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**Committee on the Elimination of Discrimination
against Women**

**Consideration of reports submitted by States parties under
article 18 of the Convention**

Combined fifth to eighth periodic report of States parties due in 2014

Barbados*

[Date received: 20 July 2015]

* In accordance with the information transmitted to the States parties regarding the processing of their reports, the present document has not been edited.

Introduction

1. This Report is based on a review of information compiled and submitted by relevant Government departments and government-supported community-based organisations (CBOs) and non-governmental organizations (NGOs).
2. It is a combination of the Fifth to Eighth Reports for the period 2003 to 2012 and will serve as an update to the previous 2003 report.
3. The Report is divided into two parts. Part one responds to the concerns and recommendations of the CEDAW Committee regarding the 2003 report. Part two reports on each Article on the Convention for the review period.

Part One

Concerns and recommendations

The Committee recommends that the State party take steps to include in the Constitution and/or legislation a specific right of non-discrimination on the grounds of sex, defined in accordance with Article 1 of the Convention. It calls on State party to *introduce procedures* that will allow the enforcement of the prohibition on discrimination based on sex and to *introduce effective measures, including public awareness-raising campaigns* about the Convention, the Constitution, and remedies to implement women's right to equality. The Committee requests that the State party report on progress made in this regard in its next periodic report and that it provide information on whether the Convention has been invoked before domestic Courts.

4. Section 11 of the current Constitution recognizes an entitlement to the fundamental rights listed therein regardless of race, place of origin, political opinions, colour, creed or sex. It thereby recognizes ultimate legal equality for women with men under the highest law of the land.
5. Barbados extended its special commitment to protecting the rights of women when it ratified the *Convention on Rights of Persons with Disabilities* in 2007. In giving effect to this Convention, Barbados is also currently working on developing local anti-discrimination legislation that specifies women and men in the disabled community.
6. Local legislation did not initially exist to respond to reports by several agencies that the Caribbean region was a trans-shipment point for trafficked persons. However, in 2011, Parliament passed the Transnational Organised Crime (Prevention & Control) Act which now allows prosecution in this regard. (The next report will indicate that this law was invoked to bring charges against several persons in 2013 in respect of the trafficking of several women, and that a special unit on trafficking was established in the Royal Barbados Police Force (RBPF) during that year.)
7. Information about the report to CEDAW by Barbados in 2002 was carried in the local media at that time. The Bureau of Gender Affairs further disseminated information about CEDAW when it disseminated the CEDAW Committee comments in 2009 to all of its stakeholders. Meetings were held with several women's organizations in order to further explain and distribute the comments.
8. In its efforts to further build public awareness of CEDAW, during the year long period (2013) assigned to the production and dissemination of this report, the Bureau of Gender Affairs with the support of UN Women undertook a number of efforts:

- television promotions and news media reports,
- public Town Hall meetings,
- distribution of a hand-out entitled ‘CEDAW at a Glance’ at public meetings and to persons interviewed during the research period,
- utilisation of the Report as a base document to train 12 Gender focal points in the last quarter of 2013. The workshop had as its theme: “*CEDAW Reporting: Bridging the Data Gap*”. It included the discussion of core concepts of gender relations theory, a training module in production of a short promotional video, and the creation of such a video by participants. The video was used in the final Town Hall Meeting and remains available for use in future training and for public service announcements for radio and television.

9. No appeal on the grounds of the Convention was brought before the courts during the period.

The Committee requests the State party to include in its next periodic report information on the work cases considered by the Office of the Ombudsman relating to discrimination against women. The Committee also recommends that the State party takes measures to ensure that the Office of the Ombudsman incorporates a gender perspective in its work.

10. The Office of the Ombudsman reported no cases of gender-specific discrimination against women being brought for investigation by that Office. Information disaggregated by sex for the period indicated that complaints were received from 874 males and 846 females. This constitutes the basis on which further work can be done to continue to implement remedies to ensure women’s right to equality as ratified in the Convention.

11. Training of relevant staff of the Office of the Ombudsman has begun with their inclusion in Bureau of Gender Affairs training programmes. This is expected to be extended as the Office of the Ombudsman is seen as an important institution for defense of human rights, of which women’s rights are a key component.

The Committee recommends that the State party ensure that the Bureau of Gender Affairs is provided with adequate human, financial and material resources to give it visibility and effectiveness and to ensure continual effective implementation of governmental policies and programmes related to gender equality. It also encourages gender mainstreaming in all ministries.

12. The Government of Barbados considers it important to give effect to the principle that participation of women and men as equal partners in all aspects of human life and development is critical to national development and the achievement of a just, equitable and prosperous society. As a consequence, it maintains an active Bureau of Gender Affairs.

13. Since the last report the technical staff complement of the Bureau was increased by the establishment of an additional post of Programme Officer. This brings the Bureau staff complement to 3 technical officers who, along with the Director, undertake training, provide policy assistance, and provide relevant research and documentation support to the Government in connection with Barbados’ several commitments at the international level.

Activities of the Bureau of Gender Affairs 2003-2012

- Produced position papers and made recommendations at the policy level to promote the integration of gender into all areas of national planning and development.
- Undertook gender sensitivity training of approximately 515 workers in a variety of sectors and at several levels of the public sector.
- Between 2010 and 2012 conducted 6 meetings (2 workshops and 4 panel discussions) on human trafficking, singly and in collaboration with the OAS and the

St. Phillip Constituency Council on one occasion each. Approximately over 200 persons were involved in these public meetings.

- Between 2010 and 2012 conducted approximately 5 activities specifically for men that included Men's Summits, a Men's Health Fair that drew 365 participants, Young Males workshops (21 participants), and panel discussions on fatherhood.
- Conducted workshops and panel discussions for the public (2010-2012) in the following areas: gender issues and HIV/AIDS, gender training for young women in antenatal care clinics, contribution of women to national development.
- Conducted miscellaneous activities including: a poster competition for primary schools, co-ordination of national International Women's Day activities, facilitation of research on domestic violence (2009-2010), hosting of the 9th Commonwealth Women's Affairs Ministers Meeting (2010).

The Committee recommends that the State party formulate an integrated national plan of action to fully address the issue of discrimination against women in all its aspects. It also urges the State party to make an assessment of the measures already implemented with a view to further improvements.

14. The Bureau of Gender Affairs undertook the following activities to establish a National Policy Statement on Gender:

- 2003 invited submissions from ministries, departments of government, NGOs and sections of the private sector on issues and recommendations pertaining to gender and development in Barbados.
- 2006 held a consultation with renowned gender technocrats and stakeholders to strategize for the development of the draft policy.
- 2007 invited the Centre for Gender and Development Studies of the University of the West Indies, now the Institute for Gender and Development Studies Nita Barrow Unit- to submit a Draft outline of a Framework for the Development of Barbados National Policy on Gender.
- 2012 contracted the Caribbean Policy Development Centre to consolidate the process of consultations and produce a Policy for consideration by the Cabinet by 2013.

The Committee calls upon the State Party to strengthen measures aimed at changing stereotypical attitudes about the roles and responsibilities of women and men, including through sustained awareness-raising designed in collaboration with the media and women's non-governmental organizations and educational campaigns directed at both at women and men. The Committee emphasizes that a policy on gender equality in compliance with the Convention will require the recognition that women can have various roles in society, not only the important role of mother and wife, exclusively responsible for children and the family, but also as an individual person and actor in the community and in the society in general.

15. The Government is cognizant that stereotypes of men and women negatively affect their rights, responsibilities, access to social justice, participation as decision-makers at all levels and self-images. Given high labour force and education participation rates of women in Barbados, there is a broad based awareness of the multiple roles that women can and do play in private and public life. Nonetheless, in recognition of the continuing need to address this concern, joint efforts were made as follows with several specific stakeholders:

- The teaching of family life education in schools includes information on gender role stereotyping; however, Government has taken into consideration information from a

2011 UNICEF study that actual content delivery needs to be strengthened as do the systems for delivery.

- Sessions on gender awareness have been included in the syllabus of the Teachers Training College.
- 2005 The United Nations Development Fund for Women (UNIFEM, now UN Women) in partnership with the National Organisation of Women (NOW) convened the workshop *Images of Self: Gender, Youth and the Media*. Issues addressed included:
 - Media portrayals of young men and women in public life and the influence of these portrayals on Barbadian Culture.
 - Gender stereotypes in the media and their impact on self-esteem and leadership potential of young women and men.
- 2007 the Bureau of Gender Affairs held a panel discussion entitled, *Popular Music Perpetuates Sex and Gender Stereotyping and Promotes Violence* in order to raise awareness on existing prejudices which perpetuate the barriers to the attainment of gender equity and equality.
- 2010 the Ministry responsible for youth launched the National Youth Forum that is expected to help promote values of equity and self-development among young women and men. The 22 Parish Ambassadors (11 young men and 11 young women) who are part of the Community Independence Celebrations Secretariat are expected to support the realization of the objectives of this significant initiative that focuses on leadership, entrepreneurship, training, sports development and social organization among young women and men.
- 2010 Barbados hosted the Women's World Boxing Championship of the Amateur International Boxing Association (AIBA.) One of the spin-offs of this event is expected to be a boost to the use of sports as a tool to defeat stereotypes about women.
- 2012 the National Youth Policy was passed in parliament.

16. Strong feeling by participants at the final Town Hall CEDAW Meeting held in a central location in the city observed that there was considerable need to continue work on removing stereotypes about women. This was affirmed in light of a presentation at the THM by at least one man there that verbalised a stereotype that Barbadian mothers use violence (spanking, known locally as beating) in disciplining their sons in particular. This man argued that men who choose violence against women do so because of the anger mothers provoked from treating them violently in childhood, hence women are responsible for violence in the society against themselves.

17. The state of Barbados reasserts here that it holds all adults accountable for their own choices of violence and is working to eradicate such unreasoning views that continue to hold currency in private attitudes and practices.

