

## A. COVER PAGE

**1. Fund Name:** Joint SDG Fund

**2. MPTFO Project Reference Number:**

**3. Joint programme title:** Integrated Population Data and Policy Solutions to Accelerate SDGs Achievement in Barbados and Montserrat

**4. Short title:** Integrated Population Data and Policy Solutions for SDGs Acceleration in Barbados and Montserrat

**5. Country and region:** Barbados and Montserrat, Caribbean Region

**6. Resident Coordinator:** Didier Trebucq, [didier.trebucq@un.org](mailto:didier.trebucq@un.org)

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**8. Government Joint Programme focal point:**

- Ms. Annette Weekes, Permanent Secretary (ag.), Economic Affairs and Investment Division, Ministry of Finance, Economic Affairs and Investment, Barbados; Mr. Kenya Lee, Deputy Financial Secretary (Ag), Ministry of Finance and Economic Management, Montserrat

**9. Short description:**

The Joint Programme aims to facilitate increased access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based national sustainable development policies and programmes in Barbados and Montserrat, with focus on SDG3 and SDG5. These issues will be tackled within the SDG Fund priorities of data, health, gender equality, integrated economic and policy solutions for the achievement of the SDGs, the Programme of Action of the International Conference on Population and Development (ICPD) and relevant national development frameworks.

**10. Keywords:** Population Data, Gender Analysis and Equity, SDGs, Policy Solutions, GIS, CRVS, Sexual and Reproductive Health, Leave No One Behind, Barbados, Montserrat

**11. Overview of budget**

<b>Joint SDG Fund contribution</b>	<b>USD 737,751</b>
SDG Fund Allocation/UNFPA	523,751
SDG Fund Allocation/UN Women	214,000
<b>Co-funding in cash and kind (UNFPA)</b>	<b>USD 51,200</b>
<b>Co-funding in cash and kind (UN Women)</b>	<b>USD 25,000</b>
<b>TOTAL</b>	<b>USD 813,951</b>

**12. Timeframe:**

Start date	End date	Duration (in months)
<u>1 June 2022</u>	<u>31 May 2024</u>	<u>24</u>

**13. Gender Marker:** GEN2

**14. Target groups**

List of marginalized and vulnerable groups	Direct influence	Indirect influence
Women	x	
Girls	x	
Youth	x	
Persons with disabilities	x	
Older persons	x	
Migrants	x	
Rural and urban poor		x
LGBTI persons (sexual orientation and gender identity)		x
Persons affected by (HIV/AIDS, leprosy...)		x
Victims of (slavery, torture, trafficking, sexual exploitation and abuse...)		x

**15. Human Rights Mechanisms related to the Joint Programme**

- Committee on Economic, Social and Cultural Rights (CESCR)
- Committee on the Elimination of Discrimination against Women (CEDAW)
- Committee on the Rights of Persons with Disabilities (CRPD)

**16. PUNO and Partners:**

**16.1 PUNO**

- **Convening agency:**
  - United Nations Population Fund (UNFPA)  
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  - UN Women (UN Women)  
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**16.2 Partners**

- **National authorities:**
  - Ministry of Finance, Economic Affairs and Investment, Barbados
  - Ministry of Health and Wellness, Barbados
  - Bureau of Gender Affairs, Ministry of People Empowerment and Elder Affairs, Barbados
  - Ministry of Youth, Sports and Community Empowerment, Barbados
  - Barbados Statistical Service

- Ministry of Finance and Economic Management, Montserrat
- Ministry of Health and Social Services, Montserrat
- Montserrat Statistics Department
- Department of Youth Affairs and Sports, Montserrat
- Royal Montserrat Police Services – Immigration - Montserrat
- Office of the Premier, Montserrat

- **Civil society organizations:**

- Barbados Family Planning Association
- Barbados Council for the Disabled
- Barbados Youth Development Council
- Montserrat Association for Persons with Disabilities
- Montserrat Youth Parliament
- Montserrat Senior Citizens Association











- **IFIs/Donors**

- Inter-American Development Bank
- Caribbean Development Bank
- Statistics Canada/Global Affairs Canada

- **Other partners:**

- The Caribbean Community and Common Market
- The Organization of Eastern Caribbean States Commission
- University of the West Indies
- Caribbean Policy Research Institute
- Caribbean Policy Development Centre

## SIGNATURE PAGE

<p><b>Resident Coordinator:</b> Mr. Didier Trebucq  <b>Date and Signature:</b> May 16th 2022</p>  	<p><b>National Coordinating Authority Barbados</b>  <b>Name of Institution:</b> Ministry of Finance, Economic Affairs and Investment, Barbados  <b>Name of Representative:</b> Mrs. Annette Weeks, Permanent(Ag.), Economic Affairs and Investment  <b>Date:</b> April 1, 2022  <b>Signature and seal:</b></p>  
<p><b>Participating UN Organization</b>          (lead/convening)  <b>Name of PUNO:</b> UNFPA  <b>Name of Representative:</b> Ms. Alison Drayton  <b>Date:</b> April 1, 2022  <b>Signature and seal:</b></p>  	<p><b>National Coordinating Authority Montserrat</b>  <b>Name of Institution:</b> Ministry of Finance and Economic Management  <b>Name of Representative:</b> Mr. Kenya Lee, Deputy Financial Secretary (Ag.)  <b>Date:</b> 31/3/2022  <b>Signature and seal:</b></p>  
<p><b>Participating UN Organization</b>  <b>Name of PUNO:</b> UN Women  <b>Name of Representative:</b> Ms. Tonni Ann Brodber  <b>Date:</b> 10 May 2022  <b>Signature and seal:</b></p>  	

## B. STRATEGIC FRAMEWORK

**1. Call for Proposal:** Building Resilience and Ending Vulnerability in Small Island Developing States (3/2021)

**2. Relevant Joint SDG Fund Outcomes**

- Outcome 1: Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale.

**3. Overview of the Joint Programme Results**

**3.1 Outcomes**

The United Nations Multi-Country Sustainable Development Cooperation Framework (UN MSDCF) provides the structure for how the UN will jointly achieve development results in 18 Caribbean countries' and territories, including Barbados and Montserrat, for the period 2022-2026. It outlines 4 priority areas with corresponding outcomes that are expected to be achieved over the programme period through annual Country Implementation Plans (CIP). This Joint programme is responding to priority area 2 and outcome as follows.

**Priority area 2:** Equality, Well-being and Leaving No One Behind: This Priority Area commits UN support to Caribbean Governments to a human-centred, gender equality and human rights-based approach, prioritizing most vulnerable groups in order to ensure that no one is left behind in sustainable development efforts. It focuses on increasing access to quality social and health services by all underpinned by reliable, disaggregated and un-fragmented data and information.

- **Outcome 3:** National governments and regional institutions use relevant data and information to guide and inform the design and adopt laws and policies to eliminated discrimination, structural inequalities and ensure the advancement of those at risk of being left behind.
- **Outcome 4:** People in the Caribbean equitably access and utilize universal, quality and shock-responsive social protection, education, health and care services.

**3.2 Outputs:** The Outputs under Priority Area 2 are to improve access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based policy-making processes, including the strengthening of data infrastructure, collection and analysis which are critical to ensure that the poor and disadvantaged are systematically identified and engaged in and benefit from development processes.

**4. SDG Targets directly addressed by the Joint Programme**

**3.1 List of targets**

**Goal 3.** Ensure healthy lives and promote wellbeing for all at all ages

**Target 3.7:** By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes

**Goal 5.** Achieve gender equality and empower all women and girls

**Target 5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

**Target 5.6:** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

### **3.2 Expected SDG impact**

The Joint Programme aims to contribute to the acceleration of several Sustainable Development Goals. One of the SDGs directly impacted is **SDG3 (target 3.7)**, geared towards ensuring universal access to sexual and reproductive health-care services, including for family planning. **SDG5 (specifically targets 5.4 and 5.6)** is also directly impacted as it seeks to achieve gender equality and empowerment of women and girls with focus on recognizing and valuing unpaid care and domestic work through improvements in social protection and services, shared responsibility in the household and family and enhanced sexual and reproductive health and rights.

Goal 10 (target 11A) will be impacted positively by the programme in ensuring that national development planning takes into consideration declining populations based on evidence-based, real time, sex-age-disability disaggregated data for sustainability. In addition, the programme will also indirectly impact SDG1 (target 3) on implementation of appropriate social protection systems and measures with specific focus on the poor and vulnerable, SDG8 (target 8.5) aimed at full and productive employment of women, men, young people and persons with disabilities, SDG10 on reducing inequalities and SDG17 (target 17.17) on effective partnerships. It is important to note that due to the interlinked nature of the SDGs, other SDG targets will also marginally be influenced through this Joint Programme.

### **5. Relevant objective/s from the national SDG framework**

The Joint programme will assist the Governments of Barbados and Montserrat in the attainment of sustainable, healthy and prosperous populations and economies as outlined in the National Strategic Plan of Barbados 2005-2025; and the Montserrat Sustainable Development Plan 2008-2020, which is currently being updated and will maintain key focus on population. Addressing key cross cutting issues of gender, data and the most vulnerable populations to ensure that no one is left behind (LNOB) will contribute to the achievement of national commitments to the 2030 Agenda for Sustainable Development. Relevant goals and objectives from national strategic documents are:

#### Barbados National Strategic Plan 2005-2025

1. Equip the population with the skills to function in the global economy
2. Enhance and tailor the health care infrastructure to better cater to needs of an ageing population
3. Maintain Barbados' population to sustain the required level of GDP growth

4. Prepare and disseminate information on gender and development issues to focus public attention on the human rights of women and men and promote gender equity and equality”

#### Montserrat Sustainable Development Plan 2008-2020

1. Enhanced human development and improved quality of life of all people on Montserrat
  - A healthy population with full access to required health care
  - Effective social protection
2. A sustainable population
  - A stable and viable population, appropriate for the development needs of the island

## **6. Brief overview of the Theory of Change of the Joint programme**

### **6.1 Summary:**

The JP’s objective is to facilitate increased access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based national sustainable socio-economic development policies and programmes. Applying a human rights-based lens, gender sensitive and Leave No One Behind (LNOB) approaches, the JP will enable governments to analyze and assess the impact of demographic changes on national sustainable development efforts taking into account the ongoing COVID-19 pandemic; strengthen national data systems; and formulate evidence-based sustainable development policies and programmes. If sex-age-disability disaggregated data becomes available and is utilized, then implementing and monitoring the SDGs in Barbados and Montserrat can be realized for no one to be left behind, especially amidst the evolving COVID-19 pandemic. If policy options are expanded and integrated for improved reproductive choices, and through which gender gaps can be reduced, and if these policy options engender more access to health and social services and strengthens reproductive rights, then SDGs and the ICPD Programme of Action can be accelerated in Barbados and Montserrat towards attainment of the 2030 agenda.

### **6.2 List of main ToC assumptions to be monitored:**

- fewer people will be at risk of being left behind in development if data and information systems are strengthened to map and effectively monitor structural inequalities and inform socio-economic policies;
- (b) countries will prioritise data driven decision-making when faced with economic, environmental, social, and political shocks (c) population sustainability will increase with investments in reproductive health rights and choices; (d) expansion and implementation of family-friendly policies and services will increase population sustainability; (e) better balance in responsibilities for unpaid care work between men and women will increase labour and economic productivity of women.

## **7. Trans-boundary and/or regional issues**

The majority of Caribbean SIDS are experiencing similar demographic challenges as Barbados and Montserrat, with populations below replacement levels, declining fertility rates and ageing populations. Combined with the economic fallout from the ongoing COVID-19 pandemic, sustainable development efforts are being challenged highlighting the need to strengthen social protection systems and for policies and programmes to sustain the populations and achieve socio-economic development undergirded by robust data and monitoring systems.



## C. JOINT PROGRAMME DESCRIPTION

### 1. Baseline and Situation Analysis

#### 1.1 Problem statement

##### **Barbados**

Barbados, like many countries in the region is experiencing demographic and socio-economic challenges that affect its ability to achieve the Sustainable Development Goals (SDGs) by 2030. The economic fallout from the COVID-19 pandemic further exacerbates national progress towards the SDGs. With an estimated population of 287,041, Barbados's annual rate of population growth averaged 0.3 % (2010-2019). The total fertility rate, representing the average number of live births per woman in the reproductive age groups, also declined from 3.3 in 1969 to 1.8 in 2019. The country is therefore currently below the replacement fertility level of 2.1 children per woman.

Barbados also faces population ageing (16.31%), high youth unemployment, high level migration rates, poverty, and gender and social inequities, including within the labour market. The Barbados Population Situation Analysis (2019) found that migration via the CARICOM Single Market and Economy (CSME) has not significantly increased the population consisting of persons of working-age. In 2019, all emigrants from Barbados totalled almost 30 percent of the domestic resident population making Barbados among the top 20 countries worldwide for significant proportions of the population living outside of the jurisdiction.

