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**Thirtieth anniversary of the  
Fourth World Conference on Women and the approval of the  
Beijing Declaration and Platform for Action (Beijing, 1995) in  
Latin American and the Caribbean**

**NATIONAL REPORT  
GRENADA**



## **2024 Comprehensive National Review**

**Thirtieth Anniversary of the Fourth World Conference on Women and Adoption of the Beijing Declaration and Platform for Action (1995)**

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## Section One: Highlights

1. Grenada continues to demonstrate an unwavering commitment to empowering the country's women and fostering an environment where there is greater equilibrium among the sexes. The mission to empower women and girls in the pursuit of gender equality is not the responsibility of any stakeholder, but rather as a collaborative effort that brings together multiple stakeholders, working towards a common objective. In Grenada, while the Ministry of Gender Affairs plays a leading role, it works collaboratively with relevant stakeholders, including all other Government Ministries, the Royal Grenada Police Force, Legal Aid and Counselling Clinic, and the Child Protection Authority, some of which are similarly vested in empowering the nation's women and promoting gender equality.
2. One of the key achievements during the period under review was the successful implementation of the Spotlight Initiative between January 2020 and December 2023. Intended to foster transformational change, the initiative significantly advanced the goal of eliminating violence against women and girls, one of the cornerstones for fostering gender equality and women's empowerment. The Grenada Spotlight Initiative sought to focus attention, coordinate human effort, and strategically apply resources to the implementation of a well-conceived comprehensive national programme to contribute to ending family violence and all forms of violence against women and girls in Grenada, Carriacou and Petite Martinique. The programme was designed to contribute to the achievement of gender equality, social inclusion and protection of human rights, all of which are critical elements for sustainable development. The intended impact was that all

women and girls in Grenada, particularly those most vulnerable can live their lives free of intimate partner violence, sexual abuse and other forms of family and gender-based violence. The initiative succeeded in advancing prevention, laying the foundation for legislative reform and promoting new norms for social and behavioural change relative to violence against women and girls.

3. The UN Women Foundations Violence Prevention Programme, a behaviour change initiative was also introduced throughout Grenada in partnership with the Legal Aid and Counselling Clinic, GrenCHAP and the T. A. Marryshow Community College. Several cycles of the programme were completed throughout the country. The programme not only brought tremendous benefit to the 300 individuals who completed it, but also to Government entities such as the Probation Unit and the Grand Bacolet Juvenile Rehabilitation and Treatment Centre. The 300 young men and women who completed the programme, are now more knowledgeable about gender-based violence and have acquired some of the skills to effectively manage conflicts and issues related to gender dynamics and hierarchies. Additionally, several facilitators were trained, with the expectation that they would train more persons during future cycles of the Foundations Programme.

4. Despite the strides made and the success achieved with various initiatives, there are challenges. Chief among these is the existence of pervasive norms about gender roles and equality which help to perpetuate gender-based violence. Gender-based violence refers to acts or threats of sexual, physical or

psychological violence, perpetuated as a result of gender norms and gender stereotypes and enforced by unequal power dynamics between the sexes (GBV).

5. It is instructive to note that the Women's Health and Life Experiences Study conducted in Grenada in 2018, revealed that 29% of women in the country have experienced physical and/or sexual violence by an intimate partner. Further, only 25% of them sought help from the police, health or social services sector. Other statistics emanating from the 2018 study show that 27% of the women experienced sexual harassment, 23% experienced sexual violence by a non-intimate partner, and 20.5% experienced sexual violence as a child.
6. Another challenge which is closely related to the incidence of gender-based violence, is the dissatisfaction being expressed with the services victims/survivors receive. Some have called on service providers to address the problem of disjointed services and delays in responses, especially when matters are referred to other agencies. There exists therefore, a need to correct the fragmented and sometimes ad hoc responses by ensuring that the coordinating mechanism guiding the operation of the multi-agency approach to prevent and respond to family and gender-based violence in a comprehensive manner, becomes institutionalised.
7. Despite the challenges identified, the overarching sentiment is one of hope and optimism. This was deduced from the continuous progress being made and commitment to implementation of activities that foster gender equality. There's

also some measure of optimism of continued partnership between Government and stakeholders and that Government will in turn would leverage its high-level national leadership to advocate for gender equality as part of its transformative agenda.

8. Through the Spotlight Initiative, several areas have been identified for ongoing action. These include:

- Strengthening the structure for gender equality through legislative reform
- Women's empowerment and ending violence against women and girls
- Sharing knowledge products and communications collateral to ensure maximum infiltration and foster long-term change
- Increasing the capacity and improving the quality of services provided by both Government and civil society
- Access grant funding including in instances where gender is mainstreamed in other thematic areas

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

9. Grenada continues to make significant inroads towards the empowerment of women and issues surrounding gender equality. The country's commitment to this is exemplified first and foremost through the re-establishment of a specific ministerial portfolio to address this critical area of responsibility. The current administration, elected in 2022, took a decision to elevate the status of the Division of Gender and Family Affairs by establishing a Ministry of Gender Affairs. This move signalled government's intention regarding gender issues and affirming its recognition of gender equality as a critical component in promoting and

achieving sustainable development. The approach is transformational in that it seeks to institutionalise strategies to regularise gender mainstreaming on a national scale.

10. Leadership in Gender Affairs from the very top is significant as it indicates high-level endorsement of programmes and initiatives to promote and foster gender equality in Grenada. Such leadership also increases the likelihood of opportunities for potential partnerships with relevant stakeholders in areas that are aligned to Government's priorities in relation to women and girls. An example of such partnership is the initiative launched by the Government in May 2024, in collaboration with the UN Women Multi-Country Office in the Caribbean. Through this partnership, the intention is to implement a series of Gender-Responsive Social Protection initiatives in Grenada to accelerate the progress of Sustainable Development Goal 5 which is to "Achieve Gender Equality and Empower All Women and Girls". The benefits derived through this partnership will include technical and financial support for Grenada, from UN Women to strengthen the country's legal framework to address gender-gaps in legislation and social protection. Under this partnership, an initiative will also be piloted to explore priority access to services for individuals with child-care responsibilities who are beneficiaries of the Support for Education, Empowerment and Development (SEED), which is a conditional cash transfer programme designed to facilitate improved development outcomes.

11. Grenada's Minister with responsibility for Gender Affairs, Gloria Ann Thomas, acknowledged the importance of the partnership with UN Women saying: "In our experience, events at different stages in life, like childbearing, and illness or



disability of a member of the family, produce distinct risks and vulnerabilities for women and girls, who also face specific challenges in relation to gender-based violence. We are grateful for the support that UN Women will provide to assist us in confronting these issues and addressing the entrenched gender inequalities and norms that drive differences in women and men's lives and their well-being."

12. The newly launched partnership also includes a component that will benefit Grenada's Central Statistical Office (CSO). In this regard, UN Women will assist the CSO with data collection, to better facilitate Government's reporting SDG Indicator 5.4.1, which focuses on "Proportion of time spent on unpaid domestic and care work, by sex, age, and location".

13. One of the cornerstones of the Ministry's work is the National Gender Equality Policy and Action Plan 2014-2024 which was approved by the Cabinet for implementation. This 10-year strategic action plan terminates this year, but the intention is to seek approval for amendment and extension as the original plan did not sufficiently align gender equality with climate change and disaster risk management, which following endorsement of the Paris agreement, have become critical factors in the sustainability landscape. The action plan provided the impetus for the introduction of gender responsive budgeting in 2023, which strengthens Grenada's thrust to achieve gender mainstreaming. The Spotlight Initiative developed a plan of action to further that agenda, identifying nine transformational outcomes to facilitate sustainability over time, namely:

- Enforcement of laws and policies

- Improved services for victims and survivors
- Connection made between gender, human rights and empowerment
- Harmful gender norms addressed
- Creation of a strong national mechanism for response and accountability
- Victimization and cultural stigmatization of adolescent mothers eliminated
- Public education entrenched
- Strong and autonomous network of civil society organization
- Policymakers and decision-makers move forward the eliminating violence against women and girls agenda

Further, the programme identified five strategic activities to facilitate the intended outcomes.

- Strengthen the structure for gender equality, women's empowerment and ending violence against women and girls.
- Enact legislation and approve policies to improve the framework for comprehensive action on gender equality, women's empowerment and ending violence against women and girls.
- Operationalize the Grenada Information System for Analyzing and Facilitating Empowerment against Family Violence, Grenada InfoSAFE, to make administrative data publicly available
- Examine reports, training manuals, other knowledge products and communication materials developed under the programme and determine how to use them over time.

