



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**

**Pre-session working group**

**Fifty-first session**

13 February – 2 March 2012

**List of issues and questions with regard to the consideration  
of periodic reports: Grenada**

**Addendum**

**Replies of Grenada to the list of issues to be taken up in  
connection with the consideration of the combined initial to  
fifth periodic reports (CEDAW/C/GRD/1-5)\***

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\* In accordance with the information transmitted to States parties regarding the processing of their reports, the present document was not formally edited before being sent to the United Nations translation services.

## **Responses to the issues raised in the list of issues and questions (CEDAW/C/GRD/Q/1-5)**

1. The Government of Grenada is pleased to submit its responses to the list of issues and questions raised by the Committee on the Elimination of Discrimination against Women in preparation for the examination of Grenada's report at its fifty-first session. Commitment to the achievement of gender equality is unwavering, and deliberate actions are being undertaken and/or planned in this regard.
2. Grenada calls to the attention of the Committee that the combined initial to fifth report submitted by Grenada contained all of the relevant sections, however, the advanced unedited version posted on the website does not contain the entire report. In particular, chapter IV is missing, containing sections on Political and Public Life, International Representation and Participation, and Nationality corresponding to articles 7, 8 and 9 of the Convention respectively.<sup>1</sup> The full text of this chapter is provided as an annex I to the present response.
3. The following sections contain Grenada's response to the specific issues and questions of the Committee.

### **A. General**

#### **Response to the issues raised in paragraph 1 of the list of issues and questions**

4. The combined initial to fifth report from Grenada to the Committee on the Elimination of Discrimination of Discrimination against Women was developed by a lead consultant, Elaine Henry-McQueen, with the support of a co-consultant, Gloria Payne-Banfield, on the authority of the Ministry of Social Development.
5. The consultant undertook desk research of secondary data by examining laws, related regulations and forms, policy documents, ministerial speeches and reports. She also held discussions with several key informants, including officials from the Central Statistical Office of the Ministry of Finance, Ministry of Foreign Affairs, Ministry of Health, Ministry of Education, and Ministry of Social Development, and the Director of Public Prosecution.
6. During the research phase for the preparation of the report, three focus group discussions were held: one group of rural women; one group of civil society representatives under the auspices of the Inter-Agency Group of Development Organisations; and one group of representatives from the Grenada National Organisation of Women. These provided much information on the cultural practices, beliefs, attitudes and challenges.
7. The Draft Report was examined at a national consultation, organised by the Ministry of Social Development for that purpose. The participants were drawn from various Ministries of Government, community based organisations and non-governmental organisations. Their comments were used to refine the Report. The Report was then submitted to the Ministry of Legal Affairs where the findings were verified.
8. The Report was neither presented to Cabinet nor the Parliament; however, both State Bodies have been advised of its preparation and submission. The contents of the report and this response would be submitted to the cabinet prior to Grenada's attendance at the fifty-first session.

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<sup>1</sup> In the edited version of the report (CEDAW/C/GRD/1-5), the missing subsections would fall under chapter III.

**Response to the issues raised in paragraph 2 of the list of issues and questions**

9. Grenada has undertaken various initiatives to improve the collection of disaggregated data. Among them are:

- (a) Sending Officials to receive training on managing data on gender-based violence;
- (b) The Central Statistical Office began compiling data on Domestic Violence from 2010;
- (c) The Criminal Records Office started collating specific data on domestic homicides from 2004;
- (d) The Government has invested in a programme “Spice isle info”, a tailored version of “DEVINFO”, which is software to analyse the data and disaggregation by the Central Statistical Office;
- (e) In the general improvements being made to the operations of the Central Statistical Office, all surveys and other data will be disaggregated.

10. There are still gaps to be filled in the collection of administrative records from some sectors, such as the health sector. Improvements will be made incrementally to ensure that all national data is disaggregated.

**B. Constitutional, legislative and institutional framework****Response to the issues raised in paragraph 3 of the list of issues and questions**

11. Grenada is not considering including an explicit definition of “discrimination against women” in legislation. It is recognised that only Government can breach one’s fundamental or constitutional rights as enshrined in Chapter 1 of the Grenada Constitution (1973), therefore, individual Legislation also make the principle of non-discrimination applicable to private persons and entities within the State. The Employment Act (#14 of 1999, section 26) and the Education Act (2002, Section III [27]) are two examples of Acts that prohibit discrimination on the grounds of sex, among other things, in the case of employment and formal education respectively.

12. The State of Grenada is in a process of considering a new draft Constitution. The draft Constitution does not discriminate on the grounds of gender or sex. The review process involves public discussion and debate on the clauses before the final draft is prepared.

13. With respect to migrant women, there are exceptions to the claim of discrimination in so far as they relate to immigration, thereby restricting their freedom to enter and remain in the State. There are also limits regarding employment, except with the necessary legal documents, such as a work permit granted by the State, or an authorised CARICOM National Skills Certificate. The State also retains the option to enact laws that restrict access to services.

