

Gender Analysis: TT-L1056 and TT-L1057

Urban Upgrading and Revitalization Program

Background

Gender Inequality in Trinidad and Tobago

According to the World Economic Forum's (WEF) Gender Gap Report, Trinidad and Tobago ranked 44 out of 144 countries in 2016¹. While the country scored well in terms of education (literacy rate) and health (life expectancy), and improved in economic opportunity, it fell short on political opportunity. The country has a very low proportion of women in ministerial positions and only a third of women in parliament. In terms of economic participation and opportunity, the gap in labor force participation, the income ratio of 55% between men and women, as well as the wage gap of 64% between female and male salaries for similar work, persist in the country. As a result, according to a report by the Central Bank of Trinidad and Tobago, households headed by women were found to be 2.8% more likely to be poor than male-headed houses. In addition, the demographics with the highest levels of discrimination were women in the age groups 35-44, income levels TTD\$3,000-\$5,999 and private sector employment versus public sector.

Gender Inequality and Inadequate Housing

According to the government of Trinidad and Tobago, there is an acute shortage of formal housing for low-income households², evidenced in part by squatting (settlement on land without the authorization of the owners) and a waiting list for state-supplied housing that exceeds 175,000 applicants according to the Housing Development Corporation (HDC). Women, and low-income households headed by women³, are disproportionately affected by housing unaffordability, given that the ratio of women's earnings to men's is estimated at 0.64⁴ and that women are 15% less likely than men to borrow from financial institutions⁵. In addition, almost 1 in 3 women have or will experience some form of physical or sexual violence in their lifetime in Trinidad and Tobago⁶. Considering that studies⁷ have shown that insecurity of tenure increases women dependence on men, which may dissuade them from leaving violent relationships for fear of being left on the street, it is critical to ensure that women and their children have access to adequate housing and to the means to be financially independent.

¹ The country was not part of the WEF's Gender Gap Reports for 2017 and 2018.

² Government of Trinidad and Tobago (2014). *National Spatial Development Strategy (NSDS) for Trinidad and Tobago: Surveying the Scene*.

³ Data collected by the IDB, estimated a 40% of female led-households in Trinidad and Tobago in 2018. Source: IDB (2018). *National's Women Health Survey for Trinidad and Tobago*.

⁴ World Economic Forum (2016). *Gender Gap Index*

⁵ According to data from the [Global Financial Index](#), only 20% of the women in Trinidad and Tobago borrowed from a financial institution in 2017, against 35% of the men.

⁶ IDB (2018). *National's Women Health Survey for Trinidad and Tobago*.

⁷ Amaral, S. (2017). *Do improved property rights decrease violence against women?* Institute for Social and Economic Research, University of Essex; Agarwal, B. and Panda, P. (2007). *Toward freedom from domestic violence: the neglected obvious*, Journal of Human Development, 8, 3, p 359-88.

Toxic Masculinities in Trinidad and Tobago

Studies⁸ have also shown the need to address toxic elements associated with masculinity, such as the need to demonstrate or defend “manhood” or to assert power and be in control, which wrongfully dictate how men and boys should behave and often lead to violence against women. A proven way to address these toxic elements is through educational activities and community campaigns that target both men and women⁹.

In the context of Trinidad and Tobago, another important element that needs to be taken into consideration is the lower performance and expected years of schooling for men and boys in the country according to the [United Nations Development Programme \(UNDP\) 2018 Human Development Index](#):

Trinidad and Tobago's GDI for 2017 relative to selected countries and groups

	Life expectancy at birth		Expected years of schooling		Mean years of schooling	
	Female	Male	Female	Male	Female	Male
Trinidad and Tobago	74.4	67.4	14.4	12.5	11.0	10.8
Jamaica	78.5	73.7	14.4	12.8	10.0	9.5
Latin America and the Caribbean	78.9	72.6	15.0	14.1	8.5	8.5
High HDI	78.2	74.0	14.3	13.9	8.0	8.6

This often leads to adolescent men joining street gangs as a means to assert power, which is related to the need to encourage adolescent men to completing their education by transforming harmful gender norms and improving their choices regarding their professional development.

