PROJECT DOCUMENTS

Gender data assessment in Saint Lucia: challenges and recommendations

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Abstract

The year 2019 is a pivotal one for accelerating the realisation of gender equality and the autonomy of all women and girls in the Caribbean. In order to measure gender inequalities and address the different needs of women, girls, men and boys, the government of Saint Lucia has prioritised improving its capacity to produce gender-disaggregated data to support evidence-based decision-making. To this end, the Economic Commission for Latin America and the Caribbean (ECLAC) subregional headquarters for the Caribbean conducted a gender data management assessment in Saint Lucia to identify the challenges faced by the government in producing gender statistics. This assessment formed the basis of targeted recommendations to overcome the identified challenges, including the identification of gender equality indicators for monitoring and evaluating progress in achieving gender equalityin Saint Lucia.

Structural challenges, such as the low reflection of gender considerations in evidence-based decision-making, poor inter-agency coordinating mechanisms, as well as insufficient and inefficient use of human, physical, and financial resources negatively affect the production of gender statistics. In addition, specific challenges were identified in advancing key development areas in Saint Lucia's draft National Development plan. These include economic activity and social protection, education, environment, health, gender-based violence, migration, and public participation.

Targeted short and medium-term recommendations developed to overcome these challenges include: nomination of a ministerial gender champion, establishment of an inter-agency coordinating committee, amendment of the 2001 Statistics Act, reinstatement of gender focal points in line ministries, restructuring of the Department of Gender Relations and locating it within a ministry with a closely aligned mandate, and developing and implementing an integrated data management system to produce gender statistics.

To accelerate the production of gender statistics in Saint Lucia, the assessment recommended possible adaptions to the CARICOM Gender Equality Indicators (GEIs) model for the Saint Lucian

context. The assessment showed that Saint Lucia already produces the majority of the CARICOM GEIs and can therefore report on 30 out of the 33 (90.9 per cent) CARICOM GEIs in the short term. With the implementation of the recommendations contained in this report, Saint Lucia will be able to report on an additional two indicators, thereby increasing its capacity to report on the CARICOM GEIs to 96.7 per cent in the medium-term. In order to report on the final indicator, Saint Lucia will need to: 1) introduce three questions to the MICS survey on sexual and reproductive health decision-making; 2) require financial institutions to provide gender statistics on access to credit to the Eastern Caribbean Central Bank; and 3) require the newly converted digital land registry to produce gender statistics on land ownership and size of land parcel, or produce estimates in the absence of current data sources.

Introduction

The regional review of the implementation of the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030[1] and the twenty-fifth review of the Beijing Declaration and Platform for Action[2] will both take place in 2019. These platforms are key opportunities for accelerating the realization of gender equality and the autonomy of all women and girls in the Caribbean. The underlying frameworks request Governments to adopt and implement policies, laws and strategies to promote gender equality and the rights of all women and girls, as well as to select, compile, integrate, process, analyse and disseminate gender data and statistics to identify progress made and challenges that remain in addressing gender inequalities.

Gender equality is a driver of sustainable and inclusive economic growth.[3] There is a lack of data disaggregated by gender, age, disability, race, and other criteria in the Caribbean, including in Saint Lucia. The unavailability and under-utilisation of gender data undermines a country's ability to adequately address gender inequalities, thereby limiting opportunities for growth. It also hinders the assessment of the impact and effectiveness of public policies and programmes aimed at eliminating gender inequality and the fulfilment of women's rights and autonomy.

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[1]	United Nations Economic Commission for Latin America and the Caribbean (ECLAC) (2017), "Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030" [online database] https://www.cepal.org/en/publications/41013-montevideo-strategy-implementation-regional-gender-agenda-within-sustainable.

[2]	United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) (2015), "Beijing Declaration and Platform for Action" [online database] https://www.unwomen.org/en/digital-library/publications/2015/02/beijing-synthesis-report.

[3]	United Nations ECLAC (2018), "The Inefficiency of Inequality" [online database] https://repositorio.cepal.org/bitstream/handle/11362/43443/6/S1800058_en.pdf.

In Saint Lucia, gender inequality persists in a number of key development areas, and, in some cases, is accompanied by a lack of gender data and statistics. For example, men continue to dominate entrepreneurial ventures in all sectors, and women's participation remains low.[4] Female headed households have the highest poverty rates and the female labour force participation is lower than for males.[5] Further analysis indicates gendered occupational segregation.[6] Although the government recognises the importance of access to finance for entrepreneurship and driving inclusive economic growth,[7] there is currently a lack of gender data on access to credit or, when it is produced, it is not utilised for evidence-based decision making.

Gender data is also critical to the development of national development plans (NDPs), as well as to monitoring the progress on implementation of these plans vis-à-vis achieving the SDGs. The Government of Saint Lucia is in the process of developing a medium-term development strategy (MTDS) for the period 2019-2022 and, for the first time, is developing a long-term twenty-year NDP.[8] Both plans will be aligned to the Sustainable Development Goals (SDGs), including SDG 5 on achieving gender equality. The government recently presented its first Voluntary National Review (VNR) on the implementation of the SDGs,[9] which identified the lack of reliable statistical data for SDG reporting and difficulties in the collection, analysis, and dissemination of economic, social, and environmental data as key challenges to implementing the 2030 Agenda.[10]

Appreciating the centrality of data and research in national development planning, Saint Lucia has declared 2019-2029 the decade of research and innovation.[11] This decade aims to create a culture of innovative thinking grounded in evidence-based research to address socioeconomic issues with localized and sustainable solutions.[12] Furthermore, the government has partnered with the Caribbean Development Bank (CDB) to receive technical assistance in the areas of gender planning and gender-responsive budgeting. This assistance will support government bodies to integrate a gender perspective into their policies, programmes and projects through the training of civil servants and the creation of trainers and multipliers. Building on the momentum of these two initiatives, it is an opportune time to improve the collection, processing, analysis, and dissemination of gender data in Saint Lucia.

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[4]   Government of St. Lucia, Department of Education, Innovation and Gender Relations (2019), "Report on the Comprehensive National Level Review of the Status of Implementation of the Beijing Declaration and Platform for Action" https://www.cepal.org/sites/default/files/events/files/beijing_25_report_2019_saint_lucia.pdf.
      Caribbean Development Bank (2016), "Country Gender Assessment – Saint Lucia 2016" https://www.caribank.org/publications-and-resources/resource-library/gender-assessments/country-gender-assessment-saint-lucia-2016.

[5]   Government of Saint Lucia, Department of Education, Innovation and Gender Relations (2019), "Report on the Comprehensive National Level Review of the Status of Implementation of the Beijing Declaration and Platform for Action" https://www.cepal.org/sites/default/files/events/files/beijing_25_report_2019_saint_lucia.pdf.

[6]   Ibid.

[7]   Government of Saint Lucia (2019), "Saint Lucia, Voluntary National Review 2019" https://sustainabledevelopment.un.org/content/documents/24468Presentation_SAINT_LUCIA_VNR_2019_FINAL_17_July.pdf.

[8]   "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019" https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

[9]   The VNR took place at the High-level Political Forum on Sustainable Development (HLPF) in July 2019. See United Nations (2017), "High-Level Political Forum on Sustainable Development" https://sustainabledevelopment.un.org/hlpf.

[10] "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019" https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

[11] Government of Saint Lucia, Ministry of Education (2019), "Key Outputs will include a Database of Local Research and Innovation Hub" http://www.govt.lc/news/decade-of-research-and-innovation-launched.

[12] Ibid.

Therefore, as part of technical support being provided to the Government of Saint Lucia in gender mainstreaming, the Economic Commission for Latin America and the Caribbean (ECLAC) subregional headquarters for the Caribbean assessed the production and management of gender data in Saint Lucia. Specifically, the objectives of the technical support are to identify the types of gender data already collected, the challenges in the collection, processing, analysis, and dissemination of gender data; and to provide targeted recommendations related to the institutionalization of tools and mechanisms needed to improve Saint Lucia's capacity to provide sustained, accurate and timely gender data and statistics that could inform policy and strengthen the country's capacity to report on its regional and global commitments.