- Increase the capacity of Government and civil society to access and utilize grant funding for funding gender equality, women's empowerment and ending violence against women and girls from a wide range of donors and in multiple contexts.

As part of the sustainability plan, commitments were made to undertake a series of action including:

- Continue to support the Attorney General's Office with completing the process to take the draft bills to parliament or approval
- Provide support to the Grenada National Organisation of Women to advocate for legislative reform and the implementation of laws, when passed
- Finalise and digitize priority access routes for gender-based violence survivors to access social safety nets
- Continue to support gender responsive budgeting, particularly through training
- Continue to work with the Ministry of Health to advance work relating to adolescent health and the clinical management of rape
- Sustain and expand the InfoSAFE platform by supporting national efforts to collect crime data

14. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is a centrepiece in relation to the protection of women and girls and the Government of Grenada continues to demonstrate an unwavering commitment to the provisions of this convention. The 2020 National Report on CEDAW highlights

several key areas of progress and ongoing challenges in promoting gender equality and eliminating discrimination against women. Progress identified efforts to modernize legislation to better protect women's rights, improving access to education for girls, ensuring equal wages and reducing unemployment among women, as well as initiatives to increase women's participation in both the public and private sectors and actions to address the status of rural women by providing basic services, reducing poverty and increasing awareness of women's rights.

15. In recent years, Grenada had the distinction of being among the countries with the highest percentage of women in parliament. In 2013, five of the 15 elected parliamentarians in the House of Representatives were women. In 2018, the number of females elected to serve as parliamentary representatives was seven, equivalent to 46.7%. In 2022, the country elected its youngest female parliamentarian, who in her 20s, is now the Minister for Climate Resilience, the Environment and Renewable Energy. Parliamentarians are key agents of change in the Grenadian landscape, both as legislators and as members of Cabinet and leaders of the policy and programmatic platform of the Ministries of Government. Recognising the significance of her achievement from early on, and expressed a desire to help nurture young people.

16. Within Government ministries too, a significant number of women function at the highest level. At present, there are 14 women serving in the role of Permanent Secretary, which accounts for two-thirds of the total number of persons holding that portfolio. Permanent Secretaries function as the administrative head of ministries also provide policy advice to Ministers of Government. Theoretically,

the presence of women in these influential positions, augurs well for female representation at the decision-making level. More importantly, it would be interesting to determine how their assignment to these high-level portfolios serve to influence and motivate women and girls in society, helping them to aspire to non-traditional roles and themselves become beacons of hope for others. Unfortunately, there is no statistical data to prove whether or not this is the case and if it is, to what extent our youthful population is being inspired to have such aspiration.

**Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

17. The progress of women will lead to what is anticipated to be a more inclusive and sustainable future that balances economic growth, social cohesion and environmental sustainability, as envisioned in Grenada's National Sustainable Development Plan, 2020 - 2035. The plan sets out Grenada's development agenda and priorities for the 15-year period. It is acknowledged that sustainable economic growth will ensure that resources are used efficiently and responsibly to promote long-term prosperity; social inclusion will ensure that all individuals, women and girls included, regardless of their background, have equal opportunities to participate in and benefit from economic activities.

18. There is a level of interconnectedness among these goals – for example, sustainable economic growth can create jobs and reduce poverty while social inclusion can lead to more innovative and resilient communities and environment sustainability ensure that natural resources are available for future generations. It must be noted too that while out individual countries pursue these goals at the

national level, we need to work together to address global challenges like climate change, economic inequality and social injustice.

19. In pursuit of this inclusive, cohesive and more sustainable future, Grenada has focused on equality and non-discrimination under the law and access to justice; eliminating violence against women and girls; gender-responsive budgeting and changing discriminatory social norms and gender stereotypes as the priority areas for accelerating the progress of women.

**Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?**

20. Creating an inclusive society requires that we take action to prevent discrimination and promote the rights of marginalised women and girls. In Grenada, we have taken concrete steps to address women and girls living in remote and rural areas; those with disabilities; as well as older women. Specifically as it relates to older women, Grenada has increased a social benefit, Support for Education, Empowerment and Development (SEED). This poverty alleviation initiative provides cash transfers to vulnerable families to improve educational outcomes and bolster health care within households. Prior to the longer-term increase, as part of a stimulus package included in its COVID-19 response mechanism, the Government of Grenada expanded the SEED programme temporarily to support individuals who experienced income loss, unemployment and health care challenges, due to the COVID-19 pandemic. Through this bolstered social protection initiative, Grenada continues to build resilience amongst its citizens.

21. During the period under review, Government also announced an increase in the minimum wage, ensuring equal pay for work and equal value. This increase in minimum wage was the first since 2011 and includes fourteen (14) categories of workers including in the care sector and covering categories such as early childhood, domestic and elderly care, which are largely dominated by women. Of interest to note is the highest rate of increase, at 100%, going to caregivers, a category of jobs mainly done by women.

22. Steps have also been taken to better regulate the provision of services in some areas of the informal service sector. Traditionally, beauticians and similar roles in the beauty and wellness industry have been dominated by women, and in the absence of standards, everyone operated with their own interpretation of service standards. In recent months, Government has moved to formalise the operation of this sector, setting up a regulatory body and requiring practitioners in the space to be licensed by the Grenada Allied Health Practitioners Council. This move helps to formalize a sector that has not been traditionally perceived to be legitimately professional.

23. There is similar need for regulation in the care industry where employment is again dominated by women. Appropriate mechanisms aligned to gender responsive social protection, need to be put in place to ensure that women in this sector are not exploited. Similarly, a case can be made for persons with disabilities who can be quite susceptible to exploitation. As efforts are made to determine how this segment of the population is experiencing gender equality and

inclusion, critical consideration is what mechanisms need to be put in place to ensure they are not exploited. With women making up the vast majority of people involved in the informal and care sectors, such measures as outlined above contribute towards the fight against discrimination and marginalization.

**Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?**

24. In Grenada, there has only been one major crisis that affected implementation of the Beijing action plan during the period under review. In 2020, the COVID-19 pandemic literally stopped the world. Here in Grenada like the rest of the world, the halt in economic activity severely impacted already vulnerable populations such as low-income earners and people in seasonal industries such as tourism and hospitality. The closure of hotels, restaurants and similar establishments in the tourism and hospitality sector left thousands without an income. Similarly, people involved in the cottage industry faced the brunt of the economic fallout, with no apparent means to fend for themselves and families. No income, little or no savings and much uncertainty about the future caused many to transition into a state of poverty, leaving them in vulnerable positions, which invariably meant an increased dependence on others for support. For women and girls especially, in some instances, this created a tenuous situation, sometimes manifesting itself in different forms of gender-based violence, including intimate partner violence and sexual abuse.

25. The Spotlight Initiative succeeded in driving Grenada closer to achieving the vision that all women and girls, particularly those most vulnerable, live a life free of



intimate partner violence, sexual abuse and other forms of family and gender-based violence. The programme resulted in transformations along the three priorities identified by the Government and other stakeholders

- Strengthening the individual and institutional capacity of government, women's rights organisations and other civil society organisations
- Advancing prevention and laying the foundation for legislative reform and sustainability by promoting new norms for social and behaviour change in relation to violence against women and girls, gender equality and women's empowerment
- Supporting the provision of quality, essential services to respond to violence against women and girls, ensuring that the hundreds of women and girls experiencing intimate partner violence and sexual abuse per year can receive improved services.

26. The onset of the pandemic forced Government to quickly pivot to address the significant fallout from the spread of infection and the economic impact on livelihoods. Grenada's strategy to respond to the pandemic started in March 2020 and continued until April 2022 included a mix of public health safety measures and fiscal measures to counter the financial impact and stimulate the local economy. The response mechanisms and the realignment of national priorities caused delays in project implementation and budgeted sums for various activities including those intended to foster gender equality, were also reallocated based on the shift in priorities. With specific reference to the Spotlight Initiative, although the pandemic and the response mechanisms affected the implementation of

measures under the Spotlight Initiative, it also created opportunities for building capacity in some areas.

27. The Spotlight Initiative was dubbed highly successful in terms of the outcomes achieved.

### **Outcome 1: Laws and Policies**

- Services in response to intimate partner violence and sexual abuse would be guided by a Policy on the Rights of Victims and Survivors.
- Recommendations were made to address specific legislative gaps in relation to family law, sexual offences, domestic violence, and victim rights.

