

GOVERNMENT OF GRENADA

Grenada National Report

Fulfillment of the Brasilia Consensus

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Grenada National Report: Fulfillment of the Brasilia Consensus

Grenada has made significant strides towards achieving gender equality, eradicating gender-based violence, strengthening families and increasing women's empowerment opportunities, through the Division of Gender and Family Affairs in the Ministry of Social Development and Housing.

As the National Gender Machinery, the Division of Gender and Family Affairs has two main functions: firstly, to take direct action to advance gender equality and women's empowerment in Grenada, and secondly, to promote and facilitate gender mainstreaming in other government ministries and entities throughout the State.

The Government of Grenada continues to affirm its commitments to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belem do Para), the two Conventions which guide the work of the Division. These commitments are further supported by the Beijing Declaration and Platform for Action, Commonwealth Plan of Action on Gender Equality, and the Universal Declaration on Human Rights, and other agreements which address gender equality, human rights and the status of women.

The Government of Grenada affirms commitments made in the Brasilia Consensus (2010), in keeping with its pledge to promote and defend women's rights and achieve gender equality.

Within the period, the Division of Gender and Family Affairs has been strengthened through the addition of technical staff with the appointment of a Senior Programme Officer and a Gender Analyst for the first time. This increased capacity has allowed the Division to be better able to fulfill its mandate. As a result, there has been a marked positive transformation of the Division.

Grenada has started the process of developing a National Gender Equality Policy and Action Plan, with the intention to have a full draft by December 2013.

The following delineates two of the achievements of the Government of Grenada in compliance with the Brasilia Consensus: broaden the participation of women in decision-making and the exercise of power; and address all forms of violence against women. It also identifies the two main areas where challenges exist: enhance the citizenship of women; and promote the conditions for the integral health of women and for their sexual and reproductive rights.

Achievements

Broaden the participation of women in decision-making and the exercise of power

Grenada has attained the target of critical mass of women in Parliament, with five (5) of fifteen (15) or 33% of the Members of the House of Representatives (Lower House) being women. This indicates an increase from 13% female representation in the last Parliament. The Senate (Upper House) comprises thirteen (13) members including the President of the Senate. Of the 13 members of the Senate, two (2) members are women.

For the first time, Grenada has a female Head of State. In 2013, the Queen, upon advice of the Prime Minister, appointed Dr. Cecile La Grenade as Governor General.

Currently, the Judiciary has 100% female representation; while in the Magistracy 60% are females.

Within the Public Service there has also been considerable representation of females at senior level positions. Currently, 79% of Permanent Secretaries are females. The Secretary to the Cabinet and Head of the Public service is a woman. Further, the Senior Managers Board is comprised of sixteen (16) Permanent Secretaries and ten (10) Constitutional Heads of Department, of which 73% are females.

In other sectors, women are in leadership positions. While each of the seven trade unions is headed by a man, the President of the umbrella organization for trade unions, Grenada Trade Union Council, is a woman. The current head of the Grenada Chamber of Industry and Commerce is also a woman. Civil society organizations are predominantly led by women and further, Grenada now hosts the first female Anglican priest in the Caribbean.

These advances have been made without quota systems; therefore they are seen as a matter of 'natural progression', a result of years of sensitization of gender equality and women rights, supported by actions for women's empowerment and equal opportunities.

Address all forms of violence against women

One of the Division's key focus areas is to eradicate gender-based violence within the State of Grenada. To this end, the Division of Gender and Family Affairs has adopted a multi-pronged approach and embarked on a programme to expand services for the

prevention and eradication of gender-based violence; protection and support of victims; and punishment and rehabilitation of perpetrators.

The Division has fostered strategic collaboration with other government ministries, non-governmental organisations (NGOs) and international agencies. Support for this approach and activities was received from United Nations Trust Fund to end Violence Against Women, UNWOMEN, UNICEF, OECS and other partners.

Legislative reform

The State recognises that gender-based violence is a violation of human rights which is complex because of its various forms, contributing factors and its devastating effects on victims and their families. Legislative reform was a major thrust. Therefore, laws were enacted and a protocol implemented to address the issues. The main ones were:

- Domestic Violence Act (2010)
- Child (Protection and Adoption) Act (2010)
- Amendments to the Criminal Code (2012)
- Education (Amendment) Act (2012)
- National Domestic violence and Sexual Abuse Protocol (2011)

Major Activities to Address GBV

Grenada has been undertaking a number of projects with the view of addressing the issue of Gender Based Violence. Intended as a catalyst for change at the national, community and individual level, these projects have been focusing on the implementation of laws and policies using a multi-disciplinary response mechanism; training of responders to VAW; public sensitization and education. Activities include:

- i. Stakeholder consultations
- ii. Capacity building for the Gender Based Violence Unit where two (2) Gender Based Violence Officers have been added to the Unit to effectively carry out its mandate.
- iii. Enhancement of psychosocial services: One (1) Counselor has been recruited to deal specifically with Gender Based Violence cases.
- iv. Identification of cultural beliefs, myths and practices that significantly support gender based violence in order to inform behavior change campaigns.
- v. Training of fifty-four (54) police officers; twenty-six (26) social service providers; thirty-three (33) service providers and advocates from the NGO community; forty-four (44) court clerks and legal secretaries, ninety-five (95) nurses and twelve (12) doctors on the laws and protocols related to gender based violence.
- vi. Rape kits have been introduced for systematic use in the health care system to support medico-legal responses.
- vii. Public sensitization and education through community outreach and use of media.
- viii. Data collection.

