



# GENDER EQUALITY POLICY & ACTION PLAN

**2014 - 2024**

**MINISTRY OF SOCIAL DEVELOPMENT AND HOUSING  
GOVERNMENT OF GRENADA**



**GOVERNMENT OF GRENADA**

**GENDER EQUALITY POLICY AND  
ACTION PLAN (GEPAP)  
2014 - 2024**

**APPROVED BY THE CABINET OF GRENADA**

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**LEAD AGENCY**

**DIVISION OF GENDER AND FAMILY AFFAIRS  
MINISTRY OF SOCIAL DEVELOPMENT AND HOUSING**

DEVELOPED WITH SUPPORT FROM

UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN  
(UN WOMEN)

AND PARTNERSHIP FOR THE GRENADA COUNTRY GENDER ASSESSMENT WITH

CARIBBEAN DEVELOPMENT BANK (CDB)

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## TABLE OF CONTENTS

FOREWORD .....	VI
GENDER EQUALITY POLICY AND ACTION PLAN (GEPAP) 2014-2024 .....	VIII
1.0 EXECUTIVE SUMMARY .....	VIII
PART I .....	1
2.0 INTRODUCTION .....	1
PART II: COUNTRY GENDER PROFILE .....	11
3.0 STATISTICAL GENDER PROFILE .....	11
4.0 GENDER-BASED SITUATIONAL ANALYSIS.....	17
4.1 GENDER, CULTURE AND SOCIALISATION.....	17
4.2 GENDER, EDUCATION AND TRAINING.....	25
4.3 GENDER, LABOUR AND EMPLOYMENT .....	39
4.4 GENDER AND THE ECONOMY .....	47
4.4.1 MACROECONOMIC OVERVIEW .....	47
4.4.2 GENDER AND ACCESS TO PRODUCTIVE RESOURCES – LAND AND CREDIT .....	49
4.4.3 GENDER, AGRICULTURE AND AGRI-BUSINESS.....	53
4.4.4 GENDER, TOURISM AND ECO-TOURISM .....	60
4.4.5 GENDER, POVERTY REDUCTION AND ECONOMIC GROWTH.....	63
4.5 CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT.....	68
4.6 GENDER, HEALTH AND WELL-BEING.....	69
4.7 GENDER, VIOLENCE AND SECURITY .....	73
4.8 GENDER, LEADERSHIP AND DECISION-MAKING .....	81
5.0 CURRENT LEGISLATIVE FRAMEWORK AND INSTITUTIONAL CAPACITY FOR ADVANCING GENDER EQUALITY.....	89
5.1 INTERNATIONAL AND LEGISLATIVE FRAMEWORK.....	89
5.1.1 INTERNATIONAL AND REGIONAL COMMITMENTS FOR PROMOTING GENDER EQUALITY .....	89
5.1.2 CONSTITUTIONAL PROVISIONS FOR PROMOTING GENDER EQUALITY.....	89
5.1.3 LEGISLATIVE FRAMEWORK FOR PROMOTING GENDER EQUALITY.....	90
5.2 INSTITUTIONAL FRAMEWORK AND CAPACITY FOR ADVANCING GENDER EQUALITY.....	93
5.2.1 GRENADA’S CURRENT NATIONAL GENDER MACHINERY .....	94
PART III: NATIONAL GENDER EQUALITY POLICY.....	96
6.0 THE POLICY FRAMEWORK.....	96
6.1 POLICY VISION, GOAL AND AIMS .....	96
6.2 POLICY AREAS AND COMMITMENTS .....	98
6.2.1 GENDER, CULTURE AND SOCIALISATION .....	98

6.2.2	GENDER, EDUCATION AND TRAINING .....	99
6.2.3	GENDER, LABOUR AND EMPLOYMENT .....	100
6.2.4	GENDER, AGRICULTURE AND TOURISM .....	101
6.2.5	GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION.....	102
6.2.6	GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT.....	103
6.2.7	GENDER, HEALTH AND WELL-BEING.....	104
6.2.8	GENDER, VIOLENCE AND SECURITY .....	105
6.2.9	GENDER, LEADERSHIP AND DECISION-MAKING .....	106
6.2.10	LEGISLATIVE FRAMEWORK FOR GENDER EQUALITY AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP AND GENDER MAINSTREAMING .....	107
6.3	LEGISLATIVE REFORM .....	108
	REFORM OF REGULATIONS.....	109
6.4	RESTRUCTURING THE NATIONAL GENDER MACHINERY FOR IMPLEMENTING GEPAP AND GENDER MAINSTREAMING.....	109
6.4.1	INSTITUTIONAL STRUCTURES TO IMPLEMENT GEPAP.....	110
6.4.2	INSTITUTIONAL MECHANISMS AND PROCESSES FOR IMPLEMENTING <i>GEPAP</i> .....	114
<b>PART IV: NATIONAL GENDER ACTION PLAN.....</b>		<b>118</b>
<b>7.0</b>	<b>THE NATIONAL GENDER ACTION PLAN .....</b>	<b>118</b>
7.1	GENDER, CULTURE AND SOCIALISATION.....	118
7.2	GENDER, EDUCATION AND TRAINING .....	122
7.3	GENDER, LABOUR AND EMPLOYMENT .....	126
7.4	GENDER, AGRICULTURE AND TOURISM.....	131
7.5	GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION .....	135
7.6	GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT .....	140
7.7	GENDER, HEALTH AND WELL-BEING .....	143
7.8	GENDER, VIOLENCE AND SECURITY .....	148
7.9	GENDER, LEADERSHIP AND DECISION-MAKING .....	151
7.10	LEGISLATIVE FRAMEWORK AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP GENDER MAINSTREAMING.....	155
<b>ACRONYMS AND ABBREVIATIONS.....</b>		<b>163</b>
<b>GLOSSARY OF TERMS AND CONCEPTS ON GENDER AND DEVELOPMENT.....</b>		<b>165</b>
<b>LIST OF CORE INTERNATIONAL AND REGIONAL FOUNDATIONS AND INSTRUMENTS FOR ACCOUNTABILITY AND ACTION .....</b>		<b>169</b>
<b>BIBLIOGRAPHY .....</b>		<b>170</b>
<b>REFERENCES FOR STATISTICAL PROFILE (TABLE 1) .....</b>		<b>173</b>
<b>LIST OF AGENCIES/ORGANISATIONS CONSULTED.....</b>		<b>175</b>

## List of Tables, Boxes and Figures

### TABLES

TABLE 1:	SUMMARY OF KEY GENDER EQUALITY INDICATORS.....	13
TABLE 2:	COMPOSITION OF HOUSEHOLDS IN GRENADA, 2011.....	17
TABLE 3:	ENROLMENT IN PRIMARY SCHOOLS BY SEX: 2006/07–2012/13.....	25
TABLE 4:	REPETITION RATES IN PRIMARY SCHOOLS BY SEX: 2006/07–2011/12.....	26
TABLE 5:	DROPOUT RATES IN PRIMARY SCHOOLS BY SEX, 2006/07–2010/11.....	26
TABLE 6:	CARIBBEAN PRIMARY EXIT ASSESSMENT (CPEA) RESULTS AND TRANSITION RATES BY SEX, 2006–2013 .....	27
TABLE 7:	CPEA, MEAN STANDARDIZED SCORES BY SUBJECT AND SEX, 2013.....	27
TABLE 8:	PARTICIPATION IN SECONDARY SCHOOLS BY SEX, 2006/07–2011/12 .....	28
TABLE 9:	REPETITION RATES IN SECONDARY SCHOOLS BY SEX, 2006/07–2011/12 .....	28
TABLE 10:	DROPOUT RATES IN SECONDARY SCHOOLS BY SEX, 2006/07–2011/12 .....	29
TABLE 11:	ENTRANTS IN CXC GENERAL PROFICIENCY BY SUBJECT AND SEX, JUNE 2013 .....	30
TABLE 12:	CSEC EXAMINATION RESULTS – PARTICIPATION AND PASS RATES BY SUBJECT AND SEX, 2013.....	31
TABLE 13:	STAFF INCLUDING PRINCIPALS IN PRIMARY SCHOOLS, 2006/07–2011/12.....	32
TABLE 14:	TEACHERS IN SECONDARY SCHOOLS BY SEX, 2006/07–2011/12 .....	33
TABLE 15:	PERSONS AWARDED GOVERNMENT SCHOLARSHIPS, 2006–2012 .....	33
TABLE 16:	EDUCATIONAL ATTAINMENT IN SECONDARY SCHOOLS BY NUMBER OF SUBJECTS PASSED AND SEX, 2012.....	36
TABLE 17:	LABOUR FORCE INDICATORS, 1991–2010 .....	41
TABLE 18:	MAIN LABOUR FORCE TRENDS BY SEX, 2001–2008 .....	42
TABLE 19:	EMPLOYED POPULATION BY INDUSTRY AND SEX, 2011.....	45
TABLE 20:	SELECTED MACROECONOMIC INDICATORS AND PROJECTIONS, 2004–2011 .....	47
TABLE 21:	OWNERSHIP OF LAND BY SEX, 2013 .....	49
TABLE 22:	LOANS DISBURSED BY THE GRENADA DEVELOPMENT BANK (GDB) BY SEX, 2012....	51
TABLE 23:	LOANS DISBURSED BY THE NATIONAL DEVELOPMENT FOUNDATION OF GRENADA (NDFG) BY SEX, 2012 .....	52
TABLE 24:	SMALL FARMERS APPROVED FOR GRANTS UNDER THE MINISTRY OF AGRICULTURE’S GRENADA SMALL FARMERS VULNERABILITY REDUCTION INITIATIVE PROJECT (GSFVRIP) BY SEX, 2013 .....	55
TABLE 25:	LEADING REGISTERED PRIVATE SECTOR EMPLOYERS BY ECONOMIC ACTIVITY, 2010– 2011.....	61
TABLE 26:	NUMBER OF POOR PERSONS BY PARISH, 2008.....	64
TABLE 27:	TOTAL BIRTHS TO TEENAGE MOTHERS (12–19 YEARS OLD) BY ORDER OF BIRTH.....	70

TABLE 28:	DRUG-RELATED CASES AT THE MAIN PUBLIC HOSPITAL, 2011–2012 .....	72
TABLE 29:	NUMBER OF DRUG-RELATED ADMISSIONS TO THE PSYCHIATRIC HOSPITAL BY CONDITION AND SEX (JAN–DEC 2012).....	72
TABLE 30:	NUMBER OF DOMESTIC VIOLENCE CASES REPORTED BY PARISH AND SEX OF THE VICTIM, 2010– 2011 .....	74
TABLE 31:	REPORTS OF INTIMATE PARTNER VIOLENCE (IPV) BY RELATIONSHIP OF THE VICTIM TO THE PERPETRATOR AND TYPE OF ABUSE, 2011.....	75
TABLE 32:	DOMESTIC HOMICIDES DUE TO INTIMATE PARTNER VIOLENCE, 2005–2013.....	76
TABLE 33:	SEXUAL OFFENCES REPORTED IN THE PERIOD 2001–2010 .....	77
TABLE 34:	BIRTHS TO ADOLESCENT MOTHERS 12–16 YEARS OLD, 2003–2012 .....	77
TABLE 35:	SEXUAL OFFENCES COMMITTED BY JUVENILE OFFENDERS, 2008, 2009, 2011 .....	78
TABLE 36:	LEGISLATIVE FRAMEWORK TO ADDRESS GENDER-BASED VIOLENCE.....	79
TABLE 37:	NUMBERS OF WOMEN CANDIDATES AND ELECTED MEMBERS OF PARLIAMENT (MPS) IN GENERAL ELECTIONS, 1990–2013.....	82
TABLE 38:	COMPOSITION OF BOARDS BY SEX, 2013.....	84
TABLE 39:	CHAIRPERSONS AND HEADS OF OPERATIONS OF BOARDS, 2013.....	87
TABLE 40:	NUMBER OF PERSONS EMPLOYED IN JUDICIAL PROFESSIONS BY SEX, 2007–2012 .....	88

## **BOXES**

BOX 1: PERCEPTIONS OF PARTICIPANTS AT THE AREA CONSULTATIONS ON THE ATTITUDES AND BEHAVIOURS OF MEN AND WOMEN THAT SHOULD BE RETAINED/PROMOTED AND CHALLENGED/CHANGED .....	20
BOX 2: PRIORITY AREAS FOR ADVANCING GENDER EQUALITY AND SOCIAL CHANGE IDENTIFIED BY PARTICIPANTS AT THE AREA CONSULTATIONS.....	23
BOX 3: PRIORITY AREAS FOR ADVANCING GENDER EQUALITY AND SOCIAL CHANGE IDENTIFIED BY PARTICIPANTS AT THE YOUTH CONSULTATIONS.....	24
BOX 4: KEY FINDINGS – GENDER, CULTURE AND SOCIALISATION.....	24
BOX 5: KEY FINDINGS – GENDER, EDUCATION AND TRAINING.....	39
BOX 6: KEY FINDINGS – GENDER, LABOUR AND EMPLOYMENT .....	46
BOX 7: KEY FINDINGS – GENDER, AGRICULTURE AND TOURISM .....	63
BOX 8: KEY FINDINGS – GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION.....	68
BOX 9: KEY FINDINGS – GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT .....	69
BOX 10: KEY FINDINGS – GENDER, HEALTH AND WELL-BEING.....	73
BOX 11: KEY FINDINGS – GENDER, VIOLENCE AND SECURITY .....	81
BOX 12: KEY FINDINGS – GENDER, LEADERSHIP AND DECISION-MAKING.....	88



## FIGURES

FIGURE 1: ENROLMENT IN T. A. MARRYSHOW COMMUNITY COLLEGE BY SEX, 2009-2012 .....	34
FIGURE 2: RATIO OF EDUCATIONAL PARTICIPATION FROM EARLY CHILDHOOD TO TERTIARY LEVELS, 2011 .....	35
FIGURE 3: RATIO OF EDUCATIONAL PARTICIPATION FROM EARLY CHILDHOOD TO TERTIARY LEVELS, 2011 .....	37
FIGURE 4: EMPLOYMENT RATES BY GENDER AND AGE GROUP (2011).....	40
FIGURE 5: UNEMPLOYMENT RATES BY SEX, 2013.....	43
FIGURE 6: EMPLOYED POPULATION BY GROSS MONTHLY INCOME AND SEX, 2011 .....	44
FIGURE 7: GRENADA'S GDP BY ECONOMIC ACTIVITY IN 2001-2012 AND GROWTH PROJECTIONS IN 2013-2015 .....	48
FIGURE 8: OWNERSHIP AND CONTROL OF LAND BY SEX, 2013 .....	50
FIGURE 9: LOANS DISBURSED BY THE GRENADA DEVELOPMENT BANK (GDB) BY SEX, 2012.....	51
FIGURE 10: CONTRIBUTION OF THE AGRICULTURE SECTOR TO GDP, 2007-2012 .....	54
FIGURE 11: PERCENTAGE OF CAPITAL EXPENDITURE ON ALL SECTORS, 2011-2012 .....	55
FIGURE 12: PERCENTAGE OF EXPENDITURE ON MAJOR ECONOMIC AND SOCIAL SECTORS, 2011-2012.....	56
FIGURE 13: COMMUNITY-BASED INTEGRATIVE MODEL.....	58
FIGURE 14: SMALL FARMERS GROUP-CENTRIC MODEL.....	60
FIGURE 15: TOURISM TRENDS TO GDP, 2007-2013 .....	61
FIGURE 16: POVERTY HEADCOUNT, POVERTY GAP AND POVERTY SEVERITY BY PARISH, 2008 .....	64
FIGURE 17: TOTAL BIRTHS TO TEENAGE MOTHERS (12-19 YEARS).....	71
FIGURE 18: REPORTS OF INTIMATE PARTNER VIOLENCE (IPV) BY SEX OF THE VICTIM, 2011 .....	75
FIGURE 19: BIRTHS TO ADOLESCENT MOTHERS 12-16 YEARS OLD, 2003-2012.....	78
FIGURE 20: NOMINATED CANDIDATES IN GENERAL ELECTIONS BY SEX, 1990-2013 .....	83
FIGURE 21: ELECTED MEMBERS OF PARLIAMENT BY SEX, 1990-2013 .....	83
FIGURE 22: COMPOSITION OF BOARDS BY SEX, 2013 .....	87
FIGURE 23: CURRENT INSTITUTIONAL FRAMEWORK FOR ADVANCING GENDER EQUALITY.....	95
FIGURE 24: INSTITUTIONAL FRAMEWORK FOR THE IMPLEMENTATION OF GEPAP .....	112

## FOREWORD

The Government of Grenada is committed to building a nation based on the principles of human rights, fundamental freedoms and gender equality. In furtherance of this goal, the Government aims to ensure that men and women benefit equitably from all that society has to offer and contribute equally to national development.

Grenada, as a member state of the United Nations, has signed and ratified various international treaties, conventions and agreements without reservation. These international instruments mandate member states to put in place legislation and mechanisms to eliminate all forms of gender-based discrimination, and ensure full equality and human dignity for men/boys and women/girls. While the Government of Grenada is committed to eliminating gender-based discrimination, it persists in some laws, traditions, customs and religious practices that prevent men's and women's full enjoyment of rights and equal participation in national development. This *Gender Equality Policy and Action Plan (GEPAP)* aims to eliminate all such barriers and advance measures to promote gender equality.

The *Gender Equality Policy and Action Plan* is aligned with the rights of the individual in Grenada's 1974 Constitution, and the Government's current medium-term national development plan – the Growth and Poverty Reduction Strategy 2014-2018. In addition, the *GEPAP* is consistent with the Government's commitments and obligations under various international instruments including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child (CRC), the International Conference on Population Development Programme of Action (ICPD PoA), the Beijing Platform for Action (BPfA), the Millennium Development Goals (MDGs), and the Commonwealth Plan of Action for Gender Equality (CPoA). These international instruments include goals, strategies and mechanisms for the achievement of gender equality, women's empowerment and child protection.

The *Gender Equality Policy and Action Plan* has been developed through extensive research and consultations. The thematic areas selected and policy commitments presented (see Section 6.2) are supported by research and analysis, evidence and data gathered through national, sector and area consultations, focus group meetings and individual interviews with a wide range of stakeholders. The National Gender Action Plan is a key component of the *GEPAP* (see Chapter 7). It provides a framework and accountability mechanism for effective implementation of the *GEPAP*. It identifies specific actions to be taken, indicators and outcomes to monitor implementation, and key stakeholders responsible for advancing gender equality in Grenada.

The Ministry of Social Development and Housing is responsible for coordinating the implementation and monitoring of the *Gender Equality Policy and Action Plan*. All Government ministries, departments, agencies and statutory bodies are responsible for delivering on the policy commitments articulated (see Section 6.2). Additionally, the *GEPAP* recognises and validates the role played by a wide cross-section of civil society

organisations which provide complementary services to advancing gender equality, and exercise vigilance in monitoring the delivery of gender-responsive public services. The *GEPAP* aims to equip stakeholders in the public and private sectors and civil society with the information and capacity required to promote the empowerment of all men/boys and women/girls in the society.

I believe that this *Gender Equality Policy and Action Plan (GEPAP)* will provide the impetus for us to strive for the achievement of full equality between men/boys and women/girls, and their equitable participation in political, economic, social, cultural and family life in Grenada.

Honourable Delma Thomas  
Minister for Social Development and Housing  
May 2014

# GENDER EQUALITY POLICY AND ACTION PLAN (GEPAP) 2014-2024

## 1.0 EXECUTIVE SUMMARY

1. The Ministry for Social Development and Housing has led the process of developing the *Gender Equality Policy and Action Plan (GEPAP)*, with financial support from UN Women and the Caribbean Development Bank (CDB). *GEPAP* has been developed in partnership with civil society and the private sector, and aims for mutual responsibility and accountability in achieving its objectives. This approach is based on the assumption that effective policy development and implementation need to integrate the perspectives and actions of multiple actors within the society.
2. The *Gender Equality Policy and Action Plan* recognises and appreciates the differences between men and women based on biological and physiological realities as well as social constructs. All men/boys and women/girls in Grenada require protection from harm, prejudice and discrimination; access to amenities including health care, opportunities for education and training; and fair recourse to justice. However, men and women's specific requirements of these services, and the ways in which they make use of them, may differ. *GEPAP* identifies a range of institutions and thematic areas that must take on board these gender differences to advance gender equality in the society, e.g., culture and socialisation, the economy, education, employment and labour, health and well-being, violence and security, and leadership and decision-making.
3. *GEPAP* sets out to achieve equality, and recognises that it must be accompanied by equity. To assume equality among all members of a society is not necessarily to treat them equitably. Where equality is the ideal or equilibrium which the society strives to attain, equity refers to fairness of treatment of men and women based on their respective needs. It goes beyond equality of opportunity and is concerned with equality of outcomes. This may include treatment that is different but equivalent in terms of rights, obligations, benefits and opportunities. In the current Grenadian context, it includes special measures to address male gender gaps, for example, in health and education. It also includes measures to address ongoing female gender gaps.
4. The *Gender Equality Policy and Action Plan* takes a developmental approach, where the Government, civil society and private sector will play a lead role in providing citizens with the necessary capacities and opportunities for self and national development. It is also informed by social justice and respect for human rights, and commits the Government to adhering to its national, regional and international obligations to respect, protect and promote human rights.
5. *GEPAP* uncovers the linkages between gender, and economic and social factors in contributing to or undermining Grenada's economic growth, poverty reduction and sustainable development. Men and women's equal participation in agriculture/agri-business, tourism/eco-tourism, economic infrastructure, and other key sectors of the economy is critical to driving enterprise development, economic growth and poverty reduction.
6. *GEPAP* aims to strengthen the family in all its forms in Grenada as a fundamental unit in the society, including through legislative reform. Grenada's compliance with international

agreements such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of Child (CRC) is critical to supporting the family unit as an institution for socialising individuals.

7. The *Gender Equality Policy and Action Plan* gathers and systematises general statistics, sector data, and qualitative information on gender equality in Grenada; analyses the links between gender equality and the different life chances of men/boys and women/girls; and critically assesses the country's legal and policy framework, and institutional capacity for gender mainstreaming.
8. *GEPAP* aims to provide a framework for:
  - (i) the full and equal participation of men and women in the development process;
  - (ii) assessing the different realities, needs and interests, challenges and opportunities of women/girls and men/boys, through gender analysis;
  - (iii) identifying the male and female 'gender gaps' in areas of political, economic, social and cultural life, and putting in place policies, plans and programmes to address these imbalances;
  - (iv) allocating the necessary financial and human resources to address gender gaps in all sectors and at all levels through gender-responsive budgeting and planning; and
  - (v) the equitable, effective and sustainable outcomes of programmes/actions undertaken by Government, civil society and the private sector.
9. *GEPAP* thus aims to guide and inform the development of gender-responsive policies, plans and programmes; the allocation of human, financial and technical resources; the delivery of public services; and the monitoring and evaluation of gender equality and equity outcomes. It is intended to be used as a guide by private sector institutions to engage in gender-responsive and socially responsible entrepreneurial development, and by civil society organisations to provide complementary services to advance gender equality. It also aims to provide a platform for state/private sector/civil society dialogue, collaboration and accountability with regard to the needs of men and women, and to gender equality.
10. The statistical gender profile (see Chapter 3, Table 1) sets out core sex-disaggregated statistics in areas including population, income, poverty, social development, sexual and reproductive health, leadership and decision-making, and gender-based violence. The data in Table 1 indicate that Grenada has performed relatively well with regard to the following human development indicators:
  - Life expectancy – Males: 71.0 years and Females: 76.35 years (2012);
  - Gini coefficient – 0.37 (2008) – the extent to which the distribution of income by household within an economy deviates from a perfectly equal distribution;
  - Universal primary education (2013);
  - Maternal mortality rate – 0.4% (2012), placing Grenada at 132<sup>nd</sup> in the global ranking, indicating a comparatively low maternal mortality rate;
  - The percentage of women in parliament – 33.3% in the Lower House, and 15.4% in the Senate (2013).
11. However, Table 1 also indicates that Grenada's gender inequality index (GII), which measures three aspects of gender inequality – reproductive health, empowerment, and economic activity – has not been calculated by the United Nations Development Programme (UNDP), because of the unavailability of relevant country data. Women's labour force participation is lower than men's. In 2001, male: female labour force participation stood at (M) 72.0%: (F) 48.5%. While

female labour force participation increased in 2011, it was still unequal at (M) 67.4%: (F) 53.5%. Similarly, 31.8% of females in the labour force were unemployed in 2011 compared to 17.9% of males.

12. The country gender profile (see Chapter 4) undertakes a comprehensive gender analysis of key areas of national development. The main findings are as follows:

(i) **Culture and Socialisation:**

1. Traditional gender stereotypes persist in Grenada's cultural customs, norms, practices and expected behaviours. These are supported by beliefs about masculinity and femininity that negatively affect both males and females.
2. Grenadian culture exhibits both positive beliefs and values which promote gender equality and should be recognised and encouraged, as well as negative beliefs and values which undermine gender equality and would benefit from change.
3. The institutions of religion and the media play powerful roles in both reinforcing and changing these beliefs, values and stereotypes.

(ii) **Education and Training:**

- Significantly higher repetition rates among boys in primary and secondary schools.
- High dropout rates among both boys and girls in secondary schools, for different reasons. The primary reason for male dropouts is low educational attainment, while for females it is teenage pregnancy.
- Gender stereotyping in the subject areas chosen by males and females at the secondary and tertiary levels. This leads to occupational segregation, and has implications for males' and females' 'choice' of occupation, employability and wage potential in the job market.
- Significantly higher numbers of female teachers at the primary and secondary levels.
- While many boys and girls perform well at CSEC, relatively large numbers of both boys and girls leave school without having attained the knowledge, skills and certification levels required for personal advancement and full economic participation.

(iii) **Labour and Employment:**

- According to the 2011 Population Census data, 67.4% of males participated in the labour force compared to 53.5% of females. Thus, higher numbers of males than females are categorised as 'employed or available to work' in the paid labour force. These figures mask the fact that women's reproductive work in the home and informal employment are not quantified as 'work' in labour force statistics, as well as the fact that women are more likely than men to work for no or low wages. This disparity in male and female labour force participation increases female dependency on males, and also creates a pool of persons who are not contributing to social security and pension schemes, which increases the incidence of poverty among the elderly (women in particular) and the need for State investment in pensions and social protection programmes.
- The unemployment rate among women is higher than among men, including the youth. The overall unemployment rate among women is 39.6%, while it is 28.1% among men. Unemployment among young women is 63%, compared to 49.1% among young men.
- Evidence indicates a pay gap between males and females, with males earning higher incomes than females. In 2011, there were more men than women in all income groups, except those earning EC \$400–\$799 per month. While the wage gaps have narrowed

from 2001 to 2011 in all income groups above \$800 per month, men still earned more than women in the higher income groups.

**(iv) Agriculture and Tourism:**

- Men own and control 77% of the land in Grenada. This is an indicator that the ownership and control of material/productive resources are not shared equitably by women and men.
- Men have access to more and larger loans than women for agricultural and tourism related enterprises. It is also notable that commercial banks have a risk-averse approach to providing credit to farmers and small business entrepreneurs.
- The agriculture and tourism sectors exhibit gendered occupational segregation, with men and women playing complementary roles. However, it is evident that women tend to be segregated in the lower income-earning occupations within the sectors.
- Governmental and other agricultural agencies are largely unaware of the gender dimensions of agriculture, e.g., male/female patterns of: land ownership and access; crop/livestock/fish/other production; types of agri-businesses/agro-processing enterprises; support services needed; access to credit; etc.

**(v) Economic growth and Poverty reduction:**

- The unemployment rate among the poor was 10% higher than the national average and the highest numbers of the working poor were engaged in the services, construction, and agriculture and fishing sectors.
- The 'vulnerability rate' was 14.6%, representing the percentage of the population vulnerable to falling into poverty; the 'indigence rate' dropped significantly from 12.9% in 1998 to 2.4% in 2008, indicating that fewer persons were consuming below the accepted minimum level of nutrition in 2008.
- 39.5% of all males and 36.2% of all females were deemed poor.
- Almost a quarter (24%) of poor female heads of households are not in the labour force; and of those attempting to participate, only 21% are employed.
- The percentage of women having their first child as a teenager declined as the socio-economic status of their household improved, from 57.8% in the lowest quintile to 25% in the highest.

**(vi) Climate change, Natural disasters and Natural resource management:**

- Grenada is exposed to considerable macro-economic vulnerability due to natural disasters, which impact on men and women differently. Gender sensitivity needs to be embedded in both disaster response as well as disaster preparedness, in respect of the specific needs of different communities, households and persons with special needs.
- Despite the fact that many aspects of the 'green economy' all have gender dimensions, e.g., water management, waste management, land management, renewable energy, clean transportation, and 'green' buildings, discussions on gender equality are relatively absent from policy-making, planning and development programmes on these issues.

**(vii) Health and Well-being:**

- A significant gender dimension of health is death from malignant neoplasm (cancer) by specific site. Ministry of Health statistics for 2012 indicate the following breakdown among females – breast cancer (18 cases); cervical cancer (6); and uterine cancer (4); among males – prostate cancer (40 cases); and where sex not indicated – other forms of cancer (79). Given the favourable outcome that is possible from early diagnosis and the clear gains being made with regard to the incidence of breast, cervical and prostate

cancer, there is considerable scope for an aggressive early detection and treatment programme for prostate cancer among males.

- Early sexual initiation is high, with 36% of males and 12% of females 15–24 years old reporting to have had sexual intercourse before age 15.
- From 2003–2012, a total of 2657 births were to girls 12–19 years old, with 544 having their second child or more. Of all teenage births in that period, 393 children were born to girls 12–16 years old, even though the age of sexual consent is 16.
- While contraception is available in the public health clinics, women comprise the majority of users of the following methods: Depo Provera – injection; Megestron – injection; Microgynon – pill; and Noristerat – injection. Males comprise approximately one fifth of contraceptive users, and specifically of condoms.
- Gendered factors are evident in the status of sexual and reproductive health in the society including: inadequate sex education, women’s unequal power to negotiate condom use, unprotected sex with multiple partners, traumatic onset of menstruation, transactional sex including among adolescents, and the increased incidence of STIs and HIV/AIDS.

(viii) **Violence and Security:**

- Men and boys are the primary perpetrators of gender-based violence against women/girls as well as violence against other men/boys, which is linked to conceptions of masculinity associated with being tough and in control, taking risks and dominating others.
- The wider incidence of violence in the society is also perpetrated predominantly by males, and is often connected to criminal activities such as burglary, drug use and trafficking, trafficking in small arms and ammunition, gang violence, etc. It is linked to the high dropout rate of males, who are vulnerable to being drawn into criminal activities and comprise the majority of drug addicts and the prison population.
- While males are the main perpetrators of gender-based and other forms of violence in the society, boys/men are also victims of various forms of violence including incest, corporal punishment in the home and school, bullying, and domestic/intimate partner violence. Men and boys are less likely to report incidents or seek counselling and other forms of assistance, due to the shame attached. Not all men are violent, and the gender stereotyping of all males as prone to violence affects the self-esteem of men.
- Society places a high value on the need to protect women and girls by imposing societal rules on their freedom. Although intended to be positive, this is an acknowledgement of the high prevalence of gender-based violence. Thus it is a misdirected strategy that restricts women’s/girls’ choices, rather than focusing on equality, respect for women’s rights, and offender accountability.
- There are inadequate support systems to address gender-based and wider forms of violence in the society. In addition, the police do not treat GBV with the seriousness it deserves and are particularly insensitive to male victims.

(ix) **Leadership and Decision-making:**

- Representation in Parliament and on Boards reflects male dominance in decision-making positions. Women currently hold 33.3% of elected seats in the Lower House of Parliament and 15.4% of appointed seats in the Senate. Men account for 68% and women 32% of seats on Boards in the public sector, private sector, trade unions and NGOs.
- For the majority of women, responsibility for family and child care prevents them from participating more equitably in leadership and decision-making at all levels.



13. Importantly, the evidence presented in the Country Gender Profile indicates that the often articulated opinion (among politicians, decision-makers in the public/private/civil society sectors, and the man/woman on the street) that “boys/men are at risk”<sup>1</sup> masks a much deeper set of gender inequalities, inequities and gaps in the Grenadian society. For example, there is a high incidence of teenage pregnancy and girls dropping out of secondary schools, as well as girls attaining 0–3 subjects at CSEC. In addition, it is evident that women’s participation in the labour force is lower than men’s, while they perform the lion’s share of unpaid reproductive work in the home. What is clear is the **high visibility** of men’s/boys’ economic and social distress due to the ways in which it is being expressed as well as the public response (e.g., educational dropouts, drug addiction, violence and crime, arrests and imprisonment, psychiatric disorders, suicide, lower life expectancy, etc.), and the **relative invisibility** of women’s/girls’ economic and social hardship since it is often hidden in the home and family (e.g., teenage pregnancy, single parenting, female household headship, poverty,<sup>2</sup> dependence on men for economic support and child maintenance, gender-based violence, transactional sex, etc.).
14. The *Gender Equality Policy and Action Plan* recognises that to realise the broad national goals of economic growth, poverty reduction, sustainable development and social justice, gender-based policy-making, planning and service delivery are necessary, and that equal focus must be placed on social development in order to truly complement economic growth and achieve overall development. *GEPAP* acknowledges that there is a great need for gender sensitisation of leaders and decision-makers in the society. It promotes more intensive gender training for personnel in the public and private sectors and civil society who are involved in the implementation of the policy.

## **POLICY VISION, GOAL AND OBJECTIVES**

15. The *Gender Equality Policy and Action Plan* provides a framework for redressing gender disparities and serves as a guide to stakeholders in the public sector, private sector and labour, and civil society. It is based on the premise that men and women are equal participants in and beneficiaries of national development, if sustainable development for all is to be realised. It is both rights-based and developmental in approach, and seeks to ensure that the State provides the enabling environment for self-development and social progress, while meeting its national and international obligations to respect, protect and fulfil human rights.
16. The **vision**: A nation that values and respects every girl, boy, woman and man as equal citizens and participants in the economic, social, cultural, legal and political life of the country with equal rights, benefits, privileges and responsibilities without regard to sex, colour, creed, opinion or any other distinction.
17. The **overall goal** of the Policy is to promote gender equality, equity, social justice and sustainable development in Grenada.

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<sup>1</sup> The “men at risk” thesis was first proposed by Errol Miller in the 1990s, and gained currency across the Caribbean region over the subsequent two decades.

<sup>2</sup> This is not to deny the importance of the Country Poverty Assessments (CPAs) conducted by the Caribbean Development Bank (CDB) in analyzing the quantitative and qualitative dimensions of poverty and thus making it visible in Dominica and CDB’s other borrowing member countries.

18. The **policy statements** and **strategic objectives** for the selected **policy areas** are as follows:

POLICY STATEMENTS	STRATEGIC OBJECTIVES
<b>Gender, Culture and Socialisation</b>	
<p>The Government will engage the key institutions of socialisation in the society, the home, school, community, faith-based organisations and the media, in the process of gender sensitisation, training and public awareness-raising to promote positive and non-discriminatory relations between men/boys and women/girls based on the principles of gender equality and equity.</p>	<p>To foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls.</p>
<b>Gender, Education and Training</b>	
<p>The Government is committed to equal access to education and training programmes, including in non-traditional fields, without regard to gender, class, geography (urban/rural), age and other social factors, in order for the country to achieve the human capital necessary for entrepreneurship and wealth generation, poverty reduction, analytical thinking, design and innovation, and creative problem solving, among others.</p>	<p>To promote gender equality and equity in education and training in order that men/boys and women/girls may attain their fullest potential and contribute to economic growth, poverty reduction and sustainable development.</p>
<b>Gender, Labour and Employment</b>	
<p>The Government will undertake specific policy, legislative and programming interventions to achieve gender equality and equity in labour and employment, including: ensuring adherence to the principle of equal pay for work of equal value; advancing the rights of workers in non-regulated sectors; promoting gender-responsive enterprise training for men, women and youth; and reviewing social security provisions to ensure equitable provisions for men and women in the formal and informal labour force, and unwaged workers in the home.</p>	<p>To foster the equitable participation of and benefits for men and women in the labour force, while recognising the contribution of unwaged reproductive work to national development.</p>
<b>Gender, Agriculture and Tourism</b>	
<p>The Government is committed to promoting gender equality in agriculture and tourism, equitable access to productive resources, opportunities for entrepreneurial development linking agriculture to agri-business and tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.</p>	<p>To promote gender equality in agriculture and tourism, recognising men's and women's complementary roles, increasing their equitable access to productive resources, creating entrepreneurial opportunities linking agriculture to tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.</p>

POLICY STATEMENTS	STRATEGIC OBJECTIVES
<b>Gender, Economic Growth and Poverty Reduction</b>	
<p>The Government will ensure gender-responsiveness in programmes and initiatives to strengthen the economy, reduce poverty and create employment, and will encourage financial and private sector agencies to promote gender-responsive operations and programming.</p>	<p>To transform the goals of economic policy to include gender equality and social justice, and promote the equitable and sustainable economic and social development of men and women.</p>
<b>Gender, Climate Change, Natural Disasters and Natural Resource Management</b>	
<p>The Government will recognise and integrate the different and complementary roles of men and women into policies and strategies on climate change, disaster management and natural resource development, and the building of a 'green economy'.</p>	<p>To integrate gender equality into disaster management, climate change and related strategies, as a means of facilitating men's and women's complementary roles in environmental management and building a 'green economy'.</p>
<b>Gender, Health and Well-being</b>	
<p>The Government will promote equitable access to quality health care by boys/men and girls/women throughout their life cycles, and gender-specific sexual and reproductive health care for men, women and adolescents.</p>	<p>To provide all men and women in Grenada, Carriacou and Petite Martinique with quality, equitable and gender-responsive health care throughout their life cycles, thus enhancing their personal, social and productive lives.</p>
<b>Gender, Violence and Security</b>	
<p>The Government will promote human security by coordinating the effective functioning of relevant legislation, the police, judicial system, social service agencies and channels of public education to combat and reduce all forms of violence, especially gender-based violence.</p>	<p>To develop and implement a multi-sectoral approach to prevent, treat and reduce the incidence of all forms of gender-based violence and wider forms of violence in the society.</p>
<b>Gender, Leadership and Decision-making</b>	
<p>The Government will institute measures to remove the barriers to women's and men's equitable participation in power and decision-making at all levels, including addressing discriminatory and stereotypical attitudes and practices.</p>	<p>To promote men's and women's equal access to, enhanced capacity for, and full participation in leadership and decision-making as a means of transforming governance at all levels</p>
<b>Legislative Framework for Gender Equality and Institutional Capacity to implement GEPAP and for Gender Mainstreaming</b>	
<p>The Government will undertake a process of legislative review and reform to promote gender equality and equity in national development, and put in place the institutional structures and mechanisms for the implementation of GEPAP and for gender mainstreaming.</p>	<p>To ensure that there is a legislative framework in place to promote gender equality and equity and institutional structures and mechanisms for gender mainstreaming.</p>

19. This *Gender Equality Policy and Action Plan* comprises four main parts, as follows:

**Part I** Chapter 2 is the Introduction, which sets out the background, conceptual framework and methodology used to develop the *GEPAP*.

**Part II:  
Country Gender  
Profile** Chapter 3 presents a statistical gender profile. Chapter 4 provides an in-depth gender-based situational analysis of Grenada. Chapter 5 provides a gender assessment of Grenada's constitutional and legislative framework, and the country's institutional capacity for gender mainstreaming.

**Part III:  
National Gender  
Equality Policy** Chapter 6 presents the policy framework, including the vision, goal, aims and principles. It sets out the 10 policy areas of the *GEPAP*, and their strategic objectives and policy commitments for advancing gender equality by the Government in partnership with civil society and the private sector.

**Part IV:  
National Gender  
Action Plan** Chapter 7 presents the National Gender Action Plan in the 10 policy areas of the *GEPAP*: Culture and socialisation; Education and training; Labour and employment; Agriculture and tourism; Economic growth and poverty reduction; Climate change, natural disasters and natural resource management; Health and well-being; Violence and security; Leadership and decision-making; and Legislative and institutional framework to implement *GEPAP*. The National Gender Action Plan indicates the key actions to be taken by responsible agencies to implement the policy commitments of the *GEPAP*, and identifies indicators and expected outcomes.

The National Gender Action Plan indicates the key actions to be taken by responsible agencies to implement the policy commitments of the *GEPAP*, and identifies indicators and expected outcomes. It presents these actions to be implemented in three time periods: Short Term, 0 – 3 years; Medium Term, 4 – 6 years; Long Term, 7 – 10 years.

# PART I

## 2.0 INTRODUCTION

### BACKGROUND

20. This national *Gender Equality Policy and Action Plan (GEPAP)*, in accordance with the 1974 Constitution of Grenada, promotes “fundamental rights and freedoms” for every person in Grenada. The primary commitment to gender equality is found in Article 1 of the Constitution of Grenada, which states as follows:

*“... every person in Grenada is entitled to the fundamental rights and freedoms, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or **sex**, but subject to respect for the rights and freedoms of others and for the public interest ...”*

21. The Government has committed to:
- Provide a safe, secure and sustainable environment where **all people** can live, work and play without fear and in which their quality of life is optimised.
  - Build a diverse and democratic society that respects **human rights**, in which all people live in dignity and security, free of all forms of discrimination on the basis of religion, colour or **gender**, where labour is respected, and where a culture of dialogue is encouraged in support of understanding and mutual trust between individuals and groups.<sup>3</sup>
22. The Government also stated that it will “**recommit to the implementation of a national gender policy.**”
23. In August 2013, Government Ministers, Senior Officials, representatives of Civil Society and Academia, including the Minister for Social Development and Housing and other participants from Grenada, met in Barbados at an event hosted by UN Women to develop the **Caribbean Joint Statement on Gender Equality and the Post-2015 and SIDS Agenda**. The sub-themes identified were:
- Freedom from Violence
  - Accessing Capabilities
    - Education
    - Health
    - Food and Nutrition
  - Economic Empowerment
  - Leadership
24. In October 2013, the **Santo Domingo Consensus** was agreed by representatives of Latin America and the Caribbean, including Grenada’s Minister for Social Development and Housing. The gender equality themes prioritised were:
- (i) Empowerment of women and information and communications technologies, e.g., health and safety, confidentiality of personal data and increased access.

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<sup>3</sup> New National Party Manifesto (2013), “Declaration of Principles”. St. George’s, Grenada.

- (ii) Economic empowerment of women, e.g., fair treatment of domestic workers, unpaid work, ownership of resources, and equality in the workplace without regard to gender, race, ethnicity and sexual orientation, sexual harassment.
  - (iii) Women's sexual health and reproductive health, e.g., to promote, protect and guarantee sexual and reproductive rights; safe abortion in accordance with laws, adolescent pregnancy.
  - (iv) Elimination of violence against women, e.g., effective institutional responses, access to justice, speeding up significant changes.
  - (v) Empowerment of women for political participation and decision-making, e.g., equal access to decision-making positions, promoting parity.
  - (vi) Mechanisms for women's empowerment, e.g., gender mainstreaming and budgeting, monitor gender equality indicators, strengthen gender equality bureaux, offices or machineries at local, national and regional levels.
  - (vii) Other recommendations, e.g., fulfilling commitments on development assistance, gender equality in the Post-2015 Agenda.
25. **A CARICOM Statement on a Post-2015 Development Agenda** issued on 10 December 2013, states that the Post-2015 Development Agenda should be directed towards "... a people-centred approach that promotes the welfare and well-being of people, that contributes to social inclusion, gender equality and the empowerment of women."
26. The **Declaration of the Mechanisms for the Promotion of Women of Latin America and the Caribbean prior to the 58th Session of the Commission on the Status of Women (CSW)**, agreed to in Mexico City on 7 February 2014, advocates for the themes of "*equality, no more, no less*" and "*human rights for all women and girls, no more, no less*". It defined three critical dimensions of gender equality, women's rights, and women's empowerment that must be addressed in the Post-2015 Agenda:
- (i) Ensure women and girls a life free of all forms of violence and discrimination.
  - (ii) Ensure gender equality to promote capacity building and resource distribution, in:
    - (a) Environment, education, good health, sexual and reproductive health, and sexual and reproductive rights under the Program of Action of the International Conference on Population and Development (Cairo, 1994) and the Montevideo Consensus adopted at the First Regional Conference on Population and Development in Latin America (2013), according to existing national legal frameworks;
    - (b) Access to land, credit, information technologies, social security, decent work, equal pay for work of equal value, and universal care services, to build women's social and economic security and autonomy.
  - (iii) Gender equality in decision-making in all public and private sectors, as well as in the household. Increased efforts are needed to ensure women's equal participation in all spheres, including in the legislative, executive, and judicial branches of power, in local government, in the private sector, in the media, and within political parties.
27. The Ministry for Social Development and Housing has led the process of developing the *GEPAP*, in cognisance of the Government's commitments. Earlier attempts had been made by the Division of Gender and Family Affairs in 2001/2002 and 2007/2008. In presenting the case for the *Gender Equality Policy and Action Plan* to UN Women in 2011, the Government of Grenada stated that:

*Despite advances in gender equality in Grenada, the nation faces inherent challenges that need to be addressed by the use of a multi-disciplinary approach. The country does not have an overarching framework to guide positive change on*

*gender equality. The public remains resistant to some gender changes and appears to lack the will for change in some sectors. Public and private sector leaders do not consistently make gender equality a priority. Further, in many sectors challenges facing boys and men are taking precedence over those facing girls and women, despite women's continued subordinate status in society. Women continue to face inequalities in areas including income, poverty and political participation, and this hinders national development.*<sup>4</sup>

28. This *Gender Equality Policy and Action Plan* aims to provide a framework for ensuring:
  - (i) The full and equal participation of men and women in the development process;
  - (ii) Through gender analysis, assessment of the different realities, needs and interests, challenges and opportunities of men/boys and women/girls;
  - (iii) Through gender planning, identification of male and female 'gender gaps' with regard to access to political, economic, social and cultural resources, and putting in place policies, plans and programmes to address these imbalances;
  - (iv) Through gender-responsive budgeting, allocation of the necessary financial and human resources to address gender gaps in all sectors and at all levels; and
  - (v) The equitable, effective and sustainable outcomes of programmes/actions undertaken by Government, civil society and the private sector.
  
29. The following are the key strategic areas through which the *Gender Equality Policy and Action Plan* aims to bring a gender equality perspective to national development:
  - (i) Culture and socialization;
  - (ii) Education and human resource development;
  - (iii) Labour and employment;
  - (iv) Agriculture and tourism;
  - (v) Economic growth and poverty reduction;
  - (vi) Climate change, natural disasters and natural resource management;
  - (vii) Health and well-being;
  - (viii) Violence and security;
  - (ix) Leadership and decision-making;
  - (x) Legislative framework for gender equality and institutional capacity to implement GEPAP for gender mainstreaming.
  
30. *GEPAP* thus aims to guide the formulation of national gender-responsive policies, plans and programmes; the allocation of human, financial and technical resources; the delivery of public services; and the monitoring and evaluation of outcomes. Additionally, it is intended to be used as a guide by private sector institutions to engage in gender-responsive and socially-responsible entrepreneurial development, and by civil society organisations to provide complementary services to advance gender equality. It also aims to provide a platform for state/private sector/civil society dialogue, collaboration and accountability.
  
31. The *Gender Equality Policy and Action Plan* has been developed in partnership with civil society and the private sector, and aims for mutual responsibility and accountability in achieving its objectives. This approach is cognizant of the fact that effective policy development and implementation need to integrate the perspectives and actions of multiple

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<sup>4</sup> Government of Grenada (2011), "Proposal for the development of a National Gender Equality Policy and Action Plan for Grenada", Submitted by the Ministry of Social Development to UN Women-Caribbean Office. Unpublished, p. 4.

actors within the society. *GEPAP* aims to take a developmental approach, where the Government, civil society and private sector will play a lead role in providing citizens with the necessary capacities and opportunities for self and national development. It will also be informed by social justice and respect for human rights, and will commit the Government to adhering to its national and international obligations to respect, protect and promote human rights.

## CONCEPTUAL FRAMEWORK

32. The primary role of Government and development actors is to endow citizens with the necessary capacities and opportunities for self and national development, referred to as “central human capabilities.” The *Gender Equality Policy and Action Plan* is premised on the belief that men and women must participate and benefit equitably in national development if sustainable development for all is to be realised. It is both developmental and rights-based in approach, and seeks to ensure that the Government of Grenada provides the enabling environment for self-development and social progress, while meeting its national and international obligations to respect, protect and fulfil human rights.

### *Why the need for gender equality?*

33. Due to the severe inequalities historically faced by women in relation to men globally, the United Nations designated 1975 as International Women’s Year, and 1976-1985 as the Decade for Women. The recognition that equality between men and women is a human rights issue, a social justice issue, and an economic growth/efficiency issue has evolved over the past four decades through different approaches promoted by the UN and other multilateral and bilateral agencies – Women in Development (WID), Women and Development (WAD), Gender and Development (GAD), and gender mainstreaming – and ‘gender equality as smart economics’ promoted by the World Bank. The pursuit of gender equality is anchored in international conventions and agreements such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), the Convention on the Rights of the Child (CRC, 1989), the Beijing Platform for Action (BPfA, 1995), and the Millennium Development Goals (MDGs, 2000).
34. V. Eudine Barriteau (2003) states that the political relations of gender are maintained by a gender system. A gender system is a network of power relations that informs how men and women in a society are organised and how they function in relation to each other and among themselves. It is comprised of two principal dimensions: material and ideological. The material relations of gender comprise that part of the gender system that reveals how women and men gain access to, are allocated or allowed to benefit from material and non-material resources. Material resources include land and capital, while non-material resources include status and position. The ideological relations of gender represent the part of the gender system that reveals what society constitutes as appropriate or expected of women and men, and defines as feminine or masculine. They expose how individuals create gender identities, and interpret or react to the apparent gender identities of others. While the material and ideological relations of gender are interrelated, advances in the material relations are more evident and advances in the ideological are slower and harder to achieve. Both must be addressed in order to achieve gender equality.



35. The 'gender agenda' is based on the premise that promoting equality between men/boys and women/girls has positive long-term socio-economic and developmental consequences, and is essential in the fight against poverty and the achievement of economic growth and sustainable development. Another approach is to examine the cost to a society's economic and social development of *not* advancing gender equality.
36. Ensuring that gender equality is fully embedded in development policy-making, planning and programming decisions requires a clear understanding of why gender is important. A gender analysis helps to explain how a society, by virtue of its belief system (based on its history, population, culture, religion, etc.), places different values on men/boys and women/girls, expects them to perform gender-specific social roles and responsibilities, and holds different expectations about male/female attitudes, behaviours, etc. Thus, men/boys and women/girls tend to engage in and experience society very differently. The focus on gender equality must necessarily address the different/specific ways in which men/boys and women/girls are integrated into and affected by political, economic, social and cultural systems, to ensure that the situation and needs of both are considered and addressed.
37. The gender policies and programmes that emanated from the period of the 1970s–2000s globally necessarily focused on eliminating discrimination against women. With the removal of the most egregious aspects of discrimination against women being realised in many societies such as Grenada, there has been a growing appreciation that traditional male gender roles constrain men's quality of life and opportunities, and that men need to be partners in the gender equality agenda. Men's gender concerns and their capacity to function effectively in society were repeatedly voiced in the consultations held in the preparation of this *Gender Equality Policy and Action Plan*. Among the recurrent themes were the under-participation/achievement of boys in the education system; society's continuing expectation that the man is the main breadwinner despite women's increasing labour force participation; and high levels of male drug addiction, engagement in criminal activities and incarceration in prison.
38. The *Gender Equality Policy and Action Plan* adopts **gender mainstreaming** as the overarching approach for achieving these strategic objectives. Gender mainstreaming is defined as:
- The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (Agreed conclusions of the UN ECOSOC, 1997/2).*
39. Gender mainstreaming comprises two approaches that are mutually reinforcing: *integration* and *agenda setting*. **Integration** promotes the incorporation of gender concerns/issues and analysis into the existing development priorities of the government and its development partners, without changing the overall agenda (Jahan, 1997: 311-329). **Agenda-setting** aims to transform the existing development agenda through the systematic application of a gender perspective. Agenda-setting aims to ensure that men and women are seen as being at the centre of the development agenda, and reflects the view that they need to be active participants in decision-making processes that affect their daily lives and livelihoods.

## *Gender inequality and poverty*

40. For decades, developing countries have used the classic consumption-based definition of poverty for measuring and monitoring levels of absolute poverty. However, while poverty and inequality are still largely understood and evaluated in strict economic terms, it is now common to speak of the ‘multidimensional nature’ of inequality and poverty.
41. Amartya Sen’s *entitlements and capabilities* approaches have been instrumental in broadening and deepening mainstream economic understandings of poverty and inequality. Sen (1993; 1999) contends that poverty reflects deprivation not only in income and consumption, but importantly also in entitlements and capabilities such as health, education and civil liberties. These and other entitlements/capabilities allow individuals to convert their incomes into well-being, i.e., to establish personal goals and have realistic means of attaining them. Martha Nussbaum, building on Sen, refers to them as “central human capabilities.”
42. The *social exclusion approach* analyses how and why particular groups are systematically denied rights, livelihoods, and sources of well-being which they should properly enjoy. This approach also includes considerations of exclusion from security, justice, representation and citizenship. Poverty is thus regarded as multidimensional – incorporating political and social realities. Importantly, social exclusion is concerned with agency and thus “goes beyond entitlement analysis by looking more deeply at the processes behind entitlement failure.” De Haan and Maxwell (1998) agree that it encourages a focus on institutions, actors and the processes of deprivation, including the underlying relations of power.
43. *Rights-based approaches* contend that certain aspects of deprivation result from the lack of rights and/or the failure or inability to claim rights, rooted in unequal power relations. Rights are described as “legitimate claims that give rise to correlative obligations” (Moser, 2007). The core principles underlying the human rights framework are universality and indivisibility, equality and non-discrimination, participation and inclusion, and accountability and the rule of law. Rights-based approaches emphasise the importance of political equality and social action, the obligations of governments and institutions as duty bearers, and the claims of citizens as rights holders. They recognise that power relations are key to securing rights, and that access to and participation in the political process are prerequisites for making claims and ensuring that these are heard and understood. Power operates in multifaceted ways including *overt and coercive* (e.g., gender-based violence), *hidden* (e.g., keeping gender issues off the agenda), and *ingrained* (e.g., cultural acceptance of particular norms of masculinity and femininity).
44. These approaches and frameworks all justify and support the imperative to promote equality between men and women at all levels in the society, underpinned by the international, regional and national commitments that Caribbean governments have made to reduce poverty, and achieve economic growth and sustainable development.

