National review
ANTIGUA AND BARBUDA

In the context of the twentieth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action

Division for Gender Affairs of Economic Commission for Latin America and the Caribbean on the way to Beijing+20

United Nations

ECLAC
Antigua and Barbuda National Review of the Beijing Platform for Action + 20

The Ministry of Education, Sports, Youth and Gender Affairs
Antigua and Barbuda
Submitted to:
The United Nations Entity for Gender Equality, UN Women
Multi-Country Country Office - Caribbean

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In association with
The Directorate of Gender Affairs
Ministry of Education, Sports Youth and Gender Affairs
Antigua and Barbuda
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Acronyms

ABICE Antigua and Barbuda Institute of Continuous Education
ABAPD Antigua and Barbuda Association of Persons with Disability
B PfA Beijing Platform for Action
CARICOM Caribbean Community
CEDAW Convention on the Elimination of all forms of Discrimination against Women
CIDA Canadian International Development Agency
CIWIL Caribbean Women’s Institute for Women in Leadership
CPA Country Poverty Assessment
CRC Convention on the Rights of the Child
CSO Civil Society Organizations
DOGA Directorate of Gender Affairs
ECLAC Economic Commission for Latin America and the Caribbean
GBV Gender Based Violence
GRACE Government Residential Assistance Care for the Elderly and Eligible
HDI Human Development Index
ICPD International Conference on Population and Development
IOM International Organization for Migration
MDGs Millennium Development Goals
MP Member of Parliament
NGO Non Governmental Organizations
OECS Organization of Eastern Caribbean States
PS Permanent Secretaries
PWD Persons with Disability
UN United Nations
UNDP United Nations Development Programme
UNICEF United Nations Children Fund
UNESCO United Nations Educational Scientific and Cultural Organization
USAID United States Agency for International Development
VAW Violence against Women
Acknowledgements

Lebrechtta Nana Oye Hesse-Bayne, a consultant hired by UN Women to support the Government of Antigua and Barbuda, prepared this national review on the Beijing Platform for Action. The Government of Antigua and Barbuda would like to thank UN Women for their support, and the consultant for working arduously to ensure that a variety of voices contributed to the content of the review.

A special thanks is also extended to the Executive Director of the Directorate of Gender Affairs, Ms. Valerie Williams, Programme Officer Ms. Alverna Inniss and the staff for coordinating the work on the ground. The Ministry of Education, Sports Youth and Gender Affairs would like to particularly acknowledge the support of all its stakeholders in the various ministries, civil society organizations and individuals who participated in the focus group discussions and interviews. Antigua and Barbuda’s national review on the Beijing Platform for Action could not have been possible without their contribution and participation, thank you.
Forward

The Beijing Platform for Action is a tool, which has the endorsement of the Government of Antigua and Barbuda to advance the cause of women and to promote gender equality.

Tailored to fit our national context, the review process has given us the opportunity to celebrate our achievements and prioritize the next steps as a nation. The Government is cognisant that, success in achieving gender equality and women’s empowerment will require an integrated multifaceted approach. We are committed under the leadership of the Directorate of Gender Affairs; to take the necessary actions needed to make this a reality.

It is our hope that the review, will not only serve as platform for public awareness but will also act as catalyst and spring broad to motivate national efforts towards gender equality and women’s empowerment.

The Government of Antigua and Barbuda fully endorses this document and looks forward to working with all stakeholders and partners to bridge the gaps identified.

Valerie Mussington
Permanent Secretary
Ministry of Education Sports Youth and Gender Affairs
EXECUTIVE SUMMARY

This page presents a summation of Antigua and Barbuda’s implementation of the Beijing platform for action. The summary is presented in a narrative snapshot with tables highlighting the country’s progress. Thus giving the reader a bird’s eye view of gender equality and women’s empowerment as per the Beijing Platform for Action (BPfA) in Antigua and Barbuda.

The review process led by the Government of Antigua and Barbuda was conducted in an inclusive, participatory and transparent manner involving as many key stakeholders as possible to own the process and the report. Key stakeholders initially reviewed the work plan and articulated prospective ministries, vulnerable groups, individuals and civil society organizations to be engaged in the review process. Following consultations, interviews and focused group discussions, the findings were presented to a larger group of stakeholders who gave their input and validated the report for the Government’s approval.

Achievements and challenges made towards gender equality and women’s empowerment in Antigua and Barbuda, since 1995 were expressed as follows:

<table>
<thead>
<tr>
<th>ACHIEVEMENTS</th>
<th>CHALLENGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Education</td>
<td>1. Patriarchal socialization of society</td>
</tr>
<tr>
<td>2. Women’s political participation and leadership</td>
<td>2. Women in poverty</td>
</tr>
<tr>
<td>3. Legislation, Services and awareness raising on Violence against women</td>
<td>3. Culture of abuse towards women and girls</td>
</tr>
<tr>
<td>4. Establishment of the Directorate of Gender Affairs.</td>
<td>4. Women being unsupportive of each other</td>
</tr>
</tbody>
</table>

The challenges were also highlighted as setbacks with the cost of healthcare added as a setback towards women’s empowerment.

A number of legislations have been developed to promote gender equality and women’s empowerment in Antigua and Barbuda. The national constitution stands out as the supreme legal framework that spells out equality for all persons. Following the fourth world conference on women, legislations enacted to protect the rights of women include:

- The Sexual Offences Act (1995)
- The Offences Against the Persons Act
- Domestic Violence Proceedings Act (1997)
- The Infant Life (Preservation) Act
- Child Care Protection Act 2003
- Trafficking in Persons (Prevention) Act, 2010
- Maintenance of Children’s Act.

The appropriate share of the national budget invested in the promotion of gender equality and the empowerment of women, could not be articulated by the national budget office, as gender and women’s issues are undertaken by a number of ministries and the mechanism to track a line budget on gender equality and women’s empowerment has not yet been established. Although the state involves civil society organizations in policy development consultations, programmes and advocacy initiatives, a formal mechanism to monitor and implement the Beijing Platform for Action has not instituted between the state and civil society. Antigua and Barbuda works bi-laterally with a number of regional and international institutions as well as sovereign countries to advance the Beijing Platform for Action. Partnerships have included, policy development, technical support, grants and funding for programmes and advocacy campaigns. The collaborations have contributed to accelerating gender equality and women’s empowerment in the country.

The latest MDG report submitted in 2009 and confirmed by stakeholders indicates achievements in universal primary and secondary education. Goals and targets pertaining to equal access to schooling for gender equality, maternal health, access to safe drinking water in addition to malaria and other major diseases are likely to be achieved by 2015. To Promote Gender Equality and Empower Women (MDG 3), the target on seats held by women in national parliament will pose a challenge as the country has only one female parliamentarian.

Section two outlines the country’s progress regarding the strategic objectives of the twelve critical areas of concern. Since 1995, the country has experienced mixed progress in the twelve critical areas. The table below presents a summary of the growth process.
Table 2: Progress on the twelve (12) critical areas of Concern

<table>
<thead>
<tr>
<th>Beijing Platform for Action Critical Areas of Concern</th>
<th>Strong Progress 🟢</th>
<th>Moderate Progress ➡</th>
<th>Minimal Progress ➠</th>
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<tbody>
<tr>
<td>Women and poverty</td>
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<tr>
<td>Education and training of women</td>
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<td></td>
<td></td>
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<tr>
<td>Women and health</td>
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<td></td>
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<tr>
<td>Violence against Women</td>
<td>➡</td>
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<td></td>
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<tr>
<td>Women and armed conflict</td>
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<td>-</td>
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<tr>
<td>Women and the economy</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Women in power and decision making</td>
<td></td>
<td>➡</td>
<td></td>
</tr>
<tr>
<td>Institutional mechanism for the advancement of women</td>
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<td>➡</td>
<td></td>
</tr>
<tr>
<td>Human rights of women</td>
<td>➡</td>
<td></td>
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<tr>
<td>Women and the media</td>
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<td>➡</td>
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<tr>
<td>Women and the environment</td>
<td>➡</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The girl child</td>
<td></td>
<td></td>
<td>➡</td>
</tr>
</tbody>
</table>

A decision has been taken at the national level to collect indicators for monitoring gender equality and violence against women. However, due to limited capacity of the Statistics Division and the Directorate of Gender Affairs, advancement of this work has not yet materialized. The country is focused on finalising its 2011 census due to be released in May. Following this milestone, attention will be given to social statistics, especially gender development of gender indicators.

Over the next three to five years the Government, together with key stakeholders and civil society organizations, plan to focus on the following key priorities to advance gender equality and women’s empowerment in Antigua and Barbuda.

- Gender Mainstreaming
- Life Skills incorporating self empowerment and the establishment of cooperatives
- Affordable Health Care
- Empowering the Informal economy with entrepreneurial skills
- Reform and enforcement of legislation
- Establishment of support groups
- Partnering with men to educate and sensitize the public on gender equality

Urgent priority will be given to:

1. Partnering with men to educate and sensitize the public on gender equality
2. Gender mainstreaming
3. Reform and enforcement of legislation.

To strengthen gender equality and the empowerment of women, Antigua and Barbuda strongly recommends a stand-alone goal on gender equality and the empowerment of women, as the country forges ahead with its post 2015 development agenda and decisions on Sustainable Development Goals.
INTRODUCTION

Located in the Eastern Caribbean, Antigua and Barbuda according to the preliminary 2011 census has an estimated population of 85,567 people, of which 52% are women. Antigua covers a landmass of 108 square miles, whiles Barbuda covers 62 square miles.

The World Bank ranks the country as a high middle-income country. In 2012 Development as it relates to long and healthy life, access to knowledge and a decent standard of living – the Human Development Index (HDI) ranked Antigua and Barbuda at 0.760, within the range of 0 to 1, placing it 66 out of 187 countries.

