



# **GRENADA**

## **Comprehensive National Review on Implementation of the Beijing Declaration and Platform for Action**

**May 2019**

**Towards the twenty-fifth anniversary of the  
Fourth World Conference on Women and adoption of the  
Beijing Declaration and Platform for Action  
(Beijing +25)**



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# INTRODUCTION

Grenada is committed to the Beijing Declaration and Platform for Action (1995) and the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, among other critical agreements that together form the normative framework for gender equality and the advancement of women and girls. We are therefore pleased to participate in the comprehensive review process and submit this report which provides information on Grenada's progress, challenges and priorities towards achieving gender equality and women's empowerment.

Preparation of this *Comprehensive National Review on Implementation of the Beijing Declaration and Platform for Action* was led by the National Machinery for Gender Equality and Women's Empowerment, in consultation Government Ministries, Departments, Statutory Bodies and constituency offices, as well as non-governmental organisations, faith-based organisations, trades unions, community-based organisations, and private sector bodies.

A Drafting Team was enlisted. The Drafting Team was led by the Head of the National Machinery for Gender Equality and Women's Empowerment, Elaine Henry-McQueen, Senior Programme Officer, Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment. The other members were:

- Deborah Cudjoe, Parenting Coordinator, Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment
- Nicole Neva Pitt, GBV Responder, GBV Unit, Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment
- Norlisa Lorde, Gender Programme Officer, Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment
- Jacqueline Lorice Pascal, Coordinator for the Committee for the Prevention of Child Sexual Abuse, Ministry of Social Development, Housing and Community Empowerment
- Feona Sandy, Planning Officer I, Office of the Cabinet

The process included:

- Desk research of laws, policy documents, reports and statistical data
- A National Consultation held on April 4, 2019, supported by UN Women Multi-Country Office for the Caribbean
- Interviews with key informants
- Preparation of a draft Report by the Drafting Team
- Validation meeting with the Inter-Ministerial Council of Gender Focal Points on April 23, 2019
- Review of the draft report and preparation of the final draft report by the Head of the National Gender Machinery
- Review meeting with Hon. Delma Thomas, Minister for Social Development, Housing and Community Empowerment

- Review meeting with Veronica Charles, Permanent Secretary, and Senior Technical Officers of the MOSDHCE. Present were:
  - o Delroy Date, Chief Social Development Officer (Ag)
  - o Leonora George-Buckmire, SEED Manager
  - o Wayne James, Senior Housing Coordinator
  - o Samuel St Bernard, Planning Officer I
  - o Rachel James, GBV Responder
- Finalisation of the Report
- Obtaining approval from Cabinet

The Objectives of the comprehensive national-level review of Grenada's implementation of the Beijing Platform for Action were to:

1. Assess progress made in implementation and identify challenges encountered. This meant identifying achievements, gaps and setbacks, and outlining strategies to address those gaps and challenges.
2. Promote renewed commitment for gender equality and women's empowerment.
3. Identify priority issues and actions for implementation.
4. Align and build synergies between the National Gender Equality Policy and Action Plan (GEPAP), Medium Term Agenda and National Sustainable Development Plan 2035 of Grenada. These will also be aligned to the Normative Framework for gender equality and advancement of women, in particular the Convention on the Elimination of all forms of Discrimination against Women, Beijing Declaration and Platform for Action, 2030 Agenda for Sustainable Development and the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030.

Grenada's comprehensive national-level review will be distributed to all Ministries and civil society partners and made publicly available on the Government website. The findings (progress made, challenges and priorities for future action) will be summarized and publicized. Moreover, the full report will be used to inform the development of an Implementation Plan for the GEPAP (2019-2024) to be prepared by the Inter-Ministerial Council of Gender Focal Points, Action Plans for the MTA Priorities, the National Sustainable Development Plan (2020-2035) being developed by the Government of Grenada, and the CARICOM Gender Strategy being prepared by the Gender Programme of the CARICOM Secretariat.

## Section One: Priorities, achievements, challenges and setbacks

### Achievements, challenges and set-backs

#### 1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

*In answering this question, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to set-backs in each case (3-5 pages).*

#### Achievements

##### **Women in Leadership**

- 1.01 Forty-seven percent (47%) of the Parliamentary Representatives in Grenada are women. This was achieved in the General Elections of 2018 when the citizens elected seven (7) women and eight (8) men to the House of Representatives of Parliament. This was achieved without quotas of other special measures. In addition, women hold the positions of Governor General who is the Head of State and the first ever woman to hold this post, appointed in 2013; Secretary to the Cabinet who is the Head of the Public Service; Accountant General who is the Head of the Treasury; and Ombudsman.
- 1.02 Over the years, there has been a steady increase in the number of women in leadership and administrative positions. For example, women serving as school principals, permanent secretaries and magistrates/judges have increased within the last five years. These are considered as achievements and are significant since traditionally, the above listed designations were predominantly held by men. Furthermore, although antiquated perceptions of a woman's place still exist among many, these views are slowly but steadily regressing especially among the younger generations. Women and girls are now being perceived as capable of holding prominent roles and leadership positions able to effectively and efficiently execute their duties. It is important to note that with these highlighted occurrences, young girls are now encouraged to follow suit and not settle into roles assigned in the past.

##### **Implementation of legislation, policies and mechanisms to address violence against women and girls**

- 1.03 From 2010 to 2016, various laws were enacted to address violence against women and girls. During the last five years, significant actions were taken to enforce them. These included:
- Domestic Violence Act (No. 19 of 2010)
  - Child (Protection and Adoption) Act (No. 20 of 2010)
  - Amendments to the sexual offences provisions in the Criminal Code (No 29 of 2012), including introduction of marital rape
  - Electronic Crimes Act (No 23 of 2013) and its amendments
  - Revised Police Standing Orders (Statutory Rules and Regulation 19 of 2017)

- 1.04 Marital rape is particularly significant and worth mentioning. Although the Criminal Code was amended since 2012 to include it, the first charge was laid 2019. This has sparked a plethora of debates on rights of men and women once they are married. Women are now being empowered and understand that they can take control of their sexual activities and that “NO” means NO”. They further understand that their rights are not diminished because of marriage.
- 1.05 The Electronic Crimes Bill also holds significance because women and girls have been the main victims of exploitation via this means. With the law now in place, guilty parties are held accountable through either a fine or imprisonment.
- 1.06 Over those years, policies and protocols were put in place and are being implemented, though with some challenges. The main ones are:
- National Domestic Violence and Sexual Abuse Protocol (2011)
  - Strategic Action Plan to Reduce GBV
  - Health Care Sector Standard Operating Procedures for GBV (2014)
  - MoSD Standard Operating Procedures for GBV
  - GBV Unit Sexual Assault Response Guide
- 1.07 Further, mechanisms were created to enforce these laws, policies, etc. The primary mechanism includes the following institutions:
- Gender-based Violence Unit in the Division of Gender and Family Affairs of the MOSDHCE, formerly the Domestic Violence Unit, which was given a name change and an expanded mandate in 2013
  - Child Protection Authority, a statutory body, which was created in 2012 in compliance with the Child Protection and Adoption Act 2010. It replaced the Child Welfare Authority.
  - Special Victims Unit of the Criminal Investigations Department of the Royal Grenada Police Force was established in 2018.
  - Four health facilities nationwide have been identified to support the system
  - Shelter for abused women and their children.
- 1.08 A Committee for the Prevention of Child Sexual Abuse was formed in 2017. During 2018, research was completed on “Situational Review of Child Sexual Abuse in Grenada” and “Strengthening Services to Victims and Defining a Formal Mechanism for Response, Coordination and Networking to Address Sexual Violence, Intimate Partner Violence and Child Abuse”. In 2019, the National Gender Machinery was tasked include violence against children in its role as the coordinating mechanism for GBV response.
- 1.09 “Strengthen interventions to combat domestic violence and child abuse” is one of the priorities of the Medium-Term Agenda of the Government of Grenada for 2019 to 2021. It is therefore anticipated that further action will be done over the next three years.

### **Opportunities for women in non-traditional fields of studies and employment**

- 1.10 Local tertiary level and skills training institutions such as the T.A. Marryshow Community College and the New Life Organization (NEWLO) have created opportunities for women and



girls to pursue careers in non-traditional areas such as electrical engineering, plumbing, refrigeration and auto mechanic repairs. These institutions have been engaged in awareness initiatives to empower women and girls to take advantage of these opportunities made available. Vocational certification is offered through the National Training Agency.

- 1.11 Additionally, the Ministry of Social Development, Housing and Community Empowerment (MOSDHCE) embarked on initiatives to provide training to unemployed and under-employed women in various skills for employment through the WISE programme.
- 1.12 Some secondary schools such as the Boca Secondary School and Westerhall Secondary School are committed to tackling stereotypes by encouraging and enrolling girls in non-traditional technical subject areas as technical drawing and Building Technology.
- 1.13 To support this thrust, a robotics competition was hosted by the National Telecommunications Regulatory Commission (NTRC), in partnership with the Ministry of ICT and the Ministry of Education for Girls in ICT Day in 2017. On World Ozone Day in 2018, the National Ozone Unit of the Energy Division of the Ministry of Finance and Energy hosted activities "Watch Me Work: Recognizing Women in the refrigeration and air conditioning sector". Also, the MOSDHCE in the 2019 commemoration of International Women's Day focused on women in non-traditional fields such as drafting, ICT, engineering and real estate. Some of the women who are successful in these fields were invited to attend a Women's Village activity in which they shared their experiences and encouraged young girls to pursue these areas. These platforms provided an outlet for women and girls to pursue interest in a wider range of fields, showcase their talents and allow the general public to be aware of their capabilities beyond the traditional areas.

#### **Opening Conversations about Sexuality and Sexual Abuse**

- 1.14 As a result of dialogue about child sexual abuse, marital rape and sexual and reproductive health, women and girls are more comfortable engaging in conversations around sex and sexuality which have been considered "taboo" subjects traditionally. Grenada has an approved "Sexual and Reproductive Health Policy and Strategic Plan" and a draft Adolescent Health Policy. Although roadblocks still exist, the improvements are noteworthy.
- 1.15 Organizations such as GrenChap and GrenAIDS are leading the cause through the creation of safe spaces and outlets for women and men with diverse sexual orientations and gender identities and women and men living with HIV/AIDS. An LGBTI Awareness Training of Trainers for Police and Community Service Providers, and a Human Rights Advocacy Campaign on Breaking Barriers funded by Open Society Fund are among platforms created to encourage these very difficult conversations. These were rolled out in 2015 and 2016 respectively by GrenChap.

#### **Ratification of ILO Convention 189 – Domestic Workers**

- 1.16 Grenada ratified the Domestic Workers Convention by the International Labour Organisation (C189) on November 12th, 2018. It will come into force on November 2019. This speaks to decent work for domestic workers. Its implementation will be significant since the majority of domestic workers in Grenada are women.

## **Challenges and Setbacks**

### **Patriarchy**

- 1.17 Patriarchy persists, making it quite challenging to completely shatter the glass ceiling. In many settings, such as religious circles, homes and workplaces, women and girls still face many barriers to reaching their full potential due to male dominated environments. Socialization has solidified values, norms, customs/habits which are then used as strongholds against social change. Individuals are cultured to accept the status quo and any resistance usually comes with repercussions from the institutions that socialize us such as the home, church, school and even the media (traditional as well as social).
- 1.18 Awareness/education needs to be ongoing to break barriers. Campaigns by the Ministry of Social Development, Housing and Community Empowerment such as the State Response Project to End Gender Based Violence and the Social Mobilization Project both funded by UN Women as well as other stand alone and partnered initiatives in collaboration with other stakeholders including Grenada National Organization of Women, Legal Aid and Counselling Clinic have been done. However, continuous work in this area may produce more favourable outcomes since this will ensure the message is not lost and/or bombarded by countering forces.

### **Poverty**

- 1.19 Poverty also presents a challenge in that many women rely solely on their partners for financial support due to unemployment, underemployment and unpaid domestic work. Poverty is exacerbated as women are less likely to own real estate and other means of production, and where they do, it is often smaller than those held by men only or by persons with joint ownership.

### **Inadequate/sporadic funding**

- 1.20 Funding for some of the activities that have resulted in the greatest success have been based on projects, often externally funded projects. The implication is that some of the activities cannot be maintained after the project is completed, except when it is possible to integrate them into the annual budget of the Central Government.

### **Inadequate/limited human resource for gender equality and women's empowerment**

- 1.21 The limited capacity of the Gender Machinery hinders its ability to provide technical assistance to the various Ministries and other social partners to support mainstreaming mandate/efforts in policies, programmes and projects. In our assessment, the limited capacity is due to a combination of inter-related and mutually reinforcing factors.
- Firstly, there is small number of technical staff in gender mainstreaming within the Division of Gender and Family Affairs (Gender Machinery) and the Government as a whole. Moreover, there is a limited range of gender mainstreaming expertise within the Country. A wider range of expertise is needed to consider gender mainstreaming in a variety of sectors, such as climate resilience, gender budgeting, and so on. As it stands, specialized services often have to be imported as consultancies, resulting in high costs and reduced sustainability.

- Secondly, there is still a narrow or restricted view or unclear perception of the mandate and role of the Division as the National Machinery for Gender Equality and the Empowerment of Women. Therefore, the institutional architecture, as described in the BPfA, Montevideo Strategy and the Gender Policy, is not yet implemented.
- Thirdly, there is a constant push back against efforts at programming for gender equality, especially women's human rights and autonomy. This is overtly and covertly done by both women and men at all levels and sectors of society.

### **Implementation gap**

1.22 The problem of slow or inadequate implementation and implementation that is not gender responsive is evident in four ways:

- Some of the approved policies and plans are not being fully implemented. These include SRH Policy, Health Care Sector SOP on GBV, and GEPAP
- Some draft legislation and policies are not approved, such as the Adolescent Health Policy, Sexual Harassment legislation, Child Maintenance Bill and the Status of the Child Bill.
- There are gender analyses in specific sectors and for projects that have not been used to inform policy and action, even in the sector or project for which they were conducted, such as the Gender Thematic Analysis of the Grenada Census of Agriculture.
- Some projects have suffered from slow start-up and implementation rate, or changes in the implementation of activities that do not consider sequencing. Examples include the project State Response to End Violence against Women, for which extension was sought and granted, and the project Social Mobilisation to End GBV for which extension was sought, but not granted, resulting in loss of investment.

1.23 This implementation gap is retarding progress on the issues they are meant to address. Action should be taken to ensure that implementation follows naturally upon approval. Having committed scarce human, physical and financial resources to developing these laws, policies plans and projects, it is imperative that the results are maximised in order to avoid a situation in which the investment is made, but the developmental impacts are not felt.

## **Priorities in the Past Five Years**

**2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)**

- ☐ Equality and non-discrimination under the law and access to justice
- ☒ Quality education, training and life-long learning for women and girls
- ☒ Poverty eradication, agricultural productivity and food security
- ☒ Eliminating violence against women and girls

- ☐ Access to health care, including sexual and reproductive health and reproductive rights
- ☒ Political participation and representation
  - ☐ Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
  - ☐ Women's entrepreneurship and women's enterprises
  - ☐ Unpaid care and domestic work/work-family conciliation (e.g. paid maternity or parental leave, care services)
  - ☐ Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
  - ☐ Basic services and infrastructure (water, sanitation, energy, transport etc.)
  - ☐ Strengthening women's participation in ensuring environmental sustainability
  - ☐ Gender-responsive budgeting
  - ☐ Digital and financial inclusion for women
  - ☐ Gender-responsive disaster risk reduction and resilience building
- ☒ Changing negative social norms and gender stereotypes
- ☐ Other

*Please provide brief reflections on how your country has addressed these priorities (3 – 5 pages).*

### **Quality education, training and life-long learning for women and girls**

- 2.01 GEPAP pledges Government's commitment to equal access to education and training programmes in fields that are considered non-traditional. Girls are being exposed to fields within and outside of the formal school system that encourages them to soar beyond the traditional areas of study. In the past, educators and parents alike would often link certain fields of study to one's sex. However, these views are increasingly changing, and women and girls are now embracing these non-traditional fields which often offer more lucrative compensation and fulfilment. An educational and empowerment programme through the MOSDHCE, the WISE programme, is one such example of an avenue created for women to pursue life-long quality education and training.

### **Poverty eradication, agricultural productivity and food security**

- 2.02 Safety net programmes such the Support for Education, Empowerment and Development (SEED), building material assistance programme and the housing distribution programme are some examples of Government's commitment to addressing the issue of poverty. These programmes, although not permanent, serve as a means of advancing women and men from a position of dependence to one of independence. Additionally, small business loan programmes from financial institutions such as the Grenada Development Bank have also assisted some women to become self-employed through entrepreneurship opportunities.
- 2.03 A group of women formed the Grenada Network of Rural Women Producers (GRENROP) many years ago. It is part of the Caribbean Network of Rural Women Producers (CANROP) which was created for women in agriculture and agro-processing to support each other and

work together to increase their earning potential. Within the last five years, GRENROP was able to successfully negotiate contracts with supermarkets and hotels to purchase products from the network. By doing that, GRENROP acts as the link between the companies and the individual small producers, making it easier for the products of many small women producers to reach the market at fair prices. As part of the commemoration of International Women's Day 2019, the Network was recognised for its contribution to the economic empowerment of women producers.

- 2.04 The Ministry of Agriculture along with organizations such as the Food and Agriculture Organization (FAO) and the Grenada Food and Nutrition Council has been instrumental in addressing SDG 2 and including women as a core part of the equation in achieving this goal since women and girls form an integral part of the society.
- 2.05 However, a Gender Thematic Analysis of the Grenada Census of Agriculture was done in 2015. It describes the sector as the third largest source of employment in Grenada and is key to addressing the food import bill, economic development and sustainability, and tackling poverty. However, the Analysis shows that there were stark gender gaps in the agriculture sector at the time of the Census in 2012. There are no indications that the current situation would be significantly different. The gaps include:
- Of 9,306 farms, 71% are headed by men and 29% by women
  - Overall, there were 6,631 male farmers and 2,675 female farmers
  - Among young farmers ages 15-19, there were 49 males and 7 females. Among the 20-29-year olds, there were 495 males and 118 females.
  - Of the 13,761 parcels of land in agricultural use, men owned or controlled 10,303 parcels while women owned or controlled 3,458 parcels.
  - "Female farmers had significantly smaller farms than male farmers. The average area of farms headed by women is 1.57 acres, while for men it is substantially higher at 2.66 acres. Women manage about 4000 acres of land compared to the 17,000 acres managed by men." (p. 21)
  - Access to farm inputs (workers, credit, technical assistance, irrigation, fertiliser, and equipment) follows similar trends.
- 2.06 Key informants have reported that these findings have not been used to inform policy, planning or programming by the Ministry of Agriculture. However, based on the recently held Gender and Climate Change workshop and the Gender Mainstreaming Workshop, indications are that these and other findings in the Analysis will receive attention.
- 2.07 The Market Access and Rural Enterprise Programme (MAREP) has also created avenues for rural women through vocational skills training, employment creation, business training and financing for small business. The focus of MAREP was to enhance the livelihood of rural households by creating employment and increasing income. MAREP was funded by the Government of Grenada, with support from the Caribbean Development Bank (CDB) and the International Fund for Agriculture Development (IFAD).
- 2.08 The Completion Report of the Market Access and Enterprise Development Component of the project stated that women were beneficiaries of 13% of the loans. In the list of sixteen

companies that benefited from business training and capital, three are identified as being run by women's organisations, while some of the others may have women participating as well. Their report summarised the Results of an Impact Survey (p. 37-38). It stated that 54% of the households were headed by men, and that:

- Male-headed households accounted for the greater share of employment creation;
- Only male-headed households experienced an increase in income due to MAREP's technical assistance;
- No female headed household gross monthly income was above \$6000. On the other hand, a higher percentage of female headed households earned less than \$200 per month compared to male headed households; and
- Only male headed households reported starting a business after receiving MAREP sponsored training.

- 2.09 Therefore, while poverty reduction was a national priority in the last five years, women were not beneficiaries on an equal basis with men. However, women were using strategies to make progress, such as through GRENROP. These findings will be used in consideration of strategies and actions in current and future projects in that sector.

#### **Eliminating violence against women and girls**

- 2.10 The Ministry of Social Development, Housing and Community Empowerment has been and continues to be committed to end violence against women and girls. Laws, policies, procedures and mechanisms have been put in place to respond to GBV (listed in a previous section).
- 2.11 Throughout the period of 2012 to 2015 through the Project State Response to End Violence Against Women, numerous training workshops and awareness campaigns were held nationally. Persons within the health sector, education sector, law enforcement, legal fraternity, the media NGOs, CBOs and FBOs received sensitisation and training in addressing GBV. The media has since become a significant ally in the work to end GBV. Many persons who have been trained are advocates in their own settings, including radio and television personalities. Social media has also been utilized through the creation of a Facebook page.
- 2.12 The Ministry is also called upon to present to various groups that are interested in this topic from time to time. Schools, churches, youth groups and parenting groups are some examples. The "I Respect You, You Respect Me" Campaign and the "#IRepNonViolence" Campaign also sought to encourage peaceful and respectful relations between women and men and boys and girls and ultimately end GBV.
- 2.13 In 2017, Grenada embarked on an initiative to conduct a prevalence survey on violence against women. It is part of the UN Women/CARICOM Pilot Programme. The Survey, entitled "*Women's Health and Life Experiences Survey*" was conducted in 2018 based on the World Health Organisation Model. The results are being compiled and analysed, and the reports are being prepared.

### **Political participation and representation**

- 2.14 This has been a significant achievement for the State of Grenada. The GEPAP addresses the issue of limited participation of women in decision-making positions through a deliberate intervention by Government to remove barriers and promote gender parity or 40 percent female or male in cabinet and parliament, as well as on all boards within the private and public sectors, trade unions and NGOs. Furthermore, it seeks to encourage gender responsive leadership and encourages political parties to increase women's representation.
- 2.15 In the 2018 elections, the number of women in the House of Representatives of Parliament increased from five of fifteen (33%), to seven of fifteen (47%). This means that for the first time, there is gender parity in Grenada's House of Representatives. Four of the thirteen Senators (31%) in the Upper House of Parliament are women, two of whom are young women, one from each of the political parties that made nominations.

### **Changing negative social norms and gender stereotypes**

- 2.16 The Gender Equality Policy and Action Plan (GEPAP) 2014-2024 overall focus is on gender equality, equity and social justice and sustainable development for the State of Grenada. One of the main aims of this policy is to break traditional barriers forged by years of discrimination through patriarchy. As it relates to gender, culture and socialization, government has been committed to engaging the main institutions of socialization including but not limited to the home, school, church and the media in tackling harmful mindsets and promoting positive and harmonious relations between the sexes. Therefore, the implementation of this policy tackles gender stereotypes head on and is partly aimed at eradicating discrimination through an evolution of mindsets.
- 2.17 The MOSDHCE has led in this regard through ongoing work in communities across the Nation. An example would be School tours that have been organized with the aim of targeting younger cohorts at the secondary school level throughout the nation. Presentations were made in which the students were engaged in the discourse about negative patterns regarding abuse and respecting each other using the human rights perspective. Other initiatives through yearly campaigns such as the 16 Days of Activism to End Gender Based Violence and International Women's Day are formulated and target various communities across the island. One collaboration worth mentioning in this instant would be the Social Mobilization Project 2015/2016. This project sought to tackle existing traditionally negative gender stereotypes and combating myths by promoting more progressive norms, such as healthy relationships.

