



2024

# Gender Budget Statement

Presented By MINISTRY OF FINANCE



# Contents

<table border="0"> <tr> <td><b>Why Gender Budgeting in Grenada</b></td> <td style="text-align: right;"><b>04</b></td> </tr> <tr> <td><b>Our Commitment to Gender Equality</b></td> <td style="text-align: right;"><b>04</b></td> </tr> <tr> <td><b>Status of GEPAP 2025</b></td> <td style="text-align: right;"><b>06</b></td> </tr> <tr> <td><b>1. Gender Budget Programmes</b></td> <td style="text-align: right;"><b>06</b></td> </tr> <tr> <td>1.1 Introduction</td> <td style="text-align: right;">06</td> </tr> <tr> <td><b>2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs</b></td> <td style="text-align: right;"><b>06</b></td> </tr> <tr> <td>2.1 Gender Gaps and Analysis</td> <td style="text-align: right;">06</td> </tr> <tr> <td>2.2 Mission Statement</td> <td style="text-align: right;">07</td> </tr> <tr> <td><b>3. Vote 12: Police</b></td> <td style="text-align: right;"><b>08</b></td> </tr> <tr> <td>3.1 Gender Gaps and Analysis</td> <td style="text-align: right;">08</td> </tr> <tr> <td>3.2 Mission Statement</td> <td style="text-align: right;">10</td> </tr> <tr> <td><b>4. Vote 20: Ministry of Finance</b></td> <td style="text-align: right;"><b>11</b></td> </tr> <tr> <td>4.1 Gender Gaps and Analysis</td> <td style="text-align: right;">11</td> </tr> <tr> <td>4.2 Mission Statement</td> <td style="text-align: right;">11</td> </tr> <tr> <td><b>5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy</b></td> <td style="text-align: right;"><b>12</b></td> </tr> <tr> <td>5.1 Gender Gaps and Analysis</td> <td style="text-align: right;">12</td> </tr> <tr> <td>5.2 Mission Statement</td> <td style="text-align: right;">12</td> </tr> <tr> <td><b>6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs</b></td> <td style="text-align: right;"><b>14</b></td> </tr> <tr> <td>6.1 Gender Gaps and Analysis</td> <td style="text-align: right;">14</td> </tr> <tr> <td>6.2 Mission Statement</td> <td style="text-align: right;">14</td> </tr> <tr> <td><b>7. Vote 40: Ministry of Education, Youth, Sports and Culture</b></td> <td style="text-align: right;"><b>17</b></td> </tr> <tr> <td>7.1 Gender Gaps and Analysis</td> <td style="text-align: right;">17</td> </tr> <tr> <td>7.2 Mission Statement</td> <td style="text-align: right;">17</td> </tr> <tr> <td><b>8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives</b></td> <td style="text-align: right;"><b>21</b></td> </tr> <tr> <td>8.1 Gender Gaps and Analysis</td> <td style="text-align: right;">21</td> </tr> <tr> <td>8.2 Mission Statement</td> <td style="text-align: right;">22</td> </tr> </table>	<b>Why Gender Budgeting in Grenada</b>	<b>04</b>	<b>Our Commitment to Gender Equality</b>	<b>04</b>	<b>Status of GEPAP 2025</b>	<b>06</b>	<b>1. Gender Budget Programmes</b>	<b>06</b>	1.1 Introduction	06	<b>2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs</b>	<b>06</b>	2.1 Gender Gaps and Analysis	06	2.2 Mission Statement	07	<b>3. Vote 12: Police</b>	<b>08</b>	3.1 Gender Gaps and Analysis	08	3.2 Mission Statement	10	<b>4. Vote 20: Ministry of Finance</b>	<b>11</b>	4.1 Gender Gaps and Analysis	11	4.2 Mission Statement	11	<b>5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy</b>	<b>12</b>	5.1 Gender Gaps and Analysis	12	5.2 Mission Statement	12	<b>6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs</b>	<b>14</b>	6.1 Gender Gaps and Analysis	14	6.2 Mission Statement	14	<b>7. Vote 40: Ministry of Education, Youth, Sports and Culture</b>	<b>17</b>	7.1 Gender Gaps and Analysis	17	7.2 Mission Statement	17	<b>8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives</b>	<b>21</b>	8.1 Gender Gaps and Analysis	21	8.2 Mission Statement	22	<table border="0"> <tr> <td style="border: 1px solid red; padding: 10px; width: 50%;">                 Why Gender Budgeting in Grenada <b>04</b> </td> <td style="border: 1px solid red; padding: 10px; width: 50%;">                 4. Vote 20: Ministry of Finance <b>11</b> </td> </tr> <tr> <td style="border: 1px solid red; padding: 10px;">                 Our Commitment to Gender Equality <b>04</b> </td> <td style="border: 1px solid red; padding: 10px;">                 5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy <b>12</b> </td> </tr> <tr> <td style="border: 1px solid red; padding: 10px;">                 Status of GEPAP 2025 <b>06</b> </td> <td style="border: 1px solid red; padding: 10px;">                 6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs <b>14</b> </td> </tr> <tr> <td style="border: 1px solid red; padding: 10px;">                 1. Gender Budget Programmes <b>06</b> </td> <td style="border: 1px solid red; padding: 10px;">                 7. Vote 40: Ministry of Education, Youth, Sports and Culture <b>17</b> </td> </tr> <tr> <td style="border: 1px solid red; padding: 10px;">                 2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs <b>06</b> </td> <td style="border: 1px solid red; padding: 10px;">                 8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives <b>21</b> </td> </tr> <tr> <td style="border: 1px solid red; padding: 10px;">                 3. Vote 12: Police <b>08</b> </td> <td style="border: 1px solid red; padding: 10px;">                 9. Vote 28: Ministry of Climate Resilience, the Environment and Renewable Energy <b>24</b> </td> </tr> </table>	Why Gender Budgeting in Grenada <b>04</b>	4. Vote 20: Ministry of Finance <b>11</b>	Our Commitment to Gender Equality <b>04</b>	5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy <b>12</b>	Status of GEPAP 2025 <b>06</b>	6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs <b>14</b>	1. Gender Budget Programmes <b>06</b>	7. Vote 40: Ministry of Education, Youth, Sports and Culture <b>17</b>	2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs <b>06</b>	8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives <b>21</b>	3. Vote 12: Police <b>08</b>	9. Vote 28: Ministry of Climate Resilience, the Environment and Renewable Energy <b>24</b>
<b>Why Gender Budgeting in Grenada</b>	<b>04</b>																																																																
<b>Our Commitment to Gender Equality</b>	<b>04</b>																																																																
<b>Status of GEPAP 2025</b>	<b>06</b>																																																																
<b>1. Gender Budget Programmes</b>	<b>06</b>																																																																
1.1 Introduction	06																																																																
<b>2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs</b>	<b>06</b>																																																																
2.1 Gender Gaps and Analysis	06																																																																
2.2 Mission Statement	07																																																																
<b>3. Vote 12: Police</b>	<b>08</b>																																																																
3.1 Gender Gaps and Analysis	08																																																																
3.2 Mission Statement	10																																																																
<b>4. Vote 20: Ministry of Finance</b>	<b>11</b>																																																																
4.1 Gender Gaps and Analysis	11																																																																
4.2 Mission Statement	11																																																																
<b>5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy</b>	<b>12</b>																																																																
5.1 Gender Gaps and Analysis	12																																																																
5.2 Mission Statement	12																																																																
<b>6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs</b>	<b>14</b>																																																																
6.1 Gender Gaps and Analysis	14																																																																
6.2 Mission Statement	14																																																																
<b>7. Vote 40: Ministry of Education, Youth, Sports and Culture</b>	<b>17</b>																																																																
7.1 Gender Gaps and Analysis	17																																																																
7.2 Mission Statement	17																																																																
<b>8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives</b>	<b>21</b>																																																																
8.1 Gender Gaps and Analysis	21																																																																
8.2 Mission Statement	22																																																																
Why Gender Budgeting in Grenada <b>04</b>	4. Vote 20: Ministry of Finance <b>11</b>																																																																
Our Commitment to Gender Equality <b>04</b>	5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy <b>12</b>																																																																
Status of GEPAP 2025 <b>06</b>	6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs <b>14</b>																																																																
1. Gender Budget Programmes <b>06</b>	7. Vote 40: Ministry of Education, Youth, Sports and Culture <b>17</b>																																																																
2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs <b>06</b>	8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives <b>21</b>																																																																
3. Vote 12: Police <b>08</b>	9. Vote 28: Ministry of Climate Resilience, the Environment and Renewable Energy <b>24</b>																																																																

