



# ANGUILLA

## **National Report on Progress in the Application of the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030**

Reporting Period: October 2016 – May 2019

Presented to:

Division for Gender Affairs  
Commission of Latin America and the Caribbean  
United Nations Economic Commission for Latin America and the Caribbean (UN ECLAC)  
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## Introduction

Anguilla is a British Overseas Territory in the Eastern Caribbean with a population of roughly 15,000 as of the 2011 Census. The economic driver is seasonal tourism which employs a large number of the islands population in addition to employment with the Government of Anguilla and various private sector jobs. The 2011 Census reveals that 50.4% of Anguilla's population is female (Anguilla Statistics Department, 2011). 39.6% of households are female-headed and 65.8% of women are working outside of the home (Country Gender Assessment Synthesis Report, Caribbean Development Bank (CDB), 2010).

According to a 2016 article titled "Gender Inequality Remains Persistent in the Caribbean – CDB," whereby Anguilla was one of the countries surveyed, important trends in gender inequalities were highlighted as occupational segregation - women having lower-waged occupations, high educational achievements for girls but no increased labour market participation or closing of the wage gap, and a high proportion of female-headed households and violence against women and girls predominantly by male perpetrators.

Gender Affairs Anguilla is mindful of these disparities and inequalities and the importance of a multi-level approach to implementing a gender equity agenda. Some of these action initiatives include:

- 1) Strengthening the knowledge of Gender Focal Points (GFPs) within the Government of Anguilla to work toward mainstreaming of policies and procedures;
- 2) Focusing on working within communities with key organisations and their leaders to produce targeted programmes for girls, boys, men and women including Anguilla's Women's Week, Men's Week and the 16 Days of Activism;
- 3) Directing meaningful and high-impact communication strategies in consideration of sex, age, socioeconomic status and more;
- 4) Participating in policy/reporting measures including CEDAW Reporting and capacity-building trainings on Anguilla's first Domestic Violence Act and face-to-face sessions with UN Women, for example, to develop a National Gender Policy and Strategic Action Plan.

However, a key component in bridging the gap between gender development and national progress toward sustainable development is still missing. Gender inequalities persist in some regard because it has yet to be accepted as essential to economic growth and national sustainability.

Until this link is realized, the holistic development of people and nation throughout the Caribbean Region is at risk. An emphasis on gender equality linked to economic development

is very new in Anguilla and a greater understanding must be achieved before efforts toward gender equality are properly resourced.

It is therefore my pleasure to report on some of our highlights from the period of October 2016 until May 2019 focusing on Anguilla's achievements in Gender Equality and Women's Rights and Autonomy at the local level and in solidarity with regional and international entities striving toward realizing United Nations Sustainable Development Goal 5 of Gender Equality by 2030.

As I mentioned in a May 2014 letter when Anguilla could not submit a country report for Beijing +20 National Reviews, we are still eager to join our global counterparts in outlining the efforts and achievements made toward gender equality throughout our society. I am pleased that this report will serve as the first of its kind for Anguilla under the 2018 Montevideo Strategy.

Sincerely,

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## **MANDATE**

To plan, develop and coordinate national policies, programmes and activities focused on effecting gender equality in the workplace and wider community.

## **VISION**

Actively committed to fostering equal and humane treatment in the daily lives of every man, woman, girl and boy; manifesting a united Anguilla.

## **MISSION**

Promoting knowledge and awareness of gender issues and the capacity to effect change through national outreach, advocacy, training, and implementation of gender-mainstreamed policies.

## **GOALS**

- ♂ To ensure that gender equality and equity is central to all development models.
- ♀ To integrate women's and men's concerns and experiences into the design, implementation, monitoring and evaluation of all political, economic and social policies and programmes.
- ♂ To establish a system of gender mainstreaming which incorporates all sectors.
- ♀ To facilitate legislative change and public awareness of relevant legislation and their implications.
- ♂ To empower both men and women by ensuring new and equitable relations between the sexes.
- ♀ To build and empower a strong and vibrant civil society.

