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BARBADOS CLIMATE RESILIENT SOUTH COAST WATER RECLAMATION PROJECT

Annex 8: GENDER ASSESMENT & GENDER ACTION PLAN

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Acronyms and Abbreviations

ACRONYM/ABBREVIATION	DEFINITION
BGIS	Barbados Government Information Service
BWA	Barbados Water Authority
BPfA	Beijing Platform for Action
CARICOM	Caribbean Community
CARIWN	Caribbean Water Institute
CCCCC	Caribbean Community Climate Change Centre
CEDAW	Convention on the elimination of all forms of Discrimination against Women
CGA	Country Gender Assessment
CRF	Caribbean Resilience Facility
CRWSP	Climate-Resilient Water Safety Planning
DRM	Disaster Response Management
ECLAC	Economic Commission for Latin America and the Caribbean
EIA	Environmental Impact Assessment
EPD	Environmental Protection Department
ESIA	Environmental and Social Impact Assessment
FCIU	Family Conflict Intervention Unit
GAF	Gender Analysis Framework
GAP	Gender Action Plan
GEI	Gender Equality Indicators
GOB	Government of Barbados
GWP	Global Water Partnership
IDB	International Development Bank
IGDS	Institute of Gender Development Studies
IPR	Indirect Potable Reuse
IUCN	International Union for Conservation of Nature
KII	Key Informant Interview
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual and/or Ally
MCO	Multi-Country Office
MFEI	Ministry of Finance, Economic Affairs and Investment, Barbados
MHH	Men Headed Households
MOU	Memorandum of Understanding
NGO	Non-Government Organizations
PMO	Prime Minister's Office
SAMOA	SIDS Accelerated Modalities of Action
SDG	Sustainable Development Goal
SIA	Social Impact Assessment
SGBV	Sexual and Gender Based Violence
SIDS	Small Island Developing States
STEM	Science, Technology, Engineering, and Mathematics
TOR	Terms of Reference
UN	United Nations
UNDP	United Nations Development Programme
UNEP	United Nations Environmental Programme
UNFCCC	United Nations Framework Convention on Climate Change
UN-MCO	United Nations Managed Care Organization
UN-WMCO	United Nations Women Multiple Country Office
UN-SDG	United Nations Sustainable Development Goal
UWI	University of the West Indies
UWI-IGDS	University of the West Indies- Institute of Gender and Development Studies
WHH	Women Headed Household

1 Executive Summary

The main scope and rationale of the present Gender Assessment is to provide expert advice to the staff of the Prime Minister's Office (PMO) in Barbados and Barbados Water Authority (BWA), regarding the potential gender sensitivity issues associated with Barbados Climate Resilient South Coast Water Reclamation Project (SCWRP). It aims to provide information that would influence the adoption of policies necessary to ensure the implementation of specific gender equality mainstreaming actions.

Barbados has made commendable strides in human development, yet despite these achievements, persistent gender inequalities remain. While significant progress has been made in advancing gender equality, there are still areas marked by disparities.

The issue of gender equality continues to be high on the development agenda in Barbados. Notably, there is a commendable increase in women achieving higher levels of education. However, these educational gains do not always translate into equal socio-economic representation. A notable gender gap persists, with a higher proportion of women than men found in the lower socio-economic bracket. The multifaceted nature of gender dynamics in Barbados requires a comprehensive approach in different levels, such as education, labor market participation, representation in leadership roles, and access to economic opportunities. This will allow the understanding of gender disparities, facilitating the development of targeted policies and initiatives.

This report endeavors to assess the gender sensitivity aspects associated with the Barbados Water Resilience Project, aiming to provide essential insights for shaping policies that ensure equal opportunities for men, women, and various vulnerable groups. The focus includes the poor, elderly, people with disabilities (PwD), LGBTQ+ individuals, etc., fostering their active participation in the project. Emphasizing the need for policies countering gender-based discrimination and promoting inclusivity in the workforce and stakeholder engagement, the report underscores addressing specific needs and concerns related to water management impacts on different genders. Integration of gender equality considerations throughout the project seeks to establish a more inclusive and sustainable approach to water reclamation, contributing to social equity, overall success, and resilience of the initiative.

The South Coast Water Reclamation Project (SCWRP) in Barbados is an initiative that address climate change impacts on water resources and ecosystems. The project's general objective is to increase Barbados' water resilience to climate change with a focus on increasing water security, food sovereignty and improvement of environmental conditions linked to the comprehensive approach of upgrading the South Coast Water Treatment Plant. Specific objectives include improving water supply resiliency by increasing the availability of potable water through the reuse of reclaimed wastewater for agricultural irrigation; Reducing water insecurity through reuse of reclaimed water to recharge aquifers; Strengthening key sector institutions such as the Barbados Water Authority (BWA) and the Natural Habitat Conservation Areas (NHCA) to enhance water resource management, operational efficiency, monitoring, reporting and verification (MRV) and gender mainstreaming considerations.

Structured into four components, the project involves water reclamation infrastructure, reclaimed water reuse, ecosystem restoration, and institutional strengthening.

The Gender Analysis and Gender Action Plan serve as a baseline for gender-responsive action and inclusion within Barbados' Water Sector. The assessment includes a literature review, secondary data review, and analysis of gendered indicators baseline. The methodology involves screening, data collection, gender assessment, and mainstreaming gender in the project cycle. Limitations include

constraints in deeper gendered analysis due to non-disaggregated data and a lack of primary source information. Future consultation processes are recommended for a more detailed analysis of gender-related issues during the project's life.

The assessment plan delves into the international conventions, protocols, and agreements related to gender equality that the Government of Barbados (GOB) has ratified. The analysis covers crucial frameworks like the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, the Sustainable Development Goals (SDGs), and the Convention on Biological Diversity (CBD). International institutions such as the United Nations (UN), International Financial Institutions (IFIs), Green Climate Fund (GCF), Global Environment Facility (GEF), and the United Nations Environment Programme (UNEP) play significant roles in shaping and implementing water reclamation projects in the Caribbean with a focus on gender equality.

At the regional level, institutions like the Caribbean Community (CARICOM) Regional Secretariat, the Inter-American Development Bank (IDB), the Economic Commission for Latin America and the Caribbean (ECLAC), the Global Water Partnership-Caribbean (GWP-Caribbean), and the Caribbean Community Climate Change Centre (CCCCC) contribute to gender-related projects. The regional context highlights CARICOM's Gender Equality Strategy, ECLAC's Gender Equality Plan, and GWP-Caribbean's project databases as valuable resources. The Country Gender Assessment (CGA) outlines strategies relevant to the Barbados South Coast Water Reclamation Project, emphasizing research, training, and collaboration with academic institutions like the University of the West Indies (UWI).

Barbados has enacted various policies and legislations to address gender equality concerns. Key national initiatives include the National Sustainable Development Policy, the Draft National Gender Equality Policy, and the National Climate Change Policy. Recent legislative acts such as the Employment (Prevention of Discrimination) Act and the Employment Sexual Harassment (Prevention) Act provide legal frameworks to combat discrimination and harassment. Public institutions like the Barbados Poverty Alleviation Bureau, the Bureau of Gender Affairs, and the Environmental Projection Department contribute to gender equality initiatives.

The Barbados Water Authority (BWA) operates under the Barbados Water Authority Act and the BWA (Sewerage Regulations), since 1980. The organizational structure analysis reveals gender disparities in roles, with men dominating technical and operational positions, while women are more prevalent in administrative and managerial roles. The BWA Board of Directors exhibits a gender imbalance, with 62% male representation. The organization lacks a formal, written Gender Equality Strategy, but unwritten practices and legislation provide some safeguards. The ongoing Gender Sensitivity Training program, facilitated by the University of the West Indies Institute of Gender and Development Studies (UWI-IGDS) under the WSRN Project, aims to enhance employees' understanding of gender sensitivity issues within the BWA.

Getting into the sociodemographic gender analysis, Barbados' population in 2021 stood at 281,200, with a balanced gender distribution—48.1% men and 51.9% women. Maternal mortality ratio remains stable at 39, below the regional average, indicating positive maternal health outcomes. Adolescent fertility rates, while stable since 2010, are higher than the income group average, suggesting a need for initiatives in sexual education and reproductive health. Barbados excels in education with a 99% completion rate for girls and 104.3% for boys in lower secondary school. Adult literacy rates are high for all genders, showcasing the country's commitment to fostering literacy regardless of gender. Attending to labor force, as of 2022, women's labor force participation is 58%, showing a decline since 1990. Despite this, Barbados has a relatively narrow gender gap in labor force participation compared to global trends. Vulnerable employment for women increased since 1991, emphasizing the need for

targeted interventions to enhance job security. The employment analysis indicates that there is a 6.84% gap in the labor force participation rate, favoring men. Gender-based wage differentials persist, with women earning 71.20% of men's salary and 88% of their average estimated income. Women's representation in the industrial sector is 24.59%, contrasting with 70.87% in the services sector, indicating sector-specific gender imbalances. Finally, attending to gender equality in National Parliament and Management, in 2022, women hold 26.7% of seats in the national parliament, indicating progress but falling below the high-income country average. Efforts to address barriers and promote gender-sensitive policies are crucial. Women's participation in ownership and top managerial positions in firms remains below desired levels, requiring targeted initiatives for improvement.

Barbados has made significant strides in various aspects of gender equality, including education and management positions. However, challenges persist in labor force participation, wage equality, and political representation. Ongoing initiatives, research, and targeted interventions are essential for furthering gender equality in Barbados, contributing to a more inclusive and equitable society.

Gender Equality Indicators (GEIs) are crucial for tracking progress towards Sustainable Development Goal 5 (SDG 5). CARICOM has adopted a regional list of thirty-three GEIs. The gender analysis applied some CARICOM GEIs adopted by the Government of Barbados (GOB). Barbados has a gender gap of 76.9%, ranking 31st globally. Despite disparities, improvements are noted compared to previous years.

This assessment emphasizes a broad view of gender equality, including LGBTQ+ rights. A national LGBTQ+ Survey highlights persistent discrimination, recommending awareness initiatives and policy reforms. Attending to Sexual and Gender-Based Violence (SGBV), studies reveal a 27% prevalence of violence against adult women, and SGBV given principally on domestic level. Recommendations include addressing violence risks in infrastructure projects.

Climate change impacts in Barbados, exacerbated by gender inequalities, affect women disproportionately¹. Strategies involve acknowledging women's roles and contributions in climate change responses. The GFDRR and CRF findings underline gender gaps in health services, education, economic opportunities, and social protection during disasters. Violence against women increases, requiring a gender-inclusive approach.

Finally, the assessment analyzes gender in water sanitation programs and infrastructure. Lack of sex-disaggregated data poses challenges in understanding water sector impacts. Affordable reclaimed water availability can aid women in caregiving roles, but data gaps hinder evidence-based actions. The project addresses water scarcity, benefiting women who are disproportionately affected. Some challenges include financial barriers and unpaid work, although the project offers health and economic benefits, especially for women.

¹ <https://www.un.org/en/chronicle/article/womenin-shadow-climate-change>

2 Introduction

The purpose of this report is to present a Gender Assessment and Gender Action Plan in relation to the Barbados Climate Resilient South Coast Water Reclamation Project.

Conceptually, gender refers the socially and culturally constructed roles, behaviors, activities, expectations, and attributes that a particular society considers appropriate for individuals, encompassing not only men and women, but also LGBTQ+ persons. This concept extends beyond mere identification of attributes to include the opportunities associated with specific groups. The social definitions of femininity and masculinity vary across cultures and have evolved over time. Gender serves as a socio-cultural expression of characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality.

Gender assessment involves the systematic analysis and evaluation of roles, responsibilities, opportunities, and challenges to ensure meaningful participation of beneficiaries throughout the project lifecycle. This includes needs assessment, design, decision-making, access to opportunities, implementation, and monitoring and evaluation of program and project processes.

The primary aim of a gender assessment is to understand and address the impact of gender norms, expectations, and power dynamics on individuals and groups. This entails examining social, cultural, economic, and political factors contributing to gender disparities and inequalities. The assessment strives to identify the specific needs, experiences, and contributions of women, men, and LGBTQ+ individuals.

Recognizing that gender equality and the empowerment of women are integral to the Sustainable Development Goals (SDGs), this report emphasizes the collective, organizational, and programmatic effort required across all levels and stakeholders. Achieving gender equality is essential for realizing the rights and potential of all individuals.

The gender assessment identifies major gender gaps within available data, emphasizing the need for further research in various areas such as forestry and local farmers' cooperation. Special attention is given to the overwhelming involvement of rural women as contributing family workers (as farmers in Barbados are beneficiaries of this Project). The report aims to assist project staff and stakeholders in effectively addressing gender-based discrepancies, particularly in facilitating the empowerment of rural women within the project's activities.

A gender analysis is a useful tool to identify points of intervention in a project cycle at which existing or potential disparities in gender impacts can be compensated for or eliminated. Gender analysis is a methodology that describes the existing gender relations in a particular environment, ranging from within households, or firms, to a larger scale of community, ethnic group, or nation. It involves collecting and analyzing sex-disaggregated data and other qualitative and quantitative information. The analysis involves the process of organizing and interpreting, in a systematic way, information about gender relations to make clear the importance of gender differences for achieving development objectives.

2.1 Objectives and Associated Outcomes

This report aims to evaluate the gender sensitivity aspects associated with the Project. It seeks to provide information crucial for shaping policies that guarantee equal opportunities for men, women, and diverse groups, including PwD, LGBTQ+ individuals, the poor, elderly among others, fostering their participation in the project.

Moreover, the report emphasizes the need for policies and practices that actively counteract gender-based discrimination and promote inclusivity within the workforce and stakeholder engagement.

The project should also acknowledge the varying impacts of water management on different genders and make efforts to address specific needs and concerns. This involves ensuring access to culturally sensitive, safe, and accessible sanitation facilities for all individuals, regardless of gender.

By integrating gender equality considerations throughout the project, the overarching goal is to establish a more inclusive and sustainable approach to water reclamation. This approach aims to enhance social equity, contributing to the overall success and resilience of the initiative.

2.2 Project Background

The Barbados water resilience project is a comprehensive initiative designed to mitigate the impacts of climate change on water resources and ecosystems. The general objective of the operation is to increase Barbados' water resilience to climate change with a focus on increasing water security, food sovereignty and improvement of environmental conditions linked to the comprehensive approach of upgrading the South Coast Water Treatment Plant.

The specific objectives of the Project are to:

- Improve water supply resiliency by increasing the availability of potable water through the reuse of reclaimed wastewater for agricultural irrigation;
- Reduce water insecurity through reuse of reclaimed water to recharge aquifers;
- Strengthen key sector institutions such as the Barbados Water Authority (BWA) and the Natural Habitat Conservation Areas (NHCA) to enhance water resource management, operational efficiency, monitoring, reporting and verification (MRV) and gender mainstreaming considerations.

The project is structured into four distinct components, each serving specific objectives:

1. **Component 1. Water Reclamation Infrastructure:** This component will finance the construction of the New South Coast Water Reclamation and Re-use Facility (SCWRRF) with an average dry weather flow (ADWF) of 9,000 m³/day under a Design Build EPC/Turnkey modality and O&M for an initial period of 2 years, including climate change considerations. It will include all process units and ancillary facilities to provide secondary and tertiary treatment for the liquid stream, followed by an Advanced Water Treatment (AWT) side stream including treatment and management of the sludge (solid stream) with the aim to reduce GHG emissions and considerations for circular economy and energy production. Consideration will be given to the use of energy efficient equipment, renewable energy sources and Smart Water Infrastructure Technologies. This component will also finance the Upgrade of the existing South Coast Sewage Treatment Plant (SCSTP) by refurbishing or replacing equipment in the existing influent lift pump station and headworks including interconnecting piping to the

SCWRRF and the design and installation of the odor control system. Consideration will be given to the use of energy efficient equipment and Smart Water Infrastructure Technologies.

