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**Saint Kitts and Nevis
National Commission**

ANNEX

SAINT KITTS AND NEVIS GENDER EQUALITY ACTION PLAN 2022-2027

**To accompany the Saint Kitts and Nevis Gender
Equality Policy**

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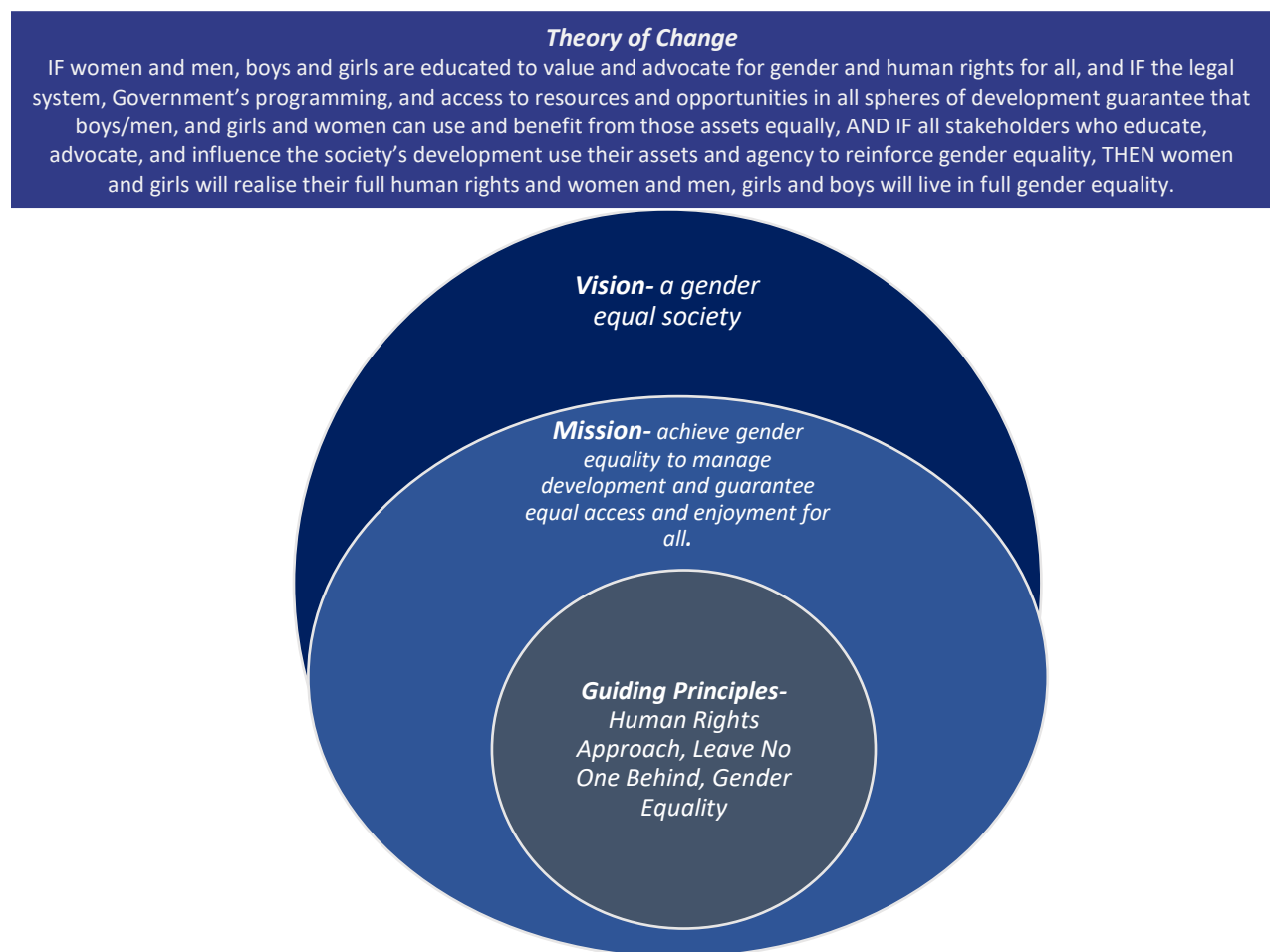
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INTRODUCTION

The Saint Kitts and Nevis Gender Equality Policy and Action Plan (GEPAP) 2022-2027 is the **Government's comprehensive statement of intent** and its blueprint for achieving gender justice for all. It signals the Government's political will and commitment to protect Constitutional rights, including gender equality, as a cornerstone for building and expanding the country's gains so everyone benefits. The Policy locates gender equality for all and the empowerment of girls and women to inclusive, sustainable growth and development for all boys/men and girls/women.

The strategic foundation for the Policy or its **success model** identifies the ideal transformative culture, behaviours and national cohesion on gender equality for all in the Federation.

Figure 1- St Kitts and Nevis Gender Equality Policy Success Model



SUCCESS MODEL

The Theory of Change (ToC) is the transformative **asset-based macro impact** on gender equality and empowerment for girls/women and boys/men. The Theory of Change (ToC) states:

IF women and men, boys and girls are educated to value and advocate for gender and human rights for all, and **IF** the legal system, Government's programming, and access to resources and opportunities in all spheres of development guarantee that boys/men and girls and women can use and benefit from those assets equally, **AND IF** all stakeholders who educate, advocate, and influence the society's development use their assets and agency to reinforce gender equality, **THEN** women and girls will realise their full human rights and women and men, girls and boys will live in complete gender equality.

VISION

Saint Kitts and Nevis is a gender equal society in which women and men, boys and girls realise their full potential in both their public and private lives and can contribute equally to and benefit equally from social, political, economic and environmental development.

MISSION (POLICY GOAL)

Saint Kitts and Nevis Gender Equality Policy and Action Plan is designed to achieve gender equality for all men and women, boys and girls, as a human right, in accordance with national laws and regional and international treaties to which the country is a party. It is the Government's commitment to manage economic, social, and environmental dimensions of development in ways that guarantee equal access and enjoyment for all.

GUIDING PRINCIPLES

The principles for the Policy are the universal values underpinning the achievement of the 2030 Agenda for Sustainable Development. The three guiding principles also reflect the strategic objectives.

Human rights approach – representing the human rights-based framework, which establishes women's rights as human rights, and people's express access to rights,

Leave no one Behind (LNOB) – this value invests several fundamental principles into an approach that is *inclusive, participatory, comprehensive, and* integrates *intersectionality*.

Gender equality as substantive equality: addressing both ideological and material dimensions of gender and incrementally fulfilling the national, regional and international commitments that establish norms and standards for gender equality and women's empowerment.

The integrative principles are *political will, fully resourced, and evidence-based development*.

THE GENDER EQUALITY ACTION PLAN

The Gender Equality Action Plan 2022-2027 provides detailed targets and actions to achieve gender equality across the ten policy domains:

1. Agents of Socialisation
 - a. Culture
 - b. Family
 - c. Religion
 - d. The Mass Media
2. Agriculture, Fisheries, and Food Security
3. Climate Change and the Environment
4. Decent Work and Inclusive Economic Growth
 - a. Labour Market Participation and Social Protection
 - b. Employment, Productive Resources, Entrepreneurship and Trade
 - c. Digital Technologies
 - d. Tourism and Services
 - e. The Blue Economy
5. Education and Human Assets for Sustainable Development
6. Elimination of Gender-Based Violence and Discrimination for Human Security
7. Health and Well-being
 - a. Sexual and Reproductive Health
 - b. Non-communicable diseases (NCDs)
 - c. Healthy Outcomes for Boys and Men
 - d. COVID-19- Recovery and Resilience (a cross-cutting theme)
8. Leadership and Decision-making
 - a. Women in Parliament and Politics
 - b. Women in Policing and Security Forces
 - c. Equal Participation in Society
9. Rule of Law, Justice, and Gender Rights
 - a. Legislative Reforms on Eliminating Violence And Eradicating Discrimination
 - b. Access to Justice
10. Special groups in the national gender equality agenda
 - a. Older Persons
 - b. Young People (Youth)
 - c. Persons with Disabilities (PWDs)
 - d. Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) people
 - e. Migrant (foreign-born) populations

The *Gender Equality Policy Action Plan* adopts **gender mainstreaming** as the overarching approach for achieving its aims. The **National Gender Machinery (NGM)**, comprised of the Departments of Gender in Saint Kitts and in Nevis, is responsible for spearheading and coordinating the implementation of the Action Plan aligned to the National Gender Policy. The

NGM will coordinate the **Gender Management System (GMS)** as the enabling environment for advancing gender equality.

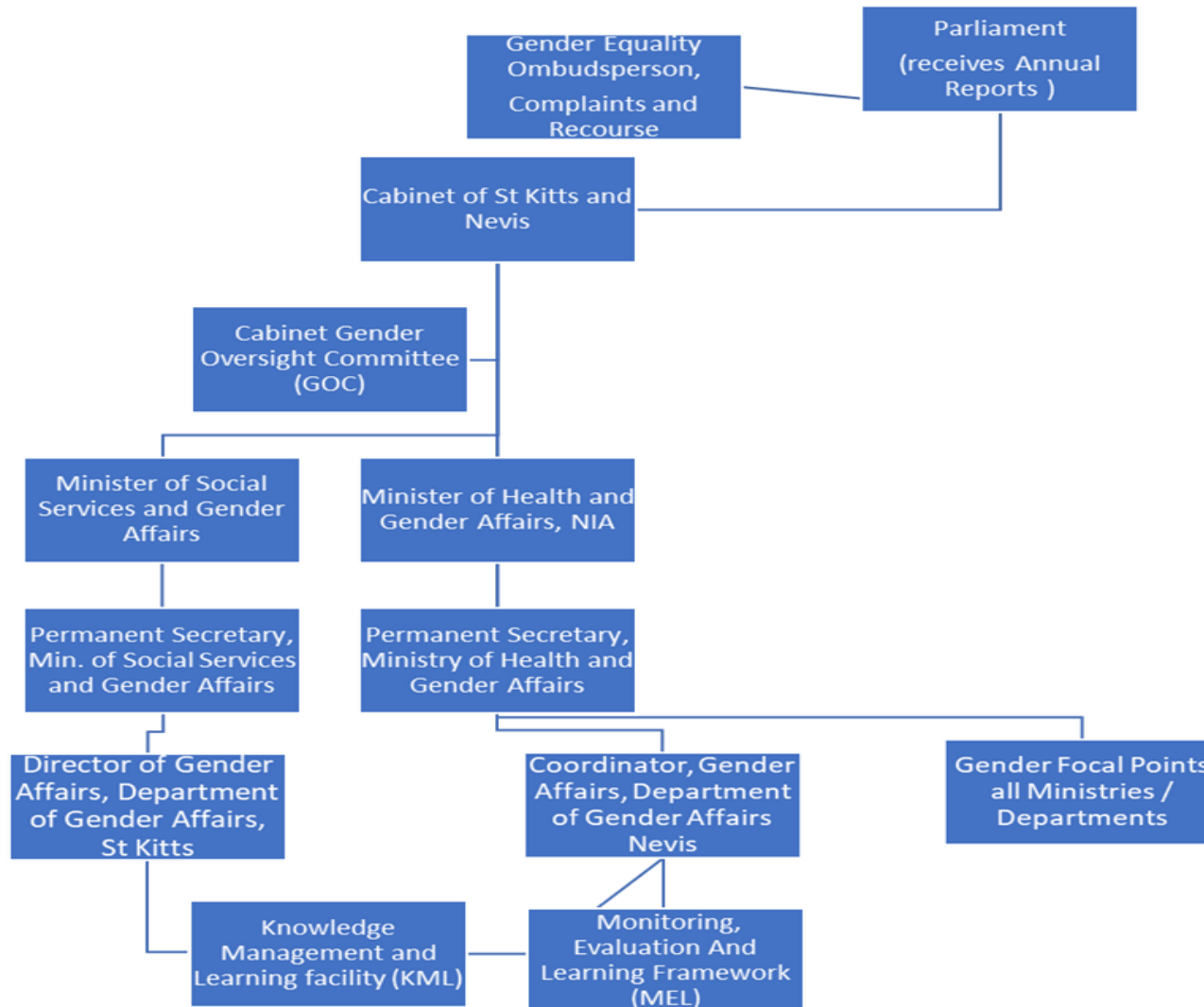
The GMS contains four main components: the GMS Cabinet Oversight Body, the Gender Focal Points (GFPs), the Knowledge Management and Learning Facility (KML), and the Monitoring Evaluation and Learning System (MEL). The Gender Focal Points (GFPs) will be appointed from among executive decision-makers in public sector agencies and accountable for priority targets their Ministries/Departments will optimally achieve.

