



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

Distr.: General
14 May 2010

Original: English

ADVANCE UNEDITED VERSION

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

**Consideration of reports submitted by States parties under
article 18 of the Convention on the Elimination of All Forms
of Discrimination against Women**

**Combined initial, second, third, fourth and fifth periodic report of
States parties**

Grenada

GOVERNMENT OF GRENADA

**COMBINED INITIAL, FIRST, SECOND, THIRD,
FOURTH AND FIFTH REPORT**

**ON THE CONVENTION ON THE ELIMINATION OF
ALL FORMS OF DISCRIMINATION AGAINST
WOMEN(CEDAW)**

**This document represents the Initial Report for the Year
1991 and the subsequent reports for 1995, 1999, 2003 and
2007**

Submitted in 2009

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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ARD	Agency for Reconstruction and Development
CAREC	Caribbean Epidemiology Centre
CARICOM	Caribbean Community
CBO	Community Based Organisation
CSO	Central Statistical Office
CWIQ	Core Welfare Indicators Questionnaire
GNOW	Grenada National Organisation of Women Inc
GPPA	Grenada Planned Parenthood Association
GRENSAVE	Grenada Save the Children Fund
GREP	Grenada Rural Enterprise Project
HDI	Human Development Index
HIV	Human Immuno-deficiency Virus
IAGDO	Inter Agency Group of Development Organisations
IMF	International Monetary Fund
LACC	Legal Aid and Counselling Clinic
NGO	Non-governmental Organisation
NIS	National Insurance Scheme
OAS	Organisation of American States
OECS	Organisation of Eastern Caribbean States
PAM	Programme for Adolescent Mothers
SRO	Statutory Rules and Orders
UN	United Nations

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CHAPTER I

SOCIO-ECONOMIC SITUATION OF GRENADA

Introduction

The government of Grenada expressed its commitment to the attainment of gender equality when it signed to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on July 17, 1980 and ratified it on August 30, 1990. This document captures the Initial Report, as well as the 2nd, 3rd, 4th and 5th Periodic Reports, and therefore captures the period 1990 to 2007.

As one of the smallest states in the world, Grenada is vulnerable to economic, political and climatic shocks. However, its people are committed to equitable development. The movement towards the empowerment of women and elimination of discrimination has been steady over the last three to four decades, but further advances are necessary. The Government of Grenada continues to recognise the need for gender equality and gender mainstreaming, and is committed to ensuring and speeding up the full and equal participation of women at all levels and all sectors of the society.

Location and Topography

Grenada is located 12 07 North 60 40 West. It is the southernmost island of the Windward Islands, part of the Lesser Antilles in the Caribbean and 100 miles north of Venezuela in South America. Its closest neighbours are Trinidad and Tobago to the South, St Vincent and the Grenadines to the North and Barbados to the North East.

The State of Grenada is comprised of three main islands: Grenada, Carriacou and Petite Martinique. Carriacou is the largest of the Grenadine Islands, which, together with Petite Martinique, and several smaller islets, lies North-North-East of mainland Grenada. Other small islands are also located along the rugged coastline of Grenada (See Map 1). Altogether, the islands of the State of Grenada have an area of 344 square kilometres (133 square miles), with the island of Grenada being 311 square kilometres (121 square miles).

Grenada and many of its dependencies are volcanic islands manifested by steep mountains and crater lakes. The hillsides on the eastern and southern sides of the island of Grenada are slightly less steep than those on the western side. The island of Grenada has a central mountain range spanning from the north to the south. Mt. St Catherine is the highest mountain, standing 833 metres or 2757 feet above sea level. Much of the island is covered by tropical rain forests with diverse flora and fauna.

Climate

Grenada enjoys a tropical climate marked by two seasons – the dry season from January to May, and the rainy season from June to December. The country lies within the hurricane belt, the hurricane season being from June to November annually. The temperature ranges from lows of 22^oC to highs of 32^oC, which are tempered by the prevailing winds, the North-east Trade Winds.

Time Zone

Grenada lies within Atlantic Standard Time year round. This is Greenwich Mean Time (GMT) minus four (4) hours.

Currency

Grenada belongs to a currency union with the other OECS countries, and so shares the Eastern Caribbean Dollar (EC\$ or XCD) which is pegged to the United States Dollar (US\$ or USD) at a rate of US \$1.00 to EC \$2.70.

Population and Settlement

The population of Grenada has grown over the period. In 1991, the total population was 95,497 being 47,030 males and 48,467 females. The population in 2001 was 103,137: 51,380 males and 51,757 females (see Table 1). By 2006, it was estimated as 106,604, comprised of 53,002 males and 53,602 females. The sex ratio at birth for 2006 was 98.7 males to every 100 females.

Just under 90% of Grenadians are of Negro origin, 8% are of mixed races and the remaining 2% are of East Indian, Caucasian, or other races.

Grenada has a youthful population. Approximately 50% of the population is under twenty-five years of age, and a further 12% between twenty-five and thirty-four. (Table 2)

There are five towns in Grenada and one in Carriacou. The capital is the town of St George, which is located in the southern parish by the same name. For the purposes of statistics, only the capital of St George and its immediate environs are considered as urban, therefore the rest of the country is considered as rural.

The people reside mainly along the coastal areas, with clusters in the towns and many small villages. Most residences line the roadways. The parish of St. George, which boasts the main airport, the tourism belt and the capital town, is the most densely populated parish in the island, having over one third of the people residing within it. (Tables 3 and 4, and Figure 1)

Language

Grenada, internationally known as the Isle of Spice, has English as its official language.

Religion

The main religion in the country is the Christian Religion. Based on the Population and Housing Census, 2001, 44% of the people are Roman Catholics. The Anglican (Church of England), Pentecostal and Seventh Day Adventist denominations are approximately 11% each and the remaining population belonging mainly to other Christian denominations. The minor religions include Rastafarianism and Islam.

Government

Grenada is one of the smallest independent nations in the Western Hemisphere. It gained its independence from Great Britain on February 7, 1974, the first country in the OECS to accomplish this. From March 13, 1979 to October 25, 1983, the island was under revolutionary rule. The first coup d'Etat, in 1979, deposed the government led by Sir Eric Matthew Gairy of the Grenada United Labour Party (GULP) and installed Maurice Bishop of the Peoples Revolutionary Government (PRG) as Prime Minister. The second coup d'Etat, led by a faction within the PRG, caused the demise of the revolution on October 19, 1983. A few days later, on October 25, the United States of America led an armed intervention that quelled the second coup resulting in the restoration of parliamentary democracy in Grenada.

Grenada has a bicameral Parliament, or legislature, reflecting the Westminster model. The Head of State of Grenada is the Queen of England, Queen Elizabeth II, who is represented

on island by the Governor General. The Prime Minister is the Head of Government. Executive decisions and policies are made by a Cabinet of Ministers.

General elections are constitutionally due every five years. Using the first-past-the-post electoral system, fifteen Parliamentary Representatives of the Lower House, or House of Representatives, are elected. The thirteen members of the Upper House or Senate are appointed.

In addition to being a member of the United Nations (UN), Grenada has membership in and maintains close relations with the following key regional and international bodies

- Organisation of Eastern Caribbean States (OECS)
- Caribbean Community (CARICOM)
- Organisation of American States (OAS)
- The Commonwealth

Legal System

Grenada's court system has the Magistrate's Court as the court of summary jurisdiction, followed by the High Court, and the OECS Court of Appeal. The Privy Council of England, referred to in the Grenada Constitution as Her Majesty in Council, is the final court of appeal. Grenada is a member of the Caribbean Court of Justice (CCJ), in its original jurisdiction, for matters specific to disputes relating to the Treaty of Chaguaramas (CARICOM).

The High Court is the Court of Original Jurisdiction for matters in relation to the allegations of contravention of the Constitution, except Section 1 which contains the Fundamental Rights and Freedoms, and other specified reservations.

Economic Situation

The Gross Domestic Product in constant prices (1990) grew from EC\$ 495.08 million in 1991 to EC\$ 800.30 million in 2007. According to the Agency for Reconstruction and Development (ARD), "Grenada has had a relatively diversified economic structure, based on the contributions of agriculture, manufacturing, tourism, construction, communications, transportation and government."¹ The main foreign exchange earners, however, are tourism, remittances from abroad, agriculture and light manufacturing. It is worthy to note that the value of domestic exports has been on the decline for almost ten years, and that the tourism industry and other services, such as financial services, have replaced agriculture as the main industry in Grenada.

Grenada traditionally produced three main export crops: cocoa, nutmeg and bananas. The effects of the World Trade Agreements have eroded the export opportunities for bananas, while the nutmeg industry has not yet been able to recover after the passage of Hurricane Ivan. These, together with a general policy shift from an agriculture-based economy, have hurt the rural economy, which has relied heavily on the agricultural sector for formal and informal employment, as well as local food production. The Land Utilisation Survey done by the ARD shows that 71% of the farms were less than five acres in size, 77% of the farmers had not advanced beyond primary education and that two-thirds engaged in farming on a full-time basis. Overall, the value of agricultural products declined from

¹ Source: National Strategic Plan: Grenada

EC\$54.5 million in 2001 to EC\$46.3 million in 2003, with both price and quantity showing volatility from 1998 to 2005.²

Labour Force Participation

In 1991, the overall participation rate was 52%, with 67.6% of males participating and only 38.2% of the females participating. By 2005, the overall participation rate was 65.7%, accounting for 72.5% of the males and 59.1% of the females (Table 19). While participation by females grew more sharply, during the entire period, fewer females than males participated in the labour force.

Unemployment and Poverty

Poverty is almost evenly distributed throughout the country, but highest in St Patrick, followed by St Mark's and St George's. The Poverty Assessment Report of 1999 indicated that 32% of the population or 28.8% of the households were living in poverty. 13% of the population were classified as indigent.

Based on the Ministry of Finance (2006)³, unemployment is highest in the rural communities, among women, young people and the poor. It stated that "unemployment and underemployment are highest among the female population and a poor household is more likely to be headed by a female". That same paper claimed that "the poverty profile will not be significantly improved from the 1999 assessment".

The unemployment rate is generally twice as high for women as for men. The Labour Force Survey (1998) shows that the unemployment rate was 10.5% among males and 21.2% among females. The Core Welfare Indicators Questionnaire (CWIQ) of 2005 confirms this trend, showing unemployment rates at 12.4% among males and 26.3% among females.

Effects of Hurricanes Ivan and Emily

Grenada received a battering from Hurricane Ivan in September 2004, followed by further damage from Hurricane Emily in July 2005. These resulted in damages at a level surpassing other disasters globally.

Due to Hurricane Ivan alone, the economy suffered damages in excess of EC\$ 2.4 billion, 200% of the annual Gross Domestic Product (GDP). In addition, 89% of the housing stock had been damaged of which 30% required complete replacement. Further, the education and health sectors received major losses to their infrastructure and the indirect costs were also significant.⁴

Such a major disaster affected women and men differently. Theoretically, it is expected that the most vulnerable persons and groups in any community would suffer most from disasters and feel the negative effects of them for longer periods. This phenomenon rang true for many women in Grenada in the post-Ivan reality.

Firstly, based on the 2005 budget speech presented by the Minister of Finance to the Grenada House of Representatives on April 11, 2005,

² Ibid

³ Source: Grenada Poverty Eradication Strategy of the Ministry of Finance submitted to the IMF in March 2006

⁴ Source: Budget Speech for 2005 by the Minister of Finance and the OECS Macro-Socio-Economic Assessment of the Damages caused by Hurricane Ivan.

“Unemployment, which registered 13% in the pre-Ivan period, increased sharply immediately after Ivan as many persons lost their jobs.” (p. 6)

He identified that the major job losses were in the agriculture and tourism industries. Both of these traditionally employ large numbers of women. He further identified that eighty-nine percent (89%) of the housing stock, eighty-five percent (85%) of the schools and many churches and government buildings were damaged or destroyed. Not surprisingly, the Minister stated,

“The only sectors which demonstrated some level of buoyancy in the post-Ivan period were construction, mining and quarrying, and the Cruise Tourism sub-sector...” (p. 6)

While the major job losses were to women in the hotels and restaurants sector and in the agriculture industry, the construction industry, which has traditionally been dominated by men, is where significant job opportunities were created. Therefore, according to the International Monetary Fund (IMF), “Women appear to be finding it more difficult than men to find new jobs...”⁵

Secondly, the gender inequities that existed prior to the Hurricane caused unique vulnerabilities. The Gender Impact Assessment of Hurricane Ivan identifies several aspects of women’s susceptibility, among them are that:

“Women’s restricted skill base did not allow them to easily transfer from one productive sector to another to earn an income; the burden of care evident in their being responsible for children and the elderly, which, with a reduced means of livelihood, caused hunger and despair...” (p. vi)

The report also pointed out that the “disintegrating social capital”, such as day care centres, prevented some of the young mothers from earning an income and, coupled with precarious living conditions, some women “have found themselves forced to engage in peculiarly unequal relationships in order to sustain their families.” (p. vi)

The hurricanes had serious effects on all persons and sectors of Grenada, but there were additional negative effects on the women.

HDI Ranking

Grenada is considered as a State with medium Human Development Index (HDI). In 2007, it ranked at 82nd in the world with an HDI of 0.777.

⁵ Source: The Concluding Statement of the International Monetary Fund (IMF) 2005 Article IV Consultation on Grenada, presented on May 12, 2005,

CHAPTER II

STATUS OF CEDAW IN GRENADA

Legal Framework

The Convention on the Elimination of All Forms of Discrimination against Women is regarded as many other International Treaties in Grenada. It does not form part of national law directly, but it advises the development and amendment of law, the formation of policy and the design and implementation of programmes. Like other Treaties, the State has a binding obligation to observe and respect the CEDAW.

Grenada has not established a mechanism for receiving reports under the Convention, and no reports have been recorded.

Administrative Framework

The Prime Minister advises the Governor General on the appointment of Ministers of Government, and in so doing, appoints one of the Ministers with responsibility for Gender Affairs, formerly Women's Affairs. The Ministers form Cabinet, the policy making body which, as the executive arm of Government, is responsible for directing the work of the implementation agencies, the Ministries.

At the ratification of the Convention, responsibility was with the Ministry of Women's Affairs. In 1995, it was made a Department within the Ministry of Tourism, Civil Aviation and Culture. Further administrative changes in 1999 saw this Department moved to becoming the Division of Gender and Family Affairs within the Ministry of Social Development, where it is located to date. The changes, together with a restriction on staffing, saw a reduction in the capacity of the Division over the past decade.

The Division of Gender and Family Affairs in the Ministry of Social Development has responsibility for the implementation of CEDAW. Its mission statement is that:

The Division of Gender and Family Affairs will ensure the development and implementation of policies, projects and programmes that will encourage equal participation of all persons in the process of national development.

The Division has been facing challenges. For several years, it has been without a Director/Senior Coordinator because, as the Division was moved from one Ministry to another, it was envisioned that the structure for supervision and planning would merge into the structure that existed in the Ministry of Social Development. This did not materialise, and has resulted in limited capacity and planning for the implementation and monitoring of activities and programmes for the advancement of women and addressing gender issues through gender mainstreaming. With the recognition of this, the Division has begun a process of strengthening by the addition of key personnel and a review of its operations and planning.

Situation of Non-Governmental Organisations (NGOs)

Grenada has a rich legacy of the active involvement of NGOs and other civil society organisations in the development process, especially in social development and social justice. Trade unionism, and organisations of employers and the business community, and the religious community are all active in influencing benefits for their constituents. In addition, there is an abundance of community based organisations and welfare groups and clubs.

The following organisations, which are described in this section, are central to the issues of the advancement of women and gender equality in Grenada:

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

In order to assist in the strengthening and functioning of the organisations and their specific projects, and recognising that they provide critical services, the Government of Grenada provides subventions to some of them, in varying amounts, to assist with their general operational costs.

Women's Steering Committee

At the ratification of CEDAW in 1990, there were several non-governmental women's organisations, organisations with women's committees, as well as organisations and agencies with programmes for women's empowerment and children's rights which together formed the Women's Steering Committee. The Steering Committee had its beginnings in 1986, but was officially started in March 1989.

Seventeen agencies and organisations were involved: Agency for Rural Transformation, Baha'i Faith, Grenada Baptist Women's Group, Grenada Nurses Association, Grenada Save the Children Fund, Grenada Homemakers Association, Grenada Community Development Agency, Grenada Council for the Disabled, Grenada Food and Nutrition Council, Grenada Planned Parenthood Association, Grenada Trade Union Council, Grenada Union of Teachers, Group of Concerned Women, International Women's Club, National Children's Home (Action for Children), Soroptimist International of Grenada, and Young Women's Christian Association.

The Committee then determined that it was necessary to have a more focused, formal voice for women, and so, the Grenada National Organisation of Women (GNOW) was launched. Having launched GNOW, the Steering Committee ceased to exist. In addition, over the years, two of the member groups, Group of Concerned Women and International Women's Club, also closed, while several others operate as separate agencies.

