



Towards a World Bank Group Gender Strategy Consultation Meeting July 9, 2015 Feedback Summary Kingston, Jamaica

The consultation meeting with **civil society** was held on **July 9, 2015** in **Kingston, Jamaica**. After a presentation by the World Bank Group Gender Team on the background, intended scope and process for the strategy, the floor was open for participants' comments and recommendations. The summary below captures the main points and recommendations raised during the meeting.

Total Number of Participants: 9. A participant list is available [here](#).

Feedback from Stakeholders

1. KEY GENDER GAPS THE WORLD BANK GROUP SHOULD TAKE INTO CONSIDERATION AS PRIORITY TO HELP COUNTRIES REDUCE POVERTY AND PROMOTE MORE EQUITABLE SOCIETIES

The World Bank Group (WBG) should consider the following areas as priority:

- **Jobs and assets.**
 - The **focus on these areas resonated** and were considered the number one issue for the Jamaican context, especially for youth. This was also identified as a key issue for Men who have sex with Men (MSM).
 - Issues of **access to capital** were also raised –seed capital should be a focus for **vulnerable communities** and can help them to move out of poverty.
 - In the area of **entrepreneurship**, the need for more of an ecosystem was expressed; entrepreneurship will not be successful without the wrap-around services.
 - **Occupational sex segregation** and its relationship to Science, Technology, Engineering, Mathematics (**STEM**) and Information and Communication Technologies (**ICTs**).
 - **Land and property rights**. Also, issues related to regularization of land and squatters.

- **Education.**
 - A large structural deficits exists for boys, for example, there are 17 single sex schools for girls in Jamaica, and only 7 for boys. Nutrition is also worse for boys.
 - The link between youth education and empowerment should be prioritized.
- **Sexual and reproductive health and rights (SRHR).** Emphasis on this area should be considered, especially for adolescents. For example, junior condoms are not available.
 - Also, the link between **SRHR and education** should be recognized in the context of education policies and adolescent pregnancy. For example, up until two years ago, pregnant adolescents had to drop-out of school and could not re-enter.
- **Norms.**
 - Norms is a major issues in Jamaica. The notion of traditional gender roles need to be expanded.
 - Also, gender norms need to be discussed in relation to employment and entrepreneurship.
 - A societal dialogue around norms is essential, currently this discussion is only taking place at the technocratic level. Public campaigns and forms around norms could help to start the public discussion, especially at the community level.
- **Gender-based violence.**
 - A shift needed in this area with respect to **norms**.
 - When **men** report incidents of **sexual violence**, they are not taken seriously, therefore, a particularly focus is needed.
 - There are also higher rates of **violence against adolescents** in some rural areas, in many forms including incest.
 - A severe **lack of services** exists, with only one crisis center on the island based in Kingston. Therefore, there are no services available for survivors in rural areas. Additionally, the existing center does not accept survivors who are under 18 years old and shelters won't accept them when they have babies, consequently many in need are excluded. Such centers and shelters should also incorporate livelihood activities.
 - Although the law was recently amended to recognize marital sexual assault, it still does not recognize **marital rape**.
- The **legal framework**. Jamaica has very progressive legal framework with regard to women's rights and empowerment. However, legal framework alone is not sufficient and it lacks "teeth". Policies need to be implemented (examples Gender Equity 2001 redefined violations under 2009 Sexual Offences Act; National Strategic Plan to Eliminate GBV 2012-2024 has had no action or funding). Implementation should be the focus.
- **The WBG should also consider the following areas:**
 - **Small Island Developing States (SIDS).** For small, developing island states, climate change is significant source of growing inequalities in gender, age, socio-economic status. Climate change effects (droughts, new illnesses, rising water levels, increased intensity of storms) disproportionately affect the poor, and poor women's ability to participate in the economy.
 - Sexual orientation and gender identity (**SOGI**) issues, more specifically, Men who have sex with Men (MSM) and HIV/AIDS.
 - **Persons with disabilities**, especially women who face a double burden.

- **The decent work agenda.**
- **Gender wage gaps.**
- **The feminization of HIV/AIDS.**
- **Care.**
- **Male mortality in the context of crime and violence.**
- Additionally, the **structural adjustment model** has had significant negative impacts and has accelerated inequalities relating to gender equality, disability, etc.

2. EXAMPLES OF PUBLIC AND PRIVATE SECTOR POLICIES, APPROACHES AND PROGRAMS THAT HAVE HELPED REMOVE ECONOMIC AND SOCIAL CONSTRAINTS TO WOMEN AND GIRLS AND THAT THE WORLD BANK GROUP STRATEGY COULD LEARN FROM

- Emphasis on more and better jobs and access and control over resources important. In work with adolescents, **Eve for Life's livelihoods support programs** or educational support components make programs more successful. In Kingston, a holistic program for teenage mothers included support during the entire 1st year (nutrition advice, assistance with babies, etc.); counseling about work or school opportunities and referrals to Ministry of Labor or schools. With this type of assistance, young women performed better. In rural areas, Eve for Life completed SRH empowerment. If you make it easier for them to find jobs, they are able to leave situations of violence and better address their health challenges (HIV).
- **51% Coalition** has established a network of women from throughout the Caribbean working on gender-related issues. They share information on MDGs, program strategies, etc. Information forum has been critical to the network's success.
- **Woman Incorporated** built a crisis center in Kingston, it is the only one in existence. However, for those under 18, there is a need for other programs and safe spaces for young women who are seeking to leave situations of violence, find employment and start new lives.

3. EXAMPLES OF POLICIES AND PROGRAMS THAT HAVE CREATED ACCESS TO BETTER JOBS FOR BOTH WOMEN AND MEN. ELEMENTS THAT HAVE MADE THESE WORK.

- The **"Way Out Project", funded by UN Women in coordination with Government of Jamaica (GoJ)** initiated conversations about gender roles in a variety of settings. Expanding these conversations, especially regarding social norms pertaining to entrepreneurship and employment (i.e. education is a "female pursuit," parenting seen as a woman's role), may help boost women's participation.
- The **New Employment Opportunities (NEO)** project in Jamaica (funded by the Multilateral Investment Fund (MIF), a member of the Inter-American Development Bank (IDB) Group) is an initiative that **connects companies with vocational training facilities** in order to provide young people with direct work experience while they are trained. The program has successfully connected educational training with private sector opportunities, with a goal of matching 200,000 students. This approach links youth into formal sector employment, and may be more effective than a focus on entrepreneurship training as it provides more and better jobs.

- **Learning Networks of Jamaica** is a flagship program under the **Violence Prevention Alliance**, which brings together different groups active within a community (state, church, NGO). The program is strategically placed in communities with high levels of **crime and violence**; and serves as a “learning incubator” within these communities. The centers have computers with internet-based software to prepare students for HEART (vocational training) examination. Youth learn **conflict-resolution skills**, advice on **transition to labor force**, and follow-up after completion of the program. While not explicitly for youth, the majority of participants are male youth.
- **Digital Jam and Start Up Jamaica** have been successful programs to highlight emerging ICT and computer programming and animation talent. This year, the Digital Jam will include other countries in Latin American and the Caribbean.
- The **Bureau of Gender Affairs** launched a gender mainstreaming initiative that has been critical to building capacity within government and private sector actors on gender, and changing policies and programs.
- The **Branson Center for Entrepreneurship** launched a resocialization for girls and among other activities, promotes girls in coding.
- **“Moveable chicken coups”** were shared as a good practice example of an economic activity for women that has been successful. One can disassemble it and move somewhere else. Currently attempts are targeting at squatters, who are mostly women.

4. RECOMMENDATIONS ON SOLUTIONS NEEDED TO INCREASE OWNERSHIP OF OR ACCESS TO LAND, HOUSING, FINANCE, AND TECHNOLOGY FOR WOMEN.

- **ICTs** provide critical opportunities for both male and female youth, especially within the global economy. Barriers are closing between men and women, but academic preparation for boys and girls continues to influence their roles within the digital economy. Girls continue to opt for data entry positions, and men on software development and coding. It is still the boys who are the “success stories” within this sector. **Resocialization of girls’ educational decisions and pathways is necessary to allow them entry into higher paying jobs in ICT.**
- In programs aimed to increase women’s access to and **control over resources**, the absolute necessity for programs to address sexual and reproductive health issues (training and access to services) and to provide access to childcare was noted.

5. RECOMMENDATIONS ON HOW THE WORLD BANK GROUP CAN BETTER SUPPORT COUNTRIES AND COMPANIES IN THEIR EFFORTS TO STRENGTHEN THEIR SYSTEMS AND INSTITUTIONS WITH RESPECT TO GENDER EQUALITY TO YIELD MORE SUSTAINABLE RESULTS

- **Endowments.** WBG should continue working on **endowments**, especially in the quality of and completion of education.
- **Convening power and coordination.** WBG has a critical **convening role** between different GoJ Ministries, and can encourage ministries to work together on complex issues. Currently, **collaboration is not encouraged and information sharing is poor.**
- **Adolescent health programs.** WBG can help develop **youth-friendly health programs**, particularly in the areas of access to contraception. Young girls, ages 10-14 and 15-19 two to three times more likely to contract HIV/AIDS than boys their age. Vulnerabilities are different for boys and girls, having to do with gender roles and stereotypes.

- **Entrepreneurship.** Widen the scope of entrepreneurship projects, such as **Digital Jam and Start Up Jamaica.**
- **Participatory approaches.** Take a bottom-up approach to development; the top-down model is no longer working.

6. IMPORTANT KNOWLEDGE GAPS – AREAS WHERE WE DON'T KNOW ENOUGH AND THE WORLD BANK GROUP SHOULD PRIORITIZE IN ITS WORK TO HELP CLOSE GENDER GAPS

- **Best practices and evidence.** WBG could support more sustainable results by **sharing best practices** on gender equality in a timely manner, not only with GoJ, but with NGOs, civil society and media. Additionally, the WBG should share experience on how and what kinds of programs help girls and boys to re-examine gender roles and pursue alternative expressions of gender in order to access a wider range of opportunities.
- **Data availability and comparability.** The WBG has key role in data production. For small island states, data is a big problem. When it exists, it is dated, and it often is sourced from mixed, non-comparable methods. Programs often fail to create baselines from which to compare monitoring data. There is also a need to focus specifically on gender equality data and work streams; helping to streamline definitions, such as “female-headed households” would be particularly useful.
- **Operationalizing data.** WBG can help operationalize existing data and studies. Many studies exist within Jamaica, but translating these findings into community-relevant actions is necessary.
- Lack of data in the following areas:
 - Impact of male-on-male violence affects women and female members of households.
 - Data on HIV within LGBT communities.
 - Data on gender-based violence against adolescents.

7. ANY ADDITIONAL COMMENTS OR SUGGESTIONS.

- **The WBG should also consider the following areas:**
 - The definition/understanding of **gender equality.** We need to expand “gender” to look at masculinities and femininities.
 - **Income and class inequalities.**
- Concerns were expressed about moves to quiet civil society groups, as well as the lack of government engagement with CSOs that are not politically aligned with the ruling party. The WBG could push back and insist on a greater diversity of CSO representation.