### **Outcome 2: Strengthening Institutions**

- Government mainstreamed gender-responsive budgeting for the 2024 national budget.
- Government committed to establish coordinating mechanisms on ending violence against women and girls, to be comprised of various sectors.

### **Outcome 3: Prevention and Social Norms**

- The UN Women Foundations Programme was introduced as a behaviour-change programme for young men and women.
- Campaigns and other activities were executed to promote behaviour change in the entire population, such as by using drama, jingles, social media and community activities.

#### **Outcome 4: Quality Services**

- National Standard Operating Procedures for GBV for Grenada were launched and training conducted for service providers from the social, health, policing and justice sectors.
- Six facilities were retrofitted, and six civil service organisations strengthened to provide improved or scaled-up services to victims and survivors of GBV.

#### **Outcome 5: Data**

- Grenada InfoSAFE, a web-based system for the collection of harmonised administrative data, was launched, and training was conducted for users.
- Equipment and software were provided to data-producing and advocacy agencies to support data collection, analysis and use.

#### **Outcome 6: Civil Society Organisations/Women's Movement**

- 20 civil service organisations received grant funding to support their capacity building and to implement specific activities.
- Civil service organisations had opportunities to participate in activities to build their capacity, such as through training.

**Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

28. The Government has identified several priority areas for accelerating the progress of women and girls over the next five years. One such area is equality and non-discrimination under the law and access to justice. Specific gaps in the laws have been identified and recommendations have already been made for legislation to

address those gaps as they relate to family law, sexual offences, domestic violence and victim rights. For example, there are no laws that address sexual harassment which is considered a form of violence against women and girls. Under the Spotlight Initiative, 17 bills proposing new laws have been drafted, along with amendments to existing laws or the enactment of laws that had already been passed in the country's parliament but not enforced. The newly drafted bills seek to:

- Increase the legal age for marriage to 18.
- Remove the distinction between the maximum sentences for spousal and non-spousal rape convictions
- Create a sexual offenders registry; decriminalize consensual and non-exploitative sexual activity between adolescents of similar ages
- Prohibit sexual harassment
- Prohibit corporal punishment of children
- Make provisions for the protection of the rights of victims in court, among other areas

The Government has committed to giving immediate attention to some of these draft bills, therefore this will be one of the priority areas going forward.

29. Government has opted to introduce gender responsive budgeting making it mandatory for line ministries to include gender considerations in their budgetary processes.

30. The Government of Grenada is also expected to advocate for other broader reforms to the criminal code and criminal procedures at the sub-regional level,

through the Organisation of Eastern Caribbean States. The OECS common justice system, the Eastern Caribbean supreme Court, has jurisdiction over Grenada and other OECS member states. It is anticipated that Government will advance this particular agenda item in the ensuing period.

31. The implementation of the Grenada Spotlight Initiative helped to spur a sense of urgency to address the issue of violence against women and girls. At the same time, it exposed gaps in technical and institutional capacity. In the coming years, these gaps will have to be addressed to safeguard the gains made under the Spotlight Initiative, while also reinforcing the foundation that has been laid for future work to bring about gender equality, protect the rights of, and empower women and girls across the country. Through concerted actions in this regard, and the continued involvement of the multiplicity of stakeholders who were involved in the rollout of the initiative, there is reasonable expectation of sustainability of the plans and programmes implemented under the Spotlight Initiative.

32. Grenada's National Sustainable Development Plan 2020-2035 provides a framework for the comprehensive and sustainable development of the country. With the wholistic approach adopted in charting a pathway to achieving this vision, the plan was borne out of extensive stakeholder consultation and included as one of its national outcomes – "a resilient, inclusive gender-sensitive and peaceful society".

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

#### **Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?**

33. Grenada's commitment to advancing gender equality in the world of work is demonstrated through multiple areas including strengthened land rights and tenure security. Government's policy is to encourage land ownership and in May 2024, it announced a Land Regularisation Project that will grant legal ownership to hundreds of people who currently occupy Crown lands illegally. The programme is set to be implemented over a two-year period, with possible extension to three depending on the actual number of beneficiaries. While the state will obviously reduce the amount of land it owns, it will be helping to empower persons who are granted legal titles. Although we have not been able to verify what percentage of potential landowners are women, indisputably, regardless of gender, the mere fact of land ownership creates the potential for growth and economic empowerment. As we anticipate the implementation of this initiative, there is unwavering hope that it will usher in greater empowerment for women in female headed households and all other beneficiaries.

34. Gender equality in the world of work was also advanced through Government's pronouncement of a new minimum wage, effective January 1, 2024. This followed a series of public consultations with employers and employees. The initiative increased the minimum wage across the board for employees, trainees, part-time or full-time employees, irrespective of gender. It comes 13 years after the last change was made to minimum wages. The change in minimum wage affected

workers in several categories of employment including industrial workers in the garment industry; clerical workers, shop assistants and administrative clerks; domestic workers; early childhood workers and caregivers of the elderly; workers in bakeries; employees in call centres and the hospitality industry.

35. The identified categories do not represent all the sectors impacted by the new minimum wage, but what is very telling is that women dominate the employment statistics in many of these areas, therefore tremendous benefit for our womenfolk. In some instances, employees have received as much as a 100% increase in wages which will go a long way towards helping to alleviate poverty, as well as economic dependency among women in Grenada. This This shift from being disproportionately affected by disparities in income creates a boost in women's socio-economic empowerment, enabling them to become less dependent, while embracing more power and freedom. An example is provided of a store clerk or clerical worker who previously earned \$700, again an employment category dominated by women, now earning \$1,200 monthly. In fact, \$1,200 per month is the guaranteed minimum wage that any employee should earn.

36. Not only has the Government increased the minimum wage, but the law also makes provisions for employers who pay less than the prescribed rate to be liable, on summary conviction for the offence, to a fine of up to \$5,000 for the first conviction. Where the offence is repeated, an employer becomes liable to a fine not exceeding \$10,000. In addition to this penalty, employers will also be ordered by the court to pay to the employee/employees the difference between the actual amount paid and what was rightfully due to the affected persons, as well as the

interest on the outstanding amount where appropriate. The penalties ascribed to violations relating to the new minimum wage are indicative of a legislative agenda that supports protection of the livelihoods of the population.

**In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?**

37. Unpaid care in domestic settings and domestic work in general have traditionally not been considered “real work”. Usually carried out by women, this notion of course discounts the true value of such work, despite the amount of time it usually consumes. When women devote time to unpaid care and domestic work, in essence they are losing or missing out on valuable time that could otherwise be spent in productive employment that would generate actual income. The long and short of it – time spent engaging in unpaid care and domestic work represents a disservice to women, impacting their ability to pursue income generating activities and compromising their potential economic empowerment.

38. Grenada has in recent years, recognised the intrinsic value of unpaid care and domestic work, opting to include this category in national statistics. The country’s Labour Force Survey incorporated for the first time, three stylized retrospective questions, which address the proportion of time spent on unpaid domestic and care work by sex, age and location. This inclusion is intended to generate data for SDG Indicator 5.4.1. Examining the questions, we found that the first one specifically sought to determine the amount of time spent doing unpaid housework activities such as cleaning, laundry, preparing food, washing the car,



cleaning the yard, tending to flower gardens, shopping for groceries and paying bills. The other two questions probe the time spent looking after children and caring for adults without being paid.

39. The pilot of these questions as part of the Grenada Labour Force Survey in the first quarter of 2021 showed that the average time spent by women on domestic and child and elderly care work was more than double the time spent by men. On average, women spent more than four hours a day engaged in activities related to domestic and care work, while for men, that average was less than two hours. The data clearly shows the disproportionate share of unpaid work that is shouldered by women. A report on the execution of the pilot suggested that the statistics can be used to support policy interventions that address gender equality in the home. Examples cited for this are the redistribution of efforts such as paid parental leave which would allow both men and women to benefit from time off to care for infants and young children; flexible working arrangements and initiatives that target early childhood education programmes, childcare and elderly care facilities. This demonstrates an awareness of and considerations for the need to measure the impact of the care burden on Grenada's Gross Domestic Product and how time spent providing unpaid care equates to loss of contribution to GDP.