14. There is no law or administrative mechanism in place to deal with refugees; however, there are immigration laws and procedures which grant discretionary powers to the Minister to deal with possible situations, providing temporary solutions.

**Response to the issues raised in paragraph 4 of the list of issues and questions**

15. Grenada is not considering a general review of all existing laws and regulations at this time, but a review of specific legislation that address some gender concerns are being undertaken. In addition, a process for developing a National Gender Equality Policy would be from November 2011 to March 2013. The approach for achieving further law reform

will be examined. Consideration will be given to establishing a policy that all new laws and amendments be drafted using gender neutral language.

## **C. National machinery for the advancement of women**

### **Response to the issues raised in paragraph 5 of the list of issues and questions**

16. The Government of Grenada has taken steps to strengthen the national Machinery for the Advancement of Women, which is the Division of Gender and Family Affairs. It has taken steps to improve the structure for programming and to develop a National Gender Equality Policy and Action Plan.

#### **(a) Structure**

17. In 2009, a “Functional Review of the Ministry of Social Development – Grenada” was completed. It made specific recommendations to build the technical capacity of the entire Ministry, including the Division of Gender and Family Affairs. As a result, the following changes were made:

(a) The Post of Director of Social Development was created to be the Technical Head of the Ministry, which is divided into the Division of Gender and Family Affairs, and the Division of Social Services. This post was filled in October 2011;

(b) The Post of Senior Programme Officer was created to be the Head of the Division of Gender and Family Affairs. The main responsibility of the position is “to create, promote, implement and monitor policies and programmes on gender development and gender equality.” This Post was filled in January 2011;

(c) The Post of Gender analyst was also created. However, this post is not yet filled;

(d) The post of Domestic Violence Programme Officer was created and filled in 2010;

(e) The names and functions of the other positions within the Division were adjusted from coordinators to Programme Officers;

(f) Two Posts for Planning Officer of the Ministry were also created. One post has been filled.

18. As a result of these changes, the Division of Gender and Family Affairs is comprised of seven permanent established posts as listed hereunder:

- 1 Senior Programme Officer (Head of Division)
- 1 Gender Analyst (Vacant)
- 1 Domestic Violence Programme Officer
- 1 Gender Programme Development Officer I
- 2 Gender Programme Development Officer II
- 1 Clerk/Typist

19. There are also contractual positions within the Division:

- 1 Coordinator, Domestic Violence Unit
- 1 Coordinator, National Parenting/Family Programme
- 1 Facilitator, National Parenting Programme

20. The Division has one (1) trainee from the Youth Empowerment Programme who serves as the Parenting Liaison Officer.

21. As of November 2011, there are ten (10) persons within the Division. Further strengthening will be done by increasing the technical capacity of the staff mainly through ongoing staff development programmes, and filling of the vacant post.

**(b) National Gender Equality Policy and Action Plan (GEPAP)**

22. Grenada has been undertaking processes aimed at developing an agreed upon National Gender Policy, but the goal seems elusive. During 2007-08, a draft National Gender Policy and Indicative Action Plan was prepared. However, it was not considered as a forward looking, holistic, acceptable policy for Grenada. The Draft Gender Policy did not refer in any specific way to other national strategies or entry points in various sectors of national development that would facilitate gender mainstreaming, neither did it demonstrate a thorough analysis of the factors and realities that cause the gender disparities to persist. It presented broad recommendations mainly on women's empowerment without sufficient consideration for the social relations of gender as they exist in the Grenada context. As a result, it did not adequately present a strategy to transform the Grenadian society to achieve gender equality. Therefore, a new draft GEPAP is needed for consideration by Cabinet.

23. In this regard, commitment has been received from a strategic partner, the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), to allow the Ministry to engage in a project from November 2011 to March 2013 which has the general objective to develop a comprehensive National GEPAP as an institutional framework that will assist the Government in facilitating gender equality and women's empowerment. This Policy will guide the formulation of initiatives that are gender-sensitive and developed through the strategic incorporation of a rights-based approach to human development. The first phase of the development of the GEPAP will be a gender analysis through:

(a) Desk review of the existing draft policy and other documents, such as Grenada's report under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), international commitments and recommendations, gender policies in the region and international best practice; and

(b) Consultations among core sectors and in different parishes of the State.

**D. Temporary special measures**

**Response to the issues raised in paragraph 6 of the list of issues and questions**

24. At this time, the State is not considering adopting temporary special measures. However, it will be discussed during the consultations on the mechanisms and programmes for implementing the National Gender Equality Policy.

**E. Stereotypes and cultural practices**

**Response to the issues raised in paragraph 7 of the list of issues and questions**

25. One of the Key Results Areas for the Division of Gender and Family Affairs is "achieving gender equality". The Division will continue to engage in public sensitisation aimed at removing cultural barriers to gender equality. Activities include participating in programmes such as the UN-Women "Share the Care" campaign to encourage men to become more involved in household chores and child care. The country also uses international commemorative events such as International Women's Day, International Men's Day and 16 Days of Activism against Gender Violence to create national awareness

on specific themes. By sensitising the nation on the enforcement of laws, such as the Domestic Violence Act (2010), goals related to changing stereotypes will also be met.