I. Gender data and statistics

The United Nations defines gender statistics as "statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life".[13] Gender statistics are, therefore, not limited to statistics relating to women and girls nor are they limited to data disaggregated by sex. Moreover, the production of quality, reliable gender statistics requires data to:

- be collected and presented disaggregated by sex as a primary and overall classification;

- reflect gender issues;

- be based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and

- take into account stereotypes and social and cultural factors that may induce gender biases.[14]

Gender data and statistics are important to examine gender issues, reduce gender inequality, achieve sustainable development, and improve National Statistical Systems (NSS). Gender issues are becoming more visible on national and global agendas, which increases the demand for gender data and statistics. In addition, development outcomes in areas such as living standards, entrepreneurship, health, environment, and education are significantly influenced by gender. The context for males and females in these areas are not the same and failing to take this into account may result in uninformed policy and undesirable programming outcomes. Therefore, the availability of gender data and statistics to support gender analysis is essential.

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[13] United Nations Economic Commission for Europe (UNECE) (2010), "Developing Gender Statistics: A Practical Tool" http://www.unece.org/fileadmin/DAM/stats/publications/Developing_Gender_Statistics.pdf.

[14] Ibid.

For example, in Saint Lucia, females continue to outperform males in enrolment and academic performance at the secondary and tertiary levels but, males continue to outnumber females in the selection of Science, Technology, Engineering, Mathematics (STEM) subjects and females outnumber males in subjects associated with caregiving.[15] These statistics can prompt further research on the reasons for gender disparities in enrolment rates, academic performance and selection of certain subjects, which could then inform policies and programmes to improve male enrolment and academic performance in the education system and to reduce gender inequality in the selection of subjects.

Moreover, a NSS aims to provide an accurate, complete picture of the economic, social and political realities of a population. Collecting gender data that accurately reflect activities and contributions of men and women and takes into account the socio-cultural factors and stereotypes that produce gender bias helps the NSS to improve the quality of data collected and its measurement of economic and social realities.[16]

The United Nations has developed a Global Minimum Set of Gender Indicators to measure gender equality.[17] These 52 indicators support United Nations Member States to monitor commitments in the Beijing Platform for Action (BPfA) and the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). These indicators are divided into five domains:

- Domain I: Economic structures, participation in productive activities and access to resources covering time use, labour force statistics and data on the use of technology and media

- Domain II: Education

- Domain III: Health

- Domain IV: Public life and decision-making including statistics on women's participation in decision-making roles

- Domain V: Human rights of women and girls covering early marriage and domestic and other forms of violence against women and girls[18]

The Caribbean Community (CARICOM) has partnered with UN Women Multi-Country Office for the Caribbean to develop a set of indicators, the CARICOM Gender Equality Indicators (GEIs), based on the Global Minimum Set of Gender Indicators. The GEIs aim to support Member States to identify, assess, measure and track persistent gender equality concerns and disparities across the CARICOM region, in alignment with the 2030 Agenda.[19] These indicators were validated at the 40th Meeting of the Standing Committee of Caribbean Statisticians in 2015[20] and have subsequently been updated. However, several Member States, including Saint Lucia, are yet to review the GEIs with their stakeholders to determine possible adaptations for their country context.

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[15]   "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019" https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

[16]   Ibid.

[17]   United Nations. Department of Economic and Social Affairs, Statistics Division (2018) "Minimum Set of Gender Indicators" https://genderstats.un.org/#/home.

[18]   Ibid.

[19]   UN Women (2017), "CARICOM Gender Equality Indicators: A Tool for Monitoring Commitments to the BPfA, CEDAW and the SDGs", ECLAC Symposium on Mainstreaming the SDGs in National Development Planning, Kingston, Jamaica, 15 Februaury 2017. https://www.cepal.org/sites/default/files/events/files/caricom_gender_equality_indicators_-_isiuwa_iyahen_-_un_women.pdf.

[20]   Ibid.

II. Methodology

The objectives of the gender data assessment were to:

- assess resource requirements and other needs for facilitating the systematic collection, production, management and dissemination of gender data;

- identify the challenges faced by public sector organisations to produce gender statistics;

- formulate targeted recommendations to overcome these challenges; and

- identify gender equality indicators for Saint Lucia to monitor and evaluate progress towards achieving gender equality.

This assessment involved a survey, interviews and a stakeholder meeting, which were conducted during a five-day technical mission in Castries, Saint Lucia, from 20 to 24 May 2019. The mission included meetings with the Director and key staff of the Department of Gender Relations (DGR), the Director and key staff of the Central Statistics Office (CSO), a stakeholder meeting comprised of various government and civil society representatives, and individual meetings with officials of other government ministries, agencies, and departments, as well as the Banking Association of Saint Lucia. The agendas of the mission, including the stakeholder meetings, and the list of entities represented in those meetings are included in the annexes.

Meetings with DGR staff focused on the current mandate and vision for the Department, the challenges in creating processes and systems for gender data management, and the necessary recommendations to overcome these challenges, while CSO meetings were aimed at determining the types of gender data collected, the challenges faced in creating gender data management processes, and a review of the CARICOM GEI model.

Participants at the stakeholder meeting included government officials and civil society representatives involved in public and private sector data management processes. The objectives of this meeting were twofold. Firstly, participants were asked to identify three main challenges to collect, process, analyse, and disseminate gender data and the necessary recommendations to overcome these challenges. Government officials provided information for the public sector, whereas the civil society

provided information on the private sector. Secondly, the participants were assigned to four groups – economic activity, education, health, and public participation – to review the CARICOM GEI in order to identify possible adaptions for the Saint Lucian context. Participants were assigned to a group based on their organization's mandate and an indicator matrix was used to review the GEI. The indicator matrix required groups to identify the source of data, and data collection, management, analysis, and dissemination challenges and the related strategies to overcome these challenges.

The survey was aimed at addressing gender data management issues and was completed by government officials online or in a face-to-face setting. Unfortunately, the response rate was very low. For stakeholders who could not attend the stakeholder meeting or complete the questionnaire, or from whom more information was required, individual meetings were held. A topic guide that covered key questions in the survey, such as the types of data collected, challenges to collect, process, analyse, and disseminate gender data, was utilized during those meetings. These individual meetings comprised officials of government ministries, agencies and departments with responsibility for agriculture, disaster management and recovery, education, entrepreneurship, equity and social justice, health, family court, gender relations, immigration, land registry, and tourism. In addition, an individual meeting was held with members of the Banking Association of Saint Lucia.

III. Challenges to producing gender data and statistics

A lack of coordination in the national statistical system (NSS) and political will to tackle issues of gender inequality are the main challenges Saint Lucia faces in producing gender data and statistics. These challenges are manifested in the low reflection of gender considerations in evidence-based decision-making processes, poor inter-agency coordinating mechanisms, and insufficient and inefficient use of resources.

In addition, specific challenges were identified in key development areas, such as economic activity and social protection, education, environment, health, reducing gender-based violence, migration, and public participation. These development areas are identified in Saint Lucia's medium-term and long-term national development plans,[21] and are reflected in the related domain areas of the United Nations Minimum Set of GEI[22] and CARICOM GEI.[23]

A. Low reflection of gender in evidence-based decision making

The concept of gender is still viewed by many through the lens of gender-based violence. This has led to a perception of gender statistics as statistics on women and girls and mainly in the areas of health and crime. Moreover, only a few key persons in data producing organisations understand the importance of gender mainstreaming and gender statistics for policy development, programming, and

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[21]   "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019" https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

[22]   United Nations. Department of Economic and Social Affairs, Statistics Division (2018) "Minimum Set of Gender Indicators" https://genderstats.un.org/#/home.

