

UN Women on
Russia-Ukraine
crisis - page 3

How war affects
refugees
- page 5

Mothering in
a pandemic
- page 8



International Women's Day

*Fleeing homeland:
Women refugees arrive
at the border crossing
in Medyka, Poland
after fleeing Ukraine on
Monday. Women and
children are seeking
refuge in neighbouring
countries as Russia's
invasion of Ukraine
continues. AP PHOTO.*

Women in conflict

TRINIDAD and TOBAGO

NEWSDAY

Supplement

TUESDAY 8 MARCH, 2022

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March 8th International Women's Day



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We celebrate women's achievements and collectively we can all #breakthebias



First Citizens

We put you first

 International Women's Day



Refugees, mostly women with children, arrive at the border crossing in Medyka, Poland on Sunday. **AP PHOTO**

UN Caribbean agency
‘Let us stand by women in Ukraine’

CAROL QUASH

“Doing what is necessary” is a universal code that’s understood by most women – whether in times of conflict or peace. And as women in Ukraine struggle with the effects of the Russian military invasion on their homeland, they have instinctively begun doing whatever is required to protect their families and their nation.

Some began the task of leading their loved ones away from the danger to find refuge in other places; others are offering their services in peace-keeping missions; and there are those who, as members of the combat-ready military personnel, are prepared to give their lives

fighting for their country and their freedom.

Representative for the UN Women multi-country office for the Caribbean Tonni Brodber told Newsday during a Zoom interview from Barbados: “Already about 1.5 million people have been displaced. Two thirds of this are women and children.”

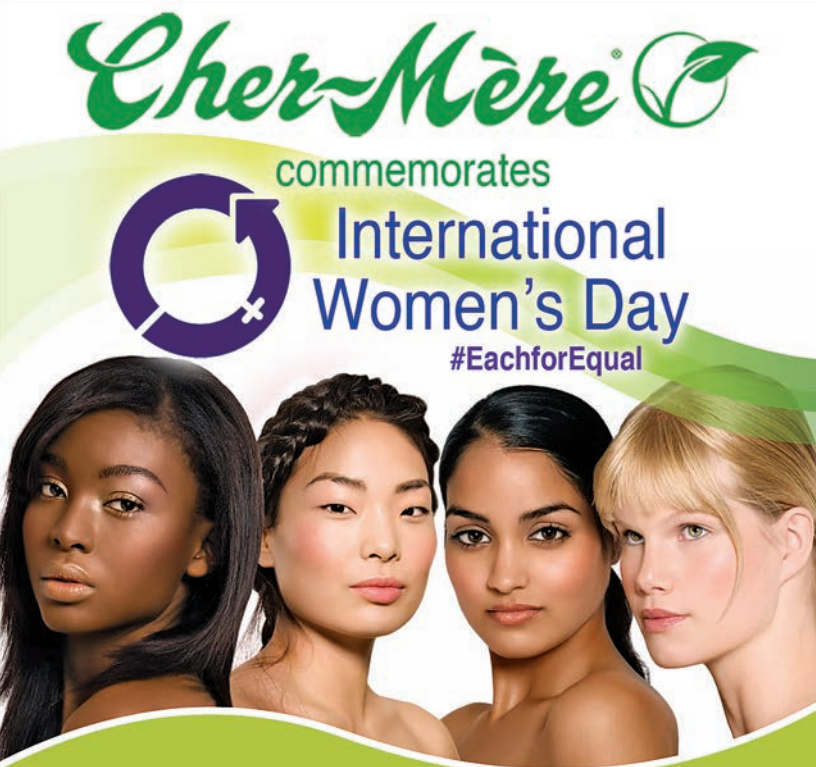
Brodber said while the majority of men are sending their families across the borders as refugees, a lot of women are volunteering, in those circumstances, to take charge and support their fellow refugees. Additionally, she said, a number of women are volunteering to contribute to the active response.

“In the Ukraine in particular, ten per cent of Ukrainian peacekeepers in national

missions have been women. We have five per cent, that’s 21,709 women, who have the status of combat veterans in the Ukraine. More than 32,000 women are serving in the armed forces, and there are lot of women who are not active, but they volunteer when something happens. And as the situation evolves, you see more and more women, some high-profile like the former Miss Ukraine (Anastasiia Leanna) joining in to support.”





Last week Leanna went viral after posting a photo of herself holding a rifle, alongside the hashtag #StandWithUkraine. She later explained that the rifle she was holding was a team sport airsoft gun.

UN CARIBBEAN: continues on Page 4



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International Women's Day

UN CARIBBEAN: from Page 3

"Of course we (the UN) believe in peace and non-violence, and using diplomacy to solve conflict. We try to do the work before it has to come to arms," Brodber said.

In her many years with the UN, Brodber has worked with a lot of women who found themselves caught up in the effects of "natural hazards," which has similarities with those caused by man-made hazards. She joined the UN in 2006 and was appointed to her current position in 2020.

"The hazard is manmade when you have a conflict. But in the case of a hurricane or extreme flooding, the hazard is natural, and what is really similar across both situations is that many women, because of their positions in their countries before the hazard, are generally in more vulnerable positions."

Because of this, she said, at least 54 per cent of people requiring the most assistance in the ongoing crisis in Ukraine, according to UN estimates, are women.

She said in the Caribbean, the data shows that a lot of women and girls – female-led households and their dependants – are either living in poverty or on the brink of poverty.

"This, of course, does not mean that men are not also at risk. It just means given the circumstances, before the crisis situation you find women really at risk."

Brodber said while the Ukraine



Tonni Brodber, representative for the UN Women multi-country office for the Caribbean.

Many female-led households in poverty

situation is unique – a crisis in the middle of Europe that has significant impact globally – the common thread is usually the absence of women in the decision-making process in managing and recovering from crisis situations. But, she said, that is something her colleagues in Ukraine



Ukrainian women sit inside a van as artillery echoes nearby, as people flee Irpin on the outskirts of Kyiv, Ukraine, Monday. AP PHOTO

are working at so there can be a more inclusive response.

"They are trying to make sure that the women who are already in Parliament are getting the support they need, making sure that civil society organisations, public and municipal public servants, those who work for the State are there."

In the Caribbean context, she said, when there are hazard situations, "We (women) also need to make sure that we have a say."

Brodber described the UN system as united and multi-faceted, with different agencies focusing on different types of support. For example, agencies like Unicef and UNHCR support humanitarian responses such as refugee camp support, while UN Women plans and targets interventions for the refugees.

"UN Women has been present in the Ukraine since 2015... We were already in certain

situations of conflicts in eastern Ukraine. The agency has been supporting social mobilisation around women, ensuring that women are at the frontline in terms of the decision-making and the negotiations. Our office in the Ukraine has been working closely with the UN resident co-ordinator and the UN country team to make sure that the staff of UN Women is a priority, that they are safe."

The agency, she said, had fostered a partnership with its colleagues in civil society and within the government even before the start of the crisis so it would be in a position to offer an immediate support to women and girls.