2. **Component 2. Reclaimed Water Reuse:** This component will finance:

Sub-component 2.1. Agriculture Reuse of Reclaimed Water Pipeline (\$ 14.28 Million) consisting of the installation of a 25 km pipeline for transporting reclaimed water for irrigation of approximately 160 hectares at River Plantation along the old Trainway (“Trailway”) and ancillary equipment, and a high-water mark catchment area to allow the irrigation pipeline to be gravity fed.

Sub-component 2.2. Aquifer Recharge Infrastructure (\$ 5.32 Million) consisting of the installation of 4 km water pipeline, 5 injection wells, 6 exploratory boreholes, 3 abstraction boreholes and pump stations, 3 monitoring wells and ancillary equipment for aquifer recharge, with due considerations of resiliency and adaptation to climate change measures as well as low carbon emissions.

3. **Component 3. Climate change and biodiversity opportunities:** This component will finance:

Sub-component 3.1. Graeme Hall Swamp Conservation (\$ 2 Million) supports development and implementation of a Monitoring Plan for the Natural Heritage Conservations Area (NHCA): biodiversity, hydrogeology, soils, general use and community engagement. This plan will guide development of the Integrated Management Plan for NHCA.

Sub-component 3.2. Solar energy generation with battery storage (\$14 million) consisting of estimated 7 MW of solar photovoltaic panels and associated energy storage capacity on lands owned by the BWA, increasing the resilience of the BWA pumping stations by allowing continued operation in case of a power outage, and mitigating the additional carbon footprint of the upgraded wastewater treatment facilities.

4. **Component 4. Institutional Strengthening:** This component will finance institutional strengthening of the executing structure, including the Fair Trading Commission (FTC), Government Analytical Services (GAS) laboratory, Ministry of Agriculture, Food and Nutritional Security (MAFS), Environmental Protection Department (EPD), Barbados Agricultural Development and Marketing Corporation (BADMC) Irrigation Engineering Unit and Barbados Water Authority (BWA) to improve governance, efficiency, and sustainable management of water resources. Potential activities include: (i) Improving the governance and project management capacity of BWA through the implementation of an action plan based on AquaRating and training in operations and maintenance of the SCWRRF; (ii) Implementing an Institutional Gender and PwD Action Plan to promote the equal participation of women and PwD within BWA; (iii) Supporting the execution of FTC’s regulatory functions in the water and sewerage sector; (iv) Implementing robust monitoring systems to track water quality, water quantity, soil quality and climate-related parameters; (v) Regulating the abstraction and use of groundwater; (vi) Designing and implementing public awareness and stakeholder engagement campaigns to promote the benefits of wastewater reuse and build community support, with gender and diversity considerations, as well as related studies; (vii) Implementation of robust public health and safety measures, including appropriate signage, education programs, and guidelines for the safe use of reclaimed water.

Component 1 aims to **produce high-quality reclaimed water for non-potable uses**. This component also aims to **prevent contamination** of the surrounding swamp by improving treatment capacity and reducing pollution risks, potentially benefiting coral reefs.

Component 2 focuses on constructing infrastructure for reclaimed water reuse, agricultural irrigation and aquifer recharge, **reducing water insecurity and enhancing water supply resilience**. This component aims to reduce reliance on potable water for irrigation and safeguard aquifers against saline intrusion.

The Christ Church aquifer is predominantly used for agricultural irrigation water abstractions in the Silver Hill and Gibbon's Boggs farming districts. 450 small farmers in 162 hectares (400 acres) in this area currently utilize abstracted groundwater and piped water from the BWA potable water supply network to irrigate crops. Recharging the aquifer with reclaimed water will result in the availability of more groundwater for abstraction as the project can supplement groundwater resources by up to 1 million m³ per year, resulting in the improved resilience and reliability of the water supply for the irrigation of crops. The recharge will occur during the 4 months of rainy season per year, when there is less demand for water for irrigation. The other 8 months per year the water will be used for irrigation purposes. Replacement of the potable water customarily used for agricultural irrigation in the Silver Hill and Gibbon's Boggs area with the reclaimed water from the new SCWRRF, will allow for the unused potable water to be available for redistribution to potable water customers within the surrounding districts. However, except for registered farmers connected to the BWA water supply network, it is difficult to quantify the additional distributed back yard gardening demand. The Project will extend a pipeline from Lowlands directly to River Plantation, where 140 hectares (347 acres) of land are leased by the Ministry of Agriculture for crop production. Along this pipeline route, direct irrigation will also become available for area farmers.

Regarding **Component 3**, it includes conservation measures for biodiversity protection in the National Heritage Conservation Area (NHCA) of Graeme Hall Watershed, and the implementation of solar energy generation with battery storage. Conservation efforts aim to enhance ecosystem resilience and reduce pollution, while solar energy generation supports water sector resilience and mitigates greenhouse gas emissions.

The NHCA is a 33-hectare site featuring the island's sole freshwater mangrove wetland. Serving as the primary floodplain for the watershed, it collects surface runoff from surrounding agricultural and residential areas. However, the wetland's ecological integrity has been compromised by the malfunctioning sluice gate since 2006, leading to drainage issues during heavy rainfall events and exacerbating pollution accumulation. This pollution, stemming from various upstream sources, poses significant threats like eutrophication and toxin introduction, further deteriorating the ecosystem. Additionally, the swamp faces risk of contamination from untreated effluent discharged via the Bisecting Canal, emphasizing the urgent need for restoration efforts.

Finally, **Component 4** addresses institutional strengthening to improve governance, efficiency, and sustainable management of water resources. Activities include enhancing managerial capacity, promoting inclusivity through a Gender and Action Plan, implementing monitoring systems, regulating groundwater use, and conducting public awareness campaigns. This component also contributes to ecosystem restoration and pollution reduction by ensuring proper operation of facilities and harmonious coexistence with the swamp ecosystem.

2.3 Methodology

The Gender Analysis and Gender Action Plan seeks to provide a baseline for gender responsive action and inclusion within the Water Sector of Barbados. The Assessment and analysis will be used to inform the scale up and/or enhancement of gender-responsive interventions that seeks to address the identified gaps for achieving gender equality.

The assessment included a desk review of available secondary data from Barbados and the wider Caribbean, aiming to assess the gender perceptions of water restoration, and to analyze available data to determine a gendered indicators baseline. The main activities conducted can be summarized as it follows:

- **Literature Review:** This stage included literature review including existing international, regional, and national frameworks for gender equality and the extent to which national water management legislation, policies and procedures included these agreed international and regional gender equality considerations and commitments. Among the conducted review, the analysis of the Gender Assessment and Gender Action Plan of the project 'The R's (Reduce, Reuse and Recycle) for Climate Resilience Wastewater Systems in Barbados' stands out. During this stage, the review sought to identify relatable regional and international gender indicators that the project can contribute to.
- **Secondary data review:** Data collected from secondary sources include several reports, on the findings of case studies related to gender and research papers on various aspects of gender relations, water reclamation and climate change. These include but are not limited to: GOB Records on Social, Political and Economic and Climate Change Issues; Understanding Unequal Relations of Gender in the Caribbean; Barbados Agriculture Sector on Gender, Climate Change and Water o Barbados Fisheries Sector on Gender, Climate Change and Water. Additionally, the secondary data review analyzed data as it relates to regional and national response to climate change.

Table 1 –Gender Analysis Methodology

No	Component	Description
1	Screening	Categorization of gender dimensions of the Project goals to identify areas for in-depth analysis.
2	Data Collection	Collection of information regarding gender considerations, water sector policies and climate change scenarios in Barbados.
3	Gender Assessment	Analysis of data to determine gendered needs of the water infrastructure and services sector.
4	Mainstreaming Gender in the Project Cycle	Recommend actions align with Project goals and stakeholder gendered needs.

2.3.1 Limitations

The gender analysis process had several constraints that limited the extent of the data collection and analysis process.

- The review of secondary data was constrained from deeper gendered analysis as most data on usage collected was not disaggregated. Additionally, it was not possible to identify vulnerable groups including, LGBTQ+ people and persons with disabilities from the available data.
- Significant consultation processes have not yet been conducted, and no primary source of information was obtained to analyze in greater detail the underlying gender issues in the operational area of the project. This step, to be conducted in the future, will allow for a more detailed analysis of the strategies needed to ensure that the entire project life considers gender-related issues.

3 Legislative, Regulatory, and institutional Frameworks

3.1 International Framework

This Gender Assessment analyses the international frameworks and institutions governing the administration of conventions, protocols, and agreements related to gender equality. The Government of Barbados (GOB) has ratified and adhered to several pertinent gender equality conventions and protocols, as outlined below. These agreements are enforced by the BWA, emphasizing the commitment to fostering gender equality in tandem with water management initiatives.

- Convention on the Elimination of All Forms of Discrimination Against Women (1979): Require signatory governments to take action to promote and protect the rights of women by including the principle of equality in legislation and operationalizing it in their country. Article 14 pays special attention to discrimination against rural women, and to ensure their access to rural benefits.
- Beijing Platform for Action (1995): The platform encourages governments to collect data on the impact of environmental degradation on women, as well as develop gender-sensitive databases. The Declaration calls for ensuring that women's priorities are included in public investment programs for economic infrastructure, such as water and sanitation.
- The Sustainable Development Goals (SDG) (2015); Calls for sex-disaggregated data, and gender-sensitive databases and promotes the empowerment of women and gender equality regarding land ownership, resource stewardship, education, and employment issues. Water and sanitation, like gender equality, are human right issues that the GOB has a responsibility to enforce for the advancement of the society. By enforcing these rights, communities, and vulnerable groups, which comprise a larger percentage of women and girls, will benefit from opportunities that facilitate stronger and less biased decision-making. Gender equality promotes basic human rights and is therefore foundational for achieving the other SDGs¹. The principle of leaving no one behind requires gender transformative water and sanitation programmes. SDG-5 Includes:
 - 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life;
 - 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women and;
 - 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.
- The Convention on Biological Diversity (CBD-1993): has adopted a Gender Plan of Action and update it for the period 2015-2020. It requires countries to implement integrated actions to enhance the monitoring framework and indicator system for gender mainstreaming at national level.
- The Convention on the Rights of Persons with Disabilities (UN, 2006) was ratified in 2013. The Convention articulates its mission to foster, safeguard, and facilitate the complete and equitable enjoyment of all human rights and fundamental freedoms for all Persons with Disabilities and to encourage reverence for their inherent dignity.

There are also several international institutions involved in the design and implementation of Water Reclamation projects in the Caribbean emphasizing the importance of integrating gender equality considerations, such as:

1. United Nations (UN): Tasked with executing the Sustainable Development Goal 5 agenda, the UN places a central focus on "Empowering Women and Promoting Gender Equality."
2. International Financial Institutions (IFIs): Organizations like the World Bank, mandated to safeguard the global environment and facilitate environmentally sustainable economic development among member nations.
3. Green Climate Fund (GCF) and Global Environment Facility (GEF): These institutions are entrusted with supporting international projects, offering new and additional grants, and concessional funding for approved projects. Their mission involves assisting developing countries in implementing climate change adaptation and mitigation measures, the Caribbean Community Climate Change Centre (CCCCC), collaborating with the GCF and providing project management services, follows a mandate that underscores the necessity of gender-related analyses in climate change projects across the Caribbean.
4. United Nations Environment Programme (UNEP): Operating within the UN system, UNEP is mandated to coordinate responses to various environmental issues. Its programs span sustainable development, climate change, disaster management, conflict resolution, ecosystem management, and environmental governance.

3.2 Regional Framework

At the regional level there are several institutions with policy and legal mandates to address gender equality issues relating to water projects being implemented on behalf of Caribbean member states. Brief details of the current work of regional institutions that is relevant to this Project follow.

The Gender Agenda promoted by the Inter-American Development Bank (IDB) holds significant relevance in addressing gender-related challenges in the Latin American region. The IDB has implemented specific policies, such as the Gender Equality Policy and the Gender and Diversity Action Plan, aimed at systematically integrating gender perspectives into its operations. These measures focus on aspects like women's economic empowerment, improved access to education and healthcare, and the prevention of gender-based violence. By incorporating these policies, the IDB seeks to contribute to reducing gender disparities and fostering a more inclusive and equitable environment in Latin America, thereby promoting sustainable development and social progress.

The Caribbean Community (CARICOM) Regional Secretariat plays a crucial role in implementing regional plan, programs, and projects for the benefit of member states. In March 2019, the Secretariat, in collaboration with the UN-MCO, formulated a Regional Gender Equality Strategy aimed at expediting the effective implementation of key priority actions that member countries committed to after the BPfA conference. This strategy is tailored to support nations that have yet to fully enact the Beijing Declaration, encompassing facets such as women's economic empowerment and freedom from violence. In 2015, the CARICOM Secretariat also devised and endorsed the adoption of a Gender Equality Indicators model by member states, intended for gauging progress in gender equality. This model encompasses the status of women, men, and LGBTQ+ persons, along with a strategy for measuring these indicators at both regional and national levels.

As part of its mandate, the Economic Commission for Latin America and the Caribbean (ECLAC) has developed a model Gender Equality Plan intended for implementation by member countries in Latin America and the Caribbean. According to ECLAC, the plan has been customized and adopted by most countries in the region, but Barbados is not listed as one of the countries with such a plan or policy.

GWP-Caribbean also has a mandate to implement gender-related projects in the Caribbean. The institution undertakes regional case studies and maintains project databases which member states are given full access to. Barbados is a member of the GWP-Caribbean, and as such has access to databases and case studies of GWP projects in the water sector. This partnership represents another opportunity for the BWA to access specific information that includes gender mainstreaming recommendations related to the water sector.

The CCCCC has a mandate to implement climate change projects requiring gender related analysis in the Caribbean. In keeping with its mandate, the CCCCC has adopted a Climate Change Framework, which includes a Gender Policy for the coordination of the Caribbean's response to climate change, which involves working on effective solutions and projects to combat environmental impacts and global warming.

The Country Gender Assessment (CGA) proposed certain strategies that are relevant to this Project, such as it requires Barbados to engage in research aimed at generating disaggregated data. This research is crucial for the effective implementation of programs designed to empower men, women, and LGBTQ+ individuals, addressing prevalent social issues such as poverty alleviation, challenging gender stereotypes, and enhancing resilience to environmental disasters. Additionally, Barbados is expected to engage in training stakeholders through workshops to increase the capacity of women in the leadership of government department and the wastewater sector.

Finally, the UWI is entrusted with the responsibility of leading training and research initiatives in the Caribbean region. To fulfil its mandate, UWI established CERMES based at UWI Cave Hill, Campus in Barbados with the capacity to undertake studies focusing on areas such as gender and climate change, as well as disaster risk management in the Caribbean. CERMES possesses the capability to delve into studies aimed at integrating gender concerns in water infrastructure projects in Barbados. Furthermore, UWI has established the IGDS which conducts regular programs on gender, climate change and disaster risk reduction. The UWI IGDS recruit students to pursue post-graduate research in the fields of water (Isaacs, 2017) and collaborates with the BWA to implement gender sensitivity training for BWA employees.

Given Barbados' membership in all the underlined regional institutions, the BWA has access to the CARICOM list of GEIs, the Gender Equality strategy, and the UN ECLAC Model Gender Equality Plan. Additionally, the BWA can leverage case study reports and project data from GWP-Caribbean, while benefiting from the support provided by CCCCC on climate change adaptation and mitigation.

3.3 National Framework

Barbados lacks a national gender framework. Strengthening national gender mechanisms and planning agencies is crucial for effective leadership in developing and implementing gender policies. This involves allocating sufficient budgets, enhancing human resources and staffing, providing gender-responsive training, appointing Gender Focal Points in all relevant bodies, and fostering support from a vibrant civil society.