## Report on the Montevideo Strategy

### Main Achievements in the Pillars of the Montevideo Strategy: Including Women's Physical and Economic Autonomy

Since the adoption of the Montevideo Strategy in 2018, the three main achievement areas in Anguilla regarding women's physical and economic autonomy and gender equality include:

- 1) Implementing diverse measures to eliminate violence against women and girls;
- 2) Strengthening the leadership potential and employment opportunities for girls and women;
- 3) Implementing legislation and building capacity for gender-mainstreamed policies

Within these achievements, the various pillars of the Montevideo Strategy are highlighted and applied within Anguilla's social, economic, political and cultural context.

In achieving women's physical autonomy, pillars include:

*Pillar #1 – Normative framework: equality and the rule of law*

*Pillar #6 - Communication: access to information and cultural change*

*Pillar #8 - Cooperation: towards democratic*

In achieving women's economic autonomy, pillars include:

*Pillar #1 – Normative framework: equality and the rule of law*

*Pillar #4 - State capacity-building and -strengthening: public administration based on equality and non-discrimination*

*Pillar #5 - Financing: mobilizing sufficient and sustainable resources for gender equality*

Below are details of the main actions carried out, specific examples, objectives of the action, its scope, the target populations and the results.

## 1) Implementing diverse measures to eliminate violence against women and girls:

*Women's Week pinpointed initiatives (Pillars 6 and 8):*

- During the 2016 annual Women's Week held in March, in recognition of International Women's Day, there was a focus on The Arts under the theme "Women in the Arts: Healing through Creative Expression."

This strategy includes cultural integration of song, dance, poetry, storytelling and other art forms to uplift women and men during moments of trial and in overcoming trauma and abuse.

The theme created a sense of community and solidarity with an emphasis on women being able to speak out against violence for countless girls and women in Anguilla who have been silenced.

Social media was heavily utilized as a locally-owned communications firm developed a strategy for Gender Affairs Anguilla's renewed Facebook presence and website creation.

Online followers for Gender Affairs Anguilla are currently at 600 persons. Increased engagement via "likes" occurs with posts concerning domestic violence outreach and women's empowerment (with up to 4,500 viewers per post).

- Regional collaboration occurred with St. Maarten as Mrs. Frances Bradley, a survivor of sexual abuse, held a multi-media exhibition of her life-size artwork series titled "Womanhood or Women's-Hurt." She also aired a documentary teaser and met with violence and abuse survivors in Anguilla for a total of 50 participants engaged. Participants included boys and men and challenged their thoughts about toxic masculinity.
- During the 2018 Women's Week under the theme "Women in Enterprising Endeavours," women in traditional businesses and social enterprise endeavours were highlighted from a cross section of Anguilla's community

Radio interviews were conducted with 17 women to inform the general public amount of their impactful initiatives in rebuilding a seniors citizens home after 2017's Hurricane Irma, starting an autism awareness society, operating a community educational space for adolescents, and building self-confidence in children and adults through dramatic arts.

One of the goals of this initiative was to encourage the positive development of the women recognised so that they would continue

implementation despite obstacles of funding, societal acceptance and lack of motivation.

- Utilising the momentum of the #metoo movement in the United States focused on ending sexual harassment and discrimination and the associated power dynamics, Gender Affairs Anguilla focused on raising awareness about sexual violence against women in all socioeconomic and professional levels of society.

As part of Women's Week 2019, Gender Affairs Anguilla and a number of local sponsors from private individuals, government entities and private organisations supported Ms. Drea Kelly, of the "Surviving R. Kelly" documentary, visiting Anguilla to raise awareness about the personal effects of domestic violence and promote resource development; including building Anguilla's first safe haven and women's centre.

*Creatively educating young women – face-to-face and via social media (Pillars 6 & 8)*

- Focusing on technological responsibility, "Young Girls Chats" and annual forums are held by Gender Affairs Anguilla in partnership with FLOW Telecommunications Company since 2015.

The sessions target teenage girls ages 13 – 17 to understand the dangers of using the internet and their technological responsibility to avoid sexting and other exploitative actions for girls.

They learned about the Criminal Code and Sexual Offences Act that prohibiting the sharing of inappropriate and offensive posts via mobile phone or via online social media such as WhatsApp.

Over the course of the sessions, there was a focus on the links between girl's self-confidence and self-respect and the likelihood of using technology in a sexually inappropriate manner. Roughly 300 girls from Form 4, 5 and 6 participated in the outreach.