"The civil support society was on the ground to get a better understanding of how women and girls are being affected, how their families are being affected, to see if we have the right sex disaggregated data – how many

women there are, how many men there are. That's what our colleagues on the ground are trying to figure out, so that what support is given is evidence-based support."

Brodber said the objective is prioritising a gender response analysis of the crisis to better understand the needs of women, men, boys and girls – everyone in society. She said in the Caribbean, Canada has been an incredible partner to UN Women and the system of addressing natural hazards.

"We have a programme called Engender, and we have been working across nine countries to ensure that we are prepared and in a situation to respond effectively to crisis caused by natural hazards. In the Ukraine there is a programme advancing gender equality and empowerment through decentralisation reform, and again Canada is working with UN Women and the different ministries to pilot local and regional administration and civil society organisations to strengthen gender equality and national empowerment at all levels."

She said it is important to lay the foundation before any kind of crisis situation, which establishes a better position to respond. The EU has been funding the Spotlight initiative in the Caribbean, globally and also in Ukraine, as well as working on a programme for gender stereotypes and a gender-based violence (GBV) programme that has been implemented with UNFPA (UN Population Fund) and UN Women, Brodber said.

"To make sure that they're dealing with gender stereotypes and GBV in particular in Ukraine, as well as the EU support to the recovery, peace-building and governance of east Ukraine, looking at how we can contribute to peace, economic revitalisation, and reconciliation in eastern Ukraine through social and economic recovery."

She said it's at times like these that people are able to see the UN agencies coming together, building on their different comparative advantages and mandates to deliver for people who need the support.

She said UN Women also has teams in places like Afghanistan and Ethiopia, because there are many conflicts happening globally, although some of them may not be on a national scale.

"But we have to look at the way in which hazards in general, whether they are manmade or natural, are affecting people's lives and make sure that the UN is in a position to support. That's what the UN is here for, what the collaborative system works toward. Regardless of what is happening, you too serve."

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International Women's Day

CAROL QUASH

Russia's military invasion of Ukraine on February 24 has been described as the largest conventional military attack in Europe since World War II, resulting in the swiftest exodus of refugees in the 21st century. With major destruction of infrastructure, and a mounting number of casualties and deaths in Ukraine, close to 1.5 million people have been forced to flee their homes. And with Ukrainian men required to stay back to fight, the majority of those leading this mass exodus are women.

The UN High Commission for Refugees (UNHCR) Ukraine data site reported, "In the first week, more than a million refugees from Ukraine crossed borders into neighbouring countries, and many more are on the move both inside and outside the country. They are in need of protection and support. As the situation continues to unfold, an estimated four million people may flee Ukraine."

UNHCR head of National Office TT Miriam Aertker told Newsday in situations such as these women are always faced with a number of challenges that can have severe short- and long-term effects, especially when it includes



A Venezuelan woman and child after a group of migrants landed on Los Iros beach in November 2020.

FILE PHOTO/LINCOLN HOLDER

displacement. "Many people displaced through conflict inside a country or outside are women and children," and most times these women flee as heads of households, leaving everything behind. This means they have to shoulder the burdens of everything for their families – survival, security, navigating uncertainty, health, and physical risks to themselves. She said during times of conflict there especially tends to be an increase in sexual violence.

"During flight and displacement, women can be exposed to a lot of dangers such as physical violence, gender-based violence (GBV), exploitation and abuse, as well as other forms of serious harm, without having access to proper services, support or even relevant information."

These challenges, she said, are often made worse by restrictive immigration policies, lack of integration prospects and lack of access to basic services in countries of asylum, all of which need to be properly addressed, and should include input from those who are severely affected by it.

● UNHCR: continues on Page 6

How UNHCR helps women refugees



Government of the Republic of Trinidad and Tobago
Gender and Child Affairs

International WOMEN'S DAY 2022



The Honourable Ayanna Webster-Roy,
Minister with responsibility for
Gender and Child Affairs

Today, March 8, Trinidad and Tobago joins the rest of the world in celebrating International Women's Day. Commemorated in our country since 1957, it has evolved into widespread commitment from men and women, boys and girls toward achieving gender equality and the empowerment of all women and girls.

Over the past 65 years, Trinidad and Tobago has witnessed a transformation in women's legal rights, educational achievements and participation in public life. The Division of Gender and Child Affairs has embraced UN Women's theme for this year: "Gender equality today for a sustainable tomorrow." This recognizes the contribution of women and girls around

the world, who are leading the charge on climate change adaptation, mitigation and response, to build a more sustainable future for all.

I encourage you to think about one or two daily activities you can do to improve the environment. A simple way to remember environmentally friendly habits is by memorizing the three (3) main Rs which are Reduce, Reuse and Recycle. Some examples include water conservation, using recyclable eating ware when dining out, eating from your own garden or buying local.

With this in mind, I bid you a **Happy International Women's Day!**



International Women's Day

UNHCR: from Page 5

"Many women are confronted with serious psychosocial distress due to the situation and traumatic incidents they may be exposed to... Too often, women are excluded from advocacy and conflict prevention measures and left out of important decision-making processes."

As a UN representative in the field, Aertker has witnessed her fair share of distress experienced by women who live in conflict zones. And while trying to advocate for these women, she, as a woman working in male-dominated cultures, has often had to hold her own to make sure the objectives of the UN missions were met.

"Working and living in conflict zones and countries where I have implemented emergency responses, as a woman, I also faced various challenges, especially in male-dominated

Women living in the conflict zones



Miriam Aertker, UNHCR head of National Office TT, says most people displaced by conflict are women and children. FILE PHOTO/MARVIN HAMILTON

societies where leadership of women was not always welcomed or encouraged. With negotiation, patience, insistence and diplomacy, respect was eventually achieved.

"I feel, at times, as women, we need to work twice as hard to be accepted and listened to."

And in her 15 years of working with the UNHCR and before that with NGOs, she has also seen the triumphs of many women who have encountered conflict.

"I have seen ways in which women have shown their resilience, initiative and creativity creating business opportunities for themselves and people in their community. I have seen amazing women leaders becoming advocates for their community, women who set up businesses and employed other displaced women and locals, women setting up community initiatives, with often little or no support. I am very impressed by their continuous strength, resilience and creativity, not only to survive but to thrive."

She said many of the UN organisations in TT are run by women, who, like her, continue to do

their best to offer the support needed in many communities.

Aertker said among the many Venezuelans seeking refuge in TT and throughout the region because of the political, economic and social turmoil in their homeland, approximately half of the UNHCR's Response for Venezuelan beneficiaries of humanitarian assistance in the Caribbean are women.

"Depending on their needs, they are included in programmes such as temporary cash-based interventions, shelter, GBV/trafficking in persons interventions, health or other forms of support from UNHCR and humanitarian agencies."

She said it is very important that displaced women, wherever in the world they are able to find a temporary home, are given access to job opportunities and are integrated and connected with the local communities so they can be weaned off humanitarian assistance as soon as possible.

"It is very important that women participate in decision-making that concern their lives and the lives of their community members. Women need to be included and participate in advocacy efforts, prevention and recovery efforts and peace talks always.

"Sadly, this is not always the case and their skills, experiences and views are often undervalued. This needs to change."