18. The Bureau also made public at the Town Hall the finding uncovered in the CEDAW research process about stereotypes relating to non-participation in one popular field of sport, cricket. It should be noted that in spite of such stereotypes, Barbadian women continue to make significant contributions in cricket and other sports disciplines as well as in sports announcing and coaching. The state notes that gender stereotyping of sports can undermine the development of sports among women to the detriment of the country as a whole. It is also counterproductive in terms of work being done by national sporting agencies to build various sporting disciplines among women.

The Committee recommends the introduction of policies to ensure the prosecution of, and strong penalties for those who exploit prostitutes. In view of the growing emphasis on tourism in the State Party, the committee requests it to provide in its next report comprehensive information and data on the trafficking of women and girls and their exploitation in prostitution and the measures taken to prevent and combat these activities.

19. The Bureau of Gender Affairs takes seriously this mandate to address the global scourge of trafficking in women and girls. In consequence, it undertook several activities during the period of reporting. In particular, the Bureau collaborated with the OAS Inter-American Commission on Women (CIM), and the International Organization for Migration in hosting two (2) national workshops on trafficking in persons in the Caribbean. The Bureau hosted two workshops in 2004 which sought to provide specific information on:

- the differences between trafficking in persons and migrant smuggling
- how trafficking works
- the causes and consequences for communities and individuals
- the identification of vulnerable populations and victims.

20. The IOM also undertook a three (3) day workshop for researchers who subsequently conducted research in seven (7) Caribbean Countries inclusive of Barbados on the situation of trafficking of women and girls to begin the process of data collection.

21. Findings from the Barbados study indicated that the extent of human trafficking in Barbados is unclear. Findings also indicate that Barbados is considered to be a destination, source and transit country for migrants. Scope for continued work the state is doing do with protecting the integrity of its immigration practices is given with these preliminary findings.

22. In addition to the above, the Bureau of Gender Affairs formed a coalition of various government and non-governmental agencies to raise awareness on trafficking in persons in the Caribbean. A series of presentations were held in various communities where a number of leaflets and brochures outlining the issue were distributed. A capacity building workshop was held to develop a protocol, policy and procedures manual in respect of the victims of trafficking.

23. The Bureau of Gender Affairs also hosted a National Consultation on Human Trafficking in 2007 with the aim of identifying national policies. It was identified that local legislation was needed.

24. Again in 2008, stakeholders were brought together by the Bureau to achieve consensus on the draft protocol for the treatment of victims of human trafficking.

25. Also in 2008, a representative from the American Bar Association conducted a seminar to address the use of or the development of laws to fight the phenomenon of trafficking in persons for the Bureau's key stakeholders. At this seminar a number of recommendations were made with regards to the draft protocol. Further discussions will be held with key stakeholder before the final submission to Cabinet.

26. The outcome of all of these activities is that legislation on human trafficking was passed in 2011 (ref to CEDAW comment 226 above).

27. Participants at the final Town Hall Meeting affirmed that they held the state responsible for protecting women who were in the country illegally even as the state seeks to assert its immigration and other legal policies. They wanted it recognised that this was a hidden crucible where violence against women is being perpetrated and forged.

The Committee urges the State Party to place a high priority on measures to address violence against women in the family and in society in accordance with the Committee's general recommendation 19. The Committee urges the State Party to strengthen its

activities and programmes to focus on sexual violence, sexual crimes, incest and prostitution, especially prostitution associated with tourism, and to provide comprehensive training for the judiciary, the police, medical personnel and other relevant groups on all forms of violence against women, including domestic violence. The Committee recommends that the State Party devise a structure for systematic data collection on violence against women, including domestic violence, disaggregated by sex. It also calls on the State Party to provide this data in its next periodic report.

28. The Government of Barbados continued its multi-sectoral approach to violence against women. In 2005, the Bureau of Gender Affairs hosted a seminar entitled “**The need to measure: An Indication of Development Care and Responsibility**”. The focus of the seminar was to contextualize the data collection efforts in Barbados on domestic violence and to chart the way forward.

29. The workshop recommended the development of a protocol to provide data and information on the magnitude of domestic violence, information on the perpetrator and the demographics and characteristics of the victims.

30. The Bureau of Gender Affairs completed the instrument and the Cabinet approved the launch of the pilot project. Training sessions were held with a number of stakeholder agencies and the process of data collection began. Unfortunately, efforts ceased as reports indicate that the protocol is too unwieldy to be used successfully. Follow-up of this initiative is pending.

31. Police have responded to public urgings by working towards providing more effective and sensitive responses to the issue. The Royal Barbados Police Force introduced a Victim Support Unit in 1998 which continues to support forensic activity in respect of this kind of crime as well as to offer emotional and psychological support and to ensure the presence of a victim’s advocate during investigations.

32. While data on domestic violence is not presently available, police tracking of sex-related crimes reveal the following:

Table 1

	2006	2007	2008	2009	2010	2011	2012
Rape, indecent assault, assault with intent to rape, etc			200	171	174	184	NA

Source: RBPF website

33. The Bureau of Gender Affairs has done some training with respect to domestic violence (see comments 230 and Part of the Report).

34. Regular police training now also includes a module on domestic violence after a training of trainers project on the issue was given by the Caribbean Association for Feminist Research and Action in 2004. The officer in charge of this training at the Regional Police Training Centre has herself received training internationally on this issue, and seeks to improve the module to satisfy the needs of front-line officers in particular.

35. Government continues to give subventions towards the Shelter for Battered Women which was set up by the Business and Professional Women’s Club of Barbados.

36. The number of murders of women that occurred during the reporting period is a special concern to the state. To this end, beyond the normal effort and additional time being given to addressing the issues of violence against women and against men by the Bureau of Gender Affairs, it has increased resources in terms of personnel and institutions within the

police service to deal with the issue of intimate partner violence. The next report of Barbados to CEDAW will demonstrate.

37. Participants at the final CEDAW THM which was implemented to gather feedback on the CEDAW Report Draft were particularly insistent that the data deficit be addressed. They acknowledged the work of the Bureau in its CEDAW project to train participants of the workshop to help meet the data gap. They also insisted that Government agencies give greater priority to collating administrative and services information so that Barbados is brought more fully up to date in its ability to make policy based on relevant and current data.

38. Participants of this THM also stressed the need to address other issues beside data deficiencies in the matter of violence against women. A gender expert among the participants of the final THM identified that, based on her research, a systemic failure within Barbados' legal system existed that led to victims/survivors not proceeding to press charges against perpetrators of rape in particular. This deterrent referred to the fact that victims' cases were not heard expeditiously in the court system. As a result, out of court settlements were commonplace, because this was the only compensation available. In light of these challenges, she noted that it was important to debunk the notion that women/mothers, by and large, voluntarily "encouraged" the rape of their sons/daughters and minors as some in the community are wont to say.

The Committee urges the State Party to consider defining marital rape to include circumstances of de facto separation, and to create awareness of the legal remedies so that offenders can be prosecuted and punished. The Committee requests information on cases prosecuted under the Sexual Offences Act in the State Party's next periodic report.

39. Marital rape is included in the Sexual Offences Act only for cases of legal separation. However, the Bureau of Gender Affairs submitted proposed amendments in 2013 which are currently before Cabinet for consideration which extend the definition of rape to include defacto separation.

The Committee recommends the adoption of strategies to increase the number of women in decision-making positions, both in appointed and elected government bodies. The Committee recommends that the State Party adopt temporary special measures in accordance with Article 4, paragraph 1, of the Convention to increase women's representation. It also recommends that the State Party organize special training programmes for women and to conduct, on a regular basis, awareness-raising campaigns in this regard. It recommends that the State Party sensitize political parties and social partners about the importance of these measures.

40. Barbados accepts in its highest constitutional commitments the principle of equality between the sexes and has acted to support women's participation. As a consequence, it has put a number of initiatives in place to overcome historic imbalances and facilitate women's participation in public life.

41. 2003, the Bureau of Gender Affairs selected 5 Barbadian women to participate in a training course by the Caribbean Policy Development Centre (CPDC) on "Engendering Political Participation in Dominica". This course provided prospective female political candidates with training in political participation, aimed at increasing women's capacity to function in the political structures of their countries and increase their competence to exercise leadership at political decision-making levels.

42. 2004, the Bureau of Gender Affairs collaborated with CPDC in follow-up training on **Developing Gender Sensitive Policies for Political Participation** by hosting a meeting entitled, **Regional Policy Dialogue on the Millennium Development Goals: A Framework for Promoting Equality and Ending Poverty July 20 - 21, 2005.**

43. 2005, the Bureau of Gender Affairs again collaborated with CPDC to conduct the second follow-up training on **Political Participation**.

44. 2005, the Bureau of Gender Affairs collaborated with the United Nations Development Programme and the UN Development Fund for Women on a Gender Mainstreaming Project aimed at strengthening the participation of women in politics in Barbados and the OECS. The development of a web-based portal to serve as a focal point for discussion and dissemination of information on strengthening the political participation of women was an outcome of this project.

45. 2005, UNIFEM and UNDP Barbados in partnership with the Directorate of Gender Affairs in Antigua and Barbuda held a regional workshop on “Gender Youth and Political Participation” in Antigua and Barbuda from 11-13 April, 2005 for young men and women ages 18 -35. Barbados was represented at this workshop.

46. 2008, the Bureau of Gender Affairs hosted a panel discussion entitled “**Women In Decision-Making, Success and Challenges**” in recognition of the International Day of the Women of the Americas, February 18. Female ministers and senators exchanged information, shared experiences and best practices with the general public and the leaders of women’s organisations. Approximately ninety-six persons attended this discussion. The discussion was later aired via the electronic media so that those persons who were not able to attend could have access to the information.

