

CARIBBEAN NATURAL RESOURCES INSTITUTE
in collaboration with the
CARIBBEAN ASSOCIATION FOR FEMINIST RESEARCH AND ACTION (CAFRA)

**Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management
Port of Spain, Trinidad
15- 18 November 1999**

Administrative Report

1. Overview

The four-day workshop ***Integrating Gender Issues in Participatory and Collaborative Natural Resource Management was*** a joint undertaking of the Caribbean Natural Resources Institute (CANARI) and the Caribbean Association for Feminist Research and Action (CAFRA). It was held at the Kapok Hotel in Port of Spain, Trinidad from 15 - 18 November 1999. This course was the most recent in a series of workshops and courses organised by CANARI to facilitate the transfer of particular skills and methods for participatory resource management. This was the first time, however, that the Institute offered a course on gender and resource management. The impetus for developing this course to examine and analyse gender issues and participatory approaches to natural resource management came from feedback from participants in the annual CANARI overview course on co-management and community participation and the Institute's own assessment of needs. Relative to other regions in the world where there has been research and writing about gender and resource management, this area is new in the Caribbean. And although there has been gender sensitivity training in the Caribbean, very few natural resource managers have been beneficiaries of such training.

2. Objectives

The workshop sought to strengthen the capacity of institutions to implement participatory and collaborative resource management arrangements by:

- increasing participants' knowledge and understanding of linkages between gender and natural resource management; and
- strengthening the ability of resource managers to integrate gender analysis and planning into their work.

The following learning objectives were established for each day in advance of the course:

- to understand key concepts related to gender, development, resource management and planning;
- to understand the conceptual rationale of gender planning and of methodological tools to translate this into practice;
- to be able to apply tools for gender planning and analysis to programmes and projects; and
- to understand issues and constraints related to operationalising and institutionalising gender.

Personal objectives articulated by participants at the start of the workshop included the following:

- to develop an understanding of the impact of gender on the project cycle;
- to identify methodologies for research and the utilisation of gender tools;
- to identify techniques for communicating gender; and
- to understand how to deal with gender stereotypes in the workplace.

A copy of the workshop agenda is attached in Appendix 1. A report on the content of the workshop is being prepared by one of the facilitators and will be distributed to all participants and presenters upon receipt by CANARI.

3. Participants

CANARI sought to attract sixteen Caribbean development and resource management professionals to the course, but succeeded in drawing eighteen. A particular effort was made to attract past participants in CANARI's annual overview course on co-management and community participation. Of the eighteen participants, five had taken part in the overview course. The eighteen participants comprised six men and twelve women. Of the twelve organisations represented, only two had never taken part in a CANARI training activity.

The course participants represented government agencies (seven), non-governmental organisations (eight:), and academic institutions(three) in the following countries:

Belize (1)

Cuba (1)

Dominica (2)

Grenada (2)

Jamaica (3)

St. Lucia (2)

St. Vincent and the Grenadines (2)

Trinidad and Tobago (5)

A complete list of participants appears in Appendix 2

4. Resource **Persons**

The workshop was co-facilitated by Ms. Cecilia Babb, Senior Programme Officer of the Caribbean Policy Development Centre (CPDC) and member of CAFRA, and CANARI Communication Coordinator, Nicole Brown. Presenters were drawn from the staff of the University of the West Indies Centre for Development and Gender Studies in Trinidad and the Department of Sociology in Barbados, the Makusi Research Unit and the Iwokrama Forest Programme in Guyana. A complete list of resource persons appears in Appendix 3.

The CPDC provided support to the workshop through the participation of Ms. Babb.

5. Financial Arrangements

A tuition fee was charged for all participants to cover the costs of designing, organising and facilitating the course. The cost of accommodations and meals was charged separately. Sponsorship for four participants was obtained from the Commonwealth Foundation. CANARI sponsored nine participants directly and five others were funded by their own organisations or collaborators. Of the thirteen participants who received sponsorship through CANARI and the Commonwealth Foundation, four made some contribution to their costs, ranging from airfare to accommodations and meals. Financial support received from CIDA's Canada Caribbean Gender Equity Fund was used to offset consultants' expenses.

