

## CENTRE FOR GENDER AND DEVELOPMENT STUDIES REGIONAL COORDINATING UNIT

Professor Barbara Bailey, BSc *Lond-UCWI*, BSc (Med. Microbiology), Dip. Ed, PhD, *UWI* –  
Director

### WORK OF THE UNIT



**T**he Centre for Gender and Development Studies (CGDS) continues to grow in stature nationally, regionally and internationally. It was established in 1993 with one Academic staff member. The work has been accomplished over the years through the short term employment of Lecturers, Research Assistants, and a part-time Documentalist, paid from savings. One Research Assistant was funded for 2 years by CUSO, a Canadian Development Agency. Dr. Yasmeeen Yusuf-Khalil, an expert in Instructional Design, Curriculum Development and Distance Education, came on staff at the beginning of 2002 on a temporary basis to ensure the completion of the curriculum for the Distance Programme, and her employment has continued.

### PERFORMANCE OF THE UNIT

The work of the Centre comprises: Teaching, Research, and Outreach which includes the development of training material, for a variety of audiences, implementing regional projects on behalf of the university and of multi-lateral agencies, and advising on a range of issues through consultancies.

### TEACHING

#### *Graduate Teaching*

Over this past year the Centre took another step towards fulfilling one of the strategic goals of the University by increasing its intake into its Graduate Programmes. In an attempt to recruit more students and reduce the attrition rate, the Director proposed to the Campus Committee on Graduate Studies that it allow part-time registration in the M.Sc. programme. This has been approved and the courses redistributed for part-time study. Prof. Bailey continues as Coordinator of the Programmes of the Centre. She supervises CGDS Graduate Students as well as students from the School of Education. She also teaches and is first examiner for the course GS63B: Gender, Education, Training and Work.

The Centre has also increased access to its programme offerings through the development of the distance diploma programme in Gender and Development Studies, offered to students from the 14 participating countries of the Eastern and Northern Caribbean. Dr. Yusuf-Khalil, is the Programme Coordinator responsible for the management of the programme. She therefore has responsibility for supervising the teleconference sessions, co-ordinating and providing continuity for the activities of the students, who are taught by contract staff. Dr. Khalil has an innovative approach to distance teaching, and she initiated, and continues to provide training for distance-learning tutors, in order to

facilitate their offering of instruction on-line, and on the teleconference system, to students in the ten Caribbean countries currently participating in the Programme. She has also trained instructors to use different distance education modes of delivery for teaching in the programme, and has introduced Online Chat sessions as a new Methodology to complement teleconference sessions.

### ***Curriculum Development for Web-based Teaching***

The Centre is seeking funding to place its graduate programme online. In anticipation of this, Prof. Bailey and Dr. Khalil are discussing how this can best be achieved. In an attempt to build capacity in distance education, Dr. Khalil, in collaboration with professionals from the University of Maryland (USA), Makerere University (Uganda), Bar-Ilan University (Israel), and the University of the Western Cape (South Africa) participated in the design and development of an online graduate course titled, "Women's Health and Well-Being".

This project was sponsored by the International Women and Gender Studies Consortium, University of Maryland, between January and March 2005. This effort was the result of a 3-year association between the CGDS and the Women and Gender Studies Consortium of the University of Maryland. The Consortium sought funding from the Ford Foundation to hold several Colloquia, the last two of which included the UWI. One of the aims of the colloquia was the development of courses and curricula for web-based graduate teaching by the participating universities to whom the material would be made available.

This first online course has now been piloted with graduate students from the UWI and the other four participating universities. This activity was facilitated through Web CT space, at The University of Maryland, between April and May 2005.

### ***Harmonisation of Course Codes***

The University has been engaged in an exercise to harmonise course codes across the three campuses, and the Centre, through Prof. Bailey, has suggested that courses such as the Centre's, which are interdisciplinary, should be assigned dual codes in order to make them more accessible. The response by the administration to this request was in the negative; however, the Centre will continue to try to negotiate this concession.

### ***Targets Achieved***

*A Database on Enrolment, Participation and Performance Indicators at the Secondary and Tertiary Levels of Education Systems of CARICOM Member States* which was developed and analysed by Prof. Bailey and Ms. Myrna Bernard of CARICOM was presented to the Gender meeting of the Council for Human and Social Development (COHSOD) through CARICOM in April 2005.

Dr. Khalil's appointment has helped to facilitate the achievement of some of the Unit's targets; for example, she worked closely with the Centre's webmaster to complete the Unit's website. *A Database on Gender and Development Issues*, developed as part of a larger project has been uploaded to the new web site. Since her arrival, the editing and rewriting of course material for the undergraduate distance programme in Gender and Development Studies by Prof. Bailey and herself has been completed, and a change of status from Certificate to Diploma, was approved by the Board for Undergraduate Studies without change of the programme content.

