



C Collaborate Credible Capable Commitment Consistent
E Excellence Effective Expedient
D Diversity Dependable Development
A Advocacy Audacity Assurance Assertive Accountable
W Wisdom Willpower

16 Days of Activism

“Tools and Tiaras”

From 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day, the 16 Days of Activism against Gender-Based Violence campaign is a time to galvanize action to end violence against women and girls around the world.

During 16 Days of Activism 2017, CCoTT partnered with the Tobago House of Assembly (THA), Division of Health, Wellness and Family Development for a Gender Based Violence CEDAW conversation series outreach campaign aimed at Youth and Adults. Three conversations were facilitated over a 2-day period with Form 4 – Upper 6 High School students and a separate conversation for adult representatives from a cross section of community activists, CSO members, educators and citizens.

All conversations introduced participants to the convention and highlighted the linkage between the convention mandates, its implementation and how it seeks to address VAW and Girls. CCoTT was also invited to present CEDAW 101 to the employees of the Employee Opportunity Commission (EOC).

CCoTT closed out 2017 with a luncheon featuring guest speaker Judaline Cassidy, founder and CEO of “Tools and Tiaras” a 501C non-profit organization based in New York City with a vision to change the current and future of the predominantly male landscape of the construction industry.



Through their motto – Expose, Inspire, Mentor - Tools and Tiaras aspires to expose young girls and women to the design and skilled trades available in the construction industry.

Exposing girls to hands-on projects in carpentry, electrical, plumbing and automotive at summer camps, conferences, and career workshops beginning at the Primary/Elementary, Middle and High school levels.



CCoTT members welcome the opportunity to engage public and private sector stakeholders on CEDAW and its and relevance to policy and everyday life. No event is too small or to large.



Gender-Based Violence: The Worst Form of Discrimination against Women

By Jillian Joy Bartlett, General Secretary
National Union of Government and Federated Workers

Women have always been most vulnerable to gender-based violence (GBV). Gender-based violence obstructs development and adversely affects the economies of developing countries. This exceptionally dehumanizing, pervasive and oppressive form of violence is described by many as the most prevalent human rights violation in the world, serving to reinforce the inequalities between women and men. Studies by the UN Women show that at least one in three women around the world has been coerced into sex, physically beaten and/or otherwise abused in her lifetime. Such violence is a major cause of disability and death in women aged 15 to 44 years.

GBV does not discriminate against cultures, socio-economic statuses or nationalities, but sustains gender inequity, thereby giving men a stance of power over women. This atrocity carries with it grave consequences that are of a wide range and detrimental effects. The most fatal outcomes of GBV may include homicide, suicide, maternal mortality and AIDS related mortality. While some acts of violence may be considered as non-fatal, they have a long-term effect on the health of the workforce, which in turn affects productivity.

For many years, misinformation and lack of understanding about GBV have forged themselves into formidable foes, thus spiralling inequality and discrimination. There is no “quick fix” when addressing the myopic mind-sets of intolerant individuals across the globe and there is no simple solution to eliminating the violence that transcends from the domestic, into the public and especially into the workplace. Some resolution, however, can be found in the establishment of sound public policies, a holistic approach and long-term commitment.

In Caribbean societies, male domination has prevented some women from entering the world of work thereby reducing women to economic and emotional dependency. Although inadequate data has made it difficult to accurately report on the extent of violence in the Caribbean region, there are available studies from which we can draw pertinent information. According to the research by the UN Women Caribbean, 1 in 3 women in the Caribbean will experience domestic violence and according to the United Nations Office on Drugs and Crime, each one of the Caribbean islands has a rate of sexual violence higher than the world average. Despite some substantial advancement, women continue to bear the brunt of widespread discrimination and inequality in the workplace.



Gender inequality possesses such a ubiquitous nature that it affects all the regions of the world, this in itself is an impediment to achieving sustainable development to which women must be major contributors.

