National review CAYMAN ISLANDS

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
Implementation of the
Beijing Declaration and Platform for Action (1995) and the
outcomes of the twenty-third special session of the General Assembly (2000)
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
2015

Guidance note for the preparation of national reviews

I. BACKGROUND AND INTRODUCTION

In 2015, the United Nations Commission on the Status of Women will carry out a review
and appraisal of the implementation of the Beijing Declaration and Platform for Action adopted
at the Fourth World Conference on Women (Beijing, 1995) and the outcomes of the twenty-
third special session of the General Assembly.

In resolution E/RES/2013/18, the United Nations 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. Paragraphs three to five of the resolution state the following:

“Decides that at its fifty-ninth session, in 2015, the Commission will undertake a
review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, including current challenges that affect the implementation of the Platform for Action and the achievement of gender equality and the empowerment of women, as well as opportunities for strengthening gender equality and the empowerment of women in the post-2015 development agenda through the integration of a gender perspective;
Calls 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, and encourages the regional commissions to undertake regional reviews so that the outcomes of intergovernmental processes at the regional level can feed into the 2015 review;

Strongly encourages Governments to continue to support the role and contribution of civil society, in particular non-governmental organizations and women’s organizations, in the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, and in this regard calls upon Governments to collaborate with relevant stakeholders at all levels of preparations for the 2015 review so as to benefit from their experience and expertise;

In addition to a review and appraisal of progress in the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, the reviews are also an opportunity for consultation and awareness-raising. Therefore, in preparing the national reviews, Member States are encouraged to undertake a consultative process with a broad range of stakeholders within and outside government.

UN-Women and the five United Nations regional commissions are collaborating in the review and appraisal process. The regional commissions will use the national reviews to prepare regional assessment reports that will be submitted to regional intergovernmental processes in the course of 2014. All national reviews will be posted on the website of UN-Women, with links to the websites of the respective regional commissions. They will also contribute to the global review and appraisal to be prepared by UN-Women, in consultation with relevant stakeholders, to be submitted to the fifty-ninth session of the Commission on the Status of Women.

The present guidance note aims to assist in and facilitate the preparation of these national reviews.

II. GUIDANCE ON THE CONTENT OF NATIONAL REVIEWS

National reviews should place emphasis on implementation and contain concrete, evidence-based assessments on the impact of actions taken and of results achieved, supplemented by evaluations, research publications, reports, as well as qualitative and quantitative data. Countries are encouraged to discuss progress and achievements as well as setbacks and challenges. The reviews should also discuss future plans and initiatives to achieve gender equality and the empowerment of women.

The national reviews should, in section one, cover the period since the adoption of the Beijing Declaration and Platform for Action. They should be informed by past reviews of
progress, i.e. those conducted in 2000, 2005 and 2010. A variety of other sources can be drawn from, including national Millennium Development Goals (MDGs) reports, the surveys prepared for the 2014 review of the Programme of Action of the International Conference on Population and Development (ICPD), reports submitted by States parties under the Convention on the Elimination of All Forms of Discrimination against Women, the global review of gender statistics programmes in countries administered by the United Nations regional commissions and presented to the UN Statistical Commission in February 2013, and other national assessments. The national reviews need not reproduce the findings of these, but rather build on them to produce an integrated and comprehensive analysis, reflecting long-term trends, opportunities and challenges, and results achieved since the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly.

In **section two**, the national reviews should address progress in the twelve critical areas of concern of the Platform for Action, with an emphasis on the years since 2009.

**Section three** should cover issues related to data and statistics. It should complement the results of the global review of gender statistics programmes in countries presented to the UN Statistical Commission in February 2013.

**Section four** should address key emerging issues in terms of opportunities and challenges in implementing the Platform for Action and additional priorities, including recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2015 development agenda.

Whenever possible, information should be provided on the situation of particular groups of women, such as rural women, older women, women with disabilities, indigenous women, women living with HIV and AIDS, and any other groups that might face multiple forms of discrimination and disadvantage. Countries are encouraged to provide information on indicators used at the national and local level to monitor the situation of gender equality and empowerment of women.

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1 The global review is a comprehensive assessment of gender statistics in national statistical systems developed by the UN Statistics Division in consultation with the regional commissions and finalized by a task team of the Inter-agency and Expert Group on Gender Statistics. It was administered by regional commissions in their respective regions and contained 30 questions related to the planning, production and use of gender statistics. For results, see http://undocs.org/E/CN.3/2013/10.
Structure and content of national reviews

National reviews should be structured according to the following sections and address the following guiding questions:

INTRODUCTION:
The information provided in this document was researched and/or collated by the Gender Affairs Unit of the Ministry of Education, Employment and Gender Affairs and is accurate to the best of its knowledge. The Gender Affairs Unit requested information and statistics from various government departments (Economics and Statistics Office and Royal Cayman Islands Police Services) and non-government organizations (Cayman Islands Crisis Centre) as well as collated information that was available on the World Wide Web; where applicable the source of the data will be attributed accordingly. Due to the population size of the Cayman Islands and the human resources that are available to produce this review, there may be some instances where information was not available or the information that was requested was so detailed that there was not enough time, skills or resources available to provide such information.

It should also be noted that while the Cayman Islands did have representation at the 1995 Beijing Conference, to our knowledge the Cayman Islands Government (CIG) never officially signed onto the Beijing Declaration and Platform for Action as we do not believe that would have been possible to do at that time given that the Cayman Islands were (and still are) an overseas territory of the United Kingdom. Therefore the information that is being provided in the Cayman Islands’ review is being viewed as an opportunity to officially record the progress that Cayman Islands has made in the last 5-15 years, even if it is only for historical purposes.

For more information on the work of the Gender Affairs Unit and legislation that promotes gender equality in the Cayman Islands, please visit the website: www.genderequality.gov.ky.

Section One: Overview analysis of achievements and challenges since 1995
(Suggested length: 10 pages)

a) What are the country’s three to five major achievements in the promotion of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?

Why are these considered to be the major achievements? Please provide evidence that supports this assessment.

What has contributed to this success? Describe measures taken in terms of policies and mechanisms to maintain or build on this success.

1. The establishment of the Women’s Resource Centre (WRC) (1997), which as of 2009 is known as the Family Resource Centre (FRC), was a major achievement in promoting gender equality and the empowerment of women in the Cayman Islands
because prior to its establishment there was no such entity tasked with these objectives. With the motto, “Empowerment through Information and Education”, this government entity provided programming and services to enhance the status of women and contribute towards the realization of their full potential. For example, the WRC and now the FRC offer services such as crisis intervention and advocacy, free legal advice on family issues, educational newsletters and programmes that are empowering to women and families.

The Family Resource Centre (FRC) is an amalgamation of the services provided by the Women’s Resource Centre, National Parenting Programme and Young Parents Programme and is a unit of the Department of Counselling Services. The FRC has continued to build on the success of the WRC and offers programming that targeting areas such as: family skills; healthy relationships; child sexual abuse prevention; and anti-bullying campaigns in schools. The FRC also coordinates programmes such as the Domestic Violence Intervention Training Programme (DVITP) for police officers, social workers and other front line professionals. The FRC currently has a full staff compliment of 9 compared to the 4 full-time staff members of WRC in 2008.

2. **Cayman Islands Crisis Centre (CICC)**, the country’s first shelter for abused women and children, was opened in 2003. This was a major accomplishment because prior to that victims of domestic violence had no safe refuge in order to escape abusive relationships and marriages. The Cayman Islands Crisis Centre is a charitable Non-Government Organisation that provides services and programmes focusing on domestic and sexual abuse through the provision of safe temporary shelter for women and their children, 24-hour hotline, community education and assistance to all victims of abuse.

As the only women's safe house in the Cayman Islands, it has provided housing, counselling and support services to more than 700 women and their children since its inception in 2003. The evidence of its success is reflective in the continued utilisation of the services by the community, the level of financial support that is provided through yearly Government grants, as well as financial support provided through successful fundraisers by individuals and businesses in the community.

3. **Cayman Islands National Policy on Gender Equity and Equality** was accepted by Government in July 2004. This was a major policy accomplishment as the policy was unanimously approved by all members in the Legislative Assembly (the equivalent to Parliament); it was also a major accomplishment by being the first national gender policy approved in the Caribbean region. However, with the passage and devastation of Hurricane Ivan to the Cayman Islands in September 2004, the national focus immediately focused on restoration in the following years. Therefore, no institutional mechanisms were formally appointed to monitor or evaluate this policy.
The success of the policy development could be attributed to the fact that a participatory approach was utilized in the development of policy. Therefore, with many stakeholders having input into the research and development of the policy, it was more likely for the policy to be finalized and approved by the highest level of government.

Given that the National Policy on Gender Equality and Equality will be 10 years old this year, it is intended for a review of the policy to be conducted in the 2014/15 financial year to document what has been achieved to date and what the key implementation priorities should be moving forward.

4. The passage of the **Gender Equality Law, 2011** which prohibits direct and indirect discrimination against any person in employment and related matters on the basis of sex, marital status, pregnancy or gender. The Law provides for equal pay for work of equal value and prohibits sexual harassment in the workplace. As a provision under the Law, a Gender Equality Tribunal has been established to hear and determine discrimination complaints under this Law.

With the goal of having local enabling legislation that reflected the aspirations of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), legislative research and development on this law began in 2007. The Law was supported and passed unanimously in the Legislative Assembly 14th September and took effect 31st January 2012. The successful passage of the Gender Equality Law could be attributed to the fact that the UK required local enabling legislation to be in place before it would consider extending CEDAW to the Cayman Islands, and the extension of CEDAW to the Cayman Islands was a goal that the government has been committed to achieving since 2004.

5. The **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** is one of the only core human rights treaty that the CIG has yet to sign onto, and the Government has publicly committed to this goal and has been working toward extension since 2004. The first request to the Foreign and Commonwealth Office (FCO) resulted in the necessary enactment of the Gender Equality Law, 2011. Following the passage of the Gender Equality Law, 2011, the CIG queried as the extension of CEDAW and was advised that a legislative review of Cayman Islands laws for CEDAW compliance was necessary before consideration would be given for extension. The legislative review was funded by the Commonwealth Human Rights Initiative British Overseas Territories Project and completed in 2012.

