

**REPORT TO THE REGIONAL CONFERENCE ON WOMEN IN LATIN AMERICA  
AND THE CARIBBEAN  
RE: ELEVENTH SESSION OF THE REGIONAL CONFERENCE ON WOMEN**

**ACTIONS UNDERTAKEN IN FULFILMENT OF THE QUITO CONSENSUS**

Since the last reporting period, the Government of Jamaica (GOJ) through its national machinery, the Bureau of Women's Affairs (BWA/Bureau) has taken several measures to implement specific policies and programmes in order to follow up on the priority issues in fulfilment of the Quito Consensus. These consist of policy and legislative measures, programmes, projects, research and public education through sensitization and training.

**Public policies and programmes that promote gender equality**

In keeping with the Quito Consensus, a gender equality framework has been adopted to include policies, programmes, projects and national plans. Some of these include the acceleration of legal and constitutional reform to protect against sex discrimination; sexual harassment; law and policy through legal reform to review and amend legislation geared towards the elimination of all forms of violence against women and girls. There is ongoing legislative reform relating to women and girls to ensure that they receive adequate redress under the law as well as the introduction of new legislation to provide protection and remedies for them.

Amendments have been made to several pieces of legislation, to improve the remedies that are available to women and girls who are victims of gender-based and other forms of sexual violence. These pieces of new and amended legislation will afford women and girls greater legal protection for sexual offences, for example an increase the penalties for perpetrators of gender-based violence

In terms of public policy, the **Vision 2030 National Development Plan** indicates the GOJ's commitment to foster collaboration through effective coordination among a wide range of stakeholders, in all sectors of society. Through this, the GOJ intends to create an enabling environment to transform and change stereotypes and discriminatory cultural values and practices, as well as ensure that women can enjoy their rights.

The **National Policy for Gender Equality (NPGE)** has been developed to allow for gender to be more definitively mainstreamed in public policies, programmes and plans as well as create more opportunities for women and girls. It includes gender and human rights targets to be achieved and gender indicators to monitor targets. The draft policy is guided by the key principles of **gender equality and human rights**.

The **NPGE** addresses gender inequality and further builds on the work that was already started for development plans, strategies, and institutions to take into account the varied circumstances, experiences, socio-economic realities and concerns of women and men. It focuses on the

contribution to the development process, in order to avoid unfair and unequal gender-related outcomes so that the Government can advance and achieve equal and equitable sustainable human and national development. The **NPGE** further sets out a framework which brings together, concepts, meanings, trends, and initiatives to analyse the gender process and shows how the gendered perspective and approach evolved in order to influence development plans and strategies. The **NGPE** has been finalized and a Submission has been prepared for Cabinet's approval.

The **Draft Sexual Harassment Policy** is being developed to propose terms and provisions for the enactment of sexual harassment legislation to provide redress for women and men in the workplace, educational institutions, and in situations of accommodation. In preparation for the implementation of the Policy several public sector employees have been sensitized to identify sexual harassment.

The **National HIV/AIDS Policy** continues to promote respect for all persons as well as the protection and fulfilment of all rights - human, civil, political, economical, social and cultural. The **National HIV/AIDS Policy** requires that fundamental freedoms are upheld in accordance with the Constitution of Jamaica and existing international human rights principles norms and standards.

Discussions and consultations continue island-wide on the abortion issue and a Final Report of the Policy Advisory Group was submitted to the Minister of Health for consideration. The Joint Select Committee of Parliament also met to consider the issue.

## **Legislation**

The **Sexual Offences Bill** was passed by the Senate in July 2009 and covers all forms of sexual offences. Debate on the **Bill**, which will repeal the Incest (Punishment) Act and several provisions of the Offences Against the Person Act, began in 1995 when the Offences Against the Person (Amendment) Bill and the Incest (Punishment Amendment) Bill, covering rape, incest and other sexual offences were tabled and referred to a Joint Select Committee. The **Sexual Offences Bill** provides for, among other things; a statutory definition of rape, the abolition of the common law presumption that a boy under 14 years old is incapable of committing rape, protecting the anonymity of the complainant. It also sets out the circumstances under which a spouse who has sexual intercourse with the other spouse without the spouse's consent will commit the offence of rape.