## *Gender inequality and poverty in the Caribbean*

45. Men and women experience poverty in different ways in the Caribbean. Data from across the region show a high proportion of female-headed households in which women struggle to

support children on their own, often impeded by low levels of education and skills, high levels of unemployment and under-employment, and resulting economic and social insecurity. Men, on the other hand, are more likely to find some type of employment, but many suffer a gender role identity crisis due to their inability to perform the traditional male role of breadwinner.

46. Research conducted by the Caribbean Development Bank (CDB) cites other differential social, economic and political outcomes for males and females in the Caribbean, including:
- residual discriminatory laws related to land and property, inheritance, divorce, credit, etc.;
  - the impact of economic adjustment trends on men and women, particularly with regard to unemployment rates and the increasing dependence on tourism;
  - wide discrepancies in male/female unemployment rates, particularly among the youth;
  - the differential participation in and performance of girls and boys in schools;
  - the increasing trend of male educational underachievement, youth violence and crime;
  - widespread gender-based violence (both domestic and social);
  - the rapid increase in HIV/AIDS; and
  - the different challenges facing elderly men and women (CDB, 2008b: 2).
47. Men/boys' and women/girls' equal participation/achievement in education and training is an enabling factor linked to capacity building for employment in the public/private/civil society sectors and for facilitating entrepreneurial development. The other aspect of education/training in Grenada is the high incidence of males and females dropping out of secondary school and not pursuing tertiary or technical/vocational education, with negative economic and social consequences including unemployment, poverty, and the impacts on families and communities. The area of violence, crime and security represents a consequence of predominantly male under-achievement in education. The statistical data and qualitative information presented indicate linkages between: high numbers of male dropouts from the education system; decreasing rates of male labour force participation; predominantly male drug addiction; the high incidence of gender-based violence in the home and community perpetrated largely by males; and psychiatric disorders found predominantly among males linked to drug addiction and other social/economic factors.
48. It needs to be noted that apart from the human and social cost to individuals, families and communities, there is also an economic cost of educational dropouts and under-achievement, drug addiction, psychiatric disorders, crime and violence – to the education, health and security sectors, as well as to the national goals of economic growth, poverty reduction and sustainable development. Importantly however, the often articulated perception (among politicians, decision-makers in the public/private/civil society sectors, and the 'person on the street') that "men/boys are at risk"<sup>5</sup> masks a much deeper set of gender inequalities, inequities and gaps in Grenadian society. For example, there is a high incidence of teenage pregnancy (see section 4.6) and girls dropping out of secondary schools (see section 4.2). In addition, it is evident that women's participation in the labour force is lower than men's (particularly in Carriacou and Petite Martinique),<sup>6</sup> while they perform the lion's share of unpaid reproductive work in the home.

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<sup>5</sup> The 'men at risk' thesis was first articulated by Errol Miller in the 1990s and gained currency in the Caribbean region over the subsequent two decades.

<sup>6</sup> The area consultations and focus group discussions held in Carriacou and Petite Martinique suggest higher rates of female unemployment and under-employment than the national average. However, there is no documented statistical evidence to support this.

## ***Gender, poverty reduction and economic growth***

49. The four main dimensions of poverty encapsulated by the World Bank (2001) – ***opportunities, capabilities, security and empowerment*** – provide a useful framework for the *GEPAP*, as they incorporate the ‘entitlements’, ‘capabilities’, ‘social exclusion’, and ‘rights-based’ approaches discussed above. *GEPAP* adds to these the understanding that in the Caribbean males and females are not homogeneous groups, and other factors such as race/ethnicity/colour, socio-economic status, age, urban/rural location and (dis)ability affect gendered experiences and outcomes.
50. ***Opportunities***: To what extent do men and women have access to labour markets, employment opportunities and productive resources, and with what consequences for gender equality, poverty reduction, sustainable livelihoods and economic growth? What are the constraints for women and men due to the fragility of the labour market in the context of the collapse of the banana and sugar industries, the impact on tourism resulting from the 2008 global economic crisis, and the uncertainties of the CARICOM Single Market and Economy (CSME) regional economic cooperation mechanism and the external Economic Partnership Agreement (EPA)? And what are the opportunities for men and women in the emerging niche markets such as agri-business and eco-tourism and other economic diversification initiatives, and their impact on sustainable livelihoods and economic growth?
51. ***Capabilities***: To what extent do men and women have access to core functional entitlements/capabilities such as health, education and training, basic amenities and services (such as water and sanitation), and civil liberties, and are they able to convert their entitlements/capabilities into sustainable livelihoods? In the current Caribbean and global context, this includes boys’/men’s and girls’/women’s access to ICTs including mobile phone technology and its potential for social well-being as well as economic activity (e.g., operating an enterprise virtually, setting up internet-based businesses, linking innovative Caribbean products to global value chains, etc.).
52. ***Security***: What differential risks (due to economic downturns, domestic and civil violence, natural disasters and climate change) do men/boys and women/girls encounter? This moves the discussion beyond the focus on state security to include the impact of high male dropout rates and under-performance at all levels of the education system (*Caribbean Human Development Report, 2012*), and human security including the increasing incidence of gender-based violence as well as gang violence and criminal activity related to trafficking in drugs, arms, humans, etc.
53. ***Empowerment***: To what extent and through what processes do men/boys and women/girls have a voice in decision-making at the household, community and national levels? How do power relations (*overt, covert and ingrained* – see above) influence their participation in decision-making? To what extent are men and women able to access quality services and hold service providers accountable? To what extent do boys and girls subscribe to traditional or changing gendered identities in their relationships (e.g., at school, in organisations, etc.)?
54. In addition, the *GEPAP* is informed by the ***Economic Systems Framework***, which underscores the dynamic relationship between economic development and gender equality and their interactions within **households** (e.g., intra-household decision-making, and access to

resources), **formal institutions** (e.g., legal system, banking/credit system, education system), **informal institutions** (e.g., gender belief systems, values, attitudes and behaviours), and **markets** (e.g., occupational segregation in the labour market, the kinds and sizes of enterprises in which men and women are engaged, and the differential access that men and women have to credit through the banking/credit institutions) (ILO, 2010; Quoted in CDB, 2012: 3).

## METHODOLOGY

55. The Government of Grenada's process of developing the *Gender Equality Policy and Action Plan* coincided with the Caribbean Development Bank's preparation of the *Grenada Country Gender Assessment (CGA)*. Strategically, it was agreed by both institutions to work collaboratively and thus maximize and deepen the data collection and gender analysis.<sup>7</sup>
56. The process of information gathering, public awareness-raising and institution building for the development of the *GEPAP* included the following:
- (i) Setting up of an Inter-ministerial Technical Committee and Working Group to undertake the process of quantitative and qualitative data collection from the relevant Government Ministries/ Departments/ Divisions/ Statutory Bodies, based on research instruments prepared by the Consultant on the following areas: (1) gender and population; (2) gender and the economy; (3a) gender and education; (3b) gender and health; (4) gender, violence and security; (5) gender, leadership and decision-making; (6) Constitutional and legislative provisions and mechanisms on gender equality; and (7) gender mainstreaming structures, mechanisms and processes.
  - (ii) Convening of five sector consultations with high-level representatives of Parliament, the public service, the private sector and civil society organisations (including non-governmental organisations, and faith-based organisations, among others), to raise awareness on gender and national development, and seek views on the critical gender issues and policy objectives/measures/actions to be included in the *GEPAP*.
  - (iii) Convening of six area consultations across Grenada at the parish/ community level (including community-based organisations, faith-based organisations, parent-teachers' associations, etc.), to raise awareness on gender and national/local development, and seek views on the critical gender issues and policy measures/actions at the parish level to be included in the *GEPAP*.
  - (iv) Convening of area consultations/focus group discussions in Carriacou and Petite Martinique, to ensure that the two smaller islands, which have distinct contexts, situations and needs with regard to gender equality, were included in the information-gathering and public awareness-raising process. These consultations and focus groups sought to raise awareness on gender and national/local development, and seek views on the critical gender issues and policy objectives/measures/actions in Carriacou and Petite Martinique to be included in the *GEPAP*.
57. The following five themes were selected for the focus group discussions as part of the *Grenada CGA* process, being viewed as 'drivers' or 'disablers' of economic growth, poverty reduction and sustainable development:

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<sup>7</sup> The Consultant working with the Government of Grenada on the *Gender Equality Policy and Action Plan (GEPAP)* was also CDB's Expert for the *Grenada Country Gender Assessment (CGA)*, which facilitated the partnership building, synergy and coherence between both processes of data gathering, analysis, report preparation, and convening of the national consultation.

- Gender, agriculture, rural development and agri-business;
- Gender, tourism and eco-tourism;
- Gender, education/training and labour/employment;
- Gender, unemployment, poverty and social safety nets; and
- Gender, violence and security.

58. In general, it needs to be noted that the compiling and analysis of sex-disaggregated data in Grenada is limited. The Statistical Gender Profile (see Chapter 3) was compiled through desk/internet searches of regional and international data bases. The gender statistics/indicators include: population, employment and labour, poverty, education, health, sexual and reproductive health, decision-making, and violence. The statistics accessed from regional and international sources have been checked/verified against statistical data (primary and secondary) collected from relevant sources in Grenada, e.g., Central Statistical Office based on the 2011 Population and Housing Census; relevant Government Ministries (e.g., Finance, Education, Health, Social Development, etc.); other relevant State agencies (e.g., Royal Grenada Police Force); civil society organisations (e.g., GNOW), etc. Finally, where recent statistics were not available, the Statistical Profile and Country Gender Profile (see Chapter 4) drew on reputable secondary sources including relevant Government of Grenada and CDB reports (e.g., *Country Poverty Assessment (CPA)*, *Growth and Poverty Reduction Strategy (GPRS)*, etc.). It needs to be noted in particular that it has not been possible to access specific data for Carriacou and Petite Martinique, and thus the observations made about gender issues on these islands are based on the area consultations and focus group discussions.

## PART II: COUNTRY GENDER PROFILE

### 3.0 STATISTICAL GENDER PROFILE

59. The key sex-disaggregated statistics and indicators related to gender equality outlined in Table 1 below and analysed further in subsequent sections of *GEPAP*, include the following:
- **Population:** Population data; GNI per capita; life expectancy; etc.;
  - **Income/Poverty:** Gini coefficient; labour force participation; Unemployment rate; % of population with income below the poverty line; etc.;
  - **Social Development:** Human Development Index (HDI); literacy rates, etc.;
  - **Sexual and reproductive health:** Fertility rate; maternal mortality rate; etc.;
  - **Leadership and decision-making:** Male-female representation in parliament; and
  - **Gender-based and other forms of violence:** Reported cases of gender-based violence; persons charged with sexual offences; males/females charged for various criminal offences; and males/females in prison for various criminal offences.
60. The population of Grenada stands at 105,539, comprising 53,008 males and 52,531 females, representing a male to female sex ratio of 50.23%: 49.77% (Central Statistical Office, GOGR, 2011 Population Census).
61. Children from 0–14 years constitute 24.7% of the population; the youth population from 15–24 years represents 17.1%; and those over 64 years old (some measure of the elderly) comprise 9.2% of the population (CIA, 2013).
62. *Life expectancy* at birth is 73.68 years, with males having a life expectancy of 71 years and females 76.35 years, indicating that women are living longer than men in Grenada (Ministry of Health, GOGR, 2013).
63. The *fertility rate* is 2.21 – a rate of two children per woman is considered the replacement rate for a population, resulting in relative stability in terms of numbers, all other factors being equal (for example, out migration). The *adolescent fertility rate* is 12.4%, indicating the percentage of female teenagers aged 13–19 who gave birth (Ministry of Health, GOGR, 2013).
64. The data in Table 1 indicate that Grenada has performed relatively well with regard to the following human development indicators:
- Gini coefficient – 0.37 (2008) – the extent to which the distribution of income by household within an economy deviates from a perfectly equal distribution;
  - Universal primary education (2012);
  - Maternal mortality rate – 0.4% (2013), placing Grenada at 132<sup>nd</sup> in the global ranking, indicating a comparatively low maternal mortality rate;
  - The percentage of women in parliament – 33.3% in the Lower House, and 15.4% in the Senate (2013).
65. However, Table 1 also indicates that Grenada’s gender inequality index (GII), which measures three aspects of gender inequality – reproductive health, empowerment, and economic

activity – has not been calculated by the United Nations Development Programme (UNDP), because of the unavailability of relevant country data.

66. In addition, women's labour force participation is lower than men's. In 2001, male: female labour force participation stood at (M) 72.0%: (F) 48.5%. While female labour force participation increased in 2011, it was still unequal at (M) 67.4%: (F) 53.5%. Similarly, 39.6% of females in the labour force were unemployed in 2013 compared to 28.1% of males.



**TABLE 1: SUMMARY OF KEY GENDER EQUALITY INDICATORS<sup>8</sup>**

INDICATORS	MALES	FEMALES	TOTAL	SOURCES <sup>9</sup>
<b>Total population (2011)</b>	2011: 53,008 (50.23%) 2001: 51,381 (49.82%)	2011: 52, 531 (49.77%) 2001: 51,753 (50.18%)	2011: 105,539 (100%)  2001: 103,134 (100%)	CSO, Government of Grenada, 2001 and 2011 Population and Housing Censuses
<b>Total population 0-14 years old (2013)</b> Or some measure of the child population.	13,962	13,101	24.7% of total population	CIA
<b>Total population 15-24 years old (2013)</b> Or some measure of the youth population.	9,310	9,474	17.1% of total population	CIA
<b>Total population over 64 years old (2013)</b> Or some measure of the elderly population.	4,601	5,520	9.2% of total population	CIA
<b>Numbers/percentages of male and female-headed households (2011)</b>	20,339 (58.9%)	14,178 (41.1%)	34,517 (100%)	CSO, Government of Grenada, 2011 Population and Housing Census
<b>GNI per capita in PPP terms (2012)</b> The GNI is similar to the gross national product (GNP), except that in measuring the GNP indirect business taxes are not deducted.	-	-	US\$7110	World Bank
<b>Gini coefficient (2008)</b> The Gini Index measures the extent to which the distribution of income by household within an economy deviates from a perfectly equal distribution.	-	-	0.37	CDB (2008c)
<b>Human development index (HDI) (2012)</b> Grenada is ranked at 63 <sup>rd</sup> globally.	-	-	0.770	UNDP

<sup>8</sup> Please note that N/A as used in tables throughout *GEPAP* = not available.

<sup>9</sup> See the list of References for the source(s) of the individual indicators.

INDICATORS	MALES	FEMALES	TOTAL	SOURCES <sup>9</sup>
<b>Gender inequality index (GII)</b> The GII measures three aspects of gender inequality: reproductive health, empowerment, and economic activity. It indicates the loss in human development due to gender inequalities in the three areas.	-	-	N/A	UNDP
<b>Labour force Participation Rate (2011)</b> The male labour force participation rate has declined in the decade from 2001 to 2011, while the female rate has increased. The total labour force participation rate has remained relatively constant.	2011: 67.4%; 2001: 72.0%	2011: 53.5%; 2001: 48.5%	2011: 60.5%; 2001: 60.3%	CSO, Government of Grenada, 2001 and 2011 Population and Housing Censuses
<b>Unemployment rates (2008)</b>	17.9% of the labour force	31.8% of the labour force	24.9% of the labour force	CDB (2008c)
<b>Poverty Line (2008)</b> Per annum per adult.	-	-	2008: EC\$ 5,842	CDB (2008c)
<b>Poverty Headcount Index (Poverty Rate) (2008)</b> The poverty rate increased from 1998 to 2008.	-	-	2008:37.7% 1998: 32.1%	CDB (2008c)
<b>Poverty: Indigence Line (2008)</b> The indigence line provides an estimated expenditure for an average adult to meet the minimum food requirements necessary for maintaining a healthy existence.	-	-	2008: EC\$ 2,394	CDB (2008c)
<b>Poverty: Indigence Rate (2008)</b> The Indigence Rate dropped significantly from 1998 to 2008, indicating that fewer persons were consuming below the accepted minimum level of nutrition in 2008.	-	-	2008: 2.4% 1998: 12.9%	CDB (2008c)
<b>Poverty: Vulnerability Line (2008)</b> Set at 25% above the poverty line. Households consuming at levels below the vulnerability line are deemed to be 'vulnerable'.	-	-	2008: EC\$ 7,302	CDB (2008c)
<b>Poverty: Vulnerability Rate (2008)</b> The Vulnerability Rate was not calculated in 1998.	-	-	2008: 14.6% 1998: N/A	CDB (2008c)

INDICATORS	MALES	FEMALES	TOTAL	SOURCES <sup>9</sup>
<b>Remittances (2008)</b> Money, gifts, barrels of household goods and clothing from family and friends at home and abroad. Calculated by the percentage of households receiving remittances.	-	-	30.7% (households in the poorest quintile); 12.0% (all households)	CDB (2008c)
<b>Literacy rates (2013)</b> Age 15 and over has ever attended school	-	-	98%	Ministry of Education, GOCR
<b>Mean years of schooling (2013)</b>	-	-	Pre-Primary: 2; Primary: 7; Secondary: 5	Ministry of Education, GOCR
<b>% of total primary school completion (2012)</b> This indicator is also known as “gross intake rate to the last grade of primary”.	-	-	99.9%	Ministry of Education, GOCR
<b>Secondary school enrolment (2012)</b>	-	-	Total number of students: 10,375	Ministry of Education, GOCR
<b>Life expectancy at birth (2013)</b> Life expectancy at birth indicates the number of years a newborn infant would live if prevailing patterns of mortality at the time of its birth were to stay the same throughout its life.	71.0 years	76.35 years	73.68 years	Health Sector Situational Analysis (2013), Ministry of Health, GOCR
<b>Fertility rate (2013)</b> A rate of two children per woman is considered the replacement rate for a population, resulting in relative stability in terms of total numbers.	-	-	2.21	Health Sector Situational Analysis (2013), Ministry of Health, GOCR
<b>Adolescent fertility rate (2013)</b> Females (teenagers) aged 13-19 who gave birth.	-	12.4%	-	Health Sector Situational Analysis (2013), Ministry of Health, GOCR
<b>Maternal mortality rate (2013)</b> Maternal mortality per 100,000 women.	-	0.4%	-	Health Sector Situational Analysis (2013), Ministry of Health, GOCR
<b>% of 15-24 year olds who had sexual intercourse before age 15 (2010-2011)</b>	35.9%	11.9%	21.5%	OECS/UWI

INDICATORS	MALES	FEMALES	TOTAL	SOURCES <sup>9</sup>
% of population aged 15–49 who have had sexual intercourse with more than one partner in the last 12 months (2010-2011)	24.9%	11.6%	16.9%	OECS/UWI
% of population aged 15–49 who had more than one partner in the past 12 months who used a condom during their last sexual intercourse (2010-2011)	69.4%	63.3%	66.9%	OECS/UWI
<b>Males/females in Parliament (2013)</b>				
▪ House of Representatives – Lower House (2013)	10 (66.6%)	5 (33.3%)	15 (100%)	IPU
▪ Senate – Upper House (2013)	11 (84.6%)	2 (15.4%)	13 (100%)	IPU
Male/female diplomats (2013)	5 (71.4%)	2 (28.6%)	7 (100%)	Ministry of Foreign Affairs, GOCR
Reported cases of gender-based violence (25 Feb – 30 Jun 2013)	4 victims (10.8%)	33 victims (89.2%)	37 victims (100%)	Community Relations, Royal Grenada Police Force
Persons charged with sexual offences (2011)	124 (100%)	0 (0%)	124 (100%)	Royal Grenada Police Force
Males/females charged for various criminal offences by the police (2011)	5,694 (89.7%)	653 (10.3%)	6,347 (100%)	Royal Grenada Police Force
Males/females in prison for various criminal offences (Nov 2013)	444 (98.2%)	8 (1.8%)	452 (100%)	Royal Grenada Police Force

## 4.0 GENDER-BASED SITUATIONAL ANALYSIS

### 4.1 GENDER, CULTURE AND SOCIALISATION

67. The achievement of gender equality and equity in society is dependent on strategies by institutions, groups and individuals to transform traditional cultural beliefs and socialization practices. Gender roles and stereotypes are particularly resistant to change across the world, despite the modernization of political and economic systems, struggles for women's rights and gender equality, and the advancement of international human rights principles and norms. Men are still expected to be breadwinners and protectors of the nation, women and children, and women are perceived as homemakers and caregivers who occupy the private sphere of society. This ideology has informed western society for millennia, and has been transmitted from generation to generation through cultural customs, social norms and practices, and expected behaviours.
68. Households are the primary agents of socialisation in a country. Table 2 below indicates the composition of households in Grenada based on the 2011 Population Census. *Male-headed households* comprise 58.9% or 20,339 of all households in Grenada, while *female-headed households* comprise 41.1% or 14,178 (Central Statistical Office, GOG, 2011 Population Census). There are thus more male-headed than female-headed households in Grenada, representing a ratio of approx. 3: 2. It must be noted that men who head households (10,202 households) are more likely to have a resident spouse or partner than women who head households (2,272 households), which has implications for the availability of a second income in the household, and for distributing household chores and responsibilities.

**TABLE 2: COMPOSITION OF HOUSEHOLDS IN GRENADA, 2011**

Relation	Male	Female	Total
Head	20339	14178	34517
Spouse	1224	7411	8635
Partner of head	1250	2791	4041
Son/daughter (Child)	9450	9134	18584
Child of head only	10129	9260	19389
Child of spouse/partner only	1014	1045	2059
Spouse/partner of child of head/spouse/partner	135	149	284
Grandchild	4190	3807	7997
Parents	209	541	750
Other Relative	3489	2754	6243
Other Non-Relative	805	720	1525
Domestic employee	12	44	56
Not stated	762	699	1461
Total	53,008	52,533	105,541

Source: 2011 Population Census, Central Statistical Office, Ministry of Finance, Government of Grenada

69. Participants at the national and area consultations held in preparation of the *GEPAP* gave the following examples and experiences of traditional gender-based cultural beliefs, socialization practices and stereotyping found in Grenada, Carriacou and Petite Martinique:

- Men:
  - *“Men should always be the ‘head’, e.g., in the household, in politics, and at the workplace”;*
  - *“I am the master of my own home, so I can say what happens there”;*
- A young man: *“Man is in charge”.*
- A woman leader: *“Society does not support women in leadership as much as men”; “In the society, rum shops are where political discussions take place, but there is a stigma against women mingling and drinking in rum shops”; “A woman in politics is expected to: protect herself from me; know who to trust; and guard where to go”*
- A woman: *“Being tough vs. weak is still happening. Being tough is negative for a woman – she is not expected to be assertive”;*
- Men: *“A ‘loud’ woman, i.e., one who expresses her opinion, is considered to be difficult or disrespectful”;* *“The stereotype of the man having to be strong prevents male victims of domestic violence from reporting it to the police because of the stigma attached to a man being beaten or abused by a woman”.*
- *“Society has very different expectations of males and females with regard to education and jobs”.*
- Views of men: *“As a man, I won’t feel good if my woman has to take care of me”;*
- *“I know a woman who is a trained dive instructor, but she is paid less than men who are less qualified – maybe it’s just a mind-set or has something to do with the minimum wage”;*
- *“Boys and men are given more freedom than girls and women. Boys and men can roam the streets, hang out at street corners and rum shops, stay out late at night, etc. Girls and women are expected to stay at home, go to school and church, be at home at ‘a reasonable’ hour”.* *“Men can walk the streets half-naked, but women are expected to dress modestly and behave with dignity”.*
- *“It is socially acceptable for a man to have sexual relations with more than one woman, but virginity and monogamy are still held as ideals for women”.* A young man: *“I like being a man because I could just pelt”* (referring to having multiple sexual partners without regard to the consequences regarding pregnancy and childcare).
- *“Men are not expected to show their emotions, even in situations of death, the birth of a child, ill health, unemployment, natural disasters, and so on”.* A man who has two sons: *“My sons can’t come and cry to me, even if I know they are hurting inside. However, they have to be boys. That’s just the way it is”.*

70. However, such a clear delineation of gender roles and stereotypes does not tend to characterise the day-to-day lived practices of any society. Thus, despite the gender norms embedded in traditional cultural belief systems, the cultural, social, economic and political transformation taking place in Grenada has begun to create the space for many men and women to transform traditional gender relations including taking responsibility for different kinds of work in the home or workplace, and assuming leadership roles at all levels of the society. The experience of Grenada therefore also includes: men who are unable to find jobs to support their families and households due,

*The high visibility of men/boys’ economic and social distress and the relative invisibility of women/girls’ economic and social distress give the perception that gender inequality is being reversed in favour of women and girls.*

for example, to the crises in the agricultural sector since 2000; the apparent phenomenon of male dropouts and underachievement in education and continuing focus on 'traditional male fields' in a context where there is growth in the service sectors of the economy; men engaged in non-traditional fields such as nursing; hard-working female heads of households who are both breadwinners and protectors; and women engaged in non-traditional fields such as politics, law and engineering.

71. What seems to be the case is the **high visibility** of men/boys' economic and social distress due to the notion of men as leaders and subjects as well as the ways in which it is being expressed (e.g., educational dropouts, high unemployment, hanging out on street corners and in gangs, drug addiction, violence and crime, arrests and imprisonment, psychiatric disorders, suicide, lower life expectancy, etc.). Conversely, due to the gender system that placed women as objects to be led and owned by men, there is **relative invisibility** of women/girls' economic and social distress since it is often hidden in the home and family (e.g., teenage pregnancy, single parenting, female household headship, poverty,<sup>10</sup> dependence on men for economic support and child maintenance, gender-based violence, transactional sex, etc.).
72. Some of the narratives told during the area consultations illustrate the kinds of social changes taking place across Grenada, Carriacou and Petite Martinique and the contradictions between traditional and contemporary gender norms and roles:
- A working woman: *"Men see a woman working as a burden lifted from his back because she doesn't have to come to him for everything. For me, I feel good to work and buy my own things, and not have to run to any man"*.
  - A young man: *"Boys now see their moms managing things, so they don't want their girlfriends and wives to be housewives"*.
  - A mature man: *"Some young men are now satisfied to have women taking care of them. I know some young men in the village who shack up with young women in medical school, depend on their support, drive their cars, and just hang out while the girls are educating themselves and advancing their careers"*.
  - A woman manager: *"A woman might be the manager of her own business and make more money than her partner, and this can be a source of frustration since she still has to serve him in the home where he has to prove he is in control"*.
  - A young woman: *"Girls are now getting out there, doing more things and playing more sports, but boys still don't play sports like netball"*.
  - A woman: *"Before now, men used to think that they have a manual for women – when they say 'jump', she must jump. But things are changing now"*.
73. While recognising that changes were occurring, participants advised that some of the attitudes and behaviours should be maintained while others should be changed. The following boxes summarise the perceptions of the participants in the area consultations with regard to attitudes and behaviours of men and women that should be retained and promoted, or challenged and changed. It needs to be noted that these views indicate both traditional as well as changing understandings of male-female roles, responsibilities, attitudes and behaviours.

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<sup>10</sup> This is not to deny the importance of the CPA reports in analyzing the quantitative and qualitative dimensions of poverty and thus making it visible in Grenada and CDB's other borrowing member countries.

**BOX 1: PERCEPTIONS OF PARTICIPANTS AT THE AREA CONSULTATIONS ON THE ATTITUDES AND BEHAVIOURS OF MEN AND WOMEN THAT SHOULD BE RETAINED/PROMOTED AND CHALLENGED/CHANGED**

<b>WOMEN AND GIRLS</b>	
<b>Positive attitudes/behaviours to retain and promote</b>	<b>Negative attitudes/behaviours to challenge and change</b>
<ul style="list-style-type: none"> <li>• Women are educating themselves</li> <li>• Women are involved in groups/organisations</li> <li>• Women are standing up for themselves</li> <li>• Women are becoming more independent and creating spaces for themselves</li> <li>• Women are excelling in sport</li> <li>• Women’s ambition, their value of achievement, and tenacity to achieve including in education</li> <li>• They are versatile</li> <li>• Demonstrating leadership</li> <li>• Should continue to be good parents and role models</li> <li>• Should continue to respect themselves</li> <li>• Good health</li> <li>• Decent dress</li> </ul>	<ul style="list-style-type: none"> <li>• Women may be seen idling on the street</li> <li>• Inappropriate dress – “women are walking naked”. Some women need to dress more modestly</li> <li>• Loudness and language</li> <li>• Poor parenting and neglect of their children – drinking, smoking, and leaving children at home to go partying</li> <li>• Women need to stop thinking that they should be seen and not heard</li> <li>• Dependence on men: Women’s attitude that men should provide for them</li> <li>• Lack of self-respect: Young women need to respect and value themselves or they will not be respected</li> <li>• Bossiness – women should stop being bossy</li> </ul>

<b>MEN AND BOYS</b>	
<b>Positive attitudes/behaviours to retain and promote</b>	<b>Negative attitudes/behaviours to challenge and change</b>
<ul style="list-style-type: none"> <li>• Some men are playing their roles as fathers/providers for the family</li> <li>• Good fathers – there are few good fathers. These should be encouraged</li> <li>• Setting good examples for their children</li> <li>• Helping with the household chores</li> <li>• Involvement in sports</li> <li>• Involvement in agriculture</li> <li>• More outspoken</li> <li>• Assertiveness</li> </ul>	<ul style="list-style-type: none"> <li>• Need more drive and ambition, including getting an education</li> <li>• Lack of discipline and respect</li> <li>• Men have skills but do they not use it. Instead, they tend to be lazy</li> <li>• Too many men may be found idling on the block</li> <li>• Inappropriate dress – overwhelming disapproval of men/boys wearing their pants below their bottoms.</li> <li>• Do not appreciate their self-worth</li> <li>• Attitude that women are second class</li> <li>• Show disrespect to young women</li> <li>• Possessive attitude toward women</li> <li>• Too many men are sexual predators of women</li> <li>• Men are not playing their role as fathers</li> <li>• Carrying dangerous weapons</li> <li>• Too many tattoos</li> </ul>



74. Participants also made specific recommendations about how the changes could be achieved:
- Establish an organisation to discuss/address men’s issues.
  - Offer educational programmes on men and masculinity, which should include emotional intelligence – learning to deal with oneself first, so one can deal with others.
  - Men need to be empowered. They need the equivalent of an International Women’s Day.
  - Men should be encouraged to use their talents and skills.
  - Men should be encouraged to take up their fatherly role.
  - In cases where men are being battered, confidentiality is required to help men to report these incidents. The notion of ‘battered men’ should be de-stigmatised.
  - Parents, particularly mothers, need to protect their children from child abuse.
  - Individuals and communities need to pay attention to what was happening and stand up for the protection of children.
  - Offer self-defense classes to women and girls, as a strategy to prevent rape and other forms of physical abuse.
  - There should be special facilities for young offenders, who should not be sent to the main prison with adult prisoners.
75. The *Gender Equality Policy and Action Plan* recognises that religion is a very powerful instrument in shaping and influencing cultural and social attitudes and practices in Grenada, and that men and women are equally responsible for the perpetuation of gender stereotypes. Persons in Grenada, including young people, regularly refer to the Bible to justify or explain gender-based inequalities. Some of the religious/cultural beliefs articulated, often linked to perpetuating gender-based violence, included:
- *“Women are help-mates of men”.*
  - *“Wives, submit to your husbands”.*
  - *“Unequally yoked, therefore, bring the offending partner to become a believer.*
  - *“Bear thy cross – the reward is in heaven”; and “Take it to the Lord in prayer” – Arguments for not taking matters of abuse to the Court.*
  - *“The two become one” – thus a man cannot rape his wife and a woman shall not bear witness against her husband.*
  - *Concepts of “virgin vs. harlot” – which promote blaming the victims of sexual crimes;*
  - *The concept of “the virtuous woman, shown as sexual purity, humility and subservience” can lead to self-blame and guilt in an abusive relationship.*
76. At the same time, religion is not a static institution. Historically, it has grappled with and contributed to social change, including the ongoing reinterpretation of religious scriptures and practices to be more consistent with changing social and gender norms. Contemporary society has promoted such changes, for example, the ascension of women to leadership positions in churches. While thirty years ago it would have been almost impossible to see a woman giving communion during mass, the acceptance of women as religious leaders further enhances women’s status in society.
77. The media is another national institution that both reflects traditional gender norms and promotes gendered social change in Grenada. There is a dearth of women newsmakers, analysts and commentators in general media programming, areas which continue to be dominated by men, especially as analysts and commentators. According to the Report *“Who*

*Makes the News 2010*<sup>11</sup>, conducted by the World Association for Christian Communication with local coordination by GNOW, 95% of the news stories with a subject (21 stories) had a male subject, while 5% (1 story) had a female subject; 81% of stories with subjects showed men as spokespersons; all 5 of the stories that had an expert or commentator showed men in that role; of the people quoted in the newspapers, 83% were males; and none of the stories challenged stereotypes, while 2 reinforced them. One hundred percent (100%) of the news presenters on television were women, while 100% of those on radio were men.

78. Further, participants at the national and area consultations indicated that despite the significant changes in gender roles that have taken place in the society, media houses still portray images of women as sex objects, give significant airplay to calypsos that promote violence against women, and do not report equitably on women's leadership and contribution to political and other fields.
79. Gender relations in the political, economic and social spheres in Grenadian society are in an ongoing state of transformation, as evidenced by this situational analysis. Concepts of 'masculinity' and 'femininity' are being redefined, as indicated by some of the statements expressed above. A male participant summed up the situation as follows: "Men seem to guard against or resist the idea of gender equality while women accept and promote it.
80. However, male fears about "women taking over" were expressed in various ways during the consultations. There were statements about "giving women too much leeway"; that men who "didn't control their partners" or "gave in to women" were not "real men" or had "homophobic tendencies".<sup>12</sup> Other such expressions included:
  - Men should hold higher positions than women. The following positions should not be held by women:
    - Governor-General
    - Prime Minister
    - Commissioner of Police
  - When women are in high positions, they treat the men "how they want". However, a male participant argued that even though some women "might play bossy", he would like Grenada to have a woman Prime Minister since "she would do some things that a man would not do".
81. Participants at the consultations identified priority areas that would advance gender equality specifically and social change in general. These are presented in the boxes below:

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<sup>11</sup> [http://www.whomakesthenews.org/images/reports\\_2010/global/gmmp\\_global\\_report\\_en.pdf](http://www.whomakesthenews.org/images/reports_2010/global/gmmp_global_report_en.pdf) - interpreted from the Tables in Annex 3.

<sup>12</sup> Rhoda Reddock's (2004) edited volume, *Interrogating Caribbean Masculinities*, offers empirical and theoretical analyses of the situation in the Caribbean.

**BOX 2: PRIORITY AREAS FOR ADVANCING GENDER EQUALITY AND SOCIAL CHANGE IDENTIFIED BY PARTICIPANTS AT THE AREA CONSULTATIONS**

Carriacou	Petite Martinique	St. Patrick	St. Mark	St. Andrew	St. John	St. George
Address the lack of agricultural extension services	Address the sexual division of labour in the home and economy	Improve educational opportunities, particularly for men	Need for job creation to address male and female unemployment	Education: teenage pregnancy and truancy	Need for job creation to address male and female unemployment	Need for job creation to address male and female unemployment
Need to market the island as a tourist destination	Raise awareness to change traditional stereotypes that men are breadwinners and own property, and women manage households	Need for job creation	Need for focused attention on poverty alleviation	Need for focused attention on poverty alleviation	Need to address child abuse	Promote nightlife as a strategy for economic development
Need for access to credit to develop their businesses	Provide educational opportunities in relevant skills, such as seafaring	Address gender-based and wider forms of violence and abuse	Need a multi-pronged approach to address men's abuse of their female partners	Address juvenile delinquency		Promote equality among men and women
Need for focused attention on poverty alleviation	Increase job opportunities beyond the seafaring trades					Need a multi-pronged approach to address violence against women
Need for continuous/ long-term engagement	Address the concern/ perception that more attention is placed on girls' education than boys'					Youth violence

**BOX 3: PRIORITY AREAS FOR ADVANCING GENDER EQUALITY AND SOCIAL CHANGE IDENTIFIED BY PARTICIPANTS AT THE YOUTH CONSULTATIONS**

Theme	Grenada	Carriacou
Education	<ul style="list-style-type: none"> <li>- Gender bias in choice of subjects and opportunities for sports;</li> <li>Teenage pregnancy; Stresses faced/experienced by boys; Sex education, Role of teachers in transforming gender stereotypes</li> </ul>	<ul style="list-style-type: none"> <li>- Communication on the importance of education for males and females, and the sharing of household chores in the home</li> </ul>
Violence	<ul style="list-style-type: none"> <li>- Gender-based violence including rape, sexual harassment</li> <li>- Violence against men</li> <li>- Child abuse, Youth violence, Bullying, Peer pressure</li> </ul>	<ul style="list-style-type: none"> <li>- Abuse and exploitation of children;</li> <li>- Blaming of/ prejudgments about/ stigma attached to victims of gender-based violence</li> </ul>
Sexual and reproductive health and rights	<ul style="list-style-type: none"> <li>- Access to contraceptives</li> <li>- Stigma and discrimination against teenage mothers</li> <li>- Sexual orientation</li> </ul>	<ul style="list-style-type: none"> <li>- Sex education;</li> <li>- Strong parenting skills for men and women</li> </ul>

**BOX 4: KEY FINDINGS – GENDER, CULTURE AND SOCIALISATION**

1. Traditional gender stereotypes persist in Grenada’s cultural customs, norms, practices and expected behaviours. These are supported by beliefs about masculinity and femininity that negatively affect both males and females.
2. Grenadian culture exhibits both positive beliefs and values which promote gender equality and should be recognised and encouraged, as well as negative beliefs and values which undermine gender equality and would benefit from change.
3. The institutions of religion and the media play powerful roles in both reinforcing and changing these beliefs, values and stereotypes.

## 4.2 GENDER, EDUCATION AND TRAINING

82. The aim of education is to develop the full potential of all individuals in a society, regardless of differences due to sex/gender, age, ethnicity, class, creed, disability or geographical location. A society's most valuable resource is its human capital, and its capacity to compete globally and to develop innovative ways to meet challenges in a rapidly changing technological environment is dependent on how it educates and trains its population.
83. According to Grenada's *CEDAW Report* (GOCR, CEDAW, 2009: 30), males and females have equal access to education. The *Education Act (2002)*, Section 3 (3) includes the following specific goals and objectives of the Education System:
- (d) *To provide opportunities for everyone in Grenada to reach their maximum potential;*
  - and*
  - (f) *To promote the principle and practice of gender equality.*

### PRIMARY EDUCATION

#### *Participation*

84. Education statistics at the primary level indicate that between 2006/07 – 2010/11, boys had a 4% (M – 52%: F – 48%) to 6% (M – 53%: F – 47%) higher enrolment than girls, but by 2011/12 it had reached near parity (M – 51%: F – 49%). Thus at the primary level, there has been a sustained higher male participation rate than girls, which more than likely reflects population statistics for this age group since Grenada offers universal access to primary education. Table 3 below shows the participation of boys and girls in primary schools from 2006/07 – 2011/12.

**TABLE 3: ENROLMENT IN PRIMARY SCHOOLS BY SEX: 2006/07-2012/13**

YEAR	MALE	FEMALE	TOTAL	% MALE	% FEMALE
2006/07	7124	6357	13481	53	47
2007/08	6615	5951	12566	53	47
2008/09	6237	5713	11950	52	48
2009/10	6584	5899	12483	53	47
2010/11	6091	5583	11674	52	48
2011/12	5846	5606	11552	51	49

Source: Ministry of Education and Human Resource Development, Government of Grenada, July 2013

#### *Repetition*

85. The statistics on repetition in table 4 below reveal that significantly higher numbers of boys than girls repeated grades/years at the primary level in the period 2006/07 – 2011/12.

**TABLE 4: REPETITION RATES IN PRIMARY SCHOOLS BY SEX: 2006/07-2011/12**

YEAR	NUMBER OF REPEATERS			REPETITION RATE		
	M	F	T	M	F	T
2006/07	307	262	569	3.8	2.3	3.1
2007/08	283	151	434	4.0	2.8	3.5
2008/09	193	111	304	5.1	2.5	3.8
2009/10	283	151	434	3.2	1.1	2.2
2010/11	198	65	263	3.3	1.2	2.3
2011/12	239	161	400	4.0	2.9	3.5

Source: Ministry of Education and Human Resource Development, Government of Grenada, July 2013

### *Dropouts*

86. Generally more boys have dropped out than girls, as shown in table 5 below. It needs to be noted that the rates of male and female dropouts in 2006/07 – 2007/08 have declined significantly, which is a healthy sign. It has not been possible to ascertain whether this is because of strategies put in place to address dropouts at the primary level or the increasing access to secondary education. It has also not been possible to access the precise reasons for males and females dropping out of primary school. It is recommended that the Ministry of Education needs to collect/analyse/present this data at the primary level, even with the low rates experienced in recent years.

**TABLE 5: DROPOUT RATES IN PRIMARY SCHOOLS BY SEX, 2006/07-2010/11**

YEAR	Number of Dropouts			Dropout Rate		
	M	F	T	M	F	T
2006/07	30	8	38	0.2	0.1	0.3
2007/08	25	4	29	N/A	N/A	0.2
2008/09	8	2	10	N/A	N/A	0.3
2009/10	9	2	11	N/A	N/A	0.1
2010/11	5	1	6	N/A	N/A	0.1

Source: Education Statistical Digest 2010, Statistical Division, Ministry of Education and Human Resource Development, Government of Grenada

### *Transitions*

87. The transition rates in table 6 below indicate that the Government of Grenada put in place universal secondary education in 2012, so while the Caribbean Primary Exit Assessment (CPEA), formerly known as the Common Entrance Examination, has been retained, the 100% cohort of primary school students who sit the CPEA are placed in secondary schools. The statistics also indicate that significantly higher numbers of boys than girls sat the CPEA in the

period 2006–2013 (similar to gross enrolment) and, except for 2007 and 2009, higher numbers of boys were admitted to secondary schools annually.

**TABLE 6: CARIBBEAN PRIMARY EXIT ASSESSMENT (CPEA) RESULTS AND TRANSITION RATES BY SEX, 2006–2013**

YEAR	Number Sat			Number Selected			TRANSITION RATE
	M	F	TOTAL	M	F	TOTAL	
2006	N/A	N/A	3471	1049	951	2000	58
2007	N/A	N/A	3481	1122	1186	2300	66
2008	1532	1266	2798	1105	993	2098	75
2009	1415	1241	2656	855	913	1768	67
2010	1398	1056	2454	N/A	N/A	1760	71
2011	1250	1040	2290	1049	1000	1994	87
2012	927	795	1722	927	795	1722	100
2013	889	859	1749	N/A	N/A	N/A	98

Source: Common Entrance Reports, Ministry of Education and Human Resource Development, Government of Grenada, July 2013

88. Interestingly, table 7 indicates that girls had higher mean scores in three out of four subjects in the CPEA results in 2013. In the absence of similar statistics for the previous years, it is not possible to indicate whether this has been a pattern of male/female performance in the CPEA examinations, and therefore whether other factors were at play in the process of selecting male and female candidates for secondary education.

**TABLE 7: CPEA, MEAN STANDARDIZED SCORES BY SUBJECT AND SEX, 2013**

Subject	Males	Females	Total
Language	55	62	58.5
Mathematics	55	57	56.0
Civic	73	68	70.5
Science	62	66	64.0

Note: CPEA Results 2013, the mean score is calculated from a 100 possible marks.

Source: Ministry of Education and Human Resource Development, Government of Grenada, July 2013

## SECONDARY EDUCATION

89. Table 8 below indicates that a higher number of girls were enrolled in secondary schools than boys in the period 2006/07–2011/12. When compared with the results of the CPEA examinations in table 7 above, it suggests a higher rate of male dropouts from secondary

education. On the positive side, the 2011/12 figures indicate a 50:50 male/female ratio, which suggests that there have been attempts to retain boys in secondary schools.

**TABLE 8: PARTICIPATION IN SECONDARY SCHOOLS BY SEX, 2006/07–2011/12**

YEAR	MALE	FEMALE	TOTAL	% MALE	% FEMALE
2006/07	4681	5264	9945	47.1	52.9
2007/08	5001	5345	10346	48.3	51.7
2008/09	4981	5190	10171	49.0	51.0
2009/10	5003	5149	10152	49.3	50.7
2010/11	5001	5199	10200	49.0	51.0
2011/12	5210	5165	10375	50.2	49.8

Source: Ministry of Education and Human Resource Development, Government of Grenada, July 2013

### **Repetition**

90. Males exhibited significantly higher repetition rates than females in secondary schools in the period 2006/07 – 2011/12, as shown in table 9 below. It also needs to be noted that the overall repetition rates for the period were on the decline.

**TABLE 9: REPETITION RATES IN SECONDARY SCHOOLS BY SEX, 2006/07–2011/12**

Year	Male	Female	Average Rate
2006/07	8.1	5.2	6.7
2007/08	8.9	4.6	6.8
2008/09	9.0	4.0	6.5
2009/10	12.6	6.8	9.7
2010/11	7.5	3.2	5.3
2011/12	6.3	3.9	5.1

Source: Ministry of Education and Human Resource Development, Government of Grenada, July 2013

### **Dropouts**

91. Table 10 below indicates a mixed picture of male/female dropouts from secondary schools. Based on the available numbers for the period 2006 - 2012, 397 males and 338 females dropped out of secondary schools showing that of all drop-outs in that period, 54% were males while 46% were females. In 2006/07, 2008/09 and 2010/2011, higher numbers of girls dropped out of secondary schools compared to boys, and in 2009/2010 and 2011/12, higher numbers of boys dropped out of secondary schools than girls. This empirical data calls



into question the public perception that males are dropping out of secondary education in significantly higher numbers than females.

**TABLE 10: DROPOUT RATES IN SECONDARY SCHOOLS BY SEX, 2006/07-2011/12**

YEAR	Number/ Percentage of Dropouts					Dropout Rates
	M (#)	M (%)	F (#)	F (%)	T (#)	T (%)
2006/07	36	46%	42	54%	78	1.4
2007/08	53	51%	51	49%	104	1.0
2008/09	50	42%	69	58%	119	1.2
2009/10	114	61%	72	39%	186	1.8
2010/11	60	40%	89	60%	149	1.5
2011/12	137	67%	66	33%	204	2.0
<b>TOTAL</b>	450	54	389	46	840	

Source: Statistical Division, Ministry of Education and Human Resource Development, Government of Grenada, July and November 2013

92. The reasons for males and females dropping out of secondary schools in Grenada were analysed for 2011/12, a year in which there was a sharp increase in males dropping out, and more males than females dropped out of school. There are clear gender differences with regard to the main reasons given for dropping out of school. Similar numbers of males and females dropped out for socio-economic reasons, inadequate parental control, peer pressure, irrelevance of the curriculum to the student, and other reasons. However, significantly larger numbers of males dropped out due to continuous poor performance/failure – 75 males and 7 females or 41.8% (over two fifths of all dropouts) did so due to continuous poor performance/failure. Further 38 girls or 19.4% (approximately one fifth of all dropouts) dropped out due to teenage pregnancy, a disturbing figure.

### *Curriculum choice and subject proficiency in secondary schools*

93. Table 11 below indicates male/female subject choices for the Caribbean Examinations Council (CXC) CSEC examinations, as well as the results in June 2013, noting that English A is compulsory for students enrolled in Secondary Schools. With regard to subject choices, higher numbers of girls sat the CXC examinations in the academic subjects, English B (82%), Mathematics (55%), Chemistry (64%), Biology (56%), Human and Social Biology (57%), Economics (75%), Caribbean History (59%), Social Studies (58%), French (74%) and Spanish (69%), while higher number of boys sat the CXC examinations in Physics (59%) and Geography (63%). Thus girls are pursuing the academic fields in higher numbers than boys, including the traditionally male-dominated fields of Mathematics, Economics, Biology and Chemistry.
94. In the non-academic fields/technical-vocational fields, the traditional male/female stereotypes are very noticeable, with girls predominating in Clothing and Textiles (80%), Food and Nutrition (85%), Home Economics Management (89%), Office Administration (74%), Principles of Accounts (60%), Principles of Business (60%), and Theatre Arts (76%), while boys predominate in Agricultural Science (58%), Technical Drawing (83%), Visual Arts

(63%), and Physical Education and Sport (74%). Interestingly, boys and girls achieved close to parity in Electronic Document Preparation and Management (50%), Information Technology (M-52%; F-48%), a development suggesting that both genders are equally taking advantage of the new information and communications technologies (ICTs). It is also interesting that in all the traditional 'male' or 'female' fields, there are a number of the 'other' gender who are stepping out of the male/female gender role stereotypes – for example, 26% of males are studying Office Administration, 20% Clothing and Textiles, 15% Food and Nutrition, and 11% Home Economics Management; while 41% of girls are studying Physics and 17% Technical Drawing. It is evident, however, that greater numbers of girls than boys are breaking through the traditional gender role stereotypes and studying subjects that were traditionally 'male'.

**TABLE 11: ENTRANTS IN CXC GENERAL PROFICIENCY BY SUBJECT AND SEX, JUNE 2013**

SUBJECTS	Girls Nos.	Girls %	Boys Nos.	Boys %	Grand Total
English A	845	53%	751	47%	1596
English B	283	82%	64	18%	347
Mathematics	538	55%	434	45%	972
Physics	87	41%	127	59%	214
Chemistry	150	64%	85	36%	235
Biology	168	56%	133	44%	301
Human and Social Biology	199	57%	151	43%	350
Integrated Science	240	50%	244	50%	484
Social Studies	640	58%	468	42%	1108
Caribbean History	168	59%	115	41%	283
Geography	145	37%	246	63%	391
French	133	74%	47	26%	180
Spanish	155	69%	69	31%	224
Information Technology	266	48%	294	53%	560
Office Administration	317	74%	112	26%	429
Principles of Business	434	60%	289	40%	723
Principles of Accounts	162	60%	110	40%	272
Food and Nutrition	367	85%	64	15%	431
Home Economics Management	254	89%	30	11%	284
Agricultural Science (Single Award)	203	42%	276	58%	479
Technical Drawing	49	17%	247	83%	296
Electronic Document Preparation and Management	47	50%	47	50%	94
Clothing and Textiles	140	80%	34	20%	174
Theatre Arts	13	76%	4	24%	17
Visual Arts	48	37%	83	63%	131
Physical Education and Sport	87	26%	252	74%	339
Additional Mathematics	9	39%	14	61%	23
Economics	160	75%	53	25%	213
Music		0%	2	100%	2
Religious Education	82	85%	15	15%	97
<b>Grand Total</b>	<b>6,389</b>	<b>57%</b>	<b>4,860</b>	<b>43%</b>	<b>11,249</b>

Source: CXC/CSEC 2013, Education Planning Unit, Ministry of Education and Human Resource Development, Government of Grenada

95. Table 12 below provides a breakdown of the results of CSEC examination results by subject and gender in 2013. Girls are out-performing boys in the vast majority of subjects – even where the percentages suggest the opposite, the raw numbers provide a different picture. For example, 41.3% of the total number of boys who sat Mathematics passed compared to 34.4% of girls. However, 191 boys passed compared to 201 girls, due to the fact that higher numbers of girls sat the exam. Boys outperformed girls in the following subjects: Physics, Integrated Science (by a narrow margin of M – 207: F – 203), Geography, Agricultural Science, Technical Drawing, Electrical and Electronic Technology, Building Technology (Woods), Visual Arts, Physical Education and Sport, Building Technology, Manual Technology, and Music. Thus, girls are performing better than boys in the majority of academic subjects, both in terms of raw numbers who sat/passed the exams. However, the gendered segregation by subjects which then manifests itself in occupational segregation in the labour force is largely intact, with boys predominating in the subject areas that lead to occupations in the fields of agriculture, construction, etc.