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Venezuelan women wait to register with their children to remain in TT at Queen's Park Oval, Port of Spain in June 2019. FILE PHOTO/ANGELO MARCELLE



International Women's Day



Small children among the Ukrainian refugees crossing into Poland on Sunday.



Refugees, mostly women with children, rest inside a tent after arriving at the border crossing, in Medyka, Poland on Sunday.
AP PHOTOS

Council of Europe stands with Ukrainian women, girls

Council of Europe commissioner for human rights Dunja Mijatovic is standing in solidarity with Ukrainian women and girls during this period of crisis.

In a release, Mijatovic said, "My sympathy and profound solidarity go to Ukrainian women and girls who are caught up in a war waged with total disregard for human life and dignity. I pay my deepest respects to those of them who have been killed, and my thoughts are with those who have been injured."

The commissioner said he has had the privilege of meeting with many courageous Ukrainian women and girls who were able to escape the hostilities and seek safety after being forced to spend terrifying nights in air-raid shelters with their children and relatives.

"I was extremely heartened by their resilience in the face of those harrowing experiences and by their unflinching hope."

Mijatovic is on a mission to Moldova to witness first-hand, the devastating impact that war has on their families and their communities. He said even amid the fighting and violence surrounding them, Ukrainian women have been taking care of their families and neighbours, with many of them having travelled over long distances to bring their children and their friends' children to safety.

"They also continue to work under bombardment and indiscriminate shelling as doctors, nurses and other professionals providing essential services to their communities. Women human rights defenders, journalists, civil society activists and volunteers work tirelessly towards re-establishing peace and protecting the values for which the Council of Europe stands. I salute their determination, strength, and courage."

Mijatovic is calling on all Council of Europe member states to do their best to bring about peace and to ensure that humanitarian support effectively reaches all areas where it is most urgently needed, both inside Ukraine and in countries of arrival.

"Europe must today hear and heed Ukrainian women and girls' resolute calls for action to protect peace and human dignity."

HAPPY INTERNATIONAL
WOMEN'S DAY #BreakTheBias



“ Gender equality is the goal that will help abolish poverty that will create more equal economies, fairer societies, and happier men, women, and children. ”

Graça Machel - Former First Lady, South Africa

This International Women's Day, Sagikor is proud to support and stand vocally with everyone for the achievement of a society which is free of bias, stereotypes, and discrimination and is diverse, equitable, and inclusive.

Let's work together to Break the Bias in order to achieve a gender equal world.





International Women's Day

Mothering in a pandemic

CAROL QUASH

Under normal circumstances, being a mother comes with many challenges. At different intervals, women with children, biological or not, are expecting to take on a number of different roles – including some for which they have no formal training.

For the most part, women have been successfully performing that juggling act, with some becoming more skilled at it than others.

But in March 2020, the covid19 pandemic suddenly changed all the rules causing even those who had a firm grip on this thing called mothering to fall off the horse.

Single mother Candace Nanton and mother of three Dr Sandra Black-Boxill, like mothers around the world, have been trying to find their way through unfamiliar terrain since 2020. The two are members of Soroptomist International (SI) Newtown – an international women's organisation aimed at positively transforming and improving the lives of women and girls.

Nanton and Black-Boxill found an anchor of sorts in SI, and a medium through which they were able to share their pandemic experiences. The duo were featured in a video themed A Mother's Work is REAL: Mothering Through the Pandemic, compiled by SI Newtown in commemoration of International Women's Day.

An attorney with the Legal Aid and Advisory Authority, Nanton told Newsday, "Let's just say there were a lot of tears, mine and theirs...On some occasions I became 'the dragon lady,'" she said with a hearty chuckle.

Nanton said she and her two children were always active and "outdoorsy," so she became concerned when it seemed their physical and mental health was being affected by the restrictions.

"They were involved in karate,



Dr Sandra Black-Boxhill

and other activities at school. As a family we went on hikes, to the beaches, our friends' pools. But I found that during the pandemic they became very introverted and very attached to devices."

Her son, who was relatively new to primary school, was in the process of making new friends, but that came to a sudden halt. Her daughter was beginning to prepare for the Secondary Entrance Assessment (SEA) exam.

"It was difficult having to 'teach' them because they were not used to the virtual school. My daughter was in standard four and missed the entire third term because she did not have online classes then."

Nanton, of course, had to pick up the slack, and said she really struggled when the lines became blurred.

"Where do you draw the line? Initially there was no end to the school day, no boundaries. Everything was just wrapped in one."

Eventually, she said, she hired a tutor to take some of the burden off her.

All in all, she said, her biggest fear was that they would contract the virus. So she took all necessary precautions and when her daughter turned 12 she had her vaccinated. Nanton took her son to the US to get him vaccinated.



Attorney Candace Nanton during a pre-pandemic hike with the children. PHOTOS COURTESY CANDACE NANTON

"Thankfully I had the means, and a lot of support from family and friends. I know a lot of mothers who don't have that."

Workwise, as a trial attorney at the public defender's department, her workload for trials became much lighter when High Court jury trials were cancelled. But, she said, her responsibility for dealing with junior staff was increased.

Additionally, not seeing and interacting with family and friends was especially difficult.

"There was a time when I didn't see my sister for months. The pandemic put the pressure on you to maintain your relationships, even though most of them became virtual relationships."

As time went by, Nanton said though things did not necessarily become easier, they became more

manageable, because she found ways to cope. She found it helpful talking with other SI mothers about the challenges. But she also found a coping mechanism in the charitable work she was doing at SI.

"I joined SI during the pandemic. I had known about it for some time and I was always interested in joining a group that catered to women and girls...The work I've done was very fulfilling and a very worthwhile experience...I'm enjoying giving back in whatever small way I can."

But Nanton also believes mothers should find time to disconnect if and when they can, even if it's just for an hour.

"I would make sure my children have food – and lock myself in my room and watch TV. It helps."

Black-Boxill is an obstetrician-gynaecologist by profession, with two teenagers and a pre-teen preparing for SEA. And even with "outside help" she said the experience has been extremely difficult.

"I've always had a housekeeper and a driver. Also, I'm big on extracurricular activities, so my children were involved in a lot of things...The interaction with other children, parents, coaches – we lost it all in like a day. Interactions were gone, going outside was gone, and these are big parts of being a child. Then it just became me, my husband and the kids."

As a doctor it was impossible for her to work from home, and although her husband was in the house with the children, he wasn't

International Women's Day

Attorney, doctor share parenting experience

PARENTING: from Page 8

able to give them the supervision they needed because of his own work schedule.

"My older children tried to oversee my youngest. The housekeeper helped, but a housekeeper can't and isn't supposed to parent the children."

And she said because the teachers recommended children should not do classes in their bedrooms, her kitchen, living room and other parts of the house were turned into classrooms.

"For me it was very hard, because my youngest didn't have any help from me during the day. Sometimes he had to wait until I came home after work and that's when we had to take pictures, upload homework, make sure he didn't fall behind. There were some days when he wasn't able to do homework and I'd have to message his teachers."

And, she said, because she was the only one going out, the burden of doing things like grocery shopping, the gas station and the bank runs fell on her shoulders.