The **Child Pornography (Prevention) Bill** was passed in the Senate in July 2009, making commercial sexual exploitation of children a criminal offence. The **Bill** will apply to the production, possession, importation, exportation and distribution of child pornography penalties of up to 20 years imprisonment and high fines. It also aims to criminalize the production, importation, exportation and distribution of child pornography as well as the use of children in such activities. The Act will ensure protection for girls who are the primary victims of child

pornography in keeping with our commitment under the **Beijing Declaration and Platform for Action** regarding the protection of the **girl-child**.

A **Cybercrimes Bill** was passed in 2010 and will serve to complement legislation on child pornography that will protect women and girls from cyber crimes. The **Cybercrimes Act 2010** imposes legal sanctions on the misuse of data and other computer-related crimes such as unauthorised access in general as well as access with intent to commit or facilitate the commission of an offence; and interception, modification and interference with the integrity of the computer systems and data<sup>1</sup>. The **Act** will address computer system sabotage and criminalize the use of devices or data for the commission of an offence in Jamaica.

**The National Task Force Against Trafficking in Persons (NATFATIP)** within the Ministry of National Security continues to monitor and coordinate Jamaica's response to the situations of **Human Trafficking**. The **Trafficking in Persons (Prevention, Suppression and Punishment) (TIP) Act** provides protection to **victims of trafficking** who are mainly women and girls. The 2007 Act criminalizes the recruitment, transport or transfer of victims within Jamaica, to another country or from another country into Jamaica by threat or use of force, abduction or deception or other such means. It also facilitates the enforcing of harsh penalties for offenders including custodial sentences. The Government remains committed to providing assistance to victims including the provision of safe shelters.

Since the introduction of the TIP Act, extensive public education continues in order to provide training in matters relating to the Act as well as addresses other areas relating to TIP. The **BWA in collaboration with the National Task Force Against Trafficking in Persons** and key multi-sectoral partners have conducted several public education sessions to provide training and sensitization to several stakeholders. This includes graduate and undergraduate students at universities, public sector employees, students, women in urban and rural areas, domestic workers, teen mothers and their parents; police youth club members, church members and leaders as well as new immigration officers among other groups.

Amendments to the **Evidence Act** are being finalized to allow vulnerable witnesses, many of whom are women and girls, to give evidence in Court proceedings by way of video link. This will allow women and girls who are victims of certain crimes and are witnesses to crime, to give evidence without being required to appear in court to face the offender. The **Act** is intended to provide greater protection and security for women and girls who are victims of crimes.

The **Maternity Leave Act** is being reviewed to provide greater protection to pregnant women through the increase the fines payable by employers who are in breach of the Act.

It has been proposed that discrimination against persons with disabilities or health reasons should be made unconstitutional. Provisions will be made in the proposed **Occupational Safety and Health Bill** to protect persons from the practice of screening for HIV/AIDS, as a prerequisite for

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<sup>1</sup> Office of the Prime Minister- "Cabinet Approves Amendments to Cybercrimes Law"- [www.jis.gov.jm](http://www.jis.gov.jm) , September 10, 2009

employment. With women and girls being the most vulnerable, it is essential that they are protected from potential discrimination.

Under the **Legal Aid Act**, legal aid services are made available to both men and women equally

Sustained efforts were made to continue to improve and strengthen the Criminal Justice System to ensure that the rights and privileges of all citizens are preserved and protected. A major initiative is the proposed **Victims Charter** which is geared towards enhancing the protection of women who are victims of violence. It addresses the needs of victims of crime, rather than focus primarily on the punishment of offenders. The proposed **Victims Charter** will institute policies, programmes and initiatives which support victims with fair and just treatment throughout criminal justice proceedings. It is intended that women who are victims of crime will benefit significantly from the **Victims Charter** as it seeks to eliminate the risk of secondary victimization.

