

## TC Document

### I. Basic Information for TC

▪ Country/Region:	REGIONAL
▪ TC Name:	Gender Gaps in the Caribbean: Shifting the Narrative to Include Masculinity.
▪ TC Number:	RG-T3564
▪ Team Leader/Members:	Telson, Laurence (SCL/GDI) Team Leader; Beuermann Mendoza, Diether Wolfgang (CCB/CCB) Alternate Team Leader; Arias Ortiz, Elena (SCL/EDU); Bethel, Natalie Ariel (CCB/CBH); Blandin Andino, Lourdes Gabriela (SCL/GDI); Brathwaite, Neeca N. (CCB/CTT); Davis, Timyka Anishka (SCL/LMK); Flor Agreda, Maria Jose (SCL/GDI); Hobbs, Cynthia Marie (SCL/EDU); Negret Garrido, Cesar Andres (LEG/SGO); Rieble-Aubourg, Sabine (SCL/EDU); Uribe Vasquez, Lina Eugenia (SCL/GDI)
▪ Taxonomy:	Research and Dissemination
▪ Operation Supported by the TC:	n/a
▪ Date of TC Abstract authorization:	19 Feb 2020.
▪ Beneficiary:	The Bahamas, Bardados, Guyana, Jamaica, Suriname, Trinidad and Tobago, and Belize.
▪ Executing Agency and contact name:	Inter-American Development Bank
▪ Donors providing funding:	Gender and Diversity Multidonor Fund(MGD); OC Strategic Development Program for Social Development(SOC)
▪ IDB Funding Requested:	Gender and Diversity Multidonor Fund (MGD): US\$150,000.00 OC Strategic Development Program for Social Development (SOC): US\$100,000.00 Total: US\$250,000.00
▪ Local counterpart funding, if any:	US\$0
▪ Disbursement period (which includes Execution period):	30 months
▪ Required start date:	01 September 2020
▪ Types of consultants:	Firms, individuals and non-consultancy services
▪ Prepared by Unit:	SCL/GDI-Gender and Diversity
▪ Unit of Disbursement Responsibility:	SCL-Social Sector
▪ TC included in Country Strategy (y/n):	No
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social inclusion and equality; Gender equality

### II. Objectives and Justification of the TC

- 2.1 **Objectives.** The goal of the TC is to understand the extent to which concepts of manhood influence young Caribbean men. In this context, the specific objectives are to (i) assess young men's behaviors and attitudes towards gender equality and decisions with regards to education and labor and (ii) analyze gender gaps in educational attainment and employment paths during a 25-year period. The results of this TC will provide the technical inputs to design policies and programs to promote gender equality and close the gender gaps in the referred sectors.

- 2.2 **Justification.** Studies financed for the project **Policy Meeting on Masculinity in the Caribbean** (RG-T3154) pointed out that that hegemonic masculinity<sup>1</sup> is a factor in the high prevalence rate of VAWG,<sup>2</sup> violence against children, male school abandonment, and underemployment of young adult adults. The consultancies<sup>3</sup> also noted the paucity of country-specific and regional data and emphasized the need for rigorous research as one of the main constraints to policymaking.
- 2.3 The highlight of the studies, **the Jamaica Man Box Survey is, so far, the only quantitative assessment that explores male behaviour and attitudes in the region**<sup>4</sup>. Results from the survey show that most respondents reap certain benefits from staying inside the Man Box, as it provides them with a sense of belonging and adherence to what is expected of them as men. One in two men ranked the influence of social pressure as being moderately to extremely influential in shaping the kind of man they are today. Men with lower educational attainment who had unstable occupations and who were inside the Man Box were more likely to feel that social pressure strongly influenced the way they defined masculinity<sup>5</sup>. Young men with lower educational attainment were less likely to be satisfied with their lives, to exhibit more depressive symptoms, and to be less socially supported and emotionally connected to others. Young men inside the Man Box were also more likely to have used violence against other young men and to have sexually harassed women. They were also slightly more likely to have been victims of violence themselves.
- 2.4 **Country-specific data in the Caribbean, albeit intermittent, highlights a gender gap in educational outcomes in disfavor of boys**, most noticeable at the secondary education level<sup>6</sup>. **Trinidad and Tobago**, the only country for which we have some