Population aging has complex social and economic implications. These include an eventual decline in those of working-age and the rate of labour force participation; workforce shortages as retirees outnumber new entrants to the workforce; and decline in savings rate as older persons draw down on their assets to support themselves. There is also decline in productivity and innovation; and increased burden of care not only for family members, but also for the state through social security and social protection programmes. It is to be expected also, that the demand on state expenditure will rise due to the fact that diseases of old age tend to be very costly to treat. Revenue from personal income and value added tax will also be affected with a decline in the size of the working-age population.

As a result of these trends and concerns, the Government of Barbados in 2019 established a National Population Commission charged with producing a Population Situational Analysis and developing a Population Policy, geared towards the creation of a modern, innovative, and productive economy. The work of the Commission was supported by UNFPA. The Draft Policy prepared by the Commission for the consideration and approval of the Government suggests the importance of the principles of universal access to sexual and reproductive health and rights, gender equality and women and girls' empowerment, human rights, and social inclusion. The implementation of these principles will be facilitated by the SDG fund Joint Programme.

##### **Montserrat**

In Montserrat, there is little or no publicly available data on progress on key SDGs and reproductive health and rights indicators, except for a fertility rate of 1.7 (Montserrat Statistics Department). Montserrat currently experiences more deaths than births and thus, its population is subsequently under pressure. In addition, the country remains extremely vulnerable to natural disasters with the consequences of the 1995 eruption of the Soufriere

Hills volcano which resulted in a mass exodus of over two-thirds of its population (who have not returned since) to other countries.

The National Sustainable Development Plan of Montserrat (2008-2020) indicates that significant natural growth of the population is unlikely. Since 2005 the population has been hovering around 4,800, peaking at just over 5,000 in March 2006 and then falling to just over 4,800 in 2007. Montserrat's aging population continues to be a concern to policy makers as approximately 16% of the population is over 65 years.

An aging population places increasing pressure on social services, especially health services. Additionally, given the small labour force and the fact that the government is the main employer, with a non-contributory pension scheme there is the foreseeable challenge of the financing of pensions and social services to the elderly. The country's goal of achieving a sustainable population was not achieved during the last Sustainable Development Plan and is a critical national priority moving forward as the current Development Plan is being formulated. It will seek to enhance the well-being of the vulnerable population and to make provision for adequate and sustainable social protection.

### **Sexual and Reproductive Health and Rights**

The Montevideo Consensus on Population and Development in Latin America and the Caribbean (2013) committed countries to full integration of population dynamics into rights-based sustainable development with equality as key to the Cairo Programme of Action beyond 2014. In 1994, 179 governments endorsed the Programme of Action of the International Conference on Population and Development. They committed to enabling people to make informed choices about their sexual and reproductive health as a matter of fundamental human rights that underpin thriving, just, sustainable societies. They agreed that progress depends on advancing gender equality, eliminating violence against women and ensuring women's ability to manage their fertility. Above all, governments agreed that matters of demographics, economic and social development, and reproductive rights are inextricably linked and mutually reinforcing.

### **Gender Equality**

Structural barriers to gender equality persist in the Caribbean, including Barbados and Montserrat and prevent the full realisation of women's economic empowerment and bodily autonomy. Gender stereotypes prevail across the Caribbean on the role and place of women in relation to men. As the 2020 CCA outlines, gender inequality permeates the formal and informal economies and workforce, state institutions, service delivery, political participation, as well as health and security. Positive redefinitions of social norms of masculinity and the meaningful engagement of men and boys, alongside women and girls, in the global movement for gender equality are pertinent to address gender-based exclusion.

Gender inequality in the workforce persists throughout the region. Women are overrepresented in lower-waged occupations and are over-represented in unpaid labour and informal jobs which makes them vulnerable to falling or remaining in poverty, as well as being agents of intergenerational poverty and inequality. Women are also more likely to be unemployed and underemployed, and they are underrepresented in the labour force and in senior level management positions. Women's low participation in the workforce, however, does not reflect their educational achievement and their investments in attaining credentials and qualifications. This is because the Caribbean maintains a strongly gendered workforce and job market. Women in CARICOM are more likely than men to work in low-wage jobs, and without social protection, despite shouldering a disproportionate burden of unpaid care work as they attempt to balance the demands of their reproductive and productive roles. In contrast to labour market gender gaps, women have higher secondary school enrolment,

tertiary enrolment is almost twice the men enrolment rate, and they have better performance in CSEC subjects. Nevertheless, women unemployment rates are higher. Women are over-represented in tourism, service and care industries (areas highly susceptible to economic shocks) which are driven by negative gender stereotypes on the role and place of women, including in the labour market.

A review of data from Barbados Labour Force Surveys from 1975 to 2021 confirm that women have been consistently unemployed at higher rates than men. As of the second quarter of 2021, the unemployment rate for Barbadian women was 17.8% compared to 14.1% for men.<sup>1</sup> Data, where available, confirm that men continue to earn more than women, particularly when controlling for education. An assessment of mean female hourly pay as a percentage of male pay in 2017 confirming that in Barbados, women earn 95.4% of what men earn.<sup>2</sup> This might seem like a small difference. However, when considering that women are more highly educated than men there really should not be any gender pay gap.

Available data from Montserrat presents a more mixed picture that does not necessarily align with global and regional patterns. It should be noted that Montserrat does not conduct Labour Force Surveys with regularity. Montserrat's population profile is unusual, beyond the extremely small size of the population. For almost two decades until 2018, there were more males than females in the population. This was probably due to migration and the impact of the 2003 volcanic eruption. Prior to 2001, there were more females than males. However, data from population counts in 2006 and 2011 confirm more men than women; and in 2018 slightly more women than men (2,360 compared to 2,289). A review of the data available from censuses and labour force surveys, from 2001 to 2018 confirm men employed and unemployed at higher rates in 2001 (14.6% for men and 11.4% for women). The pattern changes in 2006 with women unemployed at a rate of 16.3% compared to 11.6% for men. In 2011 1,357 men compared to 1,183 women were employed. The unemployment rates for men in both 2011 and 2018 were higher for men than for women (8.6% and 7.2% in 2011 and 2018 for men, compared to 4.1% and 5.8% for women in 2011 and 2018). This makes sense for 2011 as there were more men in the population overall. In 2018 there was a slight shift towards a "normal" demographic profile with slightly more females in the population than males (2,360 compared to 2,289) which is also reflected in the labour force participation rates reflecting the same, although negligible, increase (1,276 women compared to 1,251). These unusual gender trends might reflect the impact of the volcanic eruption on the population profile and in turn, the deviation from normal patterns in terms of labour force indicators.

Survey evidence<sup>3</sup> based on a representative sample of individuals conducted between May and June 2020 showed that 46% of workers lost their job in the immediate aftermath of the first cases of COVID-19 in Barbados and the introduction of stringent lockdown measures to control the spread of the virus. Among these, job losses were most prevalent in low-income households (51%) than in middle- and high-income households (39% and 28% res.); and among women (36% reporting losing their jobs vs 32% of men). Low-income women were the most affected (62% of them reported job losses compared to 38% of men).

Women's disproportionate burden of unpaid care work and income insecurity persist as do other gender barriers to women's economic empowerment: violence against women and girls prevent women from exercising their right to safety and security; and barriers to access to

1 Barbados Labour Force Survey Data: [LMI BRB.xlsx \(live.com\)](#)

2 Page 47: [Status of Women and Men Report Productive Employment and Decent Work for All | UN Women – Multi-Country Office – Caribbean](#)

3 The IADB, conducted a telephone survey on a nationally representative sample of 2,892 individuals living in 896 households interviewed over a 4-week period between May and June 2020.

sexual and reproductive health services, information and commodities hinder productivity and household income.

**Montserrat** has no gender policy nor strategic action plan on Gender-Based Violence. It has not ratified the CEDAW Convention Optional Protocol and has fewer women in leadership positions (1 woman in Parliament compared to 8 men).

As noted in the Caribbean Development Bank's Montserrat Gender Assessment (2015), men dominate the four sectors that drive the economy - agriculture, tourism, renewable energy and innovative mining/manufacturing - with marginal participation by women. Occupations are deeply segregated, with women primarily in the service sectors or, where operating in tourism, fulfilling roles that are an extension of their domestic roles. Prescribed gender roles continue to influence how women and men engage in employment, as well as, domestic and family care work.

**Barbados** has no gender policy nor strategic action plan on Gender-Based Violence. The country ratified the CEDAW Optional Protocol in 1980. While there are fewer women in leadership positions (6 women in Parliament compared to 25 men), the country is led by a female Prime Minister.

As noted in the Caribbean Development Bank's Barbados Gender Assessment (2016), occupations are highly differentiated by sex. Though there are only slightly more women than men in unskilled or beginner occupations in the formal sector, there are vast differences in some professions such as skilled agricultural workers, plant and machine operators, teachers etc. Women represent the majority of persons earning less than \$500 per week while men dominate all other income brackets. Further, poverty is concentrated among households headed by women, which accounted for nearly half (47.5%) of all households and had a poverty rate of 19.4% compared with 11.5% of male-headed households.

Disproportionate care responsibilities limit women's career aspirations and income-earning potential. The report found that women are less likely to be entrepreneurs in part because of the need to balance caring responsibilities with income-earning possibilities. Still, it found that women, in part because many are single parents, participate in income-earning activities in both the formal and informal economies as well as undertaking most of the unpaid care activities. Balancing the demands of paid and domestic/family work creates time poverty and may contribute to lack of exercise, stress, obesity and chronic non-communicable diseases. As noted in the Barbados Gender Assessment (2016), there is an absence of arrangements in place with regard to social and employment policies that acknowledge care and domestic labour roles and empower women to conduct these dual roles to the best of their abilities. Notably, the challenges in managing the 'double shift' in the absence of flexible working arrangements and workplace childcare options are likely to stall the productivity and career advancement of many women. Further, it may curtail their desire to have additional children.

Given these limitations and male under-participation in reproductive activities, the assessment underscores the need for organisational arrangements to advance economic and social empowerment of women and to improve productivity at national level.

### **COVID-19 and Data**

COVID-19 has also presented considerable socio-economic challenges for Barbados and Montserrat, including increasing social deprivation and limited access to health and social services. Data from the Common Country Assessment (2020) for Barbados and Eastern Caribbean reveal that the pandemic has further exposed the fragility of many Caribbean economies and their associated income and employment generation configurations. Loss of

jobs in economies built heavily around the services sectors such as tourism and financial sectors, which contribute between 53 per cent and 75 per cent of GDP, will inevitably further exacerbate economic recovery and negatively affect workers. Women, children, elderly, youth and other vulnerable groups are particularly affected.

The importance of statistics as the gateway to building resilience in affected economies and addressing social inequalities is now further intensified as a result of the need to measure the impact of COVID-19 on key social and economic indicators in order to rekindle economic growth and human and social development post the shutdown. Given that COVID-19 is a novel virus, there is a lot of unknown that underscores the importance of statistics to ascertain and guide the process of policy formulation in the short, medium and long term. Based on this context and realities, countries will likely underperform on a number of SDG Goals, including SDG1 (No poverty), SDG5 (Gender equality), SDG8 (Decent work and economic growth), and SDG10 (Reduced inequalities).

There is a lack of current national estimates for some population and sexual and reproductive health indicators for both countries. The 2019 CARICOM Demographic Profile for Barbados highlights a lack of current estimates for total births and total deaths (since 2015), maternal mortality ratio (since 2011), and total fertility rate (since 2012). This gap was also reflected in the Draft Population Policy for Barbados informed by the Population Situation Analysis and as a result, some of the estimates used in the policy were UN estimates. The 2019 CARICOM Demographic Profile for Montserrat revealed no updates in maternal mortality ratio and infant mortality since 2015, and total fertility (since 2005). The UNFPA is currently doing a data appreciation assessment for the entire region to see how the data collected from large surveys such as the censuses, as well as data from Civil Registration and Vital Statistics (CRVS) are actually being mainstreamed into development planning by the countries in the region.

In light of the UN's commitment to supporting countries to overcome these challenges, this Joint Programme will assist the governments of Barbados and Montserrat to analyze, cost and pilot innovative options to address the long term social protection challenges due to population change, declining fertility rates, and ageing populations. It will conduct exploratory research to strengthen civil registration and vital statistics (CRVS) systems with the data from the Population and Housing Census (2021 in Barbados and 2022 in Montserrat) as its baseline.