[23]   UN Women (2017), "CARICOM Gender Equality Indicators: A Tool for Monitoring Commitments to the BPfA, CEDAW and the SDGs", ECLAC Symposium on Mainstreaming the SDGs in National Development Planning, Kingston, Jamaica, 15 February 2017 https://www.cepal.org/sites/default/files/events/files/caricom_gender_equality_indicators_-_isiuwa_iyahen_-_un_women.pdf.

service delivery. A failure to acknowledge gender-specific risks and vulnerabilities in policy design and implementation implies that the economic, social, political, and health realities of males and females in Saint Lucia are the same and that males and females would be affected in the same manner by decisions in those areas. This results in ineffective policies, and poor programming and service delivery.

The current mandate of the DGR is "to facilitate an enabling environment that addresses gender imbalances through policies, programmes and other initiatives promoting equity and social justice".[24] The programme strategies include:

- Developing and implementing programmes to increase capacity and awareness on gender issues;

- Developing and implementing a comprehensive national response to gender-based violence;

- Promoting use of gender statistics and data to inform programmes and project development; and

- Supporting other agencies' and institutions' programmes that address gender discrimination and inequity.[25]

However, due to the low prominence given to gender mainstreaming across government, the DGR, the voice of gender in the public sector, continues to face several challenges, such as limited staff, resources and skills to implement its mandate. The DGR staff comprises a director, two gender relations officers, one research officer, one secretary, and one office assistant. This staff allocation is insufficient for the DGR to effectively carry out its mandate.

Limited public sector capacity building activities have been carried out in the last five years to mainstream gender, and several ministries do not have gender focal points.[26] As a result, the monitoring of gender in national development is a major challenge. Moreover, in the last five years, the DGR has shifted from the Ministry of Health, Human services, Family Affairs and Gender Relations to the Ministry of Education, Innovation, Gender Relations and Sustainable Development and in that Ministry there is greater emphasis on gender mainstreaming in national development.[27]

Furthermore, a national coordinating committee for the implementation of the SDGs in Saint Lucia was established for different stakeholders to participate in the implementation and monitoring of the 2030 Agenda. Although SDG 5 on achieving gender equality and empowerment for all women and girls is a cross-cutting theme for SDG implementation, the Director of Gender Relations is not a member of the committee but is invited to participate in some of the meetings from time to time. The Ministry of Education, Innovation, Gender Relations and Sustainable Development is represented by the Deputy Permanent Secretary and the alternate is the Chief Planning Officer.

It is evident that the low prominence given to gender in Saint Lucia creates several challenges in developing and sustaining an effective and efficient gender data management system for national development.

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[24] "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019" https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

[25] Ibid.

[26] Government of St. Lucia, Department of Education, Innovation and Gender Relations (2019), "Report on the Comprehensive National Level Review of the Status of Implementation of the Beijing Declaration and Platform for Action" https://www.cepal.org/sites/default/files/events/files/beijing_25_report_2019_saint_lucia.pdf.

[27] Ibid.

B. Poor inter-agency coordination

Poor inter-agency coordination in the NSS is another major structural challenge to producing gender statistics. The CSO is the central repository for all data in Saint Lucia. Although the CSO produces most of the data in the NSS, data is required from other statistical units responsible for key development areas such as health, education, environment, and entrepreneurship. There is limited coordination and institutional structures for the collection, processing, analysis, and dissemination of data within and among public sector agencies to enable all the components of the statistical system to act as a single system. This has also contributed to some staff viewing the production of statistics, including gender statistics, as unnecessary additional work.

Many agencies operate in "silos" where they collect, process, and analyse their data without supervision from the CSO. There is also limited, if any, sharing or dissemination of their data across agencies. Many agencies are unaware of the usefulness of the data they produce and do not have systems in place to facilitate the sharing of these data. Moreover, data analysis is limited to areas relating to the organization's mandate and is rarely utilized for other purposes. A piecemeal and siloed approach to data management combined with limited financial resources impede effective development planning, policy development, and service delivery in Saint Lucia.

These challenges, as reported in a 2015 study of the National Statistics System of Saint Lucia conducted by the United Nations Sustainable Development Group (UNSDG),[28] prevent the efficient and effective coordination of the NSS to produce gender statistics. The poor perception of the role of gender in national development planning further compounds the issue for the entire public sector.

C. Insufficient and inefficient use of resources

Insufficient and inefficient use of human, physical and financial resources is another structural challenge to producing gender statistics. Several organizations in the public and private sectors lack the necessary technical skills to produce gender statistics, such as expertise in data collection, management, analysis, and dissemination. This also contributes to staff having a negative view of the production of statistics as unnecessary additional work. In addition, there is a loss of institutional memory when highly skilled staff leave the organization due to a lack of knowledge management processes and succession planning. Gender statistics is part of the mandate of both the DGR and CSO and both agencies have significant staffing limitations to adequately respond to it. The DGR lacks staff trained to produce and promote gender data and statistics and the CSO is producing gender statistics with limited staff. Moreover, the CSO has only recently identified a gender focal point with statistical expertise but this staff member requires training in gender mainstreaming and gender statistics.

Furthermore, the lack of standardized reporting formats, and efficient hardware and software for data collection across the public and private sectors, is a physical resource challenge to the production of gender statistics and statistics in general.

Conducting censuses, surveys, and the development of administrative systems is essential to produce gender data to inform evidence-based decisions, but they can be very costly. Saint Lucia is no longer eligible for global development funding from many international and regional organizations due to its classification as a middle-income country.[29] Therefore, the CSO and DGR rely on adequate

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[28]   "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019." https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

[29]   Ibid.

financial resources being allocated in the annual budget to acquire and maintain equipment, hardware and software for the cross-government production of gender-disaggregated data.

D. Challenges in priority and key development areas

1. Economic activity and social protection

The production of gender statistics on economic activity and social protection[30] measures the economic and social realities of women and men, in order to provide sustainable solutions to national socioeconomic issues, such as labour force participation, employment in each economic sector, access to credit, and unpaid domestic care and work. Gender statistics in these areas are an essential input for evidence-based decisions on socioeconomic plans, polices, programming and services.

The CSO is the lead producer of gender statistics on economic activity, which it collects through the Continuous Quarterly Labour Force Survey (LFS). The LFS provides sex disaggregated data on labour force participation, employment and unemployment in different sectors, income, use of internet, and unpaid care work four times each year. However, due to staffing constraints, the CSO requires additional technical support to process and retrieve data on unpaid domestic and care work.

Special surveys are conducted occasionally to determine the size and components of the informal sector and the characteristics of those employed in the sector. In 2016, the National Insurance Corporation (NIC), in collaboration with the Central Statistics Office, administered an Informal Sector Survey, which included the collection and production of gender disaggregated data. Estimates relating to the informal sector are useful for macroeconomic planning and microenterprise development. However, frequent, regular estimates and projections are required to better inform development planning and additional technical support may be required to produce these estimates and projections.

Gender data on access to credit, particularly for entrepreneurs, and small to medium-sized businesses, are collected but largely not processed, analysed, or disseminated. Moreover, some financial institutions lack understanding of the importance of gender statistics in evidence-based decision-making, policy development, programming, and service delivery. The Small Enterprise Development Unit (SEDU) collects gender data but lacks dedicated staff with monitoring and evaluation expertise to process and analyse the data and produce gender statistics. Clients are also reluctant to share or provide accurate financial data to the SEDU, despite confidentiality agreements being in place.

The Land Registry Section (LRS) currently does not collect gender data on land ownership. However, it is in the process of transitioning from a manual to a digital data management system, which presents a tremendous opportunity for the LRS to collect gender data. A committee was formed to coordinate the transition process but the DGR is not a part of the committee. Land ownership reflects access to and control of economic resources and is useful in examining living standards and economic activity. Gender statistics on land ownership are therefore necessary to measure the economic and social realities of women and men in Saint Lucia.