Women in Public Sector Management

47. In 2001, seventeen percent (17%) of Permanent Secretaries were women; thirty-three percent (33%) were Deputy Permanent Secretaries, and thirty-three percent (33%) women served as Directors or Heads of Departments. By 2009, according to the Public Sector Reform website, approximately 48% of all Permanent Secretaries and officers at that level were female.

48. In 2012, there were only 4 female principals in the 23 public secondary schools. In the same period, however, more than 3/4 of the Principals of Primary Schools were women. It should be noted that the teaching service is predominantly female.

49. At various points between 2003 and 2012 women held the following offices in the Government of Barbados:

1. Attorney General and Minister of Legal Affairs
2. Minister of Education
3. Minister of Foreign Affairs
4. Minister of Housing
5. Minister of Consumer Affairs
6. Office of Solicitor General
7. Minister of Labour (same person as Minister of Youth, Gender Affairs)
8. Head of Civil Service
9. Director of Public Prosecutions

Table 2
Leadership, Political Representation and Participation in Decision Making Women in Parliament 1994 to 2012

<i>Parliament</i>		<i>Elected Lower House</i>		<i>Appointed Upper House</i>			
Period		% Candidates for Election		% Candidates Elected		% Nominees	
Date		Men	Women	Men	Women	Men	Women
FROM	1994						
TO	1999	88	12	90	10		
FROM	1999						
TO	2003	85	15	87	13	76	24
FROM	2003						
TO	2008	88	12	93	7	67	33
FROM	2008						
TO	2013	na	Na	90	10	72	28

Source: Parliament of Barbados

50. In 2012, the President of the Senate and the Leader of Government business in the Senate were both women, while the Speaker of the House of Representatives was a man.

The Committee recommends broad collection of data disaggregated by sex with regard to wages and urges the State Party to include these in the next report. The Committee also recommends the adoption of an equal employment opportunity law and a legislative provision on parental leave for fathers.

51. Wages are negotiated through collective agreements in the private and public sectors, but under the system of voluntary submission of such information, the Labour Department reports that it is unable to provide this data due to unwillingness by private sector employers to supply the information. Notwithstanding these difficulties in getting data, statistics collected by the government Statistical Services under the continuous household survey provides the following snapshot.

Table 3
Employment by Earnings (Last Week) and Sex - 3rd Quarter, 2012

<i>Earnings during last week</i>	<i>Thousands</i>		
	<i>Sex</i>		<i>Both sexes</i>
	<i>Male</i>	<i>Female</i>	
None	0.1	0.1	0.1
Under \$200	1.6	2.6	4.1
\$200 - \$499	26.8	32.7	59.6
\$500 - \$999	27.3	18.0	45.3
\$1000 - \$1300	4.3	4.1	8.4
Over \$1300	4.0	3.3	7.3
Not Stated	0.3	0.5	0.9
Total	64.4	61.3	125.7

Source: Statistical Service Labour Force Survey 2012, Table 8.6

52. A 2010 study commissioned by the Inter-American Development Bank (IDB) that compared Jamaica and Barbados, found that males' earnings surpassed the average wages of females in Barbados by 18%. Government will take these findings into consideration in strengthening its commitment to gender justice.

53. Currently, there is no legal provision for paternity leave though the matter is now under public discussion.

The Committee recommends that the State Party ensure that governmental policies to eradicate poverty are sustainable, incorporate a gender perspective and do not marginalize women.

54. As part of its attempt to adequately address issues of poverty the Government participated in the regional survey, Country Assessment of Living Conditions (CALC) in 2010. Data was collected on a total of 6,973 persons, including 1,355 persons under the age of 15 years and 5,618 persons 15 years of age or older. The CALC noted that poor households had a lower share of males between the ages of 15 and 59 than non-poor households. It also noted that the sex distribution of head of household was 49.3% male and 50.7% female. The mean head of household age for males was 54 years and for females 56 years. In relation to poverty status, 11.5% of male headed households were categorised as poor, while 19.4% of female headed households were poor. Government established a Poverty Alleviation Unit which uses the information from the survey as well as information coming its way via the work of the Adviser on Poverty and the Millennium Development Goals to help at risk groups to ameliorate their conditions.

The Committee urges the State Party to address the gender dimensions of HIV/AIDS, including the power differential between women and men, which often prevents women from insisting on safe and responsible sex practices. It encourages the State Party to strengthen its efforts to raise awareness and educate women and girls on ways of self-protection.

55. 2000, HIV/AIDS prevention, control, care and support were identified as national priorities and the activities of the National AIDS Programme coordinated by the National HIV/AIDS Commission. In its 2001 – 2006 National Plan for HIV/AIDS, a number of strategies were identified to help curb the spread of HIV/AIDS. These included: equipping Barbadians with the knowledge, options and resources to prevent the transmission of HIV. Some of the significant achievements of this plan were:-

- Increased public awareness and knowledge about HIV/AIDS
- A reduction in incidences of new infections.

56. 2002, the National Disabilities Unit conducted a 'Training of Trainers Workshop'. The goal of the workshop was to enlighten children/young persons with disabilities, their teachers, parents/guardians and care-givers on the HIV/AIDS epidemic, its ranges and preventative methods.

57. 2003, the National HIV/AIDS Commission instituted a gender sensitive approach, the Speak Sister Media Campaign, to help women acquire the knowledge and skills to negotiate safer sex.

58. The Campaign aimed at raising the level of awareness of the issue which relate to women's vulnerability regarding HIV/AIDS. It also sought to actively engage women in the fight against HIV/AIDS and provide women with the requisite knowledge and skills which they could use to protect themselves and their loved ones against HIV/AIDS.

59. The Ministry of Health continues its interventions with individuals who identify themselves as sex workers. This group includes a majority of women. The Ministry of Health's sex workers programme of 2003-2006 aimed, among other things, to understand the context of the commercial sex trade in Barbados through the collection of baseline data.

Work with these individuals should go a long way to helping these women negotiate safer sex.

60. Health Education Clinics are also conducted at all eight polyclinics to help increase public awareness of disease risk factors as well as disease prevention and control.

61. Family clinics have been integrated into the MCH (Maternal and Child Health) Programme in order to:

- educate women and their partners
- reduce the incidences of unplanned pregnancies
- include medical examinations and the provision of contraceptives

62. Nurses from the various polyclinics also visit secondary schools to speak to students on self- development, health education, sexuality, family planning and grooming.

63. The Barbados Family Planning Association assists several primary and secondary schools with their Family Life Education Programme.

64. In 2006, the United Nations Development Fund for Women (UNIFEM, now UN Women) undertook the project, **Capacity Building for Mainstreaming Gender Analysis in HIV/AIDS Programming in the Caribbean**. The project was an inter-agency response to the escalating prevalence rate of the epidemic, particularly among young women and also involved the development of a Gender Dimensions of HIV/AIDS Manual.

65. Also in 2006, the HIV/AIDS Commission, in conjunction with UNIFEM, undertook a national level three-day workshop in Barbados. The aim of the workshop was to enable participants to make gender responsive inputs in policy formation and programme implementation.

66. Nineteen HIV/AIDS Community Committees have been established across the island to work on education matters using drama and other performing arts.

67. The Ministry of Health has partnered with a local pharmaceutical distribution company to provide a marketing programme for the female condom as a means of helping women address the issue of control in the use of protection. Coupled with on-going education programmes by the Bureau of Gender Affairs in negotiating safe sex through the use of condoms generally, this initiative goes far in the new thrust by Government to reduce the spread and effects of the epidemic.

68. Barbados has a domiciliary care programme which through the provision of housing, financial and legal assistance, utility and rent payments for persons not in direct housing, education monetary grants and food vouchers allows persons who do not have family support to achieve a level of normal social functioning.

69. 2008 the Parliament approved a National HIV/AIDS Policy that seeks to be sensitive to issues of gender. This policy sets the framework for Government to consolidate many of its approaches, interventions and best practices in order to reduce the incidence and prevalence of HIV/AIDS.

70. 2012 UN Women conducted a project with parliamentarians aimed at ending stigma which used parliamentarians to spread the message. Following a one day meeting that included state and NGO representatives, a video for dissemination was created that included some parliamentarians, including the Speaker of the House of Assembly.

71. The Bureau of Gender Affairs is committed to sensitizing all persons on the gender dimensions of HIV/AIDS. Seminars on sexuality are occasionally held since 2002 for senior citizens and persons with disabilities.

The Committee recommends that the State Party increase efforts to include age-appropriate sex education in school curricula and to conduct awareness campaigns so as to prevent teenage pregnancy. The Committee requests the State Party to include information on the impact of programmes to prevent teenage pregnancy in its next periodic report.

72. The goal of the Ministry of Health's Maternal and Child Health Programme (MCH) is to promote good health in pregnant women in order to ensure the health of both mother and child. Outcomes of this programme given in the tables below indicate that progress has been made in improving maternal health:

Table 4

Trends in estimates of maternal mortality ratio (MMR), maternal deaths per 100 000 live births) by 5-year intervals, 1990–2010

<i>Maternal Mortality Ratio (MMR)</i>					<i>% change in MMR between 1990 and 2010</i>	<i>Average annual % change between 1990 and 2010</i>	<i>Progress towards improving maternal health</i>
1990	1995	2000	2005	2010			
120	39	49	41	51	-56	-4.0	Making progress

Source: Trends in Maternal Mortality: 1990 to 2010 WHO, UNICEF, UNFPA and The World Bank estimates

Table 5

Estimates of maternal mortality ratio (MMR, maternal deaths per 100 000 live births), number of maternal deaths, lifetime risk, 2010

<i>MMR</i>	<i>Range of MMR uncertainty</i>		<i>Number of maternal deaths</i>	<i>Lifetime risk of maternal death 1 in:</i>	<i>Proportion of maternal deaths among deaths of women of reproductive age %</i>
	<i>Lower Estimate</i>	<i>Upper Estimate</i>			
51	19	140	2	1300	1.3

Source: Trends in Maternal Mortality: 1990 to 2010 WHO, UNICEF, UNFPA and The World Bank estimates

73. The MCH programme has included services to limit teenage pregnancies, given established connections between negative outcomes for women and too early child-bearing.