Grenada National Organisation of Women (GNOW)

GNOW was launched in 1995 and registered under the Companies Act in 1996. GNOW is the national umbrella women's NGO. Its twelve member organisations are: Anglican Mothers Union, Bahai Faith, Grenada Homemakers Association, Grenada Netball Association, Grenada Nurses Association, Grenada Union of Teachers - Women's Committee, Mt Royal, Mt D'or & Top Hill Women's Group, Nzingha, Public Workers Union - Women's Committee, Soroptimist International of Grenada, St Patrick's Progressive Organisation of Women, and the Young Women Christian Association

The Organisation serves as both an advocate for women to Government and other sectors and an implementer of programmes for the advancement of women and gender equality. Over the years of operation, GNOW has strengthened its mandate and capacity. The mission statement of GNOW is:

to create a change in the socialisation and culture of power relations between women and men through sensitisation and action for equal participation in the household, the community, the workplace and in national life.

The major work of GNOW includes:

- Lobbying for and participating in the drafting of the Domestic Violence Act;
- Leadership training for women;

- Programmes for women entering the construction industry;
- Providing training in gender awareness, leadership, life skills, and HIV/AIDS;
- Creating a community support network volunteer programme for women experiencing gender-based violence
- Lobbying for the enactment of legislation against sexual harassment and engaging in preparatory work to develop the draft Bill;
- Representing the voice of women at the local, regional and international level;
- Building awareness of both males and females about women's rights and gender equality.

In addition, GNOW's member organisations support its work as well as take action to fulfil their independent mandates.

Legal Aid and Counselling Clinic (LACC)

Another key partner is the Legal Aid and Counselling Clinic (LACC) which is a project of an NGO, Grenada Community Development Agency (GRENCODA). It was set up in 1987 to offer legal and psychosocial support to its clients, predominantly impoverished women and their children.

LACC is a multidisciplinary clinic, which offers a wide range of services, including legal representation, public education, advocacy, legal research, as well as individual and group counselling. While LACC offers services on many legal and social issues, domestic violence is the most prevalent issue which clients seek support for. Two of its key programmes are *Changes* and *Man to Man*.

Man to Man is a batterers' intervention programme. This programme is designed for perpetrators of domestic violence and is directed to men who are abusing their female partners. The programme depends largely on referrals from the courts.

Changes is LACC's latest initiative to combat family violence. It is a psychosocial group programme for women who have been abused within the context of intimate sexual relationships.

Programme for Adolescent Mothers (PAM)

The Programme for Adolescent Mothers (PAM) is another institution which supports the implementation of CEDAW. PAM, a project established through the initiative of the Grenada National Coalition for the Rights of the Child (GNCRC) and managed by of a member NGO, GRENSAVE, is an institution that provides the opportunity for young mothers to continue their education after dropping out of the formal education system due to teenage pregnancy.

PAM began in 1994 through the support of UNICEF/UNFPA and the Government of Grenada. In April 1995, its doors were opened to the first group of young women. The programme is based on the successful model of its sister institution in Jamaica and is situated at the historical site of the Heritage House in Mt. Parnassus, St. George's. The Programme for Adolescent Mothers currently includes two outreach satellites – in Gouyave, St. John's and in Carriacou.

Over the years more than 400 young mothers aged 11 - 20 have passed through the programme. A significant percentage of PAM's graduates are employed as nurses, caregivers, cosmetologists, social workers, secretaries, receptionists, clerks, waitresses, sales persons and media workers. Some graduates are self-employed.

The mission statement of PAM is:

“To empower teenage mothers and pregnant adolescents by providing counselling and continuing education through an integrated programme of traditional academic subjects,

skills, training, health and family life education and parenting and family planning; thus providing a bridge over which they can cross into a promising future.”

Grenada Planned Parenthood Association (GPPA)

The work of the Grenada Planned Parenthood Association (GPPA) also supports the rights of women, particularly their reproductive rights. The association has its foundations in the birth control movement of the USA which spread through the Caribbean. Its purpose is:

To assist the people in Grenada to protect their families by limiting the number of children, through our making of information and treatment available to them

The services that the GPPA provides are:

- provision of contraceptives (orals, spermicidal, IUDs, diaphragm, injections, and male and female condoms)
- pap smear tests
- ovulation tests
- pregnancy tests
- breast exam
- counselling (mainly reproductive health counselling)

The services are provided at minimal fees to the clients. Counselling is free.

Inter Agency Group of Development Organisations (IAGDO)

The IAGDO is the umbrella grouping of development non-governmental organisations in Grenada. It was formed in 1988 with the objective of providing a united and collaborative approach to community development. The seven members of IAGDO are the Agency for Rural Transformation (ART), Grenada Community Development Agency (GRENCODA), Grenada Education and Development Programme (GRENED), Grenada National Council for the Disabled (GNCD), Grenada National Organisation of Women (GNOW), Grenada Save the Children Development Agency (GRENSAVE) and New Life Organisation (NEWLO).

One of the issues that the member agencies of IAGDO collaborate on is gender equality and the agencies seek to ensure that gender mainstreaming is done within their various programmes. These programmes include:

- Education and training
- Gender equality and women's empowerment
- Community animation, mobilisation and action
- Services and material support to vulnerable groups and individuals
- Support for the development of sustainable livelihoods

Advocacy for social and economic justice.

CHAPTER III

APPLICATION OF THE CONVENTION – PART 1

Article 1: Definition of Discrimination against Women

1.1 The Constitution of Grenada, which came into force on February 7, 1974, guarantees human rights of all persons. Chapter 1 of the Constitution has been regarded as the Human Rights Charter for Grenada, and Article 1 states that:

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

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

1.2 While the constitution guarantees the fundamental human rights in general, it allows for limitations to ensure that the enjoyment of those rights does not encroach on the rights of others or negatively affect the public good.

1.3 The Constitution also prohibits discrimination by law and by persons acting as agents of the state. This is done in Article 13 which also defines discrimination:

(1) Subject to the provisions of subsections (4), (5) and (7) of this section, no law shall make any provision that is discriminatory either of itself or in its effect.

(2) Subject to the provisions of subsections (6), (7) and (8) of this section, no person shall be treated in a discriminatory manner by any person acting by virtue of any written law or in the performance of the functions of any public office or any public authority.

(3) In this section, the expression "discriminatory" means affording different treatment to different persons attributable wholly or mainly to their respective descriptions by race, place of origin, political opinions, colour, creed or sex whereby persons of one such description are subjected to disabilities or restrictions to which persons of another such description are not made subject or are accorded privileges or advantages which are not accorded to persons of another such description.

1.4 The constitution identifies exceptions to the claim of discrimination. It lists financial rules and dealings with non-citizens as exceptions. It also recognises that "affirmative discriminatory action to correct unacceptable inequalities and imbalances"⁶ would be permitted on the grounds of being socially acceptable. Article 13 further states:

(4) Subsection (1) of this section shall not apply to any law so far as that law makes provision -

- (a) for the appropriation of public revenues or other public funds;

⁶ Alexis, Francis (1991)

- (b) with respect to persons who are not citizens of Grenada; or
- (c) whereby persons of any such description as is mentioned in subsection (3) of this section may be subjected to any disability or restriction or may be accorded any privilege or advantage which, having regard to its nature and to special circumstances pertaining to those persons or to persons of any other such description, is reasonably justifiable in a democratic society.

1.5 The Constitution and most of the laws of Grenada, especially the older ones, use the words “man” and “his”. It has become official translation, though, that they refer to the third person, the “human being”, without regard to sex. In fact, Section 3 (4) of the Interpretation and General Provisions Act, passed in 1989, states that:

In every written law, except where a contrary intention appears, words and expressions importing the masculine gender include females.”

1.6 The Constitution is the supreme law of the land. All laws and the operations of the State are bound by its provisions, but it does not provide for the private sector and the private sphere to be held accountable to it.⁷ While, the spirit of the Constitution sets the tone for the consciousness and value system of the people, there are many traditions and beliefs that exist within the communities that are not in accordance with the principle of equality enshrined in the constitution, hence the need for greater awareness/sensitisation of CEDAW and more action and relating to its full implementation.

Article 2: Obligations to Eliminate Discrimination

2.1 An analysis entitled “Women and the Law in Grenada: an Examination of Key Areas” was undertaken in the period 1993 to 1994 by Mr. Christopher Nelson, who was then the Crown Counsel and now the Director of Public Prosecutions. The analysis presented several of the laws that existed, commented on them and proposed reform where necessary. The areas that were dealt with were:

- Status of Children
- Status of common law spouse
- Custody of children
- Child maintenance
- Maintenance Orders
- Property Rights
- Divorce
- Marriage
- Sex discrimination
- Rape and sexual violence
- Domestic violence

2.2 The two laws which have been addressed since the review were the Status of Children Act (1991) which removes the distinction between legitimate and illegitimate children and the Domestic Violence Act (2001) which offers protection against family violence.

⁷ Ibid

2.3 From 2000 to 2001, the Caribbean Association for Feminist Research and Action (CAFRA), in collaboration with LACC and with the support of Government, organised a series of training workshops for select police officers on the treatment of victims of domestic violence.

2.4 In 2001, Grenada passed the Domestic Violence Act which has the aim “to provide protection for victims of domestic violence and for matters connected therewith”. This Act provides for protection, occupation, and tenancy orders. These could either support or be independent of criminal charges, such as assault and attempted murder that can be filed under the Criminal Code. In 2006, the Domestic Violence Act was strengthened by the adoption and gazetting of Domestic Violence (Summary Procedure) Rules as Statutory Rules and Orders No. 13 of 2006 which provide various forms for applying and granting the orders provided for under the Act.

2.5 In 1999, the Government established a shelter for abused women and their children. The shelter aims to provide a safe and supportive environment for abused women and their children on a temporary basis while they are provided with services and other support to live free of violence. However, there are limitations to the services that can be offered: firstly, scarcity and/or non-allocation of human resources for psychosocial support of clients and residents; and secondly, the lack of economic support for the most vulnerable and impoverished clients when they leave the home.

2.6 In May 2003, the Domestic Violence Unit was set up within the Ministry of Social Development. This Unit is operational and functions with the objectives of:

- addressing various issues of domestic violence at a national level;
- heightening public awareness of domestic violence through community outreach, print and electronic media;
- providing educational programmes on the root causes, effects on individuals and families, with emphasis on protection;
- assisting with enforcement of the Domestic Violence Act 2001;
- providing counselling to domestic violence victims and family members;
- collecting statistical data on incidences, effects and links between the various forms of domestic violence in order to assist policy makers and stakeholders to adequately assess the prevalence of domestic violence;
- providing support to the Cedars Home for Abused Women and their Children;
- establishing a 24-hour helpline for victims of domestic violence or persons requiring information.

2.7 The Domestic Violence Unit, however, functions with serious constraints. Firstly, it is staffed by only one person, and the range of duties makes it difficult for the programmes to be fully and satisfactorily implemented. Further, the position has not been made an established post under the Public Service Commission, so it is subject to the determination of the administration and the availability of the one person contracted to operate it.

2.8 For the smoother implementation of the Act, and in particular, the Statutory Rules and Orders, Magistrates Clerks were trained in 2007 to use the forms so that vulnerable victims may access the services without prohibitive costs associated with having a lawyer. However, there is some difficulty for them to adequately apply the procedures as the conditions under which they work do not normally allow for privacy with clients. In the mean time, the LACC, continues to fill the void by providing legal support to victims at minimal costs.

2.9 There are public policies and practices that discriminate against women. As an example, the form for the registration of children and issuing birth certificates makes no provision for the occupation of the mother to be identified, while at the same time it allows for the identification of the father's occupation. Clearly, this was established from the traditional belief that women were not to be in the public sphere. Another example is that the Marriage Certificate does not require the name of the Mother of either spouse, but it does require the names of their fathers. These forms have not yet been modified.

2.10 One of the other situations where discrimination is practiced is in the Royal Grenada Police Force which differentiates between male and female Officers both in title and, in some cases, assignment. Female police officers carry an additional letter to their identification, such as "WPC" for "Woman Police Constable", while the male officers are "PC" for "Police Constable". The need to continue this system must be examined, and steps taken to address it.

2.11 The Government of Grenada has developed a Policy Paper entitled "Toward Gender Equality in the Police and Prison Service by 2009". It recognised that in 2003, the participation of women in the Royal Grenada Police Force was 14% and in the Prison Service, it was 16.7%. The objective of the policy was stated as: mainstreaming of gender considerations in activities relating to those two institutions, and in so doing, enhance representation, bringing into focus the barriers that exist as well as considering ways to motivate women to a fuller awareness of the role which they can play in the named institutions.

The three strategies that were identified were: public statements about gender equality; ensuring gender balance in committees affecting the welfare of police and prison officers; and deliberate act to recruit more women. The target was to have the number of women in the police and prisons services reach a critical mass of 30% by 2009.

2.12 Changes have been made to address some of the policies and practices that discriminate against women. Over the years, various programmes have been implemented to encourage women to enter a wider range of occupations, to include non-traditional jobs like masonry and carpentry for the construction industry. This has yielded limited successes as the prevailing cultural norms take precedence and impose restrictions both within and upon the women who attempt to enter the field.

2.13 There is a recognition that sexual harassment is one of the practices that discriminates against women. Currently, steps are being taken to address this problem. Through consultations and public discourse, GNOW has led advocacy and action in this regard and the Government is committed to take the process further into enactment of law and provision of enforcement mechanisms. The proposal is that sexual harassment be addressed in all sectors, not only in employment, as it also affects persons in education and training, recreation, accommodation and other spheres.

2.14 Finally, laws and policies that have been passed since the ratification of CEDAW have generally been drafted using gender neutral language.

Article 3: Development and Advancement of Women

3.1 By law, the women of Grenada have the same access to the law, the political process, social services, health care, education, literacy programmes, ownership to property and social welfare, without regard to marital status.

3.2 In 1991, a symposium on the Status of Women was held.⁸ A examination of the report on group discussion shows that the practical obstacles for women's access that were identified by the working groups are summarised as:

3.2.1 Discrimination in subject choices among boys and girls resulted in girls and women having inadequate employable skills, especially in the non-traditional areas of work;

3.2.2 High unemployment and low wages in the sectors women occupy most, coupled with the high cost of providing basic needs for the family create economic hardships and vulnerabilities for women and women-headed households;

3.2.3 Inadequate family life education in schools and for parents in general gave rise to increasing social problems and irresponsibility by parents;

3.2.4 Deficient health and other social services restrict women's access to support in dealing with personal and family problems;

3.2.5 Lack of awareness among women regarding their role in society and legislation to protect their rights;

3.2.6 Underdeveloped human resources in general resulted in limited skills for successful cottage industries, such as marketing and quality control;

3.2.7 Sexual harassment on the job;

3.2.8 Child-rearing practices, socialisation in schools and churches and single-sex schools encourage discrimination.

3.3 The nexus between gender and social class was presented as a key area of concern. There was an expressed belief among NGO leaders that the situation of women is not only a factor of being female⁹. The socio-economic status of individual women and sub-groups of women was presented as a factor that either caused or compounded experiences of discrimination that women face. As an example, when a woman was a poor woman, as compared to a richer woman, she was both more vulnerable to the discriminatory practices and less motivated or empowered to stand for her rights. Another related factor that was proffered was her professional and social status, such that a woman who was known to have "a voice" in society would be more respected than one who was not known, or who was known to have a "questionable" lifestyle. Furthermore, the leaders suggested that the "average woman" was not aware of her rights under CEDAW, nor of her civil rights, so she was not empowered to demand that they be respected.

3.4 The NGO leaders added that the following continue to be significant challenges that women face:

3.4.1 high unemployment and poverty

3.4.2 lack of technical skills for employment

3.4.3 lack of knowledge of where to seek help

3.4.4 inadequate support mechanisms and services

3.4.5 inability to negotiate the circumstances of their own lives

⁸ The Symposium was held on March 23, 1991 under the theme: "Women on the Move for Betterment". A document entitled "Report on National Symposium on the Status of Women in Grenada, Carriacou and Petite Martinique" was prepared by the Department of Women's Affairs

⁹ Focus group with Leaders of non-governmental organisations held by the author of this report on October 2, 2008

3.4.6 lack of sensitivity by persons in authority to persons (both males and females) who appear to lack status.

3.5 Discussion with women from various rural communities¹⁰ yielded similar responses. The women stated that key challenges were:

3.5.1 Inability to find jobs, especially jobs that paid enough for them to sustain themselves and their children

3.5.2 Lack of child maintenance and other support for the children and their mothers from the fathers of children in many instances.

3.5.3 Lack of understanding by people in society about what the women in difficult situations are going through

3.5.4 Many women don't make the effort to learn and practice their rights and use the opportunities for development that are provided.

3.5.5 Support groups for women are needed in communities

3.5.6 Men need to understand the situation and the need for change in attitudes and behaviours towards women

3.5.7 Some women "displayed themselves" in ways that degrade women, such as in advertisements and during carnival.

3.5.8 Lack of support by women for women.

Women in the rural areas presented the case that women in the urban areas had more challenges such as limited access to food and less social support.

3.6 In addition to these obstacles, the following are also present in Grenadian society:

3.6.1 The burden of caring for families at the household level, thus restricting the participation of young mothers and women who care for the elderly and invalids/incapacitated in their homes.

3.6.2 Women appear to have been more visible in providing voluntary or unpaid service to communities and families other than their own.

3.6.3 The belief system of the population which does not yet fully appreciate that women and men are equal, with the right to have equal opportunities, privilege and benefits.

3.7 Some of the beliefs that are persisting are that: child maintenance should cease when or if the mother of the children enters another sexual relationship; if a man does not chastise (or beat) his wife or woman, he doesn't love her; and people above "a certain age" especially women with children should not study further, but pay attention to their families.¹¹

3.8 Despite these obstacles, women have been able to access further education and self development programmes. Further, women have been making strides in their economic and social condition, therefore, getting over the traditional position where they were expected to rely on a man for sustenance.