In keeping with the Consensus, towards the elimination of discrimination against women and to ensure their human rights, the Bureau of Women's Affairs is involved in **ongoing public education in the print and electronic media** as well as through various workshops, seminars and public fora in order **to challenge the existence of discriminatory patriarchal attitudes and stereotyping**. Several such sessions have been held on an ongoing basis in schools, communities, churches and with other groupings across the country. The print media include publications in the major newspapers such as the Daily Observer and Daily Gleaner.

### **Collection of Sex-Disaggregated Data**

Since the Tenth Session of the Regional Conference on Women in Latin America and the Caribbean and the subsequent adoption of the Quito Consensus in 2007, the Bureau of Women's Affairs (BWA) has been monitoring the implementation of the actions taken by the GOJ in fulfilment of the Consensus. In this regard, discussions were held with STATIN in February 2008 regarding **the deficiencies in the collection of sex-disaggregated data**. Copies of the relevant UN and CARICOM gender indicators were also provided to the Director General of STATIN for guidance. The discussions were geared towards formulating plans to facilitate collaborative efforts to improve the collection of sex- disaggregated data as well as the inclusion of gender-specific indicators required by the BWA to fulfil its reporting requirements. Further discussions are taking place to provide technical assistance towards meeting the requirements concerning sex-disaggregated data.

Improvements have been made to the systematic collection of comprehensive data disaggregated by sex and of measurable indicators to assess trends in the situation of women and of progress towards women's de facto equality. In this regard, efforts have been made to improve the collection of **data disaggregated by sex** in various sectors, such as through the Ministry of Education, Ministry of Health, the Ministry of Agriculture and Fisheries and other ministries departments and agencies (MDAs). This has been institute to facilitate and promote the sharing

of strategies, methodologies and indicators to inform evidence and rights-based policy and decision-making.

Within the Ministry of Health, a monitoring mechanism known as the **Jamaica Injury Surveillance System (JISS)** was introduced to detect violence-related injuries (VRI's). The data is disaggregated by sex and monitors statistics on violence against women as a public health concern. Efforts are continuing to ensure that sex-disaggregated data are collected in other areas in order to monitor the status of women and men. In addition, the **National Family Planning Board** conducts **Reproductive Health Surveys** every five years to collect sex-disaggregated data on areas such as sexual behaviours, attitudes, self-perceptions and values of young adults.

Sex-disaggregated data is collected through the **Rural Agriculture Development Authority (RADA)** using the **Agricultural Business Information System (ABIS)**. This is a web based information system developed by **RADA** to provide information on crops, livestock and agricultural production, markets and stakeholders in order to support agriculture provide information appropriate to boost the capacity and competitiveness of stakeholders (primarily farmers) and provide better measurement of capacity and performance to the Government of Jamaica.

The **Planning Institute of Jamaica (PIOJ)** has been collecting some sex-disaggregated data which is collated and made available through annual and other publications. Improvements have been made to widen the categories or areas and to further integrate gender concerns in their annual publications, namely the **Economic and Social Survey of Jamaica (ESSJ)**. An entire chapter is included on Human Development, Welfare and Culture to capture specific reporting on gender concerns and initiatives undertaken with regards to these areas.

The GOJ, through the PIOJ embarked on a **national programme for the modernization of Jamaica Civil Registration and Vital Statistics System** under the general guidance of the Vital Statistics Commission (VSC). This was designed to ensure that Jamaica has an effective and efficient system to produce vital data and statistics that meet international standards and local requirements. An important element of the modernization programme is the improved quality and timeliness of vital statistics through the enhancement of data collection mechanisms across the relevant ministries, departments and agencies (MDAs).

A feature of the **Civil Registration and Vital Statistics System** is the **Bedside Registration Programme** which was introduced in January 2007 to collect sex-disaggregated data on the particulars of all babies born in public health facilities. (Please see Article 9 for details). This new system was introduced to improve the collection of data across the relevant ministries, departments and agencies (MDAs) namely the national statistical agencies and departments- **Registrar General's Department (RGD)**, **Statistical Institute of Jamaica (STATIN)**, **Jamaica Constabulary Force (Statistics Division)** as well as the **Ministry of Health and Ministry of Justice**.

