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Panel 1
**Transversalización y acciones positivas: instrumentos para la
igualdad de género**

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Summary - Panel 1

Mainstreaming and Affirmative Action: Tools for Gender Equality-

“The Case of Jamaica”

Overview

The Government of Jamaica (GoJ) recognises that Gender Mainstreaming is critical to the integration of a gender perspective in sectoral policies and programmes. In this regard, a several measures and initiatives have been implemented to ensure that Gender Mainstreaming is more than a quantitative change in numbers of women and men participating in, or benefitting from policies and programmes.

Goal 5 of the Sustainable Development Goals (SDGs) is important as the transformative stand alone goal. It has been adopted by the GoJ, therefore, to facilitate the empowerment of women and girls towards the achievement of gender equality.

The Gender Mainstreaming programme, therefore, involves a series of carefully crafted affirmative actions which are designed to facilitate transformation of sectoral policies at all levels and, of institutions, organizational practices, attitudes and behaviours, so that they take into account the gender-differential (i.e. the realities, needs and views of women and men).

The affirmative actions are instruments for achieving substantive equality between women and men in Jamaica and are influenced by significant events within the gender arena.

Background - The Case of Jamaica

- 1987 - In keeping with the WAD approach, the GoJ developed a National Policy Statement on Women to enhance the status of women;
- 1995 – Watershed year for gender mainstreaming philosophy in Jamaica as the concept was highlighted during the 4th World Conference on Women, held in Beijing, China in 1995;
- Gender Mainstreaming was adopted as one of the chief outcomes of the Conference in keeping with the Beijing Declaration & Platform for Action (BPfA) which highlights Gender Mainstreaming as one of the main strategies in achieving gender equality and women’s empowerment;

- The GoJ made commitment to the Beijing Platform for Action 1995, (BPfA), its 12 critical areas of concern and Gender Mainstreaming (GM);
 - The BPfA requires all governments to **“promote an active and visible policy on mainstreaming a gender perspective in all policies and programmes so that, before decisions are taken, an analysis is made of the effects on women and men, respectively”**;
 - The adoption of the BPfA signalled a national effort toward the implementation of gender mainstreaming programmes and initiatives;
 - The State machinery for women/gender issues began to articulate and incorporate gender mainstreaming language in policy documents, and other inter-sectoral discussions;
 - 1997 – Cabinet directive was issued for government Ministries, Departments & Agencies (MDAs) to begin to integrate gender in all national sectoral policies, programmes and plans;
 - 2004 – Gender Advisory Committee established by government to strategically advise government on issues pertaining to gender and to develop a National Policy for Gender Equality and Women’s Empowerment;
 - 2009 – Male Desk established within the Bureau of Women’s Affairs (now Bureau of Gender Affairs) to coordinate policy issues relating to males;
 - 2011 – National Policy for Gender Equality (NPGE) approved via Cabinet Decision No. 11/11 on March 7; NPGE launched on March 8 in observance of the 100th Anniversary of IWD & tabled in Parliament in November;
 - 2016 – Re-branding of the national machinery to Bureau of Gender Affairs via Cabinet Decision 8/16 on March 21 (To provide a more integrated approach to Gender Mainstreaming);
- 2016 – Minister of Gender Affairs appointed on March 7- Bureau of Gender Affairs (BGA) strategically transferred to line Ministry of Culture, Gender, Entertainment & Sport.

Policy Framework

At the policy level, there are two instruments which contribute to the creation of an enabling policy framework, namely:

- ✚ **National Policy for Gender Equality (NPGE) (2011)** – The National Policy for Gender Equality (NPGE) is being implemented by the Bureau of Gender Affairs (BGA), a Division of the Ministry of Culture, Gender, Entertainment and Sport (MCGES) and State machinery for women's affairs and gender issues. The NPGE is geared towards achieving equal treatment for women and men through equal visibility, equality of opportunity, equal access to all resources, and equal participation in all areas of public and private life. It also facilitates the integration of a gender perspective as a fully binding initiative and commitment to address and enable full participation in all areas of national life. The framework of the NPGE is applied to the national/local policy making process and reflects sector-specific international and regional commitments to gender equality.