Various institutions with explicit policy and legal mandates are dedicated to addressing gender equality concerns. The Government of Barbados (GOB) has proactively undertaken multiple measures to enhance the framework governing water policy, legislative instruments, and institutional arrangements. A detailed description of national initiatives pertinent to this project follows.

- **National Sustainable Development Policy:** In 2004, the GOB adopted a National Sustainable Development Policy to guide decisions and actions at all levels in the country.
- **Draft National Gender Equality Policy:** Although the GOB has a revised Draft National Gender Equality Policy, it is yet to be approved by the Cabinet of Ministers and tabled in parliament for discussion and endorsement. While this Policy is not endorsed, Barbados has been recognized as making steps to improve legislation that fosters increased equality.
- **National Climate Change Policy:** The Government of Barbados approved a National Climate Change Policy in 2012. The country's Intended Nationally Determined Contribution (now known as NDC) as communicated to the United Nations Framework Convention on Climate Change in 2015, lists 6 national plans and strategies for which climate change adaptation would be incorporated. These include:
 - Medium Term Growth and Development Strategy 2013 – 2020;
 - Physical Development Plan;
 - White Paper on the Development of Tourism in Barbados and National Adaptation Strategy to Address Climate Change in the Tourism Sector in Barbados;
 - Coastal Zone Management Plan;
 - Storm Water Management Plan;
 - Other sectoral plans including for agriculture, fisheries, water and health.

While the Climate Change Policy makes mention of gender issues, there was limited presentation of strategies for mainstreaming gender in relevant sectoral climate change interventions. The Policy however states that that vulnerable groups, including women and young men, should be targeted and participate in action to address environmental threats and damage.

- **Disabilities Act of 1992:** Is the primary legislation addressing people with disability rights in Barbados. This act prohibits discrimination against people with disabilities in areas such as employment, education, and access to goods and services. Furthermore, the legislation established a National Disabilities Unit tasked with executing policies and initiatives aimed at advancing disability rights and inclusion. Nonetheless, Barbados faces shortcomings in disability legislation, notably the absence of laws mandating accessibility in public buildings or public transport. This lack of regulation creates significant barriers for people with disabilities.

In 2020, the Government of Barbados enacted the **Employment (Prevention of Discrimination) Act, 2020**⁴. This Act prevents discrimination in an employment context in over fifteen (15) areas. Including sexual orientation, gender, family responsibility, age, and physical features. The Act prevents discrimination in recruitment and selection; even where these functions are executed by recruitment agencies. The Act identifies that an act of discrimination can occur, “directly or indirectly, whether intentionally or not, makes a distinction, creates an exclusion or shows a preference, the intent or effect of which is to subject the other person to any disadvantage, restriction or other detriment.” The Act also identifies an act of discrimination may occur where “the person, directly or indirectly, whether

intentionally or not, subjects the other person to any disadvantage, restriction or other detriment” in identified circumstances. This legislation has identified a tribunal where complaints of discrimination can be made.

In 2017, The Government of Barbados enacted the **Employment Sexual Harassment (Prevention) Act, 2017**⁷. The Act makes provision for the protection of employees in both the public sector and private sector from sexual harassment at their workplace; provides a framework for the reporting of sexual harassment cases by employees and a method of resolving such cases; establishes a procedure for the hearing and determination of matters related to sexual harassment; and provide for related matters.

Barbados has several public institutions with mandates that have a direct impact on gender equality issues relating to the water sector. They areas follows:

1. The Barbados Poverty Alleviation Bureau and the Office of the Director of Poverty established in 1998 with a responsibility to examine and report on the living conditions of the poor and vulnerable;
2. The Bureau of Gender Affairs, Ministry of Youth, and Family and Sports responsible for monitoring and evaluating gender equality policies, plans, and programs of government. The Bureau is responsible for the integration of gender in all national development policies and programs to achieve gender equity and equality.;
3. The Environmental Protection Department (EPD), has completed a wastewater reuse policy to facilitate the treatment of wastewater for reuse in drip irrigation, toilet flushing, decentralized sanitation systems including septic tanks, sewage packaged plants and suck- wells; and
4. The Nacional Disabilities Unit, a government agency that is responsible for implementing policies and programs to promote disability rights and inclusion in Barbados. There are also two non-governmental organizations: The Barbados Council for the Disabled, and The Barbados Association of Persons with disabilities.

The above-mentioned institutions collaborate with each other to bring greater synergy between gender equality and wastewater issues. Overall data collected from government records indicates that the GOB has made some progress on social, political, and economic issues relating to gender equality. However, during the implementation of the Project it is necessary that the BWA ensures compliance with provisions of relevant conventions, policies, agreements, and laws. Where there are gaps identified, BWA needs to lobby the government authorities to make the appropriate improvements.

3.4 Institutional Framework – Barbados Water Authority

In October 1980, the GOB enacted the Barbados Water Authority Act as the primary legal instrument. BWA is the entity in Barbados charged with supplying the island with potable water as well as the provision of wastewater treatment and disposal services. The Act is accompanied by the BWA (Sewerage Regulations), 1980, (S.I. No. 151 of 1980), to regulate sewage, effluent wastewater, discharge, water charges, authorization, permit, equipment, and inspection; including the sewerage treatment plants, packaged plants of hotels and businesses, or household’s septic tanks and suck-wells.

The BWA has a mandate to deliver satisfactory water and wastewater services to the citizens of Barbados, and in line with this, it is responsible for implementing gender equality policies. In the

context of delivering waste services, the BWA must maintain an appropriate organizational structure for utility oversight, establish a system for data collection and analysis, and manage wastewater treatment facilities.

To ensure the successful execution of the project, it is necessary to address diverse gender equality issues, with specific details outlined within the framework of water services offered by the Barbados Water Authority (BWA). This includes the need to integrate gender-responsive strategies into the planning, implementation, and monitoring of the project's initiatives, which should include equitable opportunities for both men and women in employment, decision-making processes, and community involvement associated with water services. The effective implementation of the project requires addressing various gender equality issues.

3.4.1 Organizational structure analysis

The organizational structure of the Barbados Water Authority (BWA) encompasses various functional departments, including Finance, Human Resources, and Customer Service. As of November 2023, the BWA employed 746 individuals, with 74% being men and 26% women.

In general terms, female participation in BWA is greater than at the regional and global levels. A study published by the World Bank (2019) states that in Latin America and the Caribbean, women represent only 19.7% of the workforce in the water sector, while globally, that percentage drops to 17.7%. However, female participation in BWA has not yet reached parity.

Table 2 – Composition – BWA organizational structure (BWA, 2023)

CATEGORY	TOTAL	%	MALE	%	FEMALE	%
Technical	66	9%	50	76%	16	24%
Operational	509	68%	470	92%	39	8%
Administrative	153	21%	22	14%	131	86%
Managerial	18	2%	8	44%	10	56%
Total	746	100%	550	74%	196	26%

Examining the overall staff distribution at the Barbados Water Authority (BWA), roles can be categorized as follows: 9% technical, 68% operational, 21% administrative, and 2% managerial. When analyzing this distribution based on gender, a notable pattern emerges: Most male staff members are engaged in operational roles, constituting 68%, following operational roles, a significant portion of male staff holds administrative positions, accounting for 21%. For female staff, the predominant role is administrative, with 86% of women occupying administrative positions and the second most common role for females is managerial, encompassing 56% of women in leadership positions.

This analysis highlights gender-based variations in the distribution of staff roles at the BWA. Operational roles are more predominant among male staff, while administrative roles are more common among female staff. Additionally, a notable proportion of female employees hold managerial positions within the organization.

The organization maintains an unwritten policy that influences staff training, deployment, compensation, and mobility. The BWA's commitment to addressing gender equality issues is reinforced by its unionized workforce, with provisions outlined in the collective agreement. Understanding these patterns is crucial for fostering gender equality and promoting diversity across different levels of the organizational hierarchy.

Despite gender imbalances, the perception of BWA as an equal opportunity employer remains consistent. However, institutional cultural biases that may perpetuate inequality need attention. Strategies such as gender sensitivity training, encouraging women in STEM fields, and promoting women in leadership roles could contribute to shifting cultural dynamics over time.

Women's participation in prominent decision-making spaces provides an opportunity not only for equality of representation but equality of decision-making outcomes. Analyzing the composition of the BWA Board of Directors (BWA, 2023), the thirteen-member BWA Board of Directors, appointed by the Ministry of Transport, Works, and Water Resources, reflects a gender imbalance, with 62% of the board of directors being male while only 38% female.

Table 3 – Composition – BWA Board of Directors (BWA, 2023)

Stakeholder	Total	Male	Female
BWA Board of Directors	13	8 (62%)	5 (38%)

There are only five women on the board, with three serving as the chairperson. The underrepresentation of women in leadership roles highlights the need to enhance women's participation in decision-making spaces, particularly within the context of water governance. Gender diversity in decision-making bodies is essential for promoting inclusive and effective outcomes, aligning with the principles advocated by the Beijing Platform for Action. Addressing the gender imbalance on the BWA Board of Directors is not only crucial for meeting gender equality goals but also for ensuring a more comprehensive and diverse perspective in the formulation of policies and decisions related to water infrastructure. This aligns with broader global initiatives, such as Sustainable Development Goals (SDGs) 5 and 6, which emphasize gender equality and clean water and sanitation as interconnected objectives.

Gender Institutional Diagnosis (2017)

In 2017, a gender institutional diagnosis was conducted at BWA2. Different social methodologies were used to collect data. Focus groups were formed, comprising 12 individuals from public utilities³ and 4 individuals from academia⁴. The group was asked questions aimed at gathering feedback on strategies to enhance the utility's climate resilience, clarifying knowledge gaps regarding the rationale for integrating gender perspectives/considerations into the development of water infrastructure projects and identifying opportunities to enhance gender equity in the distribution of benefits from proposed activities. Survey of Social Media Platforms. The social media platforms of Facebook and Twitter were

² Isaacs, Wainella; Prouty, Christine and Troitz, Maya (2017). *Gender Analysis for a Water Sector Resilience Nexus for Sustainability in Barbados*. GCF Documentation. Barbados | CCCCC | GCF/B.19/22/Rev.02.

³ Barbados Water Authority: Pipes Replacement Project Manager, Water Quality Technician, Safety and Health Officer, Financial Controller, General Manager of Utility, Customer Service Supervisor, Administrative Assistant, Utility Board Members.

⁴ Academia: University of the West Indies: Institute for Gender & Development Studies.

surveyed for general population views and perceptions on the quality of services provided to the public by the BWA. Additionally, news articles and/or exchange of comments provided context on the issues related to water provision and opportunities for improvement of this service. In this review, two parishes – St. John and St. Joseph were highlighted as areas of special concern due to extended and frequent water interruptions.

The results of these activities and the opportunities identified to promote gender equality (both in the operation of BWA and in the implementation of its programs) are shown in Table 4.

Table 4. Data collected during the focus group and some activities proposed on the Gender Analysis for a Water Sector Resilience Nexus for Sustainability in Barbados (Maya, 2017, GCF Document).

Data collected	Activities proposed
Focus Group	
<p><i>University of the West Indies Institute of Gender and Development Studies (UWI IGDS)</i></p> <p>The UWI IGDS Cave Hill Unit has staff with expertise in the areas of gender, sexuality, human rights, gender-based violence, Caribbean men and masculinities, and Caribbean feminism. The areas of gender and climate change are lesser explored topics by this department. In 2015, they included a 3-hour workshop called “Women and Water for the first time in their Caribbean Institute for Gender and Development (CIGAD) biennial summer program. An environmental engineering professor from the University of South Florida taught this workshop. Faculty at the UWI IGDS sister Unit at the Mona Campus in Jamaica have already delivered gender, climate change, and disaster risk reduction training to 92 undergraduates in the region and are available to guide and mentor to increase competency in Barbados. Proposed activities to integrate the Cavehill campus IGDS program with EWN-SCI include expansion of CIGAD to include additional seminars on women and water that are open to non-CIGAD program participants, production of educational materials on the rationale and context for recognizing and incorporating gender perspectives in development projects, and recruitment of M.S. and Ph.D. students to pursue research that directly support EWN-SCI project goals. The group also recommended targeting its CIGAD graduates (11 institutes have been held to date) to train them on EWN-SCI topics that would be applicable to the communities where they live, and for which they can become champions for sustainable water infrastructure.</p>	<ul style="list-style-type: none"> ✓ Formulate institutional gender policy & partner with UWI IGDS to build capacity on gender and infrastructure in Barbados. ✓ Produce educational materials on the rationale for the inclusion of gender perspectives as smart economics in water sector development projects, and recruit M.S. and Ph.D. students for the UWI IGDS to pursue research that directly support EWN-SCI project goals.
<p><i>Barbados Water Authority</i></p> <ul style="list-style-type: none"> - Mains Replacement <p>For the proposed mains replacement, the group discussed</p>	

<p>potential deficiencies in the criteria for the selection of priority mains for replacement. Currently, the number and frequency of bursts are the criteria used. It was suggested that social factors such as the number of persons impacted, presence of schools, clinics, and elderly care facilities as well as demographics of affected customer homes e.g., gender and age should also factor into the criteria for mains replacement. The Customer Service department indicated that an upgrade of their management information system will allow them to capture such demographics and share this information with other departments. This discussion expanded the focus groups traditional considerations of gender dimensions as quota requirements, to the larger scope of responsibility of the utility to its customers and gendered impacts of service provision.</p> <p>- Internal Revolving Fund to support Household Rainwater Harvesting and Household Residential Recharge</p> <p>The current water crisis in Barbados due to the prolonged periods of no rainfall raised the many challenges faced by the BWA and country, and opportunities for innovative and sustainable solutions that would require decentralized approaches. Since 1996, buildings over a certain size have been required to install rainwater tanks, however, there is no requirement that the tanks be used. Given the high cost of electricity in Barbados many people do not install pumps required to access the rainwater and some argue that the tanks end up breeding mosquitoes. Architectural designs do not take advantage of gravity fed systems and plumbing for uses like flushing toilets is not popular and some believe it is illegal. Given the potential for rainwater harvesting to offset water needs from the BWA and therefore its pumping costs, this was seen as a useful thing to encourage households to do. Similarly, with the increase of impervious areas in built environments, options to encourage rainwater recharge (e.g., rain gardens) were discussed, especially for households with little space for rainwater tanks/cisterns. The team agreed that demonstration sites for public education need to be located on BWA properties, however, they recognized the importance of highlighting existing champions throughout Barbados. Partnering with the engineers and plumbers to create manuals etc. and publicize the options was recommended by the group.</p>	<ul style="list-style-type: none"> ✓ Include social factors such as gender impacts and the presence of vulnerable groups in the criteria for prioritizing operation and maintenance activities like pipe replacement. ✓ Explore the potential of decentralized projects like rainwater harvesting in increasing customer resiliency during water supply shortages and natural emergency situations.
Survey of Social Media Commentary	
<p>For the past year, many communities in Barbados particularly in the parishes of St. Joseph and St. John have experienced extended water interruptions. As reported in different online</p>	<ul style="list-style-type: none"> ✓ Develop clear communication policies (inclusive of a social media

<p>and print media some persons have not received running water in their taps for almost a year. Barbados has a 97% potable water coverage and so these interruptions are unprecedented, and many persons in the population were not prepared to respond to this situation. Groups such as Pledge Water Barbados and Weekend Water Warriors have emerged in the wake of this crisis and have taken the lead in providing relief to these communities in the form of bottled water delivery. The situation is exacerbated as persons lament the fact that they continue to receive a bill although they have not received water. There are many reports of women’s inability to cook and subsequent diet substitution with dry foods, inability to wash and clean their households and rash development on babies and young children. Reduced productivity at work due to stress from waking up at infrequent hours to gather water from standpipes when possible was another concern. Current BWA relief efforts including provision of community tanks and water trucks are viewed as inadequate particularly for the elderly who may not have someone to collect water in receptacles for them. Businesses such as hair salons and food places have also experienced economic burden as these sectors are highly water reliant.</p>	<p>presence) on information dissemination and follow-up to address stakeholder concerns.</p>
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Considering all this data, an institutional gender policy must be proposed to drive a partnership between BWA and UWI IGDS for conducting gender and infrastructure training in Barbados. Based on the findings of the diagnosis, this activity may consider the following recommendations: (i) Consider employing graduates from UWI IGDS Campus Mona in Jamaica (or M.S. and Ph.D. students) so they can support the gender objectives of the project through their research work. These personnel could also assist in producing educational materials for use in training sessions to promote the recognition and incorporation of gender and inclusion perspectives in development projects. (ii) Expand the training offerings of CIGAD by incorporating gender and infrastructure courses into the curriculum (water and sanitation, solid waste, energy, and transportation, among others). The aim would be to educate personnel sensitized to gender issues, equality, and inclusion, capable of integrating these concepts into the design of development programs and projects, as well as proposing programs to promote the participation of women and persons with disabilities (PWD) in decision-making spaces.

