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**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**

**SAINT CHRISTOPHER AND NEVIS**



**Government of Saint Christopher and Nevis**

**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**

**The Federation of St. Christopher and Nevis  
(October 2016 to May 2019)**

May 2019

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## Introduction

The spirit of the Montevideo Strategy is embodied in the development of public policies and measures which the Government of St. Kitts and Nevis works towards; and in particular the right to a life free from violence and discrimination, the provision of sexual and reproductive health services, programmes for teenage mothers; human rights, education; and social protection measures amongst others. Government programmes exemplify a number of pillars of the Montevideo Strategy; through measures for the empowerment of women and girls which include, but are not limited to equality and rule of law, institutional architecture, capacity building and information systems. The design and implementation of public policies is also guided by international agreements, i.e. the articles contained within the Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW); the Sustainable Development Goals; and the Beijing Declaration and Platform for Action. The Department of Gender Affairs has major responsibilities for raising awareness; monitoring and improving the status of women and girls in the country through the implementation of a number of International Conventions and declarations; as well as the Constitution of Saint Christopher and Nevis which speaks to equality between men and women. Interventions create safe and supportive environments; mainstream gender equality and women's rights in national development plans; as well as continued implementation of training.

### 1. Three main achievements regarding the standard on the autonomy and the adoption of the Montevideo Strategy in 2016

The Government of St. Kitts and Nevis has worked diligently to accomplish a number of achievements in relation to women's autonomy and gender equality. Much has been achieved in the area of public awareness and education with regard to the prevention of violence against women; gender sensitization, gender equality and the formal recognition of the contribution of women to society.

#### Gender Sensitization

'Gender mainstreaming' is a strategy embraced by the Government, and is an important initiative that promotes gender equality within institutions when planning actions such as policies and programmes. The implications and interests of men and women are considered in order to address unequal social structures. In 2016-2017 the Department of Gender Affairs received funding from the Basic Needs Trust Fund for a Gender Sensitization Project designed to provide the wider society with a more sophisticated understanding of gender; to improve gender mainstreaming in the public sector, and to enable the private sector to address and provide more substantial reporting about gender-related issues. Deliverables from this project included the creation of three sector specific training guides and a manual for use with adolescents, the private sector and focal point units within the public sector. Subsequently, 116 focal points across St. Kitts and Nevis in the private and public sectors, and civil society were trained. Further gender sensitization training sessions were carried out in St. Kitts in Nevis in July and August 2018 respectively. Gender sensitization training continues to be delivered through the Departments of Gender Affairs on St. Kitts and Nevis.

### Increased measures to address violence against women and girls

Domestic violence is the most common form of gender-based violence which predominantly affects women and girls. Within the Federation of St. Kitts and Nevis a number of institutions and agencies are involved in service provision to victims of domestic violence. Incidents may be reported to various avenues, e.g. the Department of Gender Affairs, Royal St. Christopher and Nevis Police Force (Special Victims Unit), Magistrate Court, Ministry of Health, and Ministry with responsibility for Social Services. Data from the Special Victims Unit of the Royal St. Christopher and Nevis Police Force showed that in the period 2016 and 2017<sup>1</sup> women represented over 80% of reported incidents; and younger women in the age range 18-30 years were represented in greater numbers than women aged over 30 years, at 78% and 55% (see Figures 1 and 2 at Appendix 1).

The 16 Days of Activism Against Gender Based Violence (25 November to 10 December) is a global campaign observed annually by the Department of Gender Affairs, with many public awareness events and activities. In 2018 the campaign was officially opened with formal addresses from the Ministers with responsibility for gender affairs on both islands. The Department of Gender Affairs enjoys good collaborative working relationships with all sectors and is able to tap into existing groups and audiences to disseminate information to the wider public. For example, the St. Kitts Christian Council; and Evangelical Association were invited to deliver island-wide, through their member churches, a sermon with the focus on all types of violence, particularly against women and girls while drawing links to human rights on 25 November. The Department of Gender Affairs also tapped into the existing listenership of local radio to educate the general public on matters of domestic violence and signpost to agencies where help is available. The popular call-in radio programme was broadcast at the weekend and featured guest panellists from the Department of Gender Affairs, Special Victims Unit of the Royal St. Christopher and Nevis Police Force and the National Men's Council. The reality of domestic violence was delivered into the homes and minds of the nation through the media via a series of animations portraying various scenario such as abuse of elderly and disabled which were broadcast during peak viewing hours. During this period the message was also delivered in schools via educational talks. Collaboration with the Ministry of Education resulted in the involvement of primary school children in public service announcements to condemn domestic violence and support a kinder, gentler society; and secondary school children in public awareness raising activities, such as marches and street theatre. Gender sensitisation programmes relating to gender based violence facilitated by the Department of Gender Affairs includes seminars, dramas, interviews etc. Seminar topics presented and discussed included addressing generational attitudes, understanding the economic impacts on society, gaining power to change; abuse of men, and empowering communities.

The development of the Domestic and Sexual Violence Complaints and Response Protocol was a significant achievement, which was made possible through the Government of St. Christopher and Nevis, in partnership with the Pan American Health Organisation (PAHO) and the United Nations Development Fund for Women (UNIFEM). The Department of Gender Affairs has responsibility for the protocol, which formally sets out the roles and responsibilities of the key agencies involved in service provision. The protocol, conceptualized in 2009, approved by Cabinet on 26 March 2018, and officially launched in November 2018, is a comprehensive tool which establishes quality standards

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<sup>1</sup> Reporting for 2017 is an incomplete year, and represents January to November 2017 only

and utilizes a human rights based approach. Training for key stakeholders in the use of the Domestic Violence Protocol is part of the implementation process scheduled in June 2019.

#### St. Kitts and Nevis National Gender Equality Policy and Action Plan

The need for the development of a National Gender Policy to assist with the mainstreaming of gender in all sectors of government and civil society was highlighted in the findings of the Country Gender Assessment (2014). Some delay in the acquisition of funding for a national Gender Policy was experienced due to Government austerity measures. However, following submission of a proposal to UNESCO by the Department of Gender Affairs, funding was approved in 2018. The Department of Gender Affairs is the official implementing agency for the St. Kitts and Nevis National Gender Equality Policy and Action Plan (GEPAP). The general objective of the Gender Equality Policy is to provide an institutional framework, an important tool that will assist the government of St. Kitts and Nevis in facilitating gender equality and empowerment, in keeping with the Sustainable Development Goals and other international instruments to which the state is a signatory. The policy will ensure that men and women have equal access to resources, participate equally in every area of national endeavor, and that cultural barriers to the realization of equality are addressed.

Formally launched in November 2018, the GEPAP is guided by a Multi-sector Steering Committee. The project is of 12 months duration and is expected to conclude in December 2019. The project involves widespread consultations, public awareness and advocacy activities, including the collection of qualitative stakeholder data through discussions, focus groups and roundtable meetings which form a significant component of the process. The target groups include women's and men's organisations, public and private sectors, non-governmental, community, and faith-based organisations; civil society, the media, and female-headed families. All participating agencies and the wider community are encouraged to become involved and take ownership of this very important national initiative.

## 2. How the Montevideo Strategy has been useful for designing and implementing public policies to ensure gender equality and women's autonomy and rights

The Government of St. Kitts and Nevis is committed to the implementation of policies that realise gender equality and the empowerment of women and girls. The Department of Gender Affairs is a unit within the Ministry of Community Development, Gender Affairs & Social Services. The Department has major responsibilities for raising awareness; monitoring and improving the status of women and girls in the country through the implementation of a number of International Conventions and declarations; as well as the Constitution of Saint Christopher and Nevis which speaks to equality between the National Gender Policy, the empowerment of women and girls, the reduction of all forms of gender based violence, poverty elimination, governance and democracy, and programmes for men and boys. The examples below describe how the Montevideo Strategy has been adapted given national context and priorities.

### Teenage Mothers

Data obtained from the Ministry of Health reveals that teenage mothers represented 12.2% of live births in the time frame 2016 to 2017. During the period 2016 to 2018 there were a total of 216 births to teenage mothers, 10 of which were under the age of 16 years. Teenage mothers in particular face multiple forms of discrimination and are negatively impacted by social and economic risks, e.g. lack of sexual education, early exposure to sexual activity and lack of life skills. Early pregnancy often disrupts education and entry to the labour market, and the possession of minimal skills limits earning potential. Data suggests that early pregnancy is often the start of a cycle of poverty. Pregnant teenagers are a cohort who have been identified as an at risk group that require support. The birth rate to teenage mothers has steadily declined, and fell from 95 births in 2016 to 54 births in 2018; a fall of 43% (see Appendix 2).

The 1997 Cabinet policy decision which clarified the right of student mothers to continue their education led to the establishment of Project Viola in St. Kitts (2002) and the 'Second Chance Teen Mothers Program' in Nevis (2007). These longstanding programs, run by the Departments of Gender Affairs cater to school girls aged 14-19 who become pregnant; and aims to provide an enabling environment in which teenage mothers can complete their secondary education. Program activities include workshops on parenting skills and professional development, career exposition and financial assistance to facilitate educational advancement.

With support from the Basic Needs Trust Fund, a project was implemented in 2016 to 2017 to enhance the structures and programming of Project Viola. A project manual and handbook was developed and issued to school principals to ensure that they are guided by the process. Social assistance is provided to remove financial barriers to education, e.g. cost of day care for babies, extra tuition, books and uniforms. Support for teenage mothers through the Project Viola and Second Chance Teen Mothers Programmes, run by the Department of Gender Affairs, St. Kitts and Nevis, respectively, are two of the most significant poverty reduction initiatives, which have had long lasting and far reaching effects.

Job attachments have facilitated teen mothers' entry to occupations that they aspire to; one such student with an interest in nursing was attached to the general hospital and secured employment at the hospital in the interim. Other students acquired experience in reception work (7 girls), secretarial, accounting and catering occupations. Successful job attachments have led to full-time and part-time employment. Two girls were permanently employed at the Joseph N. France Hospital and a further young woman is employed by at the St. Christopher Air & Sea Port Authority (SCASPA). In 2018, five of the 13 teen mothers (38%) in Project Viola were enrolled at continuing and tertiary education institutions. Students advancing to further education may receive additional financial support and benefit from scholarships. Project Viola is recognised by UNICEF as a best practice model in the Caribbean region.

### Prison Programme

The Department of Gender Affairs runs a Prison Programme as part of the women's empowerment platform which aims to provide support and advocacy services for incarcerated women. The Prison Programme facilitates short term skills training and education for female inmates of Her Majesty's Prison to assist them with their personal and career development e.g. hair braiding, entrepreneurship

classes and agricultural training. The “Engaging, Empowering and Advancing Women” Entrepreneurship Workshop was delivered to a group of six women at the prison in September 2017. The women received intensive training to develop business ideas and business plans and learned skills to start their own businesses upon their reintegration into society. Upon release some women are faced with unemployment challenges, but with the assistance from the Department employment has been secured. One example includes one woman who owns a Day Care Centre which operates successfully.

Where appropriate, advocacy services are provided on behalf of inmates. The Department facilitates a luncheon twice a year; prior to the commencement of the school academic year and before Christmas at Her Majesty’s Prison to give incarcerated women the opportunity to spend quality time with their families and children (children are not normally allowed inside the prison). The donation of back-to-school supplies and small gifts at these events assists children who would otherwise be disadvantaged by having an incarcerated parent. In 2018, all (8) incarcerated females were able to spend quality family time with their children/relatives. Barriers to education were removed through the provision of educational materials for school children of incarcerated mothers.

Since 2017 there have been no repeated offences by the women.

### Education

Gender inequality policies are evident in the area of education; specifically institutional architecture (pillar 2); state capacity building and strengthening (pillar 4); and information systems to transfer data into knowledge and political decisions (pillar 9).

The St. Kitts and Nevis Education Policy Review (2016) revealed that gender parity had almost been achieved at primary and secondary school levels. Subject choice is all inclusive and all students have equal access. Gender disparities show that greater numbers of females than males continue their education to tertiary level; however at tertiary level female students continue to display a propensity toward traditional gender-biased subjects. The persistent gendered pattern of traditional subjects suggests the prevalence of entrenched social and cultural relationships. The review provided a set of policy recommendations to contribute to educational development in the country.

The Education Sector Plan (2017-2021) focuses on improved and more equitable access, participation and outcomes at all levels. The plan addresses issues such as retention rates at secondary education level (19% of secondary school age children are not enrolled) and drop-out rates (males represent 30% and females, 17%). Females outnumber males in gross enrolment rates in post-secondary (38% female and 20% male) and tertiary (86% female and 47% male) education respectively. Key performance indicators have been created, and monitoring and evaluation mechanisms put in place for periodic reviews due in 2019 and 2021 respectively.

