



CARIBBEAN DEVELOPMENT BANK

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

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JUNE 2014



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

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

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APPENDIX I

ANALYTICAL AND METHODOLOGICAL FRAMEWORK

ANALYTICAL FRAMEWORK

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

WHY THE NEED FOR GENDER JUSTICE?

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

GENDER INEQUALITY AND POVERTY

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

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

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

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

GENDER EQUALITY AND POVERTY REDUCTION, SUSTAINABLE LIVELIHOODS AND ECONOMIC GROWTH

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

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

METHODOLOGY

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

APPENDIX 2

LIST OF PERSONS INTERVIEWED

INDIVIDUAL INTERVIEWS

MINISTRIES

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

DEPARTMENTS

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

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

AGENCIES

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

CIVIL SOCIETY

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

PRIVATE SECTOR

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

FOCUS GROUP DISCUSSIONS

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

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

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

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

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

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

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

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

OTHER INTERVIEWEES

Curriculum Development Unit – 3 men, 5 women

Social Development Group – 1 man, 4 women

APPENDIX 3

REPORT OF THE CGA NATIONAL CONSULTATION

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

NATIONAL CONSULTATION

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

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

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

Opening Prayer - Father Christopher Archibald

National Anthem – Karissa Willett

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

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

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

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

To you, I say welcome.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Here are some examples:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Presentation of Country Gender Assessment by Linnette Vassell

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Group Assignment

The following assignment was assigned to various groups

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

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

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

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

Comments on presentation

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

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

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

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

Comments on presentation

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

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

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

Group 4 – Support the Provision of Sex – Disaggregated Data

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

Group 5 – Promote Mindset Change

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

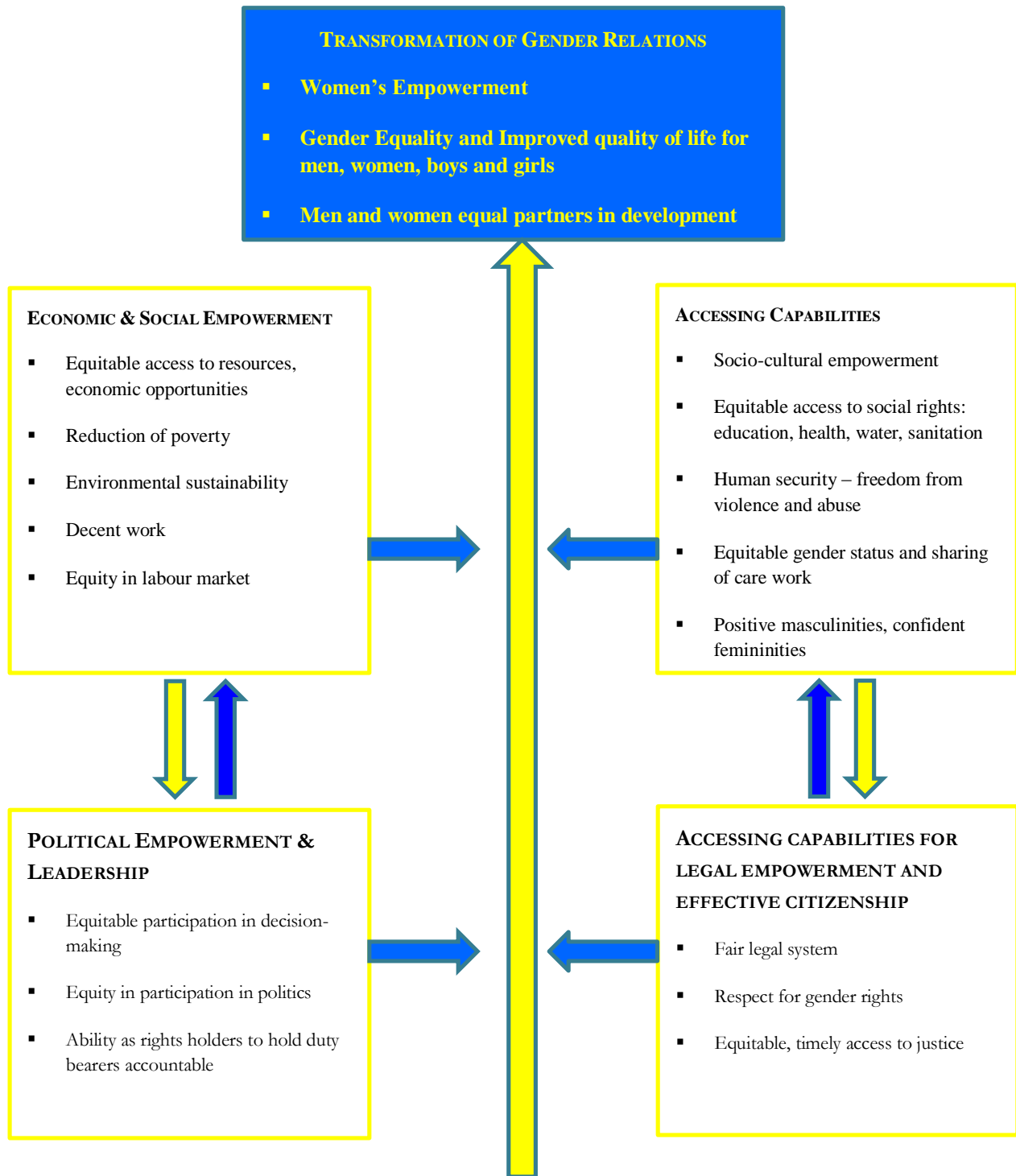
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APPENDIX 4

