



Advancing Gender Equality through the Canada-CARICOM Expert Deployment Mechanism

Through the Canada-CARICOM Expert Deployment Mechanism (CCEDM) project, Catalyste+ worked with Caribbean governments to strengthen gender-responsive governance and embed gender equality across public institutions. By supporting national partners to improve policies, systems, and workplace practices, CCEDM helped countries turn gender commitments into measurable progress.

About Catalyste+

Catalyste+ is a global hub for economic development. Currently delivering programs in over 40 countries, we connect Canadian expertise with public and private sector partners. Since 1967, we have worked in over 120 countries in Africa, Asia-Pacific, Latin America, the Caribbean, Eastern Europe, and with Indigenous Peoples in Canada.

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Project Numbers

The project prioritized gender equality through targeted virtual and in-person assignments, embedding gender-responsive approaches across strategic plans, policy frameworks, and front-line service delivery.

24

government organizations reported new or improved policies, regulations, norms and practices that **respond to the needs of women and other vulnerable and marginalized groups**.

606

people (56% women) reported **increased ability to consider equitability** when developing and implementing policies, regulations, norms and practices.

715,979

people have **greater access to equitable policy and public goods and services** as a result of CCEDM.



Building safer, more equitable workplaces in Jamaica's public sector

Catalyste+ collaborated with the National Irrigation Commission to transform its workplace culture from one focused on compliance to one driven by action, embedding gender equality standards into its policies, institutional mechanisms, and workplace practices.

The Partner

The National Irrigation Commission (NIC) is a government agency within the Ministry of Agriculture responsible for managing irrigation systems that support agricultural production and food security across Jamaica.

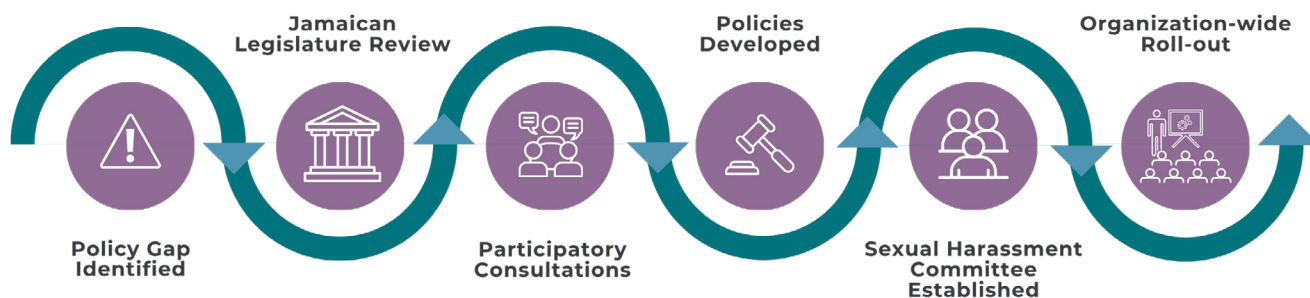
The Challenge

Jamaica's 2021 Sexual Harassment Act required all public bodies to implement sexual harassment policies. NIC had developed a policy, but it had not yet been fully operationalized across the organization.

The Solution

To meet the requirements of the Act, NIC partnered with Catalyste+ to develop and implement a revised Sexual Harassment Policy and a new Code of Conduct & Ethics.

How We Worked



Reach

240

NIC staff reached through sensitization sessions outlining the new policies

85%

of NIC's workforce trained across multiple provinces, locally called parishes

2

major policies developed and implemented as of May 2026

What Changed

Stronger protections for women

A revised Sexual Harassment Policy aligned with Jamaican law, and a formal committee to uphold it.

Clearer reporting mechanisms

Staff now have formal, confidential channels to raise concerns, especially women and vulnerable groups.

Gender-responsive ethics standards

A new Code of Conduct & Ethics, including staff responsibilities, conflict-of-interest rules, and consequences for non-compliance.

Impact beyond the workplace

Staff reported that the new policies and training sharpened their ability to recognize harmful situations beyond the workplace and make changes.

“NIC staff are more aware of their responsibilities and more willing to raise concerns, contributing to a safer workplace, particularly for women and others who may be vulnerable to harassment or discrimination.”

NIC is now among the first Jamaican public bodies to fully operationalize the Sexual Harassment Act, demonstrating that gender equality requires not just policy, but people, process, and commitment to change.

From policy to accountability: Building Suriname's national gender M&E system

Catalyste+ partnered with the Bureau Gender Affairs to build the tools and capacity needed to turn Suriname's national Gender Vision Policy 2021-2035 into measurable action.

The Partner

The Bureau Gender Affairs (BGA) is a department of Suriname's Ministry of Home Affairs. The BGA works across ministries, NGOs, and community organizations to embed gender equality throughout government and public life.

The Challenge

While Suriname's Gender Vision Policy was well developed, it lacked a monitoring and evaluation (M&E) system. As a result, the BGA was unable to effectively measure the policy's implementation and impact.

The Solution

When the BGA required the development of a monitoring and evaluation (M&E) tool, Catalyste+ worked closely with the team to design a robust and accountable M&E system aligned with organizational needs.

How We Worked

1

Policy and literature review

Catalyste+ and the BGA team conducted a desk review of the Gender Vision Policy and relevant international literature to identify priorities and develop a draft set of indicators.

2

Stakeholder consultations and indicator validation

Catalyste+ led virtual meetings with multi-sectoral stakeholders, including community and government representatives across labour, social, and economic areas, to review and validate the framework indicators.

3

M&E framework and tools development

Catalyste+ and the BGA team developed three core components: a Gender Results Framework connecting policy goals to measurable indicators, a Planning and Reporting Template for stakeholders, and a Program Description outlining roles and reporting processes.

4

Participatory planning session

Catalyste+ engaged approximately 30 BGA staff and key stakeholders from ministries and NGOs through participatory sessions to capture input on priorities and planning tools, which informed the development of the final M&E framework and tools.

5

National workshop and adoption

Catalyste+ led a two-day workshop with BGA and other relevant stakeholders to validate the tools and encourage their implementation.

What Changed

A national accountability system

The BGA and ministries now share one structure for planning and reporting on gender outcomes.

Stronger collaboration

The tools deepened working relationships between BGA, gender focal points, and other stakeholders across ministries by strengthening communication and reporting.

BGA as a national leader

BGA has encouraged other ministries to develop their own M&E tools, using the frameworks built with Catalyste+ as a reference, reinforcing that no policy succeeds without a system to track and evaluate it.

“The monitoring and evaluation tools have been helpful in capturing gender equality progress across different ministries. With them, we know which activities have been implemented and what obstacles were encountered. There is a strong appreciation for the support received [from Catalyste+].

The BGA now has the framework and tools to hold itself accountable to its gender equality commitments and lead gender equality work across the government for years to come.





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Canada

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