road accidents</li> <li>■ More male children manifest Attention Deficit Hyperactivity Disorder (ADHD), Conduct Disorder and Learning Disorder</li> <li>■ More female children manifest depressive disorders.</li> <li>■ Among the suicide cases, males dominate</li> <li>■ Males are more susceptible to AIDS.</li> <li>■ Females in the age groups 10-19 years and 20-29 years are more likely than males to be infected with AIDS</li> <li>■ Stigmatization of HIV/AIDS patients remain a problem</li> <li>■ Prostitution and HIV/AIDS remain a concern</li> </ul>
<p>5. Gender And Trade</p>	<ul style="list-style-type: none"> <li>■ The plight of the sugar workers and the recent EU decision (on the sharp reduction of sugar prices) need immediate attention</li> <li>■ Globalization and trade liberalization, restructuring and downsizing of formal sector have had a more negative impact on women</li> <li>■ Women may be affected differently by trade due to social and cultural discrimination, which limits their access to education, technological training, credit, and land.</li> <li>■ Because of their domination in the service sectors, women are more susceptible to external shocks.</li> <li>■ Many jobs for low-skilled women were lost when trade liberalization prompted many multi-national businesses to relocate from the free trade zones in Jamaica to Mexican free trade zones.</li> <li>■ The micro enterprise sector is used as a holding ground for low-skilled labour-predominantly female and is not currently structured to contribute to technological or economic growth</li> <li>■ Women often earn lower wages than men for the same or similar types of jobs, and are usually the last workers hired and the first fired in the liberalized economy.</li> <li>■ Trade policies lack gender sensitivity as a result of the exclusion of women from the decision-making and negotiating process</li> </ul>



## APPENDIX 5

<p>6. Gender And Agriculture</p>	<ul style="list-style-type: none"> <li>■ In all parishes, men owned more of the agricultural land.</li> <li>■ The majority of women who own farms are small holders with an average farm size significantly smaller than that of the men's. Any limitation of small-scale agriculture affects women more seriously than men</li> <li>■ Female agricultural workers receive lower wages even if they work twice as hard as the men.</li> <li>■ Proper working hours and conditions are not taken into consideration for women</li> <li>■ The operations of the female higglers are economically inefficient and they suffer severe hardships and indignities</li> <li>■ The Sugar and the banana industries have been negatively affected by new trade regulations.</li> </ul>
<p>7. Gender And Social Protection Programmes</p>	<ul style="list-style-type: none"> <li>■ Limited access to health insurance for both sexes</li> <li>■ For the PATH in the categories health and disabled there were more male beneficiaries. Females dominate in the other categories</li> <li>■ The public assistance programmes include Rehabilitation Grants, Compassionate Grants and Emergency Grants. More females benefited from these programmes.</li> <li>■ More females have been accessing the loans from MIDA but more males received loans for their business in the agricultural sector.</li> <li>■ Limited protection of workers in the informal sector</li> <li>■ More males are in infirmaries and receive less support from their families in their old age.</li> </ul>
<p>8. Gender And Coping Strategies</p>	<ul style="list-style-type: none"> <li>■ Females receive more support from relatives home and abroad</li> <li>■ Illegal activities by both men and women e.g. women become drug couriers, men turn to crime</li> <li>■ There is heavy reliance on remittances from abroad which has institutionalized a "dependency syndrome" by the poor and a macro economy heavily reliant on remittances</li> <li>■ Children are kept from school during economic depression in the homes</li> </ul>
<p>9. Gender And Violence</p>	<ul style="list-style-type: none"> <li>■ More males are involved in crime</li> <li>■ The role of women in "protecting" and "supporting" male criminals is disturbing.</li> <li>■ Data on gender based violence perpetrated by women are not readily available</li> <li>■ Violence places a heavy burden on the health system</li> </ul>
<p>12. Gender and Legislation</p>	<ul style="list-style-type: none"> <li>■ Implementation of legal reform is slow</li> <li>■ A clear relationship does not exist between Law Reform, public education and court cases with violence against women and girls. The Court System is not user-friendly</li> </ul>



