

TC DOCUMENT

I. Basic Information for TC

▪ Country/Region:	Regional
▪ TC Name:	Caribbean Policy Meeting on Masculinity
▪ TC Number:	RG-T3154
▪ Team Leader/Members:	Laurence Telson, Team Leader (SCL/GDI); Cristina Ashton, Judith Morrison and Lina Uribe (SCL/GDI); José Jorge Saavedra (CCB/CCB); Denesh Baboolal (CCB/CTT); Sahita Pierre-Antoine (GDI/CHA); Fernando Pavon (SCL/LMK); Stephanie Oueda Cruz (INO/NFP); Gary Scotland (NFP/CJA); Robert Pantzer (IFD/ICS); and Javier Jimenez Mosquera (LEG/SGO).
▪ Taxonomy:	Research and Dissemination
▪ Date of TC Abstract Authorization:	July 9, 2018
▪ Beneficiary:	The Bahamas, Barbados, Belize, Guyana, Haiti, Jamaica, Suriname, and Trinidad and Tobago.
▪ Executing Agency and Contact Name:	Inter-American Development Bank, through the Gender and Diversity Division, Social Sector (SCL/GDI). Laurence Telson
▪ Donors Providing Funding:	OC Strategic Development Program for Social Development (SOC)
▪ IDB Funding Requested:	US\$150,000
▪ Local Counterpart Funding, if any:	US\$0
▪ Disbursement Period (which includes execution period):	24 months which includes 18 months of execution
▪ Required Start Date:	October 15, 2018
▪ Types of Consultants:	Individuals
▪ Prepared by Unit:	SCL/GDI
▪ Unit of Disbursement Responsibility:	Social Sector (SCL/SCL)
▪ 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; Productivity and innovation

II. Objectives and Justification of the TC

2.1 Objective. The overall objective of this project is to increase awareness on the prevalence of hegemonic¹ masculinity in the Caribbean and the impact on social and economic opportunities for women and men. The TC will focus on the

¹ 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* (2nd 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).

influence of hegemonic masculinity in three critical areas:² (i) Violence Against Women and Girls (VAWG); (ii) educational outcomes of boys; and (iii) youth employment. The project will also establish a framework for action, enabling beneficiary governments to define policies and programs with regard to the aforementioned critical areas applicable to the respective countries.

2.2 Justification. Hegemonic masculinity is regarded as a risk factor for socially and individually harmful behaviors and choices.³ While hegemonic masculinity is not unique to the Caribbean, it plays an important role in generating VAWG, corporal punishment and other forms of violence against children, male school abandonment, and underemployment of both male and female young adults—all of which have significant socioeconomic costs.⁴

2.3 VAWG in the Caribbean. Gender-based violence is primarily directed against women, and most Intimate Partner Violence (IPV) is committed by male partners.⁵ Data from the World Health Organization (WHO)⁶ reveal that worldwide nearly 35% of women have experienced physical IPV in their lifetime. Prevalence rates of IPV in the Caribbean seem similar to the world average: recent surveys financed by the Inter-American Development Bank (IADB) in Trinidad and Tobago⁷ and in Jamaica⁸ found that 30% and 25% of women respectively are victims of IPV. In Haiti, 29%⁹ of ever partnered women¹⁰ have experienced IPV. In Guyana, 60% of women experienced physical violence in their lifetime. In Belize, 60% of women have reported having experienced IPV¹¹. It is estimated that domestic violence

² World Bank. (2011). *World Development Report 2012 Gender Equality and Development*. Washington DC. Retrieved from <https://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936222006/Complete-Report.pdf>.

³ Rohan D. and Jeremiah, (2013). Beyond Behavioral Adjustments: How Determinants of Contemporary Caribbean Masculinities Thwart Efforts to Eliminate Domestic Violence. *International Journal of Men's Health*.

⁴ Rohland, H. (2011). Fighting discrimination at work: Progress at risk. *World of Work*, (72).