## **Measures to prevent discrimination and promote the rights of women and girls**

### **3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)**

- ☐ Women living in remote and rural areas

- ☐ Indigenous women
- ☐ Racial, ethnic or religious minority women
- ☒ Women living with disabilities
- ☒ Women living with HIV/AIDS
- ☒ Women with diverse sexual orientations and gender identities
- ☐ Younger women
- ☐ Older women
- ☐ Migrant women
- ☐ Refugee and internally displaced women
- ☐ Women in humanitarian settings
- ☐ Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses (2 pages max.).*

#### **Women living with disabilities**

- 3.01 The Ministry of Social Development made information on GBV accessible to persons who are blind by translating informational material “Provisions to Address GBV in Grenada” into Braille. Copies are available at the National Council of the Disabled, the Council for the Blind and the GBV Unit.

#### **Women living with HIV/AIDS**

- 3.02 The Ministry of Health (MOH), along with local agencies such as the Grenada Planned Parenthood Association (GPPA), GrenChap and GrenAids, has been directly engaging sero-positive women through initiatives and programmes. They all provide services through counselling, and support treatment and care. With the exception of the MOH, they also provide safe spaces for women and men and boys and girls. Testing is also provided by the MOH mainly through the National Infectious Disease Control Unit (NIDCU) and health centres around the island. GrenChap and GPPA also provide testing services. These services are available without restriction to men and women.
- 3.03 Further, NIDCU provides referrals to support services, antiretroviral medication, medication for opportunistic infections and sexually transmitted infections e.g. herpes and candidiasis, condoms and home-based care.
- 3.04 In addition to the actual services provided by these agencies, education is a key component of their mandate to reduce stigma and discrimination by the general population and to prevent the spread of HIV. An example of this form of outreach is the Human Rights Advocacy Campaign on Breaking Barriers training funded by Open Society Fund. This training was organized in 2016 by GrenChap.



### **Women with diverse sexual orientations and gender identities**

- 3.05 GrenChap along with GrenAids are the key agencies working with this group. GrenChap has an ongoing campaign called Love Without Fear in which they engage communities across the State educating them using the human rights model of respect and inclusion. In 2015, An LGBTI Awareness Training of Trainers for Police and Community Service Providers was also initiated by GrenChap.

## **Humanitarian crises**

### **4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?**

NO

*If YES, please give concrete examples of the effects of humanitarian crises on progress for women and girls in your country and of measures taken to prevent and respond to humanitarian crises in a gender-responsive manner (1 page max.).*

- 4.01 Grenada has not experienced humanitarian crises in the last five years.

## **Priorities for the Next Five Years**

### **5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)**

- ☐ Equality and non-discrimination under the law and access to justice
  - ☐ Quality education, training and life-long learning for women and girls
  - ☐ Poverty eradication, agricultural productivity and food security
  - ☒ Eliminating violence against women and girls
  - ☒ Access to affordable quality health care, including sexual and reproductive health and reproductive rights
  - ☐ Political participation and representation
  - ☒ Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises  
Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- ☒ Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)

- ☐ Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- ☐ Strengthening women's participation in ensuring environmental sustainability
- ☐ Gender-responsive budgeting
- ☐ Digital and financial inclusion for women
- ☒ Gender-responsive disaster risk prevention, reduction and resilience building
- ☐ Changing negative social norms and gender stereotypes
- ☐ Other

*Please provide brief reflections on how you plan to address these priorities (3 – 5 pages).*

### **Eliminating violence against women and girls**

- 5.01 Government is committed to continue the work on combating GBV against women and girls. The Medium-Term Agenda identifies “Strengthening interventions to combat domestic violence and child abuse” as a priority for 2019-2021. Although a significant amount of work has been completed in this area, there is need for continuity and additional work to ensure efforts of the previous work were not in vain. The Report of the Technical Working Group entitled “*Strengthening Services to Victims and Defining a Formal Mechanism, for Response, Coordination and Networking to Address Sexual Violence, Intimate Partner Violence and Child Abuse*” was considered at a High-Level meeting and priorities identified. In addition, the Committee on the Prevention of Child Sexual Abuse also made contributions.
- 5.02 Using the human rights and gender equality approach, the main priorities include:
- Working more closely with partner Ministries and Government Departments, as well as civil society partners, to develop and implement plans to support victims, hold offenders accountable and prevent GBV.
  - Strengthening the operations of each entity that has specific mandate to provide short-term and long-term responses to GBV and child abuse, in particular the GBVU, SVU, CPA, Shelters and Health services.
  - Defining direct/expedited entry routes for victims to access social safety nets and other Government programmes for support and empowerment.
  - Improving the system of offender accountability, including a sexual offenders registry.
  - Increasing emphasis on the prevention of intimate partner violence and sexual abuse, including child sexual abuse.
  - Wide dissemination of the results of the prevalence study on violence against women, conducted in 2018 in the Women's Health and Life Experience Survey. (The reports are being prepared.) The results would also be used to inform programming.
  - Developing a system for collection of official administrative data on intimate partner violence and sexual abuse. Continuous data collection has an important role in informing interventions and justifying budget allocations.
  - Passing and implementing legislation against sexual harassment.
- 5.03 Relationships formed with local, regional and international partners to achieve this are critical since funding is often a challenge. Consequently, awareness campaigns are critical to

ensuring a total transformation of the notion of masculinity being associated with toughness and aggression and the use of this ideology to dominate women, boys and girls. Continued trainings with stakeholders, such as teachers and social workers, is also important to ensure that individuals do not revert into old and unhealthy ways of addressing the issue of GBV.

### **Rights to work and Rights at work**

- 5.04 Addressing women's economic empowerment is integral to the process of achieving gender equality, especially in the material dimensions. However, research done by the National Training Agency has discovered that discrimination against women exists, as some employers are reluctant to employ women, citing security of the women, lack of public transportation at night and the likelihood that women will need more family leave and leave associated with menstruation. Another problem is that jobs predominantly done by women attract very low wages, especially in the paid care sector, shop assistants and clerical assistants, and for the most part, those jobs are unregulated.
- 5.05 The GEPAP proposes solutions to these issues under various sections, including the Gender, Labour and Employment section, which promise that government will intervene to ensure that policies, legislation and programmes will reflect economic empowerment of women. The big picture illustrates a society in which both men and women will reap equal benefits through equal opportunities on the premise of equal pay for work of equal value.
- 5.06 Some of the actions to advance the commitments include:
- Addressing gender-based violations of the Employment Act and Minimum Wage Order, including public education on the fundamental principles and entitlements;
  - Reviewing legislation and mechanisms to uphold the rights of unorganized categories of workers, including implementation of the ILO C189 on domestic workers and improving the wages and conditions for workers in the care industry;
  - Addressing sexual harassment in the workplace;
  - Reducing the sexual division of labour by promoting women's involvement in non-traditional fields of training and employment. Within the context of the MTA priority to "address national skills shortages through curriculum reform and skills development", opportunities will be created to increase women's and girl's share of opportunities in developing skills for employment, such as in technology and engineering at all levels;
  - Providing gender-responsive career guidance and learning opportunities to students at all levels of the education system;
  - Making job training/apprenticeship programmes and entrepreneurship programmes gender responsive.
- 5.07 Poverty often stands in the way of achieving any goal. By addressing women's rights at work, greater opportunity will be created for women to pursue activities that can take them and their families out of poverty. Furthermore, the SDGs set the platform for making women's economic empowerment a priority. Government is committed through the GEPAP to ensure policies relating to reducing poverty take into consideration the unique challenges of women and girls. Some of the areas in which this would be realized are through the integration of gender equality and social justice criteria into policy and programmes and

trade negotiations, ensuring that sex-disaggregated statistics are included in national data and promoting gender responsiveness among financial institutions to ensure equitable access to credit among others.

**Access to affordable quality health care, including sexual and reproductive health and reproductive rights**

- 5.08 Improving the quality of health care is a priority for Grenada for the next five years. The MTA identifies three priorities for the health care sector. They are
- Integrated quality health care services delivery
  - Build a competent health care workforce to deliver client-centred healthcare services
  - Implement a national information system for the health sector.
- 5.09 Through the GEPAP, Government has made a commitment that it “will promote equitable access to quality health care for boys/men and girls/women throughout their life cycles, and gender-specific sexual and reproductive health care for men, women and adolescents.”
- 5.10 The full implementation of the SRH Policy and the Health Care Sector SOP on GBV will be expected to occur through initiatives to advance these priorities, in addition to the other gender responsive priorities for the health care sector in the GEPAP.

**Gender Responsive disaster risk reduction and resilience building**

- 5.11 The GEPAP speaks to Government’s aim in prioritizing this objective through the recognition and integration of both the unique roles of men and women. Men and women and boys and girls are affected differently during disasters and their potential issues should be considered due to their individual differences. Therefore, the Government is committed to:
- Increasing public awareness that seeks to examine the complimentary roles of both sexes regarding the natural resources of the country;
  - Undertake gender analysis, gender impact assessments and gender responsive approaches to effectively manage the resources of the country
  - Ensure equitable participation of men and women in their respective communities to develop strategies for coping with and adapting to unfavourable impacts of climate change and all the issues that may potentially come with it.
- 5.12 In this regard, as part of the Getting Grenada GCF Ready programme, a two-day workshop on “Gender Sensitivity for Climate Finance Project Writing” was held in April 2019 for government, NGO, private sector and other partners. The objective of this workshop was to enable relevant stakeholders to mainstream gender equality into project proposal writing.
- 5.13 Grenada will also participate in the regional project *Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER)*. This project will, among other things, provide technical support on gender equality policy mainstreaming to agencies with responsibility for development and implementation of gender-responsive and inclusive National Adaptation Plans (NAPs) and Nationally Appropriate Mitigation Actions (NAMAs) and to the gender machinery for a detailed analysis of gender inequality of climate risk. In addition, gender-responsive and inclusive NAP and NAMA priority interventions will be implemented.

Through these and similar initiatives, Grenada will make climate action and disaster management gender responsive.

### **Gender-responsive social protection**

- 5.14 Grenada has made investment in strengthening the social protection and social safety nets system, especially the SEED and Housing programmes. Work is also ongoing to develop a National Health Insurance system. These and other safety net and social protection programmes will be further developed in the next five years. To make them more gender-responsive, the following actions will be considered:
- Including expedited entry routes for additional vulnerable groups such as victims of intimate partner violence in the social safety nets programmes;
  - Employing a critical mass of women (33%) in the Work Brigades that construct houses for beneficiaries of the housing programme;
  - Making the assessment and support processes more comprehensive to identify and address historical patterns of inequality that may exist in the households, such as ownership of property, access to resources and domestic violence;
  - Developing and implementing actions to empower beneficiaries of safety nets to move persons out of their vulnerable situations.
- 5.15 To implement this ambitious list of priorities, the following strategies identified in the GEPAP will be applied:
- Integrating gender in the medium-term national development plan, annual sector plans and national budgets;
  - Providing gender sensitisation and training for men and women at leadership/management levels of the public sector, private sector and trade unions, and civil society;
  - Raising public awareness of the GEPAP and the responsibility of all stakeholders to address specific gender concerns within their sector or jurisdiction;
  - Promoting policy implementation that is grounded in gender-sensitive research and analysis of roles, social relations and power imbalances between men and women;
- 5.16 With 2019 being a mid-point year for the implementation of GEPAP, the Inter-Ministerial Council of Gender Focal Points will review the action plan and develop a new implementation plan for the remaining period. The priorities identified here, along with the full report, will inform this revised GEPAP Implementation Plan.

## Section Two: Progress across the 12 critical areas of concern

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

### Inclusive development, shared prosperity and decent work

#### **Critical areas of concern:**

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

#### *Women's Role in Paid Work and Employment*

#### **6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?**

- ☒ Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- ☐ Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- ☒ Taken measures to prevent sexual harassment, including in the workplace
- ☒ Strengthened land rights and tenure security
- ☐ Improved financial inclusion and access to credit, including for self-employed women
- ☒ Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- ☐ Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment

- ☐ Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 6.01 Part IV of the Employment Act Cap 89 (1999) has a section on fundamental principles (Part IV) which prohibits the following:
- Forced labour
  - Discrimination on the grounds of race, colour, national extraction, social origin, religion, political opinion, sex, marital status, family responsibilities, age or disability, in respect of recruitment, training, promotion, terms and conditions of employment, termination of employment or other matters arising out of the employment relationship.
- 6.02 The said section provides that “*Every employer shall pay male and female employees equal remuneration for work of equal value.*” The law makes provision that an individual claiming an infringement of his or her rights can seek redress through the Court if that infringement cannot be redressed by way of the industrial relations framework.
- 6.03 Unfortunately, not all workers in all sectors are members of trade unions or staff associations. For those workers, workers on fixed-term contracts, and those in unregulated work environments, there are questions about the level to which these fundamental principles are implemented, practiced, monitored and upheld. However, this section of the law has the potential to increase the voice of the disenfranchised within the labour market.
- 6.04 The situation facing workers in the paid domestic and care sector, clerical occupations and sales/shop assistants needs attention. Most of the workers in those sectors are women. The Minimum Wages Order pitches those jobs at lower wages than the jobs predominantly done by men. In general, the wages are equal to, and in some cases, lower than the stipends paid to participants in the New Imani and HOPE Programmes. Further, the hours of work for these jobs as listed in the Employment Act exceed forty hours per week. In addition, indications are that there is lack of representation and monitoring of those sectors, leaving those workers largely voiceless.
- 6.05 The “*Analytical Report on the Status of Women and Men in Dominica, Grenada, and Jamaica Through A GEI Lens*” was produced for UN Women and CARICOM in partnership with the National Statistical Offices of those countries. Among other things, it presented the following key messages on Grenada's economic indicators based on 2013-2016 data:

- “Women remain underrepresented in the labour force compared to their male counterparts. Youth unemployment is high for both men and women, but strongly higher for young women.
- Strong education rates for women in the tertiary sector do not seem to translate into strong labour force participation rates; localized analysis to interpret these data might identify forces and norms that could explain this disjuncture.
- A larger share of women wage earners earn in the lower wage classes; the reverse is true in the upper wage distributions.
- Unusually, the proportion of part-time work is the same for men and women.
- The workforce in Grenada is structured by sex stereotyping and gendered labour segregation.
- Men are disproportionately concentrated in the agriculture sector, and both men and women in the service sector.
- Data on land ownership is not sufficiently robust to support strong analysis, although it points to strong disadvantages for women. Proxy data on access to credit reinforces this finding.”

- 6.06 The LFS Results also show that women remain unemployed for longer periods than men. This is so despite women’s participation in education and training activities for more years than men, especially tertiary education.
- 6.07 In 2017, the gross monthly salary by sex indicates that women earned lower incomes than men overall. This follows the historical and global trends referred to as the pay gap. In Grenada, the pay gap may be largely due to the division of labour based on sex, noting that jobs predominantly done by women, e.g. clerical, care and domestic work are paid lower wages than the jobs predominantly done by men e.g. construction and machine operators.
- 6.08 Research by the Grenada National Training Agency, among others, offer reasons for women’s lower economic empowerment relative to men in Grenada. They indicate that there are barriers to women’s access to certain jobs. The barriers include:
- Stereotypes regarding gender roles which impact on women’s, men’s and employers’ perceptions of suitable jobs and tasks for women vs. those for men.
  - Discrimination related to women’s reproductive and family/caregiving responsibilities.
  - Employers’ reluctance to make adequate provisions for male and female employees, such as toilet facilities.
  - Lack of public transportation throughout the country during the night given the ever-present threat of sexual abuse and other forms of violence against women and girls.
  - The potential for sexual harassment, with a higher risk in male dominated workplaces.
- 6.09 This shows that women’s rights to work and their rights at work are not being fully upheld, despite the provisions in local, the Employment Act, which is part of the Labour Code.
- 6.10 Various actions, identified below, were taken in the last five years.



### **Laws and workplace policies and practices that prohibit discrimination**

- 6.11 Grenada ratified ILO Convention 189 on the Rights of Domestic Workers in 2018. This is a major step and will spur actions to regulate the paid domestic and care sector and improve the lives of those workers, who are predominantly female.

### **Sexual harassment**

- 6.12 Provisions against Sexual Harassment were included in a Bill to revise the Labour Code of Grenada in 2016. The Bill is awaiting final review and approval to be made into Law. The Bill seeks to address sexual harassment in the work place but not in public spaces and educational settings, except when they can be treated as workplaces. Two other Bills which seek to address sexual harassment in additional contexts were considered during the period; one previously submitted by GNOW was reviewed, and a new CARICOM Model Bill was developed in 2017 as part of a regional project, IMPACT Justice. In the mean time, the Ministry of Labour receives and responds to allegations of sexual harassment in the workplace on a case by case basis.
- 6.13 The Women's Parliamentary Caucus has given commitment that it will champion a Bill against Sexual Harassment through a round of public engagement, revision if necessary and introduction into Parliament.

### **Land rights and tenure security**

- 6.14 In 2016, The Possessory Titles Act was passed. This Act allows persons who have "factual possession of an exclusive and undisturbed nature of a piece or parcel of land in Grenada for a continuous period not less than twelve years immediately preceding the claim" to apply to the courts for possessory title to the property. The extent to which women and men have benefitted from this Act, or have been disposed of their property, is not yet clear.

### **Transition from informal to formal work and access to opportunities for self-employment**

- 6.15 The government of Grenada has invested in the New Imani Programme which has trained over 3000 young women and young men through job placement in the public and private sectors from 2013. 79% of the graduates from this programme were females. This programme is being revised and an exit strategy will be developed to facilitate participants' transition to formal employment.
- 6.16 The Market Access and Rural Enterprise Development Programme (MAREP), implemented 2011-2017, reported that 191 young persons (59 males, 132 females) received permanent employment opportunities through its vocational skills training component. The project also supported other initiatives, such as providing training and financing to legally constituted groups of farmers, fishers, and other rural entrepreneurs. Of the sixteen projects supported, three (3) were businesses were run by women's organisations, and some of the other projects included women. Only 13% of the loan recipients were women. Other support for women's businesses included a "Women in Production Expo".

- 6.17 There are policies in place for persons doing food vending have licenses and registration of their business, with follows a training course that is conducted periodically by the Ministry of Health. It allows the opportunity to upgrade and formalise small food vending businesses.

**Mechanisms for women's equal participation in economic decision-making bodies**

- 6.18 The highest body for decision making, including economic policy, is the Parliament which is the Legislative Branch of Government. Grenada has one of the highest levels of female representation in government in the Commonwealth Caribbean. In February 2013, women held 5 of 15 seats in the House of Representatives; and 2 out of 13 appointed seats in the Senate. Elections in March 2018 saw an increase of women in the Senate and House of Representatives: 4 of the 13 seats in the Senate are held by women; and 7 of the 15 seats in the House of Representatives are held by women.

Table 1: Members of Parliament by Sex, 2013 – 2018

	2013			2018		
	Number of Females	Number of Males	Percent female	Number of Females	Number of Males	Percent female
Governor General (Representative of Her Majesty, Queen of England)	1	0	100%	1	0	100%
Senate (Upper House)	2	11	15%	4	9	31%
House of Representatives (Lower House)	5	10	33%	7	8	47%

- 6.19 The Cabinet of Grenada is the Administrative Branch comprised of the Prime Minister and Ministers of Government. As at February 2019, there were seven (7) female Ministers and eight (9) male Ministers, and a male Prime Minister. The Secretary to the Cabinet is female.
- 6.20 Using the ECLAC classification to identify Ministries that are responsible for the economy, the Ministers of two of the economic sectors are women: Agriculture and Lands; and Tourism and Civil Aviation. The Ministers of the two other economic sectors are men: Infrastructure Development, Public Utilities, Energy, Transport, and Implementation; and Trade, Industry, Co-operatives and CARICOM Affairs.
- 6.21 There are fifteen (15) female Permanent Secretaries and eight (8) male Permanent Secretaries. Two of the Permanent Secretaries in the Economic Ministries are men: Agriculture and Lands; and Trade, Industry, Co-operatives and CARICOM Affairs. Three are women: Infrastructure Development and Implementation; Public Utilities and Energy; and Tourism and Civil Aviation. (The Ministry of Infrastructure Development, Public Utilities, Energy, Transport, and Implementation has three Permanent Secretaries – two females and one male.)

- 6.22 The Prime Minister (male) is the Minister for Finance. The Permanent Secretary for Finance and the Accountant General are women. The Economic Policy Advisor is also a woman.
- 6.23 Statutory Bodies and Boards also play a major role in economic decision making. Based on the list of Members of Statutory Bodies and State Boards from the Cabinet Office, the chairperson of 28% of the thirty-eight named entities were women. In addition, only sixty-eight (68) of the two hundred eighty-six (286) or 23% of all members identified by name were women.

## ***Unpaid care and Domestic Work***

### **7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?**

- ☐ Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- ☒ Expanded childcare services or made existing services more affordable
- ☒ Expanded support for frail elderly persons and others needing intense forms of care
- ☐ Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- ☐ Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- ☐ Promoted decent work for paid care workers, including migrant workers
- ☐ Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- ☐ Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**Expanded childcare services or made existing services more affordable**

- 7.01 The Government developed a Roving Caregivers Programme, which provides early stimulation to infants and toddlers in poor and vulnerable households. Within the last five years, this programme was sub-contracted to an agency, GRENCASE, for management. The programme was also expanded to serve the entire island.
- 7.02 Government provides a network of day care centres and pre-primary schools throughout the country. There are also numerous privately owned and operated facilities which must be registered and assessed periodically by the State. The following improvements were made within the last five years:
- An Early Childhood Standard which contains the requirements for the establishment and operation of early childhood centres was approved and launched.
  - Three model day care centres were built using the Early Childhood Standards.
  - 52% of the Early Childhood workers in the eleven day-care centres operated by the Government are certified in Early Childhood Development.

**Expanded support for frail elderly persons and others needing intense forms of care**

- 7.03 In the past five years, the Government sub-contracted the Geriatric Caregivers Programme to an agency, GRENCASE, for management. This programme sends trained caregivers to provide care in the homes of poor and vulnerable senior citizens.
- 7.04 The SEED Programme provides conditional cash transfer to households with persons who are poor and vulnerable. The categories of persons who are eligible for the programme are children, poor disabled, poor chronically ill, poor elderly, and adult poor. In 2019, the amount of the financial contribution to households with poor elderly was increased from EC \$200.00 per month to EC \$300.00 per month.
- 7.05 Gender gaps identified regarding services to reduce unpaid care and domestic work are:
- The opening hours of the government facilities and the cost for extra hours at the private facilities are not conducive for the primary caregivers of children to gain or keep full-time employment, especially if they are in minor jobs.
  - There has been increasing demand for certification of workers in the care sector. However, there has not been a simultaneous increase in remuneration.

