

OUTCOME XM-DAC-41146-BRB_D_2.3

SDG Fund: Women in at least 2 CARICOM countries have access to universal and adaptive social protection through the recognition and reduction of unpaid care work

25 Single women heads of households (with children under 5 years old in St. Lucia, and recipients of the Public Assistance Programme in St. Lucia benefited from access to childcare (97 children were supported) and job skills training under the UN Joint SDG Fund Programme on Adaptive Social Protection of which UN Women was a Participating United Nations Organisation (PUNO) with the Saint Lucia Ministry of Equity and Social Justice (<https://caribbean.unwomen.org/en/news-and-events/stories/2021/2/un-women-empowers-25-single-mothers-in-saint-lucia-during-the-covid-19-pandemic>). Emerging results from the pilot confirm that when women with low incomes and care responsibilities are provided with services to reduce these burdens (for example day care/childcare services), they have more time to invest in learning and skills training and finding work. The pilot also confirmed the critical importance of linking women beneficiaries of public assistance, who have care responsibilities, with priority access to childcare, skills and job readiness training and health (including mental and reproductive health) services.

OUTCOME XM-DAC-41146-BRB_D_2.1

HSTF: Women farmers in at least 2 CARICOM countries are empowered through secure access to productive resources and engagement in sustainable agriculture

Operationalisation of the planned activities for the UN Trust Fund for Human Security (UNTFHS) Joint Programme entitled, "Building Effective Resilience for Human Security in the Caribbean Countries: The Imperative of Gender Equality and Women Empowerment in a Strengthened Agriculture (and related Agri/Fisheries Small Business) Sector", in the beneficiary Small Island Developing States (SIDS) of Antigua and Barbuda, Barbados, Dominica, Grenada, and Saint Lucia have progressed, albeit more slowly than desired. As the region continues to grapple with the overwhelming impact of the COVID-19 pandemic, our resilience is also challenged by the significant demands placed upon individual governments navigating second and third waves of infections, the concomitant strains on the respective economies and attendant health care systems. The ongoing restricted activity across multiple sectors has derailed development, impacted economic growth and any potential subsequent recovery from being immediately experienced at a societal and individual level, particularly for the most vulnerable. This contributed to significant delays in programme implementation across all Participating United Nations Organisations (PUNOs). UN Women as the lead reporting agency under this Joint Programme, has been able to effectively coordinate a suite of mitigation measures to accelerate programme implementation across all PUNOs (UNDP, ILO and FAO), to accomplish initial gains and expend the resources allocated for the first year. Under the UNTFHS project, UN Women provided support to 125 women farmers, fisherfolk and small business entrepreneurs in Antigua & Barbuda, Barbados, Dominica and Saint Lucia through the services of Business Coaches to improve the management and organisational development capacity at the individual or group level. The support continues in 2022 with further capacity building initiatives through training, mentorship, start-up support and documented guidance, to enhance small business within the sector. In addition, UN Women produced seven (7) knowledge products. These represent substantive contributions to inform on policy related to mainstreaming of gender equality and human security in the agriculture sector. In addition, they provide

foundational content to inform other activities in 2022, namely, the establishment of Help Desks to increase the access and availability of information on land and business registration, small business support and incentive schemes for persons in the sector.

OUTCOME XM-DAC-41146-BRB_D_2.2

Increased economic opportunities and influence for Caribbean (specifically Jamaican) women in the private sector.