The Jamaica 2015 Framework and Action Plan of the **Jamaica Social Policy Evaluation (JASPEV) process** formed part of the public sector reform initiative and is used as a guiding framework for the development and effective delivery of social policy in Jamaica up to 2015. In

this regard, Vision 2030 Jamaica- National Development Plan is building on the work of the JASPEV project. This is consistent with the CARICOM Plan of Action 2005 and the Millennium Development Goals (2000-2015).

The BWA has also enlisted technical assistance from CIDA through the CUSO - VSO Programme in Jamaica, to enhance the collection of **sex-disaggregated data** by facilitating the recruitment of two officers, namely- Statistical Analyst and Case Management System Officer. The officers are being recruited to augment the BWA's statistical and case management systems. It is also intended to increase the BWA's capacity to more effectively influence policy analysis and to meet local, regional and international requirements.

Jamaica has been selected to participate in an inter-regional project towards "**Enhancing capacities to eradicate violence against women through networking of local knowledge communities**". The project is coordinated by ECLAC in collaboration with four other Regional Commissions in addition to the UN Statistics Division for the Advancement of Women. Funding will be provided by the UN Development Account for the period 2009-2011 and a first coordinating meeting was held in Geneva in May 2009. This pilot project will enhance the **production of statistical data and indicators** of these forms of violence as well as knowledge sharing at the regional and inter-regional levels. In this regard, it will assist the BWA and STATIN to develop a core set of gender indicators and to facilitate the establishment of a Gender Equality Observatory through technical assistance, training and funding support to realize these goals.

In the establishment of a **Gender Equality Observatory**, Jamaica was selected among five other countries to be included in the project through funding by the Spanish Agency for International Development Cooperation (AECID) and the Ibero- American Secretariat SEGIB in collaboration with ECLAC. Activities include the generation of national studies on gender and gender-related indicators in the Caribbean. Training and technical support will be provided for the producers and users of the national statistics, including the national machineries for the advancement of women/promotion of gender equality. This will enhance the collection of sex-disaggregated data in keeping with the requirements of the CEDAW Committee.

The **JamStats Secretariat** was established in January 2007, within the PIOJ, to facilitate the **maintenance of the database** as a primary source for the GOJ and an indispensable tool for monitoring international, regional and national goals on social and economic development. In November 2008, the GOJ through the national statistical agencies, (PIOJ & STATIN), in collaboration with the Ministry of Education (MOE) launched the JamStats (Jamaica Statistics) website along with the JamStats database and the MOE's EDUSTATS which together capture and maintain current information on some of Jamaica's most critical social, educational and economic indicators. This will also strengthen the collection of **sex-disaggregated data**. These databases will ultimately increase the access of women and girls to critical information and foster greater interaction and information flow among the target audience.

The combined **JAMSTATS Website** and **EDUSTATS Database** supports statistical literature and national advocacy; stores data on benchmark progress of youth and women in the Caribbean including information on HIV/AIDS, crime & violence, early pregnancy and child abuse among

other variables and provides gender-specific information especially in areas of labour and employment.

### **Economic Development and democracy towards achieving equality between women and men**

Under the Social Safety Net Reform Programme, the GOJ introduced a new project, the **Social Protection Project (SPP)** in order to place emphasis on job creation, income support and to provide options for further skills training and increased involvement of women and men. The project is funded by the World Bank and was implemented through the Ministry of Labour and Social Security (MLSS) in collaboration with the Ministry of Finance & the Public Service as well as the Planning Institute of Jamaica (PIOJ).