***Impact of Austerity/Fiscal Consolidation Measures on Women and Men***

**8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

**If YES, have assessments on their impact on women and men, respectively, been conducted?**

- ☐ Yes, their impact on women/men was estimated before measures were put in place.
- ☐ Yes, the impact was assessed after measures were put in place.

☒ No, the impact on women/men has not been assessed.

**If YES, please describe the findings (1-2 pages).**

- 8.01 Grenada implemented a three-year structural adjustment programme from 2013. This Home-grown Structural Adjustment Programme (SAP) was supported by the International Monetary Fund (IMF). The SAP was put in place to address several macro-economic concerns, including high unemployment and poverty. The major objectives were strengthening competitiveness, restoring fiscal and debt sustainability and strengthening the financial sector. There was also the will to protect poor and vulnerable groups. As a result, the measures that were developed ensured that there were no cuts in social spending, and the premier safety net programme SEED, resulted in improved targeting of beneficiaries.
- 8.02 The impact of the Home-grown Structural Adjustment Programme (SAP) was reviewed but its impact on men and women was not assessed in the monitoring and evaluation stages. The review entitled *Grenada's Home-Grown Structural Adjustment Program, 2014-2016: Reflections and Key Takeaways* states that:
- “Consistent with the economic upturn, the unemployment rate (though still in the high double digits) fell steadily from its peak of 32.2% in 2013, reaching 28.2% in 2016.” (page 12)
- 8.03 Further examination of the Labour Force data by sex for the period 2013 to 2016 reveal that the unemployment rate among males fell from 27.4% in 2013 to 25.6% in 2016. Among females, the unemployment rate fell from 38.4% to 31.2%. This shows that the unemployment rate among females was consistently higher than among males, but there was a more significant drop among females (7%) than among males (2%). This was particularly true among young females (15-24 years old) for whom unemployment fell from 61.6% to 54.3% in that period. The drop among young women is largely attributed to the New Imani Programme, which is a long-term job training programme for unemployed young men and women. Reports from the Ministry of Youth are that about 79% of graduates from that programme are females.
- 8.04 One of the measures of the SAP was to control public expenditure by reducing the public sector wage bill. The strategy was to reduce the size of the public sector through an Attrition Policy. The main thrust of this policy was to restrict the level of staff replacement. First, the permanent positions that were vacant at the time were made redundant, and for every ten (10) workers who exited the system, only three (3) were replaced. This policy ensured that the aim of reducing the size of the public sector, and consequently the wage bill, did not cause any direct loss of jobs to existing employees. The policy remained in effect after the SAP concluded.
- 8.05 The public sector employs more women than men. The Labour Force Survey Results (2014) show that 24.6% of the employed persons were central government employees. By 2017, the proportion of employed persons who were in central government had dropped to 19.2%. This

accounted for a drop from 33.6% to 23.0% of employed females, compared to a drop from 17.1% to 12% of the employed males. It stands to reason that overall, the Attrition Policy had a more significant negative impact on women than on men.

- 8.06 Since the completion of the SAP, unemployment has continued to fall. In 2017, the unemployment rate among women dropped to 26.8% and for men to it dropped to 20.6%. Among young people in 2017, the unemployment rate was 33.4% among males and 47.2% for females. Preliminary data for the 2<sup>nd</sup> quarter of 2018 shows a further drop to 24.3% for women overall (but 37.1% young women) and 17.7% for men overall (but 25.4% among young men). While the rate of unemployment dropped steadily for both men and women, it continued to be higher for women than for men with a gender gap of 14% between young men and young women in 2017.
- 8.07 Included among the recommendations made in the review of the SAP were “Advancing reforms to:
- promote inclusive growth, expand employment opportunities and advance social development
  - increase competitiveness and productivity and expand private investment
  - enhance public sector efficiency and strengthen institutional capacities
  - Reduce vulnerabilities and strengthen resilience to economic and environmental shocks
- 8.08 The Government of Grenada is committed to ensuring that programmes that are reviewed or developed to advance these goals are gender-responsive.

## Poverty eradication, social protection and social services

### Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

### *Poverty among Women and Girls*

#### 9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?



Promoted poor women’s access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures

- ☐ Broadened access to land, housing, finance, technology and/or agricultural extension services
- ☒ Supported women's entrepreneurship and business development activities
- ☒ Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- ☒ Introduced/strengthened low-cost legal services for women living in poverty
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Youth Development**

- 9.01 The New Imani Programme is one of the programmes that have assisted many unemployed young women and young men, aged 18-35, to enter the workforce. This youth development programme, implemented by the Ministry of Youth from 2013, is a training programme of which the main component is job placement for a period of 18-24 months that is preceded by Life Skills training. During the programme, participants receive a stipend ranging from EC \$700 to \$1000 per month, based on qualification. This programme replaced and expanded the Grenada Youth Upliftment Programme which was in place from 2009 to 2013. Since its inception, more young women than young men have participated in and graduated from the programme, reflecting the higher rate of unemployment among young women.

**Graduates in the New Imani Programme**

	Females	Males	Total	% Female
Batch 1	574	180	754	76%
Batch 2	568	145	713	80%
Batch 3	814	177	991	82%
Batch 4	360	134	494	73%
Batch 5	192	40	232	83%
<b>Grand Total</b>	<b>2508</b>	<b>676</b>	<b>3184</b>	<b>79%</b>

Source: Ministry of Youth Development

- 9.02 Due to the challenge associated with finding permanent jobs even after the New Imani Programme is complete, many of the former participants from the New Imani programme were enrolled in HOPE. HOPE is another job placement programme that has a larger stipend. It is also reported that this programme has more female than male participants.
- 9.03 One of the other programmes implemented by the Ministry of Youth is a small business programme which trains young people in skills for entrepreneurship and gives access to start-up financing to those who have business plans that are deemed viable. Records show that more young women than young men were provided with training under this programme: 28 females and 38 males in 2015; 36 females and 11 males in 2016; and 71 females and 9 males in 2017. The number of young women and young men who succeeded in receiving financing is not reported.
- 9.04 The National Youth Policy (pages 52-53) sets out as its goal: “An enabling environment for economic empowerment of Grenadian Youth”. The document also states that “this is an all-inclusive policy goal, but special focus will be given to Special Target Groups:
- Young professionals
  - Out of school youth
  - Youth with difficulties in school
  - Teen parents
  - Differently able youth
  - Boys and young men
  - Girls and young women
  - Children in Early Childhood Development Centres
  - Unrepresented youth
  - Youth involved in the IMANI programme”
- 9.05 In addition, the Corporate Plan for the Ministry of Youth 2016-2018 (page 16) aligned the work of that Ministry with “gender equality, equity and social justice” which was one of the Government’s national development outcomes. In the Background and Context (page 17) the Corporate Plan states that “access to finance and markets is one area for action – with skill building for young entrepreneurs, in particular young women entrepreneurs, ...” The Youth Policy and the Corporate Plan, however, do not show analysis of the different situation of males and females, nor present strategies, programmes or actions that respond to the needs of young women and no specific programme is in place for them by that Ministry. On the other hand, MPower, a programme designed for unemployed young men, was launched in 2018 and is being implemented. MPower was developed as a response to the comparatively high numbers of females in the New Imani and Hope Programmes, without the benefit of a gender assessment to determine the reasons for the high numbers of females in those programmes.
- 9.06 Lessons learnt from the work on youth development
1. There is a need to conduct gender analyses, which go behind the presenting numbers, to examine the different needs of males and females when setting policy and designing programmes, especially large programmes aimed at economic empowerment of vulnerable segments of the population.



2. Given that the Youth Policy was developed after the GEPAP, there was a missed opportunity to mainstream gender equality into the policy and programmes of the Ministry of Youth, and address the core problem of high unemployment, especially among young women. Therefore, the National Gender Machinery and the recently launched Inter-Ministerial Council of Gender Focal Points should take a more proactive approach to introduce the GEPAP to the various Ministries.
3. A large segment of the population is reached through youth development programmes and there is a significant level of national investment committed to it. Therefore, a gender assessment should be done on its current programmes and used to modify or strengthen them, and to design new ones as needed, to make them gender responsive.

### **Women's Economic Empowerment**

- 9.07 The first key GEI economic messages about Grenada in the “*Analytical Report on the Status of Women and Men in Dominica, Grenada and Jamaica through a GEI Lens*” is that  
 “Women remain underrepresented in the labour force compared to their male counterparts. Youth unemployment is high for both men and women, but strongly higher for young women.” (p 22)
- 9.08 The Women's Initiative for Skills and Empowerment (WISE) Programme was developed and implemented by the National Gender Machinery from 2013 to 2017 to provide opportunities for women's economic empowerment. Approximately 200 unemployed and under-employed women completed this series of training in the following technical skills: commercial food preparation, general construction, restaurant services, bar services, electrical installation, agro-food processing and farming. They also received life skills training. The participants completed with either CVQs or NVQs as assessed by the National Training Agency. Most of the participants were 25-49 years old. This programme was implemented with significant budgetary challenges and was scaled back based on available funding.
- 9.09 Despite the WISE programme, the LFS Results (2017) showed that the unemployment rate among women was higher than the national average and more women than men were seeking employment for periods over six (6) months. It also showed that 56.7% of the unemployed women were seeking jobs for more than twelve (12) months. In that year, more men than women were self-employed. 85% of all the self-employed with employees and 58% of those without employees were men. A comparison of the LFS 2014, the year of approval of the GEPAP, and 2017, the last year for which there are confirmed LFS results, shows that from 2014 to 2017, women lost more jobs in the central government than men did; women gained fewer jobs in the private sector than men did; and an additional 707 men became self-employed with employees, while the number of women in that category fell by 110. These results indicated that there were deeper economic challenges facing women than the WISE programme could address in its original format, and especially so given the inadequate budget allocated to it.
- 9.10 Upon review of the WISE programme, barriers to women's economic empowerment, the current education and training opportunities, and projections for the labour market due to the development plans for Grenada, it was decided to change the strategy of the WISE

programme. Therefore, from 2018, instead of providing direct training to women, the emphasis of the WISE Programme shifted to advocacy for women's economic empowerment by undertaking the following:

- Highlighting the gender gaps in skills training, employment and incomes and the role of gender stereotypes in regenerating the trends.
- Encouraging women and girls to pursue skills training and jobs in non-traditional fields and sectors.
- Encouraging training institutions, employers and the public to actively recruit and engage women and girls in non-traditional jobs and skills training, noting that training programmes to address the national skills gap were already budgeted for by the Ministry of Education and Human Resource Development. This is part of the gender mainstreaming strategy.
- Developing a National Policy on Equal Opportunities in jobs and skills training.
- Promoting women's participation in non-traditional fields, especially technology and engineering, with an emphasis on the green (environment), blue (marine) and orange (creative) industries, and in the construction sector.

9.11 Because of the change, in 2018, the trends observed in the LFS Results were compiled shared at all available opportunities as evidence for addressing women's economic empowerment, including to Ministries and other partners. In 2018, a presentation was made to a workshop for stakeholders who were conceptualising climate resilience projects. In 2019 so far, a presentation on "Gender Equality in the Construction Sector" was delivered to contractors who were preparing to bid for projects under the BNTF programme, and public attention was drawn to the issue during International Women's Day (IWD).

9.12 In support of the international theme for the commemoration of IWD "Think equal, build smart, innovate for change", local focus was given to "Increasing women's participation in non-traditional jobs and skills training". Part of this was holding discussion cafes during an event entitled "Women's Village" in which women in non-traditional sectors held motivational discussions with small groups of children. In addition, women in non-traditional jobs were selected and publicly presented with awards as a means of showcasing their achievement. Other activities to highlight and advocate for women and girls in STEM and other non-traditional fields will be implemented.

9.13 In addition, attention is being drawn to the economic condition of women in traditional fields of employment. On November 12, 2018, Grenada ratified the Domestic Workers convention (ILO Convention 189) which will come into force on November 12, 2019. It has been determined that the wages and working conditions of workers in the paid care industry as well as clerical and shop assistants must be examined and reviewed. The aim will be to ensure that the jobs are adequately valued, and workers are paid at least a living wage to remove this group of workers from the category known as "the working poor". There is also need to promote adherence to the decent work agenda. The paid care industry includes domestic workers, caregivers of children and the elderly, workers in residential institutions, and kitchen staff in schools.

- 9.14 Another significant target on which some action has taken place is sexual harassment. About ten years ago, the Grenada National Organisation of Women developed a draft Sexual Harassment Bill and submitted it to Government for consideration in 2009/10. In 2016-17, a new draft Labour Code was developed which included provisions against sexual harassment as proposed, in part, by the draft Bill from GNOW. The revised draft Labour Code was approved in both Houses of Parliament, but a commencement date was not set, pending additional review of some sections of the Bill. In 2017, the IMPACT Justice Project completed a new Model Bill on Protection against Sexual Harassment for CARICOM. In 2019, the Chairperson of the Women's Parliamentary Caucus announced that they intend to champion the passage of sexual harassment legislation. It is therefore anticipated that legislation against sexual harassment will become a reality in the near future.

### ***Social Protection for Women and Girls***

#### **10. What actions has your country taken in the last five years to improve access to social protection for women and girls?**

- ☒ Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- ☒ Introduced or strengthened conditional cash transfers
- ☐ Introduced or strengthened unconditional cash transfers
- ☐ Introduced or strengthened non-contributory social pensions
- ☐ Reformed contributory social protection schemes to strengthen women's access and benefit levels
- ☐ Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 10.01 The social protection system in Grenada includes social security, conditional cash transfer and other financial and material safety nets. National Health Insurance is being developed.

### **Social Security**

- 10.02 National Insurance Scheme (NIS) is a compulsory contributory scheme for workers. It requires that employers and their employees contribute a fixed rate of each employee's income to the NIS. Based on data from NIS, more females were active contributors in 2018 than males. The income bracket with the sharpest difference by sex was the lowest one (EC \$0.00 - \$999.00) with 2857 more females than males. That income bracket is also the one with the highest number of contributors overall, a signal to the number of persons who may be in the category of "the working poor". In the two highest income brackets, there were more males than females.

**Active Contributors by Wage and Sex**

INCOME BRACKET	2018		TOTAL
	FEMALE	MALE	
0 - 999	12,741	9,884	22,625
1000 - 1999	8,230	8,235	16,465
2000 - 2999	3,053	4,375	7,428
3000 - 3999	2,044	1,773	3,817
4000 - 4999	1,077	1,201	2,278
5000+	804	1,028	1,832
<b>TOTAL</b>	<b>27,949</b>	<b>26,496</b>	<b>54,445</b>

*Source: National Insurance Scheme*

- 10.03 The number of female contributors is higher than the number of male contributors. This is different from the LFS reports which show that more males were employed than females. The main factor leading to this difference may be that significant numbers of men may not be regular contributors to the NIS because of the nature of the jobs many do, such as construction, fishing and farming. This poses a potential challenge since those men may not have economic security if or when they are no longer in the active labour force.
- 10.04 NIS provides short-term and long-term benefits for workers and age/pension benefits for all contributors from the age of sixty (60) years, as well as funeral benefits and survivors' benefits where there are surviving dependents. Short term benefits include funeral grants, workplace injury benefits, maternity grants and allowances, medical expenses and sickness benefits. Long term benefits include age grants and pensions, death benefits, etc. As the table below shows, more women received long term benefits than men, especially survivors' pension.

**No. of Beneficiaries by Benefit Type and Sex**

<b>BENEFIT TYPE</b>	<b>2018</b>		
<b>LONG-TERM BENEFIT</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Age Grant	244	273	517
Age Pension	3,543	3,482	7,025
Death Benefit	6	4	10
Disablement Grant	1	5	6
Disablement Pension	1	17	18
Invalidity Grant	2	4	6
Invalidity Pension	303	297	600
Provident Fund Pension	429	226	655
Reduced Age Pension	123	133	256
Survivors Grant	3	8	11
Survivors Pension	1,009	438	1,447
<b>TOTAL</b>	<b>5,664</b>	<b>4,887</b>	<b>10,551</b>

*Source: National Insurance Scheme*

- 10.05 Data on the total expenditure by type of benefit and the sex of the person it was paid to indicates that men received a larger share of the benefits, a difference of \$ \$2,320,297.28. The benefit that incurred the highest expenditure was age pension. It is instructive that records show that 3,543 women received \$ 28,941,897.59 while 3,482 men received \$ 33,296,850.41. It is therefore fair to conclude that, on average, the pensions paid to women were of a lower amount per person than those paid to men; and, since pensions are paid based on income, women's average income was less than men's.
- 10.06 Consideration is being given to the recommendations made by actuarial reviews to increase both the pension age and the rate of contributions to secure the Scheme's sustainability.
- 10.07 The following gender gaps are identified:
- Persons in the informal sector are less likely to contribute to NIS
  - Many women work in the paid care industry (domestic workers, geriatric caregivers, day care workers, school cooks, workers in residential institutions, etc.) shop assistants, and others. These jobs attract very low wages. Therefore, because their insurable earnings are low, their long-term benefits are proportionately low, as indicated in the data for 2018.
  - A large proportion of women provide unpaid work in the home and in family enterprises such as farms, and shops and small enterprises. They are not usually NIS contributors and therefore will not qualify for benefits, except survivors' benefits upon the death of their provider, if their provider was a qualified contributor.
  - Due to the prevalence of informal work, it is estimated that a large section of the working population, men and women, either do not contribute, or do not meet the basic number of contributions to qualify for long-term NIS benefits.
  - NIS does not provide unemployment benefits.

### **Conditional Cash Transfer**

- 10.08 The Support for Education, Empowerment and Development (SEED) Programme is the flagship social safety net programme of the Government of Grenada that makes monthly payments to the most poor and vulnerable households, including households with older persons, persons with chronic illness, school children living in poverty, and persons with disability. The conditions associated with this programme are rate of school attendance for households with school-aged children and periodic health care checks for all members of the household.
- 10.09 In the last five years, a proxy means test was developed to assess whether applicants' households qualify based on the Grenada Living Conditions Index (GLCI) designed for that purpose. An Appeals process was put in place to review applications of households deemed ineligible based on the GLCI, upon request. A Beneficiary Management Information System was also instituted to manage client data and generate reports for monitoring and evaluation. These tools have increased targeting and management of the programme.
- 10.10 By April 2019, the Programme had six thousand one hundred and nine (6,109) beneficiary households, 69% of which were headed by females, as shown in the table below. This closely reflects the proportion of applicant households, since 67% of the total number of households (6,815 of 10,135) applying to enter the programme were headed by females. Therefore, the records show that the SEED Programme brings direct benefits to more female-headed households than male-headed households.

**Number of Households applying for and benefitting from the SEED programme, by sex of Head of Household**

	<b>No of Male-headed Households</b>	<b>No of Female-headed households</b>	<b>Total</b>	<b>% Female</b>
Applicant Households	3320	6815	10135	67.2
Beneficiary Households	1897	4212	6109	68.9
% of applicants that are beneficiaries	57.1	61.8	60.3	

Source: SEED Programme (April 2019)

- 10.11 On the other hand, it suggests that over two-thirds of the most vulnerable households in Grenada are headed by women. This is corroborated by the LFS Report (2017) which shows that the unemployment rate among male heads of household is 15.7%, but for female heads of household, it was 25.3%. Traditionally also, male headed households have more than one contributing adult while female-headed households are often characterized by having only one contributing adult.
- 10.12 The SEED Programme is being introduced in Carriacou and Petite Martinique to replace the Public Assistance and Transportation Assistance programmes which now exist.
- 10.13 Challenges and Gender gaps:

- The programme does not include a direct or expedited entry route for victims of intimate partner violence.
- It is paid per household, primarily to the one named as “head of household”. In a patriarchal society, the position of head of household is normally ascribed to a male adult. Therefore, there have been reports where the adult who has actual responsibility for the family does not receive the cash transfer, and the members of the household do not receive the full benefit of the programme.
- Persons must apply to be considered for the programme before any assessment is done. Therefore, only persons who are aware of the programme and the right to apply can be considered. Some of the most disempowered individuals and households may still be left behind.
- The GLCI score is weighted towards assets in the household. Therefore, it has been proven to reject households that are “asset rich but income poor”. The appeals process seeks to correct this, but there are plans to review the scoring system to correct that targeting challenge.

10.14 It is recommended that in the next five years, consideration is given to making the criteria more gender responsive such as by creating expedited entry routes for vulnerable groups of women such as victims of intimate partner violence, and promoting the notion of joint headship in dual parent families.

### *Health Outcomes for Women and Girls*

#### **11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?**

- ☒ Promoted women’s access to health services through expansion of universal health coverage or public health services
- ☒ Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- ☒ Undertaken gender-specific public awareness/health promotion campaigns
- ☒ Provided gender-responsiveness training for health service providers
- ☒ Strengthened comprehensive sexuality education in schools or through community programmes
- ☐ Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

11.01 In the last five years, the following were done to improve the health outcomes for women and girls:

- The Government of Grenada intensified efforts to explore the establishment of National Health Insurance as a means of providing universal health coverage and meet the costs of improving the health care system for all.
- Policies were developed and/or adopted by the Ministry of Health to increase health care responses to specific groups of persons. Among them are:
  - o Sexual and Reproductive Health Policy
  - o Health Care Sector Standard Operating Procedures (SOP) for Gender-Based Violence
  - o Adolescent Health Policy was drafted
- Activities have been undertaken to increase access to health care and related services, such as
  - o Extended Opening Hours for health centres
  - o Training for medical personnel in gender sensitive responses to victims of domestic and sexual abuse
  - o Bedside registration of births at the General Hospital
  - o Introduction of the HPV vaccine for girls
  - o Health fairs conducted throughout the country by the Ministry of Health, St George's University and Grenada Planned Parenthood Association that often included breast cancer screening for women and general health checks for men and women.

### **Health Care Responses for Gender-Based Violence**

11.02 The Health Care Sector Standard Operating Procedures (SOP) for Gender-Based Violence was approved by the Cabinet of Grenada in 2014 to improve the quality and consistency of services to victims of intimate partner violence and sexual abuse. It provides clear guidelines for five main steps in the examination process:

- o Step 1 includes preparing the patient for the examination, including guidelines on informed consent and confidentiality
- o Step 2 involves taking the victim's history
- o Step 3 describes performing the actual examination, and includes obtaining laboratory tests at different stages: prior to the examination; physical examination, and ano-genital examination. It identifies special considerations that must be given to elderly women, children, men, and the mentally incapable (patients with disabilities).
- o Step 4 gives directions for prescribing treatment for victims of domestic violence and sexual abuse, with details on general treatment, wound care, preventing



tetanus, providing psychological counselling and treatment, as well as preventing pregnancy, sexually transmitted infections, HIV transmission, HTLV-I, and Hepatitis B.

- Step 5 proposes follow-up care for adult and child victims, with special notes relating to victims of sexual abuse.

- 11.03 The SOP also provided guidelines on medico-legal evidence procurement and storage procedures, detailing information on the chain of custody in Grenada, photographing evidence, and sample collection and storage, such that the results can be considered valid by the Court.
- 11.04 The SOP also recognises the importance of self-care for the Health Care Provider, and gives guidance on personal safety and self-care.
- 11.05 Alongside the development and implementation of the SOP, training was provided for nurses and doctors.