## **RESEARCH**

### ***Partially Achieved Targets***

The Unit has always been ambitious in the targets which it sets for itself, and has had varying degrees of success in meeting deadlines. This, in fact, has been one of its greatest challenges. At this time, it is implementing several research projects which are of crucial importance to the region. Prof. Bailey, as Director of the Centre, has oversight of them all, but with the participation of Dr. Yusuf-Khalil, Ms Suzanne Charles, Junior Research Fellow, whose work is facilitated by a Mona Academic Fellowship, and Ms Althea Perkins, a Research Assistant, attached to the Mona Unit, other targets were partially met.

*Gender Differentials in Performance at the Secondary and Tertiary Levels of the Education Systems of the Anglophone Caribbean: An In-depth Study of Factors Affecting Schooling.*

This is the largest project, being regional in scope. A pilot study was done in St. Kitts, and after the data analysis was done, the instruments were revised. In order to ensure that there was consistency in the data gathering process, a training workshop, facilitated by Prof. Bailey and Dr. Khalil, was held in Trinidad and Tobago for the field researchers from the four remaining countries under investigation; namely, Belize, Guyana, Jamaica and Trinidad and Tobago.

The Data collection phase of the Project, in which Dr. Khalil also participated, is complete, with forty-five educational institutions in the four selected countries having been visited. Through the use of diverse research methodologies (Surveys, Focus Groups, Observations, In-depth Interviews) the research has captured information from students, parents, principals, teachers, lecturers, guidance counsellors and recruiters in each of the research countries.

An Exit Survey, aimed at collecting information on the (gendered) experiences of tertiary level students, was also done, and the instruments returned to Jamaica. A vast amount of data was generated from the research activities and these data are now being analysed.

### ***Specialist Studies***

Four specialist studies, linked to the wider *Gender Differentials* project, were funded by Canadian International Development Agency (CIDA) through the Canada/Caribbean Gender Equality Programme (CCGEP). Three of the four reports on the studies: *Alternative Pathways for Tertiary Education*, *Sex Differentials in Educational Outputs and Outcomes*, *Attrition/Dropout with Particular Reference to the Secondary Level* and the *Drop-out Study* are completed. The final report on the study of *The Demographics of the School Population in Caribbean Education Systems*, the pilot of which was done on Jamaica, was subsumed under the wider *In Depth Study of Socio-Political Factors affecting Schooling* and is in preparation.

### ***Root Causes of Gender-based Violence***

Gender-based violence has long been identified in successive fora, including the 4<sup>th</sup> World Conference on Women, held in Beijing, China in 1995, as one of the five critical issues affecting women worldwide, and the Caribbean is no exception. The Unit therefore secured funding from the CIDA, through the CCGEP for a Project to try to determine the *Root Causes of Gender-based Violence in Jamaica*, since it has also been recognised that identifying the causes and trying to address them is the only way to stem the tide of violence against women.

The research was carried out by an interdisciplinary team from the University with research assistants whose reports have been submitted. The integrated report is to be prepared and handed to the

funding agency in August 2005. Stakeholders will then be invited to share the findings, and make suggestions for the way forward, since the long term aim of the research is “to inform national policy and to promote public education programmes, and interventions aimed at significantly reducing the occurrence of gender violence.”

### ***Gender Training and Research***

Two phases of another project, *Gender Training and Research*, have been completed. The outputs are *An Annotated Bibliography on Gender-based Violence* and *A Database on Gender and Development Issues in the Caribbean Region*, both of which will be accessible from the Unit’s Website. Planning for the third phase of the project, a Research Component titled *Gender Socialisation, Schooling and Violence*, has begun.

### **OUTREACH**

Outreach continues to be an important part of the Unit’s work, and many of the activities in the Centre’s programmes are geared towards this. One of the activities to which the Unit has been committed is the preparation of two modules to be used for training middle managers in the public and para-public sectors. This project was initially undertaken in response to certain training needs identified by the United Nations and the World Bank, and which include the use of Gender analysis as a strategy to bring about change and transformation in organisational structures. Funding was received by the RCU to prepare the two modules – *Understanding Gender in Caribbean Societies*, and *Gender and Management Issues in Caribbean Organisations* which were vetted at a workshop held in Barbados in February 2005, by staff of Women’s Bureaux across the region, the Barbados Government Training Division, Non-government Organisations, and The School for Continuing Studies.

### ***Main Targets Set by the Unit for 2005/06***

During the coming academic year, the Unit has many plans to serve the University and the wider community by exposing them to certain issues which have not come up before. One such matter is the long-term effects on the Caribbean people, of trade agreements signed by governments of the region. The Unit plans to offer a 4-day seminar on Gender and Trade, to invited participants, including government personnel, and graduate students, to examine the issues. The seminar will be led by Dr. Mariama Williams, an authority in the field.

Funding will be sought to begin the process of converting courses in the MSc programme in Gender and Development Studies for web-based teaching.

