National review
GRENA DA

In the context of the twentieth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action

Division for Gender Affairs of Economic Commission for Latin America and the Caribbean on the way to Beijing+20

United Nations

ECLAC
GRENADA NATIONAL BEIJING+20 REVIEW

AN EXAMINATION OF THE ACHIEVEMENTS AND CHALLENGES IN IMPLEMENTING COMMITMENTS OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION

Ministry of Social Development and Housing
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GRENADA NATIONAL BEIJING+20 REVIEW

An Examination of the Achievements and Challenges in Implementing Commitments of the Beijing Declaration and Platform for Action

Conducted by the Government of Grenada in April 2014

WITH FINANCIAL SUPPORT FROM:
United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN)

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ACRONYMS

BPFA – Beijing Platform for Action
CBOs – Community Based Organisations
CDB – Caribbean Development Bank
CEDAW – Convention for the Elimination of Discrimination against Women
CHAA – Caribbean HIV AIDS Alliance
CPA – Child Protection Authority
GCPA – Country Poverty Assessment Report
CRC – Convention on the Rights of the Child
CSW – UN Committee on the Status of Women
DVU – Domestic Violence Unit
ECTEL – Eastern Caribbean Telecommunications Authority
GBV – Gender-based Violence
GNCRC – Grenada National Coalition on the Rights of the Child
GNOW – Grenada National Organisation of Women
GOG – Government of Grenada
GPPA – Grenada Planned Parenthood Association
GPRS – Growth and Poverty Reduction Strategy
HFLE – Health and Family Life Education
HIV/AIDS – Human Immuno-deficiency Virus/Acquired Immuno-deficiency Syndrome
IAGDO – Inter Agency Group of Development Organisation
ICPD – International Conference on Population and Development
IMF – International Monetary Fund
IPPA – International Planned Parenthood Association
LACC – Legal Aid and Counselling Clinic
MAREP – Market Access and Rural Enterprise Project
MDG – Millennium Development Goals
MOE – Ministry of Education and Human Resource Development
MOH – Ministry of Health
MOSDH – Ministry of Social Development & Housing
NGOs – Non Governmental Organisations
NIDCU – National Infections Disease Control Unit
OAS – Organisation of the American States
PAM – Programme for Adolescent Mothers
RGPF – Royal Grenada Police Force
SEED – Support for Education, Empowerment and Development
SIDS – Small Island Developing States
UN – United Nations
UNFPA – United Nations Population Fund
UNICEF – United Nation’s Children Fund
UNWOMEN – United Nations Entity for Gender Equality and the Empowerment of Women
VAW – Violence against Women
YWCA – Young Women Christian Association
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The use of reference to information, documents and materials/data, is acknowledged in the Bibliography contained in the Annex to this National Review.
INTRODUCTION

The process for the development of the Grenada Beijing+20 National Review on implementation of the Beijing Platform for Action (BPFA) was a consultative one, led by the MoSDH, with the involvement of national Stakeholders, and facilitated by the Consultant. The Consultant was tasked with assisting with the development and implementation of a work plan for the completion of the National Review, ensuring the process was consultative and nationally-owned.

The methodology employed in the Review included a desk review of relevant national, regional and international reports namely previous BPFA implementation reports, National and Regional Reviews (Beijing +5; +10, etc), National and Shadow Reports to the CEDAW and CRC, and Universal Periodic Reviews. A national consultation was held with stakeholders representing government, civil society, and experts.

The draft and final reports were developed from an analysis of information gathered from existing reports and responses from targeted stakeholders, including civil society. The document comprises four (4) sections and an Annex which includes:

- Section 1: Overview analysis of achievements and challenges since 1995
- Section 2: Progress in the implementation of critical areas of concern of the Platform for Action
- Section 3: Data and Statistics
- Section 4: Emerging Priorities
- Annexes
OVERVIEW

Grenada is a tri-island state in the Caribbean Sea, along with the dependent Grenadine islands Carriacou and Petite Martinique. It is the most southerly of the Windward Islands, located about one hundred miles from the Venezuelan coast. The islands have a total land mass of 345 square kilometres with undulating terrain. Grenada has an estimated population of 106,000.

Since its independence in 1974, Grenada has embarked on self-governance signified by constitutionalism, ascribing to the doctrines of separation of powers, rule of law and independence of the judiciary. Its “modified” British-styled constitution is characterised by the constitutional Head of State, the Queen of England being represented nationally by the Governor General. There is a Prime Minister as Head of Government, a bicameral parliamentary system comprised of thirteen nominated Senators and fifteen elected Parliamentary Representatives. The seven parishes are administered by the central government. The Capital is St George’s.

Grenada is a member of the United Nations (“UN”), the British Commonwealth of Nations, the OAS, CARICOM, the sub regional Organisation of Eastern Caribbean States, the World Bank, the International Monetary Fund and the Caribbean Development Bank.

Grenada’s economy is largely dependent on tourism, agriculture and fisheries.
SECTION 1: OVERVIEW ANALYSIS OF ACHIEVEMENTS AND CHALLENGES SINCE 1995

Since 1995, Grenada has made significant strides and realised many achievements with regard to its obligations under the Beijing Platform for the advancement of women’s equality and empowerment. Some achievements evolved organically, others supported by legislation and others as a result of effective and strategic national responses, programming and planning by the Government of Grenada and civil society organisations.

These achievements include: building up of existing legal frameworks; continued provision of universal primary education; provision of universal primary health care services; and programmes to address poverty, sustainable development; youth programmes and leadership. Some of the above achievements are highlighted below.

ACHIEVEMENTS

The five major achievements that have been accomplished in the promotion of gender equality and the empowerment of women are:

- Ratification/Signature of International and Regional Laws
- Women in Public Life
- National Responses to Violence Against Women and Girls
- Access to Primary Services Provided by the State
- National NGO Activities

1. RATIFICATION/SIGNATURE OF INTERNATIONAL AND REGIONAL LAWS

Several key international and regional treaties, conventions have been ratified since Grenada’s independence and have been in force and continue to remain with no or minimum reservations. In turn, the principles have been reflected in the constitution, national/domestic law and programmes and policies.

Relevant International Law and Conventions

Grenada has ratified many of the important Treaties and Conventions around the areas of human rights and gender. These include: the Universal Declaration on Human Rights (1948), The International Covenant on Economic Cultural and Social Rights (1966) and The International Covenant on Civil and Political Rights (1966). Grenada became a party to these Covenants in September 1991.


Grenada has also ratified the major ILO Conventions which impact women and girls and are currently in force. They include:

- C111: Discrimination (Employment and Occupation) Convention, ratified in 1979; Protection of Wages.
- CO 19: Equality of Treatment (Accident Compensation); and
- With respect to children:
  - C138: Minimum Wage Convention minimum age is 16 years (2003),
  - C182: The Worst Forms of Child Labour Convention 1999 (2003); and

Grenada also recognises the global UN Millennium Development Goals (2000) and the Commonwealth Plan of Action 2005-2015.

**Regional Treaties**

Grenada, being a member of the hemispheric grouping Organisation of American States (OAS), Caribbean Community (CARICOM) and the Organisation of Eastern Caribbean States (OECS) regional and sub-regional economic unions respectively, has ratified several treaties in relation to human rights and sustainable development. Grenada ratified the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belem do Para) and recognises the Declaration of San Salvador 2011 on Citizen Security in the Americas.

The ratification of the Conventions and Treaties are considered achievements because they focus on realising the advancement, empowerment and protection of the rights of women, children and vulnerable groups. Collectively, these treaties promote gender equality and the universal respect for human rights. Further, the regional treaties position citizens of Grenada to be beneficiaries of regional arrangements, including regulatory and financial arrangements, which allow for the benefits of negotiating as a region and sub region.

**2. WOMEN IN PUBLIC LIFE**

In terms of realising an enabling environment for gender equality in Grenada, the status of women in public life, signals that some significant strides have been made towards realising a critical mass of women who can be classified as successful role models who have emerged in public life. These gains
are synonymous with the national regard for the status of women in public life and outcomes of educational pursuit by women.

**Women in Governance**

Prior to Grenada’s independence, Dame Hilda Bynoe was Grenada’s first female Governor, the first woman to serve as Governor in the British Commonwealth. Now some forty years after independence, Grenada has the distinction of having its first female Governor General, appointed in May 2013. Her Excellency Dame Cecile De La Grenade was sworn into office as the constitutional representative of Her Majesty Queen Elizabeth II. She succeeded (5) male predecessors since Grenada’s independence. Her appointment signifies that there are no barriers to women holding the highest office in Grenada.

Women have achieved positions of prominence in the parliamentary life in Grenada, including serving as President of the Senate, the upper House of Parliament. Female Presidents of the Senate included the Honourable Margaret Neckles, Leslie Ann Seon and Joan Purcell in the last five terms of Parliament from 1990 to 2013. Appointments of women have also been made continuously to the Senate.

Grenada had one woman serving as Leader of the Opposition, Ms Winnifred Strachan.

The General Elections held in 2008 and 2013 were supervised by two female Supervisors of Elections: Nadica Mclntyre and Judy Benoit, respectively.

**Political and Parliamentary Achievements**

According to the United Nations, Grenada is the only Caribbean country to join the “above-30 per cent” club for the highest electoral gain for women in the world. This is because for the first time, five (5) of the fifteen (15) Parliamentary Representatives (33%) are women, elected for the term of Parliament from 2013.

In Grenada, elections which utilize the ‘first past the post’ system have seen women attaining elected parliamentary seats, the first being in 1952. Although women’s fortunes with the electorate have been mixed from election to election, they have been continuously elected since the 1960s.

In 2003, Gloria Payne-Banfield became the first woman to officially lead a political party, the Grenada United Labour Party, to the polls. Joan Purcell was the de facto leader of a coalition of parties in the general elections held in 1999.

An historic Women’s Parliamentary Caucus was established in 2010 and launched in March 2011. This caucus was led by its first Chair, the then President of the Senate, Honourable Joan Purcell, and was supported in its initial stages by the Centre for Women in Leadership (“CIWIL”). CIWIL works with women leaders in politics in the Caribbean region and is funded by UNWOMEN, OAS and the Commonwealth Secretariat.
Women in the Legal Sector

There are a considerable number of female lawyers and an increasing number of female Judges presiding in Grenada and the OECS sub region since 1995. However, the pinnacle of these achievements by women in the legal sector was realised in 2012 when Dame Janice Pereira was appointed the Chief Justice to the Eastern Caribbean Supreme Court.

Celia Edwards QC became the first Grenadian female Queens Counsel to be appointed by her Majesty Queen Elizabeth in 2008.

The current Chief Magistrate of Grenada, Tamara Gill, heads a complement of six Magistrates, comprised of four women and two men. Currently, all Registrars of the Supreme Court are women.

Women headed Public Commissions and Tribunals

Over the last ten years, the Public Services Commission has been successively headed by Justice Monica Joseph (retired, now a Dame) followed by Dr. Cecile La Grenade (now Her Excellency and a Dame) and Gloria Payne-Banfield (MBE).

Dame Justice Monica Joseph now serves as the Chairperson of the historic anti-corruption Integrity Commission which commenced operations in 2014. Many State Boards Commission and Tribunals have been headed by or include women.

Women in Public Administration

Progressively, women are represented by a critical mass in the public service at supervisory and managerial levels. Repeatedly, women have held the highest office within the public service, Cabinet Secretary, such as Gloria Payne-Banfield, Elizabeth Henry-Greenidge and Gemma Bain-Thomas. The corps of Permanent Secretaries, who supervise respective Government Ministries, are predominantly women. At present, 14 of the 17 Permanent Secretaries are women.

Women in Private and Financial Sectors

In the private sector, many women hold management and supervisory positions. In fact, the current Presidents of the Grenada Chamber of Industry and Commerce and the Grenada Trades Union Council are women. With regard to the financial services sector, women also hold managerial/executive positions, with one of the five local Banks being headed by a woman, Champa Rampersaud-Barnes. Lucia Andall is the CEO of a leading Credit Union, the Public Service Cooperative Credit Union.
Women in Education

Many of the Principals of schools are female. It was opined during the consultative process that in the pre-schools, there is a dominance of female teachers because of the perception that women are nurturers and are therefore attracted to work within that area of education.

3. NATIONAL RESPONSES TO VIOLENCE AGAINST WOMEN AND GIRLS (VAW)

National stakeholders have mounted a united and concerted national response to VAW or gender-based violence (GBV). GBV is identified as a serious societal problem with cross-sectorial impact, given its persistence and the prevalence against mainly women and girls, particularly as it relates to the commission of physical assaults and sexual offences. Sexual offences include: rape and attempted rape; indecent assault; sexual assault; inducing sexual intercourse by force, duress, etc; sexual intercourse with a person under thirteen years; sexual intercourse with a person under sixteen years; sexual intercourse with an imbecile; incest by male; incest by female; sexual intercourse with a step-child, foster child, ward or dependent; procurement and permitting or aiding the defilement of a young female or male.

The protection of women and girls is strengthened by laws addressing GBV, including the Domestic Violence Act in 2010, Child (Protection and Adoption) Act in 2010, and amended provisions of the Criminal Code (2012). Notably, the Criminal Code now recognises marital rape as an offence entitled “rape of a spouse”.

There has been a focus on building the capacities of frontline responders in the fight against gender-based violence with respect to the enhanced delivery of social services, child protection services, policing and justice sector responses, and medical responses.

The Government of Grenada through the MoSDH’s Division of Gender and Family Affairs, which is the national gender machinery, has established the Cedars Home for Abused Women. Further, a Gender-Based Violence Unit (“GBV Unit”) has been established under the Division of Gender and Family Affairs in MoSDH. Apart from the establishment of the protective shelter, housing units have been allocated at government sponsored housing developments for victims of GBV and are utilised from time to time by the GBV Unit for their clientele. Another significant recent achievement is the completion of a nationally owned Strategic Action Plan to Reduce Gender-Based Violence in Grenada, which aims to provide strategic direction to reduce the incidence of all forms of gender-based violence in Grenada. The Plan is expected to be implemented for the period 2014-2018.

The Child Protection Authority (“CPA”), which replaced the Child Welfare Authority, was established in 2011. As a result of the Child (Protection and Adoption) Act, 2010, mandatory reporting on child abuse whether suspected or actual has been enacted. Further, CPA’s work is reinforced by the National Child Abuse Protocol; the operation of an emergency shelter for girls; and the ongoing public education and awareness campaigns. The MoSDH and MoE address other social development issues as it relates to the child’s welfare.
4. ACCESS TO PRIMARY SERVICES PROVIDED BY THE STATE

The universal access to the delivery of primary services including: health care, education and social services are included as Grenada’s laudable achievements for the advancement of women.

i. Primary Health Care

Grenada has been able to meet the threshold of providing universal access to primary healthcare. Although persons have reported experiencing challenges with respect to service delivery from time to time, stakeholders in the consultative process opined that the system provides basic health care at every stage of the life cycle of women.

The Ministry of Health (“MOH”) delivers Community Primary Health Services through the health centres and medical stations. The Community Health Services makes community nursing and doctor’s clinics available to communities across Grenada, Carriacou and Petite Martinique, ensuring access to primary health care by all citizens.

The MoH has an active immunization programme for infants and youth up to fifteen years of age which has resulted in the eradication of indigenous measles and rubella. Community nurses also conduct community outreach vaccination programmes especially in schools to ensure reduction of ‘missed vaccination opportunities’.