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<sup>1</sup> Hegemonic masculinity is defined as a practice that legitimizes the dominant position of men in society and justifies the subordination of women. (Connell, R.W. (2005). *Masculinities* (2<sup>nd</sup> ed.). Berkley, CA: university of California Press). It comprises a set of values, established by men in power to organize society in gender unequal ways and combines several features: a hierarchy of masculinities, differential access among men to power (over women and other men), and the interplay between men's identity, ideals, interactions, power, and patriarchy (Jewkes and Morrell. Sexuality and the Limits of Agency among South African Teenage Women: Theorizing Femininities and Their Connections to HIV Risk Practices. *Social Science & Medicine*. 2012, 40).

<sup>2</sup> VAWG: Violence against women and girls.

<sup>3</sup> The studies financed under the TC **Caribbean Policy Meeting on Masculinity** (RG-T3154) offer country-specific assessments of the impact of masculinity on young men's attitudes and behaviours, gender-based violence, education, and transition from school to work. It also identified the critical lack of rigorous research at the regional and country-specific level to address and mitigate the effects of hegemonic masculinity in the region. Further details can be found in Convergence or at <https://www.iadb.org/en/projects-search?query%5Bcountry%5D=&query%5Bsector%5D=&query%5Bstatus%5D=&query%5Bquery%5D=RG-T3154>.

<sup>4</sup> The Jamaica Man Box Survey of a representative sample of 1,000 Jamaican young men (18-20 years old) is based on the 2017 the Man Box study, which explored men's lived experiences of masculinities in the United States, the United Kingdom, and Mexico. As a concept, the Man Box aims to measure hegemonic masculinity by analysing how young men encounter social, external messages - as communicated by parents, families, the media, peers, and other members of society - and subsequently internalize them personally. For more details about the study, see the full report at: [www.promundoglobal.org](http://www.promundoglobal.org).

<sup>5</sup> The survey also revealed that nearly one in five respondents said their parents encouraged them to get a job instead of staying in school or going to university. While a majority of men believed that doing well in school helps you get a good job, two in five agreed that "university education only leads to high paying jobs if you already have money or connections."

<sup>6</sup> Educational Achievements of Boys in the Caribbean. [https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/\\_layouts/15/DocIdRedir.aspx?ID=EZSHARE-392841757-28](https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-392841757-28)

rigorous data, illustrates this gender gap. The country participated in the PISA 2015, and the results show a statistically significant gender gap in Mathematics, Science, and Reading<sup>7</sup>. In Science, girls scored 20 points higher than boys; in mathematics, the difference in favor of girls was 18 points and 51 points in reading. In **Jamaica**, despite equal numbers of male/female participants and nearly similar pass rate in Math and English at Caribbean Secondary Education Certificate (CSEC) examinations (boys 76.7 percent and girls 78.8 percent), girls consistently outperform boys in five O-Levels, which is a key measure of success on completion<sup>8</sup>.

- 2.5 Qualitative studies conducted in **Barbados** point to underachievement of boys in secondary schools. In **Guyana**, statistical data for the 2011-2012 period shows a difference between boys and girls with respect to attendance and dropout rates in the coastal and hinterland regions (Guyana Ministry of Education, 2014). In the past ten years, empirical reports of gendered outcomes have been documented in **Suriname**, especially regarding secondary school enrolment, where the net enrolment ratio for girls has been consistently higher than that of boys (UNESCO, 2014) and the percentage of girls accessing tertiary education was 62 percent (Reddock, 2009). In **The Bahamas**, gendered aspects of education show that boys are less likely to attend post-secondary school. It is not surprising to find that women outnumber men by 3 to 1 in enrolment in most post-tertiary institutions in these countries.
- 2.6 **A high percentage of Caribbean youth are categorized as NEET<sup>9</sup>, a phenomenon delineated along gender lines and educational gaps<sup>10</sup>.** While there are limited uniform and country-specific data on NEET rates, rough estimates from various years and sources suggest an average NEET youth rate in the Caribbean region of 25 percent, compared to 22.6 percent in Bolivia, 18 percent in Peru and 19% for Costa Rica<sup>11</sup>. The report of the subject financed under RG-T3154 showed that, for Caribbean countries for which data exist (Barbados and Trinidad and Tobago), educational attainment among male NEET is lower than that of their female counterparts<sup>12</sup> and that NEET males' educational achievements are lower than those of non-NEET males. The study stopped short of addressing the greater likelihood for young men to have fewer qualifications, and the barriers that prevent young men and women from accessing employment.
- 2.7 **Alignment.** The TC is consistent with the Update to the Institutional Strategy 2010-2020 (AB-3008) and is aligned with the development challenge for social inclusion and equality by (i) seeking information on the behaviors and attitudes young men to promote healthy masculinities and (ii) analyzing information on gender gaps

