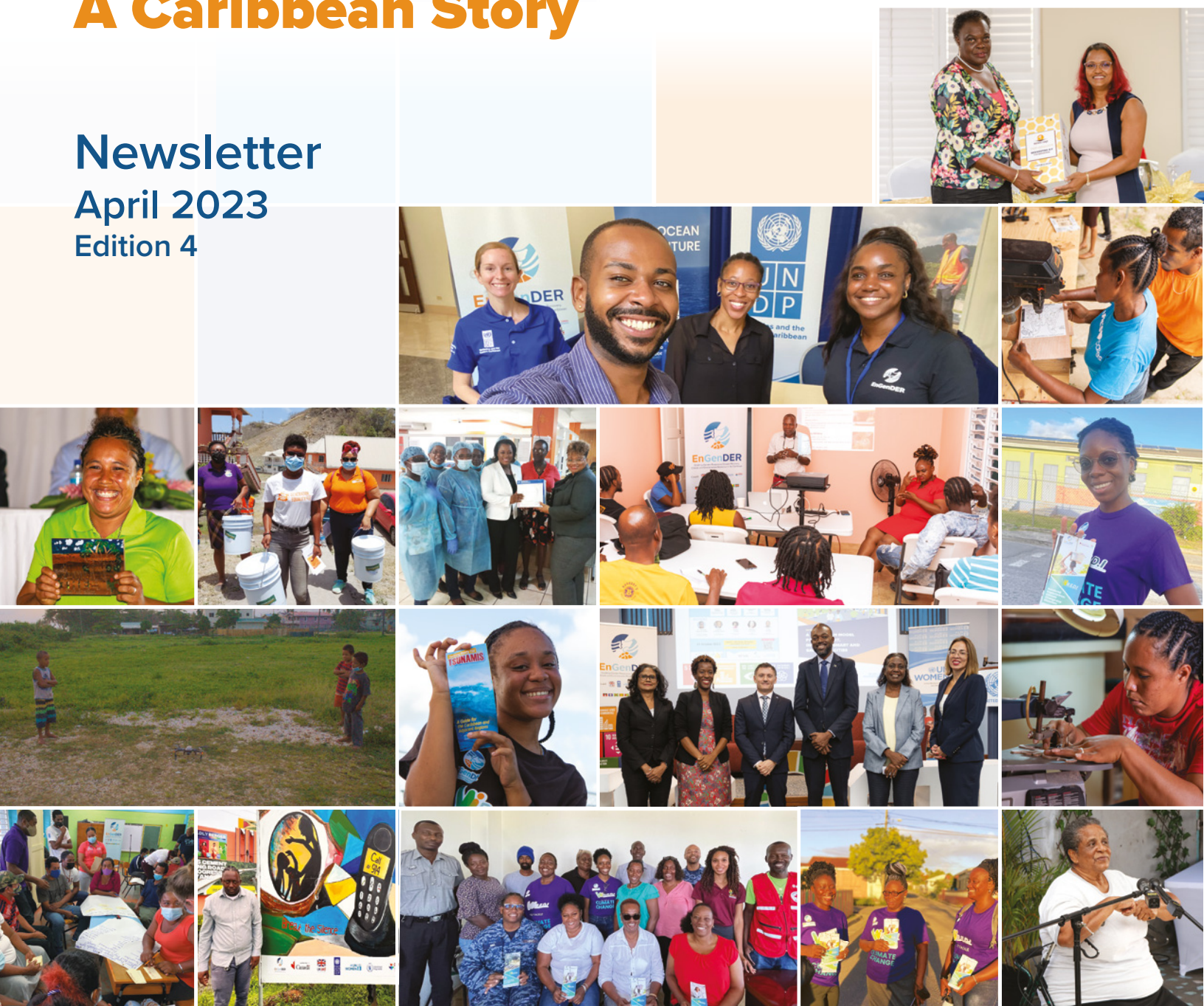


EnGenDER

Gender Rising to the Forefront to Ensure No One is Left Behind:

A Caribbean Story

Newsletter
April 2023
Edition 4



INSIDE THIS ISSUE

Gender Considerations – More Than an Add-on	3
The Little “Survey” that Could	4
Saving Salt Whistle Bay	5
Leaving No One Behind	6
How Small Island Developing States are Using Gender Responsive Actions to Tackle Climate Change	7
Towards Resilient, Inclusive, Smart and Safe (RISS) Caribbean SIDS	8 - 9
The Journey to Long-Term and Resilient Gender-Responsive Recovery Implementation	10 - 11
The Missing Link in Advancing Gender Responsive Implementation	12
Stimulating Gender-Responsive Behavioural Change in Antigua & Barbuda with WI REDI	13 - 14
Increasing Domestic Violence Awareness in Guyana	15
EnGenDER in Action – Saint Lucia’s New Gender Champions!	16
Future Actions	17

EDITOR

Ms. Meshia Clarke

Technical Specialist - Gender Equality
EnGenDER Project, UNDP Barbados and the Eastern Caribbean

CO-EDITOR

Ms. Joycelyn Alleyne

Communications Consultant
EnGenDER Project, UNDP Barbados and the Eastern Caribbean

GRAPHIC DESIGNER

Ms. Zaimis Olmos

Communication Officer
UNDP Barbados and the Eastern Caribbean

GENDER CONSIDERATIONS MORE THAN AN ADD-ON

The Role of Gender Assessments in Accelerating Climate Finance in the Caribbean Region

The global price tag of tackling climate change is estimated to be hefty. As we aim to address this issue, it's important to note that the champion solutions associated with climate finance, disaster recovery and gender equality are not stand-alone, independent initiatives. Climate financing is urgently required as a catalytic action that can either alleviate or exacerbate gender equity. Sustainable success is expected to be achieved when mechanisms that fund climate actions are designed to enable gender responsiveness from the onset right through implementation.

Climate financing mechanisms like the Adaptation Fund, Green Climate Fund and the Climate Investment Fund adopted operational guidelines that require the inclusion of gender considerations in project and programme planning, as well as in-project consultation processes to ensure that the design and implementation of financed activities are informed by the results of the gender assessments.