Service delivery

The Domestic Violence Unit within the Division, established in 2003, was expanded and renamed to the Gender-based Violence Unit. This signals the expansion of services, to encompass all forms of gender based violence, with the immediate addition of a sexual assault response programme. From having only one coordinator in 2010, the GBV Unit is now staffed by a DV Programme Officer and two (2) GBV Officers, and further strengthening is anticipated. The Unit is charged with the responsibility of providing services to protect and support victims, and co-ordinating national responses to intimate partner violence, sexual abuse and, over time, other forms of gender-based violence, such as sexual harassment.

The services to address GBV are also being systematized through the following initiatives:

- Standard Operating Procedures (SOP)
 - o The SOP for the Ministry of Social Development's responses to GBV has been approved and preparations are being made for its implementation
 - o The SOP for medical responses to GBV are being drafted
- Psycho-educational programme – the Division has developed a Programme for Women's Empowerment and Resilience (P^WER) that will be piloted within the next few weeks.

The State has also established a Child Protection Authority which is charged with addressing all matters related to children in need of care and protection, which include children who are victims of sexual abuse and witnesses of domestic violence. Its operations are guided by a Child Protection Protocol. A sub office is established in Carriacou.

Through subventions and other contractual arrangements, the Government provides financial and other support to the Legal Aid and Counselling Clinic and the Grenada National Organisation of Women, two of the NGOs that provide services to address gender based violence in Grenada.

Plans

Addressing gender-based violence is a priority for the Government of Grenada, therefore, there are plans which are yet to be implemented. The National Five-Year Strategic Action Plan to Reduce Gender-based Violence and the National Gender Equality Policy and Action Plan are expected to be finalized by the end of 2013. With regard to further strengthening of the legal framework, the Division has identified the need for enactment of a Sexual Harassment Act. An Electronic Crimes Bill, which is before the Parliament, is expected to address child pornography and electronic stalking.

Challenges

Despite advances towards meeting the obligations and assuring compliance with the international treaties, there have also been challenges.

Enhance the citizenship of women

While there has been increased representation at the decision-making and authoritative levels of government, there still remains a pressing need to ensure that gender mainstreaming is incorporated into state policies.

Grenada does not have an overarching framework to guide the transformative process to gender equality. The public remains resistant to some gender changes and appears to lack the will for change in some sectors. Public and private sector leaders do not consistently make gender equality a priority.

Furthermore, challenges facing boys and men are taking precedence over those facing girls and women for programming in many sectors, despite the continuation of women's subordinate status in society. Gender inequality continues to exist in terms of income, poverty, family, unemployment and political participation which hinder national development.

There is need for an inter-sectoral or multi-sectoral mechanism to manage gender equality and equity programming in Grenada. The non-integrative approach to gender equality programming among the Government Ministries and between the public sector, private sector and NGOs impedes gender mainstreaming across all the sectors.

Additionally, collection and management of sex disaggregated data are neither consistent nor systematic, and the data required for continued gender analysis and monitoring are decentralized throughout a number of government ministries.

Therefore, the Government is currently engaged in drafting a Country Gender Assessment (CGA) which will identify the specific gaps as it relates to gender equality. The CGA will inform the National Gender Equality Policy and Action Plan, expected to be completed by December 2013, followed by implementation from 2014. It would serve to address the conditions and status of women and men on the premise of their equal rights as citizens and residents of Grenada.

Promote the conditions for the integral health of women and for their sexual and reproductive rights

Currently, there is no nationally adopted policy or programme regarding the sexual and reproductive health and rights. Therefore, initiatives to address sexual and reproductive health and rights, such as comprehensive sexuality education and easy access by all women and men to sexual and reproductive health (SRH) information and services, are not fully entrenched in the institutions of the State.

With the composition of the population of Grenada being primarily youthful and within the child-bearing age, there is need to focus on ensuring that reproductive health issues are prioritized into policies and strategic plans. Hence, the Ministry of Health has embarked on meeting the need for a sexual and reproductive health policy to guide the health-care providers' delivery of SRH services. Lack of training and resources are proving to be major impediments to the process.

Nonetheless, the Grenada Planned Parenthood Association (GPPA) has provided essential SRH services to the population. It offer access to contraceptives and provides counselling services. Additionally, in terms of advocacy, there is a youth arm Youth Advocacy Movement (YAM). YAM incorporates youth voices, utilizing young people as peer educators and representatives in their youth outreach programmes.

Conclusion

In Grenada, the main achievements are women's increased participation in political and public life; and concerted efforts to eradicate all forms of violence against women.

In fact, as a result of political vision and will, gender based violence is a priority issue which the government is determined to address. Consequently, legislation has been enacted, corresponding legislation has been amended, and policies and protocols have been implemented. Further, in order to build the legislative framework, the government intends to draft and enact complementary legislation and policies.

However, while there has been progress towards fulfilling commitments of the Brasilia Consensus, there have also been impediments. Transformative programmes which will address the causes of gender inequities need to be implemented. Additionally, gender equality should be reflected in additional national policies, budgets and strategies.

The Government remains fully committed to ensuring that the citizens and residents of Grenada live in a society that is just, inclusive, equitable and caring.