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<sup>8</sup> Educational Achievements of Boys in the Caribbean. [https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/\\_layouts/15/DocIdRedir.aspx?ID=EZSHARE-392841757-28](https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-392841757-28)

<sup>9</sup> Youth not in Education, Employment or Training.

<sup>10</sup> NEET is the standard acronym use to describe individuals who are "Not in Employment not in Education not in Training." NEET Youth Report. [https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/\\_layouts/15/DocIdRedir.aspx?ID=EZSHARE-596265205-2](https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-596265205-2)

<sup>11</sup> NEET Youth Report. [https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/\\_layouts/15/DocIdRedir.aspx?ID=EZSHARE-596265205-2](https://idbg.sharepoint.com/teams/EZ-RG-TCP/RG-T3154/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-596265205-2)

<sup>12</sup> It appears that higher unemployment rates for women are partially explained by women's greater participation in caregiving work.

to inform on public policy decisions . The project objectives reflect the priorities of the Gender and Diversity Sector Framework (GN-2800-8), the Operational Policy on Gender Equality in Development (OP-761) and the Gender Action Plan 2017-2019 (GN-2531-16) by contributing to efforts of member countries to achieve gender equality. The project corresponds to the priorities<sup>13</sup> established by the Ordinary Capital Strategic Development Programs (GN-2819-1) as it will analyze issues of masculinity and its impact on education and labor force participation. It is aligned to the Social Development Fund (SOC) and the Gender and Diversity Multidonor Fund (MGD) as it contributes to gender equality and adds to the Bank's analytical work on masculinity, a topic little researched at the institution. It is also aligned with the Citizen Security and Justice Sector Framework Document (GN-2771-7) because it focusses on violence prevention (paragraphs 4.12 and 4.34).

### **III. Description of activities/components and budget**

- 3.1 Component 1. Attitudes and behaviors of Caribbean male youth (US\$185,000).** The Man-Box survey will be deployed in six countries<sup>14</sup> and will offer a comprehensive understanding of Caribbean males' attitudes and behaviors towards gender, emotional well-being, education, and transition to labor. Questions on discipline will be incorporated to identify to what degree severe punishment inhibits school completion. The results will provide qualitative and quantitative data on how social definitions of manhood influence young men's decision making and well-being. The findings will serve to adapt policies and programs to promote positive and equitable ideas of manhood.
- 3.2** The component will finance the following activities: (a) Survey design and deployment. The Man-Box survey will be launched online and in specific localities<sup>15</sup> to ensure a representative sample of young men<sup>16</sup> between the ages of 18-30 years. Parameters such as economic status, geographical location and ethnicity will be added to enrich the results. (b) Qualitative research. Focus group discussions will be hosted in three countries to gather insights on sensitive topics such as ethnicity and disabilities. Selected young men (ages 18-30) will be invited to discuss these issues. Local NGOs will be trained on the methodology to conduct the surveys and focus groups. (The mixed approach will mitigate the selection bias of the Jamaica survey wherein the sole use of Facebook led to a rather more educated sample than the general population). (c) Data analysis and reporting of findings.
- 3.3 Expected results from Component 1** will include the findings of the Man-Box will be compiled into a joint SCL, CCB, and CID regional report on gender gaps in the Caribbean that will be published by the Bank.

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<sup>13</sup> Namely: Capacity (6.29.3) and Strategic Knowledge and Dissemination (6.29.1). The topic itself, masculinity, falls within the description of Development and dissemination of cutting-edge knowledge product (6.30.1).

