



# GOVERNMENT OF GRENADA

## Gender Budget Statement 2023

Prepared by the Ministry of Finance

January 2023

## **INTRODUCTION**

### **Gender Budgeting**

The Government of Grenada is committed to gender equality and considers the empowerment of men and women, boys and girls, as fundamental for resilience, empowerment, and growth.

In this regard, the Government has implemented gender responsive budgeting in this year's Budget by incorporating gender considerations in Government policies and programmes, such as the inclusion of gender disaggregated impacts of key programmes and projects.

Gender equity is a priority area outlined in the Grenada National Sustainable Development Plan 2035. Grenada's Gender Equality Policy and Action Plan (GEPAP) details gender equity priorities, identifies key gender gaps, and outlines actions to close the gaps. GEPAP calls for the integration of a gender perspective in the design and implementation of the budget.

### **Commitment to Gender Equality**

Grenada stated its commitment to gender equality and women's empowerment through the ratification of Convention on the Elimination of all forms of Discrimination against Women and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women. Grenada has also endorsed the Beijing Declaration and Platform for Action, the Sustainable Development Goals, the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030; and the SAMOA Pathway. Together, these form the normative framework for gender equality and the empowerment of women.

The following are the key strategic areas through which the Gender Equality Policy and Action Plan aims to bring a gender equality perspective to national development:

1. Culture and socialization;
2. Education and human resource development;
3. Labour and employment;
4. Agriculture and tourism;

5. Economic growth and poverty reduction;
6. Climate change, natural disasters and natural resource management;
7. Health and well-being;
8. Violence and security;
9. Leadership and decision-making;
10. Legislative framework for gender equality and institutional capacity to implement GEPAP for gender mainstreaming.

Notwithstanding the achievements, gender gaps remain that must be addressed if we are to fully mainstream gender issues and priorities; achieve gender equality, gender parity, gender equity, and gender balance; and build a gender sensitive society. For example, men and boys are participating in tertiary education and skills training institutions at lower rates than women and girls; segregation in subject choices, mainly due to gender stereotyping, is affecting women's school-to-work transition and the income they attract; and the formal and informal curricula of educational institutions do not actively promote gender equality.

This Gender Equality Policy and Action Plan therefore aims to provide a framework for ensuring:

1. The full and equal participation of men and women in the development process;
2. Through gender analysis, assessment of the different realities, needs, and interests, challenges and opportunities of men/boys and women/girls;
3. Through gender planning, identification of male and female 'gender gaps' with regard to access to political, economic, social, and cultural resources, and putting in place policies, plans, and programmes to address these imbalances;
4. **Through gender-responsive budgeting, allocation of the necessary financial and human resources to address gender gaps in all sectors and at all levels; and**
5. The equitable, effective and sustainable outcomes of programmes/actions undertaken by Government, civil society and the private sector.

## BUDGET PROGRAMMES FOR IMPROVING GENDER EQUALITY

This is an overview of budget programmes that aim to improve gender equality in the Estimate of Revenue and Expenditure 2023 with the Vision 2035 of People-Centred Transformation.

Ministry	Division/ Programme	Programme Objectives	Key Gender - Sensitive Priorities/ Strategies for 2023	Gender- Focused Output Indicator	Gender- Focused Outcome Indicator
Ministry of Finance	Division of Policy, Budget and Debt Management	To implement the appropriate mix of Macro Economic and Sectoral Policies for the growth and development of the Grenadian Economy.	The full roll out Gender Responsive Budgeting in all Ministries and Departments		
Ministry of Legal Affairs, Labour, and Consumer Affairs	Labour	To strengthen National Labour Management for a stable industrial climate, and to provide Mediation Services, promote tripartism and establish an effective Employment Agency.	Capacity Development	Number of officers trained in Gender Based Violence at work	
Ministry of Economic Development, Planning, Tourism, ICT and Creative Economy	Statistics Division	To provide timely, reliable and accurate statistical data to assist the Government in the proper planning and monitoring of policies and programs.	Manage data collection system created under spotlight project for the monitoring of the Gender-based violence (GBV) against women and girls	Monthly Statistics on GBV from the data collection system designed under spotlight initiative	Census data and Labour Market information used in evidenced-based decision making for poverty reduction, job creation, sustainable development, gender mainstreaming, social protection, building

Ministry	Division/ Programme	Programme Objectives	Key Gender - Sensitive Priorities/ Strategies for 2023	Gender- Focused Output Indicator	Gender- Focused Outcome Indicator
					resilience and in ensuring that no one is left behind.
Ministry of Social and Community Development, Housing and Gender Affairs	Administration	To provide Strategic direction, Policy Planning, Management and Administrative Services to support the efficient and effective operation of the Ministry's programmes and activities.	Implementation of the phase 2 of Spotlight Initiative Project		
			Upgrading of the Division of Gender and Family Affairs to reflect the new ministerial portfolio		
			Institutionalization of a Gender Commission		
	Gender Affairs	To promote and create an enabling environment, and provide specific services, to support the advancement of gender equality, women's empowerment and stronger families using a human rights perspective.	Incorporation of gender planning into policies, programmes and projects	40% of actions in the Gender Equality Policy and Action Plan implemented.	National Gender Machinery strengthened for the full implementation of GEPAP
			Incorporation of gender responsive budgeting	Development of a framework to operationalize the advancement of gender mainstreaming.	Ministries of Finance, Health, Education and Labour receive sector specific support for gender mainstreaming  Public aware of themes/issues re: Gender Equality and take action to end inequality
			Strengthening of the response system for GBV clients	One activity on comprehensive approached to addressing sexual harassment held.	National dialogue on ending impunity for sexual harassment  GBV response system includes effective