To this end, the Offer of Complementary Funding (OCF) to eight Caribbean Governments will assist in accelerating the closure of the existing gender responsive climate financing gaps and in so doing will contribute to achieving sustainable development goals (SDGs) and increased national resilience. This initiative is one step in ensuring that actions that seemed impossible yesterday are possible today in the Caribbean region.

The linchpin of the OCF is that the assessments must be gender responsive, to enable, rather than hinder marginalized and vulnerable populations in facing climate change. The elements of the OCF projects in the EnGenDER Countries were implemented from the vantage point of the four gender responsive categories:

1. Gender, Social and Environmental Impacts, Framework and Data Gaps: **Antigua and Barbuda & Saint Vincent and the Grenadines**
2. Vulnerability Assessment, Social Barriers, Gender Equality and Equity: **Belize, Jamaica & Saint Lucia**
3. Gender Responsive Climate Mitigation and Low Emission Sectors: **Grenada & Jamaica**
4. Climate Adaptation and Building the Resilience of the Indigenous Populations: **The Commonwealth of Dominica & Guyana**

These gender responsive assessments aim to alleviate the burden of gender-blind climate change actions that exacerbate existing inequalities and undermine sustained climate change adaptation actions. To achieve this, the projects under the OCF took multilevel approaches with the following objectives:

- To maximize the potential for climate finance mechanisms
- To promote gender equality and
- To ensure climate financial flows and actions contribute to long-term gender transformative change beyond project cycles.

The gender integration efforts under the OCF highlights the need for gender equality as a core determinant for successful implementation outcomes and avoids 'sidelining' gender considerations into separate unconnected exercises. The OCF was designed to connect gender issues to climate, economic and non-climate environmental outcomes and other co-benefits; and ensured assessments contributed to the broader transformation goal, which is to promote and overcome the still prevailing climate finance practice of treating gender considerations as 'add-ons'.

Although, there is no antidote to gender inequality, the EnGenDER Project hopes that these insights from the OCF, contribute to a more comprehensive assessment of gender dynamics before designing any adaptation interventions more broadly.



Author:
Dr. Mariam Alleyne
EnGenDER Project Manager

THE LITTLE “SURVEY” THAT COULD

How gender data is accelerating Climate Financing and knowledge-based solutions for the Kalinago Community

Albert Einstein is attributed with saying, “If I had only one hour to save the world, I would spend fifty-five minutes defining the problem, and only five minutes finding the solution.” This influential physicist understood the importance of understanding the problem fully before jumping into a solution. And in Dominica, we are seeing the benefit of this method first hand! Through the EnGenDER Offer of Complementary Funding (OCF), the Project supported the Government of the Commonwealth of Dominica in creating a Gender Responsive Livelihood Assessment designed to capture information specifically related to how Climate Change is impacting the Kalinago Community using a gender lens. To get the most inclusive information, in addition to the online survey, the team distributed a door-to-door survey in the eight hamlets allowing persons who were home-bound or without access to internet the opportunity to share their experiences and define the impact that climate was having on them.



It is important to consider the different impacts of the changing climate on men and women and the survey focused on how they make their living and brought to light their current coping strategies and capacities. This valuable data showed that many opportunities for livelihood resilience and diversification exist and by understanding these intricacies, UNDP and the Government of the Commonwealth of Dominica were able to act on the results.



One important result is that the data collected in the survey and published in the Gender Responsive Livelihood Assessment Report will support the Government of the Commonwealth of Dominica in their application to the Green Climate Fund for the project, “Dominica Kalinago Territory Climate Resilience Project: Building and Enhancing the capacity of vulnerable people in Dominica to be able to manage existing risk and the future uncertainties of a changing climate (DKRP)”.

But in addition to the data provided, which will allow for the additional financing to address the ever-changing climate, some of the areas identified have sparked solutions that are benefitting the Kalinago Community now. The key areas highlighted were a woodworking and craft training workshop and a donation of equipment for continued capacity building. As a result, the following initiatives are being and were implemented to help:

- Five consultations were held in the Kalinago Territory where over 126 community residents held discussions on priority areas
- Five men and women graduated from a Woodwork and Craft Training Workshop where they also received starter tool kits to enhance craft skills
- Assistance is being offered to women farmers in support of enabling climate resilient productive agriculture
- Support is being given to fisherfolk to promote climate resilient fisheries

Understanding the “problem” has informed extensive solutions that will ensure a brighter future for Dominica and the Kalinago Community in particular.

Author:

Mr. Donalson Frederick
Kalinago Development Officer, Division of Kalinago Affairs,
C/O Ministry of Environment Rural Modernisation and
Kalinago Upliftment, Dominica



SAVING SALT WHISTLE BAY

Gender-responsive livelihood enhancement and coming one step closer to climate financing

Nestled in the Caribbean on the island of Mayreau (about 1.5km²) is the renowned Salt Whistle Bay. This treasure belongs to the archipelago of Saint Vincent and the Grenadines (SVG), a Small Island Developing State (SIDS) and, like many SIDS, it is battling the detrimental effects of climate change. In the last 5 years, Salt Whistle Bay concerns have been raised about the noticeable erosion of the sandy isthmus which connects the northern tip of Mayreau, Mount Caribut, to the main body of the island. The width of the isthmus has been decreasing and is speculated to now be about 7 to 12 feet compared to its initial size. (Source: Searchlight Newspaper, 20th May 2020). If left unchecked, this would permanently alter Salt Whistle Bay.



The erosion of the isthmus would have grave economic, ecological, and social impacts for the approximately 300 residents of Mayreau, most of which earn their living in the tourism and fishing industry hub, Salt Whistle Bay. It is a common estimation that about 80% of the residents, especially women, make a living there. It comes as no surprise that losing this bay would have detrimental effects to the livelihood of the residents, the yachts and thousands of other locals and tourists who visit the area.

