MUTUALLY
SUPPORTING
PRIORITIES:
THE CARICOM GEI
AND THE SDGS







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Agenda 2030's commitment to "leave no one behind" requires an ambitious and highly disaggregated data collection effort by every government and multilateral entity. The UN Secretary-General's report, *The Road to Dignity by 2030*,¹ emphasizes that this means that Sustainable Development Goal (SDG) targets can be considered achieved only if they have been met for all relevant income and social groups.

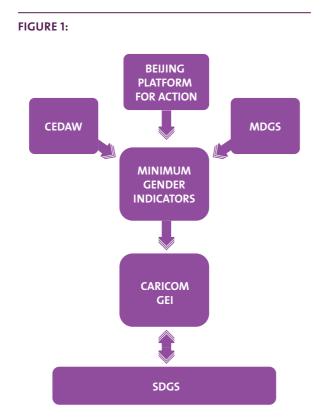
The CARICOM Gender Equality Indicators (GEI) framework will enhance governments' capacity to monitor and assess their progress in meeting gender equality commitments specified in the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the SDGs.

### The CARICOM GEI: Background and context

The CARICOM GEI framework originates from the "Minimum Set of Gender Indicators," developed by the UN and ratified in 2013.<sup>2</sup> The Minimum Gender Indicators roster consists of 52 quantitative indicators and 11 qualitative indicators that measure gender equality and progress towards closing gender gaps.

The CARICOM Regional Statistics Programme (RSP) and the UN Women Multi-Country Office – Caribbean launched a collaborative endeavour in early 2015. The main goal of this initiative was to develop a set of indicators (the CARICOM GEI) parallel to the global Minimum Set of Gender Indicators to identify, assess, measure and track persistent gender equality concerns and disparities

across the CARICOM region, in accordance with the newly adopted SDGs.



The CARICOM GEI framework was validated and the indicators agreed upon at the 40th meeting of the Standing Committee of Caribbean Statisticians (SCCS) in 2015 (see Annex A).<sup>3</sup> In 2017, the CARICOM GEI were piloted in Dominica, Grenada, Jamaica and Suriname. In 2018, CARICOM Heads of Government approved the CARICOM Regional Strategy for the Development of Statistics (RSDS) 2019–2030, and the CARICOM GEI were adopted as a tool in the RSDS itself.

The 33 CARICOM GEI "localize" the global Minimum Gender Indicators and are designed to facilitate government and civil society efforts to track and assess gender equality concerns and disparities across the CARICOM region. Under the overall framework of monitoring the SDGs, the CARICOM GEI support countries in addressing key policy concerns identified in the Beijing Platform for Action, CEDAW and other international commitments that cover national norms and laws on gender equality, across five domains: Economic Activity, Education, Health, Public Participation and Human Rights. These indicators provide a strong tool for monitoring national gender equality commitments to be realized through policy and programme formulation and implementation.

UN Women and the CARICOM Regional Statistics Programme are jointly developing a project, which was endorsed during the Third High-Level Advocacy Forum on Statistics in February 2019. The proposed project is aligned with the CARICOM RSDS and draws on UN Women's Global Flagship Programme Initiative, which provides advisory and technical support to strengthening the production, availability, analysis and use of internationally comparable data and statistics to support efforts for the achievement of gender equality and women's empowerment.

UN Women continues to provide Member States with support on filling the most pressing data gaps in the CARICOM GEI, which are on Violence Against Women (VAW) (SDG indicators 5.2.1 and 5.2.2) and Unpaid Care and Domestic Work (SDG indicator 5.4.1). With regard to the latter, UN Women is developing a region-specific methodology/approach in close consultation with the CARICOM Regional Statistics Programme.

In its conceptual underpinnings, the CARICOM GEI derive from several decades of prior international commitments to gender equality monitoring and assessment. As signatories to the Beijing Platform for Action and CEDAW, CARICOM Member States have recognized that making progress on gender equality and the empowerment of women and girls is central to making progress on social development overall, and essential for achieving social justice. The CARICOM GEI provide a regionally sensitive framework for measuring such progress.

