





**NATIONAL POLICY ON  
GENDER AND DEVELOPMENT**

**REPUBLIC OF TRINIDAD AND TOBAGO**

**THE ACTION PLAN AND INDICATORS  
MATRIX**

**DRAFT DOCUMENT**

**REVISED BY THE GENDER AFFAIRS DIVISION  
MINISTRY OF COMMUNITY DEVELOPMENT, CULTURE  
AND GENDER AFFAIRS**

June 2007

## **Introduction**

The comprehensive Policy Framework comprises four (4) parts namely,

- Part 1: The National Policy on Gender and Development,
- Part 2: The National Gender and Development Action Plan,
- Part 3: The Situational Analysis and
- Part 4: The Policy Formulation Process

**Part Two** presents the National Gender and Development Action Plan. The Action Plan is derived from the policy proposals, policy objectives and goals, and is presented in a matrix form. It identifies strategic action necessary to realise policy priorities and close critical gender gaps. It presents a five year implementation plan, which identifies timeframes, indicators, responsible agencies and expected outcomes.

PART 2 THE ACTION PLAN AND INDICATORS MATRIX										
POLICY 1: INSTITUTIONAL STRENGTHENING OF THE GENDER AFFAIRS DIVISION (GAD)										
OBJECTIVE	STRATEGY	PROPOSED ACTIVITIES	TIME FRAME (2007-2012)					INDICATORS	RESPONSIBILITY	EXPECTED OUTPUT
			1	2	3	4	5			
1. Strengthen the Division with the capacity to function effectively as the national focal point for gender and development	-Equip the Gender Affairs Division with the requisite resources	- Equip the Division with requisite financial resources to implement policy and other gender and development initiatives	X	X	X	X	X	- GAD is strategically positioned to advance gender equity and equality	GORTT/Cabinet	- A restructured, institutionally strengthened GAD
		- Increase and the Human Resources of the GAD through additional positions- Policy Analyst, Communications and Education Officer, IT and Legal Officer	X					- An increased budget allocated to the Division	GORTT/Cabinet THA Secretariat	- A adequately resourced GAD
		- Consistent training of all Staff		X				- Staff exposed to ongoing training in gender and development	GORTT, Gender Affairs Division THA Secretariat	- All staff in the Division and its line ministry consistently trained in Gender and development
- Strategically position the GAD to effectively promote gender equity and equality in all programmes, projects and policies of Government and the wider society through a GMS		- Promote gender aware policies, plans and programmes in all sectors of Government	X	X	X	X	X	- Evidence of gender responsive/sensitive programmes and policies in Government	-do-	-Mechanisms established Monitor GMS
		-Broaden information systems to include gendered research and documentation	X	X	X	X	X	- Consistent production, publication and presentation of gender specific research and information	Gender Affairs Division, e- Government, Government Information Services, other media	- Annual Reports on gender mainstreaming in all ministries
		-Develop detailed action plan for implementation of	X	X	X	X	X			- Detailed National Action Plan developed and used





*National Policy on Gender and Development of the Republic of Trinidad and Tobago*

<p>2. Promote 'buy in'/acceptance of policy by all state bodies and wider society</p>	<p>- Promote the policy and gender and development issues nationally</p>	<p>- Mandate state bodies through Cabinet authority to incorporate policy measures where possible                      - Develop and implement Communications and Public Education Strategy                      -Provide training at all levels                      - Involve women's/ men's/youth organizations in planning communications strategy                      - Increase participation of beneficiaries throughout the project cycle of the Policy</p>	<p><b>1</b></p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p><b>5</b></p>	<p>- Sectoral measures outlined in the policy are implemented                      - More citizens aware of and understand gender policy                      - Increased number of persons understand the relevance of gender in their lives and make changes as a result                      - Participatory planning, implementation and monitoring of projects with relevant civil society organisations</p>	<p>GAD, inter-ministerial committee, focal points, THA, Gender Council, NGOs, CBOs                      GAD, GIS, e-Government, other media                      GAD, consultants                      GAD, NGOs, CBOs, FBOs</p>	<p>- Sustained gains of mainstreaming achieved with commitment of all agencies                      - Communications Strategy developed                      - Gender Policy and its goals disseminated throughout ministries, NGOs, CBOs and nationally                      - Increased number of gender sensitive policies, plans and programmes                      -improved gender relations                      - Partnership and collaboration strengthened between the GAD and civil society                      - Sustained buy in from civil society and key stakeholders for policy implementation</p>
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POLICY 3: INSTITUTE MACRO-ECONOMIC PLANNING/GENDER RESPONSIVE BUDGETING (GRB)										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2004-2009)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
- Mainstream gender analysis into planning process	- Introduce/Integrate gender analysis and gender planning into the national budgetary and planning process  - Sensitize economists and planners in all Ministries on issues of gender and gender analysis	- Conduct a gender analysis of current and subsequent budgets - Institute system of gender audits to monitor and evaluate use of GRB  - Provision of training opportunities to sector economists /planners/technocrats via scholarships, short courses, workshops on gender  Gender Planner to work closely with Gender Affairs Division in national planning	X	X	X	X	X	- Future national budgets developed and reflect Gender Responsive Budgeting through more equitable allocation of resources	- Gender Planner - Ministry of Planning and Development - Gender Affairs Division	- Gender responsive development planning that ensure that plans and programmes tackle the relevant gender issues and concerns  - Production of gender sensitive budgets  - Increased allocation of funds /resources to priority programmes  - Flagship programmes address gender issues  - The use of the gender lens by relevant personnel to develop, analyse and evaluate programmes and projects  - Continuous improvement of policies and procedures to make them gender responsive  - Sustained gains of mainstreaming achieved and supported by all personnel