### **Sexual and Reproductive Health Policy**

- 11.06 The National Sexual and Reproductive Health Policy and Strategic Plan for the State of Grenada was developed in 2013 and approved by Cabinet in 2014. Policy commitments are made with regard to maternal and child health; adolescents and youth; men's health; sexually transmitted infections; gender-based violence; cancers related to SRH; vulnerable and marginalised groups; SRH services; and research and health information system. The policy is grounded in three broad principles: (1) human rights and social justice; (2) gender equality and equity; and (3) quality of service. This policy has the potential to address a wide range of SRH concerns affecting both the general population and specific segments of the population.
- 11.07 The policy committed to integrate SRH into the primary health care system, led by the Family Health Committee of the Ministry of Health, which it proposes should be strengthened to facilitate this broader mandate. It also identified a wide range of Ministries and other entities who were stakeholders/partners as they were either already contributing or should be engaged to contribute to SRH information and education, advocacy and legislation, service delivery or research.
- 11.08 Upon approval of the SRH Policy, a Cabinet Committee was assigned to cost implementation of the Policy, but the Committee never met, so this multi-sectoral policy was not fully implemented. However, the policy statements and strategies are considered by the Ministry of Health during action-planning.
- 11.09 Challenges were experienced in the full implementation of policies and protocols that make the health sector more gender-responsive:
  - The training is not consistently provided, as it is not embedded in the curriculum for training, certification and continuing medical education programmes for medical personnel.
  - Implementation is not routinely reinforced or monitored by the health system, so it has not become standard practice.

- Other support institutions were not developed, so the full application of the SOP was deemed ineffective. One hindrance is that there is no forensic laboratory on island; therefore, medical professionals have reported that collecting samples in rape kits was considered futile and gave false hope to the victims.

11.10 Lessons learnt from the experiences to make the health sector more gender-responsive include:

- Partnerships among various stakeholders are important in developing national policy. This paves the way for policies to be comprehensive.
- Policy implementation requires leadership. When assigning or selecting the leaders, attention must be given to finding persons who are predisposed and empowered to be the champion and who have the authority to take actions to make the necessary changes.
- Consistency is necessary to overcome challenges in implementation of policies that do not synchronise with cultural and traditional practice.

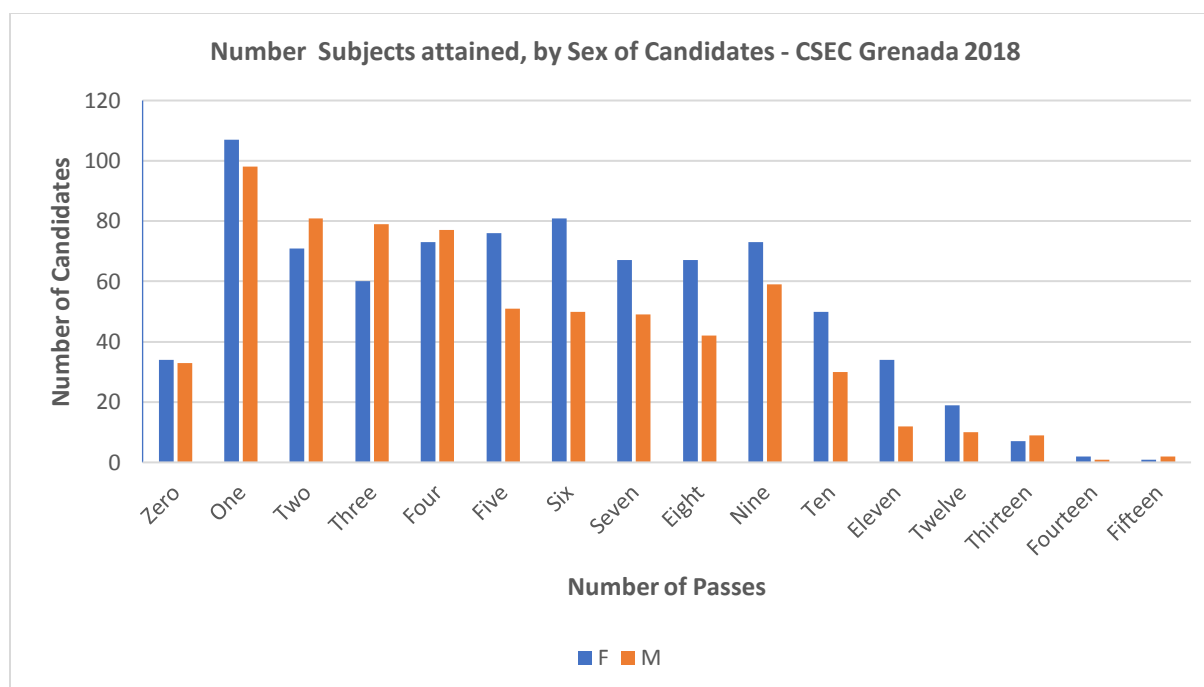
## ***Education Outcomes and Skills for Women and Girls***

### **12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?**

- ☒ Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- ☐ Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- ☒ Provided gender equality and human rights training for teachers and other education professionals
- ☒ Promoted safe, harassment-free and inclusive educational environments for women and girls
- ☒ Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- ☒ Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- ☐ Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 12.01 With respect to Education, Grenada has been able to eradicate gender disparity in a general way. Women and girls are doing quite well in education: primary school is compulsory; there is almost universal access to secondary school; and women and girls are participating in tertiary education and skills training institutions at higher rates than men and boys. However, segregation in subject choices, mainly due to gender stereotyping, is affecting women's school to work transition and the income level they attract.
- 12.02 Despite perceptions about males under-performing in education, the records show that females and males perform almost on par at primary, secondary and tertiary levels. At the Caribbean Primary Exit Assessment (CPEA) from 2014 – 2017, the top position for three years was taken by males and one by a female, and the second place was taken by two males and two females. In 2017, seven of the top ten were males. In the top ten positions over the four years, twenty-one were males and nineteen were females.
- 12.03 At the end of the secondary school level, the top places for the Caribbean Secondary Education Certificate (CSEC) for three of the five years (2014 – 2018) were males and two were females. In 2017, seven males and three females took the top ten positions, while in 2018, six males and four females took the top ten positions. The lag in attainment for females is also evident when one assesses the number of subjects passed. More females than males obtained zero passes in CSEC subjects attempted at the secondary level in the years for which this data was made available by the Ministry of Education (2012, 2014 and 2018). In addition, more females than males passed one subject only in two of the years (2012 and 2018). Among the remaining number of subjects, from two to fifteen, the situation fluctuates. However, overall, females sat and passed a greater share of all subjects. The Chart below, obtained from the Ministry of Education, demonstrates this.



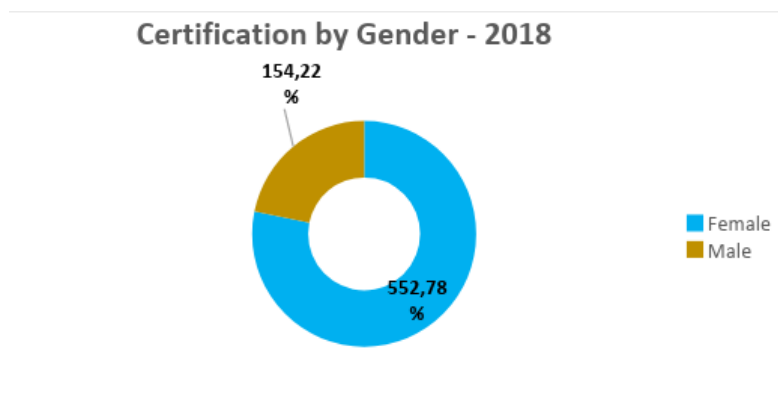
- 12.04 While these gender differences exist, the bigger picture shows that too many of both male and female students exit secondary school with passes in fewer than five CSEC subjects. The possible impacts of other factors that affect students' performance have not been assessed, such as socio-economic status, access to resources and opportunities for expanding competencies.
- 12.05 More boys than girls dropped out from secondary schools in years for which information was available in the period. In the academic years ending 2013 to 2016, 59% or the drop-outs were males and 41% were females. The reasons for drop-out were not stated for that period.

**DROPOUT RATES IN SECONDARY SCHOOLS BY SEX, 2012/13 - 2015/16**

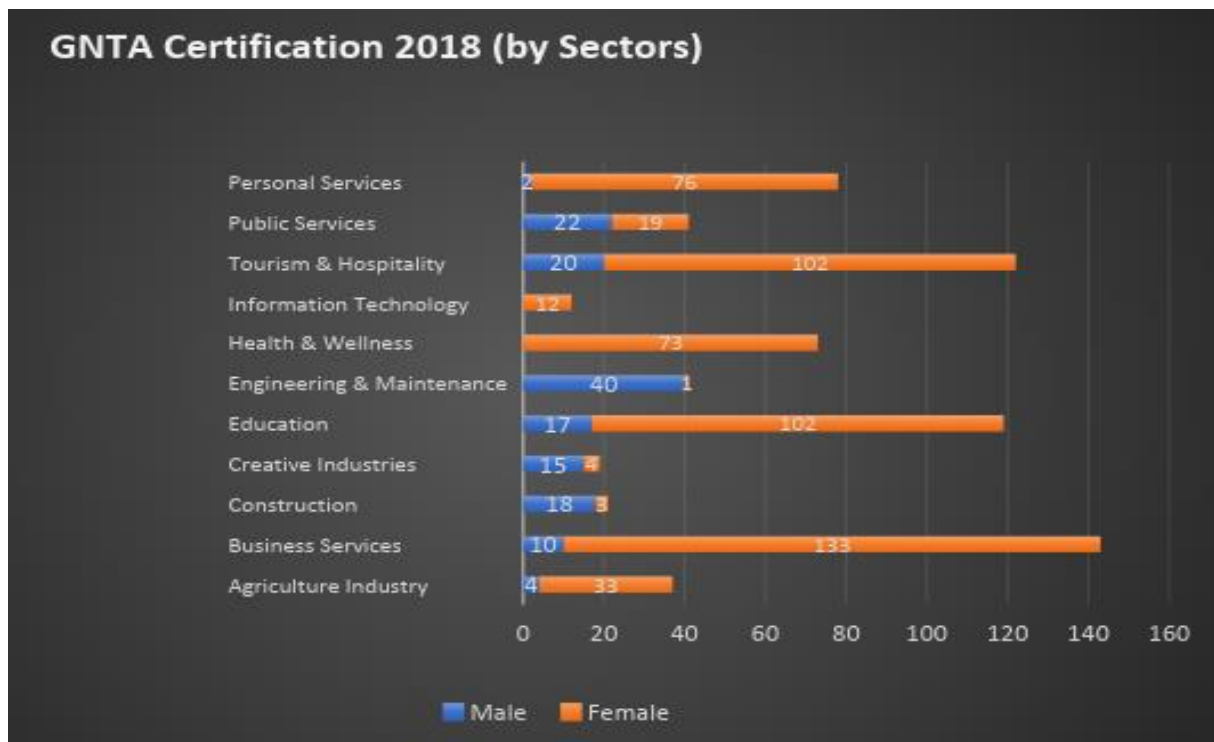
YEAR	Number/ Percentage of Dropouts					Dropout Rates
	M (#)	M (%)	F (#)	F (%)	T (#)	
2012/13	45	53%	40	47%	85	1%
2013/14	24	89%	3	11%	27	0%
2014/15	46	64%	26	36%	72	1%
2015/16	45	52%	42	48%	87	1%
<b>TOTAL</b>	160	59%	111	41%	271	

Source: Statistical Division, Ministry of Education and Human Resource Development, Government of Grenada, July 2017

- 12.06 Segregation in subject choice based on sex occurs in certain skills subjects at the secondary and tertiary levels and skills training institutions. Apart from the traditional theory-based subjects which are tested by the Caribbean Examinations Council (CXC) in the CSEC, boys and girls are concentrated in different subjects. Girls were concentrated in a larger number of subjects, while boys were concentrated in fewer. The subjects that more boys pursued were in expanding sectors of the economy and offered more lucrative livelihoods such as Building Technology and Mechanical Engineering Technology, while more girls pursued subjects that were either in contracting, lower paying or non-economic sectors, such as office administration, Home Management and Religious Studies.
- 12.07 In addition, the main tertiary level institution in Grenada, T.A. Marryshow Community College, reported that in 2016-17 academic year, female students represented 59% of all students enrolled, with the highest proportion (87%) in Carriacou Campus and the lowest (34%) at the Sauteurs Campus. The institution further advises that males significantly outnumber females in programmes such as General Construction, Electrical Installation, Motor Vehicle Engine Systems, Plumbing, Welding, and Computer Systems. On the other hand, females are over-represented in programmes such as Office Administration, Pharmacy, Psychology, Social Services, Teacher Education, Hospitality Studies and Health Care Assistant.
- 12.08 The *Analytical Report on the Status of Women and Men in Dominica, Grenada and Jamaica through a GEI Lens* gives a summary of education indicators for Grenada. It notes that “men’s lower rate of educational participation in tertiary education needs further explanation: it may be a consequence of relatively poor secondary school performance as indicated by information about dropouts, repeater rates and exam pass rates; and/or it may reflect choices made by men about competing opportunities” (p 26).
- 12.09 The Grenada National Training Agency (GNTA) Strategic Plan reported that “the proportion of women receiving CVQ/NVQ certification was substantially higher than for men in 2014 (75%), 2015 (70%) and 2016 (78%). The trend remained the same in 2018, as shown in the chart below. On average, female participation in competency-based training is three times as high as that of men.”



- 12.10 GNTA also indicated that the CVQs and NVQs offered by the Technical and Vocational Institutions were not necessarily in the skill sets or levels in highest demand by employers and “there was a disconnect or imbalance between labour demand and supply”. It has been noted that the expanding sectors of the economy provide increasing numbers of jobs in fields that men traditionally do, such as construction. The GNTA’s TVET and Gender Policy acknowledges that males tend to pursue technical areas that make them more prepared for employment in those areas (p. 12) and that men’s ability to secure employment in these sectors does not rely on formal qualifications (p. 9).



- 12.11 Although females had the higher percentage of persons gaining certification, the occupations were segregated across gender lines. The chart above shows that the sector with the greatest level of certification in 2018 was Business Services with 143 of the 706 certifications. This sector includes the occupational areas of Accounting Clerk, Administrative Assistant, Customer Service, General Office Administration and Human Resource Management and Management. The Business Services sector was followed by Tourism and Hospitality which included Food Preparation and Cookery, Food and Beverage – Bar Service, and Housekeeping and then the Education sector. Personal Services and Health and Wellness follow. All of those sectors were dominated by women. Certification remained low in the Information Technology, Construction and the Creative Industries. The fields of Engineering and Maintenance, Construction and the Creative Industries were dominated by males. 100% of the successful candidates of the Information Technology Training were females.

- 12.12 Given these and other gender issues, the extent to which the education system works to achieve gender equality needs further examination. Greater effort is needed to reach one of the specific goals and objectives of the education system, stated in Section 3 (3) (f) of the Education Act (2002) as “to promote the principle and practice of gender equality.”
- 12.13 Measures taken to improve the education outcomes for women and girls over the last five years included:
- Development and adoption of a Gender and TVET Policy and integrating it into the Strategic Plan of the National Training Agency
  - Implementing the Child Friendly Schools Initiative developed by UNICEF for primary schools
  - Undertaking a Girls in Robotics Competition in 2017 to get more girls in Secondary Schools more interested in STEM
  - Promoting Girls in Refrigeration and Air-conditioning as part of World Ozone Day 2018

### **Gender and TVET Policy and GNTA Strategic Plan**

- 12.14 The C-EFE was designed to strengthen TVET in twelve (12) Caribbean countries. It targeted National Training Agencies (NTAs) and training providers.
- 12.15 The Grenada National Training Agency (GNTA) was established to be the certification agency for competency-based training in Grenada. It supports training institutions that provide Technical and Vocational Education and Training (TVET) by developing industry standards for courses, assessing the institutions’ readiness to deliver those courses, assesses trainees upon completion of those courses and awards National Vocational Qualifications (NVQ) or Caribbean Vocational Qualifications (CVQ) at varying levels to those who qualify. It was one of the beneficiaries of the CARICOM Education for Employment Project (C-EFE) funded by the Government of Canada. supported institutions to move to a more responsive, competency-based, demand-driven system that meets the needs of the labour market.
- 12.16 In 2018, as part of the C-EFE project, Grenada embarked on a collaborative effort to examine gender patterns in TVET enrolment and course delivery. It then developed a TVET and Gender Policy. In the process, education and labour force data was analysed and presented. The data presented included the following:
- “While there has been an overall increase in labour force participation during 2013 to 2015, the gender gap widened over the period.” (page 8)
  - “Men are more likely to be self-employed than women and are more predisposed to be employers” and “A larger percentage of females are employed in the public sector (33.3%) compared to males (18.9%).” (page 9)
  - Regarding sectors that have opened or expanded, such as construction “the ability of males to secure employment in these sectors does not rely on formal qualifications.” (page 9)
  - It states that males surpassed females in primary and secondary school enrolment and the retention rates showed higher repetition among males in the period studied.
  - It also stated that females secured more than two-thirds of the total passes in the Caribbean Advanced Proficiency Exam (CAPE), and noted that at the T.A. Marryshow

Community College, girls were opting for studies in the fields of Arts, Science and Professional Studies, while more males pursued studies in Applied Arts and Technology. (page 11)

- 12.17 The Analysis also looked at constraints to equal opportunity facing men and women. It lists them on page 13 as:
1. “Inability to attract more males into the sectors of employment perceived to be female.
  2. Inability to convince employers to recruit females in male dominated fields.
  3. Lack of linkages between TVET providers and private sector organizations.
  4. Lack of a system to account for gender equity rules.
  5. Occupational stereotypes such as waitresses and housekeeping jobs attracting mostly women, while chef positions attract men.
  6. Some employers are loathe to provide time off for women who tend to reproductive duties; consequently they may lean to males for certain jobs.”
- 12.18 The Policy document goes on to advance actions to promote gender equality in relation to governance of the TVET system, access to and participation in TVET, quality arrangements and the knowledge, research and evidence base. The actions include encouraging girls’ and women’s participation in non-traditional areas of study, development and enforcement of legislation against discrimination in the workplaces, and setting recruitment targets to achieve gender parity.
- 12.19 The GNTA Strategic Development and Implementation Plan 2018-2020 identifies that one of its objectives is “gender priorities are incorporated into strategic implementation.” The GNTA is at the beginning stages of implementing this plan and has expressed commitment to link the TVET and Gender Policy with the implementation of the strategic plan.

### **Girls in STEM**

- 12.20 A Robotics Competition was held among girls in Secondary Schools in recognition of Girls in ICT Day 2017. It targeted all girls’ teams from selected schools across Grenada. The objective was to expose girls to possible paths in ICT. They were given a challenge to design a robot to pick up trash and deposit it at a specific location. Ten (10) schools participated. Each School had 5 girls per team.
- 12.21 In 2018, activities were held to recognise and promote women and girls in refrigeration and air-conditioning. The events were coordinated by the National Ozone Unit of the Energy Division of the Ministry of Infrastructure Development and Energy in commemoration of World Ozone Day.
- A symposium for female refrigeration and air-conditioning technicians and students.
  - A practical demonstration of women technicians installing an AC unit at TAMCC in a session entitled “Watch me work”
  - An award ceremony and distribution of tool kits to all female technicians on the island
- 12.22 In general, it is reported that shifts in course choices are taking place in schools and training institutions. Key informants are reporting a slight increase in males doing traditionally



female-dominated courses such as Home Management, and females enrolling in male-dominated courses such as Technical Drawing, Building Technology and Agriculture.

12.23 Lessons were learnt from the actions to address gender issues in education:

- i. Importance of comprehensive gender analyses – the analysis that was done to develop the TVET and Gender Policy compared both education and labour force information and examined reasons behind the figures presented. This helped to explain the disparity between the simultaneous higher levels of certification and the higher unemployment among women together with the lower levels of certification and lower unemployment among men. In summary, it revealed that men did not need certification to gain employment in the growing sectors while larger numbers of women were pursuing certification or employment in areas that were not the sectors in high demand.
- ii. Initiative by various partners can have an impact on the traditional stereotypes. More events such as the Girls in Robotics and Watch Me Work are needed. However, constant interventions are crucial to break the patterns of inequality created the traditional gender stereotypes.

## Freedom from violence, stigma and stereotypes

**Critical areas of concern:**

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

### *Forms of Violence against Women and Girls Prioritised*

**13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?**

- ☒ Intimate partner violence/domestic violence, including sexual violence and marital rape
- ☒ Sexual harassment and violence in public places, educational settings and in employment
- ☒ Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- ☐ Femicide/Feminicide

- ☐ Violence against women in politics
- ☐ Child, early and forced marriages
- ☐ Female genital mutilation
- ☐ Other harmful practices
- ☐ Trafficking in women and girls
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **IPV, sexual violence and marital rape**

- 13.01 Intimate partner violence/domestic violence, sexual violence and child abuse are persistent problems in Grenada, Carriacou and Petite Martinique. In recent years, actions have been taken to gain a deeper understanding of the problems and more significantly, to sensitize and mobilize individuals, communities, and various sectors to take action to respond to victims and offenders, and prevent those forms of violence. Reforms have been undertaken, but there is need to further develop the response and prevention mechanism. There has been enactment of *An Electronic Crimes Act* (2013), a *Trafficking in Persons Act* (2014), and the *Marital Rape Provisions in the Criminal Code* have been enforced. There has been Public sensitization and educational drives on a national, community and individual level and services have been strengthened through training of service providers and first responders. There is now a Special Victims Unit (SVU) within the Royal Grenada Police Force which allows for easy access to reporting by victims. There is a hotline attached to the SVU. Schools continue to be engaged through the National School Tour and through walks, marches, presentations by the Child Protection Authority, Ministry of Social Development and the Royal Grenada Police Force.

### **Sexual Harassment**

- 13.02 Sexual harassment in public spaces, education settings and in employment continues to a prevailing problem. In the last five years, the Government of Grenada took the following actions regarding sexual harassment:
- In 2014, the Ministry of Social Development undertook a review of the Draft Sexual Harassment Bill that had been developed and submitted by GNOW in 2009.
  - Provisions against sexual harassment in the workplace were included in the revised Labour Code. The Bill was moved through Parliament in 2016, but a commencement date was not set, as some sections were set aside for further review.

- Grenada participated in the development of a new CARICOM Model Bill entitled “Protection against Sexual Harassment Bill”. It was part of the IMPACT Justice Project. The Legal Drafting Unit of the Ministry of Legal Affairs reviewed the draft Bill and submitted a response to CARICOM. The draft was finalised in 2017. It was recommended that this new Model Bill was the preferred option. No further action was taken since.
- The Ministry of Labour continues to receive and respond to allegations of sexual harassment in the workplace on a case by case basis.

### **VAW and Girls facilitated by Technology**

- 13.03 Violence against women and girls facilitated by technology has been addressed through the *Electronic Crimes Act* which was enacted in 2013 with the aim of preventing and punishing electronic crimes and related matters. The first offender was charged in 2018. Public awareness campaigns give focus to the use of technology in violence against women and girls.