The MoH’s National Infectious Diseases Control Unit (“NIDCU”) provides free testing for STIs, including HIV and provides counselling and support for persons living with HIV and AIDS. This work is supplemented by the work of the Grenada Planned Parenthood Association (“GPPA”). Additionally, the Ministry of Health is currently addressing the issue of stigma and discrimination with respect to persons living with HIV and AIDS and mental illness.

The Environmental Health Department is a proactive one, which engages in surveillance, consistent public health advocacy and education focusing on preventative measures. These efforts are augmented with a Health Promotion Department, which promotes public health education and disseminates relevant public health information.

Support and services for the elderly and ageing is provided by the Desk of the Elderly in the MoSDH. The elderly have access to free health care, medication, medical equipment (including wheel chairs and crutches on loan). However, the absence of specific legislation, outstanding Action Plan and lack of elderly specific data, are impacting negatively on national budgeting and planning for the elderly.

In April 2014, “Bedside registration” was launched. This programme was established to ensure that infants are registered following delivery in hospital. This system will help eliminate previous problems of names not being registered in a timely manner.
ii. Education

The literacy rate is currently indicated to be 98%. Grenada has reached its goal of providing equal access of girls to education. This feat was accomplished when Grenada achieved the benchmark of providing free, compulsory universal primary education to all. Free secondary education is accessible by all who qualify.

The Programme for Adolescent Mothers (“PAM”) is subsidised by the GoG. The programme caters for continuing education of female adolescents following delivery of their babies.

There is subsidised tertiary education available to Grenadians at the National T. A. Marrryshow Community College. The University of the West Indies has an open campus facility located in Grenada. Scholarships are available to Grenadian students from the American owned and operated St. George’s University, for a wide range of studies, including the internationally recognised medical training programmes. Further, additional scholarships are available as a result of relations with Cuba, China, Mexico, Morocco, India, the Commonwealth, OAS, etc. Overall these educational achievements, which are inclusive of girls are seen as responsible for contributing to the resulting achievements of women in professional and public life, and ultimately resulting in more women successfully entering the workplace.

5. NATIONAL NGO ACTIVITIES

Another highlighted achievement is the continuing work of Non-Governmental Organisations (“NGOs”) which promote gender equality and human rights and raise national awareness on these issues through the activism, advocacy, public education, programmes and projects. Most Gender Equality organizations and social advocacy activism are either being chaired or led by Women.

Foremost in this regard is the Grenada National Organisation of Women (“GNOW”), which was represented at the Beijing Conference in 1995. GNOW receives a small subvention from Government for its operating expenditure, and its main thrusts include lobbying, advocacy public education, training and capacity building, and direct interventions. Its projects are mainly funded by external funding partners. Through its dedicated work on the ground, GNOW has been responsible for raising national awareness on gender issues and the advancement of women’s rights. GNOW has also collaborated with CIWIL in the delivery of mentorship and empowerment programmes for regional and local women in politics and public life. It is an affiliate of the umbrella organization, the Inter Agency Group of Development Organisation, which focuses on development issues.

The LACC has also made significant contributions to public education, advocacy, provision of legal services for the protection of women’s rights, and programmes for victims and perpetrators of GBV.

Child-centric organisations such as GNCRC and The Grenada Save the Children Development Agency (“GRENSAVE”) have done a lot of advocacy around child rights and protection. The Programme for Adolescent Mothers (PAM) established through the efforts of the GNCRC, provides education for teenage mothers.
CHALLENGES

Challenges include:

- Slow implementation of laws and national policies,
- Attaining a sustained critical mass of women in leadership,

1. **Slow Implementation of Laws and National Policies**

- There has been a passive reporting culture with respect to treaty compliance, which in turn would negatively impact required implementation measures, often prompted by compliance with reporting timelines and entrenched monitoring mechanisms. In fact, Grenada reported to the Committee on the Rights of the Child in Geneva and the Human Rights Committee in Geneva during 2010, after a period of inactivity. In 2012, the first time since ratification of the CEDAW convention, Grenada reported to the CEDAW Committee. Therefore, this was the first time that the CEDAW Committee was able to set benchmarks for compliance with respect to that convention. Further, the state was not represented from the “Capital” but the consolidated Reports were presented by a diplomat who was unfamiliar with much of their contents. Therefore, the hearing process was driven more by the NGO Shadow report presented to the Committee, through the assistance and sponsorship of a UN accredited NGO, IRAW.

- There are no known entrenched treaty compliance national mechanisms. This is indicative of Grenada’s political will to develop a culture of treaty compliance by meeting its reporting obligations. It is expected that this will create awareness for the implementation and observance of rights, which should be demanded and encouraged by all stakeholders including NGOs.

- Legal aid and counselling services are provided by an NGO, with financial support from Government. The services are centralized and are not usually available for witnesses. Though minimal, LACC clients are required to pay fees for services provided.

- Gender neutral language is not universally utilised in existing amended and new legislation.

- There is slow implementation of laws around the areas of gender equality. Existing legislation is not always fully implemented, and is not always utilised in ways which are most favourable to the protection of women and girls.

- With respect to the criminal justice system, the amendments to the criminal code are welcome, but require related revisions to the Evidence Act, Chapter 92, 2010 Revised Laws of Grenada and the inclusion of offences relating to sexual harassment.

- The full implementation of a Family Court and a Family Division of the High Court are required.
- A Draft Sexual Harassment Bill is presently under consideration but a legislative audit is required to address the legislative gaps so that there would be improved protection of women’s rights, and protection of all vulnerable groups from all discrimination.

- The delayed implementation of national policies and plans need to be addressed as a matter of urgency. An approved gender policy remains outstanding. Draft National Policy on Ageing, which includes a gender component, was completed since 2010 have not been implemented. However, there are emerging practices of gender and human rights planning and programming which are beginning to impact social and sustainable development programmes, educational curricula and health service delivery.

- Government subsidies are viewed by most NGOs to be inadequate which is affecting the quality and number of projects targeting women and girls.

- There is no Law Review Committee or such mechanism in place which determine Grenada’s needs, relative to gender issues and indicators. There is no domestication of international treaty obligations into national laws as required following ratification. For example, the obligations under the special measures of the Women’s Convention requiring affirmative action measures and equality legislations after its ratification by Grenada. There is also delay with respect to the implementation of laws, policies and programmes. Examples of this include the Sexual Harassment Bill, and the National Gender Equality Policy. It is also believed, that laws, programmes and policies have not gone far enough to achieve substantive equality.

2. **Attaining a sustained critical mass of women in leadership**

- To some extent there is an “equality illusion” created by the fact that some women do well as illustrated above and can serve as role models or tokens. However, this does not translate to the advancement of women and girls across the board. Despite the achievements of women in public life, there are overarching and real challenges to realising gender equality and women’s equality, advancement and empowerment at all levels of the society.

- Representations of women’s and girls’ achievements may be exaggerated by the seeming underperformance of the male counterparts in the schools.

- It is not fully understood by the policy makers and planners that the CEDAW and other international commitments and obligations require holistic “Gender Mainstreaming”. Therefore, government’s Ministries and Departments have not universally ensured that gender mainstreaming and sensitivity, are being applied in the implementation of national policies, laws, the delivery of education and health services and all social services, safety net programmes, other deliverables and labour issues.
• Structural barriers to women’s involvement in public life are also identified to include: Decisions as to who should hold power in the public/political spheres and private sector still rests with men; the political environment is not a “woman friendly space”; other inhibiting structural issues such as poor access to financing and credit by women; the expected traditional roles of women, by both women and men; and lack of access to child care. Further, in terms of the national security sector, the women Officers of the Royal Grenada Police Force, are notably absent from its most senior positions.

• Despite women’s involvement in the financial and the private sectors, women remain underrepresented on the boards of these institutions. In fact, the sole local Bank has one woman on its Board, which is comprised of nine members.

**MAIN CONSTITUTIONAL, LEGISLATIVE AND/OR LEGAL DEVELOPMENTS IN THE PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN**

(a) Grenada’s legislative agenda is indicative of the political will of the State to honour its commitments under the International UN Covenants which it ratified, as borne out in its national constitution. Therefore, the domestication of international treaties, conventions and agreements by passage of national laws of Grenada, give them effect and meaning subject to the constitution of Grenada. However, there has been failure of successive constitutional reform processes to address the domestication of Grenada’s international obligations by the inclusion of a legal mechanism which allows for the automatic reception of international conventions and agreements which are ratified.

(b) There were pre-existing national laws which enabled and protected women and girls prior to 1995. These included the Constitution of Grenada (1973) and The Criminal Code Cap 1 (1990 Continuous Revised Edition).

(c) After 1995 there was the passage of legislation which positively impacted the realisation of the equality women and girls, including: The Labour Code (1999) which was informed by the fundamental, governance and technical ILO Conventions. The Labour Code provides for maternity leave with pay and this is supported in implementation by the National Insurance Scheme. There is a Minimum Wage Order under section 52 Part VII of the Employment Act, Chapter 89, 2010 of the Continuous Revised Edition of the Laws of Grenada.

(d) Grenada has become a model country for the implementation of the OECS Family Law and Domestic Violence Project, intended to review laws governing families and children. As a result although Grenada had an existing Domestic Violence Act, this was repealed and the Domestic Violence Act Chapter 84, of the 2010 Continuous Revised Edition of the Laws of Grenada, was substituted. The Child (Protection and Adoption) Act, Chapter 44A, of the 2010 Continuous
Revised Edition of Laws of Grenada and the Juvenile Justice Act were also passed arising out of the model Family legislation provided by the Project.

(e) Amendments were also made to the Criminal Code, now cited as Chapter 72A, of the 2012 Continuous Revised Edition of the Laws of Grenada with respect to equality of the application of provisions for sexual offences against girls and boys, spousal rape and trafficking in persons and prostitution.

(f) Given the harmonised approach to reform, one of the laws which remains in place that may be debateable is in the provisions of the Criminal Code on abortion/termination of pregnancy. However, Grenada being a State in which religious values are prioritised, it is unlikely that these provisions will be addressed in the near future.

(g) The approximate share of the national budget that is invested in the promotion of gender equality and the empowerment of women was not specifically identified in the national budget. Disaggregated expenditure under this Heading is subsumed in global sums and Estimates for expenditure in the areas of Social Development, Health and Education. For example the 2014 National Budget contained a section headed empowering our people.

(h) The mechanism that is in place for regular dialogues between Government and civil society is the Stakeholder Panel. GNOW is an institutional member of that Panel. Further, the current UNTF Project involves the participation of GNOW, LACC and other NGOs in its implementation.

(i) There are no known main cooperation initiatives specific to the implementation of the Beijing Platform for Action processes.

(j) The MDGs have not directly facilitated or strengthened the implementation for the Beijing Platform for Action thus far as there has been no programmatic link between the two processes.
SECTION 2: PROGRESS IN THE IMPLEMENTATION OF THE CRITICAL AREAS OF CONCERN OF THE PLATFORM FOR ACTION SINCE 2009

This section of the Review addresses the critical areas of concern for Grenada within the themes of the Beijing Declaration and Platform for Action, namely:
- Women and Poverty
- Education and training of women
- Women and Health
- Violence Against women
- Women and armed conflict
- Women and the economy
- Women in power and decision-making
- Institutional mechanism for the advancement of women
- Human Rights of Women
- Women and the media
- Women and the Environment
- The girl-child

1 Women and Poverty

The Vulnerability Assessment and Mapping Report prepared for the Government by Dr. Ballayram in December 2013, refers to data from the Grenada Country Poverty Assessment Report (2008), and the 2013 population census survey report. It indicated that, of all persons employed in Grenada at the time the survey was taken, 37.7% were poor. The table below depicts the level of vulnerability by the districts, livelihoods, population and food insecurity vulnerability.

Table 1: Level of vulnerability to Food Insecurity

<table>
<thead>
<tr>
<th>Districts</th>
<th>Vulnerable Livelihoods</th>
<th>District Population</th>
<th>Persons Who are Vulnerable to Food Insecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Andrew</td>
<td>• Farmers</td>
<td>26503</td>
<td>15875</td>
</tr>
<tr>
<td></td>
<td>• Fisher folk</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. George</td>
<td>• Fisher Folk</td>
<td>38251</td>
<td>18513</td>
</tr>
<tr>
<td></td>
<td>• Farmers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Working poor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. Patrick</td>
<td>• Fisher Folk</td>
<td>10503</td>
<td>7531</td>
</tr>
<tr>
<td></td>
<td>• Farmers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Working poor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. David</td>
<td>• Farmers</td>
<td>12877</td>
<td>5730</td>
</tr>
<tr>
<td></td>
<td>• Working poor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. John</td>
<td>• Fisher Folk</td>
<td>8466</td>
<td>4377</td>
</tr>
<tr>
<td></td>
<td>• Farmers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. Mark</td>
<td>• Fisher Folk</td>
<td>4406</td>
<td>3062</td>
</tr>
<tr>
<td></td>
<td>• Farmers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>101,006</td>
<td>55,089</td>
</tr>
</tbody>
</table>

Source: Vulnerability Assessment and Mapping Report, 2013
The 2008 CPA had reported that nationally 2.4% of the population were indigent (food poor), 37.7% were absolutely poor (i.e., could not meet both their food and non-food needs), and 14.6% were vulnerable (i.e., were not poor or indigent at the time the assessment was conducted, but were at risk of falling below the poverty threshold). 52.3% of the population were at risk of being vulnerable, poor or indigent. Further, the population at risk is used as a proxy of vulnerability to food insecurity. It was determined that poverty varied from parish to parish.

It is reported that Grenada has the highest recorded percentage of women-headed households among the OECS member states and that females are also more likely to be unemployed than males. More favourably, economic progress has been made over all, as a result of equal opportunity of access to education resulting in an increased number of women entering the workforce. Many are now gainfully employed and in a financial position to maintain their families, as well as make meaningful contributions to national economic development. This indicates that the traditional structural barriers to women’s empowerment are being dismantled with the gains achieved in the fight against poverty.

However, these gains are challenged by the relative invisibility of women's/girls’ economic and social hardship which remain an area of concern. Such hardships are often hidden in the home and family (e.g., teenage pregnancy, single parenting, female household headship, poverty, dependence on men for economic support and child maintenance, gender-based violence, transactional sex, etc.).

Women are also at risk of intersecting discriminations which are exacerbated when they are poor, rural, teenaged, disabled, under-educated and tested positive for HIV. Women live longer than men. However, noting that women are predominant in the public sector, another impediment faced is that there are no pensionable benefits for persons who commenced work in the public sector after April 4, 1983. These aforementioned factors contribute to the feminisation of poverty.

However, national stakeholders opined that there exists an ‘attitudinal or mental poverty’ to be addressed. Though services exist to assist poor persons, these services do not always reach the targeted populations, because some persons are unwilling to access these services and resources provided by the safety net programmes. Further, some women use poverty as an excuse to be involved in inappropriate sexual relationships and also encourage their girl children to be involved in inappropriate/illegal sexual relationships. They rely on men for economic subsistence and may even offer sexual favours to multiple partners in exchange for money, clothing, food etc. There is now a prevalence of transactional sex acts as identified by national stakeholders of this Review. The resulting opinion is that some women seem to lack the wherewithal to provide for themselves and this type of lifestyle leads to further challenges with respect to the maintenance of children, sexual and reproductive health, etc. As a result of these socio-economic conditions, sexual harassment is reportedly prevalent in the workplace of both the public and private sectors, as well as in the delivery of services.

