



MAINSTREAMING GENDER IN TRINIDAD & TOBAGO'S

This pamphlet was developed under the UNDP NDC Support Programme, with generous funding from the Governments of Germany, Spain and the European Union.

NATIONALLY DETERMINED CONTRIBUTION under the Paris Agreement



IN CONTRIBUTION TO THE
**NDC
PARTNERSHIP**
ACCELERATING CLIMATE
AND DEVELOPMENT ACTION

Supported by:

Federal Ministry
for the Environment, Nature Conservation
and Nuclear Safety
based on a decision of the German Bundestag



Spanish Agency
for International
Development
Cooperation

Federal Ministry
for Economic Cooperation
and Development



1. Ministry of Planning And The Economy, Central Statistical Office, Census Planning And Management Division. 2011 Population And Housing Census. March 2012
2. UNDP, 2018. Human Development Indices and Indicators: 2018 Statistical Update Briefing note for countries on the 2018 Statistical Update Trinidad and Tobago.
3. UNDP, 2018. Human Development Reports, Trinidad and Tobago.
4. "Minister Hosein welcomes new mayors and chairmen." 2016. Loop News, December 17, 2016.
5. Central Statistical Office (CSO), 2017. Latest indicators.
6. Pemberton, C., Joseph, J., 2018. National Women's Health Survey (WHS) for Trinidad and Tobago, Inter-American Development Bank (IDB)

July 2019

THE PARIS AGREEMENT

The Paris Agreement (PA) entered into force on 4th November, 2016 and represents a universal treaty on climate change in support of a low-carbon resilient future.

Nationally Determined Contributions (NDCs) represent each country's public commitments under the PA to reduce greenhouse gases (GHGs), post-2020.

Trinidad and Tobago has committed to (1) An overall reduction in cumulative emissions from its three main emitting sectors (power generation, transport and industry) by 15% by 2030 from business as usual (BAU), equivalent to 103 MtCO₂e, conditional on international financing; (2) Unconditional reduction in public transportation emissions by 30% or 1.7 MtCO₂e compared to 2013 levels by December 31, 2030.

In 2017, with support from the United Nations Development Programme (UNDP), Trinidad and Tobago was among the first set of countries to develop an Implementation Plan for achieving its NDC targets.

THE NDC SUPPORT PROGRAMME

The Nationally Determined Contribution (NDC) Support Programme is assisting Trinidad and Tobago in the implementation of its NDC. Key outcomes of this project include conducting a Gender Analysis and developing an Action Plan that will enable a more gender-responsive approach to NDC planning and implementation processes.

A Gender Analysis of the policy and institutional framework for mainstreaming gender in the NDC was conducted between January and May 2019, through the NDC Support Programme. Various stakeholders from government ministries and agencies, industry and civil society participated in focus groups, surveys and interviews as part of the data gathering process.

GENDER MAINSTREAMING

GENDER MAINSTREAMING is the process of assessing the implications for women and men of any planned action, policy or programme, in all areas and at all levels before any decisions are made and throughout the whole process.

It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that both women and men benefit and inequality is not perpetuated.

A **GENDER ANALYSIS** highlights the differences between and among women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context. It helps planners understand how the division of labour, roles and responsibilities, access to resources, use of time, decision-making power and cultural beliefs and practices may impact the ways in which men and women experience the effects of policies.



SUMMARY OF RECOMMENDATIONS & OPPORTUNITIES

- **Formalise a strong policy mandate for the mainstreaming of gender in all climate change related policies and programmes and include women and gender-focused NGOs in policy development and governance mechanisms.**
 - ★ The Green Paper on the National Policy on Gender and Development includes actions to be taken to include gender considerations in implementing climate change mitigation and adaptation strategies. A Gender Action Plan is being developed in consultation with stakeholders through the NDC Support Programme. Several policies are due for revision, including the National Climate Change Policy (NCCP), allowing for the inclusion of gender considerations in the updated policies.
- **Establish a mandate for the collection, use and analysis of gender disaggregated data and information in deliberations on policy and planning strategies for climate change mitigation.**
 - ★ A bill for the establishment of a National Statistical Institute of Trinidad and Tobago was passed in 2018 to replace the Central Statistical Office. The development of a new statistical institute provides an opportunity to consult with ministries and agencies in identifying what sex-disaggregated data should be collected for decision-making purposes. The Caribbean Community (CARICOM) Regional Strategy for the Development of Statistics has also prioritised the collection of sex disaggregated data for gender mainstreaming.
- **Strengthen the financial and human resource capacity of the GAD to provide technical support and guidance for gender mainstreaming in ministries and agencies. Train planning staff in key climate change ministries and agencies to conduct gender analyses and establish formal roles for Gender Focal Points in ministries to support identification of gender issues and development of gender action plans.**
 - ★ Gender Focal Points have been identified for most ministries and state agencies and they are taking part in capacity building activities through the GAD. The GAD is represented on the NDC Support Programme Steering Committee.
- **Provide training for divisional managers and other key personnel in ministries and government agencies to conduct gender analysis for gender budgeting. Introduce gender budgeting in ministries and ensure that Gender Action Plans are integrated into the budgeting process.**
 - ★ Some parliamentarians have been introduced to gender budgeting through sensitisation sessions conducted by UN Women and GAD. This capacity building can continue to be encouraged and enhanced.
- **Conduct gender audits in key sectors to determine how many women are in decision-making roles and establish measures to ensure both men and women have opportunities to advance to leadership positions in both technical and non-technical areas of work.**
 - ★ Some multinational companies in the industry sector have adopted Key Performance Indicators (KPIs) for women in leadership roles. This approach can be employed by other sector organizations and ministries.