It will support the capacity of Government agencies and already ongoing initiatives to map vulnerable families and communities using GIS and real time spatial data to make visible those individuals and population sub-groups at risk of being left behind in development efforts on the basis of discrimination, geography, vulnerability to shocks, governance and socioeconomic status. Addressing and closing these gaps are essential to ensuring that there is an end to poverty in all its forms and that there is the elimination of all types of discrimination, inequalities and exclusion, and thereby attaining thriving, just and sustainable populations.

These interventions will contribute to the achievement of Agenda 2030, the Programme of Action of the International Conference on Population and Development (ICPD), the Beijing Platform for Action, Convention on the Elimination of All Forms of Discrimination against Women and the national strategic frameworks of Barbados and Montserrat with focus on enhancing reproductive choices, gender equality and empowerment of women and improved data and statistical systems for sustainable development.

## 1.2 Target groups

The Programme is targeting the total population of Barbados and Montserrat, which will benefit directly and indirectly from the proposed interventions. According to the 2010 census data from the Barbados Statistical Service, the total residential Barbados population was 277,821, of which 133,018 (48%) were male and 144,803 (52%) were female. Montserrat Statistics Department data from the 2011 census indicated a total population of 4,922 persons of which 2,546 (52%) were male and 2,376 (48%) were female. This information is presented in tabular form below.

*Table 1: Barbados and Montserrat Census Population Data*

Country	Total Population	Sex	
		Male	Female
Barbados	277,821	133,018	144,803
Montserrat	4,922	2,546	2,376

*Source: Barbados Statistical Service, 2010 Census Report; Montserrat Statistics Department, Census 2011*

### Sub-population groups targeted

An analysis of Universal Periodic Review (UPR) recommendations and treaty body concluding observations for countries from the Eastern Caribbean indicates the following groups as being left behind and at risk of being left behind in Eastern Caribbean states (Barbados and OECS CCA, 2020). This assessment was done by analysing a combination of country progress towards fulfilling relevant human rights obligations, UN reports, and development data highlighting challenges that could potentially derail the achievement of national and sub-regional development and the SDGs. It is to be highlighted that while some data was available for Barbados, there was limited data available for Montserrat.

### Women and Adolescent Girls

Gender inequality remains a challenge in the region. Gender stereotypes prevail across the Eastern Caribbean on the role and place of women in relation to men, resulting in an undervaluing of women's work and contribution to national sustainable development efforts. This is a main cause of gender and sex-based discrimination which drives gender inequalities in development policies as well as service delivery across key sector institutions.

Women are clustered in lower-waged occupations and are over-represented in tourism, service and care industries (areas highly susceptible to economic shocks). They are situated in unpaid labour and informal jobs which makes them vulnerable to falling or remaining in poverty, as well as being agents of intergenerational poverty and inequality. Progress still has not been made in measuring unpaid work which is a requirement of the SDGs. Based on 2012–2016 data, the ratio of female to male unemployment rate for OECS countries was 1.26 females for every male, and there is evidence of gender pay gaps, which are particularly high. There is a high proportion of female-headed, single-parent households (between 37–49 per cent of homes). Additionally, gender inequality and social marginalisation increase the



vulnerability of women to disasters, heightening their exposure to risk and restraining their capacity, often resulting in a gendered post-disaster downward spiral of poverty.

Sexual and gender-based violence (GBV) are endemic in the region with women and girls predominantly affected and is a key indicator of gender inequality in the Caribbean. This is manifested in several forms and harmful practices including intimate partner and domestic violence, family violence, sexual violence, trafficking in persons for sexual exploitation, survival sex, economic dependence, child sexual abuse (including incest), forced pregnancy, child marriage and early unions. Data from ECLAC<sup>4</sup> show that 20–35 per cent of Caribbean women are victims of different types of violence (physical and/or psychological and/or sexual). Among the risk factors associated with violence against women are economic dependence and age at first union or marriage. Public policy and legislation against violence against women are mainly focused on protecting and providing care services to victims and implementing educational programmes to mitigate domestic violence

### **Elderly**

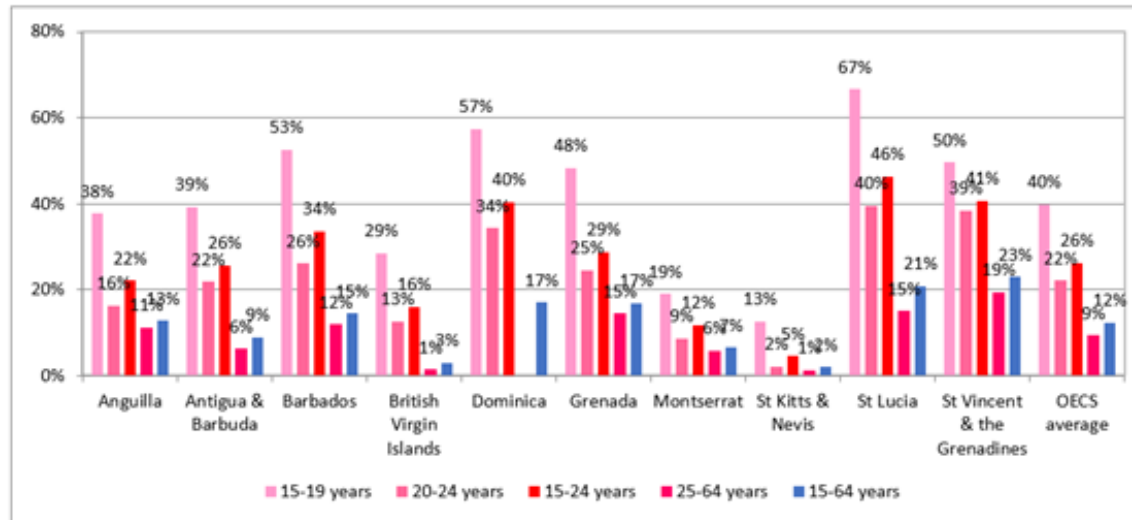
While in 1980, 5.9 per cent of the population in the sub-region was 65 years and older, in 2019 the proportion had almost doubled to 10.9 per cent. Among the countries, Barbados has the highest proportion of elderly people (16.2 per cent) and the highest old age dependency rate of 24.3 per cent. Disaggregated data from the 2010/2011 census for Barbados and Grenada indicate that persons 65 years and older accounted for most of the population with a disability. The ageing of the population requires that increased consideration be given to pension systems, effective health coverage, and the provision of long-term care. The absence or precariousness of pension systems implies that the elderly, especially the poor, cannot stop working at retirement age. Furthermore, if their labour income comes from informal sectors, the elderly will have problems financing health care and living in general. Data show that in Latin American and Caribbean countries, 56 per cent of persons above statutory pensionable age are receiving an old-age pension. In St. Vincent and the Grenadines nearly 78 per cent of the population at the pensionable age is receiving pension, followed by Antigua and Barbuda with a coverage rate of 69.7 per cent. St. Lucia has the lowest proportion covered. Several countries (Anguilla, Antigua and Barbuda, Barbados, Dominica, Grenada and Montserrat) have put in place social protection policies and legislation to address the rights and needs of the elderly.<sup>5</sup>

### **Youth (aged 15-24)**

Youth represent between 14 per cent and 19 per cent of the total population across Barbados and the OECS. Youth unemployment is an acute problem in the sub-region (see Figure 2). Before the pandemic, the youth rate was at 26 per cent, almost 3 times higher than the adult rate of 9 per cent, and more than twice the overall unemployment rate of 12 per cent. Adolescents (15–19 years old) have much higher unemployment rates than young adults (20–24 years old). For countries where information is available, the majority of unemployed youth had been unemployed for 6 months or more. A period of longer unemployment increases the risk that the well-being of young people can be adversely affected: a deterioration of mental health, low self-esteem, financial pressures, substance abuse, delinquency and anti-social behaviour. It could also affect the ability of youth to achieve their full economic potential and result in the loss of productive potential for the country. Joblessness among female youth notably reached nearly 30 per cent compared to 24 per cent for males.

4 ECLAC. 2014. Confronting Violence Against Women in Latin America and the Caribbean. Annual report 2013–2014. [https://www.cepal.org/mujer/noticias/paginas/9/53409/Annual\\_Report\\_2013\\_2014\\_C1420458\\_Web.pdf](https://www.cepal.org/mujer/noticias/paginas/9/53409/Annual_Report_2013_2014_C1420458_Web.pdf).

5 CECLAC. 2017. Caribbean Synthesis Report on the Implementation of the Madrid International Plan of Action on Ageing and the San José Charter on the Rights of Older Persons in Latin America and the Caribbean.



NB. Data for the 25 to 64 age group is not available for Dominica.

Sources: Anguilla: 2011 Census; Antigua and Barbuda: LFS 2018; Barbados: SLC 2016, LFS 2016; British Virgin Islands: 2011 Census, LFS 2015; Dominica: LFS 2013; Grenada: SLC 2018/19; Montserrat: ICC-LFS 2018; Saint Kitts and Nevis: LFS 2016; Saint Lucia: SLC 2016, LFS 2017; Saint Vincent and the Grenadines: LFS 2017.

Low educational achievement, together with high unemployment rates become risk factors for teenage pregnancy, drug/alcohol abuse, and exposure to juvenile crime. The rates of teenage pregnancy in the Eastern Caribbean are below the Caribbean average of 60.2 births per 1,000 women aged 15–19 and the Latin America and Caribbean regional average of 66.5. Contributing factors are poverty, legislative barriers that impede adolescent access to sexual and reproductive health services, the dissonance between the age of consent to sex and the age of access to health services, early sexual debut, low use of contraception, the conservative stance of the region on comprehensive sexuality education, and sexual violence.

Many girls who become pregnant are obliged to abandon school because of their pregnancy, which has a major long-term impact on their educational and employment opportunities, financial security, and ability to participate in public and political life. As a result, adolescent mothers are more vulnerable to poverty and social exclusion. Adolescent pregnancy affects girls' health trajectories, hindering their psychosocial development and contributing to poor health outcomes and elevated risks of maternal mortality and morbidity. Children born to adolescent mothers also face an elevated risk of poverty and poor health outcomes, including early pregnancy, which contributes to the maintenance of intergenerational cycles of poverty.

## Children

Whereas nearly all (up to 95 per cent) primary-school-aged children in the Eastern Caribbean are in school, about 20 per cent of early-childhood-aged children are not enrolled and 12 per cent are not enrolled in secondary school. The rapid shift to online teaching and learning due to COVID-19 further exacerbates the inequalities in access to connectivity and devices, and many learners in remote areas without access to connectivity are being left behind due to protracted school closures or distance teaching and learning approaches.

The increasing participation of children (under 15 years) in economic activities is a concern for the Eastern Caribbean. Available data indicate that the child labour rate is 2.3 per cent in Barbados and 7.5 per cent in St. Lucia, below the 11 per cent observed for LAC. For these countries, child labour is more prevalent among poorer households and younger children (5–11 years old), and higher for boys than for girls.



Around 33 per cent of Eastern Caribbean children live in poverty, and 4 per cent in extreme poverty. A significant proportion of this vulnerable child population resides in female-headed households, large households and households with migrants. In Grenada, nearly half of children were poor, followed by Montserrat and Dominica (46.9 per cent and 38 per cent, respectively). Only Anguilla revealed a fairly low poverty rate for children of 7.2 per cent.

### **Persons with disabilities**

Consistent, quality data on Persons with Disabilities (PWDs) in the Eastern Caribbean is lacking. However, there are more than a million people in the Caribbean living with some form of disability and an estimated 250,000 who experience significant disabilities. Of the Eastern Caribbean countries that conducted a census between 2010/2011, only Barbados and Grenada have comprehensive, disaggregated data on persons with disabilities. In both countries, the prevalence of disabilities is higher in the 45+ age categories, with more females having disabilities than males. While females have more disabilities than males across all age categories in Grenada, Barbados has more males with disabilities in the 0–44 age categories and more females in the 45+ age groups.

All Eastern Caribbean countries have ratified the Convention on the Rights of Persons with Disabilities (CRPD). However, only Antigua and Barbuda has adopted implementing legislation to give domestic effect to the CRPD's rights and obligations. Much of the physical environment in the Eastern Caribbean is inaccessible to PWDs and this, combined with negative societal attitudes and mind-sets, serves as an obstacle that often prevents persons with disabilities from enjoying their full rights to justice, health, employment, education, liberty of movement, and an adequate standard of living. Across the Caribbean, most schools, workplaces, public spaces, buildings, transport systems and cultural services are not designed to be accessible to PWDs.

Given the widespread belief that persons with disabilities lack the autonomy to make decisions regarding their sexuality, it is common for them to be denied access to relevant health services and information. Inadequate delivery of comprehensive sexuality education through the Health and Family Life Education (HFLE) curriculum has also had an impact on the ability of adolescent girls and young people with disabilities to access the basic information about their sexual and reproductive health and rights. This has exacerbated their vulnerabilities and exposure to sexual and reproductive ill health and sexual violence. An IDB study found that women with disabilities are at higher risk of experiencing violence than men with disabilities as well as women without disabilities. Furthermore, there are significant gaps in response and prevention services for violence against women and girls (VAWG), especially for women and girls with disabilities. Discrimination against PWDs may notably intersect with other biases based on sex, gender, race and class.

### **LGBTQI persons**

LGBTQI persons, especially those affected by multiple and intersecting forms of discrimination (including based on age, gender, ethnicity, disability and social and economic status), suffer from the lack of access to their economic, social, and cultural rights, including the rights to health care, housing, employment, education and safety. Such infringements, coupled with an overall culture of social exclusion, result in LGBTQI persons effectively being left behind. The Shared Incidence Database (SID) of the Caribbean Vulnerable Communities Coalition, a regional umbrella civil society organisation that works with a wide cross section of vulnerable populations, recorded some 2,599 incidents of human rights violation in 2019 since the launch of the SID in 2017.

The homophobic climate in the Caribbean is such that service providers are willing to openly and publicly acknowledge their homophobia as justification for refusing services or

employment to LGBTQI people. All Eastern Caribbean countries criminalise sexual contact between same sex, consenting adults with penalties ranging from 10–50 years depending on each country’s laws. Although these laws are rarely enforced, anti-homosexual legislation legitimises a homophobic social environment sustained by religious leaders, politicians and popular culture. Human Rights Watch (HRW) carried out a survey of the situation of LGBTQI persons in 7 Eastern Caribbean countries in 2017 and documented the legal, social and economic barriers that LGBTQI persons face that serve to marginalise the community. Accounts were also made of human rights offenses against the LGBTQI community that include violence and abuse from private citizens and government officials.

### **Persons living with HIV/AIDS**

Worldwide, the Caribbean is the second most-affected region by HIV/AIDS. An estimated 16,000 (11,000–24,000) people acquired HIV in the Caribbean in 2018, 16 per cent fewer than in 2010. While progress has been made in reducing new HIV infections and AIDS-related deaths (new HIV infections decreased by 29 per cent and AIDS-related deaths decreased by 37 per cent), efforts to expand treatment coverage have stalled. Many persons living with HIV (PLHIV) are diagnosed several years after they acquire the virus, decreasing the likelihood of favourable treatment outcomes.

In 2019, key populations and their partners (including sex workers, gay men and other men who have sex with men, and transgender people) accounted for 60 per cent of HIV infections in the region and only half of PLHIV in the region are virally suppressed. Young people engaged in high-risk sexual behaviours remain vulnerable to HIV exposure and poor treatment adherence, particularly those among key populations. Males and females aged 15–24 years accounted for one-third of new HIV infections in the Caribbean in 2016 and new HIV infections were higher in young women and young men. According to 2018 data from the Pan-Caribbean Partnership Against HIV/AIDS (PANCAP), almost half of Caribbean young people ages 15–24 do not have adequate HIV knowledge and 2 in 5 did not use condoms the last time they had sex. Discriminatory attitudes of workers in health-care and other sectors result in poor health-seeking behaviours of persons living with HIV, which in turn drives the increase in the HIV infection rate, including among the youth population.

### **People living in informal settlements**

While all Eastern Caribbean countries are highly urbanised, a proportion of urban development takes place in areas classified as informal, that is, not in conformity with tenure, physical planning and/or health laws and regulations. Such areas reflect a great form of spatial inequality. They are disproportionately occupied by the urban poor/lower income households who have not benefited from urban planning and whose vulnerability is further exacerbated by climate change. Urbanization in Barbados in 2000 and 2018 was 33.8% and 31.1% of the population respectively.<sup>6</sup> In Barbados, tenantry lands are the primary form of informal settlements, home to approximately 80,000 persons, where rights of occupancy remain informal and basic services and infrastructure remain undeveloped.

### **Progress on international human rights obligations**

The governments of the Eastern Caribbean are politically stable and supportive of the protection and promotion of human rights. Due to their legal systems, human rights treaties are considered non-self-executed and must be introduced through national legislation. Most countries have not sufficiently reformed their legislation to meet human rights standards. As of June 2020, all Eastern Caribbean countries have ratified CEDAW, the CRC and the CRPD.

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<sup>6</sup> Source: UN-Habitat. 2020. Caribbean Strategy for Informal Settlements Upgrading.

Following the second cycle of the UPR, all Eastern Caribbean countries are currently participating in the third cycle. Countries have received UPR recommendations that include combating violence against women and children, improving law enforcement and the administration of justice, addressing discrimination against marginalised groups, sexual and reproductive rights, establishing national human rights institutions in compliance with the Paris Principles, abolishing the death penalty or establishing a moratorium, human rights education, and promoting the right to education and the right to health. Eastern Caribbean countries are making an effort to implement UPR recommendations in 'good faith'. Most have established permanent interagency mechanisms to coordinate follow-up and reporting on the recommendations received from mechanisms. Some of them have or are in the process of developing implementation plans for a human rights agenda for the years ahead.

### 1.3 SDG targets

SDGs and Targets	Baseline data for measurement	Methods to measure progress
<b>Goal 3. Ensure healthy lives and promote wellbeing for all at all ages</b>		
<b>Target 3.7:</b> By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	<p>-Number of countries with national development plans addressing sexual and reproductive health and reproductive rights and gender equality that explicitly integrate population changes, including changing age structures, population distribution and urbanization</p> <p>-Proportion of countries that produce key population data outputs including sub-national population projections; routine vital statistics reports; census reports on youth, migrants, older persons, and populations living with disability; and population mega-trends, such as mobility, urbanization and climate vulnerability</p>	<p>Policy documents</p> <p>Statistics and Census Reports</p>
<b>Goal 5. Achieve gender equality and empower all women and girls</b>		
<p><b>Target 5.4:</b> Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate</p> <p><b>Target 5.6:</b> Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences</p>	<p>Proportion of time spent on unpaid domestic and care work by sex, age and location in Barbados. The project will integrate a measurement of the unpaid care and domestic work into the labour force surveys and census to facilitate tracking</p> <p>Number of countries with national development plans addressing sexual and reproductive health and reproductive rights and gender equality that explicitly integrate population changes, including changing age structures, population distribution and urbanization</p>	<p>Labour force surveys and census</p> <p>Policy documents</p>

The SDG Fund investment to this JP is expected to yield concrete results by the end of the programme in the areas of population analyses, policy frameworks, enhanced national capacity to collect, analyze and utilize disaggregated demographic data for policy and planning across the three dimensions of development, including humanitarian action. National stakeholders will be trained to use GIS and spatial data for real time monitoring of the SDG targets and indicators related 3.7, 5.4 and 5.6. Progress will be made in strengthening national data systems and capacities to utilize administrative data to appropriately account for population sub-groups in development efforts to ensure that no one is left behind, with focus on most vulnerable and marginalized groups. SDG5.4.1 will be measured as a preliminary step to recognizing and valuing unpaid care and domestic work through relevant policies, training and education campaigns to promote shared responsibility in households and families as appropriate. Development of integrated population and sexual and reproductive health policies will ensure that policy frameworks are in place for programming and to address the gaps identified.

SDG targets 3.7, 5.4 and 5.6 are mutually reinforcing and catalytic for the achievement of sexual and reproductive health and rights, gender equality and women's empowerment. Transformation of unequal gender power structures in societies is key to accelerating the achievement of the 2030 Agenda, the ICPD Programme of Action and the Beijing Platform for Action. The SDG fund will allow for collecting the required sex-disaggregated and gender sensitive data to inform the development and review of relevant gender and social policies and programmes. The scope of this joint programme will not allow for addressing all related gender and social policies and programmes needed but it is a critical step forward to accelerating progress on the specific SDG targets being covered and will be measured through the results and indicator framework. Additional support will be required beyond the life of this programme, including on-going technical assistance to governments.

UNFPA and UN Women are embarking on new Strategic Plans for the period 2022-2026 and as central to their mandates, will prioritize funding, programmes and internal resources dedicated to data, sexual and reproductive health and rights, gender equality and women's empowerment. This will complement the work that will be carried out under this Joint Programme.

The COVID-19 pandemic has negatively impacted progress on the SDGs and national development. At the same time, it has brought innovative ways of programming using technologies that can be beneficial to this JP. Accelerating progress can be achieved through partnerships; human rights-based and gender transformative approaches, commitment to leaving no one behind and reaching the furthest behind first; data and evidence; and innovation, digitalization and learning. This Joint Programme is framed by these essential principles and approaches.

## 1.4 Stakeholder mapping

Stakeholders/Stakeholder Groups	Involvement	Interest	Relationships in the areas addressed by the joint programme
<b>Barbados</b>			
Ministry of Finance, Economic Affairs & Investment	The Ministry is a key stakeholder in all matters pertaining to economic and social development	The Ministry will provide access to a wide range of information on economic and development policy issues.	Policy and data
Ministry of Health and Wellness	The Ministry is a key stakeholder in all matters pertaining to sexual and reproductive health. It will offer technical guidance	The programme aims to advance a policy that respects sexual and reproductive health rights aligns with the Ministry's vision: The Ministry of Health and Wellness is to promote and manage health and ensure environmental concerns are considered in all aspects of national development, through the provision of comprehensive, coordinated and integrated care, supported by appropriately trained staff, national leadership and standards of excellence.	Health policies, data, CRVS
Bureau of Gender Affairs, Ministry of People Empowerment and Elder Affairs	The Bureau aims to contribute to the overall socio-economic development of Barbados and the empowerment of all members of society by fully utilizing all available human, financial and technological resources; formulating	The programme's aims to advance gender equality directly align with the Bureau's vision: A transformed social landscape that provides ever improving and equal opportunities for all citizens to achieve a	Gender equality, women's empowerment, gender equity, unpaid care work

	evidence-based policy; and implementing timely, effective and equitably accessible social programmes and services. It will be critical in addressing the disproportionate care work undertaken by women and promoting the Share the Care Campaign.	sustainable and acceptable standard of living, an enhanced quality of life and the ability to fully participate effectively in the overall development of the country.	
Barbados Statistical Service	The project will work directly with the Barbados Statistical Service to measure SDG 5.4.1 in the Labour Force Survey.	The programme is well-aligned with the Barbados Statistical Service's mission 'to provide reliable and timely key economic and social statistics which decision makers and other users need.'	Data
Barbados Family Planning Association	BFPA will be a key stakeholder in the programme, offering technical feedback, guidance and context-specific advice. It works closely with the Barbados Ministry of Health to provide counselling, information and contraception (including voluntary sterilization), and abortion and post-abortion care from its main clinic, located at BFPA's headquarters	The programme aligns directly with BFPA's work to advance sexual and reproductive health and its aim to increase access to family planning.	Reproductive health and rights
Barbados Council for the Disabled	The council will be an important stakeholder and ensure that persons with disabilities have voice in the research being undertaken and in the public awareness raising campaign.	The programme aligns with the council's work towards the "realization of a society that values, respects, empowers, accepts and includes all persons with disabilities"	Reproductive health and rights, gender equality for Persons with Disabilities (PWDs)
Barbados Youth Development Council	The council will be an important stakeholder and ensure that youth's opinions, needs and aspirations play an important role in the implementation of the policy, the research and the public awareness raising campaign.	The programme aligns with the councils' goal to "build a Barbados where the needs, opinions and aspirations of the youth play an integral role in the development of policies and decisions."	Adolescents and Youth Sexual and Reproductive Health and rights

<b>Montserrat</b>			
Ministry of Finance and Economic Management	The Ministry is a key stakeholder in all matters pertaining to economic and social development. It is responsible for managing the financial resources of Government and to ensure that a proper legal framework and supporting systems are in place for that purpose	The Ministry will provide access to a wide range of information on economic and development policy issues.	Policies and data
Ministry of Health and Social Services	The Ministry is a key stakeholder in all matters pertaining to sexual and reproductive health. It will offer technical guidance.	The programme directly aligns with the Ministry's focus on "building robust and transformative approaches to providing a better health system for Montserrat; one that is integrated and equitable." Similarly, the goals of the Social Services Department match well with the proposal: The department will continue to embrace entire families and households, and strive to provide social safety nets to reduce hardship, and to embrace human dignity for all (from the cradle to the grave), and where possible promote community development	Health policies, data, CRVS
Montserrat Statistics Department	The project will work directly with the Montserrat Statistics Department to measure SDG 5.4.1 in the Labour Force Survey	The programme directly aligns with the aims of the Montserrat Statistics Department to tell this island's story in numbers using high quality, reliable and relevant statistical information. Statistics are fundamental to all of lives on	Data