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<p>13. Gender Mainstreaming</p>	<ul style="list-style-type: none"><li>■ The full integration of gender perspectives in legislation, national budgets, public policies, programmes and projects is not complete</li><li>■ All statistics related to individuals are not analyzed to reflect problems, issues and questions related to women and men in society</li></ul>
<p>14. Culture</p>	<ul style="list-style-type: none"><li>■ Some policies still reflect a gender bias e.g. sports for men receive more funding than those for women e.g. men's cricket is far more supported than women's cricket</li></ul> <p>Many of the gender inequalities persist because of culture and socially learned attitudes.</p> <p>How to change the pervasive influence of gender stereotyping in a patriarchal society</p> <p>The cultural and institutional barriers to single men who want to be good parents</p> <p>Crisis of masculinity among men, especially young men</p> <p>Gender socialization, the treatment of boys by teachers</p> <p>Gender socialization in the homes</p> <p>Cultural norms exist whereby young girls enter into relations with AIDS infected older men.</p> <p>Men and their reluctance to use a condom</p>



# NATIONAL POLICY FOR GENDER EQUALITY 2011

## APPENDIX 6



## APPENDIX 6

### Economy and Social Security

- Wages, on average, favour males but with variations in groups depending on socioeconomic status, ethnicity and occupation;
- Occupational sex segregation with women predominately in lower level employment; In preparing both sexes for the careers and for employment the focus of the educational programmes on academic areas with not enough emphasis on technical skills required to support national development;
- With the contraction of the economy only particular career options are worth striving for – no specific examples given so not clear if one or both sexes impacted;
- Women seen as being socialised in ways that prepare them for management positions possessing attributes such as patience, sensitivity and empathy but at the same time do not handle these positions well because of their fear and insecurity in taking on management positions;
- Women who excel in terms of managing in the private domain are not seen as capable of carrying these skills over into the public domain and therefore experience the glass ceiling phenomenon;
- Women felt that there was an inordinate amount of work associated with middle management positions where they are concentrated;
- Women feel that they are the more qualified group in many work settings but are unfairly treated in relation to standards of performance set by males with patriarchal leadership styles;
- Need to enforce labour laws and conventions agreed to, particularly policies that call for gender parity in remuneration for work of equal value;
- Attempts to mainstream gender in economic systems and structures and ensure more equal opportunities and benefits for both sexes is constrained by entrenched ideologies and practices and role socialization resulting in a sexual division of labour which underpins capitalist economic systems and the dichotomy between gendered private and public domains;
- Men who do not meet up to the social norm of male provider and breadwinner and are unable to meet the economic demands of family often feel emasculated and abandon other contributions they could make to the family resulting in paternal alienation. This is often reinforced by female partners; Economy and Social Security



## APPENDIX 6

- Flexi-time and paternity leave endorsed as welcome additions to labour regulations since both would facilitate positive outcomes such as better time management and the emotional well-being of the family and would ultimately increase workplace productivity. However seen as potentially creating conflict with the Christian community;
- In keeping with prevailing notions of gender roles, in relation to work, the most important issue for men was remuneration and level of income while for women it was access to maternity leave. These issues were also seen as important in relation to the increasing phenomenon of female headed households;
- Men benefit more from participation in the labour market; The fact that a woman could not access public housing if her husband was already a beneficiary was seen as a problem;
- The fact that women are often the main economic provider was seen as resulting in a number of problems such as the upbringing of boys and general absenteeism from the home with less parental control;
- The involvement of women in the sex industry was seen as an economic imperative only in some instances but in other cases as an outcome of anti-social values and attitudes. The latter view was seen as an expression of lack of tolerance for alternative lifestyles as well as social status response to those seen as being of lower social status.



## APPENDIX 6

### Education & Culture

- Factors militating against the young (particularly boys) obtaining an education were seen as lack of financial resources and the immaturity of parents who did not value education both as a means to an end and an end in itself and who could not assist with homework etc. and thereby contributing to intergenerational illiteracy and delinquency;
- Teachers are seen as critical to reversing gender stereotypes in selection of vocations and professions and in socializing boys and preparing them for more involvement in care-giving;
- Educational attainment was seen as less important for males than females since in the case of males they 'could hustle and get by'. It was therefore felt that in the case of dysfunctional families both sexes are affected but if there is a failure in the education system girls would be more affected since the returns on education is higher for females than for males;
- Female participants were of the opinion that the factors contributing to male poor academic performance was linked to female headed households, the absence of fathers and socialization into sex-linked gender roles;
- Addressing gender socialisation in the home for both sexes was seen as also important and the establishment of a mentorship programme was seen as fundamental to the project of encouraging boys to remain in schools;
- Prevailing gender ideologies that support a SDOL affect educational performance. Boys from the lower SES perceive education as unimportant for surviving while girls from the same SES group select traditional areas of study and reinforce the positioning of women in supportive and care-giving roles and functions in the labour force and home;
- Males are represented in administrative positions in the education system but not in classrooms. Males should therefore be provided with incentives to enter the teaching profession. This however would create an anomaly counter to the principle of equal pay for equal work and would reinforce the accepted gender norm of higher remuneration for males;
- Inadequacy of curriculum, infrastructure and resources, both physical and human, for children with special needs (predominately male);
- There is a need to move away from a gendered curriculum and prevailing attitudes which deter the crossover of either sex into non-traditional areas e.g. boys into needlework and girls into carpentry.