74. Research from the process to produce a Gender Policy for Barbados indicates that there have been significant changes in family life in Barbados over the last decade. These changes include: declining fertility, decreasing family size, increasing participation of women in the formal labour market and delayed childbearing. Government policies related to sex education and contraceptive campaigns have no doubt influenced these changes to the benefit of girls and women.

75. Government continues to pursue aggressive programmes in collaboration with the Family Planning Association to reduce the level of teen pregnancy and assist those in the 12-19 age group to cope with the many socio-economic, psychological, nutritional, health and interpersonal problems that confront them on a daily basis.

76. As a consequence of the above, data reveals that teen births as a percentage of total births dropped by 5 percentage points between 2003 and 2011:

Table 6
Births to teenagers at the Queen Elizabeth Hospital 1995-2011

Year	Age 11	Age 12	Age 13	Age 14	Age 15	Age 16	Age 17	Age 18	Age 19	Total Teen Births	Total Births	Teen Births as % Total Births
1995	0	0	1	7	19	72	119	165	201	584	3213	18.2
2003	0	0	2	4	18	67	128	191	167	577	3521	16.0
2004	0	0	5	11	21	68	112	155	194	566	3341	16.9
2005	0	0	0	8	21	56	88	169	189	531	3225	16.5
2006	0	0	0	6	21	56	95	143	173	494	3203	15.4
2007	0	1	1	9	23	54	112	151	162	513	3332	15.7
2008	0	1	5	9	16	52	108	161	169	521	3329	15.4
2009	0	0	1	7	11	47	120	166	173	525	3225	16.3
2010	0	0	1	4	15	42	70	172	164	468	3132	14.9
2011	0	0	1	6	16	42	73	144	165	447	3028	14.8

Source: Barbados Family Association

The Committee urges the State Party to respond in its next periodic report to the outstanding issues that were brought up in the constructive dialogue and the specific issues raised in the present concluding comments. It also urges the State Party to improve the collection and analysis of statistical data, disaggregated by gender and age, and to submit such data to the Committee in its next report.

77. The Bureau of Gender Affairs has impressed upon a number of agencies the importance of providing disaggregated data. Some agencies have complied. Other agencies, as a result of the lack of adequate staffing, technical resources and in some cases ignorance of the significance to policy, have been unable to disaggregate their data. The Bureau of Social Policy Planning and research is in the Process of disaggregating data by sex and demographics in order to give a holistic picture. Training has occurred and more is planned in this area.

78. Participants at the final CEDAW THM deplored the absence of an adequate research culture in the country in general, and called on Government to ensure that departments and agencies make data collation and reporting a priority.

The Committee encourages the State Party to continue its procedures towards ratification of the Optional Protocol to the Convention and acceptance of the amendment to Article 20, paragraph 1, of the Convention, relating to the Committee's meeting time.

79. In 2005, the Bureau of Gender Affairs held a session with its key stakeholders on the Optional Protocol. The Office of the Attorney General advised that Government would have to satisfy itself that it is in a position to put in place the various mechanisms and to carry out all the obligations envisaged by the Protocol before it agrees to sign. The mechanisms will have to be responsive enough to comply with the specific time frame set out in the Protocol.

Taking account of the gender dimensions of declarations, programmes and platforms for action adopted by relevant United Nations conferences, summits and special sessions (such as the special session of the General Assembly to review and appraise the implementation of the Programme of Action of the International Conference on Population and Development (the twenty-first special session), the special session on children (the twenty-

seventh special session), the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance and the Second World Assembly on Ageing), the Committee requests the State Party to include information on the implementation of aspects of these documents relating to relevant articles of the Convention in its next periodic report.

80. In early 2003, the Bureau was identified as the Government's focal point to take responsibility for coordination of the national report on the **Implementation of the Programme of Action of the 1994 International Conference on Population and Development (ICPD)**.

81. In undertaking this role, the Bureau participated in a number of regional meetings that have helped it to include advocacy, training and policy promotion as key modalities in integrating ICPD recommendations into its on-going work.

- April 2003 in Jamaica hosted by the Jamaica Office of the United Nations Population Fund (UNFPA) and the Trinidad Office of the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC). These two UN agencies took responsibility for coordinating the sub-regional reports.
- May 2003, the Bureau of Gender Affairs with UNFPA's Office in Jamaica and a local consultant hosted two one day national Consultations among a wide cross section of departments, agencies and NGOs to assist in completion of the field inquiry to assess the implementation of the ICPD Programme of Action in Barbados.

82. The field inquiry questionnaire included the following areas:

- Population and Development
- Gender and Equality
- Equality and Empowerment of Women's Affairs Reproductive Health and Rights
- Behavioural Change and Advocacy
- Partnership
- Resources
- Data, Research and Training
- Indicators
- The completed report was submitted to the former Ministry of Social Transformation for submission to UNFPA in early June 2003.
- November 2003, Senior Medical Officer of Health headed the Government delegation which included the Executive Director (Ag.) of the Barbados Family Planning Association to a follow-up Caribbean Sub-regional Meeting to assess the implementation of the Programme of Action of the International Conference on Population and Development (ICPD) 10 years after its adoption. The meeting was convened by the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC) Trinidad, and the United Nations Population Fund (UNFPA) Jamaica.
- June 2004, the Bureau of Gender Affairs reported in the Ad Hoc Sessional Activities on Population and Development of the Thirtieth Session of the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC) held in Puerto Rico.
- February 2007, the Bureau of Gender Affairs held a discussion on "Gender, race and economic power: reflecting on the lives of women of the Americas" in celebration of the International Day of the Women of the Americas.

The Committee requests that the text of the present concluding comments be widely disseminated in Barbados so as to inform the public, in particular administrators, officials and politicians, of the measures taken to guarantee de jure and de facto equality between men and women and of the supplementary measures to be adopted in that area. The Committee also urges the State Party to give broad publicity to the Convention, its Optional Protocol, the general recommendations of the Committee, the Beijing Declaration and Platform for Action, and the results of the twenty-third special session of the General Assembly, entitled “Women 2000: gender equality, development and peace for the twenty-first century”, which was held in June 2000, particularly among women’s associations and human rights organizations.

83. In 2009, the Bureau of Gender Affairs disseminated the concluding comments to its key agencies. Sessions were held with the public to discuss the CEDAW Report and its Optional Protocol and the Recommendations and Concerns (see Comment 226).

Part Two

Articles of the Convention

- Article 1 Exclusion of Discrimination
- Article 2 Obligation of State Parties Legislative Changes
- Article 3 Appropriate Measures to be taken in all Fields
- Article 4 Temporary Special Measures to Promote Equality between Men and Women
- Article 5 Modifying Social and Cultural Patterns and Sex Roles and Stereotyping
- Article 6 Exploitation of Women
- Article 7 Equality in Political and Public Life
- Article 8 International Representation and Participation
- Article 9 Nationality
- Article 10 Education
- Article 11 Employment
- Article 12 Access to Health Care
- Article 13 Social and Economic Benefits
- Article 14 Rural Women
- Article 15 Equality before the Law in Civil Matters
- Article 16 Equality in Marriage and Family Law

Definition of discrimination and obligation of States

Article 1: Definition of Discrimination against Women

For the purposes of the present Convention, the term “discrimination against women” shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2: Obligations to Eliminate Discrimination

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 1-3: Elimination of Discrimination

84. The Constitution of Barbados guarantees fundamental rights and freedoms to all citizens irrespective of sex, and it is committed to the protection of human rights of the individual. Apart from its guarantee of rights under the Constitution, the Government of Barbados also strives by various means to identify and protect the rights of other vulnerable communities.

85. 2000 Government debated a Green Paper on Persons with Disabilities in Parliament. The National Disabilities Unit circulated the Green Paper widely to all stakeholders for their comments.

86. 2001, further to dissemination of the Green Paper, women and men with disabilities were represented at 11 workshops. Women and men with disabilities were invited by these means to make important contribution to the formulation of government policy relative to their specific need.

87. The outcome of the above efforts was the adoption of a White Paper by Parliament in 2002. Further to this, a Draft Policy was commissioned on Persons with Disabilities, and a female Special Envoy for Persons with Disabilities was appointed in 2003. Her terms of reference include:

1. Advocating on behalf of Persons with Disabilities and representing Persons with Disabilities at the local, regional and international level,
2. Promoting disability awareness among the general public,
3. Liaising with the Ministry of Social Transformation, the National Disabilities Unit and organizations of Persons with Disabilities,
4. Fostering linkages between national, regional and international disability organizations,
5. Helping to promote sports for Persons with Disabilities.

88. This appointment has helped to highlight the challenges of women and men with disabilities and to encourage them to participate as leaders in their organizations.

89. In its efforts to eliminate discrimination against women Government has been seeking to pass legislation on sexual harassment in the workplace. A draft policy and legislative framework developed by the Ministry of Labour has been under public discussion for some time. Interested groups, including women's organizations, men's organizations, trade unions and employers' organizations have been offering varying views which have not yet been reconciled.

Article 4: Acceleration of Equality between Men and Women

1. Adoption by States Parties of temporary special measures aimed at celebrating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

90. Gender equality is recognized as a core development issue and a development objective in its own right. Changes have therefore been implemented in many areas, such that no legal barriers exist to women's participation in the political, economic, social and cultural fields or any other rights on an equal basis with men. Nevertheless, it is recognized that the need exists to accelerate change in some areas of culture and in some programming to give more complete effect to the accepted principle of equality.