Implementation of the NPGE

- Permanent Secretaries and Chief Executive Officers in the respective MDAs are ultimately responsible for the implementation of the principles and goals of the NPGE as they relate to the specific mandates of each entity.
 - The BGA consults and collaborates with MDAs to assist with the implementation process which is to be monitored by a Gender Advisory Council (GAC).
 - The Gender Mainstreaming process is facilitated by Gender Focal Points (GFPs) who function as 'key responsibility centres' within the respective MDA. GFPs, therefore are expected to coordinate the gender-specific activities within the respective MDA with support from the BGA/Ministry of Culture, Gender, Entertainment & Sport (MCGES).
 - GFP mechanisms are located in different sectoral ministries to ensure the incorporation of gender concerns and needs in policies, plans, programmes and projects to facilitate the gender-differential impact on women and men.
- ✚ **Vision 2030: National Development Plan** and its Medium Term Framework are framed against the backdrop of gender and human rights international agreements/conventions to which the GOJ is committed. It provides a framework for further integrating gender considerations in sector policies and plans.

Selected analytical tools and techniques used to implement Gender Mainstreaming

- **Gender Analysis** – to assess impact arising from each policy component on women and men of different age, social and economic background;
- **Sex Disaggregated Data** – for impact analysis, policy appraisal, monitoring and evaluation;
- **Educational Tools and Techniques** e.g. training and sensitization workshops, seminars, discussion fora – to help staff members and stakeholder identify and define relevant gender issues.
- **Gender Focal Points** – central points/individuals in an organization with responsibility to oversee the gender mainstreaming process within their organization.
- **Gender Analysis Checklist** - for use by policy analysts in public sector entities who are responsible for policy development and analysis and GFPs in key MDAs;

Challenges

- Missed targets regarding support from private sector organisations – Limited reach was sustained through a Gender Summit in 2013;
- Project cycle was too short to achieve the desired results
- Community of Practice – one of the chief outcomes of the project - was not achieved
- Final Perception was not due to insufficient time for completion

Brief Summary of Achievements

Jamaica's Gender Mainstreaming is bolstered by a number of factors including strong political will & commitment, multi-sectoral collaboration and partnership with key stakeholders (media, NGOs, CBOs, CSOs, faith based organizations, educational institutions, the public and private sector, non-governmental organisations and other key publics). The use of gender-specific Indicators has facilitated the monitoring and evaluation of programmes and other initiatives which are designed to facilitate Gender Mainstreaming.

The Gender Mainstreaming programme received a significant boost through grant funding from the United Nations for Women's Empowerment & Gender Equality (UN Women) and the Fund for Gender Equality (FGE) to implement a 32 month project entitled "**Jamaican Women Economic & Political Empowerment: The Way Out** project in 2011. The project was implemented jointly by the Bureau of Women's Affairs (now Gender Affairs) and a non-profit organisation, the Dispute Resolution Foundation (DRF).

The “**Jamaican Women Economic & Political Empowerment: The Way Out** project facilitated the establishment of GFPs across Ministries, Departments and Agencies (MDAs). The GFP network created the institutional framework to ensure that gender is mainstreamed in all government national policies, programmes, plans and projects. One hundred and six (106) senior policy makers were trained in keeping with their appointment as GFPs.

Twenty-seven (27) MDAs received a Gender Equality Seal (GES) through the GES Certification Programme to signal their commitment to the guiding principles in the NPGE. The BGA has increased the focus on community based-outreach to provide strategies to treat with some of the many issues which women face. This is achieved through community activities, public education, training, sensitization and first level interventions

The Gender Equality Seal (GES) Certification Process

The GES is awarded to MDAs which satisfy the criteria, as follows:

- Appoint a senior staff to be trained to undertake the duties of a GFP;
- Ensure that the appointed GFP receives the requisite training in Gender Mainstreaming & participates in at least 80 per cent of the training sessions;
- Develop an Action Plan in keeping with the Implementation Plan of the NPGE;
- Receive approval for the Action Plan from Head of entity & submit to the BGA.

Next Steps

In keeping with the implementation of the NPGE, the BGA will collaborate with the United Nations Development Programme (UNDP) toward the establishment of a national certification model, EQUIGEN. This will be done through an Enhancing Gender Equity and Mainstreaming in the Public & Private Sector Project.

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