In December 2013, the CIG submitted a formal request to the United Kingdom to have the CEDAW extended; a formal response is anticipated by summer 2014. External assistance from Commonwealth Human Rights Initiative British Overseas Territories Project to build human rights capacity in the OT’s contributed to assisting with guidance through the CEDAW extension process; providing education on
CEDAW; and the development of a draft CEDAW extension and implementation plan.

b) What are the country’s three to five major challenges in the achievement of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly?

Why are these considered to be the major challenges?

Describe the strategy (ies) that is (are) in place to address the challenges?

1. Cultural/Gender Socialisation Challenges - The way in which boys and girls are socialised in traditional gender roles and in turn the ‘gender boxes’ that often constrain women and men can hinder the achievement of gender equality and the empowerment of women. Gender based stereotypes and prejudice can lead to direct, indirect and structural discrimination which inhibits achieving gender equality. With the objective of getting people to reduce stereotyping, the CIG began 2013 with a public education campaign which had the slogan “Promote Gender Equality. Don’t Stereotype.” For more information on the campaign, please visit http://www.genderequality.gov.ky/resources/make-it-a-new-years-resolution.

2. Lack of understanding and ‘buy-in’ from policy and decision makers throughout government and in the private sector who are unaware that they have a critical part to play in ensuring that gender equity and equality are achieved. In other words, the challenge is changing the view that gender equality is solely the responsibility of the Ministry responsible for Gender Affairs/Government and making a larger numbers of persons understand how gender equality benefits society and the parts that they can play to help achieve it. This of course affects the ability to mainstream the issue of gender in policy and programme development across government and in the private sector.

In March 2014, the first ever National Conference on Women was held. This empowerment conference brought together women and men of differing ages and cultural backgrounds to address the social, cultural, economic and political challenges that girls and women experience in the Cayman Islands. Through an interactive agenda, the conference provided an opportunity to 1) discuss and problem solve in regards to the key areas relating to CEDAW, the Convention on the Elimination of All Forms of Discrimination against Women; 2) receive qualitative data regarding priority issues and any potential areas of concern in relation to CEDAW; and 3) empower participants and promote messages of equality between men and women. This event was one such measure to address the challenge of the lack of understanding and ‘buy-in’ from the public. The report from the conference is being finalised to all participants and relevant stakeholders in order to continue to
encourage a participatory approach that will hopefully result in meaningful change in many sectors that will increase levels of gender equality.

3. **Low levels of data.** The low levels of sex-disaggregated data in which to conduct gender analysis and the low levels of data that are available from varies agencies are challenging. The low levels of data make it challenging to collate useful information for reporting purposes to regional or international agencies or in the future for CEDAW reporting. However, improvements have been made over the years with cultivation of stronger relationships between the Economics and Statistics Office and the Ministry responsible for Gender Affairs. The relationship between these two government entities resulted in the first publication of the 2013 Gender Gaps Brochure (see link listed as Appendix 1) that was produced from data extracted from the 2010 Census of Population and Housing.

c) What setbacks/reversals in progress towards gender equality and the empowerment of women have been experienced since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly (if different from those already identified in b)?

What were the major factors that caused the setbacks?

What mitigation measures or other actions, if any, have been implemented to counter the setbacks?

As stated in the Beijing Declaration and Platform for Action “women’s equal participation in political life plays a pivotal role in the general process of the advancement of women.” While the number of women representatives in political representation is not the only marker to determining women’s progress in power and decision-making, it is indeed one of the most common indicators used to measure women’s progress as it reflects the level of access that women have to the highest level of power and decision making in a country. Accordingly, one of the most obvious reversals in the progress towards gender equality has been a decrease in the level of females elected to the Legislative Assembly. The following are the numbers and percentages of women and men who ran for elections and who were successfully elected to serve in the Legislative Assembly since 1995:

<table>
<thead>
<tr>
<th>Election Year</th>
<th># of Seats</th>
<th>Successful Female Candidates</th>
<th>% of Elected Reps</th>
<th>Successful Male Candidates</th>
<th>% of Elected Reps</th>
<th># and % Women Running for Seat</th>
<th># and % Men Running for Seat</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996</td>
<td>15</td>
<td>3</td>
<td>20%</td>
<td>12</td>
<td>80%</td>
<td>9/21%</td>
<td>34/79%</td>
</tr>
<tr>
<td>2000</td>
<td>15</td>
<td>2</td>
<td>13%</td>
<td>13</td>
<td>87%</td>
<td>13/23%</td>
<td>44/77%</td>
</tr>
<tr>
<td>2005</td>
<td>15</td>
<td>3</td>
<td>20%</td>
<td>13</td>
<td>80%</td>
<td>9/20%</td>
<td>36/80%</td>
</tr>
<tr>
<td>2009</td>
<td>15</td>
<td>1</td>
<td>7%</td>
<td>14</td>
<td>93%</td>
<td>8/19%</td>
<td>35/81%</td>
</tr>
<tr>
<td>2013</td>
<td>18</td>
<td>2</td>
<td>11%</td>
<td>16</td>
<td>89%</td>
<td>9/16%</td>
<td>47/84%</td>
</tr>
</tbody>
</table>
There has been a concerning trend of having less than 20% of female legislatures in the 3 of the last 5 elections. The major factors that caused such a setback are unknown, and any mitigating measures or actions that have been taken by political parties to counter the low levels of successful female candidates are also unknown.

Additionally, this low number of elected representatives also means that there is a very low number of female Ministers of Government. In 1997, Julianna O’Connor-Connolly, JP became the first female appointed Minister in the Cayman Islands Government. However, since that time there has never been more than one female Minister in Cabinet at any given time (20% female minister vs. 80% male ministers through 2013 and 14% female minister vs. 86% male ministers at present following an increase in the number of Cabinet Ministers from 5 to 7), and from 2005-2009 there were no female Ministers in Cabinet. The Hon. Tara Rivers, JP, Minister of Education, Employment and Gender Affairs, is currently the only female Minister in Cabinet.

This issue of the lack of elected females however has been addressed in the draft implementation plan for CEDAW extension. In the current draft plan, an objective in Year 2 following CEDAW extension is to establish a programme to help train women who wish to become engaged in political life in the Cayman Islands has been listed as a strategy to address CEDAW Articles 7 and 8.

d) What have been the main constitutional, legislative and/or legal developments in the promotion of gender equality and the empowerment of women?

The following are some of the main legislative achievements in the Cayman Islands in relation to gender equality and women’s empowerment since 1995:

1. The **2009 Cayman Islands Constitution Order** repealed the 1972 Constitution and prohibits discrimination on the grounds of sex; gender inclusive language is also used throughout the document (i.e. “he or she” is used instead of “he” being used to refer to both males and females).

2. The Summary Jurisdiction (Domestic Violence) Law 1998, which was originally enacted in 1992, was repealed in 2010 the **Protection from Domestic Violence Law (2010)**. This new legislation brought the following improvements over the previous Law, as well as some new, never-before included provisions:

   - It defines domestic violence in the Law, and it broadens the definition to include actions that would be considered to cause or be intended to cause, physical, emotional or psychological, financial or sexual abuse.
   - It expands the definition of those offered protection from domestic violence to include legal spouses, men and women living together as husband and wife, a child
of the family, a parent, a man and woman who are or have been in a visiting relationship, and a dependent of the alleged abuser who is living in the household.

- It expands the definition of a child who can have protection under this Law.
- It increases the types of Court Orders available (includes protection order, occupation order, tenancy order and ancillary order).
- It expands who may apply for protection for a victim to include a wider range of persons including police officers, approved Department of Children and Family Services personnel, and any other person whether or not he/she is a member of the household residence.

3. The **Gender Equality Law, 2011** which prohibits direct and indirect discrimination against any person in employment and related matters on the basis of sex, marital status, pregnancy or gender. The Law provides for equal pay for work of equal value and prohibits sexual harassment in the workplace. A Gender Equality Tribunal has been established to hear and determine discrimination complaints under this Law.

4. **Paid paternity leave** - one week paid and one week unpaid- is available to male civil servants through the Public Service Management Law (2005).

5. Amendment to the **Penal Code** which states that the **age of consent** is now 16 years old for both boys and girls.

6. A draft **Sexual Harassment Bill** was published by the Law Reform Commission in August 2012 for public consultation. The Law Reform Commission’s final report, which included a draft Sexual Harassment Bill, was presented to the Attorney General in May 2013 and it is currently with the Ministry of Education, Employment and Gender Affairs for consideration. It should also be noted there has been the creation of a significant policy measure to address the topic of sexual harassment. The Cayman Islands Civil Service, which is the country’s largest employer, has a **Workplace Sexual Harassment Policy** that is scheduled to be implemented in 2014.

7. **Family Law Reform** has been on the Law Reform Commission’s agenda since March 2006 and was moved forward as a priority December 2008. The purpose of the review was to highlight the areas which the Commission believes are in need of reform and to provide modern legislation to deal with such matters. The process was conducted in two stages:
   - Part One (February 2011) addressed issues faced in the Cayman Islands with the Matrimonial Causes Law and areas of reform.
   - Part Two (July 2013) builds on Part One and reviews additional specific legislation such as The Matrimonial Causes Bill, 2013; The Maintenance Bill, 2013 and The Family Property (Rights of Spouses) Bill, 2013.

As a part of the public consultation, The Ministry of Education, Employment and Gender Affairs provided feedback on this review in November 2013.
8. **Law Reform Commission’s (LRC) Stalking Consultation** - This examination by the LRC was aimed at addressing the problems relating to stalking by defining stalking behaviour and identifying appropriate legal remedies to prevent or reduce harm brought about by such conduct. On behalf of the Ministry of Education, Employment and Gender Affairs, the Gender Affairs Unit provided a gender analysis of the Law Reform Commission’s Stalking Legislation - The Penal Code (Amendment) Bill, 2014 and The Stalking (Civil Jurisdiction) Bill, 2014- in March 2014.