		Montserrat—in the growth and sustainable development of the Country and for the well-being of the people.	
Office of the Premier, Montserrat	The Office of the premier is a partner on sustainable development issues in Montserrat and will work closely with the JP	Office of the Premier is responsible for policy, strategic management and professional services	Policies and data
Department of Youth Affairs and Sports, Montserrat	The Department will be an important stakeholder and ensure that youth's opinions, needs and aspirations play an important role in the implementation of the policy, the research and the public awareness raising campaign.	DYAS steers youth development initiatives, policies and programmes	Data, policy related to youth
Royal Montserrat Police Services, Montserrat	The RMPS is a key stakeholder and will provide important immigration data and information.	RMPS is responsible for all policy related to immigration and implementation thereof.	Policy
<b>Regional Development and Research Institutions</b>			
CARICOM	Knowledge sharing and learning, partnerships	Focus on regional socio-economic development in Eastern Caribbean; sustainable development policies and programmes; Statistics, research and publications; health and gender equality	Development policies, health, gender, research and statistic
OECS Commission	Knowledge sharing and learning, partnerships	Focus on regional socio-economic development in Eastern Caribbean; sustainable development policies and programmes; Statistics, research and publications; health and gender equality	Development policies, health, gender, research and statistics
University of the West Indies	Knowledge sharing and learning, partnerships	Academia with priorities in learning, research, knowledge creation and	Polices, research, data

		innovation for the positive transformation of the Caribbean	
Caribbean Policy Development Centre	Knowledge sharing and learning, partnerships	Regional NGO with focus on sustainable development policies and capacity building	Development policies, gender
Caribbean Policy Research Institute	Knowledge sharing and learning, partnerships	Non-profit tank dedicated to the production and dissemination of impartial, evidence-based knowledge to inform economic, governance, sustainable and social policy decision-making	Development policies, research, data
<b>International Financial Institutions/Donors</b>			
Caribbean Development Bank	Knowledge sharing, resource mobilization	The CDB is committed to helping Borrowing Member Countries reduce inequality and halve the incidence of extreme poverty by the end of 2025, through supporting inclusive and sustainable growth and promoting good governance.	Socio-economic development, policies, gender, emergency response
Inter-American Development Bank	Knowledge sharing, resource mobilization	Focus on poverty reduction, and inequality. Assists countries to improve health and education, and advance infrastructure	Population development, data
Statistics Canada, Global Affairs Canada	Knowledge sharing, resource mobilization	Focus on International development and humanitarian assistance efforts	Population, demography, health and labour statistics, Census, Sexual and Reproductive Health, Gender

The stakeholder groups involved in this JP are drawn from across multiple sectors, including government, civil society, academia, regional institutions and IFIs/donor organizations. **Government entities** are in charge of national socio-economic development planning, policies and data and this role aligns well with the JP's focus on population policies and data. They are also the main stakeholders involved in the JP for implementation, coordination, monitoring and reporting.

**Civil society** is critical for their work and role in ensuring that persons that are normally left behind and are at risk of being left behind in development are included and accounted for in development efforts. These include vulnerable and marginalized groups such as youth, women and girls, LGBTQI+, persons with disabilities, people living with HIV and rural and urban poor.

**Regional Development Institutions** bring a centralized approach to development and addressing common socio-economic and environmental challenges facing Caribbean countries. Approaches include partnerships, pooling of resources, technical and knowledge transfers, facilitation of south-south cooperation and capacity building.

**Academic and research institutions** are central to research, data production, knowledge management, innovation, and building national capacity, including provision of training tools and models. **International Financial Institutions and Donors** will be included in knowledge sharing activities in the JP and engaged in the identification of further technical and financial opportunities to scale-up and sustain the programme after its duration.

## 2. Programme Strategy

### 2.1. Overall strategy

This Joint Programme is predicated on the fact that reproductive rights and population data are integral to achieving the Sustainable Development Goals. In 1994, Governments concurred that demographics, economic, and social development and reproductive rights are inextricably linked and mutually reinforcing and committed to implementing the Programme of Action of the International Conference on Population and Development (ICPD). The ICPD's approach to development was then and is today, truly transformational in its recognition that reproductive health and rights, as well as women's empowerment and gender equality, are cornerstones of population and development programmes. It articulated a bold new vision about the relationships between population, development and individual well-being. This was a move away from the traditional view of development, which was seen largely in economic terms. A people centred approach is at the heart of the 2030 Agenda for Sustainable Development, which is shaped by the "**5 Ps**" - People, Planet, Prosperity, Peace and Partnerships.

As Barbados and Montserrat are struggling with low population (below replacement level) and other demographic challenges, including ageing, and also the ongoing socio-economic fallout from the COVID-19 pandemic, reproductive health and rights, gender equality and data must play a critical role in the efforts to address these concerns and to achieve the SDGs. The Joint Programme will directly impact on targets related to SDG3 and SDG5 and will bring benefits to SDG1, SDG8, SDG10, SDG11 and SDG17. Population sustainability and socio-economic development are central to the National Development Plans of Barbados and Montserrat and the governments are co-leads of the programme to ensure its relevance and sustainability. The programme is expected to be scaled-up after its completion with national resources and further resource mobilization efforts.

Central to the programme are the human rights-based (HRB), gender sensitive, Leave No One Behind (LNOB) and results-based management approaches seeking to ensure that those sub-populations that are left behind or at risk of being left behind in development efforts are identified and reached. These groups have already been identified through a Common Country Assessment (CCA) that was completed for Barbados and OECS in 2020 and various human rights mechanisms, including country UPR reports.

Access to reproductive health and rights has been proven to rapidly improve the well-being of women and girls, transform families and societies, and accelerate global development. The Joint Programme aligns with UNFPA's mandate on sexual and reproductive health and rights and population data, and UN Women's focus on gender equality and women's empowerment. It is situated within the multi-pronged approach required by the UN Multi-Country Sustainable Development Framework and promised UN support to Caribbean governments, building on previous and ongoing related initiatives.

The programme responds directly to Priority Area 2 and Outcomes of the UNMSDCF. It will seek to improve access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based national sustainable socio-economic development policies.

## **2.2 Theory of Change**

The JP's objective is to facilitate increased access, availability and completeness of quality, real-time disaggregated spatial and demographic data and gender analysis for evidence-based national sustainable socio-economic development policies and programmes. Applying a human rights-based lens, gender sensitive and Leave No One Behind (LNOB) approaches, the JP will enable governments to analyze and assess the impact of demographic changes on national sustainable development efforts taking into account the ongoing COVID-19 pandemic; identify the economic, services and gender barriers to reproductive choices and attaining sustainable population levels; strengthen national data systems; and formulate evidence-based sustainable development policies and programmes. If sex-age-disability disaggregated data becomes available and is utilized, then implementing and monitoring the SDGs in Barbados and Montserrat can be realized for no one to be left behind, especially amidst the evolving COVID-19 pandemic. If policy options are expanded and integrated for improved reproductive choices, and through which gender gaps can be reduced, and If these policies engender more access to health and social services and strengthens reproductive rights, then SDGs and the ICPD Programme of Action can be accelerated in Barbados and Montserrat towards attainment of the 2030 agenda.

If more data is available, and if the capacity to analyze the data is enhanced, then demographic changes on national sustainable development, particularly following the onset of the pandemic can be assessed and remedied by evidence-based decision-making on policies and programmes, ensure population replacement, gender equity, and improved access to health and social services and protection systems. If the data ecosystem is strengthened, and if the evidence provided for decision-making leads to optimal policies and programmes that reduce gender gaps, improve reproductive choices, improve equitable access to health care, then the SDGs targeted by this project will be accelerated.

The programme will focus on one main outcome: Strengthened data systems and evidence that take into account population changes and other megatrends (including ageing and climate change), in development policies and programmes, especially those related to sexual and reproductive health and reproductive rights and gender equality.

There are several assumptions that underpin the achievement of the expressed outcomes: (a) fewer people will be at risk of being left behind in development if data and information systems are strengthened to map and effectively monitor structural inequalities and inform socio-economic policies; (b) countries will prioritise data driven decision-making when faced with economic, environmental, social, and political shocks (c) population sustainability will increase with investments in reproductive health rights and choices; (d) better balance in responsibilities for unpaid care work between men and women will increase labour and economic productivity of women; (e) political will to apply a rights-based approach to public policies exists to ensure that gender gaps will be reduced in the access to health and social services and that reproductive rights will be strengthened.

A significant risk is that governments and stakeholders may continue to prioritize only selected data sets, e.g. economic data, and as a result, the SDGs indicators that can be reported on are mainly economic related and not adequate for the social areas. Another risk is that social and cultural gender norms persist and reinforce negative patriarchal stereotypes related to women's labour market participation and responsibility for unpaid care work. The longer the economic fortunes of countries take to turn around due to the ongoing COVID-19 pandemic, the more strained government expenditures are, the less inclined women and families are to expand or be formulated and the more the likelihood that reproductive health and rights are not prioritized, thereby jeopardizing programme implementation.

## 2.3 Expected results and impact

This JP has one main outcome and two corresponding outputs.

**Outcome:** Strengthened data systems and evidence that take into account population changes and other megatrends (including ageing and climate change), in development policies and programmes, especially those related to sexual and reproductive health and reproductive rights and gender equality

- **Output 1.1.** Strengthened capacity for the formulation and implementation of rights-based population policies and programmes that integrate evidence on population dynamics, sexual and reproductive health and gender equality, and their links to sustainable development
- **Output 1.2.** Improved national population data systems to map and address inequalities are in place to advance the achievement of the Sustainable Development Goals

The outcome will enhance integrated data for analysis of intersectionality of demographic vulnerabilities to ensure that no one is left behind (LNOB) in national development. It will strengthen national capacity for full exploitation of geospatial data to identify and locate vulnerable groups and communities, including during disasters. The JP will integrate data sources (census, surveys, administrative records) for comprehensive analysis and response to socio-economic development challenges and improve sex-age-disability sensitive data collection, evidence production and utilization to reduce gender disparities in delivery and access to health and social services and national development planning. It will also improve utilization of national and subnational civil registration and vital statistics to address development data needs. Eighty per cent of the output indicators measure changes in gender equality and the empowerment of women in line with SDG targets including SDG 5.

The JP will facilitate transformation of gender norms around the household division of labour and childcare, which continue to be a major impediment to women's participation in the paid labour force. The expectation that women should bear the primary responsibility for child-rearing forces women to choose between having children and pursuing paid work. Limited access to affordable childcare exacerbates the problem. For many women, having a child means leaving the workforce or remaining outside of it longer than they would like, with consequences for their earnings and labour productivity. The JP will promote universal availability of childcare, regardless of the ability to pay for it and for its linkage to early childhood development programmes, which offer additional benefits for a new generation in terms of socialization, brain development and a head start on primary education.

The long term National Development Plans of Barbados and Montserrat prioritize population sustainability and data for achievement of the 2030 Agenda. There is adequate political will, national capacity and preconditions to ensure achievement of the programme results, with technical support and engagement of the PUNOs. It is expected that after the joint programme is completed, governments will continue to build on the programme achievements with necessary national investments and capacity because of the criticality to making progress on the SDGs, the sustainability of their populations and socio-economic development. PUNOs will continue to make country investments as part of their mandates and ongoing support to Barbados and Montserrat for the achievement of the identified SDG goals and targets, including further resource mobilization efforts to scale up interventions.

## **2.4 Financing**

The JP offers a unique opportunity to channel SDG investment for the acceleration of key SDG targets in sexual and reproductive health, gender equality and data to accelerate achievement of the SDGs. This becomes even more critical as countries have been grappling with the economic fallout from the ongoing COVID-19 pandemic.

It will assist the countries to develop sustainable development policies underpinned by robust sex-age disaggregated data to leave no one behind and reach the furthest first. Given that the COVID-19 pandemic is derailing the achievement of key SDG targets, the JP will accelerate progress on SDG3 and SDG5 specifically.

The programme budget is gender responsive as 98% of the total amount for core activities (\$605,000) is allocated to gender equality and empowerment of women (\$592,500).

The achievements of this programme will extend beyond its duration as the core issues have been identified as priorities for the governments of Barbados and Montserrat in their long term national development plans.

Gender inequality in the labour market and unpaid care work will be addressed through the programme budget geared towards measurement of SDG 5.4.1 as a key step towards addressing this inequality. A number of donors and IFIs, including Caribbean Development Bank, the Inter-American Development Bank and Statistics Canada have a keen interest in population dynamics and data for development in the Caribbean, including from the census. The JP will leverage that interest and broader financing opportunities to contribute to the sustainability of the JP beyond its duration.

