

CENTRE FOR GENDER & DEVELOPMENT STUDIES
REGIONAL COORDINATING UNIT

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DipEd, PhD UWI – Head of Unit

WORK OF THE UNIT

Summary of the Unit's Performance

The Regional Coordinating Unit (RCU) of the Centre for Gender and Development Studies (CGDS) continues with its mandate of Teaching, Research and Outreach. During the year under review, Prof. Barbara Bailey, University Director of the CGDS also served as a member of the Mona Campus Strategic Transformation Team charged with identifying ways and means of repositioning the campus as a viable entity in the increasingly competitive tertiary education market. In keeping with this broader initiative the RCU made a concerted effort to expand its teaching, research and outreach activities and to maintain linkages with its national entities such as the Bureau for Women's Affairs and various government departments and with its regional and international partners such as CARICOM, UNIFEM, and UNICEF.



STAFF

During the year, the work of the Unit was severely impacted by the sudden illness and subsequent untimely passing of Mrs. Louraine Emmanuel, Administrative Officer attached to the Centre since 1985, on April 22, 2007. The remaining staff complement included one Lecturer, a Junior Research Fellow and a part-time Research Assistant, appointed to facilitate time release for Professor Bailey to serve on the Strategic Transformation Team.

Teaching

During the 2006/07 academic year the RCU underwent an external review organised by the Office of the Board for Undergraduate Studies. In carrying out the self-assessment for that exercise priorities were identified in relation to the two teaching programmes offered by the RCU: the distance Diploma and the graduate programmes in Gender and Development Studies. An on-going priority, even in the face of limited resources, has been to increase enrolment in both programmes. In the 2006/07 academic year the intake in the Diploma programme increased over the previous year by 12 to a total of 32 students registered, while in the graduate programmes there was an intake of 1 MPhil/PhD student and 6 MSc students moving the total enrolment in the graduate programme to 26. Already, based on applications for the coming year, there is an indication that there will be further increased demand for these programmes.

The increase in numbers in the graduate programme is attributable to the change in enrolment status which now allows for both full-time and part-time registration, the latter having reduced the high attrition rate that used to occur when the programme was offered only through a full-time arrangement. In the case of the Diploma programme the increase is due, in no small measure, to aggressive recruiting strategies on the part of the programme coordinator. Another priority identified in relation to both programmes was the need to review both structure and content to ensure articulation of CGDS offerings at all levels. Both these goals were achieved. In the first instance, diploma courses have been reviewed and three courses redesigned for eLearning. A two-day meeting was held to examine the MSc programme to ensure conformity with UWI graduate programme standards that stipulate a 4-credit allocation for courses in 'taught' programmes and an overall allocation of between 35-40 credits for the full programme. The review also addressed the need to ensure that pressing concerns such as the gender impacts of the HIV/AIDS pandemic, trade liberalisation and trade agreements and changing macroeconomic policies are adequately addressed either by revising and/or developing new courses as necessary. The offering of electives and or specialist options was also considered.

In terms of articulation of programmes offered at the undergraduate and graduate levels a serious gap has been the fact that the only offerings at the undergraduate level have been a non-degree Diploma and a Minor in Gender Studies. In order to achieve a better articulation of offerings,

Professor Bailey developed a proposal for the offering of a Major in Gender and Development Studies in collaboration with the Department of Sociology, Psychology and Social Work, Faculty of Social Sciences. After the usual round of consultations with relevant groups, the programme was approved by the Board of Undergraduate Studies in May, 2007 and is to be offered through the Mona Unit of the CGDS.

A target established for the Diploma programme for the year under review was to explore the feasibility of using an open source course management tool MOODLE, to facilitate assessment strategies that accommodate group discussion. This target has been not only achieved but has been surpassed. Three of the eight courses have been uploaded on the MOODLE platform and are now offered online. This has necessitated training of staff for online delivery but the piloting of these courses has been very successful.

Targets for 2007/08

As in the previous year the unit aims to increase enrolment in the diploma and graduate programmes. To support the increased enrolment, every effort will be made to get approval for increasing the establishment from two to four academic positions, one to be assigned to each of the two programmes.