**TABLE 12: CSEC EXAMINATION RESULTS – PARTICIPATION AND PASS RATES BY SUBJECT AND SEX, 2013**

SUBJECTS	MALES			FEMALES		
	SAT	PASSED	% PASSED	SAT	PASSED	% PASSED
ENGLISH A	788	362	45.90%	859	573	66.70%
ENGLISH B	64	43	67.20%	283	211	74.60%
MATHEMATICS	463	191	41.30%	585	201	34.40%
PHYSICS	129	96	74.40%	87	67	77.00%
CHEMISTRY	85	62	72.90%	150	91	60.70%
BIOLOGY	133	102	76.70%	168	131	78.00%
HUMAN AND SOCIAL BIOLOGY	156	98	62.80%	206	138	67.00%
INTEGRATED SCIENCE	246	207	84.10%	241	203	84.20%
SOCIAL STUDIES	471	322	68.40%	639	490	76.70%
CARIBBEAN HISTORY	116	80	69.00%	168	118	70.20%
GEOGRAPHY	249	124	49.80%	145	100	69.00%
FRENCH	47	26	55.30%	133	95	71.40%
SPANISH	69	35	50.70%	157	101	64.30%
INFORMATION TECHNOLOGY	297	212	71.40%	273	220	80.60%
OFFICE ADMINISTRATION	114	71	62.30%	321	265	82.60%
PRINCIPLES OF BUSINESS	297	242	81.50%	443	376	84.90%
PRINCIPLES OF ACCOUNTS	120	90	75.00%	183	157	85.80%
FOOD AND NUTRITION	64	58	90.60%	350	317	90.60%
HOME ECONOMICS MANAGEMENT	30	19	63.30%	254	213	83.90%
AGRICULTURAL SCIENCE (SINGLE AWARD)	277	257	92.80%	204	188	92.20%
TECHNICAL DRAWING	249	203	81.50%	49	46	93.90%
ELECTRICAL & ELECTRONIC TECHNOLOGY	163	102	62.60%	17	14	82.40%
BUILDING TECHNOLOGY (WOODS)	176	146	83.00%	20	18	90.00%

SUBJECTS	MALES			FEMALES		
	SAT	PASSED	% PASSED	SAT	PASSED	% PASSED
CLOTHING AND TEXTILES	34	14	41.20%	138	95	68.80%
THEATRE ARTS	4	3	75.00%	13	12	92.30%
VISUAL ARTS	83	57	68.70%	48	40	83.30%
PHYSICAL EDUCATION AND SPORT	254	227	89.40%	89	85	95.50%
BUILDING TECHNOLOGY (CONST)	207	153	73.90%	24	15	62.50%
ECONOMICS	55	50	90.90%	167	138	82.60%
ELECTRONIC DOCUMENT PREPARATION AND MANAGEMENT	47	30	63.80%	47	40	85.10%
MECHANICAL ENGINEERING TECHNOLOGY	6	3	50.00%	1	1	100.00%
MUSIC	2	1	50.00%	-	-	-
RELIGIOUS EDUCATION	15	9	60.00%	82	65	79.30%
<b>GRAND TOTAL</b>	<b>5,525</b>	<b>3,704</b>	<b>67.00%</b>	<b>6,553</b>	<b>4,833</b>	<b>73.80%</b>

Source: CXC/CSEC Results 2013, Education Planning Unit, Ministry of Education and Human Resource Development, Government of Grenada

## Teachers

96. The teaching force in Grenada is predominantly female. At the primary level, in the period 2006/07–2011/12, female teachers accounted for between 77-79% annually, as indicated in table 13 below. While research on how role models function to establish gender roles remains inconclusive, the skewed imbalance of teaching staff by sex may impact in other ways, for example, the lack of attractiveness of the teaching profession as an option for young men.

**TABLE 13: STAFF INCLUDING PRINCIPALS IN PRIMARY SCHOOLS, 2006/07–2011/12**

YEAR	TOTAL STAFF	MALES	FEMALE	% MALE	% FEMALE
2006/07	743	165	578	22	<b>78</b>
2007/08	710	163	547	23	<b>77</b>
2008/09	722	153	569	21	<b>79</b>
2009/10	724	162	562	22	<b>78</b>
2010/11	786	188	598	24	<b>76</b>
2011/12	791	185	606	23	<b>77</b>

Source: Ministry of Education, Government of Grenada, July 2013

97. At the secondary level, female teachers accounted for between 62-65% annually, as indicated in table 14 below. There is thus a less significant gender disparity, with approximately one third of teachers being males.

**TABLE 14: TEACHERS IN SECONDARY SCHOOLS BY SEX, 2006/07-2011/12**

YEAR	TOTAL STAFF	MALES	FEMALES	%MALES	% FEMALES
2006/07	596	225	371	<b>38</b>	<b>62</b>
2007/08	642	240	402	<b>37</b>	<b>63</b>
2008/09	664	246	418	<b>37</b>	<b>63</b>
2009/10	764	269	495	<b>35</b>	<b>65</b>
2010/11	694	245	449	<b>35</b>	<b>65</b>
2011/12	733	262	471	<b>35</b>	<b>65</b>

Source: Ministry of Education, Government of Grenada, July 2013

## POST-SECONDARY AND TERTIARY EDUCATION

98. With regard to persons awarded government scholarships to study overseas, the statistics available for the period 2006-2012 (see table 15 below) are not sex-disaggregated, so it is not possible to indicate whether more males or females have been facilitated in undertaking tertiary education abroad.

**TABLE 15: PERSONS AWARDED GOVERNMENT SCHOLARSHIPS, 2006-2012**

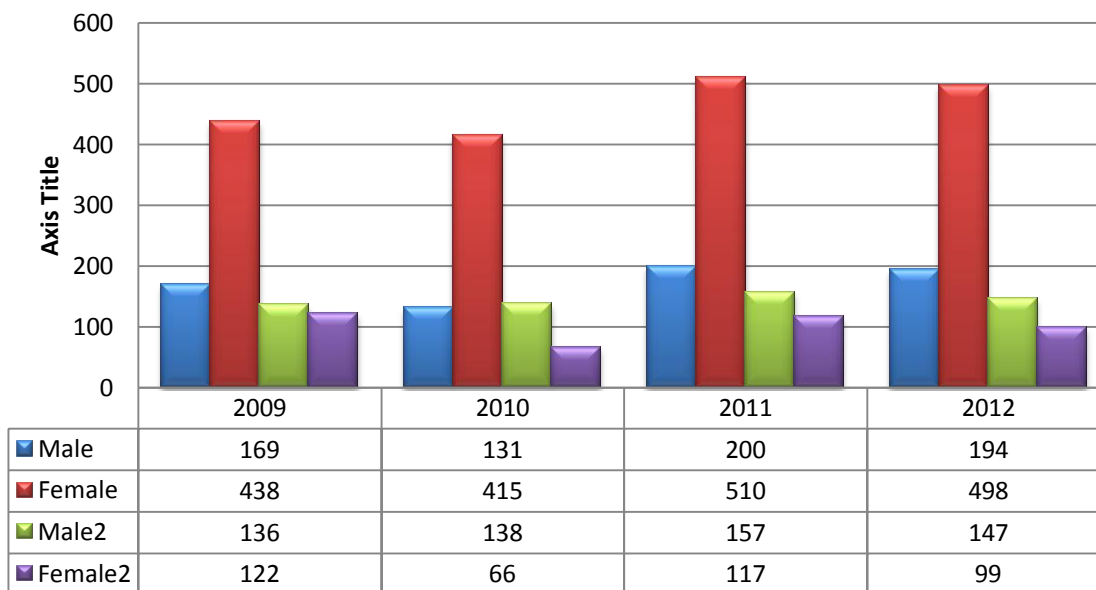
Year	Total awards
2006	108
2007	128
2008	109
2009	113
2010	122
2011	162
2012	126

Source: Ministry of Education, Government of Grenada, July 2013

99. An examination of post-secondary education brings into focus the phenomenon that males experience higher attrition rates than females at the secondary level. Figure 1 below of the ratio of male-female enrolment at the Grenada national college, T. A. Marryshow Community College (TAMCC) from 2009-2012, indicates a consistent pattern of female dominance in the fields of Arts, Science and Professional Studies, which reflects their performance in the CXC/CSEC examinations discussed above. Similarly, males show a higher participation in the fields of Applied Arts and Technology. This informs gender segregation in occupational fields and calls for the development of strategies to increase gender parity within the college curriculum and in the programmes.

**FIGURE 1: ENROLMENT IN T. A. MARRYSHOW COMMUNITY COLLEGE BY SEX, 2009-2012**

**Enrolment in Major College Programmes  
(1) Arts, Science and Professional Studies  
(2) Applied Arts and Technology**



**Key:** Male/Female = Arts, Science & Professional Studies  
Male 2/Female 2 = Applied Arts & Technology

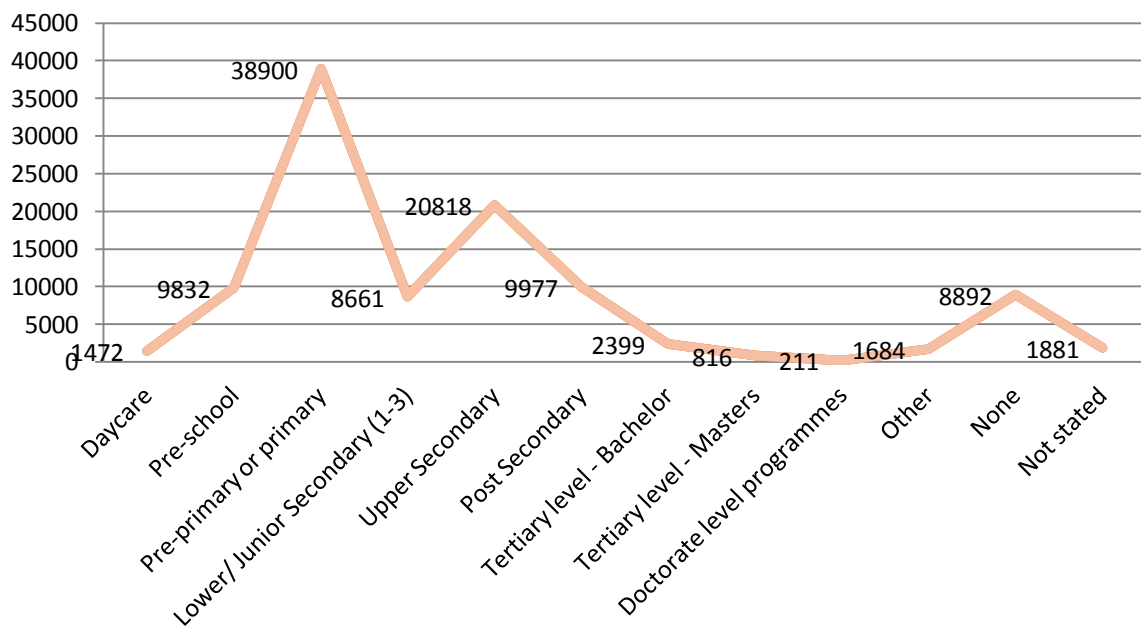
**Source:** Enrolment data, T. A. Marryshow College, September 2013

100. **Technical and vocational training programmes:** Beyond the formal education system in Grenada, school leavers traditionally gain access to continuing education through a number of Government and privately-run and technical and vocational institutions. In recent years, the Grenada National Training Agency (GNTA), a member of the Caribbean regional Technical and Vocational Education and Training (TVET) Council, has assumed umbrella status and responsibility for standardization with regard to technical and vocational training. The GNTA also offers certification in a broad range of skills courses. These institutions disproportionately enrol male trainees, many having attained the most basic level of education, due to the strong focus on providing training for a variety of skills for the construction sector. Programme diversity and accessibility give these institutions their distinctive characteristics. This suggests, following from the discussion above on male/female subject choices and performance in the CXC/CSEC examinations, that males are prioritizing specific technical fields at the secondary school level which lead to employment in the construction sector, and are then pursuing this line of training at TAMCC, GNTA and other institutions.
101. **Imani youth training/empowerment programme:** The *New Imani* programme for youth empowerment is a government initiative that targets youth and young adults (15-38 years) at all educational levels. The programme, which is in its first year, is designed to train and *transition* participants into employment, self-employment, entrepreneurship and community

participation through a sequence of practice courses. These include self-development, direct skills training, on-the-job placements, extended training, and youth participation/inclusion processes. While the scope of the programme is yet to be tested, the appeal to female and male candidates is evident from registration and participation figures where it is already showing a female/male ratio of 3:1.

102. **Patterns of educational attainment:** Grenada has attained of a level of parity in male and female enrolment in primary and secondary education (see tables above), and educational performance/achievement does not vary significantly by gender at those levels. However, there are varying levels of participation in post- secondary education.

**FIGURE 2: RATIO OF EDUCATIONAL PARTICIPATION FROM EARLY CHILDHOOD TO TERTIARY LEVELS, 2011**



**Source of Data:** Central Statistical Office, Educational Attainment 2011, Government of Grenada, July 2013

103. An examination of the level of performance of boys and girls in school reveal a mixed picture. Table 16 shows educational attainment in the 2012 CSEC Examinations. It indicates that more females sit the CSEC examinations and pass in four or more subjects in higher proportions than males. It also shows that a similar percentage of males and females did not pass any subjects in 2012 (12.5% and 14.2% respectively), as did the percentage who passed only one subject (males 16.9% and females 16.2%). It also shows similar rates for 7, 12 and 13 subjects. It was instructive to note that 50.9% of all students (553 males and 555 females) passed 3 subjects or less, and 13.2% failed all subjects sat. This shows a high rate of poor/low attainment, as the standard set as acceptable attainment for employment purposes is a pass in 4 subjects and for further education, 5 subjects.

**TABLE 16: EDUCATIONAL ATTAINMENT IN SECONDARY SCHOOLS BY NUMBER OF SUBJECTS PASSED AND SEX, 2012**

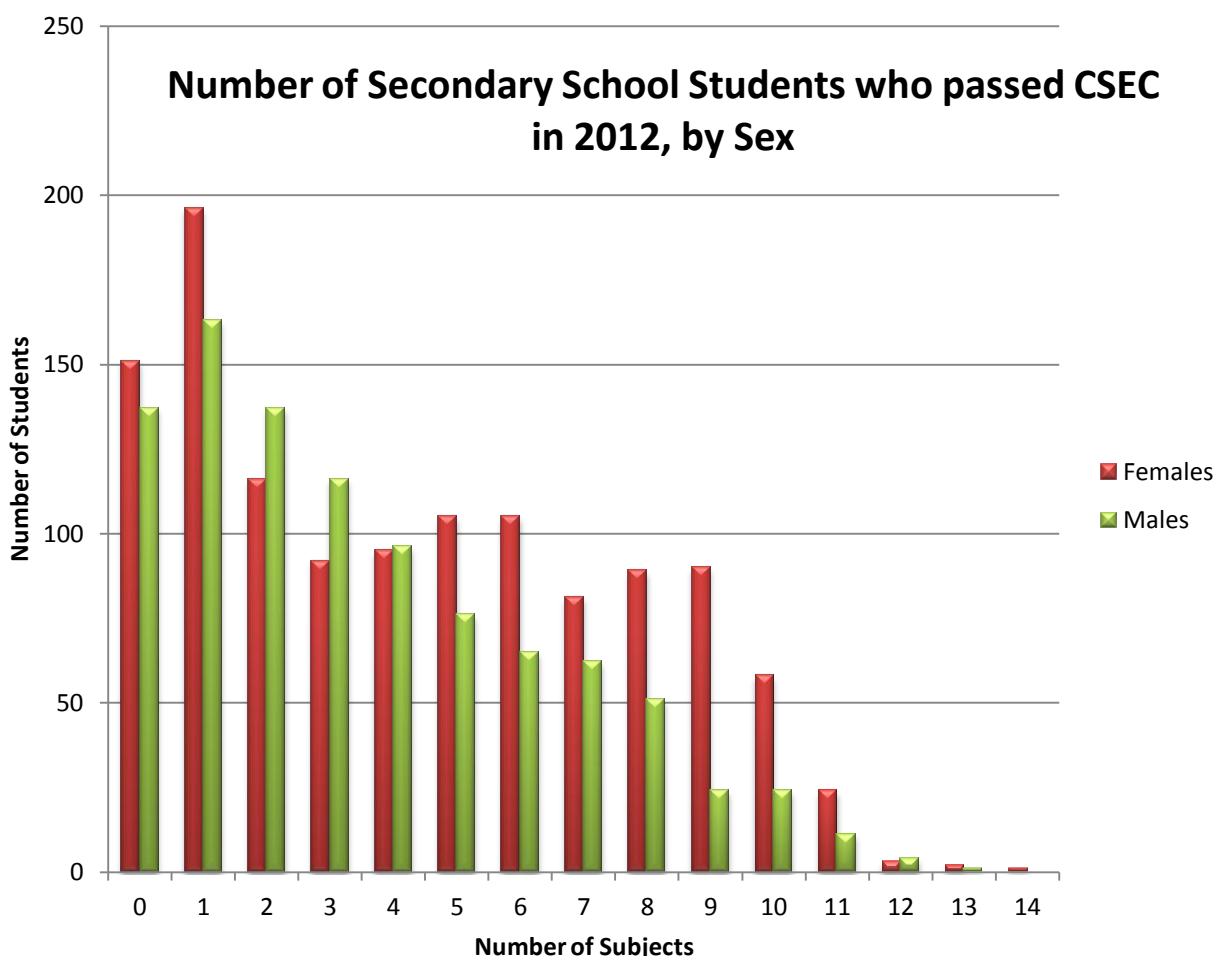
No. of Subjects	# of Students who Sat			# of Students who Passed			% of All Students of that Sex who Passed		
	F	M	Grand Total	F	M	Grand Total	F	M	Grand Total
0				151	137	288	12.5	14.2	13.2
1	124	66	190	196	163	359	16.2	16.9	16.5
2	88	64	152	116	137	253	9.6	14.2	11.6
3	51	84	135	92	116	208	7.6	12.0	9.6
4	88	95	183	95	96	191	7.9	9.9	8.8
5	129	128	257	105	76	181	8.7	7.9	8.3
6	118	108	226	105	65	170	8.7	6.7	7.8
7	118	126	244	81	62	143	6.7	6.4	6.6
8	171	118	289	89	51	140	7.4	5.3	6.4
9	154	92	246	90	24	114	7.5	2.5	5.2
10	117	62	179	58	24	82	4.8	2.5	3.8
11	43	17	60	24	11	35	2.0	1.1	1.6
12	4	6	10	3	4	7	0.2	0.4	0.3
13	2	1	3	2	1	3	0.2	0.1	0.1
14	1		1	1		1	0.1	0.0	0.0
<b>Grand Total</b>	<b>1208</b>	<b>967</b>	<b>2175</b>	<b>1208</b>	<b>967</b>	<b>2175</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: Compiled from data from the Ministry of Education and Human Resource Development

104. Figure 3 below, based on the actual number of students, shows that in 2012, more females than males received zero passes in CSEC examinations, or passed only one subject. It also shows that more males than females obtained passes in two or three subjects, more females than males in five to eleven subjects, while a similar number of males and females obtained passes in four, twelve and thirteen subjects. Only one student, a female, attempted and passed 14 subjects. This implies, therefore, that while more females than males attend secondary school and attempt CSEC examinations, males and females generally perform at similar levels in the examinations. Figure 3 further indicates that an overwhelming number of girls and boys obtain passes in fewer than four subjects, and a high number obtained no passes. The data indicate that it is necessary to review the reasons for and address poor performance among both boys and girls in secondary schools, and not only among boys. It needs to be noted that this finding goes against the public perception that only boys as well as the majority of boys are underperforming in secondary school. There seem to be class, geographic and other factors underpinning the comparative performance of boys and girls at the secondary level.



**FIGURE 3: NUMBER OF SECONDARY SCHOOL STUDENTS WHO PASSED CSEC BY SEX AND NUMBER OF SUBJECTS PASSED, 2012**



105. While both girls and boys exhibit poor or weak educational attainment, the majority of students who drop out due to “continuous poor performance/ failure” are boys (75 of 82). This suggests that there may be other factors that keep girls in school, even when they are failing. Discussions at the area consultations revealed the following:

- Parents put more emphasis on supervising girls with their school work at home and pay less attention to supervising boys’ school work.
- Girls/young women sometimes receive financial support from their male partners to assist with their (continuing) education (St. John).
- Boys had more distractions from school, including spending time with friends “on the block”, engaging in a variety of outdoor activities such as sports, exploring the community, as well as “questionable” or illegal activities.
- Boys/young men are able to find jobs and other means of livelihood with less academic qualifications. For girls, the options were perceived to be, “Get an education or lie on your back to survive.” On the other hand, boys/young men were able to get jobs, even “odd jobs”, in order to earn an independent living.

106. Both males and females perform well in primary and secondary schools, and at the Community College. Boys and girls attain top performances interchangeably for the Common Entrance Examinations (now CPEA) at the primary level, the CSEC at the secondary level, and the Island Scholar at the Community College level. It is notable that in 2013, key awards were won by boys, e.g., the Courts OECS Reading Champion, a competition for eight-year olds, and the Marryshow Memorial Award for the top performer in CSEC.

<b>Sex of the Top Ten Performers in CSEC (2009–2013)</b>					
	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>
	Male	Female	Male	Male	Female
	Female	Female	Female	Male	Male
	Male	Male	Female	Male	Female
	Male	Female	Male	Female	Female
	Female	Male	Female	Female	Female
	Male	Male	Female	Male	Female
	Male	Female	Female	Female	Female
	Female	Male	Female	Female	Male
	Female	Male	Female	Female	Female
	Male	Female	Female	Male	Male
No. of males	6	5	2	5	3
No. of females	4	5	8	5	7

107. Other critical issues in education that were raised at the area consultations included:
- The need to address bullying in schools at all levels – participants expressed the perception that there was a tendency for children to commit and accept bullying, causing intense fear and leading to further violence. Bullying also emerged in discussions on whether or not girls should be allowed to return to school after pregnancy.
  - The need for sexuality education to prepare girls for menstruation; and to prepare boys/young men and girls/young women for healthy relationships, responsible sexual behaviour and decision-making.
  - The need for a broader curriculum in the technical disciplines for both males and females.
  - The need for schools at all levels to offer more comprehensive guidance and counselling, not only for “problem” children but all children.

#### **BOX 5: KEY FINDINGS – GENDER, EDUCATION AND TRAINING**

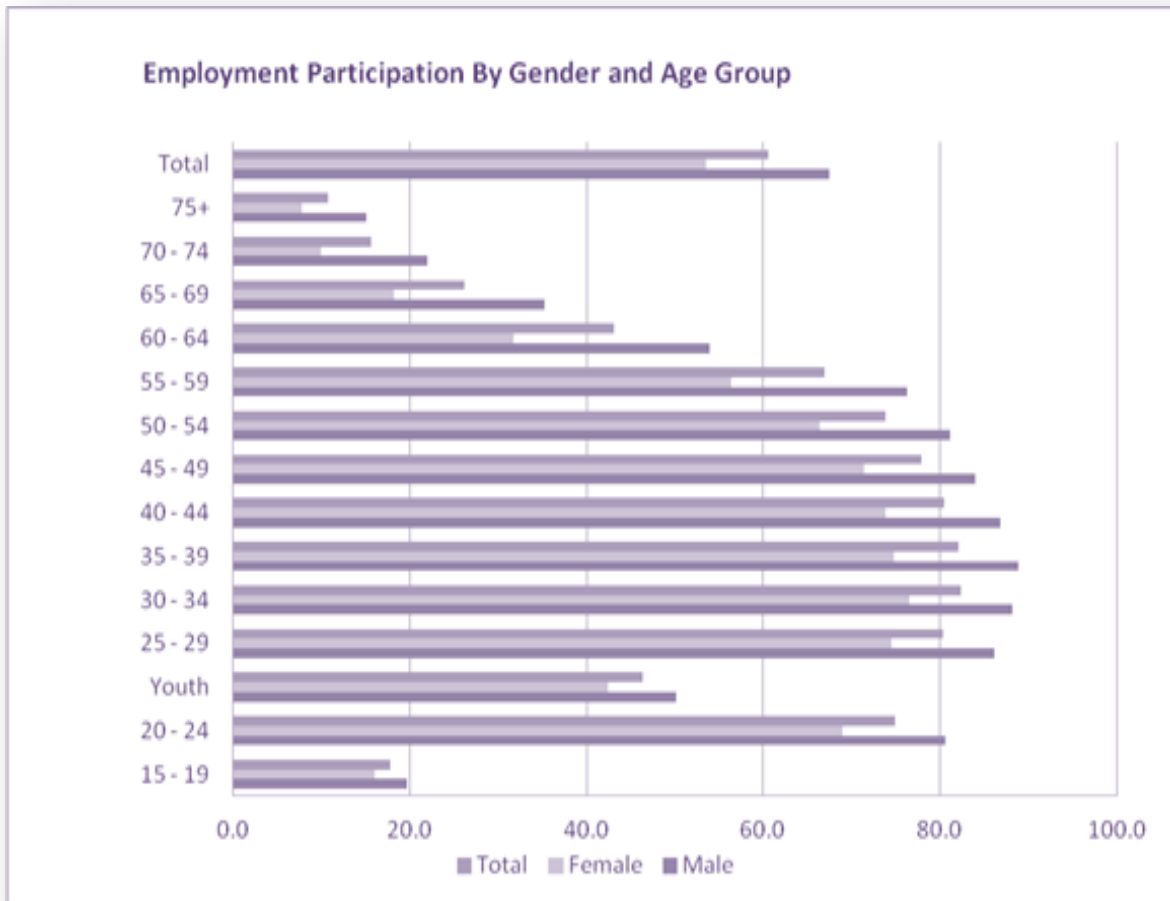
1. Significantly higher repetition rates among boys in primary and secondary schools.
2. High dropout rates among both boys and girls in secondary schools, for different reasons. The primary reason for male dropouts is low educational attainment, while for females it is teenage pregnancy.
3. Gender stereotyping in the subject areas chosen by males and females at the secondary and tertiary levels. This leads to occupational segregation, and has implications for males' and females' 'choice' of occupation, employability and wage potential in the job market.
4. Significantly higher numbers of female teachers at the primary and secondary levels.
5. While many boys and girls perform well at CSEC, relatively large numbers of both boys and girls leave school without having attained the knowledge, skills and certification levels required for personal advancement and full economic participation.

### **4.3 GENDER, LABOUR AND EMPLOYMENT<sup>13</sup>**

108. There are no legal barriers to inhibit men's and women's equal participation in the labour force in Grenada. The *Employment Act (1999)* states that no employee shall be discriminated against on the basis of sex, marital status or family responsibilities. The Act lays out other fundamental principles of employment including the prohibition of forced labour and discrimination, and equal pay for equal work (see section 6.3). The Government has paid attention to issues of the protection of employment, conditions of work, and tripartite labour relations, and is a signatory to a number of ILO Conventions which provide an international framework for labour issues.
109. However, historically, due to traditional gender roles (see sections 5.2 and 9.1), less women than men have engaged in formal employment, while women predominated in informal labour and unpaid reproductive work. Over the years, various programmes have been implemented to address some of the policies and practices that discriminate against women, for example, encouraging women to enter a wider range of occupations including non-traditional fields such as masonry and carpentry in the construction industry. However, while women's labour force participation has increased significantly in the last two decades, traditional cultural norms, beliefs and practices continue to prevail in key occupational areas that are deemed as 'male' or 'female' (GOCR, 2009: 16).
110. Figure 4 below indicates labour force participation based on the 2011 Population and Housing Census data. It indicates graphically that in every 5-year age group from 15-19 to 75+, there is a higher percentage of males in the labour force than females.

<sup>13</sup> See also Chapter 5 on the International, Legal and Policy framework for advancing gender equality.

**FIGURE 4: EMPLOYMENT RATES BY GENDER AND AGE GROUP (2011)**



**Source:** Data from the 2011 Population and Housing Census, Central Statistical Office, Ministry of Finance, Government of Grenada

111. Table 17 below indicates the labour force participation rates from 1991–2013. In 2008, while females comprised a slightly higher number of the labour force (Males – 23,493: Females – 24,088), significantly more males than females were employed (Males – 19,295: Females – 16,427). The unemployment figures for males and females bear this out also (Males – 4,198: Females – 7,661). Among the youth (under 25 years old), female unemployment was also higher than that of males (Males – 1,999: Females – 2,978), despite their educational achievement (see Section 4.2 above) and public perceptions about female labour force participation.
112. In 1991, the overall labour force participation rate was 52%, with 67.6% of males participating compared to 38.2% of females. By 2005, the overall participation rate was 65.7%, comprising 72.5% of males and 59.1% of females. In 2008, the overall labour force participation rates for males and females stood at (males – 67.4%: females – 56.2%), while the unemployment rates were (males – 17.9%: females – 31.8%; youth – 36.3 %). In 2013, the overall participation rates were 72.6%, comprising males – 77.2% and females – 68%. While

participation by females grew more sharply during the entire period, fewer females than males participated in the labour force. It needs to be noted that the labour force statistics do not include a survey of employment in the informal economy/sector.

**TABLE 17: LABOUR FORCE INDICATORS, 1991-2010<sup>14</sup>**

MAIN LABOUR FORCE INDICATORS								
INDICATORS	1991	1994	1996	1998	2001	2005	2008	2013
<b>LABOUR FORCE</b>	<b>27,701</b>	<b>41,497</b>	<b>42,250</b>	<b>41,015</b>	<b>41,876</b>	<b>46,969</b>	<b>47,581</b>	<b>60,000</b>
Male	17,297	22,880	22,679	23,171	24,822	25,581	23,493	
Female	10,404	18,617	19,571	17,844	17,054	21,388	24,088	
<b>EMPLOYED LABOUR FORCE</b>	<b>23,859</b>	<b>30,409</b>	<b>35,078</b>	<b>34,787</b>	<b>37,741</b>	<b>38,172</b>	<b>35,722</b>	
Male	14,778	18,706	20,351	20,731	22,489	22,409	19,295	
Female	9,081	11,703	14,727	14,056	15,252	15,763	16,427	
<b>UNEMPLOYED LABOUR FORCE</b>	<b>3,842</b>	<b>11,088</b>	<b>7,212</b>	<b>6,228</b>	<b>4,137</b>	<b>8,797</b>	<b>11,859</b>	
Male	2,519	4,174	2,328	2,440	2,336	3,172	4,198	
Female	1,323	6,914	4,884	3,788	1,801	5,625	7,661	
<b>LEVELS OF UNEMPLOYMENT</b>								
<b>Youth (under 25 yrs)</b>	<b>1,761</b>	<b>4,650</b>	<b>3,084</b>	<b>3,050</b>	<b>1,849</b>	<b>3,434</b>	<b>4,977</b>	
Male	1,121	1,786	1,149	1,389	1,006	1,409	1,999	
Female	640	2,864	1,935	1,661	843	2,025	2,978	
<b>Adults</b>	<b>2,036</b>	<b>6,438</b>	<b>4,088</b>	<b>3,178</b>	<b>2,288</b>	<b>5,363</b>	<b>6,882</b>	
Male	1,398	2,388	1,179	1,051	1,330	1,763	2,199	
Female	638	4,050	2,909	2,127	958	3,600	4,683	
<b>UNEMPLOYMENT RATE (%)</b>	<b>13.9</b>	<b>26.7</b>	<b>17.0</b>	<b>15.2</b>	<b>9.9</b>	<b>18.8</b>	<b>24.9</b>	<b>33.5</b>
Male	14.6	18.2	10.3	10.5	9.8	12.4	17.9	28.1
Female	12.7	37.1	24.8	21.2	9.9	26.3	31.8	39.6
Youth				31.5	20.3	32.9	36.3	55.6
Youth Male								49.1
Youth Female								63.0
<b>PARTICIPATION RATE</b>	<b>52.4</b>	<b>56.7</b>	<b>68.1</b>	<b>65.0</b>	<b>60.1</b>	<b>65.7</b>	<b>61.8</b>	<b>72.6</b>
Male	67.6	62.5	75.1	75.6	71.9	72.5	67.4	77.2
Female	38.2	50.8	61.5	55.0	48.8	59.1	56.2	68.0

113. Table 18 below indicates that females have shown the greater increase in labour force participation compared to males between 2001 and 2008, although males continued to surpass females in the employed labour force. The sharpest increase occurred between 2005

<sup>14</sup> Sources: Central Statistical Office, Ministry of Finance, Government of Grenada, based on the following: 1991 – Population and Housing Census 1991, CSO; 1994-1998 – Grenada Labour Survey, CSO; 2001 – Population and Housing Census 2001, CSO; 2005 – Core welfare indicator questionnaire (CWIQ) survey; 2008 – Survey of Living Conditions, Poverty Assessment 2008; 2013 – Preliminary Data from the Labour Force Survey 2013.

and 2008, which may be linked to the increase demand for labour and income in the immediate post-hurricane periods following Hurricanes Ivan in 2004 and Emily in 2005. Thereafter, female employment continued to increase consistently in all classifications at higher rates than for men and youth.

**TABLE 18: MAIN LABOUR FORCE TRENDS BY SEX, 2001-2008**

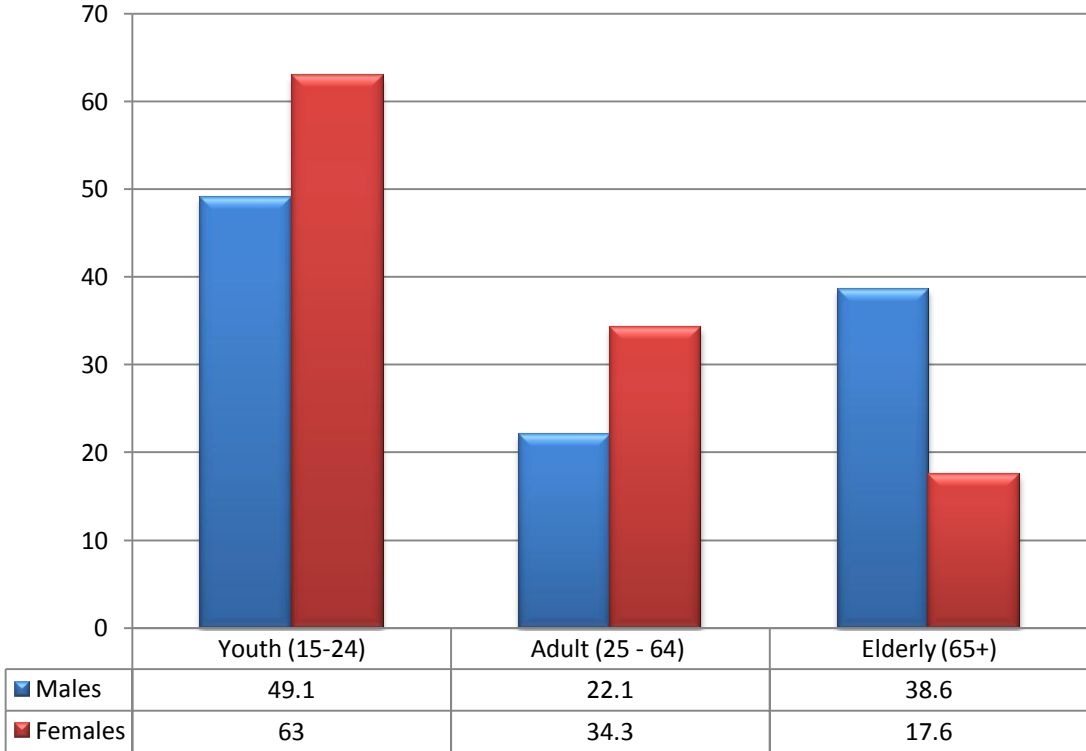
INDICATORS	2001	2005	2008	NET CHANGE ±
<b>Labour Force</b>	41,876	46,969	47,581	+5705
Male	24,822	25,581	23,493	-329
Female	17,054	21,388	24,088	+7,034
<b>Employed Labour Force</b>	37,741	38,172	35,722	-2,019
Male	22,489	22,409	19,295	-3,194
Female	15,252	15,763	16,427	+1,175
<b>Youth Employment (16-25 yrs)</b>	1,849	3,434	4,977	+3,168
Male	1,006	1,409	1,999	+993
Female	843	2,025	2,978	+2,135
<b>Adult Employment</b>	2,288	5,363	6,882	+4,594
Male	1,330	1,763	2,199	+869
Female	958	3,600	4,683	+3,725
<b>Employment rate</b>	10	19	25	15%
Male	10	12	18	8%
Female	10	26	32	22%
Youth	20	33	36	16%
<b>Participation Rate</b>	60	66	62	2%
Male	72	73	67	-3%
Female	49	59	56	+7%

Source: Central Statistical Office, Ministry of Finance, Government of Grenada, July 2013

114. The CSO data indicate a total labour force of 47,581, comprised of 49% males and 51% females in 2008. The national unemployment rate stood at 24.9%, which acutely affected women and youth who experienced rates of unemployment far in excess of the national rate. The unemployment rate was highest for youth 15-19 years and declined somewhat for the age group 20-24 years old. Youth unemployment was high, at 42%, compared to the national rate. Young women were more likely to be unemployed than any other group (CPA, 2008; cited in GOGR/CDB, 2012: 38). The CWIQ Survey (2005) shows that about 18% of the population were self-employed, with more men (20%) than women (15%) creating their own jobs. Self-employment was especially high in Carriacou, Petite Martinique, St. Johns and St. Mark's. However, the labour market remained segmented along gender lines in some industries, such as construction, with 2% of female employed compared with 37% male (CWIQ, 2005:29). Women are more likely to work in the service industries, and in the wholesale and retail distribution sector (GOGR/CDB, 2012: 39).

115. The unemployment figures from preliminary data gathered from the Labour Force Survey, 2013 are presented in Figure 5 below. Unemployment rates for females continued to be higher than those of males except in the elderly category. Unemployment rates among youth (15-24) were very high – 55.6% for both sexes; they were the highest among all age groups for female youth (63.0%) compared to males (49.1%). In the 25-64 age group, unemployment stood at 22.1% for males and 34.3% for females.

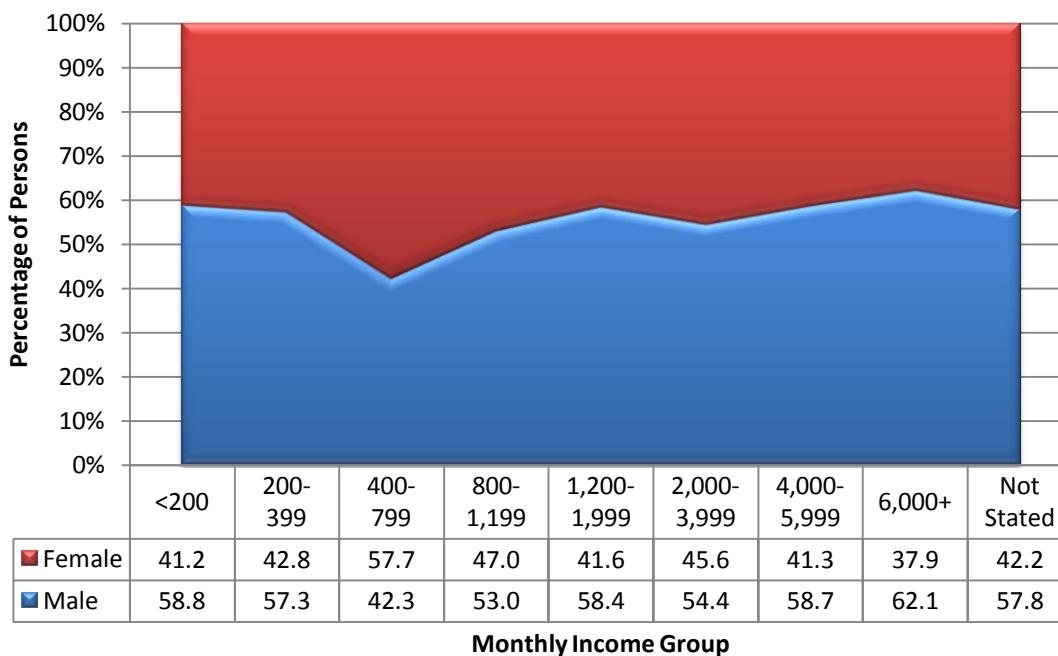
**FIGURE 5: UNEMPLOYMENT RATES BY SEX, 2013**



**Source:** Labour Force Survey 2013, Central Statistical Office, Ministry of Finance, Government of Grenada.

116. Evidence indicates a pay gap between males and females, with males earning higher incomes than females on average. According to the CEDAW Report (GOGR, 2009), the Labour Force Survey (1998) had indicated that the median monthly income for males was \$898 compared to \$650 for females, a difference of \$248 per month. It also indicated that for every 100 males earning \$3000 or more, there were 24.4 females earning the same amount. This phenomenon is supported by the Census 2001 and 2011 which show that there were consistently more men than women in income groups above \$800 per month, with the disparity being highest among those earning over \$6000 per month. The figures also show, however, that from 2001 to 2011, the wage gaps have narrowed in all income categories above \$800 per month, including the highest income group. In 2001, of persons earning incomes over \$6000 per month, 75% were males and 25% were females, while in 2011, 62% were males and 38% were females. Figure 6 below shows the population by income groups for 2011. It is noted that there were more males than females in all income groups, except those earning \$400 to \$799 per month.

**FIGURE 6: EMPLOYED POPULATION BY GROSS MONTHLY INCOME AND SEX, 2011**



117. Table 19 shows the gendered occupational segregation of the labour force in Grenada, based on the 2011 Population and Housing Census. The data indicates that males predominate in the following occupational fields: agriculture, forestry and fishing; manufacturing; electricity, gas, steam and air conditioning supply; water supply, sewerage, waste management; construction; transportation and storage; information and communications; administrative and support services; arts, entertainment and recreation; Females predominate in the occupational fields of: wholesale and retail trade; accommodation and food services; financial and insurance services; professional, scientific and technical activities; education; health and social work; other service activities; and household production. The occupational fields which showed relative gender parity were: mining and quarrying; real estate; and public administration, defense and social security.
118. There is clear evidence of gender role stereotyping based on the occupational data presented in Table 19 below. Opinions and perceptions expressed by participants at the national, sector and area consultations indicate both traditional beliefs about ‘appropriate’ male/female gender roles, as well as evidence of changes taking place in the society. In addition to the views expressed in section 4.2 above, further examples include:
- *“We are still socializing boys and girls based on traditional gender stereotypes, e.g., in the home, boys are expected to clean the yard and do gardening, and girls to do cooking, cleaning, washing and sewing; boys are allowed to hang out with their friends, while girls are expected to stay at home or go out in the company of parents or adult relatives”.*
  - *“If both partners are working, the woman is still expected to do all the household chores and cook dinner after work, while the man reads the newspaper or watches the news or sports on TV”.*
  - *“There is a massive amount of peer pressure, especially among men, to keep them living the gender stereotypes”.*



- *“Construction is more geared towards men; few women enter non-traditional female fields”.*
- *“Despite the fact that girls are performing better than boys at school and women are pursuing education at the tertiary level, the playing field is still not level and there are still less women in managerial positions”.*
- *“There is a need for incentives to encourage males/females to enter non-traditional occupations”.*
- *“Women are the main agro-processors of products such as tamarind balls, guava cheese, jams and jellies, etc.”*
- *“Women are steered into low-paying jobs and different sectors for small businesses than men. To bring about change, we need: public sensitisation and advocacy to challenge traditional gender roles; gender-sensitive curriculums in school; gender-sensitive career guidance for young people including early assessment/evaluation, counselling, mentoring, internships, the involvement of private sector and civil society stakeholders, etc.”*

**TABLE 19: EMPLOYED POPULATION BY INDUSTRY AND SEX, 2011**

Industry	Sex		Total Number	% of Persons Employed in the Sector
	Male	Female		
Agriculture, forestry and fishing	2785	604	3389	8.2
Mining and quarrying	20	18	38	0.1
Manufacturing	1243	713	1956	4.7
Electricity, gas, steam and air conditioning supply	193	71	264	0.6
Water supply; sewerage, waste management and remediation activities	317	64	381	0.9
Construction	4238	202	4440	10.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	2951	3272	6223	15.0
Transportation and storage	1885	410	2295	5.5
Accommodation and food service activities	864	1550	2414	5.8
Information and communication	324	226	550	1.3
Financial and insurance activities	375	733	1108	2.7
Real estate activities	27	26	53	0.1
Professional, scientific and technical activities	237	370	607	1.5
Administrative and support service activities	1009	757	1766	4.3
Public administration and defence; compulsory social security	1864	1747	3611	8.7
Education	1097	2700	3797	9.2
Human health and social work activities	285	1519	1804	4.4

	Sex		Total	% of Persons
Arts, entertainment and recreation	389	189	578	1.4
Other service activities	390	498	888	2.1
Activities of hh as emp; undiff goods- and services-producing activities of hh for own use	87	915	1002	2.4
Activities of extraterritorial organisations and bodies	14	23	37	0.1
Not stated	2199	2000	4199	10.1
<b>Total</b>	<b>22793</b>	<b>18607</b>	<b>41400</b>	<b>100.0</b>

Source: Population and Housing Census 2001 and 2011, Central Statistical Office, Ministry of Finance, Government of Grenada. Note from CSO: "Parts may not sum to total because data are weighted".

#### **BOX 6: KEY FINDINGS – GENDER, LABOUR AND EMPLOYMENT**

1. According to the 2011 Population Census data, 67.4% of males participated in the labour force compared to 53.5% of females. Thus, higher numbers of males than females are categorised as 'employed or seeking employment' in the paid labour force. These figures mask the fact that women's reproductive work in the home and informal employment are not quantified as 'work' in labour force statistics, as well as the fact that women are more likely than men to work for no or low wages. This disparity in male and female labour force participation increases female dependency on males, and also creates a pool of persons who are not contributing to social security and pension schemes, which increases the incidence of poverty among the elderly (women in particular) and the need for State investment in pensions and social protection programmes.
2. The unemployment rate among women is higher than among men, including the youth. The overall unemployment rate among women is 39.6%, while it is 28.1% among men. Unemployment among young women is 63%, compared to 49.1% among young men.
3. Evidence indicates a pay gap between males and females, with males earning higher incomes than females. In 2011, there were more men than women in all income groups, except those earning EC \$400–\$799 per month. While the wage gaps have narrowed from 2001 to 2011 in all income groups above \$800 per month, men still earned more than women in the higher income groups.

## 4.4 GENDER AND THE ECONOMY

### 4.4.1 MACROECONOMIC OVERVIEW

119. According to the *Country Strategy Paper (CSP) 2009-2011*, Grenada had a per capita GDP of USD \$5,941.5 in 2008, which ranked it as a middle income country and positioned the country above the Windward Islands' average per capita GDP of USD \$5,633.5, but behind other OECS countries such as Anguilla (USD \$19,087.4). Grenada typically had a positive long-term growth rate of approx. 4%, and in the decade prior to 2004 the country averaged 4.8% growth per annum. Growth accelerated to 7% p.a. between 1996 and 2001, twice the average GDP growth of the OECS region due to increased activity in construction, telecommunications, manufacturing, tourism and the offshore sector (CDB, 2009: 3).

**TABLE 20: SELECTED MACROECONOMIC INDICATORS AND PROJECTIONS, 2004-2011**

Item	2004	2005	2006	2007	2008	2009 <sup>p</sup>	2010 <sup>p</sup>	2011 <sup>p</sup>
GDP growth (% annual change)	-5.7	11.0	-2.3	4.9	2.2	-5.0	0.9 <sup>1/</sup>	3.2 <sup>1/</sup>
CPI Inflation (avg. % change)	2.2	3.5	4.3	3.9	8.0	1.0	3.0	3.5
External Current Account Balance, % GDP	15.6	42.9	35.1	42.7	43.5	31.1	30.5	29.3
Overall Fiscal Balance, % GDP <sup>1/</sup>	-3.1	4.6	-6.4	-6.6	-7.5	-5.4	-5.0 <sup>1/</sup>	-5.6 <sup>1/</sup>
Primary Balance, % GDP	3.7	6.8	-4.5	-4.6	-4.4	-3.3	-2.0	-2.8
Current Balance, % GDP	-1.9	4.8	4.5	5.0	1.3	0.5	-0.6	-0.5
Public Sector Debt, % GDP	120.5	107.1	111.3	108.0	108.6	109.4	109.0	104.6
Debt Service, % current revenue	39.6	23.5	12.8	13.0	17.5	21.6	29.3 <sup>1/</sup>	27.9 <sup>1/</sup>

<sup>p</sup>: Projection. <sup>1/</sup> Baseline projections based on current policies.

Source: Ministry of Finance, ECCB and CDB projections

Source: Grenada Country Strategic Paper, 2009-2011 (CDB, 2009)

120. However, more recent Government of Grenada and IMF figures<sup>15</sup> indicate that real economic growth shrank by 2% annually since 2001, while the GDP increased by only 1.1% in 2011 and 1.5% in 2012. In addition, the country's debt ceiling rose from 102% of GDP in 2002 to 108% in 2012<sup>16</sup>. IMF estimates of debt to GDP ratio are more conservative, at 102.4% in 2010 and 103.3% in 2011. The 2008 global recession thus compounded the situation by stymieing new growth trends after the devastation caused by Hurricanes *Ivan* in 2004 and *Emily* in 2005. This accounted for much of the inconsistency in the economic projection data reflected in Figure 7 below.

<sup>15</sup> This analysis draws on presentations made on the economy at the "Grenada Debt Relief Consultation", convened by the Conference of Churches (a civil society organisation) in St. George's, Grenada in September 2013, and collated by Dr. Hyacinth Skervin.

<sup>16</sup> UNDP paper/presentation, "Grenada Debt Relief Consultation", St. George's, September 2013, p. 2.

**FIGURE 7: GRENADA'S GDP BY ECONOMIC ACTIVITY IN 2001-2012 AND GROWTH PROJECTIONS IN 2013-2015**

### GDP by Economic Activity 2001-2012 and Growth Projections 2013-2015



**Source Data:** Central Statistical Office, Ministry of Finance, Government of Grenada; Eastern Caribbean Development Bank, September 2013

121. The *CSP 2009-2011* notes that Grenada has one of the more diversified economies in the OECS region: the country has a relatively moderate level of value added in agriculture as a percentage of GDP (6% in 2008), and a relatively high level of value added in services (74% in 2008). Within the services sector, hotels and restaurants account for approximately 6% of GDP, transportation 12%, retailing and wholesaling 8%, banks and insurance 11.5%, and 'other' services (including education services) 19%. Light manufacturing and construction both contribute 8% to GDP. Tourism is the country's main foreign exchange earning activity, and nutmegs, spices, cocoa, and light manufactured goods constitute its main export products (CDB, 2009: 3).
122. The *Growth and Poverty Reduction Strategy (GPRS), 2014-2018* identifies the following four thematic areas in pursuing a "New Economy Agenda" for Grenada: 1) Building Resilience – Stabilizing the Macro-Economy; Enabling the Business Environment: Leveraging the Growth Sectors; Developing Sustainable Energy; 2) Developing Competitiveness with Equity – Education and Human Resource Development; Social Transformation and Social Care; : Youth Development; Gender Equity; 3) Reducing Vulnerability – Rural, Community and Parish Development; Local Development; Improved Human Settlements; Environmental and Sustainable Natural Resource Management) and 4) Strengthening Governance and Security – Human Security; Governance; Institutional and Legal Reform (GOCR/CDB, 2014: 4).<sup>17</sup>
123. However, with its burden of debt repayment, the Government of Grenada has had little room for fiscal expansion of investments and social costs. Thus the economic growth and poverty reduction programmes being undertaken by the Government, private sector and civil society

<sup>17</sup> Civil society in Grenada was concerned about the deficiencies of the *GPRS 2012-2016*, and developed its own *Alternative Growth and Poverty Reduction Strategy and Management Action Plan (Alternative GPRS)*. Ms. Sandra Ferguson, Agency for Rural Transformation (ART), Personal correspondence, 2 December 2013.

are located within a continuing climate of financial limitations. Each grouping (i.e., Government, private sector and civil society) has configured responses for its constituency (ies) based on its assessment of the situation in Grenada as well as external factors (e.g., access to donor funding by civil society organisations). There is a deep perception among members of the public in the society that there is lack of synergy in the programmes being implemented by the Government, private sector and civil society. As attested by empirical data as well as views expressed during the sector and area consultations, focus group meetings and interviews held, social and gender programmes are perceived as being of low priority in Grenada’s slow growth economy.

124. Yet there are industry areas to be targeted in developing programmes that would optimize the participation of men and women in economic growth. These are indicated by industries and age categories in the tables below. Further, there is significant room for expansion, since in 2011 the total participation rate in the labour force stands at 60.5%, with male and female participation rates at 67.4% and 53.5%, respectively.<sup>18</sup>

#### 4.4.2 GENDER AND ACCESS TO PRODUCTIVE RESOURCES - LAND AND CREDIT

125. Land is the primary economic factor in Grenada’s predominantly agricultural economy. Table 21 and Figure 8 below indicate male/female land ownership patterns among small farmers (8 acres) in the country, indicating significantly higher numbers of males owning and leasing land than females. According to the *GPRS 2012-2016*, many small land-holders are women, and without an effective land-titling project which gives women legal title to their land, women are unable to convert their interest in the land into a tangible asset (GOGR/CDB, 2012: 41).

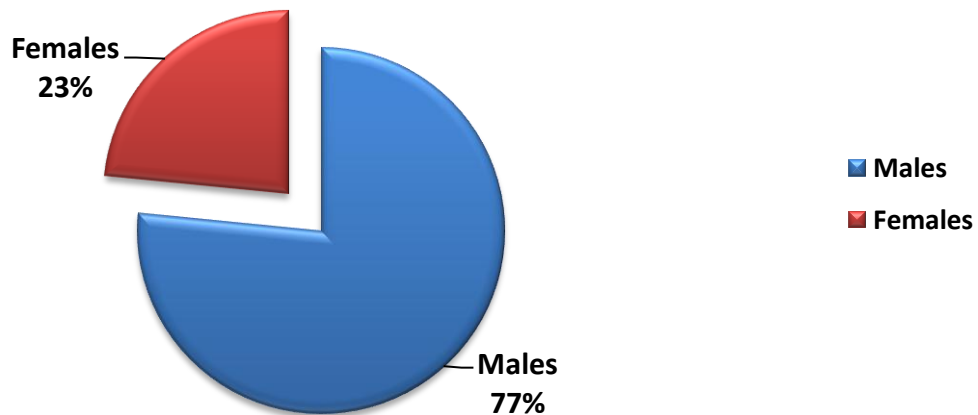
**TABLE 21: OWNERSHIP OF LAND BY SEX, 2013**

Sex	Land Holdings						Total
	Owned	Rent/Leased	Family Land	Other	Government Lands	Not Specified	
<b>Males</b>	532	210	339	21	11	21	<b>1134</b>
<b>Females</b>	199	49	86	6	3	4	<b>347</b>
<b>Total</b>	<b>731</b>	<b>259</b>	<b>425</b>	<b>27</b>	<b>14</b>	<b>25</b>	<b>1481</b>

**Source:** Grenada Small Farmers Vulnerability Reduction Initiative Project (GSFVRIP), Ministry of Agriculture, Government of Grenada, September 2013.

<sup>18</sup> Statistics accessed from CSO, Ministry of Finance, Government of Grenada, based on the *2011 Population and Housing Census*.