Antigua and Barbuda in 1995 joined the International Community in Beijing to address challenges faced by women, at the Fourth World Conference on Women. At this conference Antigua and Barbuda together with the global community adopted the Beijing Platform for Action (BPfA) – a global agenda for women’s empowerment. This agenda called for Governments to take action in addressing the human rights of women in twelve critical areas:

1. Women and poverty
2. Education and training of women
3. Women and health
4. Violence against women
5. Women and armed conflict
6. Women and the economy
7. Women in power and decision making
8. Institutional mechanism for the advancement of women
9. Human rights of women
10. Women and the media
11. Women and the environment
12. The girl-child

Following this Conference, the United Nations (UN) General Assembly in 2000 reviewed the progress towards the BPfA since its adoption; and it was at this twenty-third special session of the UN General Assembly (2000) that the UN Economic and Social Council called upon all States to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly.

2015 will mark twenty (20) years since the adoption of the BPfA in 1995. To this end the 2015 United Nations Commission on the Status of Women will bring nations together to review and evaluate the implementation of the BPfA. Countries are thereby preparing for this event by engaging in national consultations.

An inclusive and participatory consultation took place during the review period to ensure that input was gathered from all stakeholders and vulnerable groups. Government officials, civil society organizations, vulnerable groups comprising of young girls, teen mothers, rural women, women with disabilities, unemployed and under-employed women and women from the sister island of Barbuda were consulted. A comprehensive list of the persons and groups interviewed can be found in Annex 2 of this document.

Review of the national progress to enhance the lives of women and girls and create an equitable society where gender equality thrives, is divided in four sections. Section one reviews national achievements and challenges encountered during the implementation process; Section two examines national efforts in the twelve critical areas; section three addresses data and statistics while section four looks into the future to identify opportunities and challenges as well as recommendations to accelerate gender equality and the empowerment of women. Voices of women regarding what the country’s priorities should be regarding the advancement of women in the post-2015 development agenda is also articulated.

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1. Indicators used by the UNDP to measure HDI, HDI measures social and economic development. Compared with GDP a country is able to gauge is material wealth with social and economic development. See country info on Human Development http://hdr.undp.org/sites/default/files/Country-Profiles/ATG.pdf
1.0 Section One: Overview of achievements since 1995

In 1995 Antigua and Barbuda’s delegation led by the President of the Senate, the Honourable Millicent Percival attended the Fourth World Conference, to add Antigua and Barbuda’s voice to the global discourse on inequalities faced by women. Together with the international community the delegation sought strategic measures to carve the way forward, not only internationally but also for the women of Antigua and Barbuda.

Actuated by the conference, the country submitted its initial, second, and third periodic reports on the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW) in 1997. This report is strategically positioned to provide the baseline to access the achievements made in the country towards the empowerment of women since the adoption of the BPfA. Key stakeholders interviewed during the review process articulated achievements made towards women’s empowerment to be found in the areas of education, women’s political participation and leadership positions, violence against women and the establishment of the Directorate of Gender Affairs.

A. Women’s Achievement in Education

Prior to the adoption of the BPfA, women in Antigua and Barbuda enjoyed universal access to education and were well represented in all levels of the education system. Adult literacy is an area where most women tend to fare unequally compared to men internationally, nevertheless in Antigua and Barbuda, adult literacy has remained unchanged between the years 2001 to 2011 at 98.9%. The Literacy rate for women is 99.4% and men 98.4%. (UNESCO 2013). Despite this achievement, the citizenry did not see it being reflected in the decision-making levels of the labour market, until recently within the last ten years. The largest employer in Antigua and Barbuda is the Government public service which predominately comprises of female employees.

Success in the empowerment of women can also be attributed to scholarships awarded by the Board of Education. Established in accordance to the Board of Education Act 1994, 2,930 scholarships have been awarded between 1995 and 2013. Although the board does not have a preferential policy towards females, majority of the students requesting scholarships are women. Out of the 2,930 scholarships offered to date, approximately 68% recipients are female and 32% male.

Chart 1: Board of Education Scholarships 1995 - 2013

<table>
<thead>
<tr>
<th>Board of Education Scholarships Awarded 1995 - 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="chart1.png" alt="Board of Education Scholarships" /></td>
</tr>
<tr>
<td>Source: Antigua &amp; Barbuda Board of Education, October 2013</td>
</tr>
</tbody>
</table>

B. Women’s Achievement in Politics and Leadership Positions

The political arena in Antigua and Barbuda has always had the support of women as voters and supporters of the various political campaigns, yet women were not elected as members of parliament until 2004 when a female candidate won an electoral seat to become Antigua and Barbuda’s first female Member of Parliament. Ten years prior to this victory, the Government in 1994 appointed five women to the political positions of Speaker of the House, President of the Senate, a Senator functioning in the role of Parliamentary Secretary with responsibility for Women's Affairs, and another Senator functioning as an Ambassador-At-Large.

The Political scene in Antigua and Barbuda is experiencing a steady progression towards gender equality. Although the country still has one elected Member of Parliament (MP), there is hope for more female MPs in the upcoming 2014 elections. Data from the Inter Parliamentary Union indicates that Antigua and Barbuda out of ten ministerial positions
has only one held by a woman. Although a policy is not in place to promote women in politics and leadership positions, the Government has appointed the following seven (7) leadership and political positions to women. Governor General of the Country representing the Queen of England, Speaker of the House, President of the Senate, Senator with responsibility for the Ministry of Legal Affairs, Senator with responsibility for Social Transformation and two senators in the lower house. Decisions made at the political level, now have the opportunity to be seen through a gender lens by the Minister with responsibility for Gender Affairs. Additionally, the Government Public Service in 1997 had 9 women were heading Government ministries as Permanent Secretaries (PS), as of March 2014 the data depicts ten (10) females functioning as Permanent Secretaries out of the 15 Permanent Secretary positions.

Table 3: Government Department Permanent Secretaries

<table>
<thead>
<tr>
<th>Government Ministries</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Prime Minister &amp; Foreign Affairs</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Ministry of Agriculture, Lands and the Environment</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ministry of Education, Youth and Gender Affairs</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ministry of Finance, the Economy and Public Administration</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Ministry of Finance, the Economy Public Administration, Broadcasting and Information</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ministry of Health Social Transformation and Consumer Affairs</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Ministry of Legal Affairs</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ministry of National Security and Labour</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Ministry of Tourism, Civil Aviation and Culture</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ministry of Public Works and Transport</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>5</td>
<td>10</td>
</tr>
</tbody>
</table>

Source: Establishment Division

Although there are no written Government policies fuelling the increase in females occupying leadership positions in the public service, this can be attributed to promotions attained, as the trend of a high percentage of female employees still exists in the public sector compared to the private sector where wages tend to be higher hence attracting more males. Women have also been appointed to head Government statutory bodies.

Antiguans and Barbudans attribute this achievement, to advocacy campaigns and programmes initiated by civil society organizations and the Directorate of Gender Affairs. One of such programmes is the Seminar entitled "Women's Participation In Politics" which stressed the need for more women to declare their candidacy in the political area and address the existing imbalance. The Directorate of Gender Affairs was also secretariat to the Caribbean Women's Institute for Women in Leadership (CIWIL) since its launch in 2009 until 2013 thus inspiring more women.

C. Women's Achievement in addressing Violence against Women

Issues related to violence against women have been an area of concern for women in Antigua and Barbuda for decades, as was noted in the country's 1997 CEDAW report. At the adoption of the BPA, the legislative framework to handle this issue was the Offences Against the Person Act, Cap 58 of the Laws of Antigua and Barbuda and the Criminal Law Amendment Act Cap 21. The act criminalised with penalties for persons caught engaged in certain sexual assaults including rape and the defilement of women. Increase of femicides in the 1990's led to a strong advocacy from civil society organizations and the then Directorate of Women's Affairs to call for stronger state action to address violence against women. Since then Antigua and Barbuda has enacted the following laws; Domestic Violence Proceedings Act 1999; Sexual Offences Act and the Trafficking in Persons Act 2010. The following measures have also been taken by the Government to address violence against women (VAW). Free court services for the acquisition of protection orders, training for the police, nurses, judges and counsellors and public servants to effectively and efficiently deliver services and address issues of VAW. The Ministry of Legal Affairs also runs a Legal Aid clinic for low-income individuals. A free crisis hotline was also established in 1997 and advocacy by civil society organizations and the Directorate of Gender Affairs, making maximum use of the media continues to prevail. In 2013, a national domestic violence strategy was formulated to ensure an integrated approach to address VAW is taken by various key stakeholders. Thereafter the country was successful in securing funding from the UN Trust Fund to End Violence Against Women to facilitate implementation.

Previously prior to 1995, victims did not have much room within the law and opportunities for redress at a minimal
cost, measures have now been taken to offer free services and information including intolerance for VAW. The annual 16 Days of Activism against Gender Based Violence\(^3\) advocacy campaigns engaged by the state and civil society actors has given the country the opportunity to continuously keep the issue on the national agenda.

D. Women's Achievement in the Establishment of the Directorate of Gender Affairs

Established in 1981 as the Women's Desk, the scope of the division was broadened to include addressing gender inequalities in 1985. It was renamed thereafter, as the Directorate of Gender Affairs (DOGA), since then the division has been working on gender equality programmes and activities, providing services for vulnerable groups and using International days and campaigns to advocate on various gender related issues. A comprehensive outline of DoGA’s programs services and activities are listed below.

\textit{Chart 2: Gender Affairs Programmes, Services and Activities}

<table>
<thead>
<tr>
<th>PROGRAMMES</th>
<th>SERVICES</th>
<th>ACTIVITIES &amp; EVENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensitisation Awareness-raising/ Seminars and Training</td>
<td>24-Hour Crisis Hotline and Crisis Centre (for survivors of gender-based violence)</td>
<td>International Women's Day</td>
</tr>
<tr>
<td>Education and Empowerment</td>
<td>Counselling and support</td>
<td>16 Days of Activism Against Gender Based Violence</td>
</tr>
<tr>
<td>Skills Training</td>
<td>Court Advocacy</td>
<td>Community Outreach including female condom initiative</td>
</tr>
<tr>
<td>Democratic Governance</td>
<td>Victim support group</td>
<td>Community Safety forums</td>
</tr>
<tr>
<td>Life Skills training for teen mothers &amp; prisoners</td>
<td>Safe havens</td>
<td></td>
</tr>
<tr>
<td>Sexual Reproductive Health and Rights</td>
<td>Research and data collection</td>
<td></td>
</tr>
</tbody>
</table>

DOGA has also supported the Caribbean Institute of Women in Politics launched in 2008. Vulnerable groups are familiar with the division and feel comfortable seeking support and redress from the division regarding various social inequality issues. Participants interviewed, highlighted the role the division has played in making women’s issues in the country visible and creating an opportunity for them to have these issues addressed both at the policy and community level.