3.9 Early childhood education and formal education has offered some relief from the burden of childcare. There is a network of 70 public and 31 private pre-primary schools throughout the State. The network of public pre-primary schools was developed during the

¹⁰ Focus group discussion with women in St Andrew's held by the author of this report on October 2, 2008

¹¹ Focus group discussion with women in St Andrew's held by the author of this report on October 2, 2008

1970s and 1980s, with some of the schools owned and operated by Government and others by different churches and NGOs. The main NGO which established day care centres and pre-primary schools was GRENSAVE. In recent years, private proprietors have added to the network.

3.10 Pre-primary schools generally open for approximately seven hours per day, which is not adequate for working caregivers who work the average of eight hours per day. In addition, they do not open at times that facilitate persons who have shift work, such as late evenings. A few private pre-schools remain open for longer hours, but at additional costs to the parents who request the service. There is a need to review the opening hours of these institutions in order for them to assist further in accelerating the advancement of women, who are still the primary caregivers of children. In addition, more child care centres for younger children and infants need to be established.

3.11 The primary and secondary schools operate for six hours daily. There are no after-school programmes, except, periodic activities for students in extra-curricular activities.

3.12 There is also a network of residential homes for the elderly. Four are completely owned and operated by government. Four are owned by religious organisations that operate with support from and regulation by the Government. In addition, there are three private geriatric homes. There are no day-care facilities for the elderly.

3.14 Women have been actively participating in developing legislation that affect them. As an example, when the Domestic Violence Act was being drafted, a Stakeholders Committee was established to discuss it in detail. This Committee was comprised of representation from leading non-governmental organisations involved in working with women and children.

3.15 Some of the practical obstacles that prevent women from exercising their human rights are:

- a. the archaic nature of some of the laws such as the Child Maintenance Act
- b. the difficulty and costs of filing complaints under Chapter 1 of the Constitution, or allegations of discrimination under laws or by agents of the State
- c. No clearly stated mechanism for dealing with allegations of discrimination by persons other than persons acting as agents of the State
- d. Inadequate mechanisms, services and facilities for response and support

Article 4: Acceleration of Equality between Men and Women

4.1 In order to accelerate equality between women and men, some of the programmes of Government were designed to assist women to overcome the barriers that prevent their access and participation on an equal basis with men. Affirmative action has not been used up to this time to ensure acceleration of equality.

4.2 During 1994, an Inter-ministerial Committee on Gender was established to assist with the implementation of the Articles of CEDAW and gender mainstreaming within the various Ministries of Government. It was comprised of Representatives of various Ministries of Government and Non-governmental Organisations. However, it became defunct. Preparations are being made to reinstitute this committee and strengthen its mandate.

4.3 The Grenada Rural Enterprise Project (GREP), which began operations in 2003, has the overarching objective to reduce rural poverty in a sustainable and gender equitable manner by offering rural households the chance to enhance their incomes through increasing capacity to recognise and realise economic opportunities. However, since its

establishment, it has not been able to fully implement its programmes and bring the benefits that it was intended to deliver.

4.4 In 2006, Grenada completed a National Strategic Plan which includes a section on gender equality. The objectives of that section of the Plan are:

1. to ensure non-discrimination between males and females in access to and benefit from national development
2. to address the gendered division of labour
3. to address gender issues in education and other critical areas such as at the household and community levels
4. to introduce equity measures to address current imbalances

The plan was developed through a consultative process under the leadership of the Agency for Reconstruction and Development (ARD), the body established by the Government to guide recovery and reconstruction after the passage of Hurricane Ivan in 2004. So far, the plan has not been implemented.

4.5 The process towards the development of a National Policy on Gender started in a serious way in 2007.

Article 5: Sex Roles and Stereotyping

5.1 The society continues to ascribe roles to women and men along traditional lines. A woman is expected to be the main caregiver and trainer of children. As one focus group participant put it, "A woman has to supervise and correct her children as well as other children in the community as a mother and help them adopt good habits". However, there is a broadening of the roles ascribed to males and females, and a greater awareness of equality, at least at the material level, if not yet at the ideological level¹².

5.2 Religion imposes some limitations on progress towards the achievement of gender equality in Grenada. The majority of Grenadians are of the Christian faith, in which the Bible is the supreme point of reference for values and beliefs. The following beliefs are promulgated as having biblical traditions:

- Man is the head of the woman and a wife must, therefore, submit to her husband (1 Cor. 11:13 and Eph. 5: 22-24). His headship is extended beyond the home as well, to include man's headship over all women.
- Every woman should aim to be a "virtuous woman" (Prov. 31: 10-31), where virtuous is defined by tradition as "chaste or virginal".
- Woman as temptress (Judges 16) and as weak (Gen. 3) are commonly held beliefs.

5.3 The general population considers monogamous marital relationships as ideal, but it is common practice that de facto or common law relationships and visiting partner relationships make up a significant amount of the intimate or spousal relationships. Many couples marry after a lengthy period of being common law partners, or after having children together in visiting relationships. It is estimated that over 50% of the children are born out of wedlock.

5.4 It is also usual for both men and women to have several intimate relationships in their lifetime, sometimes simultaneously, but more so by men. According to the report on a

¹² Material and ideological levels are used here as described by Professor Violet Eudine Barribeau, University of the West Indies.

Behavioural Surveillance Survey (BSS) conducted by CAREC (2005 – 2006), sexually active young men aged 15 – 24 had a range of one to eleven non-commercial sex partners within the twelve months prior to the survey, and young women of the same description reported a range of one to six partners. The young men had a median of two partners, while the young women had a median of one. In the older age group, 25 – 49 years, 37% of the males and 35% of the females reported to have had sexual intercourse with a non-regular non-commercial partner in the same period. The range of the number of partners for males was 1 – 60, and for females, 1 – 4. Both males and females had a median of 1 non regular non commercial partner.

5.5 Roles in the family are stereotyped with females expected to play the role of housewife, whether or not she is an income-earner. She is to be the caregiver of the members of her household and the extended family. On average, men are expected to be uninvolved in the upbringing of the children and caring for the family. In many instances, he is physically absent from his children's lives, and sometimes, even if he is physically present, he seems emotionally absent.

5.6 Roles in the public sphere are also stereotyped along gender lines, although the most progress has been made in this area. Women and men have legal access to all occupations and professions, except the most senior professions of some churches where there are specific restrictions, mainly against women. However, the evidence shows that the gendered division of labour persist. (See Tables 23 and 24). Of note is that 37% of the males but 2% of the females were employed in the construction sector. The wholesale and retail sector had 6% of the males and 13% of the females and 12% of the males as against 23% of the females were in the Government service. The private sector employed the highest percentage of workers, and employed more males than females.¹³

5.7 The processes of socialisation and social control promote the roles that are held as traditional. Therefore, certain games, books, jobs, spaces, etc, are assigned by society to girls and women, while some others are assigned to boys and men. The society allows that some are assigned to persons of both sexes.

5.8 Efforts to expand the category of games, books, jobs, spaces, etc. that are assigned to persons of both sexes have so far expanded women's options and opportunities more than it has men's. The effect is that women and girls are attempting to enter fields of recreation, sports, study and work, etc. that are non-traditional for them, while their male counterparts are not doing so in similar numbers. As a result, one of the accusations that has been levelled by both males and females in various strata of society is that "women are trying to take over". It must be noted, however, that the range of options has traditionally been wider for men than for women.

5.9 The theory of "men at risk" has had a negative impact on actions aimed at the advancement of women as there are accusations that women's advancement has and will result in the marginalisation of men. Political will by male and female leaders has therefore been seriously tempered by this opinion, especially as the rate and intensity of deviant behaviour and criminal activity by men has been increasing. These negative behaviours might be more rightfully linked to the effects of unemployment, poverty, ease and influence of world travel and communication, other factors unrelated to the social relations of gender¹⁴, or even to the negative effects of patriarchy itself, but it seems convenient to shrink services to women as a result.

¹³ National Strategic Development plan: Grenada, using data from CWIQ 2005

¹⁴ Based on a review of the Crime Reduction Strategy for Grenada (March 2006)

5.10 For application for a Grenadian passport for a minor under the age of sixteen, there is an order of preference of consenting adults which puts the father as the principal legal guardian. It is captured in the “Instructions” section of the application form, which states:

Children under the age of 16 yrs may not be granted a passport without the written consent of the legal guardian i.e. the father, or if the father is dead, the mother, or in the case of a child born out of wedlock, the mother. If the father and mother are dead, a written consent from the person who has legal custody of the child must be submitted.

5.11 Health and Family Life Education is taught as an integral part of the curriculum in all primary and secondary schools. There are concerns that the teachers are not yet prepared to deal with the delivery of some of the intended and incidental content of the programme effectively. This is because the teachers are products of the society, and therefore, conform to its beliefs and value system, which they will deliver and practice, despite the statements about equality in the curriculum guide. As a result, the Ministry of Education is cognizant that teacher training and retraining is a necessary strategy¹⁵.

5.12 There have been many public awareness campaigns on issues of gender equality, ending domestic violence and promoting women’s rights. Heightened public activity usually takes place in commemoration of International Women’s Day (March 8) and International Day to Protest Violence against Women (November 25) annually. Each year, different themes are identified, and emphasis is placed on interfacing with the public during the activities. Generally, the Ministry of Social Development and the Grenada National Organisation of Women lead those commemorative events, but many other NGOs and government departments also participate.

Article 6: Exploitation of Women

6.1 Grenada has legislation to prevent the traffic in women and girls which is contained in Sections 188 and 190 of the Criminal Code. The penalty for someone who “procures any female to become, either within or without Her Majesty’s Dominions, a common prostitute” is two years imprisonment. These sections of the code are clear on the matter of females being detained against their will for the purpose of having carnal knowledge of them on any premises or in a brothel. Implementation of this legislation depends on whether complaints are made.

6.2 The criminal Code is silent on the subject of prostitution. There is no legislation which expressly states that prostitution is illegal. However, there is legislation about the procurement of females under the age of twenty one for the purpose of “having unlawful carnal knowledge connections” as well as any female of any age who is forced against her will to marry or be carnally known by any other person. The law forbids the unlawful detention of any female “in or upon any premises with intent that she may be unlawfully and carnally known by any man...” or “in a brothel” (Section 190).

6.3 The law also states the penalty of two years imprisonment for anyone who procures any female... to become a common prostitute. Here the law is more intent on punishing the procurer rather than sanctioning the victim. The section 188, 189, 198 and 200 are designed to protect the victim rather than punish “prostitution”.

6.4 Females may be arrested for “soliciting” or “loitering” and not for prostitution but soliciting is difficult to prove especially if the client refuses to cooperate. The Deputy Registrar stated that there is no known record of charges brought against prostitutes.

6.5 Prostitutes are not licensed in Grenada, neither is the sex trade regulated.

¹⁵ SPEED II

6.6 However, prostitution is socially sanctioned. Prostitutes are considered to be social outcasts when they ply their trade on the streets. However there are those females who are able to operate like call girls and escorts and are also socially sanctioned, but in a milder way. Their clients are not socially sanctioned as much as the prostitute whose services they employ. Because of the sensitive nature of this topic, it is difficult to collect data on this activity.

From the foregoing it can be deduced that prostitution is frowned upon and is not socially acceptable.

6.7 Child prostitution is suspected to be on the rise and Sections 188, 189, 190 of the Criminal Code will apply. One of the main forms this takes is transactional sex where sexual favours are exchanged for food, school books, cell phones, clothes, etc. sometimes encouraged by guardians and parents. However, data are not available. Section 202 of the Criminal Code gives the court power to divest the parent or guardian of all authority over a female under the age of sixteen who has been encouraged or caused to engage in prostitution by that parent or guardian and to appoint a guardian for her until she reaches the age of twenty-one or any age below this as the court directs. However, this law is not readily enforced.

6.8 The laws in the Criminal Code relating to Sexual Offences, including rape, do not discriminate against prostitutes - it applies to all females. In practice, however, a known prostitute may not be taken seriously when laying a complaint of being raped.

6.9 Patterns of immigration and emigration are closely monitored. There is no system in place to monitor whether immigrants or emigrants are engaged as sex workers. Because of the negative social environment for sex workers, it is not likely that immigrants or emigrants would state this as an occupation.

6.10 Section 188 (c) & (d) of the Criminal Code expressly addresses the matter of procurement of a female to leave the state and go elsewhere to become an inmate of a brothel for the purpose of prostitution. The penalty being two (2) years imprisonment.

6.11 It is illegal for a third person to sell a woman's sexual service. Section 188 of the Criminal Code addresses the procurement of sexual services by the third person. It states that "Whoever procures any female to leave this state with intent that she may become an inmate of a brothel elsewhere" shall be liable to two (2) years in prison.

6.12 There are obstacles to eliminating the exploitation of prostitution and traffic in women. These include the reluctance of those subjected to exploitation to come forward, the incidence of poverty and the high level of unemployment among the women population which may militate against them exposing their exploiters. In addition, the penalty of two years imprisonment is too low.

6.13 There are laws in Grenada to penalize nationals who exploit women and girls children outside of the country. Section 188 of the criminal code addresses the matter of outside the country - "within or without". There are no laws relating to sex tourism.

CHAPTER V

APPLICATION OF THE CONVENTION – PART 3

Article 10: Education

10.1 In Grenada, there is equal access to education for males and females. The Education Act, Section 3 (3) , states that among the specific goals and objectives of the Education System are:

(d) To provide opportunities for everyone in Grenada to reach their maximum potential

And

(f) To promote the principle and practice of gender equality

10.2 Girls and boys are able to take the same subjects at primary, secondary and tertiary levels and they are aware of the options available to them. They do take advantage of these options and sometimes do better than the boys. Overall, more girls than boys enter to sit external exams, and they pass in higher numbers. Table 15 shows that in the academic year 2003 – 2004, 1095 girls and 765 boys entered to sit Ordinary Level Exams, with 482 girls and 210 boys passing four or more.

10.2 Statistics show that males and females do not access all of the same subjects in equal numbers. Table 15 also shows that there is segregation by subject areas for some of the subjects where the percentage entry for females is less than 25%, such as in Building Technology Construction, and it is more than 75% in other subjects such as Food and Nutrition. At the Skills Training Institutions, boys and men opt for the technical disciplines while the girls and women opt for secretarial studies and hospitality skills in significantly greater numbers. Tables 16, 17, and 18, present the comparative figures for the three leading Skill Centres during the period 2000 to 2004. Officially, there is no barrier to the exercise of choice, but other factors, such as traditional stereotypes, must be playing a significant role in determining such severe divisions.

10.3 The records show that, for the Marryshow Cup prize which is awarded to those who excel when graduating from secondary school over the past 30 years, 23 girls and 8 boys have been the recipients.¹⁶

10.4 Overall, primary and secondary enrolment rates reflect equality for girls and boys with net enrolment rates at 93.1% and 93.8% respectively. According to the CWIQ Report:

Gender equity in enrolment rates is variable across age groups. At age 5, enrolment rates are 90.4 percent for girls as compared to 83.3 percent for boys. This disparity is reversed at age 8, with 98 percent enrolment for boys and 95 percent for girls. The pattern shifts again at age 10 with a 6.2 percentage difference in favour of girls, 95.4 and 89.2; and shifts again at age 11 with 84.0 percent for boys and 82.8 percent for girls.¹⁷

¹⁶ University of the West Indies School of Continuing Studies – Grenada Centre, which manages this award programme

¹⁷ Core Welfare Indicators Questionnaire (CWIQ) 2005; Table 3.4

10.5 At university level, the statistics¹⁸ show a high percentage of females participating in all programmes. In 2007, there were 284 students at the University of the West Indies (UWI) Centre in Grenada, comprised of 43 males and 241 females.

10.6 The CWIQ Survey revealed that there was no real statistical difference in adult literacy rates – 97.1 percent for men and 96.8 percent for women. The rate is given as 97 percent overall, however, in poor rural areas, the rate falls to 94.7 percent.

10.7 In schools that are not co-educational, the curricula, examinations and teaching are standard, except for some skill disciplines. School premises may differ to reflect this, as it is more likely for an all girls school to have a Home Economics facility than an all boys school.

10.8 In the institution designated as the Programme for Adolescent Mothers, the premises are sub-standard and teaching staff and resources are limited. This is an area for development and improvement. In 2007, a policy on the return of girls to the mainstream school system was drafted by the Ministry of Education using a consultative process. However, it has not yet been taken to Cabinet for approval.

10.9 It is not likely for girls to opt for non-traditional technical subjects, but some girls do choose Technical Drawing and Building Technology. It is unlikely for boys to opt for Secretarial Studies or Home Economics. Tables 15 – 18 show the trend of gender disparities across skills disciplines. Girls and boys are not actively discouraged from pursuing non-traditional subjects for their sex, but they are not encouraged either.

10.11 Scholarships and grants are based on the following criteria:

- Acceptance by a university
- Outstanding performance in the Advanced Level Examinations
- A bond system that requires the scholar to return to Grenada upon graduation (not all persons find this acceptable.)

Political patronage is likely to influence selection, but it cannot override the first criterion.

10.12 There are no grants or scholarships solely for men or solely for women. However, certain scholarships or grants may apply only to persons based on their occupation. If this is the case, therefore, it would be more likely for a woman to access a grant for further studies in nursing and for a man to access one for fishing. There is no information compiled on the number of males and females shortlisted for student grants and scholarships over the years.

