

## National Policy and Gender Development Fact Sheet

### **1. What is the National Policy on Gender and Development (NPGD)?**

The National Policy on Gender and Development is a framework which encourages the consideration of the different needs, constraints, opportunities, and priorities of men and women thereby allowing them to participate fully in the development process. It provides the outline for the collaborative approach among State, Civil Society and Private Sector to address cross-cutting issues of gender equity and equality.

### **2. What is the purpose of the National Policy and Gender Development?**

The Policy outlines strategies and actions that are needed to strengthen the capacity of policy-makers, planners and implementers to meet societal commitments to eliminating all forms of gender discrimination and respond to harmful gender disparities, consistent with the intention of the Constitution and international human rights obligations. It also provides a written commitment by government through which the population can monitor and evaluate this commitment. The Policy commits to preserving the equal and inalienable rights of men, women, boys and girls in Trinidad and Tobago as guaranteed under the Constitution. It embraces principles of social equality, equity and social justice and the common good for all men and women, boys and girls. The Policy represents the Government's vision to give effect to human rights and freedoms based on sex and gender. The Policy also aims to equip stakeholders in the public and private sectors and civil society with the information and skills required to facilitate the empowerment of all men and women, boys and girls in the society.

### **3. What are the expected results of adopting a gender policy?**

By adopting a National Policy on Gender and Development it is expected that there will be equitable advancement of women and men and girls and boys in all areas of national development, and the protection, development and participation of all children in preparation for meaningful adult life. Outcomes of the Policy include:

- The consideration and incorporation of a gender perspectives in all activities of government and civil society, thereby ensuring the full and equal participation of men and women in the development process.
- Systematic use of gender analysis, an understanding of the different realities, opportunities, needs and interests of men, women, boys and girls;
- Utilization of gender planning, taking into account the gaps between women's and men's access to economic, social, political and cultural resources, and putting in place policies, plans and programmes to correct these imbalances;
- Implementation of gender-responsive budgeting, and the equitable allocation of financial and human resources to address gender imbalances in all sectors and at all levels; and
- Equitable, effective and sustainable outcomes of national development strategies.

### **4. What are some key terms/definitions in the policy?**

**Sex** refers to the biological and physiological characteristics that define male and female.

**Gender** refers to the two sexes, male and female, within the context of society. Gender determines what is expected, allowed and valued in a man or woman within a given context. It is socially constructed and learned through socialisation processes.

**Gender equality** means that women and men enjoy the same status. It means that women and men have equal conditions for realising their full human rights, and for contributing to and benefiting from economic, social, cultural and political development.

**Gender equity** means fairness of treatment for women and men, based on their respective needs.

**Gender mainstreaming** is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.

## **5. Who were involved in developing the policy?**

The Policy on Gender and Development has been developed through extensive consultation and research. The thematic areas selected and policy measures presented are supported by research and analysis, evidence and data gathered through national and regional consultations with a wide range of stakeholders, sector studies, interviews, and existing documents.

## **6. Who is responsible for implementing the policy?**

The Office of the Prime Minister (Gender and Child Affairs) is responsible for coordinating the implementation and monitoring of the National Policy. All Government ministries and agencies are responsible for delivering on the measures articulated in the thematic sections of the Policy. Additionally, civil society organisations provide complementary services to advancing gender equality on the ground, and exercise vigilance in monitoring the delivery of gender sensitive public services.

## **7. How and when would the Gender policy be implemented?**

The National Policy on Gender and Development is being adopted by the Government of the Republic of Trinidad and Tobago in 2018. A National Action Plan (NAP) will accompany the Policy, to ensure effective implementation. The NAP will be an accountability mechanism which presents explicit guidelines for the implementation, monitoring and evaluation of the Policy, including measurable targets for advancing gender equality and women's empowerment.

## **8. What are some of the focus/thematic areas of the policy?**

1. Transformational Leadership and Governance,
2. Macro-Economy and Trade,
3. Labour and Employment;
4. Unwaged Economic Activities;
5. Domestic and Family Life,
6. Poverty Alleviation and Social Protection,
7. Agriculture and Food Sovereignty;
8. Climate Change and Natural Resource Management;
9. Education and Human Capital Development,
10. Gender-based Violence and Human Security,
11. Health and Well Being;
12. Special Interest Groups - Youth, the Elderly, and the Disabled Population

## **9. How would a gender policy benefit men?**

Gender (in) equality concerns both women and men and has a strong impact on their daily lives. Accepting equality and rejecting gender stereotypes would help end discrimination against men seeking jobs typically done by women, increase their participation in family life, and ease the economic burden of supporting their families as more women enter the workforce. The policy embraces principles of social equality, equity and social justice and the common good for all which includes men, boys, women and girls. As such, the Gender Policy advances that differences based on sex should neither exist nor be exploited. For example, “Policy 8: Promote Gender Equity in Social and Community Development” of the Action Plan, has proposed that legislation of paternity leave be prepared based on best practices in local and foreign jurisdictions.

## **10. Is the policy in alignment with national strategic goals?**

The Policy is aligned to the rights of the individual in Trinidad and Tobago’s 1976 Republican Constitution, and the Government’s national development framework. In addition, the Policy is consistent with the Government’s commitments and obligations under a number of international instruments including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child (CRC), the International Conference on Population Development Plan of Action (ICPD PoA), the Beijing Platform for Action (BPfA), and the Sustainable Development Goals (SDGs). These international instruments represent goals in themselves and include tools for setting standards towards the achievement of gender equality, women’s empowerment and child protection.

## **11. Who can I contact if I have a question?**

The Gender Division

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