<b>9. Vote 28: Ministry of Climate Resilience, the Environment and Renewable Energy</b>	<b>24</b>
9.1 Gender Gaps and Analysis	24
9.2 Mission Statement	24
<b>10. Vote 50: Ministry of Health, Wellness and Religious Affairs</b>	<b>25</b>
10.1 Gender Gaps and Analysis	25
10.2 Mission Statement	25
<b>11. Achievements of Key 2023 Budget Priorities and Strategies Relating to Gender</b>	<b>26</b>
<b>12. Ministries with Gender Policy Statements in the Gender Equality Policy and Action Plan 2014–2024</b>	<b>28</b>
<b>13. Allocations for Gender-Related Initiatives</b>	<b>28</b>
<b>14. Next Steps</b>	<b>29</b>
<b>14.1 2025 Budget Priorities</b>	<b>29</b>
14.1.1 Report on Gender Budgeting Achievements	29
14.1.2 Gender Responsive Budget Programs	29
14.1.3 Gender Allocations	29
<b>14.2 2025 Budget Activities</b>	<b>30</b>
14.2.1 Budget Circular	30
14.2.2 Impact Assessment of New Policies	30
14.2.3 Capacity Building	30
<b>15. Reference List</b>	<b>31</b>

10. Vote 50: Ministry of Health, Wellness and Religious Affairs	<b>25</b>	13. Allocations for Gender-Related Initiatives	<b>28</b>
11. Achievements of Key 2023 Budget Priorities and Strategies Relating to Gender	<b>26</b>	14. Next Steps	<b>29</b>
12. Ministries with Gender Policy Statements in the Gender Equality Policy and Action Plan 2014–2024	<b>28</b>	15. Reference List	<b>31</b>

**Tables**

Table 1  
Labour Programme Outputs and Outcomes: Gender

Table 2  
Public Order Routine Programme Outputs and Outcomes: Gender

Table 3  
Division of Policy, Budget and Debt Management Programme: Gender

Table 4  
Tourism and Hospitality Services Programme: Gender

Table 5  
Administration, Gender Affairs and Social Development Programmes: Gender

Table 6  
Education, Youth, Sports and Culture Programmes: Gender

Table 7  
Agriculture and Lands, Forestry, Marine Resources and Cooperatives Programmes: Gender

Table 8  
Summary of Achievements and Follow-Up Activities from the 2024 Budget

Table 9  
Summary of Programmes and Projects with a Gender Focus

# Why Gender Budgeting in Grenada?

The Government of Grenada is committed to gender equality and takes into account the empowerment of men, women, boys and girls. This is fundamental to resilience, empowerment and growth.

Why have we introduced gender budgeting? We wish to ensure that every citizen—regardless of age or whether man or woman—is recognised and is offered equal opportunity in accessing and benefitting from public education, healthcare, employment, and social and economic infrastructure. Gender budgeting ensures that everyone, regardless of gender, will receive her/his fair share of government resources. It is about fairness and guaranteeing that no one is left behind nor is disadvantaged simply because they are a man or a woman.

The Government of Grenada has been in the throes of introducing gender budgeting for the last two years, whereby gender considerations are being incorporated into government policymaking and programmes. This also applies to sex disaggregation in key Government programmes and projects.

The Honorable Dennis Cornwall, Minister of Finance, emphasised in his Budget Statement of December 4, 2023 to the House of Representatives that the Government will continue to roll out gender budgeting in future public policies and programmes. The Grenada Government is keenly aware that publicly-financed projects, programmes, and policy implementation each have disparate impacts on women and men. As such, the 2024 Budget takes account of the issues and priorities relating to gender in the various sectors of Government, while factoring in the relevant cost implications.

## Our Commitment to Gender Equality

Grenada has outlined gender equality as a priority area in its National Sustainable Development Plan 2020–2035; specifically, National Outcome # 3 speaks to “a resilient, inclusive, gender sensitive, and peaceful society.” Grenada’s Voluntary National Review of the Sustainable Development Goals that was presented to the United Nations in 2021 underscores that “Grenada views gender equality and the empowerment of women and girls seriously, and in this regard ensures that gender equality issues and priorities are adequately addressed” (p. 32).

Grenada’s Gender Equality Policy and Action Plan 2014–2024 (GEPAP) reflects the series of priorities for gender equality, identifies the key gender gaps, and outlines the necessary actions to close the disparities. The GEPAP advocates for a gender perspective in budget design and implementation.

Grenada has stated its commitment to gender equality and women’s empowerment through its ratification of the UN Women’s 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 (Convention of Belem do Para).

Grenada also has endorsed the UN Women’s Beijing Declaration and Platform for Action; United Nations Sustainable Development Goals (Goal 5); Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030; and the SIDS Accelerated Modalities of Action Pathway (SAMOA Pathway) of the United Nations. Together, these form the normative framework for gender equality.