The LRC proposed to respond to the main issues by way of a consultation Penal Code (Amendment) Bill, 2014 and a Stalking (Civil Jurisdiction) Bill, 2014. These Bills seek to criminalise and provide remedies for conduct such as making unwelcome visits, making unwanted communications or silent telephone calls, repeatedly following a person on the streets, watching the victim’s home or place of work, persistently sending unwanted gifts or articles to the victim, disclosing intimate facts about the victim to third parties, making false accusations about the victim, damaging property belonging to the victim or physical and verbal abuse. Ultimately, the objective of the legislation is to reinforce that actions which constitute stalking may cause psychiatric and psychological harm and may result in serious danger to the person affected.

What laws and/or regulations remain in place (or have been introduced) that could have adverse effects on promoting gender equality and the empowerment of women in the country?

As a required preparation for the extension of CEDAW, the Commonwealth Foundation-through its *Building Human Rights Capacity in the UK Overseas Territories of the Caribbean, Pacific and South Atlantic* Project-funded a Review of Cayman Islands’ Legislation for CEDAW compliance in 2012. While the organisers of the review concluded that there appeared to be no direct forms of discrimination based on gender in the laws of the Cayman Islands that would prevent extension of CEDAW, there were still laws that could be reviewed and amended in order to improve gender equality and further promote the spirit of CEDAW.

Accordingly, the draft implementation plan for CEDAW includes the following:

- reviewing employment legislation with a focus on maternity leave and protecting pregnant women from inappropriate work;
- reviewing legislation on sexual offences laws and policies, including sexual harassment in areas other than places of employment as well as infanticide and ensuring penetration by objects is suitably penalised;
- reviewing family legislation concerning divorce, responsibility for the upbringing of children, introduction of Family Court, and status of unmarried couples.
- developing family planning legislation and policy and reviewing abortion law;
• reviewing HIV/AIDS testing practices for compliance with best international practices and reviewing the scope and effectiveness of educational programmes in these fields.

e) What is the approximate share of the national budget that is invested in the promotion of gender equality and the empowerment of women?

The 2013/14 Budget is the first time that the Ministerial work produced at the policy level for Gender Affairs was documented as a separate output. The cost of the Gender Affairs Unit Output in the 2013/14 Budget was CI$694,764 (US$555,811). This is approximately 0.0013% of the core government budget CI$551,187,000 (US$400,949,600). However, it should be noted that this 0.0013% figure is only a very rough estimation that is representative of the work of the Gender Affairs Unit. There are other budgetary allocations within the core Government and provided by Non-Governmental Organisations through Government grants that promote gender equality and the empowerment of women at the programming level through the Family Resource Centre, Department of Children and Family Services, Department of Sports, and the Cayman Islands Crisis Centre for example. Further, the 2013/14 budget allocation for the Gender Affairs Unit Output sought to incorporate other inputs from the Ministry in line with international best practice for accounting, therefore certain allocations that contributed to this output amount were not necessarily related to furtherance of the Gender Affairs Unit’s aims. As a result, the budget for 2014/15 will be revised to more accurately reflect the cost of work carried out to achieve the outcomes attributed to the Gender Affairs Unit, and it is expected to be approximately CI$309,369 or 45% lower than the current budget allocation. At this time, it was not feasible to allocate human resources to research the answer to this question in more detail which would have included consulting with other entities to determine how much of their budget was utilised for the promotion of gender equality and the empowerment of women.

Describe efforts to increase and track national planning and budgetary allocations related to achieving gender equality and empowerment of women, in preparation of development plans and budgets at national, regional/provincial and local levels.

Though the Ministry responsible for Gender Affairs had technical and finance staff members attend a gender budgeting training workshop that was conducted by UNFPA in 2007, there is no formal gender responsiveness taken into account at the national level of budget preparation.

f) What mechanisms are in place for regular dialogue between Government and civil society? If mechanisms are in place, briefly describe them.

Do non-governmental organizations, including civil society organizations, women’s organizations, academia, faith-based organizations, the private sector and other actors participate formally in the mechanisms established to monitor and implement the Beijing Declaration and Platform for Action?
If no, what are the main obstacles preventing the establishment of such mechanisms?

As stated previously, we are not aware of the CIG officially signing onto the Beijing Declaration and Platform for Action; therefore there is no formal responsibility to do so despite supporting the aims of the document.

There are not mechanisms in place for regular dialogue between Government and civil society in regards to monitoring and implementing the Beijing Declaration and Platform for Action. However, in March 2014 the CIG hosted the first ever National Conference on Women (NCW), which was an empowerment conference that brought together women and men of differing ages and cultural backgrounds to address the social, cultural, economic and political challenges that girls and women experience in the Cayman Islands. Through an interactive agenda, the conference provided an opportunity to 1) discuss the key areas relating to CEDAW, the Convention on the Elimination of All Forms of Discrimination against Women; 2) receive qualitative data regarding priority issues and any potential areas of concern in relation to CEDAW; and 3) empower participants and promote messages of equality between men and women.

While the NCW was deemed a resounding success and it has been suggested to be an annual or bi-annual event, it could not have been produced by only the two staff members of the Gender Affairs Unit. Therefore, the level of human resources dedicated to Gender Affairs could be considered a challenge in regards to being able to institute regular dialogue between Government and civil society. A collective approach to utilise staff members throughout the Ministry and from other government and non-government entities to provide the human resources requirements necessary for the conference is therefore necessary -and indeed a model often used by the Ministry- when producing national level events to engage with and receive feedback from civil society. For more information on the conference, please visit the following: http://www.genderequality.gov.ky/news/03/04/14/ministry-gathers-perspectives-on-the-challenges-women-and-girls-face

g) What main in-country, bilateral, sub-regional and/or regional cooperation is the country engaged in to support sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly? None at this time.

What results have been achieved through such efforts and what lessons have been learnt?

What is the perceived value of the cooperation?

In what ways could cooperation be improved to strengthen sharing of knowledge and experiences in implementation of the Beijing Declaration and Platform for Action?
Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009
(Suggested length: 25 pages)

a) What is the status of progress in each of the twelve critical areas of concern and their strategic objectives, and relevant sections of the outcomes of the twenty-third special session of the General Assembly? Please provide concrete supporting evidence, including statistical data and other relevant sources.

Has any of these areas been supported by legal measures, national policies, strategies, plans, programmes and/or projects developed and implemented since 2009? Please provide examples of such measures.

Were these measures monitored in the relevant areas? Please provide statistical data and assessments on the results achieved through these measures.

Review of Critical Areas of Concern

1. **Women and poverty**

*National Assessment of Living Conditions (NALC)*

In 2006/07 the Cayman Islands Government embarked on its first ever National Assessment of Living Conditions (NALC), which assessed the living conditions affecting the welfare of the people of the Cayman Islands. The final report was received in December 2008, and it was noted in the findings that the “conditions for women in the lowest quintile were likely to be worse than those for men” (NALC Final Report, p. v). Additionally, “female-headed households also accounted for almost half of all poor households, a disproportionate amount when compared to female-headed households in the overall population” (NALC Final Report, p. v). The NALC report also included a section called “poverty from a gender perspective” which addressed the gender perspective of the qualitative data obtained from the Participatory Poverty Assessment (PPA).

The final report of NALC was tabled in the Legislative Assembly in 2009; however there was no formal implementation plan to ensure that the recommendations within this report were implemented. This implementation challenge could be attributed to low public buy-in as a result of some of the statistics that emerged from the report (e.g.
poverty line) as well as 2009 was an election year and the political administration that came into power at that time was not the same one that commissioned NALC.

The following information in regards to women and poverty was obtained from the final report of NALC. However, because there was no implementation plan for NALC and there have been no such similar studies conducted since this, it is difficult to measure the progress made in relation to women and poverty from 2008-2014.

The following tables from The Cayman Islands National Assessment of Living Conditions (2006/2007) Volume 1- Main Report (p. 70) indicate that the female population appears more likely than the male population to be among the poor and vulnerable.

**TABLE 6.5: DISTRIBUTION OF POPULATION BY SEX AND SOCIO-ECONOMIC STATUS**

<table>
<thead>
<tr>
<th>Sex</th>
<th>Poor</th>
<th>Vulnerable</th>
<th>Non Poor/Non Vulnerable</th>
<th>Total</th>
<th>Estimated Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>1.7</td>
<td>1.7</td>
<td>96.6</td>
<td>100.0</td>
<td>27,281</td>
</tr>
<tr>
<td>Female</td>
<td>2.1</td>
<td>1.9</td>
<td>96.0</td>
<td>100.0</td>
<td>26,011</td>
</tr>
<tr>
<td>Both Sexes</td>
<td>1.9</td>
<td>1.8</td>
<td>96.3</td>
<td>100.0</td>
<td>53,292</td>
</tr>
</tbody>
</table>

**TABLE 6.6: POOR AND VULNERABLE POPULATION BY SEX**

<table>
<thead>
<tr>
<th>Sex</th>
<th>Poor</th>
<th>Vulnerable</th>
<th>Total Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>46.2</td>
<td>48.5</td>
<td>51.2</td>
</tr>
<tr>
<td>Female</td>
<td>53.8</td>
<td>51.5</td>
<td>48.8</td>
</tr>
<tr>
<td>Both Sexes</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Estimated Population</td>
<td>998</td>
<td>966</td>
<td>53292</td>
</tr>
</tbody>
</table>

“**Poorer Women**”

“In the lowest quintile, living conditions in female-headed households were likely to be worse than those in male-headed households. This is borne out by the findings emerging out of Table 6.8 that female-headed households accounted for almost half of poor households and observations showing that only 35.5% of all households were female-headed. Moreover, **2% of all female-headed households were estimated to be**
poor, as opposed to about one-hundredth of a percent being estimated to be poor in the case of male-headed households. These latter results provide further support for the greater likelihood of unfavourable living conditions among female-headed households when compared to male-headed households. Specifically, 2.05% of all female-headed households were estimated to be poor, as opposed to 1.15% in the case of male-headed households. Poor female-headed households constituted 0.7% of all households. Although poverty was found to be low in the Cayman Islands, the lot of poor women was likely to be particularly painful, given the segmentation of the labour market that relegated women to a greater percentage of the lower paying employment.”  

