



WOMEN'S PARTICIPATION IN PUBLIC LIFE AND DECISION-MAKING AND WOMEN'S ECONOMIC EMPOWERMENT IN GRENADA

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**The National Machinery for Gender
Equality and Women's Empowerment**



Introduction

- ▶ Women in political leadership and leadership/management of the Central Government has reached gender parity.
- ▶ There is a widely-held view that women are doing better than men economically, but indicators show otherwise.
- ▶ Shining a light on the reality is necessary for the appropriate actions to be taken.

Section 1

»» Participation in Public Life and Decision-Making



Highest Levels of Decision – making

Progress made, without temporary special measures:

- ▶ Governor General, first woman to be Head of State since independence (appointed 2013);
- ▶ Lower House of Parliament: 47% are women.
- ▶ Upper House of Parliament: 31% are women, 2 of whom are young women
- ▶ Cabinet: 7 Females and 8 Males, plus male Prime Minister
- ▶ Women hold positions of:
 - Secretary to the Cabinet – Head of the Public Service;
 - Accountant General – Head of the Treasury;
 - Ombudsman



Parliament

	2013			2018		
	# of Females	# of Males	Percent female	# of Females	# of Males	Percent female
Governor General	1	0	100%	1	0	100%
Senate (Upper House)	2	11	15%	4	9	31%
Representatives (Lower House)	5	10	33%	7	8	47%

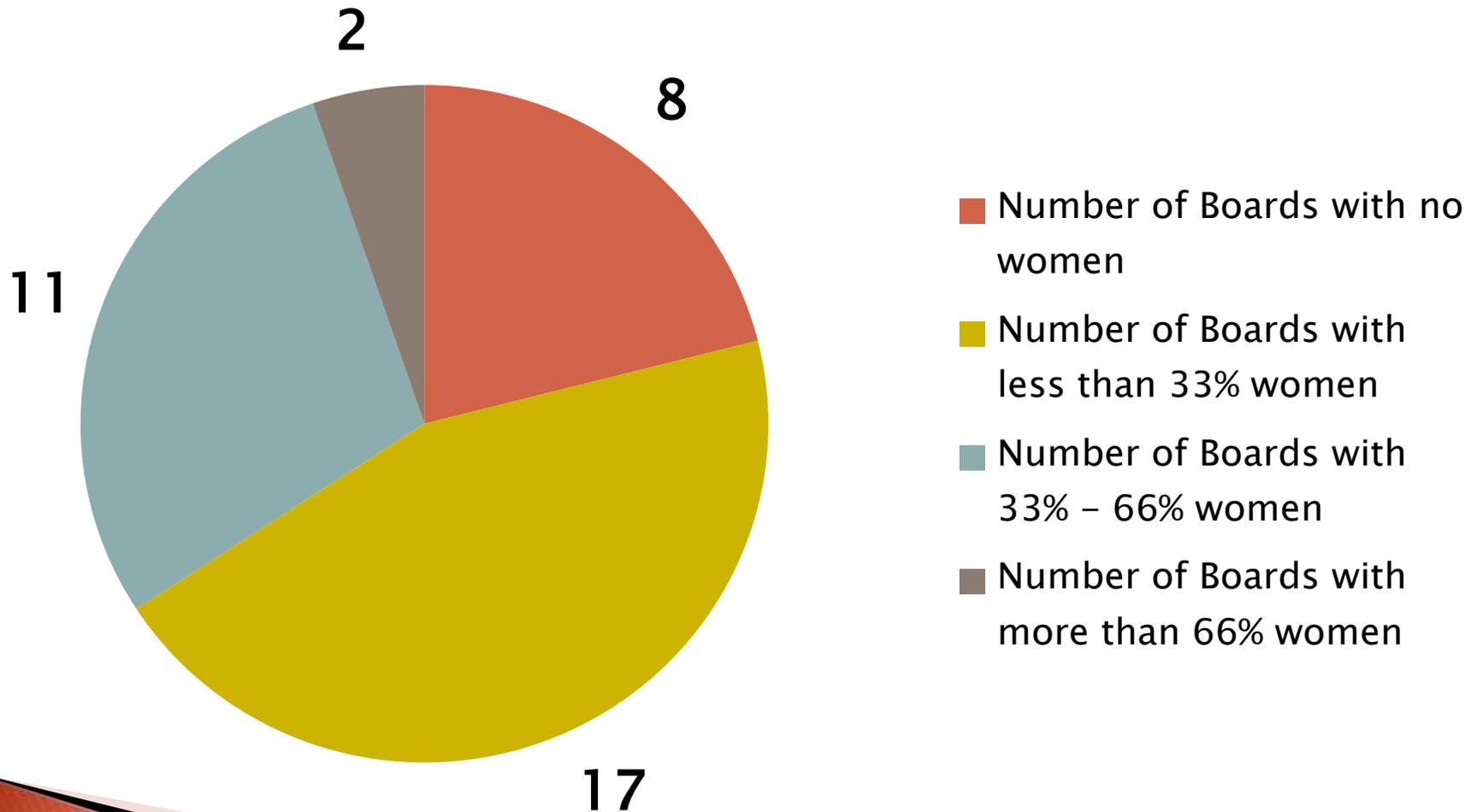


ADMINISTRATION

- ▶ Senior Managers Board (Feb 2019) has 20 females and 14 males (59% females and 41% males)
 - Permanent Secretaries: 15 females, 8 males
 - Heads of Non-Ministerial Departments: 5 females, 6 males
- ▶ 38 Statutory Bodies and Boards
 - Chairperson of 28% were women
 - 68 of the 286 members identified by name (23%) were women
- ▶ The situation in the Private Sector, Trades Unions, etc, needs assessment.