### **Trafficking in Women and Girls**

- 13.04 *A Trafficking in Persons Act* 2014 has been enacted. In 2018, further consultation was held on the issue of trafficking in persons. This brought together representation from various sectors to discuss the way forward. Training of National stakeholders on Human Trafficking was held in February 2019. The training was facilitated by the International Organisation of Migration and focused on causes, differentiation between kidnapping and trafficking and laws as it relates to human trafficking.

## ***Actions to Address Violence against Women and Girls***

### **14. What actions has your country prioritized in the last five years to address violence against women and girls?**

- ☒ Introduced or strengthened violence against women laws, and their enforcement and implementation
- ☒ Introduced, updated or expanded national action plans on ending violence against women and girls
- ☒ Introduced or strengthened measures to increase women’s access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- ☒ Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)

- ☒ Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- ☒ Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- ☒ Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- ☐ Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 14.01 Several measures have been undertaken as priority to address the issues of violence against women and girls within the last five (5) years.

#### **Law Reform, Enforcement and Implementation**

- 14.02 An *Electronic Crimes Act* was enacted in 2013 with the aim of preventing and punishing of electronic crimes and related matters. The first offender was charged in 2018.
- 14.03 A *Trafficking in Persons Act* (2014) was also enacted.
- 14.04 *Chapter 17 of the Police Standing Orders (Domestic Violence and Sexual Violence)* was amended in 2017 and put into force in 2018. The revised Standing Orders now provide specific guidelines for all Officers of the Royal Grenada Police Force (RGPF) on the application of their role as law enforcement officers in cases of this nature. The amendment was made to align the Standing Orders to the revised laws and policies that are in force.
- 14.05 Following the enactment of the Revisions to the *Sexual Offences Provisions in the Criminal Code* in 2012, which included introduction of the offence “*Rape of a Spouse*” known as *Marital Rape*, a charge was laid under the Law in 2019.

#### **National Action Plans**

- 14.06 A **National Strategic Action Plan to Reduce Gender Based Violence (2013 – 2018)** was developed and approved. The plan provided 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. It provides strategies for:

1. Identifying, protecting and supporting victims as they move from being disempowered to becoming survivors who are empowered to make decisions and take actions in their best interests;
2. Identifying, punishing and rehabilitating perpetrators to reduce offending and re-offending, whether with current or potential victims;
3. Promoting healthy intimate relationships and early intervention to reduce inequalities and other factors that enable the occurrence of GBV;
4. Creating an environment of zero-tolerance to gender-based violence at the institutional, community and personal levels.

14.07 **A National Gender Equality Policy and Action Plan (2014-2024)** was also developed through extensive research and consultation and identifies specific actions to be taken, indicators and outcomes to monitor implementation, and key stakeholder responsibility for advancing gender equality in Grenada. The Policy Statement on violence against women and girls is “The Government will promote human security by coordinating the effective functioning of relevant legislation, the police, judicial system, social service agencies and channels of public education to combat and reduce all forms of violence, especially gender-based violence.”

14.08 In 2016, the **National Committee for the Prevention of Child Sexual Abuse** was appointed by Cabinet with the aim of addressing this problem in Grenada, Carriacou and Petite Martinique. The Committee is comprised of several stakeholder agencies. Consultations and reviews have been completed, including a report entitled “*Situational Review of Child Sexual Abuse in Grenada*”. Action Plans emanating from these activities are being developed.

14.09 In 2018, the Ministry of Social Development, Housing and Community Empowerment, in collaboration with the Royal Grenada Police Force, established a **Technical Working Group** (TWG) comprised of partner Ministries and entities. It was tasked to further define and propose a mechanism to respond to and prevent intimate partner violence, sexual violence and child abuse, based on the human rights and gender equality approach which would be comprehensive, feasible and accountable. The TWG was also required to identify roles, responsibilities and services of key entities, and the gaps in delivery of services and strategies to address them. Further, it was required to propose parameters for a Sexual Offenders Registry. Following submission of its report, a High-Level Meeting was held to identify priorities for action with regard to strengthening services by each service provider and preventing GBV and child abuse. The identified priorities will inform future action. In response to this Report, the MoSDHCE is also considering ways to strengthen a coordinating mechanism which is led by or includes the National Machinery for Gender Equality and Women’s Empowerment.

14.10 The Cabinet of Grenada has determined that “**Strengthen interventions to combat domestic violence and child abuse**” is a strategic priority in the Medium Term Agenda for 2019-2021. This is part of the pillar “**Enhancing social capital and citizen wellbeing**”. The MOSDHCE is the Lead Ministry on this priority. In this regard, a Public Service Delivery Agreement (PSDA) has been developed and signed by seven Ministries of Government as well as the RGPF and CPA, which together form the Cluster to address this priority. This

PSDA identifies the key outputs that will be delivered for each year of the MTA. To facilitate implementation, a new Technical Working Group is being formed. It will be comprised of senior technical staff members from each partner entity, and chaired by the MoSDHCE. Monitoring will be done by the Office of the Cabinet.

#### **Measures to increase women's access to justice**

- 14.11 In 2014, a **Health Care Sector Standard Operating Procedure for Gender Based Violence** was developed, distributed and implemented in the health care system with the aim of providing guidelines to Health Care Professionals to improve the quality and consistency of services to victims of Gender Based Violence. It includes guidelines on the collection and handling of medico-legal evidence.
- 14.12 In September 2018, the Royal Grenada Police Force established a **Special Victims Unit (SVU)**, with the main responsibility of responding to cases of intimate partner violence/domestic violence, sexual violence and child abuse. The SVU is part of the Criminal Investigations Department and is operated by Police Officers who have been trained in the specific areas of focus. The SVU is guided by the relevant laws and regulations, including the Revised Police Standing orders. The Unit delivers direct services to victims and facilitates an improvement in the responses by all Police Stations throughout the State. Part of their work also includes advocacy around the said issues.
- 14.13 A **Hotline**, # 400, has been established for easy access by the public. It is operated by the SVU.
- 14.14 The service of the drafting of Protection Orders can now be obtained through the Unit. Protection Orders are also drafted by an NGO, the Legal Aid and Counselling Clinic.

#### **Services for survivors of GBV**

- 14.15 Services for survivors of GBV are coordinated by the GBV Unit and the CPA.
- Gender-based Violence Unit (GBVU) in the Division of Gender and Family Affairs of the Ministry of Social Development, Housing and Community Empowerment
    - o Advocating, facilitating, coordinating and monitoring for effective programming by other stakeholders
    - o Providing direct social and psychological services to victims of intimate partner violence and adult victims of sexual abuse
  - Child Protection Authority
    - o Providing care and protection of children
- 14.16 The other key entities of Government that are mandated to provide first-responder services (or secondary prevention) to victims of intimate partner violence, child abuse and sexual violence are:
- Special Victims Unit of the Royal Grenada Police Force (RGPF)

- Enforcing the laws, including emergency response, investigation, protection, charging and prosecution of all criminal offences, responding to all complaints, and in maintaining a Domestic Violence Register
- Maintaining law and order with the mandate to protect and serve
- Cedars Home for Abused Women and their Children
  - Providing emergency and medium-term shelter and care for victims of IPV and their young children
- Health Services
  - Conducting medical examinations and providing medical treatment and care
  - Obtaining and providing medico-legal evidence

14.17 The following are entities and programmes of Government that provide tertiary or long-term response services to victims of intimate partner violence, child abuse and sexual violence. Their services to victims of GBV are often based on referrals.

- Prosecutions and the Justice System
- Counselling Unit in the Ministry of Social Development, Housing and Community Empowerment
- Ministry of Education, Human Resource Development and Religious Affairs (children)
- Various Ministries with financial and material safety net programmes throughout Government. This includes the Housing Unit, SEED Programme,

14.18 The following NGOs currently provide specific services to victims and are given financial support by the Government to do so.

- Legal Aid & Counselling Clinic (LACC): Services provided are
  - Counselling
  - Legal Representation/Advice
  - Psycho-Social Support to victims
  - Psycho-educational programme for victims (Changes)
  - Psycho-educational programme for offender rehabilitation (Man-to-Man)
- Sweet Water Foundation (formed within the last five years): Services provided to victims of GBV and Child Abuse are
  - Sexual violence help line
  - Advocacy against sexual violence
- Grenada Planned Parenthood Association
  - Provides sexual and reproductive health services and education to women and girls
  - Collaborated in a Men's Health programme with the MOSDHCE

14.19 Major improvements in services to victims in the last five years include:

1. Establishment of the SVU of the RGPF which is responsible for the policing response.
2. The Counselling Unit within the MOSDHCE has strengthened its human resource with the hiring of more Counsellors. One Counsellor is specifically assigned to the Gender Based Violence Unit of the Ministry and to Cedars Home for Abused Women and Their Children.
3. A psycho-educational programme “*Programme for Women’s Empowerment and Resilience (P’WER)*” was developed by the Counselling Unit and is conducted with groups of survivors of intimate partner violence periodically.
4. Cedars Home now has a Programme Officer charged with the responsibility of designing programmes for residents. Along with training for the staff, the facilities and physical resources were improved with the support of the Canada Fund for Local Initiatives.
5. The Housing Unit within the Ministry of Social Development, Housing and Community Empowerment, as well as the Grenada Housing Authority, continues to lend support through the provision of housing material and soft loans for building homes, respectively, to victims as referred by the GBV Unit.
6. The development and implementation of protocols and standard operating procedures for all the main service providers – health sector, police, GBV Unit and CPA. All are based on the human rights and gender equality approach.

## **PREVENTION**

- 14.20 Prevention initiatives have also been major undertakings through various campaigns. Annually, the Ministry of Social Development, Housing and Community Empowerment in collaboration with the Ministry of Education, has led a National Secondary School Tour, targeting students in Form 5 (ages 16-18). The tour sensitizes students on Gender Based Violence, the types/forms, causes, effects and where help can be found. The secondary schools in Carriacou have also been included in this initiative every year. Some of the campaign themes included “GBV is me business: Is yuh business too”, “I Respect you, You respect me: Valuing Boundaries” and “IREPNonViolence”.
- 14.21 The IREP campaign was also taken to various Parishes in Grenada and Carriacou, whereby informational booths were set up at strategic points and patrons had the opportunity to actively engage with staff on issues related to Intimate Partner Violence/Domestic Violence and Sexual Violence.
- 14.22 The media was used to reach the public. For example, a locally produced drama series focusing on various forms of intimate partner violence was aired on local radio, television and on Facebook.
- 14.23 The Royal Grenada Police Force has engaged communities and schools on Sexual Violence and Child Abuse and has led several walks in various parishes to sensitize the public on these issues.



- 14.24 The Girl Guides Association of Grenada launched a “Voices against Violence” Curriculum in 2017, as a preventative measure as it relates to violence against women and girls. The curriculum focuses on children and youth between the ages of 5-25 and uses non-formal education to teach the issue. Leaders of voluntary groups across the island were trained and that included Girl Guides, Boy Scouts, Red Cross and 4H Groups.
- 14.25 Work with men and boys continued through several initiatives including A Men's Health Programme which was undertaken by the MOSDHCE in collaboration with the Grenada Planned Parenthood Association. This initiative targeted one community in 6 of the Parishes, and men and boys were engaged on the topics of Gender Based Violence and healthy lifestyles. Participants were given the opportunity to be tested for HIV, blood sugar levels and blood pressure levels.
- 14.26 The Ministry of Social Development, Housing and Community Empowerment also collaborated with the Ministry of Youth on an after-school programme involving boys between the ages of 8 and 14, to sensitize on the issue of Good Touch, Bad Touch, Sexual Violence. Additionally, a Men's Led Walk was held against Child Sexual Violence in 2017 and a "Meet the Men where they are" campaign was also conducted.

#### **MONITORING AND EVALUATION**

- 14.27 Grenada embarked on conducting a prevalence study on violence against women. It is done as part of the Pilot programme in the region, led by UN Women. The study entitled “Women’s Health and Life Experience Survey” was completed in 2018. It was implemented by the Central Statistical Office following the WHO Model. The results are being processed and reports being prepared. The results of this survey are expected to form the basis for evidence-based programming.

#### **UNDERSTANDING THE CAUSES AND CONSEQUENCES OF VAWG**

- 14.28 As part of the thrust to provide more efficient and effective responses, there has been concentration on ongoing training for responders. Over recent years, Prosecutors across Grenada, Carriacou and Petite Martinique were trained with the aim of strengthening investigating and prosecuting skills and evidence. Police Officers, Social Workers and Social Service Providers, teachers, counsellors and advocates have also been engaged in several training exercises. National leaders and representatives from various sectors have also received training. These training activities were part of a project supported by the UN Trust Fund to End Violence against Women. The outcome of those training activities that the response mechanism was strengthened both as individual services and as a multi-disciplinary system that provides holistic and adequate responses, builds public confidence, and acts as a deterrent to further perpetuation of violence against women.
- 14.29 In 2017, all members of staff of the Cedars Home for Abused Women and their Children were trained with the aim of providing them with the necessary tools and information to improve services to clients at the facility. Topics included but were not limited to: Protocols and systems for working with partner agencies; Guidelines and considerations for dealing with victims of abuse including strategies to facilitate empowerment of survivors; Understanding trauma and vulnerability and key topics for working with residents e.g.

healthy relationships, recognizing abuse, safety planning, developing personal development plans, strategies for rebuilding of relationships with relatives, creating a culture of respect and non-violence at the shelter. Follow up training is expected.

### ***Strategies to prevent Violence against Women and Girls***

#### **15. What strategies has your country used in the last five years to prevent violence against women and girls?**

- ☒ Public awareness raising and changing of attitudes and behaviours
- ☒ Work in primary and secondary education, including comprehensive sexuality education
- ☒ Grassroots and community-level mobilization
- ☐ Shifting the representation of women and girls in the media
- ☒ Working with men and boys
- ☒ Perpetrator programmes
- ☐ Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

#### **PUBLIC AWARENESS**

- 15.01 Part of the National Strategy to Reduce GBV has been a public awareness strategy that included several national campaigns on the existing protocols and legislation, and the corresponding duties and obligations of stakeholders, responders and individuals. As a preventative measure, the public was also engaged with the aim of eliminating or mitigating myths, beliefs and traditions around violence against women and girls. Audio-visual techniques in the context of the gender equality and human rights approach and the intergenerational dialogue were utilized to ensure that messages reached all age groups.
- 15.02 The behaviour change campaigns included informational booths that were set up at strategic points and focused on engaging patrons on myths and beliefs surrounding GBV. Information, education and communication materials (e.g. brochures, cards, book marks) were distributed and patrons were invited to participate in a photo booth challenge which involved taking pictures using body frames with messaging that spoke against Gender Based Violence. Myths and beliefs were addressed in these productions. The media was also used in the campaigns such as by participating in talk-show programmes.

### **Schools**

- 15.03 The Health and Family Life Education Curriculum for primary and secondary schools includes the topics of equality, non-discrimination, and rights. Additionally, St George's University includes education on violence against women in several programmes, such as:
- Continuing Medical Education for medical practitioners
  - Degree in Nursing
  - Degree in Social Work
  - Masters' in Public Health
  - Special professional courses held for Police
- 15.04 Annually, the Ministry of Social Development, Housing and Community Empowerment in collaboration with the Ministry of Education, conducts a National Secondary School Tour, targeting students in Forms 4 and 5 (ages 14-18). The tour sensitizes students on Gender Based Violence, the types/forms, causes, effects and where help can be found. The 2017 campaign was themed "I Respect you, You respect me; Valuing Boundaries" and focused on sexual violence, and the notion of consent. The Ministry of Social Development, Housing and Community Empowerment also collaborated with the Ministry of Youth on an after-school programme involving boys between the ages of 8 and 14, to sensitize on the issue of Good Touch, Bad Touch, Sexual Violence.
- 15.05 The Royal Grenada Police Force and the Child Protection Authority have also done work with schools on the issue of Child Sexual Violence and has led walks and marches on this issue in various Parishes, with school students as the main participants.
- 15.06 Schools organize various commemorative activities and events at the school level as well as for their parent-teachers Association. Through public/private partnerships, some activities are organised at the national level, such as the Grenada Electricity Company (GRENLEC) School Debate and the Royal Bank of Canada (RBC) Young Leaders Programme, in which the themes for school activities sometimes focus on social issues like violence against women and girls.

### **Grassroot community level mobilization**

- 15.07 The Community level mobilization strategy included working within communities and encouraging male advocates to work alongside the female advocates. Campaigns have been conducted about the different forms of violence, with messaging given in Internationally Accepted English as well as in the English-based Grenadian Creole. Myths and beliefs relating to intimate partner violence/domestic violence including sexual violence and child abuse were addressed.
- 15.08 Men were engaged at the community level through collaboration with the Grenada Planned Parenthood Association and the Ministry of Social Development, Housing and Community Empowerment's, Men's Health Programme. The Programme sensitized men on the ills of domestic Violence and other forms of Gender Based Violence. They were also made aware

of the repercussions to women and girls and themselves, given the legal implications to persons who are violent.

- 15.09 The National Parenting Programme also facilitated sessions within communities, and participants, both males and females were sensitized on the issue of Gender Based Violence.
- 15.10 The Royal Grenada Police Force as well as the Child Protection Authority engaged with communities on the issues of Intimate partner violence/domestic violence including sexual violence and child abuse and encouraged men, women and children to be a part of the activities.
- 15.11 Community-based organisations, parent-teachers associations of schools and faith-based organisations also initiate activities to prevent GBV, such as panel discussions and lecture/discussions. Sometimes, the Gender-Based Violence Unit is invited to make presentations, provide literature/pamphlets or participate in other ways.

#### **Working with Men and Boys**

- 15.12 Men and boys as agents of change has been a strategy adopted in work geared towards preventing violence against women and girls. Men were sensitized on the ills of domestic Violence and other forms of Gender Based Violence. They were also made aware of the repercussions to women/girls and themselves, given the legal implications to persons who are violent, through initiatives including a Walk dubbed “*Men Against Child Sexual Violence*” that was held in 2017.
- 15.13 Other programmes included a men’s health programme, “Meeting men where they are” and an after-school programme done in collaboration with the Ministry of Youth with Boys between the ages of 8 and 14, with a focus on the issue of Good Touch, Bad Touch, and Sexual Violence.

#### **Perpetrator Programme**

- 15.14 Legal Aid and Counselling Clinic continues with a dynamic batterers' intervention Programme, “The Man to Man Programme”, a group psycho-educational initiative. The Programme has two core principles: (1) accountability and (2) victim safety. It encourages participants to understand that violence is a choice, examine self to have a better understanding of the source of the violence, accept responsibility and choose alternative action.

#### **Preventing violence against children**

- 15.15 Child Protection Authority has also rolled out several prevention strategies. They have collaborated with stakeholders to bring awareness to the general population. In the last two years there has been a very robust approach to educating through the launching of the All Against Child Abuse (AACA) Programme which focuses on education on abuse and how to protect oneself.

15.16 Engagements have been held with schools, churches and community groups. There have been panel discussions, motorcades, marches and the launch of a mascot to aid in the education drive.

15.17 Lessons Learnt in actions to address violence against women include the following:

- Engagement of Parliamentarians and Cabinet Members on the importance of continuing the aggressive approach to create zero-tolerance of gender-based violence.
- 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.
- Men should always be engaged to do work when addressing Gender Based Violence as many are willing.
- National consultations for greater stakeholder involvement.

**16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

- ☒ Introduced or strengthened legislation and regulatory provisions
- ☒ Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- ☐ Worked with technology providers to set and adhere to good business practices
- ☐ Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

Violence against women and girls facilitated by technology has been addressed through the *Electronic Crimes Act* which was enacted in 2013 with the aim of preventing and punishing of electronic crimes and related matters. The first charge against an accused offender under this Act was made in 2018. Public awareness campaigns give some focus to the use of technology in violence against women and girls.

### ***Discrimination and Gender Bias in the Media***

**17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?**

- ☒ Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- ☒ Introduced binding regulation for the media, including for advertising
- ☒ Supported the media industry to develop voluntary codes of conduct
- ☒ Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- ☒ Promoted the participation and leadership of women in the media
- ☒ Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- ☒ Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### ***Violence against Women facing Multiple Forms of Discrimination***

#### **18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?**

NO

*If YES, please list them and provide up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

## Participation, accountability and gender-responsive institutions

### **Critical areas of concern:**

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

### ***Women's Participation in Public Life and Decision-Making***

#### **19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?**

- ☒ Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- ☒ Implemented capacity building, skills development and other measures
- ☒ Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- ☒ Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- ☒ Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- ☒ Collected and analyzed data on women's political participation, including in appointed and elected positions
- ☒ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

#### **Women's participation in politics and the highest decision forum in the state**

- 19.01 Enshrined in the constitution of Grenada are the rights of women to vote and participate in political activities. Chapter 1 of Grenada's Constitution states:

*“Whereas every person in Grenada is entitled to the fundamental rights and freedoms, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely-*  
*a. life, liberty, security of the person and the protection of the law;*  
*b. freedom of conscience, of expression and of assembly and association;*  
*c. protection for the privacy of his home and other property and from deprivation of property without compensation; and*  
*d. the right to work.”*

- 19.02 Over the five (5) years in review, Grenada can speak to an improved representation of women in public leadership, and this is considered a significant achievement towards gender equality. There is gender parity in the Lower House or House of Representatives, as there are seven (7) women and eight (8) men who were elected as Parliamentary Representatives for the fifteen (15) Constituencies. In the Upper House or Senate, there is critical mass, with four (4) women and nine (9) men selected to serve as Senators. Therefore, Grenada met the global targets for women’s representation in Parliament, reaching 33.3 percent in the 2013 elections, and surpassed it by reaching gender parity at 47 percent in the 2018 elections.
- 19.03 The GEPAP, under the strategic direction Gender, Leadership and Decision Making, advocated for this type of change. The target set in the GEPAP was gender parity (i.e., 50-50 male-female representation) or 40 percent of either sex at all levels of decision-making in Grenadian society, as a means of promoting equitable, transparent and accountable governance, and sustainable development.
- 19.04 GEPAP also encourages political parties to increase women’s representation in decision-making positions in party structures and on candidates’ lists for general elections. There appears to be some movement in this regard among political parties to promote women to the highest decision-making forum in the country. Political parties slated Fourteen (14) women candidates to contests seats in the 2018 general elections.

