

Venue: Judges' Lounge, Supreme Court of Barbados, Bridgetown

Agenda

- 2:00pm – 2:10pm -- Welcome & Introductions: *The Hon. Sir Marston C.D. Gibson K.A. Chief Justice of Barbados*
- 2:10pm — 2:15pm -- Remarks; Importance of Gender Equality Protocols in Promoting Judicial Impartiality: *The Hon. Mr. Justice Adrian Saunders Caribbean Court of Justice and CAJO*
- 2:15pm — 2:30pm -- Remarks: Promoting Gender Equality and Access to Justice Through Gender Equality Protocols for the Judiciary: *Mrs. Mary Allison McClean Representative UN Women, MCO*
- 2:30pm – 2:40pm -- Remarks: JURIST's Work on Integrating Gender Equality into Judicial Reform: *Mr. John Furlonge Regional Coordinator, JURIST Project (on behalf of Project Director)*
- 2:40pm — 3:20pm -- Feedback from Judiciary on Draft Gender Equality Protocols for Magistrates and Judges in Barbados: *Breakout Session and Plenary*
- 3:20pm – 3:30pm -- Agreement on Next Steps
- 3:30pm – 4:00pm -- Refreshments

**Background to Gender Equality Protocols for Magistrates and Judges**

The impetus to develop gender protocols for Caribbean judicial officers arose out of the Caribbean Association of Judicial Officers' (CAJO) 2015 Biennial Conference in Jamaica. At the Conference, it was agreed that access to justice can be enhanced considerably where decision makers are aware of or sensitive to, the gendered realities of the lives of those who seek the protections and remedies that the law offers.

A subsequent UN Women/JURIST Project/CAJO 2016 survey revealed that Caribbean judicial officers had a strong desire to apply a gendered perspective to their decision-making. As many as 78% of judicial officers surveyed agreed that it was either extremely or very important for them to identify their gender biases when adjudicating cases. An overwhelming 82% also agreed that they would support having established protocols to combat gender discrimination within the judiciary.

In light of this recognised need, UN Women in partnership with CAJO and the JURIST Project embarked on the process of preparing draft gender protocols for judicial officers in 5 CARICOM countries. These countries include Barbados, Trinidad and Tobago, Guyana, Belize and Jamaica. The protocols are intended to support judicial officers in understanding and integrating gender analysis into their adjudicative work. By employing a gender analysis, judicial officers will be able to contribute to equality of opportunity in access to the courts and equitable outcomes for those who use the justice system.

The draft Gender Equality Protocol for Magistrates and Judges is the first of its kind in the CARICOM region and Barbados is the first country to have gender protocols developed for its judiciary. The draft Gender Equality Protocol for Magistrates and Judges is modelled on the Mexican Supreme Court's Protocol for Judging with a Gender Perspective, which, was developed in 2014 to assist Mexican judges to promote and respect the right to equality and non-discrimination.

**Information on the Partners**

**The JURIST PROJECT**

The Judicial Reform and Institutional Strengthening (JURIST) Project is a CAD19 million and five year regional Caribbean judicial reform initiative (2014-2019). It is funded under an arrangement with the Government of Canada. The Project is being implemented by the Caribbean Court of Justice (CCJ), on behalf of Global Affairs Canada (GAC) and the Conference of Heads of Judiciary of CARICOM (the Conference).

The Project is working with the judiciaries in the region to support their own efforts to improve court administration and strengthen the ability of the courts and the judiciary to resolve cases efficiently and fairly.

**CAJO**

The Caribbean Association of Judicial Officers (CAJO) is a voluntary association of judges throughout the Caribbean region. CAJO was established in 2009 in part to promote and implement judicial education and reform measures throughout the CARICOM region.

**UN Women**

UN Women is the UN organisation dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards.