

**CRFM Technical & Advisory Document  
Number 2020 / 08**

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**MAINSTREAMING GENDER IN FISHERIES OF THE  
CARIBBEAN INITIATIVE: AN ASSESSMENT OF  
COUNTRY COMPLIANCE WITH INTERNATIONAL AND  
REGIONAL FRAMEWORKS RELATED TO GENDER,  
FISHERIES, YOUTH AND DECENT WORK**

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# **CRFM Technical & Advisory Document - Number 2020/ 08**

## **Mainstreaming Gender in Fisheries of the Caribbean Initiative: An assessment of country compliance with international and regional frameworks related to gender, fisheries, youth and decent work**

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CRFM TECHNICAL & ADVISORY DOCUMENT – Number 2020 / 08  
Mainstreaming Gender in Fisheries of the Caribbean Initiative: An assessment of country compliance with international and regional frameworks related to gender, fisheries, youth and decent work

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## ACRONYMS AND ABBREVIATIONS

BPfA	Beijing Platform for Action
CARICOM	Caribbean Community
CBD	UN Convention on Biological Diversity
CCCFP	Caribbean Community Common Fisheries Policy
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEDAW Committee	Committee on the Elimination of Discrimination Against Women
CLME+	Caribbean and North Brazil Shelf Large Marine Ecosystems
COFCOR	Council for Foreign and Community Relations
COP	Conference of the Parties
COTED	Council for Trade and Economic Development
COVID-19	2019 novel coronavirus disease
CPA BIMR	Commonwealth Parliamentary Association British Islands and Mediterranean Region
CRFM	Caribbean Regional Fisheries Mechanism
CYEN	Caribbean Youth Environment Network
EAF	Ecosystem approach to fisheries
ECFF-FMP	Eastern Caribbean Flyingfish Fishery Management Plan
ECROP	Eastern Caribbean Regional Ocean Policy
FAO	United Nations Food and Agriculture Organization
FAO SSF-GSF	The FAO Global Strategic Framework in support of the implementation of the SSF Guidelines
GBV	Gender-based violence
GEF	Global Environment Facility
Gender ASAP	Gender Analysis, Strategy, and Action Plan
GYBN	Global Youth Biodiversity Network
HLPF	High-level Political Forum
ILO	International Labour Organization
IUU	Illegal, unreported, and unregulated fishing
NBSAP	National Biodiversity Strategy and Action Plan
OECD	Organisation for Economic Co-operation and Development
OECS	Organisation of Eastern Caribbean States
OP-CEDAW	Optional Protocol for CEDAW
SDGs	Sustainable Development Goals
SIGI	Social Institutions and Gender Index
SSF Guidelines	Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication
UN	United Nations
UNDESA	UN Department of Economic and Social Affairs
UN ECLAC	UN Economic Commission for Latin America and the Caribbean
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
UWI	University of the West Indies
VNR	Voluntary National Review
WECAFC	Western Central Atlantic Fishery Commission
WEF	World Economic Forum
WPAY	World Programme of Action for Youth

## TERMINOLOGY

The following terms are useful for understanding the approaches and discussions throughout this report and providing the basis of understanding for the thematic goals of the gender mainstreaming initiative—gender equality, youth empowerment, and decent work. As many of these terms are interlinked, the first several terms are not listed in alphabetical order to provide a precursor for rest of the terminology listed and as mentioned throughout the report.

**Sex:** Refers to biological sex (the anatomy of an individual's reproductive system, and secondary sex characteristics), distinguished as male, female, or intersex, and assigned at birth. *Intersex* people are born with physical or biological sex characteristics, such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns, which do not fit the typical definitions of male or female. These characteristics may be apparent at birth or emerge later in life, often at puberty (United Nations Free and Equal Initiative, n.d.).

**Gender:** Refers to sociocultural expectations of the roles and behaviours of women and men—as well as individuals with a non-binary gender identity—and the relations between them, including economic, political and socio-cultural attributes, constraints and opportunities. Gender is expressed through various behaviours, mannerisms, and appearances a person uses to express their gender within a cultural context. Gender is different than biological sex, and gender roles, behaviours and identity, as well as the relations between people based on their gender, are dynamic and can change over time and vary widely within and across a culture (Dazé and Church, 2019; Hartl, 2017). *Non-binary* is an umbrella term that broadly refers to people whose gender identity falls outside the gender binary of man or woman (Montez, 2019); however, many individuals that are under the umbrella of non-binary have specific terms and designations for their gender.

**Gender equality:** Refers to the notion that rights, responsibilities and opportunities of individuals are not dependent on one's gender. It implies that the interests, needs and priorities of every individual, regardless of their gender, are taken into consideration and that the diversity of differences among people of all genders are recognized and celebrated and do not depend on whether they are men, women or do not fit within a binary definition of gender. Gender equality is both a human rights issue and a precondition for, and indicator of, sustainable people-centred development (Dazé and Church, 2019).

**Gender equity:** Refers to the process of treating women and men fairly, according to their respective needs. This can include equal treatment, but also distinct forms of treatment or measures that compensate for historical and structural disadvantages that prevent women and men from accessing or enjoying the same opportunities. This also applies to people of non-binary gender identities. Equity leads to equality (Dazé and Church, 2019; Siles et al., 2019).

**Decent work:** Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (International Labour Organization [ILO], n.d.a).

**Empowerment:** The process of a person gaining power and control over their own lives. This process occurs both at the individual and societal level, involving individuals, cultures, societies, and institutions that create the conditions for empowerment to occur. This can involve raising awareness of rights, building self-confidence and life skills, increasing access to and control over resources, and other actions to transform structures and institutions to be more equitable (Siles et al., 2019; UN Women, 2018).

Empowerment includes women’s empowerment and youth empowerment and can be applied to empowerment of any and all marginalised groups (see definition below).

**Gender machinery:** Gender machinery refers to formal government structures assigned to promote gender equality and/or improve the status and rights of women. They are institutional mechanisms with national coordinating functions ranging from a Ministry of Gender/Social or Women’s Affairs, to a taskforce on gender within or across ministries, to focal points or individuals within government tasked with gender mainstreaming to advance gender equality (McBride and Mazur, 2012).

**Gender mainstreaming:** The process of ensuring that women’s and men’s concerns and experiences are addressed in the design, implementation, monitoring and evaluation of policies and programs at all levels and spheres—political, economic and societal—so that women and men can benefit equally and inequality is not continued or promoted. It also involves the process of incorporating gender into policies, programs, culture and administrative functions of an institution or organization (Nelson and Hill, 2019).

**Gender-responsive:** Recognition and acknowledgement of gender norms and inequalities and the creation of actions, policies and initiatives to address the different needs, constraints and opportunities of women and men (Nelson and Hill, 2019).

**Gender-sensitive:** Awareness and recognition of gender norms and inequalities, as well as the different needs, constraints and opportunities of women and men, and acknowledging/acting on that awareness.

**Human rights:** Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination (United Nations [UN], n.d.).

**Intersectionality:** Takes into account the interconnected nature of social identities such as age, ethnicity, gender, sexuality, indigeneity and class as interdependent systems of experience, discrimination and/or disadvantage, interacting with marginalising and empowering structures, norms and narratives (Colfer, Basnett and Ihalainen, 2018).

**Marginalised groups:** People who are typically denied access to legal protection or social and economic participation and programs (i.e., police protection, political participation, access to healthcare, education, employment), whether in practice or in principle, for historical, cultural, political, and/or other contextual reasons. Such groups may include, but are not limited to, women and girls, persons with disabilities, gender and sexual minorities, displaced persons, migrants, indigenous individuals and communities, youth and the elderly, religious minorities, ethnic minorities, people in lower castes, and people of diverse economic class and political opinions. These groups often suffer from exclusion and discrimination in the application of laws and policy and/or access to resources, services, and social protection, and may be subject to persecution, harassment, and/or violence. They may also be described as “underrepresented,” “at-risk,” or “vulnerable” (United States Agency for International Development [USAID], 2018).

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## 1 INTRODUCTION

An important component of enhancing gender-responsive and inclusive approaches in sustainable fisheries is to identify and understand the existing international and regional frameworks relevant to gender equality and sustainable resource management—including critical intersecting aspects of youth engagement and sustainable economic livelihoods—and how a country’s policies and actions align with these frameworks. Investigating these frameworks helps identify gaps, needs and entry points—with insight on the context and capacity of each country—to guide more effective, equitable and synergistic approaches that contribute to progress on multiple global goals and targets.

This report was developed as part of the Mainstreaming Gender in Fisheries of the Caribbean initiative of the flyingfish sub-project under the Caribbean and North Brazil Shelf Large Marine Ecosystems (CLME+) project. As a United Nations Development Programme (UNDP) Global Environment Facility (GEF) funded project, the CLME+ project and its flyingfish sub-project have gender considerations and requirements in place and are leveraging the existing guidance from and commitments to international and regional frameworks relevant to fisheries *and* gender, youth, and decent work. This report assess compliance to these international and regional frameworks, as well as the national enabling environments for mainstreaming conditions of social equality, for the six countries under the flyingfish sub-project—Barbados, Dominica, Grenada, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago. The information from this report will inform other activities of the gender mainstreaming initiative, including primarily a Gender Analysis, Strategy and Action Plan (Gender ASAP) in Fisheries of Member States of the Caribbean Regional Fisheries Mechanism (CRFM).<sup>1</sup>

The first section of this report provides an annotated index of international frameworks, covering (a) a summary explanation of each framework; (b) the framework’s relevance to CRFM member states with respect to gender, youth, decent work and fisheries; and (c) how this report assesses compliance to the framework. The second section of this report reviews key regional governance mechanisms and fisheries frameworks in the Caribbean that can aid in guiding, supporting and setting standards for the region toward mainstreaming gender in fisheries. The third section of the report profiles each of the six flyingfish countries of this initiative including statistical information on context, individual assessment of their compliance with the international frameworks and the presence of national enabling environments with a summary of findings.

This report is intended to raise awareness on the legal and guiding frameworks relevant and necessary to implement a gender mainstreaming approach in fisheries of the Caribbean. Through increasing awareness, it aims to support national and regional entities in the fisheries and social sectors to recognize and understand the different and diverse mechanisms intended to support enhanced policy-making and programming implementation for sustainability of people and the planet.

## 2 INTERNATIONAL FRAMEWORKS

Several UN agencies, entities and programmes have set international standards and developed guidance on furthering global gender equality, youth empowerment, decent work and sustainable fisheries. In the last decade, there have been increased efforts among UN bodies to identify key linkages and implement cross-sectoral action on these issues, defining mandates commitments and establishing frameworks to strengthen synergised efforts by UN parties and reduce gaps in guidance and implementation for translation to national

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<sup>1</sup> While the report will focus on compliance of the six flyingfish countries, the methods used for the assessment can be applied to other CRFM Member States, including Anguilla, Antigua and Barbuda, the Bahamas, Belize, Guyana, Haiti, Jamaica, Montserrat, St. Kitts and Nevis, Suriname, and Turks and Caicos to guide enhanced gender-responsive policy and plans for fisheries in the Caribbean.



and regional level. The following sections identify some of the key international frameworks developed by UN bodies, focusing specifically on frameworks that have identified linkages between gender equality, youth empowerment, decent work and/or sustainable fisheries. Understanding where there are entry points for synergised efforts in key international frameworks will help fisheries and gender policymakers strengthen gender mainstreaming approaches for multiple and cross-cutting benefits.

## **2.1 2030 Agenda for Sustainable Development and Sustainable Development Goals**

The 2030 Agenda for Sustainable Development is a universal framework that provides opportunities for coordination and synergies in the implementation of commitments under numerous multilateral instruments across sectors and issues (UN General Assembly, 2015). Driving realisation of the 2030 Agenda are 17 Sustainable Development Goals (SDGs) that set targets for UN Parties to translate commitments into action for global improvements on health, education, human rights, economic growth and climate resilience. The 17 SDGs and the 169 associated targets reflect the scale and ambition of the 2030 Agenda, encompassing several areas of critical importance for sustainable development and ensuring “no one will be left behind” in securing a sustainable future (see Table 1 in Appendix 1 for full list of goals).

### **2.1.1 Relevance for gender, youth, decent work and fisheries**

At the very core of the 2030 Agenda and SDGs is the need to identify linkages in approaches toward effective, equitable and long-term sustainable development. Given the sheer breadth of critical areas identified by the SDGs, siloed approaches will not be enough to meet global targets efficiently and effectively. As stated in the 2030 Agenda, the challenges threatening sustainable development are interrelated, and thus, integrated solutions are needed:

Sustainable development recognizes that eradicating poverty in all its forms and dimensions, combatting inequality within and among countries, preserving the planet, creating sustained, inclusive and sustainable economic growth and fostering social inclusion are linked to each other and are interdependent. (UN General Assembly, 2015)

The targets and indicators under each goal reflect the integrated nature of the SDG framework to a certain degree, and the issues of gender, youth empowerment, decent work and fisheries are integrated in the SDG framework through specific goals and interlinked targets.

Efforts specifically geared toward gender equality and the empowerment of women and girls are encompassed by SDG 5, but integrating gender dimensions, including building on the unique capacities and knowledge of women, men, girls and boys, are necessary for countries to deliver on all SDGs. The preamble for the 2030 Agenda states:

[The SDGs] seek to realize the human rights of all and to achieve gender equality and the empowerment of all women and girls. They are integrated and indivisible and balance the three dimensions of sustainable development: the economic, social and environmental. (UN General Assembly, 2015)

Youth empowerment is a critical part of meeting SDG 5, including in eliminating trafficking and sexual exploitation, ending child marriage, and engaging young men and boys in ending all forms of discrimination and violence. Additionally, youth empowerment and the wellbeing of girls and boys are included in efforts under SDG 4 on quality education and SDG 8 on decent work and economic growth toward improving employment and engagement of youth (UN General Assembly, 2015). Youth are also considered critical agents of change in implementing the 2030 Agenda, with all SDGs applying to youth empowerment and well-being in securing a sustainable future (World Conference of Ministers Responsible for Youth, 2019). For sustainable fisheries, SDG 14 on life below water features efforts to achieve sustainable development of fisheries, including ending overfishing, and illegal, unreported and unregulated fishing. Currently, none of the targets under SDG 14 specifically address how conservation of marine resources and sustainable

development of fisheries can have different effects on women, men and youth, nor the importance of these resources in food security, employment and poverty reduction. However, in the years since the development of the SDG framework, numerous organisations and UN entities have highlighted the key linkages between SDG 14 and goals on gender equality, youth empowerment, and decent work (Ajmera, 2019; CGIAR, 2017; Siles et al., 2019; Wahlén, 2019). These efforts underscore the importance of integrated action across the SDGs and improved data collection even in the absence of sex-disaggregated and inclusive targets and indicators in the framework for SDG 14.

Countries committed to meeting targets under the SDGs have an opportunity to consider updated guidance and improve upon the SDG framework by establishing their own national indicators and development targets through better data collection and reporting and synergised efforts for more efficient use of available resources and maximised benefits. For example, in fisheries initiatives, collecting data disaggregated by gender and age and integrating discussions and approaches that address how initiatives are contributing to SDG 14 and other interrelated goals, specifically SDG 4, 5, and 8.

### 2.1.2 Assessing compliance

The SDGs are not legally binding, and the implementation and success of the 2030 Agenda is driven by countries taking ownership and establishing nationally appropriate indicators, policies, plans and programmes, which makes it difficult to determine comparative compliance globally. There are complex considerations for assessing global performance when there can be different indicators to reflect varying priorities and contexts, and debates on measuring performance are often rooted in methodological differences and political priorities (Miola and Schiltz, 2019).

However, sustainable development is necessary in fostering equitable, safe, and prosperous societies, and the 2030 Agenda and SDG framework are increasingly incorporated into financing mechanisms as mandatory elements in accessing funding. Investing in SDG implementation holds enormous economic potential, with some estimates stating that achieving the SDGs could open up US\$ 12 trillion in market opportunities and create nearly 400 million new jobs, which is beside the numerous environmental and social benefits associated with the SDGs (UN Secretary General, 2019). Therefore, strengthening national implementation of the 2030 Agenda makes economic, social and environmental sense.

One way to assess the extent to which countries are making progress on SDGs is by determining if the country has conducted a voluntary national review (VNR), and if there is one available, how interlinkages between key issues are addressed in discussions and actions. VNRs are country-led and -driven reviews of national progress on implementing the 2030 Agenda and SDGs. The VNR is conducted by a country regularly, but not every year, with Parties indicating when they will present their VNR. The reviews offer an opportunity for countries to showcase successes, share lessons learned, and highlight challenges faced in SDG implementation. These reviews help inform the annual High-level Political Forum (HLPF) on Sustainable Development, which has a central role in reviewing the 2030 Agenda and SDGs by providing guidance and recommendations to ensure the Agenda and Goals stay relevant on new issues emerging for all UN Parties. By conducting and submitting VNRs, countries ensure that priorities and challenges are addressed in annual forums and that their progress is shared at the international level. Additionally, VNRs hold a critical role in strengthening policies and institutions in countries and mobilising financial support and partnerships to drive continued progress of SDGs at the national level (UN Department of Economic and Social Affairs [UNDESA], 2020).

Of the CRFM member states, Barbados, Saint Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, the Bahamas, Belize, Guyana, and Jamaica have VNRs available or intended to submit in 2020 to the HLPF. The Caribbean Community (CARICOM, more information in regional governance mechanisms section below) supports Member States in achieving and monitoring the Agenda 2030. Part of this effort involved

the CARICOM Secretariat and Member States identifying 125 CARICOM Core SDG Indicators for Member States to show progress on the Agenda 2030 (CARICOM, 2018). The most recent report from CARICOM in 2018 on the status of availability for these 125 indicators shows that CRFM Member States (all of which are CARICOM members) have varying availability of data related to the CARICOM Core Indicators identified for SDGs 4, 5, 8, and 14 (see Table 2 in Appendix 1). It is important to note that the report did not include Haiti in the assessment on availability of data, and while the full list of CARICOM Core Indicators is available in the report, the specific results per country do not indicate which indicators have data available on the country-level for each individual SDG (CARICOM, 2018).

## **2.2 The Convention on the Elimination of all Forms of Discrimination Against Women**

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) is an international human rights treaty that forms the foundation for the normative framework on gender equality and is often referred to as the international bill of rights for women (Office of the United Nations High Commissioner for Human Rights [OHCHR], 1979). Adopted in 1979 by the United Nations General Assembly, it defines what constitutes discrimination against women and establishes an agenda for national action to end such discrimination in all forms. State Parties that have ratified CEDAW are legally obligated to take appropriate measures to eliminate discrimination against women and advance gender equality, considering both formal equality (e.g., absence of a discriminatory legal framework at the State level) and substantive equality (e.g., prevention and elimination of discrimination perpetrated by private individuals and organisations) (UN Women Multi-country Office – Caribbean, 2015).

The original text of CEDAW has 30 Articles that can be generally grouped into three sets: the first set of Articles (1-4) explain the nature of discrimination and the scope of obligations for State Parties; the second set (5-16) outline specific forms of discrimination and measures to eliminate it; and the third set (17-30) outline procedural, administrative and reporting processes (see Table 3 in Appendix 1). In 1999, the UN General Assembly adopted the Optional Protocol for CEDAW (OP-CEDAW), which is a separate treaty that signatories to CEDAW can sign on to and ratify and provides an international process for taking legal action on violations of CEDAW (OHCHR, 1999). This strengthens enforcement of CEDAW by holding State Parties accountable for taking all necessary action to eliminate discrimination and violence.

CEDAW is monitored by the Committee on the Elimination of Discrimination Against Women (CEDAW Committee), which is a group of 23 gender equality experts from State Parties serving in an independent capacity.<sup>2</sup> The CEDAW Committee is responsible for reviewing the progress of implementing the Convention, including by reviewing periodic reports from State Parties. These reports must be submitted to the CEDAW Committee regularly, typically at four-year intervals, and contain information on legislation, judicial processes, administrative, and other measures States have taken and challenges they have faced to implement CEDAW (OHCHR, n.d.a). The reports are reviewed by the Committee and then a representative from the reporting State has a dialogue with Committee members to explain any points and answer questions. Finally, after the dialogue session, the CEDAW Committee issues Concluding Observations based on the report with specific guidance on meeting challenges to improve implementation of the Convention (OHCHR, n.d.b). Importantly, NGOs can submit alternative reports to the CEDAW Committee if they feel the gaps and challenges for implementing CEDAW in the country are not mentioned or adequately addressed in the report prepared by the State (Khanna, Kimmel and Karkara, 2016).

### **2.2.1 Relevance for gender, youth, decent work and fisheries**

The Convention and the work of the CEDAW Committee continue to significantly influence discussions and actions on gender equality and women's empowerment across sectors. In the years since the adoption of CEDAW, the CEDAW Committee have developed statements called General Recommendations that

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<sup>2</sup> The Committee is regionally representative, and members serve in four-year terms. As of May 2020, Ms. Marion Bethel from the Bahamas and Dr. Rhoda Reddock from Trinidad and Tobago serve on the Committee for the Caribbean region.

provide updated and specific guidance for Parties on topics that need more attention, including those that are covered under a specific Article of CEDAW (such as Article 14 on rural women) and application of the Convention to topics not covered in the original text (such as HIV/AIDS).

One of these statements is the 2016 General Recommendation 34 on the Rights of Rural Women that focuses on Article 14 and urges States to ensure rural development, agricultural and water policies, including on fisheries and aquaculture, are fully gender-responsive and inclusive of both women and men (CEDAW Committee, 2016). Additionally, the Recommendation states that “[t]he Committee considers rural women’s rights to land, natural resources, including water, seeds, forestry, as well as fisheries, as fundamental human rights,” and calls for increased alignment with UN Food and Agriculture Organization (FAO) Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries (FAO, 2015).

At the end of 2019, the Committee also released guidance for States preparing CEDAW reports to align with the context of the SDGs, helping to further efforts on synergising action and bringing attention to the important linkages of these issues. The guidance document from the Committee contains several useful recommendations for State Parties of information to include in their CEDAW report, which includes, among others:

- Whether the law recognises the unpaid work of women and girls and their contribution to economic growth;
- The measures adopted to effectively regulate distribution and ensure the accessibility and affordability of land and natural resources for women and female-headed households, including through subsidies;
- The number of persons involved in consultations and discussions for rural development policies (by sex, type of policy and agency represented);
- The ratio of cash income of rural women to urban women aged 15 years and over (by age and source of income); and
- The percentage of rural women aged 15 years and over with no cash income (by age, disability status and ethnicity). (CEDAW Committee, 2019)

In 2016, UN Women worked with a young woman and young man to develop CEDAW for Youth, which is a resource for youth to explain CEDAW, its importance to youth, and the Convention’s impact on advancing gender equality and human rights (Khanna et al., 2016). The resource is an approachable way for Youth to understand how they can play a role in advocacy efforts through CEDAW and actively drive progress on gender equality (bolded text in original):

Young women and young men are the eyes and ears for monitoring whether women’s and girls’ rights are being respected or if they are being violated. In countries that have not yet ratified CEDAW and/or its Optional Protocol, advocating for ratification is the first step!

[...]

**Young women and young men can use the recommendations issued by the CEDAW Committee following the consideration of a country’s report, the concluding observations, to lobby the government to take action along the lines of the Committee’s recommendations to initiate legal and policy reforms.** (Khanna et al., 2016)

### 2.2.2 Assessing compliance

Understanding how states comply with CEDAW starts by determining the signatory and ratification status of the treaty and Optional Protocol. As of May 2020, 189 states have ratified CEDAW, meaning they are obligated to the articles of the treaty, and 114 states have signed and ratified or acceded to the OP-CEDAW, providing avenues for legal action by individuals (OHCHR, n.d.b).

Reviewing periodic reports to the CEDAW Committee by Member States and the Concluding Observations offer insight into the state of gender equality in the country and recommendations for strengthening implementation. Additionally, these reports may provide details of the interlinkages with youth empowerment, decent work and fisheries, or help identify entry points where interventions can result in cross-cutting benefits for these sectors and be included in future reporting.

All CRFM Member States have signed and ratified CEDAW. Antigua and Barbuda, Belize, and St. Kitts and Nevis have signed and ratified the OP-CEDAW, and no other CRFM Member States have signed the OP-CEDAW. Regarding periodic reporting submissions to the CEDAW Committee, reporting varies among CRFM Member States based on date of ratification. Some countries have submitted combined reports if regular periodic reports are not provided in the four-year intervals, and there are some countries overdue for a periodic report (see Table 4 in Appendix 1).

In the case of Turks and Caicos and Anguilla, territorial application of the Convention as ratified by the United Kingdom extended to Turks and Caicos in 1986 and Anguilla in 2016, but it has yet to extend to Montserrat (CEDAW Committee, 2018). However, extension of the Convention to Montserrat is one of the 2019 recommendations from the Commonwealth Parliamentary Association British Islands and Mediterranean Region (CPA BIMR) to advance the legal framework in Montserrat (CPA BIMR, 2019).

## **2.3 Beijing Platform for Action**

The Beijing Platform for Action (BPfA) is a product of the 1995 Fourth World Conference on Women where it was adopted unanimously by 189 Member States. The BPfA identifies 12 areas of critical concern, labelled Point A through Point L with defined strategic objectives (see Table 5 in Appendix 1), where urgent action is needed to ensure gender equality and greater opportunities for women, men, girls and boys (UN Women, 2015). It is considered one of the most progressive frameworks for advancing gender equality and is still used as a point of guidance today for gender equality programming and financing.

Every five years since the BPfA was adopted, the UN holds a review and appraisal for its implementation and considerations for continued action. To aid in the review, Member States are invited to submit a national review on implementation of BPfA, providing evidence on gender mainstreaming and progress toward gender equality across a range of sectors through policy and practice. Civil society organisations are also able to submit shadow reports to inform implementation of the BPfA.

In 2020, marking the 25<sup>th</sup> anniversary of the Fourth World Conference on Women, government representatives at the 64<sup>th</sup> session of the Commission on the Status of Women adopted a political declaration, reaffirming commitment to the BPfA and noting that current challenges related to gender inequality not only risk the implementation of the BPfA but also the 2030 Agenda for Sustainable Development, and action is needed to address these challenges (Commission on the Status of Women, 2020).

### **2.3.1 Relevance for gender, youth, decent work and fisheries**

The critical areas of concern defined under the BPfA are cross-cutting, and the achievement of strategic objectives can be reached through interventions across numerous sectors, including fisheries. In the original text of BPfA, the importance of gender equality in fisheries is specifically highlighted under several critical areas, including in recommended actions to be taken by stakeholders at all levels. For instance, toward strategic objective 1 under Point A on women and poverty, the Action Plan calls on actors to:

Formulate and implement policies and programmes that enhance the access of women agricultural and fisheries producers (including subsistence farmers and producers, especially in rural areas) to financial, technical, extension and marketing services; provide access to and control of land, appropriate infrastructure and technology in order to increase women's incomes and promote

household food security, especially in rural areas and, where appropriate, encourage the development of producer-owned, market-based cooperatives. (UN General Assembly, 1995)

On recommended actions for strategic objective 3 under Point B on education and training of women, the Action Plan calls on actors to:

Increase training in technical, managerial, agricultural extension and marketing areas for women in agriculture, fisheries, industry and business, arts and crafts, to increase income-generating opportunities, women's participation in economic decision-making, in particular through women's organizations at the grass-roots level, and their contribution to production, marketing, business, and science and technology. (UN General Assembly, 1995)

These are just two examples of recommended actions on fisheries included in the BPfA, and others focus on actions to strengthen the recognition of women's roles in food security and unpaid labour as food producers, facilitate access to skills building and services on adding value to products, and promote the knowledge of women in natural resource management and resilience.

Youth are included as active stakeholders in the successful implementation of the BPfA, with the original text emphasising that youth organisations are critical partners in development programmes. The BPfA also recognises the needs and issues facing youth across all critical areas under the Plan, urging policy makers to recognise implications of actions to implement the BPfA on youth. Importantly, the Plan states that “[w]omen and men need to work together with children and youth to break down persistent gender stereotypes” (UN General Assembly, 1995).

### 2.3.2 Assessing compliance

The BPfA is not legally binding, but its successful implementation has countless benefits for economies, societies and the environment. Also, since it is a cross-sectoral action plan with interlinkages with several international frameworks, realising commitments under the BPfA can help accelerate progress on numerous fronts with multiple and wide-reaching benefits. One way to assess how Member States are contributing to the implementation of the BPfA is through the national reviews submitted for the overall review of the BPfA conducted every five years. The reports provide updates to all the critical areas under the BPfA and linkages between the advancement of gender equality and women's empowerment with youth empowerment, decent work and fisheries should be included to fully realise commitments.

Of the CRFM Member States, Antigua and Barbuda, the Bahamas, Barbados, Grenada, Guyana, St. Kitts and Nevis, St. Lucia, Suriname, and Trinidad and Tobago submitted national reviews for the 25<sup>th</sup> anniversary and fifth review of the BPfA. Relevant information on BPfA national reviews for the six flyingfish countries is included in country profiles at the end of this report.

## **2.4 United Nations Convention on Biological Diversity**

The UN Convention on Biological Diversity (CBD) is a multilateral treaty that was opened for signature at the historic Earth Summit in 1992. The Convention calls for the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of the utilisation of genetic resources (UN, 1992). Signatories to the CBD are obligated to report on implementation of the Convention through two primary means. The first is development of a National Biodiversity Strategy and Action Plan (NBSAP), which sets out how countries intend to fulfil objectives of the CBD with consideration of national priorities, and countries were asked to update Plans in 2015 (UN CBD, n.d.a). The second is the preparation of national reports, periodically requested by the CBD Conference of Parties (COP), that provides updates on national level implementation of the Convention. The sixth and most recent national reports were due by the end of 2018 to inform the development of the fifth Global Biodiversity Outlook, which is currently being prepared (UN CBD, n.d.b).

In 2010, Parties to the CBD agreed on 20 ambitious targets across five strategic goals called the Aichi Biodiversity Targets to help guide implementation of the Strategic Plan for Biodiversity 2011-2020 (UN CBD, n.d.c). The targets were set to be met by 2020, and while there has been progress on some areas, there is still much work to be done. Parties to the CBD now turn toward the development of a post-2020 Global Biodiversity Framework that will draw on lessons learned from the Aichi Targets, building on what was effective and improving on areas where implementation fell short (UN Environment Programme [UNEP], 2020).

#### 2.4.1 Relevance for gender, youth, decent work and fisheries

As part of the UN system, the CBD carries the imperative to reverse gender disparities. The thirteenth preambular paragraph of the Convention recognises the vital role that women play in the conservation and sustainable use of biological diversity and affirms the need for the full participation of women at all levels of policymaking and implementation for biological diversity conservation. The CBD developed and agreed on a Gender Plan of Action in 2008 and has since revised it in 2014 for alignment with the Strategic Plan for biodiversity through 2020 when it will be up for revision and renewal (UN CBD, 2014). The Aichi Targets followed on the initial Gender Plan of Action and include specific language in Goal 14 on gender considerations in conservation and biodiversity.

At CBD COP 10 in 2015, Parties were asked to revise their NBSAPs in compliance with commitments made during COP 10, representing an opportunity to integrate gender considerations thus enhancing the effectiveness and sustainability of these instruments. At COP14 in 2018, Parties agreed that the process to develop the post-2020 global biodiversity framework would be gender-responsive by systematically integrating a gender perspective and ensuring appropriate representation, particularly of women and girls, in the process.

In recent years, the CBD Secretariat has increased efforts to involve youth as active stakeholders in implementation of the Convention, including through promotion of the Global Youth Biodiversity Network (GYBN). GYBN collaborated with the Secretariat of the CBD on the Youth Voices project to ensure inclusion of youth in political and decision-making processes at local, national, regional and international levels. This includes building capacity of the network's members to participate in CBD processes and holding regional workshops to teach youth about the Convention and biodiversity targets. Additionally, GYBN lead development of a resource guide called "CBD in a Nutshell" that intends to communicate the Convention to a broad range of stakeholders in an approachable and easy to understand manner (GYBN, 2016).

#### 2.4.2 Assessing compliance

The CBD is legally binding, meaning signatories are obligated to the Articles of the Convention, including on submitting NBSAPs and national reports. Reviewing these reports help provide insight into the priorities and issues on biodiversity facing countries, as well as the extent to which Parties are implementing mandates on gender and involving youth in implementation of the Convention.

All CRFM Member States are Parties to CBD and are obligated to comply with reporting requests from the Secretariat. Barbados, Dominica, Guyana, Haiti, Jamaica, St. Vincent and the Grenadines, and Suriname have submitted the sixth national report that was due at the end of 2018, and all other countries have submitted their fifth national report with the exception of the Bahamas, which has not submitted a national report since 2011. Regarding the NBSAPs, there are varying levels of compliance with updates called for in 2015, with the latest available reports submitted between 2000-2018 for all CRFM Member States (see Table 6 in Appendix 1).

In the case of Anguilla, Montserrat, and Turks and Caicos, territorial application of the Convention as ratified in 1994 by the United Kingdom has not been extended to these territories (Joint Nature Conservation Committee [JNCC], 2014).

## **2.5 International Labour Organization Labour Standards**

The International Labour Organization (ILO) has a primary goal to “promote opportunities for women and men to obtain decent work in conditions of freedom, equity, security and human dignity.” The ILO is a tripartite UN agency, giving equal voice to governments, employers and workers in UN Member States in setting and implementing safe, fair and equitable working conditions (ILO, n.d.a). Since its inception, the ILO has maintained and developed a system of international labour standards to help ensure that in a global economy women and men can obtain decent and productive work with benefits for all (ILO, 2019a). ILO Conventions and Protocols are legally binding and can be ratified, and Recommendations are not legally-binding and serve as guidelines (ILO, 2019a). There are 189 Conventions, 205 Recommendations, and six Protocols that make up the international labour standards, and the ILO has defined eight fundamental Conventions that are considered essential for protecting rights at work (see Table 7 in Appendix 1).

### **2.5.1 Relevance for gender, youth, decent work and fisheries**

The international labour standards are essential for meeting the 2030 Agenda, and ILO identifies the adoption of appropriate policies on minimum wage and protection of workers as a means to implement the SDGs, particularly SDG 8 on productive employment and decent work for all and SDG 10 on reducing inequality (ILO, 2019a).

Promotion of gender equality in labour is emphasised in ILO’s Constitution and through its Policy on Gender Equality and Mainstreaming, which supports a two-pronged approach of gender mainstreaming: “analysing and addressing in all ILO initiatives the specific needs of both women and men, and targeted interventions to enable women and men to participate in, and benefit equally from, development efforts” (ILO, n.d.b) Additionally all ILO regional, sub regional and country offices have developed gender policies and strategies adapted to the specific context in which they operate to more effectively promote gender equality in decent work country programmes (ILO, n.d.c). Gender equality is a critical element within the international labour standards set by ILO.

ILO identifies four key Conventions for promoting gender equality in the world of work, including two of the fundamental Conventions, the Equal Remuneration Convention (1951, No. 100) and the Discrimination (Employment and Occupation) Convention (1958, No. 111), and:

- **Workers with Family Responsibilities Convention (1981, No. 156)**  
Intended to create effective equality of opportunity and treatment for women and men, the Convention protects persons with family responsibilities from discrimination and, to the extent possible, conflict between employment and family responsibilities in keeping or obtaining work. The Convention requires governments consider the needs of workers with family responsibilities in community planning to promote more inclusive services, such as child-care and family services and facilities (ILO, 1981).
- **Maternity Protection Convention, (2000, No. 183)**  
Provides 14 weeks of maternity benefit for women. Women who are absent from work on maternity leave are entitled to cash benefit to ensure they can maintain proper conditions for themselves and their child, which shall be no less than two-thirds of previous earnings. The Convention requires ratifying States to ensure pregnant women and nursing mothers are not obliged to perform work that could be detrimental to their health or that of their child, and it prohibits employers from terminating employment on the grounds of pregnancy or maternity leave (ILO, 2000).



Considerations for employment of young women and men is also an important aspect of ILO's work. At the annual ILO Conference in 2012, there was emphasis on high levels of unemployment and underemployment and a decline in the quality of jobs available to young women and men, including the barriers they face in obtaining decent work. This led to the adoption of a resolution titled "The youth employment crisis: A call for action" that calls for targeted actions on addressing youth employment, and includes an annex of over 50 ILO Conventions relevant to promoting safe and fair work for youth, including the eight fundamental Conventions and Convention No. 183 (ILO, 2012). The resolution calls for governments to strengthen work opportunities available to young women and other vulnerable groups of young people and "[anchor] a job-friendly development agenda in industrial and sectoral policies that can facilitate structural transformation, contribute to an environmentally-sustainable economy, and greater public and private investment in sectors that create decent jobs for young people" (ILO, 2012).

The ILO is also cognisant that fishing is one of the most challenging and hazardous occupations, and it is working to ensure decent work for all fishers. Addressing the importance and the changing landscape of employment in fisheries, the ILO adopted the Work in Fishing Convention (2007, No. 188). The Convention updates older ILO instruments on fisheries<sup>3</sup> and applies to all commercial fishing, with exception of subsistence and recreational fishing, to all vessels regardless of size, and to all fishers, including those paid on basis of share of catch who are often classified as self-employed. It aims to ensure decent conditions of work with regard to minimum requirements for work on board; conditions of service; accommodation and food; occupational safety and health protection; medical care and social security (ILO, n.d.d). Only 18 countries globally have ratified and entered this Convention into force, none of which are countries of the Caribbean.

### 2.5.2 Assessing compliance

Determining country compliance with ILO international labour standards begins by understanding the ratification and enforcement status of relevant Conventions, which legally obligate States to enforce those Conventions. Additionally, every two years ILO analyses achievements of countries toward decent work-related strategies, documenting these achievements on an online database where users can search by country, outcome, and contribution to SDGs, gender and labour standards. The most recent analysis is for the period 2018-19 and outlines significant achievements that ILO contributed to in 135 countries toward 10 ILO outcomes and indicators. This database is useful for assessing progress on the country level toward decent work outcomes and implementation of the ratified Conventions. However, a more specific country analysis into legal frameworks is sometimes necessary as countries may have comparable or equivalent legislation even if a specific ILO Convention has not been ratified.

For CRFM Member States, Table 8 in Appendix 1 lists the ratification status of Conventions numbered 29, 87, 98, 100, 105, 111, 138, 156, 182, 183, and 188, all of which are discussed in this section as relevant to considerations of gender, youth, and fisheries in decent work.

For CRFM Member States, in the ILO 2018-19 review, Antigua and Barbuda, Barbados, Belize, Grenada, Guyana, Haiti, Jamaica, St. Vincent and the Grenadines, Suriname, and Trinidad and Tobago reported achievements to ILO outcomes through support and programming with ILO (ILO, 2019b). Among the results, Antigua and Barbuda, Grenada, Guyana, Haiti, Jamaica, Suriname and Trinidad and Tobago made significant contributions to gender equality and non-discrimination in outcomes related to representative workers organisations, application of international standards, creating social protections, protecting workers from unacceptable work, promoting sustainable enterprises, and formalising the informal economy (ILO, 2019b).

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<sup>3</sup> Including the Minimum Age (Fishermen) Convention, 1959 (No. 112), the Medical Examination (Fishermen) Convention, 1959 (No. 113), the Fishermen's Articles of Agreement Convention, 1959 (No. 114), and the Accommodation of Crews (Fishermen) Convention, 1966 (No. 126).

## **2.6 The World Programme of Action for Youth and the Lisbon Declaration on Youth Policies and Programmes**

The World Programme of Action for Youth to the Year 2000 and Beyond (WPAY) was adopted in 1995 by the UN General Assembly and expanded upon in 2007. The WPAY presents a policy framework and practical guidelines for national action with international support to improve the situation of young people around the world. It includes fifteen priority areas with a specific set of objectives and actions (UN, 2010). The priority areas are: 1) education, 2) employment, 3) hunger and poverty, 4) health, 5) environment, 6) substance abuse, 7) juvenile justice, 8) leisure-time activities, 9) girls and young women, 10) the full effective participation of youth in the life of society and in decision-making, 11) globalization, 12) information and communication technologies, 13) HIV/AIDS, 14) armed conflict, and 15) intergenerational issues.

The WPAY includes consideration on means of implementation through recommendations for cooperation at national, regional and international levels, with ultimate responsibility on governments to take effective action in promoting non-discrimination, respect for diversity, equal opportunities, and participation of young women and men across sectors (UN, 2010). Some of the recommendations for national-level implementation of the WPAY include formulating and adopting an integrated national youth policy, with a cross-sectoral national youth programme of action, and reinforcing youth-related concerns in development activities through mechanisms for consultation, dissemination of information, coordination, and monitoring and evaluation.

In order to strengthen implementation of WPAY, governments participating in the World Conference of Ministers Responsible for Youth in 1998 adopted the Lisbon Declaration on Youth Policies and Programmes, which reaffirmed the WPAY and provided commitments related to national youth policies, participation of youth at all levels, development of youth capacities, youth roles in peace building and conflict prevention, education, employment, health, and drug and substance abuse (UN Educational, Scientific and Cultural Organization [UNESCO], 1998). In 2019, this Declaration was reaffirmed and participating governments committed to the implementation of the WPAY in line with the 2030 Agenda through adoption of the Lisboa+21 Declaration on Youth Policies and Programmes (World Conference of Ministers Responsible for Youth, 2019).

As an additional way to strengthen and monitor implementation of the WPAY, in 2012, UNDESA developed a set of 34 proposed core indicators for nine of the 15 key priority areas of the WPAY to assess the situation of youth globally (UNDESA, 2012). However, uptake of these indicators has been limited. According to the 2018 World Youth Report, which is prepared biennially by UNDESA to review international youth issues, 10 of the 34 core indicators for WPAY do not have data available at the global or regional level. Furthermore, the report states:

The enormous potential these indicators represent for youth development is limited by the large gaps in data availability. Moreover, not all of the indicators are disaggregated by sex, age, geographic location or other variables that would provide a clearer picture of the youth situation. (UNDESA, 2018)

### **2.6.1 Relevance for gender, youth, decent work and fisheries**

The WPAY clearly indicates the need to understand and address youth issues across key priority areas, with specific recognition and consideration of the gender-differentiated issues and needs of young women and young men as one of the key priority areas in the document along with decent work and employment for youth elaborated throughout and in a specific priority area (UN, 2010).

The WPAY does not include the role and priorities of youth in fisheries, specifically, but under the priority area for hunger and poverty, there is recognition that work in agriculture needs to be made more attractive

to young people, which is relevant for increasing youth involvement in fisheries. Additionally, under the priority area for environment, some proposed actions are also relevant to fisheries, including integrating environmental education and training into school curricula and strengthening the participation of youth in protection and conservation of the environment (UN, 2010). However, the environment priority area of the WPAY was not included in indicator development by UNDESA, and the indicators under the hunger and poverty priority area did not include indicators to monitor how agricultural programmes are made more attractive to youth (UNDESA, 2012).

### 2.6.2 Assessing compliance

The WPAY is not legally binding and does not have an enforcement mechanism with set annual or periodic review of implementation. While the priority areas and targets in the WPAY provide guidance for standards and good practices in youth policy development and advocacy, it is up to UN Member States to adhere to those standards and good practices. Due to the lack of follow-up mechanisms established for the WPAY, it is difficult to assess how UN Member States are implementing it, but a first step is to determine the existence and status of a national youth policy, which can then be reviewed for inclusion of the 15 priority areas under WPAY.

For the Caribbean, there is one comprehensive report on the implementation of the Lisbon Declaration on Youth Policies and Programmes in the Caribbean that was published in early 2020 by the UN Economic Commission for Latin America and the Caribbean (UN ECLAC) (Camarinhas and Eversley, 2020). The report focuses on how Caribbean countries are developing national policies and programmes to support implementation of the Lisbon Declaration, including as influenced by the WPAY. This report is an effective way to assess implementation for the Caribbean specifically as related to the Lisbon Declaration and WPAY by determining which countries have a national youth policy and the extent to which these youth policies integrate cross-cutting issues.

Table 9 in Appendix 1 summarises the status of national youth policies for the CRFM Member States, including if a policy is available and notes on if a policy review or update is planned.

Fisheries was not an area specifically reviewed by the report, as it is not included as a priority area of the WPAY or Lisbon Declaration, but regarding decent work, gender and the environment, the report found the following (Camarinhas and Eversley, 2020):

- Youth employment and entrepreneurship was the priority area elaborated most in the national youth policies in the Caribbean. Measures for decent work, specifically, were incorporated into national youth policies of Dominica, Guyana, St. Lucia, and St. Kitts and Nevis.
- The CEDAW is incorporated into the national youth policies of several countries as a means for achieving gender equality; however, gender considerations related to education, health, employment, and information and communications technology are underrepresented in youth policies across the Caribbean. The exceptions are St. Lucia, which includes gender mainstreaming provisions in its policy toward these sectors, and Antigua and Barbuda and St. Kitts and Nevis, which both include standalone goals for gender in the national youth policies.
- The environment priority area is significantly underrepresented in youth policies across the Caribbean. Barbados, Dominica, and St. Kitts and Nevis include separate policy goals on youth and the environment, but in general, policies focused on school programmes or youth involvement in local activities (such as beach clean ups, tree planting, and community gardens). The policies from Barbados and St. Lucia do specifically recommend measures to strengthen partnership with the Caribbean Youth Environmental Network (CYEN) to involve young people in the environmental protection and sustainability agenda.

## **2.7 Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication**

Between 2010 and 2013, FAO facilitated multi-stakeholder processes with governments, small-scale fishers, fish workers and fisherfolk organisations, researchers, development partners, and other relevant stakeholders to help develop the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines), which were then endorsed in 2014 (FAO, 2015). The SSF Guidelines are the first internationally agreed upon instrument dedicated to the small-scale fisheries sector, with a scope beyond the fisheries themselves and including the rights of fishers and fish workers. The Guidelines consider thirteen guiding principles as necessary in sustainable small-scale fisheries, including (1) human rights and dignity; (2) respect of cultures; (3) non-discrimination; (4) gender equality and equity; (5) equity and equality; (6) consultation and participation; (7) rule of law; (8) transparency; (9) accountability; (10) economic, social and environmental sustainability; (11) holistic and integrated approaches; (12) social responsibility; and (13) feasibility and social and economic viability (FAO, 2015).

Implementation of the recommendations in the SSF Guidelines is supported through several means, including through the FAO Umbrella Programme for the promotion and application of the SSF Guidelines. The FAO SSF Umbrella Programme supports fisherfolk and fisherfolk organisations, academia, regional organisations, NGOs, and governments through four components for SSF Guidelines implementation, including (1) awareness raising through knowledge products and outreach, (2) strengthening the science-policy interface through supporting policy reform, (3) empowering stakeholders through capacity development, and (4) supporting implementation through collaboration and monitoring (FAO, 2019).

Additionally, the Global Strategic Framework in support of the implementation of the SSF Guidelines (SSF-GSF) is supported by FAO and is a partnership mechanism that gives small-scale fisheries actors, governments, and other key stakeholders space to collaborate at the global level (FAO, 2020). It is made up of an advisory group, a group of FAO members called “the friends of SSF Guidelines,” and a knowledge sharing platform. The work under the SSF-GSF compliments the FAO SSF Umbrella Programme and has an advisory and facilitative role for members, allowing members to share experiences, mobilise resources, develop synergies in approaches and coordinate efforts in policies and approaches for implementation of the SSF Guidelines.

### **2.7.1 Relevance for gender, youth, decent work and fisheries**

Gender and decent work considerations are especially prevalent in the SSF Guidelines, each with specific sections of recommendations in the Guidelines (FAO, n.d.a; n.d.b). The issues of youth are less explicit in the Guidelines, with only one recommendation included that addresses youth unemployment:

States should provide and enable access to schools and education facilities that meet the needs of small-scale fishing communities and that facilitate gainful and decent employment of youth, respecting their career choices and providing equal opportunities for all boys and girls and young men and women. (FAO, 2015)

### **2.7.2 Assessing compliance**

As stated in the name, the SSF Guidelines are voluntary, and it is the responsibility of countries to integrate policies and approaches toward their implementation. FAO is developing a monitoring system to track progress of the implementation of the Guidelines, and the FAO SSF Umbrella Programme and the SSF-GSF help ensure that implementation is carried out in a coherent and participatory manner. While there is not a global monitoring and evaluation system for the SSF Guidelines in place, it is difficult to assess “compliance” with or implementation of the SSF Guidelines on a national to global scale. However, this does not mean that the SSF Guidelines are not being implemented. There are several regional efforts in

place to implement the SSF Guidelines and monitor the implementation on a regional level, including the CRFM (see section on regional governance mechanisms below).

### **3 REGIONAL GOVERNANCE MECHANISMS AND FISHERIES FRAMEWORKS**

Governance mechanisms and frameworks in the Caribbean play critical roles in guiding, supporting and setting standards for the region on issues affecting countries. In some cases, regional governing bodies develop specific policies and protocols for legal compliance, and in others, regional bodies take on technical advisory roles and support through resources and guidance frameworks to implement international, regional and/or national commitments through synergised and regionally agreed upon approaches, including on issues such as gender equality, youth empowerment, decent work and sustainable fisheries.

The following sections identify some of the important regional governance mechanisms that work with countries and CRFM to implement and guide commitments on gender, equality, youth empowerment and decent work related to sustainable fisheries. This section also outlines some of the key regional frameworks, including policies, protocols, plans and declarations related to fisheries that can help guide and accelerate progress on gender equality, youth empowerment and decent work in the context of fisheries. Where it is relevant, as in the international frameworks section, information is included on how compliance of these frameworks is monitored on the regional level. However, not all these frameworks are legally binding or have in place a periodic review mechanism for follow-up and monitoring. Nonetheless, these frameworks are still important for guiding regional awareness raising, capacity building, and implementation of these issues and are included along with any relevant entry points for synergised efforts across the issues of gender equality, youth empowerment and decent work in the context of fisheries in the Caribbean.

#### **3.1 Regional governance mechanisms**

##### **3.1.1 *Caribbean Community***

Established in 1973, the CARICOM is an immensely important and effective regional organisation and UN Observer that focuses on cooperation and achievements in economies, foreign policy, human and social development, and security across 20 Caribbean countries. Leaders of CARICOM Member States shape the policies and priorities of CARICOM through collaborative twice yearly meetings where all Members have equal say in the processes to ensure approaches meet the needs of all States regardless of size or economic status. All members of CARICOM take appropriate measures to implement principles and obligations in the Revised Treaty of Chaguaramas, which built on the original treaty that established CARICOM, including toward the objectives outlined in Article 6 of the Treaty (CARICOM, 2001).