But her biggest concern over being out there was that she would bring

the virus home and get her children sick.

"Every time I got home, I would spray down everything I brought back, bathe and change before I interacted with anyone. It was unbelievably challenging," and made her question her parenting ability.

As time went by, though, she learned how to and began to teach them how to put things in perspective, so much so that her eldest has left TT to attend college.

"I had to make some choices regarding them, choices that were in their best interest."

And as hard as it is, Black-Boxill said she tries to make the best of every situation because even though she knows children are resilient, they tend to react to situations in the same way they see their parents do.

"They bounce off of us."

"My faith in God was what carried me through and I let them see it."

To view the video, a mother's work is REAL: mothering through the pandemic, produced by SI Newtown, go to:

<https://youtu.be/KrioyeBjxY4>



Attorney and mother of two, Candace Nanton finds great fulfillment in the work she does with Newtown SI.



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International Women's Day



Supporters march along Woodford Square, Abercromby Street, Port of Spain for International Women's Day in 2021. FILE PHOTO/AYANNA KINSALE

Gender institute mounts month-long Women's Day events

Today is International Women's Day (IWD) – a day on which the social, economic, cultural, and political achievements of women are celebrated worldwide. But the Institute for Gender and Development Studies (IGDS) at the UWI, St Augustine has decided that instead of just marking one day, it would commemorate IWD with a series of events during the month of March.



Dr Sue-Ann Barratt, head of UWI Institute of Gender and Development Studies.

Lecturer and head of IGDS Dr Sue-Ann Barratt told Newsday, "We decided to spread it out for the month to keep the awareness going. We didn't want to overwhelm today with events and take away from the work that our partners are doing."

The schedule of events began on March 1 with painting a wall in Four Roads, Diego Martin and hoisting flags at the Canadian High Commission and its diplomatic partners.

"It is an effort of the Canadian High Commission. They selected the wall, with the permission of the Diego Martin Regional Corporation, to paint around the theme of International Women's Day," which is Gender Equality Today for a Sustainable Tomorrow: Break the Bias.

"The walls are being painted with images that show diversity," Barratt said.

On March 4 the department hosted a webinar titled Dollars and Cents: What Makes Sense for Gender Equity. The panellists included representative of UN Women multi-country office for the Caribbean Tonni Ann Brodber, economist Dr Marlene Attz and Dr Asha Kambon, and was chaired by lecturer and former IGDS head Dr Gabrielle Hosein.

"It went well. There was a good turnout. It was facilitated on Zoom and streamed live on the IGDS Facebook page. It was a rich conversation around dollars and sense, and very much rooted in micro and macroeconomic discussions. Things such as income security, livelihood risks for men, women and girls, the pandemic, threat of war, and climate change were discussed."

On March 22, Barratt said, the IGDS will host an interactive webinar on The Working Mother: Navigating Social Protection.

"It will be a conversation around working mothers and navigating social justice for the most vulnerable. Navigating things like maternity leave, NIS benefits etc"

"It will be a conversation around working mothers and navigating social justice for the most vulnerable. Navigating things like maternity leave, NIS benefits etc. This continues along the theme of sustainable. One has to eat, and survive, and manage your capacity to earn an income."

On March 29, the focus will be on women leaders in business, at the Social Protection for Working Women: Emerging Issues webinar. "We are hoping to bring these women together to share their insight," Barratt said.

And from the second week in March, Barratt said the department will offer public education through signage.

"We will be offering signs which people can purchase a sign and put up in their neighbourhood, at different locales throughout the country. Remember we need to act legally, and not put them on lightpoles. We can use fences, walls, gates, or share on media."

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International Women's Day

PLOTT celebrates woman power

The Powerful Ladies of TT (PLOTT) joins hands with its sisters globally to celebrate women across the world. In a release, PLOTT said, "Women can boast today that we have made significant strides in every possible sector of society, making important contributions to the quality of life for ourselves and of others."

The group said the women of TT are able to hold their own as "captains of industry" made up of entrepreneurs, fearless leaders, trail blazers, disruptors, change makers, everyday heroes, and movers and shakers.

"These strides both inspire and motivate us at PLOTT to continue to make a difference in the lives of these women. While we recognise

much has been achieved, we must also acknowledge that there is much work still to be done with regard to gender equality."

PLOTT said this year's International Women's Day celebrations theme, Break the Bias, is in harmony with its core tenets and it encourages action to continue promoting gender equality.

"As we unite to celebrate women who are paving the way for others by sharing their stories, speaking their truth and showing support, PLOTT salutes all women in every sphere of society who are making a difference and encourages them to keep PLOTTing as they work towards breaking the biases in all facets of their lives."



Participants at the International Women's Day rally, Queen's Park Savannah, Port of Spain in 2020.

FILE PHOTOS/AYANNA KINSALE



A participant in the Women Walk Out march in Port of Spain for International Women's Day in 2021.

#BreakTheBias



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International Women's Day



Forging Equality: NP's female employees at its Sea Lots, POS Compound, stand in solidarity with women worldwide on **International Women's Day** as they support the call to break the bias against gender inequality, stereotypes and discrimination and bring awareness to gender equality today for a sustainable tomorrow.





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International Women's Day



Natalie Duncan walks along Frederick Street in her baby doll costume after participating in the NCC's traditional Carnival characters showcase at Queen's Park Savannah, Port of Spain on February 20. **PHOTO BY SUREASH CHOLAI**

PAULA LINDO

Though she grew up in Leeds, in the north of England, Dr Emily Zobel Marshall has written books about the classic Caribbean/African/American folklore character, Anansi and Brer Rabbit – two tricksters who have much in common with traditional Carnival characters.

So it's little wonder that Carnival is the current focus of her research.

Marshall's family has strong connections with the Caribbean and with Carnival.

Her mother was Martinican, and Leeds, she said, hosted the first ever Carnival in the UK, beginning in 1967. Her grandfather was author Joseph Zobel, known for his novel *Rue Cases Negres* (Black Shack Alley).

"I grew up with that Caribbean link to Martinique and thinking about African connections and retentions." Because her work has been about folklore, including Anansi and Brer Rabbit, "I came to Carnival looking at the figure of the trickster and looking at resistance – so how do certain

cultural forms form resistive practices to oppressive forces in the Caribbean? And I think that Carnival cultures like the trickster are using a cultural form, using it in a subversive way to try and create a rupture in the status quo. Carnival as resistance is a complex form."

Marshall is a reader in post-colonial literatures at Leeds Beckett University.

Now she's working on a project on women in Carnival with Dr Cathy Thomas of the University of California Santa Barbara.

It aims to connect diasporic women working in Carnival, create a dialogue between academics studying Carnival and its performers, and study the spread of the various aspects of Caribbean Carnival to the world.

The two women come by their interest in Carnival through their families.

Marshall has been to TT before and has played mas with the Mystery Raiders midnight robber band. She also plays with the Mama Dread masquerade band in Leeds Carnival.