POLICY 4: PROMOTING GENDER EQUITY AND EQUALITY IN THE JUDICIAL AND LEGAL SYSTEMS										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2004-2009)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
- To advance gender equity/social justice in law and legal systems	Foster gender aware and sensitive judicial and legal systems	<ul style="list-style-type: none"> <li>- Organize and conduct sensitization workshops for all levels of staff in Ministry and all sectors of the judicial system</li> <li>- Collaborate with partners eg Commonwealth Secretariat, International agencies and the Hugh Wooding Law School to conduct training</li> <li>- Pursue curriculum reform to include gender at all levels of legal training</li> <li>- Identify strategic partners in the gender training and sensitization initiative</li> <li>- Identify and support priority areas identified by GFP/Ministry</li> </ul>	X	X	X	X	X	<ul style="list-style-type: none"> <li>- Increased number of staff /legal practitioners trained in gender issues and planning</li> <li>- Increase in number/percentage of training courses for legal and para legal practitioners</li> <li>- Increased number of collaborative activities between HWLS/ UWI –CGDS/GD or other agencies</li> <li>- Gender and Law included in Law School (and Faculty) curriculum</li> <li>- Courses infused with gender analysis</li> <li>- Introduction of gender courses at all levels of higher learning</li> <li>- Evidence of use by judiciary and legal practitioners of literature/training in gender issues in the courtroom</li> </ul>	<ul style="list-style-type: none"> <li>Legislative caucus/GFPs and GAD</li> <li>Hugh Wooding Law School/GFP/UWI</li> <li>GD/HWLS</li> </ul>	Judicial and legal systems more gender sensitive and promote greater levels of gender equity and equality



POLICY 5: INSTITUTE GENDER MAINSTREAMING IN LABOUR AND EMPLOYMENT ACTIVITIES										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME 2007-2012					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
To promote gender equity and equality for women and men in labour and employment activities	<ul style="list-style-type: none"> <li>- Integrate gender concerns in the policies and programmes of employers in the public and private sectors</li> <li>- Monitor and promote equal opportunities of women in Executive and Managerial positions in the public and private sectors</li> </ul>	<ul style="list-style-type: none"> <li>- Establish support systems/services to ease burden of working mothers/fathers</li> <li>- Conduct gender audits on hiring, promotion, conditions of work, etc. in the private sector</li> </ul>	X	X	X	X	X	<ul style="list-style-type: none"> <li>- Increase in the number of homework and childcare centres and establishment of work-based child care services</li> <li>- Promotion of national awareness of women's rights to promotion to managerial office</li> </ul>	<ul style="list-style-type: none"> <li>GORTT, GAD, Ministry of Labour</li> <li>-do-</li> </ul>	<ul style="list-style-type: none"> <li>- Increased level of gender consciousness among policymakers, legislators, employers' organisations and workers' organisations, and workers</li> <li>- The use of the gender lens in formulation and implementation of labour and other relevant legislation</li> </ul>
			X	X	X	X	X			
	<ul style="list-style-type: none"> <li>- Identify and establish mechanisms to deal with gender discrimination in the workplace</li> </ul>	<ul style="list-style-type: none"> <li>- Address sexual harassment in the workplace</li> <li>-Conduct sensitization meetings with senior Ministry officials representatives of employers' and workers' organisations, policymakers and legislators to promote gender equity in the workplace</li> </ul>	X	X	X			<ul style="list-style-type: none"> <li>- Full and effective implementation of Sexual Harassment Legislation</li> <li>- Institution of sexual harassment policies in workplaces (including educational institutions) which are specific and consistent with place and conditions of employment</li> </ul>	<ul style="list-style-type: none"> <li>GORTT, Ministry of the Attorney General, Ministry of Labour and the GAD</li> <li>-do-</li> </ul>	