Monitoring gender equality through the collection and analysis of CARICOM GEI data will amplify and support efforts undertaken by governments to monitor SDG progress and responsiveness; the two are intertwined and mutually supportive. The CARICOM GEI align strongly with the SDG framework, while also enhancing that framework by including topics (Economic Activity, Education, Health, Public Participation and Human Rights) and indicators relevant to the specific regional context. Implementing the CARICOM GEI will enable Member States to move forward towards realizing the SDGs and fulfilling their commitments to substantive gender and social equality.

The cross-pollination of the CARICOM GEI and the SDGs is evident both on a conceptual level and in terms of specific indicators.

Reinforcing priorities:<sup>4</sup> There is an overarching synergy between the GEI and the SDGs. SDG 5 is to "Achieve gender equality and empower all women and girls" and target 5.1 underscores the breadth of the mandate "End all forms of discrimination against all women and girls everywhere." As a conceptual starting point, then, the GEI in its entirety aligns both with this SDG and with the

<sup>1</sup> UN (2014) The Road to Dignity by 2030: Ending Poverty, Transforming All Lives and Protecting the Planet. Synthesis Report of the UN Secretary-General. New York: UN'

<sup>2</sup> More information on the Minimum Set of Gender Indicators is available from the UN Statistical Commission at <a href="https://genderstats.un.org/#/home">https://genderstats.un.org/#/home</a>

<sup>3</sup> For more information on the origin and development of the GEI see Iyahen, I. (2017) "CARICOM Gender Equality Indicators: A Tool for Monitoring Commitments to the BPfA, CEDAW and the SDGs". Presentation to ECLAC Symposium on Mainstreaming the SDGs in National Development Planning, Kingston, Jamaica, 15 February; and CARICOM and UN Women (2015) "Technical Guidance Report: Implementation of the Gender Equality Indicators Model for the CARICOM Region" 30 October.

<sup>4</sup> High-Level Taskforce for ICPD (2015) "Indicators for a Transformative, High-Impact and People-Centred 2030 Agenda for Sustainable Development". August. <a href="http://icpdtaskforce.org/resources/IndicatorsTaskForceProposalsAugust2015.pdf">http://icpdtaskforce.org/resources/IndicatorsTaskForceProposalsAugust2015.pdf</a>

overall gender equality intent of the SDGs. Of the 17 SDGs, 14 include specific targets directed at addressing the economic, social, political and cultural conditions that prop up gender inequality. From poverty reduction (SDG 1) to the promotion of justice (SDG 16), gender equality and women and girls' empowerment are mainstreamed into the 2030 Agenda.

**GEI and SDG indicator-specific data alignment:**Commitments to collecting data to monitor SDG progress will be specifically facilitated by GEI

data collection, and vice versa. In many cases the indicators are the same, or almost so.<sup>5</sup> Examples of this alignment are outlined below.

The Economic Activity GEI – on sex-disaggregated labour force participation, distribution across labour force sectors, unemployment, wage gaps and land ownership – speak directly to SDG 1 on ending poverty and SDG 8's aspiration to "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all."

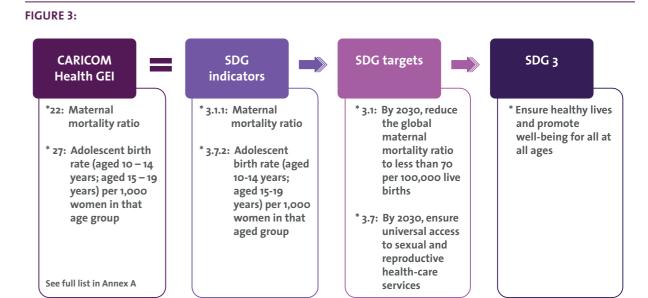
5 The SDG indicator list as of March 2017: <a href="https://unstats.un.org/sdgs/indicators/Official%20Revised%20List%20">https://unstats.un.org/sdgs/indicators/Official%20Revised%20List%20</a> of%20global%20SDG%20indicators.pdf

In a second phase of review of the GEI indicators, the poverty indicators were included and aligned with the SDGs:

- SDG indicator 1.1.1/GEI 1: Proportion of population below the international poverty line by sex, age, employment status and geographical location (urban/rural)
- SDG indicator 5.4.1/GEI 2: Proportion of time spent on unpaid domestic and care work, by sex, age and location
- SDG indicator 1.3.1/GEI 3: Proportion of population covered by social protection floors/systems, by sex, and distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work injury victims and the poor and the vulnerable.