**FIGURE 8: OWNERSHIP AND CONTROL OF LAND BY SEX, 2013**



126. However, the area consultations held revealed a public perception that women presently own more property and farms than in previous decades. Participants in the focus group on “Gender, Agriculture and Agri-business” also indicated that the 400-acre Belmont Estate (see section 4.4.3) is owned by women. The Agricultural Census survey data which is currently being analysed should provide further empirical evidence on male/female ownership of land and farms in Grenada, including the size of properties as well as other agricultural/farm assets such as male/female patterns of crops cultivated, livestock owned/reared, and other physical assets such as fishing boats, vehicles, agro-processing equipment, tools, etc.
127. According to Grenada’s CEDAW Report, men and women have equal access to financial dealings and property ownership. Men and women have the right to conduct financial and business matters independently, such as debt, insurance policies, and the making of a will. The *Married Woman’s Property Act (1896)* confers on married women the same rights as her husband, as if she were “*femme sole*”, i.e., an unmarried woman (GOCR, 2009: 44). Married women and men also have an equal right to apply/file for a divorce, and negotiate the distribution of property. However, common law or *de facto* spouses are treated very differently under the law – they are generally not recognised as “next-of-kin” for maintenance, inheritance and property rights. In addition, with regard to the law related to property inheritance, in the case of a person who dies intestate, a common law spouse is not recognised regardless of how long the relationship lasted or whether the surviving partner has a vested interest in the property. However, the National Insurance legislation recognises the right of common law spouses to claim survivors’ benefits and the funeral grant on the death of the insured partner (GOCR, 2009: 45).
128. Table 22 and its accompanying Figure 9, and Table 23 below indicate data collected from the Grenada Development Bank (GDB) and the National Development Foundation of Grenada (NDFG) for 2012. The statistics in Table 23 indicate that males accessed 100% of loans for agriculture (EC\$81,000) and fishing (EC\$29,000), compared to females who received 0%, indicating not only that these sectors are male-dominated but also that females may not have the collateral base to access loans. Males also dominated in industry (EC\$388,397) and housing (EC\$243,988), with 79% and 59%, respectively, while females accessed EC\$106,873 (or 26%) of loans for housing and EC\$54,250 (or 11%) of loans for industry, with the balance comprising mixed loans. Surprisingly, males predominate even in the micro-sector, accessing

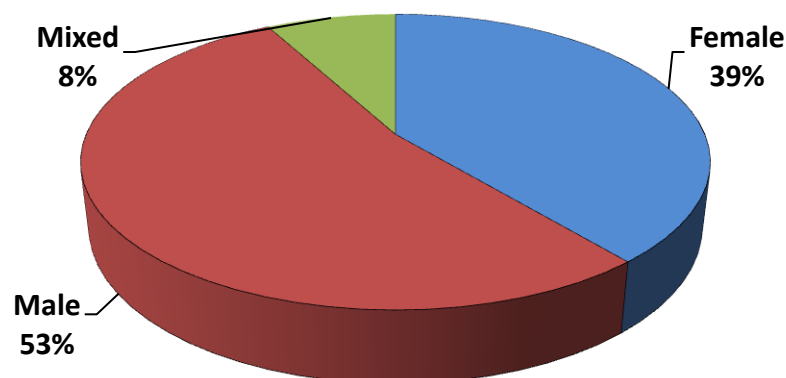
EC\$26,500 (or 25%) of these loans, compared to females who accessed only EC\$10,200 (or 9%). The majority of micro-sector loans were made to mixed (males and females) applicants, who received EC\$71,000 (or 66%) of all loans in this sector. Since females tend to predominate in this sector in the economy, it seems to suggest that they do not have the collateral to enter into loan arrangements independently, and need to do so in partnership with men.

**TABLE 22: LOANS DISBURSED BY THE GRENADA DEVELOPMENT BANK (GDB) BY SEX, 2012**

Sectors	Males \$	Males %	Females \$	Females %	Mixed (M&F) \$	Mixed (M&F) %	Total \$	Total %
Agriculture	81,000	100	0	0	-	-	81,000	100
Education	458,700	40	702,181	60	-	-	116,088	100
Fishing	29,500	100	0	0	-	-	29,500	100
Housing	243,988	59	106,873	26	60,944	15	411,805	100
Industry	388,397	79	54,250	11	52,000	10	494,647	100
Microsector	26,500	25	10,200	9	71,000	66	107,700	100
Personal	0	0	24,600	100	0	0	24,600	100
<b>TOTALS</b>	<b>1,228,085</b>	<b>53</b>	<b>898,104</b>	<b>39</b>	<b>183,944</b>	<b>8</b>	<b>2,310,133</b>	<b>100</b>

Source: Grenada Development Bank (GDB), December 2013

**FIGURE 9: LOANS DISBURSED BY THE GRENADA DEVELOPMENT BANK (GDB) BY SEX, 2012**



Source: Grenada Development Bank (GDB), December 2013

129. The statistics in Table 23 provided by the National Development Foundation of Grenada (NDFG), while not disaggregated by sector, indicate a similar picture of male dominance with regard to access to loans. Interestingly, 57.8% of loans were made to males who received 70% of the total dollar value of loans, while 44.2% of the loans were made to females who received 30%. Thus, not only were more men than women granted loans, but males also received a disproportionately large percentage of the total dollar value of the loans granted.



**TABLE 23: LOANS DISBURSED BY THE NATIONAL DEVELOPMENT FOUNDATION OF GRENADA (NDFG) BY SEX, 2012**

Loans Disbursed	Males Nos.	Males %	Females Nos.	Females %	Total Nos.	Total %
Number of loans disbursed	26	57.8	19	42.2	45	100.0
Amounts of loan disbursements	\$160,167	70.0	\$68,645	30.0	\$228,812	100.0
Average size of loan	\$6,160		\$3,613		\$5,085	

Source: National Development Foundation of Grenada (NDFG), December 2013

130. The statistics in Tables 24 and 25 are borne out by following the experiences of focus group participants in Grenada and Carriacou:

- **Senior technical officer, Ministry of Agriculture:** *“Agriculture is a high-risk sector in Grenada (due, for example, to the impact of climate change, hurricanes, pests, the high cost of agricultural inputs, etc.), and small farmers/ small agri-business entrepreneurs have a history of not repaying loans, e.g., under a crop diversification programme, the Government provided EC\$7 million to the Grenada Development Bank to offer soft loans (with little/no collateral requirements) up to a maximum of EC\$40,000 to farmers. The project was not sustainable since farmers failed to repay the loans”.*
- **Woman farmer** (who plants 5 acres of corn and 5 acres of mixed vegetables –beet, butternut squash, cabbage, melon, ochro, pepper, etc.): *“Banks think that farmers are ‘risky’. I tried to get a loan and they asked for collateral. Land is not enough; it has to be valuated. They asked for ‘cash in the bank’ to cover the loan. They also wanted a business plan and 2 years’ projections of income from the farm. I gave up”.*
- **Woman agro-processor** (who produces a range of products, e.g., wines from over 20 local fruits, golden apple and other jellies, mango tarts/rolls, etc., runs her own market stall in Carriacou, as well as supplies to a number of outlets in Grenada): *“I started a little business after I left school and I have been growing it since then for over 20 years. I attended all kinds of courses, e.g., at the Bureau of Standards to improve my products and labelling, etc. I have never been able to get a loan from any bank, even EC \$10,000-\$20,000, to upgrade or expand my business”.*
- **Woman bakery owner** (who started a cottage industry 5 years ago, baking bread, buns, etc.; she has been creating local products, e.g., mango and soursop cake): *“I try something new every day. People come from all over the island (Carriacou) to buy my bread and cakes. I hired another employee, and started putting up a building. I need help with a business plan to decide how to take the business forward. I need a loan to expand the business”.*
- **Male hotel manager** (who was previously a loans officer at a commercial bank): *“These experiences are spot on. Banks are highly conservative in Grenada and Carriacou. They are interested in depositors’ savings, but lack the confidence/ willingness to lend to entrepreneurs. They do not have a developmental approach to supporting entrepreneurs, who are out there taking risks to build their businesses”.*



### 4.4.3 GENDER, AGRICULTURE AND AGRI-BUSINESS

131. Agriculture and agricultural enterprise are rooted in the historical, economic and political development of Grenadian society. How agriculture and agri-enterprise are understood and conducted reflect influences from the country's history of colonial capitalism, and co-operatism from its recent revolutionary past. Grenada traditionally produced three main export crops: cocoa, nutmeg and bananas. The effects of the World Trade Agreements have eroded the export opportunities for bananas, while the nutmeg industry has not fully recovered from the devastation of Hurricane Ivan. These, together with a general policy shift from an agriculture-based economy, have hurt the rural economy, which has relied heavily on the agricultural sector for formal and informal employment, as well as local food production. The Land Utilization Survey conducted by the Agency for Reconstruction and Development (ARD) indicates that 71% of the farms were less than five acres in size, 77% of farmers had not gone beyond primary education, and two-thirds were engaged in agriculture on a full-time basis. Overall, the value of agricultural products declined from EC\$54.5 million in 2001 to EC\$46.3 million in 2003, with both price and quantity showing volatility from 1998 to 2005 (GGR, 2009: 4).
132. Agriculture continues to be the largest economic productive sector,<sup>19</sup> consistently accounting for between 6-15% of the GNP per annum in a slow growth economy. Along with education, it is the only sector that has maintained growth and returns from Government and private investment since 2007.<sup>20</sup> Employing just over 8% of the labour force in 2011,<sup>21</sup> the sector continues to influence public discourse on economic growth, investment priorities, and wealth creation. It is also a labour force sector highly differentiated by gender roles and tasks, and public concern about contraction in the sector (especially among civil society organisations) is almost always linked to the exacerbation of poverty.

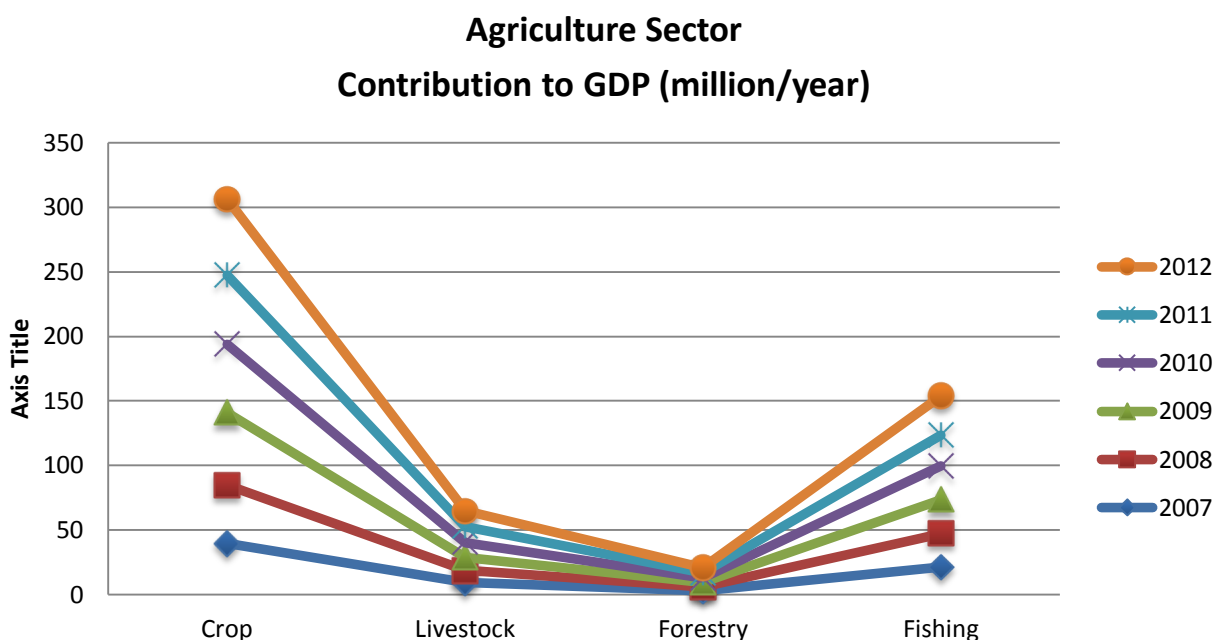
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<sup>19</sup> Central Statistical Office, Ministry of Finance, Government of Grenada, 2011 Economic Analysis.

<sup>20</sup> *Ibid.*

<sup>21</sup> According to data from the 2011 Population and Housing Census, there has been a 1.5% decrease in the farming population, from the 9.7% high in 2001. Low profitability is a strong contributing factor.

**FIGURE 10: CONTRIBUTION OF THE AGRICULTURE SECTOR TO GDP, 2007–2012**



**Source Data:** Central Statistical Office, Ministry of Finance, Government of Grenada; Eastern Caribbean Development Bank, September 2013

133. Traditional crop production and sales of cocoa and nutmeg dominate the export market by 90%. Recent Government Administration investments have sought to maintain and restore productive capacity of these export crops to their 2004 pre-Hurricane Ivan performance levels. As indication of this priority, the Government owns four farms ranging from 25-100+ acres.<sup>22</sup> The Government also owns four propagating stations, three of which have been transferred to the Cocoa Association.<sup>23</sup> Further, the re-prioritising of agriculture has been most evident over the last three years, with Government investment increasing by over 100% percent in 2011 and 2012.
134. However, the distribution of investment resources has not been guided by gender equity, but rather the high probability of quick returns on investment based on the cumulative growth patterns since 2007. The only current Ministry of Agriculture programme that is heavily invested in the small vulnerable farming population is now in its third and final year of operation, and is a wholly externally funded initiative. The project aims to assist small vulnerable farmers throughout Grenada, Carriacou and Petite Martinique with grants. Farmers who have benefitted from the programme were selected according to the criteria of need, farm size (medium-sized farms = 15+ acres), and manpower and technological capacities to produce economies of scale. Table 25 below shows a gendered breakdown of the number of farmers who have been approved for grant assistance under the project, to date. Some 1,141 male farmers have been approved for grants, representing over three quarters

<sup>22</sup> Interview with senior technical staff from the Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment, September 2013.

<sup>23</sup> National Consultation on the draft GEPAP/CGA, St. George's, Grenada, 21 November 2013.

(76%) of the total number of farmers approved, compared to 361 female farmers (or 24%). As with the larger programme discussed above, the focus is on small farms (8 acres) and science and technology capacity. Although there has been no intentional focus on gender equity, the statistics indicate some impact (less than a quarter of all grants to women farmers), since women tend to own smaller farms, businesses and cooperatives.

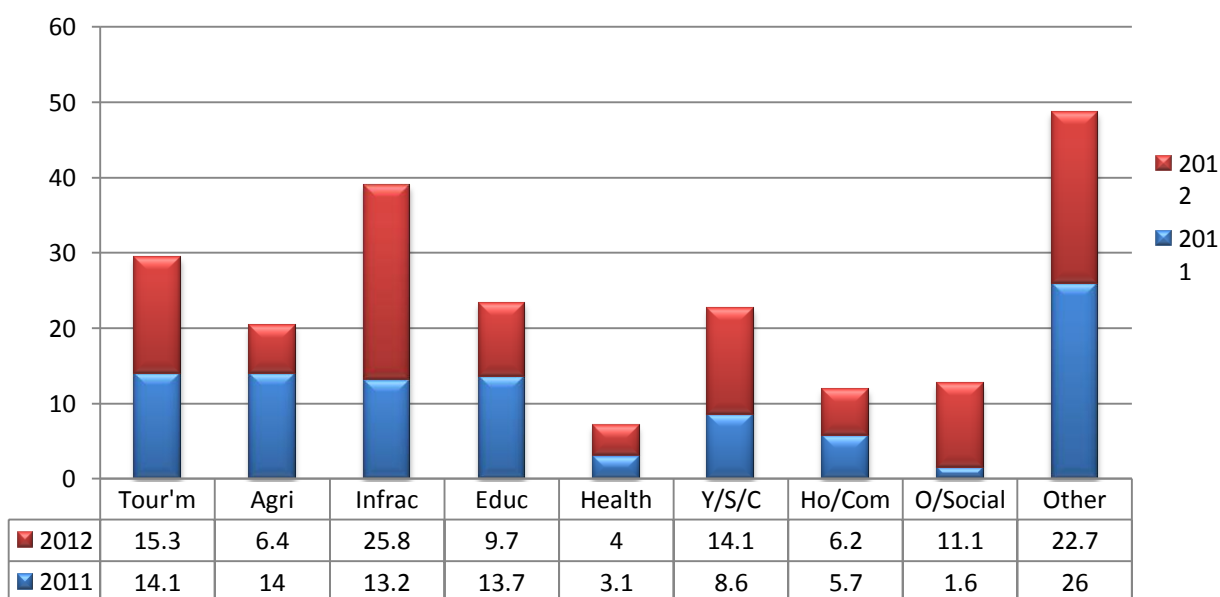
**TABLE 24: SMALL FARMERS APPROVED FOR GRANTS UNDER THE MINISTRY OF AGRICULTURE'S GRENADA SMALL FARMERS VULNERABILITY REDUCTION INITIATIVE PROJECT (GSFVRIP) BY SEX, 2013**

	Male Nos.	Male %	Female Nos.	Female %	Total Nos.	Total %
Farmers approved for grant assistance by the Ministry of Agriculture's Grenada Small Farmers Vulnerability Reduction Initiative Project (GSFVRIP)	1,141	76	361	24	1,502	100

**Source:** Grenada Small Farmers Vulnerability Reduction Initiative Project (GSFVRIP), Ministry of Agriculture, September 2013

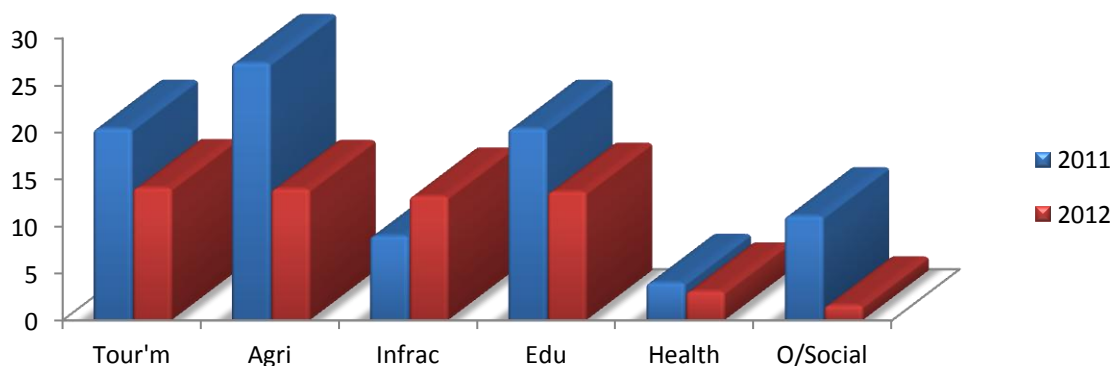
135. Figures 11 and 12 below indicate that this period of Government's investment in agriculture has been accompanied by a decrease in investment in other sectors, notably health and social services. Because women are the most affected in these sectors, the equity gains are even less quantifiable.

**FIGURE 11: PERCENTAGE OF CAPITAL EXPENDITURE ON ALL SECTORS, 2011-2012**



**Source data:** Estimates of capital expenditure 2010-2012, Ministry of Finance, Government of Grenada

**FIGURE 12: PERCENTAGE OF EXPENDITURE ON MAJOR ECONOMIC AND SOCIAL SECTORS, 2011-2012**



**Source data:** Estimates of capital expenditure 2010-2012, Ministry of Finance, Government of Grenada

136. Interviews with senior staff in the Ministry of Agriculture indicated that the last Agricultural Census was conducted in 1995. Data from the current Agricultural Census, in which all households in Grenada (some 34,000) were surveyed in 2012, are still being analysed, with the results expected to be available in March 2014. In the absence of recent Agricultural Census data, the gender differentiation in agriculture has been gleaned from sector/area consultations, the focus group discussion and interviews on gender, agriculture and agri-business.
137. According to the guidelines of the Agricultural Census currently being conducted (2012-2014), a 'farmer' is broadly defined/characterised as someone who either:
- Has 25 or more poultry;
  - Has five (5) or more goats, sheep or pigs, or a combination thereof;
  - Has one (1) cow;
  - Farms ¼ acre in short crops or vegetables;
  - Has 25 or more fruit/nut trees; or
  - Receives EC \$2,500 in income per annum from agriculture.<sup>24</sup>
138. Focus group participants<sup>25</sup> expressed the view that there was little gender differentiation in the agricultural sector. They indicated that in the past, more men than women owned land. However, with increasing equity in inheritance of land and property, where a child has the right to inherit land and property whether born in or out of wedlock, greater numbers of women own land. However, it needs to be noted that this is not borne out by the empirical data related to male-female ownership of land shown in Table 21 above.

<sup>24</sup> Information shared by a senior agricultural officer at the focus group discussion on "Gender, Agriculture and Agri-business", held in August 2013.

<sup>25</sup> The focus group on "Gender, Agriculture and Agri-business" included senior technical/administrative staff of the Ministry of Agriculture, and farmers.

139. Men comprise the majority of workers on government and private crop farms by as much as 95 percent, whereas women workers comprise the majority in the factory houses where sorting and packing take place. Livestock farming and fisheries show similar patterns of male domination, but this is less so for the local marketing of poultry and local fish where the work is usually home or factory-based. For example, cattle farming in the island of Carriacou and small-scale goat farming in Grenada are reportedly male-dominated enterprises, whereas increasing numbers of women are entering poultry farming. There is a perception among actors in the agricultural sector that both male and female farmers benefit from Government subsidies, and there is greater gender equity among small family farms where men and women tend to share and rotate farm work.
140. As Figures 11 and 12 above indicate, capital expenditure on agri-business has not been disaggregated. Nor is agri-business an identified area of economic activity in country-specific economic data. As a result, the true value of the sector is an unknown quantity and is likely subsumed under manufacturing industry data. Despite the omission, observations by focus group participants suggests that as much as 80 percent of the sub-sector is controlled by women in small agri-processing businesses related to foods, spices, confectioneries and aromatic products.
141. **The Government's distributive approach:** The Government provides resources/services to the agricultural sector to boost/sustain production and markets. Crop farmers access seeds and saplings, fertilizers and pesticides, treatments for crop and animal diseases, irrigation technology, manpower and research, while the more lucrative fishing industry have access to low interest loans. Training in new applications is an integral component of these services. Depending on the specific programme, resources are provided as subsidies, at low cost, or at no cost to farmers and fisherfolk. To achieve economies of scale, many small farmers are members of local farmers' cooperatives or regional farmers' associations. Interview data indicates that this distributive approach is structured along the following lines: the systematic provision of services, diversity of beneficiaries, nature of interactions, and scale of impact.
142. **Community-based integrative model:** Belmont Estate is the largest privately-owned agricultural enterprise in Grenada. The estate assumes different levels of responsibility for about 180 employees including managerial and technical staff, production workers, and field labourers. The business model is an innovative and adaptable approach that integrates agriculture, agri-business, agro-processing, agro-tourism, and social entrepreneurship into a seamless community enterprise. Each component is connected to other(s), thereby generating multiple spinoffs to a widening pool of beneficiaries. This evolution of the estate sought to capitalize on changes in the agri-business landscape in the 2004-2005 post-Hurricane Ivan and Emily period. The loss of estate crops and small farms, and the desire to restore both productivity to the estate and income to farm workers informed the decision to transform the estate into a modern enterprise. This project is still ongoing, and there is clear evidence of positive results and indications as to prospects for development in the agricultural sector.

**FIGURE 13: COMMUNITY-BASED INTEGRATIVE MODEL**



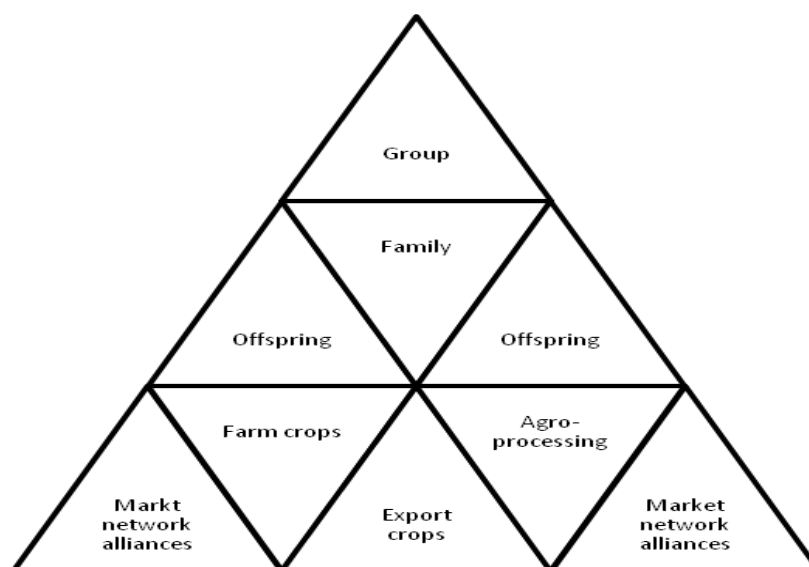
**Source:** Conceptual Model extrapolated from interview data, September 2013

143. Although not an intentional estate policy, the multiple operations reflect well-established gender norms as they relate to agricultural labour in the region. Thus, men comprise the majority of field and factory labourers, while women represent 95 percent of the agro-processing operation. Higher numbers of men are employed in the agro-tourism and horticultural sections, while women dominate in the sales section and restaurant. It has not been possible to ascertain whether there are wage differentials among these different categories of workers. However, owners/managers indicated that competitive wages (higher than minimum) and benefits are offered to all categories of workers.
144. Operating at about 65 percent of its capacity, the 400-acre farm produces nutmeg and cocoa for export. In a recent value-added development in the sub-sector, new technologies are utilised to process the cocoa beans, which has led to an increase in the demand and supply of beans and new cocoa-based products. This advance has been accompanied by other developments including the transfer of technology to local small cocoa farmers who provide organic beans and other crops from their mixed farms to meet estate quotas. Thus, male and female farmers are further integrated into the enterprise as suppliers of organic cocoa, vegetables and herbs for export, and women workers into the agro-processing, craft and restaurant services. More significantly, local women already skilled and semi-skilled in processing techniques are recruited.
145. The family-run enterprise deliberately relies almost exclusively on the local community for its agricultural produce and labour supply needs. Community members in turn receive competitive prices and wages, an exclusive market, skills training in higher standards of

production and processing, among other benefits. The estate enables farmers to be trained and certified in organic produce. The latest developments with respect to the model include the provision of child care and after-school programmes for the children of estate workers and the wider community. The stability and diversity of the enterprise and its impact on the community has attracted new partnership arrangements, facilitation and enquiry. Among these are financial and tourism-related businesses tailored to serve estate workers and residents of surrounding communities. The estate cooperative is designed to serve farmers' financial needs that are not typically met by mainstream commercial banks.

146. **The farmers' group-centric model:** Since small farmers usually produce mixed crops and raise livestock, the quantities of produce per farmer are relatively small. This has led to the formation of different types of groups of farmers, both formal and informal, through which they are able to generate a degree of economies of scale. Thus, village and community cooperatives and district associations are entities through which farmers' groups are able to negotiate better pricing, reduce the cost of transporting produce to the market, and lobby for benefits. The oldest and largest of such entities, the nutmeg and cocoa associations, have established collection centres/stations in accessible localities, where growers convene to have their produce sorted, graded and bagged for export. Marketing of other crops and value-added is dependent on a range of networks and alliances including the Grenada Marketing and National Importing Board (MNIB), middle traders and retailers, women's groups and individual farmers.
147. The scale and quality of impact from the small farmer agricultural enterprise however is much more diffused. For example, most small farms are family-owned enterprises in which men and women are active partners in the production process. In these cases, the land is usually owned or leased by one or both partners and may range from less than one (1) acre to 15 acres. Generally, separate pieces of land are used to produce different kinds of crops or livestock. Younger offspring are likely to assist parents on the farm, while older offspring tend to undertake their own production. Male-owned/headed farm enterprises are usually larger and tend to rely on extended family members, seasonal workers or Government-paid gangs to meet labour needs. Their agricultural production is more diverse and may include crops, livestock, spices, herbs, vegetables and fishing. Female-owned/headed farms are fewer and smaller, and tend towards poultry and egg production or herbs, spices, food and fruit processing, including fish drying.
148. Estimates of small farmers' incomes are based on the scale and size of production. Small farmers represent over 60 percent of the farming population and contribute to nearly all forms of agro-processed products on the market, including nutmeg and cocoa products. Small farmers' contribution represents an estimated 60 percent of Grenada's cocoa and nutmeg production. Non-nutmeg and cocoa produce (e.g., mangoes, avocados, soursop, ground provisions, etc.) comprise an even higher percentage, leading to what has been described as seasonal gluts on the market. Although the pattern of production and enterprise among small farmers seems diversified, it is hampered by market constraints, seasonality, low grade agro-processing quality, storage, and small economies of scale.

**FIGURE 14: SMALL FARMERS GROUP-CENTRIC MODEL**



**Source:** Conceptual Model extrapolated from interview data, September 2013

#### **4.4.4 GENDER, TOURISM AND ECO-TOURISM<sup>26</sup>**

149. Grenada's tourism sector has diversified in recent years in the major areas of the sector. Accommodation, transportation, marine adventures, vending, food and beverages have shown the greatest diversification, particularly in the choices and packages being offered to visitors, including conventions, festivals and other cultural events. However, the growth in these areas varies and is not consistent throughout any given year, although food and beverages show the most promising trends overall. In addition, newer trends such as eco-tourism and agri-tourism are not considered sufficiently robust to make a major impact on the sector and therefore are not disaggregated in official tourism economic data/analysis.
150. Questions raised by civil society<sup>27</sup> with regard to the tourism sector include: (1) **Ownership:** Significant foreign ownership of service providers; (2) **Leakages:** Little of the tourist dollar remains in Grenada due to the high percentage of imported inputs and incentives given to foreigners compared to nationals. In addition, the high cost to the Government to support the Airlift – the country pays international airlines to stop in Grenada; (3) **Negative environmental impact:** In some cases resulting in the loss of livelihoods to nationals.
151. **Sector differentiation:** Total employment growth in the sector is reflected at 0.9 percent in the period 2001-2011.<sup>28</sup> This minimal growth pattern is consistent with a sector that has been characterized as vibrant in part, thrives on niche growth areas such as marine tours, land

<sup>26</sup> This section draws on the summary report of the focus group discussion and individual interviews on the theme of "Gender, Tourism and Eco-Tourism".

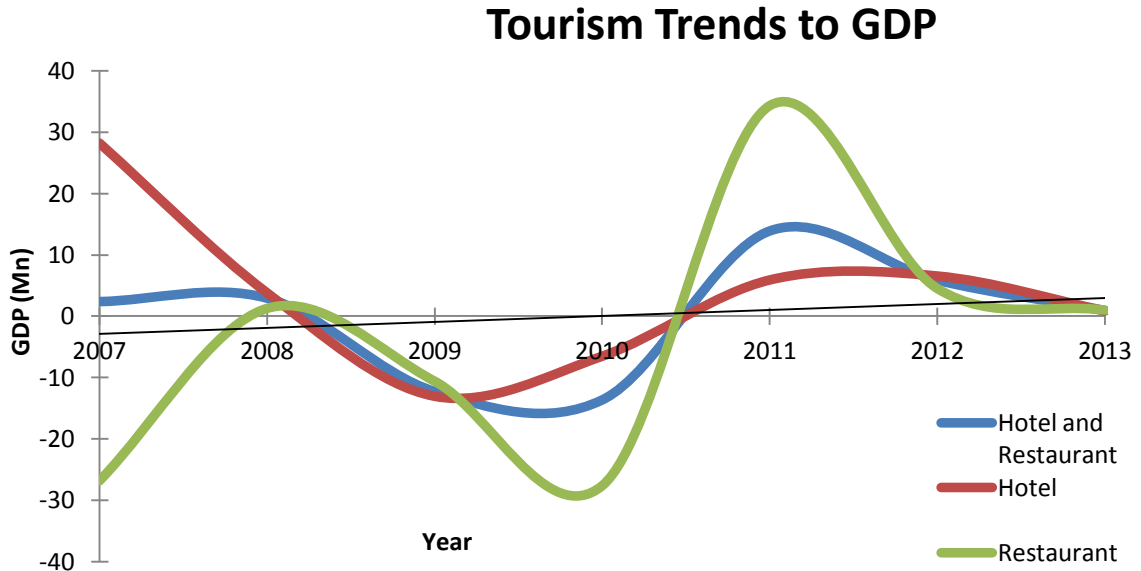
<sup>27</sup> Ms. Sandra Ferguson, Agency for Rural Transformation (ART), personal communication, 2 December 2013.

<sup>28</sup> Data from the 2011 Population and Housing Census, provided by the Central Statistical Office (CSO), Ministry of Finance, Government of Grenada.



adventures and vending, and unstable and unbalanced due to its seasonality. The intense six-month period from November to April each year overlaps with other smaller peak periods including winter visitor arrivals, cruise ship stops, and marine life tours. The most common complaints among actors in the sector are the loss of income and activity during the slow period, and the lack of capacity to build a less risk-prone industry that can withstand the economic shock of a downturn in any one area of the industry.

**FIGURE 15: TOURISM TRENDS TO GDP, 2007-2013**



152. Although private sector driven, most of the industry’s problems are attributed to the Government’s failure to create an enabling environment for growth. Much of the critique is levelled at the lack of incentives, and the business regulations that impede financial access and require levels of credit worthiness, which the mostly small players are unable to meet. Table 25 indicates the level of private sector employment in relation to other sectors.

**TABLE 25: LEADING REGISTERED PRIVATE SECTOR EMPLOYERS BY ECONOMIC ACTIVITY, 2010-2011<sup>29</sup>**

Industrial classification	No. of Private Sector Employers by Year	
	2010	2011
Agriculture, Hunting, Forestry & Fishing	21	21
Construction	67	74
Manufacturing	15	21
Personal & Household Services	63	73
Real Estate & Business Services	22	29
Restaurants & Hotels	22	24
Social & Related Community Services	23	24
Wholesale & Retail Trade	77	62

<sup>29</sup> Data provided by the Grenada Industrial Development Corporation (GIDC), September 2013.

153. Yet the sector continues to be ranked as one with the largest potential for impact on employment, when compared with other countries and regions. The potential for value-added, product sophistication and greater utility of heritage resources has been strongly voiced as key factors for competitive improvement of the tourism product. Actors' perceptions of the sector and of the areas for improvement vary considerably, from improving community level employment to spinoffs to/from other sectors such as agriculture, agri-business and agro-processing.
154. Eco-tourism, according to key decision-makers in the sector, "has been pursued in fits and starts." It is perceived by some actors as the least developed area in the sector, with much room for expansion. For example, soft adventure tours are becoming common, but seasonal and local festivals tend to be driven by individual enterprise which is often constrained by the lack of a business plan or physical limitations such as ownership of/ access to private lands. The government has not sufficiently explored concessions in the tourism and eco-tourism sectors, due in part to the standing preference for business ventures that are viewed as predictable, sustainable and profitable, which disqualifies most small-scale entrepreneurs. Hence, available government concessions are generally used by hoteliers and restaurateurs, although largely for equipment and material imports. The use of only these two entities to measure growth in the tourism sector no doubt serves to mask its other capacities.
155. It has not been possible to access sex-disaggregated statistics for the tourism and eco-tourism sector. However, based on observation and perceptions of actors in the sector, there is gendered occupational segregation and differentiation in the sector but men and women play complementary roles.
156. Participants at the focus group discussion on "Gender, Tourism and Eco-tourism" estimated that 70 percent of vending in crafts and other goods is conducted by women, and the majority of retail shops are owned or operated by women. Women comprise the majority of market vendors of local food, herbs and spices, crafts, etc. They predominate in the hotel/guest house industry as administrative staff, housekeepers, hospitality staff, cooks, waitresses, etc. Women also tend to be employed in marketing and sales, in areas including travel, car rentals, marinas and moorings, health and wellness, among others. In comparison, men tend to dominate as owners and managers of hotels, guest houses and restaurants. They comprise the majority of taxi and bus drivers, and tour guides. Men also predominate as chefs and bartenders, gardeners and security personnel.
157. Women specifically complain about the small scale of their enterprises, the lack of room for expansion due to the small size and lack of sustainability of the market, the lack of access to concessions and loans from the government or commercial banks to improve their product and scale up their operations, and the adverse impact on family life. For example, children of single mothers sometimes operate vending booths, thereby losing out on school time. The biggest complaint attributed to men is that business is contracting and many are closing down their enterprises, particularly foods and beverages.
158. Gender issues with regard to the tourism sector include the following: women tend to be segregated in the lower income-earning occupations within the sector. They tend to work very long hours, including night work. Issues of women's safety and security linked to the availability of transport, when returning home from working the 'graveyard shift'.

159. Participants at the national consultation argued there need to be greater linkages between the agricultural/agro-processing sector and the tourism/eco-tourism sectors. For example, women comprise the largest percentage of small and medium-sized enterprises (SMEs) involved in agro-processing. However, they face enormous constraints with regard to product development and marketing. Very few of their products find their way into the mainstream tourism sector, e.g., hotels and guest houses, etc.

#### **BOX 7: KEY FINDINGS – GENDER, AGRICULTURE AND TOURISM**

1. Men own and control 77% of the land in Grenada. This is an indicator that the ownership and control of material/productive resources are not shared equitably by women and men.
2. Men have access more and larger loans than women for agricultural and tourism related enterprises. It is also notable that commercial banks have a risk-averse approach to providing credit to farmers and small business entrepreneurs.
3. The agriculture and tourism sectors exhibit gendered occupational segregation, with men and women playing complementary roles. However, it is evident that women tend to be segregated in the lower income-earning occupations within the sectors.
4. Governmental and other agricultural agencies are largely unaware of the gender dimensions of agriculture, e.g., male/female patterns of: land ownership and access; crop/livestock/fish/other production; types of agri-businesses/agro-processing enterprises; support services needed; access to credit; etc.

#### **4.4.5 GENDER, POVERTY REDUCTION AND ECONOMIC GROWTH<sup>30</sup>**

##### **POVERTY REDUCTION**

160. According to the *Country Poverty Assessment* (CDB, 2008c), which provides the most recent statistics on poverty in Grenada:
- The unemployment rate among the poor was 34.9%, which was 10% higher than the national average (24.9%).
  - Of all the persons identified as being poor, 65% were employed, a category defined as the “working poor”.
  - 63.7% of the poorest workers were paid employees with private employers. The highest numbers of the working poor were engaged in the services, construction and agriculture and fishing sectors, with 35%, 26% and 11% respectively.

<sup>30</sup> This section draws on the focus group discussion and interviews with staff/representatives of the Ministry of Social Development and Housing (MoSD), Grenada Industrial Development Corporation (GIDC), and data/information from non-governmental organisations (NGOs). In addition, it also draws on new initiatives on women’s entrepreneurship and potential contribution to economic growth globally, e.g., Women’s Economic Forum Africa (WEFA).

- The 'poverty line' stood at EC \$5,842 per annum per adult.
- The 'poverty headcount index' (or 'poverty rate') increased from 32.1% in 1998 to 37.7% in 2008.
- The 'vulnerability line' was EC\$7,302. Set at 25% above the poverty line, households consuming at levels below the vulnerability line are deemed to be 'vulnerable'. The 'vulnerability rate' was 14.6%, representing the percentage of the population vulnerable to falling into poverty.
- The 'indigence line', the estimated expenditure for an average adult to meet the minimum food requirements necessary for maintaining a healthy existence, stood at EC\$2,394. The 'indigence rate' dropped significantly from 12.9% in 1998 to 2.4% in 2008, indicating that fewer persons were consuming below the accepted minimum level of nutrition in 2008.
- Remittances (of money, gifts, barrels of household goods and clothing from family and friends at home and abroad) were calculated by the percentage of households receiving remittances. Some 30.7% of households in the poorest quintile, and 12.0% of all households received remittances in 2008.
- 39.5% of all males and 36.2% of all females were deemed poor.
- 40.3% of females had their first child when they were between the ages of 15-19 years and 4.6% under the age of 15 years. The percentage of women having their first birth during their teenage years declined as the socio economic status of their household improved, from 57.8% in the lowest quintile to 25% in the highest.

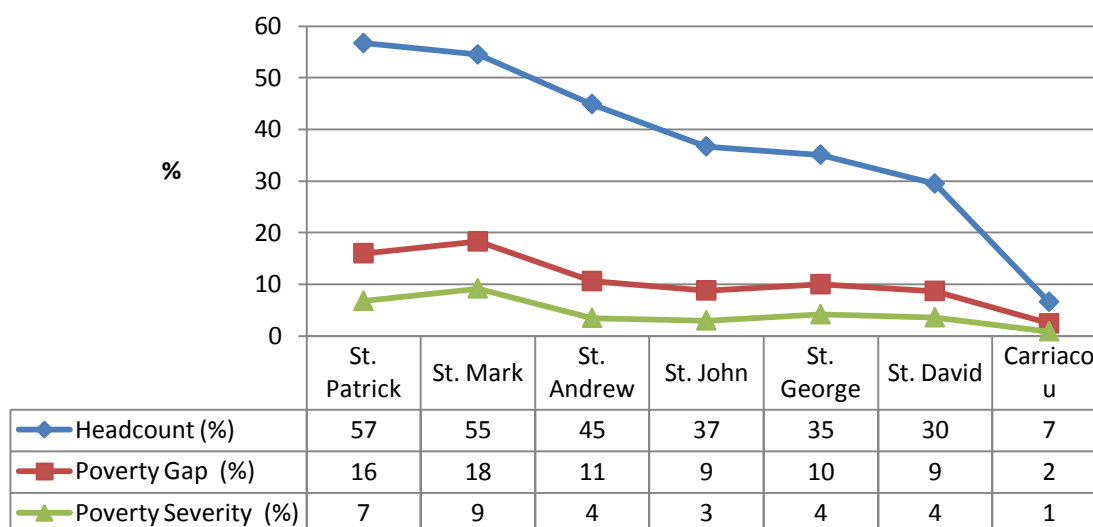
161. Poverty exists in all parishes in Grenada, with the highest rates found in St. Patrick, St. Mark and St. Andrew. However, as a result of the size of population, the parishes with the highest number of poor persons are St. Andrew and St. George, the two parishes which account for 56% of the country's total population. Poverty is most severe in St. Mark and St. Patrick, which have the widest poverty gap, an indication that it takes more effort for persons from those parishes to climb out of poverty. Table 26 below shows the number of poor persons by parish, and Figure 16 indicates the poverty headcount, poverty gap and poverty severity by parish in 2008.

**TABLE 26: NUMBER OF POOR PERSONS BY PARISH, 2008**

Number of poor persons by parish	
Parish	Number of Poor persons
St. Andrew	13195
St. George	11893
St. Patrick	6392
St. David	3637
St. John	3478
St. Mark	2347
Carriacou	437
<b>Total</b>	<b>41379</b>

Source: CDB/GOGR, CPA, 2008

**FIGURE 16: POVERTY HEADCOUNT, POVERTY GAP AND POVERTY SEVERITY BY PARISH, 2008**



Source: CDB/GOGR, CPA, 2008

162. The preliminary results from the Labour Force Survey 2013 reveal that the unemployment rate was 40% among women, and 28% among men. The country's unemployment rates are attributed to the slow growth of the economy and stagnation in major areas of production, which has had a significant impact on gender equity. The 2008 global recession has compounded the situation further in stymieing new growth trends after the devastation of the 2004-2005 hurricanes, which has accounted for the inconsistency and fluctuations in economic growth projections (see Figure 7 above).
163. The Draft *GPRS 2014-2018* indicates that the well-being of women and the families they often head is of concern in Grenada, since the country has the highest recorded percentage of women-headed households among OECS member states. Not surprisingly, discussions around the poor focus mainly on female heads of households. Almost half the households in Grenada (47%) are female-headed. Of these, more than 20% in the rural areas are poor as compared to 13% of male-headed households. For urban households, 44% of female heads live in the bottom 3 quintiles compared to 18.6% for males. Over half the female heads (56%) are unemployed compared with the male heads where only a quarter are unemployed. The situation facing many female household heads, and by extension their children, requires urgent attention and substantively informs the GPRS' strategic directions (GOGR/CDB, 2014: 20).
164. The Government's poverty reduction programmes are quite extensive and aim to respond to a range of social and economic needs. As a measure of the scope, poverty reduction programmes may be found in major Government Ministries and Departments including: Finance, Housing, Youth, Agriculture, Health, Social Development and Education, and tend to be directed to vulnerable population groups, e.g., families and individuals with very little or no income or access to resources, and juvenile services for 'problem youth'. Social programmes are generally directed at early childhood, school-age and elderly care, youth development, and unemployed and low income groups. These programmes are intuitively

gendered towards women since the majority of recipients are women heads of households with children or responsibility for elderly care.

165. Two of the most extensively used are the SEED II and Soft Loan programmes, funded by the World Bank and Government of Grenada, respectively, and administered by the Ministry of Social Development and Housing. They aim to address a range of social and economic needs for over 5,000 persons, including: financial assistance for unemployed parents, school subsidies for needy students, and access to health care through home care and other services. The 1.6 percent of government expenditure annually required to maintain these services does not include the poverty reduction programmes in other ministries (mentioned above), although some may overlap. In addition to the budgetary allocation, support staff are deployed in the public service and communities to distribute the services to recipients.

## ECONOMIC GROWTH

166. As discussed in Sections 4.4.3 and 4.4.4 above, men and women play different and complementary roles in the agricultural and tourism sectors in Grenada. However, in both sectors, they tend to be located at the lower end of the 'global value chain'. In agriculture, men and women produce mainly agricultural produce (cocoa, nutmegs, bananas, and a range of other food/fruit crops, ground provisions, vegetables, spices and herbs, etc.), which have a much greater potential to produce higher value-added agro-processed goods for consumption in the local tourist economy and export internationally (e.g., the experience of the Grenada Chocolate Factory discussed in 4.4.3 above). With regard to tourism, there is scope for expansion of the tourism/eco-tourism products (as discussed in 5.4.4 above), and for maximizing men's and women's participation in various aspects of the sector, e.g., cultural festivals, local festivals, eco-tourism enterprises (bed and breakfast accommodation, guest houses, tour guide products, organic fresh and agro-processed products, toiletries made from local spices – nutmeg, cinnamon, clove, etc.).
167. In Grenada, a few outstanding women have been able to build large enterprises in the agricultural/agri-business sector, e.g., De La Grenade Industries, a large agro-processing company initiated and managed by women. Yet, the success of these individuals is still to be matched by a critical mass of women, e.g., entrepreneurs in the agri-business or tourism sector, if economic growth is to become a widespread and sustainable reality. While focused interventions to foster entrepreneurship and private sector growth by policy-makers in government and international development institutions increasingly seek to promote gender equality, female-owned enterprises remain concentrated among marginal and lower value added industries. The misconception that entrepreneurship moves seamlessly from the tiny subsistence sector to transformational enterprise has led to a misplaced confidence in the development potential of micro-finance.
168. This is not to say that subsistence entrepreneurship should not be an important strategy for gender-responsive economic survival, poverty reduction and economic growth. Focus group participants and interviewees on the theme of "Unemployment, Poverty and Social Safety Nets" indicated that the Government and private sector share the premise that poverty reduction, income generation and wealth creation go hand in hand, and thus that facilitating new businesses is an effective means of addressing issues of unemployment and poverty in an otherwise stagnant economy. Thus, business training, micro-credit and concessionary loans

are among the standard range of strategies adopted. In addition, analysis of interview data from private sector participants in the study on the differential treatment of men and women indicates that business scale, risk aversion and sustainability, take precedence over other considerations when completing business transactions. Whether the transactions are for loans, micro-financing or qualifying for concessions, the criteria are the same unless otherwise stipulated. This necessarily puts poor women and men at a disadvantage.

169. One of the main causes of the continuing low status of female entrepreneurs is the emphasis on targeting gender empowerment activity almost exclusively at basic welfare approaches, for example, maternal and child welfare, the traditional gendered subject 'choices' offered to males and females in the secondary and tertiary education system (see Section 5.2 above), and the use of micro-credit. While **survival and subsistence** concerns are important, they are not enough on their own to propel women to the heart of dynamic, economic growth, since **subsistence entrepreneurship**, where women are already concentrated, are overwhelmingly micro-enterprises which are unlikely to grow or create new jobs. Added to this is long-term evidence showing that neither micro-credit nor micro-enterprise leads to poverty reduction and development (Ardagna and Lusardi, 2008). In fact, the misconception that entrepreneurship moves seamlessly from the tiny subsistence sector to transformational enterprise has led to a widespread and misplaced confidence in the development implications of the micro-finance revolution.
170. In comparison, **transformational entrepreneurs** are currently the smaller of the two groups, but they strive for growth and profit; are generally larger business owners; create production methods and processes that are scalable; and provide relatively secure employment opportunities for others (Schoar, 2009). They are the catalysts of innovation, competitiveness, job creation, and productivity. It is these on types of entrepreneurs, both in terms of gender equality outcomes and economic growth and development, that future progress and prosperity depends.
171. The *2012 World Development Report* (World Bank, 2011) concluded that between 1983 and 2008, 553 million women joined the global labour force, global trade grew 85% faster than GDP, and exports from developing countries grew 14% annually. This is an indication that the expansion of women's opportunities through education, employment, skill acquisition and entrepreneurship is paying off and is an essential component of today's economic and social challenges. As the World Bank's Director for Poverty Reduction and Economic Management has emphasized "Women in the private sector represent a power source of economic growth and opportunity". However, despite progress in some areas, women entrepreneurs remain constrained by regulatory dimensions pertaining to labour and product markets, and by difficulties in acquiring the levels of finance which are needed by potentially transformational entrepreneurs. Therefore, while the challenges faced by the vast majority of female entrepreneurs cannot be ignored and remain crucial to reinforce and sustain efforts to provide solutions to the challenges with which female subsistence micro-entrepreneurs are faced, equally important is the diversification of the policy approach taken towards women's entrepreneurship development. In fact, there is room to consider whether policy-makers should not consider supporting both subsistence enterprises as a poverty reduction strategy, and transformational enterprises that will lead to large-scale employment, growth, development and economic transformation.
172. By rethinking the dominant paradigm on women's empowerment from one focused primarily on survival and subsistence, to one that includes transformational entrepreneurs, a broad-

based cohort of women can more rapidly achieve the promise starting to unfold and currently most strongly led by women leaders in the political, public sector and civic spaces. These high-growth SMEs will in turn contribute to the growth and development of subsistence enterprise in the economy. This paradigm shift will entail finding and supporting women entrepreneurs within the **transformative sectors** where the country's largest growth potential lies – agri-business and agro-processing, tourism and eco-tourism, and infrastructure and construction – the engines of growth and economic transformation in Grenada.

#### **BOX 8: KEY FINDINGS – GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION**

1. The unemployment rate among the poor was 10% higher than the national average and the highest numbers of the working poor were engaged in the services, construction, and agriculture and fishing sectors.
2. The 'vulnerability rate' was 14.6%, representing the percentage of the population vulnerable to falling into poverty; the 'indigence rate' dropped significantly from 12.9% in 1998 to 2.4% in 2008, indicating that fewer persons were consuming below the accepted minimum level of nutrition in 2008.
3. 39.5% of all males and 36.2% of all females were deemed poor.
4. Almost a quarter (24%) of poor female heads of households are not in the labour force; and of those attempting to participate, only 21% are employed.
5. The percentage of women having their first child as a teenager declined as the socio-economic status of their household improved, from 57.8% in the lowest quintile to 25% in the highest.

#### **4.5 CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT**

173. Global warming and climate change have emerged as major issues impacting on countries around the world, linked to the adverse impact of human activity. Caribbean small island developing states (SIDS) exhibit particular risk factors including, *inter alia*, environmental and ecological vulnerability, high exposure to natural hazards, limited land resources and difficulties in waste disposal management.
174. As a small island economy located in the hurricane belt of the Caribbean, Grenada is exposed to considerable macro-economic vulnerability, for example, after hurricanes Ivan and Emily in 2004 and 2005, respectively. Grenada has ratified the United Nations Framework Convention on Climate Change (UNFCCC) and its Kyoto Protocol. Several national policies and legislation focus on the issue of climate change, including those related to the protection of the environment and forest, as well as waste management and water pollution. Gender sensitivity



needs to be embedded in both disaster response as well as disaster preparedness, in respect of the specific needs of different communities, households and persons with special needs.

175. Despite the fact that the following components of the 'green economy' all have gender dimensions, e.g., water management, waste management, land management, renewable energy, clean transportation, and 'green' buildings, discussions on gender equality are relatively absent from policy-making, planning and development programmes on these issues. For example, the area of renewable energy would benefit from the introduction of simple appropriate technologies that respond to women's responsibility for household and reproductive work, e.g., solar stoves/ovens, rain water collection systems, simple wind turbines, and the gradual movement to more complex products and technologies based on the same principles, e.g., solar panels, sustainable irrigation systems, larger wind collection systems, etc. With regard to water use, communities could be trained in household water collection systems, supported to implement them at the household and neighbourhood level, and encouraged to engage in local and national decision-making on water use.

**BOX 9: KEY FINDINGS – GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT**

1. Grenada is exposed to considerable macro-economic vulnerability due to natural disasters, which impact on men and women differently. Gender sensitivity needs to be embedded in both disaster response as well as disaster preparedness, in respect of the specific needs of different communities, households and persons with special needs.
2. Despite the fact that many aspects of the 'green economy' all have gender dimensions, e.g., water management, waste management, land management, renewable energy, clean transportation, and 'green' buildings, discussions on gender equality are relatively absent from policy-making, planning and development programmes on these issues.

#### **4.6 GENDER, HEALTH AND WELL-BEING<sup>31</sup>**

176. Health is defined here as a state of physical, mental, social and spiritual well-being. The *National Strategic Health Plan 2007-2011* identifies the main causes of ill health as related to poor dietary habits, early childhood malnutrition, poor management of chronic diseases, unsafe sexual practices, accidental injuries, and drug and alcohol use (GOG, 2006: 13.) Many of these behaviours are reflective of poor lifestyles, inimical to productivity, and are closely linked to poverty. It also indicates that mental health issues must be given greater priority, although there was still some uncertainty about the causes and treatment of such conditions.