CONCEPTUAL FRAMEWORK



APPENDIX 5

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

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

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

APPENDIX 6

GENDER AND INFRASTRUCTURE: STRATEGIES FOR NEW OPPORTUNITIES

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

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

APPENDIX 7

VIOLENCE AND INSECURITY

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

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

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

APPENDIX 8

GENDER, JUVENILE CARE AND PROTECTION

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

APPENDIX 9

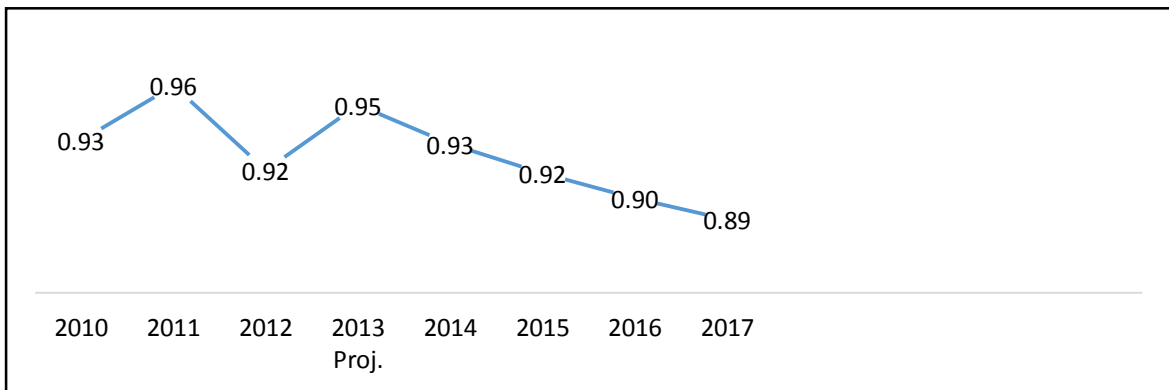
CONTRIBUTION OF KEY SECTORS TO GDP (2010-2017)⁴

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

AGRICULTURE

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

F1: CONTRIBUTION OF AGRICULTURE TO SKN GDP (%)