THE STATUS OF GENDER IN TRINIDAD AND TOBAGO

National Gender Indicators^{1,2,3}

Population 1,324,699: 51.8% ♂ 49.2% ♀ | Human Development Index: 0.784
Gender Inequality Index: 0.324

Political Participation⁴

1st female Prime Minister (2010-2015) | 1st female President (2018-Present)
21% of leadership positions in 14 municipal districts held by women

Education³

At least some secondary school education: 74.4% of girls, 69.1% of boys
Overall tertiary level enrolment: 37% ♂ 63% ♀

Labour Force⁵

Labour force representation: 59% ♂ 41% ♀

Violence Against Women and Girls⁶

1 in 3 women aged 15-64 have experienced some form of sexual or physical violence from an intimate partner in their lifetime

POLICY AND REGULATORY FRAMEWORK FOR GENDER AND CLIMATE CHANGE

The **INTERNATIONAL POLICY FRAMEWORK** for gender and climate change includes conventions and multilateral agreements to which Trinidad and Tobago is a signatory, such as the United Nations Framework Convention on Climate Change (UNFCCC), Convention on the Elimination of Discrimination Against Women (CEDAW) and the Beijing Platform for Action (BfPA).

The **NATIONAL POLICY FRAMEWORK** that supports NDC implementation consists of the following policies and legislations that have been evaluated according to the degree to which gender is considered:

High	Med.	Low	None
			Draft National Policy on Gender and Development (Green Paper)
			National Environment Policy (2018)
			The National Development Strategy (NDS) 2016-2030 (Vision 2030)
			THA Comprehensive Economic Development Plan 2.0
			NDC Implementation Plan (2017)
			National Climate Change Policy (2011)
			Carbon Reduction Strategy (2015)
			Environmental Management Act Chap. 35:05
			Trinidad and Tobago Electricity Commission Act Chap. 54:70
			National Internal Transportation Policy (1996)
			Petroleum Act Chap. 62:01

GENDER CONSIDERATIONS IN THE NDC SECTORS

Power Generation

Transport

Industry

Gender Analysis Questions

- How much are women/men's livelihoods dependent on the availability of electricity?
- How much time do women/men save by the availability of electricity?
- Are their cultural or social barriers to the participation of women/men in technical fields related to power generation/ renewable energy?
- What are the transportation patterns of women/men?
- What productive and reproductive activities are tied to the availability of transportation?
- What social or cultural factors affect the way women/men use transportation?
- How does venting and flaring affect the health and wellbeing of women/men in surrounding communities?
- How does industry impact women/men's access to resources or services (water, electricity, waste disposal)?
- Are women represented in decision-making in the sector? How does this affect the way in which industry currently operates?

Gender Considerations for Further Analysis

- Women rely on various electrical appliances and equipment to save time and reduce workload in the household.
- Some persons with disabilities rely on electricity-powered assistive technology in order to help with their independence and to communicate with others.
- Women with small food processing businesses depend on electricity to process, refrigerate and prepare food items for sale.
- Women and girls have greater safety concerns about using public transportation.
- LGBT commuters, particularly trans women or effeminate men, are at risk of assault and harassment when taking public transportation.
- Installing CNG tanks in car trunks may be inconvenient for mothers who need extra space for groceries or equipment for children's extracurricular activities.
- Extending PTSC bus service or other state owned public transportation systems might result in increased competition among mostly male taxi drivers and a reduction in their earnings.
- There is a lack of representation of women in the industry sector and gender bias limits women's ability to reach decision-making positions.
- Fishermen have noted that the unavailability of regular gas has doubled the cost of fuelling their vessels. This can result in a loss of livelihood for men and women in the fishing industry.
- Children living in proximity to industrial emissions have higher incidence of respiratory illnesses.

SUMMARY OF GAPS IDENTIFIED

POLICY AND PLANNING FRAMEWORKS

- Weak mandate/provisions for mainstreaming gender into the national strategic planning and policy frameworks for climate change.
- Women and gender-focused NGOs are not included in institutional mechanisms for planning and monitoring of climate change mitigation activities.

