

In 2017, Grenada made a minimal advancement in efforts to prevent the worst forms of child labor. The Ministry of Labor provided training related to child labor to inspectors and made information regarding the Labor Inspectorate's funding levels publicly available. Although research found no evidence that child labor, including its worst forms, exists in Grenada, no study of child labor has been done to confirm this. The government's ability to prevent children from becoming engaged in the worst forms of child labor is limited because existing laws do not comprehensively prohibit child trafficking and the commercial sexual exploitation of children. In addition, there are insufficient 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. (2) However, in practice, some school boards deny access to pregnant girls and adolescent mothers. (3; 4; 5) According to the most recently available data, the primary completion rate for Grenada was only 61.6 percent in 2016. (5)

II. LEGAL FRAMEWORK FOR 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 (Table 2). However, gaps exist in Grenada's legal framework to adequately protect children from the worst forms of child labor, including the prohibition of using children in illicit activities.

Table 2. Laws and Regulations on Child Labor

| Standard | Meets International Standards: Yes/No | Age | Legislation |
|---|---------------------------------------|-----|--|
| Minimum Age for Work | No | 16 | Article 32 of the Employment Act (6) |
| Minimum Age for Hazardous Work | No | | |
| Identification of Hazardous Occupations or Activities Prohibited 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 (6; 7; 8) |
| Prohibition of Child Trafficking | No | | Articles 9–11 of the Prevention of Trafficking in Persons Act (8) |

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Table 2. Laws and Regulations on Child Labor (cont)

| Standard | Meets International Standards: Yes/No | Age | Legislation |
|---|---------------------------------------|-----|--|
| Prohibition of Commercial Sexual Exploitation of Children | No | | 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 (8; 9; 10; 11) |
| Prohibition of Using Children in Illicit Activities | No | | |
| Prohibition of Military Recruitment | | | |
| State Compulsory | N/A† | | |
| State Voluntary | N/A† | | |
| Non-state | No | | |
| Compulsory Education Age | Yes | 16 | Articles 2 and 15 of the Education Act (2) |
| Free Public Education | Yes | | Articles 15 and 16 of the Education Act (2) |

† No standing military (12)

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. (6; 13) 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 in order to classify an act as human trafficking. (8) The Criminal Code, Electronic Crimes Bill, and Prevention of Trafficking in Persons Act do not comprehensively prohibit the commercial sexual exploitation of all children. (10; 9; 8)

III. ENFORCEMENT OF LAWS ON CHILD LABOR

The government has established institutional mechanisms for the enforcement of laws and regulations on child labor (Table 3). However, gaps exist within the authority of the Ministry of Labor that may hinder adequate enforcement of their child labor laws.

Table 3. Agencies Responsible for Child Labor Law Enforcement

| Organization/Agency | Role |
|--|---|
| Ministry of Labor | Enforce laws related to child labor. (14) |
| 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. (14) |
| Ministry of Legal Affairs | Prosecute criminal cases of child abuse in consultation with the Child Protection Agency. (15; 14) |
| 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. (15; 16; 14) |
| 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. (15) Enforce laws related to school attendance and provide programs to support school attendance. (11; 17; 18) |
| 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 to school transportation and meals. (11; 17; 18) |

Labor Law Enforcement

In 2017, labor law enforcement agencies in Grenada took actions to prevent child labor (Table 4). However, gaps exist within the authority of the Ministry of Labor that may hinder adequate labor law enforcement, including penalty assessment authorization.

Table 4. Labor Law Enforcement Efforts Related to Child Labor

| Overview of Labor Law Enforcement | 2016 | 2017 |
|---|--------|----------------|
| Labor Inspectorate Funding | 0 (1) | \$187,266 (14) |
| Number of Labor Inspectors | 6 (1) | 6 (14) |
| Inspectorate Authorized to Assess Penalties | No (1) | No (14) |
| Training for Labor Inspectors | | |