**SDG 3 on healthy lives and well-being** requires that data be collected on maternal mortality and the adolescent birth rate – information that is also part of the GEI roster. The **Health GEI** address SDG 3: "Ensure healthy lives and promote well-being for all at all ages."

### FIGURE 2: **CARICOM Economic Activity GEI** SDG<sub>1</sub> **SDG** targets e: Proportion of population below the international **Ending poverty SDG** indicators poverty line, by sex, age, 1: Eradicate extreme employment status and geographical location (urban/rural) population living below the national 5: Build resilience of poor and vulnerable poverty line, by sex and age 2: Proportion of time spent on unpaid domestic and 8.3: Decent job creation, care work, by sex, age and 8.3.1: Proportion of informa employment in non-agricultural employment by sex formalization and growth of small and medium SDG8 3: Proportion of employed who are own-acco Decent work and workers, by sex economic growth See full list in Annex A



Annex B provides a full list of these indicator alignments.

In addition to the "same as" indicators identified in Annex B, for another tranche of indicators there is close synergy between the GEI and the SDG indicators – even if this is not direct indicator-to-indicator overlap. For example, GEI 21 on contraceptive prevalence and GEI 25 on unmet need for family planning are not the same but information would be collected in the same way as for SDG indicator 3.7.1, "Proportion of women of reproductive age who have their need for family planning satisfied with modern methods."

Fulfilling the data expectations for the **Education GEI** will also allow monitoring of most dimensions of **SDG 4 on inclusive and equitable education**.

The **GEI on Public Participation** of women in spheres of authority and decision-making support **SDG 16 on inclusive societies and institutions**, particularly target 16.7, "Ensure responsive, inclusive, participatory and representative decision-making at all levels."

### The state of the CARICOM GEI data

The SDG framework both promises and requires what the UN calls a "data revolution", which, in support of Agenda 2030, will usher in improvements, particularly in gender equality monitoring and policy-making. In addition to the more than 50 SDG indicators that are specifically gender-disaggregated, 6 target 18 of SDG 17 calls for improved collection and availability of gender-disaggregated data.

As the SDG process gets underway, it is evident that, across the CARICOM region, sex-and gender-disaggregated information is limited and data capture is uneven. This is not unique to this region; globally, gender-disaggregated data are underrepresented in statistical regimes.

6 When information/data under analysis refers to biology, then the term "sex-disaggregated" is used (e.g. "Proportion of men and women who have heart attacks" would be a sex-disaggregated indicator). When referring to everything else that is not strictly biology based, the term "genderdisaggregated" is used.

### FIGURE 4:

#### **CARICOM** SDG 4 SDG **SDG** targets **Education GEI** indicators 4.1.1: Proportion of \*14a, b,c: Educational \* 4.1: By 2030, ensure Ensure inclusive and gender parity children and that all girls and quality education for indexes in young people: boys complete all and promote free, equitable primary, (a) in Grades 2/3; lifelong learning secondary and (b) at the end of and secondary tertiary primary; and (c) education leading education at the end of to relevant and effective learning lower secondary 14e: proportion of achieving at outcomes students who least a minimum complete proficiency level secondary school in (i) reading and at Form 5 with (ii) mathematics, passes in at least by sex two subjects: **English** (or official 4.5.1: Parity indices \* 4.5: By 2030, eliminate language of gender disparities country) and (female/male, and ensure equal mathematics rural/urban, access to all levels bottom/top wealth quintile of education and See full list in Annex A vocational training and others such for the vulnerable. as disability including persons status. with disabilities, indigenous indigenous peoples and conflict-affected, peoples and chidren in as data become vulnerable available) for all situations education indicators on this list that can be disaggregated

The CARICOM GEI are designed to reveal different aspects of gender equality and the status of men and women:

- Some of the indicators represent general social or economic data that, when disaggregated, provide information about gender roles, relations and inequalities for example proportion of boys/girls in school, men and women in the labour force, ownership of land, etc.
- Other indicators focus on issues specific to women's empowerment and health – access to reproductive services, health care during

pregnancy, gender wage gaps, women's representation in public positions such as the government and the police force, among others.