In response to issues of poverty, the Government of Grenada has undertaken many initiatives/programs which aim to alleviate poverty. These include the continuing “SEED” program, a collation of three safety net measures intended to address human capital investment among vulnerable groups, including women since January 2012.

NGOs like NEWLO and GRENCASE, and to a lesser extent, GNOW, whose projects aim to bolster Government led training programs, undertake “Empowerment” Programmes to empower persons, including women, by giving them the tools and the know-how to improve their lives. Also, their vocational training programmes prepare youths for the world of work. These programs would address the “dependency syndrome” occasioned by the receipt of hand outs.

One of the current programmes of the Division of Gender and Family Affairs, MoSDH, is the training of unemployed and under-employed women in technical, business and life skills, facilitated by NEWLO.
Rural Women

The highest unemployment numbers are found among women living in rural areas, including the parish of St George. However, rural women located in those areas can access social security benefits once their needs are evident. Government projects, such as the Grenville Market Development, Agricultural Feeder project and the Market Access and Rural Enterprise Projects are expected to provide employment or facilitate employment opportunities in specific parishes and rural communities along with “de-bushing” programs. Women have the opportunity to access these projects and it is expected that they will positively benefit from their involvement.

There is no impediment to women owning land in Grenada, but women tend to score poorly with respect to access and ownership to land in Grenada, mainly due to failure to pursue obtaining land titles or because they are working on shared ancestral lands.

There are some challenges to women generally accessing credit. However, despite the aforementioned, rural women have equal access to all primary services and reportedly, express general satisfaction with the quality of their lives.

Vulnerable Populations

Generally elderly women who are an indicative vulnerable group are reportedly well treated in their communities. Since 2013, the MOSDH has doubled the number of geriatric caregivers who attend to elderly persons in their homes. Notwithstanding, some stakeholders at the BFPA Beijing+20 opined that more had to be done, as the elderly were somewhat not adequately served in terms of specialised geriatric health care and social security benefits. The Desk for the Elderly member of staff advises that there has been ongoing training being provided for geriatric caregivers.

A national Policy on the Aging has been adopted since 2012 addressing inter alia the need for caregiving services to the elderly who are indigent. Building capacity and developing an action plan for the full implementation of the Policy are critical next steps.

It is opined by the stakeholders in the consultative process of this review, including the representatives of the Grenada Council for the Disabled, the CPA and the GNCRC, that there has been the inadequate provision of health care services by the State, for persons living with disabilities, including children. This is illustrated by the case of a young man under the protection of the CPA who is disabled, but would not be accepted by the children’s homes and is eventually housed in a home for the aged. However, stakeholders and users generally have confidence in the national health care delivery.

Government Programs focusing on Empowerment

Government programs have sought to address the challenges of poverty as a response to the need to engage vulnerable groups in economic activities.

The “SEED” program and similar programs described above are available to rural women. The Grenville Market Development Project, the Agricultural Feeder Roads project and the Market Access and Rural Enterprise Project (MAREP) are intended to target rural populations, including women. The
Chairman of MAREP, Jennifer Alexis indicated during an interview for this Review, that the MAREP Program is being re-launched and has received development funding primarily for agricultural development from the CDB, which is funding the "soft loan" for a period of six (6) years. The project has already progressed for three (3) years and is intended to stimulate economic activity through targeting the most vulnerable in society in order to alleviate poverty. It is expected to encourage community organisation, community development, youth business development, micro credit and make grants.

Stakeholders in this review process do opine that the existing safety net programs somewhat address the needs of poor and rural women. However they do not believe that financial support alone is sufficient, but that other support systems are needed. Data is not readily available to determine the extent to which these programs are having the desired effect.

2 Education and training of women

Grenada’s has a literacy rate per total population of approximately 98%. There is free primary and secondary and subsidised local tertiary education. School books are made available to all students at the primary and secondary levels. Support for uniforms is provided to those in need.

The Education Act enshrines the protection of universal primary access to education for girls and boys. Section 3 (f) expressly provides that it is a goal of the Act, to promote the principle and practice of gender equality. The Act sets the tone for Grenada’s success in this regard.

The Education Statistical Digest published by the MoE in 2010, highlighted up to that time, that the enrolment in Primary Schools had significantly decreased by 46.4% from 1995/96 to 2008/09 and by 37.5% from 2000/01 to present at a decline rate of 4.2%. Boys account for 52% of the total enrolment in 2008/09, reflecting the population distribution. However, it was noted, that the said decrease “is a deliberate policy of the Government, as it endeavours to achieve Universal Secondary Education.

There were seven hundred and twelve (712) teachers at the primary level (765 in 2000/01) of which 79% are females (76% in 2000/01). Female teachers have dominated the primary schools over the past fifteen (15) or more years. Seventy percent (72%) of the primary teachers were trained. Of these trained teachers 78% of them are females. However, the pupil/teacher ratio was indicated to have decreased from 25:1 in 2000/01 to 17:1 in 2008/09.

Grenada has three (3) Special Education Centres on the island with a total enrolment of one hundred and nineteen (119) students of whom 57% were females. The three (3) main areas of disabilities were identified as: hearing impairments, visual impairment and mentally challenged. There were twenty-one (21) teachers of which eleven (11) are trained and a student/teacher ratio of 6:1.

The Digest’s statistics also provide information Secondary enrolment in 2008/09 was 10,181 of which 51% were girls. Secondary enrolment has been more or less constant from 2000/01 to present. In 2008/09, 65% of the country’s 12-16 year olds were enrolled in secondary schools. Dropout rate was 2.0%, with boys being 0.9% and girls’ figures at 1%. Also, it has been reported that there is significant increase of female students pursuing secondary and tertiary education and graduating from both levels of academic institutions.

The following tables indicate the levels of enrolment for male and female students in primary and secondary schools, 2006-2012.
TABLE 2: **Enrolment in Primary Schools by Sex: 2006/07 – 2011/12**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>MALE</th>
<th>FEMALE</th>
<th>TOTAL</th>
<th>% MALE</th>
<th>% FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>7124</td>
<td>6357</td>
<td>13481</td>
<td>52</td>
<td>48</td>
</tr>
<tr>
<td>2007/08</td>
<td>6615</td>
<td>5951</td>
<td>12566</td>
<td>52</td>
<td>48</td>
</tr>
<tr>
<td>2008/09</td>
<td>6237</td>
<td>5713</td>
<td>11950</td>
<td>52</td>
<td>48</td>
</tr>
<tr>
<td>2009/10</td>
<td>6584</td>
<td>5899</td>
<td>12483</td>
<td>52</td>
<td>48</td>
</tr>
<tr>
<td>2010/11</td>
<td>6091</td>
<td>5583</td>
<td>11674</td>
<td>52</td>
<td>48</td>
</tr>
<tr>
<td>2011/12</td>
<td>5846</td>
<td>5606</td>
<td>11552</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>


TABLE 3: **Participation in Secondary Schools by Sex, 2006/07-2011/12**

<table>
<thead>
<tr>
<th>YEAR</th>
<th>MALE</th>
<th>FEMALE</th>
<th>TOTAL</th>
<th>% MALE</th>
<th>% FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006/07</td>
<td>4681</td>
<td>5264</td>
<td>9945</td>
<td>47</td>
<td>53</td>
</tr>
<tr>
<td>2007/08</td>
<td>5001</td>
<td>5345</td>
<td>10346</td>
<td>48</td>
<td>52</td>
</tr>
<tr>
<td>2008/09</td>
<td>4981</td>
<td>5190</td>
<td>10171</td>
<td>49</td>
<td>51</td>
</tr>
<tr>
<td>2009/10</td>
<td>5003</td>
<td>5149</td>
<td>10152</td>
<td>49</td>
<td>51</td>
</tr>
<tr>
<td>2010/11</td>
<td>5001</td>
<td>5199</td>
<td>10200</td>
<td>49</td>
<td>51</td>
</tr>
<tr>
<td>2011/12</td>
<td>5210</td>
<td>5165</td>
<td>10375</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>


Access to continuing education for teenage mothers is provided by the State-supported Program for Adolescent Mothers (PAM). The program provides both educational and vocational skills for students and has been very successful. The related issue of adolescent pregnancy among the young female population, who are legally entitled to a continued education, has thus been addressed in a limited way, providing educational opportunities for a small proportion of adolescent mothers.

The access of youth to the information highway is facilitated by the regional Eastern Caribbean Telecommunications Authority (ECTEL). Vocational training is provided by the national school curriculum. Training for older women is organised by NGOs which supplement skill training needs, and many courses are provided by ICT companies in the private sector.

3 **Women and health**

Grenada’s national health expenditure is approximately 7.1% of GDP. Grenada has achieved free primary health care with no apparent impediments to users, who enjoy equal access to basic health care offered by the State, including rural women.
Pre and post natal health care, delivery (birthing), and general maternal health care are services offered by the health care system. Users and stakeholders find these services generally adequate and are confident in the system given Grenada’s low maternal and infant mortality rates.

Data collection from health clinics and the General Hospital indicate that Grenada’s maternal mortality rate is 0% in the period under review, according to Grenada’s ICPD Report 2014. Grenada has also fulfilled its obligations under Millennium Development Goal number 4 to: Reduce Child Mortality by effectively reducing by a projected two thirds, the under-five mortality rate. According to the said IPCD Report, infant mortality rate has ranged between 19.6 – 21.5 deaths per 1000 births.

3.1. Family Planning

There are available family planning services though the national health centers, with free advice given to women at clinics which are located in each parish. However, this seems to be restricted to women who specifically seek out these clinics or who already have children. There is no known national awareness program being carried out by the Ministry of Health.

The Grenada Planned Parenthood Association (“GPPA”), is not well subsidized by the government, but is funded by the IPPF, and sales of contraceptives are at a subsidized cost by the IPPF. The GPPA has offices in two parishes only. Presently, the organization carries out community awareness on contraceptive products in shops through advertisements and leaflet distribution. Free and/or appropriate services are available for pregnant, pre and post natal care. There are reportedly occasional shortages of contraceptives at government clinics which then cause additional strain on GPPA’s limited resources.

However, transactional sex and other risky sexual behaviours, including among the vulnerable population of adolescent girls and women, is believed to have implications for the spread of sexually transmitted diseases as evidenced by the statistics.

3.2. Termination of Pregnancy

There is prevalence of teenage pregnancy amongst young girls. Given that the age of consent is sixteen, the national support services does not routinely assist with contraceptive methods and support below that age. However, the GPPA does provide counselling to women and girls of all ages. Stakeholders believe that one of the contributing factors to teenage pregnancy is inadequate access to sexual reproductive health services and products; and inadequate comprehensive sexuality education. The issue of unsafe abortions now warrants further investigation by an impending data team of the GPPA, following reports that females are repeatedly presenting at the Accident and Emergency Units of the Hospitals due to incomplete abortions.

3.3. HIV and STIs

The health care system also responds to persons requiring treatment for STIs. Since 2009, NIDCU recorded that this number totalled 590 females as compared to 157 males.

NIDCU also confirmed that the number of persons living with HIV since 2009 totalled 52. The highest number of persons so infected is in the 25-34 age group with seventeen (17) females, followed by the
15-24 age group: with thirteen (13) females. It is noted, that there were two (2) women over age 65, who were living with HIV.

There is also increasing concern about tropical disease epidemics. For example, Grenada experienced two dengue epidemics. In 2000, there were 323 reported cases and there were 115 cases in the first nine months of 2010.

4 Violence against Women (VAW)

Many of the problems around GBV faced by women and girls in Grenada have their genesis in socio-economic realities and entrenched social norms. Due to the inherent normative values which exist in Grenada, women and girls are subsequently predisposed to experience gender based violence. This issue has received national attention as several activities aimed at increasing response services and promoting prevention have been undertaken.

A Case Study of the Period 2010 to 2012 “Advancing the Legislative and Policy Framework to Combat Gender-Based Violence in Grenada” is attached as Annex 6.

The prevalence of domestic and intimate partner violence resulting in murder has directly impacted women, with the CRO recording one report of a female murdering a male partner in the period under review. There was a lull of female fatalities arising from murder from 2009 to 2011, coming after the period 2005 - 2008, when eight (8) women were reported to have been murdered as a result of GBV. However, the lull in fatalities was shattered by the reported murder of a 53 year old woman in July 2011 by a younger man with whom she was believed to have had a relationship. The CRO has indicated that in 2012, there were four murders of women and one in 2013 due to violence by a current or past intimate partner.

4.1. Summary of perceived causes

Some of the contributing causes as indicated in the research for the Strategic Plan to End Gender Based Violence prepared by this consultant identified contributing factors to GBV:

- Generational behaviour which was violent and became learned behaviour through the family and society’s generational cycles, resulting in a culture of systemic violence against women and girls
- Inherent vulnerabilities of females, children and the disabled in the Grenadian society;
- Circumstances of poverty
- Cultural acceptance of sexual harassment of females
- Incidence of teenage pregnancies
- Poor parenting skills.

Given that GBV is prevalent, the Government of Grenada approach is one of a national response to the issue. This is highlighted by the efforts of the MOSDH and their cross sectoral training for service providers and advocates. This is further illustrated by the monthly collection of data by the CRO allotting separate reporting columns for Domestic Violence reports in the monthly returns. Reporting
now requires the recording of information on the perpetrator and victim, including the apparent causes, for example whether drugs, alcohol or weapons was involved.

One of the entrenched social norms which has been identified as a social problem is the ‘Sugar Daddy’ syndrome, an expression that has been coined by a member of the CRC Committee in Geneva, refers to the prevalence of relationships between older men and under-aged girls. Stakeholders in this national review process have reported that there is a high incidence of older men having relationships with younger girls in the 13 - 14 year age group.

Social behaviours which exacerbate the incidences of VAW now referred to GBV include:

- Entrenched religious and cultural patriarchal norms and practices which is reflected in how women and men accept and enforce prescribed gender roles
- Prevalence of visiting relationships by successive male partners, who financially contribute to homes and children of the family
- Decline of the extended family model which is being replaced by the nuclear and single-parent family models
- Increased socio-economic mobility of women can lead to violent acts against them by less qualified and/or resentful intimate partners

There are also many challenges and impediments in addressing, preventing and managing gender-based violence. For example:

- Based on the cultural norms within certain communities, victims of gender-based violence are reluctant to prosecute their perpetrators
- Though male leaders are generally sympathetic to the issue of child sexual abuse, they are not as sympathetic to gender based violence against women
- Religious, social and sexual norms sustain the dominance of men, submissiveness of females and the taboos and secrecy around the problem of sexual violence, including sexual harassment and domestic violence
- Extra-legal measures are sometimes employed to deal with reports of gender-based violence by victims, families and some responders

4.2. National Responses

The main response to GBV on the part of the state actors is led by the MoSDH under the Division of Gender and the GBV Unit. The Police and MoH are also involved in the national response to GBV. The Child Protection Authority has been created for the protection of children in Grenada. The GNCRC’s response focuses mainly on children, responding to the prevalence of child sexual abuse and wider abuse against girls and boys.