Gender Responsive-Budgeting at the Ministry of Housing and Urban Development (MHUD)

Currently there is an ongoing collaboration between the Institute for Gender and Development Studies (IGDS) at the University of the West Indies (UWI) and the Gender and Child Affairs Division at the Office of the Prime Minister in Trinidad and Tobago, which has led to the roll-out in June 2019 of a Gender-Responsive Budgeting (GRB) workshop with representatives from the Ministry of Housing and Urban Development (MHUD). The workshop provided participants with a toolkit to analyze budgetary measures from a gender perspective, focusing on the introduction of GRB in the Budget Call Circular Process and on the generation of a Gender Budgeting Statement for the MHUD. As part of this effort, the IGDS and the MHUD are currently negotiating the signing of a Memorandum of Understanding (MoU) on gender mainstreaming between both institutions, confirming that there is momentum at the MHUD to promote gender mainstreaming through this loan operation.

⁸ Aguayo, F., Kimelman, E., Saavedra, P., Kato-Wallace, J. (2016). *Hacia la incorporación de los hombres en las políticas públicas de prevención de la violencia contra las mujeres y las niñas*. Santiago: EME/CulturaSalud. Washington, D.C.: Promundo-US. Ciudad de Panamá: ONU Mujeres y UNFPA

⁹ IDB (2019). *Engaging Men to End Violence Against Women and Girls in the Caribbean: A Comparative Desk Review of Research, Engagement and Best Practices. Final report, pending publication*.

Gender-Responsive Activities

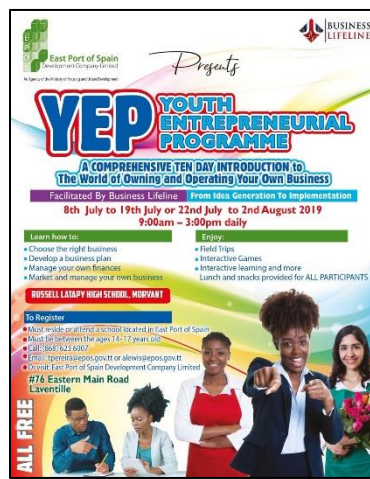
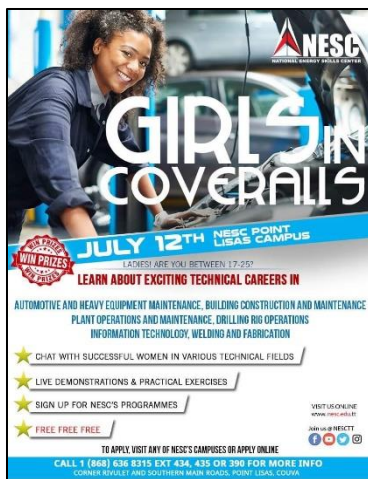
Given the context outlined in the previous section, it was identified, together with the Government counterpart, that there are important opportunities for promoting women's empowerment and gender equality within the scope of this loan operation (TT-L1056 and TT-L1057). These opportunities are:

Component 1: Urban Residential Infrastructure (US\$15.0 million)

- Promotion of gender-sensitive community engagement activities and skills development programs (including access to employment opportunities in construction):

Considering that East Port-of-Spain Development Company Limited (EPOS), which is an associated organization from the Ministry of Housing and Urban Development (MHUD), has a mandate to effect economic, social and physical regeneration of communities through human capital development by designing and customizing programs and implementing Community Impact Centers where there is a need, it was agreed that collaboration with existing initiatives of EPOS, other State agencies, and NGOs should be promoted in the communities as part of this loan operation. Examples of such activities and programs include:

- Homework Clubs, which work with students in small groups based on their academic level to provide homework support, review class work, prepare for exams, improve comprehension and creative writing skills and provide essential life skills to help improve academic performance;
- Youth Entrepreneurial Programs, which provide training on the creation and sustaining of successful businesses in sectors such as recycling, marketing and innovation;
- Informative sessions on technical careers for women and girls, including the participation of successful women working in sectors such as automotive/heavy



equipment, building

construction and information technology;