## APPENDIX 6

### Rural women

- Rural women do the same kinds of work as men, especially in agriculture, but because women do not own their land, their efforts are often unrecognised;
- The current system regarding land ownership is disrespectful to women;
- Rural women are often neglected when trade agreements are being designed or entered in to. These are agreements usually impact them both directly and indirectly.

### Men

- Absentee fathers was identified as being an important contributor to male delinquency;
- Men suffer from low self-esteem which impacts on their capacity to define specific goals for their education and career path and to persevere to achieve these goals;
- Men's low level of educational attainment and illiteracy, their involvement in gangs that act as pseudo-fathers and role models, lack of or low self-esteem, illiteracy and teachers' attitudes create problems for lower SES males.

### All Male Interest Group

- Identity, low self-esteem, inadequate education and lack of opportunities are challenges that men face;
- Women because of their desire to be independent help to exclude men from their responsibility in parenting and the legal system as it relates to child custody is biased in favour of women.
- Men experience conflict between their desire to measure up to the image of masculinity promoted by prevailing sub-cultures vis-à-vis what they personally regard as appropriate behaviour;
- Male involvement in domestic violence as perpetrators is linked to macho definitions of men as unemotional beings who do not talk through issues but act out feelings of discontent and frustration in violent aggressive ways. To act otherwise is to be effeminate and not meet up to the heterosexual male norm;
- Abortion should be allowed unless health conditions constituted a risk factor;



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- There should be tolerance of homosexuality;
- Social and economic arrangements benefited males at the expense of females.

### Youth

- Both sexes are faced with challenges by living in single-parent households and both are exposed to peer pressure;
- Girls vulnerable to pregnancy and carnal abuse and boys to drug use and abuse.

### Reproductive Health & Rights

- Paternity leave seen as desirable in terms of family and shared role of nurturing. However, employers would most likely view it as an unnecessary expense and it could lead to the displacement of household helpers;
- Need to establish a secretariat which can receive complaints of sexual harassment at the workplace;
- More disadvantages than advantages for legalizing sex-work and encouraging sex tourism would have negative repercussions such as increased STIs, involvement of minors, increases in the number of abortions as well as creating negative publicity for the country;
- Because women are economically dependent, this diminishes the power they have to negotiate safe sex and insist on condom use and therefore expose themselves to unwanted pregnancies and STIs;
- Factors driving high fertility rates among some females included lack of effective parenting, changes in values and attitudes including open sexual activity and poor parenting which is regarded as the biggest contributor to the problem;
- Factors driving maternal and infant mortality included economic and attitudinal factors as well as the decrease in the child-bearing age;
- Girls are vulnerable in relation to teenage pregnancy and carnal abuse; Conflicting views and positions with regard to making condoms available to children (minors);



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- An age of consent for boys needs to be established particularly with the emergence of the issue of older female predators;
- The involvement of young girls in sexual relationships with older men stem from peer pressure, economic needs and delinquent parenting and puts girls at risk for early pregnancy and STIs;
- Since females have faster rates of maturation (cognitively), it increases the chance of them becoming involved with older males and therefore being more at risk for pregnancy and contracting STIs;
- Although young males and females wish to use condoms they are embarrassed to acquire them because of prevailing attitudes and being labelled promiscuous;
- The bombardment of young people, from an early age, with messages and images about sexuality and the impact of this on their own sexuality in terms of practice and expression.

### **Institutional Arrangements**

#### **All Male Interest Group**

- The best arrangement for promoting gender equality and to advance gender main-streaming is through legal reform;
- To address male disadvantage and policies that discriminate against men an institutional mechanism that deals with the needs of both women and men should be put in place.