"As I continued to play mas, I became



Dr Emily Zobel-Marshall, right, reader in post-colonial literatures at Leeds Beckett University and Dr Cathy Thomas, assistant professor in English and creative writing at University of California Santa Barbara speak to Newsday about their Carnival project at the Radisson hotel, Port of Spain. **PHOTO BY ROGER JACOB**

Marshall, Thomas study Carnival women

Mama, this is mas

more interested in the role of women in Carnival and how in this very patriarchal social sphere, women began using Carnival in a radical way to carve themselves a space."

Thomas's parents are from Guyana, and she grew up in New York. She has been to carnivals such as Caribana in Toronto, Notting Hill, Leeds, and the West Indian Day Parade in Brooklyn.

"I'm interested in the ways that the body is taking up space and moving in these diasporic spaces and the way that Caribbean culture produces popular culture. I want to explore what is the cohesive force around the Caribbean body that sorts of translates and spreads outside of the region?"

The project consists of four parts, the visit to Trinidad being the first.

During their visit – they were here for what there was of Carnival 2022 – Marshall and Thomas interviewed Carnival practitioners Eintou Pearl Springer, Amanda McIntyre, Renella Alfred, and Adanna Jones, each of whom explores Carnival in a different way, as well as meeting other practitioners and stakeholders.

In May there will be a workshop in California involving Thomas's students in her class in California, where she is an assistant professor.

"The class is called Reading the Caribbean through Carnival, so we're going to read Earl Lovelace, Edwidge Danticat, Oonya Kempadoo, Eintou Springer – so Anglophone (writing) on Carnival. Then my students are going to create a road march,

working with a geographer and a DJ, and create Carnival artifacts that we'll curate, and have a pop-up exhibition in the space."

Marshall will have masqueraders and academics come to her classes in Leeds to talk to her students about the experience of Carnival.

"We'll have Carnival artist Rhian Kempadoo-Miller, my PhD student Kafilat Dabiri and academic analysis of Carnival, representing Luton, Leeds, and smaller carnivals around the UK, etc.

They will look at how elements of TT Carnival and other carnivals in the Caribbean get to the UK, and how they change.

"For example, in Leeds you play J'Ouvert in pyjamas, but dirty mas hasn't translated."

She said the main focus is women and how they are perceived and not perceived in Carnival.

"They're seen in pretty mas, but a lot of the labour of women is unseen, in building the costumes and putting Carnival on the road. Women are also using Carnival to call for women's rights – (baby doll) Amanda McIntyre, (playwright) Eintou Springer, (dancer) Makeda Thomas – asking us to look through Carnival at rights of queer people, issues of domestic violence, teen pregnancy. They're making the mas very provocative, trying to shape people's consciousness of how women are being treated in society and some of the things that are happening around the world.



Celebrating Our Female Professionally Certified Refrigeration and Air Conditioning (RAC) Technicians

The National Ozone Unit, Environmental Policy and Planning Division, Ministry of Planning and Development wishes to congratulate and showcase our Female Professionally Certified Refrigeration and Air Conditioning (RAC) Technicians on the occasion of International Women's Day 2022



Donna R Brown
Certified Refrigeration and Air Conditioning (RAC) Technician

I became interested in the Refrigeration and Air Conditioning business around 2013. It first started when two (2) RAC technicians came to service the unit at home. They were busy cleaning out a part outside when something went awfully wrong and the part inside the house started to smoke (what a bad habit.) So I called out to them about the matter at hand, and they quickly resolved the problem which was an electrical problem. Well I barely slept that night in case it should re-occur. I was very scared of the incident.

This event peaked my interest in the workings of the air conditioning units. Fortunately I saw an advertisement in the classified ads for a Training School in South and began to train in the sector.

For two (2) years every Saturday I religiously drove 1 hour from Tacarigua from 7am to south and back at 4:30pm to Tacarigua. The classes were refreshing, with most of it practical sessions so there was no time for sleeping. The knowledge I gained helped me to hold my own end in a male dominant field. After completing my training, and doing my examinations, I obtained my certificates. I thought this was the end of examinations, but little did I know. I was then encouraged by two male fellow graduates to take the examination to become professionally certified, which I did.

When I did the exams and succeeded, I was told I was the first female to become professionally certified. This was a thrill and a huge achievement on my part. YYYYY.

Not only is the profession physically challenging, but I also needed to use a ladder. In fact, it became my best friend. However, drilling a hole through a concrete wall, on a ladder, was a task for me, but I kept going.

Jobs were difficult to acquire due to my size and being female at 5 feet, but there were ways to overcome these small obstacles, by being efficient. Before becoming a RAC professional, an incident occurred which further made me want to enter the profession. I wanted to change the way persons conduct business in this field. A RAC technician saw me in public and shouted at me saying, and I quote "I does be in your bedroom, you don't remember me?" I was most taken aback by this comment. Then it dawned on me, it was one of the several RAC technicians who service the units at home to my relief. I thought to myself "I would have appreciated a more welcoming and appropriate gesture from him." Eventually I spoke to the gentleman and nicely explained to him the importance of respecting the customer.

Servicing AC units may be simple but there is need for the keen eye so you do not miss anything and before signing off a job always double check all is good.

So Ladies with all these things said, I would say to you now: "Go and Prevail!"

As a female within the Refrigeration and Air conditioning sector, I was first inspired to enter this trade when my fellow female technician required assistance in changing a semi-hermetic compressor. At the time, I was based more in office, but the excitement of being able to physically get hands-on and solve the issues with the equipment was the "stepping stone" that led me to fall in love with my Trade. I found myself eagerly reaching to work early so that any extra time would allow me to get greater exposure within the field and hone my hands-on skills.

In a male dominant sector, we females are often overlooked because of our size and other innate attributes.



This stereotype is what fueled my unwavering determination. As a mother, we are often posed with juggling multiple tasks while striking a balance in maintaining our homes and caring for our children. Being a female as well as a mother, your time is not your own, so a balance is needed to bring different aspects of our lives together.

For me, the benefits of being a female technician, is that I, the individual, got the opportunity to learn, to teach, and inspire other persons to follow their dream. It requires going beyond the stereo type and really breaking the glass ceiling. Becoming the second female, to be professionally certified while running my own business within Trinidad and Tobago, is what I consider to be one of my greatest achievements. It is important to trust yourself enough to know that anything is possible, put God first and never give up. When you do make mistakes, learn from them. Instead of looking at it as failure, look at it as a lesson you needed to learn because better and bigger are ahead.



Christine Khan-Gopaul
Certified Refrigeration and Air Conditioning (RAC) Technician



Special discounts for female RAC technicians interested in becoming professionally certified during the month of March

Professional Certification Scheme for Refrigeration and Air Conditioning (RAC) Industry

- RE-CERTIFICATION REQUIREMENTS**
Three (3) Testimonials (from employer and/or client/customer) to confirm practice in the field. Professional portfolios will be accepted
- Minimum thirty (30) Professional Development Hours in subject matter related to the certification earned (these may include recognized courses; attendance at webinars, seminars, expos or training sessions by the National Ozone Unit or seminars and conferences in the participant's related field)
- Supporting documents should be submitted with each claim
- Re-certification fee: \$700
Discount applied to ARIA Members

For details contact :
663-4642 ext 3176 (between 8:00 am - 3:00 pm)
or email: racscheme@mic.co.tt

For the list of professionally certified technicians visit: nou-tt.blogspot.com

#BreakTheBias





International Women's Day



Renella Alfred is the first woman to portray a job job in the family band the Original Jab Jab out of Couva.