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<sup>31</sup> This Section draws on data from a number of sources, including primary data from the Ministry of Health, July 2013.

177. Grenada's health services comprise four public hospitals (General Hospital, St. George's; Princess Alice Hospital, St. Andrews; Princess Royal Hospital, Carriacou; and Mt. Gay Psychiatric Hospital, St. George's); six health districts; six health centres and thirty medical stations throughout Grenada, Carriacou and Petite Martinique. The Health Centres provide a wide range of primary care services while the medical stations provide limited services. Primary health care services include medical, nursing, pharmaceutical, ante- and post-natal clinics, 'well baby' clinics, and home visits.
178. There have been notable improvements in Grenada's *child* and *infant* mortality rates from 21.0 and 26.0 deaths per 1,000 live births in 2000, to 15.0 and 19.0 deaths per 1,000 live births in 2007, respectively (GOGR/CDB, 2012: 37).
179. The Ministry of Health indicated<sup>32</sup> that contraception is available in the public health clinics. Women comprise the majority of users of the following methods: Depo Provera – injection; Megestron – injection; Microgynon – pill; and Noristerat – injection. Males comprise approximately 1/5<sup>th</sup> of contraceptive users, and specifically of condoms.
180. Table 27 and Figure 17 below indicates the numbers of births by teenage mothers between 2003–2012, a total figure of 2,657 girls ranging in age from 12 to 19 at the time of giving birth. When the statistics are juxtaposed against the number of girls dropping out of secondary school, it may be possible to conclude that teenage pregnancy is one of the main reasons. This is borne out in the statistics for the only year reasons for dropout were available (2011/12). These indicate that 38 girls or 19.4% (approximately one fifth of all dropouts) dropped out due to teenage pregnancy – see Section 4.2 above.

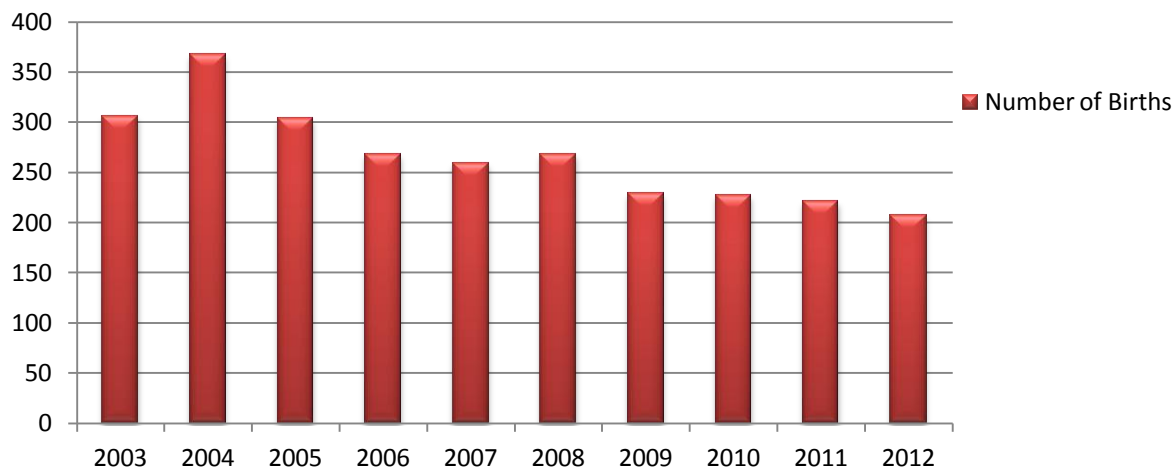
**TABLE 27: TOTAL BIRTHS TO TEENAGE MOTHERS (12-19 YEARS OLD) BY ORDER OF BIRTH**

YEAR	TOTAL	ORDER OF BIRTHS				
		1	2	3	4	N/S
2003	306	239	60	6	1	
2004	368	270	88	9	1	
2005	304	244	50	8	2	
2006	268	205	52	11	0	
2007	259	206	40	7	2	3
2008	268	220	44	4	0	
2009	229	174	49	3	0	3
2010	227	189	32	5	1	
2011	221	189	27	4	1	
2012	207	170	34	2	1	
TOTAL	2657	2106	476	59	9	6

<sup>32</sup> Primary data sourced from the Ministry of Health, Government of Grenada, July 2013.

Source: Compiled from data provided by the Registrar General Department, Ministry of Health, March 2014

**FIGURE 17: TOTAL BIRTHS TO TEENAGE MOTHERS (12-19 YEARS)**



181. Births to teenage mothers have been declining annually since 2005, although the incidence is still significant at over 200 births in 2012. Views expressed during the consultations suggest that there may be an increasing use of abortion among teenagers, which is not captured in the data provided by the Ministry of Health.
182. The top ten causes of death in all age groups in 2012 were: (1) Malignant neoplasms; (2) Endocrine and metabolic diseases; (3) Cerebrovascular diseases; (4) Ischaemic heart diseases; (5) Respiratory diseases; (6) Hypertensive diseases; (7) External causes; (8) Diseases of the digestive system; (9) Pulmonary and other forms of heart disease; and (10) Diseases of the nervous system. The total number of deaths in 2012 was 856, comprised of 449 males and 407 females in all age groups (Ministry of Health, July 2013).
183. A significant gender dimension of health is death from malignant neoplasm (cancer) by specific site. Ministry of Health statistics for 2012 indicate the following breakdown among females – breast cancer (18 cases); cervical cancer (6); and uterine cancer (4); males – prostate cancer (40 cases); and sex not indicated – other forms of cancer (79). Given the favourable outcome that is possible from early diagnosis and the clear gains being made with regard to the incidence of cervical cancer, there appears to be considerable scope for an aggressive early detection and treatment programme for cancer of the prostate. The incidence of untreated prostate cancer leading to deaths among males is similar to that in other Caribbean countries, making this one of the areas of male health which requires focused attention. Other areas of concern include vehicular accidents and violence, which cause a significant increase in the morbidity and mortality statistics, especially for men. In cases of domestic and other forms of gender-based violence, women reportedly comprise the majority of victims.
184. With regard to HIV/AIDS, the incidence in the general population is 0.57%. The *National Strategic Plan for HIV/AIDS, 2012–2016* includes the following priority areas: (1) Enabling environment and human rights; (2) Prevention of HIV transmission; (3) Treatment, care and

support of persons living with and affected by HIV/AIDS; (4) Strengthening the multi-sectoral response; (5) Strengthening governance and management systems; and (6) Research, monitoring and evaluation. The *National Strategic Plan* provides an opportunity to respond more effectively to the gender issues related to HIV infection, treatment and care, as well as to integrate prevention and treatment with regard to the human papilloma virus (HPV) and sexually transmitted infections (STIs).

185. The health system is also confronted with the high incidence of male drug usage/addiction. Table 28 below indicates the total number of drug-related admissions at the country's main public hospital by gender, age and type of drug (2011–2012). Table 29 below indicates the predominance of males admitted to the psychiatric hospital for drug-related conditions.

**TABLE 28: DRUG-RELATED CASES AT THE MAIN PUBLIC HOSPITAL, 2011–2012**

Category	2011	2012
<b>GENDER</b>		
Males	152	146
Females	19	22
<b>Total</b>	<b>171</b>	<b>168</b>
<b>AGE GROUP</b>		
< 15	1	3
15-19	5	5
20-24	12	5
>25	153	155
<b>TYPE OF DRUG (BY PRINCIPAL DRUG)</b>		
Alcohol	159	162
Marijuana (Cannabis)	6	5
Cocaine (Crack)	6	1
<b>Total cases</b>	<b>171</b>	<b>168</b>
<b>MODE OF TREATMENT</b>		
Outpatient	0	0
Residential	171	168
<b>Total cases</b>	<b>171</b>	<b>168</b>

**Source:** Ministry of Health, Government of Grenada, July 2013

**TABLE 29: NUMBER OF DRUG-RELATED ADMISSIONS TO THE PSYCHIATRIC HOSPITAL BY CONDITION AND SEX (JAN–DEC 2012)**

Sex	Alcohol	Other Drugs
Males	58	279
Females	8	18
<b>Total</b>	<b>66</b>	<b>297</b>

#### **BOX 10: KEY FINDINGS – GENDER, HEALTH AND WELL-BEING**

1. A significant gender dimension of health is death from malignant neoplasm (cancer) by specific site. Ministry of Health statistics for 2012 indicate the following breakdown among females – breast cancer (18 cases); cervical cancer (6); and uterine cancer (4); among males – prostate cancer (40 cases); and where sex not indicated – other forms of cancer (79). Given the favourable outcome that is possible from early diagnosis and the clear gains being made with regard to the incidence of cervical cancer, there is considerable scope for an aggressive early detection and treatment programme for prostate cancer among males.
2. Early sexual initiation is high, with 36% of males and 12% of females 15–24 years old reporting to have had sexual intercourse before age 15.
3. From 2003–2012, a total of 2657 births were to girls 12–19 years old, with 544 having their second child or more. Of all teenage births in that period, 393 children were born to girls 12–16 years old, even though the age of sexual consent is 16.
4. While contraception is available in the public health clinics, women comprise the majority of users of the following methods: Depo Provera – injection; Megestron – injection; Microgynon – pill; and Noristerat – injection. Males comprise approximately one fifth of contraceptive users, and specifically of condoms.
5. Gendered factors are evident in the status of sexual and reproductive health in the society including: inadequate sex education, women’s unequal power to negotiate condom use, unprotected sex with multiple partners, traumatic onset of menstruation, transactional sex including among adolescents, and the increased incidence of STIs and HIV/AIDS.

#### **4.7 GENDER, VIOLENCE AND SECURITY<sup>33</sup>**

186. **Gender-based Violence (GBV)** is the physical, emotional, psychological and other related forms of abuse, including all forms of sexual violence based on sex or gender, which occur in both the private and public spheres of society. Sexual violence, intimate partner violence, and sexual harassment are the forms of GBV of immediate concern in Grenada, and a National Strategic Action Plan on Gender-based Violence has been drafted, which is awaiting full approval.
187. **Intimate Partner Violence (IPV)** is a form of GBV addressed in legislation in Grenada on domestic violence (DV), and many equate IPV and DV to be the same. Domestic violence is reported mainly by women in the 15–54 age groups. However, domestic violence also includes incest and other violations of children within the home/household and by relatives and family friends that takes place within the domestic/private sphere. It also includes violations against the elderly, infirm and disabled within the domestic/private sphere.

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<sup>33</sup> This section draws on the following reports: Henry-McQueen (2011); GOG/CEDAW (2009).

188. Gender-based violence is linked to unequal power relations between men and women, and represents a violation of human rights, a serious health problem, and an obstacle to socio-economic development. The physical, sexual, psychological and emotional abuse inflicted upon women/girls and men/boys cuts across class, income, age, and other social divides, impinging on and compromising their fundamental rights and freedoms. The fear and insecurity resulting from gender-based violence is a constraint to mobility, limits participation in activities and access to resources. In addition to the experience of gender-based violence, victims/survivors face social stigma which compounds the harm done. Gender-based violence thus comes with high social, health and economic costs to the individual, family, workplace and society.
189. The major factors contributing to violent behaviour include: childhood experience of violence and abuse; lack of respect, love and trust; financial problems; lack of capacity to resolve conflicts non-violently; feelings of rejection or neglect; and outside relationships. Among the consequences of domestic violence are: broken families and relationships; children abandoned or neglected by parents; loss and pain to loved ones; loss of life; feelings of regret, sorrow, guilt and shame; rejection by family and society; and loss of freedom if convicted. Domestic and gender-based violence are connected to economic empowerment in two ways. First, groups or individuals who are disadvantaged, especially dependent women and unemployed youth, are more at risk of and unable to counteract violence in the home. Second, rarely calculated as an economic loss to society, victims of this cycle of violence are unable to function optimally. The economic costs to society include person hours of productive and reproductive work lost, the costs to the justice and health care systems, etc.
190. There is significant statistical evidence of gender-based violence in Grenada, based on records kept by the Royal Grenada Police Force. Reports of domestic violence cases in 2011 exceeded those in 2010, as shown in Table 30 below. However, more than likely, this may not reflect the full incidence of domestic violence due to under-reporting by victims of domestic violence. This is also true with regard to the low number of reported cases in some parishes.

**TABLE 30: NUMBER OF DOMESTIC VIOLENCE CASES REPORTED BY PARISH AND SEX OF THE VICTIM, 2010- 2011**

PARISH	2010			2011		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
ST. GEORGE'S	117	32	149	135	21	156
ST. ANDREW'S	78	11	89	127	30	157
ST. DAVID'S	57	12	69	97	22	119
ST. PATRICK'S	10	1	11	14	0	14
ST. MARK'S	7	1	8	5	0	5
ST. JOHN'S	7	0	7	7	1	8
CARRIACOU & PM	2	0	2	1	0	1
NA	1	0	1	2	0	2
<b>TOTAL</b>	<b>279</b>	<b>57</b>	<b>336</b>	<b>388</b>	<b>74</b>	<b>462</b>

Source: Central Statistical Office

191. Table 30 indicates the total number of domestic violence reports received, including between current and past intimate partners, and between persons in other types of domestic

relationships, such as by blood or guardianship. The data was filtered by relationship between victim and perpetrator, and summarised to provide information on **intimate partner violence** only. It showed that approximately 65% of all reported DV incidents were associated with IPV. Of the seventy-four (74) men who reported DV in 2011, twenty-four (24) or 32% were attributed to IPV, while for the three hundred eighty-eight (388) women, two hundred seventy-four (274) or 71% were indicated as IPV. There was a significant number of reports of IPV among former partners, with five (5) men and thirty-five (35) women as victims. Of all cases of IPV reported, 92% were reported by women and 8% by men.

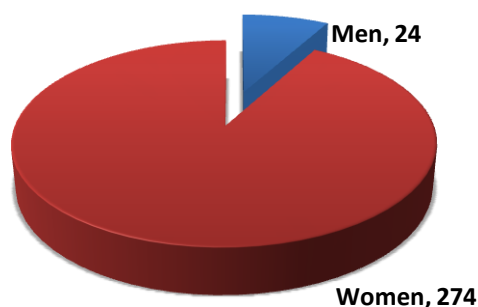
192. Table 31 and Figure 18 below show the number of reports of intimate partner violence received in 2011 by type of abuse.

**TABLE 31: REPORTS OF INTIMATE PARTNER VIOLENCE (IPV) BY RELATIONSHIP OF THE VICTIM TO THE PERPETRATOR AND TYPE OF ABUSE, 2011**

Relationship of Perpetrator to Victim	Economic	Emotional/ Psychological	Physical	Physical plus Others	Sexual	Verbal	Others combined	NA	TOTAL
Girlfriend	0	0	7	0	0	4	0	1	12
Ex-girlfriend	0	0	3	0	0	2	0	0	5
Wife	0	1	4	0	0	2	0	0	7
<b>TOTAL MALES</b>	<b>0</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>24</b>
Boyfriend	1	3	79	14	1	29	1	2	130
Ex- boyfriend	2	1	19	3	0	8	0	1	34
Husband		5	42	14	0	27	5	2	95
Ex -Husband	0	0	1	0	0	0	0	0	1
Common-law Husband	0	2	8	3	0	1	0	0	14
<b>TOTAL FEMALES</b>	<b>3</b>	<b>11</b>	<b>149</b>	<b>34</b>	<b>1</b>	<b>65</b>	<b>6</b>	<b>5</b>	<b>274</b>
<b>GRAND TOTAL</b>	<b>3</b>	<b>12</b>	<b>163</b>	<b>34</b>	<b>1</b>	<b>73</b>	<b>6</b>	<b>6</b>	<b>298</b>

Source: Compiled by the Department of Gender and Family Affairs, from raw data supplied by the Central Statistical Office, March 2014

**FIGURE 18: REPORTS OF INTIMATE PARTNER VIOLENCE (IPV) BY SEX OF THE VICTIM, 2011**



193. Of the 298 cases of intimate partner violence in 2011, 24 (8.1%) of the victims were male and 274 (91.9%) were female, indicating a predominance of IPV perpetrated by males against females. Views expressed at the consultations suggest that there is under-reporting of IPV by both men and women. However, the reasons for this may differ between men and women. The presence of legislation on domestic violence, advocacy by NGOs, and action by the Government has raised public awareness on violence against women, thus making it relatively 'easier' for women victims to report cases to the police. However, there is still shame and stigma attached to males as victims of IPV and other forms of gender-based violence. The lack of public sensitivity to the issue as well as commonly held stereotypes (e.g., "only weak men 'take licks' from women", etc.), including among the police, very often prevents men from reporting cases of abuse.
194. **Domestic homicides:** There were 73 murders (homicides) in the period 2005–2009. Of those, the deaths of 7 females and 1 male (11%) were due to intimate partner violence. A further 7 male and 1 female (11%) homicides were due to domestic violence committed by persons in other domestic relationships. Thus, 22% of all murders during the 7-year period were due to domestic violence (domestic homicide). Of the 15 female victims in that period, 7 (47%) were directly attributed to intimate partner violence (Henry-McQueen, 2011: 4).
195. Table 32 below indicates details of the cases of domestic homicide due to intimate partner violence from 2005 to 2013, including age of the victim and perpetrator, relationship of the perpetrator to the victim, and the nature of the murder committed. In 2012, a female teenager was killed in the capital city in one of the most gruesome domestic homicides.

**TABLE 32: DOMESTIC HOMICIDES DUE TO INTIMATE PARTNER VIOLENCE, 2005–2013**

Year	Sex of Victim	Age of Victim	Age of Perpetrator	Relationship of perpetrator to victim	Nature of Murder/homicide	Location of Incident
2005	F	33	42	Husband	Strangled	Home
2005	F	42	51	Husband	Shot in the back	Home
2005	F	42	40	Child's father	Struck in the head, chopped up and buried	Farm
2006	F	36	40	Husband	Strangled	Unstated
2007	F	61	74	Boyfriend	Stabbed	Home
2008	F	40	30	Boyfriend	Several chop wounds	Home
2008	M	69	46	Common law wife	Stabbed	Home
2009	F	28	37	Husband	Stabbed	Home
2011	F	53	43	Boyfriend	Hammer	Home
2012	F	40	47	Boyfriend	Beaten all over her body and strangled	Home
2012	F	18	23	Ex-boyfriend	Stabbed in her neck, her head, legs and hands cut off and dumped in garbage bin	Alley in St George's Town
2012	F	35	45	Common law husband	Chopped in her head, hands and back	Home
2012	F	42	55	Boyfriend	Chopped in her head, hands, legs and back	In the road
2013	F	49	26	Boyfriend	Strangled with hands	In the bushes

Source: Criminal Records Office, Royal Grenada Police Force



196. Sexual offences: During the ten-year period 2001–2010, there were 1,522 reported cases of sexual offences. The majority were reported for indecent assault (668), defilement of a female (441), and rape (296). Table 33 below provides further details.

**TABLE 33: SEXUAL OFFENCES REPORTED IN THE PERIOD 2001–2010**

Years	Indecent Assault	Rape	Incest	Unlawful Carnal Knowledge	Defilement of a Female	Unnatural Connection	Grand Total
2001	59	21	7	0	36	3	126
2002	71	29	13	3	44	3	163
2003	65	32	5	0	41	4	147
2004	56	19	1	1	42	5	124
2005	67	23	13	0	48	1	152
2006	42	22	2	0	32	5	103
2007	61	30	7	0	55	4	157
2008	83	31	5	2	48	6	175
2009	87	57	10	1	59	8	222
2010	77	32	2	3	36	3	153
Total	668	296	65	10	441	42	1522
Yearly Average	67	30	7	1	44	4	152

**Source:** “Crimes and minor offences” reported in the period 1997 – 2010, Criminal Records Office, Royal Grenada Police Force; Compiled by Henry-McQueen, 2011

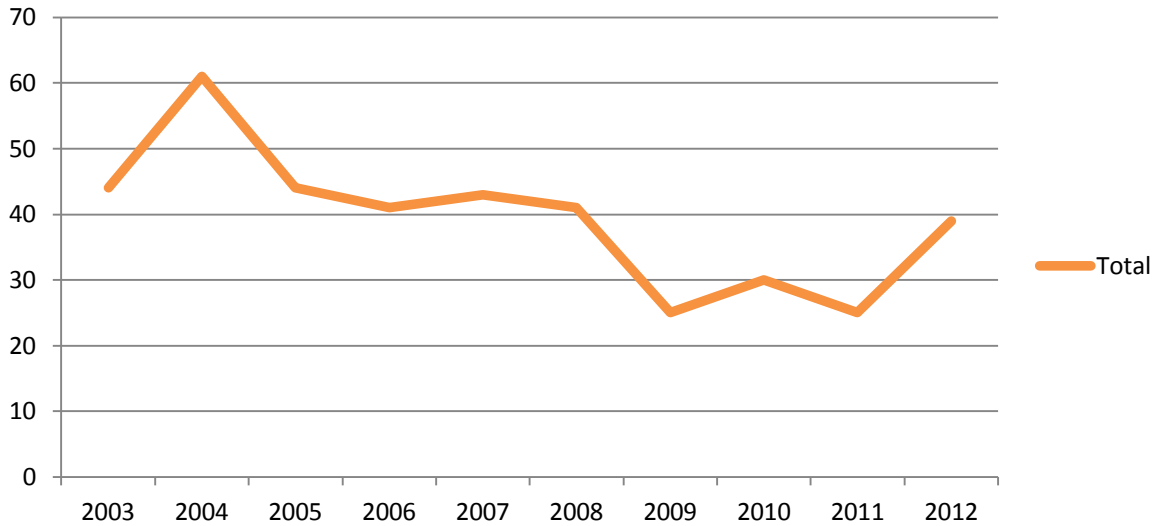
197. Table 34 and Figure 19 below indicate that during the period 2003–2012, there were 393 births to adolescent mothers under the age of sexual consent, which constitutes statutory rape. However, there is no evidence that these cases were ever reported to the police as such, or charges laid.

**TABLE 34: BIRTHS TO ADOLESCENT MOTHERS 12–16 YEARS OLD, 2003–2012**

YEAR	TOTAL
2003	44
2004	61
2005	44
2006	41
2007	43
2008	41
2009	25
2010	30

YEAR	TOTAL
2011	25
2012	39
<b>TOTAL BIRTHS DURING THE 10-YEAR PERIOD</b>	<b>393</b>

**FIGURE 19: BIRTHS TO ADOLESCENT MOTHERS 12-16 YEARS OLD, 2003-2012**



198. Table 35 below based on available data on juvenile offenders (2008, 2009 and 2011) indicates that young people also commit sexual crimes. It is therefore critical that considerations regarding sexual violence are included in juvenile justice initiatives.

**TABLE 35: SEXUAL OFFENCES COMMITTED BY JUVENILE OFFENDERS, 2008, 2009, 2011**

CRIME	POPULATION	2008	2009	2011
<b>DEFILEMENT OF A FEMALE</b>	Total Population	48	59	35
	<b>Youth 10 - 21</b>	<b>21</b>	<b>8</b>	<b>20</b>
<b>INDECENT ASSAULT</b>	Total Population	83	87	65
	<b>Youth 10 - 21</b>	<b>14</b>	<b>6</b>	<b>5</b>
<b>RAPE</b>	Total Population	31	57	58
	<b>Youth 10 - 21</b>	<b>4</b>	<b>1</b>	<b>4</b>

**Source:** Chief Social Development Officer, March 2013

199. The Government of Grenada is taking gender-based violence very seriously, and has put in place the following legislation and other mechanisms to address the issue:

- The *Domestic Violence Act (2010)* (discussed in Chapter 5 below); and
- A *National Domestic Violence and Sexual Abuse Protocol*, which was brought into force in May 2011.

200. In addition to the *Domestic Violence Act (2010)*, issues of gender-based violence are addressed under various pieces of legislation. Table 36 below indicates the main legal instruments to address various forms of gender-based violence in Grenada.

**TABLE 36: LEGISLATIVE FRAMEWORK TO ADDRESS GENDER-BASED VIOLENCE**

Form of GBV	Law
Femicide	Criminal Code (treated equally within the Homicide laws).
Intimate Partner Violence (IPV)	Domestic Violence Act (2010) primarily provides civil protection for victims.
	Criminal Code provides criminal remedies within provisions on assault, maiming, attempted murder, etc.
Sexual Violence	The Criminal Code identifies the following forms of sexual violence: rape (including marital rape); indecent assault; sexual assault, inducing sexual intercourse by force, duress, etc.; sexual intercourse with a person under thirteen years; sexual intercourse with a person under sixteen years; sexual intercourse with an imbecile; incest by male; incest by female; sexual intercourse with a step-child, foster child, ward or dependant; procuring and permitting or aiding the defilement of a young female or male. It also lists murder committed with rape as capital murder.
	Domestic Violence Act (2010): recognised as a form of domestic violence when occurring within domestic setting, including between intimate partners.
	Child (Protection and Adoption) Act (2010): recognised as a form of child abuse when committed against a child.
Trafficking in Persons	Criminal Code and laws relating to immigration.

201. In 1999, the Government established Cedars Home, a shelter for victims/survivors of domestic violence, which aims to provide a safe and supportive environment for abused women and their children on a temporary basis while they are provided with support services to live free of violence. However, the limitations of the services are: scarcity and/or non-allocation of psycho-social support to clients and residents, and the lack of economic support for the most vulnerable and impoverished clients when they leave the shelter (GOCR, 2009: 14).

202. In May 2003, the Ministry of Social Development established a Domestic Violence Unit, which was renamed the Gender-based Violence Unit in 2013 in recognition that its mandate extended beyond domestic violence to include other forms of violence that are based on gender inequality, with sexual violence being of immediate concern. The Unit is responsible for:

- addressing various issues of domestic violence at a national level;
- heightening public awareness of domestic violence through community outreach, print and electronic media;
- providing educational programmes on the root causes and effects on individuals and families, with an emphasis on protection;
- assisting with enforcement of the *Domestic Violence Act (2010)*;

- providing counselling to domestic violence victims and family members;
  - collecting statistical data on the incidences, effects and linkages between the various forms of domestic violence in order to assist policy-makers and stakeholders to assess the prevalence of domestic violence;
  - providing support to the Cedars Home for Abused Women and their Children;
  - establishing a 24-hour helpline for victims of domestic violence or persons requiring information (GOCR, 2009: 14-15).
203. To facilitate the implementation of the *Domestic Violence Act* and its related Statutory Rules and Orders forms, Magistrates Clerks were trained in 2007 to use the forms so that vulnerable victims could access the services without the prohibitive costs associated with engaging a lawyer. However, the conditions under which Magistrates Clerks work do not normally allow for the privacy of clients. The non-governmental organisation, Legal Aid and Counselling Clinic (LACC), fills the void by providing legal support to victims at a minimal cost (GOCR, 2009: 15).
204. Two research studies on violence against women were conducted on: (1) “Mapping of Existing Social Service Delivery Systems and Identification of Gaps in Current Services” (with regard to child protection, domestic violence and juvenile justice components for the implementation of OECS Family Law Reform); and (2) “Review of Policing and Prosecution of Sexual Offences: Country Report for Grenada”. The following key findings/challenges emerged, related to addressing violence against women:
- **Policing:** Inadequate response, reporting, investigation and follow-up; training inconsistent and unsystematic; no specialized response unit.
  - **Health system:** Lack of a cadre of medical professionals specifically trained to respond, particularly the sexual violence; lack of rape kits and other forensic tools at the General Hospital; infrequent use of photographs of physical injuries; lack of effective social work and other victims support services at the hospital; insufficient coordination of responses between doctors and other key stakeholders.
  - **Social services and advocacy:** Need for services exceeds what is currently available; state responses are less developed than NGO responses; the GBV Unit is under-resourced and is heavily reliant on partnerships with social partners to effect its mandate; there is scope for improvement of counselling and other psychosocial services; group counselling and other innovative interventions have not been sufficiently developed; prevention strategies need to be given more deliberate and sustained attention.
  - **Justice Sector:** The demand for Legal Aid services is high but is not offered by the State; the justice system is not perceived as victim-friendly; issues of delay, insensitivity and other challenges serve as barriers to access to justice; victim reluctance to proceed with charges is a major challenge contributing to the ineffectiveness of the justice system; charges are frequently withdrawn or otherwise discontinued; training and other forms of capacity building is important; prosecutors and judicial officers require more training (Henry-McQueen, 2011: 9-10).
205. As discussed above, Grenada has a number of legislative, institutional and other mechanisms to address gender-based violence. The Division of Gender and Family Affairs also benefited from a 3-year grant to address gender-based violence from UN Women’s Gender Equality Trust Fund that has contributed significantly to programming in the area. The Division has drafted a National Strategic Action Plan on Gender-based Violence, which aims to take a co-ordinated multi-sectoral approach to addressing gender-based violence in the society that includes various Government Ministries (e.g., Ministries of Legal Affairs, Social Development,

Health, Education, among others); relevant State agencies (Royal Grenada Police Force, etc.); civil society organisations (e.g., GNOW, LACC); the Media, etc.

#### **BOX 11: KEY FINDINGS – GENDER, VIOLENCE AND SECURITY**

1. Men and boys are the primary perpetrators of gender-based violence against women/girls as well as violence against other men/boys, linked to conceptions of masculinity associated with being tough and in control, taking risks and dominating others.
2. The wider incidence of violence in the society is also perpetrated predominantly by males, and is often connected to criminal activities such as burglary, drug use and trafficking, trafficking in small arms and ammunition, gang violence, etc. It is linked to the high dropout rate of males, who are vulnerable to being drawn into criminal activities and comprise the majority of drug addicts and the prison population.
3. While males are the main perpetrators of gender-based and other forms of violence in the society, boys/men are also victims of various forms of violence including incest, corporal punishment in the home and school, bullying, and domestic/intimate partner violence. Men and boys are less likely to report incidents or seek counselling and other forms of assistance, due to the shame attached. Not all men are violent, and the gender stereotyping of all males as prone to violence affects the self-esteem of men.
4. Society places a high value on the need to protect women and girls by imposing societal rules on their freedom. Although intended to be positive, this is an acknowledgement of the high prevalence of gender-based violence. Thus it is a misdirected strategy that restricts women's/girls' choices, rather than focusing on equality, respect for women's rights, and offender accountability.
5. There are inadequate support systems to address gender-based and wider forms of violence in the society. In addition, the police do not treat GBV with the seriousness it deserves and are particularly insensitive to male victims.

## **4.8 GENDER, LEADERSHIP AND DECISION-MAKING**

206. Despite the advances made in gender equality since the mid-1970s signalled by the UN Decade for women, gender discrimination and inequality continue to be pervasive in leadership and decision-making in the Caribbean and globally. Women's political participation is now recognised internationally as a key element in building genuine democracy and fostering social progress. The call for greater numbers of transformational women leaders in politics and governance stems from the understanding that women's equal participation is not only a fundamental human right but also contributes to sustainable development. Women's achievement of 30% of seats in national parliaments (or a 'critical

mass')<sup>34</sup> has been specified in the Beijing Platform for Action (BPfA), Millennium Development Goals (MDGs), and Commonwealth Plan of Action for Gender Equality 2005-2015 as an indicator of progress towards gender equality and women's empowerment.

207. However, in the Anglophone Caribbean region, despite high levels of participation by women in the political process as voters and campaigners, relatively few women tend to be selected by political parties for leadership positions or as candidates to contest parliamentary elections, and even fewer are elected as members of parliament. There is a similar pattern of few women occupying ministerial positions, and seats in public and private sector boardrooms. Women are thus under-represented at the highest levels of decision-making in politics and governance in the Caribbean.<sup>35</sup>
208. Grenada has the distinction of having had the first female Governor in the Commonwealth, Dame Hilda Bynoe (1968-1974). Grenada has also had three female Presidents of the Senate, Ms. Margaret Neckles (1990-1995), Ms. Leslie-Ann Seon (2004-2006), and Ms. Joan Purcell (2008-2013). In addition, the first female Leader of the Opposition was Winifred Strachan (1990-1995) (GOGR, 2009: 26).
209. Table 37 and Figures 20–21 below indicate the numbers of women candidates and elected Members of Parliament in the country's national elections from 1990 to the present.

**TABLE 37: NUMBERS OF WOMEN CANDIDATES AND ELECTED MEMBERS OF PARLIAMENT (MP) IN GENERAL ELECTIONS, 1990–2013**

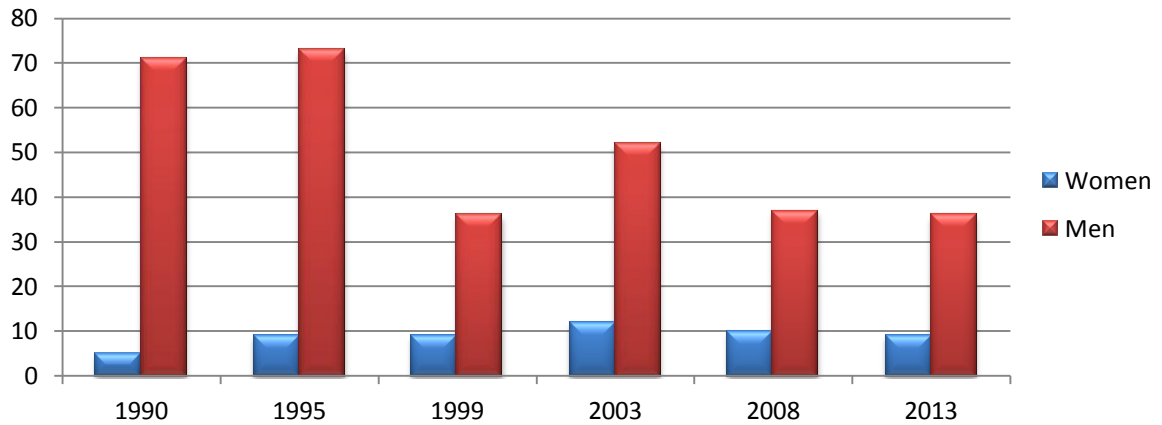
Election Year	Number of Nominated Candidates				Number of Seats Won			
	Women	Men	Total	Women nominated (%)	Women	Men	Total	Women elected (%)
1990	5	71	76	6.6%	2	13	15	13.3%
1995	9	73	82	11.0%	3	12	15	20.0%
1999	9	36	45	20.0%	4	11	15	26.7%
2003	12	52	64	18.8%	4	11	15	26.7%
2008	10	37	47	21.35%	2	13	15	13.3%
2013	9	36	45	20.0%	5	10	15	33.3%

Source: Compiled from lists provided by the Parliamentary Elections Office, 1990–2003 (Quoted in GOGR, 2009: 57)

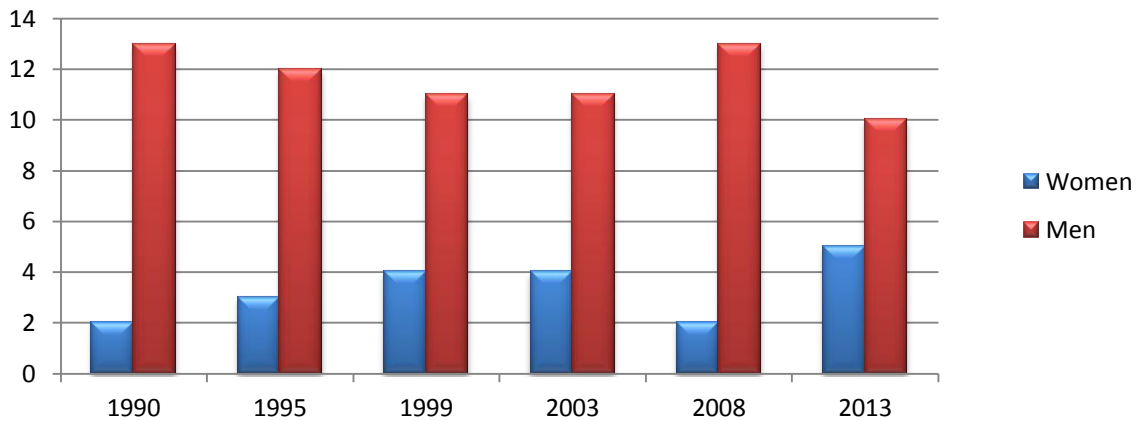
<sup>34</sup> The figure of 30% of women's representation in any decision-making body has been established globally as the 'critical mass' of women necessary to facilitate gender-aware decision making.

<sup>35</sup> See Rawwida Baksh (2011), Background Paper for the Caribbean Regional Colloquium on "Women Leaders as Agents of Change", hosted by the Prime Minister of Trinidad and Tobago, Caribbean Institute for Women in Leadership, Commonwealth Secretariat, UN Women – Caribbean Office, and Inter-American Commission on Women, Organisation of American States (OAS/CIM), 28-30 June 2011, Port of Spain, Unpublished, p. 2.

**FIGURE 20: NOMINATED CANDIDATES IN GENERAL ELECTIONS BY SEX, 1990-2013**



**FIGURE 21: ELECTED MEMBERS OF PARLIAMENT BY SEX, 1990-2013**



210. As Table 37 indicates, since 1995, women have achieved one fifth of elected parliamentary seats in Grenada. Currently, as of the February 2013 national elections, women have achieved a critical mass of elected seats in the Lower House of Parliament (5 out of 15 or 33.3%) and 2 out of 13 appointed seats (15.4%) in the Senate. The country is currently ranked at 23 out of 142 democracies in the Inter-Parliamentary Union world classification.<sup>36</sup> Grenada also currently has the highest representation of women in Parliament in the Anglophone Caribbean.

211. Grenada also currently has 2 women ambassadors out of a total of seven (or 29%) in the Foreign Service.<sup>37</sup>

<sup>36</sup> See IPU world classification of “Women in National Parliaments at: <http://www.ipu.org/wmn-e/classif.htm>

<sup>37</sup> Data accessed from the Ministry of Foreign Affairs, Government of Grenada, November 2014.

212. Grenada does not have a system of local government. However, observation of the Government management structures in Carriacou and Petite Martinique indicates that they are male-dominated.
213. Table 38 and Figure 22 below show the composition of Boards in the public and private sectors in Grenada. In general, the vast majority of Boards are male-dominated, except for the Child Protection Authority, Grenada National Coalition on the Rights of the Child, and the Grenada National Organisation of Women which comprise significant numbers of women, and the Grenada Board of Tourism, Grenada Employers Federation, and Grenada Planned Parenthood Association, which have achieved gender parity. Women have achieved an average of 28.6% representation on public sector Boards, 25.8% on private sector Boards, 29.1% on trade union Boards, and 54.0% on NGO Boards. Thus, the public perception that women perform better on civil society boards is borne out by the statistics. This is followed by trade unions, the public sector, and finally the private sector. Despite the public perception that 'women are taking over' the public sector, this is not borne out by the composition of public sector Boards. With regard to the Trade Union Boards, it is note-worthy that the Grenada Union of Teachers has a male-dominant Board (M – 71.4%; F – 28.6%), when compared with the predominance of female teachers at the primary and secondary levels (see tables in section 5.2 above). In addition, the Grenada Seamen and Waterfront Workers Union has no female members, reflecting the male dominance of its associated occupations.

**TABLE 38: COMPOSITION OF BOARDS BY SEX, 2013**

Type of Organisation	Total No. of Board Members	Number of Men	Number of Women	% Men	% Women
<b>PARA-STATAL SECTOR</b>					
Airport Transport Licensing Board	6	5	1	83.3	16.7
Aviation Services of Grenada (a subsidiary of the Grenada Airports Authority)	5	3	2	60.0	40.0
Child Protection Authority	11	5	6	45.5	54.5
Financial Complex Limited	6	4	2	66.7	33.3
Gravel, Concrete and Emulsion Production Corporation	7	5	2	71.4	28.6
Grenada Airports Authority	10	8	2	80.0	20.0
Grenada Authority for the Regulation of Financial Institutions	8	6	2	75.0	25.0
Grenada Board of Tourism	10	5	5	50.0	50.0
Grenada Cultural Foundation	13	7	6	53.8	46.2
Grenada Development	9	7	2	77.8	22.2

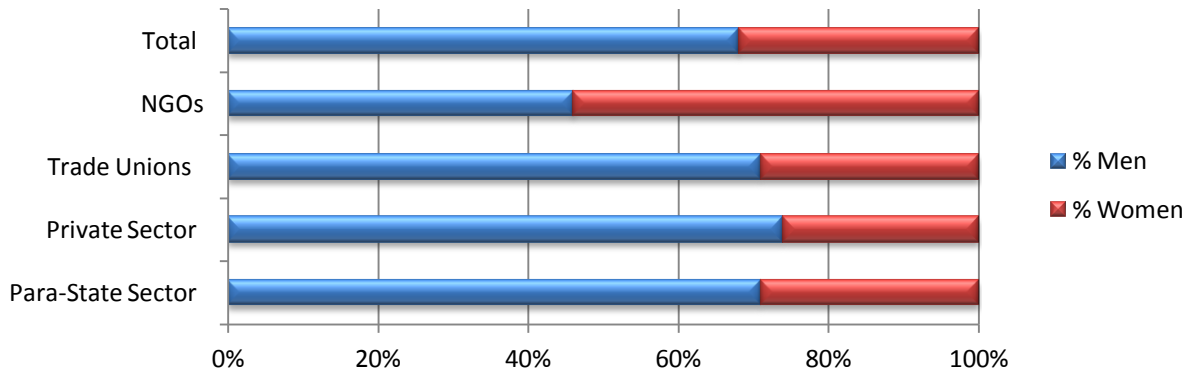


Type of Organisation	Total No. of Board Members	Number of Men	Number of Women	% Men	% Women
<b>PARA-STATAL SECTOR</b>					
Bank					
Grenada Industrial Development Corporation	9	5	4	55.6	44.4
Grenada Marketing and National Importing Board	9	7	2	77.8	22.2
Grenada Ports Authority	10	8	2	80.0	20.0
Grenada Postal Corporation	6	4	2	66.7	33.3
Grenada Solid Waste Management Authority	8	7	1	87.5	12.5
Grenada Spicemas Corporation	N/A	N/A	N/A	N/A	N/A
Grenada Transport Board	8	6	2	75.0	25.0
Housing Authority of Grenada	8	6	2	75.0	25.0
National Insurance Scheme	7	6	1	85.7	14.3
National Telecommunication Regulatory Commission	4	4	0	100.0	0.0
National Water and Sewerage Authority	9	6	3	66.7	33.3
PetroCaribe (Grenada) Limited	6	5	1	83.3	16.7
Physical Planning and Development Control Authority	10	8	2	80.0	20.0
Public Tenders Board	6	5	1	83.3	16.7
<b>SUB-TOTAL</b>	<b>185</b>	<b>132</b>	<b>53</b>	<b>71.4</b>	<b>28.6</b>
<b>PRIVATE SECTOR</b>					
Grenada Chamber of Industry & Commerce	9	6	3	66.7	33.3
Grenada Cocoa Association	9	9	0	100.0	0.0
Grenada Cooperative Credit Union League	11	7	4	63.6	36.4
Grenada Cooperative Nutmeg Association	9	8	1	88.9	11.1
Grenada Employers Federation	12	6	6	50.0	50.0
Grenada Hotel & Tourism Association	12	10	2	83.3	16.7

Type of Organisation	Total No. of Board Members	Number of Men	Number of Women	% Men	% Women
<b>PARA-STATAL SECTOR</b>					
<b>SUB-TOTAL</b>	<b>62</b>	<b>46</b>	<b>16</b>	<b>74.2</b>	<b>25.8</b>
<b>TRADE UNIONS</b>					
Bank and General Workers Union	8	7	1	87.5	12.5
Commercial and Industrial Workers Union	15	7	8	46.7	53.3
Grenada Seamen and Waterfront Workers Union	12	12	0	100.0	0.0
Grenada Union of Teachers	21	15	6	71.4	28.6
Public Workers Union	12	5	7	41.7	58.3
Technical and Allied Workers Union	18	15	3	83.3	16.7
<b>SUB-TOTAL</b>	<b>86</b>	<b>61</b>	<b>25</b>	<b>70.9</b>	<b>29.1</b>
<b>NON-GOVERNMENTAL ORGANISATIONS (NGOs)</b>					
Agency for Rural Transformation	10	9	1	90.0	10.0
Grenada Citizen Advice and Small Business Agency (GRENCASE)	5	3	2	60.0	40.0
Grenada Community Development Agency (GRENCODA) and Legal Aid and Counselling Clinic (LACC)	8	5	3	62.5	37.5
Grenada National Coalition on the Rights of the Child	6	0	6	0.0	100.0
Grenada National Council for the Disabled	9	6	3	66.7	33.3
Grenada National Organisation of Women	13	0	13	0.0	100.0
Grenada Planned Parenthood Association	12	6	6	50.0	50.0
<b>SUB-TOTAL</b>	<b>63</b>	<b>29</b>	<b>34</b>	<b>46.0</b>	<b>54.0</b>
<b>GRAND TOTAL</b>	<b>396</b>	<b>268</b>	<b>128</b>	<b>67.7</b>	<b>32.3</b>

Data Sources as of December 2013: Government Gazettes 2013; Trade Union Offices; Ministry of Communication, Works, Physical Development, Public Utilities, ICT and Community Development; Offices of the entities & Websites

**FIGURE 22: COMPOSITION OF BOARDS BY SEX, 2013**



214. Figure 22 above shows that women have achieved an average of 32% membership on Boards, just under one-third, broken down as follows:
- 28.6% on para-state sector Boards,
  - 25.8% on private sector Boards,
  - 29.1% on trade union Boards, and
  - 54.0% on NGO Boards
215. Further, the Chairpersons/Heads of most Boards are men. Of a sample of forty-seven (47) Boards in Grenada, the Chairpersons/Presidents of thirty-five (35) or 74.5% were men. Of the heads of operations (Manager/Managing Director/Chief Executive Officer) of forty-six (46) Boards, twenty-nine (29) or 63.0% were men.

**TABLE 39: CHAIRPERSONS AND HEADS OF OPERATIONS OF BOARDS, 2013**

	No. of Males	No. of Females	TOTAL
<b>Chairpersons/Heads of Boards</b>	<b>35</b>	<b>12</b>	<b>47</b>
<b>Managers/Heads of Operations</b>	<b>29</b>	<b>17</b>	<b>46</b>

216. The total percentage of all Boards reflects male dominance in decision-making, with males comprising 67.7% of seats on Boards, and females having achieved a critical mass of 32.3% of seats. This area requires concerted action by each sector and individual Boards, in order to increase the percentage of female representation.
217. Table 40 below indicates the numbers of persons employed in judicial professions (judges, lawyers, police and prison officers, etc.). It is commendable that at the highest level of the judiciary, there has been gender parity from 2007 to 2011. The Solicitor General and Director of Public Prosecution have been male for the period under review. There are more male lawyers than females, although there has been a slow increase in the numbers of women lawyers. Interestingly, women predominate as public lawyers while men predominate in private practice.
218. With regard to police officers, approx. 85-90% were males in the period under review, while among prison officers approx. 80% were males. It was noted at the national consultation that the Royal Grenada Police Force (RGPF) restricts the percentage of female police officers to

25%. The statistics in Table 40 below indicate that the reality is worse than the public perception, since approximately 85-90% of police officers were male. The RGPF was described as practising “institutionalised discrimination against women”, e.g., men are recalled and given a second opportunity if they do not pass the examinations, whereas women are not afforded this opportunity.

**TABLE 40: NUMBER OF PERSONS EMPLOYED IN JUDICIAL PROFESSIONS BY SEX, 2007–2012**

Positions	2007			2008			2009			2010			2011			2012		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Judges	1	1	2	1	1	2	2	2	4	2	2	4	3	2	5	N/A	N/A	N/A
Solicitor General	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1
Director of Public Prosecution	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1
Registrar	1	0	1	1	0	1	1	0	1	1	1	2	0	1	1	N/A	N/A	N/A
Total lawyers	57	34	91	57	34	91	56	37	93	56	37	93	56	39	95	55	30	85
Public lawyers	2	4	6	2	4	6	1	7	8	1	7	8	1	9	10	N/A	N/A	N/A
Private lawyers	55	30	85	55	30	85	55	30	85	55	30	85	55	30	85	55	30	85
Police officers	734	95	829	853	141	994	803	133	936	801	132	933	841	142	983	830	140	970
Prison officers	103	27	130	96	27	123	97	25	122	96	26	122	91	25	116	108	26	134

219. As at September 2013, the Senior Managers’ Board comprised 26 members, including all Permanent Secretaries and Heads of Non-Ministerial Departments of Government. Of those 19 were females and 7 were males. The Board is chaired by a woman, the Acting Cabinet Secretary. There are currently more female permanent secretaries in the public service than males, with 13 of 16 being women. There is also a public perception that this shift is also taking place among the leadership of non-governmental and community-based organisations.<sup>38</sup> These areas would benefit from further research. Qualitative research would also be useful on the obstacles to women’s access to the highest levels of decision-making in Grenada, and whether or not women are contributing to gender-responsive decision-making where they constitute a critical mass.

**BOX 12: KEY FINDINGS – GENDER, LEADERSHIP AND DECISION-MAKING**

1. Representation in Parliament and on Boards reflects male dominance in decision-making positions. Women currently hold 33.3% of elected seats in the Lower House of Parliament and 15.4% of appointed seats in the Senate. Men account for 68% and women 32% of seats on Boards in the public sector, private sector, trade unions and NGOs.
2. The responsibility of the majority of women for family and child care prevents them from participating more equitably in leadership and decision-making at all levels.

<sup>38</sup> This is based on views expressed at various sector and area consultations held in the process of preparing the *Gender Equality Policy and Action Plan* in July-September 2013, statistics in support of which were not available.

## **5.0 CURRENT LEGISLATIVE FRAMEWORK AND INSTITUTIONAL CAPACITY FOR ADVANCING GENDER EQUALITY<sup>39</sup>**

### **5.1 INTERNATIONAL AND LEGISLATIVE FRAMEWORK**

#### **5.1.1 INTERNATIONAL AND REGIONAL COMMITMENTS FOR PROMOTING GENDER EQUALITY**

220. The Government of Grenada has ratified a number of international and regional Conventions that promote gender equality, including the following:
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979 – ratified in 1990;
  - Convention on the Rights of the Child (CRC) 1989 – ratified in 1990;
  - International Covenant on Civil and Political Rights (ICCPR) 1966 – ratified in 1991;
  - International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966 – ratified in 1991;
  - Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (‘Convention of Belem de Para’) – ratified in 2000.
221. Of additional importance are the following international and regional agreements which the Government of Grenada upholds: Nairobi Forward-looking Strategies for the Advancement of Women (1985); International Conference on Population and Development (ICPD) Programme of Action (1994); Beijing Declaration and Platform for Action (1995); UN Millennium Development Goals (2000); Commonwealth Plan of Action for Gender Equality (2005-2015); Brasilia Consensus (2010); Caribbean Joint Statement on Gender Equality and the Post-2015 and SIDS Agenda (2013); and Santo Domingo Consensus (2013); The following are also instructive: Inter-American Commission on Women (OAS/CIM) Triennial Program of Work (2013-2015); UN Women’s Action Plans; and UN ECLAC’s Gender Equality Observatory.

#### **5.1.2 CONSTITUTIONAL PROVISIONS FOR PROMOTING GENDER EQUALITY<sup>40</sup>**

222. The Constitution of Grenada, the supreme law of the land, came into force on 7 February, 1974. It guarantees the human rights of all persons. Chapter 1 of the Constitution is regarded as Grenada’s Human Rights Charter. Article 1 states that:

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<sup>39</sup> Chapter 5 draws on the *CEDAW Report* (GOGR, 2009), participant observation of meetings with the Technical Committee and Working Group set up to facilitate the preparation of the *Gender Equality Policy and Action Plan (GEPAP)*, and interviews with staff members of the Division of Gender and Family Affairs.

<sup>40</sup> This section draws on the Government of Grenada’s *CEDAW Report* (GOGR, 2009: 12-13), and feedback received at the National Consultation on the GEPAP.

*Whereas every person in Grenada is entitled to the fundamental rights and freedoms, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely:*

- (a) life, liberty, security of the person and the protection of the law;*
- (b) freedom of conscience, of expression and of assembly and association;*
- (c) protection for the privacy of his home and other property and from deprivation of property without compensation; and*
- (d) the right to work.*

223. The Constitution also prohibits discrimination by law and by persons acting as agents of the State. Article 13 defines discrimination as follows:

- (1) Subject to the provisions of subsections (4), (5) and (7) of this section, no law shall make any provision that is discriminatory either of itself or in its effect.*
- (2) Subject to the provisions of subsections (6), (7) and (8) of this section, no person shall be treated in a discriminatory manner by any person acting by virtue of any written law or in the performance of the functions of any public office or any public authority.*
- (3) In this section, the expression “discriminatory” means affording different treatment to different persons attributable wholly or mainly to their respective descriptions by race, place of origin, political opinions, colour, creed or sex whereby persons of one such description are subjected to disabilities or restrictions to which persons of another such description are not made subject or are accorded privileges or advantages which are not accorded to persons of another such description.*

224. The Constitution and most of the laws of Grenada, particularly the older ones, use the words “man” and “his”. It has become official translation that they refer to the third person, the “human being”, without regard to sex. Section 3 (4) of the *Interpretation and General Provisions Act (1989)*, states that: “In every written law, except where a contrary intention appears, words and expressions importing the masculine gender include females.”

225. The CEDAW Report notes that the Constitution is the supreme law of the land, and all laws and the operations of the State are bound by its provisions. However, its provisions do not specifically include the private sector and the private sphere. Thus, while the spirit of the Constitution sets the tone for the value system of the country, there are many traditions and beliefs that exist in the society that are not in accordance with the principle of equality enshrined in the Constitution, hence the need for greater public sensitisation and implementation of CEDAW (GOGR, 2009: 13).

### **5.1.3 LEGISLATIVE FRAMEWORK FOR PROMOTING GENDER EQUALITY<sup>41</sup>**

226. “Women and the Law in Grenada: An Examination of Key Areas” (Nelson, 1994) undertook a gender analysis of the laws of Grenada and proposed reform in the following areas: Sex discrimination; Status of common law spouse; Status of children; Custody of children; Child

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<sup>41</sup> This section draws on the Government of Grenada’s *CEDAW Report* (GOGR, 2009).

maintenance; Maintenance Orders; Marriage; Divorce; Property rights; Rape and sexual violence; and Domestic violence (GOCR, 2009: 13).