As a general observation, information is more readily available for indicators in the first category. Few national statistical systems have taken on board the need to collect direct measures of women's empowerment.

In many instances, there are intimations that the data may be available but have not yet been disaggregated, or perhaps not published in a disaggregated form.

### **TABLE 1:**

### Most Complete Data On Gender And Sex Disaggregation:

- Labour force participation
- Unemployment
- School enrolment (less so for tertiary-level education)

### Little Or No Information Collected Or Disaggregated For:

- Informal sector work
- Labour force participation by sector
- Education enrolment and achievement by subject
- Gender wage gaps
- Contraceptive use and unmet need
- VAW

For some indicators, "proxy" data are available that could be used as a starting point to bring data collection into alignment with the GEI.

Common obstacles to gender analysis include that many agencies and administrative offices collect GEI-relevant data without coordinating; data are published across a wide array of publications and statistical compendia; and some of the data are collected but not published. Of the four case study countries, Dominica is the only one to compile GEI-relevant data into a single publication, the *Gender Equality Indicators* compendium.

## The GEI: A tool for enhancing SDG monitoring and national policy-making and planning

The GEI will enhance evidence-based policy-making and national planning efforts and is a pivotal

element in national capacity-building for SDG monitoring. Even in these early stages, the richness of data analysis made possible by the GEI is evident in a few examples.

### **Economic Activity**

For men and women alike, participation in the formal labour force is one of the key pathways to economic security and autonomy. In the CARICOM region, as almost everywhere in the world, women have lower rates of participation than men, reflecting gender norms about appropriate roles for women in society. Women almost universally have primary responsibility for unpaid household labour and family care, which restricts their ability to participate in paid work.

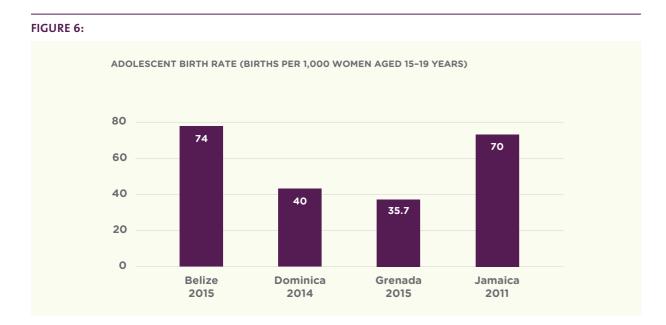
### Health

High adolescent birth rates often reflect early pressure on girls to have sex, consensual or not,

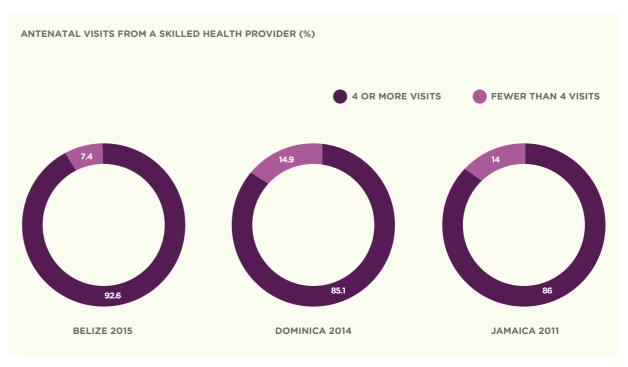
### FIGURE 5: ADULT LABOUR FORCE PARTICIPATION (%) 90 80 70 60 50 50.1 40 30 20 MALE 10 FEMALE Belize Dominica Grenada Jamaica 2015 2013 2014 2016

and may thus signal wider cultural presumptions about girls' roles in society. Women who become mothers very early frequently miss out on education and have a harder time taking advantage of socio-economic opportunities, including participation in the labour force.