**In the past five years, what actions has your country taken to reduce the gender digital divide?**

40. Currently, there is no definitive data or indicators to respond to formulate an appropriate response to this question. However, it is useful to note that in 2023, the Government of Grenada began collaborating on an initiative spearheaded by telecommunications provider, FLOW which sought to bridge the digital divide and

promote digital inclusion. The initiative, titled “JUMP” which also had participation from the National Telecommunications Regulatory Commission, was intended to provide an affordable internet option for low-income families, particularly those with school-aged children who were hitherto not connected.

**In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?**

**In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?**

41. Although Grenada ranks high on the United National Human Development Index, according to 2019 statistics, one-quarter of the population lives in poverty. However, statistics also indicate that there have been improvements in the economic situation of Grenadians since then, with unemployment rates decreasing and the announcement of increases in the country’s minimum wage for fourteen categories of jobs. The increase in minimum wage is expected to have a particularly positive impact on women who work as caregivers because most of the people employed in this particular area, are in fact, women. In applying the principle of equal pay for work of equal value, this category of workers stood to benefit from a 100% increase in pay, that is, with all factors being equal in the pre and post minimum wage increase scenario.

42. In the period under review, Government has also sought to reduce/eradicate poverty among women and girls and the elderly by strengthening social

protection. Specifically, the Support for Education, Empowerment and Development (SEED) which assists vulnerable citizens through cash-based aid, healthcare and education support, has been strengthened. Starting in January 2024, there has been a permanent \$200 increase in payment to SEED beneficiaries who are 65-years and older, people with disabilities and those who are living with mental illness. The maximum benefit per household is now \$500.

43. The Government's social protection measures include a Housing Assistance Programme, through which vulnerable and marginalized homeowners receive materials to help repair their homes. There is also a Soft Loan Housing Programme that facilitates loans to low-income families to enable them to build affordable homes. This programme has a potential ripple effect as home ownership can also translate into collateral to other funding for income generating and other ventures.

44. A large part of the beneficiary population under Government's Emergency Rent Assistance Programme is women. This programme provided for direct rent assistance paid to landlords on behalf of beneficiaries who are determined to require that level of intervention based on the gravity of the emergency they face, including as survivors of gender-based violence.

**In the past five years, what actions has your country taken to improve access to social protection for women and girls?**

45. During the period under review, Government's actions in this regard, were largely aligned to its COVID-19 Economic Stimulus Support programme, a series of measures to counter the short-term impact of the crisis while also enhancing the

long-term sustainability of critical health and social protection responses, savings jobs and protecting livelihoods and strengthening fiscal management and transparency. The measures included the provision of income and payroll support, support for youth entrepreneurship, unemployment benefit assistance, small business incentives and concessions and temporary expansion of beneficiaries under the SEED programme. SEED is an existing social protection programme, targeted at poor and vulnerable households, and designed to increase human capital development and reduce the intergenerational cycle of poverty. Priority is given to six categories of beneficiaries, including children, disabled persons, those who are chronically ill, the elderly, pregnant and lactating women and the adult poor.

46. The COVID-19 economic stimulus benefits were made available in three phases – the first of which targeted additional health spending, liquidity support for small businesses, tax payment deferrals, income and payroll support for workers especially those in the tourism sector, and electricity bill subsidies for three months. There was also support to the agriculture sector, with a view to protecting Grenada’s food security. The second phase included the rollout of an unemployment assistance benefit while in phase three, the focus was on incentives and concessions for new and existing small businesses to encourage business growth and expansion.

**In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?**

47. The Spotlight Initiative engendered collaboration among various stakeholders in pursuit of its targeted outcomes, with some organisations taking the lead in their

specific areas of responsibility while benefitting from support provided through the Initiative itself. Examples of this as it relates to health include increased capacity of the Grenada Planned Parenthood Association to deliver reproductive health services and domestic violence response services to women and families.

48. Built on the foundation already established by the work of the United Nations Population Fund, a referral pathway was developed for multisectoral services. This served to address the hitherto fragmented approach to services relating to violence against women and girls. Standard Operating Procedures (SOPs) were developed for treating with gender-based violence in Grenada and services to survivors were scaled up, especially in relation to sexual and reproductive health and rights. Approved by the Government, the SOPs constitute the framework for the essential services provided by health practitioners, social service providers, law enforcement officers and justice officials to victims and survivors of gender-based violence. It contains matrices and a flow chart that captures referral pathways to clarify the relationships among sectors and mitigate against gaps or duplication in responses, paving the way for increased partnership and coordination between the essential sectors.

49. Training was provided in the application of the SOPs, in three cycles – introduction to the SOPs and draft Victims’ Rights Policy for participants from all sectors and civil society; for senior personnel from each sector and civil society; for service providers in each parish as well as the sister islands to build knowledge for the successful application of the SOPs and to mainstream the response to gender-

based violence into the Multi-Sectoral Teams. In addition, service providers were equipped to address the needs of varying segments of the population, thereby advancing the principle of leaving no one behind. The cumulative result is that service providers are now equipped with clear procedural guidelines for support and assistance to victims/survivors. Improvements have already been noted in the quality and consistency of services countrywide and standardizing the response to violence against women.

50. Another health outcome achieved was in relation to adolescents and dealt specifically with the teaching of the Health and Life Education Programme in schools. About 150 teachers, principals and guidance counsellors benefitted from training programmes designed to integrate gender-based violence within the Health and Life Education Programme.

51. Other actions included review of the Adolescent Health Policy; training for medical doctors and other health care professionals in the clinical management of rape and building capacity for three medical doctors to conduct future training; consistent counselling and empowerment support for residents of Cedars Home made possible with the addition of a dedicated counsellor to augment services at that facility; and development of a mobile clinic through partnership between the Grenada Planned Parenthood Association and the Ministry of Health, supported also by the Associated Agency.

**In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?**

52. Grenada has operated a Programme for Adolescent Mothers (PAM) for many years, providing a space for teen mothers to continue their secondary schooling, outside of mainstream education. While there is nothing that legally prevents adolescent mothers from returning to mainstream education after giving birth, there is a certain stigma attached, and in some cases, the principals of schools apply pressure, thereby discouraging teens from pursuing this option. There is also a prevailing sentiment in wider society, borne out through town hall meetings, that adolescent mothers should view PAM as their only pathway and not the option that it is. The Programme for Adolescent Mothers has continued to operate despite many challenges, providing the support infrastructure for adolescent mothers and their babies as they re-enter the classroom. PAM also provides skills training for young mothers, helping them to become more marketable when they seek future employment. However, a need has been cited for the programme to upscale its educational offerings to the same as mainstream schools, to enhance its perception as the go-to option for adolescent mothers interested in completing their secondary education.

**What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?**

53. In addition to the obvious health response to the COVID-19 pandemic, the Government of Grenada implemented a financial support and economic recovery package to alleviate the impact of job losses and promote business sustainability. The measures included in the COVID-19 Economic Stimulus Support package provided income support for employees in widely affected sectors such as tourism and hospitality where thousands of workers were put on the breadline; as

well as payroll support for businesses that were similarly widely impacted by the literal shutdown necessitated to stop the spread of infection. The categories of support included:

- Temporary expansion of an existing cash-based transfer initiative
- Vulnerable populations not already on the roster of existing cash transfer programmes
- Income support for people in the informal sector such as cruise ship workers, taxi drivers, water taxi operators, tour guides, school vendors, small caterers, cleaners, and domestic workers
- Reduction in electricity bills for all consumers
- Temporary unemployment benefit
- Youth entrepreneurship
- Grant funding to support the Small Business Development Fund operated by the Grenada Development Bank

54. Though specific data regarding gender of the beneficiaries is not immediately available, the fact is, thousands of Grenadians benefitted from the variety of fiscal measures implemented to counteract job losses, stimulate activity in the local economy and boost economic recovery. represented Government's reactive response to the fallout from the pandemic and were not reflective of longer-term social protection programming.

**Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?**

55. Gender-based violence and family violence are prevalent in Grenada, forcing law enforcement officers and those in the justice sector to spend a significant amount



of time dealing with this scourge. Grenada deals with gender-based violence in its entirety – intimate partner violence, sexual violence, child sexual abuse, domestic violence, psychological and financial abuse. Specifically, gender-based violence against women and girls is grounded in patriarchal norms of gender inequality, that is the system of male dominance and ownership of women and women's submission to men.