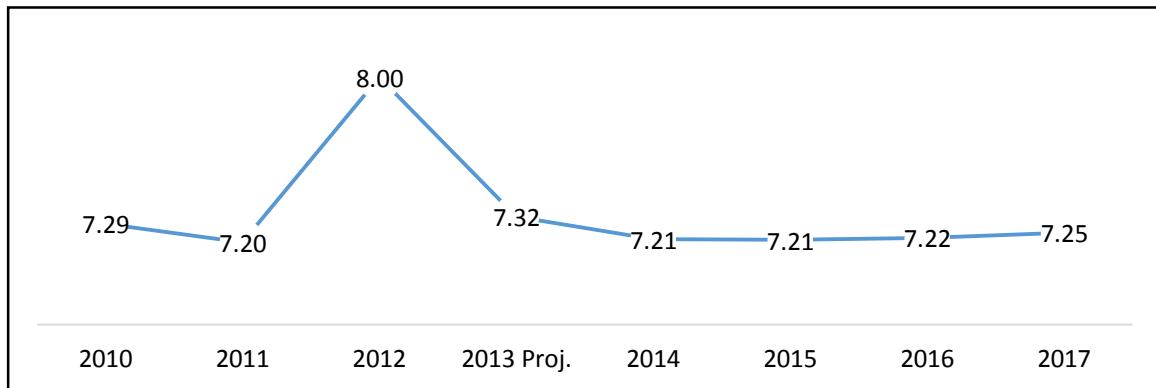


MANUFACTURING

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

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

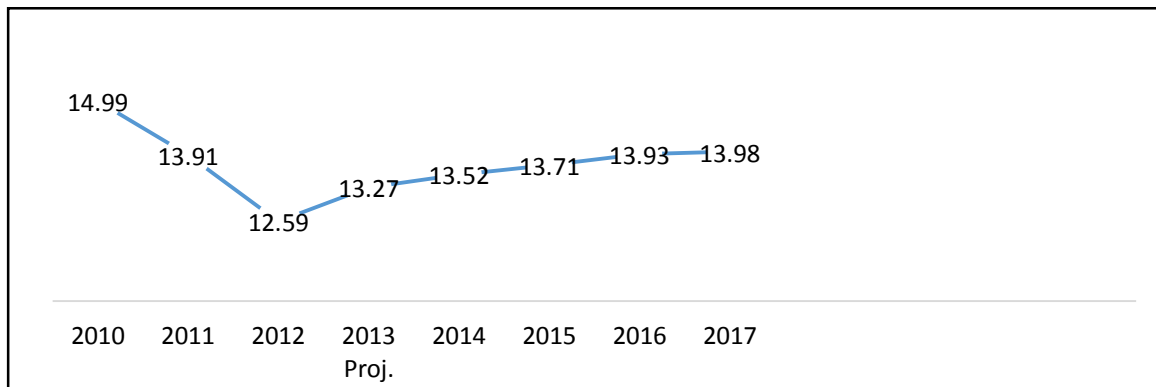
F2: CONTRIBUTION OF MANUFACTURING TO SKN GDP (%)



CONSTRUCTION

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

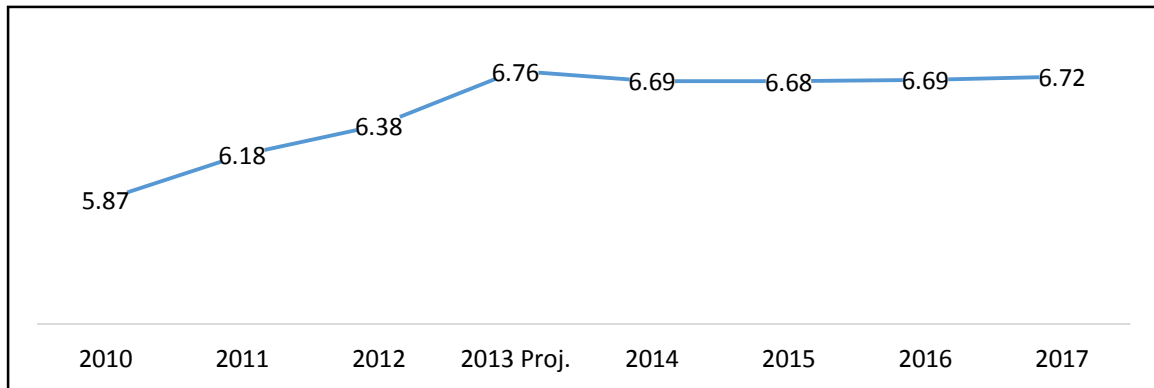
F3: CONTRIBUTION OF CONSTRUCTION TO SKN GDP (%)