USE OF SEX-DISAGGREGATED DATA AND INFO

- Sex-disaggregated data and gender information are not collected or used to inform the development of policies, plans, programmes and strategic actions towards climate change mitigation.

INSTITUTIONAL CAPACITY AND COORDINATION

- The Gender Affairs Division (GAD) lacks adequate staffing and finances to provide technical support and oversight for gender mainstreaming.
- Inadequate knowledge or skills of staff in ministries to conduct gender analyses, and Gender Focal Points (GFPs) are not integrated into strategic planning processes.
- Lack of consultation between ministries, agencies and stakeholders to obtain greater insight into the potential impacts of policies, plans and programmes relating to climate change.
- Inadequate systems for networking and cross-collaboration among climate change ministries and industry stakeholders to facilitate the sharing of gender data and development of indicators.

FINANCING

- Gender analyses and gender considerations are not included in the budgeting process in key climate change related ministries and agencies.

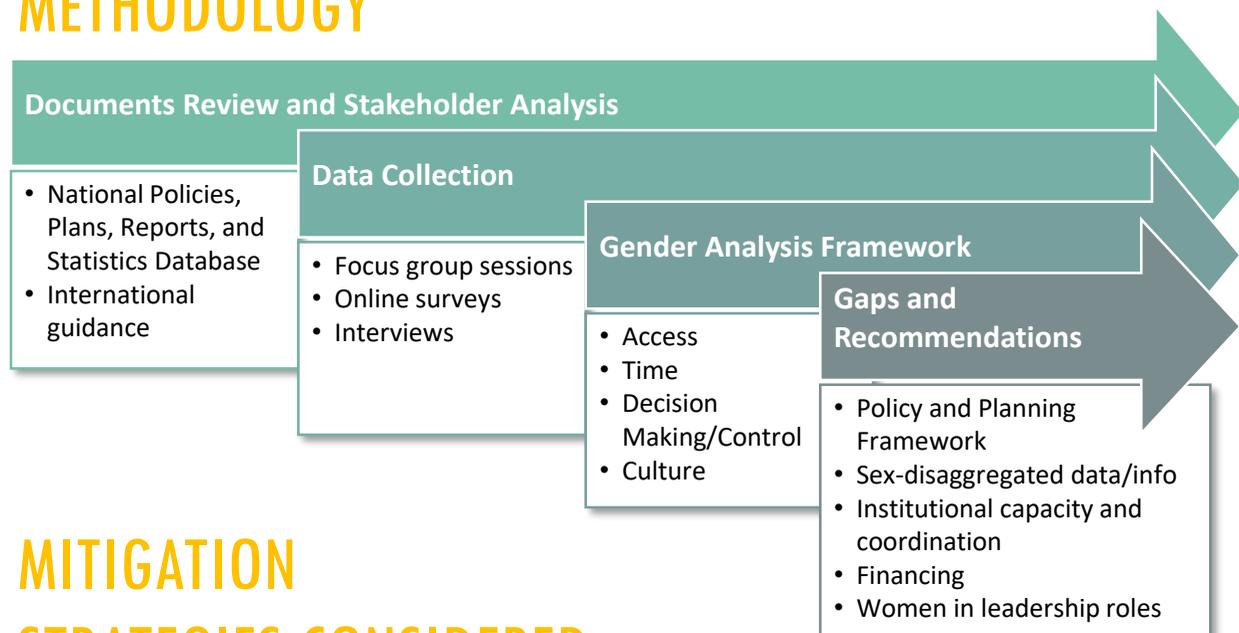
WOMEN IN DECISION-MAKING/ LEADERSHIP ROLES

- While women are well represented in decision-making and leadership positions and technical roles in government ministries, there is under-representation of women in technical roles and decision-making positions in the public and private Industry Sector.

APPROACH TO CONDUCTING THE GENDER ANALYSIS

The objective of this Gender Analysis was to analyse the local situation, issues and opportunities that will inform the mainstreaming of gender into climate action in Trinidad and Tobago. It identifies gaps in policy, planning frameworks, institutional mechanisms and capacities for incorporating gender equality considerations in climate change initiatives, including mitigation actions. It also explores enabling factors and opportunities for addressing these gaps. The following methodology was used.

METHODOLOGY



MITIGATION STRATEGIES CONSIDERED

Various mitigation strategies are outlined in the NDC Implementation Plan and were considered when conducting the Gender Analysis. These include:

Power Generation

Renewable energy options for power generation, efficiency measures to reduce the usage of natural gas for power generation, newer technologies to reduce emissions from power generation, energy conservation campaigns for households, etc.

Transport

Public and private vehicle conversion from use of petrol to CNG, programmes to restrict/reduce the use of private transportation, and the revision of public transportation plans including air and sea, etc.

Industry

Conducting energy audits at plants, the introduction of technologies to reduce venting and flaring, exploring the use of waste heat, and implementation of standards for GHG emissions, etc.