

GENDER EQUALITY POLICY

Rationale: The Bank's mission is to promote sustainable economic growth and the systematic reduction of poverty through social and economic development. Increasingly, evidence shows that gender inequality contributes to losses in economic efficiency and effectiveness and affects both women and men adversely, whereas measures which support increased gender equality (GE) lead to economic growth and poverty reduction. The Caribbean Development Bank (CDB) also recognises that GE is inextricably linked with the three strategic levers of the Bank's Poverty Reduction Strategy and that issues of gender inequality must be urgently addressed in order to enhance the capability and reduce the vulnerability of the poor as well as assist in the achievement of good governance within its borrowing member countries (BMCs). CDB also recognizes that the impact of globalization and increased regional and international linkages have reinforced economic imbalances in some sectors and among some groups. Therefore, the Bank is committed to focusing resources on analyzing and addressing gender inequalities in the Region to assist women and men of all ages and in all sectors to achieve their full potential.

Goal: To be a leading catalyst promoting GE in the Region by working with borrowing members and other development partners in a responsive and collaborative manner to analyze the economic and social causes of gender inequality in order to reduce poverty and vulnerability and to assist all women and men to achieve their full potential.

Objectives:

- To reduce economic and social vulnerability by empowering women and men to build and protect their assets, including livelihoods and savings, as a means of building sustainable, equitable communities.
- To strengthen the capacity of all women and men, girls and boys, to acquire education, skills, and self-confidence in order to access economic opportunities, increase livelihood options and improve their quality of life in the changing global economy.
- To support governance processes in which women and men have equal access to power and authority in society, and effectively influence policies and advocate for their rights.

Core Commitments:

- To analyze and address the GE dimensions of economic and social issues in all CDB policies, loans, projects and in the Bank's external and internal operations.
- To acknowledge that every policy, loan and project affects men and women differently.
- To implement specific measures to eliminate gender inequalities and disparities.
- To promote GE and empowerment through partnership between women and men.
- To communicate the Bank's commitment in the Region and advocate for GE in the BMCs.
- To promote GE as a means to support sustainable development, and reduce poverty and vulnerability.
- To work in partnership with stakeholders and development agencies.
- To implement an institutional strategy that sensitizes all CDB staff to GE dimensions in all aspects of internal work relationships and promotes the progressive incorporation of more balanced gender perspectives into management policies, operating style and staff relations.