



In Dominica, United Nations Development Programme (UNDP) works to promote women's empowerment. To do so, all our projects include gender equality initiatives. Below are some of the engagements UNDP is currently implementing in partnership with the Government of Dominica and Community Based Organisations.

Women Weathering the Storms in Dominica Predominantly women officers at the Dominica Meteorological Service keep Dominica safe

Everyone is familiar with the MET Service's daily radio weather updates, but most of the work undertaken by the MET's almost all women team is unseen and so publicly unacknowledged. The GUY-DOM Gender Analyst had the privilege to visit Pichelin, Castle Bruce, La Plaine, Pegua and Horse Back Ridge in the Kalinago Territory and Rosalie with MET Officer Janelle McPherson. Not only did Ms. McPherson explain the disaster risk rationale for each location, but she also accessed the data logger and maintained the water gauge on site. Janelle is one of the 10 women working as MET Officers in Dominica. They install and maintain early warning systems in all parts of the country and will be responsible for installing and maintaining new equipment EWS equipment and training EWS community champions as an output of the GUY-DOM project. MET Officers Annie Joseph and Vernie Honore have trained extension officers and farmers to interpret weather data to inform their farming decisions. Some functions MET Officers undertake include, among others:

- Maintain and repair instruments, practice climatology, weather forecasting and hydrology
- Procure, update and service instruments and equipment to international standards
- Observe, compile and provide hydro-meteorological information to stakeholders, institutions, schools and the general public
- Analyse climatological and hydrological field surveys data
- Conduct surveys, research, interviews to seek local knowledge
- Monitor logs and registers
- Prepare seasonal climate forecast and sector specific climate products
- Produce 'Dominica Meteorological Bulletin'
- Collaborate with the Office of Disaster Management on severe weather events
- Train staff in various meteorological disciplines, management and public relations
- Audit established processes and comply with WMO/ICAO regulations, including airport operations
- Provide information on the work of the service to increase public understanding

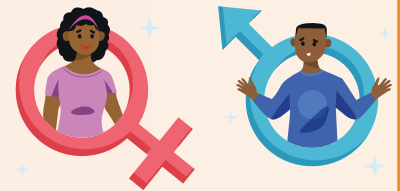
The MET team is made up of 10 women (82%) and 2 men (18%), an achievement for Dominica considering that globally, most scientific fields are male-dominated. All team members, with the exception of the youngest, are certified in one of the follow fields: Instrumentalization, Climatology, Forecasting or Hydrology. The team leader, Marshall Alexander, nurtures collegiality, professionalism, and teamwork and this is reflected in the team's service oriented and collaborative approach to their work with UNDP's GUY-DOM project.

Visit them at <https://www.weather.gov.dm/> and <https://www.facebook.com/dommet.service/>

Understanding Gender Mainstreaming

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programmes, in all areas and at all levels. The goal of gender mainstreaming is to achieve gender equality. Some tools that enable gender mainstreaming are:

- Gender awareness-raising
- Gender equality training
- Gender audit (including the collection of gender disaggregated data)
- Gender analysis
- Gender evaluation
- Gender impact assessment
- Gender budgeting



UNDP Gender Equality Markers – What do they mean?

A Gender Marker system is used to track the financial allocation to projects that promote gender equality and women's empowerment. Necessary conditions for applying gender equality markers include tracking tools and technical expertise on gender equality, as well as strong management support on gender equality. Gender Marker coding is applied in the planning stage of a project and also reflected in the approved budget and actual expenditures. There needs to be a distinction made between the budget allocated and the actual expenditure.

Here is a look at the 4-point Gender Equality Marker System used:

Gender Marker 0

Projects that are not expected to contribute noticeably to gender equality or the empowerment of women and girls should be rated 0.