Improvements to educational provision are an important contribution to the development of a qualified and competent workforce equipped with skills. Inroads have been made with the introduction of Science, Technology, Engineering and Maths (STEM) education, in conjunction with training for teaching staff; a number of teachers attended regional STEM Teacher Training Workshops in 2017. In addition, the Basic Needs Trust Fund funded a project which provided science kits to primary schools



without labs. The five year restructure of the Technical and Vocational Education and Training (TVET) Project commenced in 2018 with national stakeholder consultations on the St. Kitts and Nevis TVET and Gender Policy. Areas of consideration under this restructure include enhanced support systems to help reduce gender disparities and gender responsive career counselling in secondary schools to support skill selection and completion of programmes. The collaboration between the CARICOM Education for Employment Programme, Ministry of Education and Human Resource Development, led by the St. Kitts & Nevis TVET Council for the TVET and Gender Workshop was held in 2018. The consultation brought together stakeholders to plan strategies to mainstream gender in workforce training and development. The objectives included agreeing elements of a Gender and TVET policy to support the national TVET policy, developing a framework for integrating gender into the TVET policy; and proposing strategies to promote workforce development by mainstreaming gender.

#### Strengthened low-cost legal services

In line with pillar 1.i of the Montevideo Strategy framework the government took steps to remove legal and institutional barriers to effective and equal access to justice. The Legal Aid Advice Centre in St. Kitts was operational from 2005 where persons unable to afford an attorney at the private bar are able to access high quality legal services from specialized personnel. In 2016 the Legal Aid Advice Centre in St. Kitts began a thrust towards Legal Aid Clinics in rural areas and services were increased and made more accessible to persons living in those areas. Organised clinics covered a range of legal areas. (There is no legal aid provision in Nevis). Thirty six (36) Legal Clinics were conducted by the Legal Aid and Advice Centre in 2016.

### 3. Degree of progress achieved in the implementation of the Montevideo Strategy measures

Please see the attached Excel spreadsheet.

19-00114 Question  
3\_Questionnaire.xls

### 4. Implementation pillars that have been most relevant for public policy physical autonomy

The implementation pillars most relevant for public policies that include international, regional and national commitments in relation to women's reproductive rights and gender related violence include:

- Pillar 1: Normative framework (interventions in line with international instruments)
- Pillar 3: Popular and citizen participation (NGOs facilitating access to health information)
- Pillar 4: State capacity-building and strengthening (development of human resources)
- Pillar 6: Communication (access to health information via civil society campaigns)
- Pillar 9: Information systems (update of country statistical information)

### International, regional and national commitments

The **Constitution of Saint Christopher and Nevis** provides citizens with protection from discrimination. As a member state of the United Nations, the Federation of St. Kitts and Nevis is involved in a number of UN (United Nations) strategy plans and goals and works steadily towards implementing and achieving their respective objectives. Examples include, Convention on the Elimination of All Forms of Discrimination of Women (CEDAW) (1979) and its Optional Protocol; Convention of the Rights of the Child (CRC) (1989); Beijing Declaration and Platform for Action (1995). Improvements in the quality of the lives of women are evidenced in the success of measures introduced in response to inequalities.

The **CEDAW Report** is the mandatory periodic review which reports on the implementation of gender equality plans, modification programmes and incorporation of CEDAW Committee recommendations. The current report covers the review period January 2002 to 2018 in fulfilment of obligations under Article 18 and the measures undertaken to implement the provisions under CEDAW. Data collection presented some challenges as data was not always available, nor available in the format required, i.e. disaggregated by sex.

Findings of the report reveal improved legislation instituted to provide protection for women and children; the availability of wider education and training opportunities; improved healthcare outcomes; and decreasing teenage birth rates. In the arena of leadership, decision-making roles, and political life; progress stagnated with relatively small numbers of women occupying positions in politics; however, headway is promising with increased appointments of female permanent secretaries and representation at international level. The draft CEDAW report was subject to stakeholder consultation and has been submitted to the Ministry of Community Development for onward submission to the Minister with responsibility for gender matters.

St. Kitts and Nevis is a signatory to the **Convention on the Rights of the Child (CRC)**. With regard to the protection of children the Federation has drafted a National Child Protection Protocol; the purpose of which is to provide an effective and efficient framework to protect children who are, or who are likely to be, victims of abuse and neglect. The protocol provides minimum standards for prevention, reporting, investigation and management of child abuse.

The United Nations (UN) Convention on the **Rights of Persons with Disabilities (CRPD)** was approved by Cabinet for ratification in 2016. In preparation for the ratification, the Ministry of Community Development, Gender Affairs and Social Services, in association with the United Nations Development Programme (UNDP) conducted a consultation with stakeholders to provide sensitization about the Convention and the State's obligation, once the Federation became accepted as a signatory.

In 2018, Ministry of Community Development staff were trained in American Sign Language to enable them to assist hearing impaired clients to access services. The Ministry of Community Development provides support to the St. Kitts-Nevis Association of Persons with Disabilities (SNAPD) through the provision of financial assistance and free accommodation to SNAPD at the McKnight Community Centre, St. Kitts. SNAPD's mission is to improve the lives of persons with disabilities through advocacy, education, peer support and service.

The Ministry of Community Development drafted a Special Needs Policy and Action Plan, which was funded by an EU consultancy. The next stage will involve further consultation with stakeholders to achieve consensus. Cabinet is willing to respond better to the needs of citizens and residents with disabilities and to ensure that their human rights are respected and protected.

The **St. Christopher and Nevis Social Protection Bill, 2018** formally secures social protection for persons in St. Kitts and Nevis and alleviate poverty, vulnerability and social exclusion. Its purpose is to establish an appropriate institutional framework and administrative mechanism to improve efficiency and effectiveness in service delivery, in addition to enabling good governance. Under this Bill, an Inter-Agency Commission for Social Protection will be established with responsibility for portfolios which include social development, housing, finance, education, health, labour etc. The main duties of the Commission are to advise the Minister on the social protection floor, taking into account the objectives and priorities of the state, social policy needs, economic constraints, and fiscal space. It is intended to extend social protection cover based on eligibility criteria that will enable those in need to access essential health care, nutrition, education and income security. The Bill had its first reading in Parliament in 2018 and passage of the legislation is expected in 2019.

#### Sexual and reproductive health

Pillar 3 and Pillar 6 have been adopted in relation to access to health information and the involvement of citizen participation. Developments in sexual and reproductive health have resulted in improved maternal health, reduced teenage birth rates, and a protocol for Zika virus management in pregnancy and neonatal care. St. Kitts and Nevis marked a major achievement in 2017 with the eradication of mother to child transmission of HIV and syphilis, as validated by the Pan American Health Organization (PAHO) and the World Health Organization (WHO).

#### HIV/AIDS

**Target Population:** General public/women

**Objective and Scope of Action:** Observation of global, regional and national health promotion activities, e.g. HIV Regional Testing Day. Free, confidential rapid testing and counselling is provided at identified sites throughout the Federation. The National AIDS Programme has also developed a working relationship with vulnerable groups involved in prostitution, delivers programmes, and educates on human rights, tolerance and choices. Sex workers and females who exchange sex for money receive education about HIV, Sexually Transmitted Infections (STIs) and condom use, and benefit from the distribution of condoms and lubricants. The Sister Programme looks at AIDS and STIs and is geared towards women in a vulnerable position and who engage in transactional sex. The Programme identifies and works with peers, adopting an 'each one, reach one' approach where 'sisters inform sisters'.

**Results Achieved:** In 2016, 582 persons were tested for their HIV status.

## Health Promotion

**Target Population:** Women

**Objectives and Scope of Actions:** Women are disproportionately affected in the incidences of non-communicable diseases (NCDs). The Health Promotion Units on both St. Kitts and Nevis take an active role in educating and raising public awareness of health issues. The Ministry of Health implemented a number of programmes to address this national health concern. In 2017 the NCD Program launched the Women's Health Improvement Plan (WHIP), a program geared to empower and educate women on how to effectively manage their health and well-being. A further example is the Chronic Disease Self-Management Programme (CDSMP) or "Living Healthy" Programme created by Stanford University and introduced to the Ministry of Health by the Pan American Health Organization (PAHO).

Ministry of Health data reveals that only 20-25% of women have regular pap smear screening resulting in more women being diagnosed with cervical cancer later. Cervical cancer awareness programmes and free pap testing to screen for cervical cancer exist on both islands. Non-Government Organisations also provide public health interventions, campaigns and events on women's health matters.

**Results Achieved:** In 2018 a number of persons were trained to facilitate CDSMP community workshops, open to the general public and targeted at individuals diagnosed with, or have risk factors of a chronic non-communicable disease.

NGO groups, Lake Health and Wellbeing, and Business and Professional Women's Club have conducted outreach programmes covering cancer awareness, menopause, fibroids, and cervical cancer within the reporting period.

## Measures to address Gender Based Violence

**Target Population:** Complainants of gender based violence

**Objective and Scope of Actions:** Mechanisms to improve services to victims of gender based violence. The Special Victims Unit (SVU) within the Royal Saint Christopher and Nevis Police Force (created in 2012) is headed by a female officer, and staffed by six officers in total; five of which are female (83%). The SVU works closely with the Ministry of Social Services, and deals with issues including domestic violence and child abuse. In line with pillar 1.i officers are specially trained to identify and investigate allegations that occur within the family. In 2018, the Unit relocated from the main Police Station in Basseterre to operate from its own independent premises which affords complainants greater privacy.

The Department of Gender Affairs has responsibility for the new Domestic and Sexual Violence Complaints and Response Protocol which was officially launched in November 2018. Training for key stakeholders, in the use of the Protocol is part of the implementation process planned for 2019 with representation from the legal department to facilitate the legal aspects of the consultation, with particular focus on the Domestic Violence Act, 2014. This Act mandates police officers to respond to every report of alleged domestic violence, inform complainants of their rights and entitlement to put in place a protection order.

**Results Achieved:** Development of a Domestic and Sexual Violence Complaints Protocol which formally sets out the roles and responsibilities of key agencies involved in service provision.

#### Update of statistical information

In general, availability of data is a challenge faced in the Federation. At the present time there is no national central mechanism for data collection. Although many institutions have their own recording systems, difficulties are encountered when attempting to access data which may not be stored electronically, nor in the format required, i.e. disaggregated by sex. Consequently there are gaps in the knowledge as reliance upon limited or older studies. Lack of human and physical resources are recognised as contributing factors to the paucity of data which also hampers the ability to measure policies and services effectively. Improved mechanisms for data management to enable accurate monitoring and evaluation and decision making processes are fundamental and in line with Pillar 9.

**Target Population:** General public/all sectors

**Objective:** Use of data to inform policy

**Scope of Actions:** The last Country Poverty Assessment for the Federation was conducted in 2007/08. In 2018, officials from the Department of Statistics began an updating exercise to gather information on the living conditions of persons in the Federation of St. Kitts and Nevis. In this regard a further Country Poverty Assessment took place in 2018 and information was captured via a Survey of Living Conditions and Household Budget Survey. The survey sought to collect important information on income, education, health and living standards in order to establish the global multidimensional poverty index and related sustainable development goal indicators, as a means of achieving national development objectives.

The St. Kitts and Nevis National Gender Equality and Action Plan Project utilised extensive desk research including the National Gender Assessment of 2014. The data collection component commenced at the launch of the project with a stakeholder workshop on 29 November 2018. Additional fresh data to inform the policy will be generated through widespread consultations to be held with a range of stakeholders from public sector, the private sector and civil society, e.g. gender and health, youth, religion, the law, labour and education, the aged and differently abled. Other national sources where statistics are available, disaggregated by sex, include the national Statistics Department, the St. Kitts and Nevis Social Security Board, Special Victims Unit of the Royal St. Christopher and Nevis Police Force, Ministry of Health, and Ministry of Education.

#### 5. Implementation pillars that have been most relevant for public policy economic autonomy

The implementation pillars most relevant for public policies aimed at the capacity to generate income and access to paid employment include skills training and social protection programmes designed to provide a reasonable standard of living. Such interventions incorporate the objectives of pillar 2 (institutional

architecture aimed at the advancement of women) and pillar 5 (mobilizing sufficient and sustainable resources for gender equality).

#### Basic Needs Trust Fund (BNTF) Projects

**Objectives:** To reduce the vulnerability of poor communities in a sustainable and gender-sensitive manner.

**Target Population:** Vulnerable and poor

**Scope of Actions:** The Basic Needs Trust Fund (BNTF) is a regional poverty alleviation programme jointly funded by the Caribbean Development Bank and the Government of St Kitts and Nevis. The BNTF provided funding for projects which benefit women, including childcare centres, health facilities, schools, employment training and parenting skills programmes. BNTF direct skills training included gerontology training which equipped participants (majority female) with skills to care for elders and provided an employment path. The BNTF programme was in its final stage in 2017.