<table>
<thead>
<tr>
<th>TABLE 6.8 HEADSHIP BY SOCIO-ECONOMIC STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Total (%)</td>
</tr>
<tr>
<td>Estimated Population</td>
</tr>
</tbody>
</table>

2. *Women and education and training*

*Statistics*

The following graphic contains information on girls/women and education which was obtained from the data of Cayman Islands 2010 Census of Population and Housing.

A higher percentage of females were attending school for both full-time and part-time study in 2010.

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In 2010, 18.35% of females aged 15 years and older had passed no examinations compared to 21.5% of males in the same age group.

As depicted in the graphic below, a near equal percentage of males and females had a secondary school diploma but females were more likely to have an Associate’s Degree or a Bachelor’s Degree or higher. Males were more likely than females to have a vocational or trade certificate or diploma.

Women’s Resource Centre/Family Resource Centre

In 1997, the Cayman Islands Government opened a Women’s Resource Centre (WRC). The mission of the WRC is to educate and inform on issues relevant to women and families, with the objective of enhancing the status of women and contributing towards the realization of their full potential. This programme supports the Beijing Strategic Objective of “promoting lifelong education and training for girls and women.”
The WRC served as a point of contact for the general public to receive information, education and referrals to the various resources, services, and programmes that can assist women and families. With the motto, "Empowerment through Information and Education," the WRC provided the public with a monthly newsletter, community computer, resource library, breast pump equipment for nursing mothers, coordination of free legal advice, and various programmes, workshops and presentations throughout the year at no cost.

From 2008-2009 the WRC became a part of a restructuring process that merged with other programmes such as the National Parenting Programme, the Young Parents Programme. In 2009, it became known as the Family Resource Centre, which continues to provide public education programming aimed to provide quality, evidence-based, programs to empower individuals and families in the Cayman Islands.

The Family Resource Centre is one of three branches that make up the Department of Counselling Services. The others are The Counselling Centre & Caribbean Haven Residential Centre. The FRC facilitates family and parenting skills programmes, delivers psycho-educational workshops, presentations & trainings, provides crisis intervention and advocacy to victims of family violence, offers anti-bullying programmes to schools and conduct public awareness campaigns to strengthen families and individuals and provide the foundation for a healthy society.

3. **Women and health**

The following information and statistics were obtained either from the NALC final report or the 2010 Census on Population and Housing.

*Health and Survival*

Health and well-being is a concept related to the substantial differences between women and men in their access to sufficient nutrition, healthcare and reproductive facilities, and to issues of fundamental safety and integrity of person. While the statistics in the final NALC report did not speak to global gender indicators in health and survival such as female healthy life expectancy vs. male healthy life expectancy or child and maternal mortality rates, there clearly were health issues addressed in the NALC in which a gender lens could be applied.

*Confinement to Bed*

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The NALC main report states that “women tend to be more sensitive to the management of their health than men even at the lowest socio-economic levels.”

When posed with the question of being confined to bed in the past 30 days, female respondents answered marginally higher than male respondents (5.2% vs. 5.0%); the females in the third, fourth, and fifth quintiles reported a higher confinement rates than males in those quintiles.

**Reported Illness/Injury**

The NALC report states, “Across quintiles, females were more likely to have reported suffering from illness/injury than males. On average, 15.6 percent of females reported suffering illness or injury, compared to 12.3 percent of males (Table 8.2).” Even though the disparity between male and female reporting suffering from illness/injury is not statistically significant, one must also consider from a gender perspective that there may be less men who reported experiencing illness or injury in an effort to maintain a traditional ‘masculine image.’

### TABLE 8.2: PERSONS SUFFERING FROM ILLNESS/INJURY BY SEX AND QUINTILES

<table>
<thead>
<tr>
<th>Suffered From Illness</th>
<th>Per Capita Consumption Quintiles</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Poorest</td>
<td>II</td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>10.9</td>
<td>9.6</td>
</tr>
<tr>
<td>No</td>
<td>85.1</td>
<td>85.8</td>
</tr>
<tr>
<td>Not Stated</td>
<td>4.1</td>
<td>4.6</td>
</tr>
<tr>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>12.1</td>
<td>11.1</td>
</tr>
<tr>
<td>No</td>
<td>82.9</td>
<td>87.4</td>
</tr>
<tr>
<td>Not Stated</td>
<td>5.0</td>
<td>1.5</td>
</tr>
<tr>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Both Sexes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>11.4</td>
<td>10.3</td>
</tr>
<tr>
<td>No</td>
<td>84.2</td>
<td>86.5</td>
</tr>
<tr>
<td>Not Stated</td>
<td>4.4</td>
<td>3.2</td>
</tr>
<tr>
<td>Total (%)</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Estimated Population</td>
<td>10796</td>
<td>10739</td>
</tr>
</tbody>
</table>

**Chronic Disease**

The NALC report stated, the higher the quintile, the more males reported having chronic (lifestyle) diseases. “Males in the fifth quintile were twice as likely as males in the first quintile to report a chronic lifestyle illness. Females were more likely than males to report that they suffer from chronic illness or lifestyle disease irrespective of consumption quintile; the first quintile showed the greatest disparity between the

---

6 Ibid.
sexes: 13.3 percent of females compared to 8.0 percent of their male counterparts. Overall, the fifth quintile saw the greatest percentage of reports, irrespective of sex” (Table 8.4).

Table 8.4 Persons Suffering from Chronic Lifestyle Illness by Sex and Quintiles

<table>
<thead>
<tr>
<th>Sex</th>
<th>Suffer From Chronic Lifestyle Disease</th>
<th>Per Capita Consumption Quintiles</th>
<th>All Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Poorest</td>
<td>II</td>
</tr>
<tr>
<td>Male</td>
<td>Yes</td>
<td>8.0</td>
<td>8.4</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>87.3</td>
<td>87.3</td>
</tr>
<tr>
<td></td>
<td>Not Stated</td>
<td>4.7</td>
<td>4.3</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Female</td>
<td>Yes</td>
<td>13.3</td>
<td>11.9</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>81.1</td>
<td>87.0</td>
</tr>
<tr>
<td></td>
<td>Not Stated</td>
<td>5.6</td>
<td>1.1</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

However, the 2010 Census of Population and Housing, which would have had a larger sampling size than the NALC study, reported that the prevalence of chronic non-communicable diseases was higher among females. This gender gap was widest for persons with high blood pressure. Among females, 106 of every 1,000 reported having high blood pressure, while 71 of every 1,000 males reported having the same illness.

---

7 Ibid.
Health Care Services

The NALC Report stated, “In total, female reports of having visited a health practitioner, outstripped reports by males by 2.0 percentage points (Table 8.8). The greatest disparity between male and female visits to health practitioners occurred in the first quintile, where visits by females outstripped male visits by 19.6 percent points.”  

The disparity between males and females accessing health services in the lowest quintiles seems to be as a result of health care being “too expensive.” The lack of men in the poorest quintile accessing health care services may not only be due to economic reasons, but it should also be considered that it may be due to abiding to rigid masculine gender stereotypes whereby men must be seen to remain ‘strong’ even when they are ill and need to seek assistance.

---

Health Insurance

The NALC report stated, “Health insurance coverage for the country was approximately 79.7%, across quintiles and sexes, and coverage generally increased with socio-economic status. However coverage in the lowest quintile was 69.8%, about 10% points lower than the national average. Coverage was generally higher for males than for females (by a margin of 4.1% points) irrespective of per capita consumption quintile. In quintile one, 74.3% of males were covered by health insurance, compared to 63.4% of their female counterparts. In quintile five, however (the quintile with the highest overall health insurance coverage), 90.6% of males were reportedly, as compared to 84.4% of females.\(^9\)

The lack of coverage by health insurance of females in the poorest quintile would seem to indicate that female employees such as helpers/nannies, elderly caregivers, etc. - indeed female employees of all categories- are not afforded the same employment benefits as their male counterparts.

Compared to the NALC information, the 2010 Census data seems to indicate an increase in the level of persons who were covered by health insurance. Overall, there was no gender disparity in access to health insurance, but minimal gaps were evident based on status. Among Caymanians, females (86.7%) were more likely to have health insurance than Non-Caymanian females (86.4%), and 84.9% of Caymanian males had health insurance in 2010 compared to 89.4% of Non-Caymanian males.

Women’s Health Centre

The Health Services Authority, a Government owned hospital, sought to specifically to address the needs of women by opening a Women’s Health Centre section of the hospital in 2003. The Women’s Health Centre is devoted to the specific needs of female patients at all stages of life, and currently offers gynaecology services, obstetric services, family planning services, and referral services.

Lion’s Club of Tropical Gardens Breast Cancer Awareness Campaign
http://www.lctgbreastcancerawareness.com

Since 1997, the Lions Club of Tropical Gardens has run a successful annual breast cancer awareness campaign during the month of October. This NGO reports the following efforts have been achieved during the past 16 years:

• Over 8,500 mammogram vouchers, sponsored by our Club, have enabled women to proactively assess their breast health. They reported over 5,000 vouchers having been given out from 1997-2008. Other diagnostic methods like ultrasound testing have also been sponsored, especially in younger women, on a medical doctor’s recommendation;
• Over 54,000 persons have benefited from educational programs which have involved crucial partnerships with our health care practitioners. We have committed to ensuring that the “right” information is disseminated to as wide a cross-section of our population as possible; in 2008, the number reported was over 50,000.
• Approximately 250 individuals (this is the same figure that was listed on the website in 2008) have been meaningfully assisted with health care and other related costs, both at home and overseas. There are many cases where assistance is needed with travel expenses, accommodation and/or meals while obtaining overseas treatment. Support is also given through the purchase of prosthetic breast forms, bras, etc.