91. In furtherance of accelerated change referred above, programmes for women have been re engineered to shift from a welfare approach in order to deliver services to meet specific needs or address gaps in women's achievement of gender equity and gender equality,

92. Measures taken were:

- Work programmes instituted, including road and beaches beautification programmes
- Subventions to women's organizations – NOW and the Battered Women's Shelter of the Business and Professional Women's Organisation
- Gender mainstreaming process introduced into several ministries, including the Ministry of Economic Affairs by the Bureau of Gender Affairs
- Indigent housing programme introduced which emphasizes women with children
- Enterprise loan scheme established to make resources available to persons involved in micro enterprises and this is complemented with income generating training programmes

93. The disparity between men and women sitting on Boards of Management is cause for concern and Government commits to developing training and other programmes aimed at encouraging greater participation of women at this level.

94. In light of the current economic situation in Barbados, participants at the final THM suggested that there were other economic factors to be considered as far as the empowerment of both women and men were concerned and urged Government to access resources to make such data more readily available. These areas are:

- Access to credit and loans
- Ownership
- Assets

Article 5: Sex Roles and Stereotyping

To modify the social and cultural patterns re conduct of men and women, with a view to achieving the elimination of prejudices, customs and all other practices which are based on the idea of the inferiority/superiority of either of the sexes or on stereotyped roles for men and women;

To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases

States Parties shall take all appropriate measures:

95. Discussions at the first CEDAW Town Hall Meetings suggest that socialization of children in homes still tends to condition children towards seeing men as authority figures and women as care-givers. Some members of the public at the THMs, including one man, called for new models of man-hood to replace out-moded and harmful ones. Government sought in several ways during the period to address these issues as shown below.

96. Gender mainstreaming represents one of the most important tools in our efforts to:

- create an awareness of gender and gender related issues
- address the sex stereotyping of women in our society
- recognize our commitment to the Beijing Platform for Action

97. The Bureau of Gender Affairs (BGA) has held training for existing gender focal points through a series of Gender Sensitization Training Workshops which it sees the need to provide on an on-going basis.

98. These workshops among other things sought to:

- Increase the understanding of the difference between sex and gender.
- Explain how gender is constructed and how it determines gender identity and determines gender roles and relations.
- Examine and identify strategies for addressing gender issues and for incorporating gender into national sectoral plans and projects.

99. There has been an increase in presentations to community based organisations and in participation in programmes of public departments and private organisations to promote and advocate for gender equality and equity (see CEDAW Comment 234).

100. Government is also very committed to eradicating intimate partner violence which sometimes results in women's loss of life and has supported the following programmes:

- public media information and discussion programmes to educate against this problem
- Partners for Peace project with UN Women which works with perpetrators in the court system
- collaboration with NGOs to acknowledge International Women's Day and 25 Days of Activism against violence against women
- hosting of workshops and community outreach programmes that link intimate partner violence with human rights
- collaboration with women's NGOs to launch (2004) the White Ribbon Campaign that encourages men and boys to support elimination of violence
- seminars for health and social workers on intimate partner violence and rape
- enabling the BPWCs crisis hotline and Shelter which additionally provides counselling and education, and seeks out opportunities for employment for some women

- training of police officers to fight domestic violence in addition to the provision of a Victim Support Unit and the publication of a Handbook on Domestic Violence in 2004 for officers
- support of research by Caribbean Development Research Services (2008) on the prevalence and socio-economic demographics of domestic violence in Barbados (see CEDAW Comments 236 and 238)

101. Members of the public at CEDAW Town Hall Meetings expressed concern that there is a relationship between corporal punishment at home and at school and domestic violence. Unfortunately, some extrapolate from this that women cause the violence against themselves. However, overwhelming support for the removal of such stereotypes was expressed by the public as these stereotypes blame the victim and leave perpetrators with no accountability for their actions.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

102. Government passed legislation in 2011 on trafficking of persons (see Comment 226) and

103. Barbados will be able, in its next Report to CEDAW, to record that it prosecuted several persons under this Act in 2013.

104. Feedback from the Town Hall meetings indicates a concern about the vulnerability of undocumented women as possible victims of trafficking, and manipulation and control. There is great concern that the violence these actions imply needs to be addressed in respect of the women involved, and also in respect of the fall-out in terms of violence against women in the society as a whole. Members of the public held that the Barbados Government also has a burden of care for undocumented women despite their legal migration status. (See response to Committee Comment 236)

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

- (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;
- (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;
- (c) To participate in non-governmental organizations and associations concern with the public and political life of the count.

105. Women in Barbados have had consistently higher voter turnout rates in national elections than men as they have taken advantage of the lack of legal or social impediments to their political participation. It is acknowledged that they have participated as candidates in far fewer numbers than men, and have not represented higher than 17% of the elected members of parliament. However, this picture is modified somewhat by the fact that during the period women have held several Senate and Ministerial positions, including the position of Deputy Leader of the Opposition (see Comment 242).

Table 7
Barbados General Elections 2003

<i>Number of Registered Voters</i>			<i>Number of Persons who Voted</i>		
Males	Females	Total	Males	Females	Total
104,304	115,789	220,093	59,732	74,580	134,312

106. No Government or legal impediments exist to women holding positions in Non-governmental Organisations or elsewhere, and this is represented by the fact women occupy a significant number of the top positions among mixed service organizations as well as have several organizations of their own, including an umbrella body, NOW. The lack of legal impediments to holding positions of authority is also reflected in the presence of a vibrant Institute for Gender and Development Studies at the Barbados campus (Cave Hill Campus) of the government-supported University of the West Indies (UWI). Government regularly seeks the advice of many of these women's organizations and that of experienced individual feminists. These women also make submissions to Government on areas of concern and seek to hold Government accountable for commitments made to eradicate discrimination against women in Barbadian society and to advance their rights.

107. While they acknowledged the positive features outlined above, the CEDAW Town Hall Meetings indicated that this is one area where more needs to be done. Women reported that female participation is quite high at the community level but that society continues to accept that men's leadership is equivalent to just leadership and to show less respect for women's leadership. Women highlighted that there is a popular saying that women are "taking over" that only arises because of a few high profile cases of female in positions of authority. Participants of the first THM posited that not only does this suggest that men have an inherent right to rule, but it ignores that statistically women continue to be under-represented in public decision-making given their numbers in the population and among graduates from tertiary institutions.

108. Self-imposed resistance was identified as another reason for low participation by women at leadership level, as it was identified that many women failed to include such capabilities in their self-concepts. It was also identified that responsibilities for children and families in the context of current organization of political activities, plus failure to validate women and girls as leaders lead to impediments for women in attaining more equality in this area.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

109. There is no discrimination against women in relation to international representation and participation. Women continue to participate in different regional and international conferences, seminars, workshops on women affairs, gender issues and other areas of national and international interest. During the period, women of Barbados also occupied positions of high executive office in some international organizations, including the International Council of Museums, UNESCO and CIM.

110. Barbados was also responsible for hosting the 9th Commonwealth Women's Affairs Ministers Meeting in 2010. (See CEDAW Comment 242)

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change

of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

111. Amendments (2000) to the Constitution of Barbados now protects the equal rights of Barbadian women, whether married or not, to change or retain their nationality. This right is not affected by marriage to a non-citizen or by change of nationality by the husband.

112. Prior to the Constitutional Amendments, citizenship by descent depended on the male partner, in cases where the parents are married, and on the woman if the child is born out of wedlock. The constitution now allows for either parent to transmit citizenship to a child, wherever that child is born. Further, children may be entered in the passport of either parent.

113. The dissolution or the annulment or other voiding by a court or tribunal of competent jurisdiction of the marriage of a person who has been registered as a “citizen of Barbados” under subsection (1) (b) does not affect that person’s Barbadian citizenship.

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same Opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning

114. The Government of Barbados recognizes the value of universal education from primary level and provides free access up to tertiary level for its citizens regardless of sex. Traditionally, this had led to Barbados boasting outstanding levels of literacy (98%) and comparatively high levels of development among developing countries. However, Government is concerned that among young men in recent times, interest in continued formal schooling beyond secondary level is not as high as young women’s as evidence by participation rates identified in the table below.

Table 8
Number of Students in Public School System 2001-2002, 2007-2011

School type	2001-2002			2002-2003			2007-2008			2008-2009			2009-2010			2010-2011		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Pre-Primary (3-4)	2495	2387	4882	2190	2247	4437	437	464	901	443	494	937	513	535	1048	555	529	1084
Primary (5-11)	10422	10177	20599	11034	10595	21629	13860	13491	27351	13541	13115	26656	13658	13347	27005	13553	13066	26619
Senior, Special & Mixed Schools	152	88	240	162	83	245	306	222	528	433	365	798	261	169	430	287	139	426
Secondary	10303	9895	20198	10231	9949	20180	10475	10652	21127	10271	10384	20655	10227	10213	20440	10058	10286	20344
TOTAL	23372	22547	45919	23617	22874	46491	25078	24829	49907	12501	24358	49046	24659	24264	48923	24453	24020	48473

Data is shown as summary of both private and public institutions

Private institution data are incomplete averages and include estimated values

Source: Ministry of Education 2013

115. Academic performance by girls is also indicative of the level of equality that exists between males and females in the education system.

Table 9

National Mean of B Secondary Schools Entrance Exam by Sex (1999-2011)

	English			Mathematics		
	M	F	T	M	F	T
1999	38.7	50.34	46.22	36.09	44.16	41.64
2000	45.25	51.99	48.41	57.44	62.88	59.85
2001	53.44	62.65	58.05	46.41	54.13	50.27
2002	m	M	M	m	M	M
2003	m	m	M	m	M	M
2004	m	m	M	m	M	M
2005	m	m	M	m	M	M
2006	m	m	M	m	M	M
2007	49.29	65.56	52.91	43.9	49.3	46.6
2008	49.76	58.83	54.26	46.4	49.8	49.2
2009	53.3	63.4	58.3	50.3	58	54.1
2010	56.3	65.7	61	48.4	54.5	51.4
2011	58.5	68.5	63.4	56.8	65.2	60.9

m- data missing

Source Ministry of Education 2013

116. Participants of the final THM raised the concern that the policy of requiring girls to achieve higher grades in the Common Entrance exam as a means of treating this issue needs to be removed as it is discriminatory.