PHOTO/LINCOLN HOLDER

● MAMA: from Page 12

We're looking at how women are carving space in the traditionally male-dominated Carnival, as the voices of Carnival tend to be men, so women are reclaiming their territory and Carnival can be a mouthpiece to facilitate that."

Thomas said while the project is focused on the women making mas at this time, women who participate in Carnival as spectators are also being considered.

"Adanna Kai Jones is interested in the spectators, the dancers, the regular people of the street who are winning.

"I feel all this attention around women's bodies, the precariousness of our safety, our honour, the way our sexuality is being redeployed on us, the way that the policing of Carnival is the policing of our bodies, should be considered. I think there is a measure of care people are taking of themselves, not necessarily being careful, but being up in your face because they're caring about those who came before them and those who came after, and saying, 'We're protecting this space and this body with this language.'"

The project is funded by the Arts and Humanities Research Council under a network grant. Marshall said out of the network, a website will be created which profiles the participants in the

Women reclaim space in Carnival



Women in Carnival participants, from left, Renella Alfred, Eintou Springer, Dr Emily Zobel Marshall, Dr Cathy Thomas and Adanna Jones have a conversation during a workshop at the Lloyd Best Institute, Tunapuna on Friday.

PHOTO BY AYANNA KINSALE

various workshops which will allow knowledge-sharing among Carnival practitioners.

"What Cathy and I are trying to do is form a diasporic network of women in Carnival. We want to bring the academic response

to Carnival in dialogue with the artistic practice and performance of Carnival, as often these things can happen apart from one another. There's also a suspicion (between) the performance and artistic world of academics, and also academics

don't properly experience Carnival."

Thomas said while the link to academic institutions cannot be ignored, the pair want to disrupt the patriarchy in the way their information is shared.

"We want to be mindful of how

the website is created and can be accessed, how people are portrayed, and we will share the results with our participants, the transcripts, the interviews, etc. We realise we don't know all the female practitioners, so the website will be a place where people can self-report on themselves, because we can't do it all."

Marshall said they also wanted the website to be a space where ongoing practice and research could be shared.

"We will be writing conference papers and research papers out of this. But the main thing is the dialogue, because women's craft and artwork are often overlooked, and we're creating a platform for women to celebrate their work and get in conversation with each other, because we're stronger together, much stronger when we name-drop each other, and lift each other up, rather than feeling that we're in competition with one another, that there's only space for one of us. So the idea is to lift one other up in sisterhood."

More about the project can be found at <https://www.leedsbeckett.ac.uk/blogs/school-of-cultural-studies-and-humanities/2021/09/exploring-women-in-caribbean-carnival/>



Women leading the way at PTSC

In celebration of **International Women's Day**, meet the women who are breaking barriers.



Mr. Edwin Gooding
Chairman

Chairman's Remarks

I take this opportunity to recognize and celebrate the many women in leadership roles at the Public Transport Service Corporation. Women are indeed powerful agents of change and the benefits derived from diversity and gender parity at the PTSC shaped us into the organization we are today.

Through the promotion of Gender Equality in the workplace, we are proud to observe International Women's Day, this year's theme being "Break the Bias."

As we celebrate IWD 2022, I wish to sincerely thank all women at the PTSC for their dedication and invaluable contributions to the development of this organization.

On behalf of the Board of Directors and Management of the PTSC, I wish all women Happy International Women's Day 2022.



Ms. Veneisa Bynoe
Corporate Secretary



Ms. Patrina Mahabir
Public Relations Officer



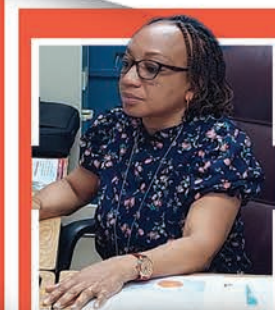
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International Women's Day

UK High Commissioner
on youth outreach

Ambassador for a Day open to boys too

RIA CHAITRAM

BEING a diplomat is more than international travel, networking and the glitz and glamour that it is perceived to be.

"It is about learning about diplomacy, about what a high commissioner or ambassador do. Above all of that it is about learning what do leaders do, the management of people and responsibilities," explained UK High Commissioner Harriet Cross.

It is with this in mind that British high commissions around the world have instituted their Ambassador for the Day programme, to give children between the ages 12-17 a chance to understand the role of an ambassador and diplomacy.

Cross launches the programme locally, on March 8 which coincides with International Women's Day (IWD).

"This is a taste of what it would be like to work at a high commission and hope that those young people in the future would be interested in further work in this area and leadership," Cross said in interview with Newsday at her residence in Maraval.

Applications for Ambassador for the Day open on March 8, and the two winners will be announced in April. They will shadow Cross for the day at meetings with several stakeholders such as bpTT, Shell, the Foreign Affairs Ministry, journalists and non-governmental organisations.

The programme is being done differently in 2022. In the past it was focused on girls and while this year it is being launched on IWD, the aim is to include boys, Cross said.

"It was particularly aimed at

getting girls and young women who were interested in leadership and diplomacy. This year we wanted to make it more inclusive in a number of different ways.

"We are opening to boys even though the theme is about women's empowerment. We are very conscious that boys and men need to be involved in women's empowerment and if women have a better status in society and the economy then men will benefit.

"We also wanted to make it more accessible to people who wouldn't have been able to see the application or would feel like it wasn't for them. We specifically partnered with the Blind Welfare Association and the Hearing-Impaired Association."

In extending its reach, the British High Commission was also working with youth groups such as the St James Youth Club to bring the programme to at-risk youth.

"There are a number of disadvantaged boys and girls who use that club as a social place to learn new skills. We also wanted people from less advantaged backgrounds to feel like this is something that they can apply for and something that they can also have influential roles in the future and that it doesn't belong to a certain type of person."

She said advertisements for the programme will be published in braille and a video format with sign language and applications can be submitted via the same methods for the two groups. Other applications will be an essay.

Cross said the winners will not be based on gender but rather the best application.

"It is an open competition; may the best candidate win."

Cross added the programme would not just end after shadowing her, but also extend into a mentorship exercise to help the



UK High Commissioner Harriet Cross's pet cat Mavie joined in for her interview at her official residence in Maraval. **PHOTO BY ROGER JACOB**

mentees grow.

She admitted that while there was a lot to learn, a day may not be enough but getting young people interested in diplomacy was the greater aim and to show them that they can handle difficult tasks.

"The first take away for them should be personal, which is they have the ability to do difficult jobs. If they can learn to analyse, use their judgment, understand how decision-making works and understand what it is like to be a leader; they can take on difficult decisions even when talking about crisis.

"The second thing is that they will learn that everything is connected and the importance of globalisation. They can see the political relationships between countries and territorial integrity. They should be able to look at humanitarian and developmental impacts and economic.