Grenada in collaboration with the OECS was part of a pilot project which saw the passage of family based legislation which included the Child Protection and Adoption Act 2010 came into force on May 16, 2011; the Domestic Violence Act 2010 Chapter 84 of the 2010 Revised Laws of Grenada; and meaningful amendments were also made to the Criminal Code Chapter 72 A 2010 Revised Laws.

Mandatory Reporting is provided for in Section 327 of the Child Protection and Adoption Act 2010. This section requires all medical practitioners, hospital administrators, principals and teachers, social workers, owner/operators of child care services, guidance counsellors and employers to report to the authorities any incidences of children in need of care and protection to discharge their duties of care under the Act. The CPA carries out joint child protection and criminal investigations with the RGPF respectively.

Components of a National Strategic Plan to End Gender Based Violence are being implemented, though official adoption is pending. Adoption will lead to implementation.

A three year United Nations Trust Fund to End Violence received approved funding of approximately $1.8 million EC, which was allocated to Government of Grenada for a project entitled “State Response to End Violence Against Women” Legislative Policy Reform Implementation Program.

The project is being implemented by the MoSDH. The project is expected to advance the mechanisms, services and the social climate needed to effectively implement the laws addressing violence against women, strengthen the multi-disciplinary response to violence against women, encourage victims, their families and provide the public access to services based on awareness of the laws etc. Also, the project is expected to promote cultural intolerance for violence against women and girls.

The Ministry established the Cedars Home for Abused Women and their children 1999, which continues to be in operation. In May 2003, the MoSDH established the Domestic Violence Unit, which was renamed in 2013 to the Gender-based Violence Unit (GBV Unit) to signal that the Unit responds to all forms of GBV. Its current mandate focuses on domestic violence (intimate partner violence) and sexual abuse.

Standard Operating Procedures (SOP) for the GBVU and MOSD were approved and implemented in 2013. This will systematize responses to GBV within the Ministry. An intervention programme on sexual violence, “Sexual Assault Response Guide”, was approved and staff trained for testing and implementation. An empowerment programme for domestic violence victims, “Programme for Women’s Empowerment and Resilience” has been reviewed and is ready for piloting. Standard Operating Procedures for the health sector are being finalized and, upon implementation, this will act as the guide for health care responses to GBV.

The NGO Community has significantly buttressed the efforts of frontline responders of the State machinery, including the MoSDH, RGPF, and the MOH in the fight against GBV. However, it has been noted that NGOs approach to advocacy is reactive rather than proactive.

UN WOMEN has also directed funding for projects undertaken by the Government and NGOs, which are concerned directly or indirectly with issues of gender-based violence in Grenada. There has been concerted effort in terms of training for capacity building. GNOW’s existing advocacy programmes and campaigns, literature and curriculum agencies such as ‘Drawing the Line against Sexual Harassment’, the Support Network for Women Experiencing Gender Based Violence project; and the collaborative National Domestic Violence and Sexual Abuse Protocol for Grenada undertaken in collaboration with the Ministry of Social Development and Housing. Government and NGO partners team up annually for the 16 Days of Activism commencing on International Day for the Elimination of Violence against

The Legal Aid and Counseling Clinic’s (“LACC”), directly interfaces with victims of gender-based violence, both males and females. LACC has implemented several programs which are geared at combatting repeated violence and victimization, including a ‘Man to Man Programme’ which is a 16-week programme that targets men who are before the Magistrate’s court, accused of committing domestic violence. This program has been recognized as a best practice and has now been piloted in 6 other regional countries and has had reasonable success in assisting the participants to overcome their problems with violence in particular partner violence. LACC also implements a 10 week “Changes” program which targets women who have been victims of gender based violence.

The GNCRC which is primarily an advocacy and lobby coalition for the rights of the child has identified that greater emphasis should be placed on the young females primarily given the reported prevalence of child sexual abuse and the consequences of its incidence. GNCRC has also lobbied around constitutional reform, gender equity, mandatory reporting with respect to sexual abuse and law reforms relative to discrimination issues.

4.3. Sexual Violence

Crime statistics on Sexual Offences for the period 2000 - 2011 released by the RGPF determined that the composite sexual offences of indecent assault, rape, incest, unlawful carnal knowledge and defilement of a female amounted to 1585 were reported to the Police, and 1192 were detected.

Data currently available for 2009 - 2011 obtained from the Accident and Emergency Department of the General Hospital reveals that for that period, there were 78 reported victims of alleged sexual abuse.

Since 2011, representatives of the DPP’s Chambers have reported that cases of sexual offences heard by the High Court’s takes up at least one third of judicial time. At a 2011 sitting of the Criminal Assizes, of 115 cases which were listed for hearing by the Criminal Assizes, 32 were matters concerning sexual offences. In fact, for the January 2014 term of the Criminal Assizes, the court heard approximately 100 cases, 38 of which were sexual offences. Of these, four (4) were rape cases for which the courts meted out sentences.

However, it can be concluded that Grenada, with the cross-sectoral responses mounted to meet the challenges of the persistent problems of GBV, has made significant headway in confronting sexual violence.

5 Women and Armed Conflict

Grenada has remained peaceful with no internal or external military threats or conflicts in the period under review,

6 Women and the Economy

There are no known legal impediments or express discriminatory practices around employment opportunities. However, there are many anecdotally reported cases of sexual harassment in the work
place and division of labour based on sex is evident based on statistical records. There is no longer legal discrimination against women on the basis of marital status or maternity.

The increased number of women in the labour force may have in fact re-defined their roles in society, so that they are no longer the supplementary wage earners in the average Grenadian household, but have become the major financial contributors to such households, especially where they are the single heads of households. However, women’s participation in the labour force is still lower than men’s (particularly in Carriacou and Petite Martinique).

Equality advocates are concerned about the gender gap with respect to equal pay for work of equal value. The new Minimum Wage Order is expected to assist in addressing this inequality, especially for women at the lower levels of the employment scale, but there is no available data on the implementation of this Order. This gap may also be closing as more women are entering employment and independent professions such as the legal and medical professions.

Stakeholders also opined that inadequate provision of child care facilities is an impediment to women’s full involvement in the economy.

Hurricanes Ivan and Emily hit Grenada in 2004 and 2005 respectively, and had devastating effects on agricultural crops and the livelihoods of women farming lands and working in processing stations in rural areas.

This also resulted in a significant negative socio-economic impact which preceded the global economic downturn of 2008, resulting in increased economic debt for Grenada. The downturn in the global economy further affected the tourism industry, which gives direct and indirect employment to a large percentage of women, resulting in the loss of jobs or irregular work. As an example, the Carnival Cruise ship line has only just announced its return to Grenada since the passage of Hurricane Ivan in 2004.

There was also a reduction in the export of products from the agricultural sector reportedly linked with World Trade Organisation arrangements and a reduction in global demand. This, in turn, would have reduced jobs and income of rural women. However, there was some evidence of resilience and adaptability to external shocks. The Fisheries and non-traditional crops and export sector are presently showing favourable opportunities for economic growth.

Following the global economic downturn, further hardships would have been experienced by Grenadian families as a result of the reported reduction in remittances sent by family members living in the diaspora, which meant less disposable income and reduced purchasing power for Grenadian families. These economic circumstances continue to challenge the Grenadian economy as it enters into a structural adjustment program that commenced in 2014.

Generally, the economic outlook for Grenada in the context of structural reforms may not appear immediately promising. Traditional sources of donor and grant financing from traditional sources are scarce. Preferential trade arrangements are uncertain with respect to traditional crops such as bananas, resulting in a shift to other non-traditional agricultural crops. Therefore, national economic responses will need to address macroeconomic conditions and light manufacturing, tourism related and service oriented, value added endeavours require environmental policies.

Government has particularly focused on engaging youth with respect to enter the economy by providing training and subsidising on-the-job training with host employers. Programs began in 2009 and ended in early 2013 including Grenada Upliftment Program, Grenada Skills for Inclusive Road Programs. It has been reported by the Ministry of Youth that that 90% of the youth who participated in these programs up to early 2013, were female. More recently, following the 2013 national elections, the new Government has implemented a New Imani Program to continue the previous programs.
The right to work is hindered by high unemployment especially in rural communities. Efforts should be made by the State, to ensure job creation and skills training to ensure that the persons can make a reasonable living being self-employed. National economic policy responses must be sound, as delayed responses, infrastructural, economic and tax reforms seem to have set back economic recovery. The policies which do in fact address fiscal adjustment, focused on curbing current spending and widening the revenue base, commencing with the introduction of a Value Added Tax in 2008, and increased taxation imposed in 2014. The “Home Grown program” is expected to maintain space for infrastructure spending, social safety nets and bolstering economic competitiveness.

However, individual Grenadians, especially women, should be encouraged to use their own initiatives which will be critical in maintaining economic stability of households and which in turn, will realise national economic growth stability, growth and job creation. It is hoped that the equality advocates will collate around these areas of advocacy. Therefore, by extension, investor confidence, improved investment climate and sustainable development goals will be realised.

Women reportedly experience difficulty in accessing financial resources and credit from lending institutions to start or expand small business initiatives. However recently, approximately 240 have reportedly registered small businesses. This indicates that women are becoming more business oriented and are taking the initiative to create income earning opportunities for themselves.

7 Women in Power and Decision Making

Women have taken seats in the House of Representatives. The country is currently ranked 28 out of 147 democracies in the Inter-Parliamentary Union’s world classification, thus showing the highest ranking in the English-speaking Caribbean, according to the Inter-Parliamentary Union world classification.

The period following the 2008 national general elections saw the prior numbers of women elected to the House of Representatives decline from four (4), to only two (2) elected female representatives being elected in the 15 seat House of Representatives, one female for each parliamentary party. There were only three female Ministers of Government, two of whom were nominated Senators in the Upper House.

However, since the February 2013 national elections, female constituency representatives competing in a ‘first past the post’ electoral system won 5 out of 15 seats in the House of Representatives, or 33.3% of the seats. Presently, only 15.4%, that is 2 out of 13, appointed senate seats are held by women. Therefore, although a critical mass of women representatives has been achieved in the Lower House of Parliament, it is yet to be translated as an achievement in the Senate.

GNOW has partnered with the Caribbean Institute for Women in Leadership (“CIWIL”) aimed at politically educating, training, mentoring and empowering regional and local women in politics and public life, including youth.

The corps of Permanent Secretaries who supervise respective Government Ministries are predominantly women. At present, 14 of the 17 Permanent Secretaries are women.

Grenada has recently commenced operations of its Integrity Commission which aims to identify and end corruption through a process of mandatory declarations from a sweeping breadth of public officials.
and public officers and Heads of Statutory bodies. The Commission is currently chaired by Dame Justice Monica Joseph.

The powerful Trade Union Congress is currently headed by a woman, Madonna Harford. However, the leadership of trade unions remain largely male dominated.

8 Institutional mechanisms for the Advancement of Women

The Division of Gender and Family Affairs of the MoSDH is the national gender machinery for the advancement of women. However there is observed a diminishing of the status of the machinery as it has moved from being a Ministry in the Ministry of Works, Communications, Public Utilities and Women Affairs, to a Division within the MoSDH, moving from an emphasis on women’s affairs to a focus on gender affairs, subsumed in the wider thrust of social development. As this Division evolves to meet the nation’s gender needs, it will require specific definitions, programs and policies with respect to issues of sex and gender, capacity building and related cross sectoral support. Below is an excerpt on the status of the establishment, budget and personnel allocated for the operations of this institutional mechanism.


<table>
<thead>
<tr>
<th>YEAR</th>
<th>MINISTRY TITLE</th>
<th>RECURRENT BUDGET</th>
<th>CAPITAL BUDGET</th>
<th>STAFFING (ESTABLISHED)</th>
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<td></td>
<td></td>
<td>EC $</td>
<td>LOCAL EC $</td>
<td>GRANT EC $</td>
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<tr>
<td>1996</td>
<td>Ministry of Works, Communications, Public Utilities and Women’s Affairs</td>
<td>‘96 - 0</td>
<td>0</td>
<td>0</td>
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<tr>
<td></td>
<td></td>
<td>‘98: 386,987</td>
<td>280,284</td>
<td>33,321</td>
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<td></td>
<td></td>
<td>‘99: 379,706</td>
<td>510,000</td>
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<tr>
<td>2001 – 2003</td>
<td>Ministry of Tourism, Civil Aviation, Gender &amp; Family Affairs and Social Security</td>
<td>‘01: 791,808</td>
<td>225,000</td>
<td>75,000</td>
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<tr>
<td></td>
<td></td>
<td>‘02: 763,008</td>
<td>315,000</td>
<td>0</td>
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<tr>
<td></td>
<td></td>
<td>‘03: 717,924</td>
<td>215,000</td>
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<td></td>
<td></td>
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<tr>
<td>2004 to present</td>
<td>Ministry of Social Development</td>
<td>‘04: 743,303</td>
<td>310,000</td>
<td>5000</td>
</tr>
<tr>
<td></td>
<td>(Note: merging of the Ministry of Gender and Family Affairs and the Ministry of Social Services, Housing and Social Security to form)</td>
<td>‘05: 782,397</td>
<td>100,000</td>
<td>49,000</td>
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<td></td>
<td></td>
<td>‘06: 831,792</td>
<td>100,000</td>
<td>9000</td>
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<td>‘07: 976,098</td>
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<td>‘08: 731,926</td>
<td>285,000</td>
<td>106,000</td>
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<td>‘09: 793,650</td>
<td>351,000</td>
<td>0</td>
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<td>‘10: 893,576</td>
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<td></td>
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<td>‘11: 941,336</td>
<td>70,000</td>
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<td></td>
<td></td>
<td>‘12: 912,062</td>
<td>416,000</td>
<td>2,205,44</td>
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</table>
the Ministry of Social Development took place in 2003, and was reflected in the budget of 2004. The Division of Gender and Family Affairs replaced the Ministry.)

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue outlay</th>
<th>Positions</th>
<th>Posts</th>
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</thead>
<tbody>
<tr>
<td>'13</td>
<td>865,794</td>
<td>5 (for 3 yrs)</td>
<td>6</td>
</tr>
<tr>
<td>'14</td>
<td>745,728</td>
<td>502,000</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>900,831</td>
<td>495,388</td>
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<td></td>
<td>738,344</td>
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</tbody>
</table>

- 1 Clerk/Typist
- 5 Posts (2006 - 09)
- 1 Senior Coordinator
- 1 Coordinator I
- 2 Coordinator II
- 1 Clerk/Typist

- 7 Posts (from 2010)
- 1 Senior Programme Officer
- 1 Gender Analyst
- 1 Domestic Violence Programme Officer
- 1 Coordinator I
- 2 Coordinator II
- 1 Clerk/Typist

Source: Excerpts from the Estimate of Revenue and Expenditure

The Government of Grenada must be commended for addressing the establishment of the national machinery, located in the Division of Gender and Family Affairs of the MoSDH. The fortunes of the Division have fluctuated in terms of its staffing complement, which saw 8 staff members on the established positions assigned to the Department taper off to 5. Based on a decision to strengthen the Division, 2 posts were created and the number of positions increased to 7, with 6 currently filled. This is, despite increased recurrent and capital budgets and grants for projects, requiring escalated and accelerated efforts and outcomes by insufficient staff. As a result, contractual positions have been created to augment the capacity of the Division to respond to specific programmes and projects. At present, an additional 7 persons are employed in that capacity.