Table 10
Summary of Higher Education Awards (1997-2010)

Year	Barbados Scholarship			Barbados Exhibition			National Development Scholarship			Award Of Excellence		
	M	F	T	M	F	T	M	F	T	M	F	T
1997/1998	8	12	20	8	8	16	5	6	11	M	M	m
1998/1999	1	7	8	7	3	10	3	1	4	M	M	m
1999/2000	10	7	17	10	6	16	7	6	13	M	M	m
2000/2001	m	m	M	M	m	m	m	m	M	1	3	4
2001/2002	m	m	M	M	m	m	m	m	M	M	M	m
2002/2003	m	m	M	M	m	m	m	m	M	M	M	m
2003/2004	m	m	M	M	m	m	m	m	M	M	M	m
2004/2005	m	m	M	M	m	m	m	m	M	M	M	m
2005/2006	m	m	M	M	m	m	m	m	M	M	M	m
2006/2007	5	19	24	15	16	31	6	4	10	M	M	m
2007/2008	5	10	15	5	19	24	4	7	11	M	M	m
2008/2009	6	12	18	4	14	18	6	5	11	1	0	1
2009/2010	3	10	13	5	21	26	3	7	10	M	M	m

m- missing data

Ministry of Education Miniature Digest 2009/2010

117. Female teachers outnumber males in the school system generally, and this reflects itself in numbers of teachers at the training college.

Table 11
Number of Erdiston Teacher's Training College Graduates by Sex 2000-2011

Year	Male	Female	Total
2000	28	65	93
2001	32	76	108
2002	22	75	97
2003	m	m	M
2004	m	m	M
2005	m	m	M
2006	m	m	M
2007	m	m	M
2008	m	m	M
2009	m	m	M
2010	m	m	177
2011	41	164	205

m- missing data

Source: Ministry of Education 2013

Macroeconomic and Social Assessment of Barbados 1995-2010

118. The programmes of the Barbados Vocational Training Board are geared towards equipping the workforce with the high quality skills needed to enhance Barbados' competitiveness internationally.

119. Though participants continue to large degree to opt for traditional gender-identified training, The BVTB does not place any restrictions on the participation of women in any fields. Consequently, as well as enrolling in traditional areas, some women do enroll for training at this institution in order to gain access in the non-traditional areas of employment, and this training allows them to work in areas which men traditionally dominated. A notable area is construction.

120. Students with disabilities have their needs catered to in a special educational programme that has been integrated into the school system. This programme also facilitates training in several special schools. At the end of 2004 eleven special units were established and seventeen (17) teachers in special education units participated in a one-week workshop in addressing speech and language difficulties in children.

121. During the period under review, women continued to be majority participants at the University of the West Indies and other tertiary educational institutions except the Samuel Jackman Prescod Polytechnic which is a technical institute.

Table 12
Number of Community College Graduates by Sex 2000-2012 (000's)

<i>Year</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
2000	0.43	1.10	1.57
2001	0.46	1.05	1.51
2002	0.45	1.09	1.54
2003	0.43	1.10	1.53
2004	0.25	0.64	0.89
2005	0.29	0.64	0.93
2006	0.40	0.89	1.29
2007	0.30	0.69	0.99
2008	m	m	M
2009*	0.862	0.367	1.229
2010	m	m	M
2011	0.304	0.556	0.86
2012	0.492	1.156	1.648

*m- missing data *data does not include short courses at the Hospitality Institute as this was not given by gender*

Source: Macroeconomic and Social Assessment of Barbados 1995-2010

Original Source: Ministry of Labour Digest of Labour Statistics, Ministry of Education 2013

Table 13
Number of University of the West Indies Graduates by sex 2000-2012

<i>Year</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
2000	250	530	780
2001	260	480	740
2002	260	500	760
2003	230	420	650
2004	230	490	720
2005	300	710	1010
2006	230	620	850
2007	280	650	930
2008	M	M	M
2009	404	1175	1579
2010	464	1035	1559
2011	460	1083	1543
2012	492	1156	1648

m-missing data

Source: *Macroeconomic and Social Assessment of Barbados 1995-2010*

Original Source: Ministry of Labour Digest of Labour Statistics, Ministry of Education 2013

Table 14
Number of SJP Polytechnic Graduates by sex 2000-2012 (000's)

<i>Year</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
2000	0.62	0.35	0.97
2001	0.33	0.79	0.12
2002	0.62	0.35	0.97
2003	0.59	0.37	0.96
2004	0.46	0.43	0.89
2005	0.49	0.37	0.86
2006	0.14	0.19	0.32
2007	0.43	0.40	0.93
2008	M	M	M
2009	0.731	0.867	1.598
2010	0.832	0.490	1.322
2011	0.832	0.490	1.322
2012	0.406	0.303	0.709

m-missing data

Source: *Macroeconomic and Social Assessment of Barbados 1995-2010*

Original Source: Ministry of Labour Digest of Labour Statistics, Ministry Education 2013

122. Data disaggregated by sex was not available on scholarship and various awards.

123. Girls, as do boys, benefit from the Government's policing of truancy. The Ministry of Education takes delinquency of children from school so seriously that it brings parents before the courts for failing to send children to school regularly.

124. The Edna Nicholls Centre is an out of school programme for school age students. This Centre, together with the Family Planning Association, Welfare Department and the Ministry of Education conducts special workshops for teen mothers and assists some of them in returning to school. Barbados has ensured that no legal impediment for teen mothers to return to school exists so that girls are not deprived of education on this basis. Data for 2004 shows that 13 of 33 such young women were helped to return to school. Notwithstanding, participants of the final THM wanted it recorded that although no legal impediments exist to teen mothers returning to school, some school principals were thwarting the intention of the legislation. Members of the public called for the Ministry of Education to issue a clear and decisive policy statement that supports the intention of the legislation.

125. The Barbados Family Planning Association has educational programmes in place to heighten the awareness of the Sexual & Reproductive Health Rights of all persons with specific reference to youth via workshops, outreach programmes, training and access to youth friendly services such as the implementation of new youth services as a Youth Drop-in Centre, Youth Clinic and Youth Crisis Hotline (see CEDAW comment 250).

126. Male students with behavioural problems and their families benefited from an eight-week empowerment programme providing for behaviour modification, anger management, problem solving and coping skills.

127. Through a number of initiatives Government has facilitated access for women to both education and employment by broadening the scope of educational opportunities that exist. Some of these initiatives are: means testing, enrollment in employment training, the provision of tools and equipment and the financing of child care services.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

- (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

128. Barbados subscribes to the principle of equality with respect to employment. This reflects itself in a high labour force participation rate among women as shown in table 15. Nonetheless, there is concern that unemployment rates have on average been higher for women than for men during the period. The 1995 CALC report demonstrates this trend between the periods 1995-2010. Only during the period 2009-10 was female unemployment lower than that for males.

129. Youth unemployment of both sexes remains a significant concern.

Table 15

Employment and Unemployment 1995-2010

Year	No of Persons Employed (000)			Growth (%)	Unemployment Rate (%)		
	Male	Female	Total		Male	Female	Total
1995	57.7	52.1	109.9	4.17	16.5	22.9	19.7
1996	62.2	53.6	115.8	5.37	11.4	18.0	14.6
1997	62.8	54.9	117.7	1.64	11.5	17.8	14.6
1998	65.7	56.0	121.7	3.39	8.3	16.3	12.2
1999	67.2	58.0	125.2	2.87	7.7	13.2	10.3
2000	68.0	61.0	129.0	3.03	7.5	11.4	11.0
2001	68.9	61.9	130.9	1.47	8.0	11.9	9.4
2002	67.7	60.9	128.6	-1.75	8.7	12.1	10.3
2003	67.4	62.0	129.5	0.69	9.6	12.6	11.0
2004	68.3	63.8	132.0	1.93	9.0	10.1	9.8
2005	69.0	63.6	132.6	0.45	8.0	11.4	9.7
2006	67.8	63.2	131.0	-1.21	7.7	9.8	8.7
2007	69.7	63.4	133.1	1.60	6.4	8.5	7.4
2008	68.7	63.4	132.1	-0.76	6.9	9.5	8.1
2009	65.2	63.0	128.5	-2.72	10.1	9.8	10.0
2010	64.6	62.4	127.0	-1.17	10.8	10.6	10.7

Source: Barbados Economic and Social Report

130. By the end of the reporting period Government was moving towards passage of a full employment relations act to deal with collective bargaining and rights disputes. The Severance Payments Acts was being revised to ensure compatibility with the new labour legislation as well as new legislation was being introduced on occupational safety and health with a section which relates to an employee's right to refuse dangerous work. (The Amended Employments Rights Act was passed in Parliament in 2013.)

131. Women as do men continue to gravitate towards areas of the labour force where they traditionally dominate despite the fact that there are no legal employment constraints based on sex.

132. Vocational training records indicate some movement of women towards the typically male dominated fields of employment. The Samuel Jackman Prescod Polytechnic reports that in the areas of welding, plumbing, electrical wiring, auto mechanics and mechanical engineering nine (9%) percent of the graduates in those fields for the year 2002 were females. Similarly, the Barbados Vocational Training Board recorded that for the year 2004, eight (8%) of the graduates in the construction programme were female. Records do not indicate any shifts by men into areas typically considered the domain of women.

133. A snapshot by the CALC Survey in 2010 demonstrates continuities in popular choices and the need for education activities to continue to address the effects of stereotyping on training and employment choices.

