

In 2019, Grenada made no advancement in efforts to prevent the worst forms of child labor. Although research found no evidence that child labor 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 is no explicit prohibition 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 exists in Grenada. (1,2) According to the Education Act, public education is free and all children are required to attend school until age 16. (3) However, pregnant and adolescent mothers are removed from the formal education system and placed into a different education system, where they may also face barriers. (4,5) According to the most recently available data, the primary completion rate for Grenada was 123.0 percent in 2018. (6)

Data on key indicators on children's work and education are not available from the sources used in this report.

## 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	Age	Legislation
Minimum Age for Work	No	16	Article 32 of the Employment Act (7)
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 (7-9)

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**Table 2. Laws and Regulations on Child Labor (Cont.)**

Standard	Meets International Standards	Age	Legislation
Prohibition of Child Trafficking	No		Articles 9–11 of the Prevention of Trafficking in Persons Act (9)
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 (9-11)
Prohibition of Using Children in Illicit Activities	No		
Minimum Age for Voluntary State Military Recruitment	N/A†		
Prohibition of Compulsory Recruitment of Children by (State) Military	N/A†		
Prohibition of Military Recruitment by Non-state Armed Groups	No		
Compulsory Education Age	Yes	16	Articles 2 and 15 of the Education Act (3)
Free Public Education	Yes		Articles 15 and 16 of the Education Act (3)

† No standing military (12)

Grenada’s minimum age for work does not meet international standards because Article 32 of the Employment Act allows holiday employment for children under age 16 without specifying the minimum age, types of work, or number of hours permitted for such work. (7,13) 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 to classify an act as human trafficking. (9) The Criminal Code, Electronic Crimes Bill, and Prevention of Trafficking in Persons Act do not comprehensively prohibit the commercial sexual exploitation of all children. (9-11) The government also has not established laws that prohibit the use of children in illicit activities.

### 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	Enforces laws related to child labor through its Labor Commission, which generates a list of workplaces to inspect and employs labor officers who make unannounced visits to all workplaces on the list. (1,2)
Royal Grenada Police Force	Investigates crimes and enforces laws related to child labor. Helps the Child Protection Agency and the Ministry of Social Development and Housing provide emergency services to children. (1,2)
Ministry of Legal Affairs	Prosecutes criminal cases of child abuse in consultation with the Child Protection Agency. (1,2)
Child Protection Agency	Enforces laws related to child labor by receiving and investigating reports of child abuse. Provides social and protective services to abused children, including by requesting court emergency protection orders. (14-17)
Ministry of Social Development and Housing	Oversees the Child Abuse Hotline and investigates reports of child abuse. Refers child abuse cases to the Child Protection Agency and criminal cases to the police. (16,17) Enforces laws related to school attendance and provides programs to support school attendance. (17,18)
Ministry of Education	Enforces laws related to school attendance through employment of truancy officers. Combats student absenteeism by monitoring students’ attendance and facilitating students’ access to school transportation and meals. (13,18,19)

#### **Labor Law Enforcement**

In 2019, labor law enforcement agencies in Grenada took actions to combat 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	2018	2019
Labor Inspectorate Funding	Unknown (1)	Unknown (2)
Number of Labor Inspectors	6 (1)	6 (2)
Inspectorate Authorized to Assess Penalties	No (1)	No (2)
Initial Training for New Labor Inspectors	N/A (1)	N/A (2)
Training on New Laws Related to Child Labor	N/A (1)	N/A (2)
Refresher Courses Provided	Unknown (1)	Unknown (2)
Number of Labor Inspections Conducted	Unknown (1)	Unknown (2)
Number Conducted at Worksite	Unknown (1)	Unknown (2)
Number of Child Labor Violations Found	Unknown (1)	Unknown (2)
Number of Child Labor Violations for Which Penalties Were Imposed	N/A (1)	N/A (2)
Number of Child Labor Penalties Imposed that Were Collected	N/A (1)	N/A (2)
Routine Inspections Conducted	Unknown (1)	Yes (2)
Routine Inspections Targeted	Unknown (1)	Unknown (2)
Unannounced Inspections Permitted	Unknown (1)	Yes (2)
Unannounced Inspections Conducted	Unknown (1)	Yes (2)
Complaint Mechanism Exists	No (1)	No (2)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (1)	Yes (2)