In 2020, the Government of Saint Vincent and the Grenadines approved a temporary solution to tackle this issue using boulders and geotextile fabric on the Atlantic side. Creating a long-term

solution would require consideration of the existing marine life, the physical, social and environmental conditions in the country, and financing, specifically climate financing.

In preparation to pursue Climate Financing, technical studies and assessments need to be completed to strengthen respective proposals. The EnGenDER project provided assistance through the Offer of Complimentary funding (OCF) of US\$100,000 to facilitate some of the technical studies and a social and gender responsive Environmental and Social Impact Assessment (ESIA). SVG's OCF activity was successfully completed in December 2022, providing the Government with the following:

1. Baseline Coastal Zone Modeling
2. Engineering Options inclusive of a Feasibility Evaluation also known as an Environmental and Social Impact Assessment
3. Preliminary Engineering Report

These preliminary designs provide the Government with the opportunity to use the completed work to leverage financing. The country is now one step closer to saving Salt Whistle Bay as it can now look to obtain a long-term solution which would advance the country's agenda to fight climate change whilst also protecting the livelihoods of women and creating more opportunities for them.



Please read more on the award of Complementary Climate Funding here:

<https://www.undp.org/barbados/press-releases/award-complementary-climate-funding-5-caribbean-governments>

Authors:

Ms. Nyasha K. K. Hamilton
Environmental Resource Analyst, Economic Planning Division,
Ministry of Finance, Economic Planning and Information
Technology, St Vincent and the Grenadines and

Ms. Noretta John
SVG National Project Assistant-EnGenDER Project

LEAVING NO ONE BEHIND

A look at how the EnGenDER project has addressed vulnerabilities through climate change initiatives in Grenada

Imagine being a Professional Chef and going through a life event that results in a permanent disability. Can you imagine potentially losing your job and your source of income? This is a glance into the story of Mr. James Augustus, a person with disability (PWD) living in Grenada. James is one of the participants of the Apiculture Training hosted by Mr. Emon Charles and gave us insight into what it's like to live with a disability. "After I got disabled, I gave up a little bit... I did. But then I said there's hope," shared James during an interview as he was expressing his gratitude for the opportunity to partake in the training. James shared how he eventually regained his hope and decided that he needed to take advantage of opportunities to make money and take care of himself. He happily shared his gratitude and stated that other PWD or vulnerable groups should take advantage of similar programs to secure a stable source of income.

As a result of the assistance provided by the EnGenDER Project, the Government of Grenada was able to host three Capacity Building and Livelihood Trainings, under the Gender Responsive Climate and Disaster Risk Management Sub Project, focusing on Apiculture, Hydroponics and Solar Dehydration and Food Preservation. These were requested by the Division of Gender and Family Affairs (DGFA) and the Social Policy, Planning, Project Unit (SPPPU), with the aim to facilitate trainings on activities that can be transitioned into a life skill and that assist individuals to be climate-change resilient. Not only do these three activities use natural resources as we aim to have a more sustainable community, but they also assist with the following:

- Hydroponics reduce the environmental damage and species extinction caused by overexploitation and intensive farming
- Apiculture enables growth within the bee population which will then pollinate flowers and increase food supply and
- Solar dehydration assists with food preservation by using clean natural energy to preserve food.

In addition to the benefit of having climate change initiatives, Apiculture was also of particular interest as there is currently a big market and push for the use of natural sweeteners, such as honey, in Grenada. To reduce the over-consumption of

sugar, a major contributor to diabetes and tooth decay, the government has levied a tax on sugar and sugary drinks effective from March 1. This initiative supports the direction of building the capacity of our beneficiaries to bolster the honey industry and support healthier lifestyles of our citizens.

The direct beneficiaries included Persons with Disabilities (PWDs), like James, and individuals from other vulnerable groups such as single women headed households, youth at risk, boys and girls. The trainings started in October 2022 and are scheduled to end in Q2 of 2023. Over 30 individuals who have benefitted from these trainings will receive start-up kits to help them continue the pathway to sustainable livelihoods. Beehives and equipment will be donated to the Grand Bacolet Juvenile Rehabilitation and Treatment Centre which houses juveniles in conflict with the law and at-risk juveniles. A hydroponic kit and solar drying equipment will be donated to the Cedars Home for Abused Women and their Children, a protective shelter for women who are victims of gender-based violence.

The Government of Grenada has articulated the intent for a Disability Policy and Strategic Action Plan to be drafted, approved, and implemented which will provide the necessary policy framework for inclusionary and visionary actions that are sustainable, transformative, and equitable. As James said, "You can't let that [disability] stop you, as long as you have life." The EnGenDER project is set to build the capacity of Persons with Disabilities and other vulnerable groups to be empowered, independent and resilient with the provision of sustainable, livelihood skills. The critical takeaway from this initiative is that Persons with Disabilities should not be marginalized but included in every sphere of life equitably.

Author:

Ms. Jicinta Alexis
Ministry of Social and Community Development,
Housing and Gender Affairs, Grenada.



HOW SMALL ISLAND DEVELOPING STATES ARE USING GENDER RESPONSIVE ACTIONS TO TACKLE CLIMATE CHANGE

A Look Into how SIDS are Prioritising the Needs of the Most Vulnerable in Climate Adaptation and Mitigation Programmes

Small Island Developing States (SIDS) are amongst the most vulnerable to climate change despite negligible contribution to greenhouse gas (GhG) emissions. Combined, SIDS have a population of approximately 65 million, slightly less than 1% of the world's population; one-third of whom live on land less than five metres above sea level, leaving them vulnerable to storms and sea level rise (UNDP, 2017). Geographic conditions, socio-economic challenges, external economic shocks to include the aftermath of the COVID 19 pandemic, and limited access to climate financing significantly decrease the adaptive capacity of SIDS to climate change. Many SIDS within the Caribbean and the Pacific were still recovering from the devastating impacts of the 2017 and 2019 hurricane seasons respectively when their economies were further crippled by the COVID 19 pandemic.