The following are key strategic areas through which Grenada’s GEPAP aims to produce a gender equality perspective to its national development:

## Key Strategic Areas

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 Culture and socialization	 Health and well-being
 Education and human resource development	 Violence and security
 Labour and employment	 Leadership and decision-making
 Agriculture and tourism	 Legislative framework for gender equality and institutional capacity to implement GEPAP for gender mainstreaming.
 Economic growth and poverty reduction	
 Climate change, natural disasters, and natural resource management	

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The GEPAP aims to provide a framework to ensure:

- Full and equal participation of men and women in the development process;
- Through gender analysis, assess the various realities, needs, interests, challenges and opportunities of men/boys and women/girls;
- Through gender planning, identify male and female “gender gaps” regarding access to political, economic, social and cultural resources, and institute the policies, plans and programmes to address these imbalances.
- Through gender budgeting, allocate the necessary financial and human resources to address gender gaps in all sectors and at all levels; and
- The equitable, effective and sustainable outcome of programmes/actions undertaken by the Government of Grenada, civil society and the private sector.

Notwithstanding achievements to date, gender gaps do remain; these must be addressed if we are to fully mainstream gender resolutions and priorities; achieve gender equality, gender parity, gender equity, and gender balance; and build a gender-sensitive society. Men and boys, for example, participate in tertiary education and skills training institutions at a lower rate than do women and girls; segregation in subject choices—mainly as a result of gender stereotyping—affects the school-to-work transition of women and the income they earn; and formal and informal curricula of educational institutions do not actively promote gender equality.

# Status of GEPAP 2025

The GEPAP is a key policy document for gender equality and gender budgeting. Given that this plan is due to expire in 2024, it needs to be revised to include 2025 and beyond. Government efforts to draft the new strategy lie with the Ministry of Social Development, Housing and Gender Affairs. The 2024 Budget includes, as a key priority of this ministry, “implementation of the revised, costed Gender Equality Policy and Action Plan.” The 2025 plan will serve as the main document for the further development of gender budgeting; it also will include an extensive analysis of the status, achievements and challenges of gender equality in Grenada.

## 1. Gender Budget Programmes

### 1.1 Introduction

Gender equality is an integral part of Grenada’s public and fiscal policymaking, which the Minister of Finance has highlighted in his 2024 Budget Speech. Given that gender equality is a societal challenge, it should be pursued by all ministries. This section refers to the 2024 Budget and underscores the contributions made by the various ministries and programmes, to date, to achieve gender equality.

The 2024 Budget (in particular, its priorities and strategies; output and outcome indicators; vision and mission statements; and capital projects) has been systematically assessed, based on the characteristic of gender. It has been summarised in conjunction with a gender analysis from the GEPAP, as well as from the National Sustainable Development Plan 2020–2035. The summary reflects a comprehensive overview of the 2024 Budget’s gender equality policy implementation as well as an approach towards further improvement. It highlights the various gaps (e.g., sex disaggregation of output) and outcome gender statements. In addition, this section puts forward a number of proposals to further improve or augment the data relating to gender equality and gender disaggregation.

## 2. Vote 09: Ministry of Legal Affairs, Labour and Consumer Affairs

### 2.1 Gender Gaps and Analysis

#### Medium-Term Economic and Fiscal Strategy Report: 2024–2026

Data from the Central Statistics Office of the Ministry of Finance on labour market development indicates that Grenada’s employment status improved in 2023, with the unemployment estimate of 12.0 in the second quarter of 2023 having decreased from 13.9 percent in the second quarter of 2022, and from 16.6 percent in the same period in 2021. Results of the 2017 Labour Force Survey Quarter 2 2023 indicate that the unemployment rate was higher among women than among men: 14.6 percent versus 9.6 percent, respectively. A significant number of people between the ages of 15 and 24 were unemployed, compared to other age groups. The sectors employing the largest number of people were the wholesale and retail trade, construction, agriculture, forestry and fishing and education sectors.

## National Sustainable Development Plan 2020–2035

From 1998 to 2017, the unemployment rate for women was 7.0 percentage points higher than that for men. High unemployment trends among women were particularly significant among the youth (15 to 24 years of age). While the rate of unemployment has steadily dropped for young men as well as for young women, it continues to be greater for the latter, with a gender gap of 13.8 percent in 2017. Grenada's significant unemployment rate reflects low educational attainment among school leavers. Based on the 2017 National Labour Force Survey, a majority of the unemployed represented 62.1 percent with a secondary education or less, of which 31.5 percent had completed, at most, primary education. Only 7.4 percent had achieved a university education.

The gross monthly salary of the employed in 2017 was lower for women than for men. There were more men than women in all categories, except for those earning less than EC\$800.00 per month. This matches the global historic "pay gap" trend. In Grenada, the pay gap is largely due to a division of labour based on sex, with jobs predominantly done by women (e.g., clerical, care and domestic), which offer lower wages than those predominantly undertaken by men (e.g., construction, machine operation).

## 2.2 Mission Statement

**To promote good governance for the administration of justice by providing optimum quality legal services to the government in an efficient and timely manner. Labour management services with high ethical and professional standards for all.**

Gender equality is an integral part of high ethical and professional standards for all. The statement should be more specific, such as an emphasis on the specific needs of women and men as well as the various vulnerable groups within the labour market. The policy statement of the GEPAP is quite clear:

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

As one of its key gender equality initiatives, effective January 1 2024, Grenada introduced a new Minimum Wage Order for workers in the private and public sectors. One of the strategic aims of the new Minimum Wage Order is to end the existing disparity in salaries based on gender. This action, however, is not reflected in the output and outcome indicators of 2024 Budget documents (e.g., number of persons disaggregated by gender).

TABLE 01.

**Labour Programme Outputs and Outcomes: Gender**

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Labour (0081000)	Strengthen National Labour Management for a stable industrial climate, and provide mediation services, promote tripartism and establish an effective employment agency.		Implement the New Minimum Wage Order		

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

## 3. Vote 12: Police

### 3.1 Gender Gaps and Analysis

The GEPAP describes the gender mechanisms of violence as follows:

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



## National Sustainable Development Plan 2020–2035

Intimate partner/domestic violence and sexual violence are persistent crimes in Grenada, Carriacou and Petite Martinique. In recent years, action has been taken to gain a deeper understanding of the issues and, more significantly, to sensitise and mobilise individuals, communities and various sectors to take action to respond to victims and offenders, alike, and to prevent those forms of violence. While legislation has been enacted and so far enforced, there also have been public sensitisation and educational drives on a national, community and individual level. Services also have been strengthened through training of service providers and first responders. A Special Victims Unit was established within the Royal Grenada Police Force to allow for easier access to reporting by victims. There also is a hotline attached to the unit. Schools continue to be engaged through the National School Tour; walks and marches; presentations by the Child Protection Authority and the Ministry of Social Development, Housing and Community Development; and the police force. Notwithstanding the reforms that have been so far undertaken, there is a need to further develop the response and prevention mechanisms to eliminate, altogether, the scourge of gender-based violence.