### **Governance**

- Transformational politics would:
- Bring people together into a common purpose;
- Enable members in communities to participate effectively in decision at the local level;
- Build and promote equity across the various sectors and interests in the society;
- Enable people to experience gender justice;



## APPENDIX 6

- Reduce and eventually eliminate tribalism in communities and in the society.
- Governance a process at all levels: household, community and nationally.
- Women's involvement in decision making is crucial for effecting change.
- Women are in leadership positions in the household; women have skills and experiences that that are critical to decision making. This skill and role must be carried forward at the community level.

Recognition of women's leadership, **roles and responsibilities:**

- Garvey (1914) recognised the importance of the partnership between women and men in leadership.
- Concrete, practical action to come out of policies

### **Human Rights & Legislation**

- Little political will for enforcing existing legislation and gender-specific policies in particular;
- The most sustainable measure for channelling legislation on sexual harassment at the work place is to create a partnership with trade unions.

### **Violence & Psycho-Social Health**

- Media perpetuates a form of sexual harassment through advertisements which portray negative images;
- Pervasiveness of sexual harassment linked to delinquent parenting, lack of positive values;
- Prevailing popular culture, particularly the lyrics of songs aired and performed, was seen as contributing to the level of violence, generally, and against women, in particular, in society;
- Although homosexuality should be seen as a human rights issue it should not be tolerated;
- In legislation and policies, rape and sexual harassment should be made gender-neutral since males can also be victims of these offences;



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- non-penetrative acts of sexual aggression should be regarded as sexual violations so that perpetrators of such acts can be held accountable and charged;
- Laws related to incest should be amended to include grandmothers and stepfathers as perpetrators;
- The legal definition of a 'child' in terms of age needs to be harmonised;
- Problem of sexual violence seen as very severe and largely male generated although women are also implicated;
- Police reluctant to investigate violence between heterosexual couples – they do so more readily in cases of violence between two men if they are in a homosexual relationship;
- Female generated domestic abuse goes unreported because the men are embarrassed to make reports and if they do the police are contemptuous;
- The root causes of domestic abuse of women are social and economic which can be addressed by legislation and re-socialisation.



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LEGISLATION AND HUMAN RIGHTS	
Issues	Recommendations
Elimination of discrimination against women	<p>Amend all discriminatory legislation to ensure that definitions of discrimination on the basis of sex is consistent with the CEDAW definition.</p> <p>Close legislative gaps by passing outstanding legislation such as the Offences Against the Person Act and the Incest (Punishment) Act.</p> <p>Review and enact other laws as necessary to bring domestic law in line with international conventions and regional agreements ratified by the GOJ. (CEDAW &amp; Women's Manifesto)</p> <p>Enhance women's awareness of their rights through legal literacy programmes and expand access to legal assistance for women bringing matters of discrimination to the courts. (CEDAW)</p> <p>Speed up implementation of all articles of the CEDAW.</p> <p>Accede to the Optional protocol to CEDAW.</p>
Human rights	<p>Parliament to be requested to include discussions of sexuality, within a human rights framework, on its agenda. (NC)</p>
Unsafe abortion and maternal mortality rate	<p>A public education campaign based on a BCC strategy should be developed to promote a human rights approach to all civil liberties. (NC)</p> <p>Promote public education programmes to sensitise the public to contending issues of pro-life and pro-choice positions. (NC)</p> <p>Recommendation of representatives of the Medical Association of Jamaica is that given the high rate of maternal death from illegal abortions, moves should be made to legalise abortion under certain conditions as in the case of rape, incest, carnal abuse and a holistic approach should be taken to the management of the problem. (NC)</p>
Sexual harassment legislation	<p>The GOJ needs to raise awareness about the existing policy towards safe abortions and provide women with access to safe abortion. (CEDAW)</p>



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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