6. Course Description

6.1 Method

The workshop combined presentations in plenary sessions with small group activities aimed at applying skills learned and fostering exchanges among participants. Participants played an active role in the day to day facilitation of the workshop through rotating management teams consisting of a rapporteur, moderator and evaluator. Daily summaries and evaluations of the previous day's work provided facilitators and participants regular feedback on progress towards meeting stated learning objectives. Participants were provided supplementary reading and reference materials at the start of the course. A copy of the reading list appears in Appendix 4.

The level of participation throughout the meeting was high. Participants displayed a willingness to discuss difficult issues in a non-confrontational manner.

6.2 Content

The workshop agenda established daily learning objectives around which each day's presentations were built. A summary of each day appears below.

Day 1

The presentations of day 1 aimed to improve participants' understanding of the term "gender" and of the rationale for examining gender in the context of social and economic development. They therefore focussed on the transition from the women in development (WID) approach to the gender and development (GAD) approach and sought to clarify concepts by examining gender as a social construct and by looking at gender issues in a wider social justice context. Particular emphasis was placed on how gender issues play out in the following areas: access and control of resources; autonomy and decision making; and work.

The first day of the workshop also included the presentation of a research project on gender and natural resources that is currently being undertaken in Trinidad's Nariva Swamp by the UWI Centre for Gender and Development Studies.

Day 2

The second day of the course began with an examination of gender in Caribbean development, with

particular emphasis on unique regional characteristics and concerns. Participants were introduced to the components of gender analysis, including the definition of roles and responsibilities; the assessment of practical needs vs long term/strategic needs; the examination of resource allocation at various levels, household etc.; and the relationship between gender roles and gender needs. Participants were also introduced to the rationale for gender planning and some of the techniques and approaches that can be used, including the establishment of objectives and indicators. A presentation on gender and natural resource management underscored the paucity of existing literature on this theme in the Caribbean.

Day 3

Presentations by two Guyanese foresters and a community activist illustrated a number of issues related to women working in male dominated fields and to male/female relations at the community level in the face of women's empowerment. The presentations validated many of the issues raised in the discussions of the two previous days. Through a series of small group exercises, participants were able to conduct a gender analysis of their on-going projects and to identify techniques for making their participatory methodologies gender sensitive.

Day 4

The day's work was devoted to recapping the discussions of the previous three days and clarifying points as necessary. The group also identified some of the major constraints and concerns related to integrated gender issues in natural resource management and suggested strategies for overcoming them. These included the need for additional training not only for resource managers and facilitators of participatory processes, but also for senior management and for community members.

7. Evaluation

A formal written evaluation of the activity was conducted at the end of the workshop. The following conclusions can be drawn based on the evaluation results and oral feedback received at the end of the course:

- Concepts were clarified and participants were introduced to specific tools and methods.
 - Knowledge gained during the workshop was relevant and can be applied to the participants' work.
- Another value of the workshop, which is common to such regional activities, is that provided an opportunity for networking.

Feedback also suggested that the workshop should have been longer. This would have allowed more time for the practical small group exercises that participants found particularly useful. Participants also suggested that a field trip would have been instructional. A summary of the evaluation questionnaires appears in Appendix 5.

The extent to which the activity will contribute to the integration of gender concerns into participatory and collaborative resource management arrangements in the participating agencies can only be measured in the long term. This will be done as part of CANARI's on-going monitoring and evaluation of its project activities. As an initial monitoring activity, at the time of the dissemination of the workshop report, participants will be

invited to give CANARI feedback on how they have used the knowledge and information gained at the workshop during the immediate months following the activity.

8. Follow-up

CANARI had hoped to use this course to identify specific issues related to gender and natural resource management for further research and analysis. During the four-day workshop it became clear, however, that given the strengths, capacity and focus of the Institute, the most significant contribution that CANARI can make at this time to an agenda to strengthen gender issues in natural resource management is to incorporate gender analysis and planning into its ongoing refining and development of skills and methods for stakeholder analysis. In April 2000, CANARI will convene a seminar to examine Caribbean experiences in stakeholder approaches and develop methods for stakeholder analysis on the basis of these experiences. Gender analysis and planning will be among the tools considered during this seminar.