**Results Achieved:** On completion the candidates were registered with the Department of Social and Community Development as home aides. Under the TVET programme 35 female nursery workers received training and certification and 30 female new pre-school teachers received orientation training.

#### Improved childcare provision and strengthened parental leave

**Objectives:** Provision of quality childcare, paternity leave

**Target Population:** Children from birth to 16 years old, fathers

**Scope of Action:** Women's economic enhancement is assisted by the government-run island-wide network of Early Childhood Development Centres. Serving children from birth to five years old; the centres operate between the hours of 8am to 5:30pm and provide high quality early childhood care and education and prepare children for school. Within the Federation there are 19 public centres and 95 private centres, with over 100 practitioners licenced to run such facilities. Under the Education Sector Plan 2017-2021 the number of early childhood spaces have been increased.

These services assist women to balance work, caregiving responsibilities, and participate in public life. Private provision is regulated and monitored by the Child Welfare Board. Parents and Guardians of children registered at Government centres are charged a weekly nominal fee of XCD \$15.00 per child compared with XCD \$25.00 to XCD \$45.00 charged per child in private childcare centres. There is a subvention given by Government and Government run facilities are fully utilised.

There is no mandatory requirement for children to be enrolled, therefore some children may not be exposed to a stimulating environment or trained childcare staff. To address this issue, basic training in childcare is delivered by an officer to caregivers within the family home under the 'Reaching the Unreached' and 'Pre-School Expansion' programmes. Government training is available to public and private centres.

The introduction of paternity leave will ease the burden of care for mothers. The St. Christopher and Nevis Statutory Rules and Orders No 11 of 2014, Public Service Standing Orders entitles male officers

with two years' service to five working days' paid leave per confinement up to a maximum of two confinements during his term of service.

#### Skills Training Empowerment Programme (STEP)

**Objectives:** Empowering participants and facilitating their transition into the work-force

**Target Population:** Unemployed individuals

**Scope of Actions:** Many women have benefited from poverty alleviation measures in the form of entrepreneurial and employment training opportunities. In February 2017, the government's People's Employment Programme (PEP); originally instituted to address unemployed individuals, was re-branded as the Skills Training Empowerment Programme (STEP) at a cost of XCD \$214 million. The programme currently has an element of certification and delivers transferrable skills training intended to provide upward mobility. STEP contributes to national social and economic transformation through projects by empowering participants and facilitating their transition into the work-force; in addition, the payment of a weekly stipend or provision of micro-financing for small entrepreneurs contributes to household disposable income.

#### Poverty Alleviation Programme

**Objective:** To improve the socio-economic status of citizens and residents in the Federation. The programme seeks to achieve Sustainable Development Goals 1, 2 and 10, namely no poverty, zero hunger and reduced inequalities.

**Target Population:** households with a total gross income below XCD \$3,000.00 (three thousand dollars).

**Scope of Actions:** In August 2018 the Government launched the Poverty Alleviation Programme, designed to provide monthly financial support to households with a total gross income below XCD \$3,000.00 (three thousand dollars). The Programme was implemented in three phases; commencing with a data collection exercise, followed by assessment to verify eligibility; which culminated in payments to qualifying households on 24 December 2018. Qualifying households receive a monthly stipend (subject to receipt of other social assistance) of XCD \$500.00 (five hundred dollars) by cheque or direct bank deposit.

**Results Achieved:** As at 21 March 2019 just over 3,553<sup>2</sup> households have benefited.

#### 6. Implementation pillars that have been most relevant for public policy decision-making autonomy

Communication campaigns (pillar 6) aimed at encouraging women's representation in politics; information systems (pillar 9) based on researching women's involvement in politics; and submission of gender statistics to regional bodies have been useful in considering women's decision making autonomy. Actions are described below.

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<sup>2</sup> <https://www.sknis.kn/poverty-alleviation-programme-to-be-fine-tuned-says-prime-minister-harris/>

More women are ascending to leadership positions. In the public sector more women are occupying senior leadership positions and are particularly dominant at the level of Permanent Secretary in St. Kitts. Women also hold leadership roles in non-government organisations, schools and faith based institutions. In the Ministry of Foreign Affairs females represent 50% of ambassador and commissioner positions in embassies overseas. Other examples of female senior leadership within the Federation include, human resource management, Chief Medical Officer and Press Secretary to the Prime Minister. Approximately 80% of the government's legal representation is female. In 2016 the first female Assistant Commissioner of Police was appointed; in September 2017, the first female Acting Deputy Governor General was sworn in on Nevis; and in 2018 the first female Deputy Governor General for Nevis was appointed.

Women are under-represented in decision-making posts and in political bodies, particularly in parliament. Attempts to address this imbalance involve the introduction of interventions to improve the access and participation of women, including measures to encourage women to enter diplomatic careers. Female representation accounts for 20% of the Federal Government of St Kitts and Nevis comprising a single National Assembly with 11 elected representatives of Parliament (one female) and four senators (two female). The Cabinet in St. Kitts is made up of nine ministers; including one female (11%). Of the six Cabinet members in the Nevis Island Administration, one is female (17%). Changes are being realised and political positions occupied by women include, Deputy Speaker of the St. Kitts and Nevis National Assembly (2016); and first elected deputy leader of a major political party (2017).

#### Dialogue

**Objective:** To explore involvement of, and to inspire women in politics

**Target Population:** Women

**Scope of Actions:** There has been much dialogue about the seeming lack of women's interest in involvement in politics. This subject receives attention through national and regional discussions that explore the participation and involvement of women in political life e.g. Sub-Regional Women's Forum on the Sustainable Development Goals (March 2017). The 42<sup>nd</sup> Regional Conference of the Commonwealth Parliamentary Association (CPA) was hosted by the St. Kitts and Nevis Branch in June 2017 and provided a further platform for examination. 'Seeking to Increase Women's Political Participation' was part two a 'hot topic' forum discussion at which Senator Akilah Byron-Nisbett (St. Kitts and Nevis Parliament) was a speaker, and where parliamentarians examined this critical issue.

As part of the 2018 International Women's Day celebration activities a motivational seminar was held on Nevis under the locally selected theme "Press for Progress: Transforming Women's Lives". Topics address included "Pride in Yourself" delivered by the Hon. Akilah Byron-Nisbett (Senator) and "Confidence, Carriage and Courage: Inspiring a new generation of women in political representation and leadership" delivered by the Hon. Marcella Liburd (Member of Parliament, National Assembly). The seminar was attended by 69 females (96%) and 3 males (4%). There are plans in 2019 to roll out a 'Women in Political Leadership Programme', facilitated by the Department of Gender Affairs on Nevis.

**Results Achieved:** Recognition of contributory factors to the difficulties encountered by women entering political life include cultural reasons, time-poverty resulting from time expended in unpaid work; lack of finance and resources to sustain political campaigns, and gendered harassment.



### Regional Research

**Objective:** To explore challenges women face, and to understand why so few are involved in politics.

**Target Population:** Women in politics

**Scope of Action:** The discourse about the participation and involvement of women in political life is ongoing. In November 2016, the Nevis Premier, met with representatives of the Commonwealth Secretariat as part of a Commonwealth initiative to advance women's political leadership in the Caribbean.

**Results Achieved:** The subsequent Commonwealth Secretariat report 'Women and Political Parties in Five Small States of the Caribbean', published in 2018 identified challenges and proposed a number of solutions to patronising attitudes towards women parliamentarians, negative campaigning, limited economic resources, gender biased infrastructure, time constraints associated with the multi-faceted role of women.

**Link to other information:** Commonwealth Secretariat (2018), Women and Political Parties in Five Small States of the Caribbean, Research Report.

### Gender Equality Observatory Reporting (ECLAC)

**Objective:** Fulfilment of annual reporting obligation for Latin America and the Caribbean

**Target Population:** Government and Regional agencies

**Scope of Action:** Return of statistics covering femicide (15), ministerial cabinet positions (11%), judicial power; and women on the Board of Directors at Caribbean Bank (30%).

**Results Achieved:** Timely submission of the statistics.

7. Three main challenges to be overcome in order to eliminate the structural challenges of gender inequality identified in the Montevideo Strategy

### Socio-economic inequality and persistence of poverty

The Federation of St. Kitts and Nevis is located in the middle of the hurricane zone of the Eastern Caribbean. The impact of natural disasters devastate the country, destroy housing stock and affect economic progression and contributes to adverse economic conditions. The accompanying ravages and extensive damage affects in particular, infrastructure, tourism, agriculture and fishing industries. Tourism is a growing sector in St. Kitts and Nevis, and one which is dominated by women. Many of the poorest are employed in the hotel and restaurant sectors in the lower paid and least skilled occupations. The sector is vulnerable to volatility due to world events and natural disasters, e.g. financial crises, terrorism, hurricanes and their associated impacts.

The 2011 Census shows that 43.1% of households in the Federation of St. Kitts and Nevis were headed by females, compared to 56.9% by males. As at 2019, data from the Ministry of Community Development reveal that more females (60.2%) than males (39.8%) are registered in the National

Household Registry (NHR); a management information system (MIS) which measures levels of poverty and enhances the decision-making process for government public assistance programmes. Females up to the age of 24 years represented the largest group of live births at 36.5% (see Appendix 2). NHR data indicates that females have larger households, at 53.8% compared to 46.2% for males (see Tables 3 and 4 at Appendix 3). Data suggests that females have higher dependency ratios and face greater risks of poverty. The use of women's unwaged labour in families and communities, and their concentration at the lower end of the labour market intensifies their vulnerability to poverty. Government policies and initiatives to ensure a basic standard of living benefit women and girls, by extension through measures designed to assist vulnerable and economically disadvantaged families.

The Government, through institutional frameworks, provides equitable access to a range of quality social protection programmes which are important to safeguard families from the impact of economic shocks, natural disasters, and other crises. Government interventions enhance the ability of the poorest and marginalised to manage economic and social risks and to ensure a basic standard of living. Progress through the implementation of initiatives and policies include a:

National Social Protection Strategy (2012-2017)

National Housing Corporation Hurricane Repair Housing Assistance Programme (2018)

Poverty Alleviation Programme (2018) (ongoing)

Skills Training Empowerment Program (STEP)

Data from the National Housing Corporation (NHC) indicate that a majority of persons who receive government housing are female. The NHC receives government lands for housing and is able to build homes at lower costs. As at 2017, figures indicated that of the 2,247 applications for houses made, 60% of the homes were allocated to women; 28% to men and the remaining 12% to couples. The Board of the NHC selects those to be provided with housing and in some circumstances preference may be given to vulnerable females suffering from abuse. The NHC continues to play an important role in assisting the economically challenged with their housing needs. The Hurricane Repair Housing Assistance Programme, introduced in April 2018, is a substantial component of NHC's mandate, particularly given the Government's pledge to build sustainable and resilient infrastructure. The National Emergency Management Agency (NEMA) indicated that there were 1,114 reported cases of homeowners with damaged roofs following the passage of Hurricanes Irma and Maria in 2017. As at 4 April 2019, the Government Information Service reported that 2,000 households in the Federation had benefited from the roof repair programme. The Government provided roofing materials and financed the labour costs for the repair work, which was carried out by several small contractors within the beneficiary communities.

Discriminatory, violence and patriarchal cultural patterns and the predominance of a culture of privilege

Attitudes towards domestic abuse and child abuse published in the Social Survey on Violence against Children and Women (UNICEF, 2014) in St. Kitts and Nevis revealed that 44% and 49% of respondents respectively believed child sexual abuse and domestic abuse were major concerns. Despite the findings such incidents remain under-reported. Reasons for non-reporting include embarrassment, fear of retaliation from the abuser, preference for keeping the matter private, and an unsupportive justice

system Reluctance to report incidents can also be perceived as a lack of confidence in the judicial process.

The annual campaign observing the 16 Day Campaign of Violence Against Women, and its associated activities raise public awareness and educate the general public of the agencies instituted to deal with such matters. The Domestic and Sexual Violence and Response Protocol formally sets out the roles and responsibilities of the key agencies involved in service provision and will ensure clarity. Training for key stakeholders, in the use of the Protocol is part of the implementation process planned for 2019 with provision made for the facilitation of the legal aspects of the protocol, with particular focus on the Domestic Violence Act, 2014. Efforts have been further accelerated in this area with a proposed Gender Based Violence Strategic Plan.

In terms of education, the St. Kitts and Nevis Education Policy Review (2016) revealed that gender parity has almost been achieved at primary and secondary school levels (2003 to 2012). Greater numbers of females than males continue their education to tertiary level. The majority of the poorest households are headed by females who have not passed any school examinations. Low levels of education contribute to poverty and vulnerability.