Diplomacy can be defined as the content and the process of relations between and among states, intergovernmental

organisations, non-governmental organisations and can be bi-lateral or multilateral. It ranges from areas of hard diplomacy — military or economic, to soft diplomacy — culture, education or business and innovation.

"It doesn't have to be that they work with a high commission or embassy. In the private sector there are negotiations all the time and dealing with foreign affairs.

"The other thing is getting people ready to do jobs in the green economy. So, if they recognise it early, they can begin to train in engineering. They can be leaders in many different ways."

Cross added that programme was about opening opportunities and choices for young people is empowering them to choose a career path and something they love doing.

"When young people don't have choices and end up doing something that someone else has chosen, that can be quite frustrating."

She added that for her the best part of the job was meeting people

of different cultures, races and backgrounds and learning about it.

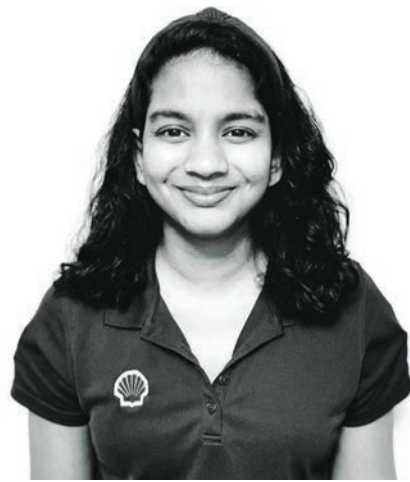
"It gives a greater appreciation of some many things we take for granted but also shows why we need to work together for peace and unity."

Additionally, the hardest part of the job was separating personal opinion from country policy and stance in the international arena.

"Because you represent your country, you have to be able to put aside and differentiate your personal biases and opinions for representation of country policy and protocol.

"Sometimes you have to promote and embrace policies that you don't really agree with, because you are not always going to agree with your government. So that is part of the skill of being a diplomat."

Cross said LGBTQ, humanitarian rights, climate change, women and youth empowerment and working with NGOs were some of the most fulfilling works she has been engaged in as a career diplomat.



She. Her. Them.

Imagine a gender equal world.
A world free of bias, stereotypes, and discrimination.
A world that is diverse, equitable, and inclusive.
A world where difference is valued and celebrated.
Together we can forge women's equality.
Collectively we can all **#BreakTheBias.**



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International Women's Day

Women building a sustainable future

India's rural energy pioneers

The following stories are part of a multimedia UN News series featuring women leading initiatives for a more sustainable, equitable future, published ahead of International Women's Day.

A UN project, in association with one of India's leading clean energy companies, is training women salt farmers in the Indian state of Gujarat to work in the solar power industry, and build a better life.

Salt farming in India is hard work. In Gujarat, women set up huts, dig wells, and pump up brine, which they sift through a series of pans, eventually crystallising salt. Apart from the pumping, all elements of the process are completed by hand. The women generally work without a contract, and the pay is poor.

The project – a collaboration between the UN Environment

Programme (UNEP), India's leading clean energy company – Renew Power, the Indian Self-Employed Women's Association (SEWA), and the western state of Gujarat – aims to give these women the skills to build a new, more rewarding and better paid career in the renewable energy industry.

At SEWA training centres and Renew Power facilities in the state, some 1,000 women from the region are learning how to work as solar panel and solar pump technicians. They will also receive technical training from the Electronics Sector Skills Council of India.

"This programme will not only help in creating alternative livelihoods for our SEWA sisters, but also help to deal with the environmental challenges present in traditional sectors such as salt production," said Reema Nanavati, from SEWA, referring to the



SEWA is training salt pan workers from the Rann of Kutch in solar power technologies. PHOTO: UN NEWS

polluting diesel pumps that are often used. "It will help achieve an appropriate shift towards environmental sustainability. And we look forward to expanding this program to other regions of the country."

One of the places where the women could end up being employed is at Renew Power, one of the project partners. "We want to engage women's interest in an industry that will not only

grow, and enable them to become clean energy leaders in India," said Vaishali Sinha, the company's chief sustainability officer.

The project supports efforts to achieve a number of Sustainable Development Goals – including gender equality, affordable and clean energy, decent work and economic growth, and climate action – and global climate funds are being sought to expand its scope over the next years, and finance similar developments

that could lead to "green jobs" and sustainable entrepreneurship activities.

Atul Bagai, head of the UNEP India Office, is excited by the potential to scale up across the country. "We are delighted to support these initiatives, alongside companies like 'Renew Power', and organisations like SEWA. They play an important role in tackling climate change, teaching women important skills, and providing employment."

Kenyan engineer fighting for equality

NORAH MAGERO

I grew up in a society that did not value women. Our rights to education, expression, and sometimes even basic needs, were considered unimportant and trivial. I grew up with books and other education materials that showed women with babies on their backs and toiling in a kitchen, while the men carried briefcases to work, or were wearing a graduation gown. This visual representation signalled where women and men belonged.

Education opened my eyes to the injustices that women and girls face. I noticed that more girls were dropping out of school as the education level rose. They were either trapped by domestic responsibilities and other challenges caused by interrupted learning. My undergraduate class of Mechanical Engineering had one female student to every



Norah Magero

10 male students. This means less women are getting into STEM (science, technology, engineering, and mathematics) fields and translates to their under-representation in technical professional fields.

This is why I advocate for women's rights and representation, specifically in STEM. Providing equitable access to opportunities such as education, energy, and

basic needs is a holistic way of tackling a spectrum of challenges addressed by the Sustainable Development Goals.

As the founder and CEO of Drop Access, a women and youth-led social enterprise that develops practical and affordable energy solutions, I steered my organization to innovate VacciBox. It's a portable solar-

powered refrigerator that is easily mounted on a bicycle, motorbike, or even carried, so that medical supplies as well as foods can be safely stored and transported to communities that have been affected by climate hazards.

Women are the most afflicted by climate calamities and hence deliberate measures should be taken to ensure that climate

mitigation directly targets women and includes their participation. This should be beyond high-level discussions and engagements and trickle down to practical and affordable measures that even a small-scale woman farmer can comprehend and practice.

Women-led actions need to be sufficiently and equitably funded to achieve a just, green transition. Recognise, applaud, publish and cheer on the brave women who have constantly advocated and promoted equitable, gender-focused and just climate action measures. This move not only ensures that women already in STEM are retained but also encourages more women and girls to opt for STEM-related fields.

**Kenyan Norah Magero is a mechanical engineer and renewable energy expert who has experience in the design and management of off-grid energy technologies.*



National Union of Government and Federated Workers

Re building the world without bias and forging gains
International Women's Day 2022 feature address by
Mrs. Cecelia London-Chapman- General Secretary of
National Union of Government and Federated Workers (NUGFW)



Mrs. Cecelia London-Chapman
 General Secretary of National Union of
 Government and Federated Workers (NUGFW)

Today, as we consider the pressing global challenges we now face, with its disrupting consequences, we can agree that our world as we know it has certainly changed. Nevertheless, we can still unite to celebrate on International Women's Day (IWD) and cast light onto the pandemic shadows. To commemorate IWD 2022, NUGFW Women's Executive Council (WEC) has joined the global campaign with the IWD theme: **"Break the Bias"**. As the largest Trade Union in the Caribbean, the women of WEC and staff of NUGFW have answered the clarion call to accelerate equality not just for women but inclusively for all. Breaking the bias is a commitment to end stereotypes, stigmas and discrimination that impede social progress. Breaking the bias and rebuilding a more diverse world means that we adapt and forge gains by responding to the hindrances of development.