SIDS are often dependent on their natural resources as the foundation for their economies and to sustain local communities and indigenous peoples. The health and existence of these natural resources and economic activities, such as fisheries and agriculture, are extremely vulnerable to the adverse effects of climate change leaving local communities extremely vulnerable. The most vulnerable populations within SIDS also have their adaptive capacity debilitated by socio-economic conditions and structure barriers that compound gender and social inequity. The disproportionate impact of climate change on its most vulnerable communities has moved SIDS to incorporate gender and social inclusion in its call for climate action.

However, these actions often remain national news items and are not effectively captured and shared internationally to showcase the efforts of SIDS as well as inspire similar commitments and actions from other parties. This systematic review of the NDCs of SIDS provides the Alliance of Small Island Developing States (AOSIS) the opportunity to move from anecdote to strong evidence-based submissions and form the basis and rationale for the increase of finance for adaptation and for it to be programmed in a way that reaches the people who require it the most. The most vulnerable continue to foot the bill for the adverse effects of climate change and therefore, one of the bases for the demand for finance for addressing loss and damage.

In 2021, the recognition of Gender as a cross-cutting thematic area among other traditionally coordinated areas within AOSIS initiated a partnership with the United Nations Development Programme (UNDP) which would prove invaluable to showcasing internationally clear actions taken by SIDS to address vulnerabilities and advance gender equality and women's empowerment. The UNDP had been working with SIDS, particularly through its EnGenDER Climate Promise Project to prioritise the needs of the most vulnerable communities in climate adaptation and mitigation programmes. The partnership with AOSIS opened an additional avenue to support the presence of SIDS in climate change and gender negotiations and resulted in the development of the Technical Paper on Gender Responsive Climate Actions in Small Island Developing States. The paper showed that gender and social inclusion has been pivotal to SIDS' climate goals and commitment and also outlined how SIDS have moved from policy to action. Over 90% of SIDS had included gender considerations in their most updated NDCs which include providing opportunities for the most vulnerable particularly, youth, single-parent-headed households, indigenous peoples, and local communities and eight have included specific actions for the empowerment of women in their climate agenda. The exposure of gender responsive actions by SIDS did not end with the publication of the technical paper. Through the Technical paper, AOSIS provided an evidence-based submission on the intermediate review of the Enhanced Lima Work Programme on Gender and its Action Plan.

The result of this collaboration was a much-needed tool to bridge real-time examples with AOSIS efforts in international climate negotiations and for negotiators globally to connect with the realities of SIDS. With a wide array of populations in the Caribbean, the Pacific, Atlantic and the Indian Ocean as well as the South China Sea, the experiences of SIDS which have not been showcased provide urgent and distinctive gender conditions that, when realised, can enhance the outcomes of United Nations Framework Convention on Climate Change gender negotiations, and provide more concrete outputs for developing countries and their most vulnerable populations in this current climate crisis.

Author:

Ms. Rashauna Adams-Matthews
Former Gender Coordinator Alliance of Small Island States (AOSIS)



TOWARDS RESILIENT, INCLUSIVE, SMART AND SAFE (RISS) CARIBBEAN SIDS

Keynote speaker Professor Michelle Mycoo; Ms. Tonni Brodber, Representative - UN Women MCO - Caribbean; Mr. Didier Trebucq - UN RC B'dos and the Eastern Caribbean; The Honourable Colin Jordan - Barbados' Minister of Labour, Social Security and Third Sector; Ms. Limya Eltayeb - UNDP Resident Representative to B'dos and the Eastern Caribbean and Ms. Viviana Alva Hart, IDB Representative to Barbados.
UN Women Photos/Graham Belle

Urban planning and design of public spaces that is responsive to the needs of all those who use the space is critical to social cohesion and citizen security. Violence, including gender-based violence, and the impacts of climate change and increasing intensity of natural hazards threaten the safety and security and prosperity of citizens at the community and national levels.

More than 50% of the Caribbean's population live in urban centres and 70% live at or near sea level. Almost all cities and major infrastructure are within

46 percent of women across five Caribbean countries have experienced sexual, physical, economic, or emotional violence from their intimate partners in their lifetime. Furthermore, 21 percent of women across these countries have experienced sexual harassment¹. LGBTQI+ persons in the Caribbean are also at heightened risk of violence and feel less capable of seeking justice due to the persistence of discriminatory social norms and legislation². Sexual harassment and violence in public spaces range from unwanted sexual remarks and groping to rape and gender-related killings. It can, and does, occur anywhere; on the street, on buses. GBV threatens women's and LGBTQI+ persons' lives and limits their abilities to earn income, participate in public life and enjoy their universal human rights.

Another looming issue is the occurrence of crime and other types of violence. The Caribbean region has high rates for criminality and above global average rates on homicides, assaults, and thefts. A lot of crime and violence occurs within public spaces in Caribbean neighbourhoods, particularly in those neighbourhoods that have higher

physical disorder (e.g., graffiti, trash, abandoned buildings) and lower social cohesion (e.g., trust among neighbours)³. Gangs attract a lot of youth and many communities across the Caribbean report concerns over the individuals involved in gangs as well as for the safety and security of fellow citizens.



1 mile of the sea and the proportion of people in urban centres is constantly growing. Due to the location in the Atlantic Hurricane belt and progressing climate change, Caribbean countries are at risk of more intense hurricanes, ocean acidification, sea-level rise, warming oceans, and more powerful and frequent tropical storms. These endanger marine life, coastal ecosystems and also human communities as we depend on the ocean for income and food - livelihoods. Our physical safety is threatened whereby our homes and other infrastructure (i.e. our shelter and places of employment and services) could be damaged or destroyed through incursion by rising sea levels or storm impact.

In addition to the climate crisis, other societal, interlinked safety and security threats prevail as well. Firstly, women and girls experience and fear various types of gender-based violence (GBV).





Urban planning and design of public spaces therefore play an important role in tackling climate crisis, GBV, other forms of violence and crime. It also plays a role in bridging the gender divide of how women, girls, men, boys, people living with disabilities, LGBTQI+ persons and indigenous people – all people can enjoy and benefit from infrastructure and public spaces – the common areas that are supposed to be for everyone. By focusing on urban planning approaches that enhance resilience, inclusivity, smartness, and safety and security, we can ensure that no one is left further behind and that towns and cities of the future continue to provide opportunities for all.