### **Coaching for Women in Leadership**

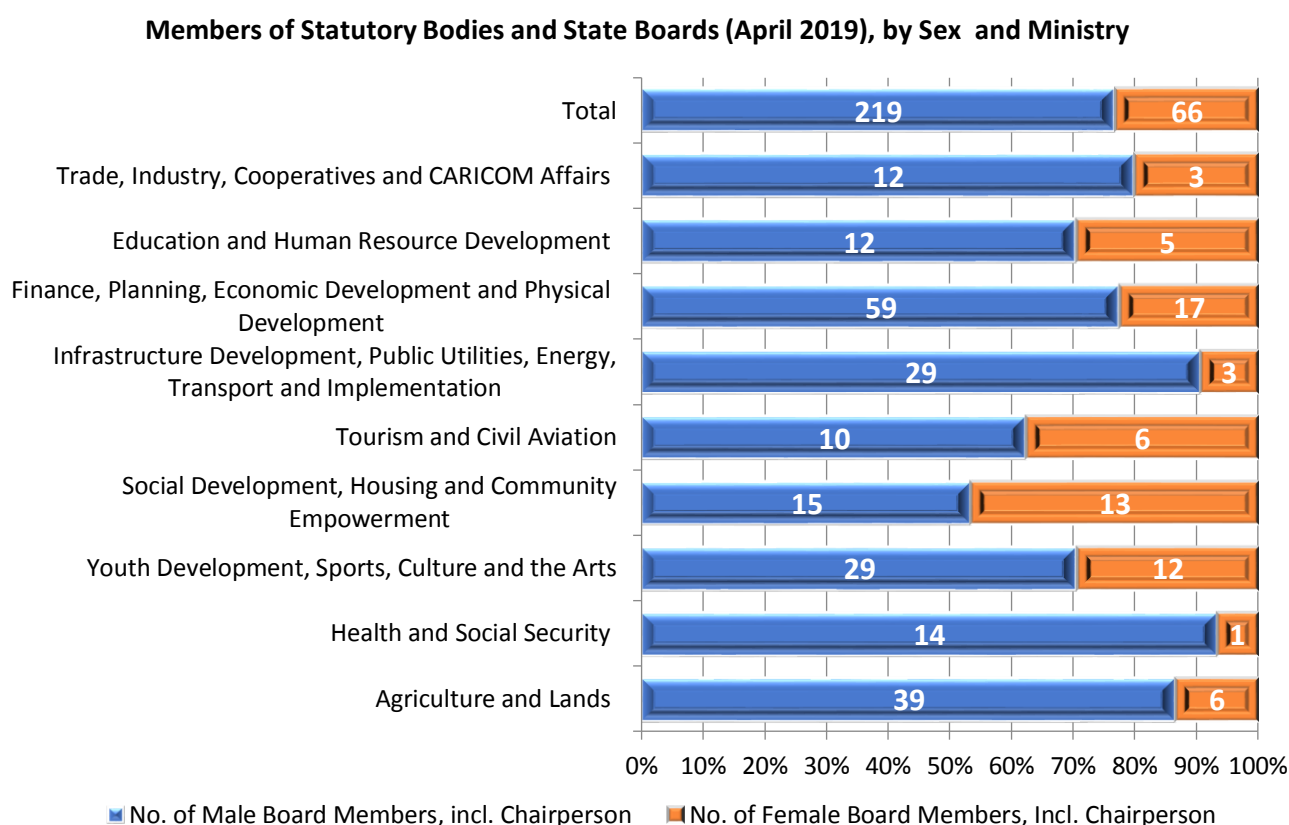
- 19.05 The work of Non-Governmental Organisations (NGOs) in carving out a place for women in areas in which gender inequality is entrenched, must be applauded. For example, the Caribbean Institute for Women in Leadership (CIWiL), a networking Institute that produces research, documentation, analysis, and training to support women leaders continues to work extensively to bring about this change. CIWiL teamed up with the Grenada National Organisation of Women (GNOW) in advance of the 2013 elections train women from all political parties to overcome hurdles and survive in a male oriented environment.
- 19.06 Once women have agreed to step into the role of public life, training is offered by CIWiL. The women are encouraged to meet with other emerging leaders in other Caribbean islands. In various formal and informal settings support is given to the emerging leaders by the more experienced women politicians.



19.07 The Grenada Women Parliamentary Caucus, a grouping of current and past parliamentarians, meets to conduct business of women's empowerment across party lines. These meetings are to discuss issues pertaining to women and the need to bring gender equality and equity to structures, legislation, and economic and social development. This provides a platform for inter-generational and cross-party dialogue on issues affecting women in politics and women in Grenada, in general.

### Board Composition

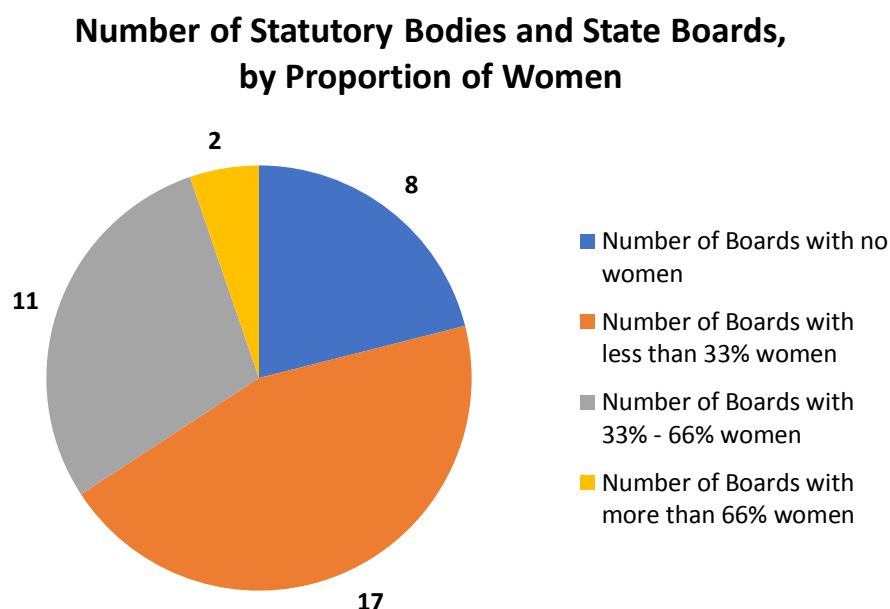
19.08 In the private sector and statutory bodies, however, there is vast under-representation of women in decision-making. In those spheres, the upward movement of women has been slow, as most Boards continue to be male-dominated.



19.09 The above chart shows the composition of the Statutory Bodies and State Boards as at April 2019. The figures show that overall there are two hundred nineteen males (219) on the boards and only sixty-six (66) females. The gap is widest in the Ministries of Health, Infrastructure and Agriculture. The only Ministry with close to parity is the Ministry of Social Development, Housing & Community Empowerment in which 46% of the Members of its Boards are female.

19.10 The list of members of individual Statutory Bodies and State Boards show that eight (8) of the thirty-eight Boards have no women; seventeen (17) have fewer than 33 % women; eleven

(11) have over 33% but less than 66%; and two (2) have more than 66%, as shown in chart below.



### Opportunities for young emerging leaders

- 19.11 A promising trend in Grenada is the grooming of young girls and boys in the role for fit in public life. Over the past five years a Young Parliamentarians group has continued, drawn from among young men and young women across Grenada, Carriacou and Petite Martinique. The Ministry of Youth organises “Youth Parliaments” at the Constituency and National levels in which the Young people debate issues using the Rules of Parliament. The focus is to engage in public speaking, which facilitates self-assertion. Some of these “*young parliamentarians*” take part in political campaigning with a political party of their choice.

## Women in the Media

### 20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- ☒ Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- ☒ Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- ☐ Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field

- ☐ Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- ☐ Provided support to women's media networks and organizations
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Formal Training in the Media**

- 20.01 The T.A. Marryshow Community College offers an Associate Degree in Media Studies. It entails studies of the four journalistic platforms: print, radio, television, and new media/multi-media. Part of this programme is a course entitled Caribbean Society and Culture, which is offered throughout the College as a General Studies course. The course includes a topic "Social Justice and Development" that provides the opportunity to introduce issues of equality and inclusion.

### **Education and training for women and girls in ICT**

- 20.02 The National Telecommunications Regulatory Commission (NTRC) under its Universal Service Fund (USF) Programme, engaged in a series of activities centred on "Women and Girls in ICT." This project was selected with the goal of increasing awareness about the importance of ICTs thereby empowering women in society to view ICT as a tool for personal advancement and economic development. The NTRC collaborated with the following agencies to execute this project: GRENCODA, GNOW (Grenada National Organization for Women), RGPF (Royal Grenada Police Force), Ministry of ICT (Information and Communication Technology), Ministry of Education, and ICT Centre for Excellence. The theme focused on increasing awareness about ICTs as an enabler for change in society and empowering women and girls in society to take up roles in ICT which has been primarily viewed as a male dominated field/career thereby creating a levelled playing field and creating more gender equality. This initiative commenced in 2012 and continued through 2017. Initiatives under Women and Girls in ICT project were:
- Career fair and open house were executed with the telecommunications providers and St. George's University as part of providing to our young girls on opportunities available within these tech companies. In addition, St. George's University provided information on the courses that can be undertaken by the students to pursue a career in ICT.
  - Building e-business course. This course targeted unemployed and small business people to train them on how ICTs can be used to market a business thereby expanding their reach
  - Essay competition in Secondary schools. Students were required to write an essay on how ICTs can be used as a solution within one of the sectors of the economy e.g. tourism, agriculture

- Poster competition in primary and secondary schools. Students were required to design a poster depicting the future of ICTs.
- Hands-on computer training was provided to women in the rural communities in basic and advance ICT, increasing skills set and enabling them to be more technology savvy, thereby increasing their chances to gain employment.
- Sessions were held with young women (parents and guardians) on parenting the digital generation, cyberbullying and responsive use of ICT
- Sessions were held with students on responsive use of technology, cyberbullying
- A robotics competition was held with girls in 10 secondary schools. The initiative is geared to encourage young women and girls to be more involved in the field of ICT by empowering them and boosting their confidence to consider the field as a career choice by encouraging them to explore the opportunities available in this growing field. It also encouraged girls to become problem solvers by utilizing technology to solve real world problems

### **Increasing Access to the Internet**

20.03 Other initiatives of the NTRC to provide access in the last five years were:

- Wireless internet access at designated geographic locations: This project was geared at increasing access to internet services among persons who may be unable to afford internet subscription. This project targeted urban and rural areas to increase internet access via wireless internet access points (Wi-Fi hotspots). Over twenty-five (25) hotspots were set up in frequently used locations such as parks, playfields and centres of business.
- In April 2019, NTRC established an ICT Centre in a remote rural community which is powered by solar energy. The Solar Powered ICT Centre is geared at increasing access to internet services among residents of that village and surrounding communities via the ICT Centre. In addition, the centre will offer training under the Government's Science, Technology, Engineering and Mathematics (STEM) project as well as training in agriculture. The lab is accessible to persons with disabilities. This project is implemented in collaboration with the Ministry of Education and the Ministry of Social Development, Housing and Community Empowerment.

### ***Gender Responsive Budgeting***

**21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

NO

**If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?**

*Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets gender-responsive.*

### ***Official Development Assistance***

**22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

Not applicable – Grenada is not a donor country

**If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.**

### ***National Strategy or Action Plan for Gender Equality***

**23. Does your country have a valid national strategy or action plan for gender equality?**

YES

**If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.**

**If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?**

- 23.01 The National Gender Machinery led the development of the National Gender Equality Policy and Action Plan (GEPAP) which was supported by UN Women. GEPAP was approved by Government in 2014 and covers the period 2014 – 2024. GEPAP is being implemented.
- 23.02 The overarching approach that was adopted is gender mainstreaming. This has two main components:
- i. Integrating gender concerns/issues and analysis into existing development priorities;
  - ii. Agenda-setting which aims to transform the existing development agenda.
- 23.03 The implementation strategies identified are:
- Establish a gender management system to initiate, coordinate, monitor and evaluate implement GEPAP;
  - Gender-responsive planning and budgeting;
  - Promote men's and women's economic empowerment as key to sustainable development
  - Provide gender sensitisation and training for men and women at leadership and management levels of the public sector, private sector and civil society;
  - Raise public awareness of the GEPAP and the responsibility of all stakeholders to address specific gender concerns;
  - Promote policy implementation that is grounded in gender-sensitive research and analyses of roles, social relations and power imbalances between men and women;

- Establish a system of gender disaggregated data collection and analyses that include all sectors;
- Promote the use of gender-sensitive and gender-inclusive language in legislation, government documents, educational and public awareness materials, etc.

23.04 The Vision is

“A nation that values and respects every boy, girl, man and woman as equal citizens and participants in the political, economic, environmental, social and cultural life of the country with equal rights, benefits, privileges and responsibilities without regard to sex, colour, creed, opinion or any other distinction.”

23.05 The overall goal is “to promote gender equality, equity, social justice and sustainable development in Grenada.”

23.06 There is no specific budget for implementing GEPAP. Given that the main approach is gender mainstreaming, efforts are made to integrate the priorities and actions into the policies, programmes and plans, and therefore, the budgets of the different Ministries. Gender Focal Points have been identified by most Ministries and selected Department and Statutory bodies to facilitate this process.

23.07 However, specific funding would help accelerate implementation, especially the capacity building activities, stakeholder engagement and public sensitisation programmes.

23.08 GEPAP is aligned with the BPfA, CEDAW, and SDGs. It is also aligned to the SAMOA Pathway and the Montevideo Strategy for the Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030. GEPAP’s priorities and their alignment to the SDGs are shown in the matrix below.

	<b>GEPAP Theme</b>	<b>GEPAP Policy Statement</b>	<b>Alignment to SDGs</b>
1.	Culture and socialisation	Foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls	5.1 End all forms of discrimination against all women and girls everywhere 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
2.	Education and training	Promote gender equality and equity in education and training in order that men/boys and women/girls may attain their fullest potential and contribute equitably to economic growth, poverty reduction and sustainable development	4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among

	<b>GEPAP Theme</b>	<b>GEPAP Policy Statement</b>	<b>Alignment to SDGs</b>
			others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development
3.	Labour and employment	Foster the equitable participation of and benefits for men and women in the labour force, while recognising and valuing the contribution of unwaged reproductive work to national development	5.4 Recognize and value unpaid care and domestic work 5a Undertake reforms to give women equal rights to economic resources 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
4.	Agriculture and tourism	Promote gender equality in agriculture and tourism, recognising men's and women's complementary roles, increasing their equitable access to productive resources, creating entrepreneurial opportunities linking agriculture to tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development	1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance 2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment
5.	Economic growth and poverty reduction	Transform the goals of economic policy to include gender equality and social justice, and promote the equitable economic and social development of all men and women	1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
6.	Climate change, natural disasters and natural resource management	Promote gender equality in policies and programmes related to disaster management, climate change, natural resource development, and building a 'green economy'	13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities (Acknowledging the role of the United Nations Framework Convention on Climate Change)
7.	Health and well-	Provide all men and women in	3.3 By 2030, end the epidemics of AIDS,

	<b>GEPAP Theme</b>	<b>GEPAP Policy Statement</b>	<b>Alignment to SDGs</b>
	being	Grenada, Carriacou and Petite Martinique with quality, equitable and gender-responsive health care throughout their life cycles, thus enhancing their personal, social and productive lives	tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases 3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes 5.6 Ensure universal access to sexual and reproductive health and reproductive rights
8.	Violence and security	Develop and implement a multi-sectoral approach to prevent, reduce and treat the incidence of all forms of gender-based violence and wider forms of violence in the society	5.2 Eliminate all forms of violence against all women and girls 5.3 Eliminate all harmful practices 16.1 Significantly reduce all forms of violence and related death rates everywhere (includes an indicator on proportion of persons who feel safe walking alone)
9.	Leadership and decision-making	Promote gender parity (i.e., 50-50 male-female representation) or 40 percent or either sex at all levels of decision-making in Grenadian society, as a means of promoting equitable, transparent and accountable governance, and sustainable development	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
10.	Legislative framework for gender equality and institutional capacity for implementing GEPAP and gender mainstreaming	Ensure that the legislative framework promotes gender equality and equity  Establish institutional structures, mechanisms and processes for implementing GEPAP and gender mainstreaming	5c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard 16.b Promote and enforce non-discriminatory laws and policies for sustainable development  16.6 Develop effective, accountable and transparent institutions at all levels

23.09 The full text of the GEPAP can be found at <https://www.gov.gd/egov/docs/other/gender-equality-policy-action-plan.pdf>



## ***Action Plan for Implementing Recommendations from CEDAW and UPR***

**24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?**

YES/NO

**If YES, please provide some highlights of the action plans and timeline for implementation.**

- 24.01 There is an action plan for implementation of the Universal Periodic Review (UPR). The process for implementing the recommendations of the UPR is largely driven by the National Coordinating Committee for Human Rights (NCCHR), which is a Cabinet-appointed committee comprising several Ministries, departments of government and NGOs as set out below:
- Ministry of Foreign Affairs
  - Ministry of Legal affairs
  - Ministry of Education and Human Resource Development
  - Ministry of Youth, Sports and Religious Affairs
  - Social Development and Housing
  - Health and Social Security
  - Royal Grenada Police Force
  - Her Majesty's Prisons
  - Grenada Human Rights Organization
  - Ombudsman
- 24.02 The representative for the Ministry of Social Development and Housing is the Head of the National Gender Machinery.
- 24.03 Following Grenada's last UPR in 2015 every Ministry was assigned the task of implementing the recommendation pertinent to the Ministry.
- 24.04 Regarding Thematic area 6: Equality and non-discrimination, which is the responsibility of the Ministry of Social Development, Housing and Community Empowerment, Grenada accepted UPR recommendations 72.40 and 72.41 and, in partnership with civil society, has begun the process of public awareness on human rights issues.
- 24.05 The Report of the Working Group on the UPR also highlighted elements of Grenada's national report on January 27, 2015, indicating that Grenada continues to make strides in the elimination of discrimination against women, children and persons with disabilities especially in the areas of education and in the work place and continues to embark on policies and initiatives aimed at eradicating discrimination in all its forms.

- 24.06 Grenada is expected to appear before the Human Rights Council in January 2020 to report on the country's progress.

### ***National Human Rights Institution***

#### **25. Is there a national human rights institution in your country?**

NO

**If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?**

**If YES, please provide up to three examples of how the NHRI has promoted gender equality. (2 pages max.)**

- 25.01 Grenada does not, at present, have a National Human Rights Institution (NHRI). Several recommendations were made at the last UPR in 2015 for Grenada to establish a NHRI. In response, Grenada accepted recommendations 72.28; 72.29; 72.30; 72.31; 72.32; and 72.33 in relation to the NHRI under Thematic Area 2: Institutional and human rights infrastructure and policy measures.
- 25.02 The Government of Grenada has already begun consultations on whether it should set up a NHRI, including the form of NHRI to be constructed. The Commonwealth Secretariat has provided technical assistance in this regard and, to date, has had two interventions in Grenada on that matter.

## **Peaceful and inclusive societies**

### **Critical areas of concern:**

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

### ***Implementing the Women, Peace and Security Agenda***

#### **26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**



Adopted and/or implemented a National Action Plan on women, peace and security

- ☒ Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- ☒ Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- ☒ Increased budgetary allocations for the implementation of the women, peace and security agenda
- ☒ Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- ☒ Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- ☒ Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- ☒ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 26.01 Grenada does not have a military. There is no armed conflict in Grenada nor in neighbouring countries. The Caribbean region is recognised as a zone of peace. Therefore, as part of CARICOM, Grenada is committed to maintaining that status in the region, including supporting efforts to prevent armed conflict in the Bolivarian Republic of Venezuela, which is a close neighbour.

### ***Women in Armed Conflict***

**27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?**

- ☒ Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- ☒ Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level

- ☒ Integrated a gender perspective in the prevention and resolution of armed or other conflict
- ☒ Integrated a gender perspective in humanitarian action and crisis response
- ☒ Protected civil society spaces and women's human rights defenders
- ☒ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### ***Violations of International Humanitarian Law and Human Rights in Armed Conflict***

**28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?**

- ☒ Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- ☒ Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- ☒ Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- ☒ Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- ☒ Taken measures to combat illicit arms trafficking
- ☒ Taken measures to combat the production, use of and trafficking in illicit drugs
- ☒ Taken measures to combat trafficking in women and children
- ☒ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for*

*specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 28.01 While there has not been any armed conflict or other crisis in Grenada in the last five years, Grenada has passed legislation to combat human trafficking, and continues to enforce laws against trafficking and possession of illegal firearms, and illicit drugs.

### ***Discrimination against the Girl Child***

#### **29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?**

- ☒ Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- ☒ Strengthened girls' access to quality education, skills development and training
- ☒ Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anaemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- ☐ Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- ☒ Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- ☐ Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- ☒ Promoted girls' awareness of and participation in social, economic and political life
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 29.01 Within the last five years, Grenada took actions to eliminate discrimination against the girl child and end violations of their rights. Significant actions included:

- Promoting education of girls, including in Science, Technology, Engineering and Mathematics, such as through commemoration of Girls in ICT Day, as described in the section of this report concerning education (number 12)
- Improving access to health care
- Actions to end all forms of child abuse, in particular, child sexual abuse.
- Application of the Juvenile Justice Act
- Reduction in adolescent and teenage pregnancy
- School health programme
- Support for vulnerable children to attend school

## **Education**

- 29.02 The Education Act of (2002), Section 3 (3) provides the framework to guarantee that the state must provide opportunities for everyone in Grenada to reach their maximum potential; and promote the principle and practice of gender equality. The Act provides for compulsory primary education. Further, the majority of students move on to the secondary school level after passing the Caribbean Primary Exit Assessment (CPEA). Additionally, School Attendance Officers are deployed in all education districts and assigned the mandate to reduce truancy in all primary and secondary schools in that district.
- 29.03 ***Programme for Adolescent Mothers (PAM)***: Pregnant teenagers and adolescent mothers experience cultural resistance and other official barriers to mainstream education. The Programme for Adolescent was established to offer support services to teenage mothers. It now operates two centres in Grenada. Since its inception in 1994 to the present, PAM has accommodated six hundred (600) teenage mothers. The institution receives referrals from the Ministries of Health, Ministry of Education, Ministry of the Social Development and Housing, the Child Protection Authority and self-referrals. There is a day nursery for the babies of the girls. The Programme is a non-governmental organization, but it receives subventions and other resources from the government to ensure its continued operation.
- 29.04 ***Child Friendly Schools***: Child Friendly Schools are being established. There were nine participating schools initially. In 2016, nine more schools became child friendly. Student-centered activities are implemented and designing a student centered curriculum is ongoing. The Early Childhood Care and Education (ECCE) High Scope Curriculum allows the girl child to be a part of decision making and control sharing process.
- 29.05 ***School health programme***: The Ministry of Health conducts a school health programme each year. In that programme, medical personnel visit schools to conduct screening and provide advice in relation to nutrition, anaemia, dental care, and so on. Students enrolled in Grade 1 of Primary schools and Form 1 of Secondary Schools are screened. This acts as both a prevention and an early detection initiative.
- 29.06 In addition, the Government of Grenada has attempted to address the issue of malnutrition by the implementation of the school feeding programme, which has expanded over the last five years. The government's school feeding programme caters for children from 6 months to 18 years, from day care to selected tertiary educational institutions. The programme supports 9800 poor and vulnerable children with breakfast and/or lunch. It is included as part of a

National Zero-Hunger Project. It is also part of a policy to integrate primary health care programme into the school in collaboration with Grenada Food and Nutrition Council (GFNC). This component now involves 1923 students across several parishes in healthy eating lifestyles activities. The GFNC monitors the underweight children from birth to preschool, identifies those who are in need and thereafter the schools register them into their school feeding programme.

- 29.07 ***Support for vulnerable children to attend school:*** The Government of Grenada provides assistance for children to attend school. There are various programmes that facilitate this, such as:
- School book programme, making the standard text books available to students at the primary and secondary levels
  - School uniform programme, which provides vouchers to vulnerable households with school-age children to purchase school uniforms and supplies
  - Transportation assistance, provided to children in Carriacou, to subsidise their transportation costs
  - Conditional-cash transfer, to parents and guardians of poor and vulnerable households in Grenada who are eligible for the SEED Programme for their children.
- 29.08 These programmes assist the children living in poverty to access school in fulfilment of their right to education.