3.4.2 BWA Gender Equality Strategy

The BWA currently lacks a formal, written Gender Equality Strategy. However, the organization adheres to unwritten practices that promote non-discrimination and equal pay for equal work. Unionization has played a role in supporting these practices.

Although the organization does not have a clearly defined Gender Equality Strategy, the ongoing project presents an opportunity to document policies related to non-discrimination. Upgrades to Standard Operating Procedures (SOPs) can be utilized as a platform to formalize and articulate the organization's commitment to gender equality.

It is noteworthy that the Employment (Prevention) of Discrimination Act of 2020 is applicable to the BWA. This legislation extends to various aspects, including recruitment, and establishes a framework

for addressing complaints through a tribunal in cases where the BWA violates anti-discrimination laws. This legal framework provides a formal avenue for addressing instances of discrimination within the organization.

Finally, it is crucial to highlight certain instruments and procedures aimed at safeguarding against potential gender inequities within the institution under analysis. Firstly, the BWA enforces the Employment of Women (Maternity Leave) as per CHAPTER 345A. In its act, sanctioned on July 19th, 1976. This legislation is designed to provide maternity leave to female employees and ensure the protection of their employment during such periods. Maternity leave, according to the act, spans a minimum of twelve weeks and is structured to allow the employee flexibility, including a period of up to six weeks before the expected date of confinement and a subsequent period of not less than six weeks from the date of confinement.

Furthermore, the BWA has implemented a specific Sexual Harassment Policy to address potential instances of gender-based violence within the institution. This policy is applicable to all categories of employees, contractors, and other third parties operating within BWA workplaces, irrespective of their gender, sexual orientation, role, status, or other protected attributes. The policy comprehensively examines various forms of sexual harassment, including physical, verbal, and non-verbal, establishing the rights of employees, confidentiality terms, and systematic mechanisms for managing such situations. These proactive measures underscore the institution's commitment to fostering a workplace environment free from gender-based inequities and promoting a culture of respect and inclusivity.

3.4.3 BWA Gender Sensitivity Training

With Support from the Water Sector Resilience Nexus for Sustainability in Barbados (WSRN) Project, The BWA undertook a Gender Sensitivity Training which started in October 2020, and was facilitated by UWI-IGDS. The programme was designed to train 500 BWA employees to help them develop a better understanding of gender sensitivity issues within the Authority. The programme contained several modules of video presentations and three case studies which included gender components on water and wastewater issues, fish processing and farming topics. It also included a component on the water and energy nexus and covered areas like drought management, rainwater harvesting and increased water storage. The programme was designed to redress the personal and urgent relations of gender.

Participation in trainings is encouraged, but not made mandatory for staff. Trainings have had varying degrees of success in terms of participation. Incentives for attending training often results in increased attendance.

Training for gender equality can be a transformative process that provide knowledge, techniques, and tools to develop skills and changes in attitudes and behaviors. However, the effectiveness of these programmes is often a result of a continuous and long-term process that requires commitment of all parties. Similarly, as posited by the European Institute for Gender Equality, if implemented systematically gender training facilitates more efficient actions and a positive change in attitudes. Likewise, there are certain categories of employee, depending on job functions, who should be mandatorily trained in relevant areas of gender sensitivity.

4 Gender Analysis

4.1 Sociodemographic Gender Analysis

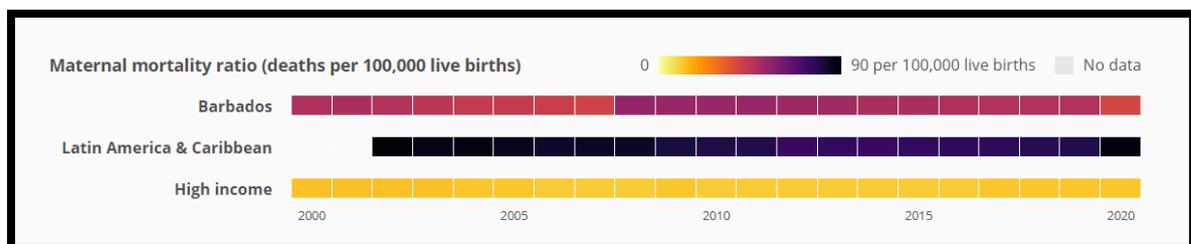
This section is destined to provide data or details related to the social and demographic characteristics of Barbados population based on gender. This information provides insights into the distribution, composition, and dynamics of a society with respect to gender. It encompasses various factors, including age, education, employment, income, marital status, and other social indicators, analyzed in the context of gender differences.

4.1.1 According to World Bank information, in 2021, Barbados had a total population number of 281,200. The gender distribution is relatively balanced, as men account for approximately 48.1% of the population (129,241), and women, 51.9% (139,551). Barbados does not have a racially or ethnically diverse population. The population of the country is predominantly afro descendant (92.4%) or mixed (3.1%); 2.7% of the population is white and 1.3% South Asian. The remaining 0.4% of the population includes East Asians (0.1%) and Middle Easterners (0.1%)⁵. The government does not consider systemic racial or ethnic discrimination to be a problem in the country.⁶ Regarding youth, in 2016, youth (aged 15-24) made up 13.5% of Barbados' population. Maternity and mortality rate.

According to the Gender Data Portal of the World Bank, the maternal mortality ratio in Barbados has exhibited a stable trend over the past two decades, hovering around the value of 39. The maternal mortality ratio is a key indicator, representing the number of women who lose their lives due to pregnancy-related causes while pregnant or within 42 days of pregnancy termination, per 100,000 live births (Figure 1).

Barbados' maternal mortality ratio of 39 reflects a relatively low figure, notably below the regional average. This statistic underscores the country's comparatively favorable maternal health outcomes in comparison to its regional counterparts.

While the stagnant nature of the maternal mortality ratio may indicate a level of stability in maternal health outcomes, ongoing efforts to monitor and improve maternal healthcare are essential. Continuous attention to maternal health policies, healthcare infrastructure, and accessibility to quality healthcare services can contribute to sustaining and further enhancing positive maternal health outcomes in Barbados.



⁵ Barbados Integrated Government – www.gov.bb/visit-Barbados/demographics

⁶ 2022 Country Reports on Human Rights Practices: Barbados – US Department of State

Figure 1 – Maternal mortality ratio (deaths per 100,000 live births) (The World Bank. Gender Data Portal).

In 2021, the data reveals that 42 out of every 1,000 girls aged 15-19 in Barbados experienced childbirth. This adolescent fertility rate has exhibited stability since 2010, indicating a consistent trend over the past decade. Notably, the 2021 rate is higher than the average rate observed within its income group. (Figure 2)

The adolescent fertility rate is a critical indicator reflecting the number of births among girls aged 15-19 per 1,000 individuals in that age group. While the stability in the rate may suggest a consistent trend, the higher-than-average rate within its income group warrants attention. Initiatives related to sexual education, reproductive health services, and broader socio-economic factors influencing adolescent fertility.

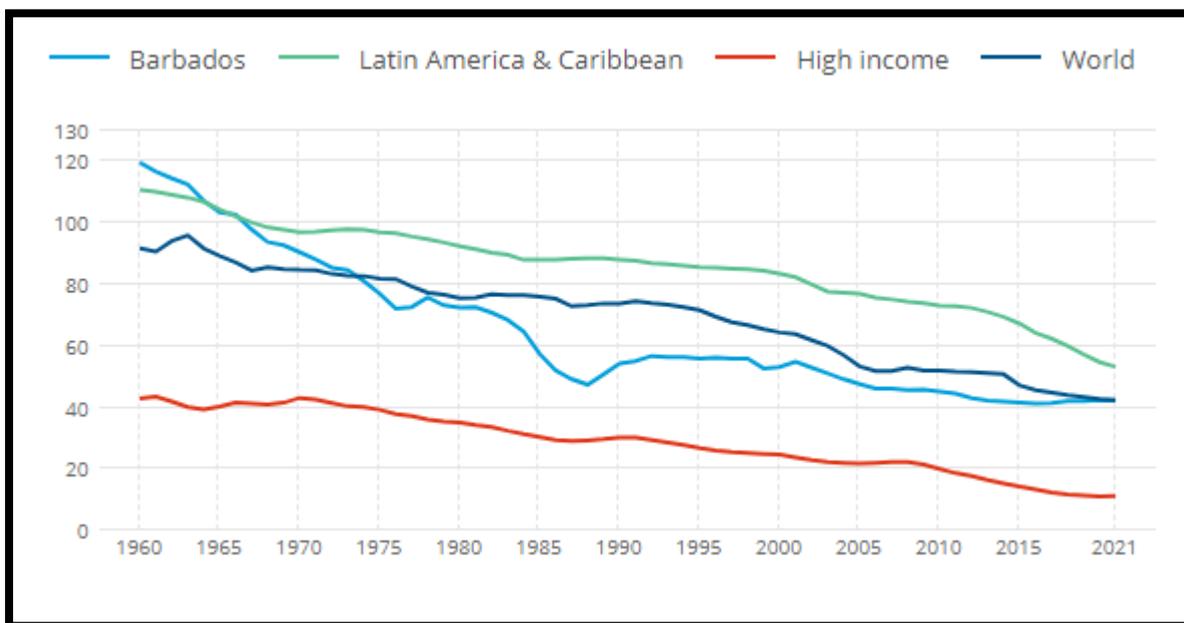


Figure 2 – Adolescent fertility rate (births per 1,000 women ages 15-19) (The World Bank. Gender Data Portal)

4.1.2 Education

The lower secondary education completion rate serves as a crucial indicator, measuring the proportion of students who have finished the final grade of lower secondary education, irrespective of their age upon completion. The high rates for both girls and boys in Barbados indicates the nation's commitment to providing accessible and inclusive education, contributing to widespread educational attainment and potentially fostering positive socio-economic outcomes.

As of the latest available data in 2022, the educational landscape in Barbados reflects a notable achievement, with a reported completion rate of 87,5% for girls and 87,1% for boys in lower secondary school (Figure 3).

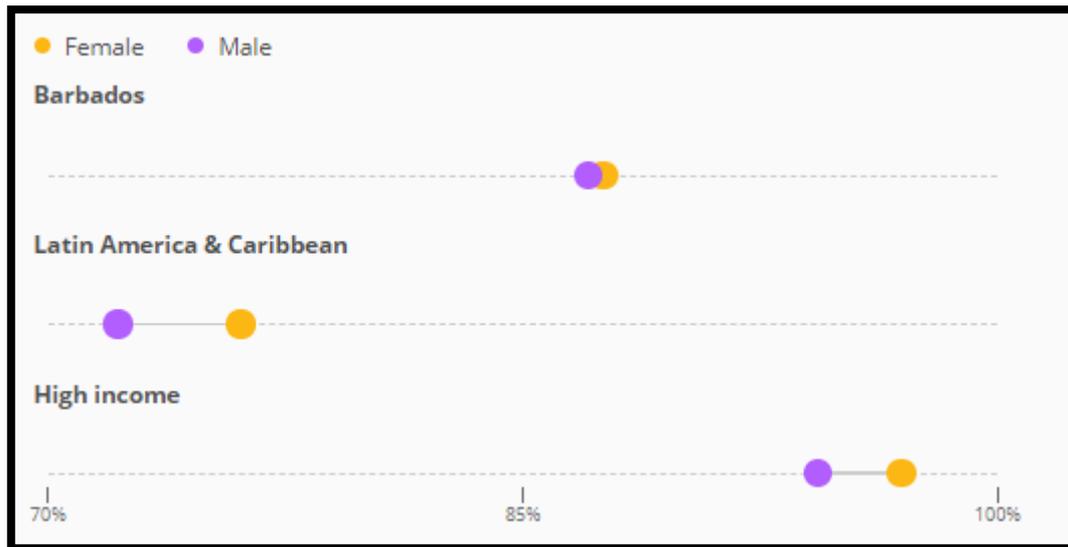


Figure 3 – Lower secondary completion rate, by sex (% of relevant age group) (The World Bank. Gender Data Portal).

Analyzing adult literacy in Barbados, Figure 4 exhibits remarkable parity between women and men as of 2014. The literacy rates for all genders are exceptionally high. The adult literacy rate, which measures the percentage of individuals aged 15 and above capable of both reading and comprehending a brief, straightforward statement about their daily lives, underscores the country's commitment to fostering widespread literacy regardless of gender.



Figure 4 – Adult Literacy rate, by sex (% of people ages 15 and above) (The World Bank. Gender Data Portal).

4.1.3 Labor force

As of 2022, the labor force participation landscape in Barbados reveals distinctive gender dynamics. Figure 5 below shows the labor force participation rate, which stands among females stands at 58%, while their male counterparts exhibit a participation rate of 64.2%. This metric represents the proportion of the population aged 15 and older actively involved in economic activities.

Notably, the data indicates a longitudinal trend, revealing a decline in female labor force participation since 1990. This temporal dimension prompts a deeper exploration into the socio-economic factors and policy dynamics that may have influenced the shifting patterns in women's engagement in the workforce over the years.

In comparison to global trends, particularly within the high-income group, Barbados stands out for demonstrating a relatively narrower gender gap in labor force participation.

Analyzing this phenomenon within the broader context of gender equality and economic development, there exists an opportunity for Barbados to delve into the underlying factors contributing to the observed trends. Policies aimed at addressing barriers to female labor force participation and promoting equitable opportunities could play a pivotal role in shaping the future trajectory of gender dynamics in the workforce. Ongoing research and targeted interventions may further illuminate the intricacies of these trends, ultimately contributing to a more nuanced understanding of the evolving role of women in Barbados' labor market.