The project has four components of which women are the chief beneficiaries of the expanded range of services. These include improving the effectiveness of the **Programme of Advancement Through Health and Education (PATH)**, building capacity for the **Steps to Work Programme**<sup>2</sup> and expanding participation in Social Insurance and Pensions schemes as well as building capacity for Reform and Development of a comprehensive social protection strategy inclusive of the institutional strengthening of the Jamaica Council for Persons with Disabilities.

The **Social Protection Programme** continues to provide employment especially for women as heads of households through coordination with local government and other private and public sector organizations. This is geared towards reducing the unemployment rate among women and to provide them with viable options towards improving their access to social and economic benefits and resources. In terms of legal provisions, the Jamaica Labour Laws and other such legal provisions exist to protect all Jamaicans against biases or discrimination, and are therefore applicable to all private sector organizations.

### **Technology Enabling Women's Export Success in Small and Medium Enterprises (SMEs) in the Context of the National Export Strategy**

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<sup>2</sup> The **Steps-to-Work Programme** is a two-year pilot initiative under the International Development Bank (IDB) Programme coordinated by the Ministry of Labour & Social Security (MLSS). It focuses on capacity-building to empower PATH households/beneficiaries to acquire marketable skills toward productive employment which is geared towards assisting and empowering the beneficiary to become an agent of change. The project targets 10 900 individual men and women. Achievements include the staging of Employment Opportunities. Fairs are held to bring together information and referral services as well as the screening and referral of 4000 households from the pilot parishes of Kingston, St. Andrew, St. James, Trelawny, Clarendon and Manchester. Stakeholder partnerships include HEART Trust /NTA, National Youth Service, Jamaica Foundation for Lifelong Learning (JFLL & the, Jamaica Business Development Corporation (JBDC).

In recognition of the importance of the economic and social value of agricultural and subsistence work the GOJ has been involved in promoting public/private sector partnerships towards advancing the economic progress of women and girls.

The NES is a critical component of Vision 2030 Jamaica, the National Development Plan which aims to enhance the Jamaican business and trade environment to improve Jamaica's export performance. It also aims to increase the export sector's contribution to GDP and to overall employment generation, to improve the livelihood of vulnerable groups. With women representing the majority of those below the poverty line, as well as those found in the low paying sectors and jobs, the NES aims to drive the economic progress of women.

Other initiatives have been introduced to the increase the participation of women in small, medium and micro enterprises (SMEs) and the export sector.

### **Strategies and Policies to facilitate women's involvement in Micro, Small and Medium Enterprises (MSMEs):**

- Through **Vision 2030 National Development Plan**, the Government of Jamaica reaffirms its commitment to policy and programmes which are critical to the viability of **micro, small and medium sized enterprises (MSME's)**. Emphasis is placed on stakeholder collaboration, complemented by empirical studies to assess the profile, competitiveness and challenges of the sector in order to identify and implement strategies to accelerate economic growth. This will ultimately benefit several women who are involved in commercial activities whether in urban centres or in the rural areas.
- The **Self Start Fund** is a dynamic financial institution established in 1983 to provide loans to women and men to take up the challenge of starting their own business. The mission of the **Self Start Fund** is to promote human development and entrepreneurship through self- help and self-employment. Under the **Self Start Fund**, loans are provided to persons aged 18-60 years who wish to become involved in small and micro enterprises; these include the Small Business Loan, the Micro Business Loan and the Micro Business Short Loan. The repayment period range from a period of 36 months to 40 weeks respectively.
- With a significant number of women engaged in micro, small and medium sized enterprises the following initiatives by the GOJ will prove to be vital to the survival of their businesses during this period of financial upheaval:
  - \$350 million will be allocated to small and medium sized businesses via through the Jamaica National Small Business Loans Ltd.
  - A total of \$300 million has also been allocated for lending to small businesses through the Jamaica Business Development Centre and Credit Unions at a 10 per cent rate.