Access to antenatal care is an essential resource for protecting women's health during pregnancy. The World Health Organization recommends a minimum of four antenatal visits from a skilled health provider. For many women in the region, this remains out of reach.



### FIGURE 7:

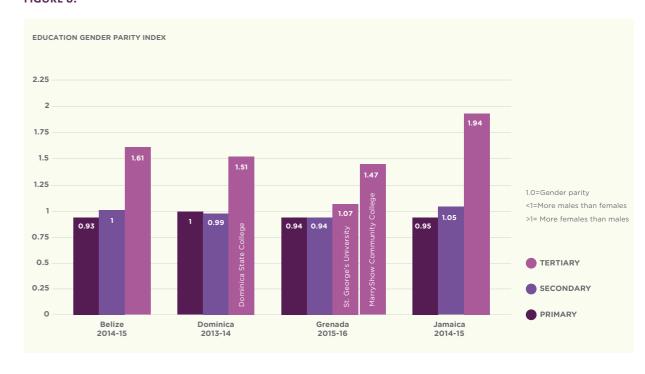


### **Education**

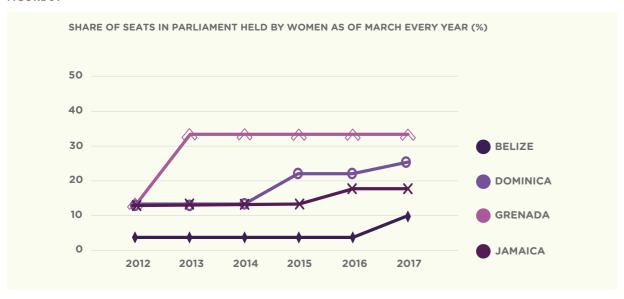
A high rate of school enrolment is important not only for the empowerment of the individuals

involved but also for the well-being of the entire society and economy. The gender gap in participation in schooling shifts with the level of schooling. In situations of limited resources,

### FIGURE 8:



### FIGURE 9:



families make difficult choices about sending their children to school. They may perceive the value of education differently for boys and girls. Girls are more likely than boys to suffer from limited access to education, especially in rural areas. But, where basic education is widely available and overall enrolment is high, girls in the CARICOM region tend to equal boys at secondary levels, and far more women than men enrol in tertiary education. This is both a local and a global pattern.

### **Public Participation**

The proportion of women in public decision-making positions is one indicator of the degree of gender sensitivity of political processes and actors. Recent global efforts have focused on facilitating women's access to parliament. While women in decision-making positions cannot be held solely responsible for the advancement of gender equality, their level of participation contributes to the setting of different priorities, bringing in women's points of views and changing the way politics are made.

### **Human Rights**

Very few governments systematically collect information on VAW. An initiative to roll out VAW prevalence surveys in the region is currently underway, with Jamaica and Trinidad having completed their reports and Grenada, Guyana and Suriname due to complete these by 2019.<sup>7</sup> These surveys will produce useful information for calculating SDG indicators, such as 5.2.1 and 5.2.2. All states would benefit from incorporating the GEI guidance on VAW data collection, into their usual statistical regime.

### Moving forward to Agenda 2030

Gender equality and sustainable development are inextricably interlinked. Informed policy-making rests on a robust evidence-based foundation: governments need comprehensive information in order to assess and monitor progress in both domains. As CARICOM member states move toward Agenda 2030, the need becomes more pressing to fill the data gaps on gender equality that are endemic across the region. The GEI can play a pivotal role in this effort.

# ANNEX A: CARICOM GEI



<sup>7</sup> The VAW survey is supported by UN Women and other development partners, including the Inter-American Development Bank, the United Nations Development Programme, the United States Agency for International Development and the Caribbean Development Bank.