## 2.5 Partnerships and stakeholder engagement

The **Governments of Barbados and Montserrat** have been engaged in the development of the JP since its inception through consultations and bilateral engagements with key technical officers. The Ministry of Finance, Economic Affairs and Investment, Barbados and the Ministry of Finance and Economic Management (Montserrat) will lead in coordinating and implementing the interventions outlined in the JP and engagement with other relevant national stakeholders, ensuring necessary integration, cross linkages and multi-sectoral action. The Bureau of Gender Affairs, Ministry of People Empowerment and Elder Affairs (Barbados) and the Ministry of Health and Social Services (Montserrat) will contribute to ensuring that gender equality and empowerment of women is promoted.

**Civil society** organizations such as the Caribbean Family Planning Association, Barbados Council for the Disabled, the Barbados Youth Development Council, Montserrat Association for Persons with Disabilities, Montserrat Youth Parliament, other youth-led organizations, women-led organizations, those institutions working with elderly and LGBTQI+ population will support programme implementation, and community advocacy, public outreach and communications. The programme will contribute to substantively strengthening gender equality and women's CSOs participation and engagement in the localization and implementation of gender-related SDGs (3.3.7, 5.5. 4 and 5.5.6). A limitation of the programme design is the lack of direct consultations with GEEW CSOs due to time constraints. However, this gap will be addressed as a matter of urgency during project implementation, the PUNOs being very well aware of its importance and GEEW CSOs will be engaged immediately on approval of the project.

The technical components will involve strong cooperation with regional **research institutions**, including the University of the West Indies, as well as the Caribbean Policy Research Institute and Caribbean Policy Development Centre.

**International Financial Institutions and Donors** will be engaged in knowledge sharing activities in the JP and discussions to identify financial and technical opportunities to scale-up and sustain the programme after its duration timeline.

The **PUNOs and UNST** bring extensive technical expertise, high level political engagement and established, long standing partnerships with a wide range of national actors in Barbados and Montserrat and across the region. Utilizing established UN expertise and experience in leveraging technical assistance in support to Caribbean countries, the Joint Programme will mobilize and pool required technical resources from staff and partners at country, regional and global levels. Given the JP's focus on sustainable demographic transition and data, it will seek to engage Pacific SIDS through south-south cooperation, knowledge exchanges and other strategies to strengthen implementation of the JP.

## 3. Programme implementation

### 3.1 Governance and implementation arrangements

The UN Resident Coordinator for Barbados and the Eastern Caribbean States will be responsible for the overall Joint Programme strategic leadership with the support of the Resident Coordinator's Office, lead PUNO and Joint Programme Coordinator. The Resident Coordinator is responsible for the general strategic oversight of the Joint Programme, the political and strategic engagement with governments and development partners, the



mobilization of additional resources together with the PUNOs, and promoting an integrated focus between PUNOs, while on a more operational level is responsible for the submission of annual reports, budget plans and reviews and reallocation of funding in case needed.

The Resident Coordinator's Office (RCO) will support the Resident Coordinator's leadership role and will liaise with the SDG Fund Secretariat on the overall programme implementation (reports, guidelines, etc.). In partnership with PUNOs, the RCO will facilitate joint engagements for resource mobilization and provide guidance if necessary to improve overall programme coordination.

UNFPA as lead PUNO will ensure the Joint Programme's strategic and technical coherence and will be accountable to the UN Resident Coordinator for programme delivery. UNFPA will provide advice to the UN Resident Coordinator on programme progress and appropriate political and institutional matters. UNFPA will also work collaboratively with UN Women to ensure the strategic and technical coherence of the joint programme and will be responsible for the day-to-day leading and coordination of the joint programme results with UN Women, national/regional counterparts and other organizations involved. UNFPA will be responsible for the programme's overall monitoring and reporting mechanisms and the technical guidance of the Coordination Unit.

UNFPA and UN Women have the responsibility to ensure high quality technical assistance for the accomplishment of the results agreed and facilitate an environment that promotes synergies and optimization of results throughout the Joint Programme implementation, aiming at guaranteeing sustainability and scalability of results. PUNOs will contribute under the established coordination mechanisms with inputs on the progress of their activities or any information that may be needed throughout the Joint Programme implementation.

At an operational level, detailed programme management and coordination support will be provided through existing human resources for the 2-year Joint Programme. A dedicated technical consultant will also be provided by UNFPA for a period of 1 year. Monitoring and Evaluation and Communication Specialists from the PUNOs will also be engaged throughout the Joint Programme. These roles will constitute the Coordination Unit (CU).

The Coordination Unit, through the Joint Programme Coordinator, will collaborate with the RCO's Focal Point to keep the RCO abreast of progress in order to facilitate the effective oversight of the RC over the Joint Programme. The Joint Programme Coordinator will provide support to both countries, which may imply travel, online support and or coordination with UN staff based in target countries (including the RCO Focal Point) to follow up on JP activities.

Considering that this Joint Programme has a multi-country approach, the governance structures determined are the following: The Multi-Country Steering Committee (MCSC) will be the decision and strategic mechanism of the Joint Programme and will provide guidance on the strategic interlinkages between the Joint Programme's components and partners, while the Country Coordination Committee (CCC) will be focused on a country-based approach of the Joint Programme. The Joint Programme Coordinator is pivotal to ensure coordination between both mechanisms. UNFPA and UN Women, through the Joint Programme Coordinator, will support the Resident Coordinator, in preparation for the MCSC and CCC meetings and follow-up required subsequent to the meetings.

1. A Multi-Country Steering Committee (MCSC): will be co-chaired by the UN Resident Coordinator with the Ministers of designated Ministries in each country (or an alternate if required). Representatives of all PUNOs will participate in the MCSC to report on progress and address any other Joint Programme issues. The MCSC will convene twice per year to provide



strategic direction to the Joint Programme and evaluate its progress in line with the expected results. The Joint Programme's annual reports will be endorsed virtually by the MCSC, prior to approval and submission by the RCO. Based on the agenda, development partners could also be invited to participate as observers in the MCSC.

2. Country Coordination Committee (CCC): one for each country. The CCC will be co-led by one of the convening agencies and the designated implementing ministry in each country. Preferably this committee will be led at the Permanent Secretary level and will be convened on a quarterly basis or as needed. The CCC will also comprise a focal point from the Resident Coordinator's Office. Key national implementing partners, and other stakeholders will be invited to observe as appropriate.

- In Barbados, the Permanent Secretary, Ministry of Finance, Economic Affairs and Investment.
- In Montserrat, Deputy Financial Secretary, Ministry of Finance and Economic Management
- Other stakeholders including other government ministries, civil society and academia

### **3.2 Monitoring, reporting, and evaluation**

Reporting on the Joint SDG Fund will be results-oriented, and evidence based. Each PUNO will provide the Convening/Lead Agent with the following narrative reports prepared in accordance with instructions and templates developed by the Joint SDG Fund Secretariat:

- Annual narrative progress reports, to be provided no later than one (1) month (31 January) after the end of the calendar year, and must include the result matrix, updated risk log, and anticipated expenditures and results for the next 12-month funding period;
- Final consolidated narrative report, after the completion of the joint programme, to be provided no later than two (2) months after the operational closure of the activities of the joint programme.

The Convening/Lead Agent will compile the narrative reports of PUNOs and submit a consolidated report to the Joint SDG Fund Secretariat, through the Resident Coordinator.

The Resident Coordinator will be required to monitor the implementation of the joint programme, with the involvement of Joint SDG Fund Secretariat to which it must submit data and information when requested. As a minimum, joint programmes will prepare, and submit to the Joint SDG Fund Secretariat, 6-month monitoring updates. Additional insights (such as policy papers, value for money analysis, case studies, infographics, blogs) might need to be provided, per request of the Joint SDG Fund Secretariat. The joint programme will adequately allocate resources for monitoring and evaluation in the budget.

Data for all indicators of the results framework will be shared with the Fund Secretariat on a regular basis, in order to allow the Fund Secretariat to aggregate results at the global level and integrate findings into reporting on progress of the Joint SDG Fund.

PUNOs will be required to include information on complementary funding received from other sources (both UN cost sharing, and external sources of funding) for the activities supported by the Fund, including in kind contributions and/or South-South Cooperation initiatives, in the reporting done throughout the year.

PUNOs at Headquarters level shall provide the Administrative Agent with the following statements and reports prepared in accordance with its accounting and reporting procedures, consolidate the financial reports, as follows:

- Annual financial reports as of 31st December each year with respect to the funds disbursed to it from the Joint SDG Fund Account, to be provided no later than four months after the end of the applicable reporting period; and
- A final financial report, after the completion of the activities financed by the Joint SDG Fund and including the final year of the activities, to be provided no later than 30 April of the year following the operational closing of the project activities.

In addition, regular updates on financial delivery might need to be provided, per request of the Fund Secretariat.

After completion of a joint programme, a final, independent and gender-responsive evaluation will be organized by the Resident Coordinator. The cost needs to be budgeted, and in case there are no remaining funds at the end of the joint programme, it will be the responsibility of PUNOs to pay for the final, independent evaluation from their own resources.

The programme will be subject to a joint final independent evaluation with an established arrangement for managing the joint evaluation. The final evaluation will be managed jointly by the PUNOs as per established process for independent evaluations, including use of a joint evaluation steering group and dedicated evaluation managers not involved in the implementation of the joint programme. The evaluations will follow the United Nations Evaluation Group's (UNEG) Norms and Standards for Evaluation in the UN System, using the guidance on Joint Evaluation and relevant UNDG guidance on evaluations. The management and implementation of the joint evaluation will have due regard to the evaluation policies of the PUNOs to ensure the requirements of those policies are met; and with use of appropriate guidance from PUNOs on joint evaluation. The evaluation process will be participative and will involve all relevant programme's stakeholders and partners. Evaluation results will be disseminated amongst governments, donors, academic institutions and stakeholders of civil society (including workers' and employers' organizations) and a joint management response will be produced upon completion of the evaluation process to be made publicly available on the evaluation platforms or similar of the PUNOs and through the UNEG database.

The PUNO organising the evaluation on behalf of the Resident Coordinator will be responsible for the procurement of the consultant and for managing the consultancy contract based on agreed milestones approved by the Resident Coordinator and the joint evaluation steering group.

### **3.3 Accountability, financial management, and public disclosure**

The Joint Programme will be using a pass-through fund management modality where UNDP Multi-Partner Trust Fund Office will act as the Administrative Agent (AA) under which the funds will be channelled for the Joint Programme through the AA. Each Participating UN Organization receiving funds through the pass-through has signed a standard Memorandum of Understanding with the AA.

Each Participating UN Organization (PUNO) shall assume full programmatic and financial accountability for the funds disbursed to it by the Administrative Agent of the Joint SDG Fund (Multi-Partner Trust Fund Office). Such funds will be administered by each UN Agency, Fund, and Programme in accordance with its own regulations, rules, directives and procedures. Each

PUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.

Indirect costs of the Participating Organizations recovered through programme support costs will be 7%. All other costs incurred by each PUNO in carrying out the activities for which it is responsible under the Fund will be recovered as direct costs.

Funding by the Joint SDG Fund will be provided on annual basis, upon successful performance of the joint programme.

Procedures on financial transfers, extensions, financial and operational closure, and related administrative issues are stipulated in the Operational Guidance of the Joint SDG Fund.

PUNOs and partners must comply with Joint SDG Fund brand guidelines, which includes information on donor visibility requirements.

Each PUNO will take appropriate measures to publicize the Joint SDG Fund and give due credit to the other PUNOs. All related publicity material, official notices, reports and publications, provided to the press or Fund beneficiaries, will acknowledge the role of the host Government, donors, PUNOs, the Administrative Agent, and any other relevant entities. In particular, the Administrative Agent will include and ensure due recognition of the role of each Participating Organization and partners in all external communications related to the Joint SDG Fund.

### 3.4 Legal context

**Agency name:** United Nations Population Fund (UNFPA)

**Agreement title:** United Nations Multi-Country Sustainable Cooperation Framework (UN MSDCF) 2022-2026. The UN MSDCF is the legal agreement between the PUNOs and the Governments of Barbados and Montserrat to support the development goals of the Caribbean's governments and key stakeholders.

