

In 2021, 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 official study of child labor has been done to confirm this. The government's ability to prevent children from being subjected to 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, the government has not published data on labor inspectorate funding.

## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Research found no evidence that child labor exists in Grenada. (1) Table 1 provides key indicators on children's work and education in Grenada. Data on some of these indicators are not available from the sources used in this report.

**Table 1. Statistics on Children's Work and Education**




Children	Age	Percent
Working (% and population)	5 to 14	Unavailable
Attending School (%)	5 to 14	Unavailable
Combining Work and School (%)	7 to 14	Unavailable
Primary Completion Rate (%)		123.0

Source for primary completion rate: Data from 2018, published by UNESCO Institute for Statistics, 2022. (2)

## II. LEGAL FRAMEWORK FOR CHILD LABOR

Grenada has ratified all key international conventions concerning child labor (Table 2).

**Table 2. 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 3). 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 3. Laws and Regulations on Child Labor**

Standard	Meets International Standards	Age	Legislation
Minimum Age for Work	No	16	Article 32 of the Employment Act (3)
Minimum Age for Hazardous Work	No		
Identification of Hazardous Occupations or Activities Prohibited for Children	No		

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**Table 3. Laws and Regulations on Child Labor (Cont.)**

Standard	Meets International Standards	Age	Legislation
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 (3-5)
Prohibition of Child Trafficking	No		Articles 9–11 of the Prevention of Trafficking in Persons Act (5)
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 (5-7)
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 (8)
Free Public Education	No		Article 16 of the Education Act (8)

† Country has no standing military (9)

Grenada's Employment and Education Act allows holiday employment for children under age 16 under the supervision of their parents, but this Act does not meet international standards as it does not specify the minimum age, types of work, or number of hours permitted for such work. (1,3,10) Despite establishing heightened penalties for traffickers of children, the Prevention of Trafficking in Persons Act does not sufficiently prohibit the trafficking 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. (5) The Criminal Code, Electronic Crimes Bill, and Prevention of Trafficking in Persons Act do not comprehensively prohibit the commercial sexual exploitation of all children. (5,7) The government also has not established laws that prohibit the use of children in illicit activities, including drug production. Moreover, laws providing for free basic education do not meet international standards because they permit schools to levy fees for students who reside in Grenada but are not citizens. (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 4).

**Table 4. 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)
Royal Grenada Police Force (RGPF)	Investigates crimes and enforces laws related to child labor. If child labor is confirmed, RGPF is notified and works with the Child Protection Authority (CPA) and Ministry of Social Development, Housing & Community Empowerment to have the child removed from the home (if needed) and bring charges against the offenders. (11) Helps CPA and the Ministry of Social Development, Housing & Community Empowerment provide emergency services to children. (1)
Child Protection Authority (CPA)	Enforces laws related to child labor by receiving and investigating reports of child abuse, including child labor. Investigations are conducted with RGPF and the Ministry of Social Development, Housing & Community Empowerment. Provides social and protective services to child victims, including by requesting court emergency protection orders. (1,11-13)
Ministry of Social Development, Housing & Community Empowerment	Oversees the Child Abuse Hotline and investigates reports of child abuse, including child labor. Refers child abuse cases to CPA and criminal cases to RGPF. (11-13) Enforces laws related to school attendance and provides programs to support school attendance. (13)
Public Prosecutor's Office	Represents the State of Grenada and is responsible for prosecuting criminal cases in lower and high courts. Authorized to institute, overtake, or discontinue criminal prosecutions. (1) Functions independently, with overarching oversight of all public prosecutions. (1)

### Labor Law Enforcement

In 2021, labor law enforcement agencies in Grenada took actions to address child labor (Table 5). However, gaps exist within the operations of enforcement agencies that may hinder adequate labor law enforcement, including insufficient financial resource and human resource allocation.