- A mandatory 15 per cent of total procurement offered by government agencies will be reserved for small businesses and micro-enterprises.
- The **Micro Finance Fund (GOJ/ Micro Fin)** Development Options Limited (DOL) acts as a wholesale agent for the micro enterprise loan programme to manage the GOJ/ Micro Finance Fund. Through the Fund several financial institutions, namely, the Micro Investment Development Agency (MIDA), Development Options limited and Pan Caribbean Financial Services (PCFS) are responsible for the wholesale financing of businesses in the MSE sector. During the period under review, total financing offered to micro enterprises increased and resulted in direct and direct benefits to women involved in small business ventures. In addition, several banks have creatively utilized one of our old cultural practice, that of ‘throwing partner’ towards achieving economic independence, in new services such as the Jamaica National and Workers Bank Partner Plan. This plan allows women to invest small fixed amounts for a specified period which they can retrieve in the short, medium or long term with interest added.

In addition, the Ministry of Industry, Investment and Commerce (MIIC) and other agencies such as the Jamaica Trade and Invest (JTI) [formerly JAMPRO], the Jamaica Business Development Corporation (JBDC) continue to provide opportunities for promoting public/private sector partnerships towards advancing the economic progress of women and girls.

The Jamaica Business Development Corporation (JBDC) provides business and technical support services across the spectrum, from guiding business start-ups to a wide range of consultancy advice for established businesses. The JTI offers technical and financial assistance for its clients through international donor agencies. It aims at sustaining and building micro, small and medium enterprises (MSMEs), recognizing that they form the Jamaican economy's backbone.

### **Project of the Bureau of Women's Affairs**

#### **The St. Thomas Women's Agricultural Initiative (STWAI) practicing agricultural technologies**

- The St. Thomas Women's Agricultural Initiative (STWAI) which evolved through the process of direct Government intervention and funding has established a viable and productive agricultural cooperative in partnership with a number of stakeholders. These include:
  - Rural Agricultural Development Agency (RADA),
  - Jamaica Agricultural Society,
  - Canadian International Development Agency (CIDA),
  - Jamaica Exporters Association (JEA)
  - USAID Jamaica Farmer's Access to Regional Markets (JAFARMS).



An external view of the Greenhouse in St. Thomas

- This multi-pronged partnership has resulted in a successful sustainable project as an achievement in community building, the empowerment of women and income generation at the base. The partnership with USAID JAFARM allowed for the participation of rural women in economically sustainable livelihood activities through improved agricultural technology in order to reduce environmentally negative practices. The introduction of protective agriculture, through the greenhouse and an exclusion cage, is an intensive production technology that yields greater productivity and higher returns per unit of investment capital.
- It provides opportunities to rural farmers, especially women, to participate in economically sustainable alternative livelihood activities. By concentrating agricultural activity in a smaller area, the need for encroaching on biodiversity resources is reduced along with the environmental footprints of farmers' economic activities.
- The project utilizes a technology validation approach by establishing the protected agriculture units within the St. Thomas Women's Agricultural Initiative. In addition, investment packages were developed for small farmers so that they can make informed decisions about investing in protected agriculture.
- The group has expanded the production of sweet peppers in the greenhouse and callaloo in the exclusion cage. They may eventually diversify into scotch bonnet pepper and herbs in the greenhouse to benefit from the high prices in the off-season for hot peppers. This is also poised for exporting opportunities.

- The St. Thomas Women’s Agriculture Initiative secured markets for the sale of the sweet peppers from the greenhouse. The exclusion cage produces callaloo which carries a competitive advantage in the market place due to its high quality.
- The greenhouse and exclusion cages are maintained by the St. Thomas Women’s Agricultural Initiative. The STWAI is an established group that has been working assiduously over the years despite challenges. The project belongs to members of the group who are committed to its success. As long as the protected agriculture units are in operation, other stakeholders in the parish of St. Thomas and neighbouring parishes will be facilitated at workshops to introduce the technology to other rural women’s groups towards employment creation and poverty-eradication.



Female beneficiaries of the training in new technologies

- The Bureau has sponsored training for several individuals from St Thomas, Clarendon and St. Mary to participate in the Information Communication and Technology training (ICT). Several persons have also received training in entrepreneurship, enterprise rating and upgrading, planning for export, export competitiveness, pricing for export, options for financing and marketing.
- The BWA continues to facilitate capacity building through sensitization workshops to enhance the status of the rural women and promote gender equality in agriculture and community development actions.