Monitoring, Evaluation and Reporting (MER)

The Policy and Action Plan will be enabled through regular monitoring, evaluation, and reporting according to the Governments' performance management cycle. The NGM and GFPs will prepare a monitoring and evaluation plan corresponding to this Action Plan as a basis for MER. By mid-2024, the National Gender Machinery (NGM) will lead a full review of progress against the short-term actions, considering the findings of specialised studies commissioned to advance progress. The results will inform the successive Plan of Action for the 2027-2032 Plan of Action and necessary changes to the National Gender Equality Policy and the monitoring and reporting framework.

Reporting collated by the NGM will inform the submissions of the GMS Cabinet Oversight Body. Any changes to be made to the National Gender Equality Policy will be made through this process.

THE GENDER MANAGEMENT SYSTEM



POLICY AREA 1 – AGENTS OF SOCIALIZATION (CULTURE, FAMILY, RELIGION, MASS MEDIA)

Culture					
Strategic Goal: To develop and apply gender-responsive cultural policy and strategies that empower all members of society.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Review the national culture policy to integrate gender-aware and responsive language and provisions and facilitate gender mainstreaming in the culture and associated sector.	Develop a review framework and establish a Committee / or appoint a Consultant	National Cultural Policy integrates gender perspectives and gender mainstreaming	Year 2022	Department of Culture NGM Ministry of Education Community groups and cultural NGOs	Consultant for policy review and update Resources for survey roll out and data collation and analysis
2. Strengthen the evidence base for policy and programming in the sector to promote national acceptance of gender equality responsive to gendered needs and circumstances.	<p>Conduct a survey on attitudes, perceptions and practices on gender as the basis for designing gender-transformative strategies and material</p> <p>(may include a wide variety of topics related to gender equality, gender-based violence; health and health-related practices; household division of labour; men's participation in caregiving and as fathers; men's and women's attitudes about gender and gender-related policies; transactional sex; men's reports of criminal behaviour; and quality of life, feminism, male marginalisation etc.)</p> <p>Establish guidelines to collect sex-disaggregated data on the sector for use by all users specific to their operations</p>	<p>Consultant's Report with recommendations</p> <p>Gender-responsive capacity building, advocacy and community-based actions identified</p> <p>Baseline data on culture and gender</p>	Year 2022	Department of Culture NGM Department of Statistics Ministry of Education Community groups and cultural NGOs	<p>Consultant for survey and baseline data</p> <p>Resources for survey roll out and data collation and analysis</p>

<p>3. Establish leadership and mentoring initiatives for female creatives and heritage professionals and ensure gender balance in the cultural and creative sectors at senior leadership levels.</p>	<p>Develop programme curriculum and mentorship methodology Implement criteria for gender balance in the cultural and creative sector.</p>	<p>National mentorship platform established Percentage increase in women creatives in leadership and decision-making Register of female creatives No. of development activities undertaken with creatives</p>	<p>Year 2022 and ongoing</p>	<p>Department of Culture Ministry of Trade Department of Gender Affairs</p>	<p>Human resources with relevant expertise Financial resources and access to technology</p>
<p>4. Develop strategies to engage the broader society in understanding and integrating gender equality as national culture (pay attention to strategies on gender-equal access, participation in and contribution to culture, use of gender-sensitive language, inclusion of women and men national and cultural icons, popular traditions, and youth and other sub-cultures etc.)</p>	<p>Develop age-appropriate events and activities for schools, youth clubs, and other publics that expand participation for boys, girls, women and men. Provide opportunities for boys and girls to participate in cultural activities outside of traditional gender roles and options. Develop a programme highlighting the cultural and artistic contributions of women. Use heritage and cultural traditions and events to provide transformational gender equality messaging Build public awareness and advocacy campaigns to transform gender stereotypes and discrimination in cultural and cultural traditions.</p>	<p>Schools, youth clubs, NGOs, FBOs implement local activities for all users. Men and boys and women and girls embrace gender positive behaviours. Local culture glossary that educates on positive gender relationships. Tools approved for national use. National plan and delivery mechanisms to integrate transformational gender in use by all relevant agencies No. of agencies/interventions using approved approaches Culture component integrated into regular programming of the Public Education and Communications Strategy (PECS) Mass media interactive elements launched</p>	<p>Year 2022 and ongoing</p>	<p>Department of Culture Department of Gender Affairs Ministry of Education Ministry of Tourism Nevis Tourism Authority PECS Culture, youth, sport groups NGOs, CBOs, FBOs St. Kitts and Nevis Information Service – SKNIS Office of the Premier, Nevis</p>	<p>Human resources with relevant expertise Financial resources, access to ICTs, materials and related products</p>

Family					
Strategic Goal: To strengthen the family as a healthy and cohesive unit to promote and uphold the elimination of discrimination and gender equality for all.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Promote consistent positive messaging, reinforce all family structures, and the principle of equality and shared responsibilities for household maintenance and care work	Develop messages and engagement strategies for all publics of all ages and vulnerable groups in cooperation with relevant stakeholders	Media campaign launched Media advocates identified and trained	Year 2022 and ongoing	Department of Culture Department of Gender Affairs Ministry of Education NGOs, CBOs SKNIS Office of the Premier, Nevis National Men's Council	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
2. Reinforce the role of fathers/ men as caregivers and home-makers in providing guidance, care, and support for their children's overall wellbeing and development.	Programme curriculum and mentorship methodology developed Develop trainers' curriculum on positive masculinity for boys, teens, fathers	Media campaign launched No of men trained for programme roll-out No. of development activities undertaken with NGO/FBO/CBO groups	Year 2022 and ongoing	Department of Culture Department of Gender Affairs Ministry of Education NGOs, CBOs SKNIS Office of the Premier, Nevis National Men's Council Boy's Mentorship Programme	Human resources with relevant expertise for family and parenting curriculum Financial resources, access to technologies, materials and related products
3. Increase opportunities for dialogue among men and their associations on issues of interest and importance: health etc., and as positive enablers of gender quality.	Develop curriculum for men as gender allies, caregivers and positive supports for families.	Men as Carers programme launched Boys and men of all ages trained for roll-out	Year 2022 and ongoing	Department of Culture Department of Gender Affairs Ministry of Education Media Houses St. Kitts and Nevis Information Service – SKNIS Office of the Premier, Nevis	Human resources with relevant expertise for men's programming Financial resources, access to technologies, materials and related products
4. Advocate for/promote the equality of rights and access of men/boys and women/girls and eliminate discrimination against girls and women.	Develop age-appropriate events and activities for schools, youth clubs, and other publics that expand participation for boys, girls, women and men.	Schools, youth clubs, NGOs, FBOs implement local activities for all users. Sports, games and other recreational activities promote gender equality	Year 2022 and ongoing	Department of Gender Affairs Community Development Department Ministry of Education Departments of Youth Department of Sport	Human resources with relevant expertise. Financial resources, access to technologies, materials and related products
5. Invest in community-level parent education and support programmes that redefine the prescribed gender roles of women and men.	Revise parenting programme with gender education and sensitisation components	Gender-sensitive material with training goals to foster a culture of family unity, mutual respect, and freedom from gender-based violence. No. of training activities undertaken in communities	Year 2022 and ongoing	Department of Gender Affairs Community Development Department Department of Social Services Community Health Education Department	Human resources with relevant expertise for family and parenting curriculum Financial resources, access to technologies, materials and related products

Religion					
Strategic Goal: To integrate the religious community and faith-based institutions as valued partners and agents of gender transformative change and development.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Strengthen the capacity of church leaders, men, women, and young people, including faith-based youth leaders, for transformational practices on gender equality and women's empowerment and eliminating GBV.	Develop training curriculum using data from 2022 MAGE Develop methodology for varying audiences using social media, culture, sports, and other innovative strategies. Teach healthful and positive gender norms and behaviours for the home and society using existing services and ministries of the churches and FBOs,	Training of trainers sessions conducted for the religious community No. of religious institutions adopting the training protocols/ methodologies	Year 2023 and ongoing	Department of Culture Department of Gender Affairs Department of Ecumenical Services Religious Community	Gender / Training expertise Theology expertise Financial resources, access to technologies, materials and related products
2. Identify, document, and disseminate religious beliefs that support the equality of women and men and successfully challenge patriarchal norms, ideologies, and gender discrimination.	Develop messaging and action plan using findings from 2022 MAGE Customise gender equality teachings from the local Bahá'í community	Training Manual for the religious community Summary Report of findings	Year 2023 and ongoing	Department of Gender Affairs Department of Ecumenical Services Religious Community	Research Officer Bahá'í Community Trainer
3. Support a women's religious leadership platform committed to integrating and promoting gender equality and advocating for women's roles as leaders and equal partners in administration and development in the Church and its institutions and the family	Develop platform features and methodology	National platform established Percentage increase in women in leadership and decision-making Register of female creatives	Year 2023 and ongoing	Department of Gender Affairs Department of Ecumenical Services Business and Professional Women's Association Religious Community	ICTs expertise Theology expertise

Mass Media					
Strategic Goal: To develop gender-inclusive approaches to communications and messaging that promote gender-transformative norms and behaviours in society.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Develop gender-sensitive and gender-equality performance media standards in consultative work with relevant public and private agencies	Contract consultant for the media standards	Data sets on culture in education, employment etc. Capacity-building programme on gender and culture NGOs and public sector stakeholders trained in gender and culture sensitisation	Year 2023 and ongoing	Department of Gender Affairs Media Houses St. Kitts and Nevis Information Service – SKNIS Office of the Premier, Nevis	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
2. Facilitate training and sensitisation with the management and mass media agencies for their gender-aware and gender-responsive internal and external operations.	Programme curriculum and methodology developed	No. of persons trained using approved curriculum	Year 2022 and ongoing	Department of Gender Affairs Ministry of ICT, Entertainment, Entrepreneurship and Talent Development St. Kitts and Nevis Information Service – SKNIS Office of the Premier, Nevis	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
3. Encourage the positive media portrayal of women and men as social and economic leaders, carers, homemakers, critical contributors and beneficiaries in development.	Develop innovative and interactive programmes to promote healthy discourse and a shared understanding of the diverse roles of boys/men and girls/women. Develop programmes to challenge stereotypes, e.g., women as sexual objects and inferior beings, men as “providers.” Develop media incentives and awards for the positive portrayal of women and men as agents of gender equality	Component integrated into regular programming of the Public Education and Communications Strategy (PECS) Mass media interactive elements launched Tools approved for national use. Awards programme launched	Year 2022 and ongoing	Department of Culture Department of Gender Affairs Ministry of Health St. Kitts and Nevis Information Service – SKNIS Office of the Premier, Nevis	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
4. Promote more opportunities for open dialogue to challenge behaviours that perpetuate gender discrimination and GBV. (toxic masculinities, stereotypes about women and men, and other discriminatory attitudes)	Develop innovative and interactive programmes Develop men’s and women’s forums Launch school-based “Understanding gender” programming	No. of interventions held No. of schools delivering the “Understanding gender” programme	Year 2022 and ongoing	Department of Gender Affairs Ministry of Education Ministry of Health St. Kitts and Nevis Information Service – SKNIS Office of the Premier, Nevis National Men’s Council Religious Community	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