In applying the human rights and gender equality approach, Grenada remains committed to providing holistic support to victims; holding offenders to account; and preventing gender-based violence. To make these attainable, the main challenges that must be addressed include the following:

There also is a hotline attached to the unit. Schools continue to be engaged through the National School Tour; walks and marches; presentations by the Child Protection Authority and the Ministry of Social Development, Housing and Community Development; and the police force. Notwithstanding the reforms that have been so far undertaken, there is a need to further develop the response and prevention mechanisms to eliminate, altogether, the scourge of gender-based violence.

- Relatively weak systems and operations within and among entities that have the specific mandate to provide short-term and long-term responses to intimate partner violence, sexual violence and child abuse, with some stakeholders and potential partners not sufficiently active in the process.
- Lack of direct/expedited entry routes to access social safety nets and other government programmes and services for support to and empowerment of victims. This forces many women and girls to restrict their choices, based on their level of financial and material dependence on the abuser.
- Inadequate mechanisms for offender accountability, including unclear charging and sentencing guidelines and sporadic support from all professional groups in the system.
- Lack of widespread acceptance of the need to prevent intimate partner violence and sexual abuse, including child sexual abuse, starting at their root cause; that is, by addressing the unequal power relations in society due to gender inequality, especially when compounded by other patterns of dominance.
- Undeveloped systems for collection of official administrative data on intimate partner violence and sexual abuse. This is a critical factor to track progress following the study on the prevalence of violence against women, conducted in 2018, for which reports are being prepared.
- Lack of legislation against sexual harassment and criminal procedures to protect the rights of victims of these crimes.
- Absence of legislation against explicit and lewd sexual messaging in music, movies and other forms of entertainment that promote violence against women and girls

### 3.2 Mission Statement

To provide an effective and efficient service by working with the community

Gender equality is not yet an explicit objective in the mission and vision of Vote 12. The input in the above-mentioned strategies and analyses can be used to make the gender equality perspective more explicit. As inspiration, the formulation within the GEPAP can be used, as follows:

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

TABLE 02.

#### Public Order Routine Programme Outputs and Outcomes: Gender

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Public Order Routine (0056000)	Manage the incidents of property crimes, domestic violence and other crimes against persons at an accepted level, reducing the impact on the community				

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George’s: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

Note: While the management of incidents of domestic violence is an objective in the Public Order Routine programme, neither priorities nor output or outcome indicators are included in the 2024 Budget. Relevant and actual indicators from the strategies and statistics should be included in future budgets.

## 4. Vote 20: Ministry of Finance

### 4.1 Gender Gaps and Analysis

The GEPAP aims to provide a framework to ensure the following:

- Through gender budgeting, the need to allocate the necessary financial and human resources to address gender gaps in all sectors and at all levels.

### 4.2 Mission Statement

To strategically plan, mobilise and allocate resources, while implementing fiscal and economic policies and collaborating with various local, regional and international agencies to foster sustainable growth and transformation, ensuring the prosperity and well-being of our nation's citizens.

The well-being of Grenada's citizens requires the specific needs of various societal groups (e.g., women, men, people with disabilities, other vulnerable groups) to be taken into account.

TABLE 03

#### Division of Policy, Budget and Debt Management Programme: Gender

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Division of Policy, Budget and Debt Management	Implement the appropriate mix of Macroeconomic and Sectorial Policies for the growth and development of the Grenadian economy		Expand implementation of gender budgeting in all ministries and government departments		

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

# 5. Vote 26: Ministry of Economic Development, Planning, Tourism; Information and Communications Technology; and the Creative Economy

## 5.1 Gender Gaps and Analysis

National Sustainable Development Plan 2020–2035 emphasises, in several instances, the strengthening of institutional structures and implementation of programmes to reduce the barriers to women’s employment, entrepreneurship and leadership, and to facilitate women’s empowerment.

## 5.2 Mission Statement

**The center of excellence for development planning and economic policy formulation, thereby enabling the creation of a sustainable broad-based multi-sector economy**

Gender equality is not an explicit target of development planning and economic policy. It is, however, an integral part of a “sustainable broad-based multi-sector economy.” The GEPAP has defined a policy statement that focusses on gender equality, as follows:

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

TABLE 04.

## Tourism and Hospitality Services Programme: Gender

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Tourism and Hospitality Services (01200000)				Percentage of women receiving grant funding under Community Tourism Grant (2024: 60%; 2025 and 2026: 70%)	Community tourism products created/enhanced Has improved livelihoods for women (2024:4%; 2025: 5%; 2026: 8%)
				Number of activities implemented that target women, youths and men under the National Tourism Awareness Campaign. (2024-2026: 3 per year)	Benefits youths ages 17 to 20 and becomes integral to the development of the tourism industry (2024: 5; 2025: 10; 2026: 10)
Statistics Division (0056000)	Provide timely, reliable and accurate statistical data to assist the government in the proper planning and monitoring of policies and programs	Population and Housing Census (0056538)	Census report writing, analysis and dissemination; support the Ministry of Agriculture in the conduct of a 2024 agricultural census	Population and housing census preliminary count and final results produced and disseminated (Final report: fourth quarter)	Census data and labour market information used in evidence-based decision-making for poverty reduction, job creation, sustainable development, gender mainstreaming, social protection, resilience building; and ensuring that no one is left behind
Tourism and Hospitality Services	Provide the enabling environment to facilitate the sustainable development of the tourism industry		Support economic diversification in rural communities (Community Tourism Grant Funding)	Percentage of woman receiving grant funding under the Community Tourism Grant: 60%	Community Tourism products created/enhanced that have improved livelihoods for women: 4
				Number of activities implemented targeting women, youths and men under the National Tourism Awareness Campaign: 3	

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

# 6. Vote 35: Ministry of Social and Community Development, Housing, and Gender Affairs

## 6.1 Gender Gaps and Analysis

### National Sustainable Development Plan 2020–2035

Grenada has committed to gender equality and women’s empowerment by ratifying the United Nations 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 (Convention of Belem do Para). Grenada also has endorsed the Beijing Declaration and Platform for Action; the United Nations 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.