Gender Marker 1

Projects that will contribute in some way to gender equality, or the empowerment of women and girls but not significantly, should be rated 1

Gender Marker 2

Projects that have gender equality or the empowerment of women and girls as a significant objective should be rated 2

Gender Marker 3

Projects that have gender equality or the empowerment of women and girls as a principal or central or primary objective should be rated 3



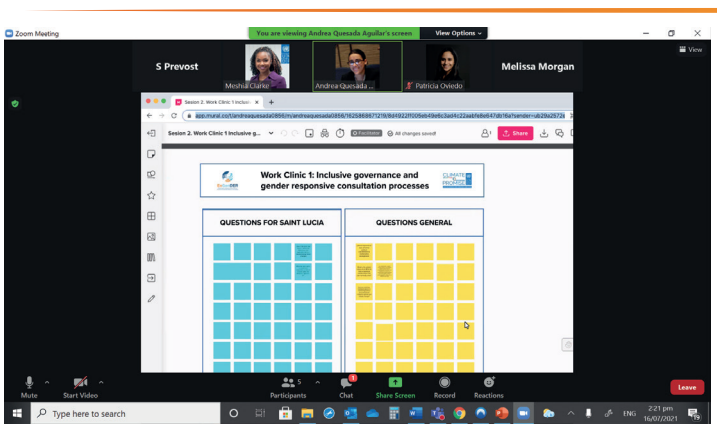
Examining Gender and the Environment Stakeholders Share Experiences on Gender, Nationally Determined Contributions and Climate at Regional Training Clinic

Stakeholders from the Dominica Bureau of Gender Affairs and the Ministry of the Environment, Rural Modernization and Kalinago Upliftment participated in a four-part series on “Gender, Nationally Determined Contributions (NDCs) and Climate Change” from July 22nd to August 5th, 2021. The clinic was designed to share Caribbean accomplishments in mainstreaming gender in the environmental and climate change fields, as well as how challenges have been overcome in so doing. The 4 topics covered were inclusive of governance and gender responsive consultation processes; sectoral gender analysis and gender action planning; gender and climate change goals and indicators; and gender responsive capacity building processes. Ms. Melissa Morgan, Acting Director, Bureau of Gender Affairs, presented a case study on broad “gender responsive capacity building processes” in Dominica. Mr. Edgar Hunter, Senior Technical Advisor, Ministry of the Environment, presented on Sectoral Gender Analysis and Gender Action Plan, highlighting Dominica’s journey towards developing an NDC Gender Mainstreaming Roadmap and the 2019 Gender Policy and Action Plan.



The attendees included technical experts, decision makers and gender and climate change focal points from across the region.

This clinic was a collaborative initiative between the UNDP Climate Promise Programme, the Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER) project and the Gender Team of the UNDP Regional Center for Latin America and the Caribbean.



Strengthening Sustainable Livelihoods and Resilience in the Kalinago Territory (SSLR)

The SSLR project is the third of three UNDP Gender Marker 2* projects in Dominica and aims to strengthen the livelihoods and resilience of the Kalinago communities. In collaboration with the Government the project plans to deliver an integrated package that:

- strengthens capacities in agricultural production and related sustainable practices by providing equipment and materials to support the construction of a smart plant and indigenous tree propagation facility (emphasis on indigenous trees such as Gommier trees and Larouma)
- augments critical water catchment areas; including the design and implementation of community reforestation programmes
- develops a comprehensive tourism strategy and brand
- boosts institutional capacity of the Kalinago Council



As a gender 2* marked project the SSLR Project integrates gender considerations in all its activities. 55% of small grants funding for cassava cultivation and product development is allocated to women farmers; this is alongside the building of capacity and empowering women and women-led groups. Similarly, the livelihood programme that provides alternative means of income for those currently engaged in deforestation activities and creating bio-diversity protectors has a participant target of 55% women. Other project outputs empower women to participate equally and fully in a ‘comprehensive indigenous gender sensitive tourism strategy and Kalinago brand’ and the ‘strengthening of institutional capacities of the Kalinago Council’.