



Gender Mainstreaming in National Plans in Grenada

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The National Machinery for Gender Equality and Women's Empowerment



A record of Gender Equality in National Planning

- Gender equity was a priority area within the Growth and Poverty Reduction Strategy 2014-2018 (GPRS), as part of the thematic focus *Developing Competitiveness with Equity*. The strategic objectives were:
 - (1) mainstreaming gender;
 - (2) Policy intervention to support gender equality.
- "*Gender equality, equity and social justice*" was one of the focus areas in the Whole-of-Government Planning Framework
- Gender analyses are done for major projects



Current National Planning Instruments

- **National Gender Equality Policy and Action Plan (GEPAP)** approved in 2014 for implementation from 2014 to 2024.
- **Medium-Term Agenda (2019-2021)** – Gender equality is a cross-cutting theme
- **National Sustainable Development Plan (2020-2035)** that is being drafted – Gender equality is one of the themes and is being integrated as a cross-cutting theme.



Establishing a Structure

- Clarifying role of the **National Machinery for Gender Equality and Women's Empowerment**
- **Gender Focal Points** identified and involved.
- **Inter-Ministerial Council of Gender Focal Points**, established 2017, expanded and launched in 2019.
 - The Council is coordinated by the Gender Machinery, which is the Division of Gender and Family Affairs. It is chaired by the Head of the National Gender Machinery.
 - The Office of the Cabinet and the Ministry of Planning have been invited to be the Deputy Chairpersons.
 - The Secretary and Assistant are elected by the Council.



Building Capacity

- Two-day workshop for Gender Focal Points **“Introduction to Gender Mainstreaming”**
- Two-day workshop for Climate Change Focal Points on **Mainstreaming Gender in Projects for Climate Resilience**
- **Meetings of Inter-Ministerial Council of GFPs**
- **GFPs involved in Beijing +25 Report and Montevideo Strategy Report:** National Consultation, assisted in desk research, validation meetings, identifying priorities



Strategies Used to start moving to substantive equality

- Consistently clarify gender issues, desired outcomes, etc, within team and among others
- Broaden discussion on women's rights and autonomy. Include educational outcomes, economic indicators, health, violence against women, development, etc.
- Develop **depth** in the dialogue:
 - Not about perceptions and beliefs, but about facts
 - Not only about numbers, but also quality of experience and equality of outcomes – go behind the numbers
- Draw on local **national commitments** – Speeches, Constitution, Manifestos, National Plans, Policies, etc
- Remain grounded in **normative framework** – CEDAW, Beijing PoA, Belem do Para, SDGs, Montevideo Strategy.
- **Leverage requirements by development partners**



Actions employed

- Gender analysis: question assumptions, beliefs and generalisations; undertake desk reviews.
- Collate gender statistics based on indicators that are nationally important e.g. unemployment, poverty, pass.
- Attend consultations and meetings and share your findings, even if they do not match perceptions.
- Prepare bite-sized messages to share with a wide range of persons in formal and informal situations.
- Address misperceptions and misrepresentations as suitable.
- Challenge everyone to take responsibility for gender equality and women's empowerment.



Example 1: Bite-Sized Messaging

- **Why?** to challenge misperceptions & mis-representations; to make use of networking opportunities; to open doors; for repetition; to quickly invite others to enroll.
- **How?**
 - Acknowledge an initiative they or others within their sector have taken for gender equality or women's empowerment, or has an opportunity for it
 - State a relevant issue using statistical or other evidence
 - Propose a solution or outcome with an opportunity OR ask a question that could trigger one
 - Invite a quick response that starts with "Yes...". Usually, "but..." follows, but the first "yes..." is an entry point to invite further discussion or sharing of information
 - Have myth busters and counter arguments handy!



Example 2: Quick Analysis Tool

COUNTING MEN AND WOMEN and MAKING MEN AND WOMEN COUNT

- Use this formula when assessing needs, planning for participation during implementation and developing results frameworks
- This tool can make the problems and challenges visible and create spaces for identifying strategies to address them



Example 3: Challenge Others to Do Something

- Specify what doing “nothing” does for gender inequality
- Show “simplicity” of doing something
- Graphic developed to demonstrate



To Do or Not to Do?

**Awareness of a gender issue in a policy,
programme or project**

“Do Nothing” (Good for Some)

**Do
Something**

Oppose
the gender
issue/
concern or
the overall
goal of
equality

Dismiss
the gender
issue/
concern
altogether

Write the
appropriate
language in
the
document
but take no
action



To Do or Not to Do?

Awareness of a gender issue in a policy, programme or project

"Do Nothing"

Do Something: Good for all Citizens

Do something on the surface to appease advocates or meet basic requirements

Keep the main initiative as is, but add on something specific for the vulnerable group identified

Make changes within the main initiative to address the issue and create sustainable change



Example 4: Question and Address Misperceptions

- **Misperception:** Girls are outperforming boys in education in leaps and bounds.
- **Reality:**
 - More females are pursuing higher education and skills training than males.
 - Males and females perform on similar levels in exit exams.
 - Boys and men pursue subjects in expanding sectors of the economy and those that offer more lucrative livelihoods.
 - Girls and women pursue subjects either in contracting, lower paying or non-economic sectors.
 - Segregation in subject choices negatively affects women's school-to-work transition and incomes.
 - Many men enter expanding, technical fields without prior training.
 - School curriculum does not promote gender equality.



- Caribbean Primary Exit Assessment (CPEA) (2014 – 2017)
 - 1st place: 3 males and 1 female
 - Top ten positions: In 2017, 7 males, 3 females
 - 21 males and 19 females in the top ten positions over the 4 years
- Caribbean Secondary Education Certificate (CSEC) (2014-18)
 - 1st place: 3 males and 2 females
 - Top ten positions: 7 males and 3 females in 2017 and 6 males and 4 females in 2018
 - More females than males obtained zero and one passes in some of the years, as they did in over 12 subjects



Number Subjects attained, by Sex of Candidates - CSEC Grenada 2018





Political Will to Proceed

- In the Budget Speech 2019, Prime Minister expressed “that **Grenada remains firmly committed to gender mainstreaming** in our decision-making and development planning”
- **Prime Minister has signed on to the Heforshe campaign**, the UN Global Solidarity Movement for Gender Equality
- Minister for Social Development stated that **the presence of significant numbers of women in Parliament and Cabinet must result in improvements in the lives of all women and girls in Grenada, Carriacou and Petite Martinique**



Conclusion

- **Gender Mainstreaming**
 - **A long, slow, time consuming process**
 - **Increases workload for the Gender Machinery**
 - **The strategy to Substantive Equality**