4. Violence against women

Statistics
The following charts contain information in regards to reported rape or attempted rape; prostitution and murder of women that was obtained from the Royal Cayman Islands Police Service (RCIPS).

<table>
<thead>
<tr>
<th>Report Type</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape</td>
<td>14</td>
<td>15</td>
<td>12</td>
<td>19</td>
<td>16</td>
<td>5</td>
</tr>
<tr>
<td>Attempted Rape</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>ARREST+</td>
<td>18</td>
<td>11</td>
<td>0</td>
<td>21</td>
<td>13</td>
<td>3</td>
</tr>
</tbody>
</table>

* Figure as of April 27, 2014
While prostitution is illegal in the Cayman Islands and there is anecdotal evidence that it occurs, there have been no arrests reported for this crime according to the chart below.

<table>
<thead>
<tr>
<th>Report Type</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prostitution</td>
<td>nil</td>
<td>nil</td>
<td>nil</td>
<td>nil</td>
<td>nil</td>
<td>nil</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Report Type</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

* Figure as of April 27, 2014

The following chart contains information in regards to “domestic reports” that was obtained from the Royal Cayman Islands Police Service (RCIPS). “Domestic Reports” represents all calls for service that are domestic in nature, and this would include reports of domestic violence against women. However, it should be considered that there is the possibility that other types of crimes or domestic incidents would be incorporated into these figures. Additionally, the data is collated by number of domestic calls and is not broken down by sex. The arrest report represents the number of reports that resulted in an arrest and are total arrests, not arrests of unique individuals.

<table>
<thead>
<tr>
<th>Report Type</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Reports</td>
<td>1741</td>
<td>1761</td>
<td>2049</td>
<td>1915</td>
<td>1850</td>
<td>570</td>
</tr>
<tr>
<td>Arrest</td>
<td>13</td>
<td>15</td>
<td>6</td>
<td>136</td>
<td>302</td>
<td>42</td>
</tr>
</tbody>
</table>

* Figure as of April 27, 2014

**NOTE:** Please note the RCIPS implemented a new crime management system in 2012. This has significantly improved the data collection quality; hence the noteworthy change in the arrest figures from 2012-2014.

**National Committee on Gender and Family Violence (NCGFV)**

The genesis for creating this entity was from the Special Report on Gender Violence (November 2008). Formed in October 2012 with appointments made November 2012 (two-year renewable terms), the purpose of this committee was to bring a holistic focus to issues of gender-based violence and family violence and harness expertise and provide recommendations to Government. The issues that were covered under the remit of the committee were family/domestic violence, child abuse, sexual assault, rape, sexual harassment and stalking. The Committee consisted of 4 sub-committees: Public Relations, Statistics, Policy, and Legislative.

The original terms of reference of the NCGFV was to 1) Improve institutional responses and resources for victims and perpetrators of gender and family violence and 2)
coordinate education of practitioners and the general public on the issue of gender and family violence and other inter-linked issues.

In May 2013, a new government administration came into power, and this committee is currently being reviewed with the objective of revamping it to better reflect its purpose and objectives and equip the committee to succeed.

**Cayman Islands Crisis Centre**


The first and only shelter for abused women and their children, the Cayman Islands Crisis Centre (CICC) was established as a not for profit organisation in March 2003. The CICC provides the following: a safe, temporary haven with capacity to serve 18 women and their children who are victims of domestic violence; a 24-hour crisis line; support and case management of clients; and education and information on domestic violence, sexual violence and how all child abuse affects children.

The CICC was asked to provide data on the violence against women indicators as outlined at the end of this document. Please see below the information that they were able to provide (no data available for indicator 2, 4 or 6). It should be noted that these numbers pertain only to the clients of the Cayman Islands Crisis Centre who experienced physical, sexual and psychological abuse, and therefore should not be attributed to reflect all documentation of violence against all women in the Cayman Islands or the prevalence of violence against women in the Cayman Islands.

1. **Total and age specific rate of women subjected to physical violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency**
   - **Total** - 20 people
   - **Ages** 18-58 years
   - **Physical abuse** – slapping, punching, choking, internal injuries, twisted wrist, pulling hair, pushing, locked in room, burning, throwing around, use of weapon and kicking.
   - **Relationship to perpetrator** – wife and girlfriend

2. **Total and age specific rate of women subjected to sexual violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency**
   - **Total** – 7 people
   - **Ages** - 19-52 years
   - **Relationship to perpetrator** – wife and daughter

3. **Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner in the last 12 months by frequency**
Total – 20 people
Ages – 19-58 years
Both current and former partners

7. Total and age specific rate of ever-partnered women subjected to psychological violence in the past 12 months by the intimate partner
   Total – 13 people
   Ages – 27-58 years

8. Total and age specific rate of ever-partnered women subjected to economic violence in the past 12 months by the intimate partner
   Total – 8 people
   Ages – 22-50 years

**Domestic Violence Intervention Training Programme (DVITP)**

In early 2007, the Women’s Resource Centre revitalized the Domestic Violence Intervention Training Programme, a sensitivity training programme for police officers, social workers and other front-line professionals. The original launch of the programme was created and funded by the Caribbean Association for Feminist Research and Action, the Caribbean Development Bank, UNIFEM and OXFAM Canada (among others). The programme continues to be coordinated and facilitated by the Family ResourceCentre and other stakeholders. The longevity and high success rate of the programme is likely due to the fact that it was designed specifically for the culture of the Caribbean.

**Clothesline Project**

The Clothesline Project is an international project that began in 1990 when members of the Cape Cod Women’s Agenda hung a clothesline across the village green in Hyannis, Massachusetts with 31 shirts designed by survivors of assault, rape and incest. Women viewing the clothesline came forward to create shirts of their own and the line just kept growing.

In 2003, the Women’s Resource Centre introduced the Clothesline Project to the Cayman Islands. The Clothesline Project is a way to help people face the brutal reality of personal violence against women, men and children in the community and start to heal the damage. The project brings together survivors of all forms of violence or supporters of victims/survivors to design T-shirts as a testament to their experience. These deeply personal expressions are then hung on a clothesline for public display to air the issue of violence in our homes and communities.

The Cayman Islands has been participating in this project on an annual basis and the Clothesline Project, which now consists of over 400 t-shirts, is publicly displayed several times a year.
16 Days of Activism against Gender Violence Campaign

Initiated by the Cayman Islands Business and Professional Women’s Club (BPWC), the 16 Days of Activism Against Gender Violence Campaign has been observed annually for just over a decade. The Government of the Cayman Islands, through its various entities such as the Family Resource Centre and the Department of Children and Family Services, have consistently partnered with this non-government organisation during this international awareness raising campaign.

Silent Witness March

For over a decade, the Cayman Islands’ Business and Professional Women’s Club have organized an annual Silent Witness March in October. This international event is an opportunity to pay tribute to the victims of domestic violence who silently suffer in our country and to raise the level of awareness on the issue.

5. Women and armed conflict

This area of concern is not applicable in the Cayman Islands.

6. Women and the economy

Employment and Unemployment

The following information on women and their participation in the economy was obtained from the data of Cayman Islands 2010 Census of Population and Housing:

There were 45,068 persons in the working age population (aged 15 and older) of which 34,983 of them were employed. Overall, there were more employed males (17,839) than employed females (17,144) and this was also true among Non-Caymanians. However among Caymanians there were more employed females than employed males.

The overall unemployment rate was higher among males (6.7%) than females (5.8%). This was also true for Caymanians, but among Non-Caymanians females had a higher unemployment rate.

A higher percentage of females were not participating in the labour force across all categories. In the total population aged 15 years and older, 13.7% of males and 20.6% of females were not in the labour force. Persons 15 years or older are considered to be outside the labour force if they were without work, seeking and available for work. This includes persons who choose not to be employed (e.g. stay at home parents or homemakers) as well as those who are retired, in prison, disabled or in school.
The unemployment rate represents the percentage of unemployed persons in the labour force.

Minimum Wage

To date, the Cayman Islands have not had a minimum wage established in law. However, the current Government, through the executive authority of the Cabinet, has decided to carry out a period of research and consultation in order to determine the impact of establishing a minimum wage(s) in the Cayman Islands. In order to carry out the exercise the Cabinet has authorized the convening of the Minimum Wage Advisory Committee (MWAC) enshrined in Section 21 of the Labour Law (2011 Revision). In order to fulfil its purpose the MWAC will investigate the impact to the economy of establishing a minimum wage at various price points and make a recommendation in accordance
with its findings, to be completed by October 2014. The Senior Policy Officer (Gender Affairs) in the Ministry of Education, Employment and Gender Affairs was appointed as an ex-officio member of the MWAC to bring a gender perspective to the Committee’s work.

One of the recommendations of the National Policy on Gender Equity and Equality (2004) was the introduction of a minimum wage. Therefore, should a minimum wage be established, this would fulfil one aspect of implementing a policy recommendation that was aimed to strengthening women’s participation in the economy.

Women entrepreneurs

Since 2007, the former Cayman Islands Investment Bureau (CIIB) which is now known as the Department of Commerce and Investment has hosted an annual seminar called Inspiring Women Entrepreneurs as a part of Honouring Women Month activities. In 2008/9, this government entity estimated that 65% of small businesses in the Cayman Islands were owned by women. This extremely popular event allows female entrepreneurs and potential entrepreneurs to be inspired by local, regional and international female business owners. This event also provides an opportunity for businesswomen to share their experiences, successes and challenges and network with other entrepreneurs.

Occupational segregation

The data of Cayman Islands 2010 Census of Population and Housing reports that there were gender gaps in certain occupations and industries were much wider than for others. The vast majority of workers employed by private households were female and they also dominated education, human health and social work industries. Female workers were also in the majority for clerical and elementary occupations.