227. **Nationality:** Chapter VII of the Constitution of Grenada addresses citizenship. It allows for all persons, male or female, born in the State of Grenada to be citizens of Grenada, except if any of his or her parents possesses immunity from Grenada, or if any is a citizen of a country at war with Grenada. Further, persons born outside of Grenada are eligible to become citizens by virtue of having a Grenadian mother or father, or being married to a Grenadian (GOCR, 2009: 28).
228. **Education:** The *Education Act (2002)* provides for equal access to education for males and females. Section 3 (3) of the Act states that among the specific goals and objectives of the Education System are:
- (d) *To provide opportunities for everyone in Grenada to reach their maximum potential; and*
  - (f) *To promote the principle and practice of gender equality* (Quoted in GOCR/CEDAW, 2009: 30).
229. The *Education Act (2002)* does not list pregnancy as a ground for expulsion or suspension. The CEDAW Report notes that: “Recent trends indicate that the Ministry would not consider the expulsion of a pregnant student or the termination of her education. However, tradition causes many [pregnant teenagers] to drop out voluntarily” (GOCR/CEDAW, 2009: 32). Participants at the national consultation on GEPAP expressed the view that the substantive issue of teenage mothers being expelled from or made to feel unwelcome at school needs to be addressed. It was recommended that the *Education Act* be amended to specifically prohibit expulsion of girls from school on the grounds of pregnancy.
230. **Employment:** The *Employment Act (1999)*, Section 26 states that no employee shall be discriminated against on the basis of sex, marital status or family responsibilities, and indicates a penalty for persons who contravene this section. Section 27 states that an employer shall pay equal remuneration for work of equal value to both male and female employees. Part IV of the *Employment Act* (Articles 25-28) lays out the fundamental principles of employment as:
- Prohibition of forced labour;
  - Prohibition of discrimination;
  - Equal pay for equal work;
  - Remedies for the infringement of rights.
231. Grenada has adopted the principle of equal pay for work of equal value. The *Minimum Wages Order, SRO # 30 of 2011* provides for agricultural labourers to be paid at the rate of EC \$6.50 per hour guaranteed for 5 hours of work per day. Upon analysis of the *Minimum Wages Order*, it is evident that occupations traditionally held by women are assigned a similar rate of pay to those traditionally held by men, even when higher qualifications and skills are required. For example, predominantly female workers such as domestic workers are assigned a minimum of EC \$35 per day or \$725 per month, clerical assistants a range of EC \$700–\$900 per month, and predominantly male bus conductors are also assigned a minimum of EC \$35 per day (based on a six-day working week).<sup>42</sup>

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<sup>42</sup> This paragraph has been updated by Ms. Francine Foster, Crown Counsel, Ministry of Legal Affairs, November 2013.

232. The *Employment Act (1999)*, Section 37 puts some workers at a disadvantage based on the maximum weekly hours of work allowed. It states that domestic workers and security guards can work a maximum of 60 hours per week; catering assistants, clerical assistants and shop assistants 44 hours; and agricultural workers, construction workers and industrial workers 40 hours. Notably, domestic workers, catering assistants, clerical assistants and shop assistants are predominantly women. These groups of workers, along with security guards, also attract the lowest rates of pay under the *Minimum Wages Order* (GOGR, 2009: 36).
233. Over the years, various programmes have been implemented to address some of the policies and practices that discriminate against women, for example, encouraging women to enter a wider range of occupations including non-traditional fields such as masonry and carpentry in the construction industry. However, Section 5.2 above indicates that while women’s labour force participation has increased significantly in the last two decades, traditional cultural norms, beliefs and practices continue to prevail in key occupational areas that are deemed as ‘male’ or ‘female’ (GOGR, 2009: 16).
234. **National insurance:** The National Insurance Scheme (NIS) was established by legislation in 1983 as the para-statal mechanism for social security. It is a compulsory, contributory scheme to which employees pay 4% of their insurable earnings and their employers pay an additional 5%. Self-employed persons are also required to make NIS contributions. The list of benefits under the NIS is categorized into long-term and short-term benefits. The long-term benefits are: Age Pension or Grant, Survivors Pension and Invalidity Pension or Grant. The short-term benefits are: Sickness Benefit, Maternity Benefit, Employment Injury Benefit, and Funeral Grant. In order to qualify for these benefits, one has to be or have been an employed or self-employed person who has made contributions to the scheme and met the criteria for the specific benefit. This necessarily discriminates against ‘housewives’ whose work in the home is not defined as work, and who do not benefit from National Insurance. With regard to survivors’ benefits, immediate family members of the deceased are the beneficiaries. In most cases, the amount of the benefit is directly proportional to the NIS contributions made. A key result is that, due to women’s higher rates of unemployment in the labour force, lower average earnings and breaks from labour force participation due to child-bearing, raising of young children and care of the family, women’s benefits generally tend to be lower, if they are eligible at all (GOGR, 2009: 39). A gender analysis of the NIS scheme and recipients of benefits is recommended.
235. **Marriage and family law:** Grenada’s two key pieces of legislation related to marriage and family matters [the *Married Woman’s Property Act (1896)* and the *Marriage Act (1903)*] have been inherited from the colonial period, and have not been updated since the country’s attainment of national independence. The *Married Woman’s Property Act (1896)* confers on married women the same rights as her husband, as if she were “*femme sole*”, i.e., an unmarried woman (GOGR, 2009: 44). Participants at the national consultation on GEPAP noted that the retention of the fault grounds for divorce needs to be addressed – CEDAW calls for the abolition of all fault grounds for divorce.
236. Common law or *de facto* spouses are treated differently by different laws in Grenada. Generally common law spouses are not recognised as “next-of-kin” for maintenance, inheritance and property rights or for accessing medical care in the case of persons who are unconscious. For example, in the case of a person who dies *intestate* (without leaving a will), the laws relating to property rights do not recognise common law spouses, regardless to how



long the relationship lasted neither whether the surviving partner has a vested interest in the property. On the other hand, the NIS Law recognises that a common law spouse is eligible to receive the funeral grant and survivors' benefits on the death of an insured spouse. The review, "Women and the Law in Grenada: An Examination of Key Areas" (Nelson, 1994) identifies this as one of the areas that "vividly reflects how the law and the reality of life are at variance". The Legal Aid and Counselling Clinic (LACC) has begun a process of consultation on the regularisation of the situation of common law spouses under the law, but action has not been taken by the Government on the issue to date. LACC's report on "The Legal Recognition of Common Law Unions in Grenada" (2005) indicates that common law partners tend to pool financial resources; acquire property (although often in the man's name only); bear children together; and cohabit for a long time. The report argues that the problems relating to legal entitlements to the estate, maintenance and succession are more disadvantageous to females than to males (GOCR, 2009: 45).

237. **Domestic violence:** The *Domestic Violence Act (2010)* provides protection for victims/survivors of domestic violence and addresses related matters. The Act provides for protection orders, which could either support or be independent of criminal charges. Criminal charges can be brought separately against the perpetrator or as a result of the breach of a protection order. In the case of the breach of a protection order, the police have the power to arrest without a warrant and act in accordance with provisions of the Criminal Code. In addition, the *Domestic Violence Act (2010)* recognises intimate relationships outside of marriage and allows persons in common law and visiting relationships to use the Act for protection from domestic violence.<sup>43</sup>
238. **Sexual harassment:** There is no legislation against sexual harassment in the workplace. In 2006, the Grenada National Organisation of Women (GNOW) initiated a programme of public advocacy and consultations towards the drafting of a Bill against sexual harassment, and the Government made a commitment to enact a law which would include the provision of enforcement mechanisms. The proposed Act would address sexual harassment in employment, education and training, recreation, accommodation and other spheres (GOCR, 2009: 16, 36). In the interim, the *Criminal Code Amendment (Act 29 of 2012)*, Section 176 makes provision for Indecent Assault which carries a conviction not exceeding 10 years, and Section 178 which makes provision for Sexual Assault which carries a conviction not exceeding 14 years. The Conviction for Rape is a term of imprisonment not exceeding 30 years.<sup>44</sup>

## 5.2 INSTITUTIONAL FRAMEWORK AND CAPACITY FOR ADVANCING GENDER EQUALITY

239. This section discusses the status Government of Grenada's current institutional structures and mechanisms for advancing gender equality.

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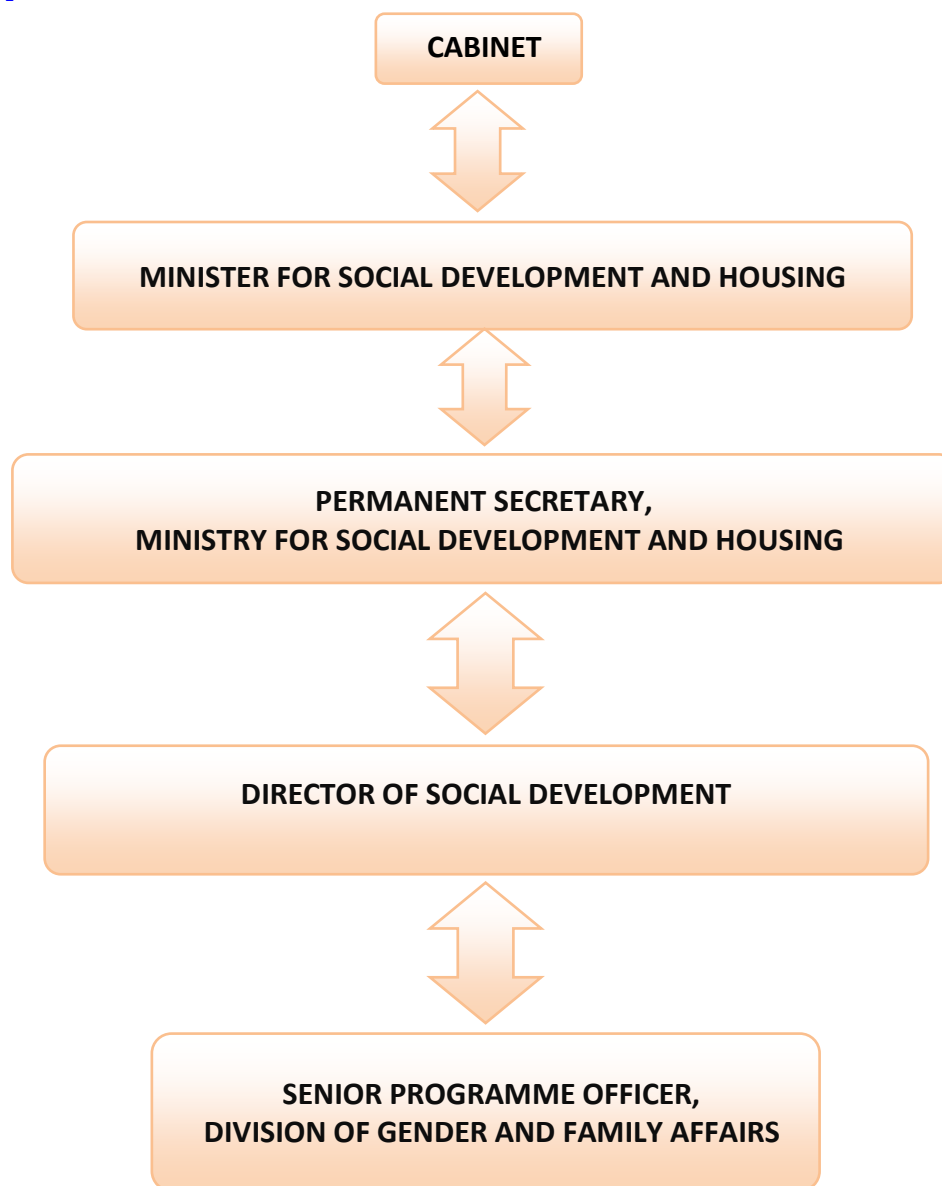
<sup>43</sup> *Ibid*, November 2013.

<sup>44</sup> *Ibid*, November 2013.

### 5.2.1 GRENADA'S CURRENT NATIONAL GENDER MACHINERY

240. The Government of Grenada established a Women's Desk following its national independence in 1974 and during the UN Decade for Women (1976–1985), when countries around the world were establishing national machineries for the advancement of women's rights, status and living conditions. This coincided with the period 1979–1983, when the country was under revolutionary rule. The Government ratified CEDAW in 1990, under the leadership of the Ministry of Women's Affairs. In 1995, a new administration replaced the Ministry of Women's Affairs with a Department in the Ministry of Tourism, Civil Aviation and Culture. A subsequent administration in 1999 saw the Department further down-graded to the Division of Gender and Family Affairs and relocated to the Ministry for Social Development and Housing, where it has been located since. These changes, together with a restriction on staffing linked to structural adjustment policies, have resulted in the weakening of the Division's capacity over the past two and a half decades.
241. The Division of Gender and Family Affairs has faced a number of challenges, including the lack of a Director/Senior Coordinator for a number of years. The result has been limited capacity for planning, implementing and monitoring programmes and activities for the advancement of women's rights and gender equality, and undertaking a process of gender mainstreaming (GOCR, 2009: 7-8). With this recognition, the Ministry has begun a process of strengthening the Division through a review of its operations and planning, and the recruitment of key personnel including a Senior Programme Officer as head of Gender Affairs in 2011.
242. The mission statement of the Division of Gender and Family Affairs commits it to "ensure the development and implementation of policies, projects and programmes that will encourage equal participation of all persons in the process of national development" (GOCR, 2009: 7).
243. Figure 23 below represents a combination of the existing organogram of the Ministry for Social Development and Housing, as well as additional structures that the Government of Grenada proposes to establish in order to effectively lead, coordinate and monitor implementation of the *Gender Equality Policy and Action Plan (GEPAP)*.
244. The four current portfolios in the Division of Gender and Family Affairs are: Gender-based Violence (GBV) Unit; Gender Equality and Women's Empowerment; National Parenting Education; and Project Implementation Unit. However, these will not be adequate to provide the research, mainstreaming, monitoring and programming that will be required to fully implement the expanded mandate in this *GEPAP*. Please see Chapter 6 below for the proposed institutional structures, mechanisms and processes to implement the *GEPAP*.
245. The Division is staffed by seven (7) positions on the permanent establishment, six (6) of which are filled. There are also two (2) contract positions attached to the Family Unit, both of which are currently vacant. At present, through a project funded by the United Nations Trust Fund to End Violence against Women, the staff is augmented by seven (7) persons who are assigned specific project-related responsibilities until October 2014. Some of these functions, however, form part of the core programmes of the Division, such as response to victims of GBV, outreach to men and boys, planning, and strategic communication to the public on gender issues. It must be noted that there is no clarity on the status of these programme when the project ends, as the Division's capacity to continue this work in a substantive way will be seriously curtailed if the persons and their skills are not retained.

**FIGURE 23: CURRENT INSTITUTIONAL FRAMEWORK FOR ADVANCING GENDER EQUALITY**



246. Given the expanded mandate anticipated as a result of this *GEPAP*, it is recommended that the staffing levels be further enhanced, or at the minimum be maintained. The positions should ideally all be filled and duties reallocated, as the focus of *GEPAP* shifts from project-oriented work to medium- and longer-term programming.

## PART III: NATIONAL GENDER EQUALITY POLICY

### 6.0 THE POLICY FRAMEWORK

#### 6.1 POLICY VISION, GOAL AND AIMS

247. The *Gender Equality Policy and Action Plan* (GEPAP) provides a framework for redressing gender disparities and serves as a guide to stakeholders in the public sector, private sector and labour, and civil society. It is based on the premise that men and women are equal participants in and beneficiaries of national development, if sustainable development for all is to be realised. It is both rights-based and developmental in approach, and seeks to ensure that the State provides the enabling environment for self-development and social progress, while meeting its national and international obligations to respect, protect and fulfil human rights.
248. The **vision**: A nation that values and respects every boy, girl, man and woman as equal citizens and participants in the political, economic, environmental, social and cultural life of the country with equal rights, benefits, privileges and responsibilities without regard to sex, colour, creed, opinion or any other distinction.
249. The **overall goal** of the Policy is to promote gender equality, equity, social justice and sustainable development in Grenada.
250. The **general aims** of the Policy are:
- To promote equitable relations between men and women in the society and improve their quality of life through development policy-making, planning, budgeting and service delivery;
  - To transform inequitable gender relations in all spheres, where continuing discrimination and disadvantages keep women in subordinate positions, and where continuing and emerging challenges affect the full development of men's potential;
  - To promote the valuing and recognition of men's and women's contribution to national development;
  - To reduce the levels of gender-based and other forms of violence in the society, and facilitate domestic, social and national peace and security;
  - To integrate men's and women's experiences and concerns into the design, implementation, monitoring and evaluation of all political, economic, social, cultural and environmental programmes and projects;
  - To advance women's participation and leadership in political and other forms of decision-making at all levels;
  - To build/strengthen the capacity for gender responsiveness among policy-makers, planners and service providers to advance equality and equity between men and women;
  - To provide a nationally and culturally relevant institutional framework for the implementation of initiatives to advance gender equality, women's empowerment and equitable development outcomes at all levels for men and women.

## GUIDING PRINCIPLES

251. The guiding principles for the implementation of the *GEPAP* are as follows:
- Political will: providing direction for decision-making, financial commitments and action to achieve a just and equitable society.
  - Multi-sectoral approach: promoting the participation of all sectors in the process.
  - Evidence-based programming: using relevant quantitative and qualitative data to inform interventions.
  - Gender equality: addressing both ideological and material dimensions of gender and incrementally fulfilling the national, regional and international commitments which establish norms and standards for gender equality and the empowerment of women.
  - Human rights approach: protecting and promoting the fundamental rights and freedoms enshrined in the Constitution, Universal Declaration of Human Rights, and the core human rights instruments ratified by Grenada.
  - Developmental approach: improving the life chances and quality of life of men and boys, and women and girls.
  - Transformative outcomes: changing the dynamics of power, opportunities and results between men and women.

## IMPLEMENTATION APPROACHES AND STRATEGIES

252. The *Gender Equality Policy and Action Plan* adopts **gender mainstreaming** as the overarching approach for achieving these strategic objectives. This approach requires both **integration** which promotes the incorporation of gender concerns/issues and analysis into the existing development priorities and **agenda-setting** which aims to transform the existing development agenda.
253. The Division of Gender and Family Affairs, the Government's lead agency within the national gender machinery (see Section 6.4), is responsible for spearheading and coordinating the implementation of the *GEPAP*. In taking a gender mainstreaming approach, *GEPAP* recognises and validates the responsibility of all Government ministries, statutory bodies and other agencies; the private sector and labour unions; and the wide cross-section of civil society organisations including faith-based organisations for the implementation and monitoring of the policy.
254. *GEPAP* therefore advances the following implementation strategies:
- Establishing a Gender Management System (GMS), an institutional framework comprised of structures, mechanisms and processes with the mandate to initiate, coordinate, and monitor and evaluate implementation of the *GEPAP*;
  - Integrating gender in the medium-term national development plan, annual sector plans and national budgets, i.e., gender-responsive planning and budgeting;
  - Promoting men's and women's economic empowerment as key to sustainable development, while advocating for gender equality at all levels;
  - Providing gender sensitisation and training for men and women at leadership/management levels of the public sector, private sector and trade unions, and civil society;
  - Raising public awareness of the *GEPAP* and the responsibility of all stakeholders to address specific gender concerns within their sector or jurisdiction;

- Promoting policy implementation that is grounded in gender-sensitive research and analysis of roles, social relations and power imbalances between men and women;
- Establishing a system of gender-disaggregated data collection and analysis that includes all sectors;
- Promoting the use of gender-sensitive and gender-inclusive language in legislation, government documents, educational and public awareness materials, etc.

## 6.2 POLICY AREAS AND COMMITMENTS

255. This section presents the ten (10) policy areas and commitments of the *Gender Equality Policy and Action Plan (GEPAP)*. The Government of Grenada is committed to leading the advancement of full equality and equity between men and women in these priority areas. These policy areas and commitments have been identified through extensive research and consultation, and express the priorities of the Government and people of Grenada. The policy commitments identified in each policy area are supported by current data and gender analysis, as discussed in the country gender profile presented in Part II above.

256. The ten (10) policy areas and commitments which are presented in the sections below, are as follows:

- (i) Gender, Culture and Socialisation
- (ii) Gender, Education and Training
- (iii) Gender, Labour and Employment
- (iv) Gender, Agriculture and Tourism
- (v) Gender, Economic Growth and Poverty Reduction
- (vi) Gender, Climate Change, Natural Disasters and Natural Resource Management
- (vii) Gender, Health and Well-being
- (viii) Gender, Violence and Security
- (ix) Gender, Leadership and Decision-making
- (x) Legislative and Institutional Framework for Advancing Gender Equality

### 6.2.1 GENDER, CULTURE AND SOCIALISATION

#### 257. KEY FINDINGS

- Traditional gender stereotypes persist in Grenada's cultural customs, norms, practices and expected behaviours. These are supported by beliefs about masculinity and femininity that negatively affect both males and females.
- Grenadian culture exhibits both positive beliefs and values which promote gender equality and should be recognised and encouraged, as well as negative beliefs and values which undermine gender equality and would benefit from change.
- The institutions of religion and the media play powerful roles in both reinforcing and changing these beliefs, values and stereotypes.

258. **POLICY STATEMENT:** The Government will engage the key institutions of socialisation in the society, the home, school, community, faith-based organisations and the media, in the process of gender sensitisation, training and public awareness-raising to promote positive and non-discriminatory relations between men/boys and women/girls based on the principles of gender equality and equity.

259. **STRATEGIC OBJECTIVE:** To foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls.

260. **POLICY COMMITMENTS**

- (i) Undertake a review of legislation to identify and address all forms of gender-based discrimination and inequality in the law.
- (ii) Undertake a programme of public awareness and sensitisation on issues of gender, culture, socialisation and stereotyping, through formal and informal education, popular culture and social media, to promote the transformation of gender-biased cultural beliefs and values into those based on gender equality.
- (iii) Encourage the media to promote gender equality in their operations through gender-sensitive recruitment practices; gender-aware portrayal of women and girls; equitable reporting of men and women in political, economic, social and other spheres; and refusing to give airplay to popular music and advertising that promotes gender-based violence.
- (iv) Encourage men's equal participation in family life and the care and socialisation of their children.

## 6.2.2 GENDER, EDUCATION AND TRAINING

261. **KEY FINDINGS**

- Significantly higher repetition rates among boys in primary and secondary schools.
- High dropout rates among both boys and girls in secondary schools, for different reasons. The primary reason for male dropouts is low educational attainment, while for females it is teenage pregnancy.
- Gender stereotyping in the subject areas chosen by males and females at the secondary and tertiary levels. This leads to occupational segregation, and has implications for males' and females' 'choice' of occupation, employability and wage potential in the job market.
- Significantly higher numbers of female teachers at the primary and secondary levels.
- While many boys and girls perform well at CSEC, relatively large numbers of both boys and girls leave school without having attained the knowledge, skills and certification levels required for personal advancement and full economic participation.

262. **POLICY STATEMENT:** The Government is committed to equal access to education and training programmes, including in non-traditional fields, without regard to gender, class, geography (urban/rural), age and other social factors, in order for the country to achieve the human capital necessary for entrepreneurship and wealth generation, poverty reduction, analytical thinking, design and innovation, and creative problem solving, among others.

263. **STRATEGIC OBJECTIVE:** To promote gender equality and equity in education and training in order that men/boys and women/girls may attain their fullest potential and contribute equitably to economic growth, poverty reduction and sustainable development.



## 264. **POLICY COMMITMENTS**

- (i) Take measures to address retention and dropout rates among boys and girls, and increase their educational achievement.
- (ii) Enable teenage mothers to return to mainstream schools, taking into account their specific needs with regard to breast feeding and the care of young children, economic and other challenges, and peer and social pressures.
- (iii) Review the education curriculum to eliminate gender stereotypes and achieve gender parity in traditional male- and female-dominated subject areas; and provide gender-responsive, age-appropriate sexuality education.
- (iv) Develop strategies to increase the number of male and graduate teachers in primary and secondary schools.
- (v) Integrate gender sensitisation and gender-responsive sexuality education into teacher training at all levels, including mediation, counselling, and life skills.

## 6.2.3 **GENDER, LABOUR AND EMPLOYMENT**

### 265. **KEY FINDINGS**

- According to the 2011 Population Census data, 67.4% of males participated in the labour force compared to 53.5% of females. Thus, higher numbers of males than females are categorised as ‘employed or seeking employment’ in the paid labour force. These figures mask the fact that women’s reproductive work in the home and informal employment are not quantified as ‘work’ in labour force statistics, as well as the fact that women are more likely than men to work for no or low wages. This disparity in male and female labour force participation increases female dependency on males, and also creates a pool of persons who are not contributing to social security and pension schemes, which increases the incidence of poverty among the elderly (women in particular) and the need for State investment in pensions and social protection programmes.
- The unemployment rate among women is higher than among men, including the youth. The overall unemployment rate among women is 39.6%, while it is 28.1% among men. Unemployment among young women is 63%, compared to 49.1% among young men.
- Evidence indicates a pay gap between males and females, with males earning higher incomes than females. In 2011, there were more men than women in all income groups, except those earning EC \$400–\$799 per month. While the wage gaps have narrowed from 2001 to 2011 in all income groups above \$800 per month, men still earned more than women in the higher income groups.

266. **POLICY STATEMENT:** The Government will undertake specific policy, legislative and programming interventions to achieve gender equality and equity in labour and employment, including: ensuring adherence to the principle of equal pay for work of equal value; advancing the rights of workers in non-regulated sectors; promoting gender-responsive enterprise training for men, women and youth; and reviewing social security provisions to ensure equitable provisions for men and women in the formal and informal labour force, and unwaged workers in the home.



267. **STRATEGIC OBJECTIVE:** To foster the equitable participation of and benefits for men and women in the labour force, while recognising and valuing the contribution of unwaged reproductive work to national development.

268. **POLICY COMMITMENTS**

- (i) Promote men's and women's increased participation in the labour force and their equal access to employment opportunities, and ensure that formal certification carries equal economic and social value for both sexes.
- (ii) Address gender-based violations of the *Employment Act* and *Minimum Wages Order* with regard to equal pay for work of equal value.
- (iii) Review legislation related to the rights of unorganised categories of workers such as domestic and agricultural workers, shop assistants and others, who are the most vulnerable to non-payment of social security contributions by employers, and other abuses of employment.
- (iv) Review and amend the National Insurance Scheme (NIS) to ensure equitable provisions for men and women, determined not only by contributions made by waged and self-employed employees in the productive sector but also the performance of reproductive work in the care economy.
- (v) Undertake public awareness campaigns to change widely held gender role stereotypes, e.g., males are breadwinners and females are caregivers; politics, construction and security services are 'male' professions; and nursing, teaching and hospitality are 'female' professions.

#### 6.2.4 GENDER, AGRICULTURE AND TOURISM

269. **KEY FINDINGS**

- Men own and control 77% of the land in Grenada. This is an indicator that the ownership and control of material/productive resources are not shared equitably by women and men.
- Men have access more and larger loans than women for agricultural and tourism related enterprises. It is also notable that commercial banks have a risk-averse approach to providing credit to farmers and small business entrepreneurs.
- The agriculture and tourism sectors exhibit gendered occupational segregation, with men and women playing complementary roles. However, it is evident that women tend to be segregated in the lower income-earning occupations within the sectors.
- Governmental and other agricultural agencies are largely unaware of the gender dimensions of agriculture, e.g., male/female patterns of: land ownership and access; crop/livestock/fish/other production; types of agri-businesses/agro-processing enterprises; support services needed; access to credit; etc.

270. **POLICY STATEMENT:** The Government is committed to promoting gender equality in agriculture and tourism, equitable access to productive resources, opportunities for entrepreneurial development linking agriculture and agri-business to tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

271. **STRATEGIC OBJECTIVE:** To promote gender equality in agriculture and tourism, recognising men's and women's complementary roles, increasing their equitable access to

productive resources, creating entrepreneurial opportunities linking agriculture to tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

272. **POLICY COMMITMENTS**

- (i) Undertake public awareness campaigns at the national level and in schools to transform the current societal perception that 'agriculture is for the illiterate and poor', into an understanding that agriculture has the potential to promote food security, enterprise development, economic growth and poverty reduction.
- (ii) Promote the widespread engagement of male and female farmers in restructuring the agricultural sector, empowering them to increase their productive capacities, engage in entrepreneurial activities, create linkages between agriculture and tourism, and build partnerships, networks and cooperatives to advance the sector.
- (iii) Address the issue of women's ownership of land/property and access to credit, to facilitate their production and enterprise in agriculture and tourism.
- (iv) Promote women's equal access to leadership and decision making within the tourism sector, and promote tourism workplace policy and practice that focuses on the differential needs of males and females.
- (v) Ensure that the agricultural census in progress generates sex-disaggregated data with regard to ownership of land, crop and livestock production, entrepreneurial activities, access to credit and agricultural support services, earnings, and all other aspects of agriculture.

### 6.2.5 GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION

273. **KEY FINDINGS**

- The unemployment rate among the poor was 10% higher than the national average and the highest numbers of the working poor were engaged in the services, construction, and agriculture and fishing sectors.
- The 'vulnerability rate' was 14.6%, representing the percentage of the population vulnerable to falling into poverty; the 'indigence rate' dropped significantly from 12.9% in 1998 to 2.4% in 2008, indicating that fewer persons were consuming below the accepted minimum level of nutrition in 2008.
- 39.5% of all males and 36.2% of all females were deemed poor.
- Almost a quarter (24%) of poor female heads of households are not in the labour force; and of those attempting to participate, only 21% are employed.
- The percentage of women having their first child as a teenager declined as the socio-economic status of their household improved, from 57.8% in the lowest quintile to 25% in the highest.

274. **POLICY STATEMENT:** The Government will ensure gender-responsiveness in policies and programmes to strengthen the economy and reduce poverty, and encourage financial and private sector agencies to promote gender-responsive operations and programming.

275. **STRATEGIC OBJECTIVE:** To transform the goals of economic policy to include gender equality and social justice, and promote the equitable economic and social development of all men and women.

## 276. **POLICY COMMITMENTS**

- (i) Integrate gender equality and social justice criteria into economic policy and programmes, trade negotiations and technical co-operation agreements, and poverty reduction strategies and programmes.
- (ii) Ensure that the mid-term national development plan and annual national budgets are gender-responsive, and ensure implementation, monitoring and evaluation.
- (iii) Promote, in partnership with the private sector, gender-responsive enterprise training/internships/apprenticeships and ICT initiatives to empower men, women and youth to achieve their full potential and contribute to national development.
- (iv) Promote gender responsiveness among banking and financial institutions to ensure men's and women's equitable access to credit.
- (v) Target strategic gender-responsive interventions to reduce poverty among the most vulnerable groups.
- (vi) Ensure that sex-disaggregated statistics are included in national data collection systems related to the economy and poverty reduction.

## 6.2.6 **GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT**

### 277. **KEY FINDINGS**

- Grenada is exposed to considerable macro-economic vulnerability due to natural disasters, which impact on men and women differently. Gender sensitivity needs to be embedded in both disaster response as well as disaster preparedness, in respect of the specific needs of different communities, households and persons with special needs.
- Despite the fact that many aspects of the 'green economy' all have gender dimensions, e.g., water management, waste management, land management, renewable energy, clean transportation, and 'green' buildings, discussions on gender equality are relatively absent from policy-making, planning and development programmes on these issues.

278. **POLICY STATEMENT:** The Government will recognise and integrate the complementary roles of men and women into policies and programmes on disaster management, climate change, and natural resource development, and building a 'green economy'.

279. **STRATEGIC OBJECTIVE:** To promote gender equality in policies and programmes related to disaster management, climate change, natural resource development, and building a 'green economy'.

### 280. **POLICY COMMITMENTS**

- (i) Build and strengthen the capacity of businesses and community enterprises to contribute to a 'green economy'.
- (ii) Undertake gender analysis, gender impact assessments, and gender-responsive approaches in utilising, managing and preserving the natural resources of Grenada.
- (iii) Ensure the equitable participation of men and women in communities in developing strategies and mechanisms for coping with and adapting to the adverse impacts of climate change, including assessing sectoral vulnerability, strengthening institutional arrangements, and adopting energy efficiency strategies such as the use of renewable energy and cleaner technologies.

- (iv) Ensure approaches to disaster risk reduction and management which take into account the differential impact of natural disasters on women and men and the differential approaches necessary for recovery and building resilience of communities.
- (v) Increase public awareness of men's and women's complementary roles in the sustainable development of the country's natural resources.

## 6.2.7 GENDER, HEALTH AND WELL-BEING

### 281. KEY FINDINGS

- A significant gender dimension of health is death from malignant neoplasm (cancer) by specific site. Ministry of Health statistics for 2012 indicate the following breakdown among females – breast cancer (18 cases); cervical cancer (6); and uterine cancer (4); among males – prostate cancer (40 cases); and where sex not indicated – other forms of cancer (79). Given the favourable outcome that is possible from early diagnosis and the clear gains being made with regard to the incidence of breast, cervical and prostate cancer, there is considerable scope for an aggressive early detection and treatment programme for prostate cancer among males.
- Early sexual initiation is high, with 36% of males and 12% of females 15–24 years old reporting to have had sexual intercourse before age 15.
- From 2003–2012, a total of 2657 births were to girls 12–19 years old, with 544 having their second child or more. Of all teenage births in that period, 393 children were born to girls 12–16 years old, even though the age of sexual consent is 16.
- While contraception is available in the public health clinics, women comprise the majority of users of the following methods: Depo Provera – injection; Megestron – injection; Microgynon – pill; and Noristerat – injection. Males comprise approximately one fifth of contraceptive users, and specifically of condoms.
- Gendered factors are evident in the status of sexual and reproductive health in the society including: inadequate sex education, women's unequal power to negotiate condom use, unprotected sex with multiple partners, traumatic onset of menstruation, transactional sex including among adolescents, and the increased incidence of STIs and HIV/AIDS.

282. **POLICY STATEMENT:** The Government will promote equitable access to quality health care for boys/men and girls/women throughout their life cycles, and gender-specific sexual and reproductive health care for men, women and adolescents.

283. **STRATEGIC OBJECTIVE:** To provide all men and women in Grenada, Carriacou and Petite Martinique with quality, equitable and gender-responsive health care throughout their life cycles, thus enhancing their personal, social and productive lives.

### 284. POLICY COMMITMENTS

- (i) Promote the equitable participation of all men, women and young people in matters related to their own health and that of their families and communities.
- (ii) Develop strategies and programmes to improve female health issues including: coping with problems associated with menstruation and its onset; reducing the incidence of anaemia among primigravida; post-partum care; reducing the incidence of breast,

cervical and uterine cancers; providing support to women in abusive sexual health situations; developing a programme for menopausal women responding to the problems of unsafe and incomplete abortions; improving the management of psychosocial health conditions; etc.

- (iii) Pay increased attention to male health issues including developing strategic objectives for men's health; a public awareness programme to promote men's health; targeting males as users of health services; and encouraging male health-seeking behaviours.
- (iv) Develop and strengthen programmes and services related to sexual and reproductive health across the health system, including youth friendly/focused services.
- (v) Raise public awareness on the importance of diet to good health, and promote the consumption of Grenada's wide variety of vegetables, fruits and other agricultural produce.
- (vi) Ensure the collection, collation, analysis, dissemination and use of sex-disaggregated health statistics in policy-making and programming.

## 6.2.8 GENDER, VIOLENCE AND SECURITY

### 285. KEY FINDINGS

- Men and boys are the primary perpetrators of gender-based violence against women/girls as well as violence against other men/boys, linked to conceptions of masculinity associated with being tough and in control, taking risks and dominating others.
- The wider incidence of violence in the society is also perpetrated predominantly by males, and is often connected to criminal activities such as burglary, drug use and trafficking, trafficking in small arms and ammunition, gang violence, etc. It is linked to the high dropout rate of males, who are vulnerable to being drawn into criminal activities and comprise the majority of drug addicts and the prison population.
- While males are the main perpetrators of gender-based and other forms of violence in the society, boys/men are also victims of various forms of violence including incest, corporal punishment in the home and school, bullying, and domestic/intimate partner violence. Men and boys are less likely to report incidents or seek counselling and other forms of assistance, due to the shame attached. Not all men are violent, and the gender stereotyping of all males as prone to violence affects the self-esteem of men.
- Society places a high value on the need to protect women and girls by imposing societal rules on their freedom. Although intended to be positive, this is an acknowledgement of the high prevalence of gender-based violence. Thus, it is a misdirected strategy that restricts women's/girls' choices, rather than focusing on equality, respect for women's rights, and offender accountability.
- There are inadequate support systems to address gender-based and wider forms of violence in the society. In addition, the police do not treat GBV with the seriousness it deserves and are particularly insensitive to male victims.

286. **POLICY STATEMENT:** The Government will promote human security by coordinating the effective functioning of relevant legislation, the police, judicial system, social service agencies and channels of public education to combat and reduce all forms of violence, especially gender-based violence.

287. **STRATEGIC OBJECTIVE:** To develop and implement a multi-sectoral approach to prevent, reduce and treat the incidence of all forms of gender-based violence and wider forms of violence in the society.

288. **POLICY COMMITMENTS**

- (i) Adopt and implement a *National Strategic Action Plan on Gender-based Violence* that promotes a multi-sectoral approach to addressing gender-based violence and wider forms of violence in the society, including the participation of state and non-state organisations.
- (ii) Put in place systems to ensure the collection, collation, analysis and use of sex-disaggregated data by the relevant authorities, including the Division of Gender and Family Affairs, education and health sectors, the police, Court system, prison services, and civil society organisations.
- (iii) Integrate modules on gender-based violence into professional training programmes, e.g., nurses, police officers, social workers and teachers; and Health and Family Life Education (HFLE) school curriculum at the primary and secondary levels; parenting/life skills through Parent-Teacher Associations, Health Clinics, and the Youth Division.
- (iv) Raise public awareness to transform the notion of masculinity associated with being tough and in control, taking risks, dominating others, and using violence against women and other men/boys.

## 6.2.9 GENDER, LEADERSHIP AND DECISION-MAKING

289. **KEY FINDINGS**

- Representation in Parliament and on Boards reflects male dominance in decision-making positions. Women currently hold 33.3% of elected seats in the Lower House of Parliament and 15.4% of appointed seats in the Senate. Men account for 68% and women 32% of seats on Boards in the public sector, private sector, trade unions and NGOs.
- The responsibility of the majority of women for family and child care prevents them from participating more equitably in leadership and decision-making at all levels.

290. **POLICY STATEMENT:** The Government will institute measures to remove the barriers to women's and men's equitable participation in power and decision-making at all levels, including addressing discriminatory practices.

291. **STRATEGIC OBJECTIVE:** To promote gender parity (i.e., 50-50 male-female representation) or 40 percent or either sex at all levels of decision-making in Grenadian society, as a means of promoting equitable, transparent and accountable governance, and sustainable development.

292. **POLICY COMMITMENTS**

- (i) Promote gender parity (i.e., 50-50 male-female representation) or 40 percent or either sex in cabinet and parliament.
- (ii) Encourage political parties to increase women's representation in decision-making positions in party structures and on candidates' lists for general elections.



- (iii) Establish the goal of gender parity (i.e., 50-50 male-female representation) or 40 percent or either sex on all Boards (public sector, private sector, trade unions and NGOs).
- (iv) Provide gender-responsive leadership training programmes for men and women in decision-making positions (e.g., members of parliament, judges and magistrates, members of boards, permanent secretaries, heads of departments, etc.); and for women who aspire to leadership positions (e.g., political candidates, etc.)
- (v) Undertake research and follow-up action on the obstacles, challenges and opportunities with regard to women's equal participation in leadership and decision-making in Grenada.

#### **6.2.10 LEGISLATIVE FRAMEWORK FOR GENDER EQUALITY AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP AND GENDER MAINSTREAMING<sup>45</sup>**

293. **POLICY STATEMENT:** The Government will undertake a process of legislative review and reform to promote gender equality and equity in national development, and put in place institutional structures, mechanisms and processes for implementing GEPAP and gender mainstreaming.

294. **STRATEGIC OBJECTIVE:** To ensure that the legislative framework promotes gender equality and equity, and to establish institutional structures, mechanisms and processes for implementing GEPAP and gender mainstreaming.

#### **295. POLICY COMMITMENTS**

- (i) Ensure that the current process of reviewing and amending the Constitution of Grenada includes equal representation of and consultation with men and women, and leads to the creation of a mechanism to advance and protect gender equality and human rights for all.
- (ii) Undertake a gender-based review of legislation to define an agenda for legal reform and bring Grenada's legislation into conformity with contemporary best practice with regard to gender equality and equity.
- (iii) Review and reform regulations to ensure that all official forms (including marriage application, birth certificate, passport, citizen application) reflect gender equality and capture statistics based on sex.
- (iv) Establish a Gender Management System (GMS), an institutional framework comprising structures, mechanisms and processes to initiate, coordinate, monitor and evaluate the implementation of *GEPAP*.
- (v) Enhance the capacity of the Ministry for Social Development and Housing and the National Gender Machinery to lead and coordinate the implementation of *GEPAP* and gender mainstreaming.
- (vi) Mainstream gender in all policy-making processes at national and sectoral levels inclusive of a diverse range of constituencies (government, private sector and civil society organisations).

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<sup>45</sup> Section 6.2.10 draws on the *CEDAW Report* (GOGR, 2009), participant observation of meetings with the Technical Committee and Working Group set up to facilitate the preparation of the *Gender Equality Policy and Action Plan (GEPAP)*, and interviews with staff members of the Division of Gender and Family Affairs.

- (vii) Introduce gender-responsive planning and budgeting at the national level and in sector Ministries, starting with the national development plan.
- (viii) Provide gender sensitisation/training for persons in leadership and management positions in all sectors of society.
- (ix) Establish clear procedures for ongoing monitoring and evaluation of the implementation of the *GEPAP* National Gender Action Plan.
- (x) Put systems in place to ensure government's compliance with the implementation of and reporting on international and regional gender equality commitments.
- (xi) Promote the use of gender-sensitive and gender inclusive language in legislation and policies.
- (xii) Put systems in place to ensure the collection, collation, analysis and use of sex disaggregated data.

### 6.3 LEGISLATIVE REFORM

296. Participants at the national consultation on the *GEPAP* expressed the view that CEDAW requires countries must move beyond the notion of formal equality between men and women or an emphasis on gender neutrality in the law, towards legislation and policies that proactively promote substantive equality. Upon the adoption of the *GEPAP*, a gender review of legislation in Grenada should be undertaken to define an agenda for legal reform, drawing on the experience of countries around the world that have carried out *CEDAW Legislative Compliance Assessments*, to bring Grenada's legislation in conformity with contemporary best practice with regard to gender equality and equity. It needs to be noted that the last such review, "Women and the Law in Grenada: An Examination of Key Areas" (Nelson, 1994), was undertaken 20 years ago.
297. Legislation reform would be done in conjunction with the Organisation of Eastern Caribbean States (OECS). Specific issues for legislative reform include, but are not limited to:
- **Rights of common law spouses:** Ensure that common law spouses have equitable access to rights, e.g., with regard to property and inheritance, recognising their vested interest based on years of cohabitation; pensions and other social security entitlements; etc.
  - **Child maintenance:** Strengthen enforcement mechanisms for the payment of maintenance, e.g., garnishment of wages. Also address disparities in the sums awarded for maintenance by the High Court and the Magistrates' Court. The High Court deals with divorce and settlements and tends to award higher sums for maintenance than the Magistrates' Court. The Magistrates' Court deals with claims made by women for maintenance from the fathers of their children, a higher proportion of whom are unmarried poor women who tend to be awarded significantly smaller sums.
  - **Custody:** Address the definition of custody. Currently, the law does not permit men to apply for custody of their children. The OECS draft legislation on "Custody, Maintenance and Guardianship" provides a useful model.
  - **Visitation:** Protect the rights of a child to establish and maintain a relationship with his or her non-residential parent, and set out the terms under which those rights can be considered and negotiated.



- **Sexual violence:** Prohibit the use of the sexual history of rape victims as evidence in Court, and remove the requirement of corroboration of the victim's testimony.
- **Domestic Violence:** Include Offences under the *Domestic Violence Act*, in particular breaches not covered under the Criminal Code. Also, consider options of how the Act should address the prosecution of cases in Court in the absence of victim/survivor consent, e.g., removing the requirement of the virtual complainant, and introducing the concept of the battered spouse syndrome.
- **Sexual harassment:** Put in place legislation on sexual harassment, including in the workplace, educational institutions, public spaces, etc. The draft Bill proposed by GNOW provides a useful model.
- **Human trafficking:** Strengthen the Criminal Code on the issue of the trafficking of persons.
- **Health:** Clarify the law with regard to young people's access to health services without parental consent. This is a serious barrier, particularly with regard to young women's and men's access to sexual and reproductive health services, which are critical in the context of the high incidence of early sexual activity, teenage pregnancy and HIV/AIDS in Grenada.
- **Language of laws and policies:** All laws and policies drafted should refer to 'him or her' and 'he or she' in the text.

## REFORM OF REGULATIONS

298. There are a variety of official forms that are used for general purposes. These should be reviewed and revised, as necessary, to ensure that they reflect gender equality and capture statistics based on sex. The forms include, but are not limited to:
- Birth certificate – Include the same information on both the mother and father of the child, e.g., occupation and address.
  - Marriage application form and certificate: Include information on the mother of the bride and groom.
  - Passport form – Revise instructions that indicate automatic legal guardianship of children born in wedlock.
  - Citizenship application form – Request the same information on both the mother and father of the applicant.

## 6.4 RESTRUCTURING THE NATIONAL GENDER MACHINERY FOR IMPLEMENTING GEPAP AND GENDER MAINSTREAMING

299. At present, Grenada's 'national gender machinery' is the Division of Gender and Family Affairs, located in the Ministry for Social Development and Housing. The Division has lead responsibility for coordinating the implementation of the *Gender Equality Policy and Action Plan (GEPAP)*, in collaboration with Ministries across the public sector and in partnership with civil society and the private sector. In addition to the Division of Gender and Family Affairs, the Gender Management System (GMS) will also comprise the following structures to be established: Gender Focal Points (GFPs), and the National Gender Equality Commission (NGEC).

### 6.4.1 INSTITUTIONAL STRUCTURES TO IMPLEMENT GEPAP

300. This section discusses the institutional structures to facilitate the implementation of the *GEPAP*. Figure 24 below represents a proposed organogram of the National Gender Machinery that includes additional structures that the Government of Grenada proposes to establish and/or strengthen in order to effectively lead, coordinate and monitor implementation of the *GEPAP* and gender mainstreaming. The elements of Figure 24 are discussed in the following sub-sections.
301. The Minister for Social Development and Housing will continue to have overall responsibility for the national gender machinery. The Minister also bears responsibility for the implementation and monitoring of the *GEPAP*, and is the pivotal link to Cabinet and the institutional structures for gender mainstreaming (see Figure 24 above).
302. The Government of Grenada proposes to strengthen and/or establish the following national gender machinery structures to facilitate the implementation and monitoring of *GEPAP*:
- (i) **Division of Gender and Family Affairs**, with responsibility for gender equality programming and mainstreaming, *inter alia*, to:
    - Lead and advocate on gender equality and equity issues in the society;
    - Coordinate, support and facilitate the implementation of the *GEPAP* by the public and private sectors and civil society;
    - Coordinate and facilitate the meetings and work of the Gender Focal Points (GFPs) and National Gender Equality Commission (NGEC);
    - Support and monitor the mainstreaming of gender equality/equity concerns in all national legislation, policies, plans and programmes;
    - Facilitate the process of reform of legislation, regulations and policies to advance gender equality;
    - Develop and implement an ongoing gender sensitisation, education and training programme throughout the country;
    - Facilitate the development procedures to monitor and review gender-sensitive indicators in collaboration with relevant sectors;
    - Establish and maintain a national gender database, and prepare strategic research/analytical reports, policy briefs, newsletters, etc. to inform national policy-making and planning, and to respond to regional and international commitments;
    - Manage the flow of information and communication.
  - (ii) **Gender Focal Points (GFPs)**, senior technocrats/administrators appointed by all Government ministries and statutory bodies in the public sector. They play a critical role in promoting gender mainstreaming in their respective ministries and agencies, ensuring that gender equality and equity is a guiding principle in all Government policy, planning and service delivery. The statutory bodies constitute a powerful group of agencies, which play an important role in national agendas related to economic growth, poverty reduction, and sustainable development, all of which have a gender dimension. In addition, the boards of the statutory bodies are currently male dominant, and would benefit from the gender sensitisation required to promote both gender parity in decision-making as well as gender-responsive policies and services.

The responsibilities of Gender Focal Points include, *inter alia*, to:

- Promote gender mainstreaming in the Ministry/Statutory body by advising and supporting senior managers and professional staff, and monitoring, reporting and disseminating information on progress, challenges and opportunities;
- Develop (drawing on GEPAP) a gender analysis that identifies and analyses the gender issues in the Ministry/Para-statal body and outlines the ways in which gender equality is relevant to the agency's work; a sector-specific gender policy statement which provides a framework for the agency; and a sector-specific gender action outlining the concrete actions to be taken by the agency;
- Collect, analyse and disseminate gender-disaggregated statistics on the work of the Ministry/ Agency, including participation in and the impact of policies and programmes;
- Collaborate with the Division of Gender and Family Affairs and other Gender Focal Points, and build contacts with gender experts in the field including in NGOs/ CBOs/ CSOs, academia, regional and international agencies, etc.
- Engage in opportunities for professional development in the field including gender sensitisation/ training at GFP meetings, and specialist seminars and courses in their areas of work/ interest.

(iii) **National Gender Equality Commission (NGEC)**, established by an Act of Parliament, is comprised of male and female representatives of: non-governmental organisations representing men, women and youth; private sector organisations and trade unions; and faith-based organisations. The NGEC's responsibilities include, *inter alia*, to:

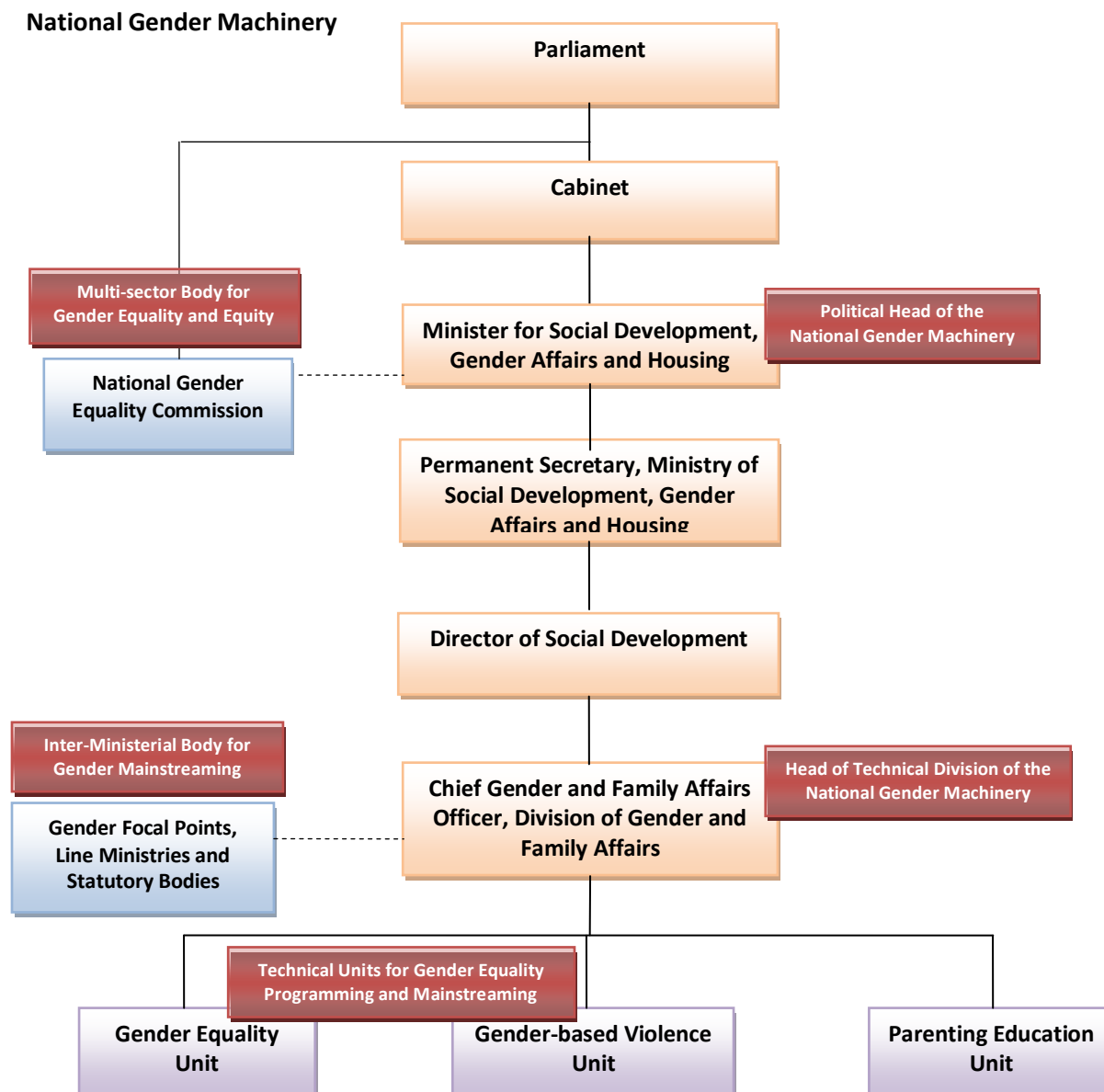
- Act as a consultative and advisory body to the Ministry for Social Development, Gender Affairs and Housing, and the Division of Gender and Family Affairs on matters related to gender equality and equity;
- Monitor the implementation of the *GEPAP*;
- Build/strengthen linkages with relevant stakeholders, in particular government, the private sector, and civil society organisations, in order to raise awareness of gender issues and advance implementation of the *GEPAP*;
- Monitor the implementation of CEDAW, Belem do Para, and contribute to the preparation of national reports on these and other relevant international conventions and treaties;
- Keep abreast of gender issues nationally, regionally and internationally, and put forward new and emerging gender issues for consideration by the Government of Grenada.