- In 2019, Gender Affairs and the National Chronic Disease Unit of Anguilla partnered to begin bi-annual "Woman 2 Woman" targeted outreach series for women 18 and over to learn about their body and take control of their health. The first session integrated health and gender with a focus on rape, violence and anatomy. Approximately 65 women from age 18 – 65+ attended the inaugural session.

*Strengthening statistical knowledge of domestic violence reporting to inform services (Pillar 9)*

- The Ministry of Social Development liaised with the Royal Anguilla Police Force (RAPF) to receive data on reported incidents of domestic violence in Anguilla. The country's first Domestic Violence Act was passed in 2015 and the RAPF database allowed for Gender Affairs Anguilla to analyse data from 2012 to the present to consider trends in types of instance and relational affiliation.

This information was used as part of the "16 Days of Activism" social media campaign to raise awareness around the island about the facts of domestic violence crimes. Here are some of the statistics that were shared as part of the outreach:

In a 5-year period, reported incidents of Domestic Violence in Anguilla have more than doubled from 71 cases in 2012 to 148 cases in 2017.

44% of all reports of domestic violence and disputes in Anguilla are among those in a current/past boyfriend and girlfriend relationship.

During Anguilla's slow season between mid-August and early-November, there are higher spikes in disputes and violent incidences with roughly 40% of reports happening during this time of the year.

Since 2012 there is a 43% increase in reported domestic violence and domestic disputes incidents in Anguilla.

Domestic disputes in Anguilla has steadily increased with no decline since 2012 (from 194 incidents in 2012, 195 in 2013, 201 in 2014, 244 in 2015, 270 in 2016 and 340 in 2017).

In 2018, 1 out of 5 domestic violence incidents in Anguilla were between husband and wife.

- Anguilla currently does not have a support hotline, safe haven or women's centre to help address the needs of domestic or gender-based violence survivors.

Gender Affairs Anguilla has been working closely with a local non-profit organisation, formed in 2017 and known as Hats & Heels, to raise funds to support the establishment of a domestic violence hotline in Anguilla and a completely integrated approach to survivor support.

In 2019, UN Women supported the training partnership with Antigua & Barbuda's Directorate of Gender Affairs to begin the initial planning for a hotline



and subsequent assistance centre; based on Antigua's impactful model (Pillars 1, 8 and 4).

**2) Strengthening the leadership potential and employment opportunities for girls and women:**

*Governor's Initiative to engage Young Women Activists (Pillars 6 and 8)*

- Anguilla former and first female governor, Her Excellency Christina Scott launched The Governor's Young Women's Activist forums in collaboration with Gender Affairs Anguilla in 2015 during the 16 Days of Activism against Gender-based violence.

The forum targeting young women leaders (ages 18 - 40) who are involved in government or private-sector leadership roles, educational development and key endeavours to improve the plight and status of girls and women in Anguilla.

Session occurred on a quarterly basis over the course of three years (2015-2018) and many community initiatives were birthed from the supportive, encouraging and innovative environment created for women's ability to impact social and cultural issues facing the nation.

Topics of the sessions included an informal dialogue with female elected officials, addressing the issue of unsafe sexual practices among teenage girls, creating a foundation or entrepreneurial venture, reforming the educational system and other impactful topics.

Over 40 women were impacted by these sessions and many have since started national initiatives or organisations of their own geared towards aspects of community development.

*United Kingdom Gender Equalities Office (UK-GEO) collaboration*

- In strengthening leadership opportunities, Gender Affairs Anguilla took part in the UK GEO campaign "#inmywords" which focused on gathering the inspirational stories and personal thoughts on gender equality, women's rights and leadership and empowerment from women throughout the world.

Anguilla featured three women speaking about raising children as a single mother, operating an online blog and working in the field of national gender development.

The #inmywords initiative assisted in showing the important contributions made by women to our world society and the economy and allowed Anguilla to participate in that global conversation.

- In 2016, the Gender Development Coordinator of Anguilla participated in the UK GEO's Human Rights Conference in London, at the FCO Lancaster House. The conference allowed relationship-building and leadership expansion among gender counterparts and human rights professionals in the overseas territories.

Topics included the role of National Human Rights Institutions/Commissions in gender equality and the economic, political and social challenges surrounding achieving women's rights, safeguarding children and other human rights issues

#### *Collaborations with Civil Society Women's Organisations (Pillar 8)*

- Civil Society Organizations in Anguilla have taken a renewed focus in securing the holistic development of women from the launch of Anguilla's first branch of the Business and Professional Women's organization (BPW) in 2018 to the resurgence of the Anguilla National Council of Women (NCW) in 2019 as the umbrella organization and government liaison for all women's groups.
- Non-profit organisations and foundations are also being created to empower and uplift women and to provide resources for domestic and gender-based violence survivors, such as the Hats & Heels Foundation and the SAFE Domestic Violence hotline. There are also growing partnerships with local branches of international organisations, including Soroptimists International.

#### *Forming Innovative Entrepreneurial and Employment Avenues (Pillar 5)*

- Gender Affairs Anguilla assisted in establishing the "Get Small Entrepreneurial Training (SET)" programme and the Anguilla Youth Business Foundation (AYBF) through the Department of Youth and Culture Gender.

The entrepreneurship programme assists aspiring entrepreneurs ages 18-35 with training, mentorship, loans and grant opportunities to start their business. At least 50 women have completed the programme and many operate businesses today.

The associated professional development and business support of AYBF is accredited by Youth Business International (YBI).

Gender Affairs is integrally involved at the board level and on the Mentorship Committee.

- As a response to the 2017 passage of Hurricane Irma in Anguilla and the closure of many of Anguilla's hotel and resorts, a prime employer of women in Anguilla, the Minister of Gender at the time, Hon. Cora Richardson-Hodge and Gender Affairs Anguilla conceptualized a project to assist with women's employment.

It was estimated that 2,000 hospitality workers were unemployed – over 10% of the population- as a result of Hurricane Irma.

The “Women in Construction” programme focuses on developing women's skills in all areas of construction so they have the potential to be integral part of the continued rebuilding effort in all areas of construction and infrastructure development.

Initial meetings were held with Anguilla's contractors and construction company owners to ascertain their support for the project. Roughly 10 companies were interested in training women for skill development in tiling, plumbing, electrical, heavy equipment operation, painting and block work.

The programme received funding through an OCTA Innovation grant as a European Union project to assist in the Caribbean region, through the Anguilla Department of Youth and Culture.

### **3) Implementing Legislation and Building Capacity for Gender-Mainstreamed Policies**

#### *Developing a National Gender Policy and Action Plan (Pillar 1)*

- In 2019, UN Women facilitated a Gender Action Plan and National Gender Policy workshop with Gender Focal Points (GFPs) in various government departments in Anguilla. The workshop allowed individual to begin a gender analysis of departmental policies and procedures.

GFPs were represented from Departments of Inland Revenue, Physical Planning, Immigration, Labour, Treasury, Public Administration, Lands & Survey, Environment, Disaster Management, Probation, Social Development, Health Protection, Youth and Culture, Radio Anguilla and the Royal Anguilla Police Force.

Participants identified four issues of current national importance that should be addressed in a National Gender Policy including: 1) Health Care Redevelopment, 2) Citizen Security Measures, 3) Human Trafficking and Migration Concerns and 4) Economic/Financial Stability

This capacity-building exercise assists Gender Affairs Anguilla in creating a strategic plan, preparing for community consultations and considering key issues in achieving gender equality that need to be addressed nationally.

A Gender Policy committee will be formed composed of the Ministry of Social Development and Community Services Planner, along with male and female representatives from women's, community and youth organisations.

#### *Collaborating on Parliamentarian and Civil Society Organisation Training (Pillar 1)*

- In 2016, UN Women conducted two sessions in Anguilla involving intersectionality training for Parliamentarians and workshops on the importance of legislative networking and advocacy for Civil Society Organisation members and the Anguilla Chamber of Commerce and Industry.

Participants learned how to effectively interact with policy leaders in order to advocate for needed legislative changes and explored intersectionality and how race, sex, ethnicity and socio-economic status, among other factors, affect our life experiences and world view. Approximately 40 people participated in the sessions including government Ministers and Permanent Secretaries.

#### *CEDAW Extension and Reporting (Pillar 1)*

- CEDAW was extended to Anguilla in March 2016 under the leadership of Anguilla's first female Governor, Her Excellency Christina Scott. The Gender Development Coordinator and Minister for Gender Affairs at the time, Hon. Cora Richardson-Hodge attended the Commission on the Status of Women (CSW) and received the extension instrument.

A subsequent report on CEDAW progress was submitted to the UK in 2017 with the following highlights:

- Tackling discrimination and advancing gender equality (Articles 1-4)

### Article 1

The Anguilla Constitution Order 1982, Section 13 subsection 3 provides protection from discrimination on the grounds of race, place of origin, political opinions, colour, creed or sex.

### Article 2

The Government of Anguilla passed into law the Domestic Violence Bill in 2015. The Act provides greater protection for victims of domestic violence by empowering the Court to grant a protection order and for other related matters.

### Article 3

The Constitution of Anguilla Chapter 1 protects fundamental rights and freedoms as described as in 18 points: 1. Fundamental rights and freedoms of the individual 2. Protection of right to life 3. Protection of right to personal liberty 4. Protection from slavery and forced labour 5. Protection of freedom of movement 6. Protection from inhuman treatment 7. Protection from deprivation of property 8. Protection from arbitrary search or entry 9. Provisions to secure protection of law 10. Protection of freedom of conscience 11. Protection of freedom of expression 12. Protection of freedom of assembly and association 13. Protection from discrimination on the grounds of race etc. 14. Derogations from fundamental rights and freedoms 15. Protection of persons detained under emergency laws 16. Enforcement of protective provisions 17. Declaration of emergency 18. Interpretation and savings.

### Article 4

The Government of Anguilla appointed a Gender Development Coordinator in January 2014 with key duties to assist in the Development and implementation of a National Gender Policy, support the strategic policy development of gender affairs, including policy research, analysis, policy recommendations and gender mainstreaming, promote gender awareness and planning in the development of government policies, programmes and projects across all sectors and liaise with various local, regional and international partner agencies such as OECS, CARICOM, UNWomen, UNFPA, CEDAW reporting etc. in relation to gender affairs matters in Anguilla and to identify in-service education and staff development activities to promote growth and development of junior staff at Gender Affairs Anguilla.

- **Political and public life (Article 7)**

Anguilla was granted universal adult suffrage in 1952 as part of St. Kitts-Nevis-Anguilla. This means that every citizen of Anguilla, 18 years or older, is entitled

to cast his/her vote in all national elections. Prior to 1952, there was only limited franchise with only men in a particular class having the right to vote.

Women therefore have been actively involved in politics in Anguilla since 1952, including leading the struggle for Anguilla's freedom and self-rule. On 26 February 2010, Barbara Webster-Bourne became the first woman to be elected to the position of Speaker of the House of Assembly.

Four female candidates - three lawyers, Palmavon Webster, Cora Richardson-Hodge and Kristy Richardson-Harrigan, and one senior retired public servant, Evalie Bradley contested the 2015 elections. Webster, Richardson-Hodge, and Bradley were all victorious in their specific districts, representing the first return of elected women representatives in 30 years.

- **Nationality (Article 9)**

Anguilla as a British Overseas Territory is still governed by the British Nationality Act 1981

- **Employment (Article 11)**

A modern Labour Code is being developed and implemented for Anguilla.

- **Equality in marriage and family law (Article 16)**

Over the past five (5) years the Ministry of Social Development (MSD), Government of Anguilla has focused on activities and outputs around Safeguarding Children in Anguilla and Breaking The Silence on Child Abuse.

With grant funding from the United Nations Children's Fund (UNICEF), MSD has reached out to various populations at the national level, including Children, Parents, Professionals and Practitioners, the Spanish-Speaking Community; The Public.

It was in this context that the Safeguarding Children in Anguilla Project Team focused on Anti-bullying as part of a bid under UNICEF's Follow up To the Break the Silence Campaign. Additionally, officials from the Department of Education cited that bullying was becoming a growing problem.

The launch of the National Anti-bullying Campaign Initiative (N.A.C.I.) occurred locally on Anguilla in November 2015. As recent as 2018, training for safeguarding children has occurred through the Stewards of Children: Darkness to

Light programme as organized by the Social Development Planner of the MSD and key supporters including UNICEF and the Anguilla Red Cross.