The CARICOM areas of focus are directly relevant to gender equality, youth empowerment, decent work and sustainable fisheries, and these issues are integrated in the 2015-2019 Strategic Plan for CARICOM (CARICOM, 2014). This Strategic Plan has direct synergies with the Agenda 2030 for Sustainable Development, and CARICOM plays a key role as a UN Observer to share and monitor progress and challenges on implementing the SDGs for the Caribbean region (CARICOM, 2018). (See Agenda 2030 section in International Frameworks section above for more information on CARICOM monitoring efforts for the SDGs.)

The CARICOM Secretariat prioritises inclusive and participatory efforts toward developing and updating policies and strategies. For instance, in 2019, CARICOM and UN Women held the first national consultation workshop in Antigua and Barbuda on a draft Regional Gender Equality Strategy for CARICOM (UN Women, 2019). The envisioned goal of the CARICOM Gender Strategy will help “accelerate the effective implementation of priority actions through a Regional coordinated approach to achieve gender equality, equity and the empowerment of women and girls,” in line with the gender equality

goals and mandates of SDGs, CEDAW and BPfA (CARICOM, 2019). Additionally, at the beginning of 2020, the CARICOM Secretariat began supporting Member States to facilitate consultations toward the development of a results-focused 2020 Strategic Plan for CARICOM (CARICOM, 2020). These consultations offer important opportunities to further develop capacity and attention of CARICOM Secretariat and Member States on the interlinkages of issues and opportunities related to gender equality, youth empowerment, decent work and sustainable fisheries.

All 17 CRFM Member States are either Member States or Associate Members of CARICOM (Anguilla and Turks and Caicos are Associated Members).

### 3.1.2 Western Central Atlantic Fishery Commission

The Western Central Atlantic Fishery Commission (WECAFC) was established in 1973 and promotes the effective conservation, management and development of the living marine resources of the Western Central Atlantic region (FAO, n.d.c). The Commission aims to address common problems of specific species based on fisheries management and development faced by its Members and encourage cooperation toward meeting effective conservation and management. The Commission plays an important role for members in securing funding and resources for initiatives related to conservation, management and development and promoting synergies with national laws and regulations related to these areas. WECAFC encourages members to implement and abide by the SSF Guidelines and make progress on the SDGs, particularly toward Targets under SDG14. As it relates to gender, there is no evidence of WECAFC working on issues of gender equality in research, resolutions or planning, but in a 2019 report from its 17<sup>th</sup> session on the State of Fisheries and Aquaculture in the WECAFC Area, the following was stated in relation to rural development:

The importance of women in the fisheries sector is highlighted in various policy papers in the WECAFC region. The most recent one is the Declaration of the 8th Special Meeting of the Ministerial Council of the CRFM, Barbados, October 2018, in which it is spelt out that “the Council accepted that international and national norms regarding issues pertaining to gender, youth, and decent work be adhered to, and be incorporated into all CRFM policies, protocols, programmes, and plans.” Official employment statistics on the contribution of women to the fisheries sector are deficient, also as their function is mainly in the secondary sector, such as processing and marketing. (WECAFC and FAO, 2019)

Thirteen of the seventeen CRFM Member States are part of the WECAFC: Antigua and Barbuda, the Bahamas, Barbados, Belize, Dominica, Grenada, Haiti, Jamaica, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, and Trinidad and Tobago. Additionally, the United Kingdom is a member of WECAFC, which encompasses Anguilla, Montserrat, and Turks and Caicos.

### 3.1.3 The Organisation of Eastern Caribbean States

The Organisation of Eastern Caribbean States (OECS) was established in 1981 with the Treaty of Basseterre, which was revised in 2010 (OECS, 2010). The OECS is an inter-governmental organisation dedicated to strengthening economic harmonisation, protecting human rights, and encouraging good governance between countries in the Eastern Caribbean region, including by establishing a common approach to trade, health, education, the environment, agriculture, tourism and energy. Eight of the seventeen CRFM Member States are Members OECS: Anguilla, Antigua and Barbuda, Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, and St. Vincent and the Grenadines.

## 3.2 **Regional fisheries frameworks**

### 3.2.1 The Caribbean Community Common Fisheries Policy

In 2014, the CRFM Ministerial Council approved the Caribbean Community Common Fisheries Policy (CCCFP), which is the definitive fisheries policy of CARICOM. The policy is focused on securing

maximum benefits from fisheries resources through effective cooperation and collaboration between Caribbean fishers, governments and communities toward conservation, management and sustainable utilisation of fisheries in the region (CRFM, 2014a). It addresses the need to build capacity amongst fishers and optimise the social and economic returns from the fisheries, which are a common thread throughout Caribbean societies. The overall goal is to harmonise sustainable fisheries management across the region and post-harvest practices, supporting the livelihoods of men and women fisher folk throughout entire fish value chains. The CCCFP is legally binding and Member States are required to submit annual reports to the Council for Trade and Economic Development (COTED) and the Council for Foreign and Community Relations (COFCOR) on the implementation of this Agreement (these reports are not in the public domain) (CRFM, 2014a). It also requires that members share statistical data on fisheries, relevant research findings, information on proposed management programmes and lessons learned from their implementation, as well as any activities undertaken in the implementation of the CCCFP.

### 3.2.2 The Eastern Caribbean Flyingfish Fishery Management Plan 2020-2025

The Eastern Caribbean Flyingfish Fishery Management Plan (ECFF-FMP), from its 2008 iteration, to the 2014 update and the current iteration, has provided valuable guidance to countries for the management and conservation of flyingfish resources in the Eastern Caribbean. Barbados, Dominica, and Grenada have adopted the ECFF-FMP, but noting three of the six Member States adopted the previous version of the ECFF-FMP and none have national flyingfish management plans, fisheries managers deemed it necessary to draft an updated version with a focus on collecting and sharing fisheries management data.

The ECFF-FMP 2020-2025 takes an ecosystem-based approach with a greater focus on the impacts of climate change, sargassum, and the impacts of marine and terrestrial-based pollution on flyingfish habitat. Commitments outlined in the ECFF-FMP include the prioritisation of data collection of various types, beyond catch, effort, and vessel registration. These include data from various points in the supply chain, including discards and sales. Regarding gender, it states that “data collection will be carried out in a desegregated manner through activities that incorporate gender into their strategies.” This objective is to be supported by the CRFM Secretariat, aiding resource managers and key stakeholders across the region to work together to identify data gaps and priorities for flyingfish fishery data collection. It is also requested that participating countries share data collection and management issues identified at the local level “and develop and employ mutually agreed upon criteria to prioritize data needs for regional flyingfish fishery management, supported by facilitation and consultation.” These measures are intended to improve not only the ecological status of flyingfish stocks, but also better understand the socioeconomic impacts, which are required for a more complete understanding of the fishery and to support effective management that considers gender, decent work and youth issues.

### 3.2.3 Castries (2010) Declaration on Illegal, Unreported, and Unregulated Fishing of the CRFM

The Castries Declaration on Illegal, Unreported, and Unregulated (IUU) Fishing of the CRFM (Castries Declaration) provides CRFM Member States an outline of commitments, including implementation of relevant provisions of the FAO Code of Conduct on Responsible Fishing and the Plan of Implementation of the World Summit on Sustainable Development as it relates to achieving sustainable fisheries; becoming signatories to international agreements that support the fight against IUU fishing; and creating and implementing a National Plan of Action for IUU (CRFM, 2014b). As it relates to gender, IUU fishing is causing fishery decline globally, which creates hardship for men and women, but particularly women involved in small-scale fisheries, as they are more vulnerable to livelihood loss due to restricted opportunities. IUU fishing can therefore exacerbate gender inequalities and impair efforts to rebuild stocks, in turn constraining the opportunity for youth to reap the benefits of a sustainable and profitable fishery.

While this declaration is non-binding, urging States to become signatories to other legally binding agreements, as well as share information with the CRFM Secretariat, can instil regional collaboration in the

fight against IUU fishing. However, despite demonstrated political will to combat IUU fishing and the ratification by several CRFM Member States of various international agreements, the implementation of said agreements has been limited. Fostering regional collaboration tackle IUU fishing and actively implement international agreements will have numerous benefits for the prosperity of fisher folk in the Caribbean, ensuring fisheries are environmentally sustainable and provide equitable social and economic benefits for generations to come. One example of regional collaboration is the WECAFC adoption of a 2014 Resolution in support of implementation of the Castries Declaration, which calls on WECAFC Members to collaborate with CRFM and seek international support to eliminate IUU fishing in the region (WECAFC, 2014).

### 3.2.4 OECS Eastern Caribbean Regional Ocean Policy

In 2013, a new Eastern Caribbean Regional Ocean Policy (ECROP) was developed to “promote and guide the future sustainable use and development of the region’s marine waters and resources,” and outlines a suggested set of principles and goals for ocean governance in the Eastern Caribbean Region (OECS, 2013).<sup>4</sup> According to the policy document, ECROP is not legally binding, but its guiding principles are founded in international law, reflected in the United Nations Convention on the Law of the Sea and other international and regional agreements, including the St Georges Declaration (Johnson, Dalton and Masters, 2018).

While there is no explicit mention of gender, youth or specific labour issues, the policy states that the contributions, needs and concerns of all stakeholders be considered in the use and management of marine resources. Additionally, one of its guiding principles outlines that “[h]uman development in harmony with the environment is fundamental to the achievement of sustainable development, so that individuals and societies are empowered to achieve positive social and environmental outcomes,” which does imply commitment of OECS members to the principles of human rights, which include gender equality and the right to a healthy environment. The Policy also recognises the potential for generating economic, social and cultural benefits through marine resources, including through fisheries, aquaculture, tourism, and education and research, which can help reduce poverty and secure international biodiversity and sustainability obligations (OECS, 2013).

## 4 COUNTRY PROFILES

The previous sections of this report describe the international and regional frameworks guiding implementation on relevant aspects of fisheries and gender, youth and decent work. While some analysis is provided under each of these sections on how countries have worked toward or complied with these instruments, additional information can highlight contextual situations and capacity for implementation. To this end, the following country profiles of the six flyingfish countries provide more detailed information on their individual compliance at national level with the included international frameworks, as well as additional contextual and enabling conditions information.

The country profiles draw on the combined statistical review, desk research and stakeholder consultations, providing a summary of the profiled elements and an analysis of gender mainstreaming in the country fisheries sector. The profiles begin with brief statistical information<sup>5</sup> on the country for context and insight on issues relevant to the cross-cutting sectors and intersectionality of this initiative and report, including by providing available information from two major global indices on gender and social inequality: the Global Gender Gap Report from the World Economic Forum (WEF) and the Social Institutions and Gender Index (SIGI) from the Organisation for Economic Co-operation and Development (OECD) (OECD, 2019; WEF,

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<sup>4</sup> ECROP is currently being revised; therefore, this information is current as of June 2020.

<sup>5</sup> Data provided on each countries’ population, GDP and labour is all from the World Bank (n.d.), unless otherwise noted, accessible at: <https://data.worldbank.org/indicator>



2020). This is followed by the country's compliance with the outlined international frameworks and assessment of the instrument for compliance on its consideration of fisheries, gender, youth, and decent work, where instruments were available for review. The profiles also include complementary information on enabling conditions for gender equality, youth empowerment and decent work as supporting mechanisms and instruments for implementation of these frameworks, while also identifying the gaps and entry points for enhancing implementation of a gender mainstreaming approach in fisheries in the Caribbean.

# Barbados



## Summary of findings on enabling conditions and mainstreaming gender in fisheries in Barbados

The Bureau of Gender Affairs (BGA) and the Fisheries Division have historically collaborated and demonstrate interest in continuing to enhance engagement and work to mainstream gender in fisheries. Capacity building efforts, especially through establishment of gender focal points, and initial efforts on a gender responsive budget system across the government has supported gender considerations in the fisheries department, policy developments, and work program. Considerable efforts have been made to enhance civil society engagement in Barbados, and specifically support women's engagement and empowerment through Barbados National Union of Fisherfolk Organizations (BARNUFO) activities as well as the University of the West Indies (UWI) research and NGO support to promote women's role and value in fisheries sector across value chain to increase access to economic empowerment tools (such as boats, freezers, processing tools, etc.). Gender research on value chains, and division of labour, exists but reporting of information is limited; however, there is recognition and effort to research and record information on socio-economic issues in fisheries, such as level of effort for activities, and alternative livelihoods in different seasons of fishing, considering environmental, social, and economic changes (e.g., influx of sargassum, switch to sea eggs or conch harvesting, climate change impacts and ecosystem degradation, export of species, COVID, etc.). This has all contributed to positive enabling conditions noting that the concerns of women and men are brought to the forefront and recommendations for policies can be made to address any issue that persons face.

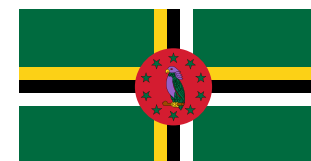
Human Development and Gender Equality				
<b>Population</b>	286,640 (2018)	<i>% female population</i>		<i>% male population</i>
		51.7%		48.3%
<b>GDP</b>	5.145 billion USD (2018)	<i>GDP per capita</i>		<i>Fisheries GDP</i>
		17,949.30 USD		GDP for Agriculture and Fishing industry for 2017 was BBD \$129.3 million; GDP by the fishing industry is estimated at 0.15 percent
<b>Labour force participation rate</b>	<i>Female participation rate %</i>	<i>Male participation rate %</i>		<i>Labour force, female (% of total labour force)</i>
	62% (2019)	69% (2019)		49.2% (2019)
	<i>Labour in fisheries</i>			
	Data not available			
<b>WEF Global Gender Gap Report ranking (out of 153 countries)</b>	Ranked 28 <sup>th</sup> overall; 6 <sup>th</sup> in LAC region (out of 25 countries)			
	<i>Rank in economic participation</i>	<i>Rank in educational attainment</i>	<i>Rank in health and survival</i>	<i>Rank in political empowerment</i>
	9 <sup>th</sup>	79 <sup>th</sup>	71 <sup>st</sup>	61 <sup>st</sup>

<b>OECD SIGI</b>	No compiled index information - Sufficient data from Barbados was only available under the category “discrimination in the family” and therefore a SIGI category rank on inequality could not be determined.										
<b>Compliance with International Frameworks</b>											
<b>2030 Agenda and SDGs - VNR</b>	Commitment; indication of submission of the VNR in 2020 with update from COVID-19										
<b>CEDAW</b>	Signed and ratified in 1980. Submitted a combined fifth to eighth report in 2015										
<b>BPfA</b>	Barbados submitted report in 2019; includes 1 reference to fisheries as one of the sectors most at risk to climate change; it includes adequate integration and consideration of youth and decent work issues										
<b>UN CBD</b>	Ratified in 1993										
	<i>National report</i>	5th National Report (2016); no inclusion of gender or decent work considerations; limited inclusion of youth issues									
	<i>NBSAP</i>	2002; no inclusion of gender or youth considerations; moderate considerations made on decent work									
<b>ILO Labour Standards</b>	<i>Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)</i>										
	<i>No. 29</i>	<i>No. 87</i>	<i>No. 98</i>	<i>No. 100</i>	<i>No. 105</i>	<i>No. 111</i>	<i>No. 138</i>	<i>No. 156</i>	<i>No. 182</i>	<i>No. 183</i>	<i>No. 188</i>
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
<b>Fisheries sector development</b>											
<b>Fisheries Authority</b>	Fisheries Division, Ministry of Maritime Affairs and the Blue Economy										
<b>Fisheries legal framework</b>	The Fisheries Act (1993, amended 2000) is the principle fisheries legislation and mandates the formulation and review of fisheries management and development schemes; the establishment of a fisheries advisory committee; fisheries access agreements; local and foreign fishing licensing; sport fishing; registration of fishing vessels; construction and alteration of fishing vessels; fisheries research; fisheries enforcement and the obligation to supply information.										
<b>Fisheries policy</b>	Barbados Fisheries Management Policy (2004-2006) <ul style="list-style-type: none"> <li>No integration of gender, youth, or decent work</li> </ul>										
<b>Fisheries practice</b>	The principal stocks and resources exploited by marine capture fisheries in Barbados are the flying fish and large pelagic stocks. Flying fish fishery is the most important, accounting for almost two-thirds of total landings in most years. The fishery is economically important with over 2000 fishermen and 500 vendors seasonally employed in the fishery. In addition, over 200 persons are employed as scalers or boners at fish markets and approximately 125 are employed at fish processing plants. Flying fish account for a large percentage of the production of the processing plants.										