10.13 The overall percentage of students in adult education and literacy comparing women to men is not available since many of these programmes are in the informal sector and the statistics from the T. A. Marryshow Community College have not been presented disaggregated by sex. There are no barriers to women's enrolment in these, except those cultural barriers related to them being mothers and house minders. Even so, women are more likely to take the opportunities of enrolling in an evening class than their male counterparts.

10.14 The Education Act (2002), section 28 (2) states that the age for admission to primary school is five years and students should not have attained the age of 16 years by the following 31st December. This applies to both boys and girls. In the case of secondary school, the admission age is 11 years and written permission from the Chief Education

¹⁸ enrolment at the University of the West Indies School of Continuing Studies in Grenada where distance education learning and online programmes are available

Officer is necessary for a student to be retained in a public or assisted secondary school after the end of the year in which he or she would have attained the age of 20 years.

10.15 The policy of keeping girls in schools during and after pregnancy has undergone extensive debate. However, the Education Act is clear on the matter of suspension and expulsion, noting that pregnancy is not listed as a possible reason for punishment. Recent trends indicate that the Ministry would not consider the expulsion of a pregnant student or the termination of her education. However, tradition causes many to drop out voluntarily.

10.16 The Education Statistical Digest showed that more males than females dropped out of primary schools whereas more females than males dropped out of secondary schools during the years 1995 – 2003. (See Table 9) According to the CWIQ 2005, various reasons were given for dropping out. The top reasons given by boys were; too old or completed – 22%; work – 19%; useless – 14%; and failed exam – 15%. The top reasons given by females were; too old or completed – 74% and pregnancy – 15%.

10.17 The percentage of female teachers at the primary and secondary levels is greater than the male teachers, but is it higher at the primary than the secondary, as shown in Table 10. In 1994 to 2004, the average exceeded 77% at the public primary schools and was 58% the secondary level. The ratio of trained teachers in the public primary and secondary schools reflects the ratios of teachers in general, with a slight leaning to a greater ratio of trained female teachers. Tables 11 and 12 present the analysis. Similarly, the ratio of graduate female teachers reflects the ratio of female teachers in the system generally (Table 13). At the university level¹⁹, most of the local tutorials are delivered by male tutors. Over the last 20 years, there have been 42 tutors, 23 of which were males and 19 were females.

10.18 Female and male students have the same access to Health and Family Life Education in the primary and secondary schools.

10.19 There are no regulations that prohibit girls and boys from participating in sports and physical education. However, there are some sports that are male-dominated, such as soccer (football) and cricket. Although females play these games, they are not taken as seriously as their male counterparts. Basketball and volleyball are played by both males and females, while netball is played almost exclusively by females. In athletics, both track and field are keenly contested by in school competitions at the primary and secondary levels, and each school's team would include girls and boys.

10.20 There are no dress regulations that impede the full participation of girls and women in sports. Culturally, it is acceptable for girls and women to participate in all sports. Sports facilities, such as multi-purpose courts, are sometimes dominated by males, except when there are scheduled events. Playing fields, which are suited for playing cricket and football, are also used by males more than females.

10.21 There is some sex stereotyping in commercials in the print and electronic media. No analysis is recorded on the extent of this phenomenon.

10.22 No research has been undertaken into the achievements of girls who attend co-educational schools in comparison with their counterparts in single-sex schools, and whether any differences, if any, are due to the type of school as against other factors.

10.23 Career and vocational guidance is available. Again, there is no clear policy statement as to whether the full range of vocational opportunities is presented on an equal basis, or whether traditional biases are presented. Their participation rates suggest that, for

¹⁹ University of the West Indies School of Continuing Studies – Grenada Centre

vocational skills, girls and boys segregate. Girls and women who opt to enter fields of study which are dominated by males, as well as boys and men who opt for those dominated by females, have to be prepared to face the social obstacles created by stereotyping.

Article 11: Employment

11.1 Overall, the employment statistics in Grenada show generally high unemployment rates and disparities based on sex. The 2001 census identifies that there is a very low participation rate with almost 40% of the persons outside of the labour force. The gender differential is that slightly more than half of the women, 53%, was outside the labour force while just over quarter of the men, 27%, was outside.

11.2 The statistics indicate that there is gendered division of labour in Grenada. Tables 21 to 25 and Figures 7 to 9 show that there are disparities based on occupational group, industrial group and employer. The Ministry of Finance reaffirms this in the Poverty Eradication Strategy 2006 when it said “Private enterprise employs the highest percentage of workers and more males than females. More females than males are employed in the public sector.” It also said that “Employment still falls along traditional gender lines, best illustrated in the construction, wholesale and retail, and hotel and restaurant sectors.” (p22)

11.3 In addition, statistics show a trend that unemployment rates for women double the rates for men. According to the Labour Force Survey (1998), published by the Statistical Unit, Ministry of Finance, the unemployment rate among women was 21.2% and for men, 10.5%. The CWIQ Survey 2005 report also reflects this pattern. It states that around 65% of the population comprise the active labour force with an overall unemployment rate of 18.8%. However, the unemployment rate among women continues to be twice that for men at 26.3 % compared to 12.5%. Though the unemployment rates increased primarily as a result of the Hurricane, the ratio between employed women and men remained the same.

11.4 The Labour Force Survey (1998) pointed out that the median monthly income for females was \$650.00 while for males it was \$898.00, a difference of \$248 per month. It also states that for every 100 males earning \$3000 or more there were 24.4 females earning the same amount.

11.5 In addition, based on the 2001 census, the following points can be made:

11.5.1 There are more men than women in all income categories, except the lowest categories \$2500 - \$4999 and \$5000 - \$9999, where, especially in the latter, there are higher numbers of women than men, but not significantly.

11.5.2 The differences between the numbers are closer in the lower income categories than in the higher ones, starting noticeably from the \$10 000 – \$14 999 category, where 40% of that group are women. In all lowest four categories, that is \$9999 or under, the difference is no more than 15%, while in the five higher categories and the unstated category, the differences are no less than 30%. This means that in the lower income levels, the numbers of women and men are similar, while in the higher categories, the numbers are further apart in comparison to the size of that group. The difference is greatest in the highest stated category, \$75000 or more, where only one quarter of that group are women.

11.6 While there is no ongoing programme to ensure that opportunities exist for women in non-traditional fields, Sections 26 – 27 of the Employment Act set up the climate for non-discrimination. Section 26 states that, among other things, no employee shall be discriminated against on the basis of sex, marital status or family responsibilities. It further states a penalty for persons who contravene this section. The next Section states that an employer shall pay equal remuneration for work of equal value to both male and female employees. These provisions are well-intentioned and suitable. Part IV of the Employment Act (Articles 25 – 28) lays out the Fundamental Principles of Employment as:

- Prohibition of forced labour
- Prohibition of discrimination
- Equal pay for equal work
- Remedies for the infringement of rights

No charges have been identified as having been brought based on any claim to a violation to any of these fundamental principles.

11.7 Grenada has adopted an overall principle of equal pay for equal work, but there are two outstanding matters for redress. One is that the Minimum Wage Order provides for Agricultural Labourers to be paid at the following hourly rates: males at \$5.00 and females at \$4.75. While in note 2 it states that “where female workers perform the same task as men, they shall receive the same rate as men”, it has become clear that the type of tasks could be classified and valued as against having the standard of measurement be on whether males do it. The second is that, upon analysis of the Minimum Wages Order, the jobs that are traditionally done by women have been assigned lower rates of pay compared to those traditionally done by men, even when higher qualifications and more skills are required.

11.8 As an example, domestic workers are given a minimum of EC \$400.00 per month and Clerical Assistants have a range of EC \$500.00 – EC \$700.00 based on the parish, while bus conductors are given a minimum of EC \$25.00 per day or approximately EC \$600.00 per month (at the average of a six-day working week). It is noted that clerical assistants and domestic workers (predominantly women) are required to have a higher level of skill and operate with greater responsibility than bus conductors (predominantly men). This points to the urgent need to undertake a pay equity exercise.

11.9 The maximum weekly hours of work allowed under the Labour Code (Employment Act 1999 section 37) puts some workers at a disadvantage. It states that domestic workers and security guards can work a maximum of sixty (60) hours, catering assistants, clerical assistants or shop assistants work up to forty-four (44) hours and agricultural workers, construction workers and industrial workers work a maximum of forty (40) hours. Notably, domestic workers, catering assistants, clerical assistants and shop assistants are predominantly women. These groups of workers, along with security guards, also attract the lowest rates of pay under the Minimum Wages Order.

11.10 In addition to Annual Leave (vacation), Part VII of the Employment Act details that pregnant workers have the right to maternity leave, (with pay if employed for more than eighteen months with the same employer) and they have the right to return to work following this leave. They are also provided with protection from dismissal due to pregnancy. These provisions are maintained by established and registered employers, particularly those whose workers are represented by trades unions.

11.11 This Part of the Employment Act also provides for Supplementary Family Leave for undertaking family responsibilities. Article 72 (3) uses sickness or death of a spouse, close relative or dependant person as examples, but does not limit the leave only to those occasions. Women, who are the primary caregivers in most households, stand to benefit from this leave.

11.12 Women are entitled to receive the same benefits as men at their workplaces. These benefits include pension, profit sharing, service charge and health insurance. Where these benefits allow for spouses to be added, such as health insurance plans, spouses of either sex are allowed on the partners’ plan.

- 11.13 The compulsory retirement age from the public service and the age from which National Insurance Scheme (NIS) pensions starts is sixty (60) years for both men and women.
- 11.14 There is no legislation or measures at the national level against sexual harassment in the workplace. From 2006, public attention to this has been drawn and consultative activities have been undertaken by the Grenada National Organisation of Women to draft a Bill against sexual harassment. The Government intends to pass legislation in this regard. This proposed Act will cover sexual harassment in other places as well, such as education, accommodation and public places.

Article 12: Equality in Access to Health Care

- 12.1 There are four public hospitals in Grenada including one in Carriacou. One in Grenada is a psychiatric hospital. Primary Health Care within the communities is provided by six health centres and thirty medical stations which are located in districts throughout the state, including Petite Martinique. Most of the health services at these facilities are free, except prescribed drugs and some surgical operations, for which minimal fees are charged.
- 12.2 There are also private medical services on island – hospitals, clinics, and diagnostic/imaging centres.
- 12.3 In describing the health status as “stable”, the Ministry of Health²⁰ stated that basic health indicators show that:
- Life expectancy is at 68 years for men and 72 years for women (comparable to developed countries). The total fertility rate over the 1992 – 1995 period averaged 3.2 children per woman of child-bearing age.
- 12.4 The Basic Health Indicators (1998 – 2006) also shows that infant mortality ranged between 8.3 in 2005 and 20.5 in 2002. Maternal deaths was zero from 1998 - 2004. The crude birth rate declined from 25.9 in 1990 to 15.6 in 2006. The crude death rate ranged from 7.0 to 8.6 within the same period. (See Table 27)
- 12.5 Women and men have equal access to health care. Health services for women, however, are specific to maternal and child health, and there are no specific health services for men.²¹
- 12.6 Antenatal services are provided at the district level. In 2001, one thousand four hundred and ninety three (1493) women made their first visit, of which 22.1% were persons under 20 years. In 2002, one thousand four hundred sixty-one (1461) first clinic visits by antenatal mothers were made, of which 22.8% were teenagers and children nineteen years and under. The records show that the highest number of visits were by women between the ages 20 – 34 years, with 63.4% and 62.5% in 2001 and 2002 respectively. In addition, the majority made their first visit in their third trimester (60.4% in 2001 and 65.1% in 2002).²² The statistics show that in those years the numbers of births were 1899 and 1756 respectively. Therefore, approximately 80% of antenatal mothers use the services provided at the districts.
- 12.7 The use of contraceptives in Grenada is legal. As a policy, for any woman to receive permanent pregnancy prevention measures, such as tubal ligation, or other medically advised/required procedures that affect the ability to become pregnant, such as hysterectomy, she is required to sign a consent form. It is not a requirement that she

²⁰ National Strategic Plan for Health (2006 – 2010) – Situational Analysis

²¹ Ibid

²² Community Health Services Report 2002

gets the consent of her husband, if she is married. The same is true if a man has to have a vasectomy. Counselling is provided when any of the sterilisation methods are requested in order to reduce the likelihood of requests for reversal.

- 12.8 The district health services provide family planning services. The Situational Analysis indicated that approximately 450 postnatal women requested these services during 1999 – 2000. The main ones requested were sterilisation (7%), condoms (25%), intrauterine devices and injections. The 2002 report from the Epidemiology Unit also states that family planning was provided to nine hundred and fourteen (914) or 73% postnatal women in 2002 and to nine hundred fifty (950) or 77% in 2001. The Grenada Planned Parenthood Association also provides family planning services.
- 12.9 Abortion is not legal, except for reasons related to saving the life of the mother. However, it is done in Grenada using traditional means, and it is reportedly done by medical practitioners as well. Statistical evidence is not possible, but the General Hospital has recorded admissions due to failed attempts.
- 12.10 The single most prevalent cause of death in 2007 is malignant neoplasms, with the number of men dying from this condition almost doubling that for women. In general, more men than women died that year, but more women than men died from a few of the conditions. Diseases of the heart and circulatory system continue to affect more women than men as shown in both 1998 and 2007. Tables 28 and 29 show the breakdown by sex for the years 1998 and 2007.
- 12.11 Pap smear services and STI services are also provided. In 2004, 427 pap tests were done for postnatal mothers. Limited data is available on STIs, as the health workers believe that “most persons tend to seek a private physician to treat these diseases” and that “no data was available from community health services”.²³
- 12.12 HIV/AIDS surveillance is carried out in Grenada. The first known case was in 1984. More males than females are testing positive for HIV, and subsequently contracting AIDS and dying from AIDS related causes. (See Table 30). This holds true for new cases of HIV across all age ranges, except the 15 – 24 age group in which 26 females and 17 males have been tested positive. In the 35 – 44 age group, the number of HIV+ males more than triples that for females. Overall, the rates of HIV and AIDS in Grenada are relatively low.
- 12.13 Programmes to control the spread of HIV and treatment of People Living with HIV and AIDS are directed by the National AIDS Council and its secretariat, the National AIDS Directorate, an agency of Government. The programme focuses on prevention, treatment, care and support at all levels. Free Voluntary Counselling and Testing (VCT) is provided by the Ministry of Health. Many Ministries of Government, NGOs, CBOs and service organisations are involved in the programmes, particularly sensitisation programmes aimed at behaviour change.
- 12.14 Attention has been given to the gender dimensions of HIV and sexuality, and a gender analysis of the proposed strategic plan has been ordered. GNOW has embarked on programmes aimed at building awareness among group leaders, in-school youths and adult community women of the linkages between HIV/AIDS, gender and sexuality.
- 12.15 The Situational Analysis proposed that obesity was a concern for women’s health, in that higher proportions of women were hospitalised for chronic diseases from 2001 to 2004.

²³ National Strategic Plan for Health (2006 – 2010) – Situational Analysis

Article 13: Social and Economic Benefits

13.1 The National Insurance Scheme (NIS) is the primary agency for social benefits. It was established by legislation in 1983 as the para-state mechanism for social security. It is a compulsory, contributory scheme to which employees pay 4% of their insurable earnings and their employers pay an additional 5%. Self-employed persons are also required to make contributions to the NIS.

13.2 The list of benefits under the NIS are categorised into long term and short term benefits. The long-term benefits are: Age Pension or Grant, Survivors Pension and Invalidity Pension or Grant. The short-term benefits are: Sickness Benefit, Maternity Benefit, Employment Injury Benefit, and Funeral Grant. In 2004, following the passage of Hurricane Ivan, an Unemployment Assistance Benefit was temporarily paid.

13.3 In order to qualify for the benefits, one has to be or have been an employed or self-employed person who has made contributions to the scheme and met certain criteria for the specific benefit. In the case of survivors' benefits, the immediate family members of the deceased would benefit. In most cases, the amount of the benefit is in direct relationship to the insurable earnings that contributions have been made on. The expected result is that, because of higher rates of unemployment and lower average earnings, the women's benefits would be generally lower, if they are eligible at all. An analysis of the recipients of benefits can be a useful exercise.

13.4 At the commencement of benefits under the NIS, Survivors' Pension was paid to the widow of the deceased contributor only, except if the widower was an invalid or was proven to be wholly dependent upon his wife up to the time of her death. From January 2007, this was changed to allow the widower of a deceased contributor to be eligible for Survivors Pension on the same terms as a widow.

13.5 One of the other changes that has been made is to reflect the fathers' financial responsibility in parenting. At the establishment of the NIS, only females were eligible to receive maternity benefits. In 1994, this was changed to allow the husband to receive a Maternity Grant on behalf of his wife upon the birth of their baby, if she does not qualify for Maternity Benefits on her own standing.

13.6 In addition to NIS, trade unions have negotiated that many employers, including the NIS, have independent pension plans for their employees, because it is recognised that the long-term benefits of NIS are not adequate to meet the standard of living that a retired person might consider as "decent". However, workers who joined the Government Service after the establishment of the NIS can no longer expect pensionable benefits from Government due to the Pensions Disqualification Act (1983). Noting that two-thirds of workers in the Government Service are women (Table 25), there is concern that 23% of the working women will be faced with economic hardships when they retire if the situation is not addressed.