### **Health**

- 29.09 ***Exposure to HIV/AIDS and other sexually transmitted diseases:*** The data collected by the Ministry of Health over the last five years, indicates that most of the persons who come forward for testing are female although most of the cases of HIV and AIDS in Grenada are men. For example, from January to March 2018 there were 103 females as opposed to 47 males that consented to HIV testing. In 2018 the National Infectious Disease Control Unit (NIDCU) reported that there were 27 new cases 18 males and 9 females. There were two females between the ages of 0-19 infected with HIV. For the year 2018 Grenada has reported only one (1) mother to child transmission of HIV. Mental health and psychosocial support are also offered to persons living with HIV and AIDS. Rapid testing is now one of the options available to the public. This ground-breaking service is also offered in some Secondary Schools.
- 29.10 The Ministry of Health with funding from the OECS has produced public service announcements in 2018 to promote behavioural changes in the population as it relates to sexual intercourse. The Ministry also works in collaboration with various Non-Governmental Organizations and Civil Society Organizations to educate the public about HIV and AIDS, safe sex practices, and discrimination against sero-positives. A “Sister Sister” workshop was done where women inform other women on HIV and AIDS.
- 29.11 ***The Human Papillomavirus (HPV) Vaccine:*** The Human Papillomavirus (HPV) Vaccine is a current programme of the Ministry of Health. Indeed, in the foyer to the Ministerial Complex, there are cogent Public Service Announcements (PSAs) on rotation on a television screen. Messaging includes: “Cervical cancer Promo”; an animated short story titled “Word

on HPV”; a video entitled “HPV vaccines, Help your Kids Prevent Cervical Cancer”. These videos are the courtesy of PAHO/ UNICEF and the Center for Disease Control.

- 29.12 The educational campaign for HPV in Grenada is two tiered. The organizers deemed it necessary to first have sessions with the mass media personnel, for a more factual, unified approach to the messaging. The public education commenced in 2018, which includes campaigns for students and members of the various Parent Teacher Associations (PTA’s) in schools.
- 29.13 The vaccination drive began in 2019 with 431 girls being vaccinated in March and 212 vaccinated in April. The vaccination process occurred in all primary schools except two on the island of Grenada. Due to issues with consent for vaccination and the vaccination fears of parents, the HPV vaccination drive has yet to see a 100% vaccination rate as the vaccinations are voluntary.
- 29.14 **National Adolescent Health Policy and Plan:** The Ministry of Health developed a National Adolescent Health Policy and Plan with technical assistance from Pan American Health Organization (PAHO) in 2013. The Policy is not yet approved for implementation.

**Actions to end all forms of child abuse, in particular, child sexual abuse**

- 29.15 The approach taken to confront the problem of child abuse is to ensure that there are adequate services for responding to children who are reporting or are suspected of facing child abuse, to hold offenders accountable, and to prevent child abuse. The Child Protection Authority (CPA), which was established in 2011 in accordance with the Child (Protection and Adoption) Act (2010), continues to be strengthened. Therefore, its Operational Manual was revised, and Government is investing in a home for girls who need care and protection. In 2018, the Special Victims Unit (SVU) of the RGPF was established and is responsible for law enforcement responses to intimate partner violence, sexual violence and child abuse. Together, these entities provide responses to victims and hold offenders accountable. They also engage in public sensitisation activities which aim to increase reporting and reduce incidence of abuse against children.
- 29.16 In response to the level of child sexual abuse that was observed, a Committee on the Prevention of Child Sexual Abuse was established by Cabinet in 2016. It is comprised of representatives from many sectors within Government and from social partners. This Committee, based at the MOSDHCE, undertook research and produced a report entitled “Situational Review of Child Sexual Abuse in Grenada”. The draft report of another in-depth analysis “Assessment of Child Protection Mechanisms in Grenada” is being considered. When finalised, it will inform the development of multi-sectoral action plan to prevent child sexual abuse and therefore lead to a reduction in the occurrence of this form of abuse.
- 29.17 There was a reduction in adolescent pregnancy within the period. The Annual Registrar General Reports show that in respective the years 2013, 2014 and 2017, there were five (5), six (6) and five (5) births to mothers who were fifteen (15) years and under. In 2011, there were thirteen (13) births and nineteen (19) in 2012. The age of fifteen is significant as the age at which an individual in Grenada is legally able to give consent for sexual intercourse is



sixteen. It is worthy of note however, that overall, teenage births have been declining steadily from a high of three hundred fifteen (315) in 2010 to one hundred twenty-five (125) in 2017.

- 29.18 Eradication and prevention of child abuse is one of the priorities in the Medium-Term Agenda (MTA) of the Government of Grenada. The deliverable is towards achievement of the outcome –*strengthen interventions to combat domestic violence & child abuse* – which is linked to the “*Enhancing Social Capital & Citizen Wellbeing*” pillar of the MTA.
- 29.19 Supporting advocacy by children: Anti- sexual abuse/child abuse marches by children and organised by the Royal Grenada Police Force provide children with a platform to air their views. The Ministry of Education through the Early Childhood Unit, organize similar marches, disseminate information (Information Education Communication - IEC) materials on a periodic basis, especially during child month, and sometimes in collaboration with the police.
- 29.20 The National Child Abuse Protocol was launched in 2012, in support of the Child (Protection and Adoption) Act of 2010. Although passed more than five years ago, these are being used as the basis for programmatic responses for the treatment and eradication of all forms of violence against the girl child. The legislation requires the mandatory reporting of the abuse of all children by an identified list of professionals. The 2012 Amendment to the Criminal Code further reinforce this policy because it also makes provision in section 27 for ‘mandatory report’ of any abuse of children, both girls and boys.
- 29.21 The 'break the silence' campaign was also launched although more than five years ago is still ongoing and on the activity schedule of all child protection entities both state and non-state. In 2018, the Child Protection Authority up scaled the “break the silence” campaign to a new one entitled: All against Child Abuse. The Grenada National Coalition on the Rights of the Child (GNCRC) a non-state actor, organises the Child Abuse and Awareness Month Preprogrammed (CAAMP). This programme is mainly school based; however, many of the programmes are rolled out in community forum, with girls as one of their primary target audiences. Additionally, the publication of a child abuse handbook, and media programmes and discussions on child abuse continue to support the protection of all children against abuse.
- 29.22 In 2017, the **National Committee for the Prevention of Child Sexual Abuse (NCPCSA)** was established for many considerations, one of which is the rights of every child to grow up safe and happy. Indeed, child sexual abuse is not only a human rights issue, but encompasses issues of gender, health, education, structures, power, family and community violence.
- 29.23 Since its inception, the Committee has realized many achievements geared towards both prevention and intervention. For example, assessments were carried out and recommendations were made towards primary, secondary and tertiary intervention strategies.
- 29.24 A retreat was held, and an outcome document of the Committee was submitted. It identifies recommendations from the 2018 Assessment of Child Protection Mechanisms in Grenada as

areas that will contribute to strengthening prevention mechanism to decrease and eventually eradicate child sexual abuse. Some of these recommendations are:

- i. Advanced learning and certification (at university level), on psychological studies (Psychology of Aggression) for understanding of the depth of the problem and hence a holistic approach to the application of protection of children and communities
- ii. Equal opportunity scholarships in the areas of child psychology and counselling
- iii. Develop a gender-sensitive budget analysis into the fabric of national plans for economic empowerment of women, reduction of poverty, and protection of children from child sexual abuse.
- iv. Complete the ban on Corporal Punishment
- v. Develop a methodology to identify and monitor the children of migrating parents – they are potentially at risk
- vi. Responsive sexual and reproductive health services for teenage mothers
- vii. Advanced clinical skills for persons working with sex offenders
- viii. Counselling and rehabilitation options must be provided for offenders, especially where offenders are children

29.25 **Civil Society/Academia/State collaboration:** One of the programmes that brought Academia, Civil Society and State together was "NONE in Three". The programme was intended to reduce the incidence of gender-based violence from one in three to none in three. In Grenada, the principal partnership included the Huddersfield University and Sweet-Water Foundation, with the support of the Ministry of Social Development.

29.26 To overcome the problem of under-reporting and to understand how violence is perceived from the children's perspective, the project conducted a study and produced a report entitled "*Victimisation, violence perpetration, and attitudes towards violence among boys and girls from Barbados and Grenada*". It revealed a high prevalence of violence with children being the direct targets of emotional, physical and sexual violence within and outside the family. It showed that children were also experiencing secondary trauma through witnessing abuse to other persons, pets, and so on. Based on that report, girls were more likely to experience violence in the family than boys. To raise awareness of the impact of domestic violence, to increase empathy and to promote non-violent problem-solving skills, the Ni3 project also created Jesse, a computer game. It is an education intervention that can be used with children and in professional training.

#### **Child labour and excessive levels of unpaid care and domestic work by girl children**

29.27 Grenada has ratified ILO Conventions No. 138 & 182. In addition, Grenada has joined the Regional Initiative: Latin America and the Caribbean Free of Child Labour. This initiative seeks to accelerate the pace of reduction of child labour in the region to achieve the target by the Hemispheric Agenda on Decent Work to eliminate child labour completely by 2020 and Sustainable Development Goal (8) on decent work and economic growth, including target 8.7. The latter seeks to end child labour in all its forms by 2025.

29.28 Grenada Labour Legislation, the Employment Act 1999 Section 32 (1-2) states that no person under the age of sixteen shall be employed or allowed to work. The Ministry of Labour does not issue work license to children and the Act does not provide for the Ministry to do so.

- 29.29 While Education Act of 2002 makes it mandatory for all children of school age to attend school, in some rural communities, anecdotal evidence suggests that a number of girls and boys are still being deprived of schooling to remain at home to care for younger siblings and to assist with the preparation of produce for Saturday market.

**Girls' awareness of and participation in social, economic and political life**

- 29.30 The Girl Guides Association of Grenada reaches girls and young women starting from the age of three (3) until adulthood. Currently, the Girl Guides Association of Grenada can boast of a membership of 2,500. Members form Units in various age ranges: Rainbows (3-5 year olds); Brownies (6-9 year olds); Girl Guides (10-14 year olds); Rangers (14-17 year olds); and Young Leaders in Guiding (post-secondary/Community College). This Association is non-governmental; however, it receives support from the Ministry of Education and other Ministries of Government. Most of the Units are based in primary and secondary schools and the community college.
- 29.31 The Guiding Movement has programmes to promote self-esteem, reduce violence, and encourage girls to get involved in social, environmental and development issues in Grenada and globally. The "Free Being Me" programme is one of those programmes. It promotes body confidence among girls, which is actively implemented in Grenada.
- 29.32 More recently the World Association of Girl Guides and Girl Scouts, supported by UN Women, developed the "Voices against Violence" curriculum and trained selected leaders throughout the world in its use. This Curriculum is currently being implemented in Grenada. Over the past five years, members throughout the ranks of Guiding in Grenada received training to activate the "Voices against Violence". In 2017, the manual and four workbooks were reproduced and over one hundred Girl Guides Leaders and Commissioners, as well as community partners, were trained to apply them in their Units.
- 29.33 The Organization promotes leadership, training and development using a non-formal education approach to learning. Transformative leadership is encouraged. As an example, Grenada was able to send a Girl Guide to represent Grenada at a United Nations forum in India in year 2013. This representative is now a prominent lawyer in Grenada. More importantly, the first female Governor General of Grenada is a success story of the Girl Guides. She received the highest award in guiding from Her Majesty the Queen of England.

## **Environmental conservation, protection and rehabilitation**

**Critical areas of concern:**

- I. Human rights of women
- K. Women and the environment
- L. The girl child

## ***Gender and Environmental Policies***

### **30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?**

- ☒ Supported women's participation and leadership in environmental and natural resource management and governance
- ☐ Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- ☐ Increased women's access to and control over land, water, energy, and other natural resources
- ☒ Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- ☒ Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- ☐ Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- ☐ Taken steps to ensure that women benefit equally from decent jobs in the green economy
- ☐ Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 30.01 Grenada appointed its Gender and Climate Change Focal Point in 2019. In addition, Grenada's Delegations to international activities on Climate Change, including negotiations, frequently includes at least one woman.

## ***Gender and Disaster Risk Reduction, Climate Resilience and Mitigation***

### **31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

- ☒ Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- ☐ Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- ☐ Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- ☐ Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- 31.01 The National Gender Machinery has been invited to participate in workshops and consultations to contribute to the discussion on gender issues. During one of the workshops, held in August 2018, the Head of the Machinery was invited to make a short presentation on gender equality to the plenary and to sit with various groups that were conceptualising projects to develop proposals for the Green Climate Fund (GCF) to assist in identifying gender equality considerations. This led to a recognition that gender responsiveness was more complex than previously considered and that gender inequality, especially economic issues affecting women, were different from perceptions.
- 31.02 Due to these interventions, and the desire to be able to meet the gender equality requirements by the GCF, a workshop on Gender and Climate Change was held during the last week of April 2019. It was organised by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, in collaboration with the Division of Economic and Technical Cooperation (National Designated Authority) in the Ministry of Finance, and the Division of Gender and Family Affairs (National Gender Machinery) of the Ministry of Social Development, Housing and Community Empowerment. The aim of the workshop was to enable stakeholders to mainstream gender equality into project proposal writing. It is expected that all project proposals prepared for submission to the Green Climate Fund would reflect adequate gender analyses, gender action plans and monitoring and evaluation frameworks.
- 31.03 Grenada has committed its participation in the regional project Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER), the details of which are being negotiated. The project is led by the UNDP, and supported by

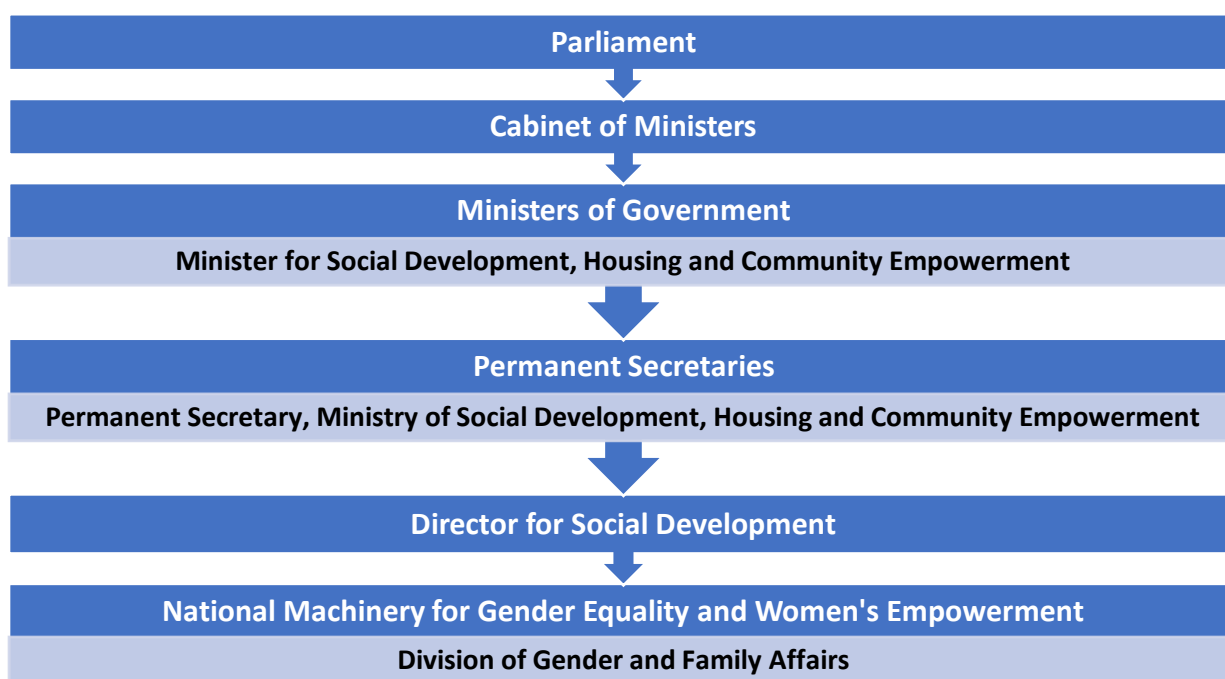
other agencies in the UN System, including UN Women. The expected results are (1) Enhanced practices of relevant actors for the sustainable implementation of gender-responsive climate change action and disaster recovery; and (2) Improved governance by relevant actors for gender-responsive climate and risk resilience planning and decision-making in nine Caribbean countries.

## Section Three: National institutions and processes

### National machinery for gender equality and the empowerment of women

**32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.**

- 32.01 The National Machinery for Gender Equality and Women's Empowerment is the Division of Gender and Family Affairs, within the Ministry of Social Development, Housing and Community Empowerment. The location of the National Machinery for Gender Equality and Women's Empowerment in the overall structure of Government is shown in the chart below.



- 32.02 GEPAP proposed to strengthen the capacity of the Division of Gender and Family Affairs. Action has since been taken to at least maintain the number of personnel, through contracts, despite the Attrition Policy.
- 32.03 The Inter-Ministerial Council of Gender Focal Points is one of the critical mechanisms in the Gender Equality Management System. It was formed in 2017 and expanded and launched in 2019. The role of the members of this Council (Gender Focal Points) is to promote, facilitate and monitor gender responsiveness in their Ministries, Departments and Statutory Bodies, and the sector in which they operate. This mechanism uses the whole-of-Government approach. The Council will support their work by providing opportunities for capacity

building and being a space to keep each other informed, discuss issues, generate ideas and offer moral support.

## **Head of National Gender Machinery and the institutional process for SDG implementation**

### **33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

- 33.01 The Department for Technical Cooperation in the Ministry of Finance, Planning, Economic Development and Physical Development is the lead entity for coordinating implementation and monitoring of the SDGs. In 2017, Cabinet approved a structure for implementing and monitoring the SDGs and Grenada commenced its implementation of the SDG's. The Head of the National Gender Machinery is not part of the structure, but the Ministry of Social Development, the Ministry in which the Gender Machinery is located, is provided for in the approved structure. The Division of Economic and Technical Cooperation has advised that a decision was taken to revise the structure to make it more inclusive.
- 33.02 The SDGs are being mainstreamed in Grenada through policy/planning, programming and awareness/outreach. Therefore, actions to align Grenada's development plans to the SDGs are ongoing through Government's Public Sector Investment Programme, Ministries' Corporate Plans, the National Budget and the Medium-Term Agenda (2019-2021). Programmatic implementation of the SDG's is expected to be further strengthened with the creation of a National Sustainable Development Plan (2020 – 2035) which is expected to be launched later this year.
- 33.03 Each Ministry of Government has been mandated to incorporate the SDGs in its annual corporate plan and budget. In July 2017, the Permanent Secretary of Finance advised that Ministries' submissions for budgetary allocations in 2018 were required to be aligned with the SDGs, among other priorities, and discussions with the Ministry of Finance to justify requests included consideration of the alignment. This practice has continued. As a result, the primary goal from the seventeen (17) SDGs was identified for one hundred and eighty-one (181) projects. Several of those projects may also be aligned to other goals. Further, the recently developed major policy documents have been subjected to gender analyses.
- 33.04 The challenge, however, is that there is insufficient monitoring, reporting and verification on the progress towards attaining the SDG targets. In other words, while Grenada implements several projects to address the SDGs, it is still difficult to assess the impact that these projects are having.



## Formal mechanisms for participation of stakeholders

### 34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

#### Beijing Declaration and PfA

- ☐ Civil society organizations
- ☐ Women's rights organizations
- ☐ Academia and think tanks
- ☐ Faith-based organizations
- ☐ Parliaments/parliamentary committees
- ☐ Private sector
- ☐ United Nations system
- ☐ Other actors, please specify.....

#### 2030 Agenda for Sustainable Development

- ☐ Civil society organizations
- ☐ Women's rights organizations
- ☐ Academia and think tanks
- ☐ Faith-based organizations
- ☐ Parliaments/parliamentary committees
- ☐ Private sector
- ☐ United Nations system
- ☐ Other actors, please specify.....

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

*Please provide further details about the mechanisms used. (2 pages max.)*

c) Please describe how stakeholders have contributed to the preparation of the present national report.

34.01 There is a formal mechanism in place for various sectors to participate in implementing the Beijing Platform for Action and the SDGs. Currently, the formal mechanism that is responsible for implementing actions for gender equality and women's empowerment, including the Beijing Platform for Action, is comprised of Government Sectors only. However, the Government engages different sectors in various ways in advancing actions and monitoring implementation of these normative frameworks.

34.02 The local priorities from the Beijing Platform for Action were incorporated into the National Gender Equality Policy and Action Plan (GEPAP) which was approved by Cabinet in 2014. The formal mechanism established within the Government sector for the implementation of GEPAP is the Inter-Ministerial Council of Gender Focal Points. The Council was formed in 2017. This Council is made up of a Gender Focal Point from each Ministry of Government, and selected Non-Ministerial Departments and Statutory Bodies. This ensures that every

sector is represented in the implementation and monitoring of the GEPAP, and by extension, the normative framework on which it is based, including the Beijing Declaration and Platform for Action.

- 34.03 The GEPAP also sets out the need for the formation of a National Gender Equality Commission, as an Act of Parliament. This has not yet been implemented. When developed, it will include representatives from Government and social partners.
- 34.04 The Division of Gender and Family Affairs, the Inter-Ministerial Council of Gender Focal Points and the National Gender Equality Commission would form the National Gender Equality Management System for Grenada.
- 34.05 The Government uses different strategies to facilitate various sectors in the work of implementing the Beijing Platform for Action and the SDGs:
- i. Government provides financial assistance in the form of subventions to several non-governmental organisations (civil society and women's rights organisations) to assist them in their work. This includes:
    - Grenada National Organisation of Women
    - Grenada National Coalition on the Rights of the Child
    - Legal Aid and Counselling Clinic
    - Sweet Water Foundation
    - Programme for Adolescent Mothers
    - Young Women's Christian Association
    - Grenada National Council for the Disabled
    - Grenada Planned Parenthood Association
    - GRENSAVE
  - ii. Government is represented on the Boards of some of these entities, such as:
    - Grenada National Coalition on the Rights of the Child
    - Programme for Adolescent Mothers
    - Grenada National Council for the Disabled
    - Grenada Planned Parenthood Association
  - iii. The entities are represented on Committees and Boards that are established by Government based on themes. Examples of these committees and boards are:
    - Committee for the Prevention of Child Sexual Abuse
    - Technical Working Group on Intimate Partner Violence, Sexual Violence and Child Abuse
    - Management Board, Cedars Home for Abused Women and their Children
  - iv. Government engages them as partners in implementing specific projects and activities such as commemorating International Women's Day, and planning community education activities
  - v. Government involves a wide range of stakeholders in consultations on national issues.

### **Marginalised populations**

- 34.06 Organisations that represent women and girls from marginalised populations also participate in processes and have the opportunity to have their concerns reflected in relation to the

implementation and monitoring of the Beijing Platform for Action and the SDGs, primarily through consultations on national issues. These entities include:

- GRENAIDS, which works with sero-positives, women who have sex with women and commercial sex workers.
- GRECHAP, an organisation that works with men who have sex with men.
- HopePals Foundation, an organisation of sero-positives who advocate for treatment, care and support for sero-positives.

