

## BARBADOS

### Gender Analysis

#### I. Context and background information

According to the, Country Gender Assessment (CGA)<sup>1, 2</sup> from the Caribbean Development Bank, Barbados has achieved a 'very high' level of human development, according to the Human Development Index reflecting long life expectancy, excellent school enrolment and length of education and high income per capita. However, while the average gender inequality index (GII) figure for Barbados was 0.343, low compared to other countries with an average of 0.193. The GII is based on the percentage of female seats in parliament (19.6%), the percentage of females and males with at least secondary education (89.5% and 87.6%, respectively), the labor force participation rates for females and males (64.8% and 76.2%, respectively), the maternal mortality ratio (51, compared to an average of 15 among countries in the very high HDI category) and the adolescent fertility rate (40.8, compared to an average of 18.7 among countries in this category).

The assessment reports a labor force participation lower among women than men, but similar percentages are classified as unemployed. The difference in labor force participation is accounted for by the consistently higher participation of men in formal employment and of women in the so-called 'economically inactive' population. The 'economically inactive' population includes not only homemakers and others who do unpaid work but also informal sector workers. The largest numbers of female employees are in wholesale and retail; tourism (accommodation and food services); health and social work; education; and public administration and defense.

The CDB reports that women represent the majority of persons who earn less than \$500 per week while men comprise the majority in all income brackets of \$500 a week upwards. There has been some improvement in female earnings; prior to 2009, the majority of persons in the second lowest income bracket (\$200 – \$499) were men. Poverty is concentrated among households headed by women, which account for 47.5% of all households. The poverty rate in female-headed households is 19.4%, compared with 11.5% in male-headed households and 15% in all households. Poor female-headed households also have the highest dependency ratio, with 74.8% non-earners per household compared with 68.6% in poor male-headed households and 49.9% in the total population. Another problem is the early motherhood (adolescent fertility) that contributes to school dropout and decreases the likelihood of being gainfully employed.

A research from the University of the West Indies (UWI), confirmed by interviews conducted for this CGA, reveals the following difficulties for women's entrepreneurship and ownership:

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<sup>1</sup> This Country Gender Assessment (CGA) of Barbados was commissioned by the Caribbean Development Bank (CDB), as part of an initiative to conduct ten CGAs in the Bank's Borrowing Member Countries in 2012-2014, in implementing its 2008 Gender Equality Policy and Operational Strategy (GEPOS). This strategic undertaking will not only inform CDB's support to the specific borrowing member countries, but also contribute to advancing gender equality in the Caribbean region

<sup>2</sup> <http://www.caribank.org/wp-content/uploads/2016/05/CountryGenderAssessmentBarbados.pdf>

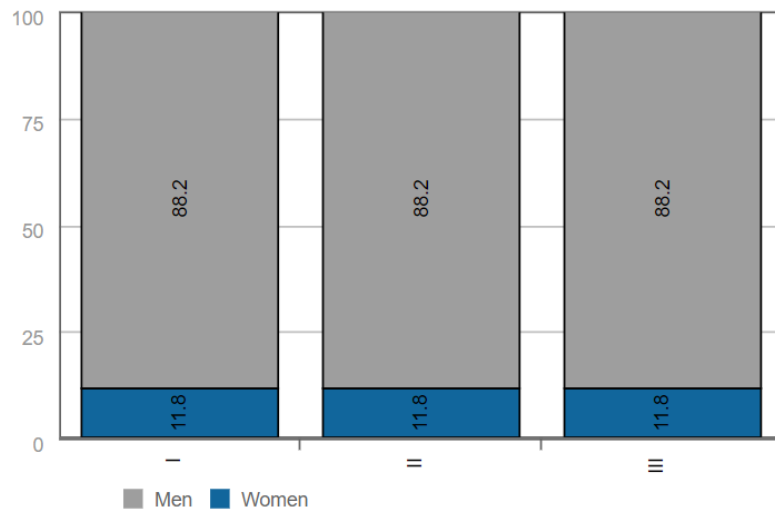
- i. Lack of access to credit, especially because of lack of collateral to secure loans;
- ii. Weaker professional networks than men;
- iii. Lack of knowledge about procedures for incorporation, registration and the taxation system;
- iv. Need to balance caring responsibilities with income-earning possibilities.

### Women in companies

As a reference, a recent study of 1,259 publicly-quoted companies in 31 countries in Latin America and the Caribbean highlights the underrepresentation of women. Women in the Caribbean subregion occupy only 18% of board positions, 29% of executive positions, and 3.1% of chief executive positions. Although women's representation in the Caribbean is low and there is plenty of room for improvement, values on company boards and top management positions are higher comparable with the LAC average, with women occupying 8.5% and 9.2% of those positions respectively. Notwithstanding, the average percentage of women CEOs in the Caribbean is slightly lower than the LAC average, which reaches a value of 4.2%.