The Bureau of Women's Affairs has created a solid sustainable prototype which can be replicated in a number of rural communities where poor women and men are still living in conditions of poverty. The initiative highlights the necessity for collaboration of both public and private sector organizations to encourage the economic progress of women and girls.

## Highlights from Sexual Harassment Workshops



Hon. Minister Grange (3<sup>rd</sup> left) bonds with female Fire-fighters @ Pollyanna Caterers- Kingston -Jamaica

## Highlights from Launch of Male Desk

The BWA's Male Desk was launched officially on November 25 @ the annual observance of International Day for the Elimination of Violence Against Women (IDEVAW). Here are a few highlights:



Hon. Minister Grange officially launches the Male Desk



Mrs. Faith Webster & Min. Grange greet the Male Desk Rep.



Highlights from the BWAs 35th Anniversary Awards Dinner



Mrs. Faith Webster makes a presentation to Ms. Princess Lawes for her outstanding contribution to the empowerment of women



Professor Verene Shepherd- Keynote Speaker makes a presentation to the St. Helena's Rural Women's Group



Hon Min. Grange (3<sup>rd</sup> right) and Mrs. Faith Webster (left) shares the moment with Past Directors of the BWA after the Awards Ceremony



Awardees – Past Directors, Rep- Women's Groups Outstanding Individuals and partners



Min. Grange (front row centre) and Dr. Peggy Antrobus (front row left) shares lens with the BWA staff to culminate the 35<sup>th</sup> Anniversary Awards celebrations.

International Women's Day (IWD) Awards Ceremony 2010



**Mrs. Faith Webster**- Executive Director bond with Lady Patricia Allen- Patron for IWD



**Hon. Olivia Grange** Minister with responsibility for Women's Affairs and Gender Issues delivers Message at the IWD event.



Remarks from **Ms. Millicent Sankey**- Rep. Persons with Disabilities- St. Ann



**Keynote Speaker**- Mrs. Lea Flowers Baker



Awardees –(L-R) **Mrs. Norma Brown Bell**  
**Mrs. Maria Zaidie Hadad**,  
Back left- **Mrs. Ms. Joy Spence**  
Right – **Mrs. Lisa Bowman Lee** shares lens  
with **Mrs. Jennifer Williams** –  
Director; Policy & Research - BWA



**International Women's Day (IWD) Awards Ceremony 2010**



**Mrs. Maria Ziadie Haddad-**  
First female airline pilot at Air Jamaica  
First Jamaican female Captain and  
Commander on first all female flight



**Superintendent Ionie Ramsay Nelson –**  
1<sup>st</sup> female motorcycle cop and  
Former Superintendent of Police



**Dr. Heather Little-White-**  
Outstanding Community Service  
Food preparation and catering



**Mrs. Prudence Kidd-Deans**  
Contribution to the empowerment of women  
through political participation



**Ms. Annette Howard-** Outstanding Community Service  
JUTC bus driver who assisted crash victims - American Airline

## International Women's Day (IWD) Awards Ceremony 2010



**Professor Denise Eldermire- Shearer –**  
Outstanding Community Service  
Former Chair national Council for Senior Citizens;  
Leadership re: advancement of senior citizens



**Bishop Carmen Stewart**  
Outstanding Community Service and religion  
Custos of St. Andrew; First Woman to deputize  
as Governor General; First female Bishop of  
Pentecostal Gospel Temple



**Ms. Gloria Simms -** Community Service  
Trelawny Community outreach;  
Indigenous Maroon women in Jamaica



**Mrs. Shirley Carby -**  
Contribution in the field of entrepreneurship  
(Carloug Publishers)



**Ms. Nicole McLaren**  
Contribution to Youth Leadership and  
Entrepreneurship



**Ms. Anya Schnoor**  
Contribution to women's economic  
empowerment through banking and investment