Cabinet approved the GEPAP in 2014 and directed its implementation by various ministries and government departments. The lead agency will be the Division of Gender and Family Affairs in the Ministry of Social and Community Development, which will administer the “National Mechanism for Gender Equality and Women’s Empowerment.” Through the GEPAP and other international commitments, Grenada therefore has adopted a key strategy for mainstreaming gender to achieve equality and empower all women and girls. The Inter-Ministerial Council of Gender Focal Points was formed in 2017, and was expanded and launched in 2019 to create a mechanism for mainstreaming gender, using a whole-of-government approach. Moreover, in 2018, Grenada ratified the International Labour Organisation’s Convention 189 on the Rights of Domestic Workers. This is a major positive step and will spur actions to regulate the paid care and domestic sector and improve the lives of those workers who are predominantly female. In the 2019 Budget Statement, the Government reaffirmed its commitment to gender mainstreaming in its decision-making, as well as to develop a plan to ensure that interventions are gender sensitive and responsive to the “differentiated realities and needs of men and women.”

Despite the achievements, however, gender gaps remain; these must be addressed if Grenada is to fully mainstream its gender targets and priorities; achieve gender equality, gender parity, gender equity, and gender balance; and build a gender-sensitive society. This section offers an analysis of three indicator groups for gender equality: education and training, economic empowerment and gender-based violence.

## 6.2 Mission Statement

**To provide services geared towards equitable and sustainable improvement in the quality of life of the people of Grenada, Carriacou and Petite Martinique.**

While the mission statement is considerably general, it should nevertheless offer more detailed definitions of the various policy statements mentioned in the GEPAP.

TABLE 05.

## Administration, Gender Affairs and Social Development Programmes: Gender

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Administration (0001000)	Provide strategic direction, policy planning, management and administrative services to support the efficient and effective operation of the ministry's programmes and activities		Establish a licencing authority for day care and older persons' homes		
			Complete the reframing of men's programmes and upgrade the Men's Desk to a men's bureau		
			Seek Cabinet approval for the institutionalisation of the Gender Equality Commission and begin the implementation process		
Gender Affairs (0072000)	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		Implement gender-responsive masculinity programme		
			Implement the revised Gender Equality Policy and Action Plan 2014-2024	Revision and costing of the Gender Equality Policy and Action Plan 2014-2024 to be completed by 100%	National Gender Mechanism strengthened for full implementation of GEPAP. Ministries of Finance, Health, Education and Labour receive sector-specific support for gender mainstreaming
		Establish and operationalise the National Gender Equality Commission Implement the Gender Analytic Framework to monitor policies, programmes and projects to ensure gender responsiveness, consideration and compliance	Gender Equality Commission to be established by 100% Provide training and technical support to all ministries so they can advance gender mainstreaming in their sector		

		Implement mechanisms/ strategies among key sectors for gender-based violence responsiveness	Conduct 16 Days of Activism to End Violence against Women Institutionalise The National and Sub-National Mechanism		
		Continue implementation of CUSO International's Blueprints for Gender Equality (BLUEPRINT) and the Build Back Equal project of UNWomen (Caribbean)			
		Complete the UNDP's EnGenDER project for Grenada: Disability Policy and Action Plan			
			Develop a framework to operationalise the advancement of gender mainstreaming	Provide training and technical support to all ministries to advance gender mainstreaming in their respective sector	
			Carry out one activity relating to a comprehensive approach to address sexual harassment	Carry out at least one activity relating to a comprehensive approach to address sexual harassment	National dialogue on ending impunity for sexual harassment
			Complete the development and adoption of a national policy relating to the family	Complete implementation of the national policy relating to the family.  Review draft family policy.	
		0072518 - National Parenting programme	350 parents participate in parenting education sessions	200 parents participate in parenting education sessions	Mothers, fathers and guardians apply parenting practices that foster happy, caring and healthy family life
Social Development	Provide an improved quality of life for citizens of Carriacou and Petite Martinique by providing adequate housing; empowering through skills-based programmes; and increasing opportunities to improve social economic productivity		Improve the wellbeing of citizens through personal development and empowerment programmes and projects (community groups, empowerment for young males and females and skills training).		

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

Note: There is an Outcome bias in the 2024 Budget. A restructure of future budgets and should be considered in terms of Outcome indicators.



# 7. Vote 40 Ministry of Education, Youth, Sports and Culture

## 7.1 Gender Gaps and Analysis

### National Sustainable Development Plan 2020–2035

Grenada has achieved universal primary education and has made significant strides in all other levels of education and schooling. Gross primary school enrolment slipped from 116.0 percent in 1998 to 102.7 percent in 2017 but has remained consistently above 100.0 percent. There has been sturdy but fluctuating improvement in pre-primary enrolment, from 71.1 percent in 1998 to 92.2 percent in 2017. While consistently over 100 percent, secondary school enrolment, however, has been declining. At the tertiary level, enrolment was high (94.4 percent) in 2017. At the pre-primary, primary and secondary levels, there have been significant improvements in teacher-pupil ratios. Government expenditure on education as a percentage of total expenditure increased from 10.8 percent in 2003 to 14.3 percent in 2017.

Grenada, in general, has eradicated gender disparity in its education and training, but the gender gaps continue; these must be addressed. Primary school is compulsory and there is almost universal access to secondary school, with females performing at similar levels as males. The gaps that remain constitute the participation of men and boys in tertiary education and skills training institutions at a lower rate than women and girls. The same applies to the choice of subjects, mainly as a result of gender stereotyping, which affects the transition of women from school to work and the income they earn. Furthermore, the formal and informal curricula of educational institutions do not actively promote gender equality. This document elaborates on these and other education-specific gender issues as well as the extent to which the education system works in favour of gender equality.

## 7.2 Mission Statement

**To foster a well-managed, inclusive and values-based education system that provides quality education and promotes creative cultural expressions, sports entrepreneurship, health and wellness, continuous learning, innovation and patriotism.**

The Budget's mission statement lacks the specifics of gender equality. Nevertheless, the policy statement in the GEPAP 2014–2024 does, in fact, spell out the matter in question in broader terms, as follows:

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

The Ministry of Education, Youth, Sports and Culture has drafted various gender-sensitive performance criteria for youth, sports and culture programmes; these were not included in the 2024 Budget. This draft, therefore, serves as a definite starting point for a more gender-sensitive stance in the 2025 Budget.