POLICY DOMAIN 2 - AGRICULTURE, FISHERIES, AND FOOD SECURITY

Agriculture					
Strategic Goal: To mainstream gender in the sector for men's and women's equal access to productive resources for economic growth and empowerment (paying attention to agriculture, fisheries, food sovereignty and security and related components of the national agriculture and land use plan)					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
<p>1. Implement gender mainstreaming in the agricultural and related sector strategies.</p> <p>Target areas: agriculture, fisheries, land use /ownership, food and nutrition security, rural development)</p>	<p>Develop a mainstreaming plan for agriculture, food security and related components of the agriculture and fisheries, etc.</p> <p>Commission a consultant to conduct the mainstreaming plan gender analysis</p> <p>Conduct a gender analysis of eco-system agricultural and support services to producers and users</p> <p>Strengthen internal structures and systems to promote gender equality and the equal participation of men and women in all policy, programming, and decision-making in the sector</p> <p>Identify and train gender leads across the Ministry to support the mainstreaming strategy at all stages of design and implementation</p>	<p>Mainstreaming plan</p> <p>User-specific information collated by sex and sub-sectors</p> <p>Consultancy undertaken, report and recommendations presented.</p>	Year 2022 and ongoing	<p>Ministry of Agriculture and Fisheries</p> <p>Department of Gender Affairs</p> <p>Ministry of Sustainable Development</p> <p>Statistics Department</p> <p>Relevant agencies:</p> <p>Farmers' networks, organisations and cooperatives</p> <p>Women farmers' cooperatives and groups, women in agriculture, fisherfolk etc.</p>	<p>Human resources with relevant expertise</p> <p>Financial resources, access to technologies, materials and related products</p>
<p>2. Build appeal and acceptance for agriculture, fisheries, and food production for all publics as a vested approach to food security and national development.</p>	<p>Promote including girls/women and boys/men in food production and food preparation at household and commercial levels.</p>	<p>Increased public awareness of the importance of food security and agri-business to economic development and growth.</p> <p>Agriculture curriculum strengthened at the primary, secondary and State College levels.</p>	Year 2022 and ongoing	<p>Ministry of Agriculture, Fisheries and Marine Resources</p> <p>Ministry of Sustainable Development</p> <p>Ministry of Education</p> <p>Other relevant agricultural agencies</p> <p>Farmers' networks, organisations and cooperatives</p>	<p>Human resources with relevant expertise</p> <p>Financial resources, access to technologies, materials and related products</p>

		Public awareness campaigns conducted and reaching varying audiences		Women farmers' cooperatives and groups	
<p>3. Ensure women in agriculture access capacity building, credit, business development, and product improvement support to grow businesses, and exploit opportunities in the tourism and all sectors.</p> <p>(Target women farmers, fisherfolk, and agricultural entrepreneurs, agro-processors etc. and women with special needs and circumstances)</p>	<p>Strengthen the Women in Agriculture Programme to increase the visibility of women in the fishing sector, facilitate access to funding for women in fisheries, aquaculture, and related sectors, and optimize available and emerging opportunities for gender-inclusive blue economy funding and development opportunities.</p> <p>Collaborate with credit, banking, and entrepreneurship agencies on employment and entrepreneurship training to enhance women's income-generating potential, equal access and control over productive resources, land, credit, capital, property rights, development programmes, and cooperative structures.</p> <p>Develop public education on the importance of women's leadership and participation in the agriculture and fisheries sector to national well-being and development</p> <p>Strengthen community groups and cooperatives in the sector for women and men for enhanced agricultural production and sustainability</p>	<p>Small-scale female farmers engaged in innovative approaches and technologies.</p> <p>Male and female farmers are targeted equitably with support mechanisms informed by gender analysis</p> <p>Farmers exploring alternative agricultural enterprises supported with raining, product development, project management, standards and marketing, access to credit, etc.</p> <p>Information on credit easily accessed by male and female farmers</p>	Year 2022 and ongoing	<p>Ministry of Agriculture, Fisheries and Marine Resources</p> <p>Ministry of Sustainable Development</p> <p>Ministry of Education</p> <p>Other relevant agricultural agencies</p> <p>Farmers' networks, organisations and cooperatives</p> <p>Women farmers' cooperatives and groups</p>	<p>Human resources with relevant expertise</p> <p>Financial resources, access to technologies, materials and related products</p>

<p>4. Support increased production and a better quality of life for men and women in agriculture and fisheries (Pay attention to farm mechanisation, climate-smart farming techniques, and production of climate and disaster-resilient crops, green economy, using natural resources for food security, etc. and ensuring equitable access to productive resources according to gendered needs.)</p>	<p>Conduct an audit of gendered needs and opportunities relative to market demands, access to productive resources, opportunities in the eco-system.</p> <p>Develop knowledge and skills on agricultural diversification for women and men to enhance their economic participation in the sector</p> <p>Develop knowledge tools and approaches in tandem with green economy practice and opportunities to preserve the environment and protect biodiversity and ecosystem services.</p> <p>Organise consultative meetings with regional agricultural research development agencies possibilities for viable agricultural diversification.</p> <p>Provide trainings on climate-smart farming techniques</p> <p>Disseminate information on availability and access to credit</p> <p>Establish a mechanism to monitor the regularisation of tenancies and subsidized lease arrangements.</p> <p>Promote food security and resilience programming through the use of natural resources (farmable land, water resources)</p>	<p>Increased agricultural production and entrepreneurship among male and female farmers.</p> <p>Increased number of women owning land and having access to credit</p> <p>Increased local food supply and national food security.</p> <p>Male and female farmers involved in the consultative</p> <p>Integration of climate-smart techniques into traditional and modern agriculture</p> <p>Small scale male and female farmers utilise new areas of agricultural production and technologies.</p> <p>Empowerment of male and female farmers; Partnerships, cooperatives and networks strengthened.</p> <p>Extension services targeted to female farmers, e.g., technical advice, access to financial resources and credit.</p>	<p>Year 2022 and ongoing</p>	<p>Ministry of Agriculture, Fisheries and Marine Resources Ministry of Sustainable Development Ministry of Lands, Housing, Settlements St Kitts and Nevis Sugar Industry Diversification Foundation Regional agricultural research and development agencies – IICA, CARDI, ECIAP, FAO, etc. Farmers’ networks, organisations and cooperatives Women farmers’ cooperatives and groups</p>	<p>Human resources with relevant expertise</p> <p>Financial resources, access to technologies, materials and related products</p>
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5. Implement discrete temporary measures as necessary to accelerate <i>de facto</i> equality for women in agriculture.	Establish a mechanism/ committee to monitor and evaluate results for women	Legal provisions in place for temporary measures	Year 2022 and ongoing	Ministry of Agriculture, Fisheries and Marine Resources Ministry of Sustainable Development Department of Gender Affairs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
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POLICY DOMAIN 3 - CLIMATE CHANGE AND THE ENVIRONMENT

Strategic Goal: To promote a gender-responsive approach to climate change, the environment and sustainable development, and men's and women's equal participation in decision-making on all aspects of the sector.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Develop a comprehensive gender-responsive and mainstreaming plan on climate change and the environment (paying attention to BUR sector reporting, global guidance and compliance frameworks on the environment, climate change, disaster risk reduction, the blue economy, and intersecting concerns)	Commission a gender analysis and gender impact assessment of Saint Kitts and Nevis's challenges and opportunities in the sector, impacts for men, women, special groups to achieve an eco-system wide comprehensive gender-responsive environmental sustainability policy and action plan.	Gender analysis and gender impact assessment commissioned, conducted, and report/ recommendations presented.	2022	Ministry of Environment and Cooperatives, the Ministry of Sustainable Development, the Ministry of Agriculture, Fisheries and Marine Resources, the National Emergency Management Agency (NEMA) and other BUR sector partners	Consultant with the requisite expertise Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Develop tools to support the sector in mainstreaming gender (gender analysis, gender impact assessments, and gender-responsive approaches to the development)	Tools developed and training and orientation on their application conducted.			
	Train and empower sector agenda- gender focal points to manage and monitor mainstreaming efforts	No of partner agencies implementing approved gender-inclusive methodology			
	Develop gender-aware approaches to disaster risk reduction and management (consider the differential impact of natural disasters on girls/women and boys/men and the differential approaches necessary for their recovery and resilience-building).	Gender-responsive DDR integrated for national use and planning	2023 and ongoing		
2. Build gender-aware knowledge, systems and strategies on climate change, DRR, and the sustainable development agenda for diverse user	Develop gender-aware and responsive training that engages all users in adopting practices and technologies to mitigate the impacts of climate change for	Men, women, youth, diverse groups trained and empowered for policy-making, planning and development programmes on	2023 and ongoing	Department of Environment within the Ministry of Environment	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

<p>populations. (Target: associations of boys/men, girls and women, youth-led groups in climate change, NRM, and special/underserved groups</p>	<p>DDR and necessary roles in environmental protection and sustainability.</p> <p>Build and strengthen the capacity of women and men and community enterprises to contribute on an equal basis to a Green Economy, paying attention to the specific needs of male and female-owned businesses.</p> <ul style="list-style-type: none"> - Train boys/men and girls/ in climate change mitigation for environmental protection and sustainability - Conduct youth/ community audit of training needs/ potential to build skills in the use of simple 'green' technologies - Conduct training in line with needs/plan 	<p>climate change and environmental sustainability</p> <p>Sustainable technologies audit responsive to needs of women and men in use.</p> <p>Green technologies assessment and training plan for communities</p> <p>No. of trainings</p>		<p>Departments of Gender Affairs</p> <p>Ministry of Social Services and NGM Community Development Department</p> <p>Departments of Youth</p> <p>SKNYPA</p> <p>St Kitts and Nevis National Council of Women</p>	
	<p>Increase awareness of the environment and men's and women's roles in the sustainable development of the country's natural resources.</p> <ul style="list-style-type: none"> - Hold ongoing public awareness campaigns using a range of media targeted to specific audiences – television, radio, theatre, social media, etc. 	<p>Public awareness campaigns conducted and reaching varying audiences.</p> <p>Men's and women's different and complementary roles of recognised and validated in the development of approaches to address climate change; environmental protection, conservation and preservation; and the sustainable utilisation of natural resources.</p>	<p>2023 and ongoing</p>	<p>Department of Environment within the Ministry of Environment and Cooperatives SKNIS Department of Information, NIA Television and radio stations NGOs</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p>

<p>3. Develop a gender-responsive social safety net for persons impacted by climate change.</p>	<p>Design the concept for the safety net identifying most vulnerable populations segments and communities</p>	<p>Report on social safety net approved</p> <p>Action Plan for phased roll-out and resource allocations in place</p>	<p>Year 2022 and ongoing</p>	<p>NGM Ministry of Agriculture, Fisheries and Marine Resources Ministry of Sustainable Development NEMA Ministry of Finance Ministry of Social Development</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p>
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POLICY DOMAIN 4 - DECENT WORK AND INCLUSIVE ECONOMIC GROWTH FOR ALL

Labour Market Participation and Social Protection					
Strategic Goal: To foster equality for men and women in labour force participation and access to social protection and labour rights.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Establish institutional mechanisms for equal employment and equal pay	Establish a tool to monitor and enforce gender-based violations concerning equal pay for work of equal value. Establish mechanisms for gender audits for public and private sector	Mechanism in place. Cases of gender-based violations of the Employment Protection Act brought forward. Ongoing enforcement of the Act about equal pay for work of equal value. No. and type of public awareness education material	2022 and ongoing	Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Social Security Board SKN Chamber of Commerce and Industry Private sector Labour unions NGOs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
1. Establish a statutory right to paternity leave for all workers in all public and private sectors consistent with recommended good practice.	Review legal and other reforms	Equal treatment and protection of employment of men in the public and private sector	2022 and ongoing	Labour Commission Law Commission Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Public Service Commission Social Security Board Department of Gender Affairs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
2. Implement guidance for all sectors and industries to collect sex-disaggregated for all aspects of their operations.	Establish a Committee to review the legislation with regard to issues including minimum wages, hours of work, conditions of employment, payment of social security, reproductive rights, sexual harassment, etc.	Review undertaken and report/ recommendations presented. Legislation amended to address the rights of domestic and agricultural workers and workers in other unregulated sectors. Amend legislation includes homemakers.	2022 and ongoing	Department of Gender Affairs Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Private sector Labour unions NGOs Statistics Department	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

<p>3. Review and strengthen social security services adequate to the rights and needs of all men and women.</p>	<p>Review law and practices to eliminate gender biases or gender-related discrimination in access to social security protections and pensions for women and men.</p> <p>Conduct gender review/assessment of the Social Security Scheme with regard to the payment of pensions at the appropriate age to men and women whether or not they were employed in the formal labour force.</p> <p>Ensure unwaged and reproductive work is integrated for women's pension and other social security protections in later years.</p> <p>Develop protocols for special populations (women in informal sectors, older persons, and PWDs)</p>	<p>Social Security legislation amended.</p> <p>Revised provisions developed for rights, pensions, unwaged and reproductive work, informal and care economy etc.</p> <p>Protocols/protections adequate to needs of special categories of workers.</p>	<p>2022 and ongoing</p>	<p>Social Security Board Law Commission Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Private sector Labour unions NGOs DGAs</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p>
<p>4. Ensure universal adoption of gender-inclusive human resource practices in all sectors.</p>	<p>Develop a standard guide for use in the sector</p> <p>Conduct training and orientation for users</p>	<p>Gender policy briefs developed and used to guide and influence national and sector budgets.</p> <p>No. of agencies using the sector guide</p> <p>No. of persons trained on standards</p>	<p>2022 and ongoing</p>	<p>Law Commission Human Resource Management Dept. Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Private sector- Chamber Labour unions NGOs, NGM</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p>
<p>5. Provide gender sensitisation/training for all users and partners in the sector</p>	<p>Develop standard interactive gender sensitisation training appropriate to all duty bearers and service providers in the sector</p>	<p>Training material available and in use</p>	<p>2022 and ongoing</p>	<p>Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Private sector- Chamber Labour unions NGOs, PECS etc.</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p>