1.1 Challenges in Gender Equality and the Empowerment of Women

Women in Antigua and Barbuda under the constitution have always enjoyed equality with men. The Constitution articulates the provision for protection of fundamental rights and freedoms of the individual, irrespective of race, place of origin, political opinions or affiliations, colour, creed or sex. Nevertheless the majority of the individuals surveyed strongly voiced out challenges currently in society that infringed on their constitutional rights and thus hindered gender equality and the empowerment of women in Antigua and Barbuda. These were: -

(i) Patriarchal socialization of society
(ii) Women in poverty
(iii) Culture of abuse towards women and girls
(iv) Women being unsupportive of each other
(v) Negative portrayal of women in the media

\textbf{Patriarchal socialization of society:} - As one looks at the society of Antigua and Barbuda, there is a perception of women having achieved and made progress in certain areas of life, however this perceived ‘progress’ is not absent of societal attitudes that makes the life being a woman difficult. To socialize individuals with ingrained attitudes towards each sex, with limitations on the roles and spaces of influence do not only deter individual development but stalls

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\(^3\) The 16 Days of Activism Against Gender Violence is an international campaign originating from the first Women's Global Leadership Institute sponsored by the Center for Women's Global Leadership in 1991
national development, as the nation is unable to maximize on the potential of its citizenry. Persons surveyed felt a culture of patriarchy in Antigua and Barbuda has led to male dominated roles; inequity; women not seen as leaders hence their limited presence in the political arena; women having to negotiate when to speak out about certain issues on their jobs, as this at times has led to dismissals. It was also highlighted that, although there are laws pertaining to non-discrimination, the lack of enforcement and the absence of a gender plan or a gender policy allows some of these negative attitudes to be cemented.

Individuals felt that, although families could be targeted to integrate gender equality in society, strategies to address issues of patriarchy were very limited bordering non-existence.

**Women in poverty:** - The concept of women in poverty was portrayed in this context as unemployed women, without the economic power to make decisions and hence most often end up in precarious jobs. The precarious conditions being sexual harassment, abuse of power and unequal pay. Women with disabilities, who can become unemployed overnight based on society’s stigma and discrimination towards their disability, also expressed this concern.

Both government and civil society organizations have programmes in place targeting the unemployed. However a specific programme targeting only women is the Gender Affairs ‘Work & Life Skills Programme’. Targeting out of school youth who were mainly single mothers, to date the programme has been expanded to include all out of school youth. The state also offers the ‘Board of Guardian’ and PVD stipend to persons with disability and a social security disability, however these strategies seem to be inadequate to meet the needs of women whose situations seem to have been exacerbated with the recent economic crisis.

**Culture of abuse towards women:** - It was interesting to note that although women have seen an augmentation in raising awareness on violence against women and thus considered it to be an achievement, due to prevalent challenges to attain police support during domestic violence complaints and reports; mothers facing abuse from the fathers of their children concerning child maintenance and the abuse faced by disabled women, the culture of abuse towards women was considered as a hindrance toward gender equality and the empowerment of women in Antigua and Barbuda.

Section 1c highlights the strategies in place both by the state and Civil Society Organizations to address this issue. Mention was made of not much emphasis being placed on the abuse and violence perpetrated towards women with disability.

**Women being unsupportive towards each other:** - As social beings who need support from each other, and knowing that achievements made in life are not based on individual efforts, the cry from women to have the support of other women in society is a cry for help and if attended to will foster an environment of growth, where one can flourish to their fullest potential. Assertive women felt shunned by other women who sometimes perceived them to be masculine while vulnerable women felt there was an absence of safe spaces for them to share, vent and get support to continue their journey.

As strategies did not currently exist to mitigate these issues, suggestions were made for support groups, mentorship programmes and networking forums as possible avenues to address this issue.

**Negative portrayal of women in the media** has developed in the recent years to be an area of concern. The country has experienced music artists writing derogatory songs about women, emphasizing abuse and objectifying the woman’s body. These presentations which sometimes incorporate abusive actions has led to a ‘normalization of abuse’ that is very uncomfortable for women’s rights advocates in the country. In recent years, social media and the annual national carnival festival have contributed to the sexual objectification of women, emphasizing stereotypes and eroding efforts towards gender equality.

1.2 **Setbacks Towards Gender Equality and Women’s Empowerment**

In addition to the above-mentioned issues counted as setbacks hindering gender equality and women’s empowerment, access to health care was also identified. Over the last couple of years, health care had been accessible to all, however individuals interviewed assumed the economic crises has led to stringent measures being taken. Pap smears, access to medical tests, now require a cost making health care difficult and expensive for migrant women, unemployed and underemployed women. The limited opening hours of clinics was also mentioned as a growing concern, as the country does not presently have a 24-hour clinic service.

1.3 **Legislative and legal developments**

The constitution of Antigua and Barbuda is the supreme law from which all laws of the country originate. The constitution as highlighted above makes provision for the rights of all persons to be upheld. Pertaining to women’s rights, the following rights have been articulated: -
(i) Life, liberty, security of the person, the enjoyment of property and the protection of the law
(ii) Freedom of conscience, of expression and of peaceful assembly and association
(iii) Protection for family life, personal privacy, the privacy of home, and other property and from deprivation of property without fair compensation

The labour code⁴ chapter 27 of the laws of Antigua and Barbuda explicitly forbids discrimination based on one’s sex; categorically stating, "no employer shall discriminate with respect to any person's hire, tenure, wages, hours, or any other condition of work, by reason of race, colour, creed, sex, age or political beliefs". It further indicates that that “no woman shall, merely by reason of her sex, be employed under terms of employment less favourable than that enjoyed by male workers employed in the same occupation and by the same employer”.

The following legislations⁵ have been passed with the intentions of promoting and preserving the human rights of women and girls:

- The Social Security Act (1972)
- The Sexual Offences Act (1995)
- The Offences Against the Persons Act
- Domestic Violence Proceedings Act (1997)
- The Infant Life (Preservation) Act
- Trafficking in Persons (Prevention) Act, 2010
- Maintenance of Children’s Act
- Child Care Protection Act 2003

Despite the enactments of these legislations, implementation and enforcement including some discrepancies have been noted to hinder gender equality; the Government of Antigua and Barbuda is addressing some of these issues.

Some of these discrepancies include, the Social Security Act not catering for women in unpaid labour sectors who end up working all their lives but cannot be card for in their old age; women in common law relationships who cannot claim survivor’s benefit as eligibility is dependent on being married or living together for three years. The Sexual Offences Act makes no room for marital rape, prostitution only implicates the seller and not the buyer, while the Offenses against the Persons Act pronounces punishment of abortions to the woman for ten (10) years and to the enabler a term not to exceed two (2) years.

The Commonwealth Secretariat together with the Organization of Eastern Caribbean States (O ECS) Secretariat and the Ministry of Legal Affairs are currently engaged in a judicial and legal system reform process to recommend model family law bills to deal with family issues and domestic violence. Antigua and Barbuda will have the benefit of having model legislations for the following:

- Status of Children
- Children (Care and Protection)
- Juvenile Justice
- Adoption
- Domestic Violence
- Family Court Bill

1.4 Budgeting Towards Gender Equality and Women’s Empowerment

Gender budgeting in Antigua and Barbuda is at its infancy; the budget office is currently being sensitized on the issue. Advancements are yet to be made, to fully conceptualize the tool and develop a plan or strategy that will lead to implementation. Various ministries in the country currently handle projects and programmes related to gender and women’s issues. Thus, the budget office is unable to ascertain the share of the national budget that is invested in the promotion of gender equality and the empowerment of women. The Directorate of Gender Affairs, a division within the Ministry of Education Youth and Gender Affairs with a mandate to work towards gender equality and the empowerment of women in 2013, was apportioned 0.07% of the ministry’s budget. Seventy-seven (77)% of this budget was assigned to salaries and allowances. This is not unique to the division but permeates similarly with other Government sectors.

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⁴ The Antigua and Barbuda Labour Code is the national law which spells out labour relations between employers and employees and how to organize. Reference here is on Section C4(1), Section E8(1)
1.5 State and Civil Society Mechanisms to monitor and implement the Beijing Platform for Action

A formal mechanism for regular dialogue between civil society organizations and the state has not yet been established. Nevertheless, civil society organizations including women’s groups, academia, faith based organizations and the private sector are regular key stakeholders in the national policy development processes, planning of programmes and implementation of strategies and campaigns on women’s issues.

Civil society organizations and key national partners did not envision any obstacles preventing the establishment of such a mechanism, the formal mechanism needs to be established and made operational.

1.6 International Cooperation to monitor and implement the Beijing Platform for Action

The Government of Antigua and Barbuda partners both nationally, regionally and intentionally in its work to advance and realize the Beijing Platform for Action.

Nationally, partnerships have been established with a wide spectrum of civil society organizations and private sector organizations.

Regionally ongoing partnerships have been developed with the Caribbean Community (CARICOM), the Caribbean Development Bank, the Organization of Eastern Caribbean States (OECS), the Caribbean Institute of Women in Leadership (CIWIL), and the Organization of American States.

At the International scene, the Commonwealth Secretariat, the United Nations funds, programmes and agencies, the Canadian International Development Agency, the International Organization for Migration (IOM), the British High Commission, the United States Agency for International Development (USAID), the Caribbean Congress of Labour, Family Planning Association, the Disabled People Association, the European Union and the Governments of Germany and Australia, have supported the implementation and monitoring of the BPfA.

A number of results have been achieved in the area of policy development, programmes and projects by these regional cooperation’s. Nevertheless, the lessons learnt include:

- Establishing mechanisms in place for sustainability
- The importance of capacity building as a major aspect of the cooperation

The value of the cooperation received over the years cannot be quantified, however, Antigua and Barbuda highly values the support of its national, regional and international partners.

Cooperation can be improved, strengthened and knowledge sharing enhanced with the establishment of a donor coordination mechanism. This will facilitate planning at the local level with international partners and guide governments to identify national and annual priorities of their partners. Thus enhancing implementation and curbing duplication of programmes and projects at the national level.