The identification of funds to offset costs for converting courses in the MSc and Diploma programmes in Gender and Development Studies for web-based teaching is planned. In the case of the taught graduate programme, this would not only allow students in full-time employment more flexibility to accommodate work and study but would also open possibilities for extending the reach of the programme beyond Jamaica to the wider Caribbean and internationally. It would also allow MPhil candidates to complete qualifying courses without having to be present on site to access these courses.

Instituting a regular multi-disciplinary graduate seminar series in which academics from the wider community would be invited to participate with a view to building a pool of persons from whom supervisors for graduate students can be identified. This would also provide MPhil/PhD students with a forum for regular interaction with peers and supervisory academic staff and opportunities for regular feedback and monitoring of progress towards self-appointed goals.

Identifying a strategy and funding for instituting a face-to-face component in the distance mode diploma programme.

RESEARCH

Research activities carried out by the Centre have provided, and continue to provide outputs that are valuable resources for the support of teaching programmes of the Unit and the Centre. Research activities also provide opportunities for building the research capacity of students and/or graduates of both the Diploma and graduate programmes who have been involved in both field work as well as the development of reports of research findings.

The UWI's Strategic Plan 11 (2002-2007) sought to make the university's research agenda more responsive to regional needs, and to promote the highest standards of scholarship and professional excellence (p. 10). The Research activities of the RCU and of individual staff members are indicative of awareness of this objective and of the fact that research is also critical to the development of a rational and relevant programme of study.

Targets

Targets related to research for the 2006/07 academic year included the completion and delivery of final reports on: The Root Causes of Gender-based Violence, four Specialist Studies and Gender Socialisation, Schooling and Violence subsumed under the Japan funded Gender Training and Research Project which is now completed with the Terminal Report submitted in December 2006 to the Government of Japan through the UNDP Jamaica Office. Policy oriented meetings with stakeholders to present and discuss the findings of the 4 Specialist Studies and the research on the Root Causes of Gender-Based Violence were also planned. An extension of time to complete the work on the Gender Differentials in Secondary and Tertiary Levels of the Education Systems of the Anglophone Caribbean was sought and received from the Caribbean Development Bank.

The Unit experienced limited success in its attempt to meet these targets. The projects on the Root Causes of Gender-based Violence and Gender Socialisation, Schooling and Violence were completed with the assistance of Ms. Suzanne Charles, Junior Research Fellow, Ms. Georgia Brown, a graduate student and CUSO Cooperant attached to the RCU

and Mrs. Grace Christie, part-time Research Assistant. Successful stakeholder meetings to disseminate the findings and discuss the implications for policy and practice in relevant institutions and agencies were held in connection with both projects, one in Kingston, Jamaica and the other in Roseau, Dominica respectively.

With respect to the CDB funded Gender Differentials project a presentation on preliminary outcomes of the research was made to the 15th Meeting of the CARICOM Council on Human and Social Development (COHSOD) held in Georgetown, Guyana in October 2006. The COHSOD considered the preliminary findings of the study and it was noted that the study was the first attempt at analysis of the socialisation influences and demographic factors that may contribute to gender imbalances, primarily at the secondary level, with more limited data derived from the tertiary level of education systems in five countries. The COHSOD also noted that a preliminary analysis showed that there continued to be evidence of sex segregation of the curriculum, particularly in the technical crafts, and that school-based performance data across the range of subject areas indicated no general statistical difference between the performance of males and females. On the other hand, ethnicity emerged as a strong predictive variant.

In addition to these major externally funded research projects the RCU also spearheaded smaller UWI funded initiatives. This included a Gender Impact Survey that was undertaken as an activity of the UWI Mona Strategic Transformation Team, the findings of which are intended to inform planning and policy goals aimed at promoting gender equality among staff and other stakeholders and creating an environment where opportunities and rewards are based on merit. This initiative is congruent with efforts by the Association of Commonwealth Universities, which, through its Women's Programme, and in tandem with the Commonwealth Secretariat and UNESCO, has attempted to develop a comprehensive approach to address gender disparities in higher education.