26. Further, the Ministry has obtained funding from the United Nations Trust Fund to End Violence against Women for a three (3) year project from November 2011, of which “investing in gender equality” is one of the guiding principles. One of the outcomes of this project is “Reduced level of cultural tolerance for violence against women and girls.” The main achievements expected within this component are:

- (a) Increased knowledge of rights and responsibilities;
- (b) Increased public acceptance of the universal human rights and gender equality;
- (c) Change in the cultural beliefs, myths and practices that support gender-based violence.

27. The first two goals would be achieved by popularising the provisions and principles of CEDAW, Belém do Pará, other critical international obligations and local laws on human rights and equality for all. The third would allow the population to examine, discuss and change beliefs, myths and practices to those that support gender equality and zero-tolerance for gender-based violence.

28. The project for the development of the National Gender Equality Policy will also include a robust public education campaign.

29. These projects and campaigns will utilise various media forms such as radio and television, art forms such as music and popular theatre, the distribution of informational materials such as brochures and bumper stickers, and using new media such as a website and social networking.

## **F. Violence against women**

### **Response to the issues raised in paragraph 8 of the list of issues and questions**

30. Limited statistics are available on domestic violence and sexual violence. However, statistics that compare the reports, prosecuted cases and convictions are not collated.

#### **(a) Intimate partner violence**

31. Records of domestic violence reports for the period are limited. They only exist for 2009 and 2010.

32. In 2009, the data were collected separately by the police and the Domestic Violence Unit of the Ministry of Social Development. It shows that a total of two hundred thirty-three (233) cases were recorded by the Police and one hundred thirty-one (131) by the Ministry. It does not indicate whether any of the cases were recorded by both entities.

33. The data for 2010 were compiled by the Central Statistics Office based on records received from the Royal Grenada Police Force and the Domestic Violence Unit. It has been noted that not all of the reports received by those entities had been recorded or submitted. In addition, not all of the cases would have been reported. Despite these limitations, recorded cases showed that 57 males and 279 females (a total of 336 persons) experienced domestic violence in 2010.

34. Of the reported cases of domestic violence against women in 2010, two hundred twenty-three (223) or 80% of the victims were women in the 15 – 54 age categories.

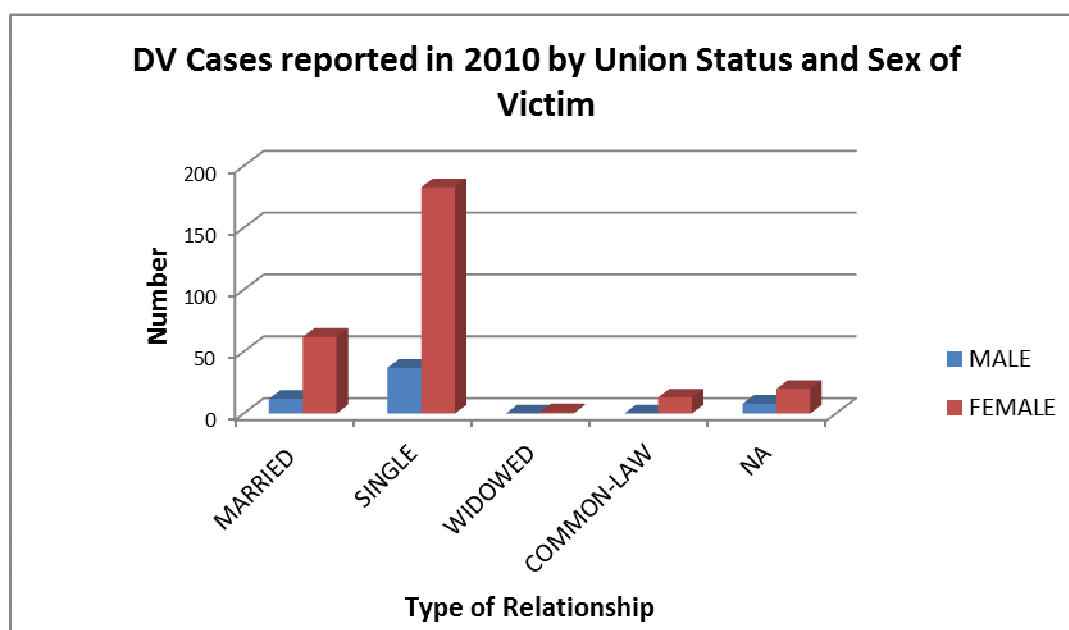
**Table 1: Domestic violence by age-group and sex of the victim – 2010**

<i>Age group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
0 - 4	2	1	3
5 - 9	3	2	5
10 - 14	4	5	9
15 - 19	3	25	28
20 - 24	4	49	53
25 - 29	3	35	38
30 - 34	7	43	50
35 - 39	5	22	27
40 - 44	5	17	22
45 - 49	2	16	18
50 - 54	7	16	23
55 - 59	3	2	5
60 - 64	2	4	6
65 - 69	1	1	2
70 - 74	0	2	2
75 - 79	0	0	0
80 - 85	0	0	0
NA	6	39	45
<b>TOTAL</b>	<b>57</b>	<b>279</b>	<b>336</b>

*Source: Central Statistical Office*

35. The most prevalent forms of domestic violence reported were physical abuse (151 females and 27 males) and verbal abuse (68 females, 23 males). The other forms of DV combined affected 61 females and 11 males.