Violence in the world of work can metamorphose into various manifestations inclusive of harassment, bullying, human trafficking, forced prostitution and assault. It has serious repercussions for victims, workers, employers, and the society as a whole and precedes high levels of stress, loss of motivation, demoralization, low productivity, increased absenteeism, high turnover, increased accidents, disability and even death.

Education through information dissemination is key to the elimination of gender stereotypes and violence against women. The promotion of gender equality and the empowerment of women depends on breaking the societal norms that a woman is a man's property and therefore allows him to do as he wishes. Despite positive development in laws in the English-speaking Caribbean, there continues to be a disconnect between the Law and its implementation, where most times, protection orders offer little or no protection. There is still a dire need for the improvement of policies that protect potential victims.

The National Union of Government and Federated Workers, through advocacy, public education and collective bargaining, will continue to campaign for the elimination of violence against women and gender-based violence. It is the worst form of discrimination against women and the ripple effects of it would not only cripple our present society but will affect generations to come. As a Union we see issues such as gender-based violence against women in and out of the world of work as part of our responsibility to ensure that the workers are represented not only economically but as a holistic approach to worker representation.



About CEDAW

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is an international document which lists the rights of all girls and women. It is an important agreement about equality between girls/women and boys/men. CEDAW says all discrimination against girls and women must end.

In some parts of the world, girls and women are treated differently or unfairly because of being a girl or a woman, even though they have the same rights as boys and men. As a result of this discrimination, girls and women may not get a proper education and health care. Women may not be able to get jobs, vote or run for elections. Girls and women may also face various kinds of violence. Girls and women who live with disabilities, are indigenous, live in rural areas, are poor, or belong to different cultural groups, may face a lot more discrimination.

With the idea of ending discrimination faced by all girls and women, the United Nations accepted CEDAW on 18 December 1979. As of 2010, 186 countries have ratified CEDAW. By ratification we mean the governments have agreed to do everything possible to guarantee the rights in CEDAW, including making them a part of their own laws. So governments that have ratified CEDAW have a duty to end discrimination faced by girls and women in their country.

DIVISION OF HEALTH, WELLNESS AND FAMILY DEVELOPMENT

GENDER AFFAIRS UNIT

Women's Economic and Technological Empowerment Centre (WE-TEC)

"CEDAW AND DOMESTIC VIOLENCE"

Let's Talk about It!

Facilitated by:

Terry Ince, Convenor
CEDAW Committee

&

Jacqueline Burgess, Convenor
Women Working for Social Progress



International Day for the Elimination of Violence against Women
"16 Days of Activism"

"Leave No One Behind":
End Violence against Women and Girls

COME JOIN US

Thursday 07th December 2017

Venue: Scarborough Library Auditorium

Time: 4:30pm-7:00pm



Website: www.dhwfd.gov.tt

Phone: 1-868-639-3395, 639-4646

MEMBERSHIP DRIVE

CCoTT launched its membership drive on 1 February 2018 and encourages like-minded rights defenders to join us.

Sponsor
National Union of Government and Federated Workers



INTERNATIONAL WOMEN'S DAY

International Women's Day – 8 March – is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. International Women's Day (IWD) has occurred for more than a century, with the first March 8 IWD gathering supported by over a million people in Austria, Denmark, Germany and Switzerland. This year marks the 60th Anniversary in Trinidad and Tobago. Today, IWD belongs to all groups collectively everywhere. IWD is not country, group or organization specific. Make IWD your day – Everyday.

Ms. Terry D. Ince, Convener
Ms. Cavelle Joseph St-Omer, Treasurer
Ms. Asha A. Permanand, Secretary
Council Members
Advisors
Sub-Committees
Members
Thank you for your contribution

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CCoTT adheres to the principles of Transparency, Good Governance, Social Responsibility, Respect, Diversity and Accountability and aim to promote said principles through our work product and interaction with others.