*Sexual and Reproductive Health Policy and Outreach (Pillars 1 and 4)*

- The initial development of Anguilla’s Sexual and Reproductive Health (SRH) Policy, led by the Ministry of Health and Social Development and Health Authority of Anguilla, began in December 2016 with the first stakeholder consultations and second round of consultations in June and July 2018. The policy is currently in a final draft and is expected to be approved in 2019.

The initiative was funded by the Government of Anguilla in collaboration with UNFPA and PAHO, with a key goal of the policy to provide a framework for the provision of accessible and high quality comprehensive Sexual and Reproductive Services and programmes for all persons in Anguilla to enable them to attain their sexual and reproductive rights and goals safely.

A situational analysis via SRH indicators and observational research at SRH clinics throughout health centres in Anguilla determined the need for such a policy. The findings included: needing better guidelines for care, having more client-centered services, improved coordination between SRH programming and delivery and further outreach to vulnerable populations and clients with potential cultural, language and religious barriers.

- In 2019, Gender Affairs Anguilla participated in the 2<sup>nd</sup> Bi-annual Regional Forum for the Sustainable Development Goals “Agenda 2030: Prioritizing Investment in Health and Gender Affairs” sponsored by UNFPA, ParlAmericas and the Nevis Island Administration. The Permanent Secretary of Gender and Anguilla’s Chief Medical Officer also benefited from the capacity-building exercise.
- Gender Affairs Anguilla and the Anguilla Community Action Network (ACAN), an organisation focused on HIV/AIDS awareness and education and most recently, breast and prostate cancer prevention, have held numerous forum since 2014.

The most recent forum focuses on “Couples Sexual Health” and invites men and women to discuss how chronic diseases affect sexual desire, frequency and feelings of inadequacy and the breakdown of intimacy.

An additional goal of these sessions is to understand one of the dynamics of infidelity and support the strengthening of families through sexual health-related communication and understanding.

## The 10 Pillars and Anguilla’s Progress

The progress made, and challenges faced, in the various areas of the 10 pillars for implementation of the Montevideo Strategy is outlined below and in the attached spreadsheet.

PILLAR	FOCUS	PROGRESS/CHALLENGES
1	Normative framework: equality and the rule of law	<p>-Gender Affairs has utilized various regional and international commitments to ascertain areas of strengths and needed improvement for Anguilla.</p> <p>-CEDAW reporting was submitted in 2017 and plans for a National Gender Policy and Action Plans are underway following 2019 training by UN Women.</p> <p>-Programmes for boys and men to help achieve gender equality occur at least bi-annually during the Gender Affairs Anguilla’s Men’s Week and 16 Days of Activism.</p>
2	Institutional architecture: multidimensional and comprehensive gender equality policies	<p>-Gender Affairs Anguilla realized a first step in mainstreaming gender in budgeting by receiving a specific line item in government’s budget starting in 2016. Delineated as “Gender Affairs and Human Rights.”</p> <p>-Having women’s rights bodies in various departments/agencies on all levels has presented a challenge as Gender Affairs Anguilla is the only government-based machinery for women’s advancement in the highest level of institutions.</p> <p>-There are currently no permanent mechanisms to resource the further development of gender equality across the society. Gender Affairs human resources are severely under staffed.</p>
3	Popular and citizen participation: democratization of policy and society	<p>-Gender Affairs Anguilla strives to support women’s leadership in organisations and to promote youth leadership.</p> <p>-Outreach to rural and migrant women, those with disabilities and those living with HIV/AIDS have occurred through government and community partnerships with the Department of Social Development and Anguilla Community Action Network (ACAN).</p> <p>-Efforts to foster online participation for all voices on</p>