<p>Age of consent</p> <p>Protection of the human rights and civil liberties of all individuals</p>	<p>Put in place legislation to protect women, girls, boys and men from sexual harassment within institutions such as faith-based organisations, schools, places of safety, hospitals etc. (NC).</p> <p>Review national position on age of consent and based on decision, harmonise various instruments and laws pertaining to children to reflect agreed policy position. (NC)</p> <p>Work with Parliament to ensure the speedy adoption of the Charter of Rights and ensure that the definition of discrimination on the basis of sex is in line with Article 1 of the CEDAW. (CEDAW &amp; Women's Manifesto)</p> <p>Mount a public education programme to inform the general public and relevant institutions such as places of safety and faith-based organisations of the obligation to view sexual abuse of minors as a criminal offence. (NC)</p>
<p><b>LABOUR</b></p>	
<p>Gender gap in wages</p> <p>Decent work provisions (ILO)</p> <p>Women in the workforce</p> <p>Occupational Sex Segregation</p> <p>High unemployment rate among women</p> <p>Social Security and commercial sex work</p>	<p>Pass the amendment to legislation on equal pay for equal work (CEDAW) and enforce the provisions (NC)</p> <p>Provisions of the ILO decent Work Agenda should extend beyond workers in the formal sector to include workers in the informal sector who are predominately female and who need to have access to instruments of social security such as health and life insurance and job benefits and the role of trade unions in this regard (NC).</p> <p>Monitor the de facto situation of women in the workplace including receipt of maternity benefit for domestic workers under the NIS.</p> <p>Ensure the collection of sex disaggregated data of persons in the labour force detailed by sector to determine the lack of congruence between women's level of educational attainment and their positioning in the labour market. (NC/CEDAW)</p> <p>Institute special measures (affirmative action) based on merit to increase employment opportunities for qualified women as well as by equal composition of selection and interview panels, as well as setting targets for women's employment (Women's Manifesto/NC)</p>



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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

<p>Sexual harassment at the workplace</p>	<p>Address the need for women and men to be eligible for a pension at the same age (NC)</p> <p>Acknowledge that a sex industry operates in Jamaica and enact legislation to enhance access to measures to reduce risk of STIs and protect workers against harassment and violence. (NC)</p> <p>Enact, without delay, legislation to prohibit sexual harassment in the workplace. (CEDAW)</p> <p>In the effort to develop legislation on sexual harassment in the workplace create partnerships with trade unions to ensure a buy-in on the part of workers and reduce resistance. (NC)</p> <p>Make provisions for child care facilities particularly in places of employment to alleviate the burden of child care for employed women and single parent families.(NC)</p>
<p>Rural women</p> <p>Health</p> <p>Women in agriculture</p> <p>Women and Information Communications Technologies (ICT)</p> <p>Globalisation, Trade Agreements and the CSME</p>	<p>Disaggregate data by urban/rural areas and age to ensure that rural women have access to health care and other social and economic services. (CEDAW)</p> <p>Analyse the impact of economic policies such as economic adjustments and trade liberalisation programmes on rural women as well the impact of poverty reduction programmes and use the information to develop a holistic and comprehensive approach to rural women's empowerment vis-à-vis a welfare approach. (CEDAW)</p> <p>Promote the establishment of cooperatives to reduce costs, increase production and improve marketing options, to assist women who do not own land on which they live and work, and to increase opportunities for training for business development and in agriculture (NC/WC)</p> <p>Address water and sanitation issues as they impact severely on the capacity of rural women to survive on a daily basis</p> <p>Protection for the health of rural women in agriculture regarding their exposure to fertilizer and other chemicals (WC)</p>



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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

GENDER-BASED VIOLENCE	
<p>High prevalence of sexual violence against women and girls</p>	<p>Place priority on the design and implementation of a comprehensive strategy to combat and eradicate violence against women, punish offenders and provide services for victims. The strategy should involve training of the judiciary, law enforcement officers, prosecutors, medical personnel, the media etc. (CEDAW)</p> <p>Ensure that the comprehensive strategy designed to combat gender-based violence incorporates the principles outlined in the Belem do Para Convention. (NC)</p> <p>Promote programmes to combat prevailing negative cultural practices and gender stereotypes related to constructions of masculinity and femininity and gender relations of power that discriminate against women and reinforce VAW as normal and natural. (CEDAW &amp; NC)</p> <p>Ensure enforcement of existing laws and establish a monitoring and evaluation mechanism to regularly assess the impact and effectiveness of law enforcement measures and programmes aimed at preventing and addressing VAW. (CEDAW)</p> <p>Put in place measures to eliminate sexual violence and abuse, the use of sexually explicit music and pornographic DVDs on public transport vehicles and address attitudes, values and self-esteem issues of both abused and abusers. (NC)</p> <p>Put in place measures to restrict access of minors to places involved in the sale and use of sex toys and pornographic materials</p> <p>Promote a culture of zero tolerance and develop a complementary policy of zero tolerance for all forms of violence against women and children. (NC)</p> <p>Provide sensitisation to disabled women and girls on the issue of sexual violence and domestic abuse and their human rights in this regard. (NC)</p>
<p>Trafficking in women and children</p>	<p>Provide strategically located safe houses, shelters and crisis centres for victims of domestic violence and their children across the island. (NC)</p> <p>Provide skills training for women, where possible in non traditional areas, and create employment opportunities to</p>