**Caribbean Natural Resources Institute (CANARI)
in collaboration with
Caribbean Association for Feminist Research and Action (CAFRA)**

**Workshop on
Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management
Port of Spain, Trinidad
15 - 18 November 1999**

Agenda

Sunday, 14 November

Arrival of overseas participants & registration

Monday, 15 November

Objective: To clarify key concepts related to gender, development and participatory management.

8:30 - 9:00	Welcome	Dr. Rhoda Reddock, CAFRA Nicole Brown, CANARI
	Opening Address	Dr. Carol James, Sustainable Development Advisor, UNDP
9:00 - 10:15	Participant introductions Course overview	Nicole Brown
10:15 - 10:30	Break	
10:30 - 11:30	Introductory overview of gender	Cecilia Babb
11:30 - 1:00	Introduction to gender and natural resource management Presentation and Discussion	Dr. Grace Sirju-Charran
1:00 - 2:00	Lunch	
2:00 - 3:30	Introduction to gender and natural resource management	
3:30 - 4:15	Presentation of Nariva case study	Rishi Basdeo, Nicola Cross Sharda Durbal
4:15 - 4:30	Break	
4:30 - 5:30	Presentation of Nariva case study continued	

Tuesday, 16 November

Objective: To introduce fundamentals of gender planning and techniques for applying it to participatory planning for natural resource management

9:00 - 9: 15	Presentation of report and evaluation of day 1	
9:15 - 11:00	Gender and development in the Caribbean	Dr. Christine Barrow
11:00-11:15	Break	
11:15 - 1:00	Introduction to gender analysis and planning Presentation and discussion	Dr. Christine Barrow
1:00 - 2:00	Lunch	
2:00 - 4: 15	Gender analysis and planning for natural resource management Discussion and exercise	Dr. Grace Sirju-Charran
4:00 - 4: 15	Break	
4:15 - 5:00	Gender analysis and planning continued.	

Wednesday, 17 November

Objective: To develop a practical understanding of how to apply gender planning and analysis tools to participatory resource management projects.

9:00 - 9: 15	Presentation of participant report and evaluation of day 2	
9: 15 - 9:45	Gender and forest management: Makusipe Komanto Iseru/Iwokrama Project	Kathleen Prince & Mike Patterson - Iwokrama Forest Rangers Pamela Nash - Makusi Research unit
9:45 - 11:15	Problem analysis: Gender and natural resource use and management in the Caribbean	Cecilia Babb
11: 15 - 11:30	Break	
11:30 - 1:00	Gender sensitive participatory methods Small group exercise	Nicole Brown
1 :00 - 2:00	Lunch	
2:00 - 3:00	Gender sensitive participatory methods continued	

3:00 - 5:30 Organizational aspects, human resources Cecilia Babb & Roberta Clarke
and institutional development

Thursday, 18 November

Objective: To develop an understanding of the issues and constraints related to operationalising and institutionalising gender and to identify areas for future research and analysis.

9:00 - 9:15 Presentation of participant report and evaluation of day 3

9:15 - 10:45 Strategies for strengthening gender in existing projects Nicole Brown & Cecilia Babb
Small group exercise based on participants cases

10:45 - 11:00 Break

11:00 - 11:00 Strategies continued

11:00 - 12:00 Lunch

12:00 - 1:30 Evaluation Nicole Brown
Follow-up
Presentation of Certificates

1:30 - 5:30 Gender clinic: Small group or one on one consultations with Cecilia Babb.