	Implement public education awareness to promote the gender-inclusive sector targets				
6. Establish temporary special measures in any area of labour market participation.	Legislation drafted	Measures promulgated GOC reporting on temporary measures	2022 and ongoing	Law Commission Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

Employment, Productive Resources, and Entrepreneurship

Strategic Goal: To enable men and women to benefit from sustainable livelihood strategies, economic growth, and productive resources according to their aspirations and for an improved quality of life.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Review the Trade Sector and Financial Strategies with a gender lens for the equal participation of men and women.	<p>Establish a review Committee of responsible agencies in Finance, Planning, Labour, Gender Affairs, the Private Sector, and Professional Women's Association or gender-based NGOs</p> <p>Develop guidelines for mainstreaming gender into all Departments of the Ministry and the work of all private sector and civil society stakeholders and partners.</p> <p>Assess discriminatory pricing on products and services based on gender (Pink Tax) etc.</p>	<p>Review undertaken and report/ recommendations presented.</p> <p>Updated Sector Strategy and Gender Agenda</p> <p>Gender equality and social justice criteria integrated into economic policy and programmes, trade negotiations and technical co-operation agreements, and poverty reduction strategies and programmes.</p> <p>Consumer protections updated for all</p>	2022 and ongoing	<p>Ministry of Finance and Planning</p> <p>Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour</p> <p>Financial Services Regulatory Commission</p> <p>SKN Chamber of Commerce and Industry</p> <p>Gender Affairs</p> <p>Private Sector, Business and Professional Women's Association</p> <p>NGOs</p>	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
2. Collect, collate, and analyse sex-disaggregated data specific to labour and employment.	Establish a Committee to review the legislation with regard to issues including minimum wages, hours of work, conditions of employment, payment of social security, reproductive rights, sexual harassment, and other existing and emerging vulnerabilities	Gender policy briefs developed and used to guide and influence national and sector budgets. Effective coordination among all ministries.	2022 and ongoing	<p>Department of Gender Affairs</p> <p>Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour</p> <p>Private sector</p> <p>Labour unions</p> <p>NGOs</p> <p>Statistics Department</p>	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

	among working women and men.				
3. Provide an enabling environment and equitable access for women and men for entrepreneurship and business development, including credit and financing.	Review law and practices Implement gender-responsive entrepreneurship training and development arrangements	Women and men participation recognise home care and other responsibilities	2022 and ongoing	Social Security Board Law Commission Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Private sector Labour unions NGOs DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
4. Enhance educational and training opportunities and sustainable livelihood supports to special populations to reduce reliance on strategies related to the illegal trade in drugs, arms and ammunition, and transactional sex.	Establish mechanisms for continuous training upgrade	Training partners, curricula and roll-out	2022 and ongoing	Law Commission Human Resource Management Dept. Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Private sector, Labour unions NGOs, Min. of Education	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
5. Promote gender equality in the policies and strategies of male-dominated industries	Establish a Special Committee to review and report on challenges and opportunities for men and women in select industries (shipping and port services, cultural and creative industries, entertainment, sports industries, etc.)	Measures promulgated	2022 and ongoing	Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Ministry of Tourism, Transport and Ports SCASPA Dept of Maritime Affairs Coast Guard DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

Digital Technologies

Strategic Goal: To enable girls and boys, women and men to have equal access to the Internet for education, work and businesses; improved access to markets and wealth creation, wider networks, innovations, and supports and well-being.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Review the National ICT Strategy to integrate a gender perspective and gender equality knowledge component.	Establish criteria to collect sex- and age disaggregated data on the use and access to digital technologies in public and private spheres	Criteria integrated	2022 and ongoing	International Trade, Industry, Commerce, Consumer Affairs and Labour Information Technology Dept. Statistics Department	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Promote women and girls' advanced technical skills and digital literacy	Gender policy briefs developed and used to guide and influence national and sector budgets. Effective coordination among all ministries. % increase in no. of girls accessing opportunities, scholarships etc. in STEM/for digital technologies	2022 and ongoing	Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Information Technology Dept	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Review work practices that reinforce discrimination and inhibit women's participation in the digital economy equal to men.	Report on findings Indicators established for women and men's participation on an equal basis	2022 and ongoing	Ministry of Finance and Planning Law Commission Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Information Technology Dept	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Implement gender-aware public advocacy and awareness to increase knowledge and broader participation of girls and women in ICTs	Gender-responsive material on participation and inclusion of boys and girls in the digital revolution Training partners, curricula and roll-out % increase in girls pursuing ICT and STEM subjects	2022 and ongoing	Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Min. of Education DGAs PECS CFBC and other schools and colleges	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

	Collect and collate data on gender equality divide in ICTs <ul style="list-style-type: none"> - Identify data needs - Design research tools 	ICT M&E systems in place	2022 and ongoing	Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour DGAs	
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Tourism and Services

Strategic Goal: To ensure all planning and development in tourism and related services fully integrate the gender perspective for sustainable development, people's wellbeing and national development.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Review and update the National Tourism Sector Strategy to mainstream gender issues in line with UNWTO guidelines and regional and international good practice	Establish ToR in collaboration with UNWTO and stake holding partners	Criteria integrated	2022 and ongoing	Ministry of Tourism, Min of Trade et al Chamber of Industry and Commerce Min of Finance Transport and Ports	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Appoint a Consultant for the review of the tourism sector strategy with gender-inclusive provisions.	Report with gender-responsive strategies			
	Design tourism strategies and from a gender perspective	Gender policy briefs developed and used to guide and influence national and sector budgets.	2022 and ongoing	Ministry of Tourism, Transport and Ports Ministry of International Trade, Industry, Commerce, Consumer Affairs and Labour Information Technology Dept	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Develop a gender-responsive budget for the Ministry, Tourism Authority	Effective coordination among all ministries.			
	Establish guidelines on collecting and using sex-and age disaggregated data for all workers in the tourism, hospitality and allied industries.	Indicators established for women and men's participation on an equal basis	2022 and ongoing	Ministry of Finance and Planning Department of Statistics Ministry of Tourism, Transport and Ports	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
Analyse conditions of employment, workplace sexual harassment and violence and other issues in the industry Promote standards to increase the security for women and girls frequenting / working/in tourism destinations and services.	Protections are appropriate to women and men against all forms of discrimination, sexual harassment, and violence Labour rights and social security provisions are in place Public Awareness and education on safety and security in the workplace and systems for recourse and redress	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products	

	Integrate gender education and mainstreaming for the private sector and civil society stakeholders at all levels in tourism.	Public Awareness and education	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports DGAs, PECS	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Integrate gender analysis into the value chain to consolidate fair trade and ensure women's participation and decision-making.	Criteria determined with Min. of Trade, women's groups and other stakeholders	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Train service providers (taxi, tour operators etc.) on responsible consumption in demand for visitors' standards	No. of service providers trained Public awareness and education	2022 and ongoing	Ministry of Finance and Planning Min. of Trade et al. Ministry of Tourism, Transport and Ports DGAs Taxi, tour operators etc.	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Develop gender-responsive guidelines for the operation and management of tourism and hospitality services (transport for hire, leisure, entertainment, hotels, bars etc.)	Protections are appropriate to women and men Public education and advocacy to accompany guidelines and guide behaviour change with the support of PECS	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports Law Commission PECS	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

Blue Economy

Strategic Goal: To grow a sustainable and resilient blue economy where men and women participate and benefit equally.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Promote participation and representation of girls and women in academic studies, skills building, careers, research, and policy in the blue economy.	Raise awareness and promote gender equality in ocean-related research, management, and policymaking.	Criteria integrated	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Address gaps in marine sciences and research, innovation, and technology development relating to the oceans.	Gender policy briefs developed and used to guide and influence national and sector budgets. Effective coordination among all ministries.	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports DGAs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
2. Collect sex-disaggregated data on the status of women and men at all levels in the sector to facilitate evidence-based	Adopt a gender equality monitoring system to collate existing inequalities and good practice and make available	System in place	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports	Human resources with relevant expertise

programmes that benefit equal access and enjoyment of rights and opportunities.	tools and resources for mitigating the gender equality divide.			DGAs SCASPA Maritime Affairs Dept.	Financial resources, access to technologies, materials and related products
3. Adopt gender-inclusive language and conditions of employment in all policies and programmes related to the maritime sector (merchant marine and coast guard) and port sector and service	Review policies and promotions (Ports, Maritime Policy, Defence Force etc.) for gender-inclusive language and provisions Develop tools for gender sensitization Promote women's participation in the sector Conduct training	Review documents with gender-inclusive language No. of trainings held Policies and workplace practices affirm and protect the rights of women and men to participate equally in the sector. % increase in women entering the sector	2022 and ongoing	NGM Ministry of Finance and Planning Ministry of Tourism, Transport and Ports DG SCASPA Maritime Affairs Dept.	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
4. Promote the work of associations of women and mentorship and support structures for women and vulnerable groups in the maritime sector.	Promote women's participation in the sector - Establish National Chapters of women's Associations	% increase in women entering the sector	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports Law Commission	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
5. Adopt ILO, IMO, UNCTAD, and related guidelines and practices of industry stakeholders for the equal participation of men and women in the maritime sector.	Establish a Committee to review requirements and national contexts for compliance	Report completed Sector action plan in place	2022 and ongoing	Ministry of Finance and Planning Ministry of Tourism, Transport and Ports SCASPA Maritime Affairs Dept.	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

POLICY DOMAIN 5 - EDUCATION FOR ALL

Strategic Goal: To make education and life-long learning gender-aware and responsive to the needs of all users (learners and educators) so they reach their full potential and contribute to national development.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
<p>1. Develop mechanisms to manage and monitor gendered dimensions in education delivery and services suitable to meet the needs of all learners</p> <p>(equitable distribution of graduate teachers and resources to all schools, the development of mentorship programmes for male and female students, monitoring of male and female students with learning and behavioural challenges and remedial work and counselling to facilitate quality education for all)</p>	<p>Increase the capacity of the Ministry of Education to:</p> <ul style="list-style-type: none"> - Provide graduate teachers and resources to all schools equitably; - Integrate non-traditional methods to engage boys' attention; - Provide testing, remedial work and counselling support to boys and girls with learning and behavioural challenges; - Develop mentorship/ internship programmes for male and female students. 	<p>Education Sector Plan 2021 and beyond integrates gender perspectives and targets</p>	<p>2022 and ongoing</p>	<p>Ministry of Education</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p>
	<p>Review the education curriculum to eliminate gender stereotypes and develop strategies to increase gender parity in traditional male- and female-dominated subject areas, e.g., construction and cookery.</p> <ul style="list-style-type: none"> - Establish a Committee and make recommendations in the following areas: A gender assessment of the education curriculum and formulate recommendations 	<p>Review Committee established. Gender assessment undertaken and recommendations presented. Curricula at the early childhood, primary, secondary and tertiary levels revised. Strategies in place in schools to increase gender-parity in subjects selection. Curricula and material integrate gender</p>	<p>2022 and ongoing</p>	<p>Ministry of Education and Human Resource Development Early childhood learning institutions (operated by the Government, private sector, CSOs and FBOs). Ministry of Health NGM Labour Commission Ministry of Trade et al NGM PECS</p>	

	<p>Strategies to increase gender-parity in traditional male- and female-dominated subjects;</p> <p>Undertake public awareness and education on gender stereotyping in education and employment.</p> <p>Ensure the Health and Wellness Curriculum provides comprehensive gender education to support life cycle gender-transformative behaviours</p>				
2. Take measures to increase boys' educational participation and achievement.	<p>Encourage male role models at the early childhood and primary levels.</p> <p>Establish mentorship and role modelling in education</p> <p>Establish a partnership to integrate Boys Mentorship Programme into student support services across all schools and the youth-based services of the public sector, NGO and other agencies</p>	<p>Male role models attached to educational institutions at all levels, starting at early childhood.</p> <p>MOU in place No. of schools implementing programme</p>	2022 and ongoing	<p>Ministry of Education and Human Resource Development</p> <p>Early childhood learning institutions (operated by the Government, private sector, CSOs and FBOs).</p> <p>National Men's Council</p> <p>Boys Mentorship Programme</p>	<p>Human resources with relevant expertise</p> <p>Financial resources, access to technologies, materials and related products</p>
3. Develop strategies to increase the number of trained male teachers in primary and secondary schools, including temporary measures .	<p>Establish a committee to facilitate and monitor the recruitment of male teachers at the primary and secondary levels.</p> <p>Integrate primary teacher training into tertiary education to enhance its status.</p>	% increase in men trained and applying for teaching positions at the primary and secondary levels.	2022 and ongoing	<p>Ministry of Education</p> <p>Ministry of Health</p> <p>Educators</p>	<p>Human resources with relevant expertise</p> <p>Financial resources, access to technologies, materials and related products</p>