- Specific training and skills development workshops related to temporary employment opportunities that might arise as part of the construction works in the communities (including construction assistants, electricians, plumbers), combined with incentives in the TORs of firms and contractors to hire youth from the communities. A successful intervention of this kind was funded by the IDB in the Bahamas through the so-called “YouthBuild Bahamas Pilot Program”, which focused on providing a pathway out of violence and social exclusion for young people ages 17-25 who are low income, out of school and unemployed, with a focus on youth who are at-risk, court-involved, and/or at-risk for gang involvement. The young people participating in the program organized and completed over six community service and community asset building projects, benefitting neighbors and residents in their local communities. In total, 79.3% of the students completed and graduated from the program and 80.4% of graduates have been placed into jobs, internships, or further education and training.



These activities should target both men and women, with special focus on adolescent men and youth at risk, with the aim of contributing to break the vicious circle of poverty faced in many informal settlements, which is reinforced by unequal gender relations. Other activities that should be considered include specific workshops designed to give men the space through facilitated discussion to explore the harms of Gender-Based Violence (GBV) and how to prevent those violent acts.

- Upgrading or expanding social facilities, such as playfields and community centers where feasible to incorporate gender-sensitivity, to serve as “safe spaces” for children and youth living in these sites.
- Implementation of a gender-responsive land regularization process.

Component 2: Urban Regeneration (US\$15.5 million)

One of the aspects that should be highlighted about the regeneration of East Side Plaza Mall is that most business owners are women and have small children, which come to the Mall after school hours. Within this perspective, it was agreed that the regeneration of the East Side Plaza Mall would possibly include the construction of a multi-purpose room to serve as a Homework Room/Children’s Library for the children of business owners. Inclusion of a baby-changing area and a specific space for breast feeding in the design would also be helpful. The upgrade of the Mall is also expected to increase the sales/expected revenues of the shops, so this activity is also expected to increase women’s earnings.

Component 3: Affordable Housing Subsidies (US\$15.0 million)

- Prioritization of female-led households for subsidies:

Female-led households will be prioritized during the screening of the applications, in order to promote an adequate environment for future generations, support households who are most likely to be poor and contribute to reduce women’s exposure to Intimate-Partner Violence (IPV). In order to ensure that this objective is met, it was agreed with the Government counterpart that the loan operation will set as a target that at least 40% of the total subsidies should be given to female-led households. In addition, gender-sensitive considerations regarding housing improvements, such as the construction of in-house sanitary facilities and of an additional bedroom for opposite sex children will be promoted within the subsidies program.

Component 4: Strengthening of Housing and Urban Development Sector Stakeholders’ Capacities (US\$2.0 million)

- Collect sex-disaggregate data at the nation-wide squatter’s survey

It was agreed that as part of the efforts to conduct a nation-wide squatter’s survey, data collected would be disaggregated by sex, in order to generate better up-to-date gendered-analysis about inadequate housing in the country, which can inform better policies in the future.

Gender-Related Results Indicators

The main objective of the activities outlined above would be to (i) empower female-led households, in particular single-parent female-led households, to (ii) prevent gender-based violence and to (iii) promote opportunities for the human and social-economic development of the men and women of the communities that will be upgraded, in particular adolescent men and women, through the development of their technical and soft skills. As such, two outcome indicators were included in the Results Matrix to track the progress being made:

Outcome indicators:

Benchmark: Home Improvement Subsidy beneficiaries (female led households)	Subsidies	0	2019	196	196	196	196	196	0	980	Program reports	40% of HIS Contributes to CDRI #16: "Women beneficiaries of economic empowerment initiatives".
Benchmark: Home Construction Subsidies (female led households)	Subsidies	0	2019	84	84	84	84	84	0	420	Program reports	40% of HCS Contributes to CDRI #16: "Women beneficiaries of economic empowerment initiatives".