Construction workers, skilled and unskilled agriculture workers and craft and trade workers were almost exclusively male and they also dominated in the manufacturing, mining and quarrying industry and in the supply of all utilities. There were fewer female managers than male managers but more female professionals than male professionals.

The following graphics represent the gender gaps in occupations and industries.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Craft and related trades workers</td>
<td>96.0% male</td>
</tr>
<tr>
<td>Skilled agricultural, forestry and fishery workers</td>
<td>95.9% male</td>
</tr>
<tr>
<td>Plant and machine operators and assemblers</td>
<td>98.7% male</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>75.1% female</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>70.2% female</td>
</tr>
<tr>
<td>Managers</td>
<td>58.1% male</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>57.9% female</td>
</tr>
<tr>
<td>Professionals</td>
<td>55.4% female</td>
</tr>
<tr>
<td>Construction</td>
<td>93.4% male</td>
</tr>
<tr>
<td>Activities of households as employers</td>
<td>92.1% female</td>
</tr>
<tr>
<td>Agriculture and fishing</td>
<td>90.9% male</td>
</tr>
<tr>
<td>Electricity, gas, steam and air conditioning supply, water supply and sewerage</td>
<td>78.7% male</td>
</tr>
<tr>
<td>Manufacturing, Mining and Quarrying</td>
<td>76.3% male</td>
</tr>
<tr>
<td>Extra-territorial organisations</td>
<td>75.0% female</td>
</tr>
<tr>
<td>Education</td>
<td>74.8% female</td>
</tr>
<tr>
<td>Human health and social work activities</td>
<td>74.8% female</td>
</tr>
</tbody>
</table>
The following chart represents the number of females and males that are employed as police officers with the Royal Cayman Islands Police Service (RCIPS). While the numbers of females have increased by 2 persons over the past 5 years, the percentage of female police officers has actually decreased from 25.07% to 22.39% from 2009-2013.

<table>
<thead>
<tr>
<th>Figures at 31 Dec</th>
<th>Total Employees</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>343</td>
<td>86</td>
<td>257</td>
</tr>
<tr>
<td>2010</td>
<td>339</td>
<td>84</td>
<td>255</td>
</tr>
<tr>
<td>2011</td>
<td>352</td>
<td>83</td>
<td>269</td>
</tr>
<tr>
<td>2012</td>
<td>397</td>
<td>89</td>
<td>308</td>
</tr>
<tr>
<td>2013</td>
<td>387</td>
<td>86</td>
<td>301</td>
</tr>
<tr>
<td>2014*</td>
<td>393</td>
<td>88</td>
<td>305</td>
</tr>
</tbody>
</table>

* Figure as of 25 Apr 2014

Source: Royal Cayman Islands Police Service

7. Women in power and decision-making

There are no known intentional actions that have been implemented by the Government that specifically targeted increasing the number of women in power and decision-making roles within the government systems. However, it should be noted that seven out of the thirteen posts deemed to be at the ‘Chief Officer level’ in Government Ministries and Portfolios are held by women.

8. Institutional mechanisms for the advancement of women

The subject of Gender Affairs falls within the responsibility of the Ministry of Education, Employment and Gender Affairs. As a section of Ministry, the Gender Affairs Unit is the focal point within the Cayman Islands Government to address the issue of gender mainstreaming. Through this Unit, the Ministry provides sector specific gender training, public education efforts, and gender awareness training and analysis of the policies, operations and programmes within our Ministry and other government entities as required.

In 2007, the Cayman Islands Government in Cabinet approved the establishment of an Office of Gender Affairs; however there was a constraint in that it would need to be established within the confines of the current human resources available, due to the current moratorium on hiring civil servants. A new position titled Senior Policy Advisor for Gender Affairs was created in September 2008 to work at the policy level with the specific mandate to promote gender equality. Following the passage of the Gender Equality Law, 2011, it became necessary to hire an additional staff member for Gender Affairs which resulted in the creation of a post titled Policy Officer (Gender Affairs)/Secretary to the Gender Equality Tribunal. This post, which was filled in May
2012, together with the Senior Policy Officer (Gender Affairs) (previously Senior Policy Advisor for Gender Affairs) post make up the Gender Affairs Unit, the national machinery at the policy level in government that works towards promoting gender equality.

9. Human rights of women

In regards to the human rights of women, the two most significant advancements have been the passage of the Gender Equality Law, 2011 (described in Section 1 on page 6) and the request for CEDAW to be extended to the Cayman Islands (described in Section 1 on page 6).

Additionally, the 2014 National Conference on Women (described on page 11) provided an opportunity to promote and education the participants on women’s human rights as it related to CEDAW.

10. Women and media

There are no known intentional actions that have been implemented by the Government that specifically address the strategic objectives of increasing the participation and access of women to expression and decision-making in and through the media and new technologies of communication. However, it should be noted that the past two Chief Information Officers (CIO) and the current CIO within Government Information Services (GIS) are women, and the current Press Secretary in the Office of the Premier is a woman. Local media also feature a number of female reporters and news anchors, though a full survey and analysis has not been attempted.

11. Women and environment

There are no known intentional actions that have been implemented by the Government that specifically address the strategic objectives 1) involving women actively in environmental decision-making at all levels 2) integrating gender concerns and perspectives in policies and programmes for sustainable development or 3) strengthening or establishing mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women. However, this is an issue that could be researched further. It should be noted that the Director of the Department of Environment and the Permanent Secretary/Chief Officer of the Ministry of Environment are both women.

12. The girl-child

The Children Law

The Children Law, which was originally passed in 2003, was enacted in July 2012. This law makes it mandatory for any court faced with a decision regarding a child’s
upbringing to have the child’s welfare as its paramount consideration. It also makes it mandatory for a wide cross section of professionals who work with children to make a report to authorities if they believe a child is being abused or neglected. Also, of importance is the recognition that unmarried fathers and mothers can both share equal rights, duties and responsibilities by way of ‘parental responsibility’.

The following are webpages that provide more information on the Children Law, 2012. https://caymannewsservice.com/politics/2013/04/29/childrens-law-leads-reform-family-justice
http://www.caymannewsservice.com/local-news/2013/01/15/officials-urge-families-understand-law

_Darkness to Light_ http://www.d2l.org/site/c.4d1CI0kGc1SE/b.6035035/k.8258/Prevent_Child_Sexual_Abuse.htm

There are several individuals from non-profit organisations and government entities who are facilitators of an educational programme called Darkness to Light, which is a child sexual abuse prevention programme. Hundreds of persons have completed this four hour educational programme which is offered to professionals that work with children and the general public.

b) Describe the obstacles, gaps and challenges since 2009 in implementing the critical areas of concern. (Included in the information above as necessary or available.)

Were there any countercyclical measures introduced in your country since 2009 to mitigate the consequences of global economic and financial crisis?

Countercyclical measures introduced by governments are often implemented through taxes in other countries. However, as the Cayman Islands does not have direct income taxes, obvious efforts such as taxation changes used in other jurisdictions are not applicable here.

However, in 2010 the Ministry responsible for Employment partnered with a private sector entity, The Wellness Centre, in order to create the **Passport 2 Success Programme**, an employment preparedness programme that targets young persons. Participants received practical hands-on training in occupational, personal and job-specific skills. They participated in work placement, an opportunity to impress potential employers and provided volunteer work through community service hours. Participants earned a monthly stipend, including potential performance related bonuses.

As of December 2013, P2S has prepared over 240 young Caymanians to enter the work force with professional-level competencies and renewed confidence. On average 85 percent
of participants complete the programme, with approximately 35 percent having already securing employment by graduation, and 61 percent within a year of graduation. In the 12 months post-graduation, 18 percent of graduates also report furthering their education. For more information on this programme, please visit www.passport2success.ky.

If so, did these measures incorporate a gender perspective and/or include women as a targeted group?

Yes, the programme has specific cohorts that are designed for single Caymanian mothers.

c) Have austerity policies/measures, such as tax increases, cuts in public expenditure, or public sector downsizing, been introduced in your country in the aftermath of the 2007/2008 financial crisis?

Yes, austerity measures such as cuts in public expenditure and public sector downsizing were introduced in the Cayman Islands following the global financial crisis. For example, a 3.2% cost-of-living pay increase for civil servants was first awarded in 2008. The pay increase was removed from civil servants as a temporary measure in the 2008/09 budget. When public sector finances improved later, the pay increase was reinstated 2011, only to have it cut out of the budget again in 2012 due to further financial challenges.

Additionally, the Public Management and Finance Law (PMFL) was amended in 2012 to bring the Framework for Fiscal Responsibility (FFR) into law. The FFR was a requirement made of the CIG by the UK’s Foreign and Commonwealth Officer to ensure certain parameters, rules and systems regarding public finances. It prohibits Government from incurring any additional debt for a number of years and also draws the statutory authorities back into the debt ratios ruling government borrowing, thus ensuring that the entire public sector spending is tightly controlled within a rigid framework.

If so, to what extent have they affected the critical areas of concern? Please describe the effects of such measures on key indicators, such as participation of women and men in social and economic activity, including education, training, participation in labour markets, unpaid work, access to social protection, access to credit, or entrepreneurship.

We do not have the human resources available to research the kind of causal effects of austerity measures posed in the question above.

**Section Three: Data and statistics**

(Suggested length: 5 pages)

Please note that the information that is provided in this section has been provided by the Economics and Statistics Office (ESO).
a) Has a core set of national indicators for monitoring progress in gender equality been established? If so, please provide the indicators in an annex.

Yes, please see the attached Appendix 2 called “Minimum Set of Gender Indicators” that was provided by the Economics and Statistics Office (ESO).

Where is responsibility for collecting the data located?

Information is available within the above mentioned document.

If national indicators have not been established, what are the reasons?

b) Has data collection and compilation on the Minimum Set of Gender Indicators begun, which was agreed by the UN Statistical Commission in 2013? (The link to the list of indicators is provided in Part III.)