Retrieved from https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_160434.pdf. Jayaram, S. (2018). Reducing Secondary School Dropouts in Latin America and the Caribbean: Policy Lessons and Recommendations | Results for Development. Retrieved from <https://www.r4d.org/projects/reducing-secondary-school-dropouts-latin-america-caribbean-policy-lessons-recommendations/> Grenade, K. (2015). *Youth are the Future*. Caribbean Development Bank. Retrieved from <https://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

⁵ Garcia-Moreno, C., Guedes, A., & Knerr, W. (2012). *Understanding and addressing violence against women*. World Health Organization. Retrieved from http://apps.who.int/iris/bitstream/handle/10665/77432/WHO_RHR_12.36_eng.pdf;jsessionid=7FFD23D645296C4AA82E60C878278EAE?sequence=1

⁶ Violence against women. (2017). Retrieved from <http://www.who.int/news-room/fact-sheets/detail/violence-against-women>.

⁷ Pemberton, C., & Joseph, J. (2018). *National Women Health Survey for Trinidad and Tobago Final Report*. Washington DC: Inter-American Development Bank. Retrieved from <https://publications.iadb.org/bitstream/handle/11319/8787/National-Womens-Health-Survey-for-Trinidad-and-Tobago-Final-Report.pdf?sequence=1&isAllowed=y>

⁸ Williams, C. (2016). *Women's Health Survey Jamaica*. IDB. Retrieved from <https://publications.iadb.org/bitstream/handle/11319/8951/Womens-Health-Survey-2016-Jamaica-Final-Report.pdf?sequence=1&isAllowed=y>

⁹ Ministry of Public Health and Population [le Ministère de la Santé Publique and de la Population] (MSPP), 2013. 2012 Haiti Mortality, Morbidity, and Service Utilization Survey: Key Findings. Calverton, Maryland, USA: MSPP, IHE, and ICF International.

¹⁰ Women aged 15 years to 49 years who has a current or had a former intimate partner within the past 12 months.

¹¹ PAHO. (2010). *HIV and Violence against Women in Belize (Final report)* (p. 20). Retrieved from https://hivhealthclearinghouse.unesco.org/sites/default/files/resources/iiep_belize_vaw.pdf

occurs in 20% to 40% Bahamian households.¹² Where gender-based violence surveys are not available, perceptions of violence is a proxy. In Barbados, 26.9% either approves or understands a husband hitting his wife if she was unfaithful.¹³ The percentage of Caribbean girls ages 12 to 14 who have experienced physical punishment varies between 38% in Trinidad to 70% in Haiti.¹⁴

2.4 VAWG legal framework and policies in the Caribbean. National gender policies were enacted in Belize, Guyana, Jamaica and Suriname. The Bahamas, Barbados as well as Trinidad and Tobago have not established a strategic Plan on Domestic Violence. Even in the countries with a sound legal framework to eradicate and prevent VAWG, women remain vulnerable to abuse. For instance, Guyana and Jamaica's domestic violence legislation does not cover sexual violence or economic violence. Belize does not protect against IPV from unmarried partners. The Bahamas, Belize and Guyana have established legislation against sexual harassment, but legislation in The Bahamas, Haiti and Jamaica does not criminalize marital rape. Haiti is the only country in the Caribbean that has a specific provision for the State to seek criminal charges against accused rapists.¹⁵

2.5 Corporal punishment is deeply ingrained in Caribbean culture and is perceived as an acceptable parental choice for discipline, a right fully transferrable to caretakers. Corporal punishment is legal in at least 12 [Caribbean](#) countries, for which data is available, in homes and alternative care settings are allowed in all but 3 countries - [Jamaica](#), [Haiti](#), and [Trinidad and Tobago](#). Only the islands of Aruba, Curaçao and St Maarten (which are part of the Netherlands) have completely outlawed all forms of physical punishments of children, including in the home.¹⁶ The WHO's studies on the subject reveal that men who abuse women are likely to have suffered from violence as children, witnessed violence against their mothers, exhibit signs of anti-social behaviors and adhere to hegemonic gender roles.¹⁷

2.6 Children who are victims of violence and corporal punishment are more likely to have lower scores on national exams, to drop out and participate in “undesirable activities” in adulthood as well as—especially for girls--suffer from sexual and physical abuse.¹⁸ However, corporal punishment continues to be used despite the detrimental effect on children.

¹² Wiltshire, R. P. (November 2015). *A Base Document for Stakeholder and Partner Consultations*. Barbados.