POLICY 6: PROMOTING GENDER EQUITY IN POVERTY ALLEVIATION										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2007-2012)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
Implementation of gender mainstreaming into poverty reduction programmes, activities and projects	- Integrate gender concerns into the National Poverty Reduction Strategy	<ul style="list-style-type: none"> <li>- Strengthen the capacity of the CSO to improve collection and analysis of gender sensitive data on household un waged activity</li> <li>- collect, collate and present research/data on single-headed households and impact of poverty</li> <li>- Support research on women involved in unpaid work in agriculture and family enterprises in the formal and informal sectors</li> <li>- Develop programmes that increase the value and visibility of housework and unremunerated work</li> </ul>	X	X	X	X	X	- Data derived from 2000 census on unremunerated work published in the electronic and print media	GORTT, CSO, Gender Affairs Division, Ministry of Social Development, UWI, Ministry of Agriculture	- Gender consciousness in policy planning and delivery of poverty reduction programmes and projects
			X	X	X	X	X	- Research/data available on single-headed households and impact of poverty	-do-	
			X	X	X	X	X	- Evidence of programmes to increase the visibility and value of housework and other forms of unremunerated and unpaid work	Gender Affairs Division, Ministry of Labour, Ministry of Social Development, UWI	



POLICY 7: FOSTERING GENDER EQUITY IN AGRICULTURE AND NATURAL RESOURCES DEVELOPMENT												
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2007-2012)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES		
			1	2	3	4	5					
To foster gender aware approaches to the development of agriculture and natural resources to promote sustainable development and increase the livelihood strategies and opportunities for men women in this sector	<ul style="list-style-type: none"> <li>- Conduct gendered analyses of findings from the agriculture census, including employment trends, land ownership, earnings, payment and wages, access to credit, investment, ad other related variables</li> <li>- Research on all forms of credit available for agricultural development</li> </ul>	<ul style="list-style-type: none"> <li>- Establishment effective gender focal points in agriculture</li> <li>- Ensure that legally the term 'farmer' all policy document and data collection instruments, comprise women, including does who are not landowners</li> </ul>	X					- Evidence of gender sensitive data and research on the agricultural sector	GORTT, GAD, Ministry of Science and Technology and Tertiary Education, COSTAAT, UWI, Ministry of Agriculture, ADB	<ul style="list-style-type: none"> <li>- Gender neutral language and gender sensitive legislation, policy and programmes on the sector</li> </ul>		
			X	X	X					- Credit programmes that offer equal services to men and women in the sector	-do-  Ministry of Agriculture, Ministry of Planning and Development, Ministry of Public Utilities and the Environment	<ul style="list-style-type: none"> <li>- A credit system that is gender responsive and considers the needs of women farmers who are not landowners</li> </ul>
		<ul style="list-style-type: none"> <li>- Assess gender differences in access to and repayment of credit</li> <li>- Examine the criteria used for selecting beneficiaries of land purchase, titling and credit schemes in relation to the position of women in the sector</li> <li>- promote the provision of banking facilities and critical services in rural communities such as Toco/St. David and Cedros</li> </ul>	X	X	X							
			X	X	X							
			X	X	X							
			X	X	X							