<sup>14</sup> The Man-Box survey will be deployed in The Bahamas, Barbados, Belize, Guyana, Suriname, Trinidad and Tobago. The issue of masculinity in these countries were previously researched in RG-T3154. Note that the survey was deployed in Jamaica under RG-T3154.

<sup>15</sup> Informal places popular with young men such as bars and vending stand as well as formal and informal workplaces.

<sup>16</sup> Actual number will depend on age group population in each country.

- 3.4 **Component 2. Gender gaps in educational attainment, labor market outcomes and risk behavior (US\$65,000).** The gender trajectory in education, employment and NEET rates will be assessed through a longitudinal analysis<sup>17</sup>. Countries were selected based on data availability in education (Barbados, Jamaica and Trinidad and Tobago) and labor force participation (Barbados and Trinidad and Tobago). The combined report will provide cohort-based statistics that will inform the design of policies to address gender gaps in education and employment.
- 3.5 The project XXI Century Skills, Gender and Education in the Caribbean<sup>18</sup> (RG-T3491), approved in November 2019, will “analyze and systematize data and information related to gender gaps in education and the promotion of socioemotional skills in the Caribbean”. In that regards, the proposed TC will add to the analysis by studying gender gaps in labor market and assessing young men’s behaviors and attitudes towards gender, emotional well-being, education, and transition to labor. In this context two researchers will be hired, one under RG-T3491 and another with resources allocated to this project. The researcher hired under this component will support the following activities: (a) Data analysis for the past 25 years from empirical sources including census, labor surveys, school exams, completion rates, and judicial records. (b) Research of secondary sources (literature reviews, interviews with employers and school officials) to identify nuances not captured through the statistical analysis. (c) Compiling of findings.
- 3.6 **The Expected results from Component 2** will be the findings on gender gaps will also be published as part of a joint SCL, CCB, and CID regional report on gender gaps in the Caribbean.
- 3.7 Resources from the OC Strategic Development Program for Social Development (SOC) and the Gender and Diversity Multidonor Fund (MGD), for US\$100,000 and US\$150,000 respectively, will finance the total costs of the TC of US\$250,000 as outlined below:

#### Indicative Budget (US\$)

Activity/Component	Description	IDB/MGD	IDB/SOC	Total Funding
Component 1	Survey on Attitudes and Behaviors of Caribbean male youth	150,000.00	35,000.00	185,000.00
Component 2	Gender gaps in educational attainment, labor market outcomes and risk behavior	-	65,000.00	65,000.00
<b>Total</b>		150,000.00	100,000.00	250,000.00

<sup>17</sup> The research will complement that carried under RG-T3491 on educational assessment.

<sup>18</sup> Further details can be found in Convergence or at <https://www.iadb.org/en/projects-search?query%5Bcountry%5D=&query%5Bsector%5D=&query%5Bstatus%5D=&query%5Bquery%5D=RG-T3491>

- 3.8 **Supervision, Monitoring and Evaluation.** The Gender and Diversity Division (SCL/GDI), in collaboration with SCL divisions, CCB and CID/CBL, will be responsible for the implementation of all activities of the TC. The deployment of the Man-Box surveys (Component 1) will require maintaining an open dialogue with line ministries (gender, education, and labor) to ensure the survey contents are inclusive and respect national norms. The ministries' designated focal points will receive monthly updates during the survey launch. COFs team members will supervise the NGOs in charge of the person-to-person survey and focus groups; information sharing will take place via written reports and online meetings. The analysis of the gender gaps (Component 2), while primarily a desk review, will involve liaising with the statistical institutions to obtain country-specific data. Trust will be maintained through the institutions' participation at the inception of the project implementation, during the layout of the research action plan; progress meetings will be spaced accordingly during execution. The draft reports will be shared with participating ministries and institutions for information and review. Given the nature of the TC, there will be no formal evaluation report.