303. Grenada has a rich history and culture of NGOs and other civil society organisations involved in the national development process, human rights, social and gender justice. The following organisations have been pivotal to the advancement of women's rights and gender equality in Grenada (GOGR, 2009: 8-11), and together with others to be selected, have the potential to play a leadership role in the National Gender Equality Commission (NGEC):

- Grenada National Organisation of Women (GNOW);
- Legal Aid and Counselling Clinic (LACC);
- Programme for Adolescent Mothers (PAM);
- Grenada Planned Parenthood Association (GPPA); and
- Inter-Agency Group of Development Organisations (IAGDO).

304. Grenada has the privilege of having a *Women's Parliamentary Caucus*, which boasts of women working together in Parliament across political party lines. Given the recent increase in the number of women in both the Lower House and Senate at the February 2013 national elections (see section 4.8 above), this offers a real opportunity for the Women's Parliamentary Caucus to define and pursue a gender-responsive legislative agenda under the present administration (as discussed in sections 5.1.3 and 6.3 above).

**FIGURE 24: INSTITUTIONAL FRAMEWORK FOR IMPLEMENTING GEPAP AND GENDER MAINSTREAMING**



305. In addition to the institutional structures discussed above, *GEPAP* proposes to enhance the capacity of the Ministry and the national gender machinery to lead and coordinate gender mainstreaming, through the following actions:

- (i) **Include “Gender Affairs” in the title of the Ministry**, to increase the visibility and public awareness of the importance of gender equality to national development, and maintain its national presence regardless of where it may be placed. The Ministry in which it is currently located may thus be renamed as follows: *Ministry for Social Development, Gender Affairs and Housing*.
- (ii) **Increase the status of the Head of the Division** by renaming the post of Senior Programme Officer to Chief Gender and Family Affairs Officer, who will provide technical direction for planning and managing the implementation of the GEPAP. Main functions include:
  - Strengthening the National Gender Machinery to advance gender equality and mainstreaming in the State, including coordinating the DGFA; promoting the appointment and work of Gender Focal Points; and supporting the work of the National Gender Equality Commission;
  - Promoting and supporting legislative and policy reform and implementation to advance gender equality, considering relevant Conventions and Treaties, approved Declarations and local, regional and international agreements;
  - Strengthening partnerships with the local private sector, civil society and other Government Ministries/Agencies, and with regional/international entities towards outcomes in gender and family affairs
  - Advancing services to strengthen the family.
- (iii) **Review the portfolios within Gender Affairs**, to bring them in line with the new and emerging responsibilities. The functions will be organised in three (3) Units: Gender Equality (responsible for information, empowering women and engaging men), Gender-based Violence, and Parenting Education. It is proposed that the programmes within the Division of Gender and Family Affairs would include five (5) themes based on the main areas of work.
  - **Gender Equality Information:** assessing, monitoring and providing information on the gender equality situation within the State. This work will include:
    - Research, monitoring and evaluation;
    - Reporting and publication;
    - Training and advocacy.
  - **Empowering Women:** public education and outreach activities and projects to advance gender equality outcomes in the population, such as facilitating women’s economic empowerment, participation in leadership and addressing stereotypes regarding masculinity and femininity.
  - **Engaging Men:** public education and outreach activities and projects to advance gender equality outcomes in the population, such as facilitating men’s participation in transforming society, and addressing stereotypes regarding masculinity and femininity.

- **Gender-Based Violence:** provide support services to GBV victims/survivors, and coordinate the implementation of the *National Strategic Action Plan on GBV* and other policy instruments to prevent and respond to GBV. This work will include:
    - Victim support services;
    - GBV programming.
  - **Parenting Education:** provide and coordinate parenting education and consider providing other services for families, including promoting healthy relationships and public education on family matters, including:
    - Parenting Education;
    - Family information.
- (iv) **Review and upgrade the staffing** of the Division of Gender and Family Affairs, to ensure that it comprises the complement of skills and experience required to effectively undertake the responsibilities proposed above, including formal and professional development initiatives for the current staff. New positions cannot be created at this time, but would be considered when the economic situation improves.

#### 6.4.2 INSTITUTIONAL MECHANISMS AND PROCESSES FOR IMPLEMENTING *GEPAP*

306. This section discusses the key mechanisms and processes for the implementation of *GEPAP* and gender mainstreaming in Grenada. The following are institutional mechanisms and processes that need to be systematically and iteratively put in place to advance gender equality at all levels in the society:
- (i) Gender-responsive policy-making;
  - (ii) Gender-responsive planning and budgeting;
  - (iii) Gender studies and sensitisation/training;
  - (iv) Sex-disaggregated data collection and gender-sensitive research and analysis;
  - (v) Monitoring and evaluation of the implementation of *GEPAP*, i.e., achievements and gaps;
  - (vi) Reporting on international and regional gender equality commitments.
307. **Gender-responsive policy-making:** Gender equality needs to be mainstreamed in all policy-making processes at the national and sectoral levels. This requires the equal participation of men and women (gender parity) from a diverse range of constituencies (government, private sector and civil society). However, since gender parity does not necessarily lead to gender-responsive policy-making (if the men and women are not gender-sensitive), it is critical that gender equality advocates from the public sector, private sector and civil society organisations are included in policy-making processes.
308. **Gender-responsive planning and budgeting:** Need to be introduced at the national level (i.e., through the mid-term national development plan and annual national budget) and sector Ministries. It would be strategic to start with the next/forthcoming national development plan, which would set the framework at the national/sectoral levels for gender to be

integrated into planning and budgeting. Unless gender equality is understood as being as important as all other aspects of national development and prioritised in budgetary allocations, gender equality will not be achieved.

309. It is critical that in the next and future rounds of national and sectoral planning and budgeting, the new national gender machinery (i.e., the Division of Gender and Family Affairs, Gender Focal Points, and National Gender Equality Commission) would need to play a pivotal role in promoting the uptake of policy measures from GEPAP into the national/sectoral planning process, in order to mainstream gender equality across the public sector.
310. **Gender studies and sensitisation/training:** Grenada does not have a national university. The country has an Open Campus of the University of the West Indies and the St. George's University.<sup>46</sup> The UWI Open Campus does not offer courses in Gender Studies. Interviews with public sector personnel suggest that very few individuals pursue Gender Studies at the undergraduate and graduate levels. More significant capacity for gender analysis seems to reside among NGOs.
311. Thus the public service, including the Division of Gender and Family Affairs, does not have the human resource capacity to bring a gender perspective to diverse areas of national development, e.g., education and human resource development; labour and employment; agriculture and agri-business; tourism and eco-tourism; climate change, natural disasters and natural resource management; poverty reduction and social safety nets; violence and security; leadership and decision-making; etc. In the context of the above, it is proposed that the Division of Gender and Family Affairs should work in collaboration with the Ministry of Education to introduce Gender Studies curricula/ courses/ modules at the Grenada National College (TAMCC), and in the secondary school system.
312. In addition, a programme of gender sensitisation/training needs to be undertaken among leaders/managers at multiple levels in the society, including:
- (i) Cabinet;
  - (ii) Parliamentarians;
  - (iii) Permanent Secretaries;
  - (iv) Officers of the judiciary, police and prison agencies;
  - (v) Gender Focal Points (GFPs);
  - (vi) Members of the National Gender Equality Commission (NGEC);
  - (vii) Political candidates running for national elections;
  - (viii) Leaders/board members of private sector bodies, trade unions, civil society organisations and faith-based organisations.
313. **Sex-disaggregated data collection and gender-sensitive research and analysis:** The process of preparing this *Gender Equality Policy and Action Plan (GEPAP)* and the Caribbean Development Bank's (CDB) *Country Gender Assessment (CGA)* has revealed serious inadequacies in the collection, collation and analysis of sex-disaggregated data, and the conduct of gender-sensitive research and analysis by relevant stakeholders including the public and private sectors and civil society. It needs to be noted that a few key institutions

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<sup>46</sup> St. George's University is an independent, for-profit, international university offering degrees in medicine, veterinary medicine, public health, the health sciences, nursing, arts and sciences, and business. It comprises a predominantly foreign student population.



seem to have the capacity to collect sex-disaggregated data: the Central Statistical Office, Ministry of Finance; the Parliamentary Office; Ministry of Education; Ministry of Health; and the Royal Grenada Police Force. However, it is not clear whether they have been undertaking gender analyses of the data and using the findings to inform policies, plans and programmes.

314. Clear systems need to be put in place in all Ministries and agencies, including the regular/ongoing collection and collation of sex-disaggregated data on key issues in the sector, undertaking gender analyses of quantitative and qualitative data, setting gender-responsive targets, and using the information generated in policy-making, planning and service delivery.
315. **Monitoring and evaluation of the implementation of GEPAP and gender mainstreaming:** The National Gender Action Plan (see Chapter 7 below) sets out the actions that need to be taken to implement *GEPAP* in critical areas of national development, as well as the stakeholders (Ministries, Departments, Agencies, organisations, etc.) which are expected to take lead responsibility. Clear M&E procedures need to be developed by the Division of Gender and Family Affairs and National Gender Advisory Commission (NGEC), and institutionalised in Ministries, Departments and Agencies (MDAs) to monitor and evaluate the implementation of the National Gender Action Plan, achievements and gaps.
316. **Gender equality indicators:** The following are the main set of indicators to monitor gender equality in Grenada, and shall be disaggregated by age and parish whenever practical. This list shall be revised periodically by the NGEC.
- Gender gap in land, business/enterprise, and property ownership and control
  - Gender gap in acquisition of credit – loans
  - Male-female share of NIS contributors, contributions, benefits
  - Male-female labour force participation, employment and unemployment rates
  - Gender pay gap (average earnings)
  - Names/titles of occupations and professions
  - Male-female share of population by occupation
  - Male-female share of population by income categories
  - Distribution of total work (paid and unpaid) by sex
  - Male-female share of participation in sports
  - Male-female share of chairmanship and membership of boards
  - Male-female share of members of parliament
  - Male-female share of Cabinet
  - Male-female share of candidates in general elections, overall and by individual political parties
  - Male-female gross enrolment in secondary and post-secondary educational institutions
  - Male-female share of subject choices at secondary schools, skills training centres, community college and higher education
  - Male-female numbers of dropouts, and main reasons for dropouts by sex
  - Male-female educational attainment (pass rates in key examinations)
  - Adolescent maternity
  - Unmet needs for family planning



- Male-female share of persons accessing health services, by reason for access
- Male-female numbers of reports of various/specific forms of gender-based violence
- Male-female numbers of victims and offenders of criminal offences
- Male-female share of persons in the legal, law enforcement, security and justice sector
- Availability of sex-disaggregated data from the Central Statistical Office, various Ministries and other entities
- Extent of inclusion of gender-responsive programming in mainstream programmes, projects, initiatives and activities in all spheres and sectors
- Existence and application of legislation that addresses gender equality issues
- Extent of usage of gender-sensitive language in laws, policies, public documents, media, etc.
- Technical, financial and institutional capacity of the National Gender Equality Machinery

317. **Reporting on international and regional gender equality commitments:** The Government submitted its *Combined Initial, Second, Third, Fourth and Fifth Report on CEDAW* in 2009; responded to the CEDAW Committee's list of issues and questions in 2011; and the CEDAW Committee presented its *Concluding Observations* on Grenada at its 51<sup>st</sup> Session in February/March 2012. This puts the Government of Grenada in a very good position with regard to its compliance with CEDAW, the international 'Bill of Rights' with regard to women's rights and gender equality. It needs to be noted that the CEDAW Committee's *Concluding Observations* included a number of areas of concern and recommendations, which need to be addressed.

318. The Government of Grenada, through its designated agencies, is responsible for ensuring compliance with, implementation of, and reporting on relevant regional and international treaties, conventions and agreements such as CEDAW, the Beijing Platform for Action (BPfA), the Millennium Development Goals (MDGs), and Belem do Para, among others.

## PART IV: NATIONAL GENDER ACTION PLAN

### 7.0 THE NATIONAL GENDER ACTION PLAN

#### 7.1 GENDER, CULTURE AND SOCIALISATION

**POLICY STATEMENT:** The Government will engage the key institutions of socialization in the society, the home, school, community, faith-based organisations and the media, in the process of gender sensitisation, training and public awareness-raising to promote positive and non-discriminatory relations between men/boys and women/girls based on the principles of gender equality and equity.

**STRATEGIC OBJECTIVE:** To foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Undertake a review of legislation to identify and address all forms of gender-based discrimination and inequality in the law.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Set up a broad-based committee to guide the process of gender-responsive legislative reform.</li> <li>Develop or review policies on the performing arts and the media that encompass acceptable standards regarding portrayals re: gender equality, stigma, discrimination</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Commission a gender and law consultant to review the legislation and</li> </ul>	<ul style="list-style-type: none"> <li>Broad-based committee set up to guide the process of gender-responsive legislative reform.</li> <li>Gender-responsive review of policies on the performing arts and media undertaken.</li> <li>Gender and law consultant commissioned.</li> </ul>	<ul style="list-style-type: none"> <li>An ongoing programme of legislative change to promote non-discrimination and gender equality.</li> <li>An ongoing programme to reform policies on performing arts and media with regard to non-discrimination and gender equality.</li> <li>Increased access to gender justice in the society.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique Affairs &amp; Local Government</li> <li>Ministry of Tourism, Civil Aviation and Culture</li> <li>Women’s Parliamentary Caucus</li> <li>Division of Gender and Family Affairs</li> <li>NGOs e.g. GNOW, LACC, etc.</li> </ul>

## 7.1 GENDER, CULTURE AND SOCIALISATION

**POLICY STATEMENT:** The Government will engage the key institutions of socialization in the society, the home, school, community, faith-based organisations and the media, in the process of gender sensitisation, training and public awareness-raising to promote positive and non-discriminatory relations between men/boys and women/girls based on the principles of gender equality and equity.

**STRATEGIC OBJECTIVE:** To foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<p>recommend measures to be taken based on international best practice.</p> <ul style="list-style-type: none"> <li>• Raise public awareness sensitise public about the shortcomings of the current legislation and seek their inputs into the process of legislative reform.</li> </ul>	<ul style="list-style-type: none"> <li>• Consultant’s report, recommendations and a proposed legislative agenda.</li> <li>• Public sensitisation undertaken on the shortcomings of the current legislation and inputs received on legislative reform.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased public awareness on issues of gender equality.</li> </ul>	
<p>2. Undertake a programme of public awareness and sensitisation on issues of gender, culture, socialisation and stereotyping, through formal and informal education, popular culture and social media, to promote the transformation of gender-biased cultural beliefs and values into those based on gender equality.</p>	<p><b><u>Short-term/medium term actions</u></b></p> <ul style="list-style-type: none"> <li>• Target key constituencies (e.g., the media, religious bodies, cultural organisations, family life organisations, etc.) for raising awareness on issues of gender, culture, socialization and stereotyping in the private and public spheres.</li> <li>• Bridge the generation gap through gender</li> </ul>	<ul style="list-style-type: none"> <li>• Key constituencies engaged in the process of transforming gender-based cultural and social values and socialization practices.</li> <li>• Young parents (men and women) engaged in gender-sensitive approaches to parenting.</li> <li>• Public sensitisation undertaken about male and female stereotypes.</li> </ul>	<ul style="list-style-type: none"> <li>• Changing gender-based cultural and social values, practices and stereotyping.</li> <li>• Evidence of increased gender-responsive reporting and reduced incidence of gender-biased reporting in the media.</li> <li>• Reduction in gender stereotyping by key constituencies</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Tourism, Civil Aviation and Culture</li> <li>• Women’s Political Caucus</li> <li>• Division of Gender and Family Affairs</li> <li>• Media and advertising entities</li> <li>• Faith-based organisations</li> <li>• Cultural organisations, such as the Grenada Arts Council, Calypso Associations, Writers Association, Groundation</li> </ul>

## 7.1 GENDER, CULTURE AND SOCIALISATION

**POLICY STATEMENT:** The Government will engage the key institutions of socialization in the society, the home, school, community, faith-based organisations and the media, in the process of gender sensitisation, training and public awareness-raising to promote positive and non-discriminatory relations between men/boys and women/girls based on the principles of gender equality and equity.

**STRATEGIC OBJECTIVE:** To foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<p>sensitisation programmes targeted at young parents.</p> <ul style="list-style-type: none"> <li>Conduct mass campaigns to confront stereotypes such as weaker vessel, etc.</li> </ul>			<p>Grenada, Theatre and dance companies, etc.</p> <ul style="list-style-type: none"> <li>Artistes, including calypsonians and soca artistes, playwrights, poets, etc.</li> </ul>
<p>3. Encourage the media to promote gender equality in their operations through gender-sensitive recruitment practices; gender-aware portrayal of women and girls; equitable reporting of men and women in political, economic, social and other spheres; and refusing to give airplay to popular music and advertising that promotes gender-based violence.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Commission a gender and media consultant to conduct a content analysis of media in relation to gender issues</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Organise gender sensitivity and analysis training for management and staff of media houses</li> </ul>	<ul style="list-style-type: none"> <li>Gender and media consultant commissioned.</li> <li>Consultant's report.</li> <li>Training conducted</li> </ul>	<ul style="list-style-type: none"> <li>Statistical evidence that demonstrate the media's role in objectifying women and promoting gender-based discrimination.</li> <li>Increased awareness by media houses of the role of media in promoting gender equality.</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Government Information Service</li> <li>Media houses</li> </ul>
<p>4. Encourage men's equal participation in family life and the care and socialisation of their children.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Facilitate establishment/strengthening of men's advocacy groups for gender equality</li> </ul>	<ul style="list-style-type: none"> <li>Men's advocacy groups for gender equality established/strengthened.</li> </ul>	<ul style="list-style-type: none"> <li>Changing gender-based values and actions among men in relation to family life and care and</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Ministry of Health and Social Security</li> <li>Ministry of Labour</li> </ul>

## 7.1 GENDER, CULTURE AND SOCIALISATION

**POLICY STATEMENT:** The Government will engage the key institutions of socialization in the society, the home, school, community, faith-based organisations and the media, in the process of gender sensitisation, training and public awareness-raising to promote positive and non-discriminatory relations between men/boys and women/girls based on the principles of gender equality and equity.

**STRATEGIC OBJECTIVE:** To foster a society and culture based on beliefs, values and practices that promote full equality and equity between men/boys and women/girls.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<ul style="list-style-type: none"> <li>• Enable men’s attendance in delivery rooms and maternity wards</li> <li>• Discuss implementation of paternity leave</li> </ul> <p><b><u>Long-term actions</u></b></p> <ul style="list-style-type: none"> <li>• Work towards equitable distribution of household labour</li> </ul>	<ul style="list-style-type: none"> <li>• Men’s attendance in delivery rooms and maternity wards facilitated</li> <li>• Issue of paternity leave on table.</li> </ul>	socialisation of children.	<ul style="list-style-type: none"> <li>• Trade Unions</li> <li>• Private Sector</li> <li>• NGOs</li> </ul>

## 7. 2 GENDER, EDUCATION AND TRAINING

**POLICY STATEMENT:** The Government is committed to equal access to education and training programmes, including in non-traditional fields, without regard to gender, age, class, geography (urban/rural) and other social factors, in order for the country to achieve the human capital necessary for entrepreneurship and wealth generation, poverty reduction, analytical thinking, design and innovation, creative problem solving, among others.

**STRATEGIC OBJECTIVE:** To promote gender equality and equity in education and training to ensure that men/boys and women/girls attain their fullest potential and contribute equitably to economic growth, poverty reduction and sustainable development.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Take measures to address retention and dropout rates among boys and girls and increase their educational achievement.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Engage specialists in addressing learning issues faced by boys and girls at the classroom level (e.g., physical and learning disabilities, attention deficit disorder, frustration at inability to learn, etc.).</li> <li>Explore innovative pedagogical and other methods being used in the Caribbean and internationally to address specific learning needs.</li> <li>Put in place a system of data collection, collation and analysis on causes of retention, dropout and attainment by boys and girls from secondary schools and recommend corrective action.</li> </ul>	<ul style="list-style-type: none"> <li>Data collected, collated and analysed annually on boys' and girls' retention and dropout rates from primary and secondary schools, including reasons.</li> <li>Innovative pedagogical and other methods being applied at the primary and secondary levels to address boys' and girls' learning needs, retention and dropout rates, and under-achievement.</li> </ul>	<ul style="list-style-type: none"> <li>Use of statistical data and analysis to inform education policies and practices with regard to boys' and girls' retention, dropout and achievement at the primary and secondary levels.</li> <li>Measurable reduction (annually) in the gender gaps in the educational system.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Education and Human Resource Development</li> <li>Ministry of Health</li> <li>Division of Gender and Family Affairs</li> <li>Peace Corps</li> <li>Relevant NGOs</li> </ul>
2. Enable teen mothers to return	<p><b>Short-term actions</b></p>			<ul style="list-style-type: none"> <li>Ministry of Education</li> </ul>

## 7. 2 GENDER, EDUCATION AND TRAINING

**POLICY STATEMENT:** The Government is committed to equal access to education and training programmes, including in non-traditional fields, without regard to gender, age, class, geography (urban/rural) and other social factors, in order for the country to achieve the human capital necessary for entrepreneurship and wealth generation, poverty reduction, analytical thinking, design and innovation, creative problem solving, among others.

**STRATEGIC OBJECTIVE:** To promote gender equality and equity in education and training to ensure that men/boys and women/girls attain their fullest potential and contribute equitably to economic growth, poverty reduction and sustainable development.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
to mainstream school, taking into account their specific needs with regard to breast feeding and care of young children, economic and other challenges, and peer and social pressures.	<ul style="list-style-type: none"> <li>• Introduce a policy for the formal education system to allow pregnant teenagers including those over 16 to continue their secondary education.</li> <li>• Explore innovative strategies to address the challenges teen mothers face in continuing their education, e.g., a 6-month 'maternity leave' period at PAM, following which they return to their mainstream secondary school to complete their education.</li> <li>• Prevent and respond to discrimination and bullying of adolescent mothers in schools</li> </ul>	<ul style="list-style-type: none"> <li>• Mechanisms in place to assist teen mothers to return to school, taking into account their particular needs with regard to breast feeding and care of young children, economic and other challenges, and peer and social pressures.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased number of teen mothers returning to school and completing their education.</li> <li>• Increased capacity of teen mothers to achieve sustainable livelihoods and increase their life chances.</li> <li>• Reduction in the incidence of female poverty.</li> </ul>	<p>and Human Resource Development</p> <ul style="list-style-type: none"> <li>• Non-governmental and community-based organisations, e.g., GPPA, PAM, PTAs</li> <li>• Division of Gender and Family Affairs</li> </ul>
3. Review the education curriculum to eliminate gender stereotypes and achieve gender parity in	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Establish a committee of gender and education experts to undertake a</li> </ul>	<ul style="list-style-type: none"> <li>• Committee of gender and education experts established.</li> </ul>	<ul style="list-style-type: none"> <li>• Curricula, teaching aids and resource material free from gender stereotypes.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Education and Human Resource Development</li> <li>• TAMCC and other</li> </ul>

## 7.2 GENDER, EDUCATION AND TRAINING

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
<p>traditional male- and female-dominated subject areas; and provide gender-responsive, age-appropriate sexuality education.</p>	<p>gender analysis of educational curricula (at the primary, secondary and tertiary levels) and develop strategies to increase gender parity in traditional male and female dominated subject areas.</p> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>• Mainstream comprehensive, age appropriate, gender-responsive sexuality education into the curriculum</li> <li>• Provide opportunities for men and women to pursue non-traditional fields in the non-formal education system.</li> <li>• Develop, expand and strengthen technical and vocational education.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender-responsive review of education curriculum undertaken.</li> <li>• Setting of an agenda for eliminating gender stereotypes in curriculum and achieve gender parity in traditional male- and female-dominated subject areas.</li> <li>• Curriculum includes comprehensive and gender-responsive sexuality education</li> <li>• Increased numbers of males and females pursuing non-traditional academic and technical/vocational subjects.</li> </ul>	<ul style="list-style-type: none"> <li>• Young men's and women's awareness of responsible sexual behaviour, healthy relationships and decision making</li> <li>• Measurable reduction (annually) of the gender gaps among students studying academic and technical/vocational subjects.</li> <li>• Reduction in male/female occupational segregation</li> </ul>	<p>tertiary institutions</p> <ul style="list-style-type: none"> <li>• Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>• National Youth Council</li> <li>• Division of Gender and Family Affairs</li> </ul>



## 7. 2 GENDER, EDUCATION AND TRAINING

**POLICY STATEMENT:** The Government is committed to equal access to education and training programmes, including in non-traditional fields, without regard to gender, age, class, geography (urban/rural) and other social factors, in order for the country to achieve the human capital necessary for entrepreneurship and wealth generation, poverty reduction, analytical thinking, design and innovation, creative problem solving, among others.

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
			and stratification in the labour force.	
4. Develop strategies to increase the number of male and graduate teachers in primary and secondary schools.	<p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>• Integrate primary teacher training into tertiary education.</li> <li>• Offer equal remuneration to graduate teachers at the primary and secondary levels.</li> <li>• Introduce incentives for the retention of primary school teachers.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased numbers of males and graduates applying for teaching positions.</li> <li>• More males join the teaching profession, and become male role models.</li> </ul>	<ul style="list-style-type: none"> <li>• The teaching staff more gender-balanced.</li> <li>• Reduction in boys' high retention and dropout rates and under-performance at the secondary level.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Education and Human Resource Development</li> <li>• TAMCC and other tertiary institutions</li> <li>• Division of Gender and Family Affairs</li> </ul>
5. Integrate gender sensitisation and gender responsive sexuality education into teacher training at all levels, including mediation, counselling, and life skills.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Develop a module/ components on gender and education into teacher training.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender and education module/components developed and integrated into teacher training</li> </ul>	<ul style="list-style-type: none"> <li>• Gender-trained teachers, knowledgeable of the central role of gender equality in education and national development.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Education and Human Resource Development</li> <li>• TAMCC and other tertiary institutions</li> <li>• Division of Gender and Family Affairs</li> </ul>

## 7.3 GENDER, LABOUR AND EMPLOYMENT

**POLICY STATEMENT:** The Government will undertake specific policy, legislative and programming interventions to achieve gender equality and equity in labour and employment, including: ensuring adherence to the principle of equal pay for work of equal value; advancing the rights of workers in non-regulated sectors; promoting gender-responsive enterprise training for men, women and youth; and reviewing social security provisions that ensure equitable provisions for men and women, in the formal and informal labour force, and unwaged workers in the home.

**STRATEGIC OBJECTIVE:** To foster the equitable participation of men and benefits for men and women in the labour force, while recognizing the contribution of unwaged reproductive work to national development.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Promote men's and women's increased participation in the labour force, and their equal access to employment opportunities and ensure that formal certification carries equal social and economic value for both sexes.	<p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Remove barriers to and increase women's employment opportunities, e.g., in the Royal Grenada Police Force, and prison services.</li> </ul> <p><b>Long-term actions</b></p> <ul style="list-style-type: none"> <li>Raise awareness on the need for equal employment opportunities for men and women.</li> </ul>	<ul style="list-style-type: none"> <li>Increased employment opportunities for women, e.g., increased numbers of women in the police and prison services.</li> <li>Reduction in the gender gaps in labour force participation rates, and unemployment.</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of unemployment, poverty and dependence.</li> <li>Increased economic activity and growth.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>Division of Gender and Family Affairs</li> </ul>
2. Address gender-based violations of the <i>Employment Act</i> and <i>Minimum Wages Order</i> with regard to equal pay for work of equal value.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Establish a mechanism for enforcing standards and sanctions for non-enforcement of labour violations.</li> <li>Ongoing monitoring of labour violations.</li> </ul>	<ul style="list-style-type: none"> <li>Enforcement of labour standards and application of sanctions ongoing</li> <li>Monitoring of labour violations instituted.</li> </ul>	<ul style="list-style-type: none"> <li>Equal pay for work of equal value in all sectors.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>Private sector and trade unions</li> <li>Division of Gender and Family Affairs</li> </ul>
3. Review legislation related to	<p><b>Short-term actions</b></p>			<ul style="list-style-type: none"> <li>Ministry of Legal Affairs,</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
the rights of unorganised categories of workers such as domestic and agricultural workers, shop assistants and others who are the most vulnerable to non-payment of social security contributions by employers, and abuses of employment.	<ul style="list-style-type: none"> <li>Establish a multi-partite committee comprised of government, labour unions, private sector and NGO sector organisations to undertake the legislative review related to the rights of domestic and agricultural workers, shop assistants, and other vulnerable workers.</li> <li>Consider the adoption of ILO Convention 189 on domestic workers</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Establish a national minimum wage for holders of unspecified jobs</li> </ul>	<ul style="list-style-type: none"> <li>Working papers and recommendations on standards, protocols and requirements for addressing the rights and working conditions of domestic and agricultural workers, shop assistants and workers in other non-regulated sectors, in keeping with ILO conventions on domestic workers and the decent work agenda.</li> <li>ILO Convention 189 adopted.</li> <li>National minimum wage for holders of unspecified job established.</li> </ul>	<ul style="list-style-type: none"> <li>Equal treatment and protection of domestic and agricultural workers, shop assistants and other vulnerable workers with regard to payment of social security, sexual harassment, wages (minimum), hours of work, conditions of employment, reproductive rights, etc.</li> </ul>	Labour, Carriacou & Petite Martinique & Local Government <ul style="list-style-type: none"> <li>Private sector and trade unions</li> <li>Division of Gender and Family Affairs</li> </ul>
4. Review and amend the National Insurance Scheme	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Conduct review of</li> </ul>	<ul style="list-style-type: none"> <li>NIS amended to address</li> </ul>	<ul style="list-style-type: none"> <li>Men and women receive</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp;</li> </ul>

## 7.3 GENDER, LABOUR AND EMPLOYMENT

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**STRATEGIC OBJECTIVE:** To foster the equitable participation of men and benefits for men and women in the labour force, while recognizing the contribution of unwaged reproductive work to national development.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
(NIS) to ensure equitable provisions for men and women, determined not only by contributions made by waged and self-employed employees in the productive sector but also the performance of reproductive work in the care economy.	<p>provisions of NIS benefits for men and women.</p> <ul style="list-style-type: none"> <li>Conduct a time-use survey to measure women's unpaid labour.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Consider implementing compulsory retirement at age 60, to provide opportunities for the employment of young persons in the context of the large youth demographic. Pension benefits should be increased, since low pensions are a deterrent to early retirement.</li> </ul>	<p>gender equity.</p> <ul style="list-style-type: none"> <li>Recognition of the contribution of women's unwaged reproductive work to national development.</li> </ul>	equitable access to NIS benefits, including pensions.	<p>Petite Martinique &amp; Local Government</p> <ul style="list-style-type: none"> <li>Private sector</li> <li>Trade unions</li> <li>Division of Gender and Family Affairs</li> <li>NGOs</li> </ul>
5. Undertake public awareness campaigns to change widely held gender role stereotypes, e.g., that males are breadwinners and females are caregivers; that politics,	<p><b>Short/medium-term actions</b></p> <ul style="list-style-type: none"> <li>Hold ongoing public awareness campaigns using a range of media targeted to specific</li> </ul>	<ul style="list-style-type: none"> <li>Public awareness campaigns and other educational programmes conducted and reaching</li> </ul>	<ul style="list-style-type: none"> <li>Public acceptance that men and women have a right and capacity to work in all professions.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>Ministry of Education and Human Resource</li> </ul>

## 7.3 GENDER, LABOUR AND EMPLOYMENT

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
<p>construction and security services are ‘male’ professions; and nursing, teaching and hospitality are ‘female’ professions.</p>	<p>audiences – radio, television, theatre, social media to confront stereotypes such as male breadwinner and female homemaker, etc.</p> <ul style="list-style-type: none"> <li>• Encourage parents, through National Parenting Programme and teachers to raise awareness in the home and continue in schools – boys and girls should be socialized to believe that they could go into any field that they choose.</li> <li>• Revise the names of occupations and professions that indicate the sex of the job-holder, such as Woman Police Constable (WPC).</li> <li>• Encourage men and women to apply for and accept employment in</li> </ul>	<p>varying audiences.</p>	<ul style="list-style-type: none"> <li>• Women and men encouraged to enter non-traditional (gender) fields and professions.</li> </ul>	<p>Development</p> <ul style="list-style-type: none"> <li>• Division of Gender and Family Affairs</li> <li>• Private sector and trade unions</li> <li>• National Parenting Programme</li> <li>• Non-governmental organisations</li> <li>• Faith-based organisations</li> </ul>

### 7.3 GENDER, LABOUR AND EMPLOYMENT

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	non-traditional fields, such as chauffeur and carpentry for women and restaurant services for men.			

## 7.4 GENDER, AGRICULTURE AND TOURISM

**POLICY STATEMENT:** The Government is committed to promoting gender equality in agriculture and tourism, equitable access to productive resources, opportunities for entrepreneurial development linking agriculture to agri-business and tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

**STRATEGIC OBJECTIVE:** To promote gender equality in agriculture and tourism, recognizing men's and women's complementary roles, increasing their equitable access to productive resources, creating entrepreneurial opportunities linking agriculture to tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Undertake public awareness campaigns at the national level and in schools to transform the current societal perception that 'agriculture is for the illiterate and poor', into an understanding that agriculture has the potential to promote food security, enterprise development, economic growth and poverty reduction.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Hold ongoing public awareness campaigns using a range of media targeted to specific audiences – radio, television, theatre, social media.</li> <li>Include slogans like 'grow what you eat and eat what you grow', to stimulate local production and consumption.</li> <li>Promote career fairs that show equal opportunities in these sectors.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Implement the Food and Nutrition Security Policy and Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>Public awareness campaigns conducted and reaching varying audiences.</li> <li>Increased production and consumption of locally grown crops and agro-processed foods.</li> </ul>	<ul style="list-style-type: none"> <li>Increased numbers of men, women and youth choosing agriculture as a viable profession.</li> <li>Increased contribution of agriculture-related enterprise development to economic growth and poverty reduction.</li> <li>Reduced food import bill and enhanced food security.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>Ministry of Education and Human Resource Development</li> <li>Division of Gender and Family Affairs</li> <li>Government Information Service</li> <li>Radio and television stations</li> <li>Theatre companies</li> </ul>
2. Promote the widespread engagement of male and female farmers in restructuring the agricultural	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Conduct gender training for agricultural personnel on production, extension</li> </ul>	<ul style="list-style-type: none"> <li>Agricultural service providers and male/female farmers</li> </ul>	<ul style="list-style-type: none"> <li>Male/female farmers empowered to generate self-employment, build</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> </ul>

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**POLICY STATEMENT:** The Government is committed to promoting gender equality in agriculture and tourism, equitable access to productive resources, opportunities for entrepreneurial development linking agriculture to agri-business and tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
sector, empowering them to increase their productive capacities, engage in entrepreneurial activities, create linkages between agriculture and sustainable tourism, and build partnerships, networks and cooperatives to advance the sector.	<p>services to better equip them to provide technical assistance to male/female farmers.</p> <ul style="list-style-type: none"> <li>• Provide training and technical assistance to male/female farmers in: <ul style="list-style-type: none"> <li>- Agricultural production</li> <li>- Product development</li> <li>- SMEs and cooperative development.</li> </ul> </li> </ul> <p>Training sessions for persons in the agricultural sector should be conducted at a time and venue that is gender-sensitive.</p>	trained and/or retrained.	<p>and sustain agri-business enterprises, engage in cooperatives.</p> <ul style="list-style-type: none"> <li>• Increased Market Access</li> <li>• Increased access to Government concessions by local investors</li> </ul>	<ul style="list-style-type: none"> <li>• Agriculture-related agencies</li> <li>• Division of Gender and Family Affairs</li> <li>• Ministry of Trade</li> <li>• GIDC</li> </ul>
3. Address the issue of women's ownership of land/property and access to credit to facilitate their production and enterprise in agriculture and tourism.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Review legislation on women's ownership of land and property.</li> <li>• Undertake public awareness focused on women's and girls' equal inheritance of land and property.</li> </ul>	<ul style="list-style-type: none"> <li>• Review of legislation commissioned, and recommendations made.</li> <li>• Public awareness campaigns conducted and reaching varying audiences</li> </ul>	<ul style="list-style-type: none"> <li>• Increased number of women owning land and having access to credit.</li> <li>• Increased agricultural production and entrepreneurship in agriculture and tourism among males, females and</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>• Ministry of Tourism and Legal Affairs</li> <li>• National development banks, credit agencies and credit unions</li> </ul>



## 7.4 GENDER, AGRICULTURE AND TOURISM

**POLICY STATEMENT:** The Government is committed to promoting gender equality in agriculture and tourism, equitable access to productive resources, opportunities for entrepreneurial development linking agriculture to agri-business and tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

**STRATEGIC OBJECTIVE:** To promote gender equality in agriculture and tourism, recognizing men's and women's complementary roles, increasing their equitable access to productive resources, creating entrepreneurial opportunities linking agriculture to tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<ul style="list-style-type: none"> <li>Review banks' and credit agencies' policies with regard to gender disaggregation of loans, and gender-responsiveness of policies, collateral requirements and loan procedures.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Facilitate women's participation in agriculture as a business and in leadership positions.</li> </ul>	<ul style="list-style-type: none"> <li>Review of banks and credit agencies commissioned, and recommendations made.</li> <li>Information on credit easily accessed by male, female and youth farmers.</li> <li>Provide support to women and women's groups engaged in agri-businesses to grow their enterprises and expand from supplying the local market to the export trade (e.g., training, product development, access to credit, marketing, etc.)</li> </ul>	<p>youth.</p> <ul style="list-style-type: none"> <li>Women's increased participation in and expanded agri-businesses</li> </ul>	
4. Promote women's equal access to leadership and decision-making within the tourism sector and promote	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Review the tourism sector's workplace policies with regard to</li> </ul>	<ul style="list-style-type: none"> <li>Review of tourism sector's policies on women and leadership</li> </ul>	<ul style="list-style-type: none"> <li>More women in leadership and decision-making positions within</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Tourism and Legal Affairs</li> <li>Ministry of Labour</li> </ul>

## 7.4 GENDER, AGRICULTURE AND TOURISM

**POLICY STATEMENT:** The Government is committed to promoting gender equality in agriculture and tourism, equitable access to productive resources, opportunities for entrepreneurial development linking agriculture to agri-business and tourism, and facilitating the nation's goals of agricultural diversification, food security, economic growth, poverty reduction, and sustainable development.

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
tourism workplace policy and practice that focuses on the differential needs of male and female workforce.	women's access to leadership and decision-making positions.	commissioned, and recommendations made. <ul style="list-style-type: none"> <li>Setting of an agenda for establishing tourism workplace policies that promote women's equal access to leadership and decision-making and focuses on differential needs of male and female workforce.</li> </ul>	the tourism sector. <ul style="list-style-type: none"> <li>Gender-sensitive workplace policies in place in tourism sector.</li> </ul>	
5. Ensure that the agricultural census in progress generates sex-disaggregated data with regard to ownership of land, crop and livestock production, entrepreneurial activities, access to credit and agricultural support services, earnings, and all other aspects of agriculture.	<b>Short-term actions</b> <ul style="list-style-type: none"> <li>Develop gender guidelines for analysis of census data.</li> <li>Train census data analysts in gender analysis.</li> </ul>	<ul style="list-style-type: none"> <li>Gender training of census data analysts conducted.</li> <li>Agricultural decision-makers and planners have access to sex-disaggregated data and analysis in order to promote gender-responsive development and growth in the agricultural sector.</li> </ul>	<ul style="list-style-type: none"> <li>Agencies involved in agricultural development undertake gender-responsive policies, plans, programmes.</li> <li>Gender-equitable development and growth evident in the agricultural sector.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>Central Statistical Office</li> <li>Agricultural agencies</li> </ul>

## 7.5 GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION

**POLICY STATEMENT:** The Government will ensure gender-responsiveness in policies and programmes to strengthen the economy and reduce poverty, and encourage financial and private sector agencies to promote gender-responsive operations and programming.

**STRATEGIC OBJECTIVE:** To transform the goals of economic policy to include gender equality and social justice, and promote the equitable economic and social development of all men and women.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Integrate gender equality and social justice criteria into economic policy and implementation, trade negotiations and technical co-operation agreements, and poverty reduction strategies and programmes.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Provide technical support to male and female entrepreneurs to access regional business and commerce.</li> <li>• Organize a biennial expo for male, female and youth-owned small businesses.</li> <li>• Establish a biennial award programme for male/female/youth small and medium enterprises for initiative, innovation and growth.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>• Provide training on 'gender, economy and trade' for economic policy-makers, trade officials and negotiators, technical staff, personnel in trade and investment agencies, social and economic planners.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased numbers of male, female and youth entrepreneurs accessing regional business and commerce</li> <li>• Increase numbers of male/female/youth entrepreneurs involved in innovative business enterprises.</li> <li>• Economic policy makers, trade officials and negotiators, technical staff, personnel in trade and investment agencies, social and economic planners trained.</li> <li>• Consultations with gender-aware civil</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of employment opportunities for women and men.</li> <li>• Enabling men's and women's economic and social well-being.</li> <li>• Expansion of entrepreneurial and trade opportunities for men's and women's owned businesses.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Finance, Economic development, Trade, Planning and Cooperatives</li> <li>• Division of Gender and Family Affairs</li> <li>• Grenada Industrial Development Corporation</li> <li>• National Development Foundation</li> </ul>

## 7.5 GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION

**POLICY STATEMENT:** The Government will ensure gender-responsiveness in policies and programmes to strengthen the economy and reduce poverty, and encourage financial and private sector agencies to promote gender-responsive operations and programming.

**STRATEGIC OBJECTIVE:** To transform the goals of economic policy to include gender equality and social justice, and promote the equitable economic and social development of all men and women.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
		<p>society organisations prior to entering trade negotiations.</p> <ul style="list-style-type: none"> <li>Measures for ensuring gender and social equity.</li> <li>Mechanisms to monitor the impacts of trade agreements on women's and men's lives.</li> </ul>		
<p>2. Introduce gender responsive budgeting in national budgets, planning, implementation and M&amp;E.</p>	<p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Train economic policy-makers, planners and NGOs in gender-responsive budgeting and planning.</li> <li>Consult with civil society organisations in budget development, e.g., women's, men's, youth organisations.</li> </ul>	<ul style="list-style-type: none"> <li>Gender training conducted.</li> <li>Consultative processes put in place.</li> <li>Gender briefing documents developed and used to guide national and sector budgets.</li> </ul>	<ul style="list-style-type: none"> <li>National and sector budgets and plans are gender-responsive.</li> <li>Gender equality and equity advanced in all sectors.</li> <li>Greater public understanding of budget processes.</li> <li>Greater accountability for public resources.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Finance, Economic development, Trade, Planning and Cooperatives</li> <li>All sector Ministries</li> <li>Division of Gender and Family Affairs</li> <li>Non-governmental organisations</li> </ul>
<p>3. Promote, in partnership with the private sector, gender-responsive enterprise training/ internships/apprenticeships and ICT initiatives to empower men, women and</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Hold discussions with the private sector to encourage them to offer gender-responsive enterprise training/</li> </ul>	<ul style="list-style-type: none"> <li>Enterprise training/ internships/ apprenticeships and ICT initiatives available and accessed equally by men,</li> </ul>	<ul style="list-style-type: none"> <li>Men, women and youth have entrepreneurial skills and experience to enable them to achieve their full potential and contribution</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>Private sector and trade unions</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
youth to achieve their full potential and contribute to national development.	<p>internships/ apprenticeships and ICT initiatives for men, women and youth.</p> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Encourage women and men to pursue technical training for high-skilled fields of employment that are projected to be in demand.</li> </ul>	<p>women and youth.</p> <ul style="list-style-type: none"> <li>Increased numbers of men and women pursuing technical training for high-skilled fields of employment.</li> </ul>	<p>to national development.</p> <ul style="list-style-type: none"> <li>Men, women and youth exposed to gender-responsive workplace practices.</li> <li>Men and women prepared to enter into high-skilled fields of employment.</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Training institutions</li> </ul>
4. Promote gender responsiveness among banking and financial institutions to ensure men's and women's equitable access to credit.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Conduct a programme of gender sensitisation / training for senior/middle managers in banks and other credit institutions, to raise their awareness of the gender dimensions of banking, savings, credit and other facilities.</li> <li>Banks and financial institutions put in place 'hand-holding business support' to new entrepreneurs (males,</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of gender policies/guidelines by banks and other financial institutions.</li> <li>New male, female and youth entrepreneurs receive support from banks and other financial institutions in managing and growing their businesses.</li> </ul>	<ul style="list-style-type: none"> <li>Men and women have equal access to loans for personal and entrepreneurial development.</li> <li>Increased economic growth and poverty reduction.</li> <li>Reduced interest rates for start-up businesses in the productive sectors</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Finance, Economic development, Trade, Planning and Cooperatives</li> <li>Private sector organisations and labour unions</li> <li>Banks and other financial institutions, including GNDP and credit unions</li> </ul>

## 7.5 GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<p>females and youth).</p> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Banks and financial institutions collect and analyse sex-disaggregated data annually (e.g., by number of loans, categories of enterprise, quantities of loans awarded, selection criteria, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>Increased gender equity evident in sex-disaggregated statistics (collected annually) with regard to the loans disbursed by banks and financial institutions.</li> </ul>		
<p>5. Target strategic interventions to reduce poverty among the most vulnerable groups.</p> <p>(Vulnerable groups to be targeted include: poor single parents/ heads of households (women and men), the elderly, and the disabled.)</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Organise training, employment and other forms of assistance for young people (a particularly vulnerable group, experiencing situations such as teen pregnancy, male youth dropouts) to prevent the cycle of inter-generational poverty, as well as violence and crime.</li> <li>Promote workplace policies in the public and private sectors that</li> </ul>	<ul style="list-style-type: none"> <li>Strategies and programmes in place to address the most vulnerable groups: poor single parents/ heads of households (women and men), the elderly, and the disabled.</li> <li>Programmes developed to break the cycle of poverty among vulnerable young persons, e.g., teenage mothers, male dropouts.</li> </ul>	<ul style="list-style-type: none"> <li>Measurable reduction in poverty statistics among the most vulnerable groups in the society.</li> <li>Reduction in unemployment and poverty among young people.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Finance, Economic development, Trade, Planning and Cooperatives</li> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>Ministry of Social Development and Housing</li> <li>Ministry of Youth, Sports and Ecclesiastic Affairs</li> <li>Division of Gender and Family Affairs</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<p>encourage decent work, work-life balance, flexible working hours, childcare/after school care services, and physical activity</p> <ul style="list-style-type: none"> <li>Organise community-based training programmes</li> </ul>			<ul style="list-style-type: none"> <li>Private sector organisations/enterprises</li> <li>NGOs and CBOs</li> <li>Faith-based organisations</li> </ul>
<p>6. Ensure that sex-disaggregated statistics are included in national data collection systems related to the economy and poverty reduction.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Establish protocols to collect sex-disaggregated data in national data collection systems related to the economy.</li> <li>Train/sensitise personnel in relevant ministries/ departments in gender analysis, importance of collecting sex-disaggregated data and in using the protocols.</li> </ul>	<ul style="list-style-type: none"> <li>Data collection protocol developed.</li> <li>Relevant personnel trained.</li> <li>Data collection forms disaggregated.</li> <li>Sex-disaggregated data collection initiated.</li> <li>Sex-disaggregated statistics available and in use.</li> </ul>	<ul style="list-style-type: none"> <li>Data collection protocol in place and accepted by relevant ministries.</li> <li>Relevant ministries collect, collate and analyse sex-disaggregated data and gender analysis in the development of poverty reduction strategies.</li> <li>Widespread integration of gender issues included in ongoing working of Ministry of Finance and other relevant ministries.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Finance</li> <li>Central Statistical Office</li> <li>Relevant sector Ministries</li> <li>Relevant para-state bodies</li> <li>Division of Gender and Family Affairs</li> </ul>

## 7.6 GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT

**POLICY STATEMENT:** The Government will recognize and integrate the different and complementary roles of men and women into policies and programmes on disaster management, climate change and natural resource development, and building a ‘green economy’.

**STRATEGIC OBJECTIVE:** To promote gender equality in policies and programmes related to disaster management, climate change, natural resource development, and building a ‘green economy’.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Build and strengthen the capacity of businesses and community enterprises to contribute to the ‘green economy’.	<p><b><u>Short/medium-term actions</u></b></p> <ul style="list-style-type: none"> <li>Encourage the development of ‘green’ businesses and community enterprises through financial resources and technical support.</li> </ul>	<ul style="list-style-type: none"> <li>Assistance provided to businesses and community enterprises to respond to the challenges and needs of climate change.</li> </ul>	<ul style="list-style-type: none"> <li>Increased numbers of ‘green’ businesses and community enterprises.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique Affairs and Local Government</li> </ul>
2. Undertake gender analysis, gender impact assessments, and gender-responsive approaches in utilizing, managing and preserving the natural resources of Grenada.	<p><b><u>Medium-term actions</u></b></p> <ul style="list-style-type: none"> <li>Commission gender analysis and gender impact assessments of natural resource management, and develop recommendations on gender-responsive approaches.</li> </ul>	<ul style="list-style-type: none"> <li>Gender analysis and gender impact assessments commissioned and conducted.</li> <li>Recommendations developed and implementation commenced.</li> </ul>	<ul style="list-style-type: none"> <li>Holistic, multidisciplinary, inter-sectoral and gender-responsive approaches to conserving, managing and developing natural resources and protecting the environment.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>Environmental agencies</li> <li>Division of Gender and Family Affairs</li> </ul>
3. Ensure the equitable participation of men and women in communities in developing strategies and mechanisms for coping with and adapting to the adverse impacts of climate change, including	<p><b><u>Short-term actions</u></b></p> <ul style="list-style-type: none"> <li>Engage in community consultations with men, women and youth on the issues of climate change, etc.</li> <li>Hold consultations on developing gender-</li> </ul>	<ul style="list-style-type: none"> <li>Natural disaster plans and preparedness responses informed by the distribution of households in communities by sex, and cognizant of the specific needs of children,</li> </ul>	<ul style="list-style-type: none"> <li>Policy-makers understand the impacts of climate change on men, women, children and communities.</li> <li>Natural disaster risk management and</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>Environmental agencies</li> <li>Non-governmental organisations</li> <li>Private sector</li> <li>Division of Gender and</li> </ul>



## 7.6 GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT

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**STRATEGIC OBJECTIVE:** To promote gender equality in policies and programmes related to disaster management, climate change, natural resource development, and building a 'green economy'.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
assessing sectoral vulnerability, strengthening institutional arrangements, and adopting energy efficiency strategies such as the use of renewable energy and cleaner technologies.	differentiated strategies that take into account the impacts of climate change on men and women in relation to caregiving, food security, livelihoods and water resources.	the aged, disabled and infirmed.	mitigation programmes recognise, plan and respond to the specific vulnerabilities and differential impacts of natural disasters on women/ girls, men/ boys, and the disabled and infirm.	Family Affairs
4. Ensure approaches to disaster risk reduction and management which take into account the differential impact of natural disasters on women and men and the differential approaches necessary for recovery and building resilience of communities.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Organise public sensitisation workshops at the community level to include, inter alia:               <ul style="list-style-type: none"> <li>- Training in natural disaster planning that includes a gender perspective</li> <li>- Collection of data on communities that is disaggregated by sex and age, disabled, infirm, etc.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Communities sensitised through workshops held by village councils.</li> <li>• Data (disaggregated by sex, age, disabled, infirmed, etc.) collected at the community level to inform disaster preparedness responses</li> </ul>	<ul style="list-style-type: none"> <li>• Public awareness of gender and other dimensions of disaster preparedness.</li> <li>• Natural disaster risk management and mitigation programmes recognise, plan and respond to the specific vulnerabilities and differential impacts of natural disasters on women/ girls, men/ boys, and the disabled and infirm.</li> </ul>	<ul style="list-style-type: none"> <li>• Division of Gender and Family Affairs</li> <li>• Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>• Private sector</li> <li>• Women's/men's organisations</li> <li>• Other NGOs</li> <li>• Faith-based organisations</li> </ul>

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**POLICY STATEMENT:** The Government will recognize and integrate the different and complementary roles of men and women into policies and programmes on disaster management, climate change and natural resource development, and building a 'green economy'.

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
<p>5. Increase public awareness of men's and women's complementary roles in the sustainable development of the country's natural resources.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Conduct ongoing public awareness campaigns using a range of media targeted to specific audiences – radio, television, theatre, social media.</li> <li>• Education and leadership training of males/females to build the skills and confidence to address issues of climate change.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased public awareness of men's, women's, youths' responsibility for environmental management and sustainable development.</li> <li>• Education and leadership training conducted.</li> </ul>	<ul style="list-style-type: none"> <li>• Male/female complementary roles recognized and fostered in addressing climate change, environmental protection, conservation and preservation, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Agriculture, Lands, Forestry, Fisheries and the Environment</li> <li>• Division of Gender and Family Affairs</li> <li>• Government Information Service</li> </ul>

## 7.7 GENDER, HEALTH AND WELL-BEING

**POLICY STATEMENT:** The Government will promote equitable access to quality health care by girls/women and boys/men throughout their life cycle and gender-specific sexual and reproductive health care for men, women and adolescents.