<b>Enabling Conditions</b>	
<b>Gender Equality</b>	
<b>Gender machinery</b>	<ul style="list-style-type: none"> <li>• Bureau of Gender Affairs; Ministry of People Empowerment and Elder Affairs</li> <li>• National Advisory Committee on Gender is approved by Cabinet and made up of representatives from public, civil society, and academia to support work of Bureau.</li> <li>• Also works closely Women and Development and NGOs with longstanding relationship to advance gender equality.</li> <li>• The Programme Officer is a member of the Committee on Water Resources.</li> </ul>
<b>Gender policy</b>	<p>Barbados is in the process of finalising a draft policy which was sent to Cabinet of Ministers in 2016. It is being updated to include gender indicators on climate change. This process is underway with initial discussions taking place with the Ministry of Environment and National Beautification, however, COVID-19 has halted progress.</p> <ul style="list-style-type: none"> <li>• Evidence not available to review policy for consideration of fisheries</li> </ul>
<b>Gender focal point system</b>	<p>Focal points have been established and trained in each ministry as a strategy for increasing capacity of ministries for mainstreaming gender analysis and implementation of national policies and programmes. However, stakeholders indicated that there may no longer be a gender focal point in the fisheries department as part of the gender machinery's established system.</p>
<b>Gender responsive budgeting</b>	<p>There has been initial interest and sensitisation around this issue no recent effort to incorporate this initiative into systems and processes across the government.</p> <p>Credit unions are strong (and in region relatively) and should be investigated as opportunities for funding small business activities, especially given COVID-19 pandemic and associated stressors.</p>
<b>Youth Engagement</b>	
<b>Youth machinery</b>	Department of Youth Affairs; Ministry of Youth and Community Empowerment
<b>Youth policy</b>	<p>National Youth Policy adopted 2011; includes the environment as a priority area; signatory of The Commonwealth Plan of Action for Youth Empowerment 2006-2015. The implementation and impact of the policy is currently under review to prepare for revision.</p> <ul style="list-style-type: none"> <li>• Includes separate policy goal on youth and the environment with measures to strengthen partnership with CYEN</li> </ul>
<b>Labour and Decent Work</b>	
<b>Labour machinery</b>	Ministry of Labour & Social Partnership Relations
<b>Labour legal framework</b>	National Employment Policy that aim to promote gender equality and its Gender Action Plan, which was developed following the Ministry's Gender Audit conducted in collaboration with the ILO and Organisation of American States.
<b>Decent work considerations</b>	Labour policy exists with inclusion of decent work as a priority.

	Barbados promotes the Decent Work agenda under the relevant ILO convention and has developed initiatives, such as a Migrant Workers' Policy, to ensure safe working and living conditions for workers. Inspections are enabled under the relevant acts to ensure proper occupational and health standards, among other things.
<b>Gender considerations</b>	A Gender Action Plan exists for the Labour Ministry. Gender focal points have been most effective in Barbados in the Ministry of Labour
<b>Fisheries decent work practices</b>	Increasing research and information available because of value chain analyses and in-depth research of Barbados women's role in fisheries; work conditions for processors (majority women) necessitate standing all day long, reporting issue with feet and legs, and backs; without proper safety gear they cut hands often while processing, and argue the work space is not clean enough but must follow protocols to protect themselves, which is their prerogative.

# Dominica



## Summary of findings on enabling conditions and mainstreaming gender in fisheries in Dominica

The Dominican Bureau of Gender Affairs and the Fisheries Division have recently been collaborating to mainstream gender in fisheries. There is recognition that women have been overlooked and under-represented, and that gender equality in the fisheries sector is connected to resource sustainability, economic growth, and food security in Dominica. Understanding gender mainstreaming is important for sustainable fisheries management—the success of which relies on understanding human interactions with the fishery and guiding human behaviour is guiding the collaborative development and implementation of programs and projects that effectively mainstream gender into the fisheries sector, including engagement and support with women fisherfolk and toward establishing cooperatives. Thus, the Bureau of Gender Affairs and the Fisheries Division undertook research in the communities of Soufriere/Scotts Head to ascertain the opportunities for and challenges of women and youth in the Fisheries sector in these communities. Consultations and invitations for participating in fisheries sector policy and planning is increasing for gender machinery representatives, but do not always support active engagement, or valuing of perspectives and issues on gender and social dynamics—however, do feel that capacity building on gender does support stronger integration. There have been sensitisation campaigns by civil society to enhance capacity on gender and marginalisation, including on gender-based violence (GBV) in agriculture and fishing communities, as well as skills training, e.g. accounting and alternative harvest methods. Hurricane Maria exacerbated inequities and provided insight on gender-differentiated risks and impacts.

Human Development and Gender Equality				
<b>Population</b>	71,600	<i>% female population</i>		<i>% male population</i>
		No data available		No data available
<b>GDP</b>	0.55 billion USD	<i>GDP per capita</i>		<i>Fisheries GDP</i>
		7,691.30 USD		No data available
<b>Labour force participation rate</b>	<i>Female participation rate %</i>	<i>Male participation rate %</i>		<i>Labour force, female (% of total labour force)</i>
	45% (2001-outdated)	70% (2001-outdated)		No data available
	<i>Labour in fisheries</i>			
	Women make up an important stakeholder group in the fisheries sector but are often overlooked. The 2011 Population Census indicates that males comprise 85% of skilled agricultural and fishery workers, compared to 15% of females			
<b>WEF Global Gender Gap Report ranking (out of 153 countries)</b>	No data available			
	<i>Rank in economic participation</i>	<i>Rank in educational attainment</i>	<i>Rank in health and survival</i>	<i>Rank in political empowerment</i>
	No data available	No data available	No data available	No data available

<b>OECD SIGI</b>	No compiled index information - Sufficient data from Dominica was only available under the category “discrimination in the family” and therefore a SIGI category rank on inequality could not be determined.										
<b>Compliance with International Frameworks</b>											
<b>2030 Agenda and SDGs - VNR</b>	Has not submitted a VNR										
<b>CEDAW</b>	Signed and ratified in 1980. Has not yet submitted an initial report to CEDAW. An alternative report was prepared by the National Coalition of Dominican Women in 2009										
<b>BPfA</b>	No official report from Dominica government; in 1999 report submitted by CSO-no inclusion of fisheries or youth considerations; moderate considerations of decent work issues										
<b>UN CBD</b>	Accession in 1994										
	<i>National report</i>	6th National Report (2018); limited inclusion on gender; significant inclusion of youth considerations, including as a focus group for development of report; limited inclusion of decent work considerations									
	<i>NBSAP</i>	2014; no inclusion of gender; no inclusion of youth considerations; moderate considerations made on decent work									
<b>ILO Labour Standards</b>	<i>Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)</i>										
	<i>No. 29</i>	<i>No. 87</i>	<i>No. 98</i>	<i>No. 100</i>	<i>No. 105</i>	<i>No. 111</i>	<i>No. 138</i>	<i>No. 156</i>	<i>No. 182</i>	<i>No. 183</i>	<i>No. 188</i>
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
<b>Fisheries sector development</b>											
<b>Fisheries Authority</b>	Fisheries Division; Ministry of Blue and Green Economy, Agriculture, and Food										
<b>Fisheries legal framework</b>	Draft policy has been in process for many years, approved or in effect; Fisheries Act exists, but regulations are not in effect; potentially the CC4Fish project is providing support to finalise a management plan for fisheries and can identify and approve regulations then.										
<b>Fisheries policy</b>	Dominica does not have a Fisheries Policy										
<b>Fisheries practice</b>	The Dominica Gender Equality Indicators Report includes data on pay by occupation and sex from a survey in 2008. This shows the highest gender wage gap in professions where the majority of employees are male: craft and trade workers, and agricultural and fishery workers.										
<b>Enabling Conditions</b>											

<b>Gender Equality</b>	
<b>Gender machinery</b>	<ul style="list-style-type: none"> <li>• Bureau of Gender Affairs; Ministry of Ecclesiastical Affairs, Family, and Gender Affairs</li> <li>• Dominica National Council of Women: umbrella CSO organisation, aiming to sensitise, empower and unite women and their families. With knowledge to relate to their rights in order to develop their potentials and define common solutions to problems that affect them</li> </ul>
<b>Gender policy</b>	National Gender Policy approved in 2006. Most recent Gender Strategy and Action Plan is from 2014, a 2019-2028 Plan is in development but has not been approved by Cabinet
<b>Gender focal point system</b>	Gender focal point system exists (instated from 2005 Gender Policy) but it has not worked effectively due the constant restructuring of government every 5 years. Additionally, designated focal points are often someone at the clerical level with limited influence to voice gender concerns, or voice and elevate issues in their division. Reportedly, Fisheries Division staff have not received much if any training on gender mainstreaming, and have not previously been aware of, or significantly engaged as gender focal point.
<b>Gender responsive budgeting</b>	National Development Foundation of Dominica established to assist women's agricultural small enterprise development. Nothing specifically on fisheries programs but discusses establishment of women's groups/ cooperatives/enterprises etc. in agriculture sector.
<b>Youth Engagement</b>	
<b>Youth machinery</b>	<p>Youth Division; Ministry of Youth Development and Empowerment, Youth at Risk, Gender Affairs, Seniors' Security and Dominicans with Disabilities</p> <p>Youth Environment Services Corps aims to promote environmental stewardship and address youth identity crises, training includes a module on the marine environment</p> <p>Dominica Youth Environment Organisation – aims to incorporate environmental education in classrooms</p>
<b>Youth policy</b>	<p>National Youth Policy adopted 2004; no inclusion of fisheries sector considerations</p> <ul style="list-style-type: none"> <li>• The Commonwealth of Dominica National Youth Policy (2017-2022) is not active and awaiting cabinet approval</li> <li>• In the 2017-2022 draft, there are specific measures for decent work and a separate goal for youth and environment</li> </ul>
<b>Labour and Decent Work</b>	
<b>Labour machinery</b>	Division of Labour; Ministry of National Security and Home Affairs
<b>Labour legal framework</b>	Labour Standards Act of 1995; includes stipulations on decent work elements including minimum wage, hours of work, vacation, maternity leave and equal wages
<b>Decent work considerations</b>	Labour Standards Act includes stipulations on decent work elements including minimum wage, hours of work, vacation, maternity leave and equal wages.



# Grenada



## Summary of findings on enabling conditions and mainstreaming gender in fisheries in Grenada

Women are heavily involved in Grenada’s fishing sector as handlers, processors and vendors but their roles remain invisible, as they are not considered fish workers and therefore not registered in the government. Fisheries Division staff stated they are making concerted efforts to try to bring women into the legal system and improve access to government services, but it is still an ongoing effort. Greater cross-sectoral collaboration could provide for more enabling conditions to mainstream gender in the fisheries sector in Grenada. Collaboration among the Fisheries Division, the Division of Gender and Family Affairs, and the Ministry of Youth Development, Sports, Culture and the Arts (MYDSCA) has not been targeted nor comprehensive. Integration of gender, youth, and decent work issues in the respective policies and plans across ministries could also be improved. For example, the Grenada Fisheries Act makes seldom mention of gender and the National Gender Equality Policy and Action Plan, while it refers to fisheries, often grouping agriculture and fishing together, making it difficult to discern the specific gender issues faced by women and men in the fishing sector. Additionally, Fisheries Division staff have reportedly received limited training on gender mainstreaming, and have not previously been aware of, or significantly engaged as gender focal point. Youth are still entering the fishing sector, particularly those from traditionally strong fishing families, though there have been some issues in continuing the traditional practice of net mending. There are a number of support programmes for youth in Grenada provided by the MYDSCA, focusing on differentiated gender issues and challenges including in employment, skills training, and gender-based violence. These programs provide youth with skills-building training, as well as grants, to support their professional development and advancement and become more employable. This support has not specifically targeted the fishing sector but has had beneficiaries of the programs engaged in the sector and support their entrance into it with resources and tools. Additionally, the updated Youth Policy (2020-2015) will involve an inter-ministerial committee to report on youth issues and development across the different ministers, including fisheries.

Human Development and Gender Equality			
<b>Population</b>	111,450 (2018)	<i>% female population</i>	<i>% male population</i>
		49.6%	50.4%
<b>GDP</b>	1.186 billion USD (2018)	<i>GDP per capita</i>	<i>Fisheries GDP</i>
		10,640 USD	5.2% of total GDP (2018) <sup>Error! Bookmark not defined.</sup> ; fisheries alone 1.2% GDP in 2012
<b>Labour force participation rate</b>	<i>Female participation rate %</i>	<i>Male participation rate %</i>	<i>Labour force, female (% of total labour force)</i>
	65.4% (2015)	77.1% (2015)	No data available
	<i>Labour in fisheries</i>		
The agriculture (includes fisheries) and tourism sectors are marked by a gendered division of labour with a pattern of more women being employed in the lower income-earning occupations within the sectors. As is observed in other Caribbean countries, women tend to work in fish processing and handling, with men engaged in harvest. As stated in the National			

	Gender Equality Policy and Action Plan: “Governmental and other agricultural agencies are largely unaware of the gender dimensions of agriculture, e.g., male/female patterns of: land ownership and access; crop/livestock/fish/other production; types of agri-businesses/agro-processing enterprises; support services needed; access to credit; etc.”										
<b>WEF Global Gender Gap Report ranking (out of 153 countries)</b>	No data available										
	<i>Rank in economic participation</i>			<i>Rank in educational attainment</i>			<i>Rank in health and survival</i>			<i>Rank in political empowerment</i>	
	No data available			No data available			No data available			No data available	
<b>OECD SIGI</b>	No compiled index information - Sufficient data from Grenada was only available under the category “discrimination in the family” and therefore a SIGI category rank on inequality could not be determined.										
<b>Compliance with International Frameworks</b>											
<b>2030 Agenda and SDGs - VNR</b>	Has not submitted a VNR										
<b>CEDAW</b>	Signed in 1980, ratified in 1990. Submitted a combined initial and second to fifth report in 2010										
<b>BPfA</b>	2019 last report submission; limited inclusion of fisheries; adequate youth considerations; adequate considerations of decent work										
<b>UN CBD</b>	Accession in 1994										
	<i>National report</i>		5th National Report (2014); limited inclusion of gender; limited inclusion of youth considerations; adequate inclusion of decent work considerations								
	<i>NBSAP</i>		2016; no inclusion of gender; no inclusion of youth considerations; limited considerations made on decent work								
<b>ILO Labour Standards</b>	<i>Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)</i>										
	<i>No. 29</i>	<i>No. 87</i>	<i>No. 98</i>	<i>No. 100</i>	<i>No. 105</i>	<i>No. 111</i>	<i>No. 138</i>	<i>No. 156</i>	<i>No. 182</i>	<i>No. 183</i>	<i>No. 188</i>
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
<b>Fisheries sector development</b>											
<b>Fisheries Authority</b>	Fisheries Division (Fisheries Management Unit) under the Ministry of Agriculture, Lands, Forestry, Fisheries & the Environment										
<b>Fisheries legal framework</b>	Grenada Fisheries Act (1986), subsequent amendment act (1999), and a series of other fisheries regulations, e.g. pertaining to MPAs, gives authority to the Fisheries Division to carry out management functions and provide a comprehensive set of instruments that allows the Fisheries Division to manage and regulate Grenada’s fisheries. The Government has also implemented a policy with the objective to develop the fisheries sector and to increase its contribution to income,										

	employment and foreign exchange earnings. The country is actively promoting the application of the FAO Code of Conduct for Responsible Fisheries in its fisheries management and is interested in applying an Ecosystem Approach to Fisheries.
<b>Fisheries policy</b>	<p>Grenada Fisheries Act, 1986, with amendments. Limited considerations of gender are included in its fisheries policy recognising gender-differentiated roles in catch and processing.</p> <ul style="list-style-type: none"> <li>• Additionally, the Grenada Food and Nutrition Security Policy and Action Plan 2013-2018 makes substantial reference to sustainable fisheries, underscoring the importance of fishery products for food security. This Policy notes: “All actions implemented under this policy will be free from child labour, recognise the principle of fair compensation and be gender sensitive.” It also includes that a gender analysis will be conducted and put into operation of the monitoring and evaluation system for the food and nutritional security programming, including social safety policies and programming.</li> </ul>
<b>Fisheries practice</b>	Labour is divided along gender lines, with women more involved in fish marketing and primary processing, while men are involved in primary production.
<b>Enabling Conditions</b>	
<b>Gender Equality</b>	
<b>Gender machinery</b>	<ul style="list-style-type: none"> <li>• The Division of Gender and Family Affairs and Gender Equality Unit under the Ministry of Social Development, Housing and Community Empowerment</li> <li>• The Division of Gender and Family Affairs, the Inter-Ministerial Council of Gender Focal Points and the National Gender Equality Commission form the National Gender Equality Management System for Grenada.</li> </ul>
<b>Gender policy</b>	<p>National Gender Equality Policy and Action Plan approved by Cabinet in 2014</p> <ul style="list-style-type: none"> <li>• The Action Plan was elaborated by the Ministry of Social Development and Housing in a wide consultation process with civil society and the private sector. The Action Plan aims at eliminating persisting gender-based discrimination of some laws, traditions, customs, and religious practices and at advancing gender equality accompanied by equity. Action Plan covers ten policy areas: Culture and Socialization; Education and Training; Labour and Employment; Agriculture and Tourism, Economic Growth and Poverty Reduction; Climate Change, Natural Disaster and Natural Resource Management; Health and Well-being, Violence and Security; Leadership and Decision-Making as well as Legislative and Institutional Framework for Advancing Gender Equality.</li> <li>• The policy has inclusion of fisheries issues with some disaggregated data, but fisheries is largely grouped with agriculture. The action plan does not include any specific actions within fisheries.</li> </ul>
<b>Gender focal point system</b>	<ul style="list-style-type: none"> <li>• Inter-Ministerial Council of Gender Focal Points est. 2017; participated in Beijing +25 validation meeting; appointed UNFCCC gender focal point in 2019</li> <li>• The Division of Gender and Family Affairs, the Inter-Ministerial Council of Gender Focal Points and the National Gender Equality Commission would form the National Gender Equality Management System for Grenada.</li> <li>• Reportedly Fisheries Division staff have received limited training on gender mainstreaming, and have not previously been aware of, or significantly engaged as gender focal point.</li> </ul>

<b>Gender responsive budgeting</b>	Currently no funding for Action Plan, but is to be integrated with ministerial budget; has a public finance management act which includes regulations for project proposals to be appraised with Social Development (gov) partners, and must include a gender impact assessment as part of the social development impact assessment.
<b>Youth Engagement</b>	
<b>Youth machinery</b>	Ministry of Youth Development, Sports, Culture and the Arts
<b>Youth policy</b>	<p>National Youth Policy (2015-2020)</p> <ul style="list-style-type: none"> <li>• Currently in the process of reviewing. Anticipate for a new policy to become effective end of 2020 (depending on COVID situation). Components of the new policy will tie into SDG government plan for 2035; no inclusion of fisheries sector considerations.</li> <li>• Grenada is also a signatory to the CARICOM Youth Development Action Plan 2012-2017 (CYDAP), designed to support policymaking on youth development. The CYDAP lists goals on thematic areas including, education, health, economic empowerment, citizenship, participation, and wellbeing.</li> </ul>
<b>Labour and Decent Work</b>	
<b>Labour machinery</b>	Ministry of Labour
<b>Labour legal framework</b>	Has a number of regulations, including the Labour Relations Act (1999). Grenada has ratified the ILO Equal Remuneration Convention (1951, No. 100) and Discrimination (Employment and Occupation) Convention (1958, No. 111), which are specifically relevant to gender equality. Grenada has not yet ratified ILO Work in Fishing Convention (No. 188), which among many standards, sets a minimum age for work on board fishing boats and requires special protection for young fishers. However, the country recently signed on for multiple amendments in the Maritime Labour Convention (2018 and 2019).
<b>Decent work considerations</b>	Grenada ratified the Domestic Workers Convention by the ILO (C189) on November 12th, 2018. It will come into force on November 2019. This speaks to decent work for domestic workers. Its implementation will be significant since the majority of domestic workers in Grenada are women.
<b>Gender considerations</b>	The Labour Relations Act has no specific mention of women or gender, but contains language to protect workers against discrimination based on “race, colour, national extraction, social origin, religion, political opinion, sex, marital status, family responsibilities, age or disability” and lays out protection for workers against acts of violence and intimidation.