**Table 5. Labor Law Enforcement Efforts Related to Child Labor**

Overview of Labor Law Enforcement	2020	2021
Labor Inspectorate Funding	Unknown (14)	Unknown (1)
Number of Labor Inspectors	6 (14)	5 (1)
Mechanism to Assess Civil Penalties	Yes (3)	Yes (3)
Initial Training for New Labor Inspectors	N/A (14)	N/A (1)
Training on New Laws Related to Child Labor	N/A (14)	N/A (1)
Refresher Courses Provided	Unknown (14)	Unknown (1)
Number of Labor Inspections Conducted	76 (15)	54 (1)
Number Conducted at Worksite	76 (15)	54 (1)
Number of Child Labor Violations Found	0 (14)	0 (1)
Number of Child Labor Violations for Which Penalties Were Imposed	N/A (14)	N/A (1)
Number of Child Labor Penalties Imposed that Were Collected	N/A (14)	N/A (1)
Routine Inspections Conducted	Unknown (14)	Yes (1)
Routine Inspections Targeted	Unknown (14)	Yes (1)
Unannounced Inspections Permitted	Yes (3)	Yes (3)
Unannounced Inspections Conducted	Yes (14)	Yes (1)
Complaint Mechanism Exists	Yes (15)	Yes (1)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (14)	Yes (1)

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. (15) Although labor inspectors are not authorized to assess penalties, they inform the Royal Grenada Police Force (RGPF) if a child labor violation is found, and RGPF then conducts a criminal investigation. (14,16) The government did not provide complete data on its labor law enforcement efforts, including labor inspectorate funding and training. (14,17) Research indicates that labor inspection and enforcement agencies have limited financial and human resources. (14,16)

### Criminal Law Enforcement

In 2021, the government's criminal law enforcement agencies appeared to function adequately in addressing child labor (Table 6).

**Table 6. Criminal Law Enforcement Efforts Related to Child Labor**

Overview of Criminal Law Enforcement	2020	2021
Initial Training for New Criminal Investigators	Unknown (14)	Yes (1)
Training on New Laws Related to the Worst Forms of Child Labor	Unknown (14)	N/A (1)
Refresher Courses Provided	Unknown (14)	No (1)
Number of Investigations	Unknown (14)	0 (1)
Number of Violations Found	Unknown (14)	N/A (1)
Number of Prosecutions Initiated	Unknown (14)	N/A (1)
Number of Convictions	Unknown (14)	N/A (1)
Imposed Penalties for Violations Related to the Worst Forms of Child Labor	Unknown (14)	N/A (1)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (14)	Yes (1)

The government releases annual reports on its criminal law enforcement efforts and crime statistics. If the RGPF finds sufficient evidence of a criminal violation, then the police may submit findings for possible prosecution by the Public Prosecutor's Office. (1) During the reporting period, there were no known or reported cases of child labor; therefore, no actions were taken by criminal law enforcement agencies. (1)

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### 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.

### 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.

### 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 7).

**Table 7. Suggested Government Actions to Eliminate Child Labor**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Determine by national law or regulation the types of hazardous work prohibited for children, after consultation with employers' and workers' organizations.	2009 – 2021
	Ensure that the minimum age for hazardous work is age 18.	2009 – 2021
	Prohibit the use of children in illicit activities, including drug production.	2011 – 2021
	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 – 2021
	Ensure that the law criminalizes all forms of child trafficking, including in cases that do not include the use of force, threats, abuse of power, or other forms of coercion.	2015 – 2021
	Enact legislation prohibiting the use, procuring, or offering of a child for all forms of commercial sexual exploitation.	2016 – 2021
	Ensure that the law criminally prohibits the recruitment of children under age 18 by non-state armed groups.	2016 – 2021
	Ensure that laws providing free basic education include all children in Grenada, including non-citizens.	2021
Enforcement	Provide sufficient funding and resources to allow agencies responsible for the enforcement of labor laws to fulfill their mission.	2015 – 2021
	Collect and publish labor law enforcement data, including information on inspectorate funding and refresher trainings.	2016 – 2021
	Ensure that labor inspectors and criminal investigators receive refresher trainings, including on the worst forms of child labor.	2015 – 2021
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 – 2021

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