Friday, 19 November

Departure of overseas participants

**Caribbean Natural Resources Institute (CANARI)
in collaboration with
Caribbean Association for Feminist Research and Action (CAFRA)**

Workshop on
**Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management**
Port of Spain, Trinidad
15 - 18 November 1999

Participants

1. Mr. Rishi Basdeo
Researcher
UWI Centre for Gender and Development
Studies
University of the West Indies
St. Augustine Campus
St. Augustine
Trinidad & Tobago
Telephone: (868) 662-2002
Facsimile: (868) 663-9684

2. Ms. Nicola Cross
Researcher
UWI Centre for Gender and Development
Studies
University of the West Indies
St. Augustine Campus
St. Augustine
Trinidad & Tobago
Telephone: (868) 662-2002
Facsimile: (868) 663-9684

3 Ms. Sharda Durbal
Researcher
UWI Centre for Gender and Development
Studies
University of the West Indies
St. Augustine Campus
St. Augustine
Trinidad & Tobago
Telephone: (868) 662-2002
Facsimile: (868) 663-9684
E-mail: sdurbal@hotmail.com

4. Ms. Sandra C. A. Ferguson
Secretary General
Agency for Rural Transformation Ltd.
Marrast Hill
P.O. Box 750
St. Georges
Grenada
Telephone: (473) 440-3440/3 9 15
Facsimile: (473) 440-9882
E-mail: art@caribsurf.com

5. Ms. Denise Bridget Harold
Field Officer
Community Development Division
Ministry of Housing
Kingstown
St. Vincent
Telephone: (784) 457-2607
Facsimile: (784) 458-8778

6. Ms. Marcella Harris
WINFA Board Member
Windward Island Farmers Association
Morne Daniel
c/o 35 Federation Drive
Goodwill, Roseau
Dominica
Telephone/Fax: (767) 448-400 1
E-mail: errolmar@marpin.dm

7. Mr. Enrique H. Hernandez Hernandez
Architect
National Center for Protected Areas
Calle 18-A No. 4114 Entre 41 y 47
Miramar, Playa
Ciudad de la Habana
Cuba 11300
Telephone: (537) 22-7970
Facsimile: (537) 24-0798
E-mail: enrique@unepnet.inf.cu

8. Mrs. Amor Jackson
Community Development Field Officer
Community Development Division
Ministry of Housing
Kingstown, St. Vincent
Telephone: (784) 456-7622
Facsimile: (784) 458-8778

9. Mr. Wallace James
Agronomist/ Extension Support Officer
Dominica Rural Enterprise Project
P.O. Box 602
1st Floor
4 Cross Lane, Roseau
Commonwealth of Dominica
Telephone: (767) 449-8494
Facsimile: (767) 449-8596
E-mail: drep@cwdom.dm

10. Mrs. Monica John
Agriculture Forester II
Forestry Division, Ministry of Agriculture,
Lands and Marine Resources
Long Circular Road, St. James
Port-Of-Spain
Trinidad
Telephone: (868) 622-7476
Facsimile: (868) 628-5503
E-mail: forestry@tstt.net.tt

11. Ms. Theresa Andrea Marryshow
Agriculture Supervisor (District's Level)
Ministry of Agriculture
Botanical Gardens
Tanteen, St. Georges
Grenada
Telephone: (473) 440-2248/9049
Facsimile: (473) 440-4191

12. Mr. John Meeks
Soil Conservation Officer
Southern Trelawny Environmental Agency
#3 Grant's Office Complex
Albert Town P.O.
Trelawny
Jamaica
Telephone: (876) 6 1 0-08 18
Facsimile: (876) 6 10-08 19
E-mail: stea@cwjamaica.com

13. Ms. Charmaine Nathaniel
Senior Programme Officer
St. Lucia National Trust
Clarke Avenue
Vigie, Castries
St. Lucia
Telephone: (758) 452-5005/3 1495
Facsimile: (758) 453-2791
E-mail: natrust@candw.lc

14. Mr. Alfred Prospere
Forest Officer
Department of Forestry
Ministry of Agriculture, Forestry, Fisheries
and the Environment
Government Building
Castries
St. Lucia
Telephone: (758) 450-2078
Facsimile: (758) 450-2287