The global community identifies unconscious bias as a distinct mindset impacting our ability to be inclusive in mainstream culture or the world of work. Biases are intolerance for another and when left unchecked often lead to violence or hate crimes. Though there have been decades of steady progress in many countries, gender inequality, disparity, bias, misogyny, sexism, discrimination and domestic violence have worsened in other countries. The pandemic has further exposed many to domestic crisis and anomalies in the world of work amidst other unintended consequences. Reports have indicated that women and girls have been disproportionately affected by the pandemic. According to Mrs Clair Guy-Alleyne, Woman Superintendent in charge of the Gender Based Violence Unit (GBVU) of Trinidad and Tobago, in 2021, at least 26 of 400 murders locally were directly linked to domestic violence. There is a paralyzing fear in the wake of reports of women disappearing, lifeless bodies dumped or discovered in shallow graves or containers. Others have been savagely murdered in front of their children. Too often we relive the horror.

Additionally, evidence provided in a report from World Health Organization (WHO) indicate that 1 in 3 women globally, face domestic situations where abuse is perpetuated. Crimes and violence against women (VAW), **"intimate partner abuse"**, **"wife abuse"** and **"domestic violence"** are now more prevalent despite the pandemic. In fact, in 2020, a UN study on women in Caribbean Countries from Guyana, Suriname, Grenada and Trinidad and Tobago have reported that **"women face at least one form of violence: physical, sexual, economical, emotional"** and **"the disruption of social and protective networks, loss of income and decreased access to services all can exacerbate the risk of violence for women"**.

A major misconception, however, is that men and boys are not marginalized, abused or face discrimination. Contrary to that notion men are also struggling, but far too often their abuse is unreported. Breaking the bias also speaks to ending the stereotypical beliefs about men. Therefore, when they face issues, they must also get redress. Effective advocacy and national policy intervention are fundamental for victims and vulnerable persons such as domestic and migrant workers and those in domestic crisis.

WEC has previously worked with the Honourable Ayanna Webster- Roy, Minister of State in the Office of the Prime Minister with the responsibility for Gender Affairs and Child Development and the Equal Opportunities Commission to lobby for social protection where it is most required, to promote equality and diversity. In the future, the Women's Executive Council intends to do more partnerships to raise awareness. As the General Secretary and voice of WEC, let me take the opportunity to commend and endorse initiatives of Minister Webster-Roy through her good office, for establishing Domestic Violence Shelters, Rehabilitative Center for Male Perpetrators, National Policy for Gender Development and the Barbershop Initiative for Men and Boys. Special mention must also be made about the important work being done under Superintendent Guy-Alleyne of Gender Based Violence Unit since it was launched in 2020.

Through the passage of time, the responsibility of unions has diversified and the scope of their input is essential and comprehensive beyond collective bargaining. Unions have advanced civil liberties, social justice, equality and addressed climate change with women leading at the helm on many occasions. The fight of the labour movement is to ensure fair, equitable and secure rights and encourage reform. We stand at a crossroad from where we can either go back to a time when gender stereotypes were accepted or we can re-build a world in which we all can flourish. The labour movement continues to address the evolving trends that impede decent work and societal growth. The world now acknowledges women have made footprints throughout history. Women have adapted, evolved and like water fit into anything and nurture it. In reality women have forged their way to be featured alongside men as allies rather than being passive recipients; an accomplishment many female predecessors have dreamed could become a reality. Globally, women make up the majority of frontline workers facing the pandemic crisis, bravely rising for all and fulfilling their duties to save lives in positions such as healthcare workers, wards maids, sanitation workers, nurses and doctors.

Seeing women in leading roles, governance, politics, as a first elected US Vice President and woman of colour, as the first black woman nominated to become US Supreme Court Justice, in Forbes 100 most powerful women or highlighted in sport is rewarding. Some historic firsts for women in Trinidad and Tobago are Paula Mae Weekes - first woman appointed as the President of Trinidad and Tobago, Mrs. Debra Thomas Felix- first woman appointed as President of the Industrial Court of Trinidad and Tobago and Ms. Wendy Edwards Piper- first woman Acting Roads Overseer for Moruga district, appointed by the Princess Town Regional Corporation, Trinidad and Tobago, to name a few. Many women have advanced within the NUGFW Organization but this year the Administration is exceptionally proud to accredit the first woman Director of Industrial Relations, Ms. Dana Elizabeth Brown-Attorney- At- Law (LEC, LLB, PGDip, BSc). Women continue to make positive impacts in these once male- dominated positions.

Despite historical breakthrough that recognizes women in many leading roles, we have evolved but not all fixed until the intolerant mindset is broken. Achieving equality is dependent on ending bias. Mahatma Gandhi said: "Woman is the companion of man, gifted with equal mental capacity". Women are by no means less than men. We must apply, in our daily lives, the deep words of wisdom from the nation's motto established by the late Dr. Eric Williams-First Prime Minister of Trinidad and Tobago, **"Together, we aspire, together we achieve."**

International Women's Day presents an ideal opportunity to commemorate the brave women who have raised voices when needed and whose actions have provoked important historical changes and freedoms we enjoy today. I am honoured to presently hold this office in the position as the third woman General Secretary of NUGFW and voice of WEC, where two women pioneers previously served. Even as we celebrate our individual achievements, the Women and Men of this Organization continue to work collectively to see after the welfare of Public Servants. We recognize that the rise of women is not about the fall of men and together **we can, we must and we will "break the bias"** and achieve social revolution.

A Stronger UNION into the Future
 Social Media Contact

@National Union of Government and Federated Workers

NUGFW UNION

Happy International Women's Day to women,
the world over and may we continue to
break barriers and freely forge gains.



*“Men, their rights,
and nothing more;
women, their rights,
and nothing less.”*
- Susan B. Anthony

*“You must make women
count as much as men;
you must have an equal
standard of morals.”*
- Emmeline Pankhurst

Celebrates
**INTERNATIONAL
WOMEN'S DAY**
with You!

*“Empowering women isn't
just the right thing to do,
it's the smart thing to do...”*
- Barack Obama

*“Gender equality is more
than a goal in itself. It is a
precondition for meeting the
challenge of reducing poverty,
promoting sustainable
development and building
good governance.”*
- Kofi Annan



International Women's Day 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 has occurred for well over a century with the first gathering held in 1911.

- internationalwomensday.com

**Heartbeat 104.1 FM - Radio for Women
salutes all women making a difference
in our homes, communities and beyond.**

#BreakTheBias #GenderEquality #SeeHer
#IWD2022 #InternationalWomensDay #WomensDay