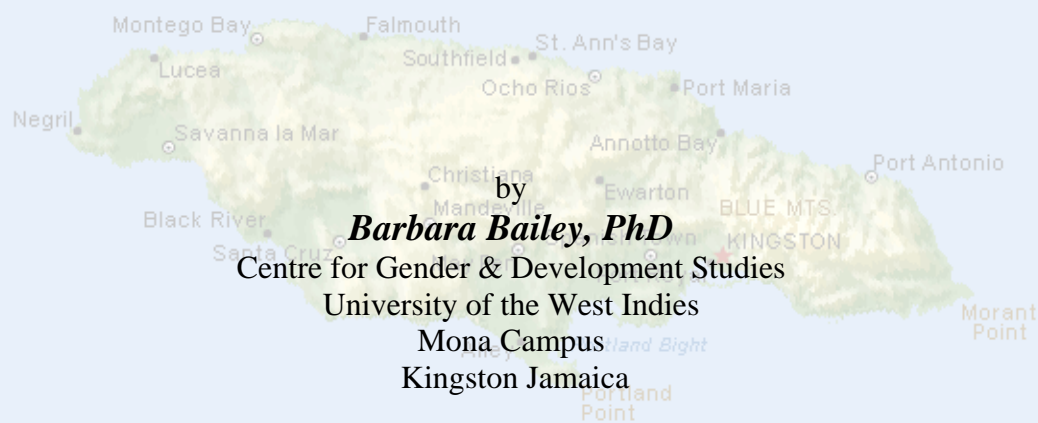


GENDER PROFILE



JAMAICA

Prepared for
Japan International Cooperation Agency (JICA)
&
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JAMAICA



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The information presented here was gathered from on-site sources. And therefore JICA is not responsible for its accuracy.

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LIST OF ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
BCG	Bacille Calmette Guerin – a vaccine for tuberculosis
BWA	Bureau of Women’s Affairs
CAFRA	Caribbean Association for Feminist Research and Action
CARICOM	The Caribbean Community
CBO	Community Based Organization
CCGEP	Caribbean Gender Equality Program
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CGDS	Center for Gender and Development Studies
CIDA	Canadian International Development Agency
CSME	CARICOM Single Market and Economy
CVSS	Council of Voluntary Social Services
CXC	Caribbean Examinations Council
DPT	Diphtheria Pertussis Tetanus
ECLAC	Economic Commission for Latin America and the Caribbean
GAC	Gender Advisory Committee
GAD	Gender And Development
GDP	Gross Domestic Product
GSAT	Grade Six Achievement Test
HEART	Human Employment and Resource Training Agency
HIV	Human Immunodeficiency Virus
ISER	Institute of Social and Economic Research
JAMAL	Jamaica Movement for the Advancement of Literacy
JICA	Japan International Cooperation Agency
JOCV	Japan Overseas Cooperation Volunteers
MOEYC	Ministry of Education Youth and Culture

NGO	Non-Governmental Organization
NYS	National Youth Service
OSS	Occupational Sex Segregation
PIOJ	Planning Institute of Jamaica
STATIN	Statistical Institute of Jamaica
STI	Sexually Transmitted Infections
UNDP	United Nations Development Programme
UNESCO	United Nations Educational Scientific and Cultural Organization
UNFPA	United Nations Population Fund
USD	United States Dollars
UWI	University of the West Indies
WAD	Women And Development
WID	Women in Development
YWCA	Young Women's Christian Association

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1. Introduction

An analysis of relations of gender and the position of women relative to men in Jamaican society, points to the fact that in spite of the gains women have made in several areas of personal and public life, inequalities between the sexes persist. To elucidate this claim, in this Report, sex disaggregated data for two time periods, 1998/99 and 2002/03 are presented in relation to socio-economic, health and education indicators. The analysis highlights the dialectical relationship between educational attainment and social status of Jamaican women and men. Information on policies related to women and development is also included.

2. Basic Profile of Jamaica

2.1 Demographic Indicators

Table 2.1 - Demographic Indicators

Total Population (millions)	% female population	% urban population	Population growth rate	Total Fertility Rate	Life Expectancy	
					Male	Female
2.64 ('03)	50.7 ('03)	50.0 ('03)	0.6 ('03)	2.8 ('03)	73 ('03)	75 ('03)
2.59 ('99)	50.1 ('99)	43.3 ('99)	0.7 ('99)	2.8 ('99)	72 ('99)	72 ('99)

Source: Economic & Social Survey Jamaica. 1999¹ & 2003²

Although the population growth rate has declined by 0.1% between the two time periods, in terms of absolute numbers the population has increased from 2.59 M in 1999 to 2.64 M in 2003 with females accounting for 50.1% and 50.7% of those numbers respectively. The data indicate that Total Fertility Rates have remained constant at 2.8 indicating that the increased numbers in the population are due not only to births but also to 'the effects of the ageing population structure with the elderly (60+) being the fastest growing segment of the population due to the declining fertility and mortality rates, and increase in life expectancy'³. Data in Table 2.1 show that life expectancy for both males and females has increased between 1999 and 2003.

Of note, is that over the four-year period, proportion of the total population in urban areas increased from 43.3% in 1999 to 50.0% in 2003 residing in the highly urbanized parishes of Kingston and St. Andrew; St. Catherine and St. James no doubt in search of educational and/or employment opportunities.

¹ *Economic and Social Survey Jamaica 1999*. Kingston, Jamaica: Planning Institute of Jamaica 2000.

² *Economic and Social Survey Jamaica 2003*. Kingston, Jamaica: Planning Institute of Jamaica. 2004

³ *Economic and Social Survey Jamaica 2003. op.cit. p.viii*

2.2 Economic Indicators

As can be observed from Table 2.2 per capita income increased marginally between 1999 and 2003 from US\$ 2 620.00 to US\$2 760.00. On the other hand there was a significant increase in real Gross Domestic Product (GDP) from 0.9% in 1999 to 2.1% in 2003. The GDP Implicit Deflator which is actually an index of current prices shows a 2 point decline between 1999 and 2003 indicating a decrease in inflation rates over the four-year period. In 2000⁴ the Gini Index which is a measure of the extent to which the distribution of income or consumption among or between households within a country deviates from an equal distribution stood at 37.9% in 2000 indicating fairly wide disparities with only 6.7 of the share of income distributed among the poorest 20% of the population while the richest 20% accounted for 46.0% share of income.

Table 2.2 - Economic Indicators

GNI/Capita (US\$)	Growth rate of real GDP	GDP Implicit deflator	Gini index
2,760 ('03)	2.1% ('03)	12.5% ('03)	N/A
2,620 ('99)	0.9% ('99)	14.4% ('99)	37.9% ('00)

Source: Economic & Social Survey Jamaica. 1999 & 2003, World Bank Group <http://devdata.worldbank.org>

There are also gender inequalities in terms of income distribution between different population age groups as well as between males and females. According to the 2003 Social and Economic Survey:

The population group most affected by poverty was children (0-18 years) who accounted for 47.8% of persons in poverty... with there being a slightly higher incidence among boys (25.4%) than among girls (21.7%). There was a relatively even representation of the elderly among the poor compared with the general population and the female elderly person had a higher rate of poverty (13.0%) than the male (11.0%). Overall more of the poor was female (52.2% but there was no real difference by gender in the general incidence of poverty. (25.10:6)⁵

Overall, the economic indicators suggest steady growth in the Jamaican economy over the time period but an uneven distribution of income.

⁴ *Human Development Report 2003*. United Nations Development Programme, New York. Oxford University Press 2003.

⁵ *Social and Economic Survey Jamaica 2003*. Kingston Jamaica: Planning Institute of Jamaica 2004.

2.3 Sectoral Performance: Contribution to GDP

Table 2.3 - Sectoral Contribution to GDP

Year	Agriculture, Forestry, Fishing	Industry	Services
2003	6.3%	28.7%	71.9%
1999	7.4%	35.2%	57.5%

Source: Economic & Social Survey Jamaica. 1999 & 2003

In 2003 Agriculture including Forestry and Fishing accounted for 6.3% of Gross Domestic Product (GDP) while other industries (Mining and Quarrying, Manufacturing, Construction and Installation) accounted for 28.7%. The largest contributor, however, was Services accounting for 71.9% of GDP in that year. These figures mirror those for 1999 where Services was the largest contributor accounting for 57.5% of GDP followed by industrial sectors accounting for 35.2% and agriculture for 7.4%. Of note, is the fact that for both years under review, the service sector for more than half of total contribution to GDP; the agricultural sector has contributed less than 10% in each year; and the industrial sector is on the decline, contributing less than 30% in 2003. It is therefore to be concluded that the service sector continues to grow; the industrial sector is slowly declining; and the agricultural sector is increasingly diminishing.

2.4 Public Expenditure by Sector

Table 2.4: Public Expenditure by Sector as % of Total GOJ Budget

Year	Health	Education	Security/Justice	Tourism
2002/03	4.0%	10.0%	6.3%	1.1%
1998/99	4.6%	11.0%	5.1%	0.9%

Source: Social and Economic Survey Jamaica 1999 & 2003

Data relating to public expenditure on various sectors were readily available only for health, education, security/justice and tourism. The figures revealed that allocations, as a percentage of GDP, to these sectors were more or less consistent for the two time periods under review. In keeping with the need to ensure the development of a literate population and a skilled work force, in both cases the largest allocation was to Education. Security and Justice were next in line with 2003 showing an increase in 2003 (6.3%) over 1999 (5.1%). Allocation to health decreased slightly from 4.6% in 1998 to 4.0% in 2003 and Tourism increased slightly from 0.9% to 1.1% of total budget allocation. These overall figures, however, give no indication as to how funds are distributed within these sectors. Therefore the extent to which sector budgets are gendered and responsive to the unique and different needs of males/females as in the case of health and education cannot be determined.

3. Current Situation of Women by Sector

3:1 Education Profile

3.1.1 Government Policy

One of the philosophies on which the Ministry of Education and Culture builds its policies is that each individual child or adult can and must learn. In terms of policy there is therefore no barrier to education based on sex or any other discriminatory factor. Although current government policy does not include compulsory education at any level, a key consideration of the government at this time, is to make primary level education compulsory. To make this a possibility, the government proposes to provide a social safety net for families below the poverty line, with regular attendance of the children being a major incentive in the provision of such support. The government is also increasingly giving attention to the Early Childhood Education age and the importance of full enrolment of the four to five age cohorts.

The Charter of the Ministry of Education and Culture states that the government of Jamaica takes responsibility to ensure that all citizens have access to a minimum of six years of formal education. It also accepts responsibility for the right of every child who is a citizen of Jamaica, whether by birth or naturalized citizenship based on residency criteria, to be educated to the highest level and extent possible, within the resources of the family, the community and the State.

The government of Jamaica recognizes the issue of gender imbalance in the education system as a source of concern; the consensus being that males appear to be disadvantaged. In an attempt to regain some balance, a special effort is being made to address this problem by focusing on curriculum development and delivery that will more effectively engage both males and females in the learning process.

The government affirms its commitment to the education and training of its people and regards this as a sound investment in the building of human capital, even in the face of migration of trained persons to metropolitan and other countries.

3.1.2 Primary and Secondary Education

Table 3.1: Gross Enrolment Ratios, Primary and Secondary Levels

Year	Level	Age Group	Overall	Male	Female
2002/03	Primary	6-11	94.0	95.2	92.8
	Lower Secondary	12-14	93.3	93.5	93.1
	Upper Secondary	15-16	79.8	77.9	81.7
1999/2000	Primary	6-11	99.7	101.7	97.7
	Lower Secondary	12-14	95.2	97.2	93.1
	Upper Secondary	15-16	74.4	71.6	77.1

Source: Jamaica Education Statistics 2002 – 2003⁶.

⁶ *Jamaica Education Statistics 2002 – 2003*. Planning and Development Division – Statistics Section. Ministry of Education, Youth and Culture. Kingston, Jamaica.

At the primary level, education is offered to students aged six to eleven years in grades one through six in both government and private schools. The Ministry operates a subsidized feeding programme in all public primary schools and provides free textbooks in the core subjects to all students. It is at this level that the foundation for the further development and education of the child is established. By the end of the primary cycle, teachers aim to equip students with three main competencies: functional literacy and numeracy; competence in basic knowledge and skills required for access to secondary education; and the possession of a caring attitude towards self, others and all natural resources.

Statistics from the Ministry of Education and Culture show that in the 2002/03 school year, ninety-four percent of all children in the 6-11 age cohort were enrolled in school with males showing a higher Gross Enrolment Rate (95.2%) than females (92.8%). These figures compare with an overall enrolment rate of 99.7% in 1999 and as before males had a higher Gross Enrolment Rate (101.7%) than females (99.7%). Enrolment ratios therefore indicate that gender gaps at the primary level favour males.

Although the gender gap in enrolment at the primary level favoured males, in both 1999 and 2003, at these grade levels generally males had lower promotion rates, higher repetition rates and higher drop-out rates than females. These trends suggest that at this level performance indicators favour females. These trends are confirmed by the fact that in the 2003 offering of the exit assessment examination taken at the primary level, the Grade Six Achievement Test (GSAT), more females than males were entered for the five subject areas (Mathematics, Science, Social Studies, Language, Communication Task) and in all cases the national average for females was higher than that of males.⁷

At the secondary level, students are prepared for further education or for entry to the world of work. At this level, there is a lower and an upper cycle. The lower cycle consists of Grades 7-9 with students in the 12-14 age group; while the upper cycle consists of Grades 10-11 with students in the 15-16 age group. Some secondary level schools carry two additional grades, 12 and 13, also known as the lower and upper sixth forms.

Gross Enrolment Rates indicate that, compared with the primary level, at the upper secondary cycle there is a shift in the gender gap in favour of females. In 2002/03 there was a three point difference with the female rate at 81.7% while in 1999/2000 there was an approximate six point difference with female rate of 77.1% (See Table 3.1).

The Caribbean Examinations Council (CXC) General Proficiency Examination is used to satisfy matriculation for entry to the University of the West Indies and other tertiary level institutions and therefore carries the highest social currency of all secondary level school leaving examinations.

⁷ See *Jamaica Education Statistics 1998 – 1999 and 2002 – 2003*. Planning and Development Division – Statistics Section. Ministry of Education, Youth and Culture. Kingston, Jamaica.

Table 3.2: Male/Female Performance Dominance, CXC General Proficiency, 2002/03

Subject Groupings	Performance Dominance	
	Male	Female
Sciences (11)	4	7
Humanities (7)	-	7
Business (4)	-	4
Technical Crafts (7)	3	4
Performing/Visual Arts (3)	1	2

Source: Jamaica Education Statistics 2002 – 2003.

In the 2002/03 sitting of the examinations, entries favoured females in twenty-three of thirty-two subjects. Females also dominated in terms of performance at the Grade 1, 2 and 3 general proficiency levels. Although, overall females were the better performers in the Sciences, males did better in Mathematics and Technical Drawing; subject areas that are critical pre-requisites for professions in which women are under-represented. In keeping with traditional curriculum sex-linkages, females dominated performance in the Humanities and Business subjects, patterns which to a large extent account for positioning of females in certain occupational groupings such as teaching and clerical services. The technical crafts continue to be rigidly sex-segregated into female and male dominated subjects. Involvement in subjects such as Food and Nutrition, Clothing and Textiles and Home Economics Management propel females expected reproductive roles and low-paying feminised occupations while the latter prepare males for more technical oriented and lucrative activities in the areas of Woods, Metals, Building and Electrical Technology and Electronics. The Performing Arts were female dominated while males were better in the Visual Arts (See Table 3.2).

These patterns of participation and performance at this level are very much related to post-secondary options that males and females pursue in terms of tertiary education as well as their entry into the labour force. In the former case the under-participation and performance of males at the upper secondary level is one factor that explains their under-representation at the tertiary level. In the case of the labour force, observed patterns of occupational sex segregation (OSS) mirrors patterns of sex-segregation of the curriculum and performance established at the secondary level, particularly in technical areas.

3.1.3 Vocational and Technical Education, Higher Education

The rapid advancement of technology globally and in Jamaica indicates the need to develop the capacity of our human resource in the field of vocational and technical education. In an attempt to meet the development needs of the country, vocational and technical education training is therefore emphasized. Training in these areas is provided at the secondary, post-secondary and tertiary levels through technical high schools, community colleges, specialized institutions, universities and in some cases offshore institutions. The Human Employment and Resource Training Agency (HEART Trust/NTA), a continuing education institution, also provides technical training, with emphasis in the area of Information Communication and Technology.

Table 3.3: Female Ratios at the Tertiary Level

Year	Education	Agriculture	Engineering and Technology	Medicine and Natural Sciences
2002/03	79.5%	57.4%	26.1%	67.7%
1998/99	81.7%	n/a	22.7%	65.3%

Source: Jamaica Education Statistics 2002/03 and 1998/99
Student Records Unit, University of the West Indies, Mona.

Enrolment ratios for females in various fields of study at the tertiary level are presented in Table 3.3. These figures indicate that for both 1998/99 and 2002/03, in keeping with traditional sex-linked patterns, women are least represented in Engineering and Technology (22.7% and 26.1% respectively) and most highly represented in Educational Studies (81.7% and 79.5% respectively).

At the same time, however, it is obvious that females have now moved into fields that were once regarded as appropriate only for males. In 2002/03, females accounted for more than half (57%) of persons enrolled in Agriculture and in both years more than two-thirds of those in Medicine (65.3% and 67.7% for 1998/99 and 2002/03 respectively). Of note, however, is the fact that 'in spite of the growing trend of females transcending traditionally "female" occupations and crossing over into traditionally "male" occupations, the tendency to practice on the "feminine" side of those occupations is evident. At the University of the West Indies, Mona, the tendency of female Medical Sciences graduates to practice in areas of Family Medicine, Paediatrics and Obstetrics and Gynaecology, in particular, highlights this issue. An internal stratification based on sex is therefore often evident in cases where females have moved into traditionally male dominated professions.⁸

3.1.4 Literacy Education

Table 3.4: Adult Literacy Rate (% age 15 and above)

Year	Total	Male	Female
2001 (in '03)	87.2%	83.4%	91.0%
1999 (in '00)	n/a	n/a	89.9%

Source: UNDP Human Development Report 2000⁹, 2003¹⁰

Literacy is the fuel on which the engine of a society runs. In Jamaica, as in any other society, men and women need to be literate in order to access the necessary training for entry into the job market and to succeed in his/her chosen field. The Jamaica Movement for the Advancement of Literacy, the JAMAL Foundation, which falls under the Ministry

⁸ See data from Hamilton, M. 2001 cited in Bailey, B. & Ricketts, H. 2003. Gender vulnerabilities in Caribbean labour markets and decent work provisions. *Social and Economic Studies*. 52:4 (49-81).

⁹ *Human Development Report 2000. Human rights and human development*. United Nations Development Programme. New York 2000.

¹⁰ *Human Development Report 2003. Millennium Development Goals: A compact among nations to end human poverty*. United Nations Development Programme. New York 2003..

of Education and Culture, was established primarily to address the needs of adults who were unable to read and has been central for decades in raising the standard of literacy among our adult population. Given the trends at all levels of education it is not surprising that data indicate that in 2001 there was an overall adult literacy rate of 87.2% with females being more literate (91.0%) than males (83.4%). The figure for female adult literacy was an improvement over that for 1999 (See Table 3.4).

EDUCATION PROFILE SUMMARY

Jamaican citizens have access to a minimum of six years of education.

Gender imbalances in the education system are acknowledged as a source of concern.

The gross enrolment ratio at the primary level favours males most likely linked to the fact that at this level males have lower promotion rates, higher repetition rates and higher drop-out rates than females.

Gross enrolment ratios, at the upper secondary cycle and tertiary levels favour females.

In the General Proficiency level examinations offered through the Caribbean Examination Council (CXC), overall females dominate entry and performance. However, rigid sex-segregation is still evident in Technical Proficiency subjects with males doing better in the technical crafts and females in domestic crafts.

Even though traditional sex-linked patterns continue to inform women's lower representation in Engineering and Technology at the tertiary levels, females have increasingly moved into fields such as Agriculture and Medicine.

Generally, sex-linked patterns of participation and performance at the secondary level relate to post-secondary options that males and females pursue in terms of tertiary education and their entry and positioning in the labour market.

3.2 Economic Profile

3.2.1 Certification of Males/Females in the Labour Force

Based on the gender gaps in education discussed in the Section 3.1 which, overall, favour females at higher levels of the system, it is not surprising that females represent the more highly qualified segment of the Jamaican work force. Data presented in Table 3.5 confirm this claim. In both 2003 and 1999, as a percentage of their group, more women

than men in the labour force had vocational certification or a professional degree. In 2003, the figures for females were 9.8% and 11.6%, respectively while for males they were 4.3% and 5.9%. In 1999 a similar pattern obtained with the figures for females being 7.9% and 8.7% and for males 3.2% and 5.2%. Of concern, however, is that a large percentage of both females and males in the labour force have no qualification with males being more disadvantaged than females in this regard. In 2003, 80.5% of all males reported that they had no qualification while this was the case for 69.6% of females compared with 80.7% males and 74.3% females in 1999.

Table 3.5: Level of Training of Males/Females in Labour Force

Level of Training	2003		1999	
	% Total Male	% Total Female	% Total Male	% Total Female
Vocational without certification	0.2	1.8	1.4	2.0
Vocational with certification	4.3	9.8	3.2	7.9
Professional without degree	0.4	0.5	0.3	0.3
Professional with degree	5.9	11.6	5.2	8.7
Apprentice	0.2	0.02	1.6	0.6
On-the-job-training	5.8	5.2	6.6	5.1
None	80.5	69.6	80.7	74.3

Source The Labour Force 2003¹¹ & 1999¹².

Labour statistics provided by the Statistical Institute of Jamaica (STATIN) indicate that as a percentage of the working age population (14 years and over) there are more males than females in the Jamaican labour force. In 2003, the male work force accounted for 47.4% of that population while the female workforce accounted for only 37.9% of the female population. A similar disparity obtained in 1999 with males comprising 48.7% and females 37.9% of the respective populations. These differences are, no doubt, due to the fact that women are mainly responsible for social reproduction roles in the home and community which are not market-oriented. The significant contribution that women make to national development through unpaid work is largely unrecognized and under valued and is not reflected in national income statistics.¹³

3.2.2 Labour Force Participation

Table 3.6: Labour Force Participation Rates

Indicator	2003		1999	
	Male	Female	Male	Female
LF as % of Total Population	47.4	36.1	48.7	37.9
Employment Rate	90.2	82.9	89.5	77.1
Unemployment Rate	9.8	17.1	10.5	22.9
Job Seeking Rate	4.8	7.8	5.0	10.6

Source The Labour Force 2003 & 1999. The Statistical Institute of Jamaica

¹¹ *The Labour Force 2003*. The Statistical Institute of Jamaica. Kingston, Jamaica. 2004.

¹² *The Labour Force 1999*. The Statistical Institute of Jamaica. Kingston, Jamaica. 2000.

¹³ For a discussion of women's role in social reproduction see Wedderburn, Judith. 2000. Gender and Social Reproduction. In (ed.) Mohammed, Pat. *The Construction of Gender Development Indicators for Jamaica*. Planning Institute of Jamaica in collaboration with CIDA and UNDP.

Although Jamaican women’s participation rates in paid employment has increased over the last few years, employment rates for men are consistently higher than that of females (90.2% to 82.9% in April 2003) while unemployment rates are higher for females than males (17.1% to 9.8%); as a result job seeking rates are higher for women (7.8% to 4.8%)[See Table 3.6].

3.2.2 Proportion of Workers by Sector

Table 3.7: Male/Female Proportion of Workers by Major Sectors

Year	Agriculture		Industry		Service	
	Male	Female	Male	Female	Male	Female
2003	26.5%	7.0%	44.9%	27.3%	28.6%	65.7%
1999	27.2%	7.2%	46.9%	32.6%	25.9%	60.2%

Source: Labour Force Statistics 2003 & 1999.

In keeping with entrenched universal patterns of occupational sex segregation it is not surprising that workers in the Service sector are predominately female with a female to male ratio of approximately 2:1. On the other hand, male workers predominate in the Agriculture and other Industrial sectors with converse female/male ratios of 1:2. The gendered distribution of workers in these sectors reflects traditional occupational sex segregation with females predominately located in lower-paying, lower status service oriented occupations compared with males who predominate in higher paying more technical occupations. These differences are linked to wage differentials with females, on average, earning less than men. Ricketts (2005),¹⁴ reports that across a thirteen year period between 1990 and 2002, males earned approximately 28% more than females.

3.2.3 Women in the Agricultural Sector

Although the agriculture sector declined in its contribution to GDP between 1999 and 2003 (See Table 2.3), the contribution to GDP in 2003 actually increased by 5.7 % over 2002 due mainly to Government policies and measures aimed at improving efficiency and competitiveness in the sector. Although this sector lags behind other sectors in terms of its contribution to GDP it remains important in the overall macro economy of the country.

Limited sex disaggregated data are available on male /female participation in this sector and what is available relates to agricultural activities but not to fisheries and forestry. Data presented in Table 3.7 point to the fact that there are more male than female workers in the agriculture sector. Innerarity (2000)¹⁵, however, points to the fact that, in spite of this, women make a significant contribution to agricultural output and are involved in

¹⁴ Ricketts, Heather. 2005. *Sociology and the Wage Determination Process*. Paper presented at the 9th Annual Derek Gordon Seminar, Department of Sociology, Psychology and Social Work. UWI, Mona.

¹⁵ Innerarity, F. 2000. *Gender Relations in Rural Jamaica: Implications for Women’s Economic and Social Development*. In: (ed.) Mohammed, P. *The Construction of Gender Development Indicators in Jamaica*. Planning Institute of Jamaica in collaboration with CIDA & UNDP. Kingston, Jamaica

food production and processes for both family consumption and the market place. They are represented in the agricultural labour force as ‘own-account’ farmers, unpaid family labourers and paid agricultural workers. The majority of women farmers, however, are small holders with the average farm size being significantly less than for men.

Women play a role not only in the cultivation but also in the marketing of agricultural products in open markets located in major towns and cities across the island. These women, however, generally lack appropriate knowledge of appropriate techniques for storing and handling their farm products which results in loss of perishable goods. They often travel far distances to markets and spend two to three days selling their goods under harsh conditions.

Women are also involved in poultry farming which is predominately a female activity. In 2001 women accounted for more than half of all poultry workers. On the other hand the cattle industry is predominately a male activity with only about 5% of dairy farms owned and operated by women.

3.2.4 Workers in the Public and Private Sectors

Table 3.8: Employed Labour Force by Employment Status, Oct. 2003

Sector	% Male	% Female	% Total LF
Government	38.9	61.1	12.46
Paid Non-Government	57.1	42.9	49.88
Unpaid Worker	31.8	68.2	1.35
Employer	71.4	28.6	2.49
Own Account Worker	66.0	34.0	33.35
Not Reported	64.4	35.6	0.47

Source: Labour Force Statistics 2003

One half of all workers in Jamaica are employed by the Private Sector with more males (57.1%) than females (42.9%) in that sector. The next largest segment of the force is ‘own account workers’ that is persons who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no employees. Again the majority in this sector is male (66.0%). The Public Sector is the third largest employer of labour but in this case females account for the larger share (61.1%) of workers. Of note is the fact that women make up the larger share on ‘Unpaid Workers’ (68.2%) which not only includes housewives, but persons who work in family-operated businesses but are unsalaried (See Table 3.7).

Using the exchange rate of J\$60.00 to US\$1.00, the national minimum wage in Jamaica was the equivalent of USD240 per annum in 1999 and USD400 per annum in 2003. There is no difference in the minimum wage for males or females. Based on the indicators presented in this Section, generally, women’s educational progress is not reflected in equal income or wage opportunities. Women in the labour force are therefore,

for the most part, more vulnerable than males, and their vulnerability is exacerbated by their historical exclusion from the social dialogue on job and social security.¹⁶

ECONOMIC PROFILE SUMMARY

A large percentage of the Jamaican labour force has no qualification with this being more the case for males than females. Females therefore represent the more highly qualified segment of the Jamaican work force.

Although women's participation rate in the labour force has increased, as a percentage of the working age population (14 years and over) there are more males than females in the Jamaican labour force.

Female under-representation in the labour force may be due to their main responsibility for social reproduction roles in the home and community which are not market-oriented.

Women's significant contribution to national development through unpaid work is largely unrecognized and undervalued and is not reflected in national statistics.

The gendered distribution of workers in the various sectors of the labour market reflects traditional occupational sex segregation with females predominantly located in lower-paying, lower status service oriented occupations compared with males who predominate in the higher paying agricultural and industrial sectors.

Women's educational progress is therefore not reflected in equal income or wage opportunities with women, on average, earning less than men.

3.3 Health Profile

3.3.1 Health Care Provision

¹⁶ See Bailey, B. & Ricketts, H. 2003. Gender Vulnerabilities in Caribbean Labour Markets and Decent Work Provisions. *Social and Economic Studies* 52:4 (49-81)

Table 3.9: Health Care Provision

No. of Physicians per 100,000 people	Public Health Sector Mean Bed Complement	Public expenditure on health as % of GDP
140 ('02)**	3 556 ('03)****	2.6 ('00)**
57 ('95)*	4 793 ('99)***	2.3 ('98)*

UNDP Human Development Report *2000¹⁷ & **2003¹⁸
 Source: Economic & Social Survey ***1999 & ****2003

In terms of provision of health service, the number of physicians per 100 000 people has increased from 57 in 1995 to 140 over the period 1995-2003 while the mean complement of beds in public sector healthy facilities decreased from 4 793 in 1999 to 3 556 in 2003. Public expenditure on health, as a percentage of GDP, however, increased from 2.3% in 1998 to 2.6% in 2000.

Table 3.10: Community health service

Year	Access to safe water	Access to adequate sanitation
2002	86.2%*	99.5%*
1999	81.2%**	99.5%**

Source: Economic & Social Survey Jamaica 1999* & 2003**

In relation to provision of potable water and sanitation, statistics were available for the years 1999 and 2002. In 1999, it is reported that 81.2% of persons in Jamaica had access to safe water. Figures for 2002 the overall national figure increased to 86.2% of all persons. In both years, sanitary facilities were available to 99.5% of the population.

3.3.2 Reproductive Health Care

Table 3.11: Reproductive Health Care Indicators

Contraceptive Prevalence Rate	Birth Attendance Rate	Maternal Mortality Rate (per 100,000)	Total Fertility Rate
66% ('01)***	n/a	106.2 ('01)**	2.4 ('05)****
66% ('99)****	95% ('01)***	111.0 ('99)*	2.5 ('00)***

Source: Economic & Social Survey 1999* & 2003**
 UNDP Human Development Report 2000*** & 2003****

Challenges to prevailing gender ideologies have resulted in women taking greater control of their sexuality and reproductive health. It has also been established that improving women's access to education results in improved quality of life in relation to reproductive health as well as child care. This is reflected in improvements in indicators such as

¹⁷ *Human Development Report 2000: Human rights and human development*. United Nations Development Programme (UNDP). New York. 2000.

¹⁸ *Human Development Report 2003: Millennium Development Goals: A compact among nations to end human poverty*. United Nations Development Programme (UNDP). New York. 2003

contraceptive prevalence and fertility rates (See Table 3.8) and child care indicators (See Table 3.9).

Data extracted from the Human Development Reports published by the United Nations Development Programme (UNDP) for 2000 and 2003, and presented in Table 3.8, indicate that in 2001 as well as 1999 contraceptive prevalence rate reported for Jamaica was 66%. These figures, however, may only represent contraceptives distributed through government agencies and therefore would not include distribution through private pharmacies which no doubt would push this rate upwards. The total fertility rate per child bearing woman was 2.5 in 1999 but declined to 2.4 between 2000 and 2005. Both these figures represent a significant decrease from 5.0 reported between 1970 and 1975. The rate of births attended by doctors or midwives remained constant at a high of 95% over the period 1995 to 2002. As a result, the maternal mortality rate showed slight improvement, moving from 111.0 per 100,000 births in 1999 to 106.2/100,000 in 2003 (Table 3.8).

Table 3.12: Child Health Indicators

Mortality Rate		% Vaccinated 1 year old children				% Infants with low birth weight
Infant per 1,000	Under 5 per 1,000	BCG	DPT	Polio	Measles Mumps Rubella	
17 (‘01)****	20 (‘01)****	97.8 (‘02)**	93.7 (‘02)**	93.0 (‘02)**	85.8 (‘02)**	11 (‘00)****
10 (‘98)***	11 (‘98)***	85.1 (‘99)*	80.6 (‘99)*	80.3 (‘99)*	82.0 (‘99)*	10.0 (‘97)***

Source: Economic & Social Survey Jamaica 1999* & 2003**
UNDP Human Development Reports 2000***, 2003****

Data on child health indicators were not sex-disaggregated. The figures however, indicate that there has been a slight increase in mortality rates for infants and children less than five years of age. According to the Human Development reports prepared by the United Nations Development Programme, mortality rates per thousand infants moved from 10 per 1000 in 1998 to 17 per 1000 in 2001; and for children under five years old, the rate increased from 11 per 1000 in 1998 to 20 per 1000 in 2001. Data from the same sources indicate that in 1997, 11.0% of infants had low birth weights while in 2000 this figure was reduced to 10% (See Table 3.9).

The importance of attention to adolescent health and the impact of teenage pregnancy, Sexually Transmitted Infections (STIs) and particularly HIV/AIDS, substance abuse, injury and violence, are of paramount importance in Jamaica. Data from the 2003 Economic and Social Survey support this concern. Information on adolescent health indicates that 25% and 21% of the total visits to antenatal and post-natal clinics respectively were within the 10 to 19 age group, an indication of the high level of pregnancies among teens. The prevalence of teenage pregnancy feeds into the cycle of poverty for women, as these young girls become the next generation of low-skilled, low-

waged workers responsible for a female-headed household, or, at the very worst, are trapped in undesirable relationships in their quest for economic viability.

Adolescents also accounted for 25.3% of visits to Accident and Emergency departments for intentional injuries including assaults, sexual assaults/rape, attempted suicides, intentional burns and human bites. Adolescent females accounted for 35% of all visits for attempted suicides while adolescent males accounted for 18.8% of all visits for stab wounds.

Table 3.13: Summary of AIDS Cases in Jamaica, 1982 – June 2002

No. of Adult Cases		No. of Adult Deaths		No. of Paediatric Cases		No. Of Paediatric Deaths	
Male	Female	Male	Female	Male	Female	Male	Female
3836 (60.2%)	2402 (39.8%)	2279 (61.3%)	1441 (38.7%)	259 (54.0%)	220 (45.9%)	120 (47.6%)	132 (52.4%)

Source: National AIDS Committee Jamaica – HIV/AIDS Facts & Figures¹⁹

Data on the prevalence of AIDS in Jamaica show that over a twenty year period, 1982 to 2002, more adult males than females have contracted (60.2% of all cases) and died (61.3% of all deaths) from the infection. Although there were more cases of male paediatric cases (54.0%), there were more female (52.4%) paediatric deaths. The highest rate of infection for both males and females over the twenty year period was in the 30 to 34 age group and 65.6% of all reported cases occurred in persons in heterosexual relationships. In 2002,²⁰ the risk of HIV infection for adolescent females in the age group 10 – 14 was twice that for males of the same age group, and for those 15 – 19 years, it was three times as high indicating that even though there are more male cases, females are at much higher risk of infection than males.

¹⁹ National AIDS Committee. Facts and Figures. http://www.nacjamaica.com/aids_hiv/facts_figures.htm

²⁰ *Economic and Social Survey Jamaica 2003*. Planning Institute of Jamaica. Kingston, Jamaica. 2004

HEALTH PROFILE SUMMARY

Improvements in indicators such as contraceptive prevalence rate and fertility rates show that women in Jamaica have begun to take greater control of their sexuality and reproductive health.

Data indicate that attention to adolescent health and the impact of teenage pregnancy, sexually transmitted infections particularly HIV/AIDS, substance abuse, injury and violence, is of paramount importance in Jamaica.

The prevalence of teenage pregnancy feeds into the cycle of poverty for women.

Over a twenty year period, 1982 to 2002, more adult males than females have contracted and died from HIV/AIDS.

The risk of HIV infection for adolescent females in the age group, 10 – 14, however, is twice that for males of the same age group, and for those 15 – 19 years, it is three times as high indicating that even though there are more male cases, females are at a higher risk of infection than males.

3.4 Women, Governance and Decision-Making

Data presented in Table 3.12 shows the general low representation of women in key decision-making positions in private, government and non-governmental sectors. Data collected by Vassell²¹ for 31 publicly listed private sector companies indicate that in 1996, in no instance was there a female holding the position of Chief Executive Officer and only in one instance did a female hold the position of Chairman of the Board of Directors. Altogether there were 320 members of the Boards of Directors of the companies but of this number only 32 (10%) were female. The leadership of private sector companies was therefore, at that time, predominately male.

The fact that women have held positions as President of the Senate and Speaker of the House in Jamaica has increased the visibility and public image of women. It is interesting to note, however, that in the last election held in 2002 only 7 (12%) of the 60 elected members were female (12%). In that same year, of fourteen Cabinet appointments only three women were given ministerial responsibility in Education, Youth and Culture, Industry and Tourism and Local Government, Community Development and Sport (See Table (3.12).

Vassell, L. 2000. Power, Governance and Structure of Opportunity for Women in Decision-Making in Jamaica. In: (ed.) Mohammed, P. The Construction of gender Development Indicators for Jamaica. Planning Institute of Jamaica, CIDA & UNDP. Kingston, Jamaica

Table 3.14: Women in Decision-Making Positions: Private, Public and Non-Governmental Sectors

Sector/ Organisation	No. Male	No. Female	% Female
31 Private Sector Companies (1996)			
Managing Directors	31	-	-
Board Chairman	30	1	3
Board Members	288	32	10
Central/Local Government (2005)			
House of Representatives	53	7	12
Senate	21	5	19
Cabinet	16	3	16
Local Government (2005)			
Mayors	13	1	6
Deputy Mayors	12	2	17
Councillors	246	34	14
Selected NGO Boards (2000)			
Young Women's Christian Assoc.	-	32	100
Young Men's Christian Assoc.	26	4	13
Council Voluntary Social Services	3	16	84
Association Development Agencies	5	4	44
Jamaica Council of Churches	16	3	16
United Way	26	11	30

Source: Vassell, L. 2000. (See Footnote 10) & Jamaica Information Service Website²²

Proportionately, women are more highly represented in the Senate or Upper House than in the House of Representatives or Lower House. Currently five of the 21 members (19%) are female. It must be borne in mind, however, that some Senators are nominated to those positions and have not been duly elected through the competitive electoral process. Admittedly, the nomination of these women as Senators signals some level of responsiveness of political parties of the need to include women in decision-making positions.

In the case of Local Government, the 14 Parish Councils are managed by 13 male Mayors and one female Mayor and 12 male and two female Deputy-Mayors. In addition there are 246 Councillors of which 34 are female (14%).

Vassell (2003)²³ notes that in terms of the overall structure of the Civil Service in Jamaica in 1999, women were fairly well represented at senior and middle management levels with 30% in executive management positions, 40% at senior management level and 77% at middle management level. On the other hand, 73% of junior administrative staff was female. Although not as marked, as in the private sector, women in the public sector are under-represented at the highest level and clustered in lower level positions. In the same article Vassell points to the fact that in 1998/99 women comprised 11% of High

²² http://www.jis.gov.jm/special_sections/Councillors/index.asp

²³ Vassell, L. 2003. Women, Power and Decision-Making in CARICOM Countries: Moving Forward from a Post-Beijing Assessment. In: (eds. Tang Nain, G. & Bailey, B. Gender equality in the Caribbean: Reality or Illusion. Kingston, Jamaica. Ian Randle Publishers.

Court Judges and 55% of resident magistrates, while 38% of Jamaicans serving in diplomatic positions were female.

Although historically women have played a significant role in voluntary organizations, particularly community based organizations (CBOs) only in two of the six non-governmental organizations listed in Table 3.12 were there more women than men serving on Boards of Management. Not surprisingly there was a 100% female representation on the Young Women's Christian Association (YWCA) Board and 84% representation on the Council of Voluntary Social Services (CVSS), an umbrella organization of a number of organizations in Jamaica that offer a wide range of voluntary social services.

SUMMARY: WOMEN, GOVERNANCE AND DECISION-MAKING

Women are under-represented in key decision-making positions in the private, government and non-government sectors.

In 1996, for 31 publicly listed private sector companies, no female held the position of Chief Executive Officer and only in one case was the Board of Directors chaired by a female.

In the public sector women have held positions as President of the Senate and Speaker of the House which has contributed to increased visibility and public image of women but has masked their general under-representation in top level decision-making positions.

In the last election held in 2002, only 7 of the 60 elected members of parliament were women and of the 14 Cabinet appointments only three women were given ministerial responsibility in Education, Youth and Culture, Industry and Tourism and Local Government, Community Development and Sport.

4. General Situation of Women

4.1 General Situation of Women in Jamaica

Data presented in Section 3 of the Report suggest that there is evidence in Jamaica that educating women has resulted in improvement in the quality of their life and therefore improvement in national survival statistics such as fertility rates and infant and maternal mortality rates. It would seem however that women's education has not gone far enough in equipping women for citizenship and that many cultural and institutional barriers constrain their full participation in decision-making in the public domain. A Report put out by the Economic Commission for Latin America and the Caribbean on participation

and leadership notes that this is the general situation throughout the Region and notes that:

the presence of women in decision-making is not commensurate with their contribution to society...(This) can be demonstrated by objective data. It is a fact that women have been steadily leaving the domestic sphere and entering the labour market and different areas of public life. Nonetheless, their new participatory role is a subordinate one and does not extend to the political and social spheres where power is exercised. (ECLAC, 1999, p.19)²⁴

The majority of women in Jamaica not only lack economic and political power but their reproductive and sexual rights and health and their personal autonomy are threatened by the high level of physical, sexual and psychological violence that they experience. Incidents of domestic violence in Jamaica are extremely high and women are the main victims. In 2003, The Jamaica Constabulary Force reported a total of 1 308 cases of rape and carnal abuse and females were the victims of 87 of the 978 murders (9%). Of particular note is the fact that of the 737 males arrested for cases of rape and carnal abuse, the majority (348 or 47%) were in the 16 to 25 age range.

Statistics relating to intra-family violence, however, are very unreliable due to the under-reporting of instances and the feeling on the part of those involved as well as the police that this is a private matter. Feelings of shame, intimidation and acceptance on the part of the victims, coupled with the perceived trivialization of such violence on the part of the police, are some of the reasons that result in under-reporting.

A World Bank study on urban poverty and violence in Jamaica revealed that there is a relationship between economic dependence and violence. Females from five communities that participated in the study perceived that high unemployment led to greater dependency on a man for income, which in turn led to an increase in domestic violence.²⁵ A qualitative study on girls and boys between the ages of 8 to 20 also showed that financial, emotional or sexual insecurity are primary causes of violent behaviour in men. The researchers in this study therefore posited that males resort to violence to maintain their position by way of compensatory violence. Females interviewed in this study also felt that the use of physical violence by men against their partners was inevitable.²⁶

In an effort to combat these and other problems being faced by Jamaican women and girls, the government has implemented and amended various laws to protect women and children. There are also government agencies that provide support for persons requiring their services. These agencies include the Victim Support Unit which offers support to

²⁴ Economic Commission for Latin America and the Caribbean (ECLAC). 1999. *Participation and Leadership in Latin America and the Caribbean: Gender Indicators*. Santiago, Chile

²⁵ Moser, C & Holland, J. *Urban Poverty and Violence in Jamaica*. World Bank Latin American and Caribbean Studies. The World Bank. Washington D.C. 1997.

²⁶ Bailey, W., LeFranc, E. & Branche, C. Partnering and Violence. In: *Caribbean Dialogue* Vol.5 No.2 April/June, 1998.

rape victims as well as to the family members of murder victims; the Family Court which offers counseling and legal recourse relating to family matters; the National Family Planning Board through its many clinics island wide; and the Children's Services Department.

There are also Non Governmental Organisations that address specific problems faced by women. There is for example, the Women's Centre Foundation of Jamaica which is aimed at helping teenage mothers to continue their education, while they are pregnant as well as following the births of their babies. This organization also seeks to counsel the teenage fathers involved. Another NGO that helps women is Woman Inc. Through its Women's Crisis Centre, it provides 24-hour telephone counseling as well as in-house counseling during normal working hours to women needing to address problems relating to domestic violence, rape, incest and sexual harassment in the workplace.

Women's Media Watch is yet another NGO which specifically targets gender issues in the media, but also does gender training to include boys and young men as a means of providing them with gender sensitization, particularly relating to gender-based violence. These and other NGOs have been able to access grants from international development agencies in order to carry out projects aimed primarily at reducing the incidence of domestic violence and related problems in Jamaica.

The Centre for Gender and Development Studies (CGDS) at the Mona Campus of the University of the West Indies has also worked with various government and non-governmental organizations on gender-based violence and has provided gender sensitivity training with men and adolescent boys. The CGDS is also currently engaged in a major research project on the root causes of gender-based violence.

Few studies have been carried out to determine the extent or prevalence of sexual harassment in this region. Also, very few cases have been reported. A contributory cause of this situation may be the lack of mechanisms which will facilitate reporting. However, even where such mechanisms exist, women are generally reluctant to make reports out of fear of losing their jobs in the case of workplace sexual harassment, or of being victimized. The general perception as well as anecdotal evidence, suggest that sexual harassment is a serious problem in Jamaica and the region.²⁷ In view of the extent of the problem a Sexual Harassment Bill is currently being proposed.

²⁷ Pargass, G. & Clarke, R. 2003. Violence Against Women: A Human Rights Issue Post-Beijing Five Year Review. In: (eds.) Tang Nain, G. & Bailey, B. *Gender Equality in the Caribbean: Reality or Illusion*. Kingston, Jamaica. Ian Randle Publishers.

SUMMARY: GENERAL SITUATION OF WOMEN IN JAMAICA

There is evidence in Jamaica that educating women has resulted in improvement in the quality of their life but women's education has not gone far enough in equipping them for citizenship. Cultural and institutional barriers continue to constrain their full participation in decision-making in the public domain.

The majority of women in Jamaica not only lack economic and political power but women's reproductive and sexual rights and health and their personal autonomy are threatened by the high level of physical, sexual and psychological violence that they experience.

Incidents of domestic violence in Jamaica are extremely high and women are the main victims.

A qualitative study on girls and boys between the ages of 8 and 20 showed that financial, emotional or sexual insecurity are primary causes of violent behaviour in men.

The Jamaican government is engaged in a process of legal reform aimed at amending existing laws and enacting new legislation to protect the rights of women and children.

Government agencies such as the Victim Support Unit, the Family Court, the National Family Planning Board and the Children's Services Department provide support for persons requiring these services.

Non Governmental Organizations such as the Women's Centre Foundation of Jamaica and Women's Inc also provide support for persons requiring their services such as counseling related to domestic violence, rape, incest and sexual harassment.

Women's Media Watch targets gender issues in the media as well as provides gender sensitization and training workshops especially relating to gender-based violence.

The Centre for Gender and Development Studies at the University of the West Indies collaborates with various governmental and non-governmental organizations on a variety of gender-related training initiatives and research on issues such as gender-based violence.

General perception and anecdotal evidence suggest that sexual harassment is a serious problem in Jamaica.

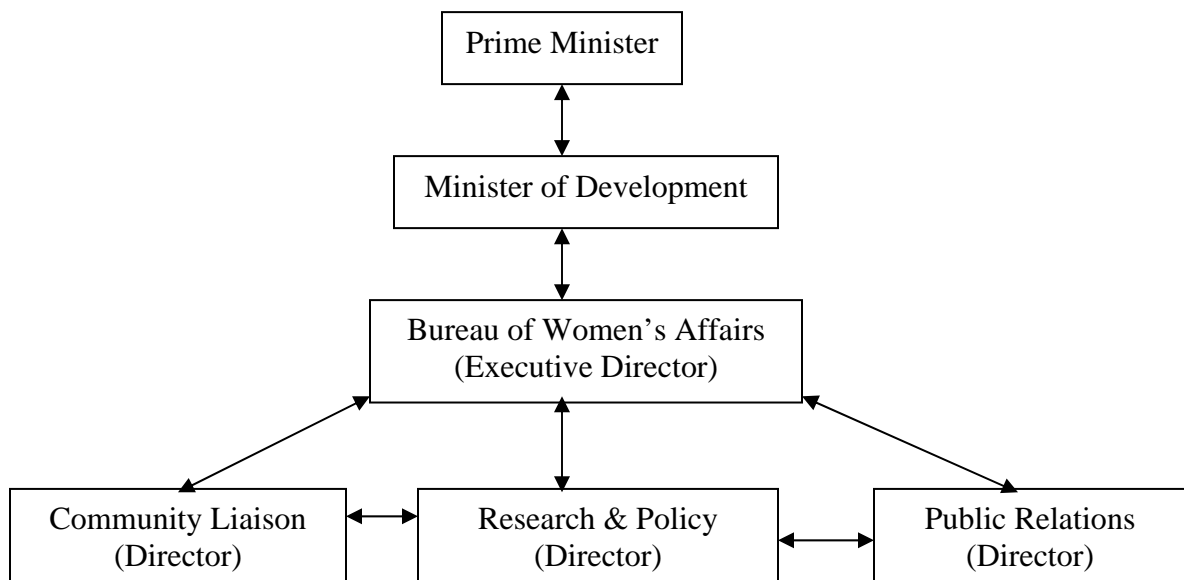
4.2 National Machinery: The Bureau of Women's Affairs

In 1974 the Government of Jamaica established a Women's Desk in the Ministry of Youth and Community Development to deal with the affairs of women. In 1975 the Women's Desk was upgraded to the Women's Bureau and located in the Office of the Prime Minister. In 1985, the Bureau of Women's Affairs (BWA) came into being and, over the years, has changed location in terms of the Ministry under which it has been placed. Currently, the Bureau falls under the aegis of the Ministry of Development in the Office of the Prime Minister.

The BWA is the national machinery responsible for empowering women in Jamaica and, given the impact of patriarchy and sexism on Jamaican society, acts as a catalyst to ensure that Government addresses the problems that confront women. These include high rates of unemployment, violence against women in the form of rape, incest and sexual harassment, and existence of laws and regulations which discriminate against women.

The Bureau of Women's Affairs therefore states that its mission is to enable women to achieve their full potential as participants in Jamaica's social, cultural and economic development with equitable access to and benefits from the country's resources.

Figure 1
BWA Organizational Chart



SUMMARY: NATIONAL MACHINERY

A Women's Desk was established in 1974 in the Ministry of Youth and Community Development to deal with the affairs of women.

In 1975, the Women's Desk was upgraded to the Bureau of Women's Affairs (BWA) which is currently located in the Ministry of Development, Office of the Prime Minister.

The BWA is the national machinery responsible for empowering women in Jamaica with its stated mission of enabling women to achieve their full potential as participants in Jamaica's social, cultural and economic development.

5 Government Policy on WID/Gender

5.1 National Policy Statement on Women

From as far back as 1987 a National Policy Statement on Women was developed in recognition of the fact that sustained progress in the economic and social development of Jamaica necessitates the full participation of women. This Policy Statement enunciates the principles which are essential for policy development in all sectors of government and sets out goals to be addressed. Up until now this Statement has been used to guide the programmes of the Bureau of Women's Affairs, which is the national machinery responsible for the empowerment of women in Jamaica.

The ten (10) goals outlined in the National Policy Statement are: i) increasing access to employment and income; ii) upgrading women's skills and increasing their access to credit and markets; iii) improving pay, working conditions and opportunities for work; iv) ensuring available, affordable and adequate child care; v) protecting women and children from violence; vi) improving housing supply and terms; vii) eliminating legal discrimination against women; viii) ensuring provision of basic services; ix) promoting women's rights to contraception and choices about children; and x) ensuring equal rights for females in all areas of education.