56. Hundreds of women and girls in Grenada experience intimate partner violence and sexual abuse every year. The Women's Health and life Experiences Study conducted in 2018 shows that 29% of the women in Grenada experienced physical and/or sexual violence by an intimate partner in her lifetime, and that only 25% had sought help from the police, health or social sectors. The study also shows that 27% of the women experienced sexual harassment, 23% experienced sexual violence by a non-intimate partner, and 20.5% experienced sexual violence as a child. Administrative records also show that an overwhelming proportion of the cases before the Court are of a sexual nature and/or involve persons in domestic/familial relationships.

57. It is against this backdrop that efforts are prioritised. There have long been complaints about the disjointed services being offered to victims/survivors of gender-based violence and the gaps that exist in the response mechanism. One of the priorities is the operationalisation and institutionalisation of the National Coordinating Mechanism for Ending Family and Gender-Based Violence which will be responsible for correcting the fragmented response to gender-based

violence. The National Coordinating Mechanism is envisioned to become the institutional structure for collaborative planning, monitoring and improving the system of support for victims and survivors, and for undertaking prevention activities in a consistent and sustainable manner at the national level. Inclusion is critical to this process and efforts are being made to ensure that Carriacou and Petite Martinique are included, demonstrating commitment to the Leave no one Behind principle.

58. Another priority area is legislative reform, enacting legislation and approving policies that provide a framework for comprehensive actions on gender equality, women's empowerment and ending violence against women and girls. Under the Spotlight Initiative, in partnership with the Attorney General's Office, an in-depth Comparative Legal Assessment was completed by examining the substantive law, procedural law, institutional law and policies. Specific gaps in the laws were identified and recommendations made in relation to family law, sexual offences, domestic violence, victim rights, and family law. Grenada received assistance to draft seventeen bills proposing new laws, amendments to existing laws, or commencement of laws that had been passed in Parliament but were not in force.

59. Among other things, the bills seek to increase the legal age of marriage to eighteen; modernize approaches to the maintenance of children; define the term "consent" within the sexual offences provisions; remove the distinction between the maximum sentences for spousal versus non-spousal rape convictions; decriminalize consensual and non-exploitative sexual activity between adolescents of similar ages; create a sexual offenders registry; prohibit sexual

harassment and prohibit corporal punishment of children among other things. The priority now is getting the bills enacted and where they have already been enacted, to focus on enforcement. UNICEF, a critical partner and stakeholder, has committed to supporting the Attorney General's Office with completing the processes to take the Bills to Parliament, as part of measures to ensure sustainability of the successes of the Spotlight Initiative.

**In the past five years, what actions has your country prioritized to address gender-based violence?**

60. Priority actions during the period under review included the building/strengthening of institutions, prevention through social and behaviour change and provision of coordinated services to respond to victims and survivors of violence against women and girls.

61. The capacity of government and that of other stakeholders was strengthened at the institutional and individual levels through a series of strategic actions.

- Gender-Responsive Budgeting was mainstreamed by the Government in 2023, for application in the 2024 budget. The original target of four Ministries was surpassed with all 28 ministries and departments of Government involved.
- Training activities were held, and training modules and tools developed, to build the capacity of participants from Government and civil service organisations to mainstream gender and gender-based violence into their work, use data for advocacy and applying the SOPs among other things.

Participants included at least 25 parliamentarians, 500 government officials, and 60 representatives from civil society representatives.

- Cabinet approved the establishment of national and sub-national coordinating mechanisms on gender-based violence and family violence, a strategic intervention which when operationalised, would help to sustain Grenada's attention to the issue.
- Existing gaps in Grenada's laws were identified and recommendations made for legislation to address these gaps in relation to family law, sexual offences, domestic violence, and victim rights. Government has advised that it would give immediate attention to the bills that address the legal age of marriage, child maintenance, sexual harassment, corporal punishment, exclusion of adolescent mothers, and protection of the rights of victims in court, while some of the others would be considered with the broader reforms to be undertaken with the Eastern Caribbean Supreme Court.
- A model for the Gender Equality Commission and a Monitoring Plan for the National Gender Equality Management System were designed and submitted to Government for consideration.
- More than 45 women's rights organisations and civil service organisations received various forms of support. At least 20 of them received grants to implement activities under the Spotlight Initiative which also helped to build their capacity.
- Grenada Information System for Analysing and Facilitating Empowerment against Family Violence (Grenada InfoSAFE) was developed for the

collection and dissemination of administrative data on intimate partner violence, sexual offences, and other forms of family violence against women and girls.

- Management level individuals and service providers in the Gender-based Violence Unit and the national gender machinery developed the skills, working together to develop and apply new manuals, activities and other tools. They built capacity to identify gaps, conduct research on good practices and standards, reflect on prior practice, develop solutions, and apply them to their work and the progress made in their sector.

62. With respect to prevention through social and behavioral change, new norms were promoted to advance gender equality and women's empowerment, end violence against women and girls and lay the foundation for law and policy reform and sustainability. Data and good practices developed over years of research were used to implement activities for the prevention of gender-based violence. Several activities were held nationwide targeting many sectors – youth, parents, boys and young men, teachers, civil service organisations and community members. These included:

- Introduction of the UN Women Foundations Programme, a behaviour-change programme for young men and women.
- Expansion of the initiative, Use of the “Voices against Violence” programme, an educational programme for members of the Girl Guides Association.

- Development of a community model for the Batterers Intervention Programme using the principles of the Partnership for Peace programme.
- Media campaigns and innovative strategies such as the “Stop, Take a deep breath, and Relax” (STAR) campaign, grounded in the Conscious Discipline curriculum, and shared on all radio and television stations to reach the masses.
- Execution of various cycles of the National Parenting Programme, reaching about 400 parents and guardians based on the tenets of Positive Behaviour Management,
- Staging of a full-length drama “What’s your Verdict?” by the La Boucan Creative Arts Centre which reached thousands across all parishes, using edutainment, a model of using entertainment and the performing arts to expose issues, spark discussion and ignite thought.
- Training for 150 teachers, principals and guidance counsellors to integrate gender-based violence prevention within the Health and Family Life Education Programme, in alignment with comprehensive sexuality education.
- Conducted research to identify social norms, customs and practices in relation to access to justice for gender-based violence.
- Engagement of additional partners including the Girl Guides Association of Grenada, the Writers Association of Grenada and the Grenada Women’s Parliamentary Caucus, to expand the network of support and undertake action to end violence against women and girls.

63. The level of service provided to victims/survivors of gender-based violence has long been a complaint and improving this was one of the priority actions – ensuring that the hundreds of women and girls experiencing intimate partner violence and sexual abuse received improved services. Specific actions included the following:

- Survivors of intimate partner violence and sexual abuse received rights-based support services as National Standard Operating Procedures for Gender Based Violence for Grenada and related guidelines and forms were developed, approved, and officially launched and a Victim's Rights Policy was prepared.
- Through a series of three training workshops, hundreds of service providers from the social, health, policing and justice sectors increased their knowledge and capacity to deliver rights-based, survivor centred services. Posters, videos and pamphlets were developed to further educate and remind service providers of the SOPs, including the referral pathways.
- Six facilities were retrofitted to better provide services to survivors of gender-based violence in improved conditions across the social, health, policing and justice sectors.
- Civil service organisations scaled up services to survivors, especially in relation to sexual and reproductive health and rights, psychosocial support, and legal support.
- A model for a family court was drafted and submitted to Government for consideration. Government has since committed to review the

model, institute a family court, and make facilities available in the design and construction of a “Halls of Justice”. In addition, Government has stated its intention to establish a Sexual Offences Court.

**In the past five years, what strategies has your country used to prevent gender-based violence?**

64. The Spotlight Initiative had as one of its areas of focus, preventing intimate partner violence, sexual abuse and other forms of family violence and gender-based violence. Different strategies were employed for different target groups, but the underlying person was promoting gender equitable norms and behaviours among individuals and in the wider communities. The primary prevention strategies included the introduction of the Foundations Programme for out-of-school youth, expansion of the National Parenting Education Programme, enhancement of Health and Family Life Education and the Child-friendly Schools Initiative, and conducting population wide awareness campaigns. Secondary prevention included the development of a community approach to the Batterers’ Intervention Programme and fulfilling the rights of adolescent mothers.

65. Gender-based violence and other forms of family violence are largely associated with persistent norms and beliefs. Statistics show a prevalence of traditional gender norms in Grenada, and correlations between the prevalence of intimate partner violence and other factors, like controlling behaviours and inter-generational abuse. As a result, prevention requires systematic actions to identify and challenge harmful norms, beliefs and practices, while promoting those that support equality and peace. Several harmful social norms were identified,



including men's sense of ownership and entitlement of women and girls; women's acceptance of abuse from men; victim-blaming, stigma and discrimination against girls who are sexually abused; and normalisation of violence within the family. Prevention messages were therefore built around these, with a view to promoting the desired changes.