	<p>- Increase environmental sensitivity among male and female agricultural workers and farmers at all levels to facilitate harmonious and sustainable use of the limited natural resources</p> <p>- Conduct research and analysis to facilitate increased access to employment and livelihood strategies for men and women in agricultural and rural communities</p> <p>- Strengthen access and gender aware training in the use of appropriate technologies, ICTs and distance learning in agricultural and rural communities</p>	<p>- Training, public education, and public discussions utilizing all media on agricultural and environmental issues and concerns on the utilization, exploitation and preservation of natural resources</p> <p>-Expand opportunities for men and women and women in sustainable opportunities in agriculture, horticulture and fisheries</p> <p>- Strengthen gender studies in the curriculum and training programmes for Agricultural Extension Officers, ECIAF, UTT, UWI, CARIRI</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>- Reduction in agricultural practices that harm the environment</p> <p>-Increased community involvement in strategies aimed at environmental protection and preservation</p> <p>Research findings available to inform public policy and strategies on opportunities for men and women in agriculture</p> <p>- Gender responsive teaching and training curriculum, and extension services that are technology based</p>	<p>Ministry of Agriculture, Ministry of Planning and Development, Ministry of Public Utilities and the Environment</p> <p>Ministry of Agriculture, UWI, UTT</p> <p>Ministry of Agriculture, UWI, UTT, ECIAF, UTT, UWI, CARIRI</p>	<p>- Public awareness and sensitivity on agricultural and environmental issues and the preservation of natural resources</p> <p>Improved quality of life for rural men and women</p> <p>Increased food security and social protection for rural men and women</p>
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POLICY 8: PROMOTE GENDER EQUITY IN SOCIAL AND COMMUNITY DEVELOPMENT										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2007-2012)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
-Foster social and community development through improvement in the quality of family life and the transformation of discriminatory gender dynamics of within families	- Review the efficacy of the Domestic Violence Act 1999 and establish appropriate structures to support it	<ul style="list-style-type: none"> <li>- Include gender sensitive peer and professional counsellors and support groups for men and women victims/survivors and perpetrators</li> <li>- Establish comprehensive system for monitoring the implementation of the legislation, including the outcome of applications for protection orders</li> </ul>	X	X				Mandatory counselling for victims and perpetrators of domestic Violence	GORTT, Ministry of the Attorney General, Ministry of Social Development, GAD	Improved remedy for victims and help for perpetrators of domestic violence
			X		X					-do-
	- Review and strengthen the Domestic Violence Unit	<ul style="list-style-type: none"> <li>- Increase its capacity to collect and analyse data from the Domestic Violence Hotline to facilitate research and policy formulation</li> <li>- Institute a centralized system of data collection on domestic violence</li> <li>- Increase its capacity to public education and sensitization on issues of domestic violence and gender violence</li> </ul>	X	X					GORTT, Ministry of the Attorney General, Ministry of Social Development, GAD, Police, all key stakeholders	Comprehensive data available on domestic violence











POLICY 9: PROMOTING GENDER EQUITY IN EDUCATION AND HUMAN CAPITAL DEVELOPMENT										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2004-2009)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
Integration of gender perspectives to ensure that education and training systems, promote gender equity and equality	<ul style="list-style-type: none"> <li>- Conduct gender audit of education legislation, policy, teaching and school curriculum</li> <li>- Review curricula materials to eliminate gender bias and create gender equity</li> <li>- Encourage ongoing research on gender differentials in education</li> <li>- Address gender concerns in education policies, including the early childhood education</li> <li>- Integration more male and female role models in education and training to enhance mentoring in teaching from early childhood to the tertiary level</li> </ul>	<ul style="list-style-type: none"> <li>- Establish focal point position and conduct sensitization for Ministry officials</li> <li>- Strengthen of research institutions to conduct specialised research</li> <li>- Revisit language of the Gender and Education Act to make it more gender sensitive and gender inclusive</li> <li>- Include components of gender and gender socialization in training courses, from early childhood education to tertiary levels</li> </ul>	X	X	X	X	X	<ul style="list-style-type: none"> <li>- Increased number of staff trained in gender issues</li> <li>- Evidence of gender responsive education policy and training</li> </ul>	GORTT, Ministry of Education, Ministry of Science, Technology and Tertiary Education, Gender Affairs Division, UWI	<ul style="list-style-type: none"> <li>- Reduction in sexism and gender stereotyping that limit participation of men and women</li> <li>- Gender sensitive and gender inclusive language in legislation – Gender and Education Act, Proposed Standards for Early Childhood Services</li> <li>- Expansion in the options in training and education available to men and women that reflect the move towards the development of a knowledge-based and entrepreneurial society</li> </ul>
			X	X	X	X	X	<ul style="list-style-type: none"> <li>- Research that informs gendered education policy</li> </ul>		
			X	X	X	X	X	<ul style="list-style-type: none"> <li>- Gender aware education policies</li> </ul>		
			X	X	X	X	X	<ul style="list-style-type: none"> <li>- More gender-responsive training and gender sensitive trainers/educators</li> </ul>		
			X	X	X	X	X			