# St. Lucia



## Summary of findings on enabling conditions and mainstreaming gender in fisheries in St. Lucia

St. Lucia is demonstrating progressive integration of gender equality through enabling conditions, and particularly in the Fisheries Department with increasing recognition of the need for and understanding on a gender-responsive approach. The Division of Gender Relations, and its ministry, has made significant efforts to elevate mainstreaming gender across the government ensuring political will at the highest level to support comprehensive uptake and collaboration in processes, and now in all projects with gender data management protocols. Increasing integration and support on gender has led to establishment of the focal point system and committees to advance gender equality and report on gender inequalities across sectors, e.g., reporting on CEDAW including close collaboration with the fisheries and agriculture divisions.

The Fisheries Department has increased their capacity on gender through trainings and participation in the gender focal point initiative, advancing their own initiatives to include gender. Leadership in the Fisheries Department recognises gender inequality gaps and the results delivered by supporting systems for integration, especially from the start rather than as an ad hoc process. This is encouraging participatory engagement of women and gender specialists in spaces as key stakeholders on gender equality from national to local levels in processes, policy development, and decision-making. This has elevated issues of social dynamics with evidence on the nexus of fisheries, poverty, and sustainability, including issues on youth and decent work. Civil society and fisherfolk organisations have a strong stance and support system to integrate social aspects into their programming but maintain they are not actively and meaningfully engaged in processes. The Fisheries Department has also accounted for social dynamics to be included in their draft policy, having engaged the gender machinery in the legislative review consultation.

Human Development and Gender Equality				
<b>Population</b>	181,900	<i>% female population</i>		<i>% male population</i>
		50.8%		49.2%
<b>GDP</b>	1.922 billion USD (2018)	<i>GDP per capita</i>		<i>Fisheries GDP</i>
		10,566 USD		No data available
<b>Labour force participation rate</b>	<i>Female participation rate %</i>	<i>Male participation rate %</i>		<i>Labour force, female (% of total labour force)</i>
	60% (2019)	75% (2019)		45.8%
	<i>Labour in fisheries</i>			
	Data on employment in agriculture (inclusive of fisheries) for women and men is 7% and 18%, respectively.			
<b>WEF Global Gender Gap Report ranking (out of 153 countries)</b>	No data available			
	<i>Rank in economic participation</i>	<i>Rank in educational attainment</i>	<i>Rank in health and survival</i>	<i>Rank in political empowerment</i>
	No data available	No data available	No data available	No data available

<b>OECD SIGI</b>	No compiled index information										
<b>Compliance with International Frameworks</b>											
<b>2030 Agenda and SDGs - VNR</b>	Submitted 2019, mentions Sectoral Adaptation Strategy and Action Plan for Fisheries (Fisheries SASAP) 2018-2028										
<b>CEDAW</b>	Accession in 1982. Submitted a combined initial and second to sixth report in 2005										
<b>BPfA</b>	Reported in 2019 on occasion of the 25th Anniversary, no inclusion of gender										
<b>UN CBD</b>	Accession in 1993										
	<i>National report</i>	5th National Report (2014); moderate inclusion of considerations on gender, and on youth; and adequate inclusion of decent work considerations									
	<i>NBSAP</i>	2000; no inclusion of gender; no inclusion of youth considerations; limited considerations made on decent work									
<b>ILO Labour Standards</b>	<i>Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)</i>										
	<i>No. 29</i>	<i>No. 87</i>	<i>No. 98</i>	<i>No. 100</i>	<i>No. 105</i>	<i>No. 111</i>	<i>No. 138</i>	<i>No. 156</i>	<i>No. 182</i>	<i>No. 183</i>	<i>No. 188</i>
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	No	Ratified	No	No
<b>Fisheries sector development</b>											
<b>Fisheries Authority</b>	Department of Fisheries; Ministry of Agriculture, Fisheries, Physical Planning, Natural Resources and Co-operatives										
<b>Fisheries legal framework</b>	The Fisheries Act, No. 10 of 1984, and the Fisheries Regulations, SI No. 9 of 1994, form the basis of law related to fisheries development and management										
<b>Fisheries policy</b>	<p>St. Lucia has a revised draft National Policy for the Fisheries Sector 2020-2030; the policy is under review and consultation, prior to finalisation.</p> <ul style="list-style-type: none"> <li>• Gender Relations Division was invited to and participated in workshops on legislative review (December 2019).</li> <li>• While still under review, the draft recognises gender particularly as a dimension to prioritise in the area of Social and Cultural Development, in line with the Social Protection Policy (2015), and the need to incorporate equal opportunities for women, men and youth.</li> <li>• Additionally, the 2018 Fisheries adaptation strategy and action plan under National Adaptation Plan (NAP) processes has a section on gender, but concludes other social groups are more vulnerable than women in St. Lucia. So while sex-disaggregated data will be collected, priorities will focus on building capacity of other vulnerable groups. This includes brief mention of need for training and incentive programs for fisherfolk who may lose employment due to degraded resources.</li> </ul>										

<b>Fisheries practice</b>	<p>In St. Lucia, agriculture (including fisheries) is an important source of livelihood for about 20% of the population. St Lucia has been impacted by major tropical systems in 2002 (Lilee); 2004 (Ivan); 2005 (Emily); 2007 (Dean); 2012 (Ernesto) and 2017 (Irma and Marya). While women are least likely to hold land, they dominate agro-processing. However, especially for rural women, expansion of their production and sales is hampered because standards for international and regional export are not being met, as most products are produced in private homes and with only limited outreach by the national extension services.</p> <p>A new program as part of the EnGendDER project of UNDP is underway in St. Lucia along with the ILO: Building Effective Resilience for Human Security in the Caribbean Countries: The Imperative of Gender Equality and Women Empowerment in a Strengthened Agriculture (and related Agricultural/Fisheries Small Business) Sector.</p>
<b>Enabling Conditions</b>	
<b>Gender Equality</b>	
<b>Gender machinery</b>	Division of Gender Relations; Ministry of Education, Innovation, Gender Relations and Sustainable Development Network for Rural Women Producers increasingly engaged in policy consultation and decision-making; recognition of differentiated experiences, knowledge, and needs, for participation in committees.
<b>Gender policy</b>	No gender policy; The Economic Commission for Latin America and Caribbean (ECLAC) has been engaged and supporting drafting of a gender equality policy, and gender data management report.
<b>Gender focal point system</b>	Gender focal point system had been instated but had become inefficient, so now are revitalising. The re-establishment is providing training on a variety of issues for focal points from gender data collection, analysis, budgeting, and training of trainers. Being supported by research and academia groups on gender mainstreaming, pilot project underway, but; focal point training is on pause until further notice, post-COVID impacts. The focal point system has supported collaboration on mainstreaming gender such as in committees and activities to report on gender (BPfA and CEDAW, etc.) enabling conditions more broadly for gender equality.
<b>Gender responsive budgeting</b>	Nascent but underway; Department of Gender Relations facilitated a capacity building training for gender budgeting for ministries as part of the Gender Mainstreaming Project in mid-2019. Budgeting and planning on gender training, including invitation to agriculture ministry; also trained on what to expect when incorporating gender into budgeting and financing programs. Training of trainers for same budgeting workshop, fisheries did not participate but anticipate information will be passed down.
<b>Youth Engagement</b>	
<b>Youth machinery</b>	Youth Division; Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government
<b>Youth policy</b>	National Youth Policy – A Shared Vision and Commitment for Achieving the Full Potential of Young People in Saint Lucia (2016-2021) <ul style="list-style-type: none"> <li>• Not active and awaiting cabinet approval</li> </ul>

	<ul style="list-style-type: none"> <li>The draft incorporates decent work considerations, gender mainstreaming provisions, and youth and environment policy goals, including strengthening collaboration with CYEN</li> </ul> <p>It is a signatory to the CARICOM Youth Development Action Plan 2012-2017 and as a member of the Commonwealth of Nations, Saint Lucia is a signatory of The Commonwealth Plan of Action for Youth Empowerment 2006-2015.</p>
<b>Youth practice</b>	Challenges in sector for integrating youth includes typical input across region, but also that the fisheries sector has people remaining working until they are past the retired age; need to know how, and how many, to engage without putting pressure on natural resources and stocks.
<b>Labour and Decent Work</b>	
<b>Labour machinery</b>	Ministry of Infrastructure, Ports, Energy and Labour.
<b>Labour legal framework</b>	2012 Labour Law (Act, 2006)
<b>Decent work and gender considerations</b>	No clear indication of decent work commitment 2012 Labour Code includes mention of equal payment for women and men, and mandates separate sanitary and washing facilities.



# St. Vincent and the Grenadines



## Summary of findings on enabling conditions and mainstreaming gender in fisheries in St Vincent and the Grenadines

St. Vincent and the Grenadines does not have a national gender policy, though sex discrimination is prohibited under the Constitution. The overall policy for the fisheries sector is the sustainable use of all fisheries resources to maximise benefits to all Vincentians in the present and future but does not include any reference specifically to women or youth. In 2014, men were more likely than women to be employed in the ‘agriculture, forestry and fishing’ industry, as 17.3% of men were employed in this industry, compared with 7.8% of women. A gender focal point system was established in the country but was not maintained and no longer operates successfully, limiting collaboration among government entities, including the gender and fisheries authorities. The fisheries sector has had limited and not adequate communication with or education for the fisherfolk and fishing communities on the importance and impact of marine protected areas management. Fisherfolk have not been adequately engaged and need to be consulted as stakeholders in order to ensure successful conservation efforts and minimise unintended consequences on communities, including exacerbating inequalities.

There is, however, increasing impetus and indication for national processes to be inclusive and equitable, following the concept of “leaving no one behind” fully resonating with the country’s development pathway as it targets issues related to reducing inequalities, eliminating all forms of poverty and empowering women and youth. SVG has practices in place to enhance youth engagement in fisheries, including the successful and in-demand Community Research Training Program, which was designed to engage youth in conservation science and research. Boatbuilding techniques are passed down for generations (traditional knowledge)—once a boat is built, there is a boat launch party to celebrate! Young males are engaged in fisheries throughout St. Vincent and the Grenadines (such as the lucrative conch and lobster fisheries on Union and Mayreau Islands); in some cases, these skills are passed down as traditional knowledge within families.

Human Development and Gender Equality			
<b>Population</b>	110,210	<i>% female population</i>	<i>% male population</i>
		49.2%	50.8%
<b>GDP</b>	0.811 billion USD (2018)	<i>GDP per capita</i>	<i>Fisheries GDP</i>
		7,361.40 USD	Agriculture, forestry and fishing value added – 7.2% of GDP
<b>Labour force participation rate</b>	<i>Female participation rate %</i>	<i>Male participation rate %</i>	<i>Labour force, female (% of total labour force)</i>
	54% (2019)	77% (2019)	41.5%
	<i>Labour in fisheries</i>		
Specifically, men were more likely than women to be employed in the ‘agriculture, forestry and fishing’ industry, as 17.3% of men were employed in this industry, compared with 7.8% of women			
No data available			

<b>WEF Global Gender Gap Report ranking (out of 153 countries)</b>	<i>Rank in economic participation</i>		<i>Rank in educational attainment</i>		<i>Rank in health and survival</i>		<i>Rank in political empowerment</i>				
	No data available		No data available		No data available		No data available				
<b>OECD SIGI</b>	No compiled index information										
<b>Compliance with International Frameworks</b>											
<b>2030 Agenda and SDGs - VNR</b>	<p>St. Vincent and the Grenadines is part of the 2020 VNR of the HLPF. SVG has not yet submitted a VNR, but has submitted a letter from the permanent mission and a “main messages” document describing the advancement on SDGs via national processes toward inclusive and equitable outcomes, but with limitations on financial resources and particularly in light of COVID-19 to respond and report on the VNR. .</p> <p>Prior to the adoption of Agenda 2030, St. Vincent and the Grenadines had already begun a cohesive process of implementing measures to build a sustainable society through environmental, economic and social improvements underpinned by good governance and, despite challenges, the country remains fully committed to this task for the benefit of future generations.”</p>										
<b>CEDAW</b>	Signed and ratifies in 1981. Submitted a combined fourth to eighth report in 2013										
<b>BPfA</b>	2014 last report submission; limited inclusion of fisheries considerations, moderate inclusion of youth considerations, adequate inclusion of decent work considerations										
<b>UN CBD</b>	Accession in 1996										
	<i>National report</i>		6 <sup>th</sup> National report submitted in 2018; moderate considerations of gender, youth considerations are significantly integrated; moderate considerations of decent work								
	<i>NBSAP</i>		2018; no inclusion of gender; no inclusion of youth considerations; limited considerations made on decent work								
<b>ILO Labour Standards</b>	<i>Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)</i>										
	<i>No. 29</i>	<i>No. 87</i>	<i>No. 98</i>	<i>No. 100</i>	<i>No. 105</i>	<i>No. 111</i>	<i>No. 138</i>	<i>No. 156</i>	<i>No. 182</i>	<i>No. 183</i>	<i>No. 188</i>
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
<b>Fisheries sector development</b>											
<b>Fisheries Authority</b>	Fisheries Department: Ministry of Agriculture, Fisheries, Rural Transformation, Industry & Labour										
<b>Fisheries legal framework</b>	<p>The Division has the following pieces of legislation to assist with the management and development of the sector:</p> <ul style="list-style-type: none"> <li>• The Maritime Areas Act (1983) – Act No. 15 of 1993, declares and establishes the marine area of St. Vincent and the Grenadines. This enabled the state to define the following areas: (1) Internal waters (2) Archipelagic waters (3)</li> </ul>										