Yes, some of the indicators are compiled by the Economics and Statistics Office (ESO), Health Services Authority and the Education Department and are available in the annual Compendium of Statistics.

If so, what is the status of data collection and compilation? Please describe plans to improve gender-related data collection and compilation at the national level that have been developed.

Efforts are made to expand and include other indicators at the annual preparation stage for the Compendium. ESO conducts one-one-one meeting with respective data producing government departments to assess the data gaps and the availability of additional information, (see attached list of available and published indicators).

If not, are there any plans at the national level to begin work based on the Minimum Set? Please describe briefly.

c) Has data collection and compilation on the nine indicators on violence against women, as agreed by the UN Statistical Commission in 2013, begun? (The list of indicators is provided in Part III).

This has not begun.

If so, what is the status of data collection and compilation? Please describe plans that have been developed to produce these indicators at the national level.

If not, are there any plans at the national level to begin work based on these indicators? Please describe briefly.
This would require collaboration with Royal Cayman Islands Police (RCIP), Ministry responsible for Gender Affairs and ESO to set up a system and the metadata to collect and compile the data at the RCIP. The ESO has facilitated similar tri-partite meetings and would be willing to assist.

d) What processes have been undertaken to collect data on the situation of particular groups of women, such as rural women, older women, women with disabilities, indigenous women, women living with HIV and AIDS, or other groups? Please describe briefly.

All censuses and surveys conducted by the ESO include a variable for sex that allows for further analysis on the situation of women.

Section Four: Emerging priorities
(Suggested length: 2 pages)

a) What are the key priorities for action over the next three to five years for accelerating implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, and subsequent intergovernmental agreements for the achievement of gender equality and the empowerment of women at the national level?

Ensuring that CEDAW is extended to the Cayman Islands through the United Kingdom and that its implementation plan is followed through with would be the key priority to working towards achieving gender equality and empowering women at the national level. The planned actions to implement CEDAW fall in line with the spirit accelerating the implementation of the Beijing Declaration and Platform for Action. This would include priorities such as the following: introduce and/or improve data collection systems in order to enable easier reporting for CEDAW and for other international agencies; review legislation and policies on sexual offences, family law, and employment to address matters such as maternity leave and sexual harassment; support programme to help train who wish to become engaged in political life; review and develop as necessary family planning legislation and policies; review HIV/AIDS testing practices for compliance with best international practices; review scope and effectiveness of educational programmes in reproductive and sexual education fields.

The following are other key priorities over the next three to five years:

- Provide a 10 year review and update of the CIG’s National Policy on Gender Equity and Equality(2004) with a view to establish key implementation priorities moving forward.

- In collaboration with the Ministry of Community Affairs, review the National Committee on Gender and Family Violence (NCGFV) with an aim to revamp the committee’s structure and terms of reference.
• Continue to promote gender equality and provide awareness of the Gender Equality Law, 2011 through training and communications.

b) What are your country’s priorities and recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2015 development agenda?

Our experiences gained from the 2014 National Conference on Women indicate that using a participatory approach is appreciated when consulting the population on inclusive social development matters such as strengthening gender equality and empowering women. It also seems more likely for public buy-in and successful implementation when this approach is used.

Annexes to national reviews

In addition to relevant information not covered elsewhere, the annexes to the national reviews should contain the following:

• information on the process of preparing the national review, including an indication of which Government departments and institutions were involved, and consultations held with stakeholders
• detailed statistical information, as applicable, on the overall trends discussed in section one, and on all critical areas of concern discussed in section two
• case studies/good practice examples of policies and initiatives implemented in any of the critical areas of concern, not included elsewhere
• a list of policies, strategies, action plans and publications, with links to their location (electronic copies).

List of Appendices


Appendix 2- Minimum Set of Gender Indicators, Economics and Statistics Office, 2014

III. SUBMISSION OF NATIONAL REVIEWS

States are invited to send their national reviews in hard copy and electronic format in one of the six official United Nations languages to the relevant regional commissions, and to UN-Women, no later than 1 May 2014.
UN-Women
Intergovernmental Support Division
220 East 42nd Street, Room 18-43
New York, NY 10017
Contact: Patience Stephens, Director, Intergovernmental Support Division
Email: igsd.beijing20@unwomen.org
Fax: +1 646 781 4496

Economic Commission for Africa (ECA)
P.O. Box 3001
Menelik Avenue
Addis Ababa, Ethiopia
Contact: Thokozile (Thoko) Ruzvidzo, Director, African Centre for Gender and Social Development
Email: truzvidz@uneca.org
Fax: +251 1 51 27 85

Economic Commission for Europe (ECE)
Office of the Executive Secretary
Palais des Nations, CH-1211 Geneva, Switzerland
Contact: Malinka Koparanova, Senior Social Affairs Officer
Email: gender@unece.org
Fax: +41 22 917 0036

Economic Commission for Latin America and the Caribbean (ECLAC)
Casilla 179-D
Santiago de Chile, 7630412, Chile
Contact: Sonia Montaño, Directora, División de Asuntos de Género
Email: sonia.montano@cepal.org
Fax: +56 2 2208 0252

Economic and Social Commission for Asia and the Pacific (ESCAP)
Social Development Division
United Nations Building
Rajadamnern Nok Avenue, Bangkok 10200, Thailand
Contact: Cai Cai, Chief, Gender Equality and Women's Empowerment
Email: escap-sdd@un.org
Fax: +66 2 288 1030

Economic and Social Commission for Western Asia (ESCWA)
P. O. Box 11-8575
Riad El-Solh Square, Beirut, Lebanon
Contact: Samira Atallah, Director, ESCWA Centre for Women
Relevant websites and links

Information about past review and appraisal processes is available at the following links, including reports submitted by Member States to the United Nations Secretariat prior to the Fourth World Conference on Women (1995), and for the five-year (2000), ten-year (2005) and fifteen-year (2010) review and appraisal processes.

ECA: [http://www.uneca.org/beijing15](http://www.uneca.org/beijing15)
ECE: [http://www.unece.org/gender/beijing_process.html](http://www.unece.org/gender/beijing_process.html)

Information about the 2015 review and appraisal process will be posted at the following sites, including national reviews.

ECA: forthcoming
ECE: [http://www.unece.org/gender/beijing_process.html](http://www.unece.org/gender/beijing_process.html)
ECLAC: forthcoming
ESCAP: [http://www.unescapsdd.org/beijing20](http://www.unescapsdd.org/beijing20)
ESCWA: forthcoming


Minimum set of gender indicators


Violence against women indicators

The nine violence against women indicators are as follows:
1. Total and age specific rate of women subjected to physical violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency
2. Total and age specific rate of women subjected to physical violence during lifetime by severity of violence, relationship to the perpetrator and frequency
3. Total and age specific rate of women subjected to sexual violence in the last 12 months by severity of violence, relationship to the perpetrator and frequency
4. Total and age specific rate of women subjected to sexual violence during lifetime by severity of violence, relationship to the perpetrator and frequency
5. Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner in the last 12 months by frequency
6. Total and age specific rate of ever-partnered women subjected to sexual and/or physical violence by current or former intimate partner during lifetime by frequency
7. Total and age specific rate of ever-partnered women subjected to psychological violence in the past 12 months by the intimate partner
8. Total and age specific rate of ever-partnered women subjected to economic violence in the past 12 months by the intimate partner
9. Total and age specific rate of women subjected to female genital mutilation

These indicators can be accessed in the following report: http://unstats.un.org/unsd/demographic/meetings/vaw/docs/finalreport.pdf.
Beijing Declaration and Platform for Action – critical areas of concern and strategic objectives

A. Women and poverty
   - Strategic objective A.1. Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.
   - Strategic objective A.2. Revise laws and administrative practices to ensure women’s equal rights and access to economic resources.
   - Strategic objective A.3. Provide women with access to savings and credit mechanisms and institutions.
   - Strategic objective A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty.

B. Education and training of women
   - Strategic objective B.1. Ensure equal access to education.
   - Strategic objective B.2. Eradicate illiteracy among women.
   - Strategic objective B.3. Improve women’s access to vocational training, science and technology, and continuing education.
   - Strategic objective B.4. Develop non-discriminatory education and training.
   - Strategic objective B.5. Allocate sufficient resources for and monitor the implementation of educational reforms.
   - Strategic objective B.6. Promote lifelong education and training for girls and women.

C. Women and health
   - Strategic objective C.1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.
   - Strategic objective C.2. Strengthen preventive programmes that promote women's health.
   - Strategic objective C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.
   - Strategic objective C.4. Promote research and disseminate information on women's health.
   - Strategic objective C.5. Increase resources and monitor follow-up for women's health.

D. Violence against women
   - Strategic objective D.1. Take integrated measures to prevent and eliminate violence against women.
   - Strategic objective D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.
   - Strategic objective D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.

E. Women and armed conflict
Strategic objective E.1. Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.

Strategic objective E.2. Reduce excessive military expenditures and control the availability of armaments.

Strategic objective E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.

Strategic objective E.4. Promote women’s contribution to fostering a culture of peace.

Strategic objective E.5. Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women.

Strategic objective E.6. Provide assistance to the women of the colonies and non-self-governing territories.

F. Women and the economy

Strategic objective F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.

Strategic objective F.2. Facilitate women's equal access to resources, employment, markets and trade.

Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women.

Strategic objective F.4. Strengthen women's economic capacity and commercial networks.

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination.

Strategic objective F.6. Promote harmonization of work and family responsibilities for women and men.

G. Women in power and decision-making

Strategic objective G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.

Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership.

H. Institutional mechanism for the advancement of women

Strategic objective H.1. Create or strengthen national machineries and other governmental bodies.

Strategic objective H.2. Integrate gender perspectives in legislation, public policies, programmes and projects.

Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation.
I. Human rights of women
   - Strategic objective I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women.
   - Strategic objective I.2. Ensure equality and non-discrimination under the law and in practice.
   - Strategic objective I.3. Achieve legal literacy.