The agriculture sector is an important sector for achieving gender equality in Saint Lucia. Currently, the Ministry of Agriculture, Food Production, Fisheries, and Rural Development has data and statistics on agriculture and fisheries, but crop production remains a challenge. Gender disaggregated data is not produced in any of these areas, but a module on agriculture will be included in the 2020 round of censuses that will provide some gender statistics on the sector. Gender data on employment, access to credit, and

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[30]   The term 'economic activities' incorporates labour force participation, employment and unemployment in each   economic   sector, including the agriculture, manufacturing, tourism and service sectors. It also includes information   on   the   informal   economy, gender pay gap, unpaid domestic and care work, land ownership, access to credit, and use   of   the   internet. 'Social   protection' refers to statistics on poverty, youth and adult dependency, vulnerability and public social assistance.

land ownership is important in identifying challenges and opportunities for men and women in the sector to contribute to improving food security and reducing the national food import bill.

Gender data on poverty is provided by the Saint Lucia Survey of Living Conditions - Household Budgetary Survey (SLC-HBS), which was last conducted in 1995, 2005-2006 and 2016. The SLC-HBS is not carried out on a regular basis due to its cost. Moreover, further disaggregation of poverty data by gender and other demographic characteristics may be a challenge since the SLC-HBS is usually carried out by external consultants and the current staff of the CSO lacks training in poverty analysis.

The Department of Equity (DOE) collects gender data on social protection. In March 2019, the DOE developed a central beneficiary registry system that collects gender disaggregated data on all clients of the Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government. The DOE is in the process of developing a central data registry on all public sector assistance, which would enable data harmonisation and an improvement in the quality of gender data on social protection. However, the DOE lacks staff trained in data management, including production of gender-disaggregated data. One senior staff member who spearheaded the central data registry was promoted to another ministry. The DOE also faces sharing and dissemination challenges due to the sensitive nature of data, as well as difficulty in collecting data due to political segregation of some geographic areas.

2. Education

Education is the only sector in the Caribbean that consistently produces gender statistics. Saint Lucia is no exception, as the country collects and produces sex-disaggregated data at the primary, secondary and tertiary levels. However, the education sector struggles to produce gender statistics in a timely manner. This is due to a lack of appropriate hardware, software, and ICT systems for the data collection, processing, and data analysis of sex-disaggregated data as well as a lack of human resources with the requisite skills to analyse and interpret data in a user-friendly manner.

3. Environment

Saint Lucia is a Small Island Developing State (SIDS) vulnerable to natural disasters, which are prevalent more than ever due to climate change.[31] The National Emergency Management Organisation (NEMO) has an electronic data management system that collects gender data. Some of their staff have been trained in data collection. However, limited human resources and understanding of the importance of research among community officers are major challenges. Moreover, better coordination is required to enable the sharing of data among NEMO, the Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government, and the Red Cross. Collaboration and identification of synergies between the CSO and the Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government are required to conduct routine mapping of persons and properly respond to natural disasters and national emergencies.

4. Gender-based violence

Data on gender-based violence is an important indicator in measuring progress towards achieving gender equality. Such data is produced annually by the Royal Saint Lucia Police Force. However, the Royal Saint Lucia Police Force was not available for questioning during this assessment. Data on gender-based violence is also collected by the Family Court using the Judicial Enforcement Management System (JEMS), in addition to sex-disaggregated data on child care services and access to justice. However, the

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[31]   "Saint Lucia Voluntary National Review Report on the implementation of the 2030 Agenda for Sustainable Development July 2019" https://sustainabledevelopment.un.org/content/documents/23570SAINT_LUCIA_VNR_REPORT_JUNE_2019.pdf.

Family Court is currently restructuring their approach to data management and requires technical support to develop reporting formats and to train staff in data collection, processing, analysis, and dissemination.

The DGR has an electronic data management system that collects gender-based violence data on its clients. However, training is required to better analyse the data. Local civil society organizations provide support and services for gender-based violence However, these organisations face several challenges in producing gender data, including lack of human resources, lack of a data collection system, no training in the collection and management of gender data and the production and dissemination of gender statistics, lack of efficient equipment and software to produce gender statistics, as well as no proper monitoring and evaluation systems to adequately deliver services. Furthermore, there is a lack of partnership among civil society agencies to reduce duplication of services. One of the recommendations of the proposed national gender equality policy and strategic action plan is to establish a task force to track all gender equality programmes in Saint Lucia. It is, therefore, essential to get an accurate picture of the support and services provided by civil society organisations for gender-based violence.

5. Health

The Ministry of Health and Wellness collects data disaggregated by sex on service utilisation, mortality, morbidity and fertility. The main challenge facing the Ministry is the timely submission of gender data from other sources and organizations, as well as the completeness and accuracy of the data received. For example, although private physicians are required to provide HIV data to the Ministry, not all do so. In addition, there are some instances where maternal deaths are misclassified. The Ministry has conducted training on maternal death reporting with physicians to reduce misclassifications. Health-related gender data, such as relating to antenatal coverage, is best derived from the Multiple Indicator Cluster Survey (MICS). However, the MICS is only conducted every five years, meaning that up to date data to monitor progress is often unavailable.

6. Migration

The Immigration Unit is mandated to collect migration data from ports of entry in Saint Lucia. At present, it does not have a functioning border management system and migration data is collected manually. This poses a serious challenge to producing gender statistics on international migration. However, the Unit is in the process of transitioning to an electronic border management system and has partnered with the International Office of Migration (IOM) to introduce a Migration Information Data Analysis System (MIDAS), but currently lacks the required hardware, such as servers, passport readers, and scanners, to utilise this system. At this stage, the Unit has issued an expression of interest to provide the hardware. The electronic border management system will enable the Immigration Unit to efficiently collect gender data and produce gender statistics on migration. Moreover, there are plans to establish a border control agency comprising of customs, immigration, coast guard, quarantine, and animal and plant officials. This will enable improved harmonisation of the collection of migration data.

7. Public participation

Gender data on participation in decision-making roles at the national and local level, as well as in the private and public sector, are essential to reporting on regional and international political commitments to achieving gender equality. Gender statistics can be easily produced on political representation at the ministerial, parliamentary and local government level, as well as on the gender composition of the police force. However, data for GEI 30 on gender composition of persons in managerial positions are available but require additional processing to reduce duplication. These data are collected by the National Insurance Corporation and the Public Service Commission. Collaboration between these two agencies is essential to produce statistics for this GEI.

IV. CARICOM Gender Equality Indicators (GEIs)

A key objective of this assessment was to examine Saint Lucia's capacity to collect, analyse, produce and manage gender-disaggregated data, in accordance with the CARICOM Gender Equality Indicators (GEI) model, at the national and sub-national levels.

As mentioned earlier, in 2015, the Caribbean Community (CARICOM) selected indicators from the United Nations Minimum Set of Gender Indicators for its Member States to monitor progress in achieving gender equality, also known as the CARICOM Gender Equality Indicators (GEIs). The GEIs include indicators in a range of areas, including economic activity, education, health, human rights, and public participation indicators. These indicators are divided into five domains:

- Domain I: Economic structures, participation in productive activities and access to resources covering time use, labour force statistics and data on the use of technology and media

- Domain II: Education

- Domain III: Health

- Domain IV: Public life and decision-making including statistics on women's participation in decision-making roles

- Domain V: Human rights of women and girls covering early marriage and domestic and other forms of violence against women and girls[32]

Table 1 shows the CARICOM GEI indicators that are currently being produced in Saint Lucia and, for those not being produced, whether they can be produced in the short- or medium- to long-term and the required data source. Saint Lucia already produces most of the CARICOM GEIs and, as a result, the government can produce 30 out of the 33 (90.9 per cent) GEIs In the short term, that is within one year. This excludes indicators 9 (access to credit) and 10 (land ownership) due to the challenges previously

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[32] Ibid.

discussed. In addition, it is unlikely that Saint Lucia can produce indicator 24 on "the proportion of women (aged 15-49) who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care" in the short- or medium-term. Data on this indicator is not currently collected and would require three questions to be added to the next Multiple Indicator Cluster Survey (MICS) in order to produce it.[33]

In the medium-term, however, if all financial institutions provide gender statistics on access to credit to the Eastern Caribbean Central Bank and the manual land registry is converted to a digital land registry that produces gender statistics on land ownership and size of land parcel, Saint Lucia will be in a position to produce indicators 9 and 10, thereby increasing the country's capacity to produce the GEIs to 96.7%.