#### IV. Executing agency and execution structure

- 4.1 The Bank is best placed to be the executing agency of the TC, given the regional nature of the research and the Bank's long-standing experience in regional initiatives and social issues with the implementation of the previous project (RG-T3154) on masculinity in the Caribbean, SCL/GDI has gained expertise on the subject matter and is best positioned to lead the execution, in collaboration with the country department and offices to ease coordination with public institutions. The results of the surveys (component 1) and the gender gap analysis (component 2) will be published by the Bank and the intellectual property rights of such products will be the property of the Bank.
- 4.2 **Letters of Request.** All letters will be obtained prior to initiating any activity in the territory of a Beneficiary Country. With regards to Component 1, non-objection letters from the Bank's official liaison entity in each of the beneficiary countries will be requested at the initial phase of the survey preparation. Letters for Component 2 will be requested prior to any field work.
- 4.3 **Procurement and Financial Management.** All activities to be executed under this TC have been included in the Procurement Plan (see Annex IV) and will be contracted in accordance with Bank policies as follows: (a) AM-650 for Individual consultants; (b) GN-2765-4 and Guidelines OP-1155-4 for Consulting Firms for services of an intellectual nature and; (c) GN-2303-28 for logistics and other related services.
- 4.4 **Single-Source Selection.** Three single-source selection will be required for efficient implementation of Component 1.
- 4.4.1 The experience and expertise of **Promundo** is required to design, review and draft the report on Man-Box survey and single sourcing the organization is justified under section 4.1.3.a. and d. of GN-2765-1. Promundo is the leading organization in engaging men and boys to promote gender equality. It has more than 20 years of experience worldwide in applied research on masculinity topics. Promundo designed and implemented the Man-Box survey in Jamaica (financed by

RG-T3154 [EZSHARE-596265205-8](https://promundoglobal.org/resources/man-box-study-young-man-us-uk-mexico/)) as per the protocols established by the organization (<https://promundoglobal.org/resources/man-box-study-young-man-us-uk-mexico/>).

- 4.4.2 It is expected that the online deployment of the Man-Box survey will be done through two telecommunications providers, both of which should be hired through SSS because they present a clear advantage over competition, as per section 4.1.3.d. of GN-2765-1. **Digicel-Caribbean** (<https://www.digicelgroup.com/en.html>) is the main cellular phone network and home entertainment provider in the region. Its advertising brand **Trend Media** is responsible for digital advertising across the Caribbean (<https://trend.media/>). Digicel's penetration rate and Trend Media advertising reach in five of the selected countries averages 66 percent and offers the potential to reach a higher proportion of young men. Digicel also has a strong presence in the region where it is highly regarded for its corporate social responsibility initiatives<sup>19</sup>. **The Bahamas Telecommunications Company (BTC)** is the primary provider of telecommunications in the archipelago, co-owned by the Government of the Bahamas who holds 49 percent of the company's share.

## V. Major issues

- 5.1 Access to data is the main risk associated with the execution of the TC. This will be mitigated through the mapping of information currently housed on the IDB site, other data such as census and labor market and household living conditions data, which are publicly available or can be obtained from the statistical offices of the beneficiary countries. All of these offices have strong institutional rapport with the Bank.
- 5.2 Additionally, the team will adopt the best practices learned from the preparation and design of RG-T3154 to ensure Bank wide relevance. Precisely, the project will continue to draw from the thematic expertise and country knowledge from the country offices and SCL divisions. Civil society organizations' participation will promote buy-in within the countries. The reports will be disseminated at a conference planned under RG-T3491.
- 5.3 The risk of infections from COVID-19 will be mitigated by maintaining the national and WHO measures. NGOs hired to conduct the focus group will be required to apply these measures such as social distancing and the wearing of masks. Personal protective equipment will be purchased with TC resources.

## VI. Exceptions to Bank policy

- 6.1 None.

## VII. Environmental and Social Strategy

- 7.1 The environmental and social safeguard classification is "C." This TC supports activities that increase the likelihood of positive social impact by strengthening the capacity of government to implement country-relevant initiatives.

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<sup>19</sup> <https://www.digicelgroup.com/en/media/news/2018/July/24/digicel-wins-big-at-international-csr-excellence-awards.html>

**Required Annexes:**

[Results Matrix\\_974.pdf](#)

[Terms of Reference\\_54114.pdf](#)

[Procurement Plan\\_23736.pdf](#)