

## INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES, MONA CAMPUS UNIT



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### WORK OF THE DEPARTMENT

The IGDS celebrated its 20th Anniversary in 2013–2014 with several activities. Among these was a regional conference held at the UWI St Augustine Campus in October 2013; a regional Exhibition launched at the UWI Regional Headquarters on June 3 2014 and later mounted at the UWI Mona Main Library for the period June–September 30 2014. The Mona Unit also published two Working Papers to celebrate the academic achievement of BSc Gender and Development students and to encourage other students to research, write and publish their work.

Other highlights for the year included the implementation of the Unit's Operational Plan and recommendations of the 2012/2013 Quality Assurance Review team. The period was marked by several achievements,

challenges and changes in implementing its mandate of Teaching and Learning, Research and Innovation and Public Service/Outreach.

#### **TEACHING AND LEARNING.**

**BSc Graduates:** Among the achievements was an increased number of BSc graduates and 29 students completed their degree and will graduate on October 31 2014. Among the graduates, the level of degrees include: one (1) first class honours; 14 upper second; and 13 lower second, and one pass. An increased number of students also completed the Minor in Gender and Development Studies. Ten students from other faculties declared their Minor which is encouraging when compared to the 20 Minors reported up to 2012 in the Quality Assurance Review Report.

**Student Enrolment:** There was a marginal decrease in enrolment in the BSc Gender and Development, with 226 enrolled, compared to 230 in 2012/2013. Total enrolment in 15 undergraduate gender courses offered by the Mona Unit also decreased marginally (1,067 compared to 1,128 in 2012/2013).

**Student Internships:** To enhance teaching and learning and career readiness, the Unit continued to arrange internships for undergraduate students enrolled in the degree programme and others completing gender courses. Three types of internships have been organized:

**Inter-institutional partnerships:** Partnerships with ten (10) agencies enabled 93 students in GEND3032: Gender Climate Change and Disaster Risk Management to be placed to build capacity to mainstream gender in development policies and programmes and enhance career readiness. Partners were: Water Resources Authority, UWI Disaster Risk Reduction Centre, UWI's Institute for Sustainable Development, National Environmental and Planning Agency (NEPA), PANOS, Ministry of Water, Land, Environment and Climate Change, Combined Disabilities Association, Office of Disaster, Preparedness and Emergency Management (ODPEM), Ministry of Agriculture and Fisheries, and ACDI/VOCA.

**Institutional Internships:** Summer Internships were arranged for six (6) BSc students with: the Bureau of Gender Affairs, PANOS, UNFPA and

NEPA. Students gained valuable job experience. They learnt about the gender-related work of these agencies, reviewed policies and programmes and conducted research and completed other work assigned.

Summer Camp Internships. The annual camp at Success Primary and Junior High School in Hanover was not held because of a lack of funding.

### **ACADEMIC STAFF**

Several part time lecturers were used during 2013-2014 in Semester 1 as the HOD was on SALISES Fellowship Leave from September –December 2013.

Commitments to increase staffing resulted from a Memorandum of Needs previously submitted by the Unit to the Principal. The UWI Mona Appointments Committee approved one additional academic post and subsequently approved the recruitment of two new lecturers. This will increase the number of academic posts from two to four for 2014/2015. A Part time Lecturer was also recruited to deliver the first gender course at the UWI Mona's Western Jamaica Campus in the new AY.

Other Staff: A Temporary Senior Administrative Assistant was appointed in July 2014 for three months following leave approval for the incumbent. Contracts for the Temporary Receptionist, Temporary Research Assistant and Temporary Office Attendant were also renewed.

### **STAFF HONOURS AND AWARDS**

Dr. Dunn was awarded the 2013 SALISES Fellowship for Semester 1 which enabled her to focus on research, writing and publications and she presented a seminar at SALISES in January 2014 on outputs from the Fellowship. Dr Dunn, Dr Patricia Northover (SALISES) and Dr Lloyd Waller (Government) received the Principal's Award for Best Multidisciplinary Research project for the JA-REEACH Project: Gender and Youth Assessment for Rural Development and Climate Change Adaptation- a

study commissioned by ACIDI/VOCA/ USAID. In July 2014, Dr Dunn also received a Peace Corps award for her contribution to gender training.

## **RESEARCH**

### **Advancing Decent Work for Domestic Workers:**

Dr Dunn was commissioned by UN Women and the Ministry of Labour and Social Security (MLSS) to complete an action-research project to support Jamaica's ratification and implementation of ILO Convention 189 Decent Work for Domestic Workers. A Baseline Study on Household Workers in Jamaica was conducted in partnership with Dr Lloyd Waller of the UWI Department of Government. Data collection included a questionnaire survey with household workers in Portland, St Elizabeth, Kingston and St Andrew, and focus group discussions with the Jamaica Employers Federation; Labour Inspectors, and trade unions. A public education forum was organised by the Bureau of Women's Affairs. An advocacy programme was developed in partnership with Women's Media Watch Jamaica, producing a user-friendly C189 brochure, and producing and airing of three public service announcements on national and on-line radio. The Labour Ministry reviewed legislation and recommended amendments to enable Jamaica to ratify Convention 189. The Prime Minister announced that Jamaica would ratify the Convention in March as part of an International Women's Day event organized by the Bureau of Women's Affairs.