It is in this context that UN Women Multi-Country Office - Caribbean has initiated the Resilient, Inclusive, Smart and Safe (RISS) SIDS programme to advance the development, promotion, and adoption of inclusive, gender sensitive, planning standards for the region. The project aligns with the Global Sustainable Development Goals

(SDGs) with particular focus on Goal #5 – Gender Equality and Goal #11 - Sustainable Cities and Communities.

The RISS model and –programme explores the transformation of our public spaces, social norms, attitudes and behaviours within Caribbean communities, to promote citizens/individuals' right to enjoy safe cities and safe public spaces free from violence and sex-based, class or any other form of discrimination. The programme aims to improve climate resilient economic opportunities for women and other marginalised groups. It also focuses on developing the capacities of urban planners, development organizations and government agencies in inclusive and empowering urban planning towards public spaces that are barrier free and free from violence and harassment. As the programme's name indicates, the objective is to increase safety and resilience, reduce violence and harassment in public spaces, and ensure that all persons can enjoy their rights to sustainable and accessible public spaces. To date, we have had strong feedback from community residents and leaders in many of the project countries and we look forward to further consultation since all voices must be included if we are to ensure no one is left behind!

Please read more on the RISS model here: bit.ly/CaribbeanRISSModel

Author:

Riina Haavisto

**Programme Analyst – Climate change and DRR
UN Women MCO Caribbean**

- ¹ [Caribbean Women Count: The Ending Violence against Women and Girls Data Hub](#). (The VAGW Data Hub showcases data from Grenada, Guyana, Jamaica, Suriname and Trinidad and Tobago)
- ² [Open For Business \(2021\) Research Series: The Economic Case for LGBT+ Inclusion in the Caribbean](#).
- ³ [IDB \(2017\) Restoring paradise in the Caribbean. Combatting violence with numbers](#) Editors: Heather Sutton and Inder Ruprah.





THE JOURNEY TO LONG-TERM AND RESILIENT GENDER-RESPONSIVE RECOVERY IMPLEMENTATION

How CDEMA is Helping Participating States Refine their Disaster Resilient Implementation to Include a Gender Focus

The Comprehensive Disaster Management Harmonized Implementation Programme (CDM HIP) 2009 – 2014, has been instrumental in laying the groundwork for and advancing a more strategic approach to implementing gender mainstreaming initiatives in Participating States (PSs). These initiatives have helped to build a culture of resilience and promote sustainable development. Ad hoc interventions with International Development Partners (IDPs) such as UN Women have also been developed to build awareness and capacity of women and men in PSs to address resilience issues in regional and national priority sectors.

To further advance and support the gender integration process, the following items have been executed:

1. Establishment of a Gender Working Group, which includes a pool of expertise from across the Caribbean region whose role is to provide policy and technical guidance on and promote the mainstreaming of gender considerations in disaster risk management initiatives in PSs to safeguard the vulnerable.
2. Recruitment of a Gender Specialist whose aim is to strengthen the Caribbean Disaster Emergency Management Agency (CDEMA) Coordinating Unit's (CU) technical capacity to address gender equality issues through several avenues such as Corporate, Unit Annual and Individual Work Plans. This individual is also tasked with ensuring that gender issues are more effectively addressed across CDEMA's CU initiatives and with improving the gender-responsiveness of planning and implementation of interventions for PSs.

As a regional institution, CDEMA will continue to garner support for assessing and developing its capacities and standards for service provision in this area. The organization is continuously updating its institutional, supporting programme,

deployment, orientation and testing (scenario) frameworks associated with its Regional Response Mechanism. It remains committed through its own frameworks, institutional processes including Policies on supporting disaster resilient implementation in PSs through capacity development, project and programme strengthening.

This work continues to be based on collaboration and cooperation with key organizations, Plans, Procedures & Guidelines (Safeguarding Policy)



Section of the audience at the 12th Comprehensive Disaster Management CDM Conference where a session on Gender-Responsive Recovery was presented.

and supported by a collection of Agreements, MOUs and Protocols, including a Revised Model National Shelter Policy for PSs, updated with the Violence Against Women and Girls (VAWG/FV) guidelines and Essential Services Package (ESP) Principles for Shelters. It is envisaged that CDEMA will continue to refine its own approaches in keeping with international and regional trends in the context of local circumstances, and to plan accordingly to ensure full integration at all levels of planning, policy, programmes, and projects.

Therefore, in keeping with the intent of having gender responsive frameworks in place, CDEMA is now looking to fully refine its disaster resilient implementation. To assist this process, is the updated Model National Recovery Framework (MNRF) (2021), a revised document and accompanying Adaptation Guide which is expected to provide guidance to CDEMA PSs towards deepening gender-responsiveness in recovery implementation and by extension to advancing disaster resilience for all PSs.

The revised MNRF incorporates gender-responsive recovery efforts across all sectors and provide gender-specific recovery strategies and frameworks. To date, five (5) states, namely Antigua and Barbuda, the Commonwealth of Dominica, Guyana, Jamaica and St. Vincent and the Grenadines, have adapted the MNRF to strengthen disaster recover planning that seeks to address the needs of both women and men and vulnerable groups.

The MNRF aims to support governments at the national level to assist with recovery planning and implementation and adaptation of the guide serves to further define the Framework for application by local governments; ensuring disaster recovery planning and implementation is tailored to the local context and needs . This planned, organized, and strategic recovery document, that focuses on the needs and capacities of women, men, boys, and girls, has the potential to contribute to building resilience for a faster, more-inclusive, and more-effective recovery process.

Ideally, gender-responsive recovery policies, should be in place as an important part of ex-ante recovery planning, that is, before a disaster strikes; and because gender issues intersect with all sectors, gender considerations should be integrated across the entirety of the recovery process . To ensure that

PSs have the capacity to address gender-related issues, the EnGenDER project uses the findings from the Recovery Capacity Audit (RCA) for robust assessments of gender needs and identification of gender gaps in national recovery institutions.