Number of Statutory Bodies and State Boards, by Proportion of Women





CHALLENGES FACED

- ▶ Keeping the gains of having women in critical mass and gender parity in high office.
- ▶ Helping women in public life cope with the challenges and addressing the unequal level of social pressure imposed on women in public life.
- ▶ Establishing programmes for ensuring that the presence of women in leadership is not treated as the end of efforts to address women's autonomy nationwide, and ensuring that both women and men are held accountable for gender equality, women's empowerment and social justice at all levels of society.

SECTION 2

»» Economic Empowerment



Profile

- ▶ “Women remain underrepresented in the labour force compared to their male counterparts.
- ▶ Youth unemployment is high for both men and women, but strongly higher for young women.
- ▶ Strong education rates for women in the tertiary sector do not seem to translate into strong labour force participation rates.
- ▶ A larger share of women wage earners earn in the lower wage classes; the reverse is true in the upper wage distributions.
- ▶ Unusually, the proportion of part-time work is the same for men and women.
- ▶ The workforce in Grenada is structured by sex stereotyping and gendered labour segregation.
- ▶ Men are disproportionately concentrated in the agriculture sector, and both men and women in the service sector.”

“Analytical Report on the Status of Women and Men in Dominica, Grenada, and Jamaica Through A GEI Lens” produced for UN Women and CARICOM in partnership with the National Statistical Offices. Analysis for Grenada was based on 2013–2016 data.



Other evidence from LFS 2017

- ▶ More men than women were self employed:
 - 85% of all the self employed with employees: From 2014, the number of men increased, but dropped for women.
 - 58% of those without employees: It increased for women by a larger number than for men over 2014.
- ▶ More men in all income groups, except those earning less than \$800 per month.
- ▶ Of the unemployed persons who stated how long they were seeking jobs, a larger number of women were seeking for over 6 months esp. more than 1 year.



Women in Agriculture

- ▶ 29% of all farmers were women.
- ▶ Women owned or controlled 25% of all parcels of land in agricultural use.
- ▶ Female farmers had significantly smaller farms than male farmers.

A Gender Thematic Analysis (2015) of the Grenada Census of Agriculture (2012) shows gaps



Related issues

- ▶ Safety Nets
 - More women on the Conditional Cash Transfer Programme, SEED (69%)
 - More young women in main Job Training Programme, New Imani (79%), and many repeat cycles
- ▶ Social Security (NIS 2018)
 - More women contributors overall (unlike employment rates)
 - More women contributors in lowest income bracket (less than \$1000 per month)
 - Males collected a larger share of the long term benefits, especially Age Pension
- ▶ Many men enter expanding, technical fields of work without prior training, and earn comparably decent wages. Few women have this privilege.
- ▶ Demands are increasing for certification of workers in the care sector, with no similar wage adjustments.



Barriers to women's access to certain jobs

The Labour Code prohibits discrimination but barriers exist. Reasons for women's lower economic empowerment include:

- ▶ **Stereotypes** regarding gender roles which impact on women's, men's and employers' perceptions of suitable jobs and tasks for women vs. those for men.
- ▶ **Discrimination** related to women's reproductive and family/caregiving responsibilities.
- ▶ Employers' **reluctance to make adequate provisions** for male and female employees, such as toilet facilities.
- ▶ **Lack of public transportation** throughout the country during the night, given the ever-present **threat of sexual abuse** and other forms of violence against women and girls.
- ▶ The potential for **sexual harassment**, with a higher risk in male dominated workplaces.



Recent/Current Initiatives

- ▶ Women in Skills and Empowerment (WISE) Programme which trained unemployed and under-employed women. Being revised into a mainstreaming approach.
- ▶ Initiatives led by various entities: Girls in ICT Day, e.g. Robotics competition (NTRC); World Ozone Day on Women in Refrigeration and Air Conditioning (Energy Unit), and sensitization of Building Contractors (BNTF).
- ▶ Focus for International Women's Day 2019: Reducing the sexual division of labour by promoting women's involvement in non-traditional fields of training and employment. This highlighted ways to correct women's triple trouble (high unemployment, low wages and declining sectors).
- ▶ Ratification of ILO C189 on domestic workers.



Priorities

- ▶ Address gender-based violations of the Employment Act and Minimum Wages Order, such as in the care industry;
- ▶ Review legislation and mechanisms to uphold the rights of unorganized categories of workers;
- ▶ Address sexual harassment in the workplace;
- ▶ Scale up efforts to eradicate sexual violence;
- ▶ Reduce the sexual division of labour;
- ▶ Provide gender-responsive career guidance and learning opportunities to students at all levels of the education system;
- ▶ Make job training/apprenticeship programmes and entrepreneurship programmes gender responsive;
- ▶ Develop an Equal Opportunities Policy.
- ▶ Increase capacity to collect, analyse, disseminate & apply gender statistics.



Challenges

- ▶ There is little evidence that the statistics were used to guide design and implementation of projects and programmes.
- ▶ In the patriarchal context, statistics are often interpreted, or selectively applied, to minimize the problems facing women and amplify those facing men.
- ▶ Relatively quiet NGO sector.
- ▶ Low status and limited capacity of Gender Machinery.
- ▶ Slow implementation of policies aimed at transformation.



Conclusion

- ▶ **Women in Grenada have taken their place at the decision-making table in State Leadership.**
- ▶ **Despite perceptions, women are not doing well economically. Therefore, economic empowerment of women is gaining a spot as a national priority.**
- ▶ **There are gaps to fill and gains to protect.**
- ▶ **According to the International Soca Monarch, we must pick this up, we'll "grab it" and we'll "run with it".**



Thank you!