Notwithstanding, some modifications are needed to ensure the efficient and regular production of the CARICOM GEI indicators. In order to produce GEI 11, the government would need to substitute average monthly earning data for average hourly earnings because the LFS collects monthly (but not hourly) income data disaggregated by gender. Moreover, it will likely prove challenging to consistently produce indicators 1, 7, 21, 23, and 25, as these indicators are currently derived from data collected from surveys that are conducted irregularly. The MICS is conducted every five years, the SLC-HBS is carried out on an ad-hoc basis, and the Informal Sector Survey has only been conducted once. As such, although the capacity to produce the GEIs in the immediate to short-term is high, this will likely decrease in the medium- to long-term if surveys upon which the indicators rely are not conducted regularly.

Table 1
Reporting of CARICOM GEI by time frame

	Indicator	Currently being produced		Short Term (within 1 year)		Medium term (more than 1 year to three years)	
		Yes/No	Data Source	Yes/No	Data Source	Yes/No	Data Source
#	Economic Activity and Social Protection						
1	Proportion of population below the international poverty line by sex, age, employment status and geographical location urban/rural	Yes	SLC-HBS	Yes	SLC-HBS	Depends on data availability	SLC-HBS
2	Proportion of time spent on unpaid domestic and care work, by sex, age and location	Yes	LFS	Yes	LFS	Yes	LFS
3	Proportion of population covered by social protection floors/systems, by sex, and distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work injury victims and the poor and the vulnerable	Yes	Central Public Assistance Registry	Yes	Central Public Assistance Registry	Yes	Central Public Assistance Registry

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[33]   United Nations Population Fund (UNFPA) (2019) https://unstats.un.org/sdgs/metadata/files/Metadata-05-06-01.pdf.

	Indicator	Currently being produced		Short Term (within 1 year)		Medium term (more than 1 year to three years)	
		Yes/No	Data Source	Yes/No	Data Source	Yes/No	Data Source
4a	Labour force participation rate for persons by aged 15-24 by sex	Yes	LFS	Yes	LFS	Yes	LFS
4b	Labour force participation rate for persons by aged 15+ by sex	Yes	LFS	Yes	LFS	Yes	LFS
5	Proportion of employed who are own-account workers, by sex	Yes	LFS	Yes	LFS	Yes	LFS
6a	Percentage distribution of employed population in agricultural sector, by sex and age	Yes	LFS	Yes	LFS	Yes	LFS
6b	Percentage distribution of employed population in industrial sector, by sex and age	Yes	LFS	Yes	LFS	Yes	LFS
6c	Percentage distribution of employed population in service sector, by sex and age	Yes	LFS	Yes	LFS	Yes	LFS
7	Proportion of informal employment in non-agriculture sector by sex	Yes	2016 Informal Sector Survey	Yes	2016 Informal Sector Survey	Depends on data availability	NIC/CSO
8	Unemployment rate by sex, age and persons with disabilities	Yes	LFS	Yes	LFS	Yes	LFS
9	Proportion of population with access to credit by sex	No		No		Yes	All Financial institutions
10	Proportion of population owning land, by sex, by size of land parcel	No		No		Yes	Land Registry
11	Average hourly earnings of female and male employees by occupation, age and persons with disabilities	Yes, but modified to use monthly earning data	LFS	Yes, but modified to use monthly earning data	LFS	Yes, but modified to use monthly earning data	LFS
12	Proportion of employed working part-time, by sex and age	Yes	LFS	Yes	LFS	Yes	LFS
13	Proportion of individuals using the internet, by sex, age and location	Yes	LFS	Yes	LFS	Yes	LFS
	Education						
14a,14b, 14c	Gender parity index of the gross enrolment ratio in primary, secondary and tertiary education	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
Sub indicator	Proportion of students starting Form 1 who reach Form 5 in secondary school by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest

	Indicator	Currently being produced		Short Term (within 1 year)		Medium term (more than 1 year to three years)	
		Yes/No	Data Source	Yes/No	Data Source	Yes/No	Data Source
Sub indicator	Proportion of students who have repeated at least one Form, starting from Form 1 through Form 5 in secondary school by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
14d	Proportion of students in secondary schools in 5th Form enrolled in science and technical subjects by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
14e	Proportion of students who complete secondary school at Form 5 with passes in at least two subjects English (or official language of country) and Mathematics by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
14f	Proportion of students who take Mathematics and at least one of the Sciences in examinations (CXC or equivalent) at 5th Form by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
15	Share of graduates at the tertiary level by field of studies in science and related subjects by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
16	Proportion of children/young people (a) in grade 2/3 (b) at the end of primary and (c) at the end of lower secondary education achieving at least a minimum proficiency level in (I) reading and (ii) mathematics by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
17	Participation rate in organised learning (one year before the official primary entry age) by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
18	Participation rate of youth/adults in formal and non-formal education and training in the previous 12 months, by sex	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
19	Proportion of youth/adults with information and communication technology (ICT) skills by type of skill by sex, age and location	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest
20	Parity indices (female/male, urban/rural, bottom/top wealth quintile and others such as disability status, indigenous people and conflict affected as	Yes	Educational Digest	Yes	Educational Digest	Yes	Educational Digest

	Indicator	Currently being produced		Short Term (within 1 year)		Medium term (more than 1 year to three years)	
		Yes/No	Data Source	Yes/No	Data Source	Yes/No	Data Source
	data become available) for all education indicators that can be disaggregated						
	Health						
21	Contraceptive prevalence among women who are married or in a union, aged 15-49	Yes	MICS	Yes	MICS	Depends on data availability	MICS
22	Maternal mortality ratio	Yes	Vital Statistics Report	Yes	Vital Statistics Report	Yes	Vital Statistics Report
23	Antenatal care coverage, at least four visits	Yes	MICS	Yes	MICS	Depends on data availability	MICS
24	Proportion of women (aged 15-49) who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	No		No		No	
25	Proportion of women of reproductive age (15-49 years) who have their need for family planning satisfied with modern methods.	Yes	MICS	Yes	MICS	Depends on data availability	MICS
26	Number of new HIV infections per 1,000 uninfected population by age, sex, and key populations	Yes	Ministry of Health and Wellness	Yes	Ministry of Health and Wellness	Yes	Ministry of Health and Wellness
27	Adolescent birth rate (10-14; 15-19) per 1000 women in that age group	Yes	Vital Statistics Report	Yes	Vital Statistics Report	Yes	Vital Statistics Report
	Public Participation						
28	Women's share of government ministerial positions	Yes	Public Service Commission	Yes	Public Service Commission	Yes	Public Service Commission
29	Proportion of seats held by women in national parliaments and local governments	Yes	Electoral Department and Public Service Commission	Yes	Electoral Department and Public Service Commission	Yes	Electoral Department and Public Service Commission
30	Women's share of managerial positions	Yes	National Insurance Corporation and Public Service Commission	Yes	National Insurance Corporation and Public Service Commission	Yes	National Insurance Corporation and Public Service Commission
31	Share of female police officers	Yes	Royal Saint Lucia Police Force	Yes	Royal Saint Lucia Police Force	Yes	Royal Saint Lucia Police Force
	Human Rights						
32	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual psychological violence by a current or former	Yes	Royal Saint Lucia Police Force, Family Court, and the CSO	Yes	Royal Saint Lucia Police Force, Family Court, and the CSO	Yes	Royal Saint Lucia Police Force, Family Court, and the CSO

	Indicator	Currently being produced		Short Term (within 1 year)		Medium term (more than 1 year to three years)	
		Yes/No	Data Source	Yes/No	Data Source	Yes/No	Data Source
	intimate partner, in the previous 12 months, by form of violence and by age						
33	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner, in the previous 12 months, by age and place of occurrence	Yes	Royal Saint Lucia Police Force, Family Court, and the CSO	Yes	Royal Saint Lucia Police Force, Family Court, and the CSO	Yes	Royal Saint Lucia Police Force, Family Court, and the CSO

Source: Author's compilation.