Government social programmes help indigent households to ease the financial burden and remove barriers to education by improving access. In St. Kitts, there is a school feeding programme and Project SELF (Students Education and Learning Fund) provides access to textbooks and pays the cost of examinations. In Nevis, programmes for textbooks and school lunch are means tested and a universal school feeding programme is in place for primary school children. A Uniforms and Shoes programme is available across the Federation.

The National Skills Training Programme,<sup>3</sup> governed by the Ministry of Education, offers non-formal, flexible, short-term training to both public and private sectors. Enrolment figures depict a gender bias towards traditional occupations, historic data reveals the prevalence of female students in the areas of cosmetology, food and beverage, and secretarial skills.

At tertiary level female students continue to display a propensity toward traditional gender-biased subjects. The Division of Technical Vocational Education and Management Studies of the Clarence Fitzroy Bryant College offer TVET courses to prepare students for the modern work environment. In terms of continuing and professional education, during the period 2017 to 2018 data indicated a female enrolment rate of 78% in St. Kitts, and 75% in Nevis. Statistics for undergraduate programmes reveal a similar pattern. Females take greater advantage of higher education opportunities, which is also reflected the majority of student loans at the Development Bank of St. Kitts and Nevis.

Stakeholders recognise that STEM<sup>4</sup> (Science, Technology, Engineering and Maths) subjects lead to jobs that pay higher salaries. Although not specifically targeted towards female students, the Curriculum Development Unit of the Ministry of Education is working towards embracing STEM education within the Federation. In March 2017 delegated primary school teaching staff (78% female) attended regional

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<sup>3</sup> Not available in Nevis

<sup>4</sup> STEM: Science, Technology, Engineering and Maths. An approach to teaching and learning which integrates the skills of STEM subjects and inquiry based learning to educate and equip students with the skills needed for the modern workforce.

STEM Teacher Training Workshops<sup>5</sup> designed to train teachers in the use of Inquiry Based Science Education (IBSE) and Problem Based Learning (PBL) with the goal of encouraging students to pursue careers in science and engineering. Fifteen schools in the Federation are involved in a sponsored project<sup>6</sup> which aims to popularise science, with a view to increasing the number of students subscribing to the sciences at secondary level. The project will be monitored over the next 3-5 years to ascertain the increase in student numbers. Although not gender focused, the initiatives will, by extension, benefit females.

#### Sexual division of labour and unfair social organization of care

Employment figures for the years 2017-2018 reflect gender bias with greater numbers of females employed in the hotel and restaurant; and public administration and defence sectors respectively. Occupational segregation is evident in caregiving and nurturing professions and women are heavily represented in the fields of teaching (58%); and health and social work (70%). Female staff are disproportionately represented in teaching and school leadership. The majority of staff employed in Early Childhood care are women.

The tables at Appendix 4 shows that in 2016 near equity in the employment of females and males at 50.6% and 49.4% respectively. In terms of earned wages, females earned 48.6% the total of wages earned. A similar pattern was indicated in 2017 with females occupying 51.3% of jobs compared to 48.7% of males; and earning 48.3% of total wages earned. There was little change in gendered patterns of employment in the period 2016-2017. Appendix 5 shows that in the age range 20-29 years equity was achieved in the number of job held in 2016; with a slight change in 2017 where females represented 51%, compared to 49% for males. Females earned less wages than males, at 48.6% in 2016; and 48.3% in 2017.

Vulnerable workers were granted protection following a minimum wage revision in November 2014 which increased wages to XCD \$9 (from XCD \$8) an hour or XCD \$360 per week; an 11% increase. Negotiations are currently ongoing for a further increase in the minimum wage.

Island-wide early childhood provision facilities women's entry to the workforce.

The Women in Non-Traditional Occupations Project aims to improve opportunities for women in non-traditional occupations, and to create an environment for women to feel more comfortable with breaking cultural barriers in the job market. In March 2016, the Gender Affairs Division in Nevis launched the Non-traditional Occupations for Women (NOW) Programme. Training is delivered on the job or through training seminars in areas such as truck driving, construction work and engine maintenance. Impact is formally recognised during the annual International Women's Day celebrations in Nevis, where women are awarded for their contribution to the community, their strength and courage in doing, and promoting non-traditional jobs. Women in non-traditional occupations in St. Kitts are also recognised.

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<sup>5</sup> The Caribbean Science Foundation and Caribbean Academy of Science, Technology, Engineering and Math hosted one workshop on St. Kitts in March 2017 (<http://caribbeanscience.org/csf-and-cas-host-stem-teacher-training-workshops-in-st-kitts-and-nevis/>) [accessed 15.09.17]

<sup>6</sup> Sponsored by the Caribbean Development Bank and Basic Needs Trust Fund

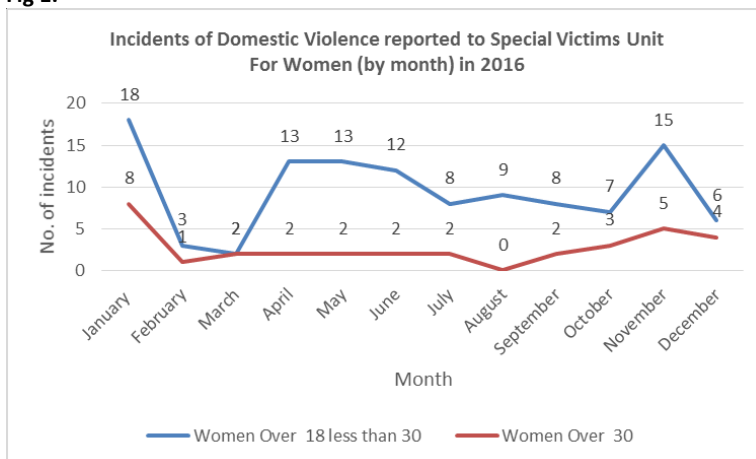
## 8. Final remarks

The Montevideo Strategy has been incorporated in the development of public policies and measures which the Government of St. Kitts and Nevis works towards. This has served to strengthen interventions and measures in relation to the provision of health services, steps to reduce and deal with incidents of domestic violence; and support for teenage mothers and vulnerable social groups within society. Guided by the framework of international, regional and national initiatives the Department of Gender Affairs has a pivotal role in implementation of measures aimed at achieving equality between men and women. Despite the challenges of resources and paucity of data, the Department continues to work collaboratively with all sectors in order to satisfy its obligations in respect of achieving gender equality. Government and ministerial responsibilities and actions are complemented by measures which support the regional gender agenda and fulfilment of the Sustainable Development Goals in terms of gender equality, autonomy and women's rights.

## Appendices

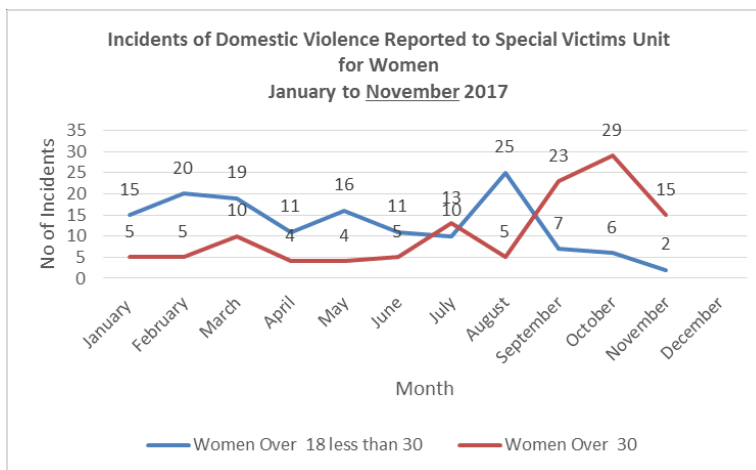
## Appendix 1: Incidents of Domestic Violence (2016 and 2017)

**Fig 1.**



Source: Special Victims Unit (Royal St. Christopher and Nevis Police Force)

**Fig 2.**



Source: Special Victims Unit (Royal St. Christopher and Nevis Police Force)

## Appendix 2: Births (2016 to 2018)

**Table 1: Births to Teenage Mothers by age and year - St. Kitts and Nevis**

Year	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years	Total No. of mothers
<b>2016</b>	0	0	1	5	7	14	31	37	<b>95</b>
<b>2017</b>	0	0	1	0	2	13	19	32	<b>67</b>
<b>2018</b>	0	0	1	2	2	7	17	25	<b>54</b>
<b>Total</b>	0	0	3	7	11	34	67	94	<b>216</b>

Source: Extracted from Ministry of Health figures

**Table 2: Live Births by Age of Mother (St. Kitts and Nevis 2016-2017)**

Age of Mother	2016	2017	Total No.	%
10 - 14	1	1	2	0.2%
15 - 19	93	66	159	12%
20 - 24	167	155	322	24.3%
25 - 29	156	164	320	24%
30 - 34	154	152	306	23%
35 - 39	75	86	161	12%
40 - 44	25	27	52	4%
45+	6	0	6	0.5%
Unknown	0	0	0	0%
<b>Total</b>	<b>677</b>	<b>651</b>	<b>1328</b>	<b>100%</b>

Source: Extracted from Ministry of Health figures



## Appendix 3: National Household Registry (2019)

**Table 3: Households Registered with National Household Registry (by Sex) – By Island (2019)**

Island	Sex	Household Head	Household Members
St. Kitts	Female	3024	8274
	Male	1881	7198
Total St. Kitts		4905	15472
Nevis	Female	790	2135
	Male	644	1755
Total Nevis		1434	3890
<b>TOTAL</b>		<b>6339</b>	<b>19362</b>

Source: Ministry of Community Development

**Table 4: Households Registered with National Household Registry (by Sex) – St. Kitts and Nevis (2019)**

Sex	No of Household Heads		No of Household Members	
Female	3814	60.2%	10409	53.8%
Male	2525	39.8%	8953	46.2%
<b>Total</b>	<b>6339</b>		<b>19362</b>	

Source: Extracted from data provided by Ministry of Community Development

## Appendix 4: Employment by Occupation, Sex and Earned Wages (2016 and 2017)

Table 5

Employment in St. Kitts and Nevis by Occupation and Sex (2016)						
Industry	No. of Jobs			Earned Wages		
	Females	Males	Total	Females	Males	Total
Agriculture, Hunting & Forestry	90	348	438	1,705,143	6,681,281	8,386,424
Fishing	1	7	8	1,000	38,746	39,746
Mining & Quarrying	2	18	20	88,800	571,812	660,612
Manufacturing	1,189	808	1,997	23,995,110	22,553,985	46,549,095
Electricity, Gas & Water Supply	117	257	374	3,370,728	9,152,584	12,523,313
Construction	400	3,200	3,600	9,716,035	82,665,899	92,381,934
Wholesale & Retail Trade	2,030	1,820	3,850	38,540,983	44,811,063	83,352,046
Hotels & Restaurants	2,508	1,629	4,137	55,116,334	46,714,806	101,831,140
Transport, Storage & Communications	831	916	1,747	23,012,346	30,313,631	53,325,976
Financial Intermediation	910	384	1,294	50,394,403	27,478,292	77,872,695
Real Estate, Renting & Business Activities	839	871	1,710	20,650,486	22,401,855	43,052,341
Public Administration & Defence	5,828	4,450	10,278	174,900,794	131,254,131	306,154,924
Education	532	389	921	17,275,401	17,096,840	34,372,241
Health & Social Work	196	85	281	4,065,146	3,315,334	7,380,480
Other Community, Social & Personal Services	819	851	1,670	19,862,217	24,606,972	44,469,189
Private Household with Employed Persons	255	117	372	3,547,020	2,075,485	5,622,505
Extra-Territorial Organization & Bodies	16	9	25	424,165	323,794	747,959
<b>TOTAL</b>	<b>16,563</b>	<b>16,159</b>	<b>32,722</b>	<b>446,666,109</b>	<b>472,056,510</b>	<b>918,722,619</b>