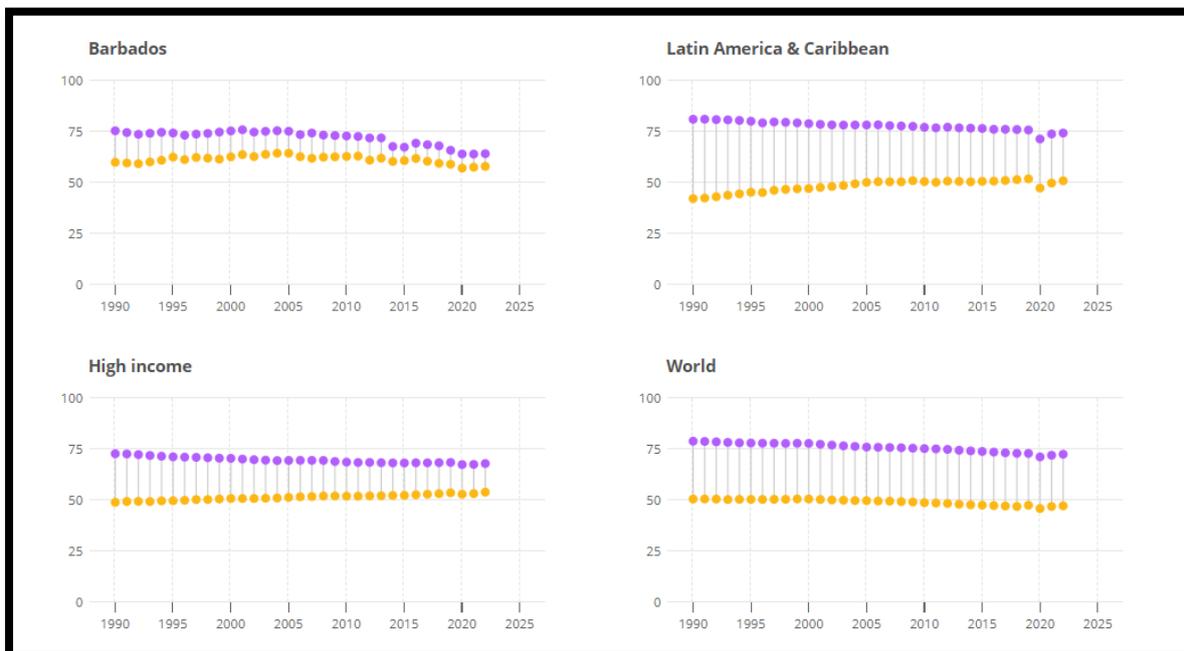


Figure 5 – Labor force participation rate, by sex (The World Bank. Gender Data Portal).

Since 1991, the scenario of vulnerable employment for females in Barbados has exhibited a concerning trend, witnessing a deterioration over time. Workers categorized under vulnerable employment face a higher likelihood of lacking formal work arrangements, social protection, and safety nets, thereby rendering them more susceptible to economic shocks and poverty.

In the specific context of Barbados in 2021, Figure 6 shows the prevalence of vulnerable employment among women, notably recorded at 12.7%, while among men, it stands at 24.6%. These figures underscore the urgent need for a nuanced examination of the factors contributing to the heightened vulnerability of employment for women, necessitating strategic interventions to enhance job security and socio-economic safeguards.

It is imperative to recognize the broader regional context, as Barbados compares favorably in terms of vulnerable employment rates when juxtaposed with the Latin America & Caribbean average. The lower rates of vulnerable employment for both men and women in Barbados signal a positive aspect, yet addressing the gender disparity within this vulnerable employment bracket remains crucial.

Efforts to delve into the root causes of this vulnerability, such as exploring economic structures, social policies, and gender-specific challenges, can pave the way for targeted initiatives. By implementing measures to enhance job security, social protections, and equitable opportunities, Barbados can work towards mitigating the impact of vulnerable employment, particularly among its female workforce, fostering a more resilient and inclusive labor market.

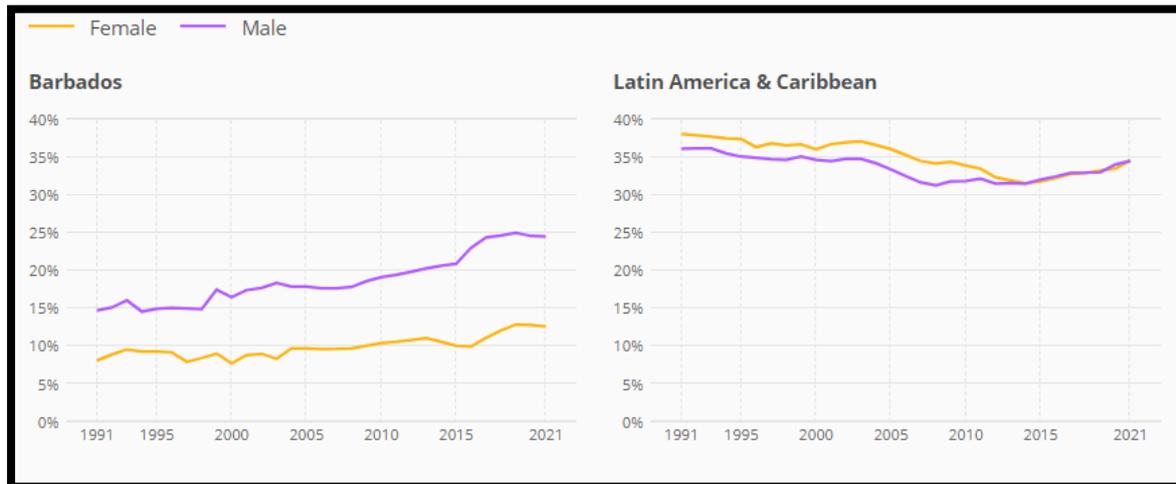


Figure 6 – Vulnerable employment, by sex (% of total employment) (The World Bank. Gender Data Portal)

4.1.4 Poverty

According to the CGA (2016), female-headed households in Barbados are more likely to experience poverty compared to male-headed households. Approximately 47.5% of all households are led by women, and these households have a poverty rate of 19.4%, whereas male-headed households have a poverty rate of 11.5%. Poor female-headed households also face a higher dependency ratio, with 74.8% of non-earners per household, compared to 68.6% in poor male-headed households and 49.9% in the total population.

It is worth noting that women without property or the means to pay rent are effectively homeless, though they often find housing with relatives or friends. The government has implemented targeted poverty-alleviation programs, such as the Community Development and Social Empowerment (CODASE) program, led by the Advisor on Poverty Alleviation and the Millennium Development Goals in the Office of the Prime Minister. Additionally, to address women's economic empowerment as a poverty-alleviation strategy, the BGA provides technical support to the Women Entrepreneurs of Barbados, a non-governmental organization for women micro-entrepreneurs, in collaboration with the Office of the Advisor on Poverty Alleviation and the MDGs. The Labor Force Participation Rate for women stands at 58%, (2022) slightly trailing behind the rate for men, which is recorded at 64.2%. This delineates a discernible gap in favor of men, emphasizing the existing.

4.1.5 Employment

The Labor Force Participation Rate for women stands at 58%, (2022) slightly trailing behind the rate for men, which is recorded at 64.2%. This delineates a discernible gap in favor of men, emphasizing the existing gender disparity in workforce engagement. Delving further into wage equality, it is evident that women earn 71.20% of the salary earned by their male counterparts for similar work. Furthermore, when considering the average estimated income, women's earnings amount to 88% of that of men. These statistics underscore the presence of gender-based wage differentials and emphasize the need for concerted efforts to address and rectify these disparities in the workforce.

In the industrial sector, the representation of women stands at 24.59% compared to the total positions held by men. Conversely, within the services sector, women make up a higher proportion, accounting for 70.87% of the workforce. This disparity underscores the varying levels of gender representation across different sectors, emphasizing the need for targeted efforts to address and rectify imbalances, promoting greater gender equality in the workplace.

In general, more men are employed in the formal economy as information technologists, technicians, professionals such as engineers and occupy top managers or chief executive. Most of these jobs require long hours of specialized training, they are also more competitive, require high level of knowledge and skills and they are generally more secured and are high paying jobs. (Allen, 2016)

The UNWOMEN's 2017 gender analysis of employment in six CARICOM countries, including Barbados, provided valuable insights into the distribution of women's employment across various standardized occupations. Utilizing the International Labor Organization's (ILO) International Standard Classification of Occupations (ISCO) definition, which characterizes occupations as "a set of tasks and duties performed, or meant to be performed, by one person, including for an employer or in self-employment," the analysis aimed to assess the representation of women in different occupational categories.

Specifically, the analysis highlighted that, compared to women, men in Barbados are more likely to be employed in the agricultural sector. However, it is noteworthy that the gender disparity observed in Barbados is comparatively less stark than in some other CARICOM countries like Jamaica and Guyana. This insight suggests that while there may still be gender imbalances in the distribution of employment in certain sectors, the situation in Barbados appears to be more balanced than in some regional counterparts.

With respect to household management, most poor households are headed by women, and therefore women stand to benefit from any treatment in wastewater and increase in the quantities of non-potable water, if it is within their ability to pay for it. Women are usually the ones who spend longer hours doing unpaid domestic work such as cooking, gardening, collecting, and storing water for domestic use, caring for children and the elderly, and the animals (Bobb, 2019)

The findings underscore the importance of continued monitoring and analysis of gender-related employment patterns to inform targeted interventions and policies aimed at achieving greater gender equality in the workforce. By understanding the nuances of occupational distribution, policymakers and stakeholders can develop strategies to address any existing disparities and create more inclusive opportunities for women across diverse sectors of the economy.

Regarding youth, in 2016, 26% of youth were unemployed and 29% were not in education, employment or training (NEET). Male youth had a higher NEET rate at 32% than females (26%). In

2022, the youth unemployment rate was estimated to be 24.5%, with higher rates of unemployment among male youth (27.7%) than female youth (20.8%)⁷.

4.1.5.1 Agriculture Sector

Barbados is classified as a 'water scarce' country, and with agricultural activities reliant on water availability for irrigation, smallholder farmers suffer long dry periods and drought. Thus, it increasingly difficult for smallholder farmers to manage crop planting cycles, pests and diseases. For livestock farmers, increased air temperature and high humidity are often causes cited for depletion of livestock. Tropical storms and rising sea levels are also damaging crops and property⁸.

The agriculture sector exhibits a clear gender disparity, with men dominating the workforce. Labor force statistics highlight the significant imbalance in the participation of men and women. This unequal involvement is connected to gender-based inequalities, particularly in access to crucial resources such as land and credit within the sector. These disparities pose obstacles that render women and their families more susceptible to poverty.

In the Agriculture Sector, farming holds more significance for many women in the Caribbean than just a job. Women often engage in subsistence agriculture to support their families, while men are more inclined toward cash crop production. Notably, Barbados CGA indicates that a considerable number of small subsistence plots and the smallest farms in Barbados are owned by women. On the contrary, larger farms are predominantly owned by men, constituting close to 80% of all farms in Barbados (79.7%). It is crucial to highlight the role of the Association of Women in Agriculture as a pivotal stakeholder for this project.

The limited ownership of resources, such as land and formal work documentation, which could serve as collateral, creates barriers for women to access credit for agricultural purposes and other productive activities. Some women depend on male relatives with collateral to apply on their behalf, while others, particularly unmarried women, face challenges in accessing credit. Facilities designed to assist farmers in obtaining credit for enhancing irrigation or utilizing reclaimed water should be cognizant of these barriers that women often encounter when seeking formal financial support to upgrade their agricultural production.

4.1.5.2 Fisheries Sector

A case study conducted by the Gender in Fisheries Team and UWI Centre for Resource Management and Environmental Studies, as part of the 2014 Barbados Green Economy Scoping Study for the Government of Barbados (GOB), highlighted the significance of the fishing sector as a major water user. Any alterations in water quantity and quality could significantly impact the activities and value chain within the fisheries sector. Gender-related findings indicate that men typically dominate the harvest sector in Caribbean small-scale fisheries, whereas women play crucial roles in the post-harvest sector, including fish processing and trade, as well as in ancillary activities such as financing.

⁷ Policy Brief. Gender Inequality and Climate Change and Disaster Risk in Barbados, UN Women and United Nations Trust Fund for Human Security, July 2023.

⁸ Policy Brief. Gender Inequality and Climate Change and Disaster Risk in Barbados, UN Women and United Nations Trust Fund for Human Security, July 2023.

4.1.6 Gender equality in national parliament

As of 2022, women hold 26.7% of the seats in the national parliament in Barbados. (Figure 7) This metric, known as women in parliaments, signifies the percentage of parliamentary seats in a single or lower chamber that are occupied by women. Over the years, there has been a notable upward trajectory in the proportion of parliamentary seats held by women in Barbados, indicating progress in women's political representation.

Comparatively, despite the positive trend, the current rate falls below the average observed in high-income countries. This highlights both the advancements made and the continued challenges in achieving gender parity in political leadership within the specific context of Barbados. Analyzing factors contributing to this gap and exploring strategies to further enhance women's participation in political decision-making processes can be pivotal for fostering inclusive governance and strengthening democracy in the country. Ongoing efforts to address barriers and promote gender-sensitive policies may contribute to closing the gender representation gap in Barbados' national parliament.

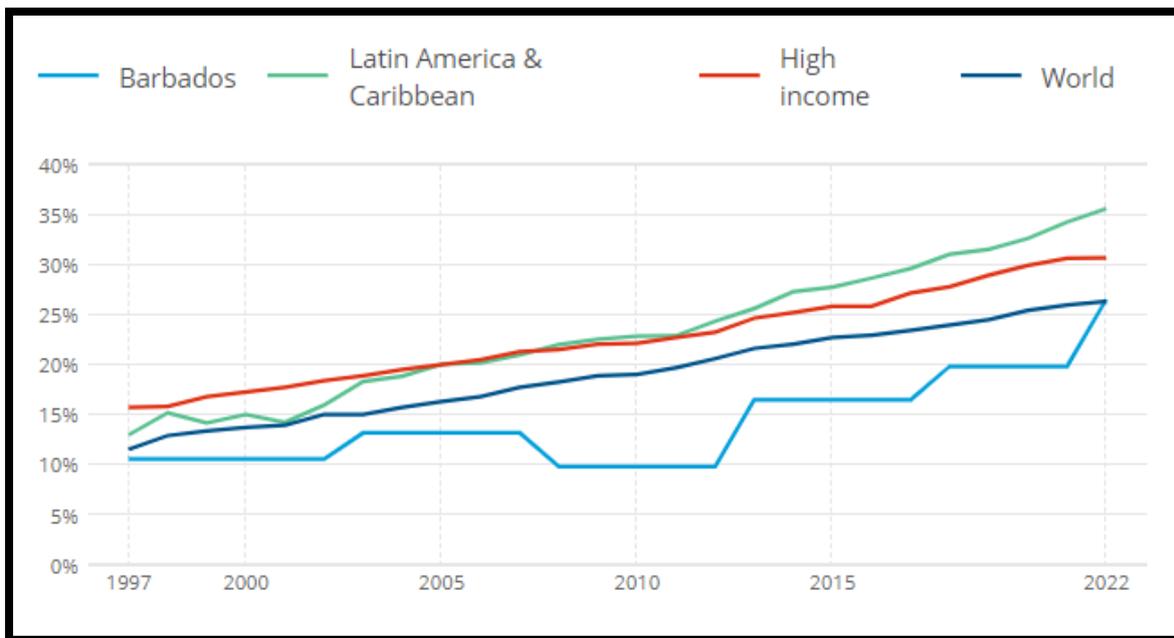


Figure 7 – Seats held by women in national parliaments, female (%) (The World Bank. Gender Data Portal).

Data regarding the involvement of women in the voting process, information obtained from the Report on the Barbados General Election, 2013- 2018, is presented in tables 4, 5 and 6.

Table 4 – Women Registered Voters over four national elections

Year	Number of Women Registered Voters	Number of Male Registered Voters	Proportion of Women Registered Voters	Total Registered Voters
2003	115,789	104,034	52,6%	220,093
2008	123,348	123,348	52,4%	235,510
2013	129,903	119,121	52,1%	249,024
2018	134,750	124,151	52,0%	258,901

Table 5 – Trends in voter turnout of women in national elections (2013-2018)

Year	Number of Women who voted	Proportion of Women who voted
2013	85,565	66%
2018	86,425	64%

Table 6 – Trends in women candidates over the past four national elections

Year	Number of Women	Proportion of Women
2003	9	14,5%
2008	10	14,5%
2013	12	17,6%
2018	37	27,6%

From the gathered information, it can be inferred that women registered to vote represent slightly more than half of the electorate. However, their participation in the total voting turnout was 66% in 2013 and 64% in 2018. In this regard, female participation at the time of voting is higher. Nevertheless, upon analyzing female candidates (Table 6), it is evident that while the participation of women in occupying positions has been increasing over the years, it was a quarter of the total candidates in 2018 and, as previously noted, 26.7% in 2022.