The findings of the RCA form the basis for evidence-based decision making and for the implementation of effective recovery interventions that will help affected communities address early recovery challenges, while at the same time, confront longer-term issues that can provide redress for gender inequality, in sustainable and innovative ways. These interventions, that are focused on measures such as the collection of gender-differentiated data, capacity development, community-based participatory recovery organization and livelihood restoration, can make recovery much more effective and have the potential to transform unequal power relations that contribute to gender-differentiated vulnerabilities as they provide a “window of opportunity” to promote gender equality .

CDEMA has launched the Caribbean Resilient Recovery Facility (CRRF) to ensure that PSs outside of the remit of the nine states targeted under EnGenDER are included in the thrust to advance from Gender Responsive Frameworks to Disaster Resilient Implementation. The CRRF will provide PSs with vital information for developing more-comprehensive, gender-responsive, efficient, and intentional recovery strategies. Comprehensive Disaster Management (CDM), and resilient disaster recovery with its focus on building back better, requires turning a post-disaster situation into an opportunity to enhance gender equality, empower women and foster the inclusion of vulnerable groups. We are cognizant of the fact that having gender-sensitive recovery plans in place before an event will ensure prompt post-disaster action and reduce time lost on deciding what needs to be done. This is the path to move us from framework to well-planned, long term resilient gender-responsive implementation that will accelerate recovery efforts and promote inclusive and sustainable development in the region.

Please read more on the Model National Recovery Framework (MNRF) here:

bit.ly/ModelNationalRecoveryFramework

Please read more on the Caribbean Resilient Recovery Facility (CRRF) here:

bit.ly/CaribbeanResilientRecoveryFacility

Team CDEMA (Caribbean Disaster Emergency Management Agency)

Authors: Ms. Karen Small, Gender Specialist and Dr. Deborah Brown, Recovery Specialist



THE MISSING LINK IN ADVANCING GENDER RESPONSIVE IMPLEMENTATION

A Look Into What's Missing Between Climate and Disaster Resilient Plans and their Gender Responsive Implementations

Since 2015, we have seen a bigger push from countries to initiate the integration of gender equality considerations into climate actions and disaster risk reduction frameworks. The National Adaptation Plan Global Network and the United Nations Framework Convention on Climate Change, have both noted that efforts to build resilience into climate actions and disasters efforts, within developing countries will not be effective or sustainable if they do not take gender into consideration. Yet, this integration has been met with resistance and in some instances, slow progress at various levels within the Government sphere.

The United Nations Development Programme, through the EnGenDER project, is using a multidisciplinary and integrated approach in contributing to the achievement of several Sustainable Development Goals such as Gender Equality and Climate Action, among others. However, what is really required to support this integration, is a change in behaviour and a need to understand the importance of choice architectures and of cognitive biases among policy makers and practitioners to advance gender responsive implementation in climate and disaster resilience actions.

Behavioural change is therefore the missing link in helping to accelerate gender responsive climate and disaster resilient change across the Caribbean. To support this, the EnGenDER Project, led the development of a Behavioural Change Communication Guidance Framework Document (GFD). The GFD had two core objectives: firstly, to act as a guidance tool in supporting countries in the development of their National Behavioural Change Communication and Communication Strategies and Action Plans and secondly, to identify additional behavioural barriers and gaps not uncovered by the previous Knowledge, Attitudes, Behaviour and Practices (KABP) Study. The following are a few items that the GFD achieved:

- Identified the principal features of successful gender mainstreaming including best practice examples to support gender mainstreaming into policies and programmatic actions.
- Outlined a step-by-step guide on the core elements required in developing a Behavioural Change Communication Strategy to support gender responsive behavioural change.
- Specified best fit practices for ensuring inclusivity and diversity within behavioural change communication strategies.

So, what exactly does this mean? The GFD notes that the true measure of success, is in the implementation of gender responsive climate actions and disaster resilience that ensures “the survivability of gender initiatives and planning considerations independent of a

gender advisor,” and when “incorporating gender considerations into planning has become normalized where others (outside of the Gender Machinery) start to advocate for these issues.” Success comes when the focus shifts from having to make the case for gender, to others starting to own it!

To assist with this, the consultancy firm, New Frontier Services, has been contracted to design the Behavioural Change Communication Country Plans for five (5) (Antigua and Barbuda, the Commonwealth of Dominica, Saint Lucia and Saint Vincent and the Grenadines) of the EnGenDER participating countries. Whereas the UNDP Country Offices of Belize, Jamaica, and Suriname led by their country counterparts have engaged country specific consultants in the design and development of their respective National Behavioural Change Communication Strategies. These Strategy documents and Country Plans are being developed using the data gathered on the individual and institutional biases among decision makers and practitioners, to generate specific and targeted behavioural change interventions and activities, placing a focus on institutional strengthening and capacity building interventions as well as communication activities.

Eight (8) of the EnGenDER participating countries will soon launch the implementation of their behavioural change interventions, which form part of the missing link of technical support required to bring about a state of recognition and reaction to gender inequality in implementing activities, policies, and programmes among technocrats. This will help to foster an environment that better empowers them to both consider and respond to gender within the climate and disaster resilience context. Much has been touted about gender responsive implementation, however targeted and well-designed behavioural change programmes may very well be the missing link to gender responsive transformational change among Caribbean states within the climate and disaster arena.



Author:
Ms. Meshia Clarke
Technical Specialist Gender Equality UNDP, The EnGenDER Project

STIMULATING GENDER-RESPONSIVE BEHAVIOURAL CHANGE IN ANTIGUA & BARBUDA WITH WI REDI

The Importance of Community Engagement in Reinforcing Linkages Between Disaster Resiliency, Climate Change and Gender

As a Small Island Developing State, Antigua and Barbuda is especially vulnerable to the impacts of climate change. As global temperatures rise, increasingly intense and more frequent storms have assaulted the Caribbean archipelago within the last few years, requiring our people to adapt to these perilous circumstances. While we understand how to “batten down” our houses and secure food and supplies for a storm, we pay comparatively little attention to the specific impacts these disasters have on men, women, boys and girls. To raise awareness of these unique linkages in working places and communities,

Directorate of Gender Affairs (DoGA) embarked on the Wi REDI Project, funded by EnGenDER through UN Women Multi-Country Office – Caribbean.

