

*In 2015, Grenada made a minimal advancement in efforts to prevent the worst forms of child labor. The Government increased funding for school transportation and textbooks, and it doubled funding for the Needy Assistance Program; both actions support students from low-income families. Research found no evidence that child labor, including its worst forms, exists in Grenada, but there has not been a recent study of child labor to confirm this. Additionally, the Government's ability to prevent children from becoming engaged in exploitive work is limited due to a lack of prohibitions against children's involvement in hazardous work and illicit activities, including the production and trafficking of drugs.*






## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Research found no evidence that child labor, including its worst forms, exists in Grenada.(1) According to the Education Act, public education is free and all children are required to attend school until age 16. However, in practice, some school boards deny access to pregnant girls and teenage mothers.(2, 3)

## II. LEGAL FRAMEWORK FOR THE WORST FORMS OF CHILD LABOR

Grenada has ratified all key international conventions concerning child labor (Table 1).

**Table 1. Ratification of International Conventions on Child Labor**

Convention	Ratification
 ILO C. 138, Minimum Age	✓
ILO C. 182, Worst Forms of Child Labor	✓
 UN CRC	✓
UN CRC Optional Protocol on Armed Conflict	✓
UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
 Palermo Protocol on Trafficking in Persons	✓

The Government has established laws and regulations related to child labor, including its worst forms (Table 2).

**Table 2. Laws and Regulations Related to Child Labor**

Standard	Yes/No	Age	Related Legislation
Minimum Age for Work	Yes	16	Article 32 of the Employment Act (4)
Minimum Age for Hazardous Work	No		
Prohibition of Hazardous Occupations or Activities for Children	No		
Prohibition of Forced Labor	Yes		Article 25 of the Employment Act; Article 4 of the Constitution; Articles 9–11 of the Prevention of Trafficking in Persons Act (4-6)
Prohibition of Child Trafficking	Yes		Article 9-11 of the Prevention of Trafficking in Persons Act (6)
Prohibition of Commercial Sexual Exploitation of Children	Yes		Articles 137 and 188 of the Criminal Code; Article 12 of the Electronic Crimes Bill; Article 10 of the Prevention of Trafficking in Persons Act (6-9)
Prohibition of Using Children in Illicit Activities	No		
Minimum Age for Compulsory Military Recruitment	N/A†		
Minimum Age for Voluntary Military Service	N/A†		

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**Table 2. Laws and Regulations Related to Child Labor (cont)**

Standard	Yes/No	Age	Related Legislation
Compulsory Education Age	Yes	16	Articles 2 and 15 of the Education Act (3)
Free Public Education	Yes		Articles 15–16 of the Education Act (3)

† No standing military (10)

Article 32 of the Employment Act allows holiday employment for children under age 16, but it does not specify the minimum age, types of work, or number of hours permitted for such work.(4, 11) The Prevention of Trafficking in Persons Act does not sufficiently prohibit the trafficking of children, despite establishing heightened penalties for traffickers of children, because it requires the use of force, threats abuse of power, or other forms of coercion to carry out the offense.

### III. ENFORCEMENT OF LAWS ON THE WORST FORMS OF CHILD LABOR

The Government has established institutional mechanisms for the enforcement of laws and regulations on child labor, including in its worst forms (Table 3).

**Table 3. Agencies Responsible for Child Labor Law Enforcement**

Organization/Agency	Role
Ministry of Labor	Enforce laws related to child labor.(1, 9)
Royal Grenada Police Force	Investigate crimes and enforce laws related to child labor. Help the Child Protection Agency and the Ministry of Social Development and Housing provide emergency services to children.(1, 9)
Ministry of Legal Affairs	Prosecute criminal cases of child abuse in consultation with the Child Protection Agency.(12)
Child Protection Agency	Enforce laws related to child labor by receiving and investigating reports of child abuse. Provide social and protective services to abused children, including by requesting court emergency protection orders.(1, 9, 12, 13)
Ministry of Social Development and Housing	Oversee the Child Abuse Hotline and investigate reports of child abuse. Refer child abuse cases to the Child Protection Agency and criminal cases to the police.(12) Enforce laws related to school attendance and provide programs to support school attendance.(1, 9, 14)
Ministry of Education	Enforce laws related to school attendance through employment of truancy officers. Combat student absenteeism by monitoring students' attendance and facilitating students' access school transportation and meals.(1, 9, 14)

#### *Labor Law Enforcement*

In 2015, labor law enforcement agencies in Grenada took actions to combat child labor, including its worst forms (Table 4).

**Table 4. Labor Law Enforcement Efforts Related to Child Labor**

Overview of Labor Law Enforcement	2014	2015
Labor Inspectorate Funding	0 (1)	0 (1)
Number of Labor Inspectors	7 (9)	7 (1)
Inspectorate Authorized to Assess Penalties	No (1)	No (1)
Training for Labor Inspectors		
■ Initial Training for New Employees	Yes (1)	Yes (1)
■ Training on New Laws Related to Child Labor	Yes (1)	Yes (1)
■ Refresher Courses Provided	Yes (1)	Yes (1)
Number of Labor Inspections	60 (1)	68 (1)
■ Number Conducted at Worksite	60 (2)	68 (2)
■ Number Conducted by Desk Reviews	0 (1)	0 (1)
Number of Child Labor Violations Found	0(9)	0 (1)
Number of Child Labor Violations for Which Penalties Were Imposed	0 (1)	0 (1)
■ Number of Penalties Imposed That Were Collected	N/A	N/A
Routine Inspections Conducted	Yes (1)	Yes (1)
■ Routine Inspections Targeted	Yes (1)	Yes (1)
Unannounced Inspections Permitted	Yes (1)	Yes (1)