Table 7 – Select decision making positions by sex for 2021.

Positions	Total	Male		Female	
		No	%	No	%
Elected Members of Parliament	30	23	77%	7	23%
Members of Cabinet	26	19	73%	7	27%
Senators	21	13	62%	8	38%
Permanent Secretaries (2020)	27	8	30%	19	70%
Judges of High Court	14	7	50%	7	50%
Magistrates*	10	5	50%	5	50%
Judges of Appeal	5	3	60%	2	40%

Table 7 shows the decision-making positions by sex for 2021. A clear gender inequality is observed in political and executive roles, with a higher male representation in parliament, the cabinet, and the senate. However, in the judiciary, gender distribution is more balanced, especially among high court judges and magistrates. Only in the realm of permanent secretaries, women have a significantly higher presence compared to other positions analyzed. 70% of permanent secretaries are women, while 30% are men.

4.1.7 Gender equality in senior and middle management

A critical metric gauging autonomy in decision-making, women's participation currently hovers below the 26% mark, as reported by the World Economic Forum in 2023. Additionally, the data reveals that only 43.50% of firms boast female participation in ownership, underscoring the existing gender gap in the entrepreneurial landscape. Furthermore, a mere 25.40% of firms have women occupying top managerial positions, shedding light on the underrepresentation of women in key leadership roles within organizations. These highlight the pressing need for targeted initiatives to enhance women's involvement and leadership across various sectors, fostering a more inclusive and equitable landscape.

Finally, in 2019, women accounted for a noteworthy 47.7% of the workforce employed in senior and middle management positions in Barbados. This substantial representation places the female share of employment in this category within the highest quintile among all countries for which data is available.

This data underscores Barbados' commendable achievement in fostering gender diversity within the higher echelons of organizational management. The notable percentage of women in senior and middle management positions signifies progress in breaking down traditional gender barriers in the professional sphere.

As Barbados continues to outperform on the global scale in terms of gender representation in managerial roles, it sets a positive example for promoting inclusive workplace practices and women's empowerment. Ongoing initiatives and policies that support gender diversity in leadership positions can further solidify Barbados' standing as a beacon of progress in the realm of professional gender equality.

4.2 Gender equality indicators

Gender Equality Indicators refer to sixteen measures adopted by the United Nations to track progress made by member states towards achieving the goals of SDG 5. CARICOM has adopted a regional list comprising thirty-three GEIs. This gender analysis applied some of the gender equality indicators adopted by the GOB from the CARICOM list of GEIs, as specified in table 8 below.

Table 8 – National list of Gender Equality Indicators Applied by category.

No	Category	CARICOM	CARICOM/NATIONAL INDICATOR
1	Economic Activity	Indicator 1 Indicator 8 Indicator 10 Indicator 11	<ul style="list-style-type: none"> • More of the persons in poverty are women • 15.7% of Barbados population lives in poverty • Poor women 21%, Poor men 13.96% Extreme poorwomen: 4.7%, Extreme poor men: 2.7% (Beuermann, 2017)
2	Education	Indicator 14	Barbados Population statistics: <ul style="list-style-type: none"> • 90.68% completed tertiary education • 93.4% completed primary education • 89.5% and 87.6% females and males respectively with at least secondary education (Allen et al. 2016) More women, 40 years and under have university education 50% of emigrants as against 30% of locals have university
3	Public Participation	Indicator 2 Indicator 29	Parliament has 30 seats. Women including the Prime Minister, holding 6 seats or 20% compared to 24 seats or 80% held by men. ¹²
		Indicator 30	Head of State: Governor General is a woman.
		Indicator 31	The Cabinet comprises nineteen (19) or (73%) men and seven (7) or 27% women ¹³

The Global Gender Gap Index from the World Economic Forum was first introduced in 2006 to measure the extent of the gap between women and men in terms of health, education, economy, and political indicators. It is used to understand the extent to which resources and opportunities are distributed fairly between men and women in the 142 countries it analyzes, allowing for comparisons.

In the latest report, Iceland is in first place, followed by Finland and Norway, which are the countries with the smallest gender differences. At the bottom of the ranking are Afghanistan, the country with the largest gender gap, followed by Pakistan and the Democratic Republic of the Congo.

Specifically, the Gender Gap Index analyzes the following areas:

- Economic participation and opportunity: salaries, participation, and highly skilled employment
- Education: access to basic and higher education levels
- Political participation: representation in decision-making structures
- Health and survival: life expectancy and male-female ratio

Barbados has a gender gap of 76.9%. With this percentage, Barbados ranks 31st in the global ranking out of 146 countries (Figure 8). The differences between men and women are not significant when compared to the rest of the analyzed countries. In Barbados, the disparities between men and women have decreased compared to the previous year, as seen in the following figure.

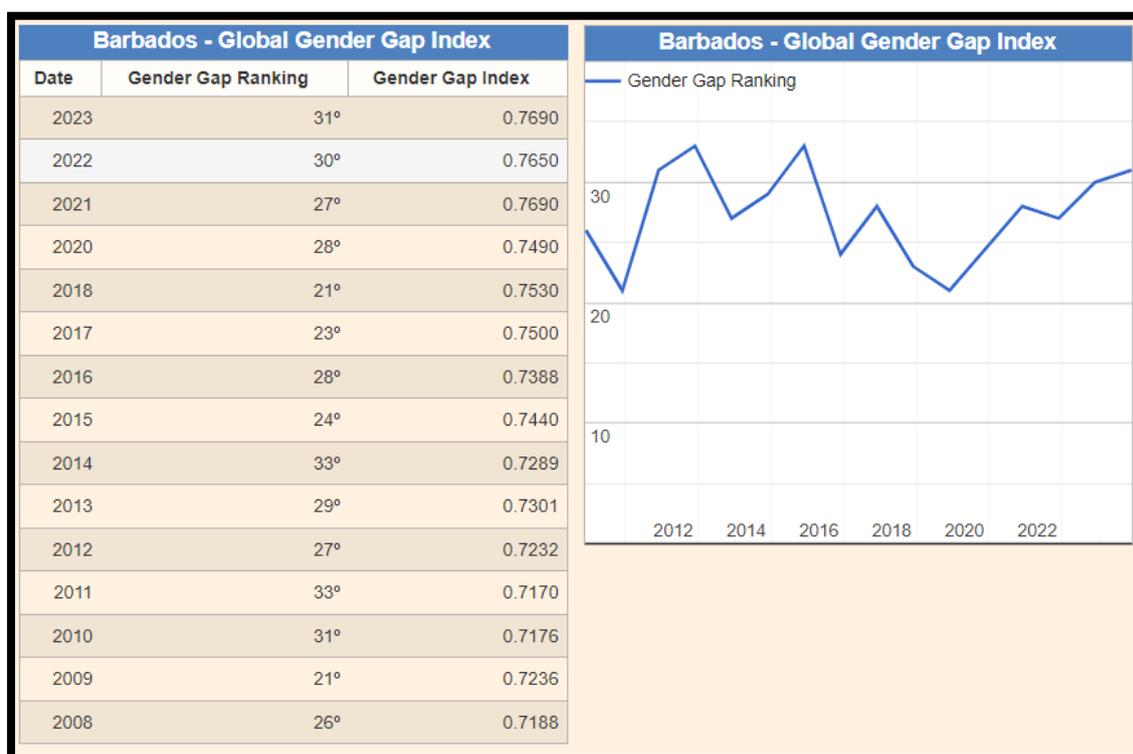


Figure 8 – Barbados global gender gap index (2008-2023). (Source: Country Economy Portal Data, 2023)

4.3 Gender Equality and Diversity

This report examines gender equality from a broad perspective which embraces the human rights of all citizens in Barbados.

It addresses equality among men, women, and the LGBTQ+ community, and diverse population groups including PwD to avoid discrimination in the society regardless of gender identity and diversity. It is important to address gender equality from this perspective to bring parity between genders and persons of LGBTQ+ orientation thereby, respecting their rights as humans. The ILO has taken initiatives to address issues relating to women and LGBTQ+ on the sex-based discrimination by advancing the rights of low-waged women and families of the LGBTQ+ community. Much has been achieved in terms of human rights of women and people of LGBTQ+ community. Also, a case can be made for the inclusion of women and social minorities in the gender equality debate. Johnson (2019) argues that gender equality, gender management, and gender mainstreaming approaches often neglect most problems encountered by individuals from the LGBTQ+ community and women of color. Achieving gender equality requires a framework that incorporates vulnerable groups, such as LGBTQ+, into projects without discrimination.

In that line of thought, in May 2023, USAID, in collaboration with UWI and UNDP, conducted a national LGBTQ+ Survey. The National LGBTQ+ Survey, including qualitative components like interviews and desk research, highlights persistent social exclusion, stigmatization, and discrimination experienced by some LGBTQ+ individuals in Barbados. The survey focuses on eight thematic areas: Citizen Security, Education, Employment, Health, Housing, Violence, Justice, and Political Participation. Results indicate discrimination in workplaces and educational institutions, with respondents often concealing their sexual orientation and gender identity to avoid discrimination. The study reveals instances of violence, impacting mental health, with high rates of suicidal ideation.

The report emphasizes the influence of intersecting identities, socio-economic status, and support systems on individuals' experiences of exclusion. While recognizing socio-legal changes, the study recommends ongoing collaboration between LGBTQ+ organizations, research institutions, and development partners for updated and reliable data. Specific recommendations include sensitization activities for teachers, policies against bullying, comprehensive sexuality education, workplace harassment prevention policies, legal reforms, and inclusive housing initiatives. Health-related suggestions involve ongoing sensitization for healthcare providers, mental health support teams in schools, and training for medical students on LGBTQ+ issues.

Additionally, the report identifies the need for further research on intersex people, transgender individuals, and elderly LGBTQ+ individuals. The recommendations aim to enhance inclusivity, raise awareness, and address legal and policy gaps, fostering a more tolerant and supportive environment for the LGBTQ+ community in Barbados.

A significant percentage of gay and lesbian adults face some form of discrimination especially on the job although it is argued that there has been progress over the last two decades legally. However, the LGBTQ+ community still experience gender bias in Barbados. For example, LGBTQ+ persons currently do not have the same rights as non- LGBTQ+ people. Intimate acts performed by LGBTQ+ persons in Barbados are still considered to be illegal and there is a penalty where the maximum sentence is life imprisonment although it is not enforced. The Barbados Today Newspaper, (2014) reported that stigma and discrimination manifest in various forms, including property damage, ostracism, and verbal abuse from both strangers and family members. It encompasses unjustifiable denial of employment and housing, as well as rejection and abandonment by family, friends, and society at large.

Every effort is made to advance the cause of all vulnerable groups of all genders, to avoid any form of discrimination and ensure that everyone's needs are adequately addressed in the Project cycle.

4.4 Sexual and Gender Based Violence

Studies conducted by the Bureau of Gender Affairs/Caribbean Development Research Services in 2009, reveal that there is a 27% prevalence of violence among adult women in the region. Patriarchal gender norms are frequently used to justify acts of violence against women who deviate from societal expectations within the confines of the private, domestic sphere. These norms reinforce male dominance over the bodies of women and girls, claiming entitlement to sexual gratification and providing a rationale for sexual violence. Furthermore, a study on interpersonal violence in three Caribbean countries—Barbados, Jamaica, and Trinidad and Tobago—underscored that violent acts are predominantly committed by a partner within a relationship (59.0% on male victims and 66.7% on female victims). Notably, the study found that violence levels decreased with the age of victims, falling from 72.4% among 15–18-year-olds to 67.3% among 27–30-year-olds. Incidents of physical violence and sexual coercion also decreased with age. Reported physical violence decrease from 66.2% among the 15–18-year-olds to 49.0% among the 27–30-year-old, while reported sexual coercion fell from 60.328% among the 15–18-year-olds to 50.1% among the 27–30-year-olds.

For Barbados, of survey respondents 50.0% of women compared to 44.7% of men revealed experience of physical aggression within an intimate partner relationship. Similarly, 52.8% of women and 39.6% of men reported sexual coercion in Barbados. Reports of Domestic Violence across the Organization of Eastern Caribbean States increased during the COVID-19 lockdown. The UN Women identifies that Barbados, in particular, experienced an approximately 38 per cent increase in reported cases of domestic violence, many of which were intimate partner violence.

While Gender-Based Violence is more prevalent in intimate partner settings, it is also notably present in public spaces. However, there is limited information and no comprehensive study on Sexual and Gender-Based Violence in the workplace in the Caribbean, specifically in Barbados. The International Finance Corporation (IFC) highlights that 30%-50% of women in Latin America and the Caribbean have experienced sexual harassment at work. On a positive note, Barbados, along with Belize and the Bahamas, has specific legislation addressing sexual harassment.

The Family Conflict Intervention Unit (FCIU) of the Barbados Police Service operates with a commitment to confidentiality while engaging with both perpetrators and victims of domestic violence, as well as the broader community, to raise awareness about the issue. The FCIU has observed that the issuance of emergency protection orders and warnings to perpetrators has contributed to an increased perception of the issue's seriousness. The following table presents specific statistics gathered by the FCIU concerning victims and perpetrators of domestic violence, with a focus on the year 2020:

Table 9 – Woman aged 15-49 Subjected to Physical Violence (July 202-Juli 2021)

Type of physical violence	Number
Women aged 15-49 years subjected to physical violence by an intimate partner	138
Women aged 15-49 years subjected to physical violence by other	37
Women aged 15-49 years subjected to sexual violence by an intimate partner	6
Women aged 15-49 years subjected to sexual violence by other	5

Table 10 – Relationship status within domestic violence reported cases.

Month	Husband/ Wife	Boyfriend /Girlfriend	Separated	Same Sex	Relative	Total
January	1	11	16	1	• 6	35
February	3	7	11	0	8	29
March	2	7	11	0	4	24
April	1	4	5	0	12	22
May	2	17	10	0	21	50
June	2	1	6	0	10	19
July	2	11	10	0	21	44
August	5	9	13	1	18	46
September	1	4	11	0	12	28
October	3	66	10	0	14	33
November	22	10	13	0	13	38
December	1	9	8	0	16	34
Total	25	96	124	2	155	402

Table 11 – Sex of Suspected Aggressors within domestic violence reported cases.

Month	Male	Female	Total
January	32	2	34
February	28	1	29
March	24	0	24
April	19	3	22
May	46	3	49
June	18	1	19
July	39	5	44
August	41	5	46
September	24	4	28
October	30	3	33

Month	Male	Female	Total
November	25	3	28
December	28	5	33
Total	354	35	389

Table 12 – Sex of Suspected Victims within domestic violence reported cases.

Month	Male	Female	Total
January	2	33	25
February	3	27	30
March	1	23	24
April	3	19	22
May	11	41	52
June	15	36	51
July	13	31	44
August	10	36	46
September	9	20	29
October	7	26	33
November	8	30	38
December	8	24	32
Total	90	346	436

The data presented in Tables 11 and 12 indicates that women are predominantly affected by gender-based violence, while men are identified as the primary perpetrators of such acts. Recognizing the importance of involving men and boys in the effort against gender-based violence, the Bureau of Gender Affairs has implemented a Masculinity program. One aspect of this program involves collaboration with young males from secondary schools across the island. In recent years, the Bureau conducted workshops addressing gender-based violence and its connection to masculinity. These workshops included students from the Lester Vaughn Secondary School, the Parkinson Memorial Secondary School, and, most recently in 2021, students from the Princess Margaret Secondary School via a virtual platform.

