



GENDER EQUALITY POLICY & ACTION PLAN

2014 – 2024

HANDBOOK

HANDBOOK

National Gender Equality Policy and Action Plan (GEPAP)

GOVERNMENT OF GRENADA

MINISTRY OF SOCIAL DEVELOPMENT AND HOUSING

GOVERNMENT OF GRENADA

- ◇ 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)

GOVERNMENT OF GRENADA

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

HANDBOOK

**THIS HANDBOOK CONTAINS EXTRACTS
FROM THE FULL GEPAP THAT WAS
APPROVED BY THE CABINET OF GRENADA
JUNE 10, 2014
FOR IMPLEMENTATION BY
GOVERNMENT MINISTRIES AND DEPARTMENTS**

**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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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

Sex-Disaggregated Data

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.

Strategic Gender Needs/Interests

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'.

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 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*. 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. 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 Sensitive

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).

Gender System

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).

Ideological Relations of Gender

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'.

Material Relations of Gender

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'.

Practical Gender Needs/ Interests

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'.

Sex

The biological and physiological characteristics that define a person as being male or female.

education.

Gender Equality

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.

Gender Equity

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.

Gender Mainstreaming

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).

Gender Relations

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.

SUMMARY OF BACKGROUND AND CONCEPTUAL FRAMEWORK

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

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.

Gender Aware

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.

Gender-Aware Policies

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).

Gender-Based Violence

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.

Gender Blind

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.

Gender Concerns/ Issues

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

APPENDIX I

GLOSSARY OF TERMS AND CONCEPTS ON GENDER AND DEVELOPMENT

Development

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.

Empowerment

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.

Gender

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.

Gender Analysis

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,

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 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 132nd 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, 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 undertakes a comprehensive gender analysis of key areas of national development. The main findings are categorised as :

- i. **Culture and Socialisation**
- ii. **Education and Training**
- iii. **Labour and Employment:**
- iv. **Agriculture and Tourism:**
- v. **Economic growth and Poverty reduction**
- vii. **Health and Well-being**
- viii. **Violence and Security**
- ix. **Leadership and Decision-making**

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” masks a much deeper set of gender inequalities, inequities and gaps in 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, 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.

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

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 National Gender Equality Commission (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

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.

15. The full *Gender Equality Policy and Action Plan* comprises four main parts, as follows:
 - i. Background, Conceptual Framework and Methodology
 - ii. Country Gender Profile
 - iii. National Gender Equality Policy
 - iv. National Gender Action Plan
16. This Handbook is dedicated to Part III, the **National Gender Equality Policy**, which includes the vision, goal, aims and principles. It sets out the ten (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.

THE POLICY FRAMEWORK

POLICY VISION, GOAL AND AIMS

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.

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.

The **overall goal** of the Policy is to promote gender equality, equity, social justice and sustainable development in Grenada.

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;

GENDER MANAGEMENT SYSTEM

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.

The Government of Grenada proposes to strengthen and/or establish the following national gender machinery structures to facilitate the implementation and monitoring of *GEPAP*:

- ◇ Division of Gender and Family Affairs, which has lead responsibility for coordinating the implementation of the *Gender Equality Policy and Action Plan* (*GEPAP*).
- ◇ 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.
- ◇ 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.

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:

- ◇ Include "Gender Affairs" in the title of the Ministry
- ◇ Increase the status of the Head of the Division by renaming the post
- ◇ Review the portfolios within Gender Affairs
- ◇ Review and upgrade the staffing

LEGISLATIVE REFORM

Legislative 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: equitable access to property, etc
- ◇ Child maintenance: strengthen enforcement mechanisms and address disparities in the sums awarded
- ◇ Custody: address its definition and grant equitable access by men
- ◇ Visitation: Protect rights of a child to have relationship with his/her non-residential parent, and define the terms
- ◇ Sexual violence: prohibit use of sexual history of rape victims and remove requirement of corroboration in victim's testimony
- ◇ Domestic Violence: consider offences not covered by the Criminal Code and the prosecution of offences in absence of victim's consent
- ◇ Sexual harassment: prohibit sexual harassment in a variety of settings, e.g. workplace, educational institutions and public spaces
- ◇ Human trafficking: strengthen provisions in the Criminal Code
- ◇ Health: clarify young people's access to services vs. parental consent
- ◇ Language of laws and policies: all laws and policies drafted should refer to 'him or her' and 'he or she' in the text.

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
- ◇ Marriage application form and certificate
- ◇ Passport form
- ◇ Citizenship application form

- ◇ 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

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

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.

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.

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

6. 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).
7. Introduce gender-responsive planning and budgeting at the national level and in sector Ministries, starting with the national development plan.
8. Provide gender sensitisation/training for persons in leadership and management positions in all sectors of society.
9. Establish clear procedures for ongoing monitoring and evaluation of the implementation of the *GEPAP* National Gender Action Plan.
10. Put systems in place to ensure government's compliance with the implementation of and reporting on international and regional gender equality commitments.
11. Promote the use of gender-sensitive and gender inclusive language in legislation and policies.
12. Put systems in place to ensure the collection, collation, analysis and use of sex disaggregated data.