HOTELS & RESTAURANTS

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

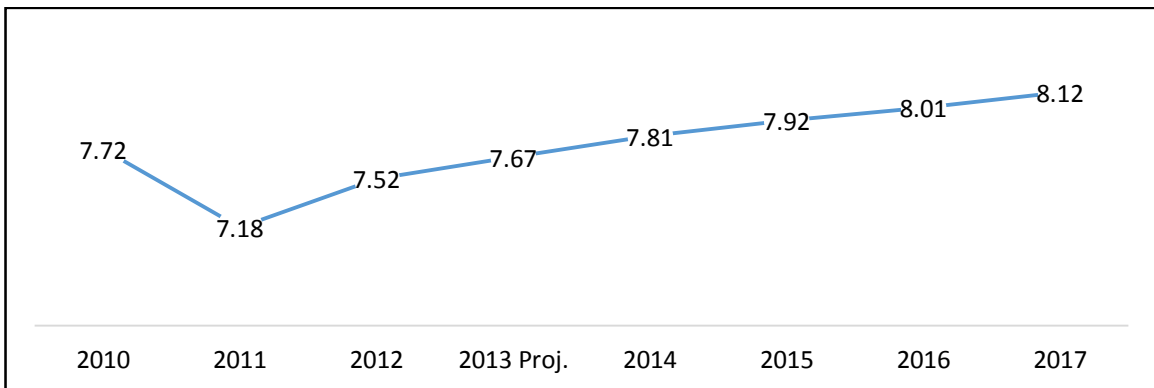
F4: CONTRIBUTION OF TOURISM TO SKN GDP (%)



WHOLESALE & RETAIL TRADE

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

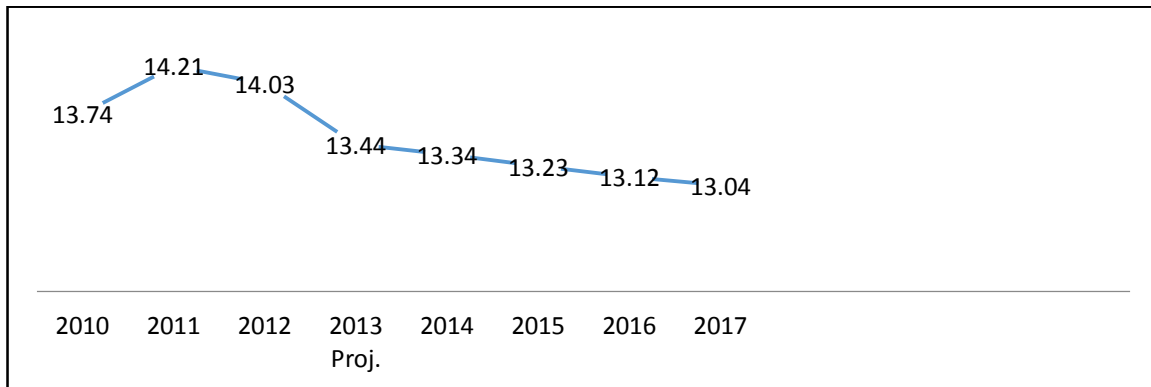
F5: CONTRIBUTION OF WHOLESALE AND RETAIL TRADE TO SKN GDP (%)