TABLE 06

Education, Youth, Sports and Culture Programmes: Gender

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Administration	Provide administrative services; promote strategic direction; and develop and implement policies, plans and guidelines to manage and deliver efficient and effective educational programmes for males and females.		Review and amend the Education Act to create equitable educational outcomes for all	Readiness of the amended Education Act for review and approval (one document)	Improved legal framework for education to promote equity, inclusiveness and gender sensitivity  Equitable access to educational resources and opportunities  Increased access to equitable higher educational opportunities  Increased enrolment rates and educational opportunities for all, including boys
			Implement the Technical and Vocational Education and Training Enhancement strategy, ensuring gender-balanced participation and access to Sixth Form and centres of excellence	Percentage of the Technical and Vocational Education and Training Enhancement strategy implemented: 45%	Increased vocational education and training opportunities, resulting in increased employability and career opportunities for males and females alike
			Collaborate with education partners to engage in knowledge sharing on gender-sensitive educational models	Readiness of the Loan Scheme strategy for review (one document)	
			Develop a strategy for a student loan scheme to support equal access to higher educational opportunities		
			Develop a professional development strategy to prioritise equity and enhance the capacity of education practitioners		
			Develop a strategy for the successful implementation of universal secondary education for males and females	Implementation of Universal Secondary Education Programme: 100%	Equal opportunities for all genders in diverse fields of study and career development

			Develop a framework that provides equitable pathways to specialised subject disciplines	Readiness of framework for educational pathways (one document)	
T.A. Marrayshow Community College (TAMCC)	Provide adequate facilities and support to manage the collection, archiving, organising, storing and sharing of publications and other records digitally and in print		Integrate equitable strategic initiatives and activities into the implementation of the newly developed TAMCC Strategic Plan		
			Implement gender-inclusive recommendations from the consultation report for Mirabeau School of Agriculture		
			Ensure equitable access and utilisation of upgraded hybrid classrooms for students and educators	Use of hybrid classrooms by all genders	
			Create a centre of excellence for teaching and learning so as to promote equal participation		
Planning, Development and Technical Services	Provide strategic oversight, technical support and other services (including lesson delivery, curriculum assessment, data management, training and monitoring/evaluation) to educational institutions and the central ministry, so as to improve student learning, literacy and numeracy standards; and enhance overall programme implementation.		Facilitate the development of equitable and gender-inclusive education guidelines and policies to standardise operations		Improved efficiency and delivery of student support services offered to boys and girls (including those with special education needs): 65%  Improved protection, care, equity and early identification of emerging health needs of school-age boys and girls: 65%
			Enhance community access points and facilitate gender inclusive training programmes to promote digital literacy and capacity building		
			Enhance digital skills among all gender groups by establishing partnerships with coding organisations to extend the reach of the Coding Pilot Programme in schools		
			Enhance educational infrastructure and diversify curricula in primary schools so as to promote equal access and opportunities for all genders		

			Promote equitable access to education in technology to enhance literacy and digital learning in schools		
			Facilitate the development of equitable and gender-inclusive education guidelines and policies to standardise operations		
School Administrations and Management Unit	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		Establish an early childhood education council with equitable representation	Appointment of Early Childhood Education Council	
			Review, amend and approve equitable special education and needs policy	Amendment and approval of Special Education and Needs policy	Empowered parents and reduced disparities
			Enhance parental capacity, with a focus on gender programmes and interventions	Parents engage to support children with special education needs	Empowered parents and reduced disparities
Human Resource Development	Develop frameworks to assist males and females to enhance their skills, knowledge and abilities through formal and informal learning modalities  Promote lifelong learning and create scholarships to boost social and economic growth		Develop equitable policies and strategies to enhance scholarships and internships	Number of gender policies/strategic documents developed for review: 3	
Youth	Enhance the spiritual, social and economic well-being of young people		Develop employment and entrepreneurial skills training and opportunities with a focus on females	Number of young people trained in Small Business Management: 600	Percentage of young people trained in Small Business Management who have started their own business: 40%

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

Note: The 2024 Budget covers a significant number of gender-sensitive initiatives with their outcomes. While the outcomes do not include numerical targets, these should be added to the 2025 Budget. In addition, person-related indicators should be broken down by gender.

# 8. Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives

## 8.1 Gender Gaps and Analysis

### National Sustainable Development Plan 2020–2035

There is stark gender disparity in relation to ownership of assets. Based on the 2015 Gender Thematic Analysis (most recent) of the Grenada Census of Agriculture of 2012:

- Of 9,306 farms, 71.0 percent were headed by men and 29.0 percent by women;
- Overall, there were 6,631 male farmers and 2,675 female farmers;
- Among young farmers aged 15 to 19, there were 49 males and 7 females and among the 20–29 year olds, there were 495 males and 118 females;
- Of the 13,761 parcels of land in agricultural use, men owned or controlled 10,303 parcels while women owned or controlled 3,458 parcels; and
- Female farmers had significantly smaller farms than male farmers, with the average area of farms headed by women as 1.57 acres and for men, substantially higher, at 2.66 acres (women managed about 4,000 acres of land compared to the 17,000 acres managed by men)

### GEPAP 2014–2024

Traditional crop production and sales of cocoa and nutmeg dominate the export market by 90%. Recent government investments have sought to maintain and restore productive capacity of these export crops to their 2004 pre-Hurricane Ivan performance levels. As an indication of this priority, the Government of Grenada now owns four farms, ranging from 25 acres to 100+ acres. The government also owns four propagating stations, three of which have been transferred to the Grenada Cocoa Association. Furthermore, re-prioritisation of agriculture has been most evident over the last three years, with government investment increasing by over 100% percent in 2011 and 2012.

Nevertheless, Grenada's investment resource distribution has failed in terms of gender equity; rather, more preference has been placed on the potential quick returns on investment since 2007, steering distribution more towards cumulative growth patterns. There are only two programmes that have been of any benefit to farmers. The first relies entirely on external grants, in which the Ministry of Agriculture is heavily invested and which targets the small vulnerable farming populations of Grenada, Carriacou and Petite Martinique with medium-size farms of 15+ acres). This programme is now in its third and final year of operation. Farmers who have benefitted from this programme were selected according to their needs, manpower and technological capacities to produce economies of scale. The second programme focusses on smaller farms (8 acres) with the capacity for science and technology. While no intent was made to measure gender equity, evidence from this smaller programme nevertheless indicates there has been some impact, whereby less than a quarter of the grants have benefitted women farmers. This is simply because women tend to own smaller farms, businesses and cooperatives.