The Government of Barbados aims not only to address the victims of gender-based and domestic violence but also provides support and counseling for perpetrators through the Partnership for Peace

program. Launched in 2012 within the Ministry of Social Care, this psycho-educational program exposes perpetrators to various topics with the goal of promoting non-violent behavior. Since its initiation, around 120 males have participated in the program, with many expressing positive outcomes. The program has now been transferred to the Bureau of Gender Affairs, where ongoing efforts are being made to commence the first cohort of applicants in the coming months.

Additionally, the Government of Barbados has taken steps to combat gender-based violence by establishing a National Committee on Gender-Based Violence. This committee comprises several government and non-governmental agencies with a mandate to develop a national action plan against gender-based violence.

Efforts to address gender-based violence in the workplace have also been initiated. The Ministry of Labor, Social Security, and the Third Sector launched the gender-based violence in the workplace initiative.

In addition to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Barbados has ratified key international and regional human rights instruments related to gender equality, including the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women. Amendments to domestic violence laws in 2016 expanded powers to the police, revised definitions of domestic violence forms, and addressed electronic means to perpetuate violence. The Employment Sexual Harassment (Prevention) Act, passed in 2017, provides a platform for complaints about workplace harassment.

The prevalence of violence against women, especially young women and girls, necessitates a cautious approach in implementing community-based interventions under the Project. The Barbados Water Authority (BWA) acknowledges the potential risks arising from infrastructure works within communities. This projects, while bringing social transformation, may exacerbate existing risks of Sexual and Gender-Based Violence (SGBV). Addressing SGBV, including exploitation and harassment, in infrastructure projects is crucial, as construction sites can become spaces where female workers, individuals with diverse gender identities, and those living or working in the vicinity may be victimized. Preventing SGBV is essential to ensure the well-being of vulnerable groups in the project vicinity. If left unaddressed, sexual and gender-based violence can easily be overlooked. Women working in traditionally male-dominated contexts, isolated workspaces, or occupations where they constitute a small minority may face an increased risk of SGBV.

4.5 Gender Equality and Climate Change

Barbados, like most Caribbean countries, has a high risk of vulnerability. Most of the population is concentrated within an urban corridor that lies within 2 km of the shore and below 25 meters in elevation. The areas of high population density, critical infrastructure and supporting industries are particularly at-risk and vulnerable to storm surges, sea level rise, increased tropical storm and hurricane intensity, as well as flooding and drought. Climate models project a warmer and drier Caribbean, leading to potential water scarcity. The most vulnerable are low-income families who have fewer choices in the housing market and are more likely to live in environmental danger zones. Vulnerable groups impacted by climate and disaster risks in the country include working class men and women, youth, single mothers, adolescent mother, the elderly and persons with disabilities.

Research consistently emphasizes the disproportionate vulnerability of women to climate change effects, especially in rural areas where dependence on local natural resources is high. Recognizing women as both vulnerable to climate change and effective agents of change in mitigation and adaptation is crucial to plan Gender-sensitive strategies are to address environmental and humanitarian crises induced by climate change.

Numerous studies support the assertion that gender inequity exacerbates the impacts of climate change. Involving more women and LGBTQ+ persons in climate change responses is seen as pivotal to global efforts. Gender and diversity inequalities translate to limited adaptation abilities, affecting access to services, decision-making, and asset control.

Women are further limited by gender norms, roles, and biases across the ecology of Caribbean countries. For women, their role as caregivers and homemakers can be challenged by effects of climate change on availability of food and water and fuel scarcity. These may force women to spend more time trying to access these resources and thereby affects their expected roles as homemakers and breadwinners. Such challenges increase stress and tension within the home and can subsequently lead to manifestations of gender-based violence. Loss of income and resources due to climatic events may also lead to sexual and domestic violence against partners or children.

Climatic events exert profound and enduring impacts on the impoverished and vulnerable segments of society, those least equipped to withstand the severe consequences. The Economic Commission for Latin America and the Caribbean (ECLAC) has issued technical reports highlighting the environmental vulnerability of Caribbean Small Island Developing States (SIDS), with a specific focus on Barbados. ECLAC's stance asserts that vulnerability is, to a certain extent, shaped by gender dynamics.

Barbadian strategies aimed at tackling climate change recognize the imperative to assist the poor and disadvantaged, individuals lacking adequate resources or safeguards against climate-induced shocks. However, these strategies fall short of explicitly outlining measures to systematically and sectorally advance gender equality concerning climate change issues.

Poverty data specific to Barbados underscores a notable gender dimension, with a higher percentage of women being both represented and impacted within the impoverished and vulnerable groups. The Caribbean Development Bank's Gender Assessment Report for Barbados reveals a substantial poverty rate among female-headed households, with 19.4% falling below the poverty line. In comparison, 11.5% of male-headed households and 15% of all households experience poverty, as documented in the report by Baksh & Associates (2016). This data emphasizes the disproportionate economic challenges faced by women in Barbados, particularly those heading households.

The IUCN believes that it is possible to strengthen climate action by promoting gender equality. They argue that since women and men have different experiences with climate change, persistent gender inequalities worldwide will hinder communities' ability to adapt. The IUCN suggests that acknowledging and appreciating women's vital contributions in roles like decision-makers, stakeholders, educators, caregivers, and experts can lead to effective and long-lasting solutions to climate change. They also point out that women have been at the forefront, leading the way towards fairer and more sustainable approaches to climate challenges.

Gender Assessment of the 3R-CReWs project (2022) mentions some effects of climate change on gender issues in the Caribbean, as shown in Figure 9.



Figure 9 – Gendered Impact of Climate Change in the Caribbean. (Gender Assessment 3R-CReWs, 2022)

4.5.1 Gender Responsive Disaster Preparedness and Recovery in the Caribbean

The Global Facility for Disaster Reduction and Recovery (GFDRR) of the World Bank, in collaboration with the Caribbean Resilience Facility (CRF), conducted a comprehensive desk review on Gender Responsive Disaster Preparedness and Recovery in the Caribbean. The primary findings of this review are as follows:

- Women in the CRF countries encounter diverse gaps in accessing health services, social protection, vocational and technical education, productive resources, economic opportunities, and avenues for voice and agency. These disparities are intricately linked to their heightened vulnerability to disasters and climate change hazards.
- While indicators for educational attainment, measured in terms of the number of years of education, are nearly identical for men and women in CRF countries, a notable gender gap persists in technical and vocational programs. This gap could impede women from enhancing their access to income-earning opportunities, especially in the recovery and reconstruction phases in post-disaster settings.
- Substantial evidence indicates that in resource-poor nations, women become more susceptible to reproductive and sexual health problems during disasters. This underscores the imperative to incorporate women's health as a critical component of disaster relief programs.
- An examination of social indicators in CRF countries reveals various gender gaps in social protection, rendering women more vulnerable to disaster impacts due to their inferior safety nets compared to men.
- Women's domestic responsibilities and their primary role in ensuring their families' well-being restrict their economic opportunities and intensify burdens imposed on them in disaster situations.
- Higher unemployment rates, limited access to economic opportunities, lower wages, vulnerable employment, and inadequate social support systems for domestic workers contribute to women's restricted access to safety nets compared to men, exacerbating their vulnerability in disaster situations.
- Although precise statistics on the number of women in Disaster Risk Management (DRM) and climate change-related decision-making positions are unavailable, a general trend, based on

the representation of women in national parliaments and ministerial/managerial positions, indicates significant gender gaps in decision-making roles.

- Country reports from CRF countries provide evidence of persistent violence due to insufficient protection measures for Gender-Based Violence (GBV) victims, limited responsive care, treatment, psychosocial support, and other essential services. Importantly, this trend intensifies during disasters and in post-disaster settings.
- There is a prevailing lack of focus on analyzing the vulnerability and capacity of men and boys, coupled with limited efforts to effectively engage them as allies in achieving gender equality in disaster preparedness and recovery.

4.6 Water Reclamation and Gender

4.6.1 Gender and access to water

When access to water is limited or nonexistent, women are the main ones in charge of looking for it and bringing it home (72% women and girls compared to 28% men and boys worldwide), both for family consumption and to fulfill their obligations, housework, and care⁹. A case study conducted by Bobb (2019) outlines the difficulties faced by individuals of different genders in accessing clean water. The study emphasizes that access to water is crucial for overall quality of life and has distinct impacts on men and women. The case specifically focuses on Wendy, a 34-year-old married mother of two residing in St. John, Barbados. Wendy's household, for a significant portion of the year, consists only of her and her two children, as her husband, Bernard, works abroad in the farm labor program, contributing financially to the household.

In essence, the case study (Bobb, 2019) reveals that Wendy dedicates a minimum of thirty-two hours per week to paid work and twice that amount to unpaid domestic responsibilities, including cooking, washing, gardening, childcare, and managing animals, as well as fetching and storing water for domestic use. In contrast, men spend around forty hours a week on paid work but invest significantly less time in unpaid domestic chores. While this case study may not fully represent the situation across all of Barbados, it does underscore a prevalent pattern in the country. Several studies in Barbados have indicated that women, often single parents, engage in income-generating activities in both formal and informal sectors, while also shouldering most unpaid caregiving responsibilities.

Moreover, worldwide, about 300 million women and girls menstruate daily. The lack of access to a clean and safe toilet affects the proper management of menstruation, limiting the participation of adolescents and girls in educational and social spaces. Statistics in LAC indicate that the educational levels completed by girls at the primary and secondary levels are related to access to piped water, hygienic services, and sewage. This situation is even more difficult when it comes to people with disabilities since it deepens their isolation and the situation of poverty. Analyzing non-potable water generation, distribution and re-use, the overall implication of the available body of work suggests that sustainable aquifer yields could decrease by around 50% by 2050. Approximately 57 Mm³/yr is extracted from groundwater resources for domestic potable water distribution and an estimated 11

⁹⁹ Monje, Andrea; Nunez, Anamaria y Subuza, Dolores (2016), *¿Tiene genero el agua?* Inter-American Development Bank.

Mm3/yr is extracted for agricultural irrigation. The exact amount of water extracted by agriculture is much higher as most points of extraction are un-metered private wells.

A study on Non-Potable Water Generation, Distribution and Re-use: Analysis of Alternatives, which was published in May 2021. The study identified that wastewater that is not safe for drinking but can be recycled or reclaimed for specific non-potable purposes. The study examined three forms of non-potable water namely; a) stormwater which is water from precipitation such as rain; b) greywater which is wastewater generated in households or office buildings from sinks, showers, baths, washing machines or dishwashers. It is easy to treat and reuse greywater for the purposes of flushing toilets, landscaping, crop irrigation and other non-potable uses; and c) blackwater which is wastewater generated from toilets and contains pathogens such as feces, urine water and toilet paper from flushed toilets. The paper identified at least three ways to tackle the issue of water scarcity such as; a) increase water rates, to encourage less water wastage; b) offer subsidies to deprived and vulnerable groups of the society; and c) promote collaboration between public and private sectors to develop innovative public-private partnership project models for the generation of water.

The present project should increase the water supply and consequently minimize the negative impact of climate change on women and vulnerable groups with respect to social and economic issues. Therefore, Women and other vulnerable groups stand to benefit from the recycling and reuse of reclaimed water because this will be contributing to a reduction in water scarcity and make more quantities of water available to women as the larger consumers of water domestically.

While the potential benefit to women and vulnerable groups is noted, it is also important to note the financial, informational, and unpaid work barriers that may impede women heads of households and women led enterprises, including those in agriculture from benefiting equally from access to reclaimed water. Strategies, Operational plans and policies must equally consider these barriers to sustained access to services by vulnerable groups.

Although water reclamation is not always at the top of the agenda when discussing gender issues, women are more likely to be affected by lack of water treatment, reuse, and poor management than men because they are more in direct contact with food, feces, childcare, and healthcare.

4.6.2 Sex- disaggregated data of water and sanitation

The water sector faces additional gender-related challenges, particularly concerning the lack of adequate sex-disaggregated data. This deficiency is observed both nationally and internationally, highlighting a significant gap in sex-specific data related to water and sanitation. The Beijing Declaration, dating back to 1995, urged international organizations, NGOs, and the private sector to establish "gender-sensitive databases, information, and monitoring systems" to understand the impact of environmental degradation on women, including issues like unsustainable production, consumption patterns, drought, poor water quality, global warming, desertification, and sea-level rise. This absence of data results in service delivery gaps and hinders the achievement of equitable access to water and sanitation services.

This data gap became apparent during the development of the Gender Assessment. Based on the roles played by men and women and the resources available to them, the analysis suggests that, within the domestic sphere, the availability of affordable reclaimed wastewater could benefit women in fulfilling their caregiving roles. It might also alleviate the burden of their dual responsibilities as both breadwinners and caregivers. However, the scarcity of research and data specific to the wastewater

sector, especially the lack of sex-disaggregated data, poses a challenge in presenting robust evidence-based actions.

4.6.3 Social implications of enhancing Water Systems

The project is poised to bring about numerous positive impacts on society, particularly in enhancing health conditions, with a focus on benefiting women and other vulnerable groups. By offering farmers the opportunity to utilize nutrient-rich reclaimed water as fertilizer for irrigation, operational costs for farmers of all genders could be significantly reduced. Additionally, if the reclaimed water is employed to replenish the aquifer, it would contribute to enhanced water reliability for the entire population, thereby benefiting businesses, residents, and tourists alike. This strategic use of reclaimed water offers farmers a more dependable water source, especially crucial during periods of drought when well water levels are often adversely affected.

Beyond these environmental advantages, the project carries substantial social benefits, including the generation of short-term employment opportunities during the preparatory and construction phases. Furthermore, it provides a platform for the integration of gender considerations across all adaptation and mitigation initiatives, fostering long-term partnerships among stakeholders. The initiative also presents an opportunity for enhancing capacity building and research to inform climate action, alongside training opportunities for employees of the Barbados Water Authority (BWA). Women stand to gain significant inclusion in the project's implementation, addressing issues of particular concern to them.

To maximize the positive impact, it is recommended to engage in proactive public education efforts, such as inviting schools and other community groups to visit the project site and gain firsthand knowledge of its positive activities. It is imperative to ensure that the project is conducted without discrimination, and effective communication strategies should be implemented to counteract potential negative media coverage that could adversely affect project outcomes.

5 Gender Action Plan

5.1 Introduction

Based on the results of the assessment, the Gender Action Plan presented in this section identifies gender-sensitive actions which shall be adopted and mainstreamed when the activities included in the funding proposal are implemented. Specific indicators to measure and follow-up on these actions are also proposed.

The Barbados Water Resilience Project is an initiative poised to enhance the nation's water security, mitigate climate change impacts, and fortify environmental and public health conditions. In line with the project's overarching objectives, this Gender Action Plan is a strategic framework designed to ensure that the benefits and outcomes of the project are inclusive, equitable, and responsive to the diverse needs of all individuals within the community.

Recognizing that gender equality and social inclusion are pivotal for sustainable development, this plan addresses the multifaceted dimensions of gender and diversity throughout the project's components. The project is examined through a gender lens to amplify positive impacts, foster inclusivity, and empower marginalized groups. Through this approach, the plan seeks to elevate women's participation, address gender disparities, and create an enabling environment for marginalized groups, thereby contributing to the resilience and sustainability of the Barbados Water Resilience Project.

By emphasizing gender-responsive and social inclusion policies, inclusive practices, and targeted initiatives, this Gender Action Plan is positioned to drive transformative change. It aligns with global sustainable development goals, regional frameworks, and Barbados' national policies to forge a path towards a more equitable and resilient water management system. This Gender Action Plan sets the stage for an integrated approach to mainstream gender and diversity considerations at every stage of the project, ensuring that the benefits of water reclamation are realized by all members of the community.