¹³ The Americas Barometer by the Latin American Public Opinion Project (LAPOP). 2014. www.LapopSurveys.org.

¹⁴ Retrieved from

https://www.unicef.org/publications/files/A_Statistical_Snapshot_of_Violence_Against_Adolescent_Girls.pdf

¹⁵ The World Bank. (2013). *Republic of Haiti Women and Girls in Haiti & Reconstruction: Addressing and Preventing Gender based Violence Evaluation Report* (p. 8). Washington DC. Retrieved from <http://documents.worldbank.org/curated/en/293211468033604222/pdf/AUS26450ESW0P10e0cover00PUBLIC00ACS.pdf>

¹⁶ Caribbean Coalition for The Abolition of Corporal Punishment of Children (2016). *Progress towards prohibiting all corporal punishment of children in the Caribbean* (2nd ed., p. 3). Retrieved from <http://endcorporalpunishment.org/wp-content/uploads/regional/Caribbean-progress-briefing-issue-2.pdf>. In 2015, Trinidad and Tobago became the only Caribbean country to prohibit corporal punishment to children in all settings, excluding the home.

¹⁷ World Health Organization, 2018.

¹⁸ See Global Initiative to End All Corporal Punishment of Children. (2016). *Corporal punishment of children: summaries of prevalence and attitudinal research in the last 10 years – Caribbean*. Retrieved from http://crimeobservatory.bz/docstation/com_docstation/17/corporal_punishment_of_children_caribbean.pdf for more information on corporal punishment in the Caribbean.

- 2.7 Gender gaps in educational outcomes favoring young women.** In countries where drop out numbers are available, the gender gap in educational achievement is significant. CIMA data reveal that in every year from 2005 to 2015, the percentage of male students who passed the Caribbean Secondary Education Certificate (CSEC) English exams has been lower than girls; scores for mathematics show a slightly greater number of boys than girls qualifying.¹⁹ The overwhelmingly male dropout rate at the secondary level observed throughout the Caribbean has consequences in tertiary education. In 2010, 40% of Caribbean men compared to 60% of women were studying at the tertiary level²⁰. More than 68% of students enrolled at The University of the West Indies (UWI) for the academic year 2017/2018 were women. For that year, the number of women surpassed that of men in all fields except engineering.²¹ The same pattern occurs in Belize where, in 2016, 61.9% of enrollees at the University of Belize were women.
- 2.8 Lack of educational achievement translates into few employment opportunities.** Hegemonic masculinity contributes significantly to boys dropping out of school and not being competitive for employment, and to girls limiting their employment possibilities due to gender stereotypes. According to an International Labour Organization (ILO) study, “providing decent employment for youth continues to be a major challenge for the region.”²² Beyond unemployment, many youths are Neither Employed nor Enrolled in Education or Training (NEET).²³ Data analyzed from the ILO as well as the World Bank revealed that most of the Caribbean countries had a NEET rate higher than the Latin American and the Caribbean (LAC) regional average.²⁴ For instance, the percentage of NEET in Barbados for 2015 is estimated at 38%; that of Belize in 2016, nearly 28%; and Trinidad and Tobago 52.1% in 2013.²⁵
- 2.9 Strategic 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 addressing gender equality through the lens of masculinity. The TC’s objective reflects the priorities of the Gender and Diversity

¹⁹ IDB education portal. Retrieved from <https://www.iadb.org/en/sector/education/cima/home>

²⁰ Grenade, K. (2015). *Youth are the Future*. Caribbean Development Bank. Retrieved from <https://www.caribank.org/wp-content/uploads/2015/05/Youth-Study-Imperative-of-Employment-CDB-2015.pdf>

²¹ University Office of Planning, University of the West Indies. (2018). *A statistical review of 5 year trends in student enrolment and graduation statistics at the UWI during the period 2012/13 to 2016/17 for selected datasets*. Retrieved from <https://www.mona.uwi.edu/opair/statistics/2016-2017/C.P6d%20-%20The%20UWI%20Statistical%20Digest%202012-13%20to%202016-17.pdf>

²² Mapping of Youth Employment Interventions in Caribbean Countries. (2018). Retrieved from https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---sro-port_of_spain/documents/publication/wcms_632706.pdf