1.7 The Millennium Development Goals (MDGs) and the implementation the Beijing Platform for Action

Antigua and Barbuda is committed to the implementation and reporting of its progress on the MDGs. A comprehensive report was given at the 2014 Commission on the Status of Women regarding the impact made towards in the lives of women in Antigua and Barbuda.

The twin island state is pleased about achievements made in achieving universal primary and secondary education and reducing child mortality. In the context of the BPfA, emphasis will be made on MDG3 –‘Promote Gender Equality and Empower Women’.

In promoting gender equality and the empowerment of women, Antigua and Barbuda offered majority of its scholarships and bursaries to females. Although the country saw more enrolment of boys at the primary level, this was reversed at the secondary and tertiary level. The Directorate of Gender Affairs together with its partners continue to equip women to own and manage their own businesses. While a 13.9% improvement rate has been experienced in regards to seats held by women in national parliament, Antigua and Barbuda is yet to meet the 30% goal. Thus, the Government of Antigua and Barbuda is making every effort to promote, support and encourage women in other leadership roles. This has been demonstrated by 75% of the most senior public service, civil servant positions being held by women.

Nevertheless, inspite of these strides, the scourge of discrimination, patriarchal attitudes in addition to Violence Against Women and girls are eroding all efforts towards gender equality.
2.0 Section Two: Progress in the Implementation of the critical areas of concern of the Platform for Action since 2009

2.1 Women and Poverty
The major determinants of poverty in Antigua and Barbuda according to the 2007 Country Poverty Assessment (CPA)\(^6\) can be associated with household size, economic migrants, overcrowded houses, level of education and living in certain geographic areas of the country. Of the 18.4% of the population categorized as poor, 3.7% of that population were indigent.

Disaggregated by sex, 52.8% of the poor are females with the remainder 47.2% males. However, compared to the national population at that time with women constituting 56% of the population and men 44%, poverty reflected to be greater amongst males at 20% compared to women at 17%. See table below.

*Table 4: Poverty Distribution by Gender (%)*

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Poor</th>
<th>Non Poor</th>
<th>Population</th>
<th>Ration Poor / Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>52.8</td>
<td>56.7</td>
<td>56.0</td>
<td>0.94</td>
</tr>
<tr>
<td>Male</td>
<td>47.2</td>
<td>43.3</td>
<td>44.0</td>
<td>1.07</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>1.0</td>
</tr>
</tbody>
</table>

Source: 2007 CPA

The CPA went on to highlight, poverty to be predominant amongst women fifteen (15) years and older not in unions i.e. without a partner and almost half of the women in this category had one or more children. Children, single mothers and the elderly were noted as the vulnerable at risk group.

The Government of Antigua and Barbuda over the last decade has established a number of Social Protection and Social Safety Net Programmes that poor, unemployed and underemployed women can access. In addition to state run programmes, the private sector and civil society organizations also initiated programmes targeting the underprivileged in society including women and children.

Since 2004 the Government’s social policy has included a school meals programme and a school Uniform Grant Programme.\(^7\) In November 2010 meals served to children in the participating schools had increased from 272,993 in 2008 to 315,488. Established in 2008, the school uniform grant programme disbursed over 200,000 vouchers between 2008 and 2010 to primary and secondary school children. Textbooks are also provided at no cost to the students. Additional social protection programmes initiated by the Government Post 1995 include the following:-

- Board of Guardian’s Home Improvement Grant
- A school transport programme for children
- The Affordable Home programme subsidized by the Ministry of Housing
- The PDV Caribe’s People Benefits Programme established in 2009 providing stipends to ‘disabled and economically disadvantaged.’
- Senior Citizens Utilities Subsidy Programme
- Board of Education Scholarship Programme
- National Student Loan Fund
- The Government Residential Assistance Care for the Elderly (GRACE)
- The Fiennes Institute, a home for the elderly poor

Civil society organizations and the private sector assist with other programmes to mitigate the burden of poverty on the poor. Discussions with key stakeholders identified the amenities, as a much-needed support to supplement their limited income to care for their families. Due to the economic crisis the school uniform programme has decreased the number of uniforms provided per child and the stipends granted to ‘disabled and economically disadvantaged was increased’. However as the Government takes steps to manage its debt and the effects of the global economic and financial crises as well as improve its efficiency, assistance has been sought from the International Monitory Fund and the World Bank.

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\(^6\) The 2007 Antigua and Barbuda Country Poverty Assessment provides an in-depth analysis of Poverty in Antigua and Barbuda. The information and table above was taken from Vol. I. pg 45 – 65. Table 4.18 on p. 56. For an online version see [http://www.caribank.org/uploads/publications-reports/economics-statistics/country-poverty-assessment-reports/AntBarbCPAVocesPoor.pdf](http://www.caribank.org/uploads/publications-reports/economics-statistics/country-poverty-assessment-reports/AntBarbCPAVocesPoor.pdf)

\(^7\) A highly commended programme in the country spoken of by members surveyed were these two programme with documentation found online via [http://www.ab.gov.ag/article_details.php?id=2094&category=109](http://www.ab.gov.ag/article_details.php?id=2094&category=109) accessed 22/4/2014
A 2011 Social Protection Assessment in Antigua and Barbuda commissioned by the World Bank recommended a review of the national social protection programmes. To this end a Public Social Transformation Project has been initiated to improve the efficiency of the social protection in the country. It is likely that some of the above-mentioned programmes will be consolidated as current programmes currently duplicate efforts.

**Obstacles, Challenges and Gaps**

As Antigua and Barbuda progresses to implement the BPFA, attention should be given to the underserved groups noted by the assessment:-

- Poor children with ECD/Pre-school facilities
- Out of school children at the primary level
- Labour market programmes for unemployed and poor youth attending vocational training
- Low income housing and access to basic services

Although credit is accessible to all in Antigua and Barbuda, unemployed and underemployed women are faced with challenges in accessing credit to start small businesses, as banks require persons to be gainfully employed. Microfinance and business start-up grants should be explored for women both in Antigua and Barbuda.

### 2.2 Education and training of Women

Education in Antigua and Barbuda has remained compulsory from age 5 – 16 years since 1995. The country has achieved Universal Primary and Secondary Education. The literacy rate in 1997 highlighted in the CEDAW report, has improved from 88.7% to 99.4% for women and 98.4% for men. The Ministry of Education Youth and Gender Affairs in measuring the relative access to education of males and females at the primary and secondary level is pleased to report gender parity at both levels.

#### Table 5: Male and Female Enrolment Primary & Secondary Level

<table>
<thead>
<tr>
<th>SCHOOL LEVEL</th>
<th>PERCENTAGE MALE</th>
<th>PERCENTAGE FEMALE</th>
<th>YEAR RECORDED</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRIMARY</td>
<td>50.9</td>
<td>49.1</td>
<td>2012</td>
</tr>
<tr>
<td>SECONDARY</td>
<td>49.6</td>
<td>50.4</td>
<td>2012</td>
</tr>
</tbody>
</table>

Source: Ministry of Education Youth and Gender Affairs

It is evident that illiteracy amongst women is not a challenge in Antigua and Barbuda. As stated in section one, persons interviewed in Antigua and Barbuda considers education to be one of the areas that has seen the most advancement for women since 1995. This has been facilitated by Government financed scholarship funds and a national student loan established since 2008, which has been mainly accessed by women.

To improve women’s access to vocational training, science and technology, and continuing education, the Antigua State College and the open campuses of the University of West Indies, the University of the Southern Caribbean, the American University of Antigua - College of Medicine and the University of Health Sciences offers tertiary education. Vocational training in the country has expanded since 1995, with courses being offered by state and private institutions. Available to students are the Antigua and Barbuda Institute for Continuing Education (ABICE) a subsidiary of the Ministry of Education, the Antigua and Barbuda International Institute of Technology (ABIIT) and the Antigua and Barbuda Hotel Training Institute. The Directorate of Gender Affairs and the Gilbert Agricultural Rural Development (GARD) Centre also offer vocational training, these programmes provide young people and women the opportunity to build up their skills and make them more marketable in the job market. The Ministry of Labour has two programmes geared towards unemployed persons and young people:- The New Work Experience Programme and the One-Stop Job Centre. The vocational institutions have partnered with the private sector to offer young people on the job training programmes giving them the advantage of acquiring work experience, a barrier that most young people face when entering the job market.

By law and guided by the Ministry's plans and policies, education in Antigua and Barbuda is non discriminatory. However, teenage girls are likely to face stigma and discrimination from their peers and school officials and will thus change schools following pregnancy. Single mothers expressed this during the focused group discussion.

Various subjects and technical fields had been ascribed to be male or female dominated over the years. Although participants perceived a shift in more females entering previously male dominated areas, a comparative analysis of

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8 A full report of the Antigua and Barbuda Social Protection Assessment can be sourced on line [http://www.zerohungerchallengeab.org/ab/doc/SocialProtectionAssessmentAG.pdf](http://www.zerohungerchallengeab.org/ab/doc/SocialProtectionAssessmentAG.pdf)
State College Statistics depicted no progress had been made in bridging the gap in the traditionally male dominated areas of study. The teaching field continues to be dominated by females, however the percentage gap increased by 70.8% from 1993/94 to 2004/5.

Table 6: 1993/4 & 2004/05 State College Enrolment Rates

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dept. of Teacher Education</td>
<td>15 28.8</td>
<td>6 14.6</td>
<td>37 71.2</td>
<td>35 85.4</td>
<td>52</td>
<td>41</td>
</tr>
<tr>
<td>Department of Business</td>
<td>55 19.2</td>
<td>42 23</td>
<td>232 80.8</td>
<td>141 77</td>
<td>287</td>
<td>183</td>
</tr>
<tr>
<td>Dept. Engineering/Construction</td>
<td>111 95</td>
<td>78 87.6</td>
<td>6 5.1</td>
<td>11 12.4</td>
<td>117</td>
<td>89</td>
</tr>
<tr>
<td>A’ Level Dept</td>
<td>110 41.1</td>
<td>87 23.7</td>
<td>157 59.0</td>
<td>280 76.3</td>
<td>267</td>
<td>367</td>
</tr>
</tbody>
</table>

Source: Antigua State College

Chart 3:

Obstacles Gaps and Challenges

Antigua and Barbuda has experienced significant progress in education and the training of women, however the stigma and discrimination faced by pregnant girls from their peers and school officials significantly contributes to some girls not completing their education and hence living a life of poverty and not maximizing their fullest potentials.