36. The majority of the reported domestic violence cases occurred among single women (understood to be in visiting relationships), followed by married women, then among single men.



37. The Domestic Violence Act provides for Protection Orders to be issued in cases where the victims need protection from the assailant. Within 2009, 2010 and the first part of 2011, two hundred eight (208) Protection Orders were issued throughout the country. Table 2 provides details, but unfortunately, they are not disaggregated by sex of victim. Information indicates that in 2011, the Officers responsible for preparing Protection Orders in Victoria and Sauteurs were not available, so the Orders for those areas were processed in St George's, the Capital.

**Table 2: Protection order cases**

<i>District</i>	<i>2009</i>	<i>2010</i>	<i>2011*</i>	<i>Total</i>
St George	34	31	50	115
Grenville	8	13	9	30
Victoria	4	5	0	9
Gouyave	10	5	3	18
Sauteurs	5	3	0	8
St David	4	9	6	19
Carriacou	7	0	2	9
Total	72	66	70	208

\* January to September 2011 only

Source: Magistrates Court Registry

**(b) Sexual violence**

38. During the 5-year period from 2006 to 2010, there were 810 reported cases of sexual offences. Of those, the majority were reported for indecent assault (350), defilement of a female (230) and rape (172). Table 3 presents the available statistics.

**Table 3: Sexual offences 2006 – 2010**

<i>Years</i>	<i>Indecent assault</i>	<i>Rape</i>	<i>Incest</i>	<i>Unlawful carnal knowledge</i>	<i>Defilement of a female</i>	<i>Unnatural connection</i>	<i>Grand total</i>
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	350	172	26	6	230	26	810
AVERAGE	70	34.4	5.2	1.2	46	5.2	162

Source: Criminal Records Office, Royal Grenada Police Force

(Extracted from "Crimes and minor offences" reported for the period 1997 to 2010)

39. Unfortunately, statistics disaggregated by sex, or particulars of the victims or perpetrators, have not been compiled. Based on the legal definitions, however, only females can be victims of rape, unlawful carnal knowledge and defilement of a female. Defilement of a female (also referred to as statutory rape) is committed against girls under the age of 16. Of the other sexual offences, indecent assault and incest can be reported either against female or male victims. Anecdotal evidence suggests, however, that most of the reports of indecent assault, if not all, were committed against women and girls. Unnatural connection is usually reported between males and animals.



40. The Royal Grenada Police Force has reported that from January to October 4, 2011, thirty-one (31) cases of rape were reported. There is no evidence to determine whether the increase is due to higher incidence or improvements in the level of reporting because of increased awareness.

41. Pregnancies have resulted from the crime “defilement of a female” under the age of 16. However, due to the statute of limitations, among other circumstances, not all may have resulted in criminal offences being filed. During the last five years, births to mothers of 16 years and under are as follows:

**Table 4: Number of births to teenage mothers 16 years old and under**

<i>Year of giving birth</i>	<i>Age of Mother at time of Birth</i>				<i>Total</i>
	<i>13</i>	<i>14</i>	<i>15</i>	<i>16</i>	
2006	1	3	14	29	47
2007	1	7	7	29	44
2008	1	3	11	26	41
2009	0	2	6	17	25
2010	1	2	8	19	30
Total	4	17	46	120	187

*Source: Ministry of Health*

#### **Response to the issues raised in paragraph 9 of the list of issues and questions**

42. Actions to address violence against women have been ongoing in Grenada through improvements in legislation, policy and mechanisms.

43. There are several existing laws that are directly related to violence against women, mainly intimate partner violence and sexual violence.

#### **(a) Intimate partner violence**

44. Existing laws relating to intimate partner violence include the following:

(a) Domestic Violence Act (2010), which primarily provides civil protections for victims. It was passed in Parliament in 2010 and put into force in May 2011. This law replaces the Domestic Violence Act (2001) and allows victims of intimate partner abuse to seek protection orders from the court;

(b) Criminal Code, which provides criminal remedies, including for perpetrators of intimate partner violence, within provisions on assault, maiming, attempted murder, murder, and so on.

#### **(b) Sexual violence**

45. Existing laws relating to sexual violence include the following:

(a) Criminal Code: identifies rape, indecent assault, defilement of a female, carnal knowledge, incest and procurement or abduction of a female for the purpose of carnal knowledge among criminal offences;

(b) Domestic Violence Act (2010): recognises sexual violence as a form of domestic violence when occurring within domestic setting, including between intimate partners of any duration, and former intimate partners;

(c) Child (Protection and Adoption) Act (2010): recognises sexual violence as a form of child abuse when committed against a child.