Source: Sustainable Development

Table 6

Employment in St. Kitts and Nevis by Occupation and Sex (2017)						
Industry	No. of Jobs			Earned Wages		
	Females	Males	Total	Females	Males	Total
Agriculture, Hunting & Forestry	89	318	407	1,784,649	6,397,354	8,182,004
Fishing	0	7	7	0	50,200	50,200
Mining & Quarrying	1	1	2	40,800	19,800	60,600
Manufacturing	1,125	750	1,875	23,245,729	20,174,904	43,420,633
Electricity, Gas & Water Supply	121	231	352	3,440,669	9,246,796	12,687,465
Construction	408	3,080	3,488	12,139,957	95,325,354	107,465,310
Wholesale & Retail Trade	2,235	1,860	4,095	39,949,076	46,954,858	86,903,934
Hotels & Restaurants	2,518	1,659	4,177	57,995,145	50,048,479	108,043,624
Transport, Storage & Communications	843	887	1,730	22,271,716	28,357,545	50,629,262
Financial Intermediation	927	393	1,320	54,168,465	30,093,592	84,262,057
Real Estate, Renting & Business Activities	838	854	1,692	20,404,914	22,823,813	43,228,727
Public Administration & Defence	5,821	4,410	10,231	178,632,736	133,515,217	312,147,953
Education	507	367	874	17,983,934	17,034,813	35,018,747
Health & Social Work	204	86	290	4,685,447	3,738,259	8,423,706
Other Community, Social & Personal Services	826	842	1,668	19,140,064	25,620,230	44,760,294
Private Household with Employed Persons	253	112	365	3,587,444	1,878,344	5,465,788
Extra-Territorial Organization & Bodies	16	9	25	416,266	321,093	737,359
<b>TOTAL</b>	<b>16,732</b>	<b>15,866</b>	<b>32,598</b>	<b>459,887,011</b>	<b>491,600,652</b>	<b>951,487,663</b>

Source: Sustainable Development

## Appendix 5: No. of jobs and Earned Wages in St. Kitts and Nevis (2016 and 2017)

Table 7

No. of Jobs and Earned Wages in St. Kitts and Nevis by Age and Sex (2016)						
Age	No. of Jobs			Earned Wages		
	Females	Males	Total	Females	Males	Total
Under 16	22	21	43	53,350	103,467	156,816
16 - 19	682	838	1,520	6,519,380	8,340,581	14,859,960
20 - 29	4,497	4,437	8,934	88,898,072	84,808,071	173,706,144
30 - 39	4,336	4,061	8,397	132,254,292	125,853,847	258,108,139
40 - 49	3,525	3,217	6,742	116,914,632	122,153,760	239,068,392
50 - 59	2,695	2,598	5,293	80,875,444	94,504,690	175,380,134
60 - 62	432	465	897	11,943,068	17,426,938	29,370,006
63 +	374	522	896	9,207,871	18,865,157	28,073,028
<b>TOTAL</b>	<b>16,563</b>	<b>16,159</b>	<b>32,722</b>	<b>446,666,109</b>	<b>472,056,510</b>	<b>918,722,619</b>

Source: Sustainable Development

Table 8

No. of Jobs and Earned Wages in St. Kitts and Nevis by Age and Sex (2017)						
Age	No. of Jobs			Earned Wages		
	Females	Males	Total	Females	Males	Total
Under 16	16	16	32	44,530	73,083	117,613
16 - 19	710	811	1,521	6,770,322	8,176,291	14,946,612
20 - 29	4,466	4,261	8,727	89,971,840	84,631,822	174,603,662
30 - 39	4,371	3,996	8,367	132,804,455	130,514,462	263,318,918
40 - 49	3,582	3,146	6,728	125,038,947	128,896,483	253,935,431
50 - 59	2,697	2,573	5,270	83,257,761	98,419,185	181,676,946
60 - 62	481	503	984	12,213,500	18,464,512	30,678,012
63 +	409	560	969	9,785,655	22,424,814	32,210,469
<b>TOTAL</b>	<b>16,732</b>	<b>15,866</b>	<b>32,598</b>	<b>459,887,011</b>	<b>491,600,652</b>	<b>951,487,663</b>

Source: Sustainable Development

## Instructions



### **Guide for the drafting of national reports on progress in the application of the Montevideo Strategy Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030**

#### **Question 3: Questionnaire on the implementation of the Montevideo Strategy measures**

Please review the document sheets corresponding to the 10 pillars of the implementation of the Montevideo Strategy

- [1. Normative framework: equality and the rule of law](#)
- [2. Institutional architecture: multidimensional and comprehensive gender equality policies](#)
- [3. Popular and citizen participation: democratization of policy and society](#)
- [4. State capacity-building and -strengthening: public administration based on equality and non-discrimination](#)
- [5. Financing: mobilizing sufficient and sustainable resources for gender equality](#)
- [6. Communication: access to information and cultural change](#)
- [7. Technology: towards e-government and innovative and inclusive economies](#)
- [8. Cooperation: towards democratic](#)
- [9. Information systems: transforming data into information, information into knowledge and knowledge into political decisions](#)
- [10. Monitoring, evaluation and accountability: guaranteeing rights and transparency](#)

Within each pillar you will find a list of the corresponding measures, where answering on the status of implementation of each measure, as well as on the actors involved in its implementation is requested.

An explanation of the predefined response categories is available at:

[Explanatory notes](#)

It also has a box for comments to include additional information to support or supplement your answers (area of application (national, subnational, local), to mention other stakeholders involved in the implementation process, links to web pages, comments, laws or policies, etc.). It is recommended to provide as much information as possible about each measure.

## 1. Normative framework: equality and the rule of law

Measures	Implementation status	Actors involved in the implementation
1.a Incorporate the commitments undertaken by governments in the Regional Gender Agenda of the Regional Conference on Women in Latin America and the Caribbean, and in the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, into national, subnational and local policies, plans and programmes on equality, women's rights and sustainable development.		
1.b Ratify and enforce human rights treaties; review laws, policies, plans, programmes and protocols periodically, and modify them if necessary, to bring them into line with international standards on women's human rights, gender equality and non-discrimination; and ensure that all women's rights are respected, protected and guaranteed and prevent setbacks.	Advanced	Machinery for Advancement of Women together with other State Institutions
1.c Modify or adapt the national legal framework by incorporating the principle of equality and prohibiting discrimination on the basis of sex as set out in articles 1 and 2 of the Convention on the Elimination of All Forms of Discrimination against Women.	Advanced	Other State Institutions exclusively
1.d Adopt comprehensive and specific laws and regulations on gender equality and women's human rights, including legislation on the right to a life free of all forms of gender-based violence, and ensure their full and effective implementation.	Advanced	Machinery for Advancement of Women together with other State Institutions
1.e Design and execute plans on gender equality, depatriarchalization and women's rights with non-transferable, progressive and sufficient budgets and targets engaging different levels of government.		
1.f Mainstream gender equality and women's rights in national development plans and planning instruments.	Advanced	Machinery for Advancement of Women together with other State Institutions
1.g Establish mandatory periodic reviews of the implementation of gender equality plans and modify policies and programmes by incorporating recommendations to overcome any obstacles.	At initial process	Machinery for Advancement of Women together with other State Institutions
1.h Design and implement comprehensive and intersectoral intervention protocols, with an intersectional, intercultural, gender and human-rights-based approach, that establish quality standards to ensure non-discrimination on the basis of gender and the adaptability of programmes and services, which should have sufficient, non-transferable allocations of financial resources and be applied at different levels of the State.		
1.i Remove all legal and institutional barriers to women's effective and equal access to justice, without discrimination, by ensuring participation, transparency, independence and high-quality, timely assistance from specialized personnel, and access to comprehensive remedies for damages in the event of rights violations in order to end impunity.	At initial process	Machinery for Advancement of Women together with other State Institutions
1.j Ensure that laws, regulations and protocols include mechanisms and procedures to ensure the enforceability of women's rights.		
1.k Adopt laws and norms to ensure women's equal access to political power, by fostering gender parity in participation throughout the public sphere.	Not started	Not apply
1.l Endeavour to ensure that the position of Latin American and Caribbean countries in international discussions on macroeconomic policy, and trade, investment and financial agreements, incorporates the commitments of the Regional Gender Agenda and their link with Sustainable Development Goals, and in particular that the position on sustainable development be transmitted to the High-level Political Forum on Sustainable Development by the Forum of the Countries of Latin America and the Caribbean on Sustainable Development.		
1.m Promote measures, policies and programmes for the full engagement of boys, young men and men as strategic allies in achieving gender equality, promoting and guaranteeing women's rights and eliminating all forms of discrimination and violence against women and girls.	Advanced	Machinery for Advancement of Women together with other State Institutions

## 1. Normative framework: equality and the rule of law

Measures	Observations
1.a Incorporate the commitments undertaken by governments in the Regional Gender Agenda of the Regional Conference on Women in Latin America and the Caribbean, and in the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, into national, subnational and local policies, plans and programmes on equality, women's rights and sustainable development.	
1.b Ratify and enforce human rights treaties; review laws, policies, plans, programmes and protocols periodically, and modify them if necessary, to bring them into line with international standards on women's human rights, gender equality and non-discrimination; and ensure that all women's rights are respected, protected and guaranteed and prevent setbacks.	Development of CEDAW Report (2002-2018) in conjunction with relevant stakeholders. Beijing Declaration and Platform for Action Review in conjunction with relevant stakeholders.
1.c Modify or adapt the national legal framework by incorporating the principle of equality and prohibiting discrimination on the basis of sex as set out in articles 1 and 2 of the Convention on the Elimination of All Forms of Discrimination against Women.	A framework of legislative measures include the introduction of, and revisions to existing laws. Relevant legislation includes, but is not limited to Offences Against the Person Act, 1873; Trafficking in Persons (Prevention) Act, 2008; Status of Children Act, 1983; Guardianship, Custody and Access to Children Act, 2012; The Electronic Crimes Act, 2009; Equal Pay Act, 2012; Maintenance of Children Act, 2012; Children (Care and Adoption) Act, 2013; Domestic Violence Act, 2000; and Domestic Violence Act, 2014.
1.d Adopt comprehensive and specific laws and regulations on gender equality and women's human rights, including legislation on the right to a life free of all forms of gender-based violence, and ensure their full and effective implementation.	The Domestic Violence Act, 2014 is central to the Domestic and Sexual Violence Complaints and Response Protocol which documents the roles and responsibilities of key agencies involved in domestic violence matters. Training for key stakeholders, in the use of the Protocol is part of the implementation process planned for 2019 with representation from the legal department to facilitate the legal aspects of the consultation. This Act mandates police officers to respond to every report of alleged domestic violence, inform complainants of their rights and entitlement to put in place a protection order.
1.e Design and execute plans on gender equality, depatriarchalization and women's rights with non-transferable, progressive and sufficient budgets and targets engaging different levels of government.	
1.f Mainstream gender equality and women's rights in national development plans and planning instruments.	The Department of Gender Affairs has major responsibilities for raising awareness; monitoring and improving the status of women and girls in the country through the implementation of a number of International Conventions and declarations; as well as the Constitution of Saint Christopher and Nevis which speaks to equality between men and women. The Department's priority areas include the formation of a National Gender Policy, the empowerment of women and girls, the reduction of all forms of gender based violence, poverty elimination, governance and democracy, and programmes for men and boys
1.g Establish mandatory periodic reviews of the implementation of gender equality plans and modify policies and programmes by incorporating recommendations to overcome any obstacles.	Drafting of the CEDAW period report covering the timeframe 2002-2018 was finalised in 2019 and is awaiting submission to the Minister with responsibility for gender affairs.
1.h Design and implement comprehensive and intersectoral intervention protocols, with an intersectional, intercultural, gender and human-rights-based approach, that establish quality standards to ensure non-discrimination on the basis of gender and the adaptability of programmes and services, which should have sufficient, non-transferable allocations of financial resources and be applied at different levels of the State.	
1.i Remove all legal and institutional barriers to women's effective and equal access to justice, without discrimination, by ensuring participation, transparency, independence and high-quality, timely assistance from specialized personnel, and access to comprehensive remedies for damages in the event of rights violations in order to end impunity.	where persons unable to afford an attorney at the private bar are able to access high quality legal services from specialized personnel. In 2016 the Legal Aid Advice Centre in St. Kitts began a thrust towards Legal Aid Clinics in rural areas and services were increased and made more accessible to persons living in those areas. Organised clinics covered a range of legal areas. (There is no legal aid provision in Nevis). Thirty six (36) Legal Clinics were conducted by the Legal Aid and Advice Centre in 2016.
1.j Ensure that laws, regulations and protocols include mechanisms and procedures to ensure the enforceability of women's rights.	
1.k Adopt laws and norms to ensure women's equal access to political power, by fostering gender parity in participation throughout the public sphere.	
1.l Endeavour to ensure that the position of Latin American and Caribbean countries in international discussions on macroeconomic policy, and trade, investment and financial agreements, incorporates the commitments of the Regional Gender Agenda and their link with Sustainable Development Goals, and in particular that the position on sustainable development be transmitted to the High-level Political Forum on Sustainable Development by the Forum of the Countries of Latin America and the Caribbean on Sustainable Development.	
1.m Promote measures, policies and programmes for the full engagement of boys, young men and men as strategic allies in achieving gender equality, promoting and guaranteeing women's rights and eliminating all forms of discrimination and violence against women and girls.	The Men and Boys' Programme is a very busy component of the work of the Department of Gender Affairs. Strengthened by the establishment of the Men's Council, a partnership approach has been adopted with the involvement key stakeholders, the business community and parents to enable the design, delivery and implementation of programmes and initiatives. Projects in schools are reaching boys at an early age and engage them in activities aimed at promoting personal growth through the development of personal and life skills. Activities have raised awareness, encouraged dialogue and created environments for information sharing and support. Opportunities for positive transformational activities have rendered positive results; and the achievements, accomplishments and contribution of males to society are celebrated and publicly acknowledged. Feedback from participants is encouraging, and indicate that intervention activities are welcomed.