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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

	<p>reduce their economic dependence and involvement in abusive relationships. (NC)</p> <p>Establish clear budgetary allocations for programmes geared to end gender-based violence implemented by State and civil society. (W's Manifesto)</p> <p>Put measures in place to adequately protect victims of sexual abuse from being re-victimised by the justice system and explore alternative methods for giving evidence which affords them the right to personal dignity and respect. (NC)</p> <p>Put measures in place in keeping with obligations as a signatory to the Convention Against Trans-national Organized Crime and the Supplementing Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially women and children (BWA).</p>
<b>EDUCATION &amp; CULTURE</b>	
<p>Role of schooling in transmitting prevailing gender ideologies and stereotypes that under-gird a sexual division of labour and the private/public dichotomy and therefore propelling males/females into traditional subject areas, occupational choices and career paths.</p> <p>Teacher's lack of appreciation of their role in the transmission of gender stereotypes and the creation of a rigid gender regime in schools that impact both sexes negatively</p> <p>Interactions and relationships in educational settings between teachers and students and among students marked by accepted ideology of male dominance/female subordination</p>	<p>Ensure, through the MOE that gender training be included as a mandatory component of teacher education at all levels through the use of the CARICOM Module on Gender Issues in Education in the curriculum used for teacher preparation as a means of reshaping the influence of teachers in transmitting traditional gender ideologies. (CARICOM GMS)</p> <p>Mandatory gender training of teachers at every level of the education system to understand ways of recognizing and redressing gender stereotyping even in very young children. This should include training programmes to facilitate teacher use of new materials and concepts that have and portray positive and balanced images of both sexes (CARICOM GMS)</p> <p>Create an environment in educational institutions that fosters mutual respect among and between male/female teachers and students, promotes tolerance, equitable interpersonal relationships free of incidents of sexual harassment and sexual abuse. (NC)</p> <p>Develop and introduce parenting education programmes which address gender socialisation and issues of sexuality from the early childhood level (CARICOM GMS)</p>



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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

<p>Early Childhood development – influence of schooling and parenting</p> <p>Structural barriers and practices in school that promote sex-segregation with particular reference to sex-segregation of the school's curriculum particularly in the technical vocational areas</p> <p>The under-participation of males at the higher levels of the education system but their better positioning in the formal labour market, their participation in the informal economy and their involvement in crime and violence.</p> <p>The higher participation of females at higher levels of the education system but their under-representation in the formal labour market and in decision-making positions in public and private institutions.</p> <p>The under-representation of males in the teaching profession but their disproportionate higher representation in administrative and policy positions</p> <p>Teenage parenting and opportunities for continuing education of teenage mothers</p>	<p>Address segregation in the education system; encourage the diversification of educational choices for females and males and encourage girls to enter male dominated areas with a view to broadening opportunities for females in occupational choice and career path; and eliminate gender bias and stereotypes from curriculum support materials and textbooks. (CARICOM GMS)</p> <p>Conduct research to explore the relationship between certification and the structure of opportunities for males/females in paid work and other economic activities as well as other factors that influence performance and post-school opportunities with a view to informing interventions to reduce the higher rate of male attrition from the education system and improving the life chances of females beyond school. (NC)</p> <p>Revalue education as a career by increased remuneration and thereby attract more males into the teaching profession at all levels as role models and the establishment of a mentorship programme for boys to remain in the school system. (CARICOM GMS/NC)</p> <p>Sensitise teenage mothers and their guardians to MOE policy governing re-entry of teenage mothers to the formal education system and address stigma and discrimination associated that inhibits re-entry to the school system. (NC)</p> <p>Put in place a comprehensive education strategy to be carried out by key institutions of gender socialisation (educational institutions, church, FBOs, media) which encourages a cultural shift that reflects changing gender norms and redefines stereotypes of femininity and masculinity that are inimical to both men and women and impact life chances and determine the quality of relationships between them. (NC/CEDAW).</p> <p>Give urgent attention to the implementation of the new Broadcasting Code and take other measures to protect citizens including children from harmful media portrayals of violence, sex and gender stereotypes. (W's Manifesto/WC).</p>
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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