LEGISLATIVE FRAMEWORK FOR GENDER EQUALITY AND INSTITUTIONAL CAPACITY FOR IMPLEMENTING GEPAP AND GENDER MAINSTREAMING

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.

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.

POLICY COMMITMENTS

1. 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.
2. 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.
3. 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.
4. Establish a Gender Management System (GMS), an institutional framework comprising structures, mechanisms and processes to initiate, coordinate, monitor and evaluate the implementation of *GEPAP*.
5. 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.

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.

POLICY AREAS

This section presents the ten (10) policy areas of the *Gender Equality Policy and Action Plan (GEPAP)* with the key findings from the research, their policy statements, strategic objectives and commitments on each. 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 summarised in the Key Findings.

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

- ◇ Gender, Culture and Socialisation
- ◇ Gender, Education and Training
- ◇ Gender, Labour and Employment
- ◇ Gender, Agriculture and Tourism
- ◇ Gender, Economic Growth and Poverty Reduction
- ◇ Gender, Climate Change, Natural Disasters and Natural Resource Management
- ◇ Gender, Health and Well-being
- ◇ Gender, Violence and Security
- ◇ Gender, Leadership and Decision-making
- ◇ Legislative and Institutional Framework for Advancing Gender Equality

GENDER, CULTURE AND SOCIALISATION

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.

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.

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

1. Undertake a review of legislation to identify and address all forms of gender-based discrimination and inequality in the law.
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.
3. Encourage the media to promote gender equality in their operations through gender-sensitive recruitment practices;

- ◇ 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.

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.

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.

POLICY COMMITMENTS

1. Promote gender parity (i.e., 50-50 male-female representation) or 40 percent or either sex in cabinet and parliament.
2. Encourage political parties to increase women's representation in decision-making positions in party structures and on candidates' lists for general elections.
3. 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).
4. 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.)
5. 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.

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.

POLICY COMMITMENTS

1. 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.
2. 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.
3. 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.
4. 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.

GENDER, LEADERSHIP AND DECISION-MAKING

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.

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.

4. Encourage men's equal participation in family life and the care and socialisation of their children.

GENDER, EDUCATION AND TRAINING

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.

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.

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.

POLICY COMMITMENTS

1. Take measures to address retention and dropout rates among boys and girls, and increase their educational achievement.
2. 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.
3. 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.
4. Develop strategies to increase the number of male and graduate teachers in primary and secondary schools.
5. Integrate gender sensitisation and gender-responsive sexuality education into teacher training at all levels, including mediation, counselling, and life skills.

GENDER, LABOUR AND EMPLOYMENT

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

GENDER, VIOLENCE AND SECURITY

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.

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.

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

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.
2. 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 psycho-social health conditions; etc.
3. 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.
4. Develop and strengthen programmes and services related to sexual and reproductive health across the health system, including youth friendly/focused services.
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.
6. Ensure the collection, collation, analysis, dissemination and use of sex-disaggregated health statistics in policy-making and programming.

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.

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.

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.

POLICY COMMITMENTS

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 economic and social value for both sexes.
2. Address gender-based violations of the *Employment Act* and

Minimum Wages Order with regard to equal pay for work of equal value.

3. 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.
4. 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.
5. 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.

GENDER, AGRICULTURE AND TOURISM

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

GENDER, HEALTH AND WELL-BEING

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.

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.

- ◇ 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.

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’.

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

1. Build and strengthen the capacity of businesses and community enterprises to contribute to a ‘green economy’.
2. Undertake gender analysis, gender impact assessments, and gender-responsive approaches in utilising, managing and preserving the natural resources of Grenada.
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 assessing sectoral vulnerability, strengthening institutional arrangements, and adopting energy efficiency strategies such as the use of renewable energy and cleaner technologies.
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.
5. Increase public awareness of men’s and women’s complementary roles in the sustainable development of the country’s natural resources.

enterprises; support services needed; access to credit; etc.

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.

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.

POLICY COMMITMENTS

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.
2. 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.
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.
4. 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.
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.

GENDER, ECONOMIC GROWTH AND POVERTY REDUCTION

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.

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

1. 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.
2. Ensure that the mid-term national development plan and annual national budgets are gender-responsive, and ensure implementation, monitoring and evaluation.
3. 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.
4. Promote gender responsiveness among banking and financial institutions to ensure men's and women's equitable access to credit.
5. Target strategic gender-responsive interventions to reduce poverty among the most vulnerable groups.
6. Ensure that sex-disaggregated statistics are included in national data collection systems related to the economy and poverty reduction.

GENDER, CLIMATE CHANGE, NATURAL DISASTERS AND NATURAL RESOURCE MANAGEMENT

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.