### Women participation in the government

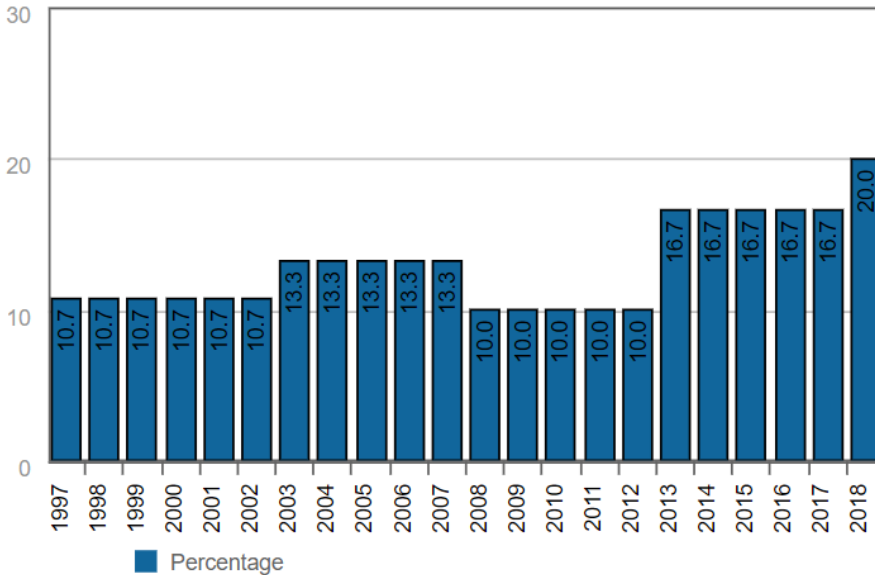
The women participation in ministerial cabinets (Percentages).



Source: CEPAL<sup>3</sup>

Number of women legislators (percentages)

<sup>3</sup> <https://oig.cepal.org/en/countries/68/profile>



Source: CEPAL<sup>4</sup>

The report highlights that women and girls are attaining higher levels in the educational system than boys and men, but the latter predominate among those with technical/vocational subjects as their highest educational level. Finally, there are no legal provisions for paternity leave, flexi-time, flex-place or temporary part-time options that would promote gender equality with regard to work and family responsibilities. Individual employers may grant such arrangements or trade unions negotiate terms with individual employers. There is a shortage of childcare facilities for persons on lower incomes, with 3.2 times as many persons on waiting lists for government day-care facilities as there are places. Opening hours of day-care facilities do not meet the needs of parents with professional careers or who have to work outside the standard working hours.<sup>5</sup> In terms of women’s participation in firms and companies the data confirms that still there is a gap to access in equality manners.

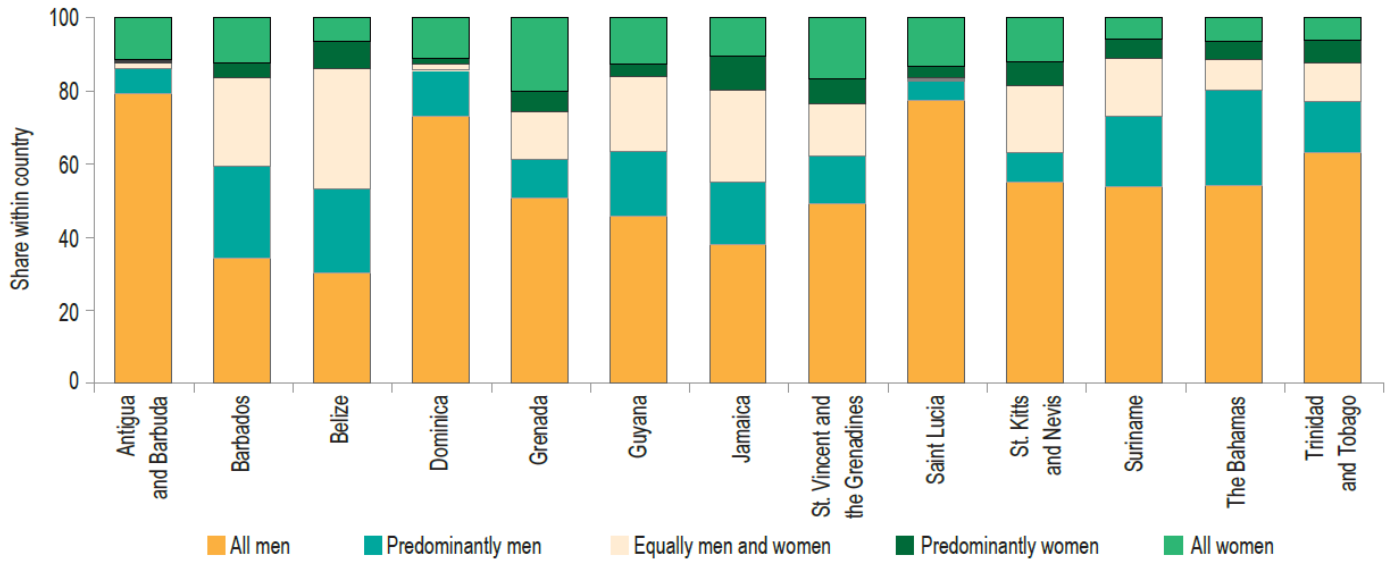
According to the IDB (2017)<sup>6</sup> the Gender gap in the Caribbean this are the barriers that women faced to success in business areas and to led firms:

<sup>4</sup> <https://oig.cepal.org/en/countries/68/profile>

<sup>5</sup> Data form **COUNTRY GENDER ASSESSMENT (CGA) BARBADOS**, Caribbean Development Bank, The Caroline F. Allen & Juliette Maughan RAWWIDA BAKSH AND ASSOCIATES JANUARY 2016

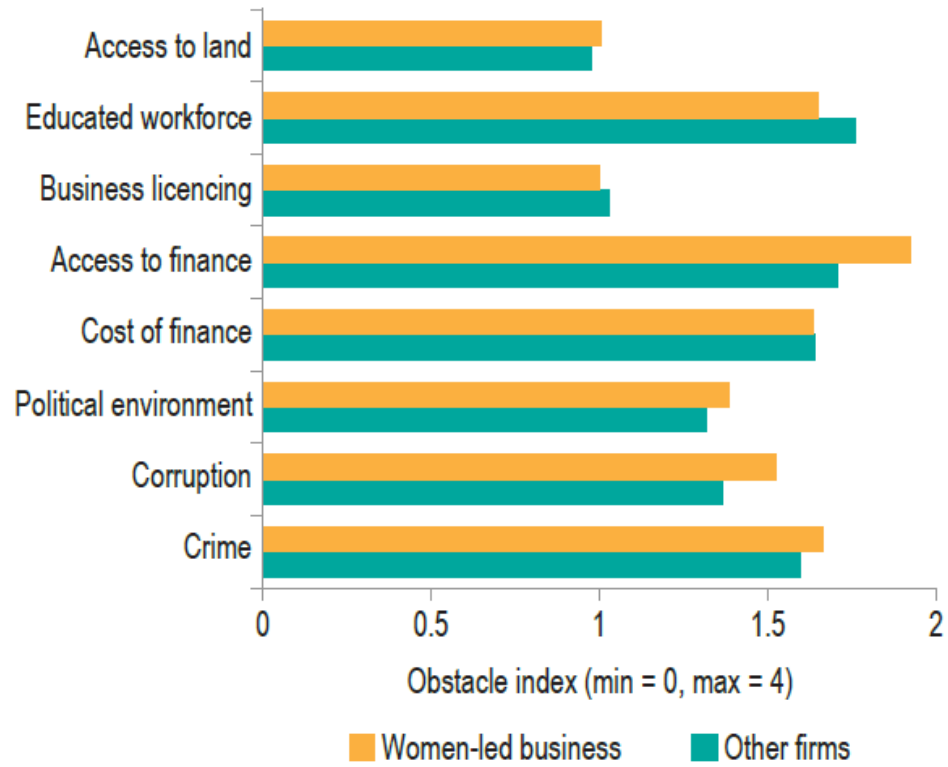
<sup>6</sup> IDB, Exploring firm-level innovation and productivity in developing countries: the perspective of Caribbean small states / editors, Sylvia Dohnert, Gustavo Crespi and Alessandro Maffioli.

### Gender composition of firm ownership in the Caribbean, by Country



Source: PROTEqIN.

### Major Obstacles for Women-Led Business in the Caribbean



Source: Authors based on PROTEqIN data.

## **IDB's BRIDGE Program**

The lack of business expertise is one of the barriers to the economic advancement of poorer young people and women in particular.<sup>7</sup> Business and entrepreneurship education is an important poverty alleviation measure that empowers young people and females especially. It may also help build resilience of at-risk youth in Barbados. Occupational segregation with women tending to have lower-waged occupations in the economy and a lower female labor force participation. Drop out of boys increases the potential of deviance and anti-social behavior. Drop outs of girls might be related to teenage pregnancies resulting in incomplete education. Support entrepreneurship and business education in schools is being proposed as part of the gender and diversity activities.

The gender dimension is also based on analysis conducted under the IDB's BRIDGE Program (conducted in Barbados, Jamaica and Trinidad and Tobago). Findings from the gap analysis indicate that Barbados's unrealized potential for sustainable energy is in part attributed to inadequate training, certification and licensing for both energy efficiency and renewable energy. For EE, there are almost no training curricula or certifications in place. Furthermore, even though a pool of well-trained professionals in this topic exists, there is lack of knowledge among consumers and the will among the various professions to implement EE measures. There are limited curricula available for renewable energy technologies too. However, skill gaps are expected only in the distributed RE projects mainly because the number of utility-scale RE projects is not large.

This operation would help to reinforce the diagnosis and address the gaps. Results from the BRIDGE Program can be found in: <https://publications.iadb.org/handle/11319/8690>

Under these findings, in order to achieve a sustainable energy matrix, Barbados needs i) a broad increase in institutional capabilities throughout Barbados's energy sector; ii) stronger professional skills in the sustainable energy market; and iii) increased public awareness regarding sustainable energy.<sup>8</sup>

## **II. Proposed Gender actions**

The project SUSTAINABLE ENERGY INVESTMENT PROGRAM (SMART FUND II) aims at reducing Barbados's dependency on imported fossil fuels through the increased use of Renewable Energy (RE) and Energy Efficiency (EE) technologies. The specific objectives of the operations are (i) to promote the use of RE and EE in Small and Medium-sized Enterprises (SMEs), (ii) to promote the use of RE and EE in the public sector and (iii) to strengthen institutional capacity to develop RE and EE programs.

**Under component 3** "Capacity Building and Institutional Support", the project will ensure equal participation of men and women in workshops and training carried out under this project. These training opportunities will allow men and women to acquire new skills, develop networks and learn about new technologies and good practices, resulting in better job opportunities in the EE/RE sector.

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<sup>7</sup> As reported by the Country Gender Assessments completed by the CDB in 2016.

<sup>8</sup> Castalia (2012). 'Guidelines for Implementing the Plans for Energy Sector Capacity and Institutional Strengthening, Public Education, and Public Awareness'

Under IDB's gender mainstreaming strategy to design and implement gender-specific and concrete activities, for this intervention the following activities are proposed this concrete actions: (i) dissemination and promotion of good practices in gender diversity for public institutions;

(ii) education programs to empower women and youth economically and to change occupational segregation; (iii) develop and implement a Young Apprentice Project to create jobs and income opportunities for young people in situations of social vulnerability; contribute to the construction of young people's knowledge for insertion in the labor market, preferably in areas related to the activities of the RE sector; promote participation in capacity building activities in technical areas of the energy sector; sensitize and involve sector companies and potential employers in the training of young people; and encourage the youth to stay in school; (iv) ensure equal participation of men and women in workshops and training to acquire new skills, develop networks and learn about new technologies and good practices, resulting in better job opportunities in the EE and RE sector; (v) support the GoBA to collect and analyze sex-disaggregated and gender data, based on the information of the employees working in the institutions involved in the program, including service supplier, borrower, financial institution to establish a baseline and to monitor how the women's working condition changes and/or improves after the proposed activities under this program have been completed

With all these IDB and the Government of Barbados will also generate and analyze sex-disaggregated and gender data as well as generate knowledge products for the country and useful for the region. These measures will be implemented in partnership with other organization also working on gender related issues as well as educational institutions of the sector.

Young Apprentice Program. Barbados would benefit tremendously by developing and implementing a Young Apprentice program, and by encouraging greater participation of women in the energy sector in Barbados as well as young males, which consequently promotes equality and inclusion in the corporate environment. The overall objective of the Young Apprentice Project would be to recruit 16 to 18-year-old from families in situations of social vulnerability, assuring them technical and vocational training through practical activities and learning courses for a period of two years. The Young Apprentice project will be structured considering the possibility of promoting opportunities for young people, especially young women, in situations of social vulnerability and contribute to the construction of knowledge aimed at inclusion in the labor market, focusing on the electric sector.