5.2 Establishment of Gender Advisory Committee

In recognition of the fact that the Policy Statement on Women prepared in 1987 is inadequate to take into account the shift from an approach which sees women as needing to be integrated into development to one which focuses on the power relations between

women and men in society, the Government has also strengthened institutional mechanisms for the advancement of both women and men with the appointment of a Gender Advisory Committee (GAC) to advise the Government on strategic policy directions for its gender portfolio.

The Committee also has a mandate to develop, through a broad-based consultative process, a National Gender Policy. This policy will identify the areas to redress discrimination against women and men and ensure that their full potential is enhanced for development and will be consistent with the commitments articulated in the Millennium Development Goals, the CARICOM Framework for Mainstreaming Gender and our international commitments in this area. The Policy process will promote and support initiatives to attainment of gender equality and empowerment of women and men.

Membership of the Committee is broad based representing stakeholders from the public and private sectors, the opposition party, academic institutions, entrepreneurs, the legal profession, non-government organizations including male organizations and has representation across age categories and urban and rural locations.

5.3 CARICOM Plan of Action to 2005

The focus of gender planning in the Caribbean as in the wider world, has shifted from a WID (Women in Development) to a GAD (Gender and Development) approach since the late 1980s and early 1990s. It is on this premise that the *CARICOM Plan of Action to 2005*,²⁸ which is in fact a GAD policy, has been established. This Plan of Action provides a framework for establishing a more constructive approach to mainstreaming gender in CARICOM's work programme by governments and non-governmental organizations (NGOs) which share responsibility for working toward gender equality in CARICOM member states. The Plan of Action focuses on three strategic areas:

1. Education with a focus on building human capital
2. Health with an emphasis on HIV/AIDS; and
3. Poverty and the economy, with a focus on the gender implications of implementing the CARICOM Single Market and Economy (CSME) in the context of globalization.

²⁸ *Plan of Action to 2005: Framework for Mainstreaming Gender Into Key CARICOM Programmes*. Prepared by the CARICOM Secretariat by Andaiye. Caribbean Community Secretariat. Georgetown, Guyana 2003.

SUMMARY: GOVERNMENT POLICY ON WID/GENDER

In 1987 National Policy Statement on Women setting out principles and goals to promote the advancement of women was developed to guide the programmes of the BWA.

In keeping with the shift from a focus on integrating women into development (WID) to an approach to development which takes into account power relations between women and men in society, a national Gender Advisory Committee with broad-based membership was established in 2004 to:

- (i) advise government on strategic policy directions for its gender portfolio;
- (ii) develop a National Gender Policy which will identify areas to redress discrimination and ensure that the full potential of both women and men is enhanced for development.

In addition Jamaica subscribes to and supports the Plan of Action for the Caribbean Community (CARICOM) up to 2005 which provides a framework for mainstreaming gender in three strategic areas:

- (i) Education with a focus on building human capital;
- (ii) Health with an emphasis on HIV/AIDS; and
- (iii) Poverty and the Economy with a focus on the gender implications of implementing the CARICOM Single Market and Economy (CSME) in the context of globalization.

6. WID/GAD Laws and Regulations

6.1 Legal Reform

A review of 42 pieces of legislation undertaken by the Bureau of Women's Affairs has resulted in a programme of legislative reform aimed at eliminating discriminatory practices against women and girls. The more critical pieces of legislation that specifically relate to women in Jamaica are set out in Table 6.1. The Domestic Violence Act and the Family Property (Rights of Spouse) Act were recently amended by Parliament.

Table 6.1: Laws Aimed at Reducing Discrimination Against Women and Girls

Laws and regulations	Date	Content
<i>The Employment (Equal Pay for Men and Women) Act</i>	1975	Provides for the payment of equal pay for equal work to male and female employees in the same establishment.
<i>The Status of Children Act</i>	1976	Aimed at removing the stigma of illegitimacy by providing equal status for all children.
<i>The Maternity Leave Act</i>	1979	Makes provisions for maternity leave with or without pay depending on the status of the employee in terms of period of service in a given job and number of occasions on which such leave is accessed. Women under 18 years of age and domestic workers do not qualify for maternity leave with pay.
<i>The Domestic Violence Act</i>	1995	Provides for the protection of the victim of domestic violence whether it is the spouse, parent, child or dependent of the household. Under this Act, common-law relationships are given the same protection given to marital relationships.
<i>The Family Property (Rights of Spouse) Act</i>	2002	This Act provides for the equitable division of property between spouses on the breakdown of marriage and addresses issues of maintenance of those spouses and their children.
<i>Amendment to the Domestic Violence Act</i>	2004	In addition for the provisions under the Domestic Violence Act (1995) provides for, among other things, the widening of the categories of persons who may apply for a protection order and maintenance orders to be made in conjunction with protection and occupation orders. It also makes provision for applications for protection orders to be made by a Constable or a person who is given leave to apply by the Court, on behalf of a spouse, a member of the respondent's household or a person who is in a visiting relationship with the respondent, upon written consent of that person.
<i>The Family Property (Rights of Spouse) Bill</i>	2004	This legislation will bring common law unions within the ambit of the provisions relating to the division of property where there is a breakdown of the union and to address issues of maintenance of those spouses and their children. By providing for access to the Courts by parties of a common law union, the Bill elevates the issues of maintenance of those spouses and their children to the same level as married couples and their children.
<i>Proposed Sexual Harassment Bill</i>		This Bill is to include harassment in a) educational institutions; b) health institutions; c) nursing homes and senior citizens homes; d) prisons; e) at the work place; and f) at any other institution or place of employment.

6.2 Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)²⁹

This convention was adopted by the United Nations in 1979 and is often described as the international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. The government of Jamaica became a signatory to the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1980 and ratified it in 1984.

²⁹ *Convention on the Elimination of All Forms of Discrimination Against Women and its Optional Protocol.* Women 2000 and beyond. United Nations. 39128-E/CDW/01 August 2004.

The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life as well as education, health and employment. Countries that have ratified the Convention are legally bound to put its provisions into practice. They are also committed to submit national reports at least once every four years on measures they have taken to comply with their treaty obligations. Jamaica's last report was submitted in 2004.

In 1999 the General Assembly of the United Nations adopted an Optional Protocol to the CEDAW which allows for a right to petition and for individual women or groups of women to submit claims of violations of rights protected under the Convention to the Committee on the Elimination of Discrimination against Women. The Protocol also creates an inquiry procedure enabling the Committee to initiate inquiries into situations of grave or systematic violations of women's rights. The Optional Protocol was open for signature on December 10, 1999 but, to date, Jamaica has not signed The Protocol.

SUMMARY: WID/WAD LAWS AND REGULATION

Laws aimed at reducing discrimination against women include:

The Employment (Equal Pay for Men and Women) Act (1975)
The Status of Children Act (1976)
The Maternity Leave Act (1979)
The Domestic Violence Act (1995)
The Family Property (Rights of Spouse) Act (2002)
Amendment to the Domestic Violence Act (2004)
The Family Property (Rights of Spouse) Bill (2004)

A Sexual Harassment Policy as it will apply to a number of institutional settings and the workplace has been developed as a precursor to a proposed Sexual Harassment Bill

The Government of Jamaica became a signatory to the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1980 and ratified the Convention in 1984. The Government, however, is not a signatory to the Optional Protocol to the Convention.

7. On-going WID/Gender Projects

Table 7.1: On-going WID / Gender Projects

Project/ Program	Implementing Organization	Donor Organization	Duration	Relative to Women
Women / General				
Women's Rights	Centre for Gender and Development Studies, UWI	CARICOM/ Caribbean Gender Equality Programme (CCGEP)	2 years	Research project on root causes of gender-based violence.
Women's Rights	Women's Media Watch	CCGEP	1 year	Forging partnerships with men to address gender-based violence.
Women's Rights	Jamaica Family Planning Association	CCGEP	2 years	Men against gender-based violence.
Women's Rights	Bureau of Women's Affairs	CCGEP/UNDP	2 years	A coordinated programme among six local government and non-government organizations; and three bi-lateral and multi-lateral agencies on the issue of violence against women. Known as the Inter-agency Campaign Against Violence Against Women.
Social/Gender Analysis				
Gender analysis	Ministry of National Security and Justice, Clarendon Resident Magistrate Court	CCGEP	10 months	Gender analysis of juries in sexual offences cases in rural parishes in Jamaica.
Gender Sensitization	Office of the Prime Minister – Policy Analysis and Review Unit	CCGEP	1 year	Gender planning and analysis in project development.
Gender Mainstreaming	Office of the Prime Minister – Policy Analysis and Review Unit	CCGEP	1 year	Production of a 'Gender Analysis Checklist for Policy Development'.
Education				
Gender sensitivity	National Youth Service (NYS) in collaboration with CGDS, UWI	CCGEP	2 years	Development of a gender curriculum for NYS staff in order to promote gender sensitivity and equality among NYS participants.
Gender sensitivity	Women's Centre Foundation of Jamaica	CCGEP	1 year	Improving literacy levels of teenage parents using a gender sensitive remedial education programme.