### **Gender, Sexuality Safety and HIV/AIDS**

As a follow-up to the research conducted by the IGDS Mona Unit for the UWI Health Centre's Sexual Safety Initiative Project (SSIP), funded by the Ford Foundation, the Unit secured a small grant from the European Union to share research findings with the four Jamaican high schools in which the research was conducted. The project sought to build awareness of adolescents' sexual safety risks among the students, their parents, as well as their teachers and guidance counselors and to assess needs for follow-up interventions to promote sexual safety and

reduce HIV risk among adolescent boys and girls. Follow-up to Phase 1 also included: presentation of a paper on the study at the IGDS 20th Anniversary conference held at UWI St Augustine campus in October 2013; and discussions with IGDS Cave Hill and St Augustine colleagues to share findings and guide interventions on the three campuses as part of an expanded UWI Sexual Safety Programme.

Dr Dunn and Dr Marshall both continued research for their respective books. Dr Dunn's is entitled "Engendering Caribbean Development" and Dr Marshall's is entitled "Black Sisterhood: Love and Triumph".

## PAPERS PRESENTED

### Major Conferences/Seminars

- **Anneka Marshall.** "Diasporic Dialogue: African Caribbean Young People, Urban Governance and their Rights in Canada and Jamaica". International Conference on African Studies: Institute of African Studies, International Conference on African Studies, "Revisiting the First International Congress of Africanists in a Globalised World". University of Ghana, Legon Campus. October 25, 2013. 41pp
- **Leith Dunn.** "Gender and Human Trafficking". Jamaica Teachers' Association's Annual Conference: Jamaica Grande, Ocho Rios. March 7, 2014 PPT 40pages.
- **Leith Dunn.** "Mainstreaming Gender in Domestic Violence Prevention". Caribbean Conference on Domestic Violence and Gender . Montego Bay Conference Centre. March 26–28, 2014. PPT 39 pages.
- **Leith Dunn.** "Kigali to Kingston: Caribbean Best Practices of Women and Gender Studies": Regional Africa Conference on Women and Gender Studies in the Academy. Centre for Gender Culture and Development at the Kigali Institute for Education, Rwanda: August 23 2013 (via Skype). PPT 68 pages.

## PUBLICATIONS

### Books & Monographs

- “*Youth Voices; Gender, Sexual and Reproductive Health and HIV/AIDS in the Caribbean*”, Ed. By **Leith Dunn**. Kingston: IGDS Working Paper 6, UWI IGDS Mona Unit and UNFPA. 2013. 116 pages.
- “*Gender Climate Change and Disaster Risk Management*”. IGDS Working Paper 7. Ed. By **Leith Dunn**. Kingston: IGDS Working Paper 6, UWI IGDS Mona Unit and Friedrich Ebert Stiftung. 2013. 76 pages.

### REFEREED JOURNAL ARTICLES

- **L. L. Dunn** and H. S. Dunn. “Women’s Rights Gender and ICTs: Empowering Household Workers in Jamaica”. *Global Information Society Watch* (2013): 54–58.
- **L. L. Dunn**, “From Kyoto to the Caribbean: Promoting Gender and Age – Responsive Climate Change Policies in Small Island Developing States: Globalisation, Climate Change and Rural Resilience in the Caribbean”. *Commonwealth Secretariat Small States Digest* Issue 2 (2013).

### NON-REFEREED

#### Technical Reports

- **Leith Dunn**. “Baseline Study of Household Workers in Jamaica”. Prepared for UN Women and the Ministry of Labour and Social Security Project, Advancing Decent Work for Domestic Workers. 2014. 98 pp.
- **Leith Dunn**, Patricia Northover, and Lloyd Waller. Gender and Age Assessment: Mainstreaming Gender and Age Dynamics in Rural Development or Climate Change Impact. Prepared for, ACDI/VOCA/USAID JA REEACH Project (2013. 60 pp.)