<p>Prevailing negative cultural practices and stereotypes</p> <p>Negative portrayal of women and high levels of violence in the media</p>	
<p><b>REPRODUCTIVE HEALTH, RIGHTS &amp; HIV/AIDS</b></p>	
<p>Teenage sexuality and teenage pregnancy and links to popular culture, religion and media on accepted gender stereotypes and influences on the expression and practice of sexuality</p> <p>Women's economic vulnerability and unequal power in sexual relations and links to increasing incidence of HIV/AIDS infection in females</p> <p>Stigma and discrimination against PLWHA</p> <p>HIV/AIDS and links to abortion and maternal mortality</p> <p>Transactional sex and the sex industry and links to STIs and HIV/AIDS</p>	<p>Target adolescent girls in the 10-19 age group for sex education, negotiation skills and self-esteem programmes linked to the regional HFLE programme and incorporate issues of masculinity, femininity, and power in sexual relations, sexuality and HIV/AIDS. (CARICOM GMS/CEDAW)</p> <p>Continue implementation of awareness raising initiatives on women's sexual and reproductive health and rights, and heightened risk for HIV/AIDS with special attention to adolescent girls and economically vulnerable women. (CEDAW)</p> <p>Monitor trends in teenage pregnancies and implement programmes for a reduction of the rate of pregnancy in this age group. (CEDAW)</p> <p>Expand youth-friendly centres for family planning, HIV/AIDS and sex education. (CEDAW)</p> <p>Take measures to eliminate stigma and discrimination directed at disabled women and girls in relation to issues of sexual and reproductive health and rights particularly by health care professionals and the wider public. (NC)</p> <p>Legislation should be enacted to ensure social entitlements such as the right to work for PLWHAs. (CARICOM GMS)</p> <p>A workplace policy on PLWHA should be instituted in all places or employment. (NC)</p> <p>Ensure that gender is fully mainstreamed in the HIV/AIDS National Strategic Plan for 2007-2012. (CEDAW)</p> <p>Enact new laws as necessary that deal with specific problems raised by HIV/AIDS (CARICOM GMS)</p>



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## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

GOVERNANCE & DECISION-MAKING	
Conventions	Place the issue of governance within the rights-based framework using UN CEDAW and other measures, agreements and conventions ( WC)
Women's under-representation in decision-making	Equip women with the requisite skills and attributes to assume positions of public leadership. (NC) Take affirmative action to increase women's participation at the highest levels of decision-making in the workplace, board room and the political arena by setting targets – 50% (NC/WC)
MALE CONCERNS	
Identity issue - dissonance between ideology and reality	Re-socialise adolescent males and females in terms of entrenched stereotypical views on expressions and performance of masculinity and femininity and the importance of shared roles in the private domain. (NC)
Male as victims of sexual abuse	Educate individuals and policy makers in social and economic institutions on the need to accommodate these transformed gender ideologies and roles. (NC)
Rehabilitation of male offenders	Amend legislation relating to age of consent to ensure application to underage boys and so protect them from sexual predators (females and males). (NC)
Male drop-out from education system	Institute innovative programmes targeting ex-male prisoners and deportees to facilitate their reintegration into family and society. (NC)
Reduction of crime and violence among males	Take measures to critically analyse factors accounting for male attrition from the formal education system, including the influence of the structure of opportunity in the economic system, and use the findings to inform measures to address the problem. (NC)
Homosexuality	Ensure a gender perspective is integrated into analyses of crime and violence perpetrated by males and in mandatory anger management and conflict resolution sessions (BWA)
Youth	Promote a culture of tolerance within a human rights framework towards homosexuality with the aim of addressing homophobic social attitudes and behaviours. (NC)
Bureau of Gender Affairs vs. Women's Affairs	The services that LEAP offers to street boys should be expanded to facilitate their formal entry into the formal work force (NC)