**Table 4. Labor Law Enforcement Efforts Related to Child Labor (cont)**

Overview of Labor Law Enforcement	2014	2015
Unannounced Inspections Conducted	Yes (1)	Yes (1)
Complaint Mechanism Exists	Yes (1)	Yes (1)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (1)	Yes (1)

In 2015, the Ministry of Labor had a budget of approximately \$280,000 to carry out all activities during the reporting period, including labor inspections. While labor law enforcement agencies have sufficient resources to respond to reports of child labor, these agencies are typically underfunded and lack the staff and resources needed to fully realize their missions.(1)

### *Criminal Law Enforcement*

In 2015, criminal law enforcement agencies in Grenada did not take actions to combat the worst forms of child labor (Table 5).

**Table 5. Criminal Law Enforcement Efforts Related to the Worst Forms of Child Labor**

Overview of Criminal Law Enforcement	2014	2015
Training for Investigators		
■ Initial Training for New Employees	No (1)	No (1)
■ Training on New Laws Related to the Worst Forms of Child Labor	No (1)	No (1)
■ Refresher Courses Provided	No (1)	No (1)
Number of Investigations	0 (9)	0 (1)
Number of Violations Found	0 (9)	0 (1)
Number of Prosecutions Initiated	0 (9)	0 (1)
Number of Convictions	1 (9)	0 (1)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (1)	Yes (1)

## **IV. COORDINATION OF GOVERNMENT EFFORTS ON THE WORST FORMS OF CHILD LABOR**

As there is no evidence of a problem, there appears to be no need for mechanisms to coordinate efforts to address child labor, including its worst forms.

## **V. GOVERNMENT POLICIES ON THE WORST FORMS OF CHILD LABOR**

As there is no evidence of a problem, there appears to be no need for policies to address child labor, including its worst forms. However, the Government has policies that may contribute to the prevention of child labor, including its worst forms (Table 6).

**Table 6. Policies Related to Child Labor**

Policy	Description
National Child Abuse Protocol	Implements and strengthens the Child Protection and Adoption Act of 2011. Includes guidelines on areas such as coordination of government efforts related to the protection of children, investigations, and referrals to appropriate social services for victims of child labor, including its worst forms.(9, 15)
Child Abuse Reporting Guidelines	Requires health care employees to report cases of child abuse.(9)
Poverty Reduction Strategy (2014–2018)	Supports increased access to education for persons with disabilities, repairing and upgrading school facilities, and providing educational materials and school meals to children.(9, 16)
Strategic Plan for Educational Enhancement and Development	Aims to increase access to primary and secondary school, including for at-risk children; support children with special needs; and reintegrate dropouts and adolescent mothers into the education system.(17)

## **VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR**

As there is no evidence of a problem, there appears to be no need for programs to address child labor, including its worst forms. However, there is no current research on whether the worst forms of child labor exist in Grenada.(1) In 2015, the Government of Grenada funded programs that may contribute to the prevention or elimination of child labor (Table 7).

**Table 7. Social Programs to Address Child Labor**

Program	Description
Support for Education Empowerment and Development Program†	Ministry of Education and Ministry of Social Development and Housing program funded by the Government and a World Bank loan that provides lunch, transportation, textbooks, and uniforms to students.(2, 14)
School Feeding Programs† (1992–2015)	Government program that provides subsidized lunches to students in 21 preschools, 55 primary schools, and 11 secondary schools. Waives lunch fee for students who cannot afford to pay.(2, 15, 18, 19)
Uniform and Transportation Allowances†	Government program that covers the costs of uniforms, textbooks, and transportation to schools for students from low-income families. Funding increased for transportation and textbooks in 2015.(1, 15)
Needy Assistance Program†	Government program that provides temporary aid including tuition, medical and transportation assistance, and school items such as book bags and shoes, until recipients can be referred to long-term assistance programs. Funding doubled from approximately \$185,185 to \$370,370 in 2015.(1, 2)

† Program is funded by the Government of Grenada.

Although the Government of Grenada increased funding for social programs to assist school-age children in 2015, these programs are insufficient to fully address student need. Moreover, the Government has also noted that it lacks the resources necessary to further expand aid.(1)

## VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE THE WORST FORMS OF CHILD LABOR

Based on the reporting above, suggested actions are identified that would continue the prevention of child labor, including its worst forms, in Grenada (Table 8).

**Table 8. Suggested Government Actions to Prevent Child Labor, Including its Worst Forms**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Establish specific provisions prohibiting hazardous work for children.	2009 – 2015
	Prohibit the use of children in illicit activities, including drug production and trafficking.	2011 – 2015
	Establish minimum age requirements for holiday employment and define the activities, conditions, and number of hours permissible for such work.	2014 – 2015
	Ensure the law sanctions all perpetrators of child trafficking, including where there is no showing of force, threats, or coercion.	2015
Enforcement	Allow all children to enroll in primary and secondary school education and complete their schooling.	2015
	Provide sufficient funding and resources to allow agencies responsible for the enforcement of labor laws to fulfill their mission.	2015
	Authorize the labor inspectorate to assess penalties.	2015
	Ensure that investigators receive training related to the worst forms of child labor.	2015
Social Programs	Conduct research to determine whether any of the worst forms of child labor exist in Grenada.	2009 – 2015
	Expand existing social programs to increase assistance for students, in particular for adolescent girls in secondary school.	2015

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