**STRATEGIC OBJECTIVE:** To provide all men and women in Grenada, Carriacou and Petite Martinique with quality, equitable and gender-responsive health care throughout their life cycles, thus enhancing their personal, social and productive lives.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
<p>1. Promote the equitable participation of all men, women and young people in matters related to their own health and that of their families and communities.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Increase public awareness and support for men’s, women’s and young people’s full participation in decision-making in matters related to their own health and that of their families and communities.</li> <li>• Encourage men and women to take a preventative approach to their health care, e.g., through diet, exercise, annual or biennial medical check-ups.</li> <li>• Mainstream awareness of gender and sexuality in HIV, HPV and STI prevention, treatment and care services.</li> <li>• Provide improved services in maternity clinics to support total wellness for mothers and fathers.</li> <li>• Promote women’s and men’s participation in</li> </ul>	<ul style="list-style-type: none"> <li>• Public awareness and support for men’s, women’s and young people’s equitable access to health.</li> <li>• Development of gender differentiated health strategies targeted to address men’s, women’s and young people’s specific health needs.</li> <li>• Increased numbers of men and women take a preventative approach to their health care, e.g., through diet, exercise, annual or biennial medical check-ups, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Men, women and young people empowered to take responsibility for and be decision-makers in matters related to their own health and that of their families and communities.</li> <li>• Improvements in health and safety conditions at work</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Health and Social Security</li> <li>• Hospitals, health clinics, etc.</li> <li>• Division of Gender and Family Affairs</li> <li>• Employers and trade unions</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	sports and other physical activity. <ul style="list-style-type: none"> <li>Promote healthy working environments.</li> </ul>			
2. If not in place, develop strategies and programmes to improve women's and girls' health including: coping with problems associated with menstruation and its onset; reducing the incidence of anaemia among primigravida; post-partum care; reducing the incidence of breast, cervical and uterine cancers; addressing needs; providing support to women in abusive sexual health situations; developing a programme for menopausal women; responding to the problems of unsafe and incomplete abortions; improving the	<u>Short-term actions</u> <ul style="list-style-type: none"> <li>Establish Ministry of Health mechanism for the development, implementation and monitoring of strategic objectives related to women's and girls' health issues.</li> <li>Develop information and sensitisation programmes for women and girls on a range of health issues.</li> <li>Address specific issues related to adolescent pregnancy including: sexual and reproductive health education; sexual offences against minors such as incest, rape, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Mechanism established and development, implementation and monitoring commenced.</li> </ul>	<ul style="list-style-type: none"> <li>Sensitisation to and attention paid to the range of women's health issues.</li> <li>Improved health and well-being indicators for women and girls.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Health and Social Security</li> <li>Hospitals, health clinics, etc.</li> <li>Division of Gender and Family Affairs</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
management of psycho-social health conditions; etc.				
3. Pay increased attention to male health issues including the development of strategic objectives for men's health; a public awareness programme to promote men's health; targeting males as users of health services and encouraging male health-seeking behaviours.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Establish Ministry of Health mechanism for the development, implementation and monitoring of strategic objectives related to men's health issues.</li> <li>Public awareness programme to promote men's health, and reduce risk-taking behaviours that cause early death among men, e.g., violence, road accidents, etc.</li> <li>Comprehensive adult and adolescent male health care programme targeting males as users of health services and encouraging health seeking behaviours.</li> </ul>	<ul style="list-style-type: none"> <li>Mechanism established and development, implementation and monitoring commenced.</li> <li>Public awareness programme developed and aired.</li> <li>Health care programmes targeting males established.</li> </ul>	<ul style="list-style-type: none"> <li>Increased numbers of men taking responsibility for their health, engaging in preventative health care, and reducing risk-taking behaviours.</li> <li>Improved health and well-being indicators for men.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Health and Social Security</li> <li>Hospitals, health clinics, etc.</li> <li>Division of Gender and Family Affairs</li> <li>NGOs</li> </ul>
4. Develop and strengthen programmes and services related to sexual and	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Provide services across the health system on sexual</li> </ul>	<ul style="list-style-type: none"> <li>Hospitals and health clinics offer services for</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in incidence of teenage pregnancy,</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Health and Social Security</li> <li>Hospitals, health clinics,</li> </ul>

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reproductive health across the health system, including in particular youth friendly/focused services.	and reproductive health. <ul style="list-style-type: none"> <li>Strengthen gynaecological and prostate cancer screening.</li> <li>Strengthen male reproductive health programmes.</li> <li>Create spaces within the health system to address the specific health needs of male and female adolescents.</li> </ul>	sexual and reproductive health. <ul style="list-style-type: none"> <li>Better screening for gynaecological and prostate cancer.</li> <li>Male reproductive health programmes strengthened.</li> <li>Gender-specific health needs of male and female adolescents addressed.</li> </ul>	maternal and infant mortality, rates of STIs and HIV/AIDS, gynaecological and prostate cancer, and other gender-specific health concerns.	etc.
5. Raise public awareness on the importance of diet to good health, and promote the consumption of Grenada's wide variety of vegetables, fruits and other agricultural produce.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Put in place guidelines on food served at government functions, school cafeterias, hospitals and other public agencies.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Revisit the role of the Marketing and National Importing Board (MNIB) with regard to the nutrition, health and wellbeing of the population.</li> </ul>	<ul style="list-style-type: none"> <li>Employees in the government sector have access to more nutritious and less harmful food choices at public institutions and functions.</li> <li>Children and young people have access to more nutritious and less harmful food choices at school cafeterias.</li> </ul>	<ul style="list-style-type: none"> <li>Increased consumption of healthy diets by men, women, young people and children.</li> <li>Reduction of obesity in the society.</li> <li>Reduction of alcoholism in the society.</li> <li>Increased food security.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Health and Social Security</li> <li>Ministry of Education and Human Resource Development</li> <li>Ministry of Agriculture, Lands, Forestry &amp; Fisheries, and the Environment</li> <li>Farmers and agro-processors</li> <li>Caterers</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<ul style="list-style-type: none"> <li>• Provide incentives to farmers to increase agricultural production – inter-sectoral collaboration between public sector agencies and the agricultural sector.</li> <li>• Review the legislation related to the sale of alcohol to minors.</li> </ul>			
<p>6. Ensure the collection, collation, analysis and dissemination of sex-disaggregated health statistics.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Develop/strengthen data collection protocols.</li> <li>• Train personnel in using data collection protocols.</li> <li>• Advance collection and sex-disaggregation of health statistics.</li> </ul>	<ul style="list-style-type: none"> <li>• Sex-disaggregated statistics on health available.</li> <li>• Sex-disaggregated statistics inform delivery of health care to men, women and adolescents.</li> </ul>	<ul style="list-style-type: none"> <li>• Widespread integration of gender issues across the Ministry of Health.</li> <li>• Reduction of gender gaps in health care delivery and outcomes at all levels.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Health and Social Security</li> <li>• Hospitals, health clinics, etc.</li> </ul>

## 7.8 GENDER, VIOLENCE AND SECURITY

**POLICY STATEMENT:** The Government will promote human security by coordinating the effective functioning of relevant legislation, the police, judicial system, social service agencies and channels of public education to combat and reduce all forms of violence, especially gender-based violence and men’s use of violence against other men.

**STRATEGIC OBJECTIVE:** To develop and implement a multi-sectoral approach to prevent, treat and reduce the incidence of all forms of GBV and wider forms of violence in the society.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Adopt and implement a National Strategic Action Plan to Reduce GBV that promotes a multi-sectoral approach to addressing gender-based and wider forms of violence in the society, including the participation of state and non-state agencies and organisations.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Consider and adopt the Draft National Strategic Action Plan to Reduce GBV for implementation.</li> <li>Conduct gender training for all levels of staff in frontline intervention in state and non-state agencies.</li> <li>Establish special mechanisms dedicated to address issues of gender-based violence, with personnel (e.g., police, prosecutors, magistrates, victim support unit, etc.) well trained and sensitive to GBV issues (including the culture of impunity and access to justice for survivors).</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Track court decisions and regular assessment of case management.</li> </ul>	<ul style="list-style-type: none"> <li>Gender-responsive legislation, policies and programmes in place to address domestic violence, intimate partner conflict, incest, abuse of children, the elderly and disabled; wider forms of gender-based violence in the society including rape, sexual harassment, etc.</li> <li>Increased support to victims of GBV and other forms of violence.</li> <li>Improved rehabilitation of perpetrators, e.g., the Man to Man programme should be mandated by the Court.</li> </ul> <ul style="list-style-type: none"> <li>Prevention of GBV begins with the next generation,</li> </ul>	<ul style="list-style-type: none"> <li>Wide awareness and action on the incidence and impacts of gender-based violence in the society.</li> <li>Reduction in the incidence and impacts of gender-based violence in the society.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> <li>Division of Gender and Family Affairs</li> <li>Child Welfare Division</li> <li>Ministry of Health</li> <li>Ministry of Education</li> <li>Royal Grenada Police Force</li> <li>Magistrates Court</li> <li>Her Majesty’s Prisons</li> <li>Probation Office</li> <li>Legal Aid and Counselling Clinic</li> <li>Cedars Home</li> <li>Non-governmental organisations</li> <li>Faith-based organisations</li> </ul>



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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	<ul style="list-style-type: none"> <li>Institutional strengthening of all units involved in the delivery of services related to GBV (including increased budgets, provision of adequate shelter and psycho-social support services for survivors).</li> </ul>	evidenced by gender sensitisation at pre-primary, primary and secondary schools.		
2. Promote women’s economic empowerment and resilience.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Bring together all agencies and groups offering GBV and related services to discuss and develop strategies to promote women’s economic empowerment and resilience.</li> </ul>	<ul style="list-style-type: none"> <li>Agencies and groups offering GBV and related services consulted on strategies to promote women’s economic empowerment and resilience.</li> </ul>	<ul style="list-style-type: none"> <li>Strategies at all levels developed to ensure women’s economic empowerment and resilience</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Relevant Ministries</li> <li>NGOs</li> </ul>
3. Put systems in place to ensure the collection, collation and analysis of sex-disaggregated data by the relevant authorities including the Division of Gender and Family Affairs, the police, Court system,	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Develop/strengthen data collection protocols.</li> <li>Train personnel in using data collection protocols.</li> <li>Advance collection and sex-disaggregation of statistics.</li> </ul>	<ul style="list-style-type: none"> <li>Sex-disaggregated statistics available.</li> <li>Sex-disaggregated statistics inform response by relevant authorities.</li> </ul>	<ul style="list-style-type: none"> <li>Widespread integration of gender issues across agencies.</li> <li>Increased public awareness and sensitisation about issues related to GBV.</li> <li>Capacity to monitor impact</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Royal Grenada Police Force</li> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique &amp; Local Government</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
prison services, education and health sectors, and civil society organisations.	<ul style="list-style-type: none"> <li>• Identification of point person in each area responsible for maintaining system.</li> </ul>		of programmes to combat GBV.	<ul style="list-style-type: none"> <li>• Ministry of Education and Human Resource Development</li> <li>• Ministry of Health</li> <li>• NGOs.</li> </ul>
4. Integrate issues related to gender-based violence into the Health and Family Life Education (HFLE) school curriculum at the primary and secondary levels, and parenting/life skills through Parent-Teacher Associations, Health Clinics, and the Youth Division.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Review and revise HFLE school curriculum to ensure that gender-based violence issues are included.</li> <li>• Ensure that gender-based violence is included in parenting/life skills training programmes.</li> </ul>	<ul style="list-style-type: none"> <li>• HFLE curriculum revised to include gender-based violence issues.</li> <li>• Parenting/life skills training programmes include gender-based violence issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Women/girls and men/boys are able to respond to conflict without the use of violence.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Education and Human Resource Development</li> <li>• Ministry of Health</li> <li>• Ministry of Youth, Sports and Ecclesiastic Affairs</li> <li>• Division of Gender and Family Affairs</li> <li>• Parent-Teachers Associations</li> </ul>
5. Conduct public education and other communication strategies that aim to transform the notion of masculinity that thrives on the use of violence against women and other men/boys.	<p><b>Short/medium-term actions</b></p> <ul style="list-style-type: none"> <li>• Undertake public education programmes on issue of violence and masculinity.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased awareness about connection between dominant notions of masculinity and violence</li> </ul>	<ul style="list-style-type: none"> <li>• Men/boys are able to respond to conflict without the use of violence against women and other men/boys</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Education and Human Resource Development</li> <li>• Ministry of Health</li> <li>• Ministry of Youth, Sports and Ecclesiastic Affairs</li> <li>• Division of Gender and Family Affairs</li> <li>• NGOs</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
6. Integrate training on GBV in programmes for Professional Studies, such as training for nurses, police officers, social workers and teachers.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Review curriculum of training institutions for nurses, police officers, social workers and teachers to ensure that GBV issues are incorporated.</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum revised to include gender-based violence issues.</li> </ul>	<ul style="list-style-type: none"> <li>Nurses, police officers, social workers, teachers and other service providers and first responders to GBV victims/survivors better equipped to respond to the various needs</li> </ul>	<ul style="list-style-type: none"> <li>Relevant training institutions</li> </ul>

## 7.9 GENDER, LEADERSHIP AND DECISION-MAKING

**POLICY STATEMENT:** The Government will institute measures to remove the barriers to women’s and men’s equitable participation in power and decision-making at all levels, including the nature of existing power structures, and discriminatory and stereotypical attitudes and practices.

**STRATEGIC OBJECTIVE:** To promote men’s and women’s equal access to, enhanced capacity for, and full participation in leadership and decision-making as a means of transforming governance at all levels.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Increase women’s representation in cabinet and parliament on a consistent basis.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Provide leadership training and mentoring for women in political parties including: public speaking,</li> </ul>	<ul style="list-style-type: none"> <li>Increased numbers of women candidates representing all political parties contest national</li> </ul>	<ul style="list-style-type: none"> <li>Increased parliamentary debate on gender issues related to the political, economic, social and</li> </ul>	<ul style="list-style-type: none"> <li>Women’s Political Caucus</li> <li>All political parties</li> <li>Division of Gender and Family Affairs</li> </ul>

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	<p>campaign financing, gender sensitisation, etc.</p> <ul style="list-style-type: none"> <li>Establish a Constitutional quota of a minimum of 30% of appointed seats in the Senate for women.</li> </ul>	<p>elections.</p> <ul style="list-style-type: none"> <li>Gender parity is achieved in elected seats in the Lower House.</li> <li>At least 30% of seats in the Senate are held by women.</li> </ul>	<p>cultural spheres of society.</p> <ul style="list-style-type: none"> <li>Gender-responsive legislative change including the development of new legislation, and the amendment of existing legislation (as discussed in Section 6.3).</li> </ul>	
<p>2. Encourage political parties to take action to increase women’s representation in political party decision-making.</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Set a target of at least 30% of women in political party leadership positions.</li> <li>Set a target of at least 30% of women on political party candidates’ lists for national elections.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Examine political party structures and procedures to remove all barriers that directly or indirectly discriminate against women’s leadership.</li> </ul>	<ul style="list-style-type: none"> <li>At least 30% of leadership positions in all political parties are held by women.</li> <li>At least 30% of candidates’ lists of all political parties are women.</li> <li>Women participate fully in all internal policy-making structures, electoral nomination and appointment processes.</li> </ul>	<ul style="list-style-type: none"> <li>There is a culture of respect for women’s leadership in political parties and on the campaign platform.</li> <li>Gender equality issues are articulated in the manifestos of political parties.</li> </ul>	<ul style="list-style-type: none"> <li>All political parties.</li> </ul>
<p>3. Establish the goal of gender parity (or equal numbers of men and women) on all Boards</p>	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>All Boards (public sector, private sector, trade unions and NGOs) set a</li> </ul>	<ul style="list-style-type: none"> <li>At least 40% of seats on all Boards (public sector, private sector, trade</li> </ul>	<ul style="list-style-type: none"> <li>Relevant gender equality issues are addressed by all Boards (public sector,</li> </ul>	<ul style="list-style-type: none"> <li>Public Service Commission</li> <li>All Boards (public sector, private sector, trade unions and NGOs)</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
(public sector, private sector, trade unions and NGOs).	target of at least 40% of either gender. <ul style="list-style-type: none"> <li>Gender sensitisation/ training should be mandatory for all Board members.</li> </ul>	unions and NGOs) are held by either gender.	private sector, trade unions and NGOs).	
4. Provide gender sensitisation and training programmes for women and men in decision-making positions, e.g., members of parliament, judges and magistrates, members of boards, local government councillors, permanent secretaries, heads of departments, etc.	<b>Short-term actions</b> <ul style="list-style-type: none"> <li>Organise and offer gender sensitisation and leadership programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Women and men in decision-making positions leading discussions and raising issues about gender inequities, gendered social injustices and discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>Women and men in leadership positions making more gender-responsive interventions and decisions.</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>All Ministries and state agencies</li> <li>Public and private sector Boards</li> </ul>
5. Promote leadership training, including public speaking, debating and civic awareness programmes for women who aspire or have the potential to be in leadership positions.	<b>Short-term actions</b> <ul style="list-style-type: none"> <li>Integrate leadership training, public speaking, debating and civic awareness programmes in the education system.</li> <li>Support the reorganisation of clubs for men, women and young people at the community level, to</li> </ul>	<ul style="list-style-type: none"> <li>Programmes in place in the education system and at the community level to foster civic awareness and leadership.</li> </ul>	<ul style="list-style-type: none"> <li>Increased self-esteem, confidence, leadership skills and interest in political and other forms of decision-making among young people.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Education and Human Resource Development</li> <li>Parliament</li> <li>Women’s Parliamentary Caucus</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	encourage civic awareness and leadership.			
6. Undertake research and follow-up action on the obstacles, challenges and opportunities with regard to women’s equal participation in leadership and decision-making in Grenada.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Allocate resources to undertake research and analysis: e.g. scholarships to gender courses and workshops; request assistance from relevant agencies.</li> <li>Develop action plans to address the obstacles and challenges identified.</li> </ul>	<ul style="list-style-type: none"> <li>Organisations, including the public service, aware of the necessity for research and analysis on women’s equal participation in leadership and decision-making</li> </ul>	<ul style="list-style-type: none"> <li>Research grounded in gender analysis that problematizes, confronts and deconstructs notions of women’s roles and stereotypes that impact on women’s opportunities for leadership and their willingness to participate in decision-making</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> </ul>

## 7.10 LEGISLATIVE FRAMEWORK AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP GENDER MAINSTREAMING

**POLICY STATEMENT:** The Government of Grenada will ensure that there is a legislative framework in place to promote gender equality and equity and that the institutional structures and mechanisms are in place for the implementation of GEPAP and for gender mainstreaming.

**STRATEGIC OBJECTIVE:** To ensure that there is a legislative framework in place to promote gender equality and equity and institutional structures and mechanisms for gender mainstreaming.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
1. Ensure that process of reviewing and amending the Constitution of Grenada is gender-responsive and leads to the creation of a mechanism to advance and protect gender equality and human rights for all.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Appoint gender-sensitive and aware women on Constitutional review mechanism.</li> <li>• Incorporate human rights and gender equality commitments in drafting the new Constitution.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed Constitutional review that includes focus on ensuring gender equality.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender equality and human rights for all assured.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique Affairs &amp; Local Government</li> <li>• Division of Gender and Family Affairs</li> </ul>
2. Promote the use of gender-sensitive and gender-inclusive language in legislation and policies.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Commission a consultant to review legislation and policy documents and make recommendations for gender-sensitive and gender inclusive language.</li> <li>• Develop guidelines for the use of gender-sensitive and gender-inclusive language in legislation and policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Review completed and discrepancies discussed</li> <li>• Guidelines developed on the use of gender-sensitive and gender-inclusive language.</li> </ul>	<ul style="list-style-type: none"> <li>• End of language discrimination in legislation and policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique Affairs &amp; Local Government</li> <li>• Division of Gender and Family Affairs</li> <li>• NGOs</li> </ul>
3. Undertake a gender review of legislation to define an agenda for legal	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Set up a broad-based committee to guide the</li> </ul>	<ul style="list-style-type: none"> <li>• Broad-based committee set up to guide the</li> </ul>	<ul style="list-style-type: none"> <li>• An ongoing programme of legal reform to promote gender</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique Affairs</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
reform and to bring Grenada’s legislation into conformity with contemporary best practice with regard to gender equity and equality.	<p>process of gender-responsive legislative reform.</p> <ul style="list-style-type: none"> <li>Commission a gender and law consultant to review legislation and recommend reform based on contemporary best practice with regard to gender equity and equality.</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Raise public awareness sensitise public about the shortcomings of the current legislation and seek their inputs into the process of legal reform.</li> </ul>	<p>process of gender-responsive legislative reform.</p> <ul style="list-style-type: none"> <li>Gender and law consultant commissioned.</li> <li>Consultant’s report, recommendations and a proposed legislative agenda for reform.</li> <li>Public sensitisation undertaken on the shortcomings of the current legislation and inputs received on legal reform.</li> </ul>	<p>equity and equality.</p> <ul style="list-style-type: none"> <li>Increased access to gender justice in the society.</li> <li>Increased public awareness on issues of gender equality and equity.</li> </ul>	<p>&amp; Local Government</p> <ul style="list-style-type: none"> <li>Ministry of Tourism, Civil Aviation and Culture</li> <li>Women’s Political Caucus</li> <li>Division of Gender and Family Affairs</li> <li>NGOs</li> </ul>
4. Review and reform regulations to ensure that all forms (including marriage application, birth certificate, passport, citizen application) reflect gender equality and capture statistics based	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Identify personnel in relevant Ministries to carry out review of regulations and forms.</li> <li>Train personnel in the use of all revised forms.</li> </ul>	<ul style="list-style-type: none"> <li>Regulations and forms reflect gender equality and capture statistics based on sex.</li> </ul>	<ul style="list-style-type: none"> <li>Application of gender equality principles in regulations and forms</li> <li>Statistics based on sex captured on various regulated forms</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Ministry of Legal Affairs, Labour, Carriacou &amp; Petite Martinique Affairs &amp; Local Government</li> <li>Relevant Ministries</li> </ul>



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**STRATEGIC OBJECTIVE:** To ensure that there is a legislative framework in place to promote gender equality and equity and institutional structures and mechanisms for gender mainstreaming.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
on sex.				
5. Establish a Gender Equality Management System (GEMS), an institutional framework comprising structures, mechanisms and processes to initiate, coordinate, and monitor and evaluate the implementation of National Gender Action Plan.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Establish/strengthen GEMS based on recommended Institutional Framework for the Implementation of National Gender Action Plan</li> <li>• Ensure that Gender Focal Points (GFPs) are appointed in line Ministries and para-state bodies and that meetings are regularly held</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>• Appoint National Gender Equality Commission (NGEC), incorporating GEMS Team into Committee</li> <li>• Hold regular meetings of NGEC and GFPs</li> </ul>	<ul style="list-style-type: none"> <li>• GEMS established/strengthened</li> <li>• GFPs identified and appointed in line ministries and para-state bodies</li> <li>• GFPs meeting regularly, being trained on ongoing basis and members empowered to speak/act on behalf of their ministries and corporations</li> <li>• NGEC appointed and holding regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>• An integrated and multi-pronged responsibility for the implementation of gender as a development concern</li> <li>• Implementation and monitoring mechanism of National Gender Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Social Development and Housing</li> <li>• Division of Gender and Family Affairs</li> <li>• Line ministries</li> <li>• Para-state bodies</li> <li>• Women’s Parliamentary Caucus</li> <li>• NGOs</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
6. Enhance the capacity of the Ministry of Social Development and Housing and the National Gender Machinery to lead and coordinate gender mainstreaming.	<p><b><u>Short/medium-term actions</u></b></p> <ul style="list-style-type: none"> <li>• Include “Gender Affairs” in the Ministry’s title</li> <li>• Increase the status of the Head of the Division by considering a renaming of the post of Senior Programme Officer to one such as Chief Gender and Family Affairs Officer</li> <li>• Review portfolios within the Division to bring them in line with proposed changes and increased responsibilities, including establishment of Gender Mainstreaming Unit, Gender Sensitisation and Training Unit; Gender-based Violence Unit; Family Affairs Unit</li> <li>• Review and upgrade the staffing of the Division</li> </ul>	Plans guided by National Gender Action Plan for enhancing capacity of Minister and Gender Machinery	<ul style="list-style-type: none"> <li>• Enhanced capacity of Ministry and Gender Machinery to lead and coordinate gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Social Development and Housing</li> <li>• Division of Gender and Family Affairs</li> <li>• Cabinet</li> </ul>
7. Mainstream gender in all policy-making processes	<p><b><u>Short-term actions</u></b></p> <ul style="list-style-type: none"> <li>• Integrate policy measures</li> </ul>	<ul style="list-style-type: none"> <li>• Policies guided/ informed</li> </ul>	<ul style="list-style-type: none"> <li>• System wide application of</li> </ul>	<ul style="list-style-type: none"> <li>• Division of Gender and Family Affairs</li> </ul>

## 7.10 LEGISLATIVE FRAMEWORK AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP GENDER MAINSTREAMING

**POLICY STATEMENT:** The Government of Grenada will ensure that there is a legislative framework in place to promote gender equality and equity and that the institutional structures and mechanisms are in place for the implementation of GEPAP and for gender mainstreaming.

**STRATEGIC OBJECTIVE:** To ensure that there is a legislative framework in place to promote gender equality and equity and institutional structures and mechanisms for gender mainstreaming.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
at national and sectoral levels inclusive of a diverse range of constituencies (government, private sector, civil society organisations).	from National Gender Action Plan into policy-making processes <ul style="list-style-type: none"> <li>• Include gender equality advocates in policy-making processes</li> </ul>	by National Gender Action Plan	gender equality principles and goals in economic and social development.	<ul style="list-style-type: none"> <li>• Ministry of Social Development and Housing</li> <li>• All ministries</li> <li>• Para-state bodies</li> <li>• NGOs</li> </ul>
8. Introduce gender-responsive planning and budgeting at the national level and sector Ministries, starting with the national development plan.	<p><b><u>Medium-term actions</u></b></p> <ul style="list-style-type: none"> <li>• Integrate policy measures from National Gender Action Plan into planning and budgeting processes e.g. mid-term national development plan, annual budgets and all ministries and para-state bodies</li> <li>• Establish and maintain a national gender database, and prepare strategic research/ analytical reports, policy briefs, newsletters, etc. to inform gender responsive national planning and budgeting</li> </ul>	<ul style="list-style-type: none"> <li>• Plans guided/ informed by National Gender Action Plan</li> <li>• Integrated structures and mechanisms to facilitate a consultative process</li> <li>• Effective coordination among all ministries and other state agencies</li> <li>• National gender database established</li> <li>• Analytical reports, policy briefs etc. prepared.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender-responsive national policy making, planning and budgeting</li> <li>• ‘Fair’ and ‘just’ national development processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Division of Gender and Family Affairs</li> <li>• Ministry of Social Services, Community Development and Gender Affairs</li> <li>• All ministries</li> <li>• Statutory corporations</li> </ul>

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POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
9. Provide gender sensitisation and training for persons at multiple levels of society.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>Conduct ongoing gender sensitisation, education and training workshops for persons at all levels of the society, including Cabinet, Parliamentarians, Permanent Secretaries; Officers of the Judiciary, police and prison agencies; GFPs; members of the National Gender Equality Commission (NGEC); political candidates; leaders/board members of private sector bodies, trade unions, civil society organisations and faith-based organisations</li> </ul> <p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>Introduce Gender Studies curricula/courses/module at Grenada National College (TAMCC) and in</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing gender sensitisation, education and training conducted</li> </ul>	<ul style="list-style-type: none"> <li>Persons at all levels of the public sector, private sector and labour, and civil society sensitised about gender</li> <li>Strengthening of capacity for gender-responsiveness and inclusion at all levels of public sector, private sector and labour and civil society</li> <li>Collaboration among persons and institutions within public sector, private sector and labour, and civil society to promote gender equality and equity in national development.</li> </ul>	<ul style="list-style-type: none"> <li>Division of Gender and Family Affairs</li> <li>Ministry of Education</li> </ul>

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**STRATEGIC OBJECTIVE:** To ensure that there is a legislative framework in place to promote gender equality and equity and institutional structures and mechanisms for gender mainstreaming.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
	secondary school system			
10. Put systems in place to ensure the collection, collation and analysis of sex disaggregated data collection and gender-sensitive research and analysis.	<p><b>Short-term actions</b></p> <ul style="list-style-type: none"> <li>• Develop a data collection protocol for gender-disaggregated data</li> <li>• Train/sensitise personnel, including GFPs, in all ministries/ departments in gender analysis, importance of collecting gender-disaggregated data and in using the protocol</li> <li>• Ensure that data collected in all sectors are gender-disaggregated</li> <li>• Collaborate with agencies that have already developed effective sex-disaggregated data collection systems</li> </ul>	<ul style="list-style-type: none"> <li>• Data collection protocol developed</li> <li>• Relevant personnel, including GFPs, trained</li> <li>• Data collection forms disaggregated</li> <li>• Systematic gender-disaggregated data collection and analysis started and ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment from all ministries and departments to use gender-disaggregated data and gender analysis on an ongoing and consistent basis</li> <li>• Policy/planning/programming cycle informed by gender-disaggregated data and analysis.</li> <li>• Monitoring and evaluation informed by gender-disaggregated data and analysis.</li> </ul>	<ul style="list-style-type: none"> <li>• Division of Family and Gender Affairs</li> <li>• Ministry of Social Development and Housing</li> <li>• Central Statistical Office</li> <li>• All ministries, including GFPs</li> </ul>
11. Establish and institutionalise clear procedures for monitoring and evaluating the	<p><b>Medium-term actions</b></p> <ul style="list-style-type: none"> <li>• Train personnel in M&amp;E and gender analysis</li> <li>• Institute developed gender equality</li> </ul>	<ul style="list-style-type: none"> <li>• Personnel trained</li> <li>• Gender-sensitive M&amp;E system developed</li> </ul>	<ul style="list-style-type: none"> <li>• Integration of gender at all levels and in all processes and impact assessed</li> </ul>	<ul style="list-style-type: none"> <li>• Division of Family and Gender Affairs</li> <li>• Ministry of Social Development and Housing</li> </ul>

## 7.10 LEGISLATIVE FRAMEWORK AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP GENDER MAINSTREAMING

**POLICY STATEMENT:** The Government of Grenada will ensure that there is a legislative framework in place to promote gender equality and equity and that the institutional structures and mechanisms are in place for the implementation of GEPAP and for gender mainstreaming.

**STRATEGIC OBJECTIVE:** To ensure that there is a legislative framework in place to promote gender equality and equity and institutional structures and mechanisms for gender mainstreaming.

POLICY COMMITMENTS	ACTIVITIES	INDICATORS	EXPECTED OUTCOMES	AGENCIES RESPONSIBLE
implementation of the National Gender Action Plan, achievements and gaps.	indicators, disaggregated by age and parish as possible <ul style="list-style-type: none"> <li>Review gender equality indicators periodically</li> </ul>			
12. Put systems in place to ensure government's compliance with implementation of and reporting on international and regional gender equity commitments.	<u>Short-term actions</u> <ul style="list-style-type: none"> <li>Monitor compliance with regional and international gender equality commitments.</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring and reporting on track and up-to-date</li> </ul>	<ul style="list-style-type: none"> <li>Grenada in compliance with international and regional gender equality commitments</li> </ul>	<ul style="list-style-type: none"> <li>Division of Family and Gender Affairs</li> <li>Ministry of Social Development and Housing</li> <li>National Gender Equality Commission (NGEC)</li> </ul>

## ACRONYMS AND ABBREVIATIONS

<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>ARD</b>	Agency for Reconstruction and Development, Grenada
<b>BPfA</b>	Beijing Platform for Action
<b>CAREC</b>	Caribbean Epidemiology Centre
<b>CARICOM</b>	Caribbean Community
<b>CBO</b>	Community-Based Organisation
<b>CDB</b>	Caribbean Development Bank
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>CIDA</b>	Canadian International Development Agency
<b>CPA</b>	Country Poverty Assessment
<b>CRC</b>	Convention on the Rights of the Child
<b>CSO</b>	Central Statistical Office, Government of Grenada
<b>CWIQ</b>	Core Welfare Indicators Questionnaire
<b>DFID</b>	Department for International Development, United Kingdom
<b>EU</b>	European Union
<b>FBO</b>	Faith-Based Organisation
<b>GEPAP</b>	Gender Equality Policy and Action Plan, Government of Grenada
<b>GEPOS</b>	Gender Equality Policy and Operational Strategy, Caribbean Development Bank
<b>GFP</b>	Gender Focal Point
<b>GMS</b>	Gender Management System
<b>GNOW</b>	Grenada National Organisation of Women
<b>GOGR</b>	Government of Grenada
<b>GPPA</b>	Grenada Planned Parenthood Association
<b>GPRS</b>	Growth and Poverty Reduction Strategy 2014-2018
<b>GRENSAVE</b>	Grenada Save the Children Fund
<b>GREP</b>	Grenada Rural Enterprise Project
<b>HDI</b>	Human Development Index
<b>HIV</b>	Human Immuno-deficiency Virus
<b>HIV/AIDS</b>	Human Immune-deficiency Virus/Acquired Immune Deficiency Syndrome
<b>IADB</b>	Inter-American Development Bank
<b>IAGDO</b>	Inter-Agency Group of Development Organisations, Grenada
<b>IICA</b>	Inter-American Institute for Cooperation on Agriculture

<b>ILO</b>	International Labour Organisation
<b>IMF</b>	International Monetary Fund
<b>LACC</b>	Legal Aid and Counselling Clinic, Grenada
<b>MDGs</b>	Millennium Development Goals
<b>MoE</b>	Ministry of Education and Human Resource Development, Government of Grenada
<b>MoH</b>	Ministry of Health and Social Security, Government of Grenada
<b>MoSDH</b>	Ministry for Social Development and Housing, Government of Grenada
<b>NGEC</b>	National Gender Equality Commission
<b>NGO</b>	Non-Governmental Organisation
<b>NIS</b>	National Insurance Scheme, Government of Grenada
<b>OAS</b>	Organisation of American States
<b>OAS/CIM</b>	Inter-American Commission on Women, OAS
<b>OECS</b>	Organisation of Eastern Caribbean States
<b>PAHO</b>	Pan American Health Organisation
<b>PAM</b>	Programme for Adolescent Mothers, Grenada
<b>STIs</b>	Sexually Transmitted Infections
<b>UN</b>	United Nations
<b>UN Women</b>	United Nations Entity for Gender Equality and the Empowerment of Women
<b>UNDP</b>	United Nations Development Programme
<b>UNECLAC</b>	United Nations Economic Commission for Latin America and the Caribbean
<b>UNFPA</b>	United Nations Population Fund
<b>USAID</b>	United States Agency for International Development
<b>UWI</b>	University of the West Indies
<b>WB</b>	World Bank
<b>WHO</b>	World Health Organisation



## **GLOSSARY OF TERMS AND CONCEPTS ON GENDER AND DEVELOPMENT**

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<b>DEVELOPMENT</b>	A process of enlarging people's choices and building human capabilities (the range of things people can be and do), enabling them to: live a long and healthy life, have access to knowledge, have a decent standard of living, and participate in their community and the decisions that affect their lives.
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<b>EMPOWERMENT</b>	Achieving control over one's life through expanded choices. It encompasses self-confidence and self-reliance, the pursuit of one's own goals, and being able to influence – both individually and collectively – the decisions that affect one's life and the state of one's community, country, etc. For men and women to be empowered, conditions need to be created to enable them to acquire the necessary resources, knowledge, organisational capacity, political voice, etc.
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<b>GENDER</b>	The roles and responsibilities, attitudes and behaviours, and attributes and expectations associated with being male and female, denoted by the terms 'masculine' and 'feminine'. In most societies there are differences and inequalities between men's and women's roles and responsibilities, access to and control over productive and other resources, and participation in decision-making. Gender determines what is expected, allowed and valued in a man or woman in a given context. It is socially constructed and learned through socialization processes, meaning that although one is born male or female with certain biological characteristics, one learns how to become a man or woman through the social expectations of the gender category into which one is placed from birth. Gender is context-specific, time-bound and therefore changeable. It is part of the broader criteria for social, economic and political analysis that include race/ethnicity, class, income, age, (dis)ability, etc.
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<b>GENDER ANALYSIS</b>	The application of a gender perspective in analysing any development issue or social/economic/political context. It includes the use of sex-disaggregated statistics, analysis of the gender division of labour, identification of the needs and priorities of men and women, identification of existing opportunities and constraints to the achievement of development objectives, the choice of intervention strategies to address them, and the impact assessment of development policies, plans and programmes on men and women.
<hr/>	
<b>GENDER AWARE</b>	The recognition of the different roles, needs and interests of men and women in society, and how this results in differences in power, status, privilege and access to resources. Gender awareness also refers to the ability to identify problems arising from gender inequity and discrimination.

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<b>GENDER-AWARE POLICIES</b>	Policy that seek to transform existing gender relations to build a more equitable society. These policies may be redistributive and/ or transformative (see below), and involve altering the balance of power between men and women, and addressing both their practical gender needs/interests and strategic gender needs/interests (see below).
<b>GENDER-BASED VIOLENCE</b>	Gender-based Violence (GBV) is the physical, emotional, psychological and other related forms of abuse, including all violations of a sexual nature, discrimination and the exploitation of the socially constructed vulnerabilities of victims, based on sex or gender, which occur in both the private and public spheres of society.
<b>GENDER BLIND</b>	The lack of recognition that there are differences between men’s and women’s situations, roles, responsibilities, needs and priorities, and consequently, the failure to take these into account in designing a policy, plan, programme or project. Gender blind policies, plans, programmes or projects tend to be biased in favour of males because they presuppose that those involved and affected are males, with male needs and interests.
<b>GENDER CONCERNS/ ISSUES</b>	Concerns/issues that arise where gender-based discrimination, gender inequalities or gender gaps are identified as requiring change. For example, the fact that women are often paid less than men for the same job or work of equal value is a gender issue that needs to be addressed in labour legislation and practice. Other examples of gender concerns/issues are violence against women, and male under-achievement in education.
<b>GENDER EQUALITY</b>	Gender equality refers to the enjoyment of equal status by men and women. It means that men and women have equal conditions and opportunities for realizing their full human rights, and for contributing to and benefiting from political, economic, social and cultural development. Gender equality therefore reflects society’s equal valuing of men and women, and their roles and responsibilities. It starts with the equal valuing of boys and girls, and is based on the assumption that men and women are full and equal partners in the home, community and society.
<b>GENDER EQUITY</b>	It refers to fairness of treatment of men and women, based on their respective needs. It goes beyond equality of opportunity and is concerned with equality of outcomes. This may include treatment that is different but equivalent in terms of rights, obligations, benefits and opportunities. In the development context, a gender equity goal often requires special measures to compensate for historical and social disadvantages faced by women. In the current Grenadian context, it includes special measures to address male gender gaps, for example, in health and education.

<b>GENDER MAINSTREAMING</b>	The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (Agreed conclusions, UN ECOSOC, 1997/2).
<b>GENDER RELATIONS</b>	The social relations between men and women, boys and girls, as well as relations among women (e.g., mother/daughter, sisters, a women's cricket team) or among men (e.g., father/son, brothers, a men's football team) that are informed by gender-based values, entitlements, responsibilities and identities. Gender relations are often based on power differences between men and women in political, economic and social contexts.
<b>GENDER SENSITIVE</b>	Being conscious of the different situations, needs, perceptions and priorities of men and women throughout the policy-making, planning, programme development and service delivery process. It entails the ability to recognize the differences in men's and women's needs and interests arising from their different gender roles and social positions. The term gender-sensitive is often regarded as a synonym for gender-aware (see above).
<b>GENDER SYSTEM</b>	A network of power relations that inform how men and women in a society are organised and how they function in relation to each other and among themselves. A gender system is comprised of two principal dimensions: ideological and material relations (see below).
<b>IDEOLOGICAL RELATIONS OF GENDER</b>	Comprise the dimension of a gender system (see above) related to a society's belief system, values and expectations of men and women. Ideological relations of gender constitute what a society defines as appropriate masculine and feminine roles, responsibilities, attitudes and behaviours. They underpin a society's construction of gender identities. See also 'material relations of gender'.
<b>MATERIAL RELATIONS OF GENDER</b>	Comprise the dimension of a gender system (see above) related to men's and women's differential access to and benefit from material and non-material resources. Material resources include land, property, capital and credit, and non-material resources include status and position. See also 'ideological relations of gender'.

<b>PRACTICAL GENDER NEEDS/ INTERESTS</b>	Needs or interests that emanate from men’s and women’s differential gender roles and responsibilities. Women’s practical gender needs are often related to their roles as wives, mothers, homemakers, and community managers. The relative position of women to men in society is not necessarily changed when practical gender needs are addressed, such as providing child care facilities for single female heads of households. See also ‘strategic gender needs’.
<b>SEX</b>	The biological and physiological characteristics that define a person as being male or female.
<b>SEX-DISAGGREGATED DATA</b>	The collection and collation of statistics based on sex, e.g., data on political, economic, social and other differences between men/boys and women/girls, including educational achievement, occupational segregation, political representation, etc.
<b>STRATEGIC GENDER NEEDS/INTERESTS</b>	The measures required to overcome/transform gender inequalities in society. Strategic gender needs/interests vary according to the political, economic, social and cultural context. For example, the right to vote and to political representation has improved women’s position relative to men’s in society, and the right to equal pay for work of equal value has similar results. See also ‘practical gender needs’.

# LIST OF CORE INTERNATIONAL AND REGIONAL FOUNDATIONS AND INSTRUMENTS FOR ACCOUNTABILITY AND ACTION

## ***International Treaties and Agreements signed or ratified by Grenada***

- Universal Declaration on Human Rights (1948)
- International Covenant of Economic, Social and Cultural Rights (ICECSR) (1966), *acceded in 1991*
- International Covenant on Civil and Political Rights (1966), *acceded in 1991*
- Convention on the Elimination of all forms of Discrimination against Women (CEDAW): *signed 1980, ratified Aug 30, 1990*
- Convention on the Rights of the Child (CRC): *ratified Nov 5, 1990*
  - Optional Protocol on the Involvement of Children in Armed Conflict: *acceded Feb 6, 2012*
  - Optional Protocol on the Sale of Children, child prostitution and Child Pornography: *acceded in Feb 6, 2012*
- Convention on the Rights of Persons with Disabilities: *signed in 2010 and ratified in 2014*

## ***Relevant Regional Treaties and Agreements***

- American Convention on Human Rights (1969): *ratified in 1978*
- Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Convention of Belem do Pará) 1994: *ratified Nov 29, 2000, Deposited Instruments 2001*
- CARICOM Charter of Civil Society
- CARICOM Social Development Crime Prevention Plan of Action (2011)
- Revised Treaty of Basseterre Establishing the Organisation of Eastern Caribbean States Economic Union

## ***International Declarations and Platforms***

- Declaration on the Right to Development (1986)
- Declaration on the Elimination of Violence against Women (1993)
- International Conference on Population and Development (ICPD), (1994)
- Beijing Platform for Action (1995)
- Millennium Development Goals (2000 - 2015)
- Commonwealth Plan of Action 2005 – 2015
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention Against Transnational Organized Crime (acceded in 2004)

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### **Total population (2013)**

Central Statistical Office (CSO), Ministry of Finance, St. George's, Government of Grenada.

### **Total population under 16 years (or some measure of child population**

**(2013)** <https://www.cia.gov/library/publications/the-world-factbook/geos/gj.html>

### **Total population 15-24 years (2013)** <https://www.cia.gov/library/publications/the-world-factbook/geos/gj.html> (accessed 8 Sept 13)

### **Total population over 64 years (or some measure of elderly population) (2013)**

<https://www.cia.gov/library/publications/the-world-factbook/geos/gj.html>

### **Income: GNI per capita in PPP terms (2012)** <http://data.worldbank.org/country/grenada>

### **Gini coefficient (2008)**

Caribbean Development Bank (2008c). *Country Poverty Assessment – Grenada, Carriacou and Petite Martinique*, vol. 1. Authored by Kairi Consultants Limited for Caribbean Development Bank.

Barbados: Caribbean Development Bank. See also: <http://www.caribank.org/uploads/publications-reports/economics-statistics/country-poverty-assessment-reports/Grenada+CPA+-+Vol++1+Main+Report+ Submitted .pdf>

### **Human development index (HDI) (2012)** <http://hdrstats.undp.org/images/explanations/GRD.pdf> (accessed Sept 14, 2013)

### **Gender inequality index (GII)** <http://hdrstats.undp.org/images/explanations/GRD.pdf>

### **Poverty indicators (2008)**

*Op. Cit.* Caribbean Development Bank (2008c).

### **Life expectancy at birth (2012)** <https://www.cia.gov/library/publications/the-world-factbook/geos/gj.html>

### **Fertility rates (2013)** <https://www.cia.gov/library/publications/the-world-factbook/rankorder/2127rank.html> (accessed 14 Sept 13)

### **Adolescent fertility rate (teen pregnancies) (2005-2010)**

United Nations Department of Economic and Social Affairs, *World Population Prospects, 2010 Revision*

### **Maternal mortality rate (2010)** <https://www.cia.gov/library/publications/the-world-factbook/rankorder/2223rank.html>

### **Number of male or female-headed households (2000)**

[http://www.ifad.org/gender/learning/challenges/women/g\\_6\\_2.htm](http://www.ifad.org/gender/learning/challenges/women/g_6_2.htm)

**Mean years of schooling (2013)** UNDP Human Development Indicators  
<http://hdrstats.undp.org/en/countries/profiles/GRD.html>

**% of total primary school completion (2010)** <http://data.worldbank.org/indicator/SE.PRM.CMPT.ZS>

**Secondary school enrolment (2010)**  
[http://interwp.cepal.org/cepalstat/WEB\\_cepalstat/Perfil\\_nacional\\_social.asp?Pais=GRD&idioma=i](http://interwp.cepal.org/cepalstat/WEB_cepalstat/Perfil_nacional_social.asp?Pais=GRD&idioma=i)

**Number in House of Representatives (2013)** IPU- <http://www.ipu.org/wmn-e/classif.htm>

**Number in Senate (2013)** IPU- <http://www.ipu.org/wmn-e/classif.htm>

**% of 15-24 year olds who had sexual intercourse before age 15 (2010-2011); % of population aged 15–49 who have had sexual intercourse with more than one partner in the last 12 months (2010-2011); % of population aged 15–49 who had more than one partner in the past 12 months who used a condom during their last sexual intercourse (2010-2011)**

Organisation of Eastern Caribbean States and Health Economics Unit (2011) Knowledge, Attitudes, Beliefs and Practices (KABP) Surveys on HIV/AIDS in Antigua and Barbuda, St. Kitts and Nevis, Dominica and Grenada: Synthesized Report. O.E.C.S. HIV/AIDS Programme Unit and Health Economics Unit, Centre for Health Economics, University of the West Indies: St. Augustine, Trinidad and Tobago.

**Number of victims of homicide** <http://www.unodc.org/unodc/en/data-and-analysis/homicide.html>

# LIST OF AGENCIES/ORGANISATIONS CONSULTED

## PUBLIC SECTOR

### Government Ministries, Departments/Units/Programme

- Ministry of Agriculture, Lands, Forestry & Fisheries and the Environment
- Ministry of Carriacou & Petite Martinique Affairs and Local Government
- Ministry of Education and Human Resource Development
  - Student Affairs Division
  - School Administration
  - Drug Control Secretariat
- Ministry of Finance and Energy
- Ministry of Economic Development, Trade, Planning, and Cooperatives
- Ministry of Health and Social Security
  - Medical Social Worker
  - Staff Nurse
  - Medical Officer
  - Community Health Nurse
- Ministry of Legal Affairs
- Ministry of Labour
- Ministry of Social Development & Housing
  - Gender and Family Affairs Division
  - SEED Unit
  - Housing Unit
  - Parenting Unit
  - Desk for the Elderly
  - Social Safety Net
  - Juvenile Justice
- Ministry of Youth, Sports & Religious Affairs
  - IMANI Programme
  - CARICOM Youth Ambassador Programme
- Ministry of Foreign Affairs and International Business
  - Foreign Service
  - Office of Diaspora Affairs
- Ministry of Tourism, Civil Aviation and Culture
- Prime Minister's Office
  - Cabinet Office
  - Ministry of National Security, Public Administration, Disaster Management, Home Affairs, Information and Implementation
  - Government Information Service
  - Her Majesty's Prison
  - Royal Grenada Police Force
    - Community Relations
    - Immigration Division
    - Central Police Station

### **Statutory Bodies/Para-Statal Entities**

- Cedars Shelter for Abused Women
- Child Protection Authority (CPA)
- Grenada Board of Tourism
- Grenada Cultural Foundation (GCF)
- Grenada Industrial Development Corporation (GIDC)
- Grenada Postal Corporation
- Housing Authority of Grenada
- National Insurance Scheme (NIS)

## **PRIVATE SECTOR**

### **Private Sector Agencies**

- Grenada Employers Federation
- LIME
- Grenada Electricity Company Ltd (GRENLEC)
- Empress Rose Art & Craft and Gift Shop
- National Development Foundation (NDF)
- National Taxi Association
- Carriacou Farmers Association
- Hotel Laurina

### **Labour Unions**

- Grenada Trades Union Council (TUC)
- Grenada Union of Teachers (GUT)
- Public Workers' Union (PWU)
- Bank & General Workers Union (BGWU)
- Technical and Allied Workers Union (TAWU)

## **CIVIL SOCIETY ORGANISATIONS**

### **Education**

- Westerhall Secondary School
- Beaulieu R.C. School
- T.A. Marryshow Community College
- University of the West Indies (UWI) Open Campus
- St. George's University

### **NGOs & CBOs**

- Extended Care through Hope and Optimism (ECHO)
- Grenada Red Cross Society
- Grenada National Council for Disabled (GNCD)
- Grenada National Coalition on the Rights of the Child (GNCRC)
- Legal Aid & Counselling Clinic (LACC)
- Grenada National Organisation of Women (GNOW)

- Grenada Citizens Advice and Small Enterprise Agency (GRENCASE)
- Grenada Planned Parenthood Association (GPPA)
- Caribbean Association for Feminist Research and Action (CAFRA)
- Inter Agency Group of Development Organisations (IAGDO)
- GRENCAP
- GRENSAVE

#### **Faith Based Organisations**

- Conference of Churches of Grenada
- Grenada Conference of Seventh Day Adventist
- Faith Deliverance Tabernacle
- Mt. Zion Full Gospel
- Hindu Faith
- Grenada Islamic Foundation (GIF)

#### **Media**

- Government Information Service (GIS)
- Grenada Advocate

### **OTHER SECTORS**

#### **Governance and Political Institutions**

- Office of the Houses of Parliament
- Parliamentary Elections Office
- Office of the Ombudsman
- New National Party (NNP)
- National United Front (NUF)
- National Democratic Congress (NDC)
- Women's Parliamentary Caucus

#### **Regional and International Agencies**

- United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
- United Nations Development Programme (UNDP)
- Organisation of Eastern Caribbean States (OECS) Secretariat
- Caribbean Development Bank (CDB)
- U.S. Peace Corps

## GEPAP and CGA High Level Meetings, Consultations and Training Activities

2012 – 2013

1. Ministry of Social Development/Friederich Ebert Stiftung (MoSD/FES) Training: *Gender Aware Policy – Empowering Change* for Technical Committee, Working Team and Staff
2. Meeting between Senior Programme Officer, MoSDH, and Policy Development Officer, Cabinet Secretariat
3. Inception visit by the Consultant: Meetings with Permanent Secretary, and Senior Staff
4. Meeting with Minister for Social Development and Housing
5. Training Workshop: GEPAP Technical Committee and Gender Working Group
6. Meeting with Prime Minister
7. Consultation with Permanent Secretary and Management Team, MOSDH
8. Debriefing and Planning meeting with Permanent Secretary and Lead Staff , MoSDH
9. Meeting of Permanent Secretary (Finance), Consultant and Senior Programme Officer
10. Consultation with Management Team, Ministry of Carriacou and Petite Martinique Affairs
11. Strategy Meeting – Consultant, Gender Analyst and Senior Programme Officer
12. Working Sessions to consider the draft GEPAP: Division of Gender and Family Affairs (DGFA) Staff, MoSDH
13. Working Session to consider the draft GEPAP: GEPAP Technical Committee and Gender Working Group
14. Working Sessions to consider the draft GEPAP: Management Team, MoSDH

**Male Female Participation in GEPAP Consultative Process  
July – November, 2013**

	Event	# of Males	# of Females	Total
1.	Sectoral Consultation: Violence and Citizen Security	2	22	<b>24</b>
2.	Sectoral Consultation: Economic Sector	6	16	<b>22</b>
3.	Sectoral Consultation: Social Sector	7	18	<b>25</b>
4.	Sectoral Consultation: Citizenship, Democracy and Leadership	6	16	<b>22</b>
5.	Public Sector Management Team: Carriacou	6	2	<b>8</b>
6.	Sectoral Consultation: Carriacou Business Community	2	6	<b>8</b>
7.	Area Consultation: Carriacou	1	9	<b>10</b>
8.	Area Consultation: Petite Martinique	9	11	<b>20</b>
9.	Country Gender Assessment Focus Group: Gender – Education, Training, Employment	1	7	<b>8</b>
10.	Country Gender Assessment Focus Group: Gender – Economic Growth, Poverty Reduction and Social Safety Nets	0	4	<b>4</b>
11.	Country Gender Assessment Focus Group: Gender – Human Security and Violence	2	5	<b>7</b>
12.	Country Gender Assessment Focus Group: Gender – Health	1	3	<b>4</b>
13.	Area Consultation: St. Patrick's	2	11	<b>13</b>
14.	Area Consultation: St. Mark's	0	8	<b>8</b>
15.	Area Consultation: St. Andrew's	9	30	<b>39</b>
16.	Youth Focus Group Discussion	3	14	<b>17</b>
17.	Area Consultation: St. John's	9	35	<b>44</b>
18.	Area Consultation: St. George's	9	12	<b>21</b>
19.	Gender Analysis Working Session: Technical Committee and Working Team	4	16	<b>20</b>
20.	National Consultation	31	80	<b>111</b>
	<b>OVERALL TOTAL</b>	<b>110</b>	<b>325</b>	<b>435</b>

**Note:** In a few cases, especially members of the Technical Committee, some participants would have attended more than one event.