	Review application, cost and impact of temporary measures for implementation				
2. Enable school girls who become pregnant to return to school to complete their education consistent with compulsory age for educational achievement under the ESP. (link with Health Ministry focusing on the neo and post-natal care/concerns of teen mothers, their patient rights (Section 55 -The Rights of Patients), and sexual and reproductive health and rights.)	Address the particular needs of teenage mothers continuing their education, e.g., breastfeeding and caring for babies and children, economic and other challenges, and peer and social pressures. Review legislative provisions for universal enforcement	Increased numbers of teenage mothers under and over 16 complete their secondary education. Mechanisms in place to address the particular needs of teenage mothers who are continuing their education.	2022 and ongoing	Ministry of Education NGM Ministry of Health NGOs/ FBOs Teen mothers	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
3. Strengthen technical/vocational education programmes to encourage a more knowledge-based, innovative and entrepreneurial society.	Review the curricula and delivery of technical/ vocational education programmes to improve their status and value in society. Engage in public sensitisation about the critical role of technical/vocational programmes in national development.	Strengthening of status, value, curricula and delivery of technical/ vocational education programmes. Public responses on technical/ vocational education and professions	2022 and continuing	Ministry of Education Min. of Trade et al Media PECS	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
4. Integrate gender sensitization into teacher training.	Integrate gender-sensitive modules/ courses into teacher training, e.g., gender and education; gender stereotypes in traditional male- and female-dominated subject areas; gender-based occupational segregation; health and family life skills; counselling and mediation.	Gender-sensitive modules/courses developed and integrated into teacher training. No. of teachers with gender training in the education system.	2022 and continuing	Ministry of Education NGM	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
5. Undertake a gender analysis of participation in tertiary education, including gender attitudes to continuing education, entry	Commission a research project on gender and tertiary education.	Gender analysis conducted, and recommendations presented.	2022 and continuing	Ministry of Education NGM	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

qualifications and subject specialisation.		Strategies developed to address gender issues in tertiary education,			
6. Support civil society and private sector initiatives that provide quality accredited and affordable adult literacy and remedial education programming to diverse populations, focusing on programmes for women's empowerment and women's economic autonomy that poverty and vulnerability alleviation.	Develop a programme of supports and incentives			Min of Education Ministry of Finance Public and private sector stakeholders Labour Commission	

POLICY DOMAIN 6 - ELIMINATION OF GENDER-BASED VIOLENCE AND DISCRIMINATION FOR HUMAN SECURITY

Strategic Goal: To implement a multi-sectoral public health approach to prevent gender-based violence and discrimination and ensure protections and recourse according to human rights and legislation.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Implement a dedicated federal plan for the prevention, punishment, and eradication of violence against women as a public health concern	<p>Review adequacy of legislation, enforcement and eco-system support services.</p> <p>Put in place mechanisms for the healing of victims/survivors and rehabilitation of perpetrators.</p> <p>Conduct sensitization workshops for staff in frontline Government and other intervention agencies.</p>	<p>Report with recommendations for legislation, policies and programmes addressing gender-based violence including domestic violence – incest, intimate partner violence, family conflict; abuse of vulnerable groups such as children, the elderly and the disabled; incidence of violence between and among the sexes; rape; etc.</p>	2022 and ongoing	<p>Departments of gender/ NGM GFPs Ministry of Health Ministry of Education Departments of Gender Affairs/ NGM Child Welfare Division St Kitts and Nevis Royal Police Force SVU Legal Aid Clinic Magistrates Court HMP Probation Office NGOs FBOs Law Commission</p>	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
2. Implement a dedicated strategy for victims/survivors of domestic violence, equipped with essential physical protections, psycho-social supports, referrals, and specialised facilities and assistance according to the needs, stages, and circumstances affecting survivors and their dependents	<p>Establish a national shelter for women affected by violence under the management of a non-government entity representing women's rights and supported by the international community.</p> <p>Appoint a National Committee to make recommendations for the phased establishment and operation of the Shelter and related matters.</p>	<p>International partners secured</p> <p>NGO established to run shelter</p> <p>Land committed</p> <p>Action Plan in place for resource allocations and implementation</p>	2022 and ongoing	<p>NGM GFPs Ministry of Health Ministry of Education Child Welfare Division St Kitts and Nevis Royal Police Force/ SVU Legal Aid Clinic Magistrates Court, HMP Probation Office NGOs, FBOs Law Commission NGM GFP UN Women, ECLAC, Commonwealth, CARICOM, CDB International Partners</p>	<p>Human resources with relevant expertise Financial resources, access to technologies, materials and related products</p> <p>Human resources with relevant expertise</p>

	Allocate suitable land and building(s) for the designated shelters	Land committed	2022 and ongoing	NGM GFPs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
	Provide a shelter budget as part of the Government's annual commitment to a comprehensive national gender equality agenda.		2022 and ongoing	Departments of Gender/ NGM GFPs Ministry of Finance Ministry of Social Services and Gender Affairs NIA	Human resources with relevant expertise
3. Establish a comprehensive mechanism to support and rehabilitate perpetrators of domestic violence, reduce repeated episodes of violent behaviour, and promote gender-transformative behaviours to benefit individuals, families, and society.	Strengthen the reporting on gender-based violence through the IISS, NGM Increase the capacity of the NGM to monitor victims/survivors and perpetrators of gender-based violence.	Perpetrators' acceptance of their responsibility for committing acts of violence and their need for treatment and rehabilitation. Comprehensive documentation and reporting on incidences of domestic and broader forms of gender-based violence.	2022 and ongoing	Departments of Gender/ NGM GFPs Ministry of Health Ministry of Education Child Welfare Division St Kitts and Nevis Royal Police Force/ SVU Legal Aid Clinic Magistrates Court, HMP Probation Office NGOs, FBOs Law Commission	Human resources with relevant expertise
4. Strengthen the Royal St. Christopher and Nevis Police Force (RSCNPF) to manage reporting and action on gender-based violence	Provide training and systems to strengthen the role of the Special Victims Unit and other relevant units to respond to male and female victims/survivors of GBV and sexual offences and crimes Allocate dedicated "safe spaces" for reporting and managing victims' trauma Develop internal mechanism, audit and reporting to eradicate and punish gender-based violence, harassment,	Systems and performance standards in place Increased rates of reporting on GBV	2022 and ongoing	St Kitts and Nevis Royal Police Force/ SVU Ministry of National Security NGM	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

	and sexual abuse against officers Improve reporting on domestic and GBV per the national protocols.				
5. Conduct public education to improve understanding of gender-based violence, its scope and impacts, and to advocate for and support victims/survivors, affected families, and perpetrators as part of the approved national system for violence prevention.	Develop gender sensitization programmes for boys and young men to correct gender stereotypes, attitudes, behaviours, and roles. Identify consultant for PECS deliverables	Changes in beliefs, stereotypes, attitudes and behaviours about manhood and masculinity. Reduction in the incidences of gender-based violence. Approved programming under PECS	2022 and ongoing	NGM/ Departments of Gender Affairs Ministry of Culture, Youth and Sports Ministry of Education Private sector NGOs FBOs Men's Council Men's Forum FBOs NGOs	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
6. Strengthen the capacity of NGOs, FBOs, youth-led organisations to advocate and act for gender equality and the elimination of discrimination and violence in all public and private spheres. (Target associations of men and women, PWDs, LGBTI persons, etc. to understand an act against gender discrimination and its manifestations in GBV and VAWG)	Integrate domestic and gender-based violence into parenting/life skills training programmes. Integrate domestic and gender-based violence into mainstream training programmes for health professionals, teachers, social and youth workers, and the police. Develop Standard Operating Procedures for NGO partners to respond to GBV and VAWG	All partners have a sound appreciation of domestic and gender-based violence issues and appropriate means of intervention. Trainings, Consultations Improved support systems for survivors of gender-based violence	2022 and ongoing	Ministry of Education and Human Resources Ministry of Health Ministry of Culture, Youth and Sports St Kitts and Nevis Police Force NGM Parent-Teacher Associations St Kitts and Nevis National Council of Women, NGOs and FBOs National Men's Council	Human resources with relevant expertise Financial resources, access to technologies, materials and related products
7. Enhance education about services (to remove discrimination) for men in areas such as paternity leave, child maintenance, male health-seeking behaviours, parenting roles and responsibilities, addressing toxic masculinity and responding to domestic violence. (Pay attention to special/underserved populations)	Develop a public education and advocacy plan to highlight responses to areas of discrimination against men Integrate boys and men, and girl women in advocacy and public education initiatives	Public education material and media developed and specific to different audiences No. of groups engaged in education No. of community and other initiatives implemented	2022 and ongoing	Min of Health Ministry of Culture, Youth and Sports St Kitts and Nevis Police Force Department of Gender Affairs Parent-Teacher Associations St Kitts and Nevis National Council of Women, NGOs and FBOs, National Men's Council PECS	Human resources with relevant expertise Financial resources, access to technologies, materials and related products

POLICY DOMAIN 7 - HEALTH AND WELL-BEING

Health Outcomes for All					
Strategic Goal: To foster equal access to gender-aware, gender-inclusive, quality health care and services appropriate to the life stages and lived circumstances of boys and men and girls and women.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Institutionalise gender mainstreaming across all systems and services of the national health sector	Review the health sector strategies and plans to mainstream gender in all services and health outcomes delivery	Development of gender-differentiated health strategies and mechanisms to facilitate men's and women's decision-making in health matters.	2022 and ongoing	Ministry of Health Hospitals and health clinics Community Development Social Services NGM/ Departments of Gender Affairs	Financial resources, access to technologies, materials and related products
2. Implement gender-aware and gender-responsive evidence-based public health education, advocacy, and services delivery appropriate to the needs and circumstances of men and women and consistent with recommended global good practices and targets. (Target the prevalence of NCDs, road traffic fatalities, the incidence of HIV and spread of AIDS, mental health and wellbeing, the health risks of gender-based violence and discrete needs of special groups for health care and services)	Ensure collecting, collating, analysing, and disseminating sex-disaggregated health statistics to support evidence-based policy, programming, and monitoring of health equality provisions for men and women.	Health sector plans and delivery strategies integrate gender-responsive strategies Sex-disaggregated health statistics routinely collected, collated and analysed	2022 and ongoing	Ministry of Health Hospitals and health clinics Community Development Social Services NGM/ Departments of Gender Affairs PAHO, OECS Secretariat, CARICOM, UNDP and other regional and international agencies Men's and women's organisations	Financial resources, access to technologies, materials and related products
	Promote gender sensitivity training and gender transformative in delivering sexual and reproductive health care appropriate to men and women at all life stages				
	Review services design and provision in all priority areas (NCDs, HIV and AIDs, STIs, Mental health, road fatalities, health risks of GBV, etc.) to ensure the delivery of services, the information generated are appropriate to all users for optimum health outcomes.	Gender-responsive health policies and programmes in place.			