### TABLE 2:

### **CARICOM Gender Equality Indicators**

### **Economic Activity:**

Indicator 1 - Proportion of population below the international poverty line by sex, age, employment status and geographical location (urban/rural)

Indicator 2 - Proportion of time spent on unpaid domestic and care work, by sex, age and location

Indicator 3 - Proportion of population covered by social protection floors/systems, by sex, and distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work injury victims and the poor and the vulnerable

Indicator 4a - Labour force participation rate for persons aged 15-24, by sex

Indicator 4b - Labour force participation rate for persons aged 15+, by sex

Indicator 5 - Proportion of employed who are own-account workers, by sex

Indicator 6a - Percentage distribution of employed population in agricultural sector, by sex and age

Indicator 6b - Percentage distribution of employed population in industrial sector, by sex and age

Indicator 6c - Percentage distribution of employed population in service sector, by sex and age

Indicator 7 - Proportion of informal employment in non-agriculture employment by sex.

Indicator 8 - Unemployment rate by sex, age and persons with disabilities

Indicator 9 – Proportion of population with access to credit by sex

Indicator 10 - Proportion of population owning land, by sex, by size of land parcel

Indicator 11 – Average hourly earnings of female and male employees by occupation, age and persons with disabilities

Indicator 12 - Proportion of employed working part-time, by sex and age

Indicator 13 - Proportion of individuals using the internet, by sex, age and location

### **Education:**

Indicator 14a, 14b, 14c - Gender parity index of the gross enrolment ratio in primary, secondary and tertiary education

- Sub-indicator on drop-out rates by sex: Proportion of students starting Form 1 who reach Form 5 in secondary school by sex
- Sub-indicator on repetition rates by sex: Proportion of students who have repeated at least one Form, starting from Form 1 through Form 5 in secondary school by sex

Indicator 14d: Proportion of students in secondary schools in 5th Form enrolled in science and technical subjects, by sex

Indicator 14e: Proportion of students who complete secondary school at Form 5 with passes in at least two subjects English (or official language of country) and Mathematics by sex

### **Education:**

Indicator 14f: Proportion of students who take Mathematics and at least one of the Sciences in examinations (CXC or equivalent) at 5th Form by sex

Indicator 15 - Share of graduates at the tertiary level by field of studies in science and related subjects by

Indicator 16 - Proportion of children/young people (a) in grade 2/3 (b) at the end of primary and (c) at the end of lower secondary education achieving at least a minimum proficiency level in (i) reading and (ii) mathematics by sex

Indicator 17 – Participation rate in organised learning (one year before the official primary entry age) by

Indicator 18 - Participation rate of youth/adults in formal and non-formal education and training in the previous 12 months, by sex

Indicator 19 - Proportion of youth/adults with information and communication technology (ICT) skills by type of skill, by sex, age and location

Indicator 20 - Parity indices (female/male, urban/rural, bottom/top wealth quintile and others such as disability status, indigenous people and conflict-affected as data become available) for all education indicators that can be disaggregated

### Health:

Indicator 21 - Contraceptive prevalence among women who are married or in a union, aged 15-49

Indicator 22 – Maternal Mortality Ratio

Indicator 23 - Antenatal care coverage, at least four visits

Indicator 24 - Proportion of women (aged 15-49) who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care

Indicator 25 - Proportion of women of reproductive age (15-49 years) who have their need for family planning satisfied with modern methods.

Indicator 26 - Number of new HIV infections per 1,000 uninfected population by age, sex, and key populations

Indicator 27 - Adolescent birth rate (10-14; 15-19) per 1000 women in that age group

### **Public Participation:**

Indicator 28 - Women's share of government ministerial positions

Indicator 29 - Proportion of seats held by women in national parliaments and local governments

Indicator 30 - Women's share of managerial positions

Indicator 31 - Share of female police officers

### **Human Rights:**

Indicator 32 - Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner, in the previous 12 months, by form of violence and by age

Indicator 33 - Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner, in the previous 12 months, by age and place of occurrence

# ANNEX B: INDICATOR ALIGNMENT OF THE CARICOM GEI AND THE SDGS

TABLE 3:
Data points for which there is close indicator-to-indicator alignment between the GEI and the SDG indicators:

SDG 1 on ending poverty	
GEI 1. Proportion of population below the international poverty line, by sex, age, employment status and geographical location urban/rural	SDG 1.1.1
GEI 3. Proportion of population covered by social protection floors/ systems, by sex, and distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new- borns, work injury victims and the poor and the vulnerable	SDG 1.3.1
GEI 4a. Labour force participation rate for persons aged 15–24, by sex	SDG 1.1.1
GEI 4b. Labour force participation rate for persons aged 15+, by sex	SDG 1.1.1
GEI 5. Proportion of employed who are own-account workers, by sex	SDG 1.1.1 and 8.3.1
GEI 9. Proportion of population with access to credit, by sex	SDG 1.1.1
GEI 10. Proportion of population owning land, by sex, by size of land parcel	SDG 1.4.2 and 5.a.1
GEI 12. Proportion of employed working part-time, by sex and age	SDG 1.1.1
SDG 3 on healthy lives and well-being	
GE1 21. Contraceptive prevalence among women who are married or in a union, aged 15–49	SDG 3.7.1
GEI 22. Maternal mortality ratio	SDG 3.1.1 and related to 3.8.1
GE1 23. Ante-natal care coverage, at least 4 visits	SDG 3.8.1
GEI 24. Proportion of women of reproductive age (15–49 years) who have their need for family planning satisfied with modern methods	SDG 3.7.1
GEI 26. Number of new HIV infections per 1,000 uninfected population, by age, sex and key populations	SDG 3.3.1
GEI 27. Adolescent birth rate (10–14; 15–19) per 1,000 women in that age group	SDG 3.7.2 and 5.6
SDG 4 on inclusive and equitable quality education	
GEI 14a,b,c. Gender parity index of the gross enrolment ratio in primary, secondary and tertiary education	SDG 4.5.1

SDG 4 on inclusive and equitable quality education	
GEI 14e. Proportion of students who complete secondary school at Form 5 with passes in at least two subjects: English (or official language of country) and mathematics, by sex	SDG 4.1.1
GE1 16. Proportion of children/young people (a) in grade 2/3 (b) at the end of primary and (c) at the end of lower secondary education achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex	SDG 4.1.1
GEI 17. Participation rate in organized learning (one year before the official primary entry age) by sex	SDG 4.2.2
GEI 18. Participation rate of youth/adults in formal and non-formal education and training in the previous 12 months, by sex	SDG 4.3.1
GEI 19. Proportion of youth/adults with information and communication technology (ICT) skills by type of skill, by sex, age and location	SDG 4.4.1
GEI 20. Parity indices (female/male, urban/rural, bottom/top wealth quintile and others such as disability status, indigenous people and conflict-affected as data become available) for all education indicators that can be disaggregated	SDG 4.5.1
SDG 5 on gender equality	
GEI 2. Proportion of time spent on unpaid domestic and care work, by sex, age and location	SDG 5.4.1
GE1 24. Proportion of women (aged 15–49) who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	SDG 5.6.1
GEI 28. Women's share of government ministerial positions	SDG 5.5.1
GEI 29. Proportion of seats held by women in national parliaments and local governments	SDG 5.5.1
GEI 30. Women's share of managerial positions	SDG 5.5.2
GEI 32. Proportion of ever-partnered women and girls aged 15+ subjected to physical or sexual or psychological violence by a current or former intimate partner, in the previous 12 months, by form of violence and age	SDG 5.2.1

SDG 8 on economic growth, productive employment and decent work		
GEI 6 a-c. Percentage distribution of employed population in labour sectors, by sex and age	SDG 8.9.2	
GEI 7. Proportion of informal employment in non-agriculture employment, by sex	SDG 8.3.1	
GEI 8. Unemployment rate by sex, age and persons with disabilities	SDG 8.5.2	
GEI 11. Average hourly earnings of female and male employees by occupation, age and persons with disabilities	SDG 8.5.1	
GEI 13. Gender gap in wages, by age	SDG 8.5.1	
SDG 17 on strengthening the means of implementation and revitalizing the Global Partnership for Sustainable Development		
GEI 13. Proportion of individuals using the internet, by sex, age and location	SDG 17.81	

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