Women in Barbuda are at a disadvantage comparatively to women in Antigua in the area of Education. Antigua has more options available at the tertiary level while students in Barbuda have to relocate to Antigua in order to pursue tertiary education. Although some students are privileged to have their room and board catered for by the Barbuda Council this option is not available to all.

2.3 Women and health

Health care is available to all citizens of Antigua and Barbuda with emphasis on mothers, children and the elderly. The World Health Organization based on 2012 figures noted life expectancy for the male Antiguan to be 73 years and for female 77 years. Across the country health centres provide primary care at minimal costs to all. Health care is also provided by private clinics. The General Hospital was upgraded in 2008/2009 to facilitate an intake of more patients in a serene environment that facilitates healing. On the sister island health centres and a hospital is also available, cases that require special attention are airlifted to the Mount St. John Medical Centre in Antigua at a cost paid for by the

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Barbuda council. However, patients have to cater for their return travel to Barbuda. Apart from the routine medical care provided at the satellite clinics, prenatal and post-natal care including maternal and child care services are made available to all.

A major achievement since 1995 that women have experienced in health care, is the abolition of a written consent from one’s husband’s consent for a married women to have tubal ligation or sterilization. Although abortion is illegal in Antigua and Barbuda, private doctors provide abortion services. Family planning services are available to all without the consent of spouses or partners; citizens can access sexual and reproductive health services at the health clinics across the country including the Sexually Transmitted Infection Clinic in the capital. Rapid result testing including pre and post HIV test counselling is available to all at no cost. Established since 1992, this service is provided by the National AIDS Secretariat and its trained partners. The state provides HIV infected mothers free baby formula milk until the baby is six months, financial assistance to needy individuals as well as free medication and counselling is also provided.

Antigua and Barbuda has made commendable achievements in rendering gender sensitive health care to its women. Due to a Maternal Child and Health programme established since 1987, free maternal health is rendered to all pregnant women, trained health attendants deliver all babies and maternal mortality has improved to zero compared to 9.49 the 1991 rate, shared in the 1997 Antigua and Barbuda CEDAW Report.

The Labour Code in 1998 was revised to make provision for female employees who had worked continuously over a period of 12 months or more, to be granted maternity leave for at least six weeks with 40% paid leave.

**Obstacles, Gaps and Challenges in Health.**

Antigua and Barbuda’s health care achievements have taken place with a 1997 health policy.

Recent requirements of minimal fees for certain services and the production of national ID to attain certain services have made health care inaccessible for migrant women.

2.4 Violence against women

Addressing Violence Against Women in Antigua and Barbuda is an integrated effort by the state, civil society organizations and the private sector. Section one provides an in depth analysis of VAW implementation, gaps and challenges in Antigua and Barbuda.

Additional actions taken by the state together with partners include “Strengthening state accountability and community based Action to end Gender Based Violence”. This programme led to the capacities of the police, community actors, nurses and the judiciary being built to implement efficient sensitive services to end sexual and gender based violence. These actors also developed a protocol to address prevention, response, treatment, support and the judicial processes of sexual offences. The Directorate of Gender Affairs annually engages in the International 16 Days of Activism Campaign against Gender Based Violence and has signed on to the United Nations Secretary General’s ‘UNiTE Campaign’ to End Violence Against Women.

Major achievements nationally in the effort to end violence against women, which was absent in 1995 is the service of a free 24 hour Crisis Hotline, The Royal Antigua and Barbuda Police Force Sexual Offences Unit established in 2007, the sex and assault referral centre and the partnership developed with the Mount St. John Medical Centre. All supporting agencies, providing treatment and response to survivors of sexual violence including rape, can now offer their services using a one-stop shop methodology. The Directorate of Gender Affairs offices counselling support, safe havens, court advocacy, protection, training and public awareness to survivors of sexual and domestic violence. A recent grant awarded to the Directorate of Gender Affairs will lead to the development of a national action plan on Sexual and Gender Based Violence.

Prior to Antigua and Barbuda’s enactment of legislation to address human trafficking, The Directorate of Gender Affairs together with its partners raised awareness on the issue and provided training to Immigration Officers and civil society organizations to sensitize them on the issue. Since the development of the legislation in 2010 the Directorate of Gender Affairs have supported survivors of human trafficking and one case is currently pending in the courts.

Statistics collected by the Directorate of Gender Affairs depicts a trend of over 200 cases being reported per year. As a national data collection system on Gender Based Violence is not yet in existence, the data is not a true reflection of domestic violence in the country.
Table 7: Gender Affairs Violence Against Women Statistics

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Cases</th>
<th>Year</th>
<th>No. of cases</th>
<th>Year</th>
<th>No. of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997</td>
<td>25</td>
<td>2003</td>
<td>324</td>
<td>2009</td>
<td>297</td>
</tr>
<tr>
<td>1999</td>
<td>441</td>
<td>2005</td>
<td>251</td>
<td>2011</td>
<td>364</td>
</tr>
<tr>
<td>2000</td>
<td>414</td>
<td>2006</td>
<td>192</td>
<td>2012</td>
<td>218</td>
</tr>
<tr>
<td>2001</td>
<td>329</td>
<td>2007</td>
<td>233</td>
<td>2013</td>
<td>315</td>
</tr>
<tr>
<td>2002</td>
<td>478</td>
<td>2008</td>
<td>295</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Obstacles, Challenges and Gaps

Data gathering on Violence against Women is taking place in an uncoordinated manner with different agencies gathering their own statistics creating challenges for comparability and analysis.

Key stakeholders equipped with counselling skills previously handled the 24hr crisis hotline. This approach was discontinued thus diminishing the inclusive and national ownership affiliated with the hotline.

Police attitudes toward survivors when cases are being reported are still insensitive. Persons interviewed called on more action to be generated to facilitate police sensitivity towards Violence Against Women.

2.5 Women and armed conflict

Antigua and Barbuda is not engaged in any ongoing armed conflicts, to this end, the country is unable to report and provide information on women and armed conflict.

2.6 Women and the economy

Tourism, light manufacturing, financial services, and agriculture are the main drivers of Antigua and Barbuda’s economy. The Country Poverty Assessment conducted in 2007 estimated the unemployment level to be at 3.9% in 2005/2006. However, since the country is yet to engage in a labour market survey a true reflection of employment and unemployment cannot be ascertained. Women have always been involved in the productive sectors, contributing to economic growth and productivity for decades with no barriers imposed hindering their participation.

Table 8: 1991 Employed persons for the past week by occupations group and sex

<table>
<thead>
<tr>
<th>Occupational Groups</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislators/Snr Officials/ Managers</td>
<td>1,402</td>
<td>887</td>
<td>515</td>
</tr>
<tr>
<td>Professionals, Technicians &amp; Associates</td>
<td>1,400</td>
<td>775</td>
<td>625</td>
</tr>
<tr>
<td>Professionals</td>
<td>2,762</td>
<td>1,432</td>
<td>1,330</td>
</tr>
<tr>
<td>Clerks</td>
<td>3,688</td>
<td>769</td>
<td>2,919</td>
</tr>
<tr>
<td>Service Workers /shop sales/ workers</td>
<td>5,216</td>
<td>2,113</td>
<td>3,103</td>
</tr>
<tr>
<td>Agricultural, Forestry &amp; Fishing Workers</td>
<td>451</td>
<td>401</td>
<td>50</td>
</tr>
<tr>
<td>Craft &amp; related workers</td>
<td>4,448</td>
<td>4,060</td>
<td>388</td>
</tr>
<tr>
<td>Plant &amp; Machine Operators/Drivers &amp; Assemblers</td>
<td>1,603</td>
<td>1,402</td>
<td>201</td>
</tr>
<tr>
<td>Elementary Occupations</td>
<td>5,396</td>
<td>2,455</td>
<td>2,941</td>
</tr>
<tr>
<td>Defence Force</td>
<td>103</td>
<td>85</td>
<td>18</td>
</tr>
<tr>
<td>Not Stated</td>
<td>284</td>
<td>185</td>
<td>99</td>
</tr>
<tr>
<td>TOTAL</td>
<td>26,753</td>
<td>14,564</td>
<td>12,189</td>
</tr>
</tbody>
</table>


Table 9: 2001 Employed persons for the past week by occupational group and sex

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislators/Snr Officials/ Managers</td>
<td>1,958</td>
<td>873</td>
<td>725</td>
</tr>
<tr>
<td>Professionals, Technicians &amp; Associates</td>
<td>3,822</td>
<td>1,737</td>
<td>2,085</td>
</tr>
<tr>
<td>Professionals</td>
<td>2,135</td>
<td>956</td>
<td>1,179</td>
</tr>
<tr>
<td>Clerks</td>
<td>5,141</td>
<td>982</td>
<td>4,158</td>
</tr>
<tr>
<td>Service Workers /shop sales/ workers</td>
<td>7,390</td>
<td>2,662</td>
<td>4,728</td>
</tr>
<tr>
<td>Agricultural, Forestry &amp; Fishing Workers</td>
<td>525</td>
<td>420</td>
<td>105</td>
</tr>
<tr>
<td>Craft &amp; related workers</td>
<td>5,574</td>
<td>5,053</td>
<td>521</td>
</tr>
<tr>
<td>Plant &amp; Machine Operators/Drivers &amp; Assemblers</td>
<td>1,779</td>
<td>1,667</td>
<td>112</td>
</tr>
<tr>
<td>Elementary Occupations</td>
<td>6,445</td>
<td>2,886</td>
<td>3,559</td>
</tr>
<tr>
<td>Not Applicable</td>
<td>19,730</td>
<td>7,569</td>
<td>12,161</td>
</tr>
<tr>
<td>TOTAL</td>
<td>54,138</td>
<td>24,806</td>
<td>29,332</td>
</tr>
</tbody>
</table>
A comparison of the employed persons during the 1991 census and the 2001 census reflects an increase in women’s participation in the labour force. Where women in 1991 heavily participated in three occupational groupings, by 2001 women’s participation became dominant in five areas. Nevertheless, the wide gaps that existed in the male dominated and female dominated occupational groupings still prevailed. Thus emphasising the trend observed in at the college level and depicting that occupational segregation still exists in Antigua and Barbuda.