66. About 300 young men and women completed the UN Women Foundations Violence Prevention Programme which was introduced in Grenada and executed with the help of key partners. Participants were equipped with new knowledge about gender-based violence and skills to effectively manage conflicts and issues related to gender dynamics and hierarchies. Close to 40 facilitators were also trained, with the expectation that they would be able to impart similar training in future cycles of the Foundations Programme.

67. Gender-based violence prevention also took the form of community outreach with increased awareness among community leaders, influencers, informal decision-makers, and personnel from private sector businesses. Through discussions on topics such as exploring our gendered identities, exploring gender biases and their impacts, and the resources available for victims and survivors of gender-based violence, hundreds of parents and guardians, mainly from rural communities and from the sister island of Carriacou, were empowered to become more effective parents and eradicate violence from their homes.

68. Schools were also included in the prevention programme. About 75 teachers and principals in the Child-Friendly Schools Initiative, 17 teachers and guidance counsellors for the Health and Family Life Education curriculum and 90 teachers and other persons from child development centres were introduced to integration of gender equality and prevention and response to violence against women into the curriculum and school experience.

69. Another component of the prevention strategy was population-based campaigns and other activities aimed at large-scale sensitization and shifts in the cultural norms. This particular approach facilitated increased public dialogue to confront myths and beliefs that help to perpetuate the occurrence of violence against women and girls, while at the same time promoting healthy relationships, and advancing substantive gender equality.

**In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

70. In addition to facing the physical threat of gender-based violence, victims/survivors also face the very possibility of being victimized in the cyber world. Therefore, the enactment of Grenada's Electronic Crimes Act is seen as a critical tool in the fight to protect women's rights, equality and empowerment. The Electronic Crimes Act seeks to provide for the prevention and punishment of electronic crimes. The Electronic Crimes Act sets out a number of categories including unauthorized access and interference, sending offensive messages through communication services, violation of privacy, child pornography and electronic stalking. Among other things, the legislation makes it an offence to knowingly or without lawful

excuse or justification, capture, publish or transmit the image of a private area of a person without his or her consent, which essentially violates the privacy of that person. A person who is guilty of this offence, faces a fine of up to \$200,000 or to a term of imprisonment not exceeding three years or to both. Though the legislation was widely welcomed in some quarters as a significant human rights achievement, in others, it was regarded as fostering censorship.

71. The Electronic Crimes Act, together with other relevant laws, ensures that Grenada fulfills its legal obligation to protect women and girls from domestic violence and sexual violence including sexual harassment. The State has an obligation to put the necessary legal and administrative mechanisms in place to adequately protect women and girls from these forms of violence and to provide them with access to just and effective remedies. The country is also responsible for providing ongoing training for law enforcement and judicial officers as well as creating public aware to challenges norms which ness and sensitizing the media and educating the public to challenge the stereotypical attitudes and gender bias which can influence violence against women and girls. Grenada is also party to the Convention on Cybercrime.

**In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?**

72. The Government of Grenada provides subventions to several organisations/institutions, some of which are stakeholders in the mission to eliminate violence against women and girls. Over the years, there has been periodic increases in this subvention to better facilitate the work of the

organisations and their overall contribution to efforts to eliminate violence against women and girls and promote gender equality. In recent years, during the implementation of the Spotlight Initiative, some of these organisations, including the Girl Guides Association of Grenada, the Grenada Education and Development Programme, the Grenada National Organisation of Women, the Grenada Planned Parenthood Association either received additional budgetary support or were recognized as strategic partners to assist in the implementation of some of the activities included in the rollout of the Spotlight initiative.

73. Additionally, Government's rollout of its gender responsive budgeting means that all ministries now have to include gender considerations when determining their estimates of expenditure in light of the differential impacts of public expenditure on men and women. Ministries have been encouraged to include gender-related statements in their respective workplans.

**In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?**

74. The media is regarded as a critical stakeholder in helping to promote gender equality and women's empowerment. There was collaboration with media to craft and disseminate compelling messages that promoted gender equality and stimulated discussion on matters relating to violence against women and girls, addressing the stigma attached to it and promoting a culture of openness. For example, a talk show series, advertisements and public service announcements were developed and aired via radio, television and social media, providing useful reminders to viewers and listeners.

75. A multimedia campaign also sought to improve access to family violence and sexual and reproductive health related services among vulnerable women, girls and families. There was also a role for persons involved in the performing arts. A full-length drama, titled *What's Your Verdict*, helped to create awareness about the potential impacts of family violence, especially child sexual abuse, and the detrimental effects of silence. Media coverage during the Spotlight Initiative amounted to more than 50 stories published and media appearances recorded. The coverage explored diverse themes, including training programmes, human-interest stories, and achievements of the Grenada Spotlight Initiative, contributing to raising awareness of the programme itself, prevention and responses to gender-based violence, and the work of the partners.

76. Apart from these specific actions related to the Spotlight Initiative, the Ministry of Social Development has traditionally engaged the media both in terms of building capacity and sharing relevant information for reporting purposes.

**In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?**

77. It is acknowledged that effective action to eliminate gender-based violence requires a comprehensive approach that targets all groups. For the implementation of the Spotlight Initiative, the principle – Leave no one Behind was part of the foundational pillars for the gender equality work. This included paying attention to the residents of the sister islands of Carriacou and Petite Martinique, as well as rural communities on mainland Grenada and incorporating strategies

for reaching women and girls facing multiple forms of discrimination, such as persons living with disability and persons living in poverty. Service providers were trained in basic sign language, materials were presented in Braille, community education activities were held with vulnerable and hidden populations. The Spotlight Initiative ensured direct inclusion, recognising and upholding the rights of all.

78. Looking ahead, a disability policy and strategic plan is in its formative stage and will specifically address people with disabilities. Once completed the draft will be submitted for approval. Government acknowledges that persons with disabilities must be empowered to realise their full potential. As such, the National Sustainable Development Plan 2020-2035 acknowledges the need to expand and enhance supporting services that cater to such persons in our society. Such expansion and enhancement of service must include the following:

- Strengthening institutional coordination amongst the various agencies that serve the needs of persons with disabilities.
- Implementing community-based rehabilitation programmes.
- Strengthening the capacity of the community, health, and education services; and improving the quality of skills of caregivers to better deal with the diversity of challenges and needs.
- Encouraging the participation of persons with disabilities at the community level to reduce their marginalisation and discrimination.
- Increasing public education on the rights of persons with disabilities.

- Legislating the modification of buildings and public spaces with supporting regulations for enforcement to expand accessibility protecting persons with disabilities from violence and abuse.
- Examining the causes of preventable disability and implementing appropriate actions to prevent or reduce their occurrence, such as chronic illness, unhealthy lifestyles and working conditions, accidents, and injuries inflicted by others.

**In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?**

79. Strategic actions that promoted women's participating in public life and decision-making as part of the campaign to help prevent gender-based violence included a training programme for parliamentarians who are regarded as key agents of change in the Grenadian landscape. Under the auspices of the Spotlight Initiative, a two-day Women's Parliamentary Caucus was held, bringing together current and former parliamentarians to take action to prevent and respond to gender based and family violence. With their strengthened capacity, it is expected that the parliamentarians will use parliamentary procedures to integrate gender concerns into their ongoing work and take specific, bipartisan actions to address gender-based and family violence. Participants in the forum committed to the following:

- Taking greater personal action to remove any and all forms of violence from their lives and that of women and girls and to model behaviour and otherwise encourage all others in their formal and informal networks to do likewise.

- Taking action through legislation, policy decisions and budgetary and human resource allocations, to establish and maintain mechanisms, programmes and facilities that provide, coordinate and monitor services that support and protect victims and survivors, that hold offenders accountable and prevent recidivism, and that prevent gender-based violence and family violence by addressing their root causes.
- Supporting and facilitating actions undertaken by community and civil society organisations and other non-state bodies that contribute to the ideal of ending violence against women and girls and other forms of family violence using human rights approaches.
- Encouraging everyone in Grenada to take individual and collective action to practice and advance gender equality and human rights for all, including by ending all forms of violence and discrimination against women and girls and advancing equality among women and men, boys and girls throughout all households, educational institutions, workplaces and communities.