## 2. Institutional architecture: multidimensional and comprehensive gender equality policies

Measures	Implementation status	Actors involved in the implementation
2.a Afford machineries for the advancement of women the highest level in the institutional hierarchy, supported by the normative framework, so that, in executing their functions, they can fulfil their role as the governing and managing bodies of policies on gender equality and women's rights and autonomy, and ensure that gender equality is mainstreamed throughout the State structure.	Advanced	Machinery for Advancement of Women together with other State Institutions
2.b Strengthen machineries for the advancement of women by providing sufficient technical, human, political, administrative and financial resources and guarantee their sustainability over time, with a particular focus on the subnational and local levels.		
2.c Promote the establishment and consolidation of gender equality and women's rights bodies in sectoral ministries (including ministries of public administration, where they exist), decentralized agencies, subnational, municipal and local governments, and the legislative and judicial branches, by providing them with human, technical and political resources and a specific budget.		
2.d Establish permanent government mechanisms, with specific mandates, division of duties, resource allocations and work plans, for intersectoral and inter-institutional coordination, especially between machineries for the advancement of women and central planning and budgeting units, to participate in the preparation and implementation of development plans and public budgets, mainstreaming the gender perspective in planning and budgeting at the national, subnational and local levels	Advanced	Machinery for Advancement of Women together with other State Institutions
2.e Ensure ongoing coordination, facilitated by the technical secretariat of the Conference, among the Regional Conference on Women in Latin America and the Caribbean, the other subsidiary bodies of ECLAC and the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, in order to ensure coordinated follow-up to the Regional Gender Agenda and the 2030 Agenda for Sustainable Development, in accordance with their respective mandates.	Advanced	Machinery for Advancement of Women exclusively

## 2. Institutional architecture: multidimensional and comprehensive gender equality policies

Measures	Observations
2.a Afford machineries for the advancement of women the highest level in the institutional hierarchy, supported by the normative framework, so that, in executing their functions, they can fulfil their role as the governing and managing bodies of policies on gender equality and women's rights and autonomy, and ensure that gender equality is mainstreamed throughout the State structure.	The Department of Gender Affairs is a unit within the Ministry of Community Development, Gender Affairs & Social Services. It was first established in 1986, as 'The Department of Women's Affairs' in the Ministry of Health and Women's Affairs. In 2000, the Department assumed its new name 'Department of Gender Affairs' in keeping with the state's commitment to ensure that gender is mainstreamed in all of its policies and programmes, as well as to ensure specific impact on men and women. The Department has major responsibilities for raising awareness; monitoring and improving the status of women and girls in the country through the implementation of a number of International Conventions and declarations; as well as the Constitution of Saint Christopher and Nevis which speaks to equality between men and women. The Department's priority areas include the formation of a National Gender Policy, the empowerment of women and girls, the reduction of all forms of gender based violence, poverty elimination, governance and democracy, and programmes for men and boys.
2.b Strengthen machineries for the advancement of women by providing sufficient technical, human, political, administrative and financial resources and guarantee their sustainability over time, with a particular focus on the subnational and local levels.	
2.c Promote the establishment and consolidation of gender equality and women's rights bodies in sectoral ministries (including ministries of public administration, where they exist), decentralized agencies, subnational, municipal and local governments, and the legislative and judicial branches, by providing them with human, technical and political resources and a specific budget.	
2.d Establish permanent government mechanisms, with specific mandates, division of duties, resource allocations and work plans, for intersectoral and inter-institutional coordination, especially between machineries for the advancement of women and central planning and budgeting units, to participate in the preparation and implementation of development plans and public budgets, mainstreaming the gender perspective in planning and budgeting at the national, subnational and local levels	Government Ministers undertake a planning exercise annually to set Ministry aims and objectives for the forthcoming year. This planning exercise is followed by published estimates. This document takes into account international, regional and national obligations and commitments such as the CEDAW, Beijing Declaration and Platform for Action and Sustainable Development Goals (SDGs). Individual Government ministries and departments formulate work plans in accordance with these guidelines.
2.e Ensure ongoing coordination, facilitated by the technical secretariat of the Conference, among the Regional Conference on Women in Latin America and the Caribbean, the other subsidiary bodies of ECLAC and the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, in order to ensure coordinated follow-up to the Regional Gender Agenda and the 2030 Agenda for Sustainable Development, in accordance with their respective mandates.	There is regular participation in international and regional gender activities.



### 3. Popular and citizen participation: democratization of policy and society

Measures	Implementation status	Actors involved in the implementation
3.a Support women's leadership in social and political organizations, promoting parity-based participation in democracy, institutionbuilding and the advocacy capacities of civil society organizations, women's and feminist movements, and, in particular, leadership among adolescents, young women, indigenous women, Afrodescendent women, rural women, migrant women, women living with HIV/AIDS, women with disabilities, and lesbian, gay, bisexual, trans and intersex (LGBTI) persons, respecting their organizational expressions	Advanced	Machinery for Advancement of Women together with other State Institutions
3.b Establish mechanisms that guarantee participation on a parity basis by women in all their diversity in the public sphere, in elected and designated positions encompassing all functions and at all levels of the State	Advanced	Machinery for Advancement of Women together with other State Institutions
3.c Create and maintain a safe and supportive environment for the full and effective participation of civil society through an enabling policy framework, a human rights protection system that safeguards freedoms and ensures effective access to justice, timely public information and citizen participation channels, including mechanisms for the free, prior and informed consent of rural and campesino communities and different indigenous peoples and ethnic groups.	Advanced	Machinery for Advancement of Women together with other State Institutions
3.d Establish or strengthen effective, institutionalized and permanent citizen participation mechanisms that are representative of the diversity in civil society organizations, to ensure their contribution to the design, implementation, follow-up and evaluation of public policies on gender equality and women's human rights, especially macroeconomic, production and sustainable development policies and policies on the mitigation of and response to extreme weather events, risk management and resilience-building at the regional, national, subnational and local levels.	At initial process	Machinery for Advancement of Women together with other State Institutions
3.e Foster the development of online participation and consultation platforms to involve all citizens, individuals and groups in decisionmaking, particularly young people and women of all ages, Afrodescendent women and those who live in rural, ethnic or indigenous communities or far from decision-making structures, ensuring equal access to information and broad-based consultations.	Not started	Not apply
3.f Allocate sufficient budgets for the functioning of social oversight and accountability mechanisms, observatories and other instruments, and for the participation of civil society organizations, particularly feminist movements and organizations of women of all age.		
3.g Promote spaces for the participation of civil society, especially women's and feminist movements, in the framework of regional integration bodies and regional and global intergovernmental bodies, such as the Regional Conference on Women in Latin America and the Caribbean, the Regional Conference on Population and Development in Latin America and the Caribbean and other subsidiary bodies of ECLAC, the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, the Commission on the Status of Women, the Commission on Population and Development, the High-level Political Forum on Sustainable Development and the Economic and Social Council Forum on Financing for Development Follow-up.	At initial process	Machinery for Advancement of Women together with other State Institutions
3.h Work towards the creation of a regional fund in support of women's and feminist movements and organizations, taking into consideration the input of civil society	Not started	Not apply

### 3. Popular and citizen participation: democratization of policy and society

Measures	Observations
3.a Support women's leadership in social and political organizations, promoting parity-based participation in democracy, institutionbuilding and the advocacy capacities of civil society organizations, women's and feminist movements, and, in particular, leadership among adolescents, young women, indigenous women, Afrodescendent women, rural women, migrant women, women living with HIV/AIDS, women with disabilities, and lesbian, gay, bisexual, trans and intersex (LGBTI) persons, respecting their organizational expressions	The Department of Gender Affairs has fostered good collaborative partnerships and works in collaboration with public and private sectors and civil society organisation to realise the achievement of the gender agenda. Invitations are extended to and received by agencies who contribute to the development of projects and initiatives. Women's non-government organisations contribute to the work of gender equality through the hosting of their events, for example, domestic violence (public awareness) and women's health matters (free health testing) and personal development training.
3.b Establish mechanisms that guarantee participation on a parity basis by women in all their diversity in the public sphere, in elected and designated positions encompassing all functions and at all levels of the State	The Department of Gender Affairs works closely with stakeholders in the development of projects and initiatives. Relevant stakeholders are regularly invited to contribute in stakeh
3.c Create and maintain a safe and supportive environment for the full and effective participation of civil society through an enabling policy framework, a human rights protection system that safeguards freedoms and ensures effective access to justice, timely public information and citizen participation channels, including mechanisms for the free, prior and informed consent of rural and campesino communities and different indigenous peoples and ethnic groups.	A holistic approach has been adopted and strategic partnerships made with civic groups, churches, organisations and the Ministry of Health. The Department of Gender Affairs, in partnership with the National Women's Council and National Men's Council works with men and women inside and outside of prisons, delivering training sessions aimed at changing the mindsets and behaviours of men and women to eradicate gender based violence in society.
3.d Establish or strengthen effective, institutionalized and permanent citizen participation mechanisms that are representative of the diversity in civil society organizations, to ensure their contribution to the design, implementation, follow-up and evaluation of public policies on gender equality and women's human rights, especially macroeconomic, production and sustainable development policies and policies on the mitigation of and response to extreme weather events, risk management and resilience-building at the regional, national, subnational and local levels.	
3.e Foster the development of online participation and consultation platforms to involve all citizens, individuals and groups in decisionmaking, particularly young people and women of all ages, Afrodescendent women and those who live in rural, ethnic or indigenous communities or far from decision-making structures, ensuring equal access to information and broad-based consultations.	
3.f Allocate sufficient budgets for the functioning of social oversight and accountability mechanisms, observatories and other instruments, and for the participation of civil society organizations, particularly feminist movements and organizations of women of all age.	
3.g Promote spaces for the participation of civil society, especially women's and feminist movements, in the framework of regional integration bodies and regional and global intergovernmental bodies, such as the Regional Conference on Women in Latin America and the Caribbean, the Regional Conference on Population and Development in Latin America and the Caribbean and other subsidiary bodies of ECLAC, the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, the Commission on the Status of Women, the Commission on Population and Development, the High-level Political Forum on Sustainable Development and the Economic and Social Council Forum on Financing for Development Follow-up.	
3.h Work towards the creation of a regional fund in support of women's and feminist movements and organizations, taking into consideration the input of civil society	

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

Measures	Implementation status	Actors involved in the implementation
4.a Design and implement plans for training and ongoing education, in partnership with academic centres, feminist organizations and international organizations, on gender equality, women's rights, intersectionality and interculturality in all public institutions particularly the justice system, security forces and the health and education sectors, in order to have human resources skilled in the design and implementation of sectoral and cross-cutting gender policies nationwide.	At initial process	Machinery for Advancement of Women together with other State Institutions
4.b Incorporate continuing training on gender equality and women's rights, intersectionality and interculturality into civil service training programmes, and attach importance to this training as part of civil servants' development and career advancement.	Not started	Not apply
4.c Design, and implement continuing training, management and evaluation strategies to build an organizational culture open to gender, intersectional and intercultural policies.	At initial process	Machinery for Advancement of Women together with other State Institutions
4.d Design specific training processes to build the leadership capacities of women of all ages in order to achieve parity-based participation in decision-making roles and, in particular, in senior management, executive and technical positions.	At initial process	Machinery for Advancement of Women together with other State Institutions
4.e Implement regional training, capacity-building and experienceexchange programmes (online and in-person) on the Regional Gender Agenda, the 2030 Agenda for Sustainable Development, the Sustainable Development Goal indicators and development planning, with the support of ECLAC.	Not started	Not apply

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

Measures	Observations
4.a Design and implement plans for training and ongoing education, in partnership with academic centres, feminist organizations and international organizations, on gender equality, women's rights, intersectionality and interculturality in all public institutions particularly the justice system, security forces and the health and education sectors, in order to have human resources skilled in the design and implementation of sectoral and cross-cutting gender policies nationwide.	Presentation on the work of the Department of Gender Affairs delivered to police trainees in May 2019, with particular reference to the area of gender based violence.
4.b Incorporate continuing training on gender equality and women's rights, intersectionality and interculturality into civil service training programmes, and attach importance to this training as part of civil servants' development and career advancement.	
4.c Design, and implement continuing training, management and evaluation strategies to build an organizational culture open to gender, intersectional and intercultural policies.	116 gender focal points received training in gender sensitisation in 2016. Gender sensitisation training is an ongoing initiative, delivered through the Departments of Gender Affairs
4.d Design specific training processes to build the leadership capacities of women of all ages in order to achieve parity-based participation in decision-making roles and, in particular, in senior management, executive and technical positions.	As part of their focus on the advancement and empowerment of women, the Department of Gender Affairs conducted a workshop in 2016, entitled "Women in Middle Management" for women in the public and private sector with the goal of career and personal development.
4.e Implement regional training, capacity-building and experienceexchange programmes (online and in-person) on the Regional Gender Agenda, the 2030 Agenda for Sustainable Development, the Sustainable Development Goal indicators and development planning, with the support of ECLAC.	