Professor Bailey served as Research Director and Miss Charles coordinated the day to day activities of a small team of researchers. The Strategic Transformation Team was presented a summary of preliminary findings at their meeting of April 12, 2007 and complete findings, particular to the WIGUT Academic and Professional grouping, were presented at the Meeting of the Academic Board of May

2007. A report of the findings, in relation to the MONATS Administrative and Technical groupings, has been prepared.

Research Targets for 2007/08

Completion of preliminary report on the Gender Differentials in Secondary and Tertiary Levels of the Education Systems of the Anglophone Caribbean project.

Mounting of a stakeholders' meeting to share the findings from the four specialist studies completed in Phase 11 of the Gender Differentials project as well as the editing and publishing of the reports in a Monograph series.

In undertaking research, the need for improving access to information by researchers, staff and students, and the general public has become very evident. In particular, information related to datasets and databases that can inform concerns and issues related to gender and development. A proposal has been made that the RCU establish a Centre for Interdisciplinary Research on Gender and Social Equity, whose major functions would be to conduct research on issues critical to the development of the region; serve as a repository for online datasets related to gender and development matters, and be a clearing house for sex disaggregated data on gender equality indicators. Its outreach agenda would include acting in an advisory capacity on the formulation of evidence-based policies and programmes. The information gathered would be used to inform teaching and research and the Centre would be a Centre of Excellence for local, regional and international researchers seeking current Caribbean data. This proposal was fully supported by the Team of External Assessors who conducted the BUS Review of the Centre in April 2006. Resources need to be identified to support this venture.

OUTREACH

The Regional Coordinating Unit has established working relationships with The Caribbean Community (CARICOM) Secretariat, development agencies and NGO's in the region, the CIDA-funded Canada/Caribbean Gender Equality Programme, (CCGEP) as well as with The United Nations Development Fund for Women (UNIFEM), The United Nations Development Programme (UNDP) and other

United Nations (UN) agencies. Through these networks, the knowledge base on gender inequality and how this serves to hamper development has been widened. The visibility and influence of the University has been enhanced through work in International fora such as the United Nations and the Inter-American Commission on Women (CIM) of the Organisation of American States (OAS).

Activities completed during the year under review included the completion of an interactive learning tool on CD ROM, dealing with basic gender concepts and tools for gender mainstreaming in UNICEF and UNIFEM programming. The task was commissioned by UNICEF and UNIFEM, for training their Programme Officers in Latin America and the Caribbean.

The other activity to which the Unit is committed is the finalising of two modules to be used for training middle managers in the public and para-public sectors to bring about change and transformation in organisational structures. One of two Gender and Management Issues in Caribbean Organisations, has been completed and edited for publication while the other Understanding Gender in Caribbean Societies is in its final stage of completion.

Outreach Targets for 2007/08

Completion of the module Understanding Gender in Caribbean Societies and the publication of this as well as the module on Gender and Management Issues in Caribbean Organisations.

Completion of a multi-sectoral National Gender Policy developed under the aegis of a National Gender Advisory Committee which Professor Bailey chaired and which was charged with the responsibility of developing a broad based policy to guide the Government of Jamaica's gender portfolio.

PAPERS PRESENTED

Bailey, Barbara

- Gender Equality and Women's Empowerment. National Consultation, Office of the Prime Minister. Kingston, Jamaica. November 2006.

- Minding Gender Gaps in Education. Seminar on Gender Equality for Human Development and Economic Growth sponsored by the Inter-American Development Bank, Washington, D.C. June 2007.

Suzanne Charles

- Lessons from the Field: Adopting the Brazil model of addressing HIV/AIDS in the circum-Caribbean. 32nd Annual Caribbean Studies Association Conference, Brazil, May 2007.
- Is Jah Music: Music as Identifier and Liberator in Afro-Christian Religion in the Caribbean, 32nd Annual Caribbean Studies Association Conference, Brazil, May 2007.

Yasmeen Yusuf-Khalil

- Engendering Development Needs: 'Doing' Gender Through Distance Learning In The English-Speaking Caribbean. 4th Pan Commonwealth Forum on Open Learning, Ocho Rios, Jamaica. October - November 2006.

PUBLICATIONS

Referred Article

Yasmeen Yusuf-Khalil et al

- * Reflections on a Collaborative Experience: Making use of ICT in a Transcultural Women's Health Module. AGENDA Journal Vol. 71: 54-65

Peer reviewed Publication

Yasmeen Yusuf-Khalil

- * Engendering Development Needs: 'Doing' Gender Through Distance Learning In The English-Speaking Caribbean, Online publication at:
<http://pcf4.dec.uwi.edu/viewpaper.php?id=222>

Graduate Students

- * Davis, M.V. 2006. Better Than Those Pretty Jobs: Gender and Employment in Jamaica and Toronto, Canada's IT Sector. In: (ed.) Castello, J. Gender, Masculinity and the

Workplace. Working Paper Series 4. CGDS, Mona Campus Unit.

- * Robinson, S. 2006. Fathers and Fathering in Jamaica: Cultural Convention or Responsible Behaviour. In: (ed.) Castello, J. Gender, Masculinity and the Workplace. Working Paper Series 4. CGDS, Mona Campus Unit.
- * Rogers, S. 2006. Inhibiting and Enabling Factors for Males Pursuing University Education in Jamaica. In: (ed.) Castello, J. Gender, Masculinity and the Workplace. Working Paper Series 4. CGDS, Mona Campus Unit.

Technical Report

Barbara Bailey

- * Gender Socialisation, Schooling and Violence in Guyana, Dominica and Grand Cayman. Compiled and edited the report developed by CGDS staff researchers. 2006 (pp.130).

INCOME GENERATION

Caribbean Development Bank

Gender Differentials at the Secondary and Tertiary Levels of Caribbean Education Systems (US\$ 200,000.00). Data from Jamaica, Guyana, Trinidad and Tobago and Belize collected, coded and entered. Narrative reports being developed in relation to research themes.

JAPAN/WID Fund - Government of Japan (GOJ)

Gender Training and Research (US\$200,000.00). Data from Cayman Islands, Dominica and Guyana collected on gender-based violence in schools. Stakeholder meeting held in Dominica, May 2006. Report completed.

UNICEF/UNIFEM

Development of Interactive Training CD ROM for UN Programme Officers on Gender and Gender Mainstreaming completed. (US\$22 550.00)

PUBLIC SERVICE

Barbara Bailey

- Government of Jamaica’s representative to the 33rd Assembly of Delegates of the Inter-American Commission of Women. San Salvador, El Salvador. November 2006
- Head, Government of Jamaica Delegation to 36th Session of the Committee on the Elimination of Discrimination against Women (CEDAW) to present and defend Jamaica’s Fifth Periodic Report. United Nations, New York. August 2006
- Appointed Government of Jamaica’s representative on the Committee of Experts on Violence (CEVI) of the Inter-American Commission of Women (CIM) of the Organisation of American States (OAS) and attended meetings on Follow-Up Mechanism to monitor the Convention of Belem do Para. Washington, D.C. July 2006 and Buenos Aires, Argentina July 2007
- Chair, Gender Task Force. 2030 National Development Plan. Planning Institute of Jamaica
- Chair, Nursing Appeal Tribunal, Ministry of Health, Jamaica

Suzanne Charles

- Lead the UWI (Mona) student delegation to Costa Rica for the third annual EXPO Feria y Jornadas de Divulgación, under the theme of Cultural and Historical heritage, Atlantic Coast Campus of the University of Costa Rico, October 2006.
- Selected as one of fifteen female Caribbean scholars and fully funded by UNIFEM to participate in the Development Alternatives with Women for a New Era (DAWN) 2006 training workshop, Trinidad and Tobago November 2006

Yasmeen Yusuf-Khalil

- External Examiner, Curriculum Studies, MA Teaching, Mico College
- External Examiner, Counselling Research, BSc Guidance and Counselling, Mico College

CATEGORIES OF STUDENTS

Undergraduate: Diploma	32 Registered	8 Graduating
Graduate: 10 MPhil/PhD 16 MSc	26 Registered	4 Graduating