	Train and empower health sector personnel to provide optimum information to enable all men and women to make informed health choices.				
3. Develop and strengthen gender-aware and gender-responsive programmes and services related to women's physical autonomy and sexual and reproductive health and rights across the health system, according to the life-cycle approach.	Provide information and health care to address women's health issues	Women's specific health needs are being addressed at various health system levels, e.g., hospitals and clinics. Gender analysis of sex-disaggregated health statistics informs policy-making, planning and service delivery in the health system.	2022 and ongoing	Ministry of Health Hospitals and health clinics NGM/ Departments of Gender Affairs	Financial resources, access to technologies, materials and related products
	Review health policies and programmes through partnerships with other Ministries, women's organisations, and regional and international agencies.				
	Create spaces within the health system to address the gender-specific health needs of girls and women at all stages.				
4. Enhance health supports and outcomes for teenage mothers in collaboration with Min. of Education (Target girls at risk, and PWDs, focusing on the neo and post-natal care/concerns of teen mothers, their patient rights (Section 55 -The Rights of Patients), and sexual and reproductive health and rights.)	Provide sexual and reproductive health services across the health system focusing on peer education and advocacy Create spaces within the health system to address the gender-specific health needs of teen mothers. Develop gender-specific education on teenage pregnancy for girls and boys (prevention, care for infants, responsibilities of mothers and fathers, services and recourses available)	Gender-specific health needs of male and female adolescents addressed.	2022 and ongoing	Ministry of Health Hospitals and health clinics Ministry of Education Ministry of Youth, Sports and Culture NGOs, youth-led NGOs etc.	Financial resources, access to technologies, materials and related products

<p>5. Develop infrastructure and capacities for addressing the health and wellbeing needs and aspirations of older women and men.</p> <p><i>(See also Policy Domain 10- Older persons)</i></p>	<p>Undertake a gender-responsive review of health care for older men and women, paying particular attention to situations of abuse, neglect, inability to pay for the cost of medication, etc.</p> <p>Integrate the findings and recommendations of the review into the health system's operations.</p>	<p>Gender-responsive review of health care for older men and women commissioned, and findings and recommendations presented.</p> <p>Gender-specific health care needs of older men and women integrated into the health system.</p>	<p>2022 and ongoing</p>	<p>Ministry of Health Ministry of Social Services Central Statistical Office NGOs, etc Older persons</p>	<p>Financial resources, access to technologies, materials and related products</p>
<p>5. Expand health promotion and holistic health-seeking behaviours and responsive services for women's autonomy in health care decision-making to cover a broad spectrum of issues through all life stages from menstruation in girlhood through menopause and sexual health of geriatrics.</p>	<p>Review services design and provision appropriate to all users for optimum health outcomes.</p> <p>Equip health centres and health visitors for optimum health services delivery</p>	<p>Gender-specific health care plan for men and women integrated into the health system.</p>	<p>2022 and ongoing</p>	<p>Ministry of Education Ministry of National Security Ministry of Health Health Centres</p>	<p>Financial resources, access to technologies, materials and related products</p>
<p>6. Enhance public awareness and access to opportunities for achieving healthy lifestyles and behaviours</p> <p><i>(Target proper nutrition and lifestyle physical literacy, public/ community sports and recreation opportunities for older and underserved populations as a deliberate and recursive investment in promoting healthy lifestyles)</i></p>	<p>Integrate gender issues into health policies and programmes through partnerships with other Ministries, men's and women's organisations, and regional and international agencies.</p> <p>Enhance access to health monitoring devices and health affirming equipment in the public domain</p> <p>Increase access of older and underserved populations to public/community sports and recreational facilities and opportunities for health and wellbeing</p>	<p>Gender-specific health care plan for men and women integrated into the health system.</p> <p>Health promotions appropriate to user populations</p>	<p>2022 and ongoing</p>	<p>NGM Ministry of Health Ministry of Social Development PECS NGOs etc.</p>	<p>Financial resources, access to technologies, materials and related products</p>

	Develop mechanisms for all men, women, young people, and other special groups to participate in decision-making about their health.				
Health Outcomes Men and Boys					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Strengthen the caring system for men to navigate their complementary roles as fathers, sons, spouses, partners, friends, and integrated men's health promotion that incorporates men's concerns and those of women and children. (This approach should expand the Ministry of Social Development's Parenting Programme for Fathers to all communities)	Undertake public awareness campaign to promote men's health, target males as users of health services, and encourage male health-seeking behaviours. Put in place a men's health care programme targeted at adult and adolescent males. Create spaces within the health system to address the gender-specific health needs of boys and men.	Policy on men's health developed. Implementation of public awareness campaign on men's health. Men's specific health care needs being addressed at hospitals and health clinics.	2022 and ongoing	Ministry of Health Hospitals and health clinics Community Development Social Services NGM/ Departments of Gender Affairs NGOs Faith-based organizations	Financial resources, access to technologies, materials and related products
2. Strengthen the capacity of men's associations to support men's wellbeing and gender-transformative outcomes in society.	Research needs and develop material Develop interventions for boys and men to embody healthy masculinity, focusing on life cycle psychosocial health promotion and psychosocial supports to address men's distress and related issues. Recruit and train men Integrate training material in Boys Mentorship Curriculum and delivery	Gender-specific health needs of male and female adolescents addressed.	2022 and ongoing	Ministry of Health Hospitals and health clinics NGOs, FBOs, National Men's Council, Nevis Council of Men etc. Private Sector Service agencies such as Rotary, Lions, Sports Clubs/groups, youth-led and youth-serving agencies Counselling Units in Saint Kitts and Nevis	Financial resources, access to technologies, materials and related products
3. Strengthen availability and reach of supports for male health issues, including sexual dysfunction and	Review services design and provision appropriate to all	Gender-specific health care plan for men integrated into the health system.	2022 and ongoing	Ministry of Health Hospitals and health clinics Department of Gender Affairs	Financial resources, access to technologies, materials and related products

other issues related to a decline in health associated with ageing or trauma, and men's responsiveness and timeliness in seeking wellness support.	users for optimum health outcomes. Equip health centres and health visitors for optimum health services delivery Develop public education appropriate to users	Health promotions appropriate to user populations # increase in no. of men accessing services		NGOs and FBOs PECS	
4. Provide targeted and gender-aware programmes for groups of boys and men -men who have sex with men, those in care and justice, former inmates, past or current gang members, and those who use tobacco, marijuana, alcohol, and other drugs.	Review services design and provision appropriate to all users for optimum health outcomes. Train peer and health educators at community levels to conduct health visits and support healthy outcomes in user populations (wherever they are located) Develop public education appropriate to users	Gender-specific health care plan for men integrated into the health system. Health promotions appropriate to user populations # increase in no. of men accessing services	2022 and ongoing	NGM Ministry of health Departments of Council HMP New Horizons FBOs, NGOs, LGBTI people Ministry of National Security Probations PECS	Financial resources, access to technologies, materials and related products
COVID-19 Recovery and Resilience (Cross-Cutting)					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Implement gender-transformative education programmes and other services necessary for boys and men and girls and women to increase their health-seeking response to COVID-19 and pursue lifestyles and behaviours to sustain long-term recovery and resilience.	Increase public awareness to promote men's and women's full participation in decision-making on health matters. Health sector personnel to provide optimum information to enable all men and women to make informed health choices. Ensure psychosocial supports are appropriate to the needs and circumstances of men and women to manage distress relating to the effects of the pandemic on the lives	Gender-responsive health strategies and mechanisms to facilitate men's and women's decision-making in health matters.	2022 and ongoing	Ministry of Health Hospitals and health clinics Community Development Social Services NGM/ Departments of Gender Affairs	Financial resources, access to technologies, materials and related products

	and livelihoods of women and men and their families.				
2. Integrate the health needs of men and women (especially those with health requirements arising from NCDs, HIV/AIDS etc.) into all aspects of recovery and resilience programming concerning the pandemic and other such hazards and disasters.	Establish review criteria and commission a study into eco-system requirements	COVID-19 recovery plan integrated with sectoral and gender lens.		NGM NEMA Min of Health Min. of Social Development Ministry of Sustainable Development Ministry of the Environment and Cooperatives NGOs Faith-based organizations	Special technical expertise Financial resources, access to technologies, materials and related products
3. Strengthen men's and women's groups at community and other levels for action and advocacy, response planning and decision-making on COVID-19 as part of the national disaster and risk response mechanism.	Identify training and development needs Develop training plan Recruit and train persons	Training plan agreed Database of community and group trainers No. of training activities	2022 and ongoing	NGM NEMA Min of Social Development Ministry of Sustainable Development Ministry of the Environment and Cooperatives NGOs Faith-based organizations	Financial resources, access to technologies, materials and related products
4. Establish temporary special measures on education, economic participation, health, and other sectors for boys/men and girls/women to recover and lead fulfilling lives. (Pay attention to the needs of the tourism and hospitality industry)	Appoint a Committee to review areas for support in light of long COVID and priority factors impacting populations. Develop recommendations on skills and resources to regain/sustain economic autonomy and social and psychological wellbeing	Report and Action Plan identifying priority for legal action and services.	2022 and ongoing	Ministry of Trade Ministry of Finance NEMA Min. of Social Development Ministry of Sustainable Development Min. of Trade et al. Tourism Authority Min of the Attorney General	Financial resources, access to technologies, materials and related products

POLICY DOMAIN 8 – LEADERSHIP AND DECISION-MAKING

Strategic Goal: To achieve women’s access to and participation in leadership and decision-making equal to men in political governance, peace, and security.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Build capacity and systems for governance and decision-making bodies (Cabinet, Parliament, etc.) and political parties to respond to the needs and interests of both men and women in their structures, methods, and work.	Promote targeted research on women’s leadership and participation in decision-making across all sectors (Parliament, Judiciary, Private Sector, etc.) to better inform gender-transformative strategies on women’s leadership and decision-making.	Increased numbers of women candidates representing all political parties contest national elections. Manifestos, mission and vision statements, policies, strategic plans, budgets, etc., promote gender equality in decision-making.	2022 and ongoing	All political parties Department of Gender Affairs Department of Local Government Ministry of Tourism and Legal Affairs St Kitts and Nevis National Council of Women NGOs All political parties PECS UN Women, ECLAC, UNICEF, UNESCO	Financial resources, access to technologies, materials and related products
	Develop public education that addresses stereotypes on the role of women in leadership (politics, etc.) and decision-making on an equal basis with men	Advocacy campaigns and public education launched			
2. Implement gender equality and leadership training for women and men in decision-making positions to build and sustain a culture and practice of respect for gender rights and diversity. (Target members of Parliament, judges and magistrates, members of boards, permanent secretaries, heads of departments, etc.)	Develop a standard curriculum and methodology to address learning outcomes for culture and practice of respect for gender rights and diversity.	Training modules Trainers trained to implement activities with various users	2022 and ongoing	Min of Attorney General NGM Chamber of Industry and Commerce Associations of women UN Women, ECLAC, UNICEF, UNESCO	Specialised human resources Financial resources, access to technologies, materials and related products
3. Promote gender balance in decision-making bodies establishing criteria, setting targets, and implementing measures to achieve equal representation of men and women of all ages. (Pay attention to young women, WWDs, women from marginalised	Undertake a gender analysis on decision-making positions in the political sphere, public and private sectors, and civil society to identify opportunities and challenges to the equal participation of women.	Public education material on the rights of women to participate in decision-making at all levels No. of persons/agencies trained to deliver training	2022 and ongoing	NGM St Kitts and Nevis National Council of Women Other NGOs and women’s groups Labour Commission Min of Trade et al	Financial resources, access to technologies, materials and related products

groups in the private sector, trade unions, employers' organizations, and all civil society, etc.)	<p>Conduct regular gender audits of organisations and their official documents in the political sphere, the public and private sectors, and civil society.</p> <p>Undertake ongoing collection, analysis and dissemination of sex-disaggregated data</p> <p>Organise public fora about the need for women's participation in decision-making at all levels.</p>				
4. Strengthen the work of groups (NGOs, CBOs, FBOs, women's political arms, etc.) which support, promote and develop women in leadership for comprehensive advocacy and action on gender balance and equality in decision-making in public and private spheres (Pay attention to the needs of young women, women with disabilities, women in the church, and underserved populations)	<p>Enhance training, mentorship, and other supports to assist women and girls in developing necessary skills and competencies for leadership, decision-making, and public and political affairs, including political campaigning.</p> <p>Provide leadership training and mentoring for women in political parties, including public speaking, campaign financing, gender sensitization, etc.</p>	<p>Training modules</p> <p>No. of persons trained</p>	2022 and ongoing	<p>Department of Gender Affairs</p> <p>St Kitts and Nevis National Council of Women</p> <p>All political parties</p> <p>Private sector</p> <p>NGOs</p>	<p>Human resource expertise</p> <p>Financial resources, access to technologies, materials and related products</p>
5. Implement system-wide gender-aware and responsive strategies in the Royal St. Christopher and Nevis Police Force (RSCNPF), Saint Kitts and Nevis Defence Force (SKNDF), inclusive of their associated Units to increase the participation, representation, and experiences of women in policing and security	<p>Conduct review to identify barriers and constraints to internal and external users</p>	<p>Expert report with recommendations for phased implementation</p> <p>Audit systems to monitor gender-inclusive practices</p>	2022 and ongoing	<p>RSCNPF</p> <p>Defence Force</p> <p>Coast Guard</p> <p>Ministry of National Security</p> <p>NGM</p> <p>UN Women, ECLAC, CDB</p>	<p>Dedicated technical expertise</p> <p>Financial resources, access to technologies, materials and related products</p>