V. Conclusions and recommendations

Despite the challenges discussed in this report, Saint Lucia has made significant progress in producing gender statistics in recent years. Moreover, the Government of Saint Lucia has declared 2019-2029 as the decade of research and innovation to promote a culture driven by research and innovative thinking. It is also receiving gender mainstreaming assistance in the areas of planning and budgeting. This is an opportune time to improve the collection and management of gender data and the production and dissemination of gender statistics.

This can be achieved through improving the prominence of gender in evidence-based decision-making, developing inter-agency coordinating mechanisms, and the effective and sustainable allocation and use of human, physical, and financial resources. Specific investments in the collection and production of gender data in priority and key development areas, such as economic activity and social protection, education, environment, health, gender-based violence, migration, and public participation, are also essential to improve planning, policy-making, programming, and service delivery in these areas. The revision of the 2001 National Statistics Act and national reporting on the CARICOM GEIs can act as catalysts to strengthen the coordination of national statistics system to produce gender data and statistics.

Along this line, specific recommendations, geared towards overcoming the challenges in the short- and medium- to long-terms, are provided here for consideration by the government. The short-term recommendations are to be implemented within one year and are focused on "doing the best you can with what you have now". The medium to long-term recommendations are to be implemented between one and three years and are focused on "investing in the vision for gender statistics".[34]

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[34] No specific recommendations are made for education and gender-based violence, as overarching recommendations relating to sufficient and efficient use of resources also address the challenges identified in these areas.

A. Short-term recommendations

The current revision of the 2001 Statistics Act and the CDB's gender mainstreaming project are two major catalysts that can accelerate the integration of a gender perspective in evidence-based decision-making, the establishment of an inter-agency coordinating mechanism for gender statistics, and the efficient and effective use of resources to produce gender statistics. Building on these initiatives, the following actions are recommended for implementation within one year:

1. Gender in evidence-based decision making

- The Minister assigned to the DGR should be nominated as the gender champion to promote the importance of gender mainstreaming and gender statistics in evidence-based decision-making.

- Each line ministry should reinstate gender focal points by nominating a senior staff member within the ministry who has successfully completed the CDB gender mainstreaming training. This is critical to reduce the poor perception of gender in decision-making and to assist ministries in gender mainstreaming. These gender focal points should work closely with staff responsible for data management and statistics in their Ministry to promote the production and use of gender statistics.

- The Ministry of Education, Innovation, Gender Relations and Sustainable Development should secure the representation of the Department of Gender Relations on national coordinating committees to promote, advocate, and mainstream gender statistics in national development planning, including the national coordinating committee for implementation of the SDGs, the 2020 census planning committee, and the coordinating committee for transitioning from a manual to a digital land registry system.

2. Inter-agency coordination

- Parliament should amend the 2001 Statistics Act to explicitly include gender, natural disasters, the environment, water resources management, hospitality and tourism in the First Schedule in order to make it necessary for relevant agencies to collect, produce and disseminate those types of data. In addition, the amended 2001 Statistics Act should also introduce requirements for data storage, processing and sharing, including the sharing of metadata for research purposes and the development of dissemination protocols, in accordance with the United Nations Fundamental Principles of Official Statistics and other international standards.[35] This is essential to establishing a secure, coordinated approach to gender data management and collaboration among and within organisations in the NSS.

- The CSO should establish an inter-agency coordinating committee on gender statistics to strengthen the national coordination and production of gender statistics. As the CSO is responsible for coordinating national statistics, the CSO's Director should chair the committee. The DGR's Director should serve as the deputy chair. The committee should also comprise other key experts from ministries, departments, agencies, and organisations, including public, private, and civil sector organisations, that produce and/or use gender statistics. The first tasks of the committee should be establishing operating standards and standardised reporting formats for gender data management and finalising the set of CARICOM GEI indicators for national reporting. Protocols for sharing and dissemination of

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[35] United Nations, Department of Economic and Social Affairs, United Nations Statistics Division (2014), "Fundamental Principles of National Official Statistics" https://unstats.un.org/unsd/dnss/gp/fundprinciples.aspx.

gender data and statistics can also be adopted or developed by this committee. Administrative support should comprise of staff from the CSO and DGR.

- Public sector organisations should establish data collection and sharing agreements through Memoranda of Understanding (MOUs) with other key data producers relevant to their mandate to produce certain statistics, including gender statistics. These MOUs can be undertaken in the absence of a revised 2001 National Statistics Act that includes protocols on the sharing and dissemination of data.

- All line ministries should include available data on gender statistics on the Open Data website to promote awareness and the utilisation of gender statistics.

3. Sufficient and efficient use of resources

- The Public Service Training Institute should provide routine training in gender statistics to gender focal points in all line ministries, members of the inter-agency coordinating committee, technical staff of the DGR and CSO, and personnel directly involved in the production of gender statistics. This training should cover data collection, management, analysis, and dissemination. Furthermore, a 'Train the Trainer' programme in gender statistics should be developed for persons who excelled in gender statistics training, so they can train their co-workers to produce gender statistics using in-house workshops and laboratory sessions. This is essential to increasing staff capacity to produce gender statistics and preserving institutional memory in all line ministries.

- The CSO should invest in a dedicated server for gender statistics for better coordination of national gender data and statistics.

4. Economic activity and social protection

- The CSO should seek bilateral or regional technical staff assistance for temporary support to retrieve data on unpaid domestic and care work and to produce gender disaggregated estimates and projections for the informal sector that would enable the reporting of related CARICOM GEIs on economic activity.

- The Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government should implement the central beneficiary registry system to avoid duplication of records of public assistance within the Ministry.

- Gender focal points in ministries with responsibility for finance and entrepreneurship should provide sensitisation sessions on gender data and statistics to financial institutions in the public and private sector, including commercial banks and credit unions, to improve their production and dissemination of gender statistics.

- The gender focal point assigned to the ministry responsible for entrepreneurship should provide sensitisation sessions to clients of the SEDU on confidentiality agreements and the importance of providing accurate and complete gender-disaggregated data.

5. Health

- The Ministry of Health and Wellness should improve the quality of reporting on maternal mortality by providing continuous training and establishing guidelines for physicians on the accurate classification of maternal deaths.

B. Medium to long-term recommendations

Restructuring the DGR and building its capacity, along with developing and implementing an integrated data management system, standard operating procedures, and audits of human resources and ICT needs, are essential to creating a conducive environment for the sustainable production of gender statistics in Saint Lucia. To invest in this vision for gender statistics, the following actions should be taken in the next one to three years:

1. Gender in evidence-based decision making

- The DGR should be located in a Ministry with a closely aligned mandate in order to avoid the stagnation or erosion of any gains made in advancing gender in evidence-based decision-making.

- The DGR should also be restructured to transition to a Bureau of Gender, an autonomous body responsible for the efficient and effective coordination of gender mainstreaming, gender research and policy, and gender relations across the public sector.

2. Inter-agency coordination

- The inter-agency coordinating committee on gender statistics should develop and implement an integrated data management system that produces gender statistics in all key development areas, including those in the CARICOM GEIs, such as access to credit and antenatal coverage at the national and local level.

- This committee should also implement standard operating procedures on data collection, storage, processing, and dissemination within public organisations and at the sector level, including standardised reporting formats across line ministries.

- The Public Service Training Institute should continue to implement the 'train the trainer' programme in gender statistics across all government ministries.

- The CSO, with the input of the DGR, should produce an annual report on gender statistics that includes the finalised CARICOM GEIs for national reporting as well as gender statistics in key development areas such as migration and the environment. This report can be used to inform evidence-based decisions for policy development and programming to achieve gender equality.

- The inter-agency coordinating committee should actively monitor and ensure that all line ministries include gender statistics in their quarterly and annual reporting.