## 5. Financing: mobilizing sufficient and sustainable resources for gender equality

Measures	Implementation status	Actors involved in the implementation
5.a Design, implement and evaluate macroeconomic policies, particularly iscal policies (income, spending and investment), from a gender equality and human rights perspective to safeguard the progress made and mobilize the maximum available resources.		
5.b Assess, using costing exercises with a gender perspective, the budgetary needs of various State institutions linked to achieving the Regional Gender Agenda and the Sustainable Development Goals, and identify available and potential sources of public inancing that respond to the economic and social needs of each country		
5.c Promote and adopt progressive iscal policies and allocate budgets with a gender perspective to ensure suficient, non-transferable, sustainable resources that cover all levels and areas of public policy aimed at reversing gender inequalities and guaranteeing women's right		
5.d Ensure that iscal adjustment measures or budget cuts aimed at addressing economic slowdowns are in line with the principles of human rights and non-discrimination, bearing in mind that these measures should be temporary and used exceptionally for the duration of the crisis, and should avoid worsening women's poverty rates, increasing their burden of unpaid and care work, and reducing inancing and budgets for equality policies and machineries for the advancement of women.		
5.e Monitor changes in the amount, level, composition and disbursement of budget allocations for policies aimed at reducing gender inequalities and guaranteeing women's rights, and disseminate that information.		
5.f Ensure that the private sector, particularly the corporate sector, contributes effectively to the financing of women's entrepreneurship, public services and social protection by paying progressive taxes, and that the State avoids the granting of tax privileges.		
5.g Carry out gender impact assessments of iscal policies before and after implementation, to ensure that these policies do not have a negative effect, explicit or implicit, on gender equality, women's rights or autonomy, for example, increasing the unpaid and care workload or women's poverty rates.		
5.h Strengthen regional cooperation to combat tax evasion and avoidance and illicit inancial lows, and improve tax collection from the wealthiest and highest-income groups by introducing corporate income, wealth and property taxes, among others, in order to have greater resources for gender equality policies.		
5.i Urge the agencies of the United Nations and the inter-American system to ensure that their gender machineries have suficient resources for the full implementation of policies on gender equality and women's rights.		
5.j Allocate suficient inancial resources for human resource and institutional capacity-building and -strengthening, in particular in small, highly indebted Caribbean countries for the full and effective implementation of women's human rights and gender equality policies.		

## 5. Financing: mobilizing sufficient and sustainable resources for gender equality

Measures	Observations
5.a Design, implement and evaluate macroeconomic policies, particularly iscal policies (income, spending and investment), from a gender equality and human rights perspective to safeguard the progress made and mobilize the maximum available resources.	
5.b Assess, using costing exercises with a gender perspective, the budgetary needs of various State institutions linked to achieving the Regional Gender Agenda and the Sustainable Development Goals, and identify available and potential sources of public inancing that respond to the economic and social needs of each country	
5.c Promote and adopt progressive iscal policies and allocate budgets with a gender perspective to ensure suficient, non-transferable, sustainable resources that cover all levels and areas of public policy aimed at reversing gender inequalities and guaranteeing women's right	
5.d Ensure that iscal adjustment measures or budget cuts aimed at addressing economic slowdowns are in line with the principles of human rights and non-discrimination, bearing in mind that these measures should be temporary and used exceptionally for the duration of the crisis, and should avoid worsening women's poverty rates, increasing their burden of unpaid and care work, and reducing inancing and budgets for equality policies and machineries for the advancement of women.	
5.e Monitor changes in the amount, level, composition and disbursement of budget allocations for policies aimed at reducing gender inequalities and guaranteeing women's rights, and disseminate that information.	
5.f Ensure that the private sector, particularly the corporate sector, contributes effectively to the financing of women's entrepreneurship, public services and social protection by paying progressive taxes, and that the State avoids the granting of tax privileges.	
5.g Carry out gender impact assessments of iscal policies before and after implementation, to ensure that these policies do not have a negative effect, explicit or implicit, on gender equality, women's rights or autonomy, for example, increasing the unpaid and care workload or women's poverty rates.	
5.h Strengthen regional cooperation to combat tax evasion and avoidance and illicit inancial lows, and improve tax collection from the wealthiest and highest-income groups by introducing corporate income, wealth and property taxes, among others, in order to have greater resources for gender equality policies.	
5.i Urge the agencies of the United Nations and the inter-American system to ensure that their gender machineries have suficient resources for the full implementation of policies on gender equality and women's rights.	
5.j Allocate suficient inancial resources for human resource and institutional capacity-building and -strengthening, in particular in small, highly indebted Caribbean countries for the full and effective implementation of women's human rights and gender equality policies.	

## 6. Communication: access to information and cultural change

Measures		Implementation status	Actors involved in the implementation
6.a	Design and implement communications plans, with earmarked resources and impact measurement, aimed at the civil service, civil society, the academic sector, the media and society as a whole, to systematically disseminate the agreements, commitments and obligations of the Latin American and Caribbean States relating to women's and girls' human rights and gender equality, and their linkages with global, national, subnational and local priorities.		
6.b	Establish, using information and communications technologies (ICTs), communication plans for different specific audiences in order to ensure the continuous dissemination of legislation and regulatory policies to eliminate gender inequality and guarantee women's human rights.	At initial process	Machinery for Advancement of Women together with other State Institutions
6.c	Conduct continuous communication campaigns based on quantitative and qualitative studies, with the aim of producing cultural change for gender equality in all areas.	Not started	Not apply

## 6. Communication: access to information and cultural change

Measures	Observations
6.a Design and implement communications plans, with earmarked resources and impact measurement, aimed at the civil service, civil society, the academic sector, the media and society as a whole, to systematically disseminate the agreements, commitments and obligations of the Latin American and Caribbean States relating to women's and girls' human rights and gender equality, and their linkages with global, national, subnational and local priorities.	
6.b Establish, using information and communications technologies (ICTs), communication plans for different specific audiences in order to ensure the continuous dissemination of legislation and regulatory policies to eliminate gender inequality and guarantee women's human rights.	Use of social media is regularly utilised to raise awareness of the work of the Department of Gender Affairs and its associated agencies. The progress of the St. Kitts and Nevis Gender Equality Policy is publicised on the social media sites of the funding agency (UNESCO) and Department of Gender Affairs. Other examples include International Women's Day, International Men's Day, the 16 Day Campaign for the Eradication of Violence Against Women and Human Rights Day.
6.c Conduct continuous communication campaigns based on quantitative and qualitative studies, with the aim of producing cultural change for gender equality in all areas.	



## 7. Technology: towards e-government and innovative and inclusive economies

Measures	Implementation status	Actors involved in the implementation
7.a Design and carry out periodical ex ante and ex post assessments of the effects of technologies with respect to gender equality in such areas as women's employment, health, the protection of the ancestral knowledge of women of different indigenous, ethnic and racial groups, harassment and violence through technological means, natural resources and production methods.	Not started	Not apply
7.b Formulate and implement e-government policies, with a gender equality, intersectional and intercultural perspective, thereby enhancing the efficiency and quality of public services, access to information, transparency, use of open data, public participation and accountability, as well as ensuring data confidentiality and protection of users	Not started	Not apply
7.c Incorporate gender equality, intersectional, intercultural and intergenerational perspectives into the design and application of digital agendas and national strategies for innovation and ICTs.	Not started	Not apply
7.d Design and execute specific programmes to close the gender gaps in access, use and skills in science, technology and innovation, and encourage the parity-based participation of women in this area.	Not started	Not apply
7.e Encourage, in the framework of the United Nations Technology Facilitation Mechanism, commitments regarding access to and the exchange, transfer and dissemination of technology under favourable, concessional and preferential conditions, and promote multidimensional evaluation to ensure that technology transfers are safe, socially appropriate, environmentally sustainable, and in keeping with commitments relating to women's rights and gender equality.	Not started	

## 7. Technology: towards e-government and innovative and inclusive economies

Measures	Observations
7.a Design and carry out periodical ex ante and ex post assessments of the effects of technologies with respect to gender equality in such areas as women's employment, health, the protection of the ancestral knowledge of women of different indigenous, ethnic and racial groups, harassment and violence through technological means, natural resources and production methods.	
7.b Formulate and implement e-government policies, with a gender equality, intersectional and intercultural perspective, thereby enhancing the efficiency and quality of public services, access to information, transparency, use of open data, public participation and accountability, as well as ensuring data confidentiality and protection of users	
7.c Incorporate gender equality, intersectional, intercultural and intergenerational perspectives into the design and application of digital agendas and national strategies for innovation and ICTs.	
7.d Design and execute specific programmes to close the gender gaps in access, use and skills in science, technology and innovation, and encourage the parity-based participation of women in this area.	
7.e Encourage, in the framework of the United Nations Technology Facilitation Mechanism, commitments regarding access to and the exchange, transfer and dissemination of technology under favourable, concessional and preferential conditions, and promote multidimensional evaluation to ensure that technology transfers are safe, socially appropriate, environmentally sustainable, and in keeping with commitments relating to women's rights and gender equality.	

## 8. Cooperation: towards democratic multilateral governance

Measures		Implementation status	Actors involved in the implementation
8.a	Harmonize regional norms consistent with women's human rights, and evaluate the extraterritorial effects of the legislation and policies adopted, with respect to transnational issues such as migration, trafficking of women and girls, smuggling of migrants, international organized crime, drug smuggling, forced displacement and the situation of refugees, global value chains and global care chains, financial volatility, wealth concentration, climate change, portability of pensions and the rights of Afro-descendent women and women of different indigenous and ethnic group	At initial process	Other State Institutions exclusively
8.b	Implement development cooperation agreements between countries and subregions, particularly to address extreme natural events or other critical situations, in the technical, scientific and financial fields and in relation to labour standards and the social, economic, cultural and environmental rights of women.		
8.c	Increase resources and technical support to build resilience in small island developing and coastal States that are susceptible to the impacts of climate change, disasters and extreme weather events.	Advanced	Other State Institutions exclusively
8.d	Strengthen the coordination between the Regional Conference on Women in Latin America and the Caribbean and the gender machineries of the inter-American system and the regional and subregional integration blocs in order to ensure synergies in the implementation and follow-up of the Regional Gender Agenda and the 2030 Agenda for Sustainable Development.	Advanced	Machinery for Advancement of Women together with other State Institutions
8.e	Urge developed countries to meet their official development assistance commitments, particularly by devoting 0.7% of gross national income to this purpose, and contributing 0.15%-0.20% to the least developed countries.		
8.f	Promote cooperation and support for middle-income countries, particularly highly indebted and vulnerable Caribbean countries, by defining comprehensive methodologies for classifying countries based on structural development gaps in order to evaluate levels of development and gender inequality more accurately and comprehensively.		
8.g	Urge developed countries to increase non-conditional official development assistance planned, in a concerted manner, with sufficient resources to fund gender equality policies and mainstreaming of the Sustainable Development Goals.		
8.h	Promote the representation of Latin American and Caribbean countries, with delegations composed on the basis of parity, in global economic governance institutions that design and implement international norms on finance, trade and debt, and ensure that these norms are consistent with women's human rights.		
8.i	Explore debt relief options for highly indebted and vulnerable Caribbean countries, promote solutions to address the debt overhang and guarantee the necessary resources for the implementation of the Regional Gender Agenda and the achievement of sustainable development		