5.2 GAP Expected Impact

The goal of this Gender Action Plan is to enhance gender equality and social inclusion throughout the components of the Barbados Water Resilience Project, contributing to increased water resilience, improved environmental conditions, and strengthened sector institutions. Additionally, this Plan seeks to improve the quality of life for the general population and vulnerable residents, especially women and diverse population groups of Barbados.

5.3 Outcomes

The expected outcome of the GAP is to achieve gender-responsive, socially equitable, and sustainable water resource management in Barbados, with a focus on promoting equal opportunities, reducing water insecurity, and enhancing environmental and public health conditions.

The expected outcomes are divided by project stage and program component, as described below.

Each of the outcomes assigned to the components is related to an output, specified in the table that follows, section 6.4.

5.3.1 Project Stages

5.3.1.1 Project Initiation Stage

- Mainstreaming gender and diversity analysis is made.
- Goals, assumptions, priorities, roles and responsibilities, schedule, deadlines, and risks of the Project are analyzed within a gender and diversity perspective.
- Specific gender and diversity consultations ensure that key stakeholders, including representative groups of women and diverse groups .
- The team in charge of project planning is gender-balanced and considers social inclusion.

5.3.1.2 Implementation Stage

- Gender equality and social inclusion in the management and governance structures are promoted.
- Sensitive stakeholder consultations are made. Women's groups and other diverse groups actively participate in consultations.
- Consultations keep stakeholders engaged, ensure ongoing communication, address concerns, and assess the project's effectiveness and impacts.
- The hiring of personnel is conducted with a gender and diversity perspective.
- Gender sensitivity training is delivered.

5.3.1.3 Monitoring and Evaluation Stage

- Gender and social inclusion sensitivity practices of the Project are overseen, guided and coordinated by a gender and diversity focal point with support of the M&E Specialist, ensuring that the project has a gender and diversity perspective and enhance gender equality, women's empowerment, and social inclusion.

5.3.1.4 Project Closure Stage

- Men and women equally participated in project-related training programs.
- Men and woman have equally access to and benefits from reclaimed water resources.

5.3.2 Project Components

5.3.2.1 Water Reclamation Infrastructure

- Successful construction and operation of New South Coast Water Reclamation and Re-Use Facility (SCWRRF).
- Upgrade of Existing South Coast Sewage Treatment Plant (SCSTP)
- Environmental standards and energy- efficient technologies incorporation.

Outputs: 1, 2, 3, 5

5.3.2.2 Reclaimed Water Reuse

- Agriculture Reuse of Reclaimed Water Pipeline
- Aquifer Recharge Infrastructure finished
- Enhanced water reuse for agriculture, reducing water insecurity and promoting aquifer recharge with low carbon emissions.

Outputs: 1, 2, 3, 5

5.3.2.3 Graeme Hall Swamp Conservation

- Environmental Studies and Monitoring Plan Implementation
- Improved environmental conditions and biodiversity protection in the Swamp area.

Outputs: 1, 2, 3, 4

5.3.2.4 Institutional Strengthening

- Governance and Managerial Capacity Improved
- Institutional Gender and Action Plan Implemented

Outputs: 1, 2, 3, 4, 6

5.4 Outputs, Activities, Indicators and Targets, Timeline, Responsibilities, and Estimated Cost

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ACTIVITIES	INDICATORS AND TARGETS	TIMELINE	RESPONSIBILITIES	COST
1. Develop and implement a Gender and Diversity Assessment and Action Plan for BWA				
Develop and implement a Gender and Diversity Assessment and Action Plan for BWA to promote the equal participation of women, men, and diverse populations including PwD, at all levels of the organization ¹⁰	Gender and Diversity Assessment and Action Plan developed (Y/N) Target: Y	Complete by Year 1 ¹¹ (Gender and Diversity Assessment and Action Plan) At the end of the project (for all other indicators)	BWA, Gender and Diversity Focal Point, Consultant	50,000
a) Hire a consultant to conduct the Gender Assessment and design the Action Plan, and recruit and train a gender and diversity focal point ¹² within BWA to follow up the implementation of the Action Plan	Internal policy aimed at promoting the participation of PwD within the institution approved (Y/N) Target: Y			
b) Conduct a diagnosis of gaps and barriers that could be limiting the equal participation of women and diverse populations at the technical, operational, and administrative levels within BWA	Number of staff members that participate in capacity building activities and internship programs (disaggregated by sex and diverse groups) Target: 50% female and diverse employees trained			
c) Conduct a diagnosis of opportunities including gender and diversity perspectives, for the attraction, hiring, and retention of personnel and promotion of professional development at a technical, operational, and administrative level within the institution ¹³				
d) Ensure alignment of project activities with international, regional, and national gender and social inclusion frameworks				
e) Develop an internal policy aimed at promoting the participation of PwD within the institution				
f) Design and implementation of a leadership training program aimed specifically at women and diverse groups that includes mentoring plans and development of leadership and team management skills,	Number of new staff and consultants			

¹⁰ The development of the gender assessment during the first year of implementation will include activities such as: (i) analyzing and addressing the barriers that could be limiting the equal participation of women and men at the technical, operational, and administrative levels within BWA; (ii) identifying opportunities to include women and persons with disabilities and other marginalized groups in attracting, hiring, retaining personnel, and promoting professional development within the institution. To conduct this activity, the Focused Gender and Disability (G&D) Analysis tool from [AquaRating](#)[®], developed by the IDB will be applied; (iii) identifying training needs specifically targeted at women and marginalized groups.; (iv) analyzing the participation and roles of women and underrepresented groups within BWA; (v) assessing the extent to which the concepts of universal accessibility are being met at BWA headquarters.

¹¹ The Gender and Diversity Assessment and Action Plan is expected to be finalized by the end of the first year. On semi-annual basis, the implementation of the Action Plan will be monitored.

¹² A consultant specializing in Gender and Diversity will conduct a comprehensive gender assessment and develop a Gender Action Plan for BWA during the first year of implementation. The consultant will also recruit and train a Gender and Diversity Focal Point within BWA, who will become part of the BWA staff. This Focal Point, a G&D specialist, will ensure gender mainstreaming, oversee stakeholder-related activities, and report on gender and diversity progress. Additional staff may be assigned if needed within BWA to provide support to the G&D specialist. Key results related to gender and diversity will be also monitored through the Monitoring and Evaluation Plan - with support of the M&E Specialist - and assessed during the mid-term and final evaluations.

¹³ To carry out this activity, the [AquaRating](#)[®] Gender and Disability Focused Analysis tool could be used, developed by the IDB to support this type of study.

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to increase participation in the decision-making ¹⁴	<p>hired. (disaggregated by sex and diverse groups) Target: 40% female and diverse employees hired</p> <p>Number of women in managerial, technical, and operational positions Target: Increase in 20% the women's participation in technical, operational, and managerial positions</p>			
g) Develop and implement internship programs for women and diverse groups				
h) Promote of gender parity in leadership, technical, and operational positions				
i) Design and develop a gender sensitivity training program for employees of the BWA				
j) Promote the participation of BWA employees in forums and initiatives addressing gender equality and diversity in water management organized by national and international institutions				
k) Provide training on gender-sensitive and inclusion approaches to project staff, fostering an understanding of the differential impacts of water management on women and diverse groups				
l) Follow up the implementation of the Gender and Diversity Action Plan				
m) Regularly update and expand training to include emerging gender and diversity concerns and best practices.				
2. Formulate an institutional gender policy to drive a partnership between BWA and UWI IGDS and expand the training offering¹⁵				
Formulate an institutional gender policy to drive a partnership between BWA and the University of the West Indies, Institute for Gender and Development Studies (UWI IGDS) for conducting gender and infrastructure training in Barbados	Partnership between BWA and UWI IGDS approved (Y/N) Target: Y	Complete by Year 1 (Partnership between BWA and UWI IGDS)	BWA, Gender and Diversity Focal Point, Consultant	10,000
a) Employ graduates from UWI IGDS (or M.S. and Ph.D. students) to support the gender objectives of the project through their research work	Number of staff members that participate in capacity building activities (disaggregated by sex and diverse groups) Target: 50% female and diverse employees trained			
b) Provide training offerings of the Caribbean Institute in Gender and Development (CIGAD) by incorporating gender and infrastructure courses into the curriculum (water and sanitation, solid waste, energy, and transportation, among others)				
3. Conduct specific consultations on gender and diversity aspects				

¹⁴ The Project will seek to increase women's voices by encouraging their participation at decision-making, ensuring they have the technical competence to contribute meaningfully to decision making and are empowered to do so. The Project will also aim for parity in the number of individuals trained where women will be strongly encouraged to participate in the technical and leadership training programs thereby addressing the decision-making gap for women. Gender sensitivity training programs will be designed and delivered as well.

¹⁵ This activity may consider the following: (i) consider employing graduates from UWI IGDS (or M.S. and Ph.D. students) so they can support the gender objectives of the project through their research work. These personnel could also assist in producing educational materials for use in training sessions to promote the recognition and incorporation of gender and inclusion perspectives in development projects; (ii) expand the training offerings of CIGAD by incorporating gender and infrastructure courses into the curriculum (water and sanitation, solid waste, energy, and transportation, among others). The aim would be to educate personnel sensitized to gender issues, equality, and inclusion, capable of integrating these concepts into the design of development programs and projects, as well as proposing programs to promote the participation of women and persons with disabilities (PwD) in decision-making spaces.

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Conduct specific consultations on gender and diversity, so that the rights of women and men and the different knowledge, needs, roles, and interests of women, men, and diverse groups are recognized and addressed ¹⁶				
a) Develop a gender-sensitive mapping of actors, including representatives from the public and private sector, NGOs, and Civil Society Organizations including representatives of women, LGBTQ+, PwD, and local communities.	Number of consultations held with stakeholders Target: 2 per year	Complete by the end of the project Complete by Year 1 (GRM)	BWA, Gender and Diversity Focal Point, Consultant	10,000
b) Conduct preliminary meetings with key stakeholders to become familiar with the existing social and gender issues in the project's area of influence. This includes Collaboration with local NGOs and community leaders for grassroots feedback.	Number of males and females participating in the meetings Target: 50% females			
c) Convene gender-informed stakeholder consultations to inform and solicit input from key actors.	Grievance Redress Mechanism implemented (Y/N) Target: Y			
d) Develop and implement a grievance redress mechanism with a gender and diversity focus to address cases of harassment and gender-based violence				
4. Develop and implement communication programs for public promotion of the project, the benefits of wastewater reuse and the construction of community support				
Develop and implement communication programs for public promotion of the project, the benefits of wastewater reuse, and the construction of community support, with considerations of gender and diversity, especially people with disabilities	Communication programs developed (Y/N) Target: Y	Complete by the end of the project	BWA, Gender and Diversity Focal Point, Consultant	15,000
a) Develop the communication program with a gender-sensitive strategy.	Number of public awareness campaigns made Target: 3			
b) Design and implement public awareness campaigns that highlight the gender and diversity dimensions of the project objectives.				

¹⁶ Specific consultations to address gender and diversity aspects are planned throughout the entire project life. During the first year of implementation, key stakeholders committed to gender and social inclusion will be consulted as part of the comprehensive gender assessment and action plan for BWA. Any updates to the Gender Action Plan based on these consultations will be submitted within this first year. Additional consultations will be conducted continuously to keep stakeholders engaged, ensure ongoing communication, address concerns, and assess the project's effectiveness and impacts. During consultations, a gender and disability approach will be integrated through the following measures: (i) identifying and engaging organizations from the public and private sectors, NGOs, and/or CSOs committed to gender and social inclusion to participate in activities and events; (ii) conducting consultations at convenient times and on appropriate days to ensure the participation of women and people with disabilities, taking into account the time women dedicate to domestic and caregiving duties; (iii) ensuring that meeting spaces are accessible; (iv) registering event attendees with data disaggregated by gender and disability status; and (v) incorporating any additional measures deemed necessary to ensure effective participation.

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5. Ensure gender considerations are integrated into climate change adaptation and mitigation strategies				
Implement gender and diversity considerations into climate change adaptation and mitigation strategies within the Barbados Water Resilience Project	Report on gender considerations regarding climate-change adaptation Target: 1 report	Complete by Year 1	BWA, Consultant	
a) Promote research and initiatives that recognize and address the disproportionate impacts of climate change on women, with specific focus on gender disparities. Analyze how climate change impacts may disproportionately affect men and women, considering factors such as access to water resources, vulnerability to extreme weather events, and adaptation capacity	Number of staff members that participate in training activities (disaggregated by sex and diverse groups) Target: 50% female	Complete by the end of the project	BWA, Gender and Diversity Focal Point, Consultant	22,000
b) Training sessions for BWA employees focused on understanding the intersectionality of gender and climate change, emphasizing the differential impacts on men and women.				
6. Other activities				
Undertake education programs targeting farmers, particularly women, to enhance capabilities and leadership for the adoption of irrigation technologies, and to leverage the mechanisms available for access to water services	Number of education programs Target: 4 Ratio of female to male farmers participating in education program (2:3)	Complete by the end of the project	BWA, Consultant BWA, Gender and Diversity Focal Point, Consultant	8,000

5.5 Monitoring and Evaluation

The success of the Gender Action Plan within the Barbados South Coast Water Reclamation Project hinges on a robust Monitoring and Evaluation (M&E) framework that systematically tracks progress, measures impacts, and identifies areas for improvement. The processes are designed to be dynamic, responsive, and participatory, ensuring that gender inclusivity remains a core focus throughout the project's lifecycle.

Regularly assess the Gender Action Plan's progress through gender-sensitive indicators, stakeholder feedback, and periodic reviews. Adjust based on lessons learned and emerging gender and diversity considerations to ensure the continued effectiveness of the plan.

A gender and diversity focal point will oversee, guide, and coordinate the gender action plan to ensure its successful implementation¹⁷. The gender and diversity focal point will be responsible for monitoring, evaluation, and reporting with the support of the M&E Specialist:

1. **Gender sensitive indicators:** Analyze the gender sensitive indicators that are included in the gender action plan to gauge the effectiveness of gender mainstreaming efforts. Focus also on diverse groups, especially on People with Disabilities.
2. **Stakeholder feedback mechanisms:** Analyze feedback to identify specific challenges and opportunities for improvement.
3. **Periodic gender and diversity reviews:** Conduct periodic reviews specifically dedicated to assessing the gender and diversity dimensions of the project. These reviews should evaluate the implementation of gender-specific initiatives, the effectiveness of policies, and the overall responsiveness of project activities to gender and diversity considerations. Integrate lessons learned from these reviews into adaptive management strategies.
4. **Adaptive management strategies:** Utilize findings to inform adaptive management strategies that respond to emerging gender considerations. Implement timely adjustments to project activities, policies, and interventions based on lessons learned and evolving gender and diversity dynamics. This adaptive approach ensures that the Gender Action Plan remains relevant, effective, and capable of addressing evolving challenges.
5. **Reporting and transparency:** Regularly report on the progress of gender inclusivity and social inclusion efforts through transparent and accessible channels. Disseminate information on gender-specific achievements, challenges, and future plans to keep stakeholders informed. Ensure that reporting mechanisms are tailored to reach diverse audiences, considering variations in literacy levels and communication preferences.

By intertwining gender-sensitive and diversity indicators, stakeholder feedback mechanisms, periodic reviews, adaptive management strategies, and transparent reporting, the framework becomes a dynamic tool for ensuring the sustained success of the Gender Action Plan within the Barbados Water Resilience Project. This approach guarantees that gender inclusivity and social inclusion is not only a priority but a continually evolving and improving aspect of the project's impact on the community.

¹⁷ Additional staff may be assigned if needed within BWA to provide support to the G&D specialist.

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