15. Mr. Deodath Ramlal
Forester II
Forestry Division
Ministry of Agriculture, Lands and Marine
Resources
Long Circular Road, St. James
Port-Of-Spain
Trinidad
Telephone: (868) 622-7476
Facsimile: (868) 628-5503
E-mail: forestry@tsst.net.tt

16. Ms. Avis Rowe
Southern Trelawny Environmental Agency
#3 Grant's Office Complex
Albert Town P.O.
Trelawny
Jamaica
Telephone: (876) 610-0818
Facsimile: (876) 6 1 0-08 19
E-mail: stea@cwjamaica.com

17. Ms. Vivienne Elaine Scott
Resource Person/ Member STEA
Southern Trelawny Environmental Agency
#3 Grant's Office Complex
Albert Town P.O.
Trelawny
Jamaica
Telephone: (876) 610-08 18
Facsimile: (876) 610-0819
E-mail: stea@cwjamaica.com

18. Ms. Adelette Tanya Torres
Field Officer
Cayo Centre for Development and
Cooperation
P.O. Box 7
San Ignacio Town, Cayo District
Belize C.A.
Telephone: (501) 92-2209
Facsimile: (50 1) 92-3 825
E-mail: amcdc@btl.net

**Caribbean Natural Resources Institute (CANARI)
in collaboration with
Caribbean Association for Feminist Research and Action (CAFRA)**

**Workshop on
Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management
Port of Spain, Trinidad
15 - 18 November 1999**

Presenters & Resource Persons

1. Ms. Cecilia Babb
Senior Programme Officer
Caribbean Policy Development Centre
"Halsworth", Welches Road
P.O. Box 35
Brittons Hill, St. Michael
Barbados
Telephone: (246) 43 7-605 5/6
Facsimile: (246) 43 7-3 3 8 1
E-mail: cpdc@caribnet.net

2. Dr. Christine Barrow
Faculty of Social Sciences
Department of Government, Sociology and
Social Work
University of the West Indies
Cave Hill Campus
P.O. Box 64, Bridgetown
Barbados
Telephone: (246) 4 17-4000
Facsimile: (246) 417 4270
E-mail: cbarrow@uwichill. edu. bb

3. Ms. Nicole Brown
Communication Coordinator
Caribbean Natural Resources Institute
1113 Strand Street
Christiansted, US Virgin Islands 00820
Telephone: (340) 773-9854
Facsimile: (340) 773-5770
E-mail: nbrown@islands.vi

4. Ms. Jacquie Burgess
Caribbean Association for Feminist Research
and Action
P.O. Bag 442
Tunapuna P. O.
Trinidad and Tobago
Telephone: (868) 663-8670
Facsimile: (868) 663-6483
E-mail: jacquie.cafra@wow.net

5. Ms. Pamela Nash
Makusi Research Unit
Aranaputa village
North Rupununi, Region 9
Guyana

6. Mr. Mike Patterson
Forest Ranger
Iwokrama Field Station
Kurupukari
North Rupununi, Region 9
Guyana

7. Ms. Kathleen Prince
Forest Ranger
Iwokrama Field Station
Kurupukari
North Rupununi, Region 9
Guyana

8. Dr. Grace Siju-Charran
Department of Life Sciences
University of the West Indies
St. Augustine Campus
St. Augustine
Trinidad & Tobago
Telephone: (868) 662-2002 Ext 3 110
Facsimile: (868) 663-9684
E-mail: g_sirju@hotmail.com

Caribbean Natural Resources Institute (CANARI)
in collaboration with
Caribbean Association for Feminist Research and Action (CAFRA)