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

| Overview of Labor Law Enforcement | 2016 | 2017 |
|--|----------|--------------|
| Initial Training for New Employees | No (1) | N/A (14) |
| Training on New Laws Related to Child Labor | N/A | N/A (14) |
| Refresher Courses Provided | No (1) | Yes (14) |
| Number of Labor Inspections Conducted | 20 (19) | Unknown (14) |
| Number Conducted at Worksites | Unknown | Unknown (14) |
| Number of Child Labor Violations Found | 0 (1) | 0 (14) |
| Number of Child Labor Violations Found for Which Penalties were Imposed | N/A (1) | N/A (14) |
| Number of Child Labor Penalties Imposed that were Collected | N/A (1) | N/A (14) |
| Routine Inspections Conducted | Yes (1) | Yes (14) |
| Routine Inspections Targeted | Yes (20) | Yes (14) |
| Unannounced Inspections Permitted | Yes (1) | Yes (14) |
| Unannounced Inspections Conducted | Yes (1) | Yes (14) |
| Complaint Mechanism Exists | Yes (1) | Yes (14) |
| Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services | Yes (1) | Yes (14) |

Although 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 accomplish their missions. (1; 17; 20)

Criminal Law Enforcement

In 2017, criminal law enforcement agencies in Grenada did not take actions to prevent the worst forms of child labor (Table 5). Gaps exist within the operations of the criminal enforcement agencies that may hinder adequate criminal law enforcement, including training for criminal investigators.

Table 5. Criminal Law Enforcement Efforts Related to Child Labor

| Overview of Criminal Law Enforcement | 2016 | 2017 |
|---|----------|----------|
| Training for Investigators | | |
| Initial Training for New Employees | N/A (19) | No (14) |
| Training on New Laws Related to the Worst Forms of Child Labor | N/A (1) | N/A (14) |
| Refresher Courses Provided | No (1) | No (14) |
| Number of Investigations | 0 (1) | 0 (14) |
| Number of Violations Found | 0 (1) | 0 (14) |
| Number of Prosecutions Initiated | 0 (1) | N/A (14) |
| Number of Convictions | 0 (1) | N/A (14) |
| Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services | Yes (1) | Yes (14) |

IV. COORDINATION OF GOVERNMENT EFFORTS ON 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.

V. GOVERNMENT POLICIES ON CHILD LABOR

As there is no evidence of a problem, there appears to be no need for policies to address child labor. However, the government refers adolescent mothers and girls who leave school due to pregnancy to the Program for Adolescent Mothers rather than reintegrating them into the mainstream educational system. (4)

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. However, research found no evidence of current research on the worst forms of child labor in Grenada.

VII. SUGGESTED GOVERNMENT ACTIONS TO PREVENT CHILD LABOR

Based on the reporting above, the following actions would advance the continued prevention of child labor in Grenada (Table 6).

Table 6. Suggested Government Actions to Prevent Child Labor

| Area | Suggested Action | Year(s) Suggested |
|-----------------|--|-------------------|
| Legal Framework | Establish the minimum age for hazardous work as 18 and identify hazardous occupations and activities prohibited for children. | 2009 – 2017 |
| | Prohibit the use of children in illicit activities, including drug production and trafficking. | 2011 – 2017 |
| | Establish minimum age requirements of at least age 13 for holiday employment and define the activities, conditions, and number of hours permissible for such work. | 2014 – 2017 |
| | Ensure that the law establishes sanctions for all perpetrators of child trafficking, including in cases that do not show force, threats, or coercion. | 2015 – 2017 |
| | Enact legislation prohibiting the use, procuring, or offering of a child for all forms of commercial sexual exploitation. | 2016 - 2017 |
| | Ensure that the law criminally prohibits the recruitment of children under age 18 by non-state armed groups. | 2016 – 2017 |
| Enforcement | Provide sufficient funding and resources to allow agencies responsible for the enforcement of labor laws to fulfill their mission. | 2015 – 2017 |
| | Publish labor and criminal law enforcement data, including information on the number of labor inspections conducted at worksites. | 2016 – 2017 |
| | Authorize the Labor Inspectorate to assess penalties. | 2015 – 2017 |
| | Ensure that criminal investigators receive training related to the worst forms of child labor. | 2015 – 2017 |
| Policies | Adopt and implement a policy to address the reintegration of pregnant girls and adolescent mothers in mainstream education. | 2016 – 2017 |
| Social Programs | Collect and publish data on the extent and nature of child labor, in order to inform policies and programs. | 2009 – 2017 |
| | Enhance efforts to eliminate barriers and make education accessible, in order to ensure that all children are provided with basic education and complete their schooling, including pregnant girls and adolescent mothers. | 2015 – 2017 |

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