9 Human Rights of Women

Chapter I of the Constitution of Grenada provides for the protection of fundamental rights and freedoms informed by the Declaration of Human Rights and the 1966 UN International Covenants on Civil and Political Rights and Economic, Social and Cultural Rights, respectively. Therefore, the constitution does not convey the meaning of the human rights conventions which have been ratified by Grenada after that time, thereby amplifying and clarifying the modern application of these covenants by UN Committees and tribunals. Further, Grenada does not have a mechanism which automatically domesticates ratified conventions and international agreements and steps are not always initiated to domesticate these into local legislation.

Human Rights protection from discrimination is provided for by the 1973 Constitution of Grenada which protects inter alia, the rights of women, provides for protection from discrimination as follows:

13 (3) In this section discriminatory means affording different treatment to different persons attributable wholly or mainly to their respective descriptions by race, place of origin, political opinions, colour, creed or sex whereby persons of one such description are subjected to disabilities or restrictions to which persons of another such description are not made subject or
are accorded privileges or advantages which are not accorded to persons of another such distinction,"

Fortunately, the Grenadian women do not undergo forced sterilizations, forced marriages, genital mutilations, or the imposition of national religious and customary practices as a matter of government policy. Related sustainable human development issues are also being expanded to address societal issues such as violence, including GBV as a threat to national stability.

The US State Department Country Report on Grenada 2013 generally found that judicial independence and the right to fair trial and democratic principles were respected and observed in Grenada.

The constitution’s “discrimination” clause is not wide enough in its literal meaning, but so far it has not been tested in a court of law. The status quo is being challenged by increasing display of open lesbian and homosexual relationships. This is met by social stigma, negative responses from society, the religious communities, taboos, and the individuals focusing on the shame of these lifestyles. Women in particular are not coalescing around equality issues which have implications for self-identity and self-esteem issues and are already inclined to be secretive about abuses.

GRENCHAP and HOPE PALS, two NGOs that serve the LGBT and PLWHA communities, primary focus is to address stigma and discrimination; advocacy on HIV and AIDS treatment preparedness; and adherence and compliance. These NGOs operations are limited as a result of inadequate support and funding. However, CHAA, regional sources such as CARICOM’s PANCAP, Caribbean Vulnerable Coalition and CRN+ provide financial assistance.

The problem of gender-based violence is cross cutting and should be recognized in the context of mainstream approaches to programming as a human rights issue which requires the State/country to address the vulnerability of women and children relative to violence.

Another human rights issue relates to migrant women. There is no available data on migratory patterns for internal or international migration. However, the State is committed through its Treaty obligations under the CARICOM Single Market and Economy (“CSME”) to progressively encourage freedom of movement and has more recently agreed with its OECS partners for freedom of movement within the OECS sub region.

Agencies which address discriminations and human rights issues including gender concerns include: the Office of the Ombudsman has been established and provides redress to persons who are wronged or discriminated against in the public service. The CPA also provides services for the protection and care of children in need of care protection as defined by the Convention of the rights of the Child. Advocacy on the rights of the child is led by the GNCRC. GNOW teams up annually, with other NGO partners for a period of 16 days of activism commencing from World AIDS Day through to Universal Human Rights Day, and International Day for the Elimination of Violence against Women.

The present constitution review process is not driven by women’s activism and no women’s, equality or gender organisation has yet come forward to engage the Constitution Reform Commission on issues of equality and protection from discrimination. While significant achievements have been made in the legal sector with regards to women’s legal rights, there is the non-implementation of recommended constitutional reform following Grenada’s combined first reporting to the CEDAW Committee in 2012.
10 Women and the Media

The current President of the Media Workers Association of Grenada at the time of the Review is a woman: Sherrie Ann Noel. News editors of two of three major television stations, the Grenada Broadcasting Network and FLOW Channel 6 are female as well as the majority of reporters, which includes senior and junior reporters and news anchors. The leading social media web newspaper, NOW Grenada is co-owned by another woman Linda Straker.

Grenada was a participant in a Global Media report which provided international, regional and national data. The global news survey revealed that the Caribbean led the percentage of stories reported by women, with 45% of stories reported by women. In the interest of the goals outlined by Grenada’s National Development Plan, the media should be actively encouraged to design media programs, which are accessible by persons with audio visual disabilities. Further, these media programs should positively address issues on gender, child rights and the prevailing stigma and discrimination faced by persons including those living with HIV and AIDS.

11 Women and the Environment

Grenada’s environment is important to its economic survival as tourism, fisheries and agricultural sectors lead national economic activities. Therefore, environmental developments impact its economic viability and the very physical integrity of the tri-island State. Consequently, Grenada has ratified the UN Convention on Climate Change, and has been at the forefront of the “Small Island Development States” (SIDS) issues, particularly advocacy with respect to the impacts of climate change. This interest is heightened following the repeated incidences of hurricanes and vulnerabilities to natural disasters including sea surges, and the location of an offshore underwater volcano and the possibility of tsunamis.

In fact, hurricanes Ivan and Emily of 2004 and 2005 respectively, negatively impacted the entire island’s economy and disrupted daily lives. Rural women and their families were badly affected in their aftermath of these hurricanes, as the agriculture industry was hard hit, particularly the cocoa, nutmeg and banana plant stocks. Following the destruction of cocoa and nutmeg trees across the island, many cocoa and nutmeg stations closed resulting in a majority of workers, who were mainly women, without a means of employment.

Existing challenges of climate change such as annual hurricane activity, sea surges, droughts and floods remain real threats to Grenada’s environment and economy. New environmental challenges are also emerging, including a report of the “salinity rate” from the sea, due to rising oceans, going further upstream underneath Grenada’s water table. The implication is that Grenada could lose large areas of arable land if this trend continues.

Women’s voices are relatively absent in climate change policy development and implementation. However, Grenada’s prior representative to the UN, Dr. Dessima Williams, engaged this platform at the global level, during her stint from 2008 to 2013.

According to Grenadian Environment Advocate, Jennifer Alexis, climate adaptation, environmental adaptation and mitigation have become the new focus of environmental approaches. One such approach is a German funded “Energy for the Poor project” which is being implemented to introduce “bio digesters” to Grenada. A bio digester is a mechanism which converts waste in a waste recovery effort, which is capable of creating top soil and bio gas. Through this method, organic waste is
converted to methane gas. This investment is consistent with the Grenada’s thrust to realise sustainable development.

Besides the agricultural efforts, Grenada’s focus on its leading income earner, tourism, now turns on branding of Grenada as: “Pure Grenada”. According to Ms. Alexis, this branding has at its thrust the concepts of sustainable tourism, and geo tourism. Sustainable tourism is a concept that enhances or sustains the character of a destination. Consequently, the Caribbean Tourism Organisation (CTO) is hosting its Sustainable Tourism Conference in Grenada during May 2014, in Grenada. As a related marketing strategy, “Geo tourism” is the niche approach being employed by the Grenada Tourism Authority, which approach sustains or enhances the geographical character of a destination, its environment, culture, aesthetics, heritage and the well-being of its inhabitants with tourism which is focused on mitigating the negative and promoting positive aspects for responsible travel. Mr. Lestroud the star of the television series “Survivor Man” and the “National Geographic” are among the personalities who are assisting with the rebranding of Grenada as “Pure Grenada”. This approach is consistent with Grenada’s thrust of sustainable development and the Millennium Developmental Goal (“MDG”) #7: Ensure Environmental Sustainability. This approach would involve attention to the management of ecosystems, coastal habitats, land use management, and vulnerability related to natural disasters in the context of changing climatic conditions. Evidentially, women many of whom already make their livelihood from working in the tourism sector, would benefit from their expanded involvement that this new thrust of tourism branding and marketing.

12 The Girl Child

The girl child in Grenada has equal access to education and health care. However, their futures remain relatively shaped by the prevailing patriarchal, social and cultural norms, which define their gender roles and identities in society.

There is reportedly disproportionate sexual violence visited upon female/girl children who according to reports are still the largest group of children affected by the incidence of sexual offences. The sexual predators are predominantly older males.

Based on reports from front line responders many of whom were interviewed during the process of this review, teenage pregnancy and adolescent sexual behaviour is a worrying issue for society at large.

Supportive advocacy and lobbying campaigns for child protection have been spearheaded by the CPA and the GNCRC. Campaigns focus mainly on child abuse and protection, with April of each year being nationally recognised by stakeholders including the media. Other areas such as children’s health and protection from child labour are other concerns around which organisations coalesce. NGOs such as GNOW, the Grenada Association of Professional Social Workers and LACC are also at the forefront of the advocacy and are involved in programs and public education on holistic GBV issues.
Obstacles, Gaps and Challenges

The systemic capacity to effectively address the extent of these emerging issues must be evidence-based, and approaches must be responsive to needs of the target groups such as age and geographical location. Data collection by key national agencies and statutory bodies such as the CPA is admittedly generally inadequate, reactive, ad hoc and minimally available at best. Therefore, the process flow of data into the Central Statistics Office cannot yield a holistic picture emanating from sex disaggregated data. Data is collected from varying sources which can be analysed. One best practice in this regard is transmissions of crime data by the Royal Grenada Police Force (“RGPF”), identifying the sex of the offender, type of crime/offence occupation and their data collection instrument now has specific information on domestic violence, as required under the Domestic Violence Act.

The absence of monitoring and evaluation and oversight mechanisms is hindering the effective identification of gender planning issues, gender indicators and goals in the context of cross sectoral approaches. For example, the continued prevalence of teenage pregnancies requires more emphasis on strategies around education and training and delivery. New approaches have to be determined with respect to discourses on methods which prevent pregnancy, negotiation of safe sex and reducing the prevalence of risky sexual behaviours.

There is a need for capacity building. Low staffing complements need to be supplemented by persons who are specifically trained in gender and child protection. The current complement is determined by stakeholders to be inadequate for the required social services deliveries around gender equality and target groups, such as children, the elderly and persons living with HIV.

A cadre of specialised, social services personnel and front line responders is required to realise effective deliveries of cross sectoral services in critical areas of concern. Following institutional audits and assessments requests should be made for technical cooperation and assistance. The concerted actions of the political directorate will also be required to realise the adoption and the implementation of outstanding laws, policies in order to meet the challenges of Grenada’s women and girls’ substantive equality and positive empowerment.

Therefore, the task ahead requires that State and Non-State Actors should be united and cohesive in the strategic intervention to prevent all discriminations against women and girls in Grenada. Opportunities for innovation and creativity in these approaches as well as entry points at this time should not be missed by women’s and equality organisations, including the full implementation of OECS harmonised legislation, the completion of the Grenada National Gender Equality Policy and Action plan (GEPAP) and the constitution review processes.

With respect to VAW, the slow pace of implementation of relevant policies and plans are hampering the effectiveness of the fight against GBV. The representative of the Desk for the Elderly advised that although there has been increased attention to the abuse and lack of elderly friendly responses, the implementation of the Plan for the Ageing has not yet been coordinated and additional staff is required to effectively do so. Stakeholders have indicated that without the streamlining of national policies and plans, there will be the duplication of efforts.

Grenada has commenced engagement with the IMF, the World Bank, and the Paris Club on debt restructuring agreements and programmes and has created a coalition of social partners to develop a Social Compact: a Partnership for the Sustainable Development of Grenada for the Benefit of All its People. These measures are expected to include a gender perspective in order to meet the international convention requirement. The extent that these policies/measures affect the critical area
include that of necessity, whereby how scarce national financial resources are applied to budgetary allocations for competing critical areas of concern.

The GPRS reported that the involvement of credit unions in providing funding for some business start-ups is waning. This phenomenon is attributed "to the poor economic and financial state of the economy and the attendant increases in business failures and credit delinquency. MAREP will provide micro-financing and guaranteed financing schemes to support targeted small businesses."
SECTION 3: DATA AND STATISTICS

1. Data are available for some concerns which inform this Review. A core set of national indicators have been identified through the process leading up to the finalisation of a Draft Gender Equality Plan (GEPAP).

2. Responsibility for collecting data is located with the Central Statistics Office (CSO) of the Ministry of Finance. The department is responsible for the establishment of a data collection strategy to be implemented.

3. Data are collected from varying administrative sources, including the MoSDH which can be analysed. These data must be fed to the CSO, where it can be disaggregated for different needs.

4. However, the administrative responsibility of data collection on gender specific issues lies with the MOSDH, which is responsible for inputs on national gender strategies and the planning recommendations to be made to the Government. There is no gender policy and core set of established national gender indicators is still to be established. Much of the data held by the MoSDH has been collated from collections from line Ministries such as the MoH and the MoE, which do collect some gender disaggregated data.

5. National indicators have not been established, but are in policy formulation stage. However, in recognition of the plans to comply with compilation of the minimum set of gender indicators, a Gender Analyst was employed with the MOSDH from 2013 to assist with the mandate of evidence based programming and to assist with the set up a system of data collection on gender and to meet relevant training needs. It is expected that with the implementation of GEPAP, there will be systematic monitoring of gender specific data, statistics and issues.

6. The status of data collection and compilation currently present some challenges, as the system is faced with ad hoc collection. Even at the CRO, inputting is done by a system which requires manual entry of the information, which is taken from individual parish, Monthly Return Logs, then entered to computers by way of EXCEL programmes by dedicated officers. Data can be extracted by year to year, but is not easily disaggregated. This is characterised by the non-collection of documents, outdated data collection methods. Poor and inadequate data collection in the area of gender by State, statutory bodies and civil society organisations is a challenge that is highlighted by stakeholders. There has been the failure to develop an integrated national data collection system by which there universal access to national data. Administration of data collection relevant for gender indicators is better in some Government Ministries, such as MoSDH, MoE and MoH. The CPA for example, plans to access technical assistance from UNICEF for the implementation of a data collection system.

The Criminal Records Office of the RGPF is in the process of upgrading their computing systems to enable better recording data in order to assist with inputs directly from each parish. Data from both of these agencies is helpful for planning and determining gender indicators.

7. However, there has been poor data collection in some relevant State Agencies and admittedly, non-collection by some NGOs. However, GNOW which has a project unit collects gender related data.
SECTION 4: EMERGING PRIORITIES AND OPPORTUNITIES FOR IMPLEMENTING THE PLATFORM FOR ACTION

Grenada’s emerging key priorities for action must be identified in the contexts of its prevailing socio-economic conditions, including impending austerity measures, national sustainable development goals and the relevant platforms of the BPFA.

Grenada’s key priorities for action for the next three to five years are identified in the contexts of its updated National Strategic Development Plan 2012 – 2017, its efforts at localising the MDGs, identified national sustainable development goals and the relevant platforms of the BPFA. Therefore, the recommended key priorities have regard to the foregoing.

Priorities

1. Poverty Reduction

The Grenada National Development Plan described the socio-economic situation between 2007 and 2010 as “deteriorated”, particularly with regard to the Country Poverty Assessment 2007/2008 which identified an increased poverty rate, estimation of 37.7%. The rationale of the Plan presumed that it was “inevitable that the social situation would have worsened, given the documented impacts of economic crises on societies. National Insurance data relied on in the document also highlighted a decrease in employment between 2007 and 2010. In 2013, the Labour Force Survey revealed that the unemployment rate among women in general was 40%, while among young women, it was 63%, both significantly higher than the national average of 34%.