- **Leith Dunn.** “Gender Profile of UWI Staff”. Prepared for the UWI Mona Gender Task Force, October 2013. 8 pp.
- **Annecka Marshall.** “In the Caribbean, We See Hate Instead”. *New York Times*: 31/1/2014.
- Beverly Mullings and **Annecka Marshall.** “Caribbean Youth, Urban Governance and the Right to the City”. Prepared for the Canada-Latin American and the Caribbean Research Exchange Grants (LACREG) Programme. 2013. 23pp
- **Kimberly Carr.** “Gender and HIV/AIDS in the Caribbean”. In *Youth Voices: Gender, Sexual and Reproductive Health and HIV/AIDS in the Caribbean. IGDS Working Paper 6*. Ed. By Leith Dunn. Kingston: IGDS Mona Unit and UNFPA. 2013. 15–19.
- **Kimberly Carr.** “Rural Women and their Vulnerabilities to Climate Change”. In *Gender Climate Change and Disaster Risk Management. IGDS Working Paper 7*. Ed. By Leith Dunn. Kingston. UWI IGDS Mona Unit and Friedrich Ebert Stiftung, 2013. 35–43.
- **Kimberly Carr.** “Gender Must Influence Learning”. Guest Columnist. In *Jamaica Gleaner*. Wednesday December 4, 2013. Available at: <http://jamaica-gleaner.com/gleaner/20131204/cleisure/cleisure2.html>
- **Ann-Marie Virgo.** “Gender Roles Power and HIV/AIDS”. In *Youth Voices: Gender, Sexual and Reproductive Health and HIV/AIDS in the Caribbean. IGDS Working Paper 6*. Ed. By Leith Dunn. Kingston: IGDS Mona Unit and UNFPA,. 2013. 47-54
- **Ann-Marie Virgo.** “*Gender Impacts of Droughts*”. Ed. By Leith Dunn. Kingston. UWI IGDS Mona Unit and Friedrich Ebert Stiftung, 2013. 35–43

## INCOME GENERATION

The Unit earned J\$51.3 million from 226 students enrolled in the BSc Gender and Development degree programme and revenue from Summer School. Additional income was generated from partnerships with external

institutions to fund research projects, publish and launch the two IGDS Mona Unit Working Papers and cohost public events including a major International Women's Day Exposition held at UWI in March 2014, in partnership with the Women's Resource and Outreach Centre, the Bureau of Gender Affairs and other agencies. The SALISES Fellowship also provided resources to support costs for the Acting HOD for Semester 1.

Staff costs increased by 11% from J\$15.5m to J\$19.9m partially linked to the recruitment of part-time staff to deliver 15 gender courses, recruitment costs for two new lecturers and additional expenses associated to the Unit assuming the full cost of Support staff which were formerly shared with the IGDS Regional Unit.

Operational costs: Expenditure was lower than the budget allocated (J\$707,576.28 of J\$923,076 budgeted). This resulted from cost-saving measures implemented by the Unit. In response to the Memorandum of Needs requesting additional posts and office renovation, the Campus approved an estimated J\$16m to renovate office space formerly occupied by the IGDS Regional Coordinating Unit which relocated to the UWI Regional Headquarters in April 2013. With support of the UWI Campus a 'smart' 30-seater Seminar Room was established, equipped with multimedia technology to facilitate delivery of dual-mode teaching. Much-needed repairs were also completed to upgrade and paint the office. In February 2014, the new IGDS Mona Seminar Room was commissioned into service and has been in use for tutorials, Summer School courses, Gender Society meetings, seminars and workshops. The Unit plans to maximize its use as part of its Financial Diversification Plan to offer short training courses, seminars and rentals for meetings.

## **PUBLIC SERVICE**

Staff of the Unit continued to provide public service to many institutions. This continued to include support to mainstream gender in public policies, public education and awareness on gender through guest lectures, seminars, workshops, media interviews, as well as serving on boards and committees.



**Dr. Dunn** served as Commonwealth Observer for Elections in Malawi in May 2014.

**Dr. Dunn** continued as the UWI Mona's Gender Focal Point to integrate gender as part of the Jamaica's National Policy for Gender Equality, with support of Ms. Kimberly Carr as Research Assistant. Mona's experience was shared with colleagues in other IGDS Units as the Institute collaborated to support the development of the UWI's Gender Policy in fulfillment of the commitment in the UWI Strategic Plan 2012–2017.

**Dr. Dunn** was reappointed as a member of the Board of the Foundation for International Training (FIT) in Canada and continued to serve on the Board of Management of the Shortwood Teachers' College. In January 2014, she resigned from the Board of the Consumer Affairs Commission having served as Chair of the Human Resources Sub-Committee and having supported gender mainstreaming in consumer affairs programmes.

**Dr. Marshall** provided technical advice and support to the Caribbean Sexualities Group; the Jamaica AIDS Support for Life (JAS) and the Jamaica Forum for Lesbians, All-Sexuals and Gays (JFLAG).

## **STUDENTS**

### **Prizes Awarded**

Ten (10) BSc Gender and Development students received awards for academic performance and leadership at the annual UWI Student Leadership Awards ceremony held in April 2014.