3. Sufficient and efficient use of resources

- Each line ministry and civil society organisation should conduct an internal audit to determine the number of staff it requires to collect and produce gender statistics, as well as its ICT needs for collecting and producing gender statistics.

- The DGR should conduct an internal audit to determine the number of staff it requires for gender research, policy, and programming.

- Line ministries and civil society organisations should procure and introduce hardware and software for producing gender statistics based on the results of an internal audit, where necessary liaising with relevant local, national, regional, and international agencies to secure investment and provide cost effective solutions.

4. Economic activity and social protection

- The SEDU should recruit staff trained in monitoring and evaluation and gender statistics in order to monitor and evaluate women's progress in small and microenterprise development.

- The CSO should be provided with technical support and training in poverty analysis to enable their production of poverty-related gender statistics and reporting on GEIs 1 and 3.

5. Environment

- NEMO should collaborate with the Ministry of Equity, Social Justice, Empowerment, Youth Development, Sports and Local Government to conduct routine mappings of persons by their location, gender, age and other characteristics for better disaster preparedness, relief, and recovery.

6. Health

- Ministry of Health staff directly involved in producing statistics should be provided with training on the estimation of unmet needs for family planning, contraceptive prevalence and reproductive health care in order to report on GEIs 21, 23 and 25 in the absence of an up-to-date MICS.

- Agencies responsible for conducting the MICS should include three new questions in this survey on the proportion of women who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care to measure GEI 24.

7. Migration

- The Immigration Unit should be provided with ICT equipment and software essential to produce gender statistics. This includes MIDAS or another electronic border control management system and necessary supporting software and hardware, such as passport readers, servers, and scanners.

8. Public participation

- The National Insurance Corporation and Public Service Commission should collaborate to produce CARICOM GEI 30 on women's share of managerial positions.

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Annexes

Annex 1
Survey questionnaire

Assessment of the State of Gender Data and Statistics

The year 2019 is a pivotal one for accelerating the realization of gender equality and the autonomy of all women and girls in Saint Lucia. In fact, the regional review of the implementation of the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030 and the twenty-fifth review of the Beijing Declaration and Platform for Action will both take place in 2019. The two frameworks request Governments to adopt and implement policies, laws and strategies to promote gender equality and the rights of all women and girls, as well as to select, compile, integrate, process, analyse and disseminate gender data and statistics to identify progress made and challenges that still remain in addressing gender inequalities. The year 2019 also represents four years since the global community committed to implement the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs), including SDG 5 aimed at achieving gender equality and empower all women and girls. This development agenda underscores the importance of systematically mainstreaming a gender perspective in its comprehensive implementation since the realization of gender equality and the empowerment of women and girls will make a decisive and cross-cutting contribution to progress in all the Goals and targets.

In this regard, Saint Lucia has prioritized the improvement of the capacity of their Department of Gender Relations and the development of policies and sustainable tools to monitor and evaluate progress made and obstacles that still remain in achieving gender equality. Therefore, the Department of Gender Relations, with the support of the Economic Commission for Latin America and Caribbean (ECLAC) Subregional headquarters for the Caribbean, aims to assess the state of gender data and statistics in Saint Lucia and to provide targeted recommendations for their successful inclusion in statistical products, plans, policies, programmes, and service delivery of the country.

The United Nations defines gender statistics as "statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life". Moreover, the United Nations defines gender statistics by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification; (b) data reflect gender issues; (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.

This is a preliminary assessment of the state of gender data in Saint Lucia as it relates to data collection, data management, data analysis, production of gender statistics, data dissemination, and the utilisation of data and statistical products. Your input is essential to the success of this activity your cooperation is greatly appreciated.

1. Email address *

BACKGROUND INFORMATION

2. Name of Ministry

Mark only one oval.

O Ministry of Agriculture, Fisheries, Physical Planning, Natural Resources and Co-operatives

O Ministry of Commerce, Industry, Investment, Enterprise Development and Consumer Affairs

O Ministry of Economic Development, Housing, Urban Renewal, Transport and Civil Aviation

O Ministry of Education, Innovation, Gender Relations and Sustainable Development

O Ministry of Equity, Social Justice, Local Government and Empowerment

O Ministry of Finance, Economic Growth, Job Creation and External Affairs

O Ministry of Health and Wellness

O Ministry of Home Affairs, Justice and National Security

O Ministry of Infrastructure, Ports, Energy and Labour Ministry of Public Service

O Ministry of Tourism, Information and Broadcasting, Culture and Creative Industries

O Ministry of Youth Development and Sports

O Other:

3. Please state the name of your department/ agency

4. Please state the name of your unit

5. Please state your name

6. Please state your job title

7. Please state your contact number

Gender Frameworks

This section seeks to get information on awareness of regional and international gender frameworks

8. Are you aware of the following gender frameworks and related meetings (information on some of them are due this year)?

Mark only one oval per row.

	Yes	No
Beijing Platform for Action		
CARICOM Gender Equality Indicators		
Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030		
United Nations Minimum Set of Indicators for SDGs		
Convention on the Elimination of All Forms of Discrimination against Women		
High Level Political Forum at the United Nation		

Data Collection: Screener.

9. Is data collection a function of your department/agency/unit?

Mark only one oval.

O Yes

O No

10. Does your department/agency/unit collect data?

Mark only one oval.

O Yes

O No   Skip to question 23.

Data collection

This section seeks to get information on the types of data your department/ agency/ unit collects.

11. Please select the types of data your department/agency/unit collects and whether it can be separated by sex

Check all that apply.

	Yes, Males	Yes, Females	No, only total	Do not collect
Access to Assets (financial and physical e.g. credit, land) Agriculture, fishing sector, services				
Decision- making (economics, managerial positions, executive/legislative/judicial powers, and /or household)				
Education and Training				
Environment (Environment (natural and human settlements, e.g. natural disasters, sanitation))				

Gender based violence (e.g. domestic violence, sexual harassment, rape, incest, trafficking, femicide, death at the hands of intimidate partner)				
Health				
Reconciliation of work and family life (including child care services, enrolment in pre-primary education)				
Size, structure, and characteristics of the labour force; informal economy				
Unpaid domestic and care work				
Population, household, families (fertility, contraceptive use, union status, living arrangements)				
Migration (e.g. internal, intra- regional and international, deportation, returnees, trafficking/smuggling of persons) and Refugees				
Poverty				
Access to justice				

12. Please state data collection methods used

Check all that apply.

	Survey	Census	Administrative Records	Other	Not Applicable
Access to Assets (financial and physical e.g credit, land)					
Agriculture, fishing sector, services					
Decision- making (economics, managerial positions, executive/legislative/judicial powers, and /or household)					
Education and Training					
Environment (Environment (natural and human settlements, e.g natural disasters, sanitation))					
Gender based violence(e.g. domestic violence, sexual harassment, rape, incest, trafficking, femicide, death at the hands of intimidate partner)					
Health					
Reconciliation of work and family life (including child					

care services, enrolment in pre- primary education)					
Size, structure, and characteristics of the labour force; informal economy					
Unpaid domestic and care work					
Population, household, families (fertility, contraceptive use, union status, living arrangements)					
Migration (e.g. internal, intra- regional and international, deportation, returnees, trafficking/smuggling of persons) and Refugees					
Access to justice					
Poverty					

13. Please identify three main surveys/census/administrative records conducted by your department/agency/unit within the past three years

14. Please identify three main surveys/census/administrative records conducted by your department/agency/unit within the past three years that cover gender issues

15. Does your department/ agency/unit have staff trained in data collection methods?

Mark only one oval.

O Yes

O No

16. Please identify three main data collection challenges faced by your department/ agency/ uni

17. Please identify strategies to overcome each challenge.

18. Are there any challenges to your department/agency/unit collecting gender data?

Mark only one oval.

O Yes

O No

19. Please state the challenges

20. Please identify strategies to overcome these challenges

21. Do you provide/make available the data that your agency/department/unit collects to the Statistics Department?

Mark only one oval.

O Yes. After the last question in this section, skip to question 23.

O No After the last question in this section, skip to question 10.