8. WID/Gender Information Sources

Table 8.1: Reports and Publications Related to WID/Gender

Title	Author(s)	Year	Publisher
Education and Training			
Gender and Education in Jamaica. What about the boys?	Barbara Bailey	2000	UNESCO Caribbean Office
Marginalization of the Black Male	Errol Miller	1986	Institute of Social and Economic Research (ISER), UWI, Mona
The Study of 'Perspectives on Male Under-achievement in Education and the Implications for Policy and Practice'	Barbara Bailey & Monica Brown	2000	Centre for Gender and Development Studies, UWI, Mona (mimeograph)
Social/Gender Analysis			
Gender Equality in the Caribbean – Reality or Illusion	Gemma Tang Nain Barbara Bailey (Editors)	2004	CARICOM Secretariat Georgetown, Guyana
Men at Risk	Errol Miller	1991	Jamaica Publishing House Ltd., Kingston, Jamaica
Women in Caribbean History	Verene Shepherd	1999	Ian Randle Publishers, Kingston, Jamaica
'Why Man Stay So': Tie the Heifer, Loose the Bull	Barry Chevannes & Janet Brown	1998	University of the West Indies, Mona Campus Kingston, Jamaica
Learning to be a Man	Barry Chevannes	2001	UWI Press
National Report on the Status of women in Jamaica	Elsa Leo-Rhynie Barbara Bailey	1994	Jamaica National Preparatory Commission
Gendered Realities – Essays in Caribbean Feminist Thought	Patricia Mohammed (Editor)	2002	UWI Press
Gender – A Caribbean Multi-Disciplinary Perspective	Elsa Leo-Rhynie, Barbara Bailey & Christine Barrow (Editors)	1997	Ian Randle Publishers in Jamaica & James Currey Publishers in the UK
Caribbean Portraits – Essays on Gender Ideologies and Identities	Christine Barrow (Editor)	1998	Ian Randle Publishers, Kingston Jamaica
Gender in the 21 st Century: Caribbean Perspectives, Visions and Possibilities	Barbara Bailey Elsa Leo-Rhynie (Editors)	2004	Ian Randle Publishers, Kingston, Jamaica
The Construction of Gender Indicators for Jamaica	Patricia Mohammed (Editor)	2000	Planning Institute of Jamaica Kingston, Jamaica
Economic Activities			
The Effects of Trade Liberalization on Jamaica's Poor – An analysis of Agriculture and Services	Brenda Wyss & Marceline White	2004	Women's Edge Coalition and CAFRA
Jamaica's 2000 Habitat Report – <i>Women and Urban Governance</i>	Ministry of Land and the Environment	2000	Ministry of Land and the Environment

9. WID/GENDER ORGANISATIONS

Organisation	Contact Information
Association of Women's Organisations of Jamaica	2 Holborn Road, Kingston 10 Tel: 906-8530; Fax: 906 -9176 gchristie@awoja.org
Bureau of Women's Affairs	4 Ellesmere Road, Kingston 10 Tel: 754-8575-8; Fax: 929-0549
Caribbean Association for Feminist Action and Research (CAFRA)	c/o Apt. 131, 6 Surbiton Road., Kingston 10. Tel: 908-1241
Church Women United	c/o 51 ½ Portview Road, Kingston 10 Tel: 969-2399 petglo@cwjamaica.com
Centre for Gender & Development Studies	Allister McIntyre Building Mona Campus, University of the West Indies Mona, Kingston 7. cgdsruc@uwimona.edu.jm
Jamaica Women's Political Caucus	12 Easton Avenue, Kingston 5 946-1859 csbrowne@cwjamaica.com
Sistren Theatre Collective	12 Easton Avenue., Kingston 5. Tel: 927-4472; Fax: 946-9374 sistrenf@n5.com.jm
Young Women's Christian Association of Jamaica Ltd.	2H Camp Road, Kingston 5 Tel: 929-3267
Women's Construction Collective	11 Lady Musgrave Ave., Kingston 10 Tel: 978-3945 wccjamaica@cwjamaica.com
Women's Media Watch	14 South Ave., Kingston 10 Tel: 926-0862/926-0882; Fax: 929-7079 wmwjam@hotmail.com
Women's Research and Outreach Centre	47 Beechwood Ave., Kingston 5 Tel: 929-8873/960-9067 wroc@n5.com.jm

10. Definition of Terms

<i>Term</i>	<i>Definition</i>
Drop-out Rate	Calculated by dividing the number of students dropping out from a given grade in a given year by the total number of students in the grade in that year.
Employment Rate	The number of persons expressed as a percentage of persons 14 years and over in the population who are in employment.
Functional Literacy	Having a clear understanding of the alphabetical system in order to read a wide range of more complex ideas such as words that have vowel or consonant blends, to read and understand more complex prose or documents or write a short paragraph of connected sentences. ³⁰
Gender and Development	An approach to development which emerged in the late 80s/early 90s and which focuses on the power relations between men and women, the different social norms and values pertaining to men and women and the need therefore for development policies and programmes to take account of and address areas of disadvantage that arise from the structure of gender relations.
Gini Index	A measure of the extent to which the distribution of income (or consumption) among individuals or households within a country deviates from a perfectly equal distribution. A value of 0 represents perfect equality, a value of 100 perfect inequality.
Gross Domestic Product	The final total output of goods and services produced by an economy. With respect to Jamaica this excludes the output from the Free Zones.
Gross Domestic Implicit Deflator	This is calculated by dividing, for each year of a series, the value of GDP in current market prices by the value of GDP in constant market prices. It is often used as an indicator of inflation because it is so broad based, showing as it does, annual price movements for all goods and services produced in an economy.
Gross Enrolment Rate	Total enrolment in a specific level of education, regardless of age, expressed as a percentage of the eligible school-age population corresponding to the same level of education in a given school-year.
Life Expectancy (at birth)	The number of years a new born infant would live if prevailing patterns of age-specific mortality rates at the time of birth were to stay the same throughout the child's life.
Maternal Mortality Ratio	The annual number of deaths of women from pregnancy-related causes per 100 000 births.
Naturalisation	The Minister of National Security and Justice can grant certificates of naturalisation as provided by the Jamaican Naturalisation Act of 1962. Applicants have to be resident in Jamaica for the 12 month period immediately preceding the application and during the 7 year period immediately preceding the 12 month period be resident in Jamaica for a total of not less than 4 years. Their children can also be granted citizenship by naturalization.
Occupational Sex-segregation	The segregation of men and women into different occupations is called "occupational sex segregation.
Own Account Worker	A person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no employees. However, he/she may get the assistance of unpaid family workers. ³¹
Per Capita Income	The income per head of the population of a country.

³⁰ Jamaica Adult Literacy Survey, 1999.

³¹ http://www.statpak.gov.pk/depts/fbs/publications/lfs2001_2002/definitions.pdf

Poverty Line	A method used to assess the incidence of primary or income-based poverty in any given context is to set a 'poverty line' relative to that society and determine the number of persons whose <i>per capita</i> income falls below this level. To arrive at this'a basket of goods and services is constructed corresponding with local consumption patterns. The value of this basket, at local consumer prices and satisfying a pre-set level of basic needs for one person, is called the 'poverty line'. If the per capita income of house-hold members is below the poverty line, the household and its members are considered poor'. (UNFPA, 2002, p.17) ³²
Repetition Rate	Proportion of pupils from a cohort enrolled in a given grade at a given school-year who studies in the same grade in the following school-year.
Social Reproduction	The multi-faceted household and community roles played by women which are not market-oriented and do not appear in national income activities but rebound to the benefit of family, community and national good over the longer term and therefore are a sound basis for sustainable development. (Wedderburn, 2000) ³³
Social Safety Net	Safety Nets are mechanisms that mitigate the effects of poverty and other risks on vulnerable households. Risks can be temporary or permanent, and they can also be idiosyncratic, affecting specific households (such as illness or death of a breadwinner), or covariate, impacting communities and countries (like drought and shift in terms of trade). A variety of safety nets address these risks, including private or informal ones, such as when family members in different households support each other through hard times with cash, food, or labor. Others are formal programs run by governments and others that aim to provide additional income or in-kind help to vulnerable households. ³⁴
Total Fertility Rate	The average number of children women bear.
Unemployment Rate	The number of persons expressed as a percentage of persons 14 years and over in the population who are 'looking for work' together with persons 'wanting work and available for work'.
Women in Development	An approach to development which was pursued during the 70s and 80s aimed at integrating women into national development activities.

³² United Nations Fund Population Fund. 2002. *state of the world population 2002: people, poverty and possibilities*. New York, New York.

³³ Wedderburn, J. 2000. Gender and Social Reproduction. In: (ed.) Mohammed, P. *The Construction of Gender Development Indicators for Jamaica*. Kingston, Jamaica. PIOJ/UNDP/CIDA.

³⁴ <http://www1.worldbank.org/sp/safetynets/>