TRANSPORT, STORAGE AND COMMUNICATIONS

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

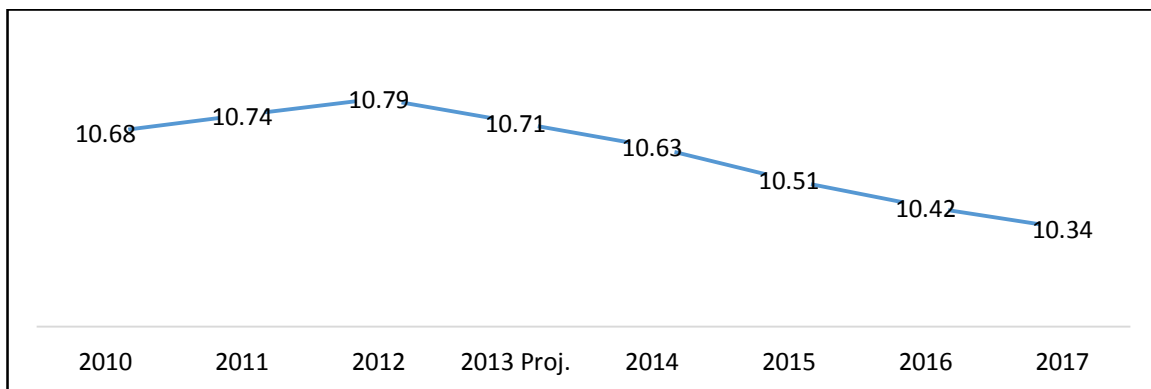
F6: CONTRIBUTION OF TRANSPORT, STORAGE AND COMMUNICATIONS TO SKN GDP (%)



FINANCIAL INTERMEDIATION

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

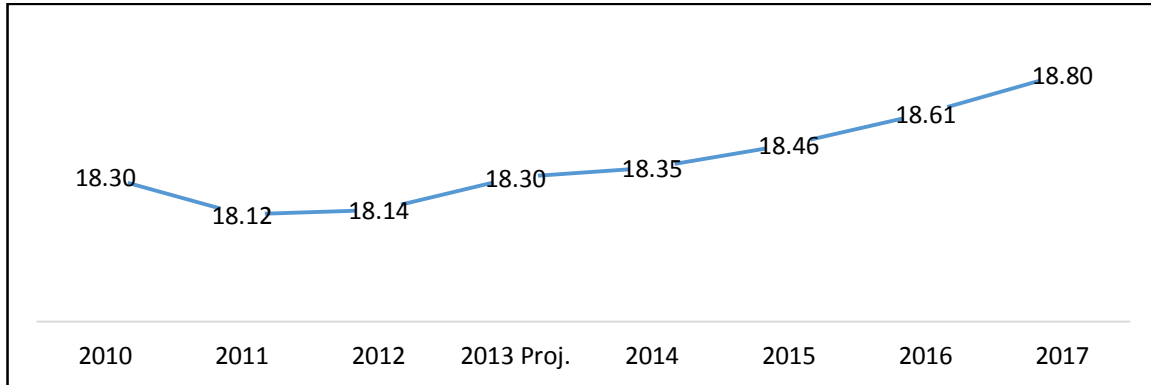
F7: CONTRIBUTION OF FINANCIAL INTERMEDIATION TO SKN GDP (%)



REAL ESTATE, RENTING AND BUSINESS ACTIVITIES

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

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



PUBLIC ADMINISTRATION, DEFENCE & COMPULSORY SOCIAL SECURITY

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

APPENDIX 10

INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

T2: PARTICIPANTS IN THE 2013 ICT4DC TRAINING PROGRAMME BY SEX

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

APPENDIX 11

GENDER ISSUES IN EDUCATION

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

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

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

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

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

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

APPENDIX 12

NATIONAL PRIORITY AREAS FOR EDUCATION AND TRAINING

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

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

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

APPENDIX 13

FEATURES OF THE LABOUR MARKET AND GENDER

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

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

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

T6: INDUSTRY BY SEX (NEVIS)

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

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

EXAMPLE OF THE NATIONAL SKILLS TRAINING PROGRAMME (NSTP)

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

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

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

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

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

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