POLICY 10: PROMOTION OF GENDER EQUITY IN HEALTH AND WELL BEING										
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2004-2009)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES
			1	2	3	4	5			
To contribute better health and wellness for women and men, healthy relationships between them, advancing their potential toward individual, personal and professional goals	- Formulation of a gendered health policy and programmes that provide more data on the full effects of gender on the status of men's and women's health	<ul style="list-style-type: none"> <li>- Establishment of GAD focal point in the health sector</li> <li>- Develop programmes for disease prevention that meet the specific needs of men and women</li> <li>- Increase research in gender differentials to identify the key patterns of transmission of HIV/AIDS</li> <li>- Increase awareness of environmental health and occupational safety hazards for men and women</li> <li>- Establish gender sensitive health programmes and services for victims of violence and abuse</li> </ul>	X	X	X	X	X	<ul style="list-style-type: none"> <li>- Strengthened GAD focal point at the national and regional levels</li> <li>- Evidence of increased investment in information education to counter social and cultural values that influence men and women's health</li> <li>- Evidence of integration of gender concerns in health research, government policies, plans and major programmes of health-related government agencies</li> </ul>	GORTT, Ministry of Health, Faculty of Medicine UWI, Ministry of Science, Technology and Tertiary Education, Gender Affairs Division	<ul style="list-style-type: none"> <li>- Gender consciousness of policy makers, legislators, programme managers, and health professionals on the health needs and concerns of men and women</li> <li>- Gendered legislation and policies that promote health at all stages from infancy to old age</li> <li>- Improved functional health and nutritional literacy in the population</li> <li>- Full implementation of the Magna Carta for Public Health</li> </ul>
				X	X	X	X	X		
	Strengthen community health participation within gendered framework	<ul style="list-style-type: none"> <li>- Intensify information campaign in family planning methods to men and women</li> </ul>	X	X	X	X	X			







POLICY 11: PROMOTION OF GENDER EQUALITY FOR THE DISABLED POPULATION											
OBJECTIVE	STRATEGY	PROPOSED ACTIONS	TIME FRAME (2004-2009)					INDICATORS	RESPONSIBILITY	EXPECTED OUTCOMES	
			1	2	3	4	5				
Integration of gender-responsive policy, programmes and projects for men and women with disabilities	<ul style="list-style-type: none"> <li>- Creation of a sex disaggregated information on the situation of persons with disabilities</li> <li>- Enhancement of gender aware public facilities that make education or work more accessible</li> <li>- Promotion of programmes that educate the population and make them more sensitive to the needs and rights of the disabled men and women</li> </ul>	<ul style="list-style-type: none"> <li>- Support and increase gendered research on men and women with disabilities</li> <li>- Conduct research on gender-based violence and sexual abuse against disabled persons especially women and children</li> <li>- Mandatory construction of ramps in all public spaces, public transportation, lifts and wheel chair friendly pavements that meet the needs of disabled men and women</li> <li>- Gender specific training for disabled boys and girls in the area of work-based life skills in relation to Minimum Wage laws, sexual harassment, and Health and Occupational Safety Codes</li> </ul>	X	X	X	X	5	<ul style="list-style-type: none"> <li>- Information available on the nature and extent of disability among men and women</li> <li>- Data on induced disabilities resulting from acts of domestic violence</li> <li>- Evidence of user friendly access for the disabled in buildings, buses, and public spaces</li> </ul>	GORTT, Disability Affairs Unit, Ministry of Social Development, Gender Affairs Division, Ministry of Education, NCPD, and other relevant private and public agencies	<ul style="list-style-type: none"> <li>- Gendered policy that is concerned with the treatment of disabled men and women as whole, productive, social and valuable individuals</li> <li>- Public consciousness and understanding of the needs and rights of the disabled population</li> <li>- Programmes for rehabilitation and counselling in agencies that deal with the disabled men and women</li> <li>- Updated education and training programmes that properly meet the needs of the disabled</li> </ul>	
			X	X	X	X	X				
			X	X	X						

	- Provide gender sensitivity training to personnel and institutions working with disabled persons	- Training of teachers, educators and caregivers at all levels in gender sensitive approaches to working with the disabled	X	X	X		- Sensitisation in the gender issues that affect the disabled		
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THE ACTION PLAN AND INDICATORS MATRIX FOR THE IMPLEMENTATION OF THE NATIONAL POLICY ON GENDER AND DEVELOPMENT OF THE REPUBLIC OF TRINIDAD AND TOBAGO