	<p>Territorial sea, (4) Contiguous Zone (5) Exclusive Economic Zone (6) Continental shelf (7) Territorial Extent and (8) Safety Zone.</p> <ul style="list-style-type: none"> <li>• The Fisheries Act (1986) and Regulation (1987), which form part of the OECS harmonised legislation, cover: fisheries access agreements, local and foreign fishing licensing, fish processing establishments, fisheries research, fisheries enforcement and the registration of fishing vessels. The legislation also specifies conservation measures such as prohibiting the use of an explosive, poison or other noxious substance for killing, stunning, disabling, or catching fish; closed seasons, gear restrictions, creation of marine reserves. The legislation gives the Minister responsible for fisheries, the authority to create new regulations for the management of fisheries when necessary.</li> <li>• Fish Processing Regulations of 2001 drafted in response to international pressure for monitoring and controlling the quality of fish and fish products leaving and entering SVG. The legislation makes provisions for the control of marketing, handling, transporting and storage of fish and the operation of fish processing establishments.</li> <li>• The High Seas Fishing Act of 2001, which provides the legal basis for the regulation for St. Vincent and the Grenadines registered vessels fishing on the High Seas. The act provides for constant monitoring of these fishing vessels to produce accurate information which under provisions of the act is mandatory to be compliant to the International convention for the Conservation of Atlantic Tunas.</li> </ul>
<b>Fisheries policy</b>	<p>The overall policy for the fisheries sector is the sustainable use of all fisheries resources to maximise benefits to all Vincentians in the present and future. The strategies and policies concerning fisheries management and development will be under continuous review with the involvement of all stakeholders.</p> <p>Nothing is included specifically on groups such as women, youth, or fishing communities. However, the policy statement includes: Fisheries development goals and strategies will ensure the betterment of the socio-economic conditions of all stakeholders/beneficiaries within the Vincentian population.</p>
<b>Fisheries practice</b>	<p>The most common occupations among women were ‘services and sales workers’, followed by ‘professionals’, ‘elementary occupations’ and ‘clerical support workers’. These were the occupations of nearly three-quarters (72.9%) of female workers. Among men, the four common occupations were ‘craft and related trade workers,’ ‘services and sales workers,’ ‘skilled agricultural, forestry and fishery workers,’ and ‘elementary occupations’. Together, these four occupations accounted for 67.9% of the male workforce. The largest gender gaps in employment were seen in industries such as ‘agriculture, forestry and fishing’, ‘construction’ and ‘education’. Specifically, men were more likely than women to be employed in the ‘agriculture, forestry and fishing’ industry, as 17.3% of men were employed in this industry, compared with 7.8% of women</p>
<b>Enabling Conditions</b>	
<b>Gender Equality</b>	
<b>Gender machinery</b>	<p>Gender Affairs Division, Social Development Department: Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth. The Gender Affairs Division is the focal point for the implementation and monitoring of the Montevideo Strategy.</p>

	<p>In St. Vincent &amp; the Grenadines, the Gender Affairs Division located in the Ministry of National Mobilization, Social Development, the Family, Persons with Disabilities and Youth has the mandate to promote gender equality and gender mainstreaming. The GAD and the other components of the national machinery, including the National Council of Women (NCW), are currently not equipped to spearhead the gender mainstreaming agenda. Human resources challenges including a high staff turnover and the paucity of resources have meant that the core mandate of the national gender machinery is not being fulfilled. The CGA recommends a number of measures including: strengthening and re-orienting the GAD towards its core mandate; building gender expertise within the Planning Division of the Ministry of Finance and Economic Planning; increasing budgetary allocations to the gender mainstreaming agenda; developing a National Policy for Gender Equality and Equity based on wide participation of citizens; and reviving the Gender Focal Point system across Ministries and Divisions by piloting implementation of a programme/project that also facilitates training in gender equality mainstreaming. The CGA also recommends that the implementation of the GBV Strategy and Action Plan lends itself to such an approach</p> <p>The National Council on Women is the main Non-Governmental Organization, which is addressing the Gender Issues in Saint Vincent and Grenadines. They perform advocacy work to encourage the government to develop legislation that protects women from violence, ensure that the state prosecutes cases of domestic violence, provide training on domestic violence, and strengthen systems to ensure that women and girls within the custody of the criminal system are not subjected to sexual assaults and exploitation.</p>
<b>Gender policy</b>	<p>No gender policy; A general policy of prohibition of discrimination on the basis of sex is embodied in Article 13 of the Constitution of St. Vincent and the Grenadines.</p>
<b>Gender focal point system</b>	No gender focal point system in place and operating
<b>Gender responsive budgeting</b>	Nascent but underway; Department of Gender Relations facilitated a capacity building training for gender budgeting for ministries as part of the Gender Mainstreaming Project in mid-2019. Budgeting and planning on gender training, including invitation to agriculture ministry; also trained on what to expect when incorporating gender into budgeting and financing programs. Training of trainers for same budgeting workshop, fisheries did not participate but anticipate information will be passed down.
<b>Youth Engagement</b>	
<b>Youth machinery</b>	Youth Division: Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth
<b>Youth policy</b>	<p>National Youth Policy (1996) (no mention of fisheries)- efforts are ongoing to secure technical assistance for policy review and updates</p> <p>Youth Empowerment Service Policy: This service was instituted in 2001 with an objective to provide training opportunities for young people between the ages of 16-30 who are out of school. It is one of St. Vincent and the Grenadines' major active labour market policies and is promoted by the government as an on-going commitment to young people. Every year, more than 400 young persons are recruited for apprenticeships training and citizenship</p>

<b>Labour and Decent Work</b>	
<b>Labour machinery</b>	Department of Labour: Ministry of Agriculture, Forestry, Fisheries, Rural Transformation, Industry and Labour
<b>Labour legal framework</b>	<ul style="list-style-type: none"> <li>• The Youth Empowerment Service Policy</li> <li>• The National Tripartite Workplace Policy on NCDs (chronic, non-communicable diseases)</li> <li>• Employment and Labour Market Policy</li> <li>• The National Tripartite Workplace Policy on HIV and AIDS</li> </ul>
<b>Decent work and gender considerations</b>	<p>Minimum wage, non-communicable disease, and a list of reasons based on which an employee cannot be terminated (trade union membership; seeking or holding office; making a complaint against employer alleging violation of law/regulation; race, colour, sex, marital status, pregnancy, religion, political opinion, nationality, social origin; reasonable absence due to family emergencies/responsibilities; maternity leave; injury/illness; jury duty)</p> <p>An employee cannot be terminated due to sex.</p>

# Trinidad and Tobago



## Summary of findings on enabling conditions and mainstreaming gender in fisheries in Trinidad and Tobago

Certain enabling conditions have been put in place to support gender equality across the government, seeing wider-spread recognition and uptake of gender mainstreaming across sectors. Gender focal points across agencies, existing with support from universities and institutions, implement activities such as capacity building with focal points, and sectoral awareness-raising broadly in communities. The challenge persists that other agencies do not have financial resources—and often have limited political interest—to mainstream gender. It is therefore a necessary challenge to overcome by supporting integration and raising awareness of gender in political spheres by engaging gender focal points that are higher up in divisions with decision-making power, and less turnover. Still, while fisheries lack capacity to integrate and respond to gender and youth issues, the gender division is short-staffed and without resources to adequately provide attention to all departments and sectors. There has been effort to provide diverse programming on masculinities and boys engagement to break cultural beliefs of gender roles and responsibilities, while promoting healthy environments and relationships for all. Gender-based violence is a key area of focus, and increasingly integrated into sectors, including fisheries, with evidence and analysis.

The Fisheries Division has limited capacity (finances, training, knowledge) to address and incorporate gender specifically; the department is in nascent stages and processes looking at and beginning to understand what issues exist for fisheries. There are escalating challenges of piracy, theft, abduction, and violence in fishing communities, with recognition of socioeconomic drivers and impacts that need to be addressed in planning and management. There has been a claim (shared by Fisheries Division) that the sector is heavily male dominated (even fish processors and vendors) but need a comprehensive gender analysis of the entire value chain of fisheries. Gender machinery has not been specifically engaged with the development of policy and support implementing with fisheries authority.

Human Development and Gender Equality			
<b>Population</b>	1,389,860 (2018)	<i>% female population</i>	<i>% male population</i>
		50.6%	49.4%
<b>GDP</b>	23.81 billion USD (2018)	<i>GDP per capita</i>	<i>Fisheries GDP</i>
		17,129.90 USD	Agriculture, forestry and fishing value added – 1% of GDP
<b>Labour force participation rate</b>	<i>Female participation rate %</i>	<i>Male participation rate %</i>	<i>Labour force, female (% of total labour force)</i>
	50%	70%	38.3%
	<i>Labour in fisheries</i>		
Data not available			
Ranked 24 <sup>th</sup> overall; and 4 <sup>th</sup> in LAC region (out of 25 countries)			

<b>WEF Global Gender Gap Report ranking (out of 153 countries)</b>	<i>Rank in economic participation</i>		<i>Rank in educational attainment</i>		<i>Rank in health and survival</i>		<i>Rank in political empowerment</i>				
	51 <sup>st</sup>		66 <sup>th</sup>		1 <sup>st</sup> (39-way tie)		31 <sup>st</sup>				
<b>OECD SIGI</b>	Categorised as low with a SIGI value of 24%, signifying relatively low inequality										
<b>Compliance with International Frameworks</b>											
<b>2030 Agenda and SDGs - VNR</b>	Trinidad & Tobago is part of the 2020 VNR of the HLPF on Sustainable Development. Has not yet submitted VNR.										
<b>CEDAW</b>	Signed in 1985 and ratified in 1990. Submitted a combined fourth to seventh report in 2015										
<b>BPfA</b>	2019 national review: moderate inclusion of fisheries considerations; adequate inclusion of youth considerations; adequate inclusion of decent work considerations (mentions extension services in aquaculture from the Gender Affairs Ministry)										
<b>UN CBD</b>	Ratified in 1996										
	<i>National report</i>		5th National Report (2016); limited inclusion of gender; no inclusion of youth considerations; adequate inclusion of decent work considerations								
	<i>NBSAP</i>		2018; no inclusion of gender; no inclusion of youth considerations; adequate considerations made on decent work								
<b>ILO Labour Standards</b>	<i>Status of ratification on select ILO Conventions related to gender, youth and fisheries (by Convention #)</i>										
	<i>No. 29</i>	<i>No. 87</i>	<i>No. 98</i>	<i>No. 100</i>	<i>No. 105</i>	<i>No. 111</i>	<i>No. 138</i>	<i>No. 156</i>	<i>No. 182</i>	<i>No. 183</i>	<i>No. 188</i>
	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	Ratified	No	Ratified	No	No
<b>Fisheries sector development</b>											
<b>Fisheries Authority</b>	Fisheries Division: Ministry of Agriculture, Land, and Fisheries										
<b>Fisheries legal framework</b>	Fisheries Act of 1916; Fisheries Management Bill of 2011										
<b>Fisheries policy</b>	Update of national fisheries policy stalled due to COVID - had plans for integration of broader social issues (would have provided a space to address gender, youth, decent work); but now stalled, additional challenge of it being an election year. The Fisheries Act has no consideration of gender; no consideration of youth; no inclusion of labour, work, income, employment in Fisheries Act; the Fisheries Management Bill includes principles of good governance including transparency, participation, accountability and non-discrimination.										
<b>Fisheries practice</b>	Gender and youth are not explicitly integrated into fisheries policies or programmes. Limited capacity by fisheries authorities to address issues beyond day-to-day operations and the variety of challenges fisheries face.										



	GEF project on climate change adaptation in Eastern Caribbean fisheries sectors includes sex-disaggregated indicators and some mention of using a gender-sensitive approach in the project. Another GEF project Sustainable Management of Bycatch in LAC Trawl Fisheries: includes component on promoting equitable livelihoods that aims to understand and value the roles of women and men and identify new income generating opportunities and promote gender equality.
<b>Enabling Conditions</b>	
<b>Gender Equality</b>	
<b>Gender machinery</b>	Gender Affairs Division; Ministry of Gender, Youth and Child Development (Office of the Prime Minister) Network of Rural Women Producers, Trinidad and Tobago (NRWPTT) are involved in regional and international processes driving local level engagement, capacity building and knowledge-transfer to higher levels.
<b>Gender policy</b>	Draft National Policy on Gender and Development (Green Paper), ongoing since 2002 UN Women supported development of National Strategic Action Plan for 2015 and beyond, but not approved and implemented and need resources <ul style="list-style-type: none"> <li>Includes a section on agriculture and food security, which includes a measure to promote gender equity in agricultural, horticultural and fisheries activities and enterprises in rural communities by strengthening gender studies in training programmes for agricultural extension officers.</li> </ul>
<b>Gender focal point system</b>	Gender Focal Points have been identified for most ministries and state agencies (in place for 24 agencies) and they are taking part in capacity building activities through the Gender Affairs Division (pre-COVID).
<b>Gender responsive budgeting</b>	The National Gender Policy includes a target to implement gender-responsive budgeting at all levels of government, but it is unclear the extent to which this has been actioned so far. In 2014, the Minister of Finance announced in the 2014 Budget Statement that the Government would be developing guidelines to institutionalise gender budgeting in government ministries as part of a gender mainstreaming strategy; training ongoing across government on gender-responsive budgeting.
<b>Youth Engagement</b>	
<b>Youth machinery</b>	Office of the Prime Minister (Gender and Child Affairs)
<b>Youth policy</b>	National Child Policy 2018-2028 (draft) National Youth Policy 2012-2017: includes gender relations: Youth are concerned about their education and socialisation, relative to gender relations, as it is felt that the education system does not teach about gender relations and its challenges. Educational attainment, poor communication, peer pressure, and the negative presentation of women and men in the media were all seen as factors affecting gender relations.
<b>Labour and Decent Work</b>	
<b>Labour machinery</b>	Ministry of Labour and Small Enterprise Development.
<b>Decent work and gender considerations</b>	<ul style="list-style-type: none"> <li>Includes Decent Work Agenda in Strategic Plan, which aims to create employment opportunities for men and women. Also focuses on youth employment and agricultural and rural work Labour ministry has a lot of work on sexual harassment in the workplace; national law mandates paid maternity leave;</li> </ul>



- |  |  |
|--|--|
|  | <ul style="list-style-type: none"><li>• Decent work conditions tend to be regulated for larger vessels (participated in discussion with ILO No. 188) but not on smaller, artisanal fisher vessels (trying to incorporate permitting system for fisher children under 16 to go on boats to avoid issues with child labour).</li><li>• Awareness of human trafficking and unfortunately fisheries is used as a guise to cover. Because fisheries are not on vessels, they do not have a handle on it - an issue that requires collaboration with the Ministry of National Security - recently signed onto the Port State Measures Agreement. Hoping surveillance will be increased up so that we can be better able to handle decent working conditions</li><li>• Foreign migrant workers: voluntary migration but also trafficking is an issue. Venezuelan and Colombian women are used for trafficking. It is a combination of both legal and illegal immigration.</li></ul> |
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## **APPENDICES**

## Appendix 1. Tables and Figures

TABLE 1: The 17 Sustainable Development Goals (SDGs)

<b>Goal 1: No poverty</b> End poverty in all its forms everywhere
<b>Goal 2: Zero hunger</b> End hunger, achieve food security and improved nutrition and promote sustainable agriculture
<b>Goal 3: Good health and well-being</b> Ensure healthy lives and promote well-being for all at all ages
<b>Goal 4: Quality education</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
<b>Goal 5: Gender equality</b> Achieve gender equality and empower all women and girls
<b>Goal 6: Clean water and sanitation</b> Ensure availability and sustainable management of water and sanitation for all
<b>Goal 7: Affordable and clean energy</b> Ensure access to affordable, reliable, sustainable and modern energy for all
<b>Goal 8: Decent work and economic growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
<b>Goal 9: Industry, innovation and infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
<b>Goal 10: Reduced inequalities</b> Reduce inequality within and among countries
<b>Goal 11: Sustainable cities and communities</b> Make cities and human settlements inclusive, safe, resilient and sustainable
<b>Goal 12: Responsible consumption and production</b> Ensure sustainable consumption and production patterns
<b>Goal 13: Climate action</b> Take urgent action to combat climate change and its impacts
<b>Goal 14: Life below water</b> Conserve and sustainably use the oceans, seas and marine resources for sustainable development
<b>Goal 15: Life on land</b> Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
<b>Goal 16: Peace, justice and strong institutions</b> Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
<b>Goal 17: Partnerships for the goals</b> Strengthen the means of implementation and revitalize the global partnership for sustainable development
Source: UN General Assembly. (2015). Transforming our world: the 2030 Agenda for Sustainable Development.



Table 2: Availability of Caribbean Community (CARICOM) Core Indicators by country for indicators identified under Sustainable Development Goals (SDGs) 4, 5, 8 and 14

	SDG 4 core indicators (out of 8)	SDG 5 core indicators (out of 6)	SDG 8 core indicators (out of 10)	SDG 14 core indicators (out of 2)
<b>Antigua and Barbuda</b>	2	2	8	1
<b>The Bahamas</b>	6	2	10	1
<b>Barbados</b>	8	1	5	1
<b>Belize</b>	8	2	10	2
<b>Dominica</b>	5	3	9	1
<b>Grenada</b>	5	2	6	2
<b>Guyana</b>	7	5	7	0
<b>Jamaica</b>	5	4	8	2
<b>St. Kitts and Nevis</b>	8	5	9	0
<b>St. Lucia</b>	2	3	7	0
<b>St. Vincent and the Grenadines</b>	2	4	6	2
<b>Suriname</b>	4	5	8	2
<b>Trinidad and Tobago</b>	3	3	6	2

Note: The report did not include Haiti and non-UN Parities in the assessment on availability of data, and while the full list of CARICOM Core Indicators is available in the report, the specific results per country do not indicate which indicators have data available on the country-level for each individual SDG.