		<p>Anguilla to be considered are not an intended strategy utilized. However, community members utilize online platforms to express their views about various aspects of Anguilla’s society.</p> <p>-The current Gender Affairs budget does not allocate sufficient budget resource for civil society organisations to promote gender equality and mainstreaming projects.</p>
4	State capacity-building and -strengthening: public administration based on equality and non-discrimination	<p>-Gender Affairs leads or participates in training and ongoing education for cross-sectoral gender policy development including:</p> <ul style="list-style-type: none"> <li>- Collaborations with UN Women for Gender Focal Points (2019), Civil Society members (2016), Police and first-responders (2016 &amp; 2019) and Parliamentarians (2016). Topic themes include Intersectionality, SDG Implementation, National Gender Action Plans and Policies, and Domestic Violence legislative concerns.</li> <li>- Collaboration with University of the West Indies Open Campus in Anguilla (UWI) in Post-disaster Stress and Domestic Violence awareness (2017), training of Community-based workers for participatory learning and action outreach (2018) and Eliminating Violence Rally (2016).</li> </ul>
5	Financing: mobilizing sufficient and sustainable resources for gender equality	<p>-Gender Affairs Anguilla is beginning costing exercises in order to facilitate completion of the National Gender Policy and establishment of a National Gender Resource Center for all community members.</p> <p>-Despite awareness trainings at the Parliamentarian, Permanent Secretary and Heads of Department levels, financing for gender equality is not at a sufficient or sustainable level. The total integration of a gender perspective in budgeting, financing and economic development is not paramount for the current national leadership.</p> <p>-Gender Affairs has received sponsorship and donations from private business, the corporate sector and individuals. Many of them contribute to financing women’s entrepreneurship and eliminating violence against women and girls.</p> <p>-Gender impact assessments of policy before and after implementation are not commonplace in Anguilla yet and no consideration of national tax collection to support gender policies has been considered.</p> <p>-Gender Affairs Anguilla agrees with regional counterparts that there is a need to allocate sufficient financial resources for human resource and institutional capacity-building and strengthening toward gender equality.</p>

6	Communication: access to information and cultural change	<p>-Communication plans have been designed and implemented through outsourcing with a private company. A redesigned logo, website page, Facebook page and marketing campaign during key times during the year (Women’s and Men’s Week and the 16 Days of Activism has proved successful).</p> <p>-Online followers for Gender Affairs are currently at 600 persons. Increased engagement via “likes” occurs with posts concerning domestic violence outreach and women’s empowerment (with up to 4,500 viewers per post).</p> <p>-Communication strategies are catered to specific audiences and online campaigns are in the beginning stages of being assessed with quantitative and qualitative data.</p>
7	Technology: towards e-government and innovative and inclusive economies	<p>-There are no known assessments of technologies for women’s health, harassment, violence, on indigenous communities, natural resources and production that are taking place in Anguilla.</p> <p>-Gender Affairs Anguilla is not aware of E-government policies that are being implemented or assessed for gender sensitivity.</p> <p>-Gender Affairs Anguilla participates annually in developing programming for Girls in ICT Day and has supported the “Girls Get Tech” camp through the TVET programme, Anguilla Community College and CDB grant.</p>
8	Cooperation: towards democratic	<p>–The island of Anguilla has not produced a strategy or plan to address transnational issues including migration, organized crime, smuggling, trafficking, drugs, climate change.</p> <p>-The Royal Anguilla Police Force has oversight over matters pertaining to organized crime, smuggling and drugs.</p> <p>-At the moment Anguilla does not have a policy or action plan pertaining to trafficking but this is an area that Gender Affairs Anguilla is interested in assisting with, including its link to women and migration.</p> <p>-Great regional collaboration around these issues is welcomed by Gender Affairs Anguilla.</p>
9	Information systems: transforming data into information, information into knowledge and knowledge into political decisions	<p>–Anguilla has a national statistical system operated by the Anguilla Statistics Department. The majority of their data is disaggregated by sex and age but not by race and socioeconomic status.</p> <p>-There is currently no published data from a gender</p>

		<p>perspective and no known developed instruments to measure gender inequalities.</p> <p>-The Royal Anguilla Police Force collects data on domestic violence incidents and shares the information with Gender Affairs Anguilla and the Ministry of Social Development.</p> <p>-Data on sexual and reproductive health was collected by Anguilla’s Health Planner and key partners in order to facilitate a draft Sexual and Reproductive Health Policy. A gender perspective was integrated into the consultation and review process.</p>
10	Monitoring, evaluation and accountability: guaranteeing rights and transparency	<p>-There are currently no specific monitoring systems of laws, policies, etc. on gender equality goals in Anguilla.</p> <p>-Gender Affairs Anguilla supports the strengthening of national accountability methods on gender that are cross sectoral and integrated into all government Ministries.</p> <p>-Gender Affairs Anguilla has complied with CEDAW reporting and given broad information, to the extent possible, to also comply with all regional reporting; including detailing obstacles.</p> <p>-Civil society members and women’s organization are included in all relevant communications coming from Gender Affairs Anguilla and are also encouraged to dialogue via email, phone, social media or in-person in order to strengthen their ability to promote gender equality accountability.</p>