Wi REDI (REDI meaning Resilient, Educated, Dynamic and Inclusive) was designed to encourage a holistic and community-centred approach to preparing and responding to natural disasters, which the effects of climate change have exacerbated. The Wi REDI Project aimed to equip Antiguan and Barbudans with the knowledge necessary to incorporate their communities’ diverse needs into their disaster planning strategies.

As the nation’s primary response mechanism during a disaster, first responders must understand how a person’s biological makeup and social role,



impact how they experience a disaster. However, they are often left out of the conversation on the specific and diverse needs of men, women, children, the elderly and persons with disabilities. To address this issue, the Wi REDI Project included two targeted workshops for first responders, the first hosted in Antigua and the other in Barbuda.

The workshop sessions broke down key gender concepts and their intersection with climate change and disaster response. Facilitators from DoGA, The Department of Environment, The National Office of Disaster Services, The Antigua and Barbuda Association for Persons Living with Disabilities, The Environmental Awareness Group and Wallings Nature Reserve made presentations to representatives from the Antigua Barbuda Red Cross, Emergency Medical Services, the

Coast Guard, Lifeguards, Disabilities Association and Disaster Shelter Managers.

We envision that the targeted first responders will integrate this training into their work and their respective departments’ future programmes and training initiatives.

While our first responders’ workshop targeted vital stakeholders in the national disaster response mechanism, the Wi REDI Project’s Flagship event was the Wi REDI Soccerama. This one-day football tournament featured



the Directorate of Gender Affairs. With football already being a popular sport on the island, the Wi REDI Project was able to leverage entertainment as a vehicle for social change by integrating the linkages between gender, climate change and disaster resiliency into the sporting event to reach a larger audience.

Promotions for the Soccerama included a community walkabout exercise where DoGA staff engaged members of several local communities on the Wi REDI focus areas. These exercises continued after the soccerama, allowing DoGA to engage in often lively conversations on gender roles in Antigua and Barbuda and climate change as a global phenomenon. DoGA also commissioned a series of brochures highlighting the linkages between gender and climate change, support services offered through the national gender-based violence response mechanism, and a directory of local disaster shelters. These brochures were distributed during the community walkabout exercises and the soccerama event. The Department of Environment and the National Office of Disaster Services have also received a set of brochures to distribute among their networks.

By distributing the brochures among these key national agencies, the Wi REDI Project reinforced the linkages between disaster resiliency, climate change, and gender in the local context. Further, it provided multiple entry points for service users to access information relevant to the project.

Using a mix of high-level targeted interventions, edutainment, and community-based action, the Wi REDI Project was able to penetrate multiple levels of Antiguan and Barbudan society with messages about climate change, gender, and disaster resiliency. While medium-term benefits remain to be seen, we expect that the population will be better able to respond comprehensively to disasters, bearing the diverse needs of our people in mind.

Author:

Ms. Raisa S.N. Charles
Programme Officer, Directorate of Gender Affairs,
Antigua and Barbuda



Increasing Domestic Violence Awareness in Guyana

A Look into how Domestic Violence Impacts the Society and How EnGenDER Initiatives are Supporting the Efforts to Curb Domestic Violence in Guyana

The Government of Guyana, through the Ministry of Human Services and Social Security received an integral boost to its efforts of eradicating violence against women and girls and all forms of domestic violence through a collaboration with the Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER) Project of the United Nations Development Programme and with support from the Governments of Canada and the United Kingdom.

Through this partnership, several public awareness initiatives were brought into motion that allowed for a wider appreciation of what the Ministry has been doing to curb domestic violence and a greater understanding of how domestic violence impacts our society.

The main focus of these concepts was the promotion of the Ministry's 914 toll-free hotline which was created two years ago to provide a safe space for men, women and child abuse victims to seek help. When a call is placed, it is routed to a trained customer service operator, who, in turn, connects the call to a social worker. The social workers then provide the necessary consultations and refer children and parents to local service providers and other relevant agencies.

One such promotional initiative was the creation of a culturally sensitive jingle, written and sang by a talented female Guyanese artist. This jingle was broadcasted over the most popular airwaves in Guyana and has touched all 10 administrative regions and while there is no readily available data, it is estimated that the jingle was heard by over 100,000 individuals.

On a similar footing, the collaboration created an avenue for hundreds of thousands of persons living in Guyana to get a wider understanding of the 914 hotline through television and radio public services announcements.

Another vital component of this partnership was the support to the Ministry's ICAN initiative. This initiative focuses on the crux of our society and deals directly with community-based advocates who take the pledge and are given the relevant training and knowledge to spot and report abuse. They act as the immediate interface with a victim and the link to help from the Ministry and supporting agencies.

With the aid of the project in providing printed poster pledges, over 30 communities have become a part of this programme as well as several known influential groups have taken the pledge, including members of the diplomatic

community, the Guyana Bar Association and Parliament. As a result, the Community Advocates Network now stands at well over 1500 signees.

Another project that the partnership has birthed is arguably the most impactful with the engagement of three of the most vibrant and talented local artists in Guyana who created compelling and culturally impactful murals with 914 messaging that are advertised perpetually along some of the most heavily frequented areas in the country's capital of Georgetown.

One of these murals was placed at the heart of the city's nightlife at the Kingston bandstand where it is estimated that thousands of Guyanese visit every weekend. Also, one was placed in the heart of Guyana's busiest markets, Stabroek which acts as a port for persons heading anywhere using public transportation. The final mural was placed strategically along the East Bank of Demerara corridor which facilitates the ease of reading for persons coming from Regions Two, Three, Ten and along the East Bank which currently houses some of the country's largest communities and is a prime business hub.



Author:

Mr. Romario Samaroo
Communications Officer, Ministry of Human Services and Social Security, Guyana.