13.7 The Government provides safety net programmes for persons in vulnerable circumstances, usually persons with disabilities, the elderly, and heads and members of poor and indigent households. Officials indicate that a majority of the recipients are women. An analysis on each programme is required to determine the ratio of recipients by sex and vulnerable category.

13.8 The stated criteria for qualifying for loans, grants, and tax credits from Government are gender neutral. However, no analysis of the recipients by sex and other characteristics has been seen for the preparation of this report. There is no known complaints mechanism for persons to report allegations of discrimination on any grounds.

13.9 Traditionally, women and men participate in different competitive team sports. Netball is seen as the women's game, while cricket, football (soccer) and basketball are

men's games. The cultural barriers hinder expansion at the competitive level, though women have always been playing those games non-competitively. Recently, some more attention has been given to women in football, basketball and cricket, primarily because of the initiative of the International governing bodies of the sports. Males and Females participate equally in swimming, tennis and volleyball.

13.10 Men and boys have greater liberty to engage in sports and recreational activities. Assumptions that women and girls should be at home, as well as concerns for their safety, vis-à-vis exposure to conditions under which rape and other sexual violence may occur, keep many girls and women away from recreational activities, except they are able to travel with at least one companion. Other obstacles for women are the burden of care and sometimes, their partner's desire that they are not "out in the street too much". Generally, though, the games and other recreational activities that attract men are organised more frequently and given more funding priorities than those for women. There are signs that changes are occurring, but this has to be monitored.

13.11 From 1975, Grenada has participated in the West Indies Women's Cricket Tournament and has had a woman on the West Indies Women's Cricket Team in the person of Joan Alexander. Since then, other women have been on that team. Participation in this tournament has not changed during the reporting period.

Article 14: Rural Women

14.1 Only a very small part of Grenada is considered as urban. Table 4 shows the urban population, the population of St George's Town, as being less than four thousand in 2007. It is noted that the population in the "Rest of St George's" has been growing, partly due to the outward drift from the town to the surrounding areas, and more so, the drift from the "outer parishes" to St George's parish, as individuals and families move for reasons of work and other opportunities.

14.2 The general situation for Grenada would be largely applicable to rural areas as well, except the smallest, most inaccessible villages. However, the situation in these areas is not captured in any specific way. Because of the size of the island, they are not absolutely cut-off from the mainstream, though there is anecdotal evidence of particular difficulties, especially that of physical access to services and opportunities for development, as well as the high cost of moving to find the required service. For poor households in those areas, access is of particular concern because of the latter problem – cost.

14.3 Women in the rural communities have lower physical access to key commodities and services than women in the urban area. The measurement of access used by CWIQ is the time spent in travelling to the service. Some rural households are further away from those services as shown in Table 31.

14.4 Rural women, as well as the majority of women in the town, are not aware of their rights under the CEDAW Convention. Increasingly, sensitisation activities bring awareness to women's rights in general, not linking them to CEDAW. Any measures taken to make women in rural areas aware of their rights would apply to urban women as well.

14.5 Rural women hire their labour to agricultural estates, engage in the private informal sector (vending or cooking), are self employed in cottage industries and small businesses or work in the formal sectors of the economy. The ones who are employed in the formal sectors commute to and from work each day.

14.6 According to the CWIQ 2005 report, "just under half of the households in Grenada are female headed with more than one fifth in the rural areas falling in the lowest welfare percentile". Invariably the female heads of households may never have been married and many are single parents as well.

14.7 According to the CWIQ “the dependency ratio is 50% or higher in all parishes and the highest ratios are found among the unemployed and in the private informal sector” - females predominate in those two areas. The Report also states that “the dependency ratio is higher for female-headed households than for male”.

14.8 Rural women participate in developing economic and agricultural policies if they are members of an organised group, e.g. Grenada Network of Rural Women Producers, GRENROP, and are invited to participate in consultations relating to agricultural policies. Another group – the Grenada Association of Agro-processors is being organized. Approximately ten years ago, the Government (Ministry of Finance) embarked on annual parish consultations on the National Budget and invited the general public, men and women, to attend and give input.

14.9 The contribution of rural women is taken into account in computing Gross National Product.

14.10 Women are not adequately represented in Government and bodies and commissions involved with development. (Table 7). This would hold true for rural women.

14.11 Rural Women benefit from programmes developed for the Agricultural Sector equally with men, except where these are tied to ownership of title to the property, and as Table 33 shows, more men than women in the middle to upper categories hold title to property.

14.12 Family Planning Services are provided by the Grenada Planned Parenthood Association and the District Health Facilities. More women take advantage of these services. The GPPA runs two clinics – one in urban St. George’s and another in rural St. Andrew’s. Family Planning services are available on the same level in rural as in urban areas.

14.13 The law relating to Social Security programmes does not discriminate in favour of females. Rural women qualify for coverage in the same way as all other women – NIS benefits are paid based on contributions paid by the worker and the employer on behalf of the worker.

14.14 Rural women and girls have access to education up to the secondary level locally. Tertiary level education is provided at the centres based in St George’s and Skills Training at a few centres at other locations. Local skills training opportunities are not always available and when they are, the quality and value can be questionable as there is no national certification authority.

14.15 Rural women participate in self-help groups and cooperatives. The State recognizes the right of rural women to organize self-help groups and to participate in co-operatives and other economic or development programmes as individuals. There are no obstacles hindering the establishment of these groups. The groups organize to allow women to obtain equal access to economic opportunities – incentives and concessions for the start-up of small businesses and self employment.

14.16 The Marketing and National Importing Board (MNIB), established by Government to market agricultural products locally and internationally, estimates that over 75 percent of its services are used by women. In addition, agricultural extension services reach farmers, both men and women, directly.

14.17 No specific provisions exist to ensure adequate living conditions for rural women – men and women in the rural communities enjoy any existing provisions. However, immediately after a disaster, such as Hurricane Ivan, or when vulnerabilities are assessed, poor single parent households are treated as particularly vulnerable, and these are generally headed by women (Table 32).

14.18 Rural women participate in all community activities. There are no existing cultural traditions that keep women from participating in community activities.

CHAPTER VI

APPLICATION OF THE CONVENTION – PART 4

Article 15: Equality before the Law and Civil Matters

15.1 Spouses have equal and separate access to the court, to financial dealings and to property. Either can have separate business and financial matters, such as debt, insurance policies and the making of a will. The Married Woman's Property Act (1896) confers on married women the same rights as her husband, as if she were "femme sole", that is an unmarried woman.

15.2 Grenada passed a Law Reform (Married Women and Tortfeasors) Act in 1936. This Act gives married women equality for suing and being sued in a Court of Law. It assumes, as well, that single women had that right previously.

15.3 In practice, women do use their rights to the court, to enter into contracts and to administer property.

15.4 Women are practising in the legal profession as well, and have served as Solicitor-General, Director of Public Prosecutions and Chief Magistrate. In 1991, there were four male magistrates and one female. By 2007, the numbers reversed to one male and four female magistrates.

15.6 No official analysis has been done or identified on the rate of prosecution and conviction, the penalties given to female and male convicts for the different crimes, nor on the sex or profile of the victims of the different crimes.

Article 16: Equality in Marriage and Family Law

16.1 Grenada has two Acts that are of direct bearing to this Article of the Convention. They are the Married Woman's Property Act (1896) and the Marriage Act (1903).

16.2 A marriage must be between one male and one female. The State recognises marriages that are conducted by registered marriage officers or by registrars in the presence of two witnesses. Marriage officers are leaders of religions who apply for and receive an appointment to be so recognised by law.

16.3 The state does not permit marriage of either males or females who are under the age of sixteen. For persons between sixteen and twenty-one, parental consent is required, from either a parent or legal guardian.

16.4 Both males and females must willingly consent to marriage. The parties must apply for a marriage licence in advance of the marriage ceremony, except by special provisions. Their request is posted for objection by the public, if any. Following the ceremony, all marriages must be registered, and couples are provided with a Marriage Certificate.

16.5 Two cultural practices related to marriage that show the subordination of women are:

- a. for a religious marriage ceremony, a woman is usually accompanied by her father or his representative and answers the question "Who gives this woman to be married to this man?"
- b. a woman does not make an official speech at her wedding reception.

16.6 The form for registration of marriages has a column for “Father’s name and surname” which has to be filled for both parties, but it does not have a corresponding column for their mothers’ names and surnames.

16.7 Both husbands and wives have equal duty to financially support their children. The law states that where the wife has separate property, she is as liable as her husband for the maintenance of her children and grandchildren.

16.8 There are no legal barriers to married women having a profession or occupation. In practice, many women who hold full-time or part-time occupations or pursue careers are married. Further, “financial abuse” as defined by the Domestic Violence Act includes a pattern of behaviour so as to “ensure financial dependence”.

16.9 There is no ruling on whether or not wives keep their surnames. Most change their surnames to that of their husband by virtue of a traditional practice and cultural expectation. Also, where a woman does not change her surname, many persons in society assume that she does. However, more recently, some use both surnames by adding his to hers.

16.10 Common law or de facto spouses are treated differently by different laws. Generally they are not recognised as “next-of-kin” for maintenance, inheritance and property rights or for accessing medical care in the case of persons who are unconscious. As an example, the laws relating to property rights in the case of a person who dies intestate do not recognise de facto spouses, regardless to how long the relationship lasted neither whether the surviving partner has vested interest in the property. On the other hand, the NIS Law recognises that the insured can claim Funeral Grant on the death of a de facto spouse, and a de facto spouse is eligible to receive survivors’ benefits if the insured partner has died. In addition, the Domestic Violence Act (2001) recognises intimate relationships outside of marriage by allowing persons having common law or de facto spouses and visiting relationships to use the Act for protection from domestic violence.

16.11 The review Women and the Law identifies that this is one of the areas which “vividly reflects how the law and the reality of life are at variance”. LACC has begun a process of consultation on the regularisation of de facto spouses under the law, but holistic action has not been taken by Government on this issue. In a report prepared by LACC on Legal Recognition of Common Law Unions in Grenada (2005), common law partners usually pool financial resources; acquire property jointly, though many times in the man’s name only; have children together; and cohabit for a long time. It presents the case that the problems relating to legal entitlements to the estate, maintenance and succession are disadvantageous to females more than they are to males.

16.12 Rape is defined under the Criminal Code as carnal knowledge of a female without her consent, where carnal knowledge refers to sexual intercourse with the least degree of penetration. Under the law, a husband cannot be found guilty of the rape of his wife as the status is that, by the act of marriage, she has given herself unto her husband and she cannot retract from that without obtaining legal separation or divorce. The Domestic Violence Act, however, introduces sexual abuse as a possible claim for protection orders and the Privy Council has already ruled against marital rape in another country. It is therefore necessary to amend the substantive laws on rape to recognise marital rape.

16.13 Divorces are permissible only by order of the Court. Both wives and husbands have the same right to file or apply for divorce, to use the same grounds on which to do so, to defend themselves from being divorced, if they so desire, and to negotiate the distribution of property.

16.14 The legal age for consent for sexual intercourse is sixteen, same as the legal age for marriage, except that parental consent is required for the marriage of a person from that age and below twenty-one. Sexual intercourse with girls under thirteen and under sixteen is a

criminal offence, referred to in the Criminal Code as Defilement of a Female, and locally termed Statutory Rape. There is no law against defilement of a male.

16.15 Fathers are required to pay child support for the care of their children, regardless of his marital status, and whether or not the child was born within wedlock. Mothers, too, have that responsibility under the law, but since, generally, the child(ren) reside with their mother, the claims are mainly made against fathers. This law is enforced whenever a complaint is made and a court makes a ruling. However, the minimum weekly payment of Fifteen Eastern Caribbean Dollars (\$15.00) is widely considered as inadequate, and thus acts as a deterrent to women making claims for their children. The Magistrate, though, has the liberty to demand more, based on the circumstances of the father.

16.16 The main challenge for women claiming child maintenance from the fathers of their children are that men have perfected the ability to understate their income and inflate their expenses, thus in many cases, the minimum order is made, and this is considered a paltry sum and a waste of time. Another challenge is the inordinate amount of time it takes to get a matter processed through the court.

16.17 There is no legal barrier to women determining the number and spacing of their children, including within marriage. However, there are restrictions to the maternity benefits a woman might be eligible for if she is pregnant or gives birth under certain time-frame conditions. Section 62 of the Employment Act states that if her pregnancy commences before she has worked for her employer for less than eighteen months, she is entitled to maternity leave without pay. Section 65 of the same Act further states that after the first occasion, an employee is entitled to maternity leave with pay only once in each period of two years and on no more than three occasions.

16.18 Headship of households is generally linked to the presence of an adult male in the home, since, once a man is present, he is the de facto head of the home, whether or not he makes the key decisions and/or provides for the well-being of the home. Therefore, female-headed households are usually the single-parent households with an adult woman, and male-headed households are more likely to have both parents resident therein. Table 32 shows that 48% of the females who head households are not in any union, whereas 40% of the male heads are legally married, with a further 18% in a common law union.

16.19 The following statements are made based on the Poverty Assessment Report which was completed in 1999:

16.19.1 Approximately 45% of the households were female-headed households.

16.19.2 29% of all households in Grenada were poor and the severity of poverty was higher than other OECS Countries.

16.19.3 52% of the poor households were female-headed.

16.19.4 A woman who was the head of a household was less likely to be a participant in the labour force, and if she was, she was more likely to be unemployed than a man who was head of a household, both in the poor and non-poor categories. In addition, a poor woman was more likely to be in the labour force than her non-poor female counterparts. 21% of all poor female heads were unemployed and 24% were outside the labour force. (See Table 20)

16.19.5 57% of poor women who headed households had no stated occupation and a further 17% had elementary occupations, as against 16% and 12% respectively for poor male heads.

16.20 The Core Welfare Indicators Questionnaire of 2005 divided the households into quintiles based on their socioeconomic status, and the report remarked that "within the bottom quintile of the rural households a significantly larger proportion is female-headed

compared with the highest quintile where male-headed households predominate”. In addition, in the urban households, 44% of the female heads are in the bottom three quintiles, as opposed to only 18.6% of the male heads. The report concluded that, “as one moves up from the poorest to the wealthiest household groups there is consistent increase in the number of male-headed households” p24.

CONCLUSION

The condition of women in Grenada is progressing steadily. In the period 2008 to 2011, specific action to deal with the achievement of obligations under CEDAW will be forefront on the national agenda. In particular, the national machinery will be strengthened, mechanisms will be clarified and developed and measures to achieve de facto equality will be undertaken.

As the government and people of Grenada continue to work towards gender equality, commitment to achieving the ideals of CEDAW is evident.

MAPS, CHARTS AND TABLES

MAPS OF GRENADA

Map 1: The Islands and Towns of Grenada



Map II: The Parishes of Grenada



TABLES AND CHARTS

Table 1: Population at Census Years (1871 – 2001)

<i>Census year</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
1871	18,280	19,404	37,684
1881	20,074	22,329	42,403
1891	25,535	27,674	53,209
1901	29,986	33,452	63,438
1911	30,398	36,352	66,750
1921	28,847	37,455	66,302
1946	31,834	40,553	72,387
1960	40,660	48,017	88,677
1970	43,692	49,083	92,775
1981	42,943	46,145	89,088
1991	47,030	48,467	95,497
2001	51,378	51,765	103,143

SOURCE: Central Statistical Office, based on:
 West Indian Census 1946, Vol. 1 Pts. A & B
 East Caribbean Population Census, 1960
 Grenada Population Census, 1970, 1981 & 1991

Table 2: Population at Census Year by Sex and Age Group (1991 - 2001)

<i>Age group</i>	<i>1991</i>			<i>2001</i>		
	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>
TOTAL	47,030	48,567	95,597	51,378	51,765	103,143
0 - 4	6340	6223	12,563	5067	4849	9916
5 - 9	6693	6448	13,141	5459	5380	10,839
10 - 14	5537	5469	11,006	6374	6343	12,717
15 - 19	4822	4627	9449	5435	5678	11,113
20 - 24	3870	3743	7613	3867	3756	7623
25 - 29	3829	3746	7575	3499	3241	6740
30 - 34	3368	3427	6795	3287	3222	6509
35 - 39	2576	2448	5024	3652	3432	7084
40 - 44	1800	1794	3594	3385	3156	6541
45 - 49	1404	1567	2971	2569	2332	4901
50 - 54	1322	1535	2857	1861	1831	3692
55 - 59	1232	1444	2676	1332	1425	2757
60 - 64	1293	1564	2857	1506	1727	3233
65 - 69	1061	1524	2585	1464	1698	3162
70+	1883	3008	4891	2621	3695	6316

Source: Central Statistical Office

Table 3: Population Density by Parish (1960 – 2001)

<i>PARISH</i>	<i>(km sq)</i>	<i>Land Area</i>			<i>Population Density</i>		
		<i>1960</i>	<i>1970</i>	<i>1981</i>	<i>1991</i>	<i>2001</i>	
St. George's	65	413	459	452	492	570	
St. John's	35	227	246	238	250	245	
St. Mark's	25	157	158	159	154	160	
St. Patrick's	42	270	268	241	241	254	
St. Andrew's	99	226	228	227	244	259	
St. David's	44	212	241	232	250	252	
Carriacou	34	205	175	137	168	179	
Grenada	344	258	270	259	278	300	