<p>6. Implement the use of gender-inclusive language and sex-disaggregated data in national policing and security operations</p>	<p>Provide dedicated training on the use of gender-inclusive language</p> <p>Conduct review of legislation, policies and strategies of defence and security to correct gender-blind language</p> <p>Develop gender-sensitive tools that confront and deconstruct stereotyped notions of women’s capacity for leadership.</p> <p>Identify and empower gender focal points in security and police forces.</p>	<p>Dedicated programme for Police, Coast Guard and Defence Force.</p>	<p>2022 and ongoing</p>	<p>RSCNPF Defence Force Coast Guard Ministry of National Security NGM UN Women, ECLAC, CDB</p>	<p>Dedicated technical expertise Financial resources, access to technologies, materials and related products</p>
<p>7. Establish temporary special measures for women’s increased participation</p>	<p>Achieve a recommended critical mass of women in Parliament by applying a nationally agreed electoral gender quota for women’s increased participation in politics on an equal basis with men. Increase participation and retention of women in the country’s police and defence forces. (Royal St. Christopher and Nevis Police Force and Saint Kitts and Nevis Defence Force).</p>	<p>Quotas established and monitored % increase in women in political leadership</p> <p>% increase in women in leadership/command in national security, peace offices</p>	<p>2022 and ongoing</p>	<p>UN Women, ECLAC, CDB, IPU NGM RSCNPF Defence Force Coast Guard Ministry of National Security NGM Ministry of the Attorney General</p>	<p>Dedicated technical expertise Financial resources, access to technologies, materials and related products</p>
<p>8. Encourage political parties to integrate gender equality in their Manifestos or Strategic Plans</p>	<p>Address party structures and procedures that directly or indirectly promote gender stigma against women’s political candidacy and leadership</p>	<p>Manifestos, mission and vision statements, policies, strategic plans, budgets, etc., promote gender equality in decision-making.</p>	<p>2022 and ongoing</p>	<p>All political parties NGM Department of Local Government Ministry of Tourism and Legal Affairs St Kitts and Nevis National Council of Women</p>	<p>Financial resources, access to technologies, materials and related products</p>

	Introduce a specific gender ratio in its senior leadership positions by a specified period	Women comprise at least 30% of candidates' lists of all political parties.	2022 and ongoing	All political parties	Expert consultant / technical assistance Financial resources, access to technologies, materials and related products
	Demonstrate accountability practices in enforcing gender equality measures within the Party,	Code of Conduct Established	2022 and ongoing	All public and private sector Boards and Commissions Cabinet/Responsible Ministries NGOs	
	Dedicate measures to promote women's equal participation in the political agenda,	Sensitise the public about the rights of women from marginalised groups to participate in decision-making at all levels;	2022 and ongoing	NGM St Kitts and Nevis National Council of Women Other NGOs and women's groups NGOs	
	Implement mechanisms for fair and ethical participation in the electoral process, political activities, and other leadership	Women and men in decision-making positions raise gender justice issues in the political, economic, social and cultural spheres.	2022 and ongoing	The Inter-Parliamentary Union (IPU) Commonwealth parliamentary Association UN Women etc All Ministries and Statutory bodies St Kitts and Nevis National Council of Women	
	Implement monitoring, evaluating and reporting on the attainment of the agreed goals	M& E system	2022 and ongoing	Department of Gender Affairs St Kitts and Nevis National Council of Women All political parties Private sector NGOs	Financial resources, access to technologies, materials and related products

POLICY DOMAIN 9 – RULE OF LAW, ACCESS AND GENDER RIGHTS

Strategic Goal: To provide an enabling environment and corresponding systems for gender equality and the elimination of all forms of discrimination and gender-based violence.					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Undertake a programme of legislative reform that includes: a review of laws to address gender-based discrimination; amendment of specific legislation; putting in place new legislation as necessary; improving implementation of specific laws; and addressing other areas of gender, human rights and law.	<p>Review and advise on gender-responsive legislative reform in accordance with Appendix 5 and Section 4.9.3 will provide the framework for appropriate legal review and advisement.</p> <p>Hold consultations to sensitise the public and seek feedback on legislation and the need for reform.</p> <p>Receive reports from the GOC and Ombudsperson to inform legislative reforms</p>	<p>Review of legislation undertaken.</p> <p>Programme of legislation reform agreed.</p> <p>Process of legislative reform begun.</p>	2022 and ongoing	<p>Ministry of the Attorney General and Legal affairs NGM Cabinet Gender Oversight Committee Gender Equality Ombudsperson</p> <p>UN Women, ECLAC, CDB etc. GFPs</p>	Legislative drafting resources Financial resources, access to technologies, materials and related products
2. Give effect to the institutional mechanisms necessary for the Gender Management System, including the extension of the work of the National Ombudsperson to consider gender equality matters.	Recruitment and orientation of a National Ombudsperson	Gender-responsive recommendations made appoint the Ombudsperson.	2022 and ongoing	Department of Human Services	
3. Review, amend and or repeal all discriminatory laws and gender-blind language.	Committee appointed to review language and contexts	Gender-responsive recommendations made to amend the relevant Act(s), sector strategies and official documents.	2022 and ongoing		

POLICY DOMAIN 10 – SPECIAL GROUPS FOR GENDER MAINSTREAMING

Older Persons					
Strategic Goal: To ensure the rights of older persons and provide measures adequate to meet the current and evolving needs of older men and women while facilitating their continued contribution to social life and national development					
Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
Promote the gender-aware implementation of ageing policies and programmes, based on the collection and collation of sex-disaggregated data, and research and analysis on the differential experiences and impacts of ageing on men and women linked to their gendered roles and responsibilities	<i>Long- term</i> Developing a Policy on Ageing /The Rights of Older Persons	Policy and Action Plan in place	2022 and ongoing	NGM/Department of Gender Affairs GFPs Ministry of Sustainable Development Ministry of Social Services and Gender Affairs Association of Older Persons NGOs FBOs	Financial resources, access to technologies, materials and related products
Ensure the equitable access of older women and men to health services, social protection and security supports, housing policies and programmes, leisure and recreation, etc. Pay attention that the design of programmes, facilities, and services is appropriate to older users. (See also Policy Domain 10-Health strategies for Older Persons).			2022 and ongoing	NGM/Department of Gender Affairs GFPs Ministry of Sustainable Development Ministry of Social Services and Gender Affairs Association of Older Persons NGOs FBOs Social Security Board	Financial resources, access to technologies, materials and related products
Conduct gender sensitivity training for those who interact with older persons, especially within the context of institutionalized care.			2022 and ongoing	Ministry of Social Services and Gender Affairs Association of Older Persons NGOs, FBOs NGM/Department of Gender Affairs Ministry of Health	Financial resources, access to technologies, materials and related products
Promote increased participation of men as carers and nurses to work with the older persons	<i>Short-term</i> Conduct an analysis by community on needs and opportunities for participation of the ageing population in all	Needs analysis	2022 and ongoing	Ministry of Health Ministry of Social Services and Gender Affairs Association of Older Persons NGOs, FBOs Ministry of Health	Financial resources, access to technologies, materials and related products

	aspects of society according to their aspirations.				
Foster the equitable, active inclusion and participation of older men and women in the community and national life, economic participation, learning opportunities, volunteerism, leadership and decision-making, and access to safe and appropriate physical recreation as an essential enabler of sustained mental health and overall well-being.	Implement activities with and for older populations based on needs analysis	Special activities targeting older populations	2022 and ongoing	Ministry of Social Services and Gender Affairs Ministry of Culture, Youth and Sports Association of Older Persons NGOs, FBOs Ministry of Health	Financial resources, access to technologies, materials and related products
	Promote partnership arrangements with the private sector areas to reserve part-time employment or volunteering opportunities for older persons as volunteers.		2022 and ongoing	Ministry of Tourism and Transport Ministry of Social Services and Gender Affairs Private Sector	Financial resources, access to technologies, materials and related products

Youth

Strategic Goal: To ensure gender mainstreaming in all policies and development work and practices targeting young people.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Provide support to mainstream gender in eco-system sector strategies for youth.	Guide the Youth Departments to mainstream a gender perspective into all youth-led and youth-centric programming, and integrate gender audits in all youth work.	Guide on mainstreaming gender in youth work Training Curriculum for diverse users	2022 and ongoing	Ministry of Culture, Sports and Youth Development Departments of Youth NGM/ Department of Gender Affairs New Horizons Ministry of National Security Child Welfare and Protection	Technical expert Financial resources, access to technologies, materials and related products
	Integrate gender-sensitive approaches to work with youth in care and the justice system	Gender equality performance indicators for youth work			
	Develop gender-aware and gender-responsive practices for youth engagement and participation in development initiatives, training design and delivery (informal and non-formal learning), etc. Develop a system of gender audits for ethical youth work				

<p>2. Provide tools for building knowledge on gender equality and gender rights as human rights for youth peer education, advocacy and action.</p> <p>3. (Pay attention to work with at-risk youth, school children, and youth in care and protection to educate on gender equality and social justice principles and promote mutual respect and partnership between boys and girls)</p>	<p>Work with Youth Departments to assess the learning needs of internal and external clients to build knowledge on gender equality and gender rights</p> <p>Develop learning curricula and methodologies for interactive online and face to face learning</p> <p>Train trainers to administer course/ curriculum</p>	<p>Training Curriculum for diverse users</p> <p>Training events in communities, youth clubs, youth spaces</p>	<p>2022 and ongoing</p>	<p>Ministry of Culture, Sports and Youth Development Departments of Youth NGM/ Department of Gender Affairs New Horizon Ministry of National Security Child Welfare and Protection</p>	<p>Human and financial resources, access to technologies, materials and related products</p>
<p>4. Support youth gender focal points in implementing programmes to promote gender equality and gender-transformative outcomes</p>	<p>Develop person specifications/criteria for youth GFPS for community-based work</p> <p>Establish a Manual on the role of Youth GFPS</p>	<p>Manual for Youth GFP</p> <p>Activities implemented/led by Youth GFPS in line with Manual</p>	<p>2022 and ongoing</p>	<p>Ministry of Culture, Sports and Youth Development Departments of Youth Youth NGOs NGM/ Department of Gender Affairs</p>	<p>Human and financial resources, access to technologies, materials and related products</p>
<p>5. Ensure the PECS is youth-friendly and managed with young people to promote positive attitudes, behaviours, and social influences, primarily through youth sub-cultures and media.</p>	<p>Engage youth in media etc. to integrate youth perspectives into the PECS</p>	<p>PECS integrates youth-specific gender-responsive targets</p>	<p>2022 and ongoing</p>	<p>Ministry of Culture, Sports and Youth Development Departments of Youth NGM/ Department of Gender Affairs Youth NGOs</p>	<p>Human and financial resources, access to technologies, materials and related products</p>
<p>6. Implement gender-sensitive and responsive awareness and education using material appropriate to all youth stages to reduce sexual harassment, the transmission of STIs and teenage pregnancy.</p>	<p>Establish a Committee of youth, health and other stakeholders to review material and make recommendations.</p>	<p>Gender-sensitive and responsive education and communications material</p>	<p>2022 and ongoing</p>	<p>Ministry of Culture, Sports and Youth Development Departments of Youth NGM/ Department of Gender Affairs Ministry of Health Youth NGOs PECS</p>	<p>Human and financial resources, access to technologies, materials and related products</p>

Persons with Disabilities (PWDs)

Strategic Goal: To ensure all eco-system services and opportunities are gender-aware and reflect the rights and aspirations of persons with disabilities according to their life stage.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
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<p>1. Promote gender-aware policies and programmes to enhance access of disabled men and women to all ecosystem opportunities for growth and development.</p>	<p><i>Short-term</i></p> <p>Conduct research on the opportunities and challenges of PWDs reflecting gender dynamics arising from culture, legislation, etc.,</p> <p>(based on collecting and collating sex-disaggregated data and research and analysis on their differential situations and conditions)</p> <p><i>Long-term</i></p> <p>Develop/ finalise national policy on PWDs, ensuring that the gender lens is fully integrated</p>	<p>Sex and gender-disaggregated data on circumstances of PWDs</p>	<p>2022 and ongoing</p>	<p>Ministry of Social Service Ministry of Health NGM/ Department of Gender Affairs St. Kitts Nevis Association of Persons with Disabilities</p>	<p>Financial resources, access to technologies, materials and related products</p>
<p>2. Establish measures to prevent gender discrimination (especially GBV and sexual abuse) and promote equitable access by PWDs to public services and facilities sensitive to their specific needs and rights.</p> <p>3. (Targets are health, education, employment, transport, housing, financial services, and sport and recreation.)</p>	<p>Implement short-term strategies based on gender analysis of needs and circumstances of PWDs</p>	<p>Short-term strategies by sector and user segments</p>	<p>2023 and ongoing</p>	<p>Ministry of Social Service Ministry of Health NGM/ Department of Gender Affairs St. Kitts Nevis Association of Persons with Disabilities PWDs</p>	<p>Financial resources, access to technologies, materials and related products</p>
<p>4. Ensure PWDs in the justice system or before the courts are adequately represented through legal aid, interpretation, or other necessary supports based on the nature of the disability</p>			<p>2022 and ongoing</p>	<p>Ministry of Social Development/ NGM Ministry of the Attorney General Courts System St. Kitts Nevis Association of Persons with Disabilities</p>	<p>Financial resources, access to technologies, materials and related products</p>
<p>5. Provide support services for mothers and fathers who care for disabled children or other dependants.</p>			<p>2022 and ongoing</p>	<p>Ministry of Social Service Ministry of Health NGM/ Department of Gender Affairs</p>	<p>Financial resources, access to technologies, materials and related products</p>

				St. Kitts Nevis Association of Persons with Disabilities	
6. Enhance public education on the rights of PWDs, and provide training to persons and agencies that cater specifically to the needs of PWDs to ensure their equitable participation in community and national life.	Work with PWD stakeholders to develop appropriate public education based on the results of the survey	National policy on the rights of PWDs integrates gender equality.	2022 and ongoing	Ministry of Social Service Ministry of Health St. Kitts Nevis Association of Persons with Disabilities NGM/ Department of Gender Affairs	Financial resources, access to technologies, materials and related products
7. Promote public education and other strategies to reduce induced disabilities, mainly due to gender-based violence, gang violence, and other circumstances specific to the Federation.			2023	Ministry of Social Services Ministry of Health NGM/ Department of Gender Affairs PWDs	Financial resources, access to technologies, materials and related products

LGBTI people

Strategic Goal: To protect the human rights of LGBTI people in the Federation to access opportunities consistent with the priority goals and strategic actions of the Gender Equality Policy.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
1. Work inclusively with the public sector, private sector, and civil society to end discrimination, violence, and societal intolerance against LGBTQ people of all ages.	Work with the association of LGBTI people to identify gender-based discrimination and violence affecting the community	Service providers integrate gender-responsive strategies appropriate to the rights and needs of LGBTI people	2022 and ongoing	Ministry of Social Services Ministry of Health NGM/ Department of Gender Affairs LGBTQ people	Expert human resources Financial resources, access to technologies, materials and related products
2. Enhance education and training on protecting individuals of all ages from homophobic and transphobic violence and on guaranteeing redress/access to justice	Develop long and short-term actions to respond to the challenges		2022 and ongoing	Ministry of Social Services Ministry of Health NGM/ Department of Gender Affairs LGBTQ people	Financial resources, access to technologies, materials and related products
3. Build zero-tolerance education and strategies against the cruel, inhuman, and degrading treatment of LGBTQ people of all ages.	Train public sector, community and other stakeholders for gender-responsive work with LGBTI people		2022 and ongoing	Ministry of Social Services Ministry of Health NGM/ Department of Gender Affairs LGBTQ people	Financial resources, access to technologies, materials and related products
4. Enhance mechanisms to safeguard freedom of expression, association, and peaceful assembly for all LGBTQ people			2022 and ongoing	Ministry of Social Services Ministry of Health NGM/ Department of Gender Affairs, LGBTQ people	Financial resources, access to technologies, materials and related products

Adults in the Justice System

To achieve sustained gender equality progress by gender transformational behaviours adequate to women and men inmates.

Objectives	Activities	Success Criteria	Time Frame	Owners/ Agency responsible	Resources
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1. Provide a diversity of income generation opportunities for male and female inmates away from traditional skills	Review the Women and Men's Prison Programme to integrate activities on a phased basis with the support of public and private sector stakeholders	Entrepreneurship programme in place with the backing of responsible government agencies	2022 and ongoing	Ministry of Social Services Ministry of National Security Min of Trade NGM/ Department of Gender Affairs HMP Ministry of Health, ICT, Entertainment, Entrepreneurship and Talent Development.	Financial resources, access to technologies, materials and related products
2. Integrate female inmates into the academic programming offered to male inmates to enhance their CSEC, CAPE, other qualifications and future economic participation.		Trainers identified for women's prison education programme	2022 and ongoing	Ministry of Social Services Ministry of National Security NGM/ Department of Gender Affairs Skills Training Centre HMP	Financial resources, access to technologies, materials and related products
3. Enhance the capacity of NGOs and FBOs to provide gender sensitivity and awareness education to all inmates, focusing on rights, preventing GBV, and promoting positive masculinities, roles, and responsibilities of men and women in the family and community.	Train trainers, NGOs, CBOs, using approved NGM gender-sensitivity curriculum /material to support prison outreach	Gender training/outcomes for inmates integrated into NGM programmes for inmates Training activities undertaken in HMP, NPF	2022 and ongoing	Ministry of Social Services Ministry of National Security NGM/ Department of Gender Affairs Community Development HMP, Nevis Prison Farm	Financial resources, access to technologies, materials and related products
Migrant Populations (Foreign-born)					
Strategic Goal: To uphold gender rights of migrant populations resident in the Federation and make the rights and protections of the National Gender Equality Policy accessible to them.					
1. Collect and use age and sex-disaggregated data on the issues of migrant populations relating to social and economic participation, and with attention to experiences of abuse and exploitation, and discrimination	Conduct research to identify dynamics of discrimination, GBV and other gendered constraints of migrant populations by age and nationality.	Service providers integrate gender-responsive strategies appropriate to the rights and needs of migrant populations	2022 and ongoing	Ministry of Social Services Ministry of National Security NGM/ Department of Gender Affairs Statistics Department All GFPs Associations of Migrants	Expert human resources Spanish Speaker Translator Financial resources, access to technologies, materials and related products
2. Enhance participation and inclusion of migrant boys/men and girls/women in all aspects of community and national development, ensuring public education and advocacy to promote	Develop programmes, public education and other initiatives as eco-system responses	Gender audit systems report on the inclusion of migrant populations	2022 and ongoing	Ministry of Social Services Ministry of National Security NGM/ Department of Gender Affairs Associations of Migrants	Spanish Speaker Translator Financial resources, access to technologies, materials and related products

these aims are available in major languages of migrants, as necessary.				
3. Monitor the development and implementation of policies and programmes on the issues of migrant girls and women.			2022 and ongoing	Ministry of Social Services Ministry of National Security NGM/ Department of Gender Affairs Associations of Migrants
4. Enhance mainstreaming of migrant boys/men and girls/, including their representation and involvement in decision making on issues impacting their well-being in public, private and civil sector agencies.			2022 and ongoing	Ministry of Social Services Ministry of National Security NGM/ Department of Gender Affairs Immigration Department Associations of Migrants

INSTITUTIONAL CAPACITY AND FRAMEWORK FOR IMPLEMENTATION AND GENDER MAINSTREAMING

Commitment: The NGM will lead and facilitate gender mainstreaming in the Federation.					
Policy Strategies	Activities	Success Criteria	Time Frame	Main collaborating partners	Resources
<p>1. Develop, advocate and build knowledge for a standard approach to gender mainstreaming in all national legislation, policies, plans, and programmes in support of the GEPAP/ gender equality agenda;</p> <p>2. Coordinate the annual preparation of the National Gender Budget to implement relevant gender-transformative strategies and ensure applicable laws are upheld. This coordination will engage all Gender Focal Points (GFPs) to ensure adequate projections for the Budget, reflected in the allocations of their respective ministries.</p> <p>3. Implement a comprehensive Gender Management System (GMS) that engages a holistic ecosystem-wide approach to integrate a gender perspective for the Policy and accompanying GEAP and generates national cohesion around gender equality.</p> <p>3. Coordinate and support the role and functionality of the inter-agency approach to programme delivery on gender policy domains consistent with the Gender Equality Action Plan, especially concerning the work of the</p>	<p>Immediate</p> <p>Convene NGM Meeting to identify short, medium and long-term plan for GEPAP roll-out</p> <p>Prepare a Note to Cabinet to seek permission for the structure and functionality of the GEPAP and the establishment of special bodies.</p> <p>Conduct a workshop /session /meeting to socialise the GEPAP with duty bearers and prepare them for responsibilities in lien with provisions, including (a) requirements of the Gender Budget and (b) review of the Gender Action Plan for agreement of sector priorities, alignment with programming resource allocations and other actions.</p> <p>Establish a special committee of sector representatives to prepare 1st phase/priority cost estimates for gender policy implementation</p>	<p>GEPAP roll-out milestones</p> <p>Gender Mainstreaming Plan developed for phased action</p> <p>GMS systems actioned</p>	<p>Immediate</p> <p>Short-term budget for cabinet approval for policy implementation</p> <p>2022 and ongoing in phases set out in Mainstreaming Plan</p>	<p>UN Women CDB, ECLAC, Commonwealth Secretariat Provide sector Cabinet</p>	<p>A short-term consultant to conduct research and develop a project proposal for development agency funding</p> <p>Technical assistance for the assignment of gender specialist for a six month to one-year mainstreaming project</p> <p>New posts to be budgeted for Gender Departments:</p>

<p>Gender Focal Points (GFPs) and the Gender Management System.</p> <p>4. Coordinate, support, and facilitate the implementation of the GEPAP by the public and private sectors and civil society;</p> <p>5. Contribute programme design, reporting, and monitoring indicators with responsible state agencies to deliver supports and services under the Gender Equality Action Plan (GEAP) Implement monitoring, evaluation, and reporting on the GEPAP in line with the MELF, with contributions of GFPs, the NIA, and other agencies Provide reporting on progress on the Gender Equality Policy to Cabinet, respond to treaty commitments under CEDAW and Belem do Para, among other obligations.</p> <p>6. Coordinate and support the Public Education and Communication Strategy (PECS)</p> <p>Involve lead government agencies, mass media, young people, and other stakeholders),</p>	<p><i>Cost estimate exercises to be undertaken for Saint Kitts and Nevis</i></p> <p>Short-term Conduct research on gender management systems of un and Commonwealth to identify good practices to be integrated into SKN's GMS</p> <p>Short-Medium Seek technical assistance for the roll-out of the GEPAP, particularly for implementing an eco-system mainstreaming strategy and the design and implementation of the GMS and related components - the Knowledge Management and Learning Facility (KMLF) and the Monitoring Evaluation and Learning Framework (MELF).</p> <p>Develop guidelines for the role and functions, and accountability of the Gender Focal Points</p> <p>Establish timelines for the appointment of GFPs and development of sector plans and priorities to amplify the Action Plan</p> <p>Make recommendations for capacity upgrades for practical functionality of NGM in Saint Kitts and Nevis with new posts created or persons assigned as:</p>				
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	Gender Development Specialist, M&E Officer; Communications and Outreach Officer.				
	Review requirements and appoint Participatory Development Structure (PDS) comprising representatives of NGOs, FBOs, Other Civil Society Allies, and Academia in line with the guidance of the Policy				
	Support the development of a work plan and collaborative pathways for the PDS				
	Establish TOR for development of the MELF, KMLF with support of public sector agencies Recruit consultancy services	Knowledge Management and Learning Facility (KMLF), and Monitoring Evaluation and Learning Framework (MELF)		Stakeholders identified in Policy	
	By 1st quarter 2022 Oversee ToR for the development of PECS in line with policy guidance and inputs of stakeholders Identify resources necessary to support of PECS Committee Appoint Committee for management of PEC	PECS in place			

	<p>Receive work plan of PECS for delivery of strategies in line with policy</p> <p>Mobilise resources to implement PECS programming</p> <p>Develop reporting and monitoring standards for PECS</p>				
Support the Complaints and Mediation Independent Authority's (Gender Equality Ombudsperson) work to investigate and take action on all reports of discrimination and violence based on gender made by residents	<p>Immediate</p> <p>Engage system support for recruitment of the Gender Equality Ombudsperson to perform functions outlined in Policy</p>		2021		