²³ Elder, S. (2015). *What does NEETs mean and why is the concept so easily misinterpreted?*. International Labour Office. Retrieved from https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_343153.pdf

²⁴ The average NEET rate in Latin America and the Caribbean is 20% of the youth population. Latin American Economic Outlook 2017 YOUTH, SKILLS AND ENTREPRENEURSHIP. (2017). Retrieved from https://www.oecd.org/dev/americas/Overview_LEO2017.pdf

²⁵ Barbados: Sourced from Caribbean Development Bank. (2015). *Youth Are The Future*. Caribbean Development Bank. Belize: Retrieved from <http://documents.worldbank.org/curated/en/756431468012643544/pdf/883620WP0Box385224B00PUBLIC0April02014.pdf>. Trinidad and Tobago: Retrieved from <https://www.ilo.org/ilostat/faces/oracle/webcenter/portalapp/>

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 priorities²⁶ established by the Ordinary Capital Strategic Development Programs (GN-2819-1) as it will stimulate member countries to explore the issues of masculinity and its impact on women's empowerment and men's lifecycle. It will also add to the Bank's analytical work on gender by focusing explicit 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).

- 2.10** The project's focus on gender-based violence, educational performance of boys and employment as key challenges is also aligned with the IDB Country Strategies of the six countries of the Country Department Caribbean Group (CCB), Haiti and Belize. Finally, the project meets the IDB 2016-2019 Corporate Results Framework (CRF) indicators related to social inclusion and equality as well as gender and diversity.

III. Description of Activities/Components and Budget

- 3.1 Component 1. Policy Meeting on Masculinity in the Caribbean (US\$60,000).** This Component will promote awareness of the prevalence of hegemonic masculinity in the Caribbean region and foster dialogue on the impact on the following priority areas: VAWG, educational outcomes of boys and youth employment. The outcome of the meeting is a conference report on best practice in these areas that will be tailored to the Caribbean.
- 3.2** The Policy Meeting will convene government officials from the social, gender and finance Ministries from the eight beneficiary countries²⁷ of this TC, technical experts, practitioners, and academics from The University of the West Indies Institute of Gender and Development Studies. The one-day event will take place in Jamaica. The experts and academics in each of the thematic areas (see paragraph ¶3.4) will be selected based on their knowledge and current engagement in the subject matter and the Caribbean region. Practitioners, one per theme, will be identified during the research activities (Component 3), based on the success of initiatives currently managed.
- 3.3** The technical content will present empirical evidence on the socio-economic impact of hegemonic masculinity in the Caribbean and will highlight innovative best practices to address it from the region and elsewhere. The material will be drawn from the diagnostics compiled by consultants (Component 3). The presentations will be structured as TED-style talks, led by experts and followed by discussion. The discussions will be guided by IDB staff and will focus on the relevance of best practice to the region and specific countries. Policy-makers and other participants will exchange experiences from their respective countries and discuss the merits of replication of best practice from other regions.

²⁶ 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).

²⁷ These are the countries under the CCB Department as well as Belize and Haiti.