Source: Central Statistical Office

Table 4: Population at Census Years by Sex and Parish

<i>PARISH</i>	<i>1991</i>			<i>2001</i>		
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
St. George's (Town)	2,127	2,494	4,621	1,861	2,066	3,927
St. George's (Rest)	13,293	14,080	27,373	16,165	16,968	33,133
St. John's	4,394	4,358	8,752	4,372	4,219	8,591
St. Mark's	1,900	1,961	3,861	1,990	2,002	3,992
St. Patrick's	4,982	5,136	10,118	5,310	5,365	10,675
St. Andrew's	12,005	12,130	24,135	13,023	12,638	25,661
St. David's	5,531	5,480	11,011	5,571	5,506	11,077
Carriacou	2,798	2,928	5,726	3,047	3,034	6,081
TOTAL	47,030	48,567	95,597	51,339	51,798	103,137

Figure 1

2001 Population by Parish

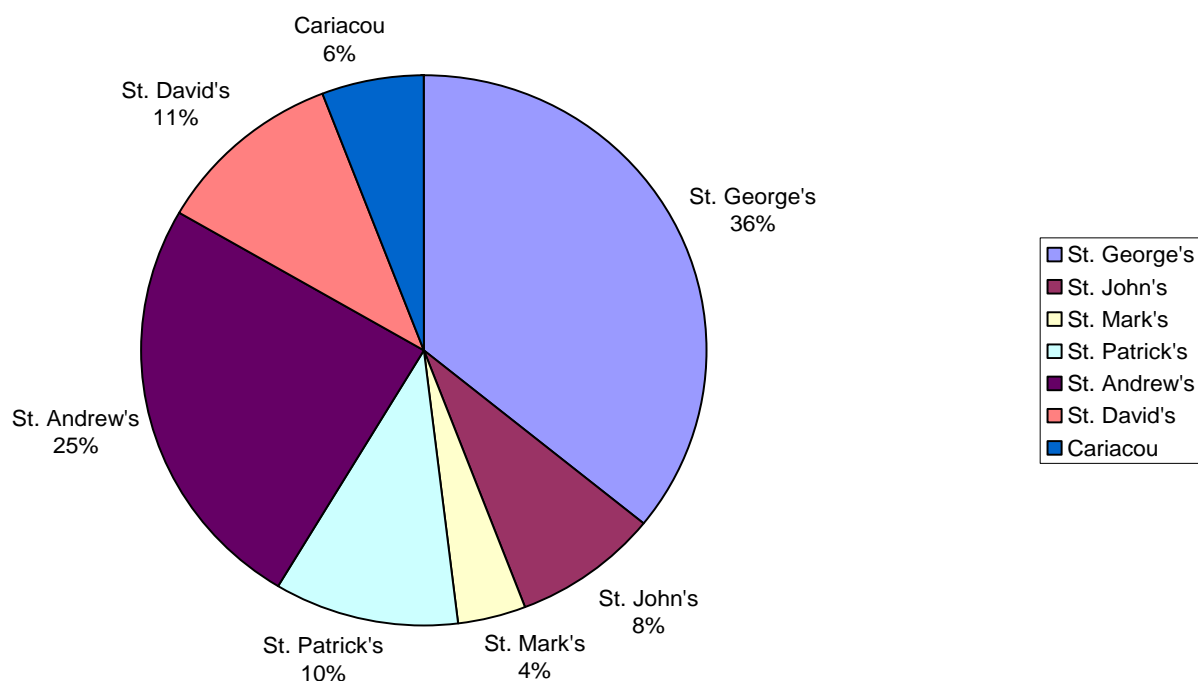


Table 5: Number of Registered Voters and Number Voted in 1995

Constituency	Number of registered voters				Number of persons who voted			
	Male	Female	Total	Female as %age of total	Male	Female	Total	Female as %age of total
Town of St George	2016	2342	4358	53.7%	1144	1268	2412	52.6%
St George North East	3020	3263	6283	51.9%	1768	1973	3741	52.7%
St George North West	2026	2118	4144	51.1%	1240	1435	2675	53.6%
St George South	2972	3429	6401	53.6%	1715	2055	3770	54.5%
St George South East	2164	2276	4440	51.3%	1227	1472	2699	54.5%
St David	3978	3961	7939	49.9%	2592	2539	5131	49.5%
St Andrew South East	2576	2584	5160	50.1%	1558	1533	3091	49.6%
St Andrew South West	2576	2584	5160	50.1%	1558	1533	3091	49.6%
St Andrew North East	2216	2082	4298	48.4%	1368	1255	2623	47.8%
St Andrew North West	2111	1859	3970	46.8%	1400	1224	2624	46.6%
St Patrick East	1626	1634	3260	50.1%	996	1054	2050	51.4%
St Patrick West	2185	2215	4400	50.3%	1356	1375	2731	50.3%
St Mark	1564	1558	3122	49.9%	984	1017	2001	50.8%
St John	3070	2951	6021	49.0%	1906	1995	3901	51.1%
Carriacou & Petite	1858	1900	3758	50.6%	1107	1171	2278	51.4%

Martinique

TOTAL	35958	36756	72714	50.5%	21919	22899	44818	51.1%
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Source: Report of the Grenada General Elections 1995

Table 6: Number of Women Nominated and Who Won Seats in General Elections

Election Year	Number of Nominated Candidates				Number of Seats Won			
	Women	Men	Total	Women nominated (as %age of total)	Women	Men	Total	Women elected (as %age of total seats)
1990	5	71	76	6.6%	2	13	15	13.3%
1995	9	73	82	11.0%	3	12	15	20.0%
1999	9	36	45	20.0%	4	11	15	26.7%
2003	12	52	64	18.8%	4	11	15	26.7%

Source: Parliamentary Elections Office Records of Elections

Table 7: Number of Persons in Public Life and Leadership by Sex

Leadership Position	Number of Nominated Candidates						Number of Seats Won			
	1991		1995		1999		2003		2007	
	F	M	F	M	F	M	F	M	F	M
Governor General	0	1	0	1	0	1	0	1	0	1
Prime Minister	0	1	0	1	0	1	0	1	0	1
Leader of the Opposition	1	0	0	1	0	1	0	1	0	1
President of the Senate	1	0	0	1	0	1	1	0	0	1
Speaker of the House of Representatives	0	1	0	1	0	1	0	1	0	1
Members of the House of Representatives	2	13	3	12	4	11	4	11	4	11
Members of the Senate (includes the President)	1	12	1	12	1	12	5	8	4	9
Members of Cabinet	1	9	2	12	3	10	5	6	6	7

Sources: Office of the Houses of Parliament

Cabinet Secretariat

Table 8: Board Members of Statutory Bodies in Grenada in 2000 – 2001

Name of Statutory Body	Number of Board Members			%age of Members Female	Manager/ Chairpers on	Head of Admin.
	Female	Male	Total			
1 Gravel, Concrete and Emulsion Production Corporation	1	6	7	14.3	F	M
2 Grenada Airports Authority	2	7	9	22.2	M	M
3 Grenada Board of Tourism	3	9	12	25.0	M	M
4 Grenada Bureau of Standards	2	12	14	14.3	M	M
5 Grenada Cocoa Association	0	9	9	0.0	M	M

6	Grenada Commercial Fisheries Ltd	0	7	7	0.0	M	M
7	Grenada Co-operative Nutmeg Association	0	9	9	0.0	M	M
8	Grenada Cultural Foundation	0	7	7	0.0	M	M
9	Grenada Food and Nutrition Council	9	1	10	90.0	F	F
10	Grenada Industrial Development Corporation	2	7	9	22.2	M	F
11	Grenada International Financial Services Authority	2	5	7	28.6	M	M
12	Grenada National Lottery Authority	2	4	6	33.3	M	F
13	Grenada Ports Authority	2	6	8	25.0	M	M
14	Grenada Postal Corporation	0	5	5	0.0	M	M
15	Grenada Solid Waste Management Authority	3	5	8	37.5	F	M
16	Housing Authority of Grenada	1	7	8	12.5	M	M
17	Marketing and National Importing Board	2	6	8	25.0	M	M
18	National Insurance Scheme	1	5	6	16.7	M	M
19	National Telecommunications Regulatory Commission	1	4	5	20.0	M	M
TOTAL		33	121	154	21.4	3 females	3 females
PERCENTAGE OF TOTAL		21.4	78.6	-	-	16%	16%

Compiled from: Grenada Government at Work, 2000-01

Figure 2

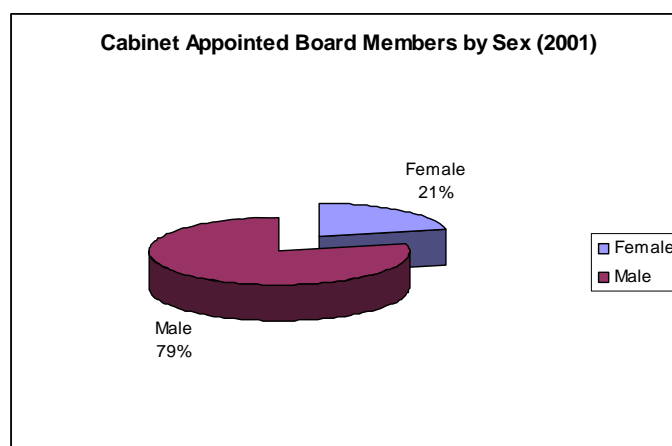


Figure 3

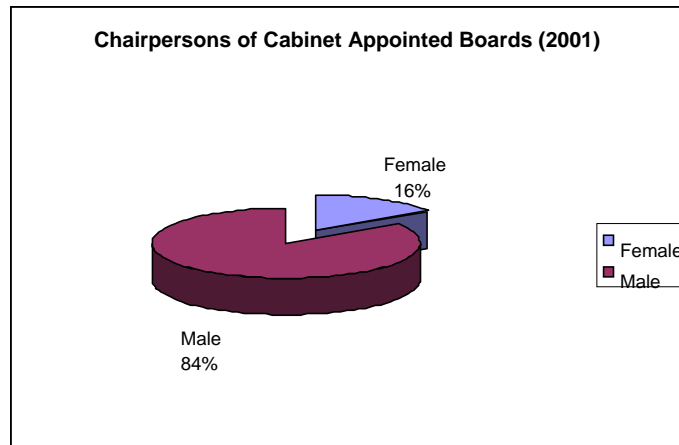


Figure 4

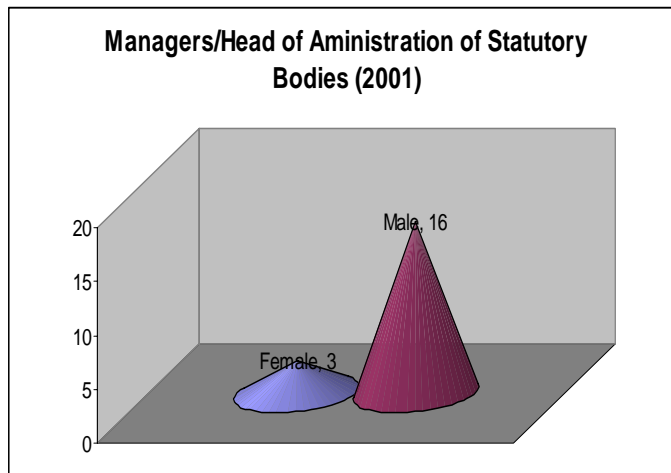


Table 9: Total Dropouts from Primary and Secondary Schools by Year

<i>Academic Year Ending</i>	<i>Primary School</i>				<i>Secondary School</i>			
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>% female</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>% female</i>
1997	123	62	185	33.5%	23	33	56	58.9%
1998	153	80	233	34.3%	23	37	60	61.7%
1999	126	76	202	37.6%	12	22	34	64.7%
2000	90	49	139	35.3%	44	58	102	56.9%
2001	76	33	109	30.3%	47	56	103	54.4%
2002	65	52	117	44.4%	70	77	147	52.4%
2003	34	19	53	35.8%	93	121	214	56.5%

Source: *Education Statistical Digest, March 2006*

Table 10: Percentage share of Female Teachers in Primary and Secondary Schools

<i>Census year</i>	<i>Primary Schools</i>		<i>Secondary Schools</i>	
	<i>Public</i>	<i>Private</i>	<i>Public</i>	<i>Private</i>
1996	83	n/a	53	n/a
1997	82	n/a	58	n/a
1998	81	88	54	n/a
1999	74	83	57	n/a
2000	76	91	59	45
2001	76	87	62	46
2002	74	90	59	63
2003	76	91	63	67
2004	75	88	61	40
1996	83	n/a	53	n/a
1997	82	n/a	58	n/a
1998	81	88	54	n/a

Source: *Education Statistical Digest, March 2006*

Table 11: Distribution of Trained Teachers in Primary Schools by Sex

<i>Academic Year ending</i>	<i>All Teachers</i>				<i>Trained Teachers</i>			
	<i># of Males</i>	<i># of Females</i>	<i>Total number</i>	<i>%age Female</i>	<i># of Males</i>	<i># of Females</i>	<i>Total number</i>	<i>%age Females</i>
1999	209	605	814	74.3%	127	391	518	75.5%
2000	195	601	796	75.5%	117	418	535	78.1%
2001	182	583	765	76.2%	118	418	536	78.0%
2002	198	567	765	74.1%	124	423	547	77.3%
2003	198	567	765	74.1%	127	419	546	76.7%
2004	189	578	767	75.4%	128	417	545	76.5%

Source: Education Statistical Digest, March 2006

Table 12: Distribution of Trained Teachers in Secondary Schools by Sex

Academic Year ending	All Teachers				Trained Teachers			
	# of Males	# of Females	Total number	%age Female	# of Males	# of Females	Total number	%age Females
1999	168	224	392	57.1%	38	85	123	69.1%
2000	167	239	406	58.9%	42	81	123	65.9%
2001	169	270	439	61.5%	54	80	134	59.7%
2002	188	271	459	59.0%	44	79	123	64.2%
2003	188	318	506	62.8%	51	93	144	64.6%
2004	214	333	547	60.9%	65	127	192	66.1%

Source: Education Statistical Digest, March 2006

Table 13: Distribution of Graduate Teachers in Secondary Schools by Sex

Academic Year ending	All Teachers				Graduate Teachers			
	Males	Females	Total	%age Female	Males	Females	Total	%age Females
1999	168	224	392	57.1%	45	59	104	56.7%
2000	167	239	406	58.9%	41	59	100	59.0%
2001	169	270	439	61.5%	39	59	98	60.2%
2002	188	271	459	59.0%	40	63	103	61.2%
2003	188	318	506	62.8%	29	64	93	68.8%
2004	214	333	547	60.9%	33	52	85	61.2%

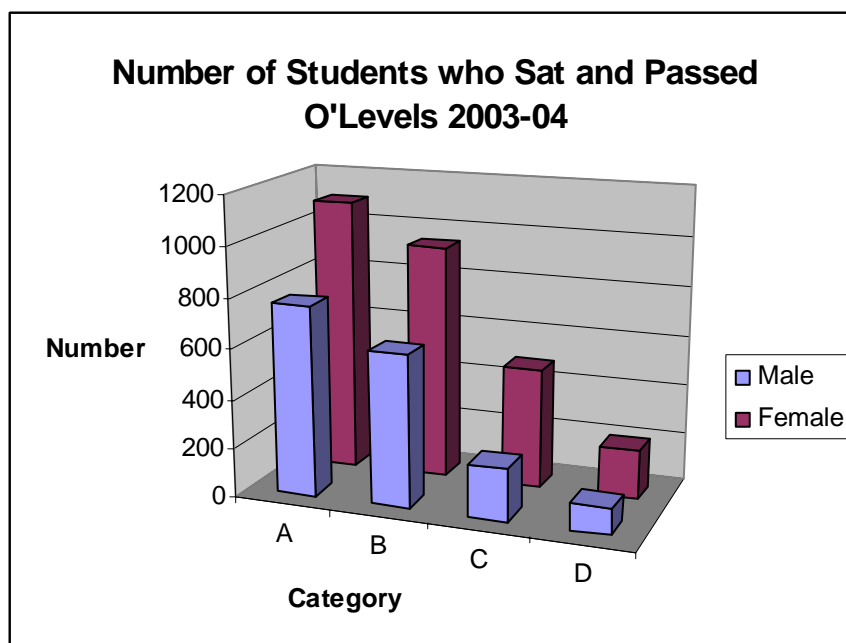
Source: Education Statistical Digest, March 2006

Table 14: Number of Students who Sat and Passed Ordinary Level Subjects in 2003-2004

Category	Number of Students			% female
	Male	Female	Total	
Sat O'Level Exams	765	1095	1860	58.9%
Sat 4 or more O'Level Exams, including English	613	943	1556	60.6%
Passed 4 or more O'Level Exams, including English	210	482	692	69.7%
Passed 4 or more O'Level Exams, including English and Maths	105	196	301	65.1%

Source: Education Statistical Digest, March 2006

Figure 5



Note: the "Category" column was created in the corresponding Table above for use in the Chart.