A summary of the report is as follows:

- Men own and control 77 percent of the land in Grenada, indicating that ownership and control of material/productive resources are not shared equitably among women and men.
- Men have access to more and larger loans for agriculture and tourism businesses than do women. Furthermore, commercial banks tend to have a risk-averse approach to providing credit to farmers and small business entrepreneurs.
- Within the agriculture and tourism sectors, men and women, in general, have complementary roles. They tend to be segregated, however, within the lower income occupations within these two sectors.
- Government and other agriculture agencies are largely unaware of the gender gaps in agriculture (e.g., access to land ownership, crop/livestock/fish and other production; agri- and agro-processing businesses; support services; credit; among others)

## 8.2 Mission Statement

**To facilitate the continuing transformation of the agriculture sector and supporting service providers to support national food security and the increase in economic returns from the agricultural sector through the promotion of sustainable use of natural resources.**

The Mission Statement in the 2024 Budget fails to include any reference to gender equality. Nevertheless, GEPAP does so, by which a policy statement is made to emphasise gender equality:

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

TABLE 07

### Agriculture and Lands, Forestry, Marine Resources and Cooperatives Programmes: Gender

Programme (Division)	Programme Objective	Capital Project/Activity	Key Gender -Sensitive Priorities/ Strategies for 2024	Output Indicators	Outcome Indicators
Agricultural extension	Provide appropriate extension services to farmers and other agri-producers in support of sustainable and profitable agri-production		Number of training courses conducted for farmers: 20 (male: 14; female: 6)		
			Number of farm visits conducted, where technical and/or production advice was provided: 500 (male: 400; female: 100)		
			Number of farmers trained in the various methods of farming and farm management: 500 (male: 332; female:168)		
Division of co-operatives	Promote co-operatives to facilitate job creation and enterprise development, especially among youth and women				

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

# 9. Vote 28: Ministry of Climate Resilience, the Environment and Renewable Energy

## 9.1 Gender Gaps and Analysis

### National Sustainable Development Plan 2020–2035

Grenada is exposed to considerable macro-economic vulnerability due to natural disasters, with impacts on men in a different form to women. Gender sensitivity must be embedded in disaster responses as well as in disaster preparedness with respect to the needs of communities, households and persons with special needs.

Despite the many green economy characteristics featuring a gender dimension (e.g., water and waste management, land management, renewable energy, clean transportation, “green’ buildings), the gender equality discussion, however, has been significantly absent from government policy-making, planning and development programmes.

## 9.2 Mission Statement

**To facilitate the continuing transformation of the agriculture sector and supporting service providers to support national food security and the increase in economic returns from the agricultural sector through the promotion of sustainable use of natural resources.**

The omission of gender in the Mission Statement for Vote 28 should be complemented with the GEPAP policy statement, as follows:

“The Government will recognise and integrate the complementary roles of men and women into policies and programmes on disaster management; climate change and natural resource development; and the building of a ‘green economy.’”



# 10. Vote 50: Ministry of Health, Wellness and Religious Affairs

## 10.1 Gender Gaps and Analysis

### Gender Equality Policy and Action Plan 2014 – 2024

A significant gender dimension to health is death from malignant neoplasm (cancer) by site. Ministry of Health 2012 statistics indicate a breakdown among females of breast cancer (18 cases); cervical cancer (6); and uterine cancer (4); while among males, the rates are prostate cancer (40 cases) and other forms of cancer (79). Given the favourable outcome from early diagnosis and the clear gains made with regard to incidences of breast, cervical and prostate cancers, there is considerable scope for aggressive early detection and treatment programmes for prostate cancer among males.

Early sexual initiation is high. Statistics show that 36 percent of males and 12 percent of females at 15 to 24 years of age reported having had sexual intercourse before the age of 15.

From 2003 to 2012, a total of 2,657 births were to girls of the ages 12 to 19, with 544 having had a second child or more. Of all teenage births within that period, 393 babies were born to girls of 12 to 16 years of age, despite the age of sexual consent being 16.

Contraception is widely available in public health clinics, with women comprising a majority use of Depo Provera (injection), Megestron (injection), Microgynon (pill), and Noristerat (injection). Males comprise approximately one-fifth of contraceptive users—specifically, condoms.

Gender factors in Grenada’s society are evident from its sexual and reproductive health status, as a result of inadequate sex education; women’s unequal power to negotiate condom use; unprotected sex with multiple partners; traumatic onset of menstruation; transactional sex including among adolescents; and the increased incidence of sexually transmitted infections and HIV/AIDS.

## 10.2 Mission Statement

**Transforming healthcare through strengthening systems, building resilience, health and compassionate care.**

Once more, the omission of gender within the Mission Statement, in this case of Vote 50, should include the GEPAP policy statement, as follows:

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

# 11. Achievements of Key 2023 Budget Priorities and Strategies Relating to Gender

The 2024 Budget includes a report on 2023 Budget achievements, as well as some of its initiatives relating to gender equality. Table 8 provides a summary of achievements and follow-up activities from the 2024 Budget. The report can be useful to outline Government accountability in achieving gender equality. Budget information should be strengthened with reference to gender disaggregation by classifying participants into female and male.

TABLE 08

## Summary of Achievements and Follow-Up Activities from the 2024 Budget

Vote	Programme (Division)	Key Priority/ Strategy 2023 Budget	Achievements 2023	Follow-up 2024
Vote 9: Ministry of Legal Affairs, Labour and Consumer Affairs	Labour	Enhance delivery of labour management services	<p>Launched public education and awareness programme on GIS (Labour ad You) with 8 episodes recorded and broadcast.</p> <p>Conducted gender-specific intervention by partnering with Ministry of Health, Wellness and Religious Affairs to provide labour education and awareness to pregnant mothers in clinics (session conducted at Grand Anse Medical Center)</p> <p>Implemented data management systems for complaints, trade</p>	
		Implement New Minimum Wage Order	<p>Final report submitted, and approved.</p> <p>New Minimum Wage Order Gazette</p>	Implementation of New Minimum Wage Order
Vote 26: Ministry of Economic Development, Planning, Tourism, ICT and Creative Economy	Statistics Division	Manage data collection system under spotlight project for the monitoring of the gender-based violence (GBV) against women and girls	System was developed and launched, and is in the process of being migrated into the National Data Centre	Monthly statistics gathering on gender-based violence from the data collection system, designed under Spotlight Initiative
Vote 35: Ministry of Social and Community Development, Housing and Gender Affairs	Administration	Upgrade the Division of Gender and Family Affairs to reflect the new ministerial portfolio	The architecture of the new ministerial portfolio will be finalised by the last quarter of 2023	
	Gender Affairs	Upgrade the Division of Gender and Family Affairs to reflect the new ministerial portfolio		
	Gender Affairs	Incorporate gender planning into policies, programmes and projects	Multispectral training was conducted for GBV first responder	