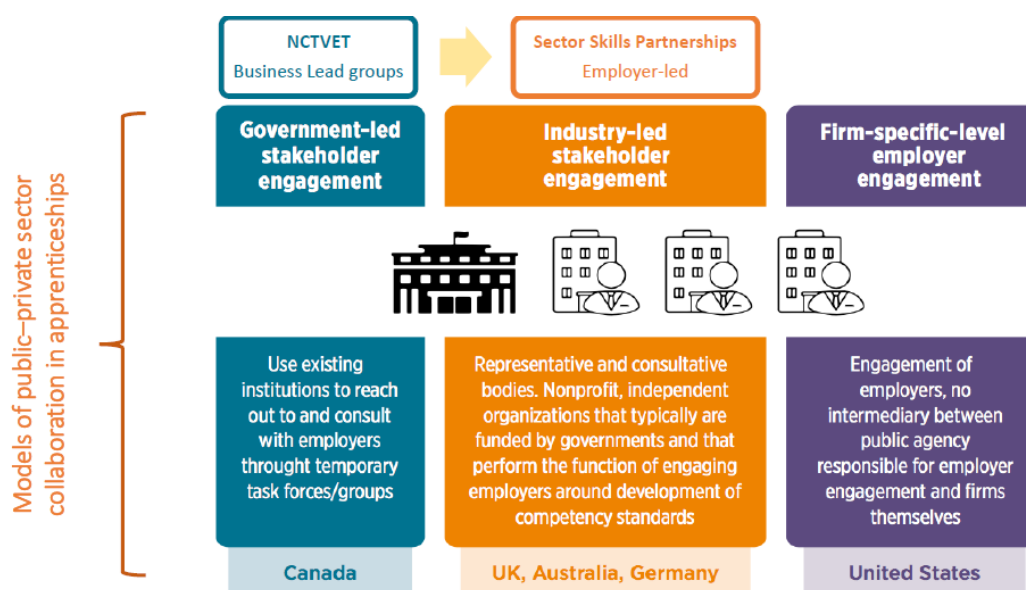
The specific objectives of the Young Apprentice Project are as follows: (i) Create job and income opportunities for young people in situations of social vulnerability; (ii) Contribute to the construction of young people's knowledge for insertion in the labor market, preferably in areas related to the activities of the RE sector; (iii) Promote gender equality and empower women, with participation in capacity building activities in technical areas of the energy sector; (iv) Sensitize and involve sector companies and potential employers in the training of young people; and  
(v) Encourage the youth to stay in school.

The technical and vocational training of young learners consists of theoretical activities (classes) and practices (in a company), organized in tasks of progressive complexity developed in the work environment. The Young Apprentice Project will include lectures and / or courses aimed at broadening participants' knowledge on issues related to the electric energy sector, creating a solid knowledge base for their future insertion into the market. work, focusing mainly on the development of young women apprentices to enter into technical activities. Specifically, the young apprentices will be referred to the knowledge classes in energy efficiency, solar PV, safety, including basic electricity concepts, among others.

The [Young Apprentice Program](#) will benefit from the lessons learned and the experience of the Apprentice Program already completed in the Caribbean region as well as the [Bridge Program](#).

The apprentice program should provide a job that includes the following: A contract with rights and responsibilities, a combination of off and on-the job training, pre-defined and structured learning plan and industry-recognized certification.

There are several models and experiences around the world on this, and here is a summary of some of them.



Regarding data and evidence, various cost-benefit analysis (CBA) of apprenticeship programs have been carried out, and they indicate that the net benefits are greater than the costs. One CBA in the United States estimates that " the social benefits obtained exceeds the costs by an average of US\$49,000, and that those who complete all the training can achieve earnings of up to US\$240,037 throughout their working lives, although these benefits are reduced by between six and nine years after they start".<sup>9</sup>

Apprenticeship programs<sup>10</sup> are a good passport to better jobs for young people outside the school system. An evaluation of the Registered Apprenticeships system in the United States, which is aimed at young people who have graduated from the school system, found that program participants obtained relatively high returns, with positive effects on both incomes and likelihood of being employed (Reed et al., 2012). The program's cost-

<sup>9</sup> Detailed information can be found here: <https://publications.iadb.org/handle/11319/8690>

<sup>10</sup> <https://publications.iadb.org/bitstream/handle/11319/8564/Programas-Aprendices-Lecciones-America-Latina-y-el-Caribe.pdf?sequence=1&isAllowed=y>



benefit analysis is broadly positive (Lerman, 2013). Compared to non-qualified workers, apprentices show higher wages. Other benefits may include a lower job turnover, acquisition of transferable skills and a better match between skills and occupation. For firms, there is evidence that their productivity increases when the participation of apprentices increases as well. Cost-benefit analyses estimate net benefits for firms and for the society in general. See Novella & Pérez-Dávila (2017); Fazio, Fernández-Coto & Ripani (2016). Finally, last year Labor Markets Division published a study on apprenticeship programs called "Are Apprentice Programs Effective?" (Novella, 2017).