46. In support of these laws, the National Domestic Violence and Sexual Abuse Protocol was adopted in May 2011 as the main policy document for guiding a multi-sectoral response mechanism among the health, law enforcement, justice and social service sectors.

47. Significant legislative and policy reform is also continuing, as described below.

48. Preparations are being made by the Ministry of Legal Affairs to amend the Criminal Code, in particular the section which deals with Sexual Offences, as well as amending the procedures that accompany them. The draft amendments include the following key improvements for further consideration:

- Including Marital Rape as a criminal offence.
- Expanding the definition of rape to include penetration of the anus and mouth of a person of any sex.
- Expanding the definition of defilement (statutory rape) to include sexual abuse of boys.
- Removing the three-month statute of limitation for reporting allegations of defilement of a minor (statutory rape).
- Removing the “honest belief” defence in the case of defilement of minors between the ages of 13–16, except where the offender is a young person with no prior record. This defence allow perpetrators to claim that they had reason to believe that the child was above the age of consent.
- Increasing penalties for various sexual offences, such as moving from a maximum of 15 years to a maximum of 30 years imprisonment upon conviction for rape.
- Removing the preliminary investigation stage in the Magistrates Court to allow for paper committal in the case of sexual offences.

49. These are being drafted for further consultation, submission to Cabinet and to Parliament for enactment.

50. A National Strategic Action Plan for the Prevention, Protection and Punishment of Gender-Based Violence is being drafted. The first Draft was developed from research and consultation and has been made available for scrutiny before it is finalised.

51. The Enactment of Sexual Harassment legislation will be considered for the legislative agenda for 2012.

52. Other laws affecting the situation of gender equality and family relations that are scheduled for consideration as part of the legislative reform agenda are:

- Draft OECS Status of Children Bill to remove all discriminations against children born out of wedlock, and determine the relationship between a child and his/her parents.
- Draft OECS Spousal Maintenance Bill to provide a law relating to maintenance of spouses and related matters.
- Draft OECS Maintenance of Children Bill to provide a law relating to the maintenance of children.

53. The actions taken to enforce and monitor the implementation of the Domestic Violence Act (2010) and the Domestic Violence and Sexual Abuse Protocol (2011) included meeting with the Leadership of Royal Grenada Police Force, training of Police Officers and the Ombudsman. Public sensitisation was also a critical component. The training and public sensitisation activities would be intensified.

54. Significant work to strengthen the response mechanism, improve access to services and prevent violence against women has been planned. These would advance state responses to the existing laws and policy, as well as those planned for the immediate future. In this regard, short-term support has been received from the United Nations Children's Fund (UNICEF) to assist with building the capacity of medical personnel to respond to sexual violence. In addition, Grenada has received commitment from the United Nations Trust Fund to End Violence against Women for funding to implement a 3-year project entitled "State Response to End Violence against Women: Legislative and Policy Reform Implementation Programme", which is summarised in annex II. The goal of the project is to reduce violence against women and girls through effective implementation of laws and national policies.

55. Moreover, continuous action in the key results areas of the Division of Gender and Family Affairs will ensure holistic programming to combat gender inequality. The four key results areas are:

- Achieving gender equality
- Eradicating gender-based violence
- Strengthening families and communities
- Providing opportunities for women's empowerment

## **G. Trafficking and exploitation of prostitution**

### **Response to the issues raised in paragraph 10 of the list of issues and questions**

56. Data are not available on the number of women and girls who are victims of trafficking. However, the Royal Grenada Police Force has been engaging in training and the application of protocols for the recognition of human trafficking, particularly by Immigration Officers.

57. Anecdotal evidence was relied upon to suspect child prostitution in Grenada, particularly in terms of transactional sex. Further, in a "Review of Policing and Prosecution of Sexual Offences: Country Report for Grenada" (2010) it was stated that various key stakeholders indicated that bribery, referred to as "cash-book" or "cheque-book" methods were used by perpetrators to achieve out-of-court settlements with victims and their families (p. 41), particularly for victims of child sexual abuse.

58. The law reform itemised in the subsection above on the responses to the issues raised in paragraph 9 of the list of issues and questions is expected to provide legal remedies. In addition, in May 2011, the Government established the Child Protection Authority (CPA) under the Child (Protection and Adoption) Act 2010. This agency has a more comprehensive mandate than the Child Welfare Authority which it replaced. The human and financial resources of the CPA are being strengthened to meet its new mandate in child protection and adoption.

59. During October 2011, Cabinet approved the ratification of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography. The relevant actions would be taken to ensure accession and ratification.

## **H. Political participation and participation in public life**

### **Response to the issues raised in paragraph 11 of the list of issues and questions**

60. Grenada does not envisage a quota system for achieving gender equality in governance and leadership at this time, including membership on Statutory Boards. However, it will be duly considered if the results of the gender analysis and consultation for the GEPAP recommend its application.