EnGenDER in Action

Saint Lucia's New Gender Champions!

Team of Gender Focal Points from different Departments of the Government of Saint Lucia

Saint Lucia has embarked on establishing a National Gender Focal Points System to expand the scope of Saint Lucia's National Mechanism for Gender Equality to mainstream gender in national development. On February 7, 2023, the inaugural meeting of the Gender Focal Points (GFPs) was held in the presence of the Permanent Secretary of the Public Service, Janet Banard, the Director of Gender Affairs, Janey Joseph, EnGenDER's National Focal Point in Saint Lucia, Kurt Prospere, virtual attendance by the Representative for the UN Women Multi-Country Office for the Caribbean, Tonni Ann Brodber, and from Cuso International, the Blueprints Project Coordinator, Sheelian Forrester. The Blueprints project will develop the capacity of the Department of the Gender Affairs Department and the Gender Focal Points in the medium term. The inaugural meeting focused on the introduction of the Gender Focal Points and discussed the Draft Terms of Reference for the GFPS.

EnGenDER initially provided support in the form of institutional and policy reviews of six sectors/thematic areas – Health, Education, Tourism, Resilient Ecosystems, Energy and Infrastructure and Spatial Planning undertaken by the Niagara College Canada. The reviews focused on:

1. identifying the intersection of gender and climate change in each sector,
2. assessing the institutional capacities and gaps in addressing gender responsive sector planning and;
3. developing relevant gender responsive guidelines and tools for use in the development of Sectoral Adaptation Strategies and Action Plans (SASAP).

Coming out of these assessments, several technical officers in several Ministries, Departments and Agencies (MDAs) improved their technical capacity as it relates to gender affairs. Some of these officers will be acting as the newly

selected Gender Focal Points in their respective MDAs.

The Director of Gender Affairs indicated her gratitude for the EnGenDER project and looks forward to her Department and Saint Lucia benefiting further from planned EnGenDER initiatives. In addition to the reviews and capacity building, EnGenDER is supporting the Government action activities under the Behavioral Change Communication (BCC) component. The overall aim of the BCC is *"to strengthen the knowledge and capacity of the public and organisations working in and/or whose constituents are directly impacted by the effects of climate change, to effect gender mainstreaming and decision-making for climate change adaptation and disaster risk reduction."* The Gender Focal Points in the different ministries and governmental departments will play a critical role in ensuring that there is increased knowledge surrounding gender equality and mainstreaming in general and will help raise awareness on the gendered impact of climate change and natural hazards. But the most important impact of these new Gender Champions will be to integrate gender equality and mainstreaming into national development planning and decision-making!

Author:

Ms. Janey Joseph

Director of Gender Affairs, Department of Gender Affairs of Saint Lucia



From left to right: Representative of the Cuso project, Janet Barnard-Permanent Secretary in the Ministry of the Public Service, Kurt Prospere, EnGenDER's National Focal Point for Saint Lucia, Janey Joseph, Director of Gender Affairs

FUTURE ACTIONS

Behavioural Change Communication Activities

With most of the EnGenDER countries having completed their National Behavioural Change Communication Strategies, priority will be placed on the implementation of those interventions and activities outlined there within as well those supported by the Behavioural Change Communication Country Plans. The implementation of these activities is expected to commence in the 2nd quarter with all activities and interventions coming to a close by the end of the 3rd quarter of this year. These activities and interventions will comprise of targeted capacity building and institutional strengthening initiatives which are geared towards improving the technical capacity of decision makers in climate change and disaster recovery coordinating agencies and in the application of gender responsive and rights-based approaches within the decision-making process. In-addition, there will be specific communication activities which aim to raise the overall level of awareness and understanding at the community level on the importance of gender responsive climate action and disaster resilience in building a more sustainable and inclusive future for all.

Gender Responsive Climate Actions

From the building blocks and nationally identified priority gaps for gender responsive climate change action, all countries have made strides to bolster the implementation momentum. Targeting vulnerable groups in advancing their gender related climate goals, intersectoral linkages have been established and included within the implementation of the gender responsive climate change action:

- Climate Resilience and Fisheries Management;
- Disaster Management and Gender Equality;
- Disaster Recovery and Persons with Disabilities (PWD);
- Climate Resilience, Agriculture and PWD;
- Climate Resilience and Finance.

Within the framing of capacity building, sustainability, and livelihood resilience and vision, the activities are to be fully implemented by December 2023.

Caribbean Resilient Recovery Facility (CRRF)

During the second quarter of 2023, CDEMA under the EnGenDER Project will further advance the operationalization of the Caribbean Resilient Recovery Facility (CRRF) with the launch of a pivotal consultancy which will design the details of the mechanism among key regional agencies and partners, along with the programme of work. The CRRF which was launched in December 2021, is led by CARICOM and will be coordinated and implemented as a recovery mechanism by the CDEMA Coordinating Unit (CDEMA CU), in partnership with regional institutions and international agencies, with mandates of relevance. The purpose of the CRRF is to support disaster recovery (pre and post) and build disaster resilience in Participating States.

Gender Mainstreaming in Recovery Training Material

During the third quarter of 2023, an online training programme in Gender Mainstreaming on Disaster Recovery will be prepared for launching in the fourth quarter. Online training material will be developed for use at CDEMA's Regional Training Centre (RTC). This will add 'recovery' as a Phase in the Disaster Management Cycle to the existing suite of training material already offered by the RTC. The RTC was established in 2015 to build capacity for Comprehensive Disaster Management within Participating States and sets standards for CDM capabilities through stakeholder engagement and collaboration.

EnGenDER

Enabling Gender-Responsive Disaster Recovery,
Climate and Environmental Resilience in the Caribbean

Newsletter
April 2023
Edition 4

For more information on the EnGenDER Project, please visit:

www.undp.org/barbados/engender

For queries, please contact:

Dr. Marium Alleyne
Project Manager
marium.alleyne@undp.org

UNDP Barbados and the Eastern Caribbean
UN House, Marine Gardens, Hastings
Christ Church,
Barbados