**Agency name:** UN Women (UN Women)

**Agreement title:** Standard Basic Agreement between UNDP and the Government of Barbados extended to UN Women

**Agreement date:** Signed on 24 May 2019

## D. ANNEXES

### Annex 1. List of related initiatives

Name of initiative/project	Key expected results	Links to the joint programme	Lead organization	Other partners	Budget and funding source	Contract person (name and email)
2020 Round of Population and Housing Census	Provision of high quality disaggregated data evidence and information for government needs to develop national policies, public services, and funding allocation	Data and statistics for development	Barbados Statistical Service, Montserrat Statistics Department	CARICOM, OECS Commission, Statistics Canada, IADB	agency core programme resources	Mr. Aubrey Browne, <a href="mailto:abrowne@barstats.gov.bb">abrowne@barstats.gov.bb</a>  Ms. Siobhan Tuitt, Statistician, <a href="mailto:tuittsn@gov.ms">tuittsn@gov.ms</a>
Reproductive Health Commodity Security Assessment for the Caribbean	Increased demand satisfaction for family planning, improved procurement system and processes and availability and access of SRH services, strengthened capacity for supply	Access to reproductive health commodities to expand method choice for family planning	Ministry of Health and Wellness	Family Planning Associations	agency core programme resources	Kim Maughan, <a href="mailto:Kim.Maughan@health.gov.bb">Kim.Maughan@health.gov.bb</a>  Dr. Faqueda Watson, <a href="mailto:WatsonF@gov.ms">WatsonF@gov.ms</a>

	chain management and improved planning, monitoring and reporting.					
Caribbean SRH and COVID-19 Youth Assessment	Policy and programmatic actions formulated and implemented to address gaps in access to SRH services for young people due to the COVID-19 pandemic	Identification of SRH/HIV/GBV needs and gaps of young people in all their diversity as a result of the COVID-19 pandemic	UNFPA	UNFPA Youth Advisory Groups, Youth led organizations , Youth Advocacy Movement of the Family Planning Associations	agency core programme resources	Dr. Pilar de la corte Molina, <a href="mailto:pmolina@unfpa.org">pmolina@unfpa.org</a>
Caribbean SRH Legislative Desk Review	Reform/strengthening of legislative and policy frameworks for sexual and reproductive health and rights including most vulnerable and marginalized groups	Legislative and policy frameworks for sexual and reproductive health and rights	UNFPA	Ministries of Planning, Health	agency core programme resources	Dr. Pilar de la corte Molina, <a href="mailto:pmolina@unfpa.org">pmolina@unfpa.org</a>
SDG Fund Joint Programme 'Enhancing Resilience and Acceleration of the SDGs in the	Contributes to the development of an adaptive and universal social protection system in Saint Lucia and Barbados through	The programme utilizes research, analysis, monitoring and evaluation	WFP	UNDP, UNICEF, ILO, UN Women	SDG Joint Fund	Sarah Bailey <a href="mailto:sarah.bailey@wfp.org">sarah.bailey@wfp.org</a>

Eastern Caribbean'	integrated policy development, programme design and service implementation	to support the evidence-based development of an adaptive system, while facilitating replication and expansion to Eastern Caribbean Countries (ECC) through South-South exchange under the OECS framework				
Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean	Support CC, DRR and environmental management interventions in 9 Caribbean countries by leveraging sector-level entry points, specifically supporting implementation and/or upscaling of countries' priority actions.	Aims to contribute to SDG 2, 5, 10, 11, 13, 14, 15, and 16 using a multi-disciplinary and integrated approach.	UNDP	UN Women, WFP, CDEMA, National Gender Machineries	Global Affairs Canada	Ugo Blanco <a href="mailto:ugo.blanco@undp.org">ugo.blanco@undp.org</a>

## Annex 2. Overall Results Framework

### 2.1. Targets for Joint SDG Fund Results Framework

**Joint SDG Fund Outcome 1:** Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale

Indicators	Targets	
	2022	2023
1.1: integrated multi-sectoral policies have accelerated SDG progress in terms of scope <sup>7</sup>	1	2
1.2: integrated multi-sectoral policies have accelerated SDG progress in terms of scale <sup>8</sup>	1	2

#### Joint SDG Fund Operational Performance Indicators

- Level of coherence of UN in implementing programme country<sup>9</sup>
- Reduced transaction costs for the participating UN agencies in interaction with national/regional and local authorities and/or public entities compared to other joint programmes in the country in question
- Annual % of financial delivery
- Joint programme operationally closed within original end date
- Joint programme financially closed 18 months after their operational closure
- Joint programme facilitated engagement with diverse stakeholders (e.g. parliamentarians, civil society, IFIs, bilateral/multilateral actor, private sector).
- Joint programme included addressing inequalities and the principle of "Leaving No One Behind".
- Joint programme featured gender results at the outcome level.
- Joint programme undertook or draw upon relevant human rights analysis, and have developed or implemented a strategy to address human rights issues.
- Joint programme planned for and can demonstrate positive results/effects for youth.
- Joint programme considered the needs of persons with disabilities.
- Joint programme made use of risk analysis in programme planning.
- Joint programme conducted do-no-harm / due diligence and were designed to take into consideration opportunities in the areas of the environment and climate change.

<sup>7</sup>Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

<sup>8</sup>Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

<sup>9</sup> Annual survey will provide qualitative information towards this indicator.

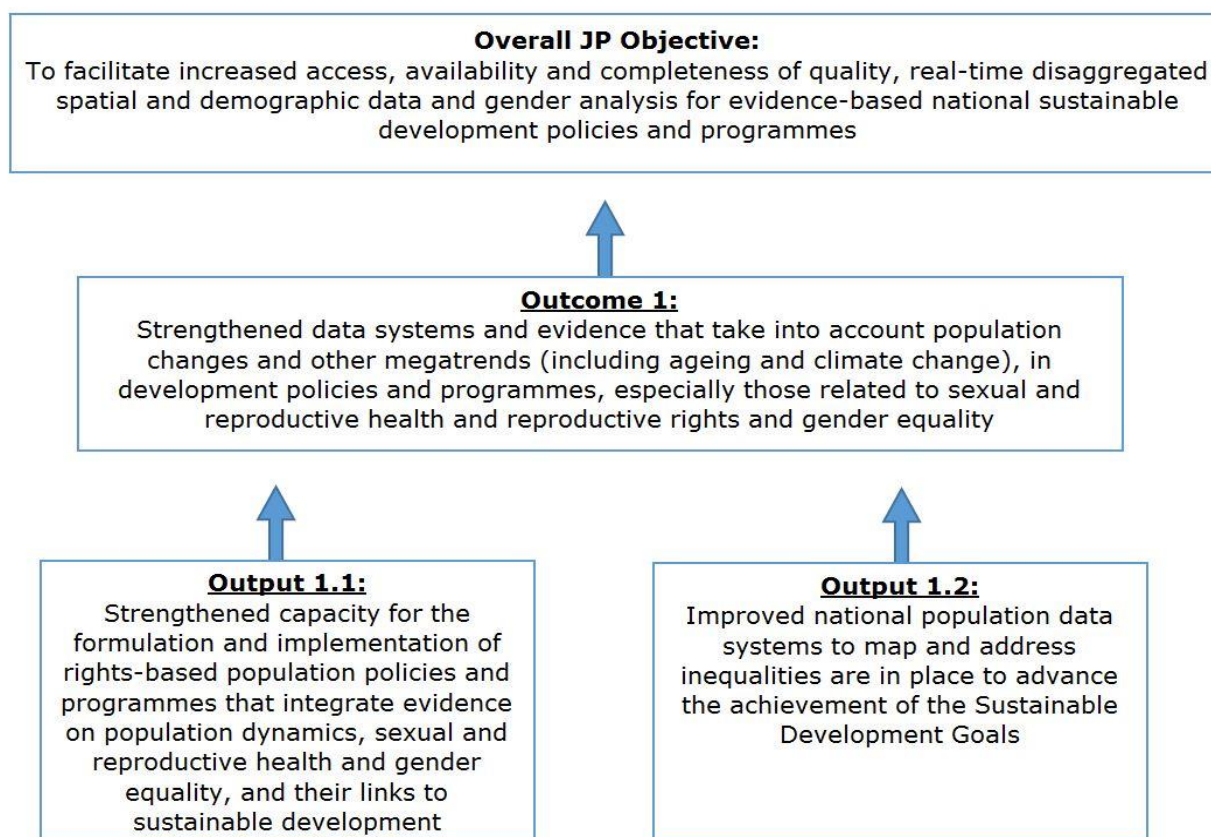
## 2.2. Joint programme Results framework

Result / Indicators	Baseline	2022 Target	2023 Target	Means of Verification	Responsible partner
<b>Outcome 1: Strengthened data systems and evidence that take into account population changes and other megatrends (including ageing and climate change), in development policies and programmes, especially those related to sexual and reproductive health and reproductive rights and gender equality</b>					
Outcome 1 indicator: Number of key population data outputs produced including sub-national population projections; routine vital statistics reports; census reports on youth, migrants, older persons, and populations living with disability; and population mega-trends, such as mobility, urbanization and climate vulnerability	0	2	3	Population data products from Statistical Office (incl. census reports and surveys)	Barbados Statistical Services; Montserrat Statistics Department; UNFPA
<b>Output 1.1: Strengthened capacity for the formulation and implementation of rights-based population policies and programmes that integrate evidence on population dynamics, sexual and reproductive health and gender equality, and their links to sustainable development</b>					
Output 1.1.1 indicator: # of personnel trained to integrate population dynamics and sexual and reproductive health and rights into national development frameworks	0	40	0	Training/Workshop Reports	Ministry of Finance, Economic Affairs and Investment Barbados; Ministry of Finance and Economic Management Montserrat; UNFPA
Output 1.1.2 indicator: National integrated SRH Policy Document developed and approved by October 2022	0	0	1	Policy document from Ministry of Health and Social Services	Ministry of Health and Social Services Montserrat; UNFPA
Output 1.1.3 indicator: Population Situation Analysis and Policies that explicitly integrate demographic dynamics developed and approved by February 2023	1	1	2	Policy document from Ministry of Finance and Economic Management, Montserrat	Ministry of Finance and Economic Management Montserrat; UNFPA
<b>Output 1.2: Improved national population data systems to map and address inequalities are in place to advance the achievement of the Sustainable Development Goals</b>					
Output 1.2.1 indicator: Baseline studies that incorporate socio-demographic information disaggregated by sex-age-gender	0	1	2	Study reports from Statistical Offices	Barbados Statistical Services; Montserrat Statistics Department; UNFPA; UN Women
Output 1.2.2 indicator:	0	2	4	GIS data products from Statistical Offices	Barbados Statistical Services; Montserrat



# of Georeferenced census data products					Statistics Department; UNFPA
Output 1.2.3 indicator: National CRVS strategic plan adopted a life-course approach	0	1	0	Strategy document from Ministry of Health and Social Service	Ministry of Health and Social Services Montserrat
Output 1.2.4 indicator: Common operational population datasets for humanitarian action	0	2	0	Records from Statistical Offices and National Disaster Offices of Barbados and Montserrat	UNFPA, Barbados Statistical Service, Montserrat Statistics Department; National Disaster Management Agencies
Output 1.2.5 indicator - Measurement of SDG 5.4.1 in rounds of the Labour Force Survey in Barbados and Montserrat	0	4	8	Labour Force Survey, Census	Ministry of Finance, Economic Affairs and Investment including the Barbados Statistical Service
Output 1.2.6 indicator - Public Awareness Raising Campaign messages to the public in Barbados and Montserrat	0	0	40	Social media messages, tv, radio	UN Women, Ministry of Finance, Economic Affairs and Investment including Barbados Statistical Service, Bureau of Gender Affairs, Ministry of Health and Social Services
Output 1.2.7 Indicator - Behavioral change training around care - Barbados and Montserrat	0	0	2	Training meeting notes	UN Women, Ministry of Finance, Economic Affairs and Investment including Barbados Statistical Service, Bureau of Gender Affairs, Ministry of Health and Social Services

### Annex 3. Theory of Change graphic



## Annex 4. Gender marker matrix

<b>Indicator</b>		<b>Score</b>	<b>Findings and Explanation</b>	<b>Evidence or Means of Verification</b>
<b>N°</b>	<b>Formulation</b>			
1.1	Context analysis integrate gender analysis	<b>3</b>	The programme includes significant focus on the needs, challenges and development solutions for women and girls.	Project Results Matrix
1.2	Gender Equality mainstreamed in proposed outputs	<b>2</b>	The programme has one gender-targeted output with a clear link to SDG 5.	Project Results Matrix
1.3	Programme output indicators measure changes on gender equality	<b>3</b>	The majority of output indicators will measure changes on gender equality	Project Results Matrix
2.1	PUNO collaborate and engage with Government on gender equality and the empowerment of women	<b>2</b>	PUNOs engaged Government on measures to track and shift women's disproportionate share of unpaid care work and empower women	Meeting minutes or agenda
2.2	PUNO collaborate and engages with women's/gender equality CSOs	<b>1</b>	PUNO will collaborate with gender equality CSOs in the full development and implementation of the programme	Meeting minutes or agenda
3.1	Program proposes a gender-responsive budget	<b>3</b>	Programme budget dedicates 98 % of funds to gender-equality	Budget
<b>Total scoring</b>		<b>14</b>		

## Annex 5. Budget and Work Plan

### 5.1 Budget per UNSDG categories

The table below provides a detailed breakdown of the budget required to implement the Joint Programme over its 2-year duration, which totals US\$813,951. It comprises USD \$737,751 from SDG Fund and financial contributions of USD\$ 76,200 from PUNOs (UNFPA and UN Women). UNFPA's allocation is USD\$ 523,751 including joint programme management costs and UN Women's distribution is USD\$ 214,000. The JP will focus on data systems strengthening, statistics, policy frameworks, national capacity building, advocacy and outreach in Barbados and Montserrat to accelerate progress on SDG3 (target 3.7) and SDG5 (targets 5.4 and 5.6).