61. In 2010, a Women's Parliamentary Caucus was formed. It is comprised of past and current female Members of Parliament from Government and Opposition parties in the Lower and Upper Houses of Parliament. One of its stated objectives is to mentor young women in the art of politics and leadership, and encourage them to enter active politics.

62. The Ministry of Youth Empowerment and Sports conducts an annual exercise entitled "Youth Parliament". This is a series of parliamentary style debates that are held throughout the State, giving young men and women the practice of using parliamentary rules and procedures in conducting debates. A significant number of debaters in these exercises are young women.

## **I. Nationality**

### **Response to the issues raised in paragraph 12 of the list of issues and questions**

63. The nationality provisions in the Constitution are not discriminatory to women seeking Grenadian nationality for their children or husbands. However, as stated in the Combined Report, the form that has to be completed by a Commonwealth citizen for application for citizenship in Grenada requires detailed information on the father but not on the mother.

## **J. Education**

### **Response to the issues raised in paragraph 13 of the list of issues and questions**

64. There is no specific programme to encourage girls to enter a wider range of disciplines, but discrimination is prohibited by law. The Education Act, 2001, Section III (27) states: "Subject to this Act, no person who is eligible for admission to an educational institution as a student may be refused admission on any discriminatory ground relating to the student or a parent of the student."

65. Subsection (3) further explains that "discriminatory ground" means a ground based on race, place of origin, political opinion, colour, creed, sex or physical handicap.

66. Graduation statistics from the TA Marryshow Community College (TAMCC) for 2007 to 2011 are summarised in the table below. They show that more females than males are accessing higher education at that institution. This, among other factors, has created national concern about young men in formal education, sometimes described as "under-achievement of boys" or "marginalisation of boys".

**Table 5: Graduates from TAMCC***Graduates from TAMCC*

Year	Arts, Science and Professional Studies		Applied Arts and Technology	
	Male	Female	Male	Female
2007	79	304	111	60
2008	109	277	96	75
2009	108	394	125	80
2010	118	462	114	75
2011	121	348	92	47

*Source: Registrar, T. A. Marryshow Community College*

67. Unequal participation by boys and girls in technical disciplines continues, and no policy has been elaborated to address this. Through a general shift by society to accept and act on principles of gender equality, at least in the material relations of gender, it is anticipated that participation by males and females in those disciplines will balance over time. As an example, there has been a steady presence of women among graduates of the Associate Degree in Building Technology from TAMCC over the last five (5) years. While this example is not replicated in other skill disciplines such as Automotive Service Technology at this time, further changes should be observed in the future.

**Table 6: Building Technology Graduates, TAMCC***Building Technology Graduates, TAMCC*

Year	Male	Female	Total	% Female
2007	8	2	10	20%
2008	5	7	12	58%
2009	18	10	28	36%
2010	25	15	40	38%
2011	9	5	14	36%

*Source: Registrar, T. A. Marryshow Community College*

68. The Ministry of Education has indicated that all disciplines will be made equally available to both male and female students as technical skills and the arts are reintroduced into primary schools and introduced into more of the secondary schools.

69. The Ministry of Social Development has planned a programme to encourage women to enter a wider range of economic activities, by facilitating their training in selected skill disciplines.

## K. Employment

### Response to the issues raised in paragraph 14 of the list of issues and questions

70. Actions will be intensified to facilitate training for women in traditional and non-traditional skills for economic empowerment. Throughout 2012 to 2013, skill training will be provided to women in the following technical disciplines: advanced sewing; auto-body repair and maintenance; industrial cleaning; refrigeration and air-conditioning; computer graphics or programming; upholstery; pastry making. These are a combination of traditional and non-traditional disciplines to attract women with different core skills and interests. Where they are traditional, new technology will be introduced to make their skills more marketable, as will be the case with industrial cleaning. All participants will also be provided with life skills and business skills training.

71. The draft Sexual Harassment Bill will be considered for the legislative agenda in 2012. It proposes to provide civil remedies against sexual harassment in the workplace, and in relation to education, accommodation, the receipt and delivery of services and in public places.

72. The Ministry of Youth Empowerment and Sports has developed a Youth Empowerment Programme which includes a job-placement programme for hundreds of young people. That Ministry has reported that 71.5% of the participants are young women. The participants are enrolled in the National Insurance Scheme to secure social security benefits, including maternity benefits.

**Response to the issues raised in paragraph 15 of the list of issues and questions**

73. While the various safety net programmes do not specifically target groups of women, they are accessible to unemployed women, victims of domestic violence and female heads of single-parent households, once the other criteria are met, such as no/low household income. Consultations are underway for the development of a Social Safety Net Policy for Grenada. The Social Safety Nets are also being reformed to make them more responsive to the needs of the most vulnerable populations.

**L. Health**

**Response to the issues raised in paragraph 16 of the list of issues and questions**

74. The State does not envisage decriminalisation of abortion on other grounds, such as rape. However, the National Domestic Violence and Sexual Abuse Protocol introduces the principle that post-coital contraceptive should be made available to victims of rape upon examination by a medical practitioner.