**In the past five years, what actions has your country taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

80. There is no existing data that speaks to this at this point.

**Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.**

81. Grenada's newly created Ministry of Gender Affairs functions as the policymaking and coordinating agent for all Government programming relating to gender



equality. By creating this specific ministry, the Government sent a clear message about the level of importance ascribed to gender issues. An Inter-Ministerial Council of Gender Focal Points was formed in 2017 and expanded and launched in 2019 to create a mechanism for mainstreaming gender in the whole of Government. Further, Government's introduction of gender responsive budgeting is indicative of an overarching commitment to developing a comprehensive approach to tackling gender equality and women's empowerment. The wholistic approach is further demonstrated through ongoing collaboration with key stakeholders in both the public and private sectors. The implementation of the Spotlight Initiative provided an excellent example of how inter-agency collaboration can reap significant rewards – working together from the inception and design of an initiative, straight through its implementation.

**In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)**

82. As part of the activities under the Spotlight Initiative, a model was designed for the Gender Equality Commission and a Monitoring Plan to help ensure sustainability of the activities implemented during the programme. The draft structure for the National Gender Equality Commission was based on consultations with relevant stakeholders, as well as virtual regional and country exchanges on best practices and lessons learned. The draft has since been submitted to Government for consideration.

**If there is a national human rights institution in your country, what measures has it taken to address violations of women's rights and promote gender equality?**

83. Grenada does not currently have a specific human rights institution. However, it has been recommended that the Office of the Ombudsman, which is active and functional, be used to address matters relating to human rights.

**In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

84. As the primary vehicle for implementation of activities geared towards gender equality, the Spotlight Initiative also contributed to the achievement of peace, social inclusion, protection of human rights, and inclusive growth, which are all critical elements of Agenda 2030 and the SDGs. Further, the outcomes of the Spotlight Initiative were identified as part of Grenada's National Sustainable Development Plan which includes as one of its national outcomes, "a resilient, inclusive gender-sensitive and peaceful society".

**In the past five years, what actions has your country taken 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?**

85. There is no existing data that speaks to this at this point

**In the last five years, what actions has your country taken 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?**

86. There is no existing data that speaks to this at this point.

**In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?**

87. The creation of a Ministry of Gender Affairs is facilitating action on issues affecting both genders, not just women. It fosters a whole of society approach that includes men/women, boys/girls, the elderly, people with disabilities and all other categories, ensuring that no population experiences discrimination.

88. As it relates specifically to girls, the continued existence of Grenada's Programme for Adolescent Mothers despite many challenges, is one of the ongoing positive actions that seek to eliminate discrimination against and violation of the rights of the girl child. The programme provides an option for teenagers to continue their secondary education outside of mainstream schooling because of the stigma attached to their pregnancy and motherhood.

89. A series of school tours were conducted by the Division of Gender and Family Affairs to create greater awareness on the subject among students in Forms 4/5. The tours started in 2019 but were halted in 2020 because of the COVID-19 pandemic. When they resumed, the initiative was scaled back but they are now scheduled to start back at the original scale and intensity.

**In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?**

90. Grenada has appointed a Gender and Climate Change Focal Point and is participating in the regional project Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER) which seeks to improve climate and disaster resilience for key vulnerable

populations such as women, youth, the elderly and persons with disabilities in the Caribbean. The project seeks to “further integrate gender equality and human-rights based approaches into disaster risk reduction (DRR), climate change (CC) adaptation and environmental management frameworks and interventions and identify and address some of the gaps to ensure equal access to DRR and climate change and environment solutions for both men, women, boys and girls in nine Caribbean countries (Antigua and Barbuda, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, St. Vincent and the Grenadines and Suriname).” (UNDP, n.d.)

**In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?**

91. There is no existing data that speaks to this at this point.

#### Section Four: National institutions and processes

**33. Please describe your country’s national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.**

92. Grenada is in the final year of its 10-year national strategy for gender equality.

Approved by the Government in 2014, the National Gender Equality Policy and Action Plan covers the period 2014-2024. Although this is the final year, approval will be sought for the extension of the action plan to fully incorporate factors such as climate change and sustainable development. The overarching policy enshrined in the action plan is gender mainstreaming from the perspective of integrating gender issues into existing development priorities and transforming the existing development agenda. There is general alignment between the action

plan and the SDGs, evidenced in some of the policy statements enshrined in the action plan which fit into broader thematic areas. These include culture and socialisation, education and training, labour and employment, agriculture and tourism, economic growth and poverty reduction, climate change, natural disasters and resource management, health and well-being, violence and security, leadership and decision-making and legislative framework for gender equality.

93. The implementation strategies are varied and include a mix of the following:

- Establishment of a gender management system to implement and monitor the action plan.
- Gender-responsive planning and budgeting.
- Gender sensitization and training for men and women in leadership/management positions.
- Increased awareness of the action plan.
- Gender disaggregated data collection and analysis.
- Incorporation of gender-inclusive and gender-sensitive language in legislation, Government documents and public awareness collateral.

94. As the strategic approach of the National Gender Equality Policy and Action Plan is gender mainstreaming, no specific budget has been allocated. Instead, pursuant to gender mainstreaming approach, priorities and actions that foster gender equality and empower women are built into the budget of the different

Government Ministries and sectors including health, police, justice, and social development.

95. In its 2024 Gender Budget Statement, the Government underscored its commitment to gender considerations being incorporated into policymaking and programmes. The Government has acknowledged that publicly financed projects, programmes, and policy implementation all have disparate impacts on women and men. As such, the 2024 budget takes account of the issues and priorities relating to gender in the various sectors of Government, while factoring in the relevant cost implications.

96. Grenada's overarching commitment to gender equality and women's empowerment is evident on many levels, forming the normative framework through which Government pursues gender equality.

- Gender equality is a priority area in Grenada's National Sustainable Development Plan 2020–2035; specifically, National Outcome # 3 which speaks to “a resilient, inclusive, gender sensitive, and peaceful society.”
- Grenada's Voluntary National Review of the Sustainable Development Goals that was presented to the United Nations in 2021 underscored the seriousness with which Grenada views gender equality and the empowerment of women and girls.
- Grenada's Gender Equality Policy and Action Plan reflects the series of priorities for gender equality, identifies the key gender gaps, and outlines the necessary actions to close the disparities.
- Ratification of the UN Women's Convention on the Elimination of all Forms of Discrimination against Women and the InterAmerican Convention on the

Prevention, Punishment, and Eradication of Violence against Women (Convention of Belem do Para).

- Endorsement of the UN Women's Beijing Declaration and Platform for Action; United Nations Sustainable Development Goals (Goal 5).
- Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030.
- SIDS Accelerated Modalities of Action Pathway (SAMOA Pathway) of the United Nations.

**Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.**

97. Grenada has not yet started tracking this data. However, it is taking the necessary steps to get there. In 2023, the Government, through the Ministry of Finance, prepared a Gender Budget Statement which is indicative of its commitment to gender equality and women's rights by incorporating gender considerations into government policies and programmes. The Gender Budget Statement identifies key national priorities in various areas including education, violence and poverty reduction and includes budget measures intended to address gaps in the national gender policy. In its Gender Budget Statement, the Government of Grenada endorsed the Beijing Declaration and Platform for Action. The highlights the importance of gender-responsive budgeting, which involves allocating financial resources to address gender gaps in all sectors and levels.

98. Gender budgeting is essentially a tool that can help Government address inequality by considering social inclusion in the budget process. It can help governments ensure that the needs of all people are considered. In its Gender Budget Statement, Government said it considers the empowerment of men and women, boys and girls, a fundamental factor for resilience, empowerment, and growth. Based on this realisation, Government has implemented gender responsive budgeting by incorporating gender considerations in Government policies and programmes, such as the inclusion of gender disaggregated impacts of key programmes and projects. Government further recognizes gender equity as a priority area outlined in the Grenada National Sustainable Development Plan 2020 - 2035. Further, Grenada's Gender Equality Policy and Action Plan (GEPAP) details gender equity priorities, identifies key gender gaps, and outlines actions to close the gaps. It also calls for the integration of a gender perspective in the design and implementation of the budget.

**What formal mechanisms are 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?**

99. The priorities identified from Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development have been incorporated in Grenada's National Gender Equality Policy and Action Plan. The formal mechanism for monitoring the implementation of this action plan is the Inter-Ministerial Council of Gender Focal Points. This broad-based council ensures participation of all sectors and comprises representatives from each ministry, as well as non-ministerial departments and statutory bodies. It is this same formal mechanism



that facilitates stakeholder participation in the implementation and monitoring of the Beijing Declaration and Platform and the 2030 Agenda for Sustainable Development.