The EU-UN Women-ILO Win-Win Gender Equality Means Good Business Programme was successfully completed in Jamaica in July 2021 thus increasing the economic opportunities and influence for Caribbean (specifically Jamaican) women in the private sector. Under this three-year programme companies and organisations continued to be educated on the Women's Empowerment Principles (WEPs). Building on the previous work in 2020 which saw 14 companies complete the Gender Gap Analysis Tool (GGAT), 23 companies were trained on the development of a Gender Action Plan (<https://caribbean.unwomen.org/en/news-and-events/stories/2021/3/corporate-planning-with-a-gender-lens>) to close these gender gaps in their businesses. In addition, women entrepreneurs have increased skills on access to procurement, export and other business opportunities through access to knowledge products. These include: (i) Gender-Responsive Socio-economic Impact of COVID-19, a study on the Role of Gender in CARICOM and CARIFORUM Regional Trade Agreements (https://caribbean.unwomen.org/en/materials/publications/2021/7/gender-responsive-socioeconomic-study-on-the-impact-of-covid-19-on-businesswomen-in-jamaica_caribbean), (ii) a procurement guide for women-owned enterprises and a series on (iii) Leaders in Action (https://caribbean.unwomen.org/en/materials/publications/2021/7/leaders-in-action---jamaica_caribbean) and the WEPs in Action (<https://caribbean.unwomen.org/en/materials/publications/2021/7/weps-in-action---case-study---flow-jamaica>), which showcased how companies leveraged the WEPs in their business practices. A workshop on Building the Capacity of Women-owned Enterprises to Compete in Private Sector Procurement Opportunities in Jamaica enabled managers in 30 companies and entities to gain new knowledge and competencies on procurement as well as, build practical skills completing and submitting a responsive bid. A four day-webinar series, with more than 60 participants per day facilitated discussion on the business case and actions for SMEs and public sector stakeholders. Through showcasing real-life business practices and practical steps to enable inclusive economic growth and international trade, there was knowledge transfer on how to optimise the returns from investing in women. A key outcome of this event was the signing of an MOU between Portland Private Equity and UN Women (<https://caribbean.unwomen.org/en/news-and-events/stories/2021/12/un-women-mco-caribbean-and-portland-private-equity-take-bold-steps-towards-gender-lens-investment>) which would facilitate the access to financing for women entrepreneurs in the Caribbean.

OUTCOME XM-DAC-41146-BRB_D_3.2

Spotlight initiative: More communities, civil society organisations and state institutions in the Caribbean are better able to prevent all forms of violence against women and girls and to deliver quality related essential services.

Through the EU-UN Spotlight Initiative to end all forms of violence against women and girls, over 27 civil society organisations (CSOs) at different levels were engaged through capacity building initiatives, small grant funding and partnerships towards ending violence against women (VAW) and girls. The MCO also supported governments through partnerships and funding in Guyana, Grenada, Jamaica and Trinidad and Tobago, to strengthen programmes and interventions on VAW, including: • supporting the establishment of

Gender-based violence (GBV) hotlines in Jamaica and conducting institutional assessments of the National Gender Machinery to determine gaps and opportunities, • supporting the Government of Grenada in the development of seven (7) behaviour-change campaigns, the engagement of community champions and private sector leaders, the development of priority access routes and social safety nets for survivors/victims of GBV, and the development of SOPs for service providers. • The MCO also coordinated the assessments of the Gender Focal Point Network in Jamaica and led a capacity strengthening session with 56 gender focal points operating in different government Ministries, Departments and Agencies. CSOs were supported to reach over 1000 youth in Grenada and Trinidad and Tobago who went through the primary GBV prevention UN Women Foundations Programme, and facilitators trained so that the expertise to implement the programme stays within country. In Trinidad and Tobago, the MCO led on the updating and costing of a National Strategic Action Plan on GBV for the state's prevention programmes and response including essential services and supported training and the development of due diligence tools and standards for the police sector and the Judiciary, to enhance and increase equitable access to justice. In Guyana, the MCO also supported CSOs in the development of public accountability scorecards which were introduced into the police sector to measure and provide feedback on the survivor experience. Communities across the region were reached through campaigns during the 16 Days of Activism, through virtual dialogues and signature events including a televised and online dialogue in Trinidad and Tobago. Activities also included: support for NGM-led townhalls, virtual and mobile campaigns in Grenada, utilizing a vehicle funded by the MCO-led Spotlight activities for community engagement. CSOs in Trinidad and Tobago were supported to develop and implement a CSO Peer Network, and established coalitions to execute similar campaigns using print media and innovative approaches. Over 38 young women joined a CSO-led network of young leaders and were mentored by the Parliament of Trinidad and Tobago on political participation and leadership. In Jamaica, the MCO and partners, produced guidance materials for the development of a women's parliamentary caucus and supported meetings among the coordination team of parliamentarians determine the scope and mandate of the caucus. The MCO also conducted a capacity strengthening discussion on laws and policies with this select group of parliamentarians. In the area of data and statistics to inform prevention approaches, response and investments, a national study on the economic cost of violence against women and girls was initiated under the Spotlight Jamaica Programme, and the methodology for the study was finalized and approved.