Table 16
Types of Vocational Training Undertaken by Sex (%)

<i>Type of Vocational Training</i>	<i>Males</i>	<i>Females</i>	<i>Percent</i>
Agriculture	2.9	1.1	2.0
Skilled Trade	69.4	7.5	38.9
Upholstery/Garments	2.9	17.5	10.1
Hairdressing/Cosmetology	0.1	9.9	4.9
Teaching/Nursing/Child Care	3.1	14.3	8.6
Hospitality	4.8	15.7	10.2
Cultural Skills	0.5	3.2	1.8
Business Studies	7.8	19.9	13.8
Other	8.6	10.8	9.7
Total	100.0	100.0	100.0
Number	770	747	1,517

Source: CALC Survey 2010

134. Equal pay for equal work is guaranteed in law. Entitlement to social security benefits for old age, employment and sickness are also the same for males and females.

135. In addition to the above general benefits, pregnant female workers who meet National Insurance contribution criteria are guaranteed paid leave of twelve weeks under the Employment of Women (Maternity Leave) Act. For women who do not qualify a grant of \$800.00 is offered if their spouse qualifies. No paid paternity leave is offered to men at the moment.

136. A draft policy on sexual harassment has been discussed with employers, workers representatives and the wider community. Discussions are on-going.

137. In new Safety and Health law (2005), the employer is required to provide pregnant women with alternative work where possible and available to ensure that they are not subjected to working conditions dangerous to the health of the unborn child. Gas station attendants are a given particular consideration in this group.

138. In the area of training and retraining, the National Employment Bureau of the Labour Department encourages persons who are made redundant, jobseekers and students to take full advantage of the their Resource Centre. This facility which opened in 2002

offers free internet access; employment counselling; use of computers; assistance in preparation of resumes and curricula vitae, application letters and in internet job searches; information on vacancies; aptitude tests; advice on training and training opportunities.

139. The aim is to develop and implement programmes that focus on those skills that are in short supply and to enable individuals to benefit from the fund to assist persons who are unemployed upon becoming beneficiaries of the Unemployment Scheme.

140. On the question of HIV/AIDS and its impact on the labour force, several sectors of the community have been quite active in trying to meet needs. Barbados Employers' Confederation has produced a handbook on HIV/AIDS in the Workplace. This handbook is aimed at the sensitization and the elimination of HIV/AIDS in the workplace.

141. An HIV/AIDS Code of Practice has been enacted. The Barbados Workers Union has successfully negotiated an agreement with employers in the private sector not to discriminate against employees with HIV/AIDS or other life-threatening illnesses. Employees who are willing to work are allowed to continue, and their entitlements are protected. Such workers may also be provided with a modified work schedule.

142. The Government of Barbados is committed to providing affordable day care in Barbados. It recognizes that given prevailing gender norms, the provision of child care is important in order for women to benefit from employment and educational opportunities.

143. The Child Care Board is responsible for 15 Day Care Centres with a total capacity of 1,048 children between the ages of three (3) months and four (4) years old at December 2004. Also as part of its mandate the Board is responsible for the registration of Private Day Care and during 2004 one hundred and twenty-two (122) private Day Care Centres were operating. Furthermore, as part of the expansion of nursery programmes, the Ministry of Education has instituted a programme of universal access to pre-primary education. The nursery schools programme caters to children in the 3-5 age group.

144. The Government of Barbados remains committed to the eradication of poverty and has created initiatives aimed at attaining this goal (see CEDAW comment 246). It continued its efforts to alleviate the pockets of poverty which exist. The Bureau of Social Policy, Research and Planning was established in 2007 with responsibilities for policy formulation, social planning, social research, inter-agency collaboration, networking and building partnerships and civil society collaboration. One of the objectives of this Bureau is to develop policies that promote efficient and effective programmes to eradicate poverty.

145. The Bureau of Social Policy, Research and Planning conducted a Country Poverty Assessment in collaboration with the Caribbean Development Bank in 2009. CALC assessed the current conditions affecting the welfare of people and aids the Government in identifying policies, strategies, action programmes and projects that reduce the extent and severity of poverty in Barbados. It will also include a baseline assessment of the Millennium Development Goals. Since CALC shows both the geographical location and social groupings to which individuals belong, it is anticipated that the CALC will:

- Allow for better targeting and specialised programming and ,
- Allow for resources to be identified and programmes better developed for persons in need.

146. The Bureau of Social Policy, Research and Planning aids the process of the Barbados Human Development Report in conjunction with United Nations Development Programme. This report helps Barbados to identify gaps and weaknesses in its economic and social development paths which can hinder the achievement of the strategic goals identified in the National Strategic Plan (2005-2025). It also enables policymakers to assess the country's vulnerabilities and make informed decisions.

147. The Poverty Alleviation Bureau (Unit since 2008) has embarked upon a number of programmes to assist with the alleviation and eradication of poverty. These include:

The Poverty Alleviation Enhancement Programme

148. This programme will respond to financial and non-financial issues highlighted during client assessments in order to better help them.

Skills Development and Work Place Success Training Programme

149. This programme focuses on group training. It seeks to provide participants with personal development skills and skills required for success in the workplace. The majority of the clients who seek assistance from the Poverty Alleviation Bureau are encouraged to participate in the self-development module of the programme while those clients who display an interest in working in the productive and services sectors are encouraged to participate in the skills component.

150. The Programme's Objectives are to:

- i. provide the opportunity for unemployed clients of the Bureau to acquire appropriate skills, knowledge and techniques to improve themselves and increase their access to employment;
- ii. provide the clients with the tools necessary to identify their strengths and weaknesses and to use their strengths to enhance their all-round development;
- iii. equip clients with basic knowledge of the computer;
- iv. promote group/individual projects in micro-business activity.

Household Intervention Programme

151. This programme specifically seeks to:

- Build capacity of household heads through the provision of socio-economic opportunities;
- Effect positive attitudes and behavioural change at the household level;
- Enhance the quality of life of household members thus alleviating poverty;
- Encourage the involvement of civil society and corporate Barbados in activities geared towards poverty alleviation at the household/community level.

152. The target group for this programme will be made from those households which benefited from and those who are seeking the services of the Poverty Bureau and whose assessment records indicate the need for more in depth and urgent interventions.

Mentorship Programme

153. The purpose of this aspect of the programme is to develop a cadre of twenty-five volunteers (including) retired professionals) trained in social work, counselling and social development to lend support to the Bureau's realization of its goal to eradicate poverty. In an effort to encourage greater impetus to succeed and to keep clients focussed on the positive path they have begun, clients who participate in the Bureau's training programmes will be offered on-going advice and guidance by assigned mentors.

Youth in Agriculture Programme

154. The Barbados Government has implemented a Youth in Agriculture Programme which targets youths who are interested in making a living in agriculture. Participants in the programme would learn about horticulture, planting crops, weeding control and hydroponics. It is expected that after twelve months participants will be able to carry forward the skills and knowledge that they learnt to either open their own business or find a job with an organization.

Constituency Councils of Barbados

155. Thirty Constituency Councils in accordance with the approved electoral boundaries were established throughout the country in 2008 and legislation effected to give them access to set funds of the general Treasury towards assisting in meeting social needs of citizens. Each constituency Council is comprised of fifteen members appointed for a period of two years to undertake the following:

- Build relevant data bases on the constituency
- Identify the priority needs of the constituency
- Make recommendations to central government for programmes and projects for the constituency
- Assist local organisations to build capacity
- Refer residents to relevant government agencies and the private sector for support services
- Assist where required in the delivery of designated services
- Facilitate the flow of information to and from central government

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.
2. Notwithstanding the provisions of paragraph I of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

156. Women have the right to the enjoyment of the highest attainable standard of physical and mental health and the enjoyment of this right is vital to their life and well-being and their ability to participate in all areas of public and private life.

157. Life expectancy at birth for Barbadians was 78.9 years for women and 72.3 years for men in 2005.

158. Cancer continues to claim many deaths in both men and women and a Cancer Control Project was set up in 2000 that is aimed at influencing women in the 45 and over age group to undergo the pap smear test in the polyclinics.

159. Breast cancer has recorded the second highest incidences of death in the country and research has identified that one (1) in eight women die of breast cancer in Barbados annually. Many sensitization and outreach community initiatives are undertaken to make women aware of this threat to their health and to take necessary precautions.

160. The Barbados Cancer Society's Early Detection Clinics served over 5,000 women and provided over 500 pap smears and breast checks. Almost 350 males attended doctor-mediated consultations and 120 were referred for PSA tests which resulted in just two (2) further procedures. The Society provides prostheses for its clients. Breast prostheses and bras are provided free of charge to all Barbadian women and are replaced every three years free of cost.

Ante-natal and post-natal health services

161. Ante-natal and post-natal health services are considered priorities and the services have been expanded to provide increased accessibility. Such services are offered free of

costs at the country's 8 polyclinics. High risk pregnancies are referred to the Queen Elizabeth Hospital.

162. Pregnant women are encouraged to register before the twelfth week of pregnancy and the mother's progress is monitored throughout pregnancy. Early intervention is initiated where risks of complications are evident.

HIV/AIDS

163. In 2001 the Government of Barbados acquired a loan of US \$15.2 million from the World Bank to aid in the expansion of the National HIV/AIDS Programme and over the last four years \$26.9 million comprising Government and World Bank Funding was spent on the programme. By the end of December 2004 it has been reported that \$5.6 million was spent compared to \$7.7 million in 2003 and \$6.9 million in 2002.

Table 17

Expenditure on National AIDS Programme 2001 to 2006

<i>NSP Prevention</i>	<i>\$Care</i>	<i>Support \$</i>	<i>Treatment \$</i>	<i>Management \$</i>	<i>Total \$</i>
2001-2002	N/A	N/A	N/A	N/A	6,699,580
2002-2003	643,948	1,611,835	2,696,603	1,917,892	6,870,278
2003-2004	883,909	1,348,699	2,968,490	2,463,564	7,664,662
2004-2005	331,663	817,218	2,689,133	1,785,918	5,623,931
2005/2006					
Total					26,858,451

Source: National HIV/AIDS Commission

164. Government has intensified efforts in disseminating information to increase public awareness of the associated risk of HIV/AIDS infection, especially among women and girls (see CEDAW comments 248).