		Incorporate gender budgeting	Implementation of gender budgeting in four sectors (Spotlight Initiative)	
		Implement Phase 2 of the Spotlight Initiative	Will be completed in the last quarter of 2023	
		Institutionalise a gender commission	Architecture of the new ministerial portfolio will be finalised by the last quarter of 2023	Establish and operationalise National Gender Equality Commission
		Upgrade the Division of Gender and Family Affairs to reflect the mandate of the new ministerial portfolio	Architecture of the new ministerial portfolio will be finalised by the last quarter of 2023	
		Upscale Parenting Unit to include family protection support	National Positive Parenting community campaigns conducted	
		Strengthen the response system for GBV clients	Multisectoral training was conducted for GBV first responders across Grenada	Implement mechanisms/ strategies among key sectors for GBV response
Vote 36: Ministry of Carriacou and Petite Martinique Affairs and Local Government		Improve the wellbeing of citizens through personal development and empowerment programmes and projects (community groups)	Parenting workshop was held for young mothers.	Improve the wellbeing of citizens through personal development and empowerment programmes and projects (community groups); empowerment for young males and females; and skills training.
Vote 40: Ministry of Education, Youth, Sports and Culture		Develop framework for national student loan scheme for male and female students wishing to pursue post-secondary education	Framework developed for National Student Loan Scheme	Develop strategy for the National Student Loan Scheme to support equal access to higher educational opportunities
Vote 64: Ministry of Agriculture and Lands, Forestry, Marine Resources and Cooperatives		Continued regularisation of persons living on Crown land	Number of people who received conveyances: 60; number of people pending conveyances: 40 (female: 34; male: 22)	
		Continue to prepare and distribute cadastral plans to the public	Number of plans requested: 63; number of plans collected: 45; and number pending: 18 (female: 32; male: 31)	
		Increase the number of functioning producer/ service type co-operative societies	Number of training sessions for cooperatives societies, each with five groups: 7.  Each group consisted of 43 males and 45 females. Three informative programs on GBV held, and GIS made on different aspects of cooperatives and promoting them as a viable business model	
		Increase the capacity of members of existing producer/service type cooperative societies	Number of training sessions: 7. Each group had 23 males and 26 females.	

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

## 12. Ministries with Gender Policy Statements in the Gender Equality Policy and Action Plan 2014–2024

While some ministries have yet to include gender-relevant information in the 2024 Budget, a gender analysis has been done of the National Sustainable Development Plan 2020–2035, as well as gender policy statements in GEPAP. These serve as precedents for more gender relevance going forward with respect to budget information. Output and outcome data also should be disaggregately presented in terms of gender, in the 2025 Budget and going forward.

## 13. Allocations for Gender-Related Initiatives

This section summarises budget programmes and projects, whose main objectives are to enforce gender equality (Table 9). Initial information derives only from budget documentation and will be complemented with further allocations in the future.

For 2024, the main projects on gender equality were identified in the Ministry of Social and Community Development, Housing and Gender Affairs. They also are itemised in the recurrent budget of the Gender Affairs Programme.

TABLE 09

### Summary of Programmes and Projects with a Gender Focus

Vote	Programme (Division)	Project Number	Projects/Programmes	Estimates: 2024 (in EC\$)
Vote 26: Ministry of Economic Development, Planning, Tourism, ICT and Creative Economy	Department of Economic and Sustainable Development and Planning	109530	Engender Project	270,000.00
Vote 35 – Ministry of Social and Community Development, Housing and Gender Affairs	Gender Affairs	72506	Domestic Violence and Gender Equity	50,000.00
		72519	CEDAW Reporting	20,000.00
		72502	Multiple projects and general education	100,000.00
		72518	National Parenting Programme	105,000.00
		72521	Eradicating Gender-Based Violence	70,000.00
		72524	Improving Capacity for Cedars Home	20,000.00
			Recurrent expenditure	1,800,592.00

Source: GoG (Government of Grenada). 2023. Estimates of Revenue and Expenditure for the Year 2024. St. George's: Ministry of Finance. <https://www.finance.gd/docs/2023/Estimates%202024%20Final.pdf>

## 14. Next Steps

We wish to continue improving gender integration in the budgeting process. In the next fiscal year, our aim is to increase the number of programmes with gender-relevant information; improve performance information in general through the clearer articulation of priorities and outcome indicators; add information on budget allocations; and provide information on how new budget policies and programmes will support the beneficiaries, disaggregated by sex.

The 2025 Budget's stance on gender is expected to include three priorities: a report on gender budgeting achievements, gender budget programmes, and allocations by gender. This budget also will support three gender-related activities: creation of a budget circular, assessment of the impact of new policies and building of capacity.

### 14.1 2025 Budget Priorities

#### 14.1.1 Report on Gender Budgeting Achievements

The priorities and strategies in the 2024 Budget Statement on gender would be assessed in the 2025 Budget Statement, including a presentation of 2024 achievements. It would also include more gender disaggregated information, such as the persons trained and the parents participating.

#### 14.1.2 Gender Responsive Budget Programmes

In 2025, ministries will be required to present Gender responsive budget programmes in their respective Votes, with some improvements, as follows:

- Include more information from the 2025 Gender Equality Strategy.
- Enrich the vision and mission statements of the respective Votes of ministries in the 2025 Budget with information from the GEPAP policy statements and an updated strategy.
- Provide a gender disaggregation of output and outcome indicators.
- Apply some relevant output and outcome indicators from National Sustainable Development Plan 2020–2035 to boost performance information and provide gender disaggregation.
- Streamline and prioritise performance information, in general.

#### 14.1.3 Gender Allocations

In order to better understand the budgetary implications of gender responsive programmes, the 2025 Budget Statement would improve on what is presented in the 2024 Budget Statement by expanding the list of those (capital) projects and programmes whose main objective is gender equality.

## 14.2 2025 Budget Activities

### 14.2.1 Budget Circular

2023 and 2024 Budget Circulars included guidance on budgetary gender information. Based on pilot learnings, such guidance will be reinforced and updated.

### 14.2.2 Impact Assessment of New Policies

In order to understand the budgetary implications of gender responsive programmes, the 2025 Budget Statement would expand the list of those (capital) projects and programmes whose main objective is gender equality.

- Policy description
- Number of beneficiaries disaggregated by gender
- Budget allocation
- Description of gender impacts of new policies

This information will represent important performance input into the 2025 Budget, 2025 Gender Budget Statement and 2025 gender allocations.

### 14.2.3 Capacity Building

Based on various pilots, the Ministry of Finance and line ministries have developed their capacity for gender responsive budgeting and gender analyses. Experience in other countries, however, has demonstrated that implementation of gender budgeting requires capacity building for the medium term to enable gradual improvement and to ensure sustainable implementation.

For the 2025 budget cycle, the learnings drawn from these pilots would be taken into account. As such, relevant trainings of line ministries will take place well ahead of the budget process, especially in terms of drafting the gender equality strategy, taking a gender budgetary approach, and providing practical guidance on how to streamline and improve budgetary performance.

The trainings have shown that coaching and feedback would also focus on the drafting abilities of the various line ministries, particularly the drafting of gender-specific outcome statements and the selection of appropriate indicators. This would take place once the 2025 Budget Circular has been issued and when there is sufficient time for an iterative approach to be taken.

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2024

# Gender Budget Statement

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