75. Specific data on unsafe abortions are not available.

**M. Disadvantaged groups of women**

**Response to the issues raised in paragraph 18 of the list of issues and questions**

76. The State makes provision for support to disadvantaged groups, including the provision of cash transfers and specialised services.

77. The Ministry of Social Development has a Desk for the Elderly which provides home care services to elderly persons (including women), investigates reports of elder abuse, and promotes the interest of elder persons. A National Policy on Aging is being developed. Elder persons are exempt from charges related to health care services provided by the State.

78. The National Council of the Disabled, which receives support from Government in the form of a subvention and other services, ensures that the situation of persons with disabilities, individually and as a group, is considered within national planning and policy, including employment schemes and safety nets programmes.

79. There are no recognised groups of migrant or refugee women in Grenada, and no specific arrangements are in place.

**N. Marriage and family relations**

**Response to the issues raised in paragraph 19 of the list of issues and questions**

80. The State has not yet considered amending the Marriage Act.

**Response to the issues raised in paragraph 20 of the list of issues and questions**

81. The State has not yet considered revisions to the Regulations governing registration of births or the application of a passport to ensure equal status of the mother and father.

82. Incremental changes are being made to the laws and policies, but these matters have not yet been proposed for the legislative agenda. The proposed Child Maintenance and Spousal Maintenance Bills that are currently being contemplated will enhance family relations.

**O. Natural disasters****Response to the issues raised in paragraph 21 of the list of issues and questions**

83. The Management and Staff of the National Disaster Management Agency have received extensive training on gender equality and gender mainstreaming.

**P. Optional Protocol****Response to the issues raised in paragraph 22 of the list of issues and questions**

84. Grenada has not yet considered the ratification of the CEDAW Optional Protocol.

## Annex I

### Application in Grenada of articles 7 to 9 of the Convention

1. The following text should be read in conjunction with chapter III of the combined initial to fifth reports of Grenada (CEDAW/C/GRD/1-5).

#### Article 7: Political and public life

2. Grenada has the distinction of having had the first female Governor in the Commonwealth, Dame Hilda Bynoe, who served from 1968 to 1974. There has been no other female Head of State in Grenada.

3. It is also noteworthy that the first woman elected to Grenada's Legislative Council, Mary Louise (Eva) Sylvester, served from 1952 as representative for Carriacou and Petite Martinique, the year after the attainment of adult suffrage in 1951. Gertrude Protain was the first woman nominated to the Legislative Council, having been appointed in the late 1950s. Other women have been in the Council, later Parliament, on a continuous basis from 1957. From 1999 to 2007, 27% of the Lower House of Parliament has been women and the Senate has reached a high of 38% of women from 2004 to 2006. Table 7 (CEDAW/C/GRD/1-5, annex II) shows women's presence in leadership in the CEDAW reporting years.

4. Since the ratification of CEDAW, and within this reporting period, Grenada has had two female Presidents of the Senate, the first was Ms. Margaret Neckles who served from 1990 to 1995, and the second was Ms. Leslie-Ann Seon who served from 2004 to 2006. In addition, the first female Leader of the Opposition was Winifred Strachan who served from 1990 to 1995.

5. The Voter Registration Lists over the years show that there is no statistical difference between the numbers of male and female registered voters. As an example, in the general elections held in 1995, 50.5% of the registered voters and 51% of the persons who cast their ballots were women (see CEDAW/C/GRD/1-5, annex II, table 5).

6. Women actively participate in the political party structure, but not in equal numbers at the senior leadership levels. The two main parties have a women's arm.

7. Two political parties have had females as their political leader. The first was the National Democratic Congress which had Joan Purcell as Political Leader from 1998 to 1999 and the second was Grenada United Labour Party whose Political Leader from 2003 was Gloria Payne-Banfield.

8. Women have been contesting seats as nominated candidates for the Lower House of Parliament in very low numbers. However, they have been winning in ratios slightly higher than the ratio of nominations. In the 1990 general elections, 7% of the candidates and 13% of the winners were women. In 1995, 11% of the candidates and 20% of the winners were women. In 1999, the figures grew further, with 20% of the nominated candidates and 27% of the winning candidates being women. The percentage of candidates for the 2003 elections fell slightly to 19%, though the actual number of candidates grew from 9 to 12, and the number of winners remained the same at 27%. Table 6 shows women's participation as candidates in the general elections from 1990 onwards.



9. In 2007, women had equitable representation in the running of Government of Grenada. Notably, six (6) of thirteen (13) or 46% of the Ministers of the country's Cabinet were women. In addition, 69% of the Permanent Secretaries were women<sup>2</sup>, a percentage that closely reflected the ratio of women to men in the public service.

10. It is noticeable that, except during the years 2004 – 2007 when a woman was appointed Minister for Works, female members of Cabinet have been traditionally assigned the Ministries dealing with the social sectors, such as Health, Education and Social Development.

11. Up to 2001, men controlled the Para-state arm that includes national insurance, ports authority, financial services and many other statutory bodies that both impact on the lives of the citizenry and attract additional incomes and benefits to its members. In fact, women were not appointed to some of the Statutory Boards which managed the Para-state machinery, such as the agricultural commodities sector. The only board with an over-representation of women was the Grenada Food and Nutrition Council. A further examination of the nineteen Boards that were listed revealed that 84% of them were chaired by men. In addition, 84% of the Chief Administrators or Managers were also men. Table 8 and Figures 2 to 4 (CEDAW/C/GRD/1-5, annex II) show the composition of the listed Cabinet Appointed Boards in 2000 – 2001.

12. In the private sector and trades unions, the figures are not clearly documented at this time, but a prevalence of men in the highest decision-making positions can be observed. The General Managers of main local financial institutions and utility companies are men as are those of most of the larger business firms and all, but one, of the Presidents of the Trade Unions. Women, though are found in middle and senior management positions in those institutions in increasing numbers, and it might be "a function of time" before they more readily access some of the highest positions. Conversely, the leadership of the major non-governmental organisations are generally women.

13. In order for women's place in national leadership and decision making to become more secure, the leadership of the political parties, para-state sector, the private sector and trade unions must also be addressed. However, leadership of the political parties, private sector and trade union are not within the direct control of the State, but an enabling environment can be further developed.

## **Article 8: International representation and participation**

14. Women have been representing the Government of Grenada internationally since Grenada became a nation. Ms Marie-Jo McIntyre was the first Ambassador to the United Nations, the United States of America and first High Commissioner to Canada.

15. Members of Grenada's Foreign Service are treated in accordance with the Vienna Convention. Therefore, both male and female diplomats are provided with the same conditions and benefits.

16. Representation at international meetings and conferences is usually based on the theme of the event, the Ministry responsible for that area of work, and the availability of funding. If funding is not available, the resident diplomat in the city or country of the event attends on behalf of Grenada. The sex of the representative, then, is not normally considered.

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<sup>2</sup> Based on the 'Report on the Participation of Women in Politics in Grenada' prepared in 2006 by the Ministry of Foreign Affairs.

17. Records on the numbers or percentages of women who represent Grenada in the Foreign Service and who attend regional and international meetings, etc, are not available.

### **Article 9: Nationality**

18. Both women and men have equal rights to citizenship, to cause their children to become citizens and to assist spouses in becoming a citizen. Chapter VII of the Constitution of Grenada provides for citizenship. It allows for all persons, male or female, who are born in the State of Grenada to be citizens of Grenada, except if any of his or her parents possess immunity from Grenada, or if any is a citizen of a country at war with Grenada. It also allows for persons born outside of Grenada to become citizens by virtue of the mother or father being Grenadian. Further, any person, male or female, who is married to a Grenadian, is also eligible to become a citizen.

19. Application for citizenship by persons who are not citizens by birth must be done in writing by the person seeking citizenship, except where the request is for a minor (under 18 years), in which case, either the mother, the father, a legal guardian, or the minor himself/herself can apply.

20. Different forms are in force for application for citizenship on different grounds, as detailed in the Grenada Citizenship Regulations (SRO/1997). The form that has to be completed when application is made for registration of a minor from countries outside of the British Commonwealth as a citizen of Grenada require that information on both parents be provided. The form for application for citizenship by a Commonwealth citizen requires details on the father, but not on the mother of the applicant. Where a spouse of a Grenadian is applying for registration as a citizen of Grenada, information is sought on the fathers of both the Grenadian and the applicant, but no question is asked about their mothers.

21. Marriage to a non-national does not automatically change a Grenadian woman's citizenship status in Grenada, neither does marriage to a Grenadian automatically cause a non-national woman to be registered as a Grenadian.

22. The Regulation (SRO/1997) allows for any citizen of Grenada who is of full age and capacity to renounce citizenship by way of a declaration. The second item in the declaration, which is to be completed only by a woman under 21 years of age is "I (have) (have not) been married."

23. No child, nor any spouse, is allowed to be included on or added to any other person's passport. This means that each individual must travel on his or her own travel documents, whether passport or permit.

## Annex II

### Project summary

**NAME:** State Response to End Violence against Women: Legislative and Policy Reform Implementation Programme

**GOAL:** To reduce violence against women and girls through effective implementation of laws and national policies

**SPECIFIC OBJECTIVES:**

- To provide an effective multi-disciplinary response that builds public confidence and serves as a deterrent to perpetrators and potential perpetrators of violence against women
- To develop the capacity of major stakeholders in the application of the laws and policies
- To foster systemic and sustainable institutional changes in response mechanisms
- To engender a well-informed general public with knowledge of the relevant laws, national policies, rights and mechanisms
- To reduce the cultural tolerance of violence against women
- To maintain an effective stakeholder support network and communication

**IMPACT:** The mechanisms, services and social climate for effectively implementing the laws and national policies on violence against women and girls in Grenada are enhanced, expanded and promoted within a human rights and gender equity framework.

**STRATEGIES AND KEY ACTIVITIES:**