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Caribbean women and girls contribute to and have greater influence in building sustainable individual and community resilience, and benefit equally from the development of gender responsive disaster risk reduction policies and disaster preparedness and responses

This outcome has been achieved. 85 (74 women) Senior Technical Officers in nine Caribbean countries now have strengthened capacities to mainstream gender into climate change and disaster resilience, due to the delivery of three training programmes that were done in collaboration with UN (United Nations) Partner Agencies, the Caribbean Institute in Gender & Development and the UWI (University of the West Indies) Cave Hill Campus. The MCO also completed a comprehensive review of the Gender Inequality of Risk and Cost of Inaction to Climate Change for nine Caribbean countries (<https://caribbean.unwomen.org/en/digital-library/publications/2022/06/engender-gender-and-climate-change-resilience-infographic-series>). This research integrated 46 stakeholder consultations and addressed critical issues identified in gender inequalities for women, men, boys, girls, Persons with Disabilities and LGBTQ+ communities. More specifically, the Knowledge, Attitudes, Practices and Behaviours Study, conducted on the staff of national agencies mandated with climate change responsibilities (<https://caribbean.unwomen.org/en/materials/publications/2021/7/gender-responsive-resilience-building-in-the-caribbean>). This Study contributed to a baseline understanding of the requirements for a behavioural change strategy that will be needed across the region. As it relates to COVID-19 pandemic

response activities, 12 countries benefited from the review of the unprecedented impacts of COVID-19 on women and men was completed. 220 (185 women) Police Officers, Counsellors and Social Workers across six countries benefited from strengthened capacity to GBV, through training in referral pathways, psychological first aid and hotline management. 4000 women, men, boys and girls across eight countries were also able to have improved capacity to respond to the impacts of COVID-19 through the provision of PPE. Moreover, 2358 (2250 women) received direct livelihood support which empowered women to have the ability to recover from the economic impacts of COVID-19.

OUTCOME XM-DAC-41146-BRB_D_6.1

CARICOM governments and civil society stakeholders have SIDS relevant and gender equality tools and skills to monitor and measure progress on global commitments under the

Under this thematic area, UN Women advanced knowledge on the impact of COVID-19 with its annual flagship report Summary Status of Women and Men Report - The Impacts of COVID-19 (<https://caribbean.unwomen.org/en/materials/publications/2021/3/summary-report---status-of-women-and-men-in-covid-19>). A continued demonstration of the impactful Knowledge Products produced by the MCO, the report's findings showed that while everyone had suffered, COVID-19 had forced women into greater social, economic, and physical insecurity [including through the increased care burden] on women than men. The results aligned with the UN Women regional intergovernmental focus for innovative financing for gender equality and the development of integrated care systems to ensure women were not trapped in poverty as a result of COVID-19 economic and social shocks (<https://caribbean.unwomen.org/en/digital-library/videos/112851>). This was also the theme of discussions led by the Regional Director for the Americas and the Caribbean on her inaugural Caribbean mission. In total, there were nine Knowledge Products produced for the year, with the following emerging as the top three most impactful: 1. Summary Status of Women and Men Report - The Impacts of COVID-19 <https://caribbean.unwomen.org/en/materials/publications/2021/3/summary-report---status-of-women-and-men-in-covid-19> 2. Gender-Responsive Resilience Building in the Caribbean: Understanding the role of knowledge, attitudes, behaviours, and practices in coordination mechanisms for Climate Change and Disaster Risk Reduction <https://caribbean.unwomen.org/en/materials/publications/2021/7/gender-responsive-resilience-building-in-the-caribbean> 3. Research Brief - Intimate Partner Violence in Five CARICOM Countries: Findings from National Prevalence Surveys on Violence Against Women <https://caribbean.unwomen.org/en/materials/publications/2021/7/research-brief---intimate-partner-violence-in-five-caricom-countries> South-South collaboration and learnings were extended through online discussions held jointly with the UN Women Fiji MCO which increased visibility and enhanced UN Women's reputation for GEWE technical leadership. The MCO continued to demonstrate its value and support to regional governments. UN Women launched a new strategic high-level partnership with the Government of Barbados to address a specific focus under the main thematic area of GBV, addressing GBV in the workplace. UN Women also extended its technical support reach to overseas territories including Aruba and Anguilla for development of gender policies and protocols.