Poverty reduction responses are critical to addressing the needs of vulnerable population groups to avoid the entrenchment of the feminisation of poverty, given the obvious negative economic impacts on women. It is presumed that women who already earn proportionately lower incomes than men will be worse affected during structural adjustment periods. There are implications for women’s diminished purchasing power, resulting in a decreased, less healthy, food basket.

Poverty reduction and poverty alleviation responses are key priorities for reducing socio economic vulnerabilities of vulnerable population groups, including relevant categories of women discussed herein, whose situations are likely to worsen during impending structural adjustment.

2. Strengthening Grenada’s social safety net programs

This will require concerted monitoring and evaluation of national safety net programs characterised by a gender mainstreamed approach which ensures women’s equal access to the positive benefits and gender-responsiveness of these programmes, which serve, or could serve, a risk management function. Therefore according to the GPRS, these programmes should seek to adequately protect children, single parents (predominantly women) and the working age poor (with or without children) and reduce the gender differences in access and eligibility to safety net programmes.
3. Strengthening gender equality legislation

The UN CEDAW Committee in 2012 recommended constitutional reform in this regard. Once gender and discrimination provisions are strengthened and or included, the national laws can be audited for compliance for gender equality accordingly.

The current Constitution Reform process, led by the Constitution Reform Advisory Committee, is in the process of receiving recommendations, targeted to end by June 2014. This review presents an historic opportunity for national stakeholders, including the national gender machinery, women and equality organisations to make representations on the implementation of Grenada's obligations under CEDAW, and the Beijing Platform for Action including special measures for affirmative action, special provisions for temporary measures for gender parity. The UN CEDAW Committee in 2012 recommended constitutional reform in this regard. Once gender and discrimination provisions are strengthened and or included, the national laws can be audited for compliance accordingly.

Recommendations to strengthen gender equality and the empowerment of women include:

1. Urgent Implementation of programs addressing Gender Equality Issues

The national Gender Equality Policy and Action Plan which identified relevant gender indicators and provides the blueprint for system wide gender mainstreaming should be implemented. Likewise, the National Strategic Plan to Reduce Gender Based Violence should also be adopted and implemented. The latter will effectively bolster the aforesaid UN Trust Fund project which addresses the extent and causes of the persistence of gender based violence, and the enhancement of the systemic capacities to address capacity for gender responsiveness.

The effective implementation of these comprehensive plans require that there should be an increased component of staff within the Division of Gender and Family Affairs who would be tasked with the responsibilities of such implementation.

2. Active Involvement of gender equality representatives in the national development

During the impending austerity period, the function of monitoring and evaluation may be met by Government's engagement with a "Stakeholder Panel" in which gender equality advocates and/or the gender equality machinery should be involved. Given the known socio economic conditions, targeted national responses should be encouraged, which inter alia, address the reversing/prevention of the feminisation of poverty and negative economic impacts on women. These should be informed by an agenda which is inclusive of gender issues and gender mainstreaming approaches when addressing the impending structural adjustment programme.

Gender responsive components of the programme should involve the assurance of the provision of grants and micro-financing to assist with the establishment and expansion of women-owned small businesses and small business initiatives (SMIs,) establishment of women-owned community cooperatives in rural communities, the implementation of price controls on basic foods, efforts of the
Food and Nutrition Council and Marketing and National Investment Board to encourage the use of local and seasonal foods and the encouragement of women to engage in subsistence farming.

3. **Initiatives to realise the enforcement of equality legislation**

The current Constitution Review process Reform led by an Advisory Committee comprised of representatives of diverse organizations and chaired by constitutional lawyer, Dr. Francis Alexis. The process of receiving recommendations ends approximately by June 2014. This process presents an historic opportunity for national stakeholders, including the national gender machinery, women and equality organisations to make recommendations which give effect to the implementation of Grenada’s obligations under CEDAW, and the Beijing Platform for Action including special measures for affirmative action, special provisions for temporary measures for gender parity.

There is need for the full application of Grenada’s laws and policies that promote gender equality or address problems facing women in all sectors.

Strengthening of the financial, human and physical resources of the gender machinery to allow it to undertake a broadened mandate, facilitate more consistent monitoring of treaty obligations and facilitate application of relevant local law and policy.

**Gender Equality and the Post 2015 development agenda**

Having regard to the global economic environment and its agenda with respect to achieving gender equality and women’s empowerment, Grenada has adopted the joint Caribbean position that, inter alia, its priorities include a “comprehensive and transformative Post 2015 and Small Island Developing States (SIDS) development agenda”, which has regard to “the social, economic and environmental vulnerabilities of SIDS, and the resulting challenges for sustainable, human rights-based and gender responsive development”.

At the regional level, Grenada has adopted the joint Caribbean position, that inter alia, its priorities include a “comprehensive and transformative Post 2015 and Small Island Developing States (SIDS) development agenda”, which has regard to “the social, economic and environmental vulnerabilities of SIDS and the resulting challenges for sustainable, human rights-based and gender responsive development”.

Grenada supports the proposals that the Post-2015 Agenda include gender equality both as a stand-alone goal and mainstreamed in the other goals. It is recommended that a wider set of targets and indicators should be applied to measure gender equality, and should include:

i. responding to and eliminating gender based violence  
ii. female empowerment  
iii. male under-performance  
iv. reducing female unemployment and under-employment

In addition, there should be indicators in the different goals that adequately measure the impact of inequality, discrimination and disparity.
ANNEXES

1. WORK PLAN FOR THE COMPLETION OF NATIONAL REVIEW

KEY TASKS
Undertake Desk Review
Consult with Stakeholders, Experts
Compile Data and Statistics
Undertake Analysis
Compile National Review

Days 1-5

1. Have Inception Skype Meetings with:
   (a) UN Women Focal Point- Isiuwa Iyamen
   (b) MoSDH Focal point - Jicinta Alexis with Elaine Henry Mc Queen
2. Prepare Draft Work Plan
   a) Appraise realistic time frame of 15 days with Focal point MoSDH
3. Commence Desk Review of International, Regional Initiatives around BPA
4. Prepare Enquiries and Requisitions for specific Governmental Stakeholders:
   (a) MoSDH -Requisition of prior and related reviews
   (b) Enquiries
5. Finalise Draft Work Plan with focal point
6. Upon receipt of requested requisitions from MoSDH, make further enquiries of MOFA, MOH, MOE, MOF - recipients to be determined/contacted with assistance of MoSDH Focal point, where necessary

7. Commence/continue Desk Review of National Initiatives Commence Undertake Research Specific to Grenada, upon receipt of Requisitions and Enquiries

**Days 6-10**

8. Carry over ongoing tasks from Week One

9. Follow Responses to Enquiries MoSDH

10. Prepare and forward Background Document which can be circulated with Questionnaires to Experts and Stakeholders, so that the rationale of the Review is clear.

11. Prepare Questionnaires for expert and civil society Stakeholders. List to be agreed with focal point.

12. Prepare and forward Background Document Outline which can be circulated with Questionnaires to Experts and Stakeholders, so that the rationale of the Review is clear.

11. Circulate Background, Enquiries and Questionnaires to Civil Society, Experts

**Suggested:** Kellan Simon – Child Protection Authority, Jeannine Sylvester-Gill –Grenada Planned Parenthood Association, Chair IAGDO, Chair GNCRC Ann Greaves, Principal PAM - Alva Lawrence, LACC- Jackie Sealey Burke, GNOW Program/ Project focal point (through Chairperson)- Lorice Pascall, Gloria Payne Banfield… Civil Society organisations to be identified by MoSDH

Meetings- Minister for Social Development & Housing, Hon. Delma Thomas; Cabinet Secretary PS and Head of Statistics Department, Ministry of Finance, Joan Purcell, Brenda Hood, Franka Bernadine former Minister for Education (re Women’s Parliamentary Caucus), Head of MAREP and SEED projects, Dessima Williams- Small Island States

12. Identify Ministries’ representatives if necessary for answering enquiries/ consultation meeting.
13. Follow with MoSDH focal point on status of circulation of
   Questionnaires/enquiries/discussions/meetings

14. Holding of Expert Group Meeting(s) of appropriate representatives of Ministries to be
   arranged including Ministries of Social Development, Legal Affairs, Education, Health,
   Youth, Finance; Civil Society experts including representatives from Carriacou and Petit
   Martinique to be arranged

15. Prepare Outline Draft Review

16. Discuss **Outline Draft** with MoSDH Focal Point and present at Consultation

17. Analyse outcome of the consultation(s) and questionnaires.

18. Prepare Draft National Review

19. Follow up

20. Finalise the National Review
2. QUESTIONNAIRE

Requisition and Enquiries for Beijing Platform for Action Review

REQUISITION REQUEST FOR THE ATTENTION OF THE MINISTRY OF SOCIAL DEVELOPMENT & HOUSING ("MoSDH")

Kindly make available:

1. Post Beijing 2000, 2005 and 2010 reports, finalised by/with oversight of the MoSDH.

2. MDG country Reports

3. Grenada’s survey(s) on the ICPD process

4. All other relevant reports

ENQUIRIES OF MoSDH

What is the present structure and composition of the Gender Department of the MoSDH?

How familiar is the Gender Department Staff of the MoSDH with the Beijing Platform for Action?

What institutional memory on the Beijing Platform for Action, exists in the MoSDH, in terms of files and staff familiarity with the Platform from 1995 and consecutive reviews

Was there were any baseline study on the status of women in Grenada, immediately prior to the Fourth World Conference in Beijing

Were there any studies conducted under the auspices of the MoSDH/MOFA following the Beijing Platform for Action for the periodic five year Reviews.

What regional collaboration has there been in terms of the Beijing Platform for Action periodic reviews?

Is there a functional Gender Desk at the Ministry of Carriacou and Petite Martinique?

If so, when was it established?
To what extent are the macroeconomic policies and developmental planning informed by specific gender issues and gender parity principles?

Does the MoSDH’s work feed into such planning, or is it reactive to it?

How does the MoSDH monitor gender specific data, statistics and issues?

How is this collated?

How is the data from Carriacou and Petit Martinique monitored and fed into to the MoSD’s records?

How is this data analysed for policy making?

Do health data and statistics relative to gender issues; systemically feed into to the MoSDH?

Does CPA information feed into MoSD?

If not who keeps a record of their statistics.

What is the gender composition of the public service?

How often do the MoSDH officials meet with MoFA officials on issues relating to treaties and Conventions?

How frequently does the MoSDH invite GNCRC, GNOW, IAGDO to meetings relative to gender issues?

How have development strategies favoured the involvement of women in the society?
3. DATA

Information received from NIDCU for the last five (5) years.

Women infected with HIV/AIDS

2009 to 2014

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Prevalence of Sexual Transmitted Infections (STIs)

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4. QUESTIONS FOR DISCUSSION GROUPS

GROUP ONE

WOMEN AND THE ECONOMY, RURAL WOMEN, EDUCATION AND TRAINING; WOMEN AND POVERTY; SAFETY NET PROGRAMS

1. What are the significant achievements of women in Grenada since 1995?
2. List three such achievements in the areas under discussion by your group in order of priority.
3. List three main challenges facing women in terms of achieving gender equality in the areas under discussion by your group in order of priority?
4. What are the most difficult existing social norms that prevent women’s progress in Grenada?
5. How is poverty a contributing factor to women’s disempowerment in today’s Grenada generally, and specifically for rural women?
6. ‘Women are their worst enemies!’ Discuss 3 ways in which women undermine the achievements of each other in the areas under discussion.
7. Do rural women have access equal to health and education services?
8. How has the downturn of the global economy impacted Grenadian women?
9. How did the hurricanes in 2004 and 2005 affect women and girls in their aftermath?
10. How do you think that the IMF Agreement for Grenada will impact Grenadian women and girls?
11. Identify the gaps in the delivery of services in the fight against poverty of women
12. What initiatives can address these gaps?
13. Are the existing safety net programs addressing the needs of poor and rural women? If yes, state how.
1. What are the significant achievements of women in Grenada since 1995?

2. List three such achievements in the areas under discussion by your group in order of priority.

3. List three main challenges facing women in terms of achieving gender equality in the areas under discussion by your group in order of priority?

4. What are the most difficult existing social norms that prevent women’s progress in Grenada?

5. Discuss 2 ways in which the sexual and reproductive health awareness is effective?

6. Are we losing the war on the spread of HIV AIDS and STIs?

7. Has climate change affected the lives of women in recent years?

8. What are the causes of poverty of women?

9. Are the safety net programs adequately addressing poverty?

10. What are the main causes of teen age pregnancy?

11. Identify the gaps in the delivery of services in the fight against poverty of women.

12. Identify what legislation needs to be addressed or passed in the areas under discussion

13. What initiatives can address these gaps?
GROUP THREE

WOMEN IN POWER AND DECISION MAKING, HUMAN RIGHTS WOMEN AND THE MEDIA, VIOLENCE AGAINST WOMEN (VAW)

1. What are the significant achievements of women in Grenada since 1995?

2. List three such achievements in the areas under discussion by your group in order of priority

3. List three main challenges facing women in terms of achieving gender equality in the areas under discussion by your group in order of priority?

4. What are the most difficult existing social norms that prevent women’s progress in Grenada?

5. Women are their worst enemies! Discuss 3 ways in which women undermine the achievements of each other in the areas under discussion.

6. Identify the gaps in our national laws, programs and policies which impede the equality of women

7. List two practical reasons why do we not have more women in the Senate?

8. List two practical reasons why we not have more women in the diplomatic corps presently

9. What can the media do to constructively encourage equal coverage and engender equal respect for women in public life and generally?

10. Identify the gaps in the work of our community and NGO organisations in realising the human rights of women and girls.

11. Identify the gaps in the delivery of services in the fight against gender based violence.

12. What initiatives can address these gaps?

13. How can women be involved in the constitution reform process to ensure that women’s and gender rights are addressed?
1. What are the significant achievements of women in Grenada since 1995?

The group believed that there have been significant achievements of women since 1995.

- They believe that women have taken up the mantle to lead the households, at a rate of 56.4 percent. Women’s ‘ability to lead’ was judged by the number of successful adults raised in single parent/female headed households.

- The group also saw as an achievement, the pride which once existed in a mother being able to provide for her children without the assistance of the father.

- In past generations, women also instilled the value of education as a means of escaping poverty and today we see the benefits of that.

- However, it is felt that the current generation appears to lack certain values which existed in previous generations. There appears to be a disconnection between the values cherished and instilled by previous generations and that of the current generation.

2. List three such achievements in the areas under discussion by your group in order of priority.

Achievements listed by the group are:

- Women in Politics and Decision Making
• Women and Education, with specific reference to women engaging in non-traditional jobs, e.g. engineering.
• Improvements in the status of women living in poverty through the many safety net programmes such as SEED; School feeding programmes and the 36 other safety net programmes.
• 240+ women who have registered small businesses, is seen as an indicator that women are becoming more business oriented and are seeking to create income earning opportunities for themselves.

3. List three main challenges facing women in terms of achieving gender equality in the areas under discussion by your group in order of priority?

• There is a breakdown of moral values once championed by previous generations. Values such as hard work, value in self or one’s own ability to provide for oneself.

• The highest unemployment numbers are found among women living in rural areas.

• Women experience a greater difficulty in accessing financial resources from lending institutions to start or expand small business initiatives.