22. Please state the reason

23. Would the identification of a focal point/person at the Statistics Department better assist with the provision of the data your agency/department / unit collects/produces/compiles to the Statistics Department?

Mark only one oval.

O Yes

O No

Data management: Screener

24. Does your department/agency/unit have a data management system

Mark only one oval.

O Yes, electronic

O Yes, manual

O Yes, both

O No

25. Does your unit receive support in data management

Mark only one oval.

O Yes, department/agency/unit has data management personnels

O Yes, department/unit receive data management support from another unit or department

O No Skip to question 30.

Data Management

This section seeks to get information on the data management system employed by your department/agency/unit.

Data management is the handling and processing of the data (after it has been collected in the " field" sometimes via questionnaire etc) to get it ready for analysis. This includes data entry, data cleaning,

data security, data storage, and documentation`. Data management systems can be manual or electronic.

26. Does you department/agency/unit has documentation detailing management of the data collected?

Mark only one oval.

O Yes

O No

27. Please state the software used to support the electronic data management system

28. How many staff that provide technical support to your department/agency/ unit are trained in data management?

29. Please identify three main data management challenges facing your department/agency/unit

30. Please identify strategies to overcome each data management challenge.

Data analysis: Screener

31. Does your department/agency/unit produce statistics?

Mark only one oval.

O Yes. Skip to question 31.

O No. Skip to question 41.

Data analysis

This section seeks to get information on the types of data analysed and statistics produced, which include a gender perspective.

32. Please select the types of data your department/agency/unit uses to produce statistics and whether they are also produced by sex

Check all that apply.

	Male	Female	Total only	Do not use
Access to Assets (financial and physical e.g credit, land)				
Agriculture, fishing sector, services				
Decision-making(economics, managerial positions,				

executive/legislative/judicial powers, and /or households				
Education and Training				
Environment (Environment (natural and human settlements, e.g natural disasters, sanitation))				
Gender based violence(e.g. domestic violence, sexual harassment, rape, incest, trafficking, femicide, death at the hands of intimidate partner)				
Health				
Reconciliation of work and family life (including child care services, enrolment in pre-primary education)				
Size, structure, and characteristics of the labour force; informal economy				
Unpaid domestic and care work				
Population, household, families (fertility, contraceptive use, union status, living arrangements)				
Migration(e.g. internal, intra- regional and international, deportation, returnees, trafficking/smuggling of persons) and Refugees				
Poverty				
Access to justice				

33. Please select the types of statistics produced by your department/agency/unit

Check all that apply.

O counts

O ratios

O proportions

O percentages

O bivariate statistics

O multivariate statistics

O Other:

34. Please state the statistical software used to produce statistics

35. How many staff in your unit are trained in data analysis and statistics?

36. Please identify three main challenges to producing statistics faced by your department/agency/unit

37. Please identify strategies to overcome each challenge

38. How many staff in your unit are trained in gender statistics?

39. Are there any challenges to your department/agency/unit producing gender statistics?

Mark only one oval.

O Yes

O No

40. Please state the challenges

41. Please identify strategies to overcome each challenge

Data dissemination

This section seeks to get information on the dissemination products produced.

42. Please list five main publications (e.g. booklets, analytical reports, websites) on statistics published by your department/agency/unit or ministry. Include the title, year of publication, format (e.g. book, technical report, CD-ROM, Internet), and frequency of publication (e.g.one- time, quarterly, annual, bi-annual, every five years):

43. Please list five main publications (e.g. booklets, analytical reports, websites) on gender statistics published by your department/agency/unit or ministry. Include the title, year of publication, format (e.g. book, technical report, CD-ROM, Internet), and frequency of publication (e.g.one-time, quarterly, annual, bi-annual, every five years

44. How many staff in your department/agency/unit are trained in report writing, infographics, and/ or policy briefs?

45. Please identify three data dissemination challenges faced by your department/agency/unit

46. Please identify strategies to overcome each challenge

Data users

This section aims to get information on the data users

47. Please identify the main users of your data and/or statistical products

Check all that apply.

O Academia

O Civil society

O Private sector/Business sector

O International and regional organisations

O Other government ministries

O Women's organisations and networks

O Other:

48. Please identify three main data requests received from data users

49. Please identify three main unmet data requests received from data users

50. Please identify strategies to address these unmet data requests

51. Have any of the unmet data requests involve gender issues?

Mark only one oval.

O Yes

O No

The End
Thank you for your kind cooperation
A copy of your responses will be emailed to the address you provided

Annex 2
Agenda of mission

ECLAC Technical Assistance Programme

Assessing Gender Data Management in Saint Lucia

Mission Objective: To assess resource requirements, data-related challenges and other needs for facilitating the systematic collection, production, management and dissemination of gender data in Saint Lucia.

Agenda

Day	Event	Objective	Partners/ Stakeholders
One 20/5	**9:00 – 10:30 a.m.** Meeting with Central Statistical Office *Central Statistics Office, Finance Administrative Centre, Sans Souci, Castries*	To discuss data issues such as collection, management, analysis, dissemination and utilization of gender data, as well as the indicators for the ECLAC Gender Equality Observatory. Compare the list of CARICOM Gender Equality Indicators (GEI) with the data collected from various agencies and to identify possible adaptations of the CARICOM GEI to our local context.	CSO Staff
	1:00 – 12:30 Meeting with Department of Gender Relations *Department of Gender Relations* *Ground Floor, Walcott Building* *Jeremie Street,* *Castries*	To review the information collected so far from the assessment conducted of the capacity of agencies to collect, analyse, produce and manage gender data based on the survey.	DGR Staff
	2:00 – 4:30 Working session with focal points	To finalize presentations for stakeholder meeting.	CSO/DGR focal points

Day	Event	Objective	Partners/ Stakeholders
	Department of Gender Relations		
Day	Event	Objective	Partners/ Stakeholders
Two 21/5	**9:00 – 4:00** Preparatory meeting of consultant with working group from DGR and CSO / Individual meetings to complete questionnaire *Department of Gender Relations* *Ground Floor, Walcott Building* *Jeremie Street,* *Castries*	To finalize presentations and instruments to be used at the stakeholder consultation. To ensure completion of questionnaires	Department of Gender Relations (Representative) Department of Statistics (Representative) Respondents to questionnaire from various agencies (*as needed*)
Three 22/5	**9:00 – 4:00** Stakeholder Meeting *Public Service Training Room* *Union*	To gain stakeholder feedback on the resources required, the data-related strategies and other needs to strengthen gender data management in Saint Lucia.	All key public sector departments and civil society partners
Four 23/5	**All day** Departmental meetings (*as required*)	To gain stakeholder feedback on the resources required, the data-related strategies and other needs to strengthen gender data management in Saint Lucia.	Meetings with -Bankers Association of Saint Lucia -Immigration Department -Ministry of Equity, Social Justice, Local Government, and Empowerment -Land Registry, Department of Physical Planning -The National Emergency Organisation (NEMO)
Five (24/5)	**All day** Departmental meetings (*as required*)	To share findings from consultative process and gain feedback.	-Department of Agriculture -Ministry of Industry, commerce (small business unit -Department of Tourism

Annex 3
Agenda of stakeholder meeting

Department of Education, Innovation and Gender Relations

Stakeholder Session

Assessing Saint Lucia's Gender Data Management

Public Service Training Room

May 22, 2019

9.00 am - 9.10 am	**Registration**
9.10 am - 9.11 am	**Opening Prayer**
9.12 am - 9.15 am	**Welcome Remarks and Introductions**
9.15 am - 9.30 am	**Introduction to Gender Statistics and Reporting Commitments**
9.30 am - 10.30 am	**Gender Data Challenges and Strategies** **Reporting Requirements- Review of Indicators** • Economic • Education • Physical (Health) • Decision-making
10.30 am -10.50 am	*Break*
10.50 am -11.30 am	**Group Presentations**
11.30 am -11.55 am	**Way forward**
11.55 am -12.00 pm	**Closing Remarks**

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