The government employs six inspectors, two of whom have responsibility for inspections on child labor as part of their portfolios. (1,2) If inspectors find a violation, they must inform the Royal Grenadian Police Force (RGPF), which then conducts a criminal investigation. If the RGPF finds sufficient evidence of a violation, the RGPF may submit findings for possible prosecution by the public prosecutor's office. (1,2) The Labor Commission determines which inspections to conduct by generating a list of workplaces to inspect; labor officers then make unannounced visits to all workplaces on the list. In 2019, inspectors from the Ministry of Labor enforced the minimum age provision in the formal sector through periodic checks. However, enforcement in the informal sector was insufficient, particularly for family farms. It is unclear how many child labor inspections were conducted. (1,2) The government has not created or implemented a specific mechanism for filing and responding to complaints about child labor. Due to limited resources, labor inspection and enforcement is not a top priority for the Government of Grenada. (1,2) The government did not provide complete data on labor and criminal law enforcement efforts. (2)

### **Criminal Law Enforcement**

Research did not find information on whether criminal law enforcement agencies in Grenada took actions to combat child labor. 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	2018	2019
Initial Training for New Criminal Investigators	Unknown (1)	Unknown (2)
Training on New Laws Related to the Worst Forms of Child Labor	Unknown (1)	Unknown (2)
Refresher Courses Provided	Unknown (1)	Unknown (2)
Number of Investigations	Unknown (1)	Unknown (2)
Number of Violations Found	Unknown (1)	Unknown (2)
Number of Prosecutions Initiated	Unknown (1)	Unknown (2)
Number of Convictions	Unknown (1)	Unknown (2)
Imposed Penalties for Violations Related to The Worst Forms of Child Labor	Unknown (1)	Unknown (2)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (1)	Yes (2)

The government does not publicly release information on its criminal law enforcement efforts.

# Grenada

## NO ADVANCEMENT

### 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, adolescent mothers and girls are removed from the formal education system and placed into a different education system, where they may also face barriers. (5,17,20)

### 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. (1,2)

### VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE 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 Eliminate Child Labor**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Establish the minimum age for hazardous work at age 18 and identify hazardous occupations and activities prohibited for children.	2009 – 2019
	Prohibit the use of children in illicit activities, including drug production.	2011 – 2019
	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 – 2019
	Ensure that the law establishes sanctions for all perpetrators of child trafficking, including in cases that do not show force, threats, or coercion.	2015 – 2019
	Enact legislation prohibiting the use, procuring, or offering of a child for all forms of commercial sexual exploitation.	2016 – 2019
	Ensure that the law criminally prohibits the recruitment of children under age 18 by non-state armed groups.	2016 – 2019
Enforcement	Provide sufficient funding and resources to allow agencies responsible for the enforcement of labor laws to fulfill their mission, including in the informal sector.	2015 – 2019
	Publish labor and criminal law enforcement data, including the following: information on the number and type of labor inspections; information on criminal inspectors' training; and the number of investigations, violations found, prosecutions initiated, and convictions in criminal law enforcement of the worst forms of child labor.	2016 – 2019
	Authorize the labor inspectorate to assess penalties.	2015 – 2019
	Ensure that labor inspectors and criminal investigators receive training related to the worst forms of child labor.	2015 – 2019
	Publish data on labor inspectorate funding.	2018 -- 2019
	Ensure that labor inspectors conduct labor inspections.	2018 -- 2019
	Create and implement a complaint mechanism specifically for filing and responding to complaints on child labor.	2018 -- 2019
Government Policies	Adopt and implement a policy to address the reintegration of pregnant girls and adolescent mothers in mainstream education.	2016 – 2019
Social Programs	Collect and publish data on the extent and nature of child labor, including the worst forms of child labor, to inform policies and programs.	2009 – 2019

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