4. What are the most difficult existing social norms that prevent women’s progress in Grenada?

• The underlying cultural perspective held by men and women, that women are taking over. This negative stereotype is fuelled by myths, beliefs and practices which see women’s success as a negative occurrence as it goes against gender socialisation.

• Patriarchal views that are entrenched in society, especially in the rural areas, where persons of both genders will unconsciously see a man as a better leader.

• The breakdown/loss of values which existed in previous generations and which helped to break the cycle of poverty, no longer seem to exist.

5. How is poverty a contributing factor to women’s disempowerment in today’s Grenada generally, and specifically for rural women.

• Some women use poverty as an excuse to be involved in inappropriate sexual relationships and also encourage their girl child to be involved in the inappropriate/illeg al sexual relationships.
• Women relying on men for economic subsistence and they may even offer sexual favours with multiple partners in exchange for money, clothing, food etc. The resulting opinion this is that women seem to lack the wherewithal to provide for themselves. This also promotes the spread of HIV and other sexually transmitted diseases.

• There exists a ‘mental poverty’ where even though services exist to assist poor persons, these services are not accessed because persons are unwilling to do the necessary to access these services and resources provided by the safety net programmes.

6. **Women are their worst enemies! Discuss 3 ways in which women undermine the achievements of each other in the areas under discussion.**

• Women appear to be less supportive of each other’s accomplishments. For example, instead of cheering the political advancement of some women in Grenada’s parliament. Their upward trajectory is politicised rather than being seen as an accomplishment for the women of Grenada.

• Women tend to judge the past situations of other women as reason to not support current achievements.

• An inconsistent ‘voice’ from women in positions of power (Public and Private), speaking out on women’s issues.

7. **Do rural women have access equal to health and education services system?**

• Rural women have equal access to basic healthcare and comparable primary and secondary education. However, beyond that the access becomes unequal in favour of women living in urban areas.

8. **How has the downturn of the global economy impacted Grenadian women?**

• The downturn in the global economy affected the tourism industry. The nature of the tourism industry, which is a service industry, meant that more women were employed by the service sector. This meant a loss of jobs or irregular work.
There was a reduction in the remittances sent by family members living in the diaspora, which meant less disposable income and reduced purchasing power.

There was also a reduction in export of products from the agricultural sector because of a reduction in demand, which also reduced jobs and income.

9. How did the hurricanes in 2004 and 2005 affect women and girls in their aftermath?

- The Agriculture industry was hard hit which specific mention of the Cocoa and nutmeg industries. These industries suffered because of the destruction of cocoa and nutmeg trees island wide. Many cocoa and nutmeg stations closed and the majority of their workers who were women, no longer had work.

- The tourism industry (service sector) was also hard hit and many workers lost their jobs.

- There was an apparent escalation of sexual crimes in the aftermath of the hurricanes.

- There was an apparent increase of pregnancies in the aftermath

10. How do you think that the IMF Agreement for Grenada will impact Grenadian women and girls?

- Yes, The IMF agreement will result in increased taxation and may result in a reduction in salaries. Therefore there is less disposable income.

11. Identify the gaps in the delivery of services in the fight against poverty of women.

- Data not readily available to judge the extent of issues in certain areas especially those affecting women and the lack of available data to judge whether the social programmes are having the desired effect.

- While significant achievements have been made in the legal sector with regards to women’s issues, there still remains the lack of laws governing sexual harassment to punish offenders. Poor women are far more vulnerable to sexual harassment as the loss of job/income could have immediate and lasting effects especially if they are unable to find other work.
12. What initiatives can address these gaps?

- Address the processes which contribute to the flow of data into the Central Statistics Office.
- Continued lobbying and greater activism to address women’s issues.
- Increased monitoring and evaluation of all safety net programmes.

13. Are the existing safety net programs addressing the needs of poor and rural women? If yes, state how.

Yes,

- Education Programmes provide equal access to primary and secondary education in a traditional learning environment.
- Empowerment Programmes seek to empower young ladies by giving them the tools and the know-how to improve their lives.
- Vocational training programmes prepare youths for the world of work.

GROUP 2: THE GIRL CHILD, OLDER/ELDERLY WOMEN; WOMEN AND THE ENVIRONMENT; WOMEN WITH DISABILITIES, WOMEN & HEALTH INCLUDING WOMEN LIVING WITH HIV/AIDS

Question 1

Significant Achievement of Women in Grenada since 1995

- There is a major/significant increase of girl children undergoing further educational training and graduating from both the Secondary and Territory level institutions
- An increased number of women have entered the workforce, are now gainfully employed and are in a financial position to maintain their families
- An increased number of women are now single-handedly heading/leading their families as single parents
- There has been a significant increased in the number of women who are now in positions of leaderships, e.g., women in parliament, the judiciary, women in civil society
- There has been an increased number of Women Rights, Child Rights and Gender Equality organizations operating within Grenada and being chaired and led by Women.
- Increased number of female drivers (increased mobility of women).

Question 2

Three areas of achievement in order of priority

- Increased number of girls’ achievement within the Educational system
- Increased number of women entering the workforce
- Increased number of women in leadership positions (especially at the national level)

Question 3

Three main challenges facing women

- For disabled women issues of accessibility or in most cases unfriendly disability issues, e.g., a visual impaired person attended the consultation and Braille documents were not available for him to use, nor were the documents sent to him before hand for a Braille to be made for his use and benefit.
- Given Grenada’s terrain, it is difficult in certain areas to build disability access entrances for the disabled.
- Inadequate number of affordable child care facilities. When working women have children, especially those within the lower income earning bracket, after having children it becomes difficult for some of those women to re-enter the labour force. While there are Day Care Facilities, many of them are privately owned and a majority of women usually cannot afford to pay the required fees and therefore either have to cut back their hours of work or wait until the children are much older and are in school to return to work.
- Equal pay for equal work- some members in the group thought that this was not an issue but at least half of them indicated that women have in recent times, still claiming that they are not receiving equal pay as men for the same work.

Question 4

Most difficult existing social norms that prevent women’s progress in Grenada

- The patriarchal system: though socialization indoctrinates children to believe that the man is the ‘boss’ and the leader, and that a woman’s place is in the home. A belief that women are best suited for cooking, cleaning and provide child care.
Even though females are offered the same educational opportunities as their male counterpart, traditional roles are still visible in the school system; for example hardly any males are encouraged to take classes such as Home Management or Food and Nutrition in schools and there are hardly any females involved in classes/subjects such as woodwork or metal work.

Question 5

Two ways in which sexual and reproductive health awareness is effective

- Increased awareness in the last decade has made it possible for people to obtain accurate information which has led to more informed decisions being made by people, particularly women, in relation to their sexual and reproductive health.
- Increased accessibility and availability to sexual and reproductive health services and products have resulted in an increased in more responsible and informed decision making on the part of individuals regarding their sexual and reproductive health.

Question 6

It is an ongoing battle but it has not been lost. There have been some loses but there have also been victories; for example, the greatest accomplishment to date, is that Prevention of Mother To Child Transmission during pregnancy has been successfully battled. In the last few years no transmissions have been recorded in Grenada.

Question 7

Climate change is a world-wide phenomenon, which is believed to be responsible for the shift in our weather patterns and the cause of the increased number of hurricanes affecting the Caribbean region. It is also believed to be responsible for the powerful and destructive force that hurricanes of recent times have been seen to possess.

Since Hurricanes Ivan and Emily in 2004 and 2005, respectively, the agricultural and tourism sectors of Grenada had sustained the most damage. Most of the nutmeg and cocoa estates had been destroyed. This caused numerous people, many of whom were women, to lose their employment. In relation to tourism in the aftermath of the named Hurricanes, a large number of women who were previously involved in arts and craft for the tourism industry, have been displaced and have not been able to find other gainful employment within the tourism sector. It is the change in the job availability for many women which leads this group to say that Climate Change has affected the lives of women in recent years.
Question 8

Causes of Poverty of Women

- The main cause is unemployment/underemployment. There are many women willing to work but are unable to obtain employment; further many qualified women are having difficulties gaining employment within their fields of qualification.
- Abuse (at home and in the workplace). Some women who are abused by their partners at home find it difficult to perform at the workplace. Moreover some men discourage their female partners from gaining meaningful employment because they want them to be financially dependent instead of independent. One of the group members shared with the group a story about a young woman in his community whose partner cut off two of her fingers because she found gainful employment.

Sexual harassment or other forms of abuse in the workplace also discourages women from remaining in the work environment. When women therefore either leave employment or do not seek employment they become dependent on others from financial assistance and may even become or remain in poverty.
- For persons who are infected with HIV/AIDS and other STIs discrimination is the main reason why they either become or remain in poverty.

Question 9

Safety net programmes are not adequately addressing poverty. The first issue is that the money is not enough in most instances to fulfill the needs of the impoverished but moreover government and other organizations that fund these programmes need to realize that it is not just about money. In the disabled community in particular there are many other needs that are not being adequately addressed by these programmes.

Question 10

Main causes of teenage pregnancy

- Inadequate access to Sexual Reproductive Health(SRH) services and products.
- Lack of or inadequate comprehensive sexuality education. It appears that teachers are uncomfortable teaching and speaking to students about sex and reproduction; a group member even informed the group that in some schools teachers are refusing to even teach/lecture the human sexual biology section of the Biology and Human and Social Biology CXC Syllabus. Further while teachers
in schools are being trained to teach Health and Family Life Education (HFLE) in schools they too seem uncomfortable and reluctant to do so.

- Poverty is another reason as some teenage girls are using sex as a way of obtaining favours. Some are even being encouraged by their parents to engage in sexual activity so that the family can obtain money to supply themselves with their basic needs.

- Inadequate socialization, the biggest issue is that the population’s parents are becoming younger and younger at an alarming rate; we have ‘babies making babies” so to speak. Another issue is many parents, regardless of age and maturity, are uncomfortable discussing sex and sexual activities with their children so those children are being educated by their peers, social media and a variety of other sources that are misinforming and misleading them about sex and sexuality.

**Question 11**

**GAPS in the delivery of services in the fight against poverty of women**

- Lack of daily day care services for elderly which hampers a number of women from gaining employment outside of the home.

- Insufficient services for persons with disabilities and even for persons who have children with disabilities; e.g. there is only one home for the disabled. Further for persons who have children with disability enrolled in mainstream schools there are no facilities for these children when school is closed for school holidays.

- The dependency syndrome, which is basically the attitude of some people in poverty that they do not need to help themselves because someone else will take care of them, e.g. government or an organization whose mission and/or purpose, is to assist the poor. These people think that because they are poor people better off owe them and therefore they simply wait for handouts.

**Question 12**

All legislation, policies and protocol that remain in draft form need to be passed and/or implemented. At this stage the ground work has already been completed it is simply a matter of follow through. It makes no sense to draft new/more documents when there are documents to be implemented. Pass and enforce and implement those that are there and then measure their effectiveness. If after implementing and enforcing these acts, policies and protocols need to be varied to ensure maximum results that can be done, but until they are implemented and enforced no one will know its effectiveness.
Question 13

Incentives to address the GAPS listed above

- Positive lobbying for legislative change and implementation. Government needs to follow through with draft bills, policies and protocol and ensure enforcement and implementation.
- There needs to be more incentives for women to engage in self-employment.
- Effective collaborating and networking among organizations and agencies both government and non-governmental
- Effective communication with International bodies/organizations to ensure that we obtain as much international funding as possible to combat the GAPS.
- There needs to be an increased social consciousness.

**GROUP 3 REPORTING ON WOMEN IN POWER AND DECISION MAKING; HUMAN RIGHTS; WOMAN AND THE MEDIA; VIOLENCE AGAINST WOMEN (VAW)**

There were eleven people at the Table, nine (9) females and two (2) males.

1. **What are the significant achievements of women in Grenada since 1995?**

Majority of the Principals in the Schools are females

It was felt that in the pre-schools, there is dominance of females because of their nurturing nature.

It was also felt that there is an underperformance of males in the society.

(b) Women have access to education; employment equality; legislative agenda; political participation; and in the Media (the head of the Media Association is female).

(c) An increase in decision making; there are more women in parliament. However, there is a need for women as head of Government.

2. **List three such achievements in the areas under discussion by your group in order of priority**

   a) Ratified CEDAW and some limiting reporting
   
   b) Introduction of the Domestic Violence legislation
   
   c) Protocols have been adopted
d) Establishment of the Ombudsman’s Office/ Ombudsman Act  
e) Media dominated by Women  
f) Functioning GBV Unit  
g) Extensive training for capacity building  
h) Major amendment to the Criminal Code  
i) Major intervention of the NGO’s Sector,  
j) Support Network Groups – Man to Man Program/Change Program  
k) Extensive Services of the GBV  

3. List three main challenges facing women in terms of achieving gender equality in the areas under discussion by your group in order of priority?  
   (a) Attempts Constitutional Reform re: Human Rights promotion and Lack of Constitutional Reform especially to implement the special measures program by CEDAW  
   (b) Women have not achieved substantive equality  
   (c) Inadequate coordination of Stakeholders  

4. What are the most difficult existing social norms that prevent women’s progress in Grenada?  
   1. Patriarchy (overarching)  
   2. Lethargy with regard to implementation  

5. Women are their worst enemies! Discuss 3 ways in which women undermine the achievements of each other in the areas under discussion.  

Some members of the group found that this question was offensive and should not have been there. One male person said that the question cannot or should not be ignored. However, it was not answered on the grounds that it perpetuates the negative myths and stereotypes of not supporting one another. This is divisive tactic of patriarchy.  

6. Identify the gaps in our national laws, programs and policies which impede the equality of women.  
   - Implementing Special Measures in Constitutional provision
- Criminal Justice System
- Evidence Act

7. List two practical reasons why we do not have more women in the Senate.

The group enquired why Parliament was excluded from the question.

However, it was suggested that Special Measures are required to run a specific number of women in parliament

- Patriarchy /social barriers
- Structural obstacles women would experience
  - Financing of Campaigns
  - Campaigning is not a women’s friendly space/ there is systemic issues
  - The women are always expected to stay at home and care for children

8. List two practical reasons why we do not have more women in the diplomatic corps presently

1. Based on the structure, it is easier for males to be displaced
2. Gender equality

9. What can the media do to constructively encourage equal coverage and engender equal respect for women in public life and generally.

- They can raise awareness

One female person shared her observations of Media coverage of Women. In her view she felt that:

1. Women are judged harshly (sharing her example of the “Power Couple”, where both husband and wife are in public life, yet only the wife was the one the media focused on negatively.
2. No investigative journalism
3. Disproportionate (no equal coverage of the male)

10. Identify the gaps in the work of our community and NGO organizations in realizing the human rights of women and girls.

- Human Rights of women and girls have been to a large extent being championed by the NGOs. Since the Revolution, it has been carried on the backs of the NGOs.
- Under resourcing
- Financial
- Monitoring and Evaluation
11. **Identify the gaps in the delivery of services in the fight against gender based violence**

- There is a lack of permanent position in Civil Services
- State is coming from way behind
- Decline of the Sector (vigorous attempt of the State to catch up)
- Sustainable development
- Failure to mainstream gender
- Services – lack of coordination (some areas are duplicated)
- Lack of specialized knowledge

12. **What initiative can address these gaps?**

1. Capacity building
2. Seminars/Workshops
3. More coordination
4. Instructional
5. Need organized structures
6. More thoughts in service delivery
7. An Oversight Mechanism, e.g. the Integrity Commission
8. Budgeting

13. **How can women be involved in the constitution reform process to ensure that women’s and gender rights are addressed?**

- Special presentations to Women’s groups by the Constitution Reform Committee.
  Most of the people at the table felt that there were too many questions to be covered in limited time allotment. One person said that due to that, answers would be rushed and superficial.