Workshop on
Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management

Port of Spain, Trinidad
15 - 18 November 1999

Suggested Reading

1. Abzug, B. 1995. "Women and the Environment" in *International Author Series. Focus on Women*. United Nations.
2. Levy, C. 1994. "Definition of Concepts for Gender Diagnosis" in *A Methodology of Gender Planning and in The Web of Institutionalization*.
3. Leyh, D. no date. "The Construction and Application of Gender." Vrouwenberaad Ontwikkelingsamenwerking. The Netherlands.
4. Mayoux, L. 1995. "Beyond Naivety: Women, Gender Inequality and Participatory Development" in *Development and Change*. Vol. 26, 235-258 Blackwell Publishers, Oxford, UK.
5. Mehra, R. 1993. *Gender in Community Development and Resource Management: An Overview*. International Center for Research on Women, Washington, D.C.
6. Momsen, J. 1993. "Development and Gender Divisions of Labour in the Rural Eastern Caribbean" in *Women and Change in the Caribbean*. Janet Momsen (editor) 232 - 246 Ian Randle Publishers, Jamaica.
7. Moser, C. 1993. "Gender Planning and Development: Theory, Practice and Training." Routledge, London and New York.

CARIBBEAN NATURAL RESOURCES INSTITUTE
in collaboration with the
CARIBBEAN ASSOCIATION FOR FEMINIST RESEARCH AND ACTION (CAFRA)

**Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management
Port of Spain, Trinidad
15 18 November 1999**

Evaluation Questionnaire

Summary of participant responses (all percentages have been rounded off to the nearest whole number)

1. How would you rate the workshop overall? (circle one)

Poor	Fair	Good	Very Good	Excellent
		3 (17%)	13 (72%)	2 (11%)

2. To what extent will you be able to apply knowledge gained during the workshop to your own work?

Not at all	A little	Somewhat	Quite a bit	Very much
		1 (6%)	9 (50%)	8 (44%)

Please explain:

- a) Project development.
- b) Increased sensitivity.
- c) Better equipped to do gender analysis.

3. What are the most important things you gained from this course?

- a) Clarification of concepts and a better understanding of gender & gender and development.
- b) Tools and basic methodologies for gender analysis.
- c) Networking/interaction with other participants.

4. Are there any topics that should have been addressed that you feel were omitted?

Yes	No	Not sure (participants' addition)	Question unanswered
2 (11%)	12 (67%)	2 (11%)	2 (11%)

If yes, please explain: "More emphasis on the actual tools and methodology."

"I am sure there will always be omitted topics due to time and the fact that the topic is a fairly new one."

5. Do you feel that any of the topics covered should have been omitted?
- | | | |
|----------|----------|---------------------|
| Yes | No | Question unanswered |
| 1 (5.5%) | 16 (89%) | 1 (5.5%) |

If yes, please explain: Explanation not clear: "This workshop helped] us to share ideas."

6. How would you rate the following:
- | | | | | |
|--|---------|---------|-----------|-----------|
| Logistical and support arrangements (including meeting room) | | | | |
| Poor | Fair | Good | Very Good | Excellent |
| | 2 (11%) | 6 (33%) | 9 (50%) | 1(6%) |

- | | | | | |
|--|---------|---------|-----------|-----------|
| Accommodations and food (17 respondents) | | | | |
| Poor | Fair | Good | Very Good | Excellent |
| | 4 (22%) | 5 (28%) | 6 (33%) | 2 (11%) |

1. Comments/Suggestions:
- More opportunities for social interaction needed.
 - Food choices limited.
 - More use of visual aides.

7. What recommendations would you like to give the organisers for future activities of this kind?
- Include field activity or trip. (9 or 50%)
 - More time for discussions/workshop.
 - More small group exercises.
 - Follow-up activity to evaluate participants progress and provide further assistance.
 - Workshops such as generally target mid - senior level government and NGO personnel.
 - Training for community members is also needed.

CARIBBEAN NATURAL RESOURCES INSTITUTE
in collaboration with the
CARIBBEAN ASSOCIATION FOR FEMINIST RESEARCH AND ACTION (CAFRA)

**Integrating Gender Issues in Participatory and Collaborative
Natural Resource Management
Port of Spain, Trinidad
15-18 November 1999**

Criteria for evaluation of each day

1. Did the activity/presentation meet the objective(s) of the course and the expectations of the participants?
2. Was the content of the presentation adequate in terms of level and relevance to the participants?
3. Did the day's session contribute to the sharing of information and knowledge?
4. What was the level of participation among the group?
5. What are the main benefits gained from the activity/presentation?
6. How could the activity/presentation be improved?