Although the Antigua and Barbuda Labour Code, forbids discrimination on the basis of sex stating in Section E8 that ‘no woman shall merely by reason of her sex be employed under terms of employment less favourable than that employed by male workers in the same occupation and by the same employer’, the labour unions and a few individuals participating in the focused group discussions made mention of cases which came to their attention from the private sector. Employers were clearly breaching the labour code by paying female employees less wages to their male counterparts who functioned in the same position. Unemployed and underemployed women also made mention of experiencing sexual harassment from prospective employers during their search for employment.

Both women and men have access to resources, employment markets and trade. Nevertheless as data from the 2007 CPA reflected the most vulnerable to be women, single mothers and the elderly, focused group discussions held with single mothers, unemployed and underemployed women demonstrated the frustrations they faced in their quest to access markets and credit. “When I go to the bank to get a loan to start my business, they tell me to bring my payslip… why would I need loan if I was working” another participant shared her frustration “I’ve not had a job in 5 years, I’ve sent over 50 applications, after waiting I decided to use my skill to make jewellery and sell… when I went to get a license to sell at the beach, I was told they are not issuing any licenses for the rest of the year… what I’m I supposed to do”.

The Directorate of Gender Affairs with the assistance of the Caribbean Development Bank has provided entrepreneurial training for women in the informal market. The Gilbert Agricultural Rural Development Centre also provides skills training to young people and women interested in establishing their own business. For over a decade, the Directorate of Gender Affairs offered ICT training to women. The Government through the Ministry of Telecommunications, Science and Technology has initiated a Human Entrepreneurship & Assistive Resource Technologies (HEART) programme geared towards young women to empower them and increase their interest in entrepreneurship and self-employment activities as viable economic activities.

**Obstacles, Challenges and Gaps**

As more women enter the labour market in a patriarchal society where care work is predominately seen as the responsibility of the female, no measures have been taken to harmonize work and family responsibilities for both men and women. Men are not entitled to paternity leave depriving them the opportunity to bond with their newborn babies and support their wives.

Grants, skills trainings for Small Micro Enterprise (SMEs) and low interest loans should be made available to low-income women determined to escape the cycle of poverty.

Advocacy on the sexual harassment and wage discrimination should be promoted as means to raise awareness both amongst employers and employees.

The burden of care expressed by participants interviewed, has prepared the platform for policymakers to explore options for flexible working conditions in order to promote harmonization of work and family responsibilities amongst men and women.

**2.7 Women in power and decision-making**

A Government policy to provide equal access to full participation in power structures and decision making is yet to be established; nonetheless, since the country had not yet experienced the election of a female member of parliament in Antigua and the Barbuda Council member until 2005 and 2009 respectively, women in Antigua and Barbuda perceive this attainment as a major achievement for the advancement of women and steps towards gender equality.

Additionally, the Government of Antigua and Barbuda appointed the following leadership positions to be held by women:

(i) Governor General of Antigua and Barbuda
(ii) Speaker of the House
(iii) President of the Senate
(iv) Senator with responsibilities as Minister of Legal Affairs
(v) Senator with responsibilities as Minister of Social Transformation

Based on women’s participation in the labour force, a number of females have assumed leadership positions both in the public and private sector. Despite their positions, some have expressed experiences of stigma and discrimination stemming from a culturally socialized machismo society.

The Directorate of Gender Affairs, the Caribbean Institute for Women in Leadership (CIWIL) and the Professional Women’s Organization in Antigua, have held initiatives promoting the participation of women in power and decision-making. Serving as the Secretariat for CIWIL, the Directorate of Gender Affairs supported female candidates in the general elections of Antigua and Barbuda, Barbados, Grenada, St. Kitts and Nevis and Trinidad and Tobago. Capacity building and networking opportunities were provided. Women in Antigua and Barbuda, articulated their priorities for the first time in a Women’s Manifesto of Antigua and Barbuda.

Obstacles, Challenges and Gaps
Society’s socialized attitude of male dominance is still prevalent enabling a hostile environment towards women in power and decision-making.

Although women are major supporters of political parties, and the political architecture reflects a glaring inequality, decisions have not been made at the political party level on quotas.

The lack of support systems, in the form of mentorship programmes and networks for emotional support, growth, and learning have led many potential candidates for leadership positions to shy away from this responsibility.

2.8 Institutional mechanism for the advancement of women
Section one draw on the establishment of the Directorate of Gender Affairs, as one of the achievements articulated by women since 1995. It is the only state body in the country with the mandate to advance women’s issues. For a comprehensive list of the Division’s programmes, services and activities, see section 1D. As women’s issues are cross cutting the Directorate of Gender Affairs has established an advisory committee comprising of heads of departments from key Government ministries, to guide the work of the Division as it serves the women in the country. A similar structure is absent in Barbuda.

Due to the limited resources at the Directorate, integration of gender perspectives into various national legislations, public policies programmes and projects have been minimal. Since 1995, the youth policy stands out as the most recent policy integrating gender. Nevertheless, active steps have been taken to develop national legislations as previously mentioned, with gender considerations.

Obstacles, Challenges and Gaps
The prevalent socialized attitude of male dominance deters efforts towards gender equality and the empowerment of women.

Although the Directorate annually implements its programmes, activities and services, a clear gender plan or policy to guide the work of Division is absent.

A broad based advisory committee inclusive of civil society organizations, academia and faith based organizations, is required to strengthen the national machineries, to promote ownership and facilitate the work of gender equality and the advancement of women.

2.9 Human rights of women
The 1981 Constitution of Antigua and Barbuda, provides the platform for the protection of the rights of all persons including women. Steps have been taken by the Government since 1995 to protect the rights of women by ratifying the following UN conventions:-
Further steps were taken to nationally to enact laws that protect the rights of women such as:
- The UN Millennium Declaration (2000)
- The UN Millennium Development Goals (2000)
- The OAS/CIM Strategic Plan of Action (2011-2016)

Antigua and Barbuda in ratifying the Convention on the Elimination of All Forms of discrimination against Women emphasized its commitment to protect the rights of women by ratifying the Optional Protocol, which gives women the opportunity to present complaints to the monitoring body once national options have been exhausted.

In 1997 Antigua and Barbuda presented its initial second and third report on the CEDAW. The necessary legal frameworks to eliminate discrimination amongst women have been established. Legislations to this effect are outlined in section 1.3. The report raised concern over sex roles and stereotypes. The BPfA review revealed this is still a prevailing issue. Prostitution remains illegal in the country however; a gender bias in the legislation charges the provider of the service and not the buyer of the service. Efforts by the Government to appoint women in political leadership positions has led to a few female faces in the national political arena, however the country is yet to see more women elected into parliament to join the only female elected member of parliament. Based on statistics from the Public Service Commission the country is experiencing it’s highest number of females holding senior public positions.

**Obstacles, Challenges and Gaps**

An issue of grave concern expressed by the Citizens Welfare Division and some teachers is child abuse. Programmes such as the Innocence Project and education in schools are some of the strategies being used to address the problem. As the country develops a Child Protection Policy, more attention will be given to the issue. Complaints of sexual harassment were also expressed; practice of this grave act was confirmed by the Labour Department. A human rights desk initiated in 2007 through funding from the Pan Caribbean Partnership for HIV/AIDS (PANCAP) and continued by the Ministry of Health for sustainability is currently managed by a local NGO. The desk registers complaints and seeks assistance based on discrimination relating to HIV/AIDS. Majority of the complaints received according to the local NGO has been on discrimination extended towards the Lesbian Gay Bisexual and Transgender (LGBT) community and employment based on HIV/AIDS Status. Data complaints received is presented in the chart below.

**Table 10: International Conventions Ratified and party to since 1995**

<table>
<thead>
<tr>
<th>International Convention</th>
<th>Date of Ratification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inter-American Convention on the Prevention, Punishment and Eradication of Violence</td>
<td>1998</td>
</tr>
<tr>
<td>Against Women (‘Convention of Belem do Para’)</td>
<td></td>
</tr>
<tr>
<td>Convention concerning the Prohibition and Immediate Action for the Elimination of the</td>
<td>2001</td>
</tr>
<tr>
<td>Worst Forms of Child Labour</td>
<td></td>
</tr>
<tr>
<td>Convention concerning Occupational Safety and Health and the Working Environment (ILO No.</td>
<td>2002</td>
</tr>
<tr>
<td>155)</td>
<td></td>
</tr>
<tr>
<td>Equal Remuneration Convention (ILO No. 100)</td>
<td>2003</td>
</tr>
<tr>
<td>ratified 1st August 1989; Optional Protocol</td>
<td></td>
</tr>
</tbody>
</table>

**Table 11: Human Rights Desk Complaints – Dec 2010 & Dec 2013**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>9</td>
<td>19</td>
<td>11</td>
</tr>
<tr>
<td>Bisexual</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Disabled</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Commercial Sex Worker</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Inmate</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Transgender</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lesbian</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Men who have Sex with Men</td>
<td>11</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>TOTAL</td>
<td>24</td>
<td>30</td>
<td>16</td>
</tr>
</tbody>
</table>
Although equality under the law has been established, complaints from the trade union and persons interviewed indicated wage discrimination to exist in practice, predominantly within the private sector. Even though the law requires employers to be non-discriminatory when seeking employees, it was noted that employers continue to post vacancies with a preferred sex of the prospective employee.

Apart from the Labour Department’s engagement in a programme designed to educate employers and employees of their legal rights and responsibilities, minimal advocacy is done on legal literacy.

2.10 Women and the media
Participation of women in the media has increased over the years. Antigua and Barbuda has one television station, two main newspapers and a plethora of radio stations. Women have access to express themselves and engage with the media regularly. A number of talk shows are hosted on radio stations, which are supported predominately by women who use the medium to express their views. One of the local newspapers carries a weekly column on women’s issues; local radio and television houses also have specific slots dedicated to women’s issues.