The following Case Study was prepared by the Division of Gender and Family Affairs and submitted to the Commonwealth Secretariat in January 2013.

It must be noted that since the preparation of this case study, further national responses have been taken. These are identified in Sections 1 and 2 of this report.
Advancing the Legislative and Policy Framework to Combat Gender-Based Violence in Grenada: A Case Study of the Period 2010 to 2012

Introduction


This case study responds to the Commonwealth Secretariat on one of the requirements of the Commonwealth Plan of Action within the theme “Gender, Human Rights and the Law”:

“Adopt an integrated, zero-tolerance approach to gender-based violence, including strengthening of the law, appropriate public education, adequate institutional and financial support to address the needs of victims and witnesses, and rehabilitation of perpetrators.”

The outcome anticipated for that mandate is that laws and customs protecting women’s rights is advanced, with one indicator being “the existence and/or implementation of laws addressing violence against women.”

Objective

The objective of this Case Study is to highlight the achievements made by Grenada in creating the legislative and policy frameworks for addressing gender-based violence, a core indicator of the Commonwealth Plan of action on Gender Equality 2005 – 2015. This report shows that Grenada has taken steps to end impunity for intimate partner violence, marital rape and sexual violence through legislative and policy reform.

Methods of Data Collection

Data for this case Study were collected through desk research.
**Background**

For many of the fifty-five thousand women and girls in Grenada, domestic violence, sexual abuse and sexual harassment is a lived reality as these forms of gender-based violence are part of the traditional way of life of the people. Despite evidence of under-reporting, data compiled by the Central Statistics Office based on records received from the Royal Grenada Police Force and the Domestic Violence Unit, have indicated that 279 females and 57 males (a total of 336 persons) reported domestic violence in 2010 and 388 females and 74 males (a total of 462) reported in 2011. From 2010 to September 2012, the killings of 5 women were attributed to intimate partner violence. In regard to sexual violence, data from the Royal Grenada Police Force show that an average of 177 cases was reported each year for the last 5 years.

Attention has been given to addressing gender-based violence in Grenada for decades. A safe shelter for abused women and their children was established by Government in 1999; the first Domestic Violence Act in Grenada was passed in 2001 as civil legislation to protect victims; and the Domestic Violence Unit was instituted in 2003 as part of the national Women’s machinery which helped to implement the 2001 Domestic Violence Act. In addition, the Criminal Code identifies sexual offences and prohibits trading in prostitution.

As years passed, however, it became clear that the legislative and policy framework was deficient, as the inadequate response to Violence against Women was largely attributed to archaic laws, non-existent policies, and institutional weakness in enforcement. The Organization of Eastern Caribbean States (OECS) Secretariat commenced an initiative aimed at reforming laws regarding family and domestic violence. Extensive research was done, resulting in seven model bills, domestic violence among them. In preparation for legislative reform, Grenada undertook the following research, via consultancy through the Ministry of Social Development:


An examination of the Domestic Violence Act (2001) revealed that it was not sufficient to meet the challenge of domestic violence. Firstly, the resistance to apply the Domestic Violence Act was attributed, in part, to the need to explore mandatory arrest and prosecution policies and clearly identify the role of the Police. Secondly, the Domestic Violence Act did not offer protection to victims in all types of intimate partner relationships, as it did not include partners in visiting or dating relationships, which is a significant proportion of households, recognizing that approximately forty-seven percent (47%) are single-parent households. Thirdly, the protections offered under the Act were difficult to access, as three kinds of Orders were identified.

A study of the Legal Framework of sexual offences, as presented in the Criminal Code (Cap 1 1990) and the experience of the justice system showed that the following were specific challenges to Prosecution:

- Retention of the “honest belief” defense
- Statute of limitations
- Restricted definitions of rape and other sexual offences
- Inherent gender bias of several offences
- Marital exemption to rape
- Absence of mandatory reporting provisions

In addition, the Office of the Director of Public Prosecution determined that the sexual offences provisions did not carry penalties that were deemed serious enough to be a sufficient deterrent to criminal behavior.

The State continues to lead the way in addressing gender-based violence, recognising 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
  - Education (Amendment) Act (2012)
  - National Domestic violence and Sexual Abuse Protocol (2011)

Several gaps in the law enforcement, social and medical sectors in their response to gender-based violence were also identified. The following summarise main gaps identified in implementation of laws on domestic violence and sexual abuse.
  - There was no special unit or mechanism dealing with domestic violence in the Royal Grenada Police Force accompanied by a flippant attitude by many police officers. These have led to deficiencies in receiving reports, conducting investigations and prosecution.
  - Psychological support services targeted at abusers were in short supply.
  - There were no legal aid services or court-connected victim support programming by the State, and the welfare assistance was inadequate.
  - Support for victims had been demonstrated in the areas of shelters, psychological and legal counseling and education. However, the level of services was less than adequate in proportion to the need for them.
  - Health care providers were not sufficiently prepared to collect and present medico-legal evidence.
  - The medical, law enforcement, social services and justice sectors are not sufficiently co-ordinated in their response systems to domestic violence cases.
  - Cultural acceptance of violence against women was evident, accompanied by patterns of stigma and discrimination against victims, such as blaming victims and the continuing problem of gender inequality.

Four (4) recent projects, from 2009 to present, have been implemented to facilitate research, law and policy reform, and implementation of programmes to improve services and lead to behavior change. These initiatives have been supported by the United Nations Children’s Fund (UNICEF), United Nations Development Fund for Women (UNIFEM) and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), and the United Nations Trust Fund to End Violence against
Women. The projects were “OECS Family Law and Domestic Violence Reform”, “Preparing Medical Personnel to Respond to Sexual Offences”, “Strengthening State Accountability and Community Action for Ending Gender Based Violence in the Caribbean”, “State Response to End Violence Against Women: Legislative and Policy Reform Implementation Programme”. The latter is ongoing.

The ongoing work primarily aims at effective enforcement of law and policy through institutional strengthening of responders and service providers, public sensitization and behavior change programming. This demonstrates that a holistic approach is being used by the Government of Grenada, as the duty-bearer, to address gender-based violence.

**Legislative Reform**

Grenada has taken the lead in legislative and policy reform. It is the first Member State of the Organisation of Eastern Caribbean States (OECS) to have advanced the OECS Model Family Laws by having three (3) passed in the Houses of Parliament. It has also recognized marital rape as a criminal offence, with no reservations. Furthermore, the State is working assiduously to implement the laws and policies on violence against women and promote behavior change and reduce the occurrence of domestic violence and sexual abuse.

A new **Domestic Violence Act (2010)** replaces the Domestic Violence Act (2001) to provide a civil remedy that would emphasize safety and protection as opposed to arrest and punishment. This law:

- Includes all forms of abuse between persons in domestic relationships, listed as physical abuse, sexual abuse, economic abuse, emotional abuse, intimidation, stalking, harassment and damage to property.
- Defines domestic relationship to include spousal, common-law, engagement, visiting and dating relationships, as well as any actual or perceived romantic, intimate or sexual relationship of any duration. It also includes relationships by blood and adoption.
- Details and expands the responsibilities and obligations of the Police, including their duty to respond to every complaint received, whether from the victim of the abuse or from any other person, to complete the Domestic Violence Police Report Form, and to file the appropriate criminal charge against the alleged offender in accordance with the criminal laws.
- Details the rights of victims, such as the right to receive protection from the Police, to be assisted to obtain medical treatment and a place of safety, file for a protection order and receive counselling support.
- Simplifies the process for seeking Protection Orders and widens the range of protections that can be provided by the Magistrate to the victim.
- Mandates the police to enforce the Protection Orders and arrest respondents who breach any of the provisions.
- Provides for Magistrates to make an order to attempt rehabilitation, such as counseling interventions for abusers and/or victims.

The **Child (Protection and Adoption) Act (2010)** replaced the Child (Protection) Act (2001) and offers protection for children who are exposed to abuse. It:
• Defines “child in need of care and protection” to include all forms of physical, sexual and emotional abuse, as well as exposure to domestic violence, neglect, and abandonment;
• Includes mandatory reporting by professionals in the care and service of children if there is knowledge or suspicion of any form of child abuse;
• Makes provisions for adoption, thereby reducing the opportunity for trafficking and abuse;
• Establishes the Child Protection Authority as the single agency responsible for addressing matters regarding the care, protection and adoption of children.

The Education (Amendment) Act 2012 grants authority to the Ministry of Education to immediately suspend the services of a teacher who is reported to have committed any act of sexual abuse against a minor who is in his or her school. This would facilitate investigation.

The Criminal Code (Cap 1, 1990) itemizes sexual offences and other criminal offences that can be committed such as rape, sexual intercourse with a minor, assault, murder, and trading in prostitution. These are expected to be applied, on a case by case basis, for charging offenders of any form of gender-based violence, including intimate partner violence. It was amended in 2012 to address deficiencies related to weak penalties for sexual offences, and the long legal process.

The Amendments to the Criminal Code 2012 makes the following provisions:
• Wider definition of rape to include anal penetration and recognition of marital rape;
• Sexual abuse of minors under 16 years old now includes boys.
• Parents, guardians and others who have actual custody of any child, and who have reason to believe that the child has been sexually abused, are mandated to report their suspicion to the Police, and are protected from liability, etc, once their suspicion was reported in good faith;
• Removal of the statute of limitation in regard to reporting incidents of sexual intercourse with a minor. Previously, it was required that the report be filed no more than three months after the alleged incident;
• Removal of the “honest belief” defence for defendants above the age of nineteen who are charged with sexual intercourse with a minor, but only if the minor is thirteen to sixteen years of age, not younger and if they were not charged with a similar offence previously. Before its removal, the “honest belief” provision had allowed any defendant to claim that he had reason to believe that the child was above the age of consent at the time of the incident;
• Increased penalties for sexual offences, for example, the crimes of rape and sexual intercourse with a minor carry a penalty of thirty (30) years in prison, a move from 15 years;
• Faster access to justice by introducing summary offences for crimes such as assault;
• Introduction of community sentencing among the sentencing options.

It must be noted that the Provisions in the Criminal Code are applied in cases of intimate partner violence, particularly physical violence. Charges that can be filed on a case by case basis include assault, assault with a deadly weapon, causing harm, attempted murder, murder, arson, abduction, trespassing, and so on.
**Policy Reform**

The umbrella women’s NGO, Grenada National Organisation of Women, initiated action for a national protocol to address domestic and sexual violence. The Ministry of Social Development readily became a partner and the two entities, government and non-government, worked together to develop the Protocol.

The **National Domestic Violence and Sexual Abuse Protocol (2011)** provides guidelines to responders in their interventions to address incidents and manage cases of Domestic and Sexual Violence. The sectors identified to form the coordinated and integrated response mechanism are the law enforcement, health care, social service, and legal service sectors as key responders to deal with domestic violence and sexual abuse. The Protocol also identifies the role of the Ombudsman in the process of holding agents of the State, as duty-bearers, accountable. In demonstrating the significance placed on this Protocol, the Ministers for each of the sectors, including the Prime Minister as Minister for National Security and Legal Affairs, publicly signed the Protocol into force on May 16, 2011.

To further strengthen implementation, **Standard Operating Procedures** have been developed for the Ministry of Social Development. This document will be a working guide to all officers of the Ministry of Social Development regarding their interaction with victims and other persons affected by gender-based violence.

**National Strategic Action Plan to Reduce Gender-Based Violence (2013 to 2017)** has been drafted and is being considered for presentation to Cabinet. When approved, it will be implemented with the aim of providing strategic direction to reduce the incidence of all forms of gender-based violence in Grenada, guided by the principles of human rights and gender equality.

**Support Services**

This Division of Gender and Family Affairs is the National Women's/Gender Equality Machinery. It is a division in the Ministry of Social Development. One of its units is the Domestic Violence Unit which was established in 2003. The Unit is charged with the responsibility of co-ordinating national responses to prevent and punish acts of domestic violence, and also provides services to protect and support victims by:

- Supporting enforcement of policy and legislation
- Public sensitization
- Assistance to victims in finding safe shelter, counseling and participation in empowerment programmes. Temporary safe shelter is available for women in abusive situations at the Cedars Home.
- Educational programmes through community initiatives and use of media

Collaboration with other stakeholders to end violence against women has been very active in Grenada, and as such, The Domestic Violence Unit works in partnership with the Royal Grenada Police Force (RGPF) and other Governmental Ministries, as well as two main non-governmental agencies that
address gender-based violence: Grenada National Organisation of Women (GNOW) and Legal Aid and Counseling Clinic (LACC).

**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 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 VAM; public sensitization and education. Activities include:

i. Stakeholder consultations
ii. Capacity building for the Domestic Violence Unit where two (2) Gender Based Violence Officers have been added to the Unit to effectively carry out the mandate of the Ministry of Social Development
iii. Enhancement of Psychosocial Services: One (1) Counselor has been hired 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 to the doctors for systematic use.
vii. Public sensitization and education through community outreach and use of media.

In Grenada, cultural norms accept or tolerate violence against women and girls under certain circumstances; and there is continued promulgation of those norms through songs, etc. Thus the Ministry and its social partners have begun to wage an intense battle to change myths, socio-cultural beliefs and traditions in the Grenadian culture regarding the acceptance of violence against women and girls.

**Lessons Learnt**

1. Meetings, public forums and other activities in the deep rural areas should be planned and implemented along with the distribution of information, education and communication (IEC) materials to ensure the appropriate sensitization of persons in those areas.
2. Plan and carry out community meetings on a national basis, with women and girls concerning gender equality, its various components and their rights.
3. A number of men are quite willing and should be further engaged to help plan community activities that seek to address gender-based violence.
4. It is important to engage the social partners in the implementation of laws, protocol and awareness of the availability of psychosocial services offered by the Ministry of Social Development and its stakeholders.

5. Continuous engagement of the media and composers of calypso, soca and reggae lyrics to encourage writing and playing of music which do not perpetuate gender based violence.

6. Engagement of the Parliamentarians and Cabinet on the importance of continuing the aggressive approach to create zero-tolerance of gender based violence.

**Gaps**

Legislation against sexual harassment is not yet in place. A draft has been created by the Grenada National Organisation of Women in collaboration with Government Ministries and Civil Society partners and is submitted for further consideration by the Ministry of Legal Affairs. It is the intention of Government to enact legislation against sexual harassment.

**Conclusion**

Grenada has attained a high level of accomplishment in that much has been done to address gender-based violence. Although incidents of domestic violence still occur, the staff members of the response institutions are better able to deal with the victims and perpetrators of gender based violence because of the laws and policies that now exist, the training and dialogue they have participated in, and the range of services that are being further developed.

Therefore, we anticipate a reduction in incidences of gender based violence and an increase in reporting. There will be continuous dialogue and communication with social partners as we continue the work of reducing and eventually eradicating that phenomena and sensitizing every woman and girl of their rights to live without gender-based violence, and every woman and man of the choice of developing healthy relationships with their partners.