## Navigating Challenges

In order to eliminate the structural challenges of gender inequality in Anguilla, as identified in the Montevideo Strategy, three recommendations include:

- 1) *Strengthening the human resource capacity of Anguilla's gender machinery:* Staffing and human resource capacity for gender mainstreaming and implementation in Anguilla is limited. A Gender Affairs Unit with more than just one staff member (Gender Development Coordinator) must be established. A job description for an additional position, Gender Development Officer has been requested annually since 2015 and each year is not approved. The national gender machinery is ill-equipped to progress mainstreamed gender development for the island without the proper human and financial resources.
- 2) *Ensuring that legal and policy reforms receive consideration of gender assessments and budgeting:* There is a need for Anguilla to review the national laws and ministry and department- wide policies with a “gender lens,” implementing sound strategies for conducting a gender analysis and for gender-responsive budgeting processes, to start. In regards to legal reform measures for eliminating violence against women and girls, a comprehensive review of the current Domestic Violence Act and other criminal legislation is needed. There may be gaps in addressing the now broadened definition of rape, defining indecent assault and addressing ways to combat the “grooming” of young girls, and boys, by implementing harsher perpetrator penalties. We must ensure that any law or policy reforms are gender inclusive and swift enough to address the growing national concerns over personal safety.
- 3) *Linking gender affairs investment to national economic development:* The challenge of understanding the role and impact of national gender machineries on the economic prosperity of a nation is a concern in Anguilla, around the region and most likely throughout the world. The cross-cutting nature of gender affairs is as simple as understanding that men and women – humankind – operate the services and institutions that create surpluses or deficits. If each sex has the equal opportunity to operate in his or her knowledge, skills and abilities, free from harassment, discrimination and related barriers, this will transfer into a more integrated and optimised society; inevitably leading to social, cultural, political and economic prosperity. It is a challenge to gender bureaus and to those integral to the process of building the gender agenda to strive to make these connections as clear as the bottom line or a profit statement.

## **Acknowledgments**

On behalf of the Minister of Gender, Hon. Evans McNeil Rogers and the Permanent Secretary of Gender, Dr. Bonnie Richardson-Lake, it is my pleasure to report on Anguilla's successes now that Gender Affairs in Anguilla has operated for 5 years; since January 2014. Gender Affairs Anguilla's Gender Development Coordinator is committed to planning, developing and coordinating national policies, programmes and activities focused on effecting gender equality throughout Anguilla. Through pinpointed initiatives, to promote knowledge, awareness and individual and community actions, we have had impactful successes. There are challenges to overcome but with the increasing regional and international focus on the importance of integrating gender equality into all areas of national development, resource mobilization is inevitable.

Gender Affairs Anguilla would like to thank the efforts of UN ECLAC, UN Women, CDB, CARICOM, CARIWA, Government of Anguilla, our regional counterparts and all international and regional entities that have supported gender development in Anguilla. Within Anguilla, collaborations with government departments such as the Department of Youth and Culture, National Chronic Disease Unit, Labour Department, Department of Disaster Management and the Social Development and Community Services Planners are invaluable. Special thanks are given to Principal Assistant Secretary Kenneth Hodge for the preparation of the 2017 CEDAW report and Health Planner Rochelle Rogers for detailed information on the Sexual and Reproductive Health Policy.

Gender Affairs Anguilla's strength is in the commitment of community supporters such as the Anguilla Community Action Network, University of the West Indies-Open Campus, Anguilla National Council of Women and countless others. Thank you to private industry and the business community including the Anguilla Chamber of Commerce for assistance. Gender Affairs Anguilla looks forward to impactful programming for the upcoming Men's Week and 16 Days of Activism against Gender-based Violence, in addition to a robust 2020 and beyond.