J. Women and the media
   - Strategic objective J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.
   - Strategic objective J.2. Promote a balanced and non-stereotyped portrayal of women in the media.

K. Women and the environment
   - Strategic objective K.1. Involve women actively in environmental decision-making at all levels.
   - Strategic objective K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development.
   - Strategic objective K.3. Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

L. The girl-child
   - Strategic objective L.1. Eliminate all forms of discrimination against the girl-child.
   - Strategic objective L.2. Eliminate negative cultural attitudes and practices against girls.
   - Strategic objective L.3. Promote and protect the rights of the girl-child and increase awareness of her needs and potential.
   - Strategic objective L.4. Eliminate discrimination against girls in education, skills development and training.
   - Strategic objective L.5. Eliminate discrimination against girls in health and nutrition.
   - Strategic objective L.6. Eliminate the economic exploitation of child labour and protect young girls at work.
   - Strategic objective L.7. Eradicate violence against the girl-child.
   - Strategic objective L.8. Promote the girl-child's awareness of and participation in social, economic and political life.
   - Strategic objective L.9. Strengthen the role of the family in improving the status of the girl-child.
CAYMAN ISLANDS

GENDER GAPS
SELECTED INDICATORS
from the 2010 Census of Population and Housing

gender equality
CAYMAN ISLANDS

MINISTRY OF
COMMUNITY AFFAIRS
GENDER & HOUSING
CAYMAN ISLANDS GOVERNMENT
In 2010, the population of the Cayman Islands was 55,035. There were slightly more females (27,816) than males (27,219), and this was the same in all districts except George Town, which had more males.

Caymanian females outnumbered Caymanian males, but non-Caymanian males outnumbered the non-Caymanian females.
Total population by sex and age group

There was very little difference in the proportion of males and females in all age groups, except among the elderly, 65+ years. This group had 54% females and 46% males.

In 2010, the population of the Cayman Islands was 55,035. There were slightly more females (27,816) than males (27,219), and this was the same in all districts except George Town, which had more males.

School attendance among youth by sex

In 2010, a higher percentage of females were attending school for both full-time and part-time study.
Females were more likely than males to hold higher education qualifications. Among those aged 20 years and older, both Caymanian and Non-Caymanian females were more likely than their male counterparts to have a Bachelor’s Degree or higher.

<table>
<thead>
<tr>
<th></th>
<th>Caymanian Males</th>
<th>19.8%</th>
<th>Non-Caymanian Males</th>
<th>29.9%</th>
<th>Caymanian Females</th>
<th>23.2%</th>
<th>Non-Caymanian Females</th>
<th>35.9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of population 20+ years with Bachelor’s or higher degree</td>
<td>20%</td>
<td>25%</td>
<td>30%</td>
<td>35%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

In 2010, 18.3% of females aged 15 years and older had passed no examinations compared to 21.5% of males in the same age group.

A near equal percentage of males and females had a secondary school diploma, but females were more likely to have an Associate’s Degree or a Bachelor’s Degree or higher. Males were more likely than females to have a vocational or trade certificate or diploma.

### Highest examination passed by sex

- No examinations passed: 18.3% females vs. 21.5% males
- CXC/GCE ‘O’ level/Secondary School Diploma: 28.6% females vs. 28.2% males
- Vocational or Trade Certificate or Diploma: 13.1% females vs. 15.8% males
- Associate Degree: 8.1% females vs. 6.2% males
- Bachelor’s Degree or higher: 27.6% females vs. 23.5% males

### Bachelor’s or higher degree by sex and status

Females were more likely than males to hold higher education qualifications. Among those aged 20 years and older, both Caymanian and Non-Caymanian females were more likely than their male counterparts to have a Bachelor’s Degree or higher.
Prevalence of chronic non-communicable diseases

The prevalence of chronic non-communicable diseases was higher among females. This gender gap was widest for persons with high blood pressure. Among females, 106 of every 1,000 reported having high blood pressure, while 71 of every 1,000 males reported having the same illness.

Health insurance

Overall, there was no gender disparity in access to health insurance, but minimal gaps were evident based on status. Among Caymanians, females were more likely than males to have health insurance, while Non-Caymanian males were more likely to have health insurance than Non-Caymanian females.
Employed labour force

There were 45,068 persons in the working age population (aged 15 years and older) of which 34,983 of them were employed. Overall, there were more employed males (17,839) than employed females (17,144) and this was also true among Non-Caymanians. However, among Caymanians there were more employed females than employed males.

Gender gaps in certain occupations and industries were much wider than for others in 2010.

The vast majority of workers employed by private households were female and they also dominated in the education, human health and social work industries. Female workers were also in the majority for clerical and elementary occupations.

Construction workers, skilled and unskilled agriculture workers and craft and trade workers were almost exclusively male and they also dominated in the manufacturing, mining and quarrying industry and in the supply of all utilities.

There were fewer female managers than male managers but more female professionals than male professionals.
Gender gaps in occupations

- Craft and related trades workers: 96.0% male
- Skilled agricultural, forestry and fishery workers: 95.9% male
- Plant and machine operators and assemblers: 88.7% male
- Clerical support workers: 75.1% female
- Elementary occupations: 70.2% female
- Managers: 58.1% male
- Service and sales workers: 57.9% female
- Professionals: 55.4% female

Gender gaps in industry

- Construction: 93.4% male
- Activities of households as employers: 92.1% female
- Agriculture and fishing: 90.9% male
- Electricity, gas, steam and air conditioning supply, water supply and sewerage: 78.7% male
- Manufacturing, Mining and Quarrying: 76.3% male
- Extra-territorial organisations: 75.0% female
- Education: 74.8% female
- Human health and social work activities: 74.8% female
- Transportation and storage: 66.1% male
- Arts, entertainment and recreation: 65.7% male
- Financial services: 65.1% female
- Administrative and support service activities: 65.1% male
- Information and communication: 60.8% male
- Other service activities: 60.4% female
- Professional, scientific and technical activities: 57.9% female
- Wholesale and retail: 55.1% male
Overall, females worked fewer hours per week than males, averaging 36 hours compared with 42.6 hours. However, Non-Caymanian females worked 42 hours per week on average, which was more than both Caymanian females (30.8 hours) and Caymanian males (37.3 hours). Non-Caymanian males averaged the longest work week at 47.9 hours.

Income gap by sex
In the Cayman Islands in 2010, females earned an average of CI$7,355 less than males per year, a difference of almost 17%.

$44,205
$36,850
The income gap was even wider among Non-Caymanians, with Non-Caymanian females earning three quarters what Non-Caymanian males earned, an average of CI$10,073 less per year.

At every education level, females earned less than males. The gender gap was widest for those with a university degree.

Income gap by sex and status

Income gap by sex and education level

On average, Non-Caymanian females earned 75.2% of what Non-Caymanian males earned.

On average, all females earned 83.4% of what all males earned.

On average, Caymanian females earned 89.3% of what Caymanian males earned.
Females earned less than males in all occupation groups except for customer support workers and skilled agricultural workers. For every $1.00 that a male employed in an elementary occupation earned, a female in the same occupational category earned 64¢. Female service and sales workers earned 72¢ for every $1.00 that their male co-workers earned.
The overall unemployment rate was higher among males (6.7%) than females (5.8%). This was also true for Caymanians, but among non-Caymanians females had a higher unemployment rate.

A higher percentage of females were not participating in the labour force across all categories. In the total population aged 15 years and older, 13.7% of males and 20.6% of females were not in the labour force.

Persons 15 years and older are considered to be outside the labour force if they were without work, seeking and available for work. This includes persons who choose not to be employed (e.g. stay at home parents or homemakers) as well as those who are retired, in prison, disabled or in school.

The unemployment rate represents the percentage of unemployed persons in the labour force.
There were minimal gender gaps in home ownership overall and among Caymanians in 2010. However, among Non-Caymanians, the gap between female and male homeowners was wider.

Main means of financial support by sex

Among those who were not working, including the unemployed and those outside the labour force, females were more likely than males to rely on a spouse or partner, other relative or friend or social services for financial support. 76% of people whose main means of financial support was a spouse or partner were females. Males were more likely to rely on their parents, savings or investments or other earned benefits from a pension or as a Veteran or Seaman.

There were minimal gender gaps in home ownership overall and among Caymanians in 2010. However, among Non-Caymanians, the gap between female and male homeowners was wider.

Percentage of dwellings owned by sex and status of head of household

Economics and Statistics Office
949-0940 | infostats@gov.ky | www.eso.ky

Ministry of Community Affairs, Gender and Housing
244-3226 | genderequality@gov.ky | www.genderequality.gov.ky
### Appendix 2

**MINIMUM SET OF GENDER INDICATORS**

Provided by the Cayman Islands Economics and Statistics Office

<table>
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<tr>
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<th>Description</th>
<th>Source(s)</th>
<th>Goal</th>
<th>Organization</th>
</tr>
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<td>Average number of hours spent on unpaid domestic work by sex; Note: Separate housework and childcare if possible</td>
<td>C.2, F.1, H.3</td>
<td>II</td>
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<td>2</td>
<td>Average number of hours spent on paid and unpaid domestic work combined (total work burden), by sex</td>
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<tr>
<td>3a</td>
<td>Labour force participation rate for persons aged 15-24, by sex</td>
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<tr>
<td>3b</td>
<td>Labour force participation rate for persons aged 15+, by sex</td>
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<td>4</td>
<td>Proportion of employed who are own-account workers, by sex</td>
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<td>Proportion of employed who are employers, by sex</td>
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<td>Percentage distribution of employed population in agricultural sector, by sex</td>
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<tr>
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<td>19</td>
<td>ESO, LFS Published</td>
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### Appendix 2

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<td>Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by an intimate partner</td>
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<td>Prevalence of female genital mutilation/cutting (for relevant countries only)</td>
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<tr>
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<td>Women’s share of government ministerial positions</td>
<td>G.1</td>
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<tr>
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<td>Proportion of seats held by women in national parliament</td>
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<td>Judiciary</td>
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