UNDG BUDGET CATEGORIES	PUNO 1 - UNFPA		PUNO 2 - UN Women		TOTAL	
	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)
1. Staff and other personnel	90,000	51,200	78,000	25,000	168,000	76,200
2. Supplies, Commodities, Materials	5,000		10,000		15,000	
3. Equipment, Vehicles, and Furniture (including Depreciation)	0		0		0	
4. Contractual services	189,487		110,000		299,487	
5. Travel	10,000		2,000		12,000	
6. Transfers and Grants to Counterparts	195,000		0		195,000	
7. General Operating and other Direct Costs	0		0		0	
<b>Total Direct Costs</b>	<b>489,487</b>		<b>200,000</b>		<b>689,487</b>	
8. Indirect Support Costs (Max. 7%)	34,264		14,000		48,264	
<b>TOTAL Costs</b>	<b>523,751</b>	<b>51,200</b>	<b>214,000</b>	<b>25,000</b>	<b>737,751</b>	<b>76,200</b>
<b>1st year</b>	<b>261,876</b>	<b>25,600</b>	<b>107,000</b>	<b>12,500</b>	<b>368,876</b>	<b>38,100</b>
<b>2nd year</b>	<b>261,875</b>	<b>25,600</b>	<b>107,000</b>	<b>12,500</b>	<b>368,875</b>	<b>38,100</b>

## **5.2 Budget per SDG targets**

The SDG targets directly addressed by the Joint Programme are 3.7, 5.4 and 5.6, which are aimed at ensuring access to sexual and reproductive health and reproductive rights and achieve gender equality and empower all women and girls underpinned by disaggregated data and statistics to identify and programme for the most vulnerable women and girls and marginalized sub-populations. Of the total budget, 36% has been allocated to target 3.7, 29% to target 5.4 and 35% to 5.6. The direct investments will allow for seeing and measuring progress in these targets over the 2-year duration of the programme.

<b>SDG TARGETS</b>		<b>%</b>	<b>USD</b>
3.3.7	By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	36%	287,476
5.5.4	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	29%	239,000
5.5.6	Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	35%	287,475
<b>TOTAL</b>		<b>100%</b>	<b>813,951</b>

## **5.3 Work plan**

The work plan has one main outcome, two corresponding outputs and sixteen activities. These are geared towards increasing national capacity to develop and implement population policies and programmes and improving data systems. There are two main budget components to the work plan; (a) direct costs to implement the activities which accounts for 93% of the total budget of US\$813,951; and 7% for indirect costs to PUNOs. Direct costs include support for communications, monitoring and evaluation.

Outcome 1																	
Output	Annual target/s		List of activities	Time frame								PLANNED BUDGET				PUNO/s involved	Implementing partner/s involved
	2022/3	2023/4		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Overall budget description	Joint SDG Fund (USD)	PUNO Contributions (USD)	Total Cost (USD)		
Output 1.1. Strengthened capacity for the formulation and implementation of rights-based population policies and programmes that integrate evidence on population dynamics, sexual and reproductive health and gender equality, and their links to sustainable development	Completed PSA and Population Policy		Activity 1.1.1. Prepare a Population Situation Analysis (PSA) of demographic transition and human mobility and formulate a sustainable population policy and action plan (Montserrat)									Contractural services to develop the PSA and Population Policy, national consultations	39,250	0	39,250	UNFPA	Ministry of Finance and Economic Management; Office of the Premier (Montserrat)
	100% of targeted key counterpart personnel trained on population mainstreaming		Activity 1.1.2. Training of national counterparts on Population Mainstreaming in national development policies and programmes (Barbados and Montserrat)									Contractural services, training tools	40,000	0	40,000		Ministry of Finance, Economic Affairs and Investment (Barbados); Ministry of Finance and Economic Management (Montserrat)
		Integrated SRH Policy finalized and Cabinet approved	Activity 1.1.3 Develop an integrated Sexual and Reproductive Health Policy (Montserrat)									Contractural services to develop SRH Policy, including national consultations	10,000	5,000	15,000		Ministry of Health and Social Services (Montserrat)
		Forecasting model developed	Activity 1.1.4. Develop long term forecast showing the impact of population dynamics on the economy (Barbados)									Consultancy and technical support	70,750	0	70,750		Ministry of Finance, Economic Affairs and Investment (Barbados)
Total output 1.1													160,000	5,000	165,000		
Output 1.2. Improved national population data systems to map and address inequalities are in place to advance the achievement of the Sustainable Development Goals	Evaluation report available with key recommendations for strengthening CRVS system		Activity 1.2.1. Evaluate coverage and quality of the national CRVS system to inform investments for strengthening of CRVS system (Montserrat)									Consultancy and technical support to assess the CRVS system	25,000	0	25,000	UNFPA	Montserrat Statistics Department
	COD available for humanitarian planning, decision-making and planning		Activity 1.2.2. Develop common operational dataset from official statistics, including sex-age disaggregated subnational population projections for SDG monitoring and humanitarian preparedness and									Technical support	30,000	10,000	40,000	UNFPA	Barbados Statistical Service, Barbados Department of Emergency Management; Montserrat Statistics Department, Montserrat Disaster Management Coordination Agency; UNFPA

			response (Barbados and Montserrat)													
At least 4 survey tools developed and launched		Activity 1.2.3. Develop and launch real time monitoring survey tools on SDG indicators at subnational level (Barbados)									Consultancy and technical support	150,000	0	150,000	UNFPA	Barbados Statistical Service, Ministry of Finance, Economic Affairs and Investment (Barbados)
	Population subgroups datasets available through GIS	Activity 1.2.4. Incorporate socio-demographic information by population subgroups, sex-age-gender and other relevant variables into SDG indicators baseline studies, using geographical information systems at different territorial scales (Barbados)														
Barbados measurement of SDG 5.4.1 complete in four rounds of labour force survey	Montserrat measurement of SDG 5.4.1 complete in four tools (e.g. 3 rounds of labour force survey and census).	Activity 1.2.5. Measure SDG 5.4.1 in four rounds of the Labour Force Survey in Barbados									Consultancy and technical support to develop the measurement of 5.4.1 in the Labour Force Survey, train enumerators and support process and data collection as needed		15,000	215,000		Barbados Statistical Service, Montserrat Statistics Department, Ministry of People Empowerment and Elder Affairs Barbados
		Activity 1.2.6. Measure SDG 5.4.1 in four rounds of the Labour Force Survey in Montserrat or three rounds of LFS and one census														
Consultant on-boarded and training materials developed based on initial findings on SDG 5.4.1 from Labour Force Survey	Behavioral change training and public awareness-raising campaigns complete in both countries. Information	Activity 1.2.7. Training of key public sector staff and influencers (including teachers, counselors, doctors, nurses, caretakers) to advance behavioral change around shared caretaking responsibilities and 5.4.1.									Consultancies and technical support to develop multi-pronged public awareness raising campaign on SDG 5.4.1 including consultant to design, develop and deliver behavioral change training to key public sector staff and members of public, consultant to	200,000	10,000	10,000	UN Women	



		publicly available for CSOs and Government to use.	Activity 1.2.8. Public awareness campaign modeled on Share the Care to promote the sharing of care work and domestic responsibilities and raise public awareness of policies aimed creating an enabling environment for growing a family (such as parental leave). This will include radio messages, television ad, social media campaign, posters and other forms of public engagement and outreach.							translate labour force survey findings into key messages, consultant to prepare the graphics and related materials and consultants to design social media materials.						
Total output 1.2											405,000	35,000	440,000			
Total Outcome 1											565,000	40,000	605,000			
Joint programme management		List of activities	Time frame							PLANNED BUDGET				PUNO/s involved	Implementing partner/s involved	
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Overall budget description	Joint SDG Fund (USD)	PUNO Contributions (USD)			Total Cost (USD)
Programme Management		Programme Coordination									Staff and Personnel	90,000	28,700	118,700	UNFPA, UN Women	
		Media and Communications (incl. 5% Coms Specialist)									Communications materials, fact sheets, infographics, press releases, social media posts	5,000	7,500	12,500		
		Programme Monitoirng									Monitoring costs	10,000	0	10,000		
		Final Evaluation									End of Programme Evaluation	19,487	0	19,487		
Total programme management*											124,487	36,200	160,687			
Total Outcome and programme management											689,487	76,200	765,687			
7 % indirect costs											48,264					
Grand total											737,751					

## **Annex 6. Risk Management Plan**

The purpose of the risk management strategy is to identify, assess and prioritize risks or developments that could undermine and jeopardize the success of the JP and implement appropriate mitigating measures. Continued monitoring of known and emerging risks is essential to the strategy as the JP seeks to be agile and responsive to the environment and context within which it is being implemented. The risk management strategy will be implemented by the Programme Management Unit, and a dedicated risk manager assigned to lead implementation of the risk management strategy and undertake regular environmental scanning of risks. Working closely together with the rest of the programme team, the risk manager will ensure the smooth and efficient flow of relevant information, so that risks can be managed in the most appropriate, efficient and effective manner.

There are four main components to the risk management strategy:

- **Identification:** Risks relating to any of the four risk categories - contextual, programmatic, institutional and fiduciary - and that threaten to have negative impacts on the sustainability of the JP will be identified through an iterative process. The risk manager is responsible for identifying both the internal and external risks in a timely manner and for the duration of the programme. While some risks are already known, others may emerge as the external circumstances change or as the result of implemented programme activities.
- **Analysis and Evaluation:** As soon as the risks have been identified, an analysis will be conducted on their potential effects and likely impact on the JP. The risks will then be evaluated and ranked to the likelihood of each risk's outcome. This will help to illustrate how severely a risk threatens the JP. The risk matrix (below) will be regularly updated to ensure that all relevant risks are listed and appropriately categorized.
- **Responses (treatment) to risks:** To reduce the probability of negative risks affecting the JP's successful implementation, mitigating measures will be prepared, applied and adjusted on a regular basis and implemented for the duration of the programme. Risks with the highest risk level will be prioritized first and then the risks with the lower risk levels. The strategy will seek to increase the probability of a positive outcome.
- **Monitoring:** The risk manager will closely monitor the risks over time to identify any intensification of risks in an adequate and timely manner and to make adjustments to the mitigating measures if they do not lead to the desired results.

Risks	Risk Level: (Likelihood x Impact)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Org./Person
Contextual risks					
The ongoing COVID-19 pandemic is exacerbated and derails programme implementation	12	4	3	The programme has been adapted to the COVID-19 context and will also seek to address the immediate-medium-long-term data and policy gaps as a result of the pandemic	UNFPA
Sustainability of the programme is compromised the longer the economic fortunes of the countries take to turn around due to COVID-19 and for longer term investment	9	3	3	National capacity building for sustainability will be prioritized, as well as the development of a joint resource mobilization strategy to identify further funding opportunities	UNFPA
Programmatic risks					
Governments and stakeholders prioritize only selected data sets, e.g. economic data, and as a result, the SDGs indicators that can be reported on are mainly economic related and not adequate for the social areas	12	3	4	Stakeholders will be sensitized on the criticality of social datasets to identify those being left behind in national development and to achieve the 2030 Agenda	UNFPA, UN Women
Social and cultural gender norms persist and reinforce negative patriarchal stereotypes related to women’s labour market participation and responsibility for unpaid care work	3	3	1	Behavioral change training and public awareness-raising campaigns on gender equality and impact of women and the labour market will be implemented	UN Women
Institutional risks					
Stakeholders are unable to prioritize implementation due to an intensification in COVID-19 and the programme loses momentum after the initial phase	8	2	4	Advocacy and awareness raising activities will be carried out on advantage of JP and critical contribution to the	UNFPA

				socio-economic development of the countries	
<b>Fiduciary risks</b>					
Disbursement of funds for programmatic activities are delayed with potential impact on programme end date	4	2	2	Due diligence and strict financial oversight of the programme funds will be maintained to ensure timely execution of the JP. If necessary, an extension of the programme end-date will be requested from the SDG Fund Secretariat with appropriate justification	UNFPA