Table 15: Entries in CXC 2005 by Sex

Subject	Students Entering			
	Female	Male	Total	%age Female
Agricultural Science (Animal Science)	199	220	419	47
Agricultural Science Crops and Soils)	212	119	331	64
Biology	260	146	406	64
Building Technology - Construction	7	135	142	5
Building Technology - Woods	8	58	66	12
Caribbean History	242	163	405	60
Chemistry	147	81	228	64
Clothing and Textiles	82	8	90	91
Electrical and Electronic Technology	16	114	130	12
English A	1104	701	1805	61
English B	296	53	349	85
Food and Nutrition	261	16	277	94
French	156	32	188	83
Geography	230	225	455	51
Home Economics Management	50	5	55	91
Human and Social Biology	49	54	103	48
Information Technology	274	228	502	55
Integrated Science	362	318	680	53
Mathematics	696	527	1223	57
Mechanical Engineering Technology	1	7	8	13

Office Procedures	333	144	477	70
Physics	92	109	201	46
Principles of Accounts	226	99	325	70
Principles of Business	602	373	975	62
Religious Education	56	16	72	78
Social Studies	749	395	1144	65
Spanish	150	65	215	70
Technical Drawing	51	173	224	23
Typewriting	18	3	21	86
Visual Arts	28	35	63	44

Source: Ministry of Education

Key: Overwhelmingly male dominated (Less than 25% female participation)

Overwhelmingly female dominated (More than 75% female participation)

Table 16: Enrolment in Programmes at St Patrick's Multi-Purpose Training Centre 2000 - 2004

Programme	2000/01			2001/02			2002/03			2003/04		
	Total # Fem.		% Fem.	Total # Fem.		% Fem.	Total # Fem.		% Fem.	Total # Fem.		% Fem.
Secretarial Studies	20	20	100	12	12	100	7	7	100	12	12	100
Home Economics	32	31	97	24	23	96	30	29	97	24	23	96
Building Construction	13	0	0	14	1	7	16	1	6	14	1	7
Furniture Making and Design	8	0	0	8	0	0	12	0	0	8	0	0
Auto Repairs	2	1	50	11	0	0	0	0	0	0	0	0
Auto Electrical	12	0	0	0	0	0	0	0	0	11	0	0
Auto Welding	12	0	0	7	1	14	9	1	11	7	1	14
Drafting	8	1	13	5	0	0	0	0	0	5	0	0
Masonry Craft	17	0	0	12	0	0	12	0	0	12	0	0
Electrical/ Electronics	17	1	6	13	2	15	9	1	11	13	2	15
Total	141	54	38	106	39	37	95	39	41	106	39	37

Source: Education Statistical Digest, March 2006

Table 17: Enrolment in Programmes at New Life Organisation Training Centre 2000 - 2004

Programme	2000/01			2001/02			2002/03			2003/04		
	Total # Fem.		% Fem.	Total # Fem.		% Fem.	Total # Fem.		% Fem.	Total # Fem.		% Fem.
Adolescent Development	59	21	36	89	42	47	78	29	37	117	48	41
Electrical	30	0	0	30	0	0	25	0	0	23	0	0
Electronics	24	0	0	24	0	0	22	0	0	23	0	0
Masonry	17	1	6	18	1	6	17	2	12	15	1	7

Fisheries Education	8	0	0	12	0	0	10	0	0	7	0	0
Sewing	11	10	91	12	10	83	10	10	100	12	11	92
Cosmetology	21	19	90	25	21	84	20	18	90	22	19	86
Child Care	3	0	0	10	0	0	10	0	0	9	0	0
Health care	12	9	75	18	17	94	15	14	0	13	13	0
Hospitality Arts	30	22	73	40	36	0	34	32	0	36	34	94
Office Skills	12	9	75	18	15	83	15	13	87	14	8	57
Plumbing	27	0	0	27	0	0	25	0	0	26	0	0
Woodwork	17	0	0	25	0	0	20	0	0	18	0	0
General Maintenance	15	1	7	23	1	4	21	1	5	19	0	0
Total	286	92	32	371	143	39	322	119	37	354	134	38

Source: *Education Statistical Digest, March 2006*

Table 18: Enrolment in Skills Programmes at T. A. Marryshow Community College 2000 - 2004

Programme	2000/01			2001/02			2002/03			2003/04		
	Total	# Fem.	% Fem.	Total	# Fem.	% Fem.	Total	# Fem.	% Fem.	Total	# Fem.	% Fem.
	Secretarial Science	114	114	100	150	150	100	174	174	100	69	69
Technical Education ²⁴	188	7	4	277	14	5	493	59	12	426	143	34
Hospitality Arts	30	27	90	40	37	93	24	22	92	37	37	100
Foundation, Adult and Continuing Education ²⁵	642	410	64	0	0	0	774	575	74	588	321	55
Total	974	558	57	467	201	43	1465	830	57	1120	570	51

Source: *Education Statistical Digest, March 2006*

²⁴ "Technical Education" includes General Maintenance, Building Technology, Automotive Maintenance, Electrical Installation, Refrigeration and Air Conditioning, Welding Technology and Micro-computer Repairs

²⁵ "Foundation Adult and Continuing Education" includes Literacy Programmes and Courses for Primary School Leaving Examinations and Ordinary Level Examinations, offered as evening classes in diverse locations throughout the country.

Table 19: Main Labour Force Indicators

<i>Indicators</i>	<i>1991</i>	<i>1994</i>	<i>1996</i>	<i>1998</i>	<i>2001</i>	<i>2005</i>
LABOUR FORCE	27701	41497	42250	41015	41876	46969
Male	17297	22880	22679	23171	24822	25581
Female	10404	18617	19571	17844	17054	21388
EMPLOYED LABOUR FORCE	23859	30409	35078	34787	37741	38172
Male	14778	18706	20351	20731	22489	22409
Female	9081	11703	14727	14056	15252	15763
UNEMPLOYED LABOUR FORCE	3842	11088	7212	6228	4137	8797
Male	2519	4174	2328	2440	2336	3172
Female	1323	6914	4884	3788	1801	5625
LEVELS OF UNEMPLOYMENT						
Youth (under 25 yrs)	1761	4650	3084	3050	1849	3434
Male	1121	1786	1149	1389	1006	1409
Female	640	2864	1935	1661	843	2025
Adult	2036	6438	4088	3178	2288	5363
Male	1398	2388	1179	1051	1330	1763
Female	638	4050	2909	2127	958	3600
UNEMPLOYMENT RATE (%)	13.9	26.7	17.0	15.2	9.9	18.8
Male	14.6	18.2	10.3	10.5	9.8	12.4
Female	12.7	37.1	24.8	21.2	9.9	26.3
Youth	N/A	N/A	N/A	N/A	20.3	32.9
PARTICIPATION RATE	52.4	56.7	68.1	65.0	60.1	65.7
Male	67.6	62.5	75.1	75.6	71.9	72.5
Female	38.2	50.8	61.5	55.0	48.8	59.1

Source: Central Statistical Office

Table 20: Labour Force Participation and Employment Status of Household Heads by Sex and Socio-Economic Status

	<i>% poor</i>			<i>% non-poor</i>		
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
Employed	86.1	79.0	82.7	91.8	87.5	90.0
Unemployment Rate	13.9	21.0	17.3	8.2	12.5	10.0
Participant	89.1	76.1	82.4	84.2	68.8	76.9

Non-participant	10.9	23.9	17.6	15.8	31.2	23.0
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Source: Poverty Assessment Report 1999, p. 103

Figure 6

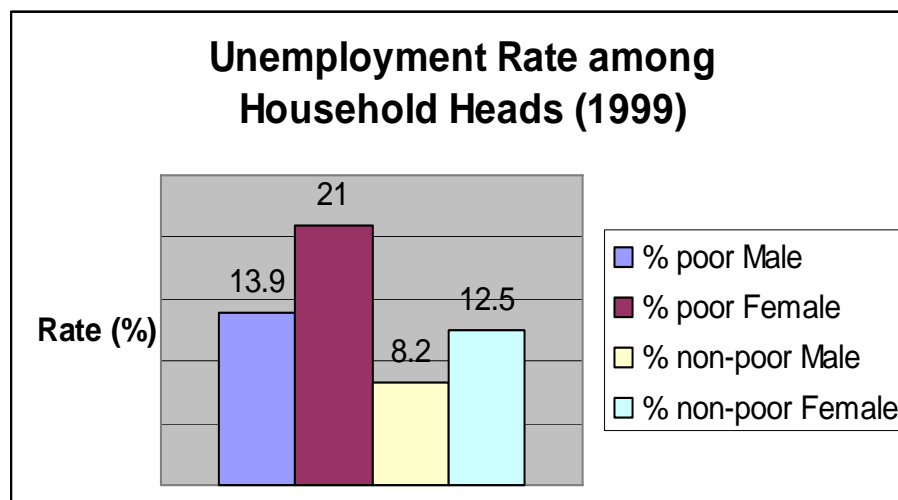


Table 21: Employed Population by Sex and Occupational Group 1991

Employed by Occupational Group 1991	TOTAL No.	EMPLOYED MALES			EMPLOYED FEMALES		
		No.	As % of Occ. group	As % of Employed Males	No.	As % of Occ. group	As % of Employed Females
Total	23859	14778	62%	100.0%	9081	38%	100.0%
Legislators, senior officials, managers	817	588	72%	4.0%	229	28%	2.5%
Professionals	489	306	63%	2.1%	183	37%	2.0%
Technical/associate Professionals	3125	1452	46%	9.8%	1673	54%	18.4%
Clerks	2134	519	24%	3.5%	1615	76%	17.8%
Service & shop sales	3655	2008	55%	13.6%	1647	45%	18.1%
Agriculture, forestry, fisheries	1718	1518	88%	10.3%	200	12%	2.2%
Craft and related workers	4073	3656	90%	24.7%	417	10%	4.6%
Plant/machine operators	1215	1040	86%	7.0%	175	14%	1.9%
Elementary occupations	5992	3234	54%	21.9%	2758	46%	30.4%

Not stated	641	457	71%	3.1%	184	29%	2.0%
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Source: Population & Housing Census 1991

Table 22: Employed Population by Sex and Occupational Group 2001

Employed by Occupational Group 2001	TOTAL No.	EMPLOYED MALES			EMPLOYED FEMALES		
		No.	As % of Occ. group	As % of All Employed Males	No.	As % of Occ. group	As % of All Employed Females
Total	36123	21455	59%	100.0%	14668	41%	100.0%
Armed forces	23	18	78%	0.1%	5	22%	0.0%
Legislators, senior officials, managers	2186	1095	50%	5.1%	1091	50%	7.4%
Professionals	872	528	61%	2.5%	344	39%	2.3%
Technical/associate Professionals	3804	1732	46%	8.1%	2072	54%	14.1%
Clerks	3244	692	21%	3.2%	2552	79%	17.4%
Service & shop sales	6690	2869	43%	13.4%	3821	57%	26.0%
Agriculture, forestry, fisheries	2715	2349	87%	10.9%	366	13%	2.5%
Craft and related workers	6562	5959	91%	27.8%	603	9%	4.1%
Plant/machine operators	2127	1863	88%	8.7%	264	12%	1.8%
Elementary occupations	7900	4350	55%	20.3%	3550	45%	24.2%

Source: Population & Housing Census 2001

Figure 7

Employed by Occupational Group 1991

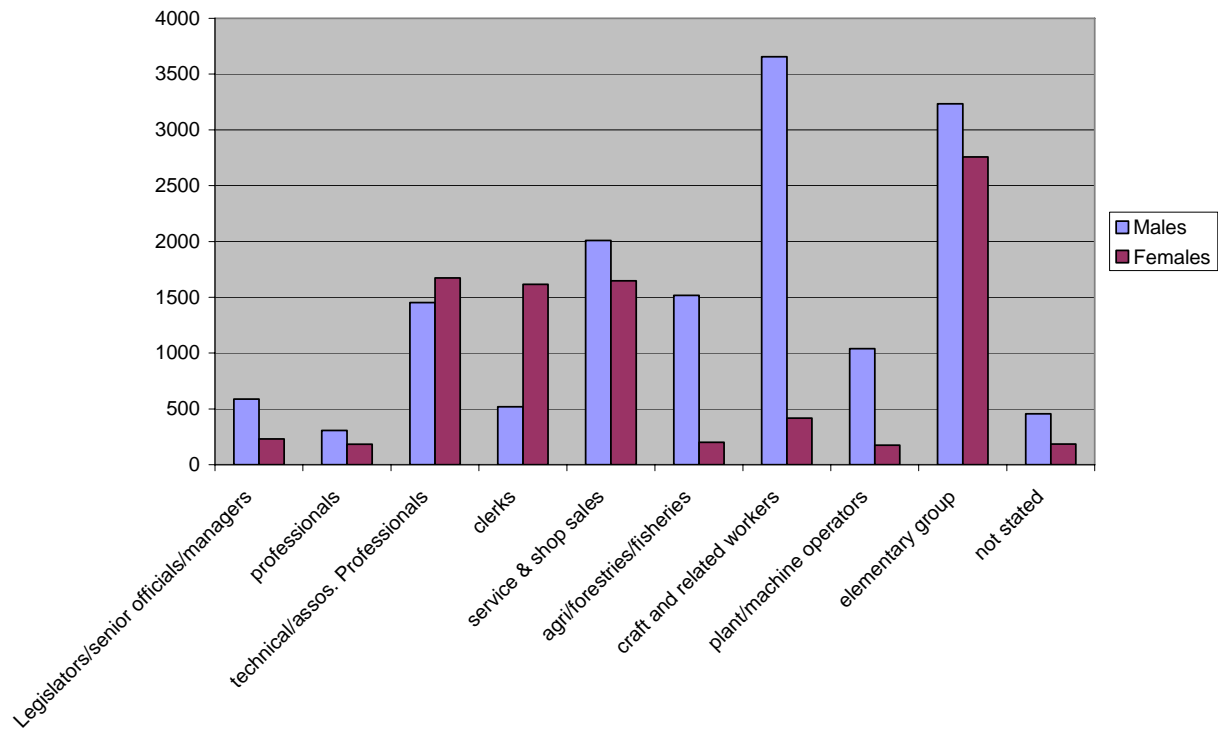


Figure 8

Employed by Occupational Group 2001

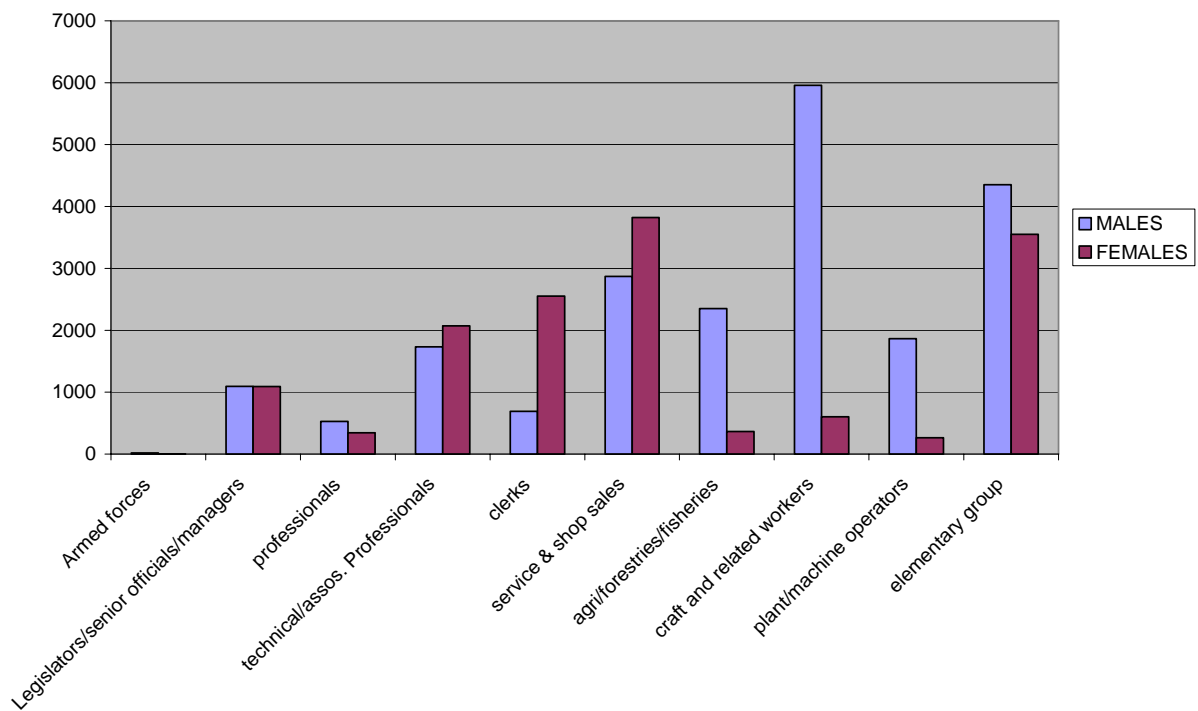


Table 23: Employed Population by Sex and Industrial Group 1991

<i>Employed by Industrial Group 1991</i>	<i>Total</i>	<i>Males</i>		<i>Females</i>	
		<i>No.</i>	<i>% of group</i>	<i>No.</i>	<i>% of group</i>
Total	23859	14778	61.9%	9081	38.1%
Agriculture, Hunting, Forestry & Fishing	3504	2622	74.8%	882	25.2%
Mining and Quarrying	123	74	60.2%	49	39.8%
Manufacturing	1826	1050	57.5%	776	42.5%
Electricity, Gas and Water	348	309	88.8%	39	11.2%
Construction	3017	2850	94.5%	167	5.5%
Wholesale and Retail Trade	4236	2264	53.4%	1972	46.6%
Hotels and Restaurants	842	358	42.5%	484	57.5%
Transport, Storage and Communication	1600	1302	81.4%	298	18.6%
finance/insurance/real estate	862	367	42.6%	495	57.4%
Public Administration and Defence	1729	1097	63.4%	632	36.6%
Other Community, Social and Personal Service Activities	3276	1367	41.7%	1909	58.3%
Other Services	1485	424	28.6%	1061	71.4%
Not Stated	1011	694	68.6%	317	31.4%