### **Stakeholder participation in the preparation of the Beijing +25 Report**

- 34.07 A wide range of stakeholders were invited to participate in the Comprehensive National Review on the Implementation of the Beijing Declaration and Platform for Action. A National Consultation was held on April 4, 2019 to which stakeholders from Government, NGOs, Trades Unions, Faith-based organisations, the private sector, community-based organisations and other community leaders were invited. Fifty-four (54) participants registered their attendance. Attendees were invited to participate in one (1) of nine (9) groups which was aligned to the broad themes of their work. Each group was tasked to make its written contributions based on a questionnaire developed in accordance with the Guidance Notes for the preparation of the Beijing +25 Report and the Montevideo Strategy Report. The groups then gave an oral report to the plenary highlighting priorities, challenges and priorities with regard to the theme and submitted a written group report. Both the oral and written reports were considered in the preparation of this report. Each group was facilitated by a Gender Focal Point.
- 34.08 All stakeholders that were invited to the consultation were provided with a Background Note and List of Issues which accompanied the invitations to the consultation. In addition to attending the consultation, they were invited to contact the Division of Gender and Family Affairs or submit further information by April 11, 2019 by phone or via e-mail to addresses provided in the Background Note and on the Questionnaire at the consultation.
- 34.09 Members of the drafting team had conversations with several key informants and solicited additional statistical data and other evidence either to support claims made in the consultation or to fill information gaps.
- 34.10 A Validation Meeting was held with the Inter-Ministerial Council of Gender Focal Points on April 23, 2019. Copies of the first draft of this report were circulated for scrutiny and comment. Feedback was incorporated into the preparation of the final report.

## **Gender Equality in National Planning**

### **35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?**



Yes



No



There is no single national plan/strategy for SDG implementation

*Please explain.*

- 35.01 Grenada has a record of including gender equality in national planning. Within the last five years, gender equity was a priority area within the Growth and Poverty Reduction Strategy 2014-2018 (GPRS), as part of the thematic focus *Developing Competitiveness with Equity*. The strategic objectives were: (1) mainstreaming gender; and (2) Policy intervention to support gender equality. Further, “*gender equality, equity and social justice*” was one of the focus areas in the Whole-of-Government Planning Framework. The GEPAP (2014-2024) was approved in 2014.
- 35.02 In the 2019 Budget Statement, the Prime Minister and Minister of Finance stated:  
***“Government remains firmly committed to gender mainstreaming in our decision making and development planning to ensure that our development interventions are gender sensitive and responsive to the differentiated realities and needs of men and women.”*** (p. 16, section 6.2)
- 35.03 In this regard, gender equality is identified as one of the cross-cutting themes in the Medium-Term Agenda (2019-2021) and it is one of the themes in the National Sustainable Development Plan (2020-2035).
- 35.04 The GEPAP provides the guide for identifying gender responsive interventions. Gender mainstreaming is the primary strategy for implementing the GEPAP, and Gender Focal Points were identified to facilitate it. The Inter-Ministerial Council of Gender Focal Points, which was established in 2017, was expanded and launched in 2019. Thirty (30) Gender Focal Points (25 females and 5 males) and twenty-three Alternates (17 females and 6 males) were identified by their various Ministries, Departments and selected Statutory Bodies. Five (5) Ministries have not yet named their Gender Focal Points or Alternates. The Inter-Ministerial Council of Gender Focal Points is coordinated by the Gender Machinery, the Division of Gender and Family Affairs.
- 35.05 Based on the GEPAP, “the responsibilities of Gender Focal Points include, inter alia, to:
- “Promote gender mainstreaming in the Ministry/Statutory body by advising and supporting senior managers and professional staff, and monitoring, reporting and disseminating information on progress, challenges and opportunities;
  - “Develop (drawing on GEPAP) a gender analysis that identifies and analyses the gender issues in the Ministry/Para-statal body and outlines the ways in which gender equality is relevant to the agency’s work; a sector-specific gender policy statement which provides a framework for the agency; and a sector-specific gender action outlining the concrete actions to be taken by the agency;

- “Collect, analyse and disseminate gender-disaggregated statistics on the work of the Ministry/Agency, including participation in and the impact of policies and programmes;
- “Collaborate with the Division of Gender and Family Affairs and other Gender Focal Points, and build contacts with gender experts in the field including in NGOs/ CBOs/ CSOs, academia, regional and international agencies, etc.
- “Engage in opportunities for professional development in the field including gender sensitisation/training at GFP meetings, and specialist seminars and courses in their areas of work/interest.”

35.06 To build capacity to perform their role, Gender Focal Points and Alternates participated in a local two-day workshop “Introduction to Gender Mainstreaming” with technical support from UN Women. Further training is planned for 2019.

35.07 To develop an appreciation for gender responsive programming, the Head of the Gender Machinery met with several persons at leadership and senior technical levels of various Government Ministries to sensitise them of the GEPAP, recent gender statistics and opportunities for gender mainstreaming. This process with Government partners will continue, and it will be extended to leaders of the other sectors in the Committee of Social Partners, such as the private sector, trades unions and civil society.

35.08 Grenada has a Public Finance Management Act (2015) which was enacted to “regulate the proper financial management and control of the money, property, and other resources of the public sector including the Consolidated Fund and other public funds under the Consolidated Fund” among other things. It is supported by regulations. Paragraph 259 of the Public Finance Management Regulations (SR&O 33 of 2015) states that the Department responsible for the preparation and management of the Public Sector Improvement Plan shall appraise all project proposals in conjunction with Social Development among other partners. Appendix D of those regulations further indicates that a Project Social Impact Assessment must be completed to determine whether the project meets the criteria of acceptability which is part of the sustainability standard and social safeguards must be considered. A Gender Impact Assessment is conducted as an integral part of each Project Social Impact Assessment.

35.09 The interventions made, along with requirements from the Public Finance Management Regulations (SR&O 33 of 2015) and regional and international partners, have resulted in greater demands being made for input from a gender perspective. Therefore, the Machinery continues to make presentations at various fora, participate in consultations and sit on committees of projects and programmes.

35.10 A Committee of Social Partners was established as part of the Home-Grown Structural Adjustment Programme. It meets periodically to review Grenada’s development, major plans and projects and overall state of affairs. The members of the Committee represent Government, the Trades Union Council, Conference of Churches, Alliance of Evangelical Churches, Inter-Agency Group of Development Organisations (civil society), and the Private

Sector Organisations. Given the Committee's mandate to consider Grenada's development, the Committee adopted a Social Compact which includes, in its Statement of Intent, "The Social Partners will work together to ensure that the gains of development are shared equitably among all sectors of the society: workers and employers, men and women, youth and the aged, rural and urban, people living with disabilities..."

- 35.11 The Committee Social Partners proposed to develop a National Sustainable Development Plan which would be aligned to the SDGs. The original proposal was that, like the SDGs, the National Plan would take Grenada to 2030. However, it has been decided that the Plan would go beyond that, to 2035, but it will still be aligned to the SDGs.
- 35.12 A Steering Committee was established to lead the development of the National Sustainable Development Plan (Plan 2035). Representatives on the Steering Committee were nominated by the entities on the Social Partners as well as persons representing youth, agriculture and three political parties. The Committee is comprised of eleven members, two (2) females and nine (9) males. It is chaired by a man.
- 35.13 A Technical Working Group was also formed to draft the National Sustainable Development Plan. The seven (7) member Technical Working Group is currently comprised of four (4) females and three (3) males. It is chaired by a woman.
- 35.14 In 2018, the Chair of the Working Group co-opted the Head of the National Gender Machinery to be one of the authors of Plan 2035. Her specific role was to draft the gender equality section of Plan 2035. Discussions are ongoing about mainstreaming gender throughout the entire Plan.
- 35.15 It is anticipated that these processes and opportunities will lead to substantive equality in Grenada, Carriacou and Petite Martinique.

## Section Four: Data and statistics

### Progress in national gender statistics

**36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?**

- ☒ Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- ☐ Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- ☐ Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- ☒ Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- ☒ Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- ☐ Improved administrative-based or alternative data sources to address gender data gaps
- ☐ Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- ☐ Developed a centralized web-based database and/or dashboard on gender statistics
- ☐ Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- ☐ Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

#### **Laws, regulations, or statistical programme/strategy**

- 36.01 A Draft Revised Statistics Bill was developed. It seeks to form a National Statistics Institute as a Statutory Body to give greater independence for the production and dissemination of data. This will promote trust in the system.

- 36.02 The statistical strategy recognises that statistics must be produced to meet the demands of the users and guide decision-making. The strategy for the development of Statistics will be driven by the SDG Indicators. Therefore, disaggregating data by sex, age range, etc will be systematic. As part of this strategy, the National Statistical System is being expanded to include other producers of official data.

### **Gender Statistics**

- 36.03 The Central Statistical Office (CSO) in the Ministry of Finance, Planning, Economic Development and Physical Development, the Statistical System, have consistently produced gender statistics.
- 36.04 CSO collaborated with CARICOM and UN Women to identify the CARICOM Gender Equality Indicators which are the minimum indicators that are selected as priority for the region. A list of those indicators is attached as Annex 1. Based on the “***Analytical Report on the Status of Women and Men in Dominica, Grenada, and Jamaica through a GEI Lens***” the CARICOM Gender Equality Indicators (GEI) framework “will enhance governments’ capacity to monitor and assess their progress in meeting gender equality commitments specified in the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the SDGs.”
- 36.05 CSO, with the support of UN Women and CARICOM, undertook a reassessment of the data previously produced. The above-named report was prepared as part of a pilot study to analyse the status of women and men in those countries and assess data collection and the CARICOM GEI Framework.
- 36.06 Another study focussing on labour force indicators was commissioned. It will produce a report entitled “***Status of Women and Men Report: Productive Employment and Decent Work for All: A Gender Analysis of Labour Force data and Policy Frameworks in Six CARICOM Member States***” The draft report is under review.
- 36.07 An Agriculture Census was completed in 2012. The data was re-processed in 2015 as part of a “Gender Thematic Analysis of the Grenada Census of Agriculture”.

### **New surveys**

- 36.08 New surveys have been undertaken:
- The Labour Force Survey was upgraded and is conducted more frequently, starting annually from 2013 to 2017, and increasing to quarterly from 2018.
  - The Women’s Health and Life Experience Survey was done in Grenada for the first time. This survey will provide prevalence data and qualitative analysis on violence against women using the model developed by the World Health Organisation. The fieldwork was completed and the reports are being prepared.
  - An Enhanced Country Poverty Assessment was developed and is being conducted. One part of it, the Survey of Living Conditions, is ongoing.



## Priorities for strengthening national gender statistics

### 37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- ☐ Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- ☐ Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- ☒ 1 Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- ☐ Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- ☐ Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- ☐ Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- ☒ 2 Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- ☐ Development of a centralized web-based database and/or dashboard on gender statistics
- ☐ Institutionalization of users-producers' dialogues mechanisms
- ☒ 3 Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- ☐ Other

*Please provide a brief explanation and examples of your plans (2 pages max.).*

- 37.01 The main challenges identified are that there is no adequate system to analyse data to monitor and evaluate progress in a timely manner, and there is no systematic method for the dissemination of data to stakeholders and the public, including at the community level. Therefore, a significant amount of data is produced, but are not analysed and disseminated effectively, so they may not reach the users who could be guided by them. In addition, when data are made available, many of the stakeholders do not have the capacity to utilise the data to inform decisions. As a result, the main priorities are to encourage more institutions to use data in decision making, including policy formulation, programme design and action planning. To facilitate this, the data must be packaged in a way that is user friendly and the users must gain the capacity to appreciate and use data appropriately.

- 37.02 These challenges will be addressed by seeking to increase the capacity of the CSO and the National Statistical System to analyse and produce user-friendly reports, make the data widely available in a timely manner, and train users to appreciate the use of data to inform planning and policy development.
- 37.03 While these are the top three priorities, it is also important to improve collection of administrative data and to establish an inter-agency coordination mechanism on gender statistics.

## National indicators for monitoring progress on the SDGs

### 38. Have you defined a national set of indicators for monitoring progress on the SDGs?

☒

Yes

☐

No

**If YES, how many indicators does it include and how many of those are gender-specific<sup>1</sup>?**

**If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?**

*Please provide the indicators in an annex*

**If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?**

*Please provide the indicators in an annex*

- 38.01 Grenada adopted the set of thirty-three (33) gender-specific indicators agreed by CARICOM to monitor progress on the SDGs. All of the GEIs are part of the global SDG monitoring framework, stemming from and localising the global Minimum Gender Indicators. The list of CARICOM Gender Equality Indicators (GEIs) is attached as Annex 1.

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<sup>1</sup> The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

38.02 In addition, Grenada has identified twenty-four (24) quantitative and five (5) qualitative GEIs for monitoring progress on the implementation of GEPAP. These indicators are not part of the global framework. The list of GEPAP GEIs is attached as Annex 2.

# **Data collection and compilation on gender-specific SDG Indicators**

## **39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

☒ Yes  
☐ No

**If YES, please describe which indicators have been prioritized**

**If NO, explain the main challenges for collecting and compiling data on these indicators**

- 39.01 Data collection has begun. The SDG 5 Indicators that were prioritised are:
- Women’s share of government ministerial positions: SDG 5.5.1
  - Proportion of seats held by women in national parliament: SDG 5.5.1
  - Women’s share of managerial positions: SDG 5.5.2
  - Proportion of females subjected to physical/sexual violence in the last 12 months by an intimate partner: SDG 5.2.1
  - Proportion of females subjected to physical/sexual violence in the last 12 months by someone other than an intimate partner: SDG 5.5.2
- 39.02 Grenada was part of the Pilot for collecting baseline data on the CARICOM GEIs. Based on the “Analytical Report on the Status of Women and Men in Dominica, Grenada and Jamaica through a GEI Lens”, data for twenty (20) of the thirty-three (33) indicators, were available, data for six (6) were significantly limited and data for the remaining seven (7) were not available. Grenada has since conducted a prevalence study on violence against women. Therefore, data for additional indicators would become available once the report is finalised and results released.

# **Sex-disaggregated data**

## **40. Which of the following disaggregations<sup>2</sup> is routinely provided by major surveys in your country?**

\_\_\_\_\_

<sup>2</sup> As specified in A/RES/70/1, with the addition of education and marital status.

<input checked="" type="checkbox"/>	Geographic location
<input checked="" type="checkbox"/>	Income
<input checked="" type="checkbox"/>	sex
<input checked="" type="checkbox"/>	Age
<input checked="" type="checkbox"/>	Education
<input checked="" type="checkbox"/>	Marital status
<input type="checkbox"/>	Race/ethnicity
<input type="checkbox"/>	Migratory status
<input type="checkbox"/>	Disability
<input type="checkbox"/>	Other characteristics relevant in national contexts

\* \* \*

## Annex I: CARICOM Gender Equality Indicators

Indicator number	Indicator
<b>Economic Activity</b>	
<b>1</b>	Proportion of population below the international poverty line by sex, age, employment status and geographical location (urban/rural)
<b>2</b>	Proportion of time spent on unpaid domestic and care work, by sex, age and location
<b>3</b>	Proportion of population covered by social protection floors/systems, by sex, and distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work injury victims and the poor and the vulnerable
<b>4a</b>	Labour force participation rate for persons aged 15-24, by sex
<b>4b</b>	Labour force participation rate for persons aged 15+, by sex
<b>5</b>	Proportion of employed who are own-account workers, by sex
<b>6a</b>	Percentage distribution of employed population in agricultural sector, by sex and age
<b>6b</b>	Percentage distribution of employed population in industrial sector, by sex and age
<b>6c</b>	Percentage distribution of employed population in service sector, by sex and age
<b>7</b>	Proportion of informal employment in non-agriculture employment by sex.
<b>8</b>	Unemployment rate by sex, age and persons with disabilities
<b>9</b>	Proportion of population with access to credit by sex
<b>10</b>	Proportion of population owning land, by sex, by size of land parcel
<b>11</b>	Average hourly earnings of female and male employees by occupation, age and persons with disabilities
<b>12</b>	Proportion of employed working part-time, by sex and age
<b>13</b>	Proportion of individuals using the internet, by sex, age and location
<b>Education</b>	
<b>14a, 14b, 14c</b>	Gender parity index of the gross enrolment ratio in primary, secondary and tertiary education -Sub-indicator on drop-out rates by sex: Proportion of students starting Form 1 who reach Form 5 in secondary school by sex -Sub-indicator on repetition rates by sex: Proportion of students who have repeated at least one Form, starting from Form 1 through Form 5 in secondary school by sex
<b>14d</b>	Proportion of students in secondary schools in 5 <sup>th</sup> Form enrolled in science and technical subjects by sex
<b>14e</b>	Proportion of students who complete secondary school at Form 5 with passes in at least two subjects English (or official language of country) and Mathematics by sex
<b>14f</b>	Proportion of students who take Mathematics and at least one of the Sciences in examinations (CXC or equivalent) at 5 <sup>th</sup> Form by sex
<b>15</b>	Share of graduates at the tertiary level by field of studies in science and related subjects by sex
<b>16</b>	Proportion of children/young people (a) in grade 2/3 (b) at the end of primary and (c ) at the end of lower secondary education achieving at least a minimum proficiency level

	in (i) reading and (ii) mathematics by sex
<b>17</b>	Participation rate in organised learning (one year before the official primary entry age) by sex
<b>18</b>	Participation rate of youth/adults in formal and non-formal education and training in the previous 12 months, by sex
<b>19</b>	Proportion of youth/adults with information and communication technology (ICT) skills by type of skill by sex, age and location
<b>20</b>	Parity indices (female/male, urban/rural, bottom/top wealth quintile and others such as disability status, indigenous people and conflict affected as data become available] for all education indicators that can be disaggregated
<b>Health</b>	
<b>21</b>	Contraceptive prevalence among women who are married or in a union, aged 15-49
<b>22</b>	Maternal Mortality Ratio
<b>23</b>	Antenatal care coverage, at least four visits
<b>24</b>	Proportion of women (aged 15-49) who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
<b>25</b>	Proportion of women of reproductive age (15-49 years) who have their need for family planning satisfied with modern methods.
<b>26</b>	Number of new HIV infections per 1,000 uninfected population by age, sex, and key populations
<b>27</b>	Adolescent birth rate (10-14; 15-19) per 1000 women in that age group
<b>Public Participation</b>	
<b>28</b>	Women's share of government ministerial positions
<b>29</b>	Proportion of seats held by women in national parliaments and local governments
<b>30</b>	Women's share of managerial positions
<b>31</b>	Share of female police officers
<b>Human Rights</b>	
<b>32</b>	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual psychological violence by a current or former intimate partner, in the previous 12 months, by form of violence and by age
<b>33</b>	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner, in the previous 12 months, by age and place of occurrence

## Annex II: Gender Equality Indicators, Grenada GEPAP

The following are the main set of indicators to monitor gender equality in Grenada, and shall be disaggregated by age and parish whenever practical. This list shall be revised periodically by the National Gender Equality Commission (NGEC).

1. Gender gap in land, business/enterprise, and property ownership and control
2. Gender gap in acquisition of credit – loans
3. Male-female share of NIS contributors, contributions, benefits
4. Male-female labour force participation, employment and unemployment rates
5. Gender pay gap (average earnings)
6. Names/titles of occupations and professions
7. Male-female share of population by occupation
8. Male-female share of population by income categories
9. Distribution of total work (paid and unpaid) by sex
10. Male-female share of participation in sports
11. Male-female share of chairmanship and membership of boards
12. Male-female share of members of parliament
13. Male-female share of Cabinet
14. Male-female share of candidates in general elections, overall and by individual political parties
15. Male-female gross enrolment in secondary and post-secondary educational institutions
16. Male-female share of subject choices at secondary schools, skills training centres, community college and higher education
17. Male-female numbers of dropouts, and main reasons for dropouts by sex
18. Male-female educational attainment (pass rates in key examinations)
19. Adolescent maternity
20. Unmet needs for family planning
21. Male-female share of persons accessing health services, by reason for access
22. Male-female numbers of reports of various/specific forms of gender-based violence
23. Male-female numbers of victims and offenders of criminal offences
24. Male-female share of persons in the legal, law enforcement, security and justice sector
25. Availability of sex-disaggregated data from the Central Statistical Office, various Ministries and other entities
26. Extent of inclusion of gender-responsive programming in mainstream programmes, projects, initiatives and activities in all spheres and sectors
27. Existence and application of legislation that addresses gender equality issues
28. Extent of usage of gender-sensitive language in laws, policies, public documents, media, etc.
29. Technical, financial and institutional capacity of the National Gender Equality Machinery

*SOURCE: National Gender Equality Policy and Action Plan (GEPAP), Grenada*

## Annex III: Summary of Key Indicators

### Key Population Indicators (most recent available year)

	Male	Female	Total	Source and Year
1. Population (2011)	53,898	52,769	106,667	Population Census
2. Household heads	58.9% or 20,339 of all households	41.1% or 14,178 of all households		Grenada TVET and Gender Policy 2018
3. Life expectancy at birth (2016)	71.239 years	76.142 years		Ministry of Finance
4. Fertility rate (total births per woman) (2016)		2.104		Ministry of Finance
5. Maternal death rate (per 1,000 live births) (2017)		0.72		Registrar General's Annual Report 2017
6. Neonatal death rate (per 1,000 live births) (2017)			7.9	Registrar General's Annual Report 2017
7. Number of births to adolescent mothers under 16 years (age of sexual consent is 16) (2017)	3	2	5	Registrar General's Annual Report 2017
8. Number of births to Teenage Mothers 16 -19 years (2017)	61	59	120	Registrar General's Annual Report 2017
9. Teenage birth rate (per 1,000 pop) (2017)		2.9		Registrar General's Annual Report 2017
10. Population 15 years and over (2017)	41185	43930	85115	Central Statistical Office, Ministry of Finance: 2017 National Labour Force Survey Results Basic Tables
11. Labour Force (economically active) (2017)	29377	26623	56000	
12. Labour Force participation rate (2017)	71.3%	60.6%	65.8%	
13. Labour Force participation rate for youth 15-24 (2017)	57.5%	47.8%	52.5%	
14. Unemployment rate (2017)	20.6%	26.8%	23.6%	
15. Unemployment rate for youth 15-24 (2017)	33.4%	47.2%	39.9%	



## ABBREVIATIONS

CBOs	Community Based Organisations
CPA	Child Protection Authority
FBOs	Faith based Organisations
GBV	Gender Based Violence
GEI	Gender Equality Indicator
GEPAP	National Gender Equality Policy and Action Plan
ILO	International Labour Organisation
MDGs	Millennium Development Goals
MOSDHCE	Ministry of Social Development, Housing and Community Empowerment
MTA	Medium Term Agenda
NGOs	Non-Governmental Organisations
Plan 2035	National Sustainable Development Plan 2020-2035
RGPF	Royal Grenada Police Force
SDGs	Sustainable Development Goals
SRH	Sexual and Reproductive Health
SVU	Special Victims Unit
UN	United Nations
VAWG	Violence against Women and Girls