The decision makers in the media are predominately men. A balanced and non-stereotyped portrayal of women in the media continues to be a challenge in Antigua and Barbuda. In the absence of a media regulatory board civil society organizations and advocates have had to share complaints regarding songs, advertisements and print images that have portrayed women in a negative and stereotypical manner.

Obstacles, Challenges and Gaps
The absence of a media regulatory board to regulate information presented by the media presents a gap in the monitoring of information.

Persons are still insensitive to the negative portrayal of women in the media. Media sensitization to address this issue should be given urgent attention.

2.11 Women and the environment
The Environment Division within the Ministry of Agriculture Lands Housing and the Environment is the main driver of environmental issues in Antigua and Barbuda. The work of the division is guided by the National Environmental Strategy, which addresses seven areas:-

(i) Policy and Planning Framework  
(ii) Improved Legal and Institutional Frameworks  
(iii) Provide a Framework for Sustainable Livelihood  
(iv) Civil Society Participation  
(v) Capacity Building  
(vi) Economic Incentives  
(vii) Environmental Education Training and Awareness

Although the strategy does not speak explicitly about actively engaging women in environmental decision making processes women are involved in the implementation of the strategy and at the decision making level. Apart from a male Permanent Secretary, the executive decision body of the ministry regarding the environment is predominately female. Gender impact assessments are considered for programmes and projects in the ministry. The Division is currently developing a programme on women and the environment.

A key partner of the Division is the Environmental Division Global Environmental Fund, the fund offers small grants at the country level to civil society organizations and Non Governmental Organizations. CSOs and NGOs are requested to have gender considerations in their proposals.

Obstacles, Challenges and Gaps
As the Government proceeds to implement its National Environmental Management strategy and Action Plan, emphasis should be made for all policies to have gender integrated in the policy making process.

2.12 The girl-child
Antigua and Barbuda has ratified the UN Convention on the Rights of the Child. The Citizens Welfare Division within the Ministry of Health, Social Transformation and Consumer Affairs addresses children’s issues and second just concluded the compilation of the country’s second CRC report.
The constitution of Antigua and Barbuda in addition to a number of legislations including the Childcare and Protection Act 2003, the Education Act and the Maintenance of Children Act have been enacted to ensure that all forms of discrimination against children including the girl child is eliminated in Antigua and Barbuda. To strengthen national efforts, a draft Child Protection Policy has been developed to guide national stakeholders in delivering programmes and activities to enhance the well being of children.

Deliberations with young girls and the Citizen’s welfare division revealed discriminations experienced by adolescent pregnant girls from their peers and school administrators. Hence, although adolescent girls by law can go to school during and after pregnancy, due to this discriminatory attitude adolescent girls either change schools or do not return back to school immediately following childbirth.

The citizens welfare division together with the a number of civil society organizations have developed strategies such as presentations to schools and teachers including campaigns during the annual social welfare week, to eliminate negative cultural attitudes and practices against the girl child. The Government’s Youth Department and the citizens welfare’s child protection programmes including work done by NGOs such the Professional Organization of Women in Antigua (POWA) and the USAID & OECS Juvenile Justice Programme raises awareness on the needs and potential of the girl child. Although the education system and schools encourage both boys and girls to pursue subjects of their interest, courses undertaken by students at the tertiary level (the Antigua State College) revealed predominately male and female courses undertaken by students since 1995 remain the same.

Girls below the age of 16 accessing sexual reproductive health services have to be accompanied by a parent or guardian. Although this policy was made with the intention of delaying sexual initiation, this has led to young girls exploring unconventional ways to be sexually active. The medical benefits programme promotes healthy programmes in schools to encourage healthy nutrition amongst children.

No practices of child labour or economic exploitation of children have been documented as a practice in Antigua and Barbuda. The labour department engages the public in a weekly programme educating employers and employees on their rights. Actions to eradicate violence against the girl-child take a multifaceted approach at the policy, programme and advocacy level. In addition to state polices and legislations aforementioned, the Government has partnered with the United Nations Children’s Fund (UNICEF) to take actions to eradicate violence against the girl child. The ‘Innocence Project’ geared towards victims and their families, is a campaign with messages to speak out and break the stigma and shame that surrounds the issue of child sexual abuse. The West Indies Cricket board is also involved in using sports to educate and deter child abuse. These projects are combined with civil society advocacy initiatives to form part of the national action against child abuse.

To strengthen the role of the family in improving the status of the girl child, the citizen welfare division partners with key local stakeholders to offer parenting programmes, counselling and operate a child and family guidance centre for children and families in Antigua and Barbuda. The country’s primary focus in the near future is to complete the national chid protection policy and its protocols.

**Obstacles, Challenges and Gaps**

The obstacles that hinder the work of empowering girls is the limited awareness of roles and ongoing stereotypes

Challenges of child abuse and the negative presentation of women in the media affects the efforts being made with public awareness to present girls with a positive image of women.

The completion of a child protection policy and action plan will present the country with a framework within which children’s rights will be upheld.
3.0 Section Three: Data and Statistics

3.1 Core Set of Indicators for Monitoring Progress in Gender Equality.
Antigua and Barbuda has established a core set of indicators to monitor progress of gender equality in the country. Responsibility for collecting this data would be with the Statistical Division within the Ministry of Finance and the Economy and Public Administration. As this decision is in its infancy, following a workshop attended by the Government with the UN Economic Commission for Latin America and the Caribbean, (ECLAC) actions are yet to be taken. The Division has been mainly preoccupied with the national census, upon completion in May, attention will be given to social statistics including a core set of indicators for gender equality.

3.2 Compilation of the Minimum Set of Gender Indicators
The Government of Antigua and Barbuda is aware of its commitment agreed by the UN Statistical Commission in 2013 to develop a minimum set of gender indicators. However, with the limited capacity of the Statistics Division, advancing this task is minimal. Nevertheless, in partnership with ECLAC, the country has taken steps to sensitize technical officers in the national Statistics Division and the Gender Affairs Division on developing the minimum set of gender indicators.

3.3 Data Collection and Compilation on the nine indicators on Violence Against Women
The Directorate of Gender Affairs has held discussions with the Statistics Division to develop the nine indicators on VAW. It is hoped that work in this area will progress in 2014 following the finalization of the census. Technical support will be sought from the respective UN agencies to advance this work.

3.4 Data Collection on Particular Groups of Women
The national Statistics Division collects data on rural women and women with disabilities. This data is due to be released in the national census; during the compilation of this report the census is due to be released in a couple of weeks. The Ministry of Health collects data on persons living with HIV and AIDS, including mother to child transmissions.
4.0 Section Four: Emerging Priorities

4.1 Key Priorities to Accelerate Implementation of the BPfA

The national review of the BPfA has fuelled new energy to the discourse on gender equality and the empowerment of women in Antigua and Barbuda. As the country looks into the future, the Directorate of Gender Affairs prioritized Women’s Political Participation as an area which needed attention to advance gender equality in the country, other emerging priorities articulated by the citizenry included:

- Gender Mainstreaming
- Life Skills incorporating self empowerment and the establishment of cooperatives
- Affordable Health Care
- Empowering the Informal economy with entrepreneurial skills
- Reform and enforcement of legislation
- Establishment of support groups
- Partnering with men to educate and sensitize the public on gender equality

Indigent women living in poverty as well as low income women in the informal were seen as vulnerable groups who through trainings in self empowerment, life skills and the creation of cooperatives could break the cycle of poverty. The Antigua and Barbuda Institute of Continuous Education (ABICE) has the facilities and capacity to meet the needs of this target population, however due to the fees and costs incurred during enrolment, vulnerable women face difficulties accessing this service.

Health care over a number of years was delivered with very minimal costs to the patient. However the recent economic crisis and the debt burden, has made it difficult for the country to continue in this vain. Migrant women, unemployed and underemployed women shared difficulties in accessing medical services.

Queries were made by women in the informal economy on the limited services available to enhance their skills and trade. The call was made for attention to be given in this area to sustain livelihoods.

Although Antigua and Barbuda has a plethora of legislation to protect its women and children, enforcement of these laws continue to remain a challenge thus creating a lax environment for offenders. Highlighted during the review, it was thought that laws on child maintenance and violence against women could be more stringent. The establishment of a sex offender’s registry will not only be informative but will act as a deterrent for future perpetrators.

The limited number of support groups, mentorship programmes, and spaces for sharing, emotional support, learning and growth were indicated as a concern, which required prioritization and urgent attention. Women felt these spaces, networks and forums will create avenues for women to develop to their fullest potential as they gain the support of other women.

Participants at the validation workshop for the report on the BPfA national review, concurred with the priorities raised but called for urgent attention to be given to the following:

(i) Partnering with men to educate and sensitize the public on gender equality
(ii) Mainstreaming gender in all Government policies and programmes
(iii) Reform and enforcement of laws pertaining to women and children

To strengthen gender equality and the empowerment of women, Antigua and Barbuda strongly recommends a stand-alone goal on gender equality and the empowerment of women, as the country forges ahead with its post 2015 development agenda and decisions on Sustainable Development Goals
Annex 1 National Review Preparation Process

1.1 Background
The Directorate of Gender Affairs with the assistance of a consultant and key stakeholders developed a nationally owned work plan, to complete the Antigua and Barbuda Beijing Platform for Action National Review Report. To assist the Government of Antigua and Barbuda meet its international commitment and achieve the objectives outlined by the United Nations, the following tasks were undertaken by the consultant.

- A desktop review of relevant national, regional and international reports.
- Preparation of a Draft National Review, as per Guidelines, ensuring satisfactory completion of the Guiding Questions outlined, structured around four sections and an Annexes; including information on the process of preparing the national reviews; detailed statistical information; case studies/good examples of relevant policies and initiatives implemented.
- A finalised National Review report for submission with feedback received.

1.2 Approach and Methodology
To ensure the national review process is inclusive, participatory and nationally owned, the Directorate of Gender Affairs led a BPFA work plan review meeting on 26 March 2014. During this meeting stakeholders together with the Government of Antigua and Barbuda agreed to the following seven steps as the country’s preferred roadmap to prepare the national review.