Source: Population & Housing Census 1991

Table 24: Employed Population by Sex and Industrial Group 2001

<i>Employed by Industrial Group 2001</i>	<i>Total</i>	<i>Males</i>		<i>Females</i>	
		<i>No.</i>	<i>% of group</i>	<i>No.</i>	<i>% of group</i>
Total	34003	20249	59.6%	13754	40.4%
Agriculture, Hunting & Forestry	3652	2629	72.0%	1023	28.0%
Fishing	694	681	98.1%	13	1.9%
Mining and Quarrying	66	46	69.7%	20	30.3%
Manufacturing	2407	1391	57.8%	1016	42.2%
Electricity, Gas and Water	389	329	84.6%	60	15.4%
Construction	6063	5798	95.6%	265	4.4%
Wholesale and Retail Trade	6637	2924	44.1%	3713	55.9%
Hotels and Restaurants	1854	724	39.1%	1130	60.9%
Transport, Storage and Communication	2474	2039	82.4%	435	17.6%
Financial Intermediation	985	386	39.2%	599	60.8%
Real Estate, Rent and Business Activities	964	482	50.0%	482	50.0%
Public Administration and Defence	1922	1144	59.5%	778	40.5%
Education	2449	736	30.1%	1713	69.9%
Health and Social Work	1252	249	19.9%	1003	80.1%

Other Community, Social and Personal Service Activities	1101	623	56.6%	478	43.4%
Private Households with Employed Persons	1093	68	6.2%	1025	93.8%
Extra- Territorial Organisations and Bodies	1	0	0.0%	1	100.0%

Source: Population & Housing Census 2001

Table 25: Percentage Distribution of the Employed Population by Employer, Sex and Age Group

	Government	Statutory Body	Private Business	Self employed	Private person/ household	Other
Male	11.5	3.5	54.1	20.2	6.6	4.2
15 - 29	10.1	2.4	65.3	7.6	10.0	4.5
30 - 49	15.0	4.8	49.4	22.5	4.8	3.6
50 - 64	7.1	3.1	50.3	31.9	4.6	2.9
65+	0.0	0.0	32.8	48.4	6.6	12.3
Female	23.0	6.0	38.8	14.5	12.8	4.8
15 - 29	22.1	7.6	52.9	4.7	8.1	4.6
30 - 49	25.6	6.6	33.5	15.5	13.4	5.4
50 - 64	25.4	1.9	32.2	20.6	18.4	1.4
65+	0.0	0.0	11.6	54.7	24.8	9.0

Source: CWIQ Report 2005

Figure 9

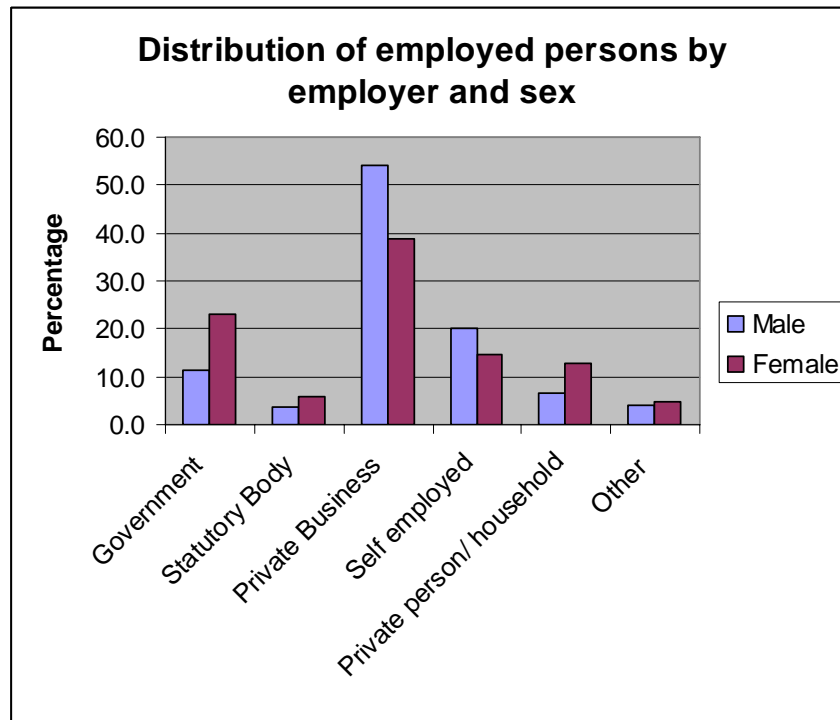


Table 26: Unemployment Rate by Age Group

Age Group	% Unemployed	Male	Female
15 - 19	41.7	34.9	53.7
20 - 24	25.8	18.8	33.3
25 - 29	16.6	8.9	27.3
30 - 34	13.8	6.9	21.4
35 - 39	9.7	6.9	12.8
40 - 44	8.0	3.9	13.0
45 - 49	2.4	2.2	2.7
50 - 54	11.5	9.3	13.5
55 - 59	8.4	9.4	12.5
60 - 64	4.9	3.0	14.9

Source: Poverty Eradication Strategy, based on the Labour Force Survey, 1998

Figure 10



Table 27: Vital Statistics Rates 1990 - 2006

Year	Infant Mortality Rate ('000)	Crude Birth Rate ('000)	Crude Death Rate ('000)	Rate of Natural Increase ('000)
1990	27.8	25.9	8.5	17.3
1991	10.1	26.0	7.0	19.0
1992	10.5	24.6	6.8	17.8
1993	14.4	22.9	7.7	15.2
1994	14.6	23.0	7.9	15.1
1995	12.7	23.2	8.2	15.0
1996	14.3	21.3	7.9	13.4
1997	14.1	22.0	8.2	14.9
1998	19.1	19.4	8.2	11.2
1999	15.2	18.3	7.9	10.4
2000	14.3	18.6	7.1	11.5
2001	17.4	18.4	7.0	11.4
2002	20.5	16.9	8.6	8.4
2003	11.9	17.7	7.8	10.0
2004	10.2	16.8	8.4	8.4
2005	8.3	19.5	7.9	11.6
2006	12.6	15.6	7.2	8.4

Source: Central Statistical Office

Table 28: Principal Causes of Deaths for 1988

<i>Causes of death</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
Diseases of the heart	83	103	186
Benign neoplasms	28	37	65
Cerebrovascular diseases	23	33	56
Diabetes Mellitus	20	36	56
Accidents	25	9	34
Influenza and Pneumonia	17	17	34
Certain conditions originating in the perinatal period	13	18	31
Malignant Neoplasms	9	14	23
Bronchitis, Emphysema Asthma	9	7	16
Mental Disorders	9	1	10
Nephritis, nephritic syndrome and Nephrosis	6	4	10
Total	242	279	521

Source: Registrar General

Table 29: Top Ten Causes of Deaths for 2007

<i>Causes of death</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
Malignant Neoplasms	104	60	164
Diseases of the pulmonary circulation and other forms of heart diseases	41	53	94
Endocrine and metabolic diseases	39	45	84
Diseases of the respiratory system	43	24	67
Cerebrovascular diseases	33	31	64
Ischaemic heart diseases	22	24	46
Diseases of the digestive system	22	12	34
External causes of morbidity and mortality	24	10	34
Hypertensive diseases	9	15	24
Diseases of the genitourinary system	18	6	24
Certain conditions originating in the perinatal period	18	6	24
Total	373	286	659

Source: Registrar General

Table 30: HIV/AIDS Surveillance in Grenada (1984 - 2006)

Year	HIV Cases			AIDS Cases			AIDS related Deaths		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Unknown							1	0	1
1984	1	0	1	1	0	1	1	0	1
1985	1	0	1	1	0	1	1	0	1
1986	0	1	1	0	1	1	0	1	1
1987	6	2	8	5	1	6	3	1	4
1988	7	2	9	0	2	2	0	1	1
1989	8	2	10	6	1	7	4	1	5
1990	6	3	9	4	0	4	5	0	5
1991	7	4	11	7	4	11	3	3	6
1992	10	3	13	5	3	8	3	3	6
1993	14	9	23	17	2	19	16	1	17
1994	6	8	14	2	4	6	4	4	8
1995	16	7	23	11	3	14	11	4	15
1996	11	8	19	15	7	22	7	4	11
1997	9	10	19	8	4	12	7	2	9
1998	10	4	14	6	1	7	7	3	10
1999	8	3	11	8	1	9	11	2	13
2000	12	7	19	5	1	6	3	1	4
2001	10	5	15	6	2	8	6	1	7
2002	11	4	15	4	3	7	3	2	5
2003	7	9	16	13	10	23	9	3	12
2004	14	4	18	10	3	13	5	1	6
2005	9	3	12	5	2	7	5	5	10
2006	16	12	28	9	5	14	5	2	7
Grand Total	199	110	309	148	60	208	120	45	165

Source: Ministry of Health

Table 31: Percent Distribution of Households by Time to Reach Commodities and Services

<i>Commodity or Service</i>	<i>Distance from Nearest Commodity or Service (in minutes)</i>														
	<i>< 15</i>			<i>15 - 29</i>			<i>30 - 44</i>			<i>45 - 60</i>			<i>60 +</i>		
	<i>R</i>	<i>RP</i>	<i>U</i>	<i>R</i>	<i>RP</i>	<i>U</i>	<i>R</i>	<i>RP</i>	<i>U</i>	<i>R</i>	<i>RP</i>	<i>U</i>	<i>R</i>	<i>RP</i>	<i>U</i>
Drinking water supply	98.7	96.1	100.0	1.0	2.1	0.0	0.2	1.2	0.0	0.0	0.0	0.0	0.1	0.5	0.0
Day Care or Nursery School	37.7	33.9	95.8	41.9	44.0	4.2	12.0	12.8	0.0	2.7	1.1	0.0	5.7	8.1	0.0
Pre-school	53.0	45.8	94.2	37.7	46.6	5.8	8.2	6.5	0.0	0.7	0.5	0.0	0.4	0.5	0.0
Primary School	44.4	35.1	92.5	44.5	55.3	7.5	9.5	8.5	0.0	0.7	0.6	0.0	0.9	0.5	0.0
Secondary School	20.1	20.9	89.2	39.1	34.8	10.8	30.7	33.0	0.0	6.5	6.8	0.0	3.7	4.4	0.0
Health Clinic or Hospital	26.1	20.9	69.8	40.6	46.1	25.2	25.7	24.0	5.0	3.7	4.4	0.0	3.9	4.6	0.0
Food or supermarket	55.3	41.6	85.8	27.3	41.1	12.5	14.2	14.4	1.7	1.4	1.1	0.0	1.7	1.7	0.0
Public transportation	86.4	85.0	97.5	10.4	12.1	1.7	2.7	2.3	0.0	0.4	0.0	0.8	0.2	0.5	0.0
Police Station	20.2	9.8	62.1	36.6	32.2	32.1	32.4	46.9	5.8	7.4	7.0	0.0	3.5	4.1	0.0
All weather road	99.0	99.4	100.0	0.6	0.0	0.0	0.1	0.0	0.0	0.1	0.6	0.0	0.1	0.0	0.0

Source: CWIQ Report 2005 Tables 2.11a to 2.11j

Key: *R* Rural

RP Rural Poor

U Urban

Table 32: Percentage Distribution of Households by Marital Status of the Head of Household

<i>Marital Status</i>	<i>Male Head</i>	<i>Female Head</i>	<i>Total</i>
Not in Union	29.5	48.3	38.4
Legally married	40.0	12.3	27.0
Common law union	18.3	14.9	16.7
Visiting Relationship	6.3	10.3	8.2
Widowed/divorced/separated	5.2	13.7	9.2

Source: CWIQ Report 2005, Table 1.7

Figure 11

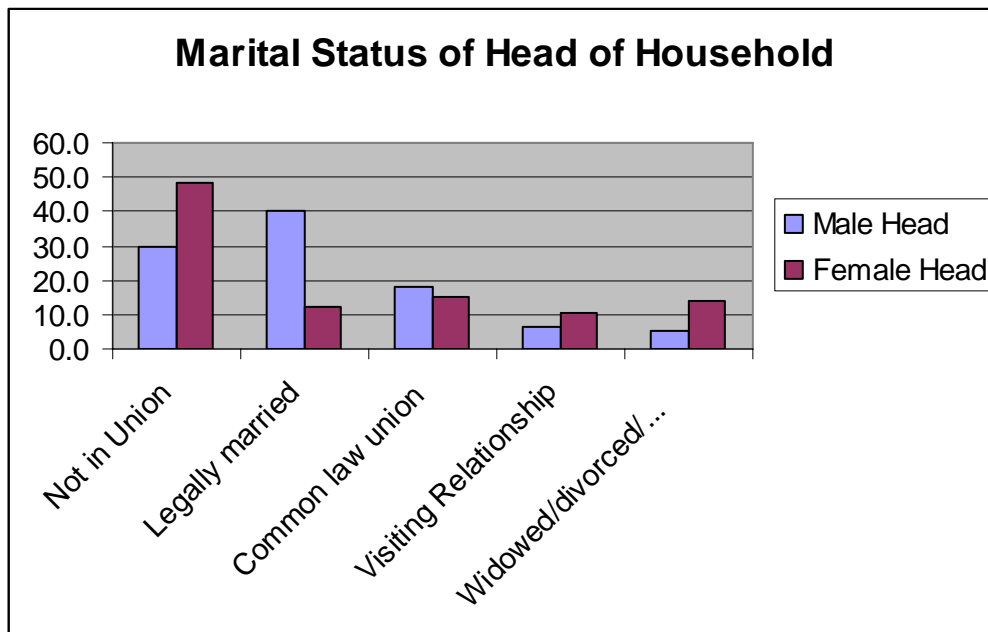


Table 33: Percentage Distribution of Land Holdings by Sex of Household Head

<i>Land Holding</i>	<i>Male Head</i>	<i>Female Head</i>	<i>Total</i>
None	49.4	50.6	100
< 1 acre	53.2	46.8	100
1 - 1.99 acres	59.7	40.3	100
2 - 3.99 acres	91.2	8.8	100
4 - 5.99 acres	79.4	20.6	100
6+ acres	52.4	47.6	100

Source: CWIQ Report Table 1.9

Figure 12

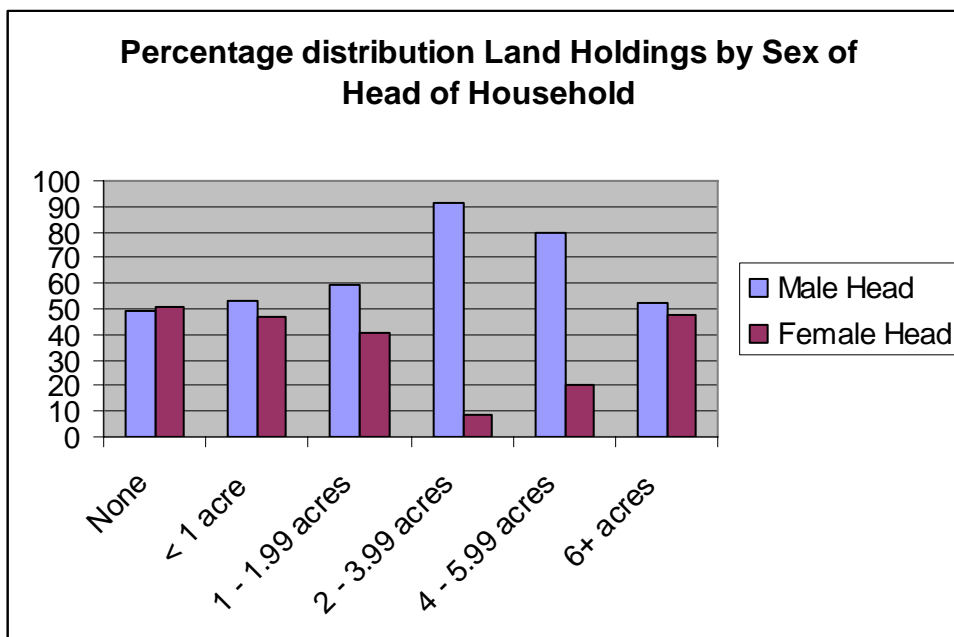


Table 34: Rape and Sexual Offences (Reported and Detected) 1997 - 2006

Year	Defilement of a female		Incest		Indecent assault		Rape		Unlawful Carnal Knowledge		Total
	Rep	Det	Rep	Det	Rep	Det	Rep	Det	Rep	Det	
1997	23	22	6	5	55	45	28	25	1	1	211
1998	29	25	5	5	54	36	35	21	3	2	215
1999	38	25	4	4	57	39	22	11	2	2	204
2000	28	22	4	3	50	35	21	14	2	2	181
2001	36	30	7	7	59	46	21	18	0	0	224
2002	44	33	13	12	71	56	29	21	3	3	285
2003	27	22	5	5	42	27	17	15	0	0	160
2004	41	31	2	2	54	37	19	14	1	1	202
2005	48	38	13	13	67	52	23	15	0	0	269
2006	34	28	2	2	42	33	21	15	0	0	177

Source: Central Statistical Office and Criminal Records Office