The Unit will also seek to: complete the two gender training modules which were reviewed in February 2005; hold two meetings of stakeholders to discuss the findings of *the Root Causes of Gender-based Violence* and the *Specialist Studies*; complete the Research and report on *Gender Socialisation, Schooling and Violence*, write and deliver the final reports on the *Gender Differentials* and *Root Causes of Gender-based Violence* projects.

The RCU was recently invited, by the Americas and Caribbean Regional Office of UNICEF, and UNIFEM to develop an interactive training programme on CD ROM for their Latin American and Caribbean Programme Officers. Three modules are to be developed and The Centre is hoping during this exercise, to build its own capacity to produce similar material for its teaching and training programmes by acquiring the necessary skills. This should also be completed in the coming year.

## PAPERS PRESENTED

- . • **Bailey, Barbara** “Women, Family, Leadership and Development”, Worldwide Organisation of Women’s Studies: 9<sup>th</sup> International Interdisciplinary Congress. Seoul, South Korea. June 20, 2005.
- . • **Bailey, Barbara** “Obstacles and Solutions in Conducting Research in the Caribbean.” 3<sup>rd</sup> Annual Scientific & Business Conference of the University of the West Indies HIV/AIDS Response Programme (UWI HARP). Towards A Strategic Framework for HIV/AIDS Research in the Caribbean: Emphasising Behaviour Change. Sherbourne Conference Centre, Barbados, May5-7, 2005.
- . • **Yusuf-Khalil, Yasmeen** “The Intersections of Gender and Technology” (with Kimberlee Staking, Consolata Kabonesa, and Vivienne Bozalek) and “Teaching Women’s Health and Well-Being in Cyberspace: An Inter-Cultural Experience” (with Rivka Tuval-Mashiach, Vivienne Bozalek, Kimberlee Staking, and Grace Bantebya). Worldwide Organisation of Women’s Studies: 9<sup>th</sup> International Interdisciplinary Congress, Seoul, South Korea: June 20, 2005.

## PUBLICATIONS

### *Refereed Books and Articles:*

- .\* **Bailey, Barbara** “Gender and Education in Jamaica: Who is Failing and by Whose Standards?” *PROSPECTS: Quarterly Review of Comparative Education*. 34(1):37-51, 2004.
- .\* **Bailey, Barbara** (With M. Davis). “Teen Life in Jamaica.” In: (eds.) Tomkins, Cynthia M. & Sternberg, Kristen. Teen

Life in Latin America and the Caribbean. Connecticut:

Greenwood

Press.

2004

### *Commissioned Report*

- .\* **Bailey, Barbara**. *Gender Profile of Jamaica*. Prepared for the Japan International Cooperation Agency. 2005
- .\* **Bailey, Barbara**. “Gender Equality and Women’s Empowerment”. In: *Regional Report on the Achievement of the Millennium Development Goals in the Caribbean Community*. New York. United Nations Development Fund (UNDP). 2004.

## INCOME GENERATION

The Canada/Caribbean GEP, has committed funding of CDN\$15,000, to complete and publish the two gender training modules by the end of 2005.

UNESCO has recently contributed US\$10,000 to the RCU for expansion of the research on the Drop-out/Attrition Study to include Guyana, Trinidad and Tobago and Belize, and has offered to provide an additional US\$10,000 for a stakeholders’ meeting to share the findings.

Two United Nations Agencies, UNICEF and UNIFEM, have committed US\$22,500 to the development of an interactive training programme on CD ROM for their Latin American and Caribbean Programme Officers.

## PUBLIC SERVICE

## **Prof. B. Bailey**

- .- Member, Government of Jamaica's Delegation to the 49<sup>th</sup> Session of the Commission on the Status of Women. United Nations, New York. February 28 to March 11, 2005.
- .- Government of Jamaica's representative, 12<sup>th</sup> Meeting of the Council for Human and Social Development (COHSOD) on gender.
- .- Member, Project Advisory Committee for Jamaica of the Canada/Caribbean Gender Equality Fund (CCGEF).
- .- Chair, the Gender Advisory Committee
- .- Chair, Nursing Appeal Tribunal, Ministry of Health: Kingston, Jamaica. January 2004 to January 2006.

## **CATEGORIES OF STUDENTS**

### ***MSc and MPhil/PhD Programmes***

Enrolment in the MPhil/PhD graduate programmes has increased. There are one PhD, 8 MPhil and 8 MSc students registered in the graduate programme. These students will need supervision by the beginning of the academic year. One remaining student from cohort 5 will be submitting her thesis for examination in September 2005.

### ***Undergraduate Distance Diploma Programme in Gender and Development Studies***

There are two clusters of students participating in the programme at this time. Nine students from Cluster 1 are registered for the final component, the 6-month Research Project, while one student has opted to do the courses only. Another cohort is expected to be admitted in the coming academic year. The first batch of 9 students from the Pilot Group from Antigua, British Virgin Island, Dominica, Jamaica, St. Lucia and St. Vincent graduated in November 2004. Another cohort is expected to be registered at the beginning of the academic year.