# APPENDIX 7

## ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

<b>GENDER MAINSTREAMING</b>	
Collection of gender responsive data	Mandate the timely and regular collection of data disaggregated by sex and location (urban/rural) in all public agencies and set up systems to facilitate ready retrieval of these data (BPA, CEDAW)
Training in gender analysis	Ensure that all persons involved in planning and policy formulation in public sector entities are equipped with gender analysis skills and tools and can apply these to the design of programmes, projects, plans and policies.
Gender indicators for monitoring and evaluation	Produce a comprehensive manual of gender indicators related to all major sectors which can be used at the stage of designing projects, programmes, plans and policies and as a monitoring tool in evaluating the impact of these initiatives.
Identification of gender focal points	Identify focal points in all line ministries, critical statutory organisations and executive agencies and re-establish an Inter-Sectoral Gender Advisory Committee mandated to devise an integrated approach to mainstreaming gender in all public programmes and projects in accordance with the National Policy for Gender Equality and monitor implementation.
Gender Budgets	Ensure that gender commitments in analysis and strategy are backed by appropriate financial resources so that policy intent is in keeping with resource allocation.
<b>EMERGING ISSUES</b>	
Gender and the Environment – Climate Change and Natural Disasters	Involve women actively in environmental decision-making at all levels and integrate gender concerns and perspectives in policies and programmes for sustainable development to minimize the differential effects of climate change and natural disasters
Gender and Care Work	Establish and strengthen mechanisms at the national level to assess the differential impact of environmental policies on women and men (Beijing Platform for Action 1995)
	Implement time-use surveys for understanding and measuring how unpaid work contributes to the national economy
	Encourage the equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS



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### ISSUES & POLICY RECOMMENDATIONS FROM NATIONAL CONSULTATIONS

	<p>Create a system to capture, quantify and value unwaged/unpaid care labour and domestic work in the household and elsewhere</p> <p>Establish a means of reducing and redistributing certain kinds of unpaid work through policies and programmes to facilitate this “burden” sharing.</p> <p>Identify care-giving support strategies and policies that may serve as a model for the design and implementation of redistribution processes.</p> <p>Explore ways that home-based care work can be supported and compensated through policies and budgets</p>
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# APPENDIX 8



## APPENDIX 9 OVERVIEW OF METHODOLOGY

A Gender Advisory Committee (GAC) was established in 2004 to provide strategic oversight for the development of a National Policy for Gender Equality through the agency of the national machinery – **the Bureau of Gender Affairs**.

A national consultative process ensued in keeping with the national consultation code, fostering stakeholder input and soliciting recommendations from discussions on a variety of gender issues. Six (6) national regional consultations were held with women's organizations, the public and private sector, and the general public, as well as a consultation with special interest groups representing the Uniformed Forces, the Media Association of Jamaica, Faith-based organizations, the Combined Disabilities group, the Media, Men's Groups, and the Youth (Young Men and Women). The result is the development of a comprehensive gender policy framework for identifying and addressing obstacles to gender equality to inform decision-making for public plans, policies, and programmes.

A technical working group led by the Chair of the Gender Advisory Committee (GAC) developed a draft policy outline. This draft outline included the findings and recommendations from the national consultations. The draft was presented at a forum of all stakeholders who further reviewed, discussed and made additional recommendations including targets and indicators for monitoring and evaluation.

The additional contributions from stakeholders were all reviewed by the technical working group and the draft document was developed and refined. Final amendments including new and emerging issues were incorporated into a revised draft document to constitute what is now the National Policy for Gender Equality. It is anticipated that this Gender Policy Framework will be instrumental in guiding the Gender Action Plan which will result from the policy's implementation strategy.



# APPENDIX 9



## APPENDIX 9 ACKNOWLEDGEMENTS

The Bureau of Gender Affairs (BWA) would like to acknowledge the timeless and committed contribution of the members of the Gender Advisory Committee (GAC) - see appendix 4, all the stakeholders who took part in the early stages of the consultative process, and all our international partners – United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), United Nations Population Fund (UNFPA), the Canada/Caribbean Gender Equality Programme (CCGEP), and United Nations Children's Fund (UNICEF).

Special thanks to Professor Barbara Bailey who chaired the Gender Advisory Committee, Dr. Aldrie Henry-Lee, who undertook a Desk Review and prepared a report on the Status of Men and Women in Jamaica. Dr. Imani Tafari-Ama, consultant, who facilitated the consultative process and prepared a first draft of the policy document.

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