Source: CARICOM. (2018). *CARICOM core indicators for the Sustainable Development Goals (SDGs): Assessment of data availability in member states and associate members.*

TABLE 3: Articles and Optional Protocol of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

<p><b>Article 1: Discrimination</b> Discrimination against women and girls means different treatment from men and boys that prevents them from enjoying their human rights. It includes both direct and indirect discrimination.</p>
<p><b>Article 2: Policy measures</b> Countries are obligated to take action to end discrimination against women and girls in all its forms, by establishing laws and policies to protect women and girls from discrimination and including the principle of equality in constitutions and other national laws.</p>
<p><b>Article 3: Guarantee of Basic Human Rights and Fundamental Freedoms</b> Countries must take all appropriate measures to guarantee that women and girls can enjoy their human rights and fundamental freedoms in every aspect of society.</p>
<p><b>Article 4: Special measures</b> Countries should adopt temporary special measures to accelerate progress towards gender equality and end discrimination and women and girls.</p>
<p><b>Article 5: Sex role stereotyping and prejudice</b> Countries must work to change harmful gender stereotypes about women and girls and men and boys that perpetuate discrimination and limit opportunities for women and girls to achieve their full potential.</p>

<p><b>Article 6: Prostitution</b> Countries must end the exploitation of prostitution and trafficking in women and girls.</p>
<p><b>Article 7: Political and public life</b> Countries must eliminate discrimination against women and girls in political and public life.</p>
<p><b>Article 8: Representation</b> Countries must ensure that women and girls have equal rights to represent their country at the international level and to participate in the work of international organizations.</p>
<p><b>Article 9: Nationality</b> Countries must guarantee that women have equal rights with men to acquire, retain or change their nationality, and the nationality of their children. Countries must allow women to pass their nationality to their foreign spouses on an equal basis with men.</p>
<p><b>Article 10: Education</b> Countries must end discrimination against women and girls and ensure equal rights in education.</p>
<p><b>Article 11: Employment</b> Countries must eliminate discrimination against women in employment, including ensuring equal opportunities to choose one's profession and receive equal pay for work of equal value.</p>
<p><b>Article 12: Health</b> Countries must guarantee equal access to health care and ensure women and girls are not discriminated against in health care and have access to services for family planning and reproductive health.</p>
<p><b>Article 13: Economic and social benefits</b> Countries must eliminate discrimination against women and girls in economic and social life.</p>
<p><b>Article 14: Rural women</b> Countries must take account of the specific problems and important role that rural women and girls play in the survival of their families.</p>
<p><b>Article 15: Law</b> Countries must guarantee women and girls equality with men and boys before the law, including equal access to legal counsel, services, and resources.</p>
<p><b>Article 16: Marriage and family life</b> Countries must eliminate discrimination against women in marriage and family relations. Countries must ensure that women have equal rights as men in their choice of whom to marry and whether to marry, and any matters relating to the birth, adoption, and raising of children. The marriage of a child has no legal effect and countries should take steps to set a minimum age for marriage.</p>
<p><b>Articles 17-22:</b> These articles detail how the Committee on the Elimination of Discrimination against women works, including its role in monitoring the implementation of CEDAW in countries that have ratified CEDAW.</p>
<p><b>Articles 23-30:</b> These articles deal with the administration of the Convention.</p>
<p><b>Optional Protocol (OP-CEDAW):</b> The OP-CEDAW creates avenues for individuals to make formal complaints about violations to their rights that are supposed to be protected under CEDAW and allows for the CEDAW Committee to make formal inquiries about violations.</p>
<p>Source: Khanna P., Kimmel, Z. and Karkara, R. (2016). <i>Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) for Youth</i>. UN Women.</p>

Table 4: Status of latest available national report to the Committee on the Elimination of Discrimination Against Women (CEDAW Committee) for Caribbean Regional Fisheries Mechanism (CRFM) Member States, as mandated by Article 18 under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

	<b>Status of national reports to the CEDAW Committee</b>
<b>Antigua and Barbuda</b>	Submitted a combined fourth to seventh report in 2017
<b>The Bahamas</b>	Submitted a sixth periodic report in 2017
<b>Barbados</b>	Submitted a combined fifth to eighth report in 2015
<b>Belize</b>	Submitted a combined third and fourth report in 2005
<b>Dominica</b>	Has not yet submitted an initial report to CEDAW. An alternative report was prepared by the National Coalition of Dominican Women in 2009
<b>Grenada</b>	Submitted a combined initial and second to fifth report in 2010
<b>Guyana</b>	Submitted a ninth periodic report in 2018
<b>Haiti</b>	Submitted a combined eighth and ninth report in 2014
<b>Jamaica</b>	Submitted a combined sixth and seventh report in 2010
<b>St. Kitts and Nevis</b>	Submitted a combined fifth to ninth report in 2020
<b>St. Lucia</b>	Submitted a combined initial and second to sixth report in 2005
<b>St. Vincent and the Grenadines</b>	Submitted a combined fourth to eighth report in 2013
<b>Suriname</b>	Submitted a combined fourth to sixth report in 2016
<b>Trinidad and Tobago</b>	Submitted a combined fourth to seventh report in 2015
Source: OHCHR. (n.d.b). <i>UN Treaty Body Database: CEDAW.</i>	

Table 5: Critical areas of concern and strategic objectives of each area under the Beijing Platform for Action (BPfA)

<p><b>Point A: Women and poverty</b></p> <ol style="list-style-type: none"> <li>1. Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty</li> <li>2. Revise laws and administrative practices to ensure women's equal rights and access to economic resources</li> <li>3. Provide women with access to savings and credit mechanisms and institutions</li> <li>4. Develop gender-based methodologies and conduct research to address the feminization of poverty</li> </ol>
<p><b>Point B: Education and training of women</b></p> <ol style="list-style-type: none"> <li>1. Ensure equal access to education</li> <li>2. Eradicate illiteracy among women</li> <li>3. Improve women's access to vocational training, science and technology, and continuing education</li> <li>4. Develop non-discriminatory education and training</li> <li>5. Allocate sufficient resources for and monitor the implementation of educational reforms</li> <li>6. Promote life-long education and training for girls and women</li> </ol>
<p><b>Point C: Women and health</b></p> <ol style="list-style-type: none"> <li>1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services</li> <li>2. Strengthen preventive programmes that promote women's health</li> <li>3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues</li> <li>4. Promote research and disseminate information on women's health</li> <li>5. Increase resources and monitor follow-up for women's health</li> </ol>

<p><b>Point D: Violence against women</b></p> <ol style="list-style-type: none"> <li>1. Take integrated measures to prevent and eliminate violence against women</li> <li>2. Study the causes and consequences of violence against women and the effectiveness of preventive measures</li> <li>3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking</li> </ol>
<p><b>Point E: Women and armed conflict</b></p> <ol style="list-style-type: none"> <li>1. Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation</li> <li>2. Reduce excessive military expenditures and control the availability of armaments</li> <li>3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations</li> <li>4. Promote women's contribution to fostering a culture of peace</li> <li>5. Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women</li> <li>6. Provide assistance to the women of the colonies and non-self-governing territories</li> </ol>
<p><b>Point F: Women and the economy</b></p> <ol style="list-style-type: none"> <li>1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources</li> <li>2. Facilitate women's equal access to resources, employment, markets and trade</li> <li>3. Provide business services, training and access to markets, information and technology, particularly to low-income women</li> <li>4. Strengthen women's economic capacity and commercial networks</li> <li>5. Eliminate occupational segregation and all forms of employment discrimination</li> <li>6. Promote harmonization of work and family responsibilities for women and men</li> </ol>
<p><b>Point G: Women in power and decision-making</b></p> <ol style="list-style-type: none"> <li>1. Take measures to ensure women's equal access to and full participation in power structures and decision-making</li> <li>2. Increase women's capacity to participate in decision-making and leadership</li> </ol>
<p><b>Point H: Institutional mechanisms for the advancement of women</b></p> <ol style="list-style-type: none"> <li>1. Create or strengthen national machineries and other governmental bodies Integrate gender perspectives in legislation, public policies, programmes and projects</li> <li>2. Integrate gender perspectives in legislation, public policies, programmes and projects</li> <li>3. Generate and disseminate gender-disaggregated data and information for planning and evaluation</li> </ol>
<p><b>Point I: Human rights of women</b></p> <ol style="list-style-type: none"> <li>1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women</li> <li>2. Ensure equality and non-discrimination under the law and in practice</li> <li>3. Achieve legal literacy</li> </ol>
<p><b>Point J: Women and the media</b></p> <ol style="list-style-type: none"> <li>1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication</li> <li>2. Promote a balanced and non-stereotyped portrayal of women in the media</li> </ol>
<p><b>Point K: Women and the environment</b></p> <ol style="list-style-type: none"> <li>1. Involve women actively in environmental decision-making at all levels</li> <li>2. Integrate gender concerns and perspectives in policies and programmes for sustainable development</li> <li>3. Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women</li> </ol>

**Point L: The girl child**

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

Source: UN Women. 2015. Beijing Platform for Action 12 Critical Areas CSW59

*Table 6: Year of the latest available national report and national biodiversity strategy and action plan (NBSAP) to the United Nations Convention on Biological Diversity (CBD) for Caribbean Regional Fisheries Mechanism (CRFM) Member States*

	<b>Latest available national report</b>	<b>Year of latest available NBSAP</b>
<b>Antigua and Barbuda</b>	Fifth national report (2015)	2015
<b>The Bahamas</b>	Fourth national report (2011)	2002
<b>Barbados</b>	Sixth national report (2018)	2002
<b>Belize</b>	Fifth national report (2015)	2016
<b>Dominica</b>	Sixth national report (2018)	2014
<b>Grenada</b>	Fifth national report (2015)	2016
<b>Guyana</b>	Sixth national report (2018)	2015
<b>Haiti</b>	Sixth national report (2018)	2008
<b>Jamaica</b>	Sixth national report (2018)	2016
<b>St. Kitts and Nevis</b>	Fifth national report (2015)	2016
<b>St. Lucia</b>	Fifth national report (2014)	2000
<b>St. Vincent and the Grenadines</b>	Sixth national report (2018)	2018
<b>Suriname</b>	Sixth national report (2018)	2013
<b>Trinidad and Tobago</b>	Fifth national report (2016)	2018

Source: UN CBD. (n.d.c). National reports and NBSAPs.

*TABLE 7: International Labour Organization (ILO) eight fundamental conventions*

**Forced Labour Convention, 1930 (No. 29)**

Prohibits all forms of forced or compulsory labour, which is defined as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.” Exceptions are provided for work required under compulsory military service, normal civic obligations, as a consequence of a conviction in a court of law (provided that the work or service in question is carried out under the supervision and control of a public authority and that the person is not hired to or placed at the disposal of private individuals, companies or associations), in cases of emergency, and for minor communal services performed by the members of the community in the direct interest of the community.

**Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)**

Sets forth the right of workers and employers to establish and join organizations of their own choosing without previous authorization. Workers' and employers' organizations shall organize freely and not be liable to be dissolved or suspended by administrative authority, and they shall have the right to establish and join federations and confederations, which may in turn affiliate with international organizations of workers and employers.

**Right to Organise and Collective Bargaining Convention, 1949 (No. 98)**

Provides that workers shall enjoy adequate protection against acts of anti-union discrimination, including the requirement that a worker not join a union or relinquish trade union membership for employment, or the dismissal of a worker because of union membership or participation in union activities. Workers' and employers' organizations shall enjoy adequate protection against any acts of interference by each other, in particular the establishment of workers' organizations under the domination of employers or employers' organizations, or the support of workers' organizations by financial or other means with the object of placing such organizations under the control of employers or employers' organizations.

**Equal Remuneration Convention, 1951 (No. 100)**

Requires ratifying countries to ensure the application of the principle of equal remuneration for men and women workers for work of equal value. The term "remuneration" is broadly defined to include the ordinary, basic or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.

**Abolition of Forced Labour Convention, 1957 (No. 105)**

Prohibits forced or compulsory labour as a means of political coercion or education, or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; as a method of mobilizing and using labour for purposes of economic development; as a means of labour discipline; as a punishment for having participated in strikes; and as a means of racial, social, national or religious discrimination.

**Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

Defines discrimination as "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation". The Convention also provides for the possibility of extending the list of prohibited grounds of discrimination after consultation with representative employers' and workers' organizations, and relevant bodies. National legislation has included, in recent years, a broad range of additional prohibited grounds of discrimination, including real or perceived HIV status, age, disability, sexual orientation and gender identity. The Convention covers discrimination in relation to access to education and vocational training, access to employment and to particular occupations, as well as terms and conditions of employment. It requires ratifying States to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in these fields.

**Minimum Age Convention, 1973 (No. 138)**

Sets the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities of the country are insufficiently developed.

**Worst Forms of Child Labour Convention, 1999 (No. 182)**

Defines a "child" as any person under 18 years of age. It requires ratifying States to eliminate the worst forms of child labour, including: all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; child prostitution and pornography; the use of children for illicit activities, in particular for the production and trafficking of drugs; and work which is likely to harm the health, safety or morals of children.

Source: ILO. (2019). The rules of the game: An introduction to the standards-related work of the International Labour Organization [4th edition].

Table 8: Ratification status of select International Labour Organization (ILO) Conventions for Caribbean Regional Fisheries Mechanism (CRFM) Member States

	No. 29	No. 87	No. 98	No. 100	No. 105	No. 111	No. 138	No. 156	No. 182	No. 183	No. 188
<b>Anguilla</b>	A	A	A	NA	A	NDA	NDA	NDA	NDA	NDA	NDA
<b>Antigua and Barbuda</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>The Bahamas</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Barbados</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Belize</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
<b>Dominica</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Grenada</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Guyana</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Haiti</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Jamaica</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Montserrat</b>	A	A	A	NA	A	NDA	NDA	NDA	NDA	NDA	NDA
<b>St. Kitts and Nevis</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>St. Lucia</b>	Y	Y	Y	Y	Y	Y	N	N	Y	N	N
<b>St. Vincent and the Grenadines</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Suriname</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N
<b>Trinidad and Tobago</b>	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N

Notes:

- A green square with 'Y' indicates the State has ratified the Convention and a red square with 'N' indicates it has not ratified the Convention.

- In the case of the United Kingdom territories of Anguilla and Montserrat, a green square with ‘A’ indicates the Convention is applicable in the territory and a red square with ‘NA’ indicates the Convention is not applicable in the territory. A grey square with ‘NDA’ indicates data was not available on applicability of select Convention in the territory.
- Turks and Caicos did not have indication of applicability of ILO Conventions as a territory of the United Kingdom.

Source: ILO (n.d.c) *Ratifications by country*. Accessed on 16 June 2020.

*Table 9: Information on national youth policies for Member States of the Caribbean Regional Fisheries Mechanism (CRFM)*

	<b>Youth policy and year</b>	<b>Planned review or updates</b>
<b>Anguilla</b>	Anguilla National Youth Policy (2012)	Recently prepared a request for technical assistance to review the policy in 2018
<b>Antigua and Barbuda</b>	Antigua And Barbuda National Youth Policy – Empowering Tomorrow’s Leaders Today (2007)	Unknown
<b>The Bahamas</b>	The Commonwealth of The Bahamas National Youth Policy – “Engaging, Empowering, and Enabling Our Youth (2014-2021)	Currently active
<b>Barbados</b>	The National Youth Policy of Barbados (2011)	Implementation and impact under review to prepare for revision
<b>Belize</b>	National Youth Development Policy of Belize (2012-2022)	Currently active
<b>Dominica</b>	The Commonwealth Of Dominica National Youth Policy (2017-2022)	Not active – awaiting cabinet approval
<b>Grenada</b>	National Youth Policy (2015-2020)	Currently active
<b>Guyana</b>	National Youth Policy 2015 of the Cooperative Republic of Guyana (2015)	Approved in 2016
<b>Haiti</b>	None	Unknown
<b>Jamaica</b>	National Youth Policy (2017-2030)	Currently active
<b>Montserrat</b>	National Youth Policy Montserrat (n.d.)	Most recent draft from April 2013
<b>St. Kitts and Nevis</b>	Saint Kitts and Nevis Federal Youth Policy (2017-2022)	Approved in 2017
<b>St. Lucia</b>	National Youth Policy – A Shared Vision and Commitment for Achieving the Full Potential of Young People in Saint Lucia (2016-2021)	Not active – awaiting cabinet approval



<b>St. Vincent and the Grenadines</b>	Saint Vincent and the Grenadines Youth Policy Document (1996)	Efforts ongoing to secure technical assistance for policy review and update
<b>Suriname</b>	Integrated Child and Youth Policy (2014)	Policy only for persons 0-21; young adults 12-29 considered in Declaration of Paramaribo (2010)
<b>Trinidad and Tobago</b>	Republic of Trinidad and Tobago National Youth Policy (2012-2017)	Consultations for update ongoing for review and update started in 2018
<b>Turks and Caicos</b>	Turks And Caicos Islands National Youth Policy (2012)	Currently active, scheduled 5—year revision currently under consideration
Source: Camarinhas, C. and Eversley, D.D. (2020). Caribbean synthesis report on the implementation of the Lisbon Declaration on Youth Policies and Programmes		

The CRFM is an inter-governmental organization whose mission is to “Promote and facilitate the responsible utilization of the region’s fisheries and other aquatic resources for the economic and social benefits of the current and future population of the region”. The CRFM consists of three bodies – the Ministerial Council, the Caribbean Fisheries Forum and the CRFM Secretariat.

CRFM members are Anguilla, Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Montserrat, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago and the Turks and Caicos Islands.

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