Chart 4: BPFA Approach and Methodology diagramme

1. A desk literature review of the following agreed policies, strategies, national and regional reports were undertaken.

**National Reports**
- National CEDAW report
- Antigua and Barbuda Universal Periodic Review
- Reports of the Antigua and Barbuda Millennium Development Goals
- Directorate of Gender Affairs annual reports
- Annual reports of key national ministries
- International Conference on Population and Development (ICPD) 2014 Global Survey Report for Antigua and Barbuda

**Regional Reports**
2. **Questionnaires.** Questionnaires, incorporating questions outlined in the national review guidance note was developed and disseminated to key stakeholders during interviews and focus group discussions.

3. **Bi-lateral meetings and focused group discussions** were held with key government officials, civil society organizations, and identified vulnerable groups. The Directorate of gender affairs supported the consultant by scheduling meetings, hosting the work plan validation meeting and the report validation workshop.

4. **Analysis and Report Writing.** All findings were analyzed and documented following the structure and content recommended by the guidance note.

5. **A National Report Validation Meeting** led by the Government was held on 23 April 2014 to present the first draft and to ensure that the contents of the report, were articulated to the satisfaction of key stakeholders.

6. **Finalization of Report.** Following the validation meeting, all agreed comments and inputs from stakeholders were incorporated into the draft report for the final Government review and approval process.

7. **Approval of Report by Government of Antigua and Barbuda.** The final report was submitted to the Government of Antigua and Barbuda for official approval.

### 1.3 LIST OF KEY STAKEHOLDERS AND VULNERABLE GROUPS

The following participants attended the work plan review meeting held by the Directorate of Gender Affairs on Wednesday 26 March 2014.

**Table 12: BPfA Workplan Review Meeting Participants**

<table>
<thead>
<tr>
<th>Name</th>
<th>Gov Department</th>
<th>Name</th>
<th>Civil Society Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sophia Zachariah</td>
<td>Department of Youth</td>
<td>Alexandrina Wong</td>
<td>Women Against Rape</td>
</tr>
<tr>
<td>Tracelyn Joseph</td>
<td>Statistics Division</td>
<td>Kareem Francis</td>
<td>Gilbert Agricultural Rural Development</td>
</tr>
<tr>
<td>Delcora Williams</td>
<td>AIDS Secretariat</td>
<td>Wendy Valentine</td>
<td>Antigua &amp; Barbuda Association of Persons with Disability (ABAPD)</td>
</tr>
<tr>
<td>Cleon Athill</td>
<td>Gender Affairs Advisory Committee</td>
<td>Karen Brotherson</td>
<td>Health Hope and HIV Network</td>
</tr>
<tr>
<td>Collin Hope</td>
<td>Police Service Sexual Offenses Unit</td>
<td>Marsha Payne</td>
<td>Antigua and Barbuda Association of Persons with Disability.</td>
</tr>
<tr>
<td>D. Giselle Isaac</td>
<td>Board of Education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alverna Inniss</td>
<td>Gender Affairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sheinez Browne</td>
<td>Gender Affairs</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The list of government ministries and departments, civil society organizations and the agreed vulnerable groups consulted during the review process are listed below. This list represents the core group of stakeholders who articulated the achievements and challenges encountered, during the implementation of the Beijing Platform for Action to enhance the lives and well being of women and girls in Antigua and Barbuda.

**Table 13: List Ministries and CSOs, NGOS and Vulnerable Groups Interviewed**

<table>
<thead>
<tr>
<th>Government Ministries and Departments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Citizens Welfare Division</td>
</tr>
<tr>
<td>Social Transformation Division</td>
</tr>
<tr>
<td>AIDS Secretariat</td>
</tr>
<tr>
<td>Labour Department</td>
</tr>
<tr>
<td>Welfare Division</td>
</tr>
<tr>
<td>Sexual Assault Unit (Police)</td>
</tr>
<tr>
<td>Immigration Department</td>
</tr>
<tr>
<td>Solid Waste Dept</td>
</tr>
<tr>
<td>Board of Education</td>
</tr>
<tr>
<td>Ministry of Education</td>
</tr>
<tr>
<td>Board of Education</td>
</tr>
<tr>
<td>Ministry of Finance, the Economy and Public Administration</td>
</tr>
<tr>
<td>Human Trafficking Committee</td>
</tr>
<tr>
<td>Consumer affairs division</td>
</tr>
<tr>
<td>Gender Affairs Division</td>
</tr>
<tr>
<td>Land Registry</td>
</tr>
<tr>
<td>Youth Department</td>
</tr>
<tr>
<td>Health Information Division</td>
</tr>
<tr>
<td>Barbuda Health Department</td>
</tr>
<tr>
<td>Youth Department</td>
</tr>
</tbody>
</table>
### International, Civil Society & Private Sector Organizations

<table>
<thead>
<tr>
<th>Gilbert Agricultural and Rural Development (GARD) Centre</th>
<th>Women Against Rape</th>
<th>Heath Hope and HIV Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigua and Barbuda Humane Society</td>
<td>Girl Guides</td>
<td>Faith Based Organizations</td>
</tr>
<tr>
<td>Professional Organization for Women in Antigua &amp; Barbuda</td>
<td>Antigua &amp; Barbuda Media Association</td>
<td>YWCA</td>
</tr>
<tr>
<td>Breast Friends</td>
<td>Walking into Walls</td>
<td>Women of Antigua</td>
</tr>
<tr>
<td>Antigua and Barbuda Trade Union</td>
<td>Teachers Union</td>
<td>Togethers we must</td>
</tr>
<tr>
<td>National Development Association</td>
<td>Antigua &amp; Barbuda Bar Association</td>
<td>Chamber of Commerce</td>
</tr>
<tr>
<td>IICA</td>
<td>Environmental Awareness Group</td>
<td>Antigua &amp; Barbuda Planned Parenthood Association</td>
</tr>
</tbody>
</table>

### Vulnerable Groups

<table>
<thead>
<tr>
<th>Unemployed and underemployed women</th>
<th>Young Girls</th>
<th>Women with disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Migrant Women</td>
<td>Young Single Mothers</td>
<td>Rural women</td>
</tr>
</tbody>
</table>

### Table 14: List Participants at BPfA National Report Validation Meeting

<table>
<thead>
<tr>
<th>Name</th>
<th>Gov Department</th>
<th>Name</th>
<th>Civil Society Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cleon Athill</td>
<td>Gender Advisor Committee</td>
<td>Rafealla Russell</td>
<td>Unemployed /underemployed woman</td>
</tr>
<tr>
<td>Alverna Inniss</td>
<td>Gender Affairs</td>
<td>Adjoa Roberts</td>
<td>Migrant Woman</td>
</tr>
<tr>
<td>Aringdela Wigley</td>
<td>Gender Affairs</td>
<td>Cheryl Peters</td>
<td>Children of Freetown</td>
</tr>
<tr>
<td>Marcia Samuel</td>
<td>Min. of Education</td>
<td>Wendy Valentine</td>
<td>Antigua &amp; Barbuda Association of Persons with Disabilities (ABAPD)</td>
</tr>
<tr>
<td>Valarie Mussington</td>
<td>Min of Education</td>
<td>Marsha Payne</td>
<td>ABAPD</td>
</tr>
<tr>
<td>Jamie Roacher</td>
<td>Antigua Barbuda Broadcasting Service</td>
<td>Alexandrina Wong</td>
<td>Women Against Rape Inc.</td>
</tr>
<tr>
<td>Lorraine Christian</td>
<td>Citizen’s Welfare</td>
<td>Kareem Francis</td>
<td>Gilbert Agricultural Rural Development Centre</td>
</tr>
<tr>
<td>Sharon Peters</td>
<td>Min of Labour &amp; National Security</td>
<td>Lori Ralph</td>
<td>Youth-Work and Life Skills Programme</td>
</tr>
<tr>
<td>Avon Browne</td>
<td>St. Mary’s Secondary School</td>
<td>Karoshia Paige</td>
<td>Youth-Work and Life Skills Programme</td>
</tr>
<tr>
<td>Valerie Williams</td>
<td>Gender Affairs</td>
<td>Anya Blanchette</td>
<td>Youth-Work and Life Skills Programme</td>
</tr>
<tr>
<td>Tracelyn Joseph</td>
<td>Statistics Division</td>
<td>Milka Vellanica</td>
<td>Migrant Woman</td>
</tr>
<tr>
<td>Sophia Zachariah</td>
<td>Dept. of Youth</td>
<td>Maylan Bailey</td>
<td>Migrant Woman</td>
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<tr>
<td>Eltoria Rojas</td>
<td>Labour Dept</td>
<td>Deborah Andall</td>
<td>Health Hope and HIV/AIDS Network, 3H</td>
</tr>
<tr>
<td>Delcora Williams</td>
<td>AIDS Secretariat</td>
<td>Mellissa Johnson</td>
<td>Caribbean HIV/AIDS Alliance</td>
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<tr>
<td>Tiffiany Benjamin</td>
<td>Gender Affairs</td>
<td>Karen Brotherhood</td>
<td>3H Network</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zahra Airall</td>
<td>Women of Antigua</td>
</tr>
<tr>
<td>Nessalee Joseph</td>
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<td>Rural Women</td>
<td></td>
</tr>
<tr>
<td>Bernadette Francis</td>
<td></td>
<td>Fa Bweaves</td>
<td></td>
</tr>
<tr>
<td>Ruth Spencer</td>
<td></td>
<td>GEF/SGP</td>
<td></td>
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<tr>
<td>Ingrid Elliott</td>
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<td>ABAPD</td>
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<tr>
<td>P. Waszutu Mack</td>
<td></td>
<td>Teen Mothers NICS</td>
<td></td>
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<tr>
<td>Malika Moffett</td>
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<td>Women of Esteem</td>
<td></td>
</tr>
<tr>
<td>Joan Peters</td>
<td></td>
<td>ABPSA</td>
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<tr>
<td>Kadeem Joseph</td>
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<td>Youth Connect</td>
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</tbody>
</table>
References

Education Planning Unit, 2010 Antigua and Barbuda - Educational Statistical Digest, 2010”. Ministry of Education, Sports, Youth and Gender Affairs.


PAHO, 2008 Health Systems Profile Antigua and Barbuda. Barbados: PAHO.