165. Barbados continues to show a significant decline in the numbers of deaths reported since the start of the Highly Active Antiretroviral Therapy programme at the Ladymeade Reference Unit (LRU). Total numbers of reported deaths from HIV/AIDS fell from 95 in 2001 to 40 in 2003.

166. The epidemic profile for HIV remains essentially unchanged with the major burden falling on the most productive sector of the society, those in the 20 – 54 age group. Males continue to predominate in most age groups. Reports from LRU indicate that between 1984 and 2008, 63% of new HIV cases were men and 68% diagnosed with AIDS were also men. Of the deaths during that period, 73% were men and 27% women. Statistics suggest that women tend to be diagnosed earlier. Their health-seeking activities may also be responsible for their better experiences after having contracted HIV/AIDS.

167. The National Commission on HIV/AIDS has been focusing its programme on altering behaviours in an effort to prevent the further spread of HIV infection and reduce discrimination against persons living with HIV/AIDS.

168. Nineteen HIV/AIDS Community Committees have been established across the island to address the situation at the community level and new approaches have been introduced using drama and other performing arts to get the message across to the public. During the period under review over twenty-five (25,000) thousand persons were sensitized through community outreach.

169. Another initiative is the continued training of teachers and principals to assist with counselling and training in the area of HIV/AIDS in the school environment.

170. The Bureau of Gender Affairs continued the implementation of its Gender and HIV/AIDS Programme and conducted a number of workshops with various entities designed to:

- Integrate gender in all HIV/AIDS action programmes at the community level and
- Provide information on gender relations and the gender dimensions of HIV/AIDS to assist in providing education and understanding with respect to sexual and reproductive health.
- Examine women's and men's reproductive health, taking into account social and economic issues such as gender roles and relationships, socialization, social competence, cultural mores and economic dependences. (see CEDAW comment 248).

171. The Ministry of Health partnered with a local pharmaceutical distributing firm and the regional distributor for female condoms to conduct a social marketing campaign for the female condom. This was done as a means of redressing weaknesses in women's control in the use of protection during sexual intercourse. This initiative has been highly successful in raising awareness, in distributing female condoms for educational purposes, and as part of the safe sex campaign. Women are also being educated in negotiating skills for the use of condoms.

172. Through the domiciliary care programme of the Ministry of Health, individuals infected and affected by HIV/AIDS have their needs addressed. They can access housing, financial and legal assistance, monetary grants, clothing, food vouchers, educational assistance, utility and rent payments. Individuals living with HIV/AIDS are thereby afforded the opportunity to return to a normal level of social function.

173. The physically challenged and senior citizens are not left out of the fight against the spread of HIV/AIDS. During the period under review these groups were sensitized and educated on the risks associated with unprotected sex.

174. Drugs are available at no cost to all suffering from HIV/AIDS. There is no distinction between male and female beneficiaries. Provisions are also in place to supply anti-retrovirals for post-exposure prophylaxes in cases of accidental injury with a contaminated needle or of rape.

175. The major achievement in the HIV/AIDS programme has seen the transformation of the treatment programme into a service that is very effective. The Ladymeade Reference Unit (LRU) facility represents a scaling up of the physical space, human resources and technical capacity for providing comprehensive quality care to meet the needs of persons living with HIV/AIDS at all stages of the disease process.

176. At present the laws of Barbados do not permit health professionals to perform HIV/AIDS tests on persons under the age of 18 years without the consent of a legal guardian. This is proposed to be changed as the age of consent is 16 years and it is accepted that this sends a mixed message. The concern arises as persons who are less than 18 years of age constitute an at risk group for HIV and AIDS.

177. The Ministry of Health has tested thousands of persons from across Barbados as a result of its Voluntary, Counselling and Testing (VCT) Programme. A key principle of VCT is confidentiality. Additionally, regardless of the setting, quality assurance mechanisms are put in place to ensure that clients receive high quality prevention counselling.

178. UNIFEM (now UN Women) worked with the National HIV/AIDS Commission in Barbados to implement phase 2 of their Gender and HIV project during the period. This project is also being implemented in Belize, Dominica and Grenada. The project has three components across all the countries.

1. Training on gender, HIV and human rights for the health and education sectors (particularly service providers)
2. development of gender-sensitive social communications
3. Support to gender responsive development and or implementation of sector responses under the National Strategic Plans.

179. Women continue to be significant participants in Government's new thrust to shift emphasis in health care to affordable and efficient preventative measures in all areas.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to family benefits;
- (b) The right to bank loans, mortgages and other forms of financial credit;
- (c) The right to participate in recreational activities, sports and all aspects of cultural life.

180. In Barbados one safety net for eligible persons regardless of sex is the provision of the reverse tax credit of \$1,300 for persons earning less than \$16,000 annually.

181. Women have equal access to bank loans, mortgages and other forms of financial credit.

182. The development of small business is a policy initiative of government, and women are encouraged to become entrepreneurs.

183. The Urban Development Commission has an open policy to all self-employed persons and entrepreneurs regardless of sex. Applicants can apply for a loan up to a maximum of twenty-five thousand dollars (25,000.00) at an interest rate of 4% per annum over a five year period. During the period 2000 to 2006 women accessed the programme the Urban Enterprise Programme more than men. Women gain credit approximately 60% in relation to men from the programme.

Table 18

Applications Received and Approved for Small Business Status 2000 to 2007

<i>Year</i>	<i>Received</i>	<i>Approved</i>
2000	24	9
2001	46	9
2002	25	12
2003	17	3
2004	13	13
2005	7	6
2006	5	5
2007	9	1
TOTAL	146	58

Source: Ministry of Commerce and Consumer Affairs

184. Senior women participate in the cultural and social life of the community at community centres, in drama, arts and craft activities.

185. The National Senior Games provides an avenue where older persons are encouraged to pursue various activities. Women are the majority participants, and senior female athletes have won medals representing the country internationally.

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

186. The size, topography, extensive road network, comprehensive transportation system and access to services ensure that there is no sharp division of Barbados into urban and rural areas. Nevertheless, Government undertakes to meet needs of communities that exist as a result of their distance from city centres. This includes work of the Bureau of Gender Affairs which deliberately targets communities in out-lying areas. Information activities of this CEDAW reporting process deliberately targeted a central parish as well as one located in a central northern city area.

187. The Community Independence Secretariat engages residents in rural communities in projects and programmes, and women are the main participants of these activities. This follows a national trend where, except for sporting activities, women tend to constitute the largest number of participants in cultural activities.

188. Many women participate in and benefit from the activities in churches and other religious organizations across the island.

189. Soroptimist International of Jamestown, a women's NGO, also assists families in the community to attain a better standard of living by assisting them in the installation of water and indoor toilet facilities. This organisation joins many other service organisations and NGOs in aiding needy citizens who escape national safety nets.

Article 15: Equality before the Law in Civil and Criminal Matters

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall
3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

190. Women are treated on an equal basis with men in their legal capacity to conclude contracts, administer property and to freely choose their residence and domicile.

191. The Constitution of Barbados guarantees men and women the same rights to freedom of movement and during the period under review women in the teaching and nursing professions in Barbados have migrated to North America and the Caribbean in large numbers as they seek to improve their living standards. In many instances they were often times accompanied by their spouses and children. This active recruitment has allowed women to take up appointments in various areas of endeavour as there are no legal restrictions to their movement.

192. During the period 1999 to 2004 the movement of persons to take up employment overseas in the following areas was as follows.

Table 19
Persons Placed in Overseas Employment 1999 to 2004

Category	1999			2004		
	Male	Female	Total	Male	Female	Total
Canadian Farm Labour Scheme	540	25	565	111	31	142
USA Cruise Ship Industry				3	1	4
H-2B Hospitality Service	3	0	3	126	158	311
TOTAL	543	25	568	237	216	453

Source: Bureau of Gender Affairs research

193. Women's equal access to legal services is provided through the Community Legal Services Commission where legal aid is provided to men and women who cannot access legal representation because of their inability to pay for such representation. Clients can choose from a list of reputable attorneys-at-law.

194. Services offered by the Community Legal Services Commission include: divorce cases, civil and criminal cases, property issues.

195. The Welfare Department also provides a legal service for legal matters pertaining to family by retaining the service of a prominent attorney-at-law to assist their clients. These clients are mainly women, who cannot pay for an attorney.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

- (a) The same right to enter into marriage;
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

196. There is no legal discrimination against women in any matter relating to marriage and family relations.

197. Law does not require that a woman takes the name of her husband on getting married, and many now choose to keep their surname or add their husband's surname to their own. If a woman chooses to use both names she is required to acquire an affidavit. Cultural practice remains that children take the name of their father where couple marries.

198. Married women continue to have equal rights with regard to guardianship, trusteeship and the adoption of children, and single women can and do adopt children.

199. Government in association with the Barbados Family Planning Association has a comprehensive list of family planning and maternal health services which are offered to women and men at the various clinics and are in most instances provided free of cost.

200. Statistics for ownership of property are not available, but anecdotal evidence suggests that many single women are home owners.

General recommendations 12 and 19: violence against women**General Recommendation 18: Disabled Women**

201. Women from the disabled community have not been left out from the process of accessing employment. The National Disability Unit initiated a Work Experience Programme for persons with disabilities in 2003 and placed twenty-six (26) persons (6

males and 20 females) in the areas of clerical work, assembling, communications, packing, food preparation, housekeeping and other tasks.

202. During the period 2002 to 2003 eighteen (18) persons with disabilities two (2) males and eleven (11) females found permanent employment, while another thirteen (13) persons, two (2) males and eleven (11) females, received a stipend. (See CEDAW comments 233 and 244).