100. Further, Government's strategies to facilitate the sector-based participation in the implementation process for the Beijing Platform for Action and the SDGs include elements such as subventions to non-government organisations to bolster their work in advocating for gender equality and women's rights; representation on the boards of some of these civil society and women's rights organisations; engagement of the same organisations as partners for specific projects and activities and involvement of stakeholders in consultations on national issues.

101. The Spotlight Initiative is a common denominator between the Gender Equality Policy and Action Plan and the Spotlight Initiative, both of which share alignment with the National Sustainable Development Plan. This therefore affirms the envisioned alignment between the various strategies through which Grenada is advancing its progress towards gender equality.

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

102. With multiple actors and stakeholders engaged in work that promotes and facilitates gender equality, the compilation of a national report of this nature draws upon input from multiple sources. It was necessary therefore to engage stakeholders to collect and validate information for inclusion. Through an informal process of emails and telephone calls, stakeholders were contacted and requests

made for the sharing of information. The response rate was not 100%, the engagement initiated by the Division of Gender and Family Affairs was successful in that the information shared by respondents provided valuable insights for inclusion.

103. As the implementation of the Spotlight Initiative represents one of the key successes in the advancement of gender equality, the report prepared on this programme of action was utilized as a valuable resource in compiling the national report. Given the scope of that initiative, it included contributions made by critical stakeholders which subsequently fed into this national report. Grenada's National Sustainable Development Plan 2020-2035 and the Gender Equality Policy and Action Plan were also useful resources utilised in the compilation of the report.

104. Additionally, an internal and external consultative process was used to validate the information shared, provide further details and contextualise available data.

**Please describe your country's 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.**

105. In Grenada's latest Universal Periodic Review in 2020, it is noted that the Government has accepted the recommendations of the Working Group at the 2015 review to establish a National Human Rights Institution. In furtherance of this, Government sought assistance from the Commonwealth Secretariat to support national stakeholder conferences to raise awareness of and garner

support for the establishment of this human rights institution. One of the key discussion points was whether a stand-alone institution should be established or whether the approach should be a hybrid model, using an existing national institution. The Office of the Ombudsman was identified as one such option. Ultimately, it was decided to expand and enhance the Office of the Ombudsman to enable it to function as the National Human Rights Institution. Government subsequently accepted this recommendation. Further support from the Commonwealth Secretariat and other international partners is anticipated as Grenada seeks to implement this recommendation.

## Section Five: Data and statistics

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

106. Under the Spotlight Initiative, Grenada experienced a strengthening of its capacity to regularly collect data relating to violence against women. An online data collection system was developed in collaboration with the Central Statistical Office and the National Data Centre. This particular initiative emanated from consultation among key stakeholders including the Royal Grenada Police Force and also saw the creation of a user manual, complete with operational guidelines and an outline of roles and responsibilities. Equipment was also procured and distributed among relevant stakeholders and training conducted to build capacity. The system has been branded Grenada Information System for Analysing and Facilitating Empowerment against Family Violence, Grenada InfoSAFE.

107. With its mandate to provide Government, private sector, local, regional and international institutions with accurate, reliable and timely statistics, the Central Statistical Office is constantly exploring ways in which it can improve the delivery of its functions and make a valuable contribution to the planning and decision-making processes at the local and regional levels. Several stakeholders including the Government and businesses rely extensively on statistics generated by the CSO. In its continuous evolution as a critical department in the Ministry of Finance, the CSO in the last five years, has started conducting new surveys to produce national baseline information on specialized topics. These include – time use, gender-based violence, asset ownership, poverty and disability. The deeper insight made possible through the collection and analysis of this additional data, is expected to help improve planning and decision-making on matters relating to gender equality. It is also expected to build on the foundation established with the conduct of the Women’s Health and Life Experiences Study in 2018 which showed a lifetime prevalence of physical and/or sexual intimate partner violence.

**Over the next five years, what are your country’s priorities for strengthening national gender statistics?**

108. At present, the major surveys conducted by the Central Statistical Office include the Population and Housing Census, Administrative and Labour Force Survey Reports and the Employment Index. Over the next five years, the CSO plans to expand the repertoire of surveys that it conducts to increase the amount of baseline data that is available on specialized topics. While the specific details of these surveys have not yet been shared, the CSO develops surveys based on stakeholder demand and as such, future surveys will be guided by what data is

required by stakeholders. The overarching intention is to help strengthen national gender statistics, positively impacting the planning for and implementation of initiatives/activities intended to foster gender equality. Traditionally, there's been a general lack of comprehensive data on issues including those relating to gender-based violence, due to the fragmented approach to reporting and services. With the Central Statistical Office to strengthen data gathering, it is anticipated that consistent and accurate data collection will help support improvements in planning and project/activity implementation.

**What gender-specific indicators has your country prioritized for monitoring progress on the SDGs?**

109. Grenada, as a member state of the regional grouping, Caribbean Community (CARICOM) uses the indicators established by that organisation for monitoring progress on the SDGs. There is a total of 125 indicators, about 30 of which are gender specific. Additionally, Grenada's National Sustainable Development Plan, 2020-2035, is aligned to the SDGs and is built on the key pillars of sustainable development – economy, society and environment.

**Which data disaggregation are routinely provided by major surveys in your country?**

110. The Central Statistical Office in the Ministry of Finance, is the agency responsible for the collecting, compiling, analysing and publishing statistics. With its role to provide accurate, reliable and timely statistics, the CSO routinely provides disaggregated data in major surveys, in eight categories. These are geographic location, income, sex/gender, age, education, marital status, race/ethnicity and migratory status.

## Conclusion and next steps

111. Grenada has recorded commendable progress towards gender equality, due in large part to the Grenada Spotlight Initiative and its role in advancing Agenda 2030 and the SDGs, as well as the priority areas of the UN Multi-Country Sustainable Development Framework. The initiative also contributed to the implementation of Grenada's Gender Equality Policy and Action Plan, and Government's Public Service Delivery Agreement to strengthen interventions to combat intimate partner violence, child sexual Abuse and other forms of domestic violence. Additionally, the outcomes of this initiative were identified as part of the National Sustainable Development Plan 2020 - 2035, contributing to the national outcome for "a resilient, inclusive gender-sensitive and peaceful society".

112. However, the significant progress could be undermined by external factors. For example, the fallout from the COVID-19 pandemic exacerbated existing gender gaps in both short and long-term employment illustrated that factors such as female employment was susceptible. Notwithstanding this specific impact Grenada achieved improvements in women's health and access to education improved for both men and women. However, there's still significant work to be done to further propel gender equality.

113. The social services sector is regarded as a critical agent in addressing violence against women and girls, a factor which affects gender equality. In Grenada, efforts in this regard focus specifically on victims/survivors and in some

cases, their families. The social services provided to them are generally focused on improving their general well-being and fostering empowerment. Services tend to include assistance with basic needs, such as housing, food, employment, education, as well as services to improve mental health and well-being. The goal – to assist in their recovery, empowerment and preventing the reoccurrence of violence, while also seeking to address the need to change perceptions and attitudes. While the Gender-Based Violence Unit spearheads the provision of these services, there is some level of coordination with and among other entities that are contributing to the overall response to this challenge.

114. Looking forward, Grenada's National Sustainable Development Plan 2020-2035, the country's roadmap of development priorities, created in collaboration with key stakeholders, identified Building a Gender-Sensitive Society as one of its national outcomes. Combined with the National Gender Equality Policy and Action Plan 2014-2024, this is expected to further entrench gender mainstreaming using a whole of Government approach, as the primary strategy to achieve gender equality and empower women and girls. Additionally, Grenada's ratification of the International Labour Organisation's Convention 189 on the Rights of Domestic Workers represents a major step that is already resulting in actions intended to regulate the paid care and domestic sector to improve the lives of the predominantly female workers.

115. Grenada's National Sustainable Development Plan also recognizes the persistent nature of intimate partner violence/domestic violence and sexual violence. Part of the response has been the creation of a special Victims Unit

within the Royal Grenada Police Force, along with a dedicated hotline. However, there are some access challenges and ongoing work to resolve them. Despite these actions, there's a clear need for further attention to be paid to eliminating the scourge of gender-based violence and its accompanying impact on gender equality.