## 8. Cooperation: towards democratic multilateral governance

Measures	Observations
8.a Harmonize regional norms consistent with women's human rights, and evaluate the extraterritorial effects of the legislation and policies adopted, with respect to transnational issues such as migration, trafficking of women and girls, smuggling of migrants, international organized crime, drug smuggling, forced displacement and the situation of refugees, global value chains and global care chains, financial volatility, wealth concentration, climate change, portability of pensions and the rights of Afro-descendent women and women of different indigenous and ethnic group	Legislation has been introduced to tackle trafficking in persons. The Saint Christopher and Nevis Trafficking in Persons (Prevention) Act, Chapter 4.40 states it is 'AN ACT' to prescribe measures to prevent and combat trafficking in persons with particular regard to victims who are women and children, and to provide for related or incidental matters'. Under section 3 of this Act trafficking in persons is a criminal offence and persons committing this offence are liable to imprisonment for a period of 20 years, a fine of two hundred and fifty thousand dollars; or both a fine and imprisonment
8.b Implement development cooperation agreements between countries and subregions, particularly to address extreme natural events or other critical situations, in the technical, scientific and financial fields and in relation to labour standards and the social, economic, cultural and environmental rights of women.	
8.c Increase resources and technical support to build resilience in small island developing and coastal States that are susceptible to the impacts of climate change, disasters and extreme weather events.	The National Emergency Management Agency (NEMA) has a team of eight full-time employees (37.5% male and 62.5% female). Enhancing community resilience to disasters is a priority for NEMA, evidenced in the training of Community Emergency Response Teams (CERT) in 2013, and Student Emergency Response Teams (SERT) in 2017. In St Kitts, NEMA has 16 district managers and a group of 16 volunteers; females represent 12.5% for each group respectively. In November 2017 a group of thirty (30) young adults comprising of from St Kitts and Nevis, were inducted into the St Kitts-Nevis Comprehensive Disaster Management Youth Ambassadors Group, committed to sharing ideas and experiences to further strengthen efforts of preparedness and awareness. Disaster preparedness information published on the NEMA website highlights the vulnerability faced by the elderly e.g. chronic health conditions and poverty.
8.d Strengthen the coordination between the Regional Conference on Women in Latin America and the Caribbean and the gender machineries of the inter-American system and the regional and subregional integration blocs in order to ensure synergies in the implementation and follow-up of the Regional Gender Agenda and the 2030 Agenda for Sustainable Development.	The Federation of St. Christopher and Nevis participates in international and regional reviews of progress in relation to implementation processes, e.g. CEDAW review and Beijing Declaration and Platform for Action etc.
8.e Urge developed countries to meet their official development assistance commitments, particularly by devoting 0.7% of gross national income to this purpose, and contributing 0.15%-0.20% to the least developed countries.	
8.f Promote cooperation and support for middle-income countries, particularly highly indebted and vulnerable Caribbean countries, by defining comprehensive methodologies for classifying countries based on structural development gaps in order to evaluate levels of development and gender inequality more accurately and comprehensively.	
8.g Urge developed countries to increase non-conditional official development assistance planned, in a concerted manner, with sufficient resources to fund gender equality policies and mainstreaming of the Sustainable Development Goals.	
8.h Promote the representation of Latin American and Caribbean countries, with delegations composed on the basis of parity, in global economic governance institutions that design and implement international norms on finance, trade and debt, and ensure that these norms are consistent with women's human rights.	
8.i Explore debt relief options for highly indebted and vulnerable Caribbean countries, promote solutions to address the debt overhang and guarantee the necessary resources for the implementation of the Regional Gender Agenda and the achievement of sustainable development	

## 9. Information systems: transforming data into information, information into knowledge and knowledge into political decisions

Measures	Implementation status	Actors involved in the implementation
9.a Establish and strengthen national statistical systems with a gender perspective, which requires improving the coverage, quality and periodicity of sociodemographic and economic statistics through surveys, censuses and administrative records, using common classifications that ensure comparability.	Advanced	Other State Institutions exclusively
9.b Ensure the disaggregation and dissemination of data by sex, age, race and ethnic origin, socioeconomic status and area of residence, in order to improve analyses to select the diversity of women's situations.	Advanced	Other State Institutions exclusively
9.c Develop and strengthen instruments to measure gender inequalities, such as surveys on time use, violence against women, sexual and reproductive health and use of public spaces, and ensure their funding and periodicity.	Advanced	Machinery for Advancement of Women together with other State Institutions
9.d Design and incorporate into public information systems indicators to measure the level of commitment to and guarantee of women's human rights, differentiating structural, process and outcome indicators, and signs of qualitative progress.		
9.e Build or strengthen inter-institutional partnerships between bodies that produce and use information, particularly between machineries for the advancement of women, national statistical offices, academic institutions and national human rights institutions.		
9.f Publish and disseminate, through open-access digital means, good-quality, timely and free information on legislative discussions, approved and executed budgets and judicial decisions.		
9.g Strengthen the statistical capacities of machineries for the advancement of women in Latin America and the Caribbean to mainstream the gender perspective in all statistical generation or integration projects.		
9.h Promote the production of information for follow-up on the commitments assumed under the Regional Gender Agenda, seeking complementarity with the indicators for the Sustainable Development Goals and the Montevideo Consensus on Population and Development.		
9.i Intensify coordination between the Regional Conference on Women in Latin America and the Caribbean and the Statistical Conference of the Americas of the Economic Commission for Latin America and the Caribbean, and encourage cooperation between countries and participation in the sessions of the United Nations Statistical Commission.		

## 9. Information systems: transforming data into information, information into knowledge and knowledge into political decisions

Measures	Observations
9.a Establish and strengthen national statistical systems with a gender perspective, which requires improving the coverage, quality and periodicity of sociodemographic and economic statistics through surveys, censuses and administrative records, using common classifications that ensure comparability.	
9.b Ensure the disaggregation and dissemination of data by sex, age, race and ethnic origin, socioeconomic status and area of residence, in order to improve analyses to select the diversity of women's situations.	The last Country Poverty Assessment for the Federation was conducted in 2007/08. In 2018, officials from the Department of Statistics began an updating exercise to gather information on the living conditions of persons in the Federation of St. Kitts and Nevis. In this regard a further Country Poverty Assessment took place from May to December 2018. Information was captured via a Survey of Living Conditions and Household Budget Survey. The survey sought to collect important information on income, education, health and living standards in order to establish the global multidimensional poverty index and related sustainable development goal indicators, as a means of achieving national development objectives. Data collection was carried out through the use of questionnaires administered through face-to-face interviews.
9.c Develop and strengthen instruments to measure gender inequalities, such as surveys on time use, violence against women, sexual and reproductive health and use of public spaces, and ensure their funding and periodicity.	Other national sources where statistics are available, disaggregated by sex, include the national Statistics Department, the St. Kitts and Nevis Social Security Board, Special Victims Unit of the Royal St. Christopher and Nevis Police Force, Ministry of Health, and Ministry of Education.
9.d Design and incorporate into public information systems indicators to measure the level of commitment to and guarantee of women's human rights, differentiating structural, process and outcome indicators, and signs of qualitative progress.	
9.e Build or strengthen inter-institutional partnerships between bodies that produce and use information, particularly between machineries for the advancement of women, national statistical offices, academic institutions and national human rights institutions.	
9.f Publish and disseminate, through open-access digital means, good-quality, timely and free information on legislative discussions, approved and executed budgets and judicial decisions.	
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9.h Promote the production of information for follow-up on the commitments assumed under the Regional Gender Agenda, seeking complementarity with the indicators for the Sustainable Development Goals and the Montevideo Consensus on Population and Development.	
9.i Intensify coordination between the Regional Conference on Women in Latin America and the Caribbean and the Statistical Conference of the Americas of the Economic Commission for Latin America and the Caribbean, and encourage cooperation between countries and participation in the sessions of the United Nations Statistical Commission.	

## 10. Monitoring, evaluation and accountability: guaranteeing rights and transparency

Measures	Implementation status	Actors involved in the implementation
10.a Create or strengthen monitoring systems, according to agreed criteria, that comprehensively and periodically evaluate the level of implementation of laws, norms, policies, plans and programmes on gender equality and women's rights at the regional, national and subnational levels.		
10.b Take into consideration the information compiled from monitoring and evaluation to create or strengthen accountability mechanisms relating to advances concerning and fulfilment of the Regional Gender Agenda, the 2030 Agenda for Sustainable Development and, particularly, allocated budgets at all levels of public administration.	At initial process	Machinery for Advancement of Women together with other State Institutions
10.c Promote inter-institutional coordination among machineries for the advancement of women, national human rights institutions and the Follow-up Mechanism to the Convention of Belém do Pará (MESECVI) and the Protocol of San Salvador, to ensure complementarity and avoid overlap in the monitoring and evaluation of policies on gender equality and women's rights.		
10.d Ensure that the reports presented by countries to the Committee on the Elimination of Discrimination against Women are broader and more detailed, and that they are submitted in accordance with the schedule set out by the United Nations, that civil society is consulted in the follow-up and evaluation of the policies to which the reports refer, and that legislative changes made are consistent with the Convention on the Elimination of All Forms of Discrimination against Women.	Advanced	Machinery for Advancement of Women together with other State Institutions
10.e Report to the Regional Conference on Women in Latin America and the Caribbean and the Forum of the Countries of Latin America and the Caribbean on Sustainable Development on the fulfilment of the agreements and commitments undertaken under the Regional Gender Agenda and the 2030 Agenda for Sustainable Development.	Advanced	Machinery for Advancement of Women together with other State Institutions
10.f Report on the regional advances and obstacles concerning the full and effective implementation of the Regional Gender Agenda and its synergies with the 2030 Agenda for Sustainable Development at the sessions of the Commission on the Status of Women.	Advanced	Machinery for Advancement of Women together with other State Institutions
10.g Ensure that civil society organizations enjoy effective access to public information so that they can fulfil their role of monitoring policies on equality and women's rights.		

## 10. Monitoring, evaluation and accountability: guaranteeing rights and transparency

Measures	Observations
10.a Create or strengthen monitoring systems, according to agreed criteria, that comprehensively and periodically evaluate the level of implementation of laws, norms, policies, plans and programmes on gender equality and women's rights at the regional, national and subnational levels.	
10.b Take into consideration the information compiled from monitoring and evaluation to create or strengthen accountability mechanisms relating to advances concerning and fulfilment of the Regional Gender Agenda, the 2030 Agenda for Sustainable Development and, particularly, allocated budgets at all levels of public administration.	It should be noted that a number of challenges were experienced obtaining data. Whilst some data was available from a number of institutions, comprehensive data collection and analysis is not widely practiced. Captured data is not always accessible in the format required, i.e. disaggregated by sex; consequently, raw data is limited in terms of quantity and quality. Lack of human and physical resources are recognised as contributing factors to the paucity of data, which as a consequence hampers the ability to measure policies and services effectively. Improved mechanisms for data management to enable accurate monitoring and evaluation and decision making processes are fundamental.
10.c Promote inter-institutional coordination among machineries for the advancement of women, national human rights institutions and the Follow-up Mechanism to the Convention of Belém do Pará (MESECVI) and the Protocol of San Salvador, to ensure complementarity and avoid overlap in the monitoring and evaluation of policies on gender equality and women's rights.	
10.d Ensure that the reports presented by countries to the Committee on the Elimination of Discrimination against Women are broader and more detailed, and that they are submitted in accordance with the schedule set out by the United Nations, that civil society is consulted in the follow-up and evaluation of the policies to which the reports refer, and that legislative changes made are consistent with the Convention on the Elimination of All Forms of Discrimination against Women.	A detailed CEDAW report (2002-2018) has been produced in line with the guidelines issued by the United Nations. Two consultations were held with the public and private sectors and civil society and ensuing contributions incorporated into the review.
10.e Report to the Regional Conference on Women in Latin America and the Caribbean and the Forum of the Countries of Latin America and the Caribbean on Sustainable Development on the fulfilment of the agreements and commitments undertaken under the Regional Gender Agenda and the 2030 Agenda for Sustainable Development.	The Department of Gender Affairs responds to requests for periodic updates with regard to international, regional and national commitments to which the country is a signatory, e.g. CEDAW reporting, Beijing Declaration and Platform for Action, Gender Equality Observatory annual returns.
10.f Report on the regional advances and obstacles concerning the full and effective implementation of the Regional Gender Agenda and its synergies with the 2030 Agenda for Sustainable Development at the sessions of the Commission on the Status of Women.	The Government of Saint Christopher and Nevis is represented annually at the Commission on the Status of Women. A country report, which summarises the country's progress is delivered at this session.
10.g Ensure that civil society organizations enjoy effective access to public information so that they can fulfil their role of monitoring policies on equality and women's rights.	



Explanatory notes

Explanatory notes

Implementation status	
Not started	The measure has not yet been considered and no action has been implemented in this regard.
At initial process	Some actions related to the measure have been initiated but the implementation process is still very low.
Advanced	Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.
Implemented	The measure has been fully implemented.
Not apply	
Actors involved in the implementation	
Machinery for Advancement of Women exclusively	The actions carried out to accomplish this measure were exclusively performed by the National Mechanism for the Advancement of Women.
Machinery for Advancement of Women together with other State Institutions	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.
Other State Institutions exclusively	The actions carried out to accomplish this measure were exclusively performed by the State institutions that are not the Mechanism for the advancement of women.
Not apply	