Ministry	Division/ Programme	Programme Objectives	Key Gender - Sensitive Priorities/ Strategies for 2023	Gender- Focused Output Indicator	Gender- Focused Outcome Indicator
					mechanism for coordinated short, medium and long-term support to victims and survivors
			Upscaling of the Parenting Unit to include family protection support	350 parents participate in parenting sessions	Family Policy drafted  Mothers, fathers and guardians apply parenting practices that foster happy, caring, healthy family life
Ministry of Carriacou and Petite Martinique Affairs and Local Government	Youth, Sports, Culture and Community Development	To promote and encourage a unique and vibrant community spirit through sports and culture by improving our sporting infrastructure and preserving our Cultural Heritage.	Continue with the different programmes to support and enhance youth development.	Number of young males enrolled for Mpower 3.0 programme.	
	Social Development	To provide an improved quality of life for citizens of Carriacou & Petite Martinique through the provision of adequate housing needs, empowerment through skills-based programmes as well as increasing opportunities to	Improve the wellbeing of citizens through personal development and empowerment programmes and projects (community groups, empowerment of young males and females, skills training and parenting classes for young mothers).	Increase in persons benefiting from skills training workshop/ programmes	

Ministry	Division/ Programme	Programme Objectives	Key Gender - Sensitive Priorities/ Strategies for 2023	Gender- Focused Output Indicator	Gender- Focused Outcome Indicator
		improve social economic productivity.	Continue outreach programmes throughout the communities of Carriacou and Petite Martinique through advocacy and addressing intimate partner violence and other forms of violence		
Ministry of Education, Youth, Sport, and Culture	Administration	To provide administrative services, promote strategic direction, develop & implement policies, plans or guidelines to manage and deliver efficient and effective educational programmes for males and females.	Develop framework for national student loan scheme for male and female students wishing to pursue post-secondary education	Strategic framework for national post-secondary student loan scheme developed	Free tertiary education programme instituted and accessible to males and females  Loan scheme mechanisms triggered and loans accessible to males and females
	Planning, Development & Technical Services	To provide strategic oversight, technical support and other services (including lesson delivery, curriculum assessment, data management, training, and monitoring/evaluation) to educational institutions and central Ministry, with the	Pilot project on digital/creative training (coding) for boys and girls at secondary levels		Advanced education programme offerings, improved innovation and emergence of industry relevant knowledge in males and females
			Pilot ICT skills programmes to train males and females in various communities		Cohort (boys and girls) demonstrating improved ICT capability linked to coding

Ministry	Division/ Programme	Programme Objectives	Key Gender - Sensitive Priorities/ Strategies for 2023	Gender- Focused Output Indicator	Gender- Focused Outcome Indicator
		objective of improving student learning, literacy and numeracy standards, skills and enhancing overall programme implementation.	Facilitate eLearning training for male and female school leaders, teachers and other educators	Readiness of the training plan	Cohort (males and females) demonstrating competence basic ICT programmes and technological tools
	Schools Administrations & Management Unit	To provide high quality leadership and develop, implement, and evaluate school systems and policies to guide education administration for boys and girls attending pre-primary, primary, secondary and special education schools.	Build capacity of male and female school administrators/teachers in school leadership	Number of teachers trained (disaggregated by gender)	
Facilitate In-Service training for male and female teachers (new and existing) according to districts			Rate of Performance Management implementation	Increased performance of boys and girls due to improved pedagogical techniques of educators	
Implement revised Performance Management System to assess male and female educators			Readiness of the training plan		
	Human Resource Development	To develop frameworks to help males and females enhance their skills, knowledge, and abilities through formal and informal learning modalities, promotion of lifelong learning and the provision of scholarships to boost social and			



Ministry	Division/ Programme	Programme Objectives	Key Gender - Sensitive Priorities/ Strategies for 2023	Gender- Focused Output Indicator	Gender- Focused Outcome Indicator
		economic growth.			
Ministry of Health, Wellness, and Religious Affairs	Administration	To provide strategic direction, leadership, management & administrative services to support the delivery of quality health care to the citizens of Grenada, Carriacou & Petit Martinique	Human Resource Development (Policy, Planning and Administration)	Sixty (60) Nursing Assistant trained (Disaggregated by Gender)	
	Community Health Services	To increase access to improved quality preventative and curative community health services.	Strengthened Surveillance Systems, Food Safety and Operations to support prevention and delivery of health care services	Received Food Safety Training and Food Badges (disaggregated by gender)	

## NEXT STEPS

We want to continue improving the process of integrating gender considerations in the design and implementation of budget policies and programmes to ensure equitable provision of public services funded through the national budget. We will do so by presenting sex-disaggregated data in performance information indicators of ministries and expanding the number of ministries included in gender budgeting.