- 3.4 The presentations will potentially focus on the following themes:
- (i) **Engaging Men in the Reduction and Eradication of VAWG.** This session will discuss policies and interventions that promote reduction and eradication of VAWG. Evidence-based actions that positively engage men in changing attitudes and behavior toward women—as well as prevent re-offending—will be emphasized.
 - (ii) **Reducing the Dropout Rates among Boys.** This session will highlight policies and other best practice that support educational achievements in boys and will identify school-community-home linkages that are critical in promoting positive behaviors. It will also address gender biases that limit the performance of boys and girls in school.
 - (iii) **School to Work Transition.** This session will focus on the need for policies that merge demand for skills to the academic and vocational paths of the region's school systems. It will also address the implications for the future of work and meeting the needs for employment of a growing youth cohort.
- 3.5 The country delegations will identify best practice from each of the three areas most applicable to the respective countries. After the event, the conference report (to be distributed to all participants) will summarize the meeting and highlight the principal agreements on technical support. Based on the depth of interest in working on these issues with the IDB, three countries will be selected for national follow-up workshops (Component 2).
- 3.6 There will be a maximum of 40 invitees, of which 14 will be government representatives, 6 practitioners and academics, 3 from international community engaged in gender issues in the Caribbean, 3 technical experts (see Component 3) and 6 Bank staff. Spaces will be reserved for 8 private sector representatives to be selected by the respective IADB Country Offices in consultation with IDB-Invest.
- 3.7 Resources allocated to this component will finance: (i) travel costs and lodging for government officials, practitioners and academics; (ii) logistics and venue in Jamaica; and (iii) preparation of the conference report.
- 3.8 **Component 2. National Follow-up Workshops (US\$35,000).** Following the Policy Meeting, three countries will be selected to further explore policies and programs. Government officials from the relevant line ministries and finance ministry, and technical experts will be invited to participate in workshops that will take place in each country. The IDB's country department and social sector staff (SCL/EDU, SCL/GDI and SCL/LMK) will guide the workshops.
- 3.9 Government representatives will identify the priority area (VAWG, education or employment) that is most important for the national context. Specific interventions to address root causes and change in attitudes and behaviors in boys and men will be discussed. The experts will guide the discussions on best practice that can be replicated and scaled up, and IADB staff will provide technical advice on how to operationalize the proposed interventions.
- 3.10 The outcome of the workshops will be a document that outlines an action plan for promoting healthy masculinities for each country in the prioritized area, incorporating the best practice identified and adapted to country needs. Actions that may be supported with IADB assistance will be identified and a workplan

devised to explore implementation of the recommendations either in an existing or in a new operation.

- 3.11 Resources allocated to this component will finance the workshop venues and travel expenditure of non-Bank participants.
- 3.12 **Component 3. Applied research on costs of hegemonic masculinity and good practice interventions (US\$55,000).** The objective of this component is to generate information on hegemonic masculinity and the related socio-economic impact in the selected eight countries in the Caribbean, as well as to identify best practice (policies, programs and interventions) for addressing the topic in each of the three priority areas (VAWG, boys' education and employment), from both within and outside the region.
- 3.13 Three consultants (a technical expert in each priority area), will be hired to conduct the aforementioned research which will be presented at the Policy Meeting (see Component 1). The papers will be used as the basis for the discussion at the Policy Meeting and follow-on national workshops, as well as provide recommendations that are expected to be valuable inputs for policy-makers and practitioners.
- 3.14 Resources from this Component will finance the consultants' honoraria to undertake the research and draft the resulting reports.
- 3.15 Budget. The OC Strategic Development Program for Social Development (SOC) will finance the total TC cost of US\$150,000. The TC is expected to be disbursed over a period of 24 months.

Indicative Budget (US\$)

Activity/Component	IDB(SOC)	Total Funding
Component 1. Policy Meeting on Masculinity in the Caribbean	60,000	60,000
Component 2. National Follow-up Workshops	35,000	35,000
Component 3. Applied research on costs of hegemonic masculinity and good practice interventions	55,000	55,000
Total	150,000	150,000

IV. Executing Agency and Execution Structure

- 4.1 Given the regional nature of the project that requires coordination with each country and experience in leading dialogues, the execution of this TC will be carried out by the Bank through SCL/GDI, in collaboration with CCB/CCB and CID. The coordination team within the IADB will also include multiple actors working on gender issues, including SCL/EDU, SCL/LMK, IFD/ICS and IDB-Invest.
- 4.2 The Bank will host the Policy Meeting and will coordinate the national seminars in countries that request further dialogue with the Bank and other partners. The IADB will conduct the procurement of all consulting and non-consulting services in accordance with the policies and procedures for Bank-executed operations (GN-2303 and AM-650).

V. Major Issues

- 5.1 The main risk lies in convincing governments of the consequences of hegemonic masculinity on achievement in men and empowerment of women, as well as the need to invest resources in addressing this issue. This risk will be mitigated with the participation of representatives from the social ministries that oversee gender affairs and finance ministries that will help identify best practice that is not only culturally appropriate but also financially feasible. The presence of UWI-IGDS academics and practitioners of interventions with successful outcomes in the Caribbean will support the technical discussions.

VI. Exceptions to Bank Policy

- 6.1 There are no exceptions to Bank Policy.

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.

Required Annexes:

- Annex I: Request from the Client (It is not required)
- Annex II: Results Matrix